

Annual Report

2018



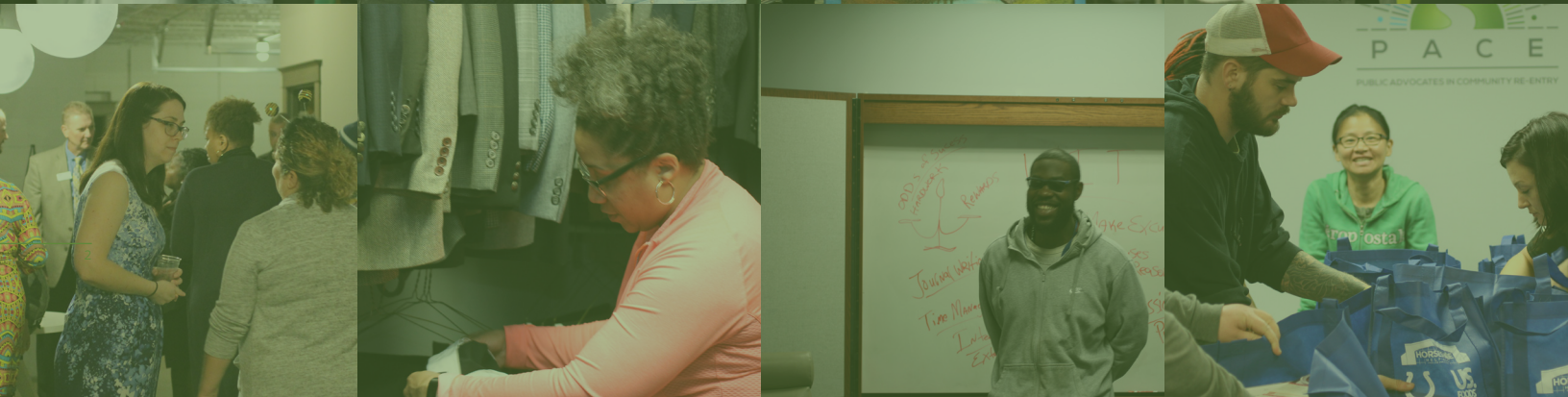
Rebuilding lives. Healing families. Strengthening communities.



Our **mission** is to provide a variety of services to incarcerated and previously incarcerated individuals and their families to lead productive and responsible lives in their community.



Our **vision** is to ensure that people returning to the community from incarceration have the tools and resources to successfully re-enter; to promote public safety through effective re-entry; and to enhance community stabilization through reduced crime and increased productiveness.



Introduction

A letter from the Executive Director & Board Chair

Here at PACE, we believe all people, regardless of past decisions or mistakes, have inherent worth and dignity, and that their worth and dignity is not based on their race, moral virtue, or social standing. Through our comprehensive programs for justice-involved individuals and their families, we work toward justice, healing, and wholeness for all.

As you read through this Annual Report, you will see how effective re-entry is crucial for people impacted by incarceration to get back on their feet. If provided the right tools, our clients can and will choose to become responsible, productive, tax-paying members of society, effectively reducing poverty in some of the most destitute neighborhoods in Indianapolis.

We've made significant progress but there is more work to be done. As the demand for our services increases, PACE works harder than ever to focus on the sustainability of our services so that we can continue to be a beacon of hope for an impoverished community whose residents deserve better. That's why your involvement is critical. Never doubt that you are part of a movement of passionate, dedicated people that can change the world. Please join us.

As many as 5,000 people each year are released from incarceration in Marion County. Without effective intervention, 45% will re-offend in three years and be re-incarcerated. The overall rate of recidivism for adults in Indiana is 38% within three years of their release. PACE proudly boasts a recidivism rate of only 2.9% for its clients in 2018, a decrease from their rate of 3.5% in 2017.

PACE provides a pathway to positive, productive living most often against daunting doubts faced by our client population. Those doubts often leave participants feeling worthless and hopeless. That's precisely where we step in. Since 1960, PACE has worked diligently and quietly on the rehabilitation of previously incarcerated individuals who choose to make a successful transition back into the community following incarceration or community supervision.

PACE operates in the Martindale-Brightwood neighborhood and has established itself as the principal organization in Indiana in the field of re-entry. As the demand for our services grows, we are proud to have never turned down any person who seeks our help, and we never intend to.



Rhiannon Edwards
Executive Director

Bill West
Board Chair

Rhiannon Edwards

Bill West

History



Public Advocates in Correctional Effort (PACE) was founded in 1960 to provide volunteer visitors to prisoners at the Indiana Reformatory at Pendleton, Indiana. It eventually broadened its volunteer activities to include work at other institutions on state and county levels, as well as to undertake other activities to on behalf of those incarcerated or recently released from penal institutions.

Offender Aid and Restoration of Marion County (OAR) was founded in 1982 by concerned community leaders and members of clergy founded as a means of providing pre-release and post-incarceration services to Marion County Jail inmates. The organization received its charter from OAR/USA later that same year.

OAR is a national movement that began in Richmond, Virginia in 1968. A prison uprising at a state penitentiary in Virginia resulted in Jay Worrall, their founder, and members of clergy examining the treatment of offenders and the lack of services available to them.

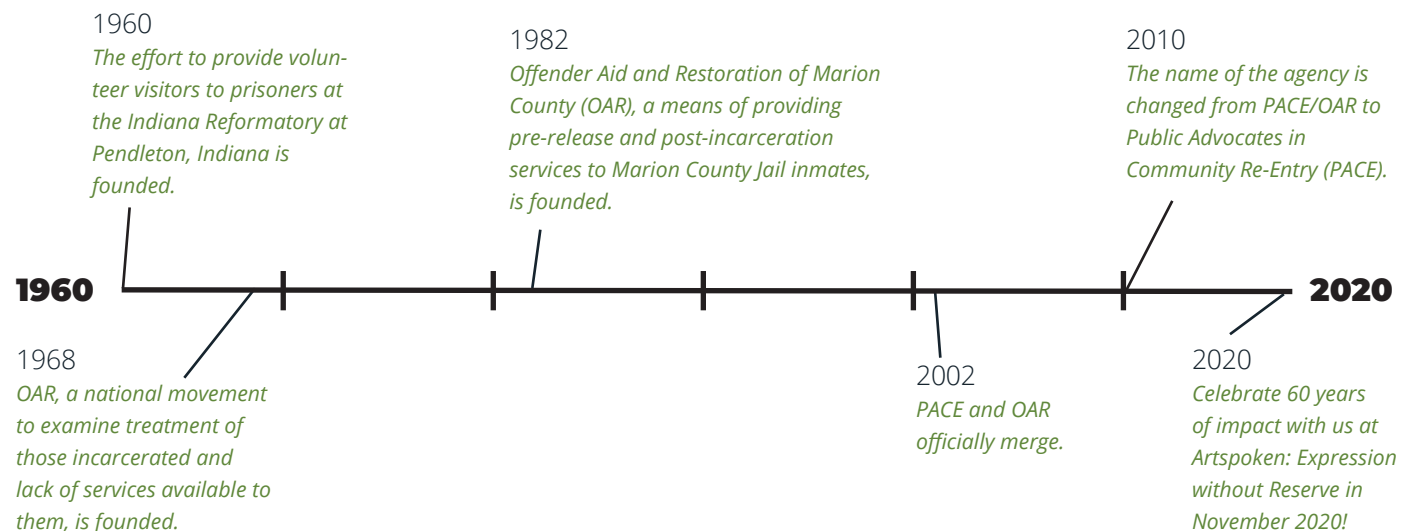
It was at that point that the larger issue associated with the costly and unproductive cycle of recidivism was considered. PACE and OAR officially merged in December 2002. PACE/OAR was officially established in December 2002 as an effort to combine two of Indianapolis' oldest and most decorated non-profit criminal justice agencies.

In June 2010, the Board of Directors voted to change the name of the agency from PACE/OAR to Public Advocates in Community re-Entry (PACE) to capture the services now provided by the agency. The cornerstone of PACE's activity is still the effort of our staff to work with persons previously incarcerated to encourage self-sufficiency.

PACE, Inc. believes that everyone deserves a second chance. If we can provide the right tools, our clients can choose to lead responsible, productive, and healthy lives for themselves and their families. PACE accepts anyone who has a felony conviction and wants assistance, regardless how long that felony occurred or the nature of the crime.

Leading re-entry efforts since 1960

AND WE'RE JUST GETTING STARTED



Recidivism at a glance

Understanding the crisis

The Indiana Department of Correction (IDOC) defines recidivism as a return to incarceration within three years of the individual's date of release from a state correctional institution.*



AT LEAST 95% of all state prisoners will be released from prison at some point; nearly 80% will be released to parole supervision.**

33.78% of individuals recidivated in the state of Indiana in 2018.*

THE YOUNGER a person is at the time of release, the more likely they are to recidivate.*

MALES recidivate at higher rates than females.*

ABOUT HALF of incarcerated adults have a high school degree or its equivalent.**

EMPLOYMENT rates and earning histories of people in prison and jail are often low before incarceration as a result of limited education, low job skill levels, and the prevalence of physical and mental health problems; incarceration only exacerbates these challenges.***

60-70% of youth in juvenile justice detention, correctional, or community-based facilities have a diagnosable mental illness and over 27% have a serious mental illness that impairs their ability to function. 25-50% have substance use disorders, often co-occurring with mental illnesses at rates of 60% or more.****

83% of people report sustaining a traumatic brain injury before their initial involvement with the criminal justice system.*****

60% of all people released from incarceration have a traumatic brain injury.*****

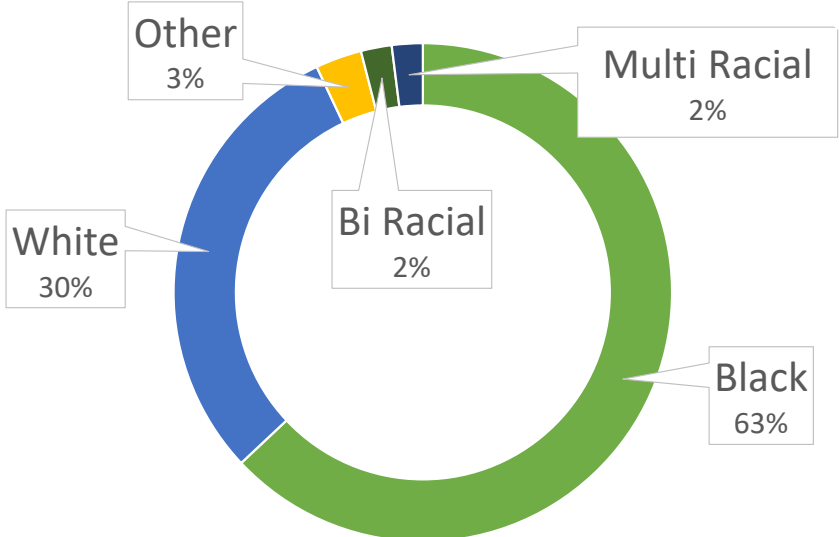
MORE THAN HALF of all people in state prisons report having substance use disorders.**

60-70% of all people in jails report having substance use disorders.**

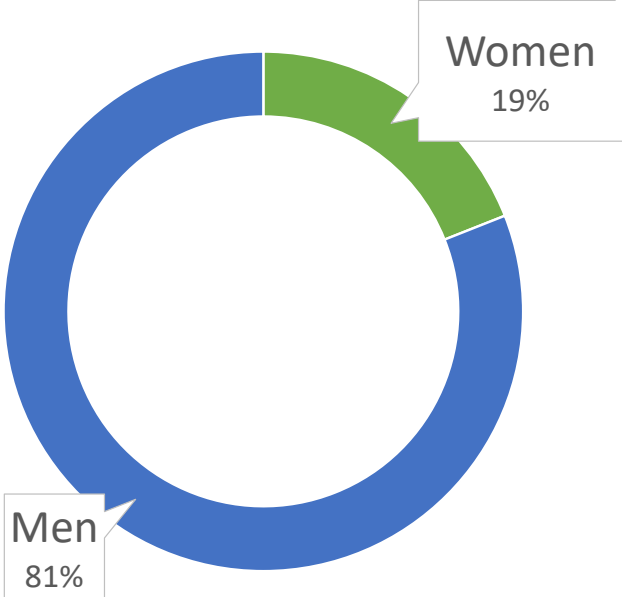
Intake demographics

4,430 total clients served

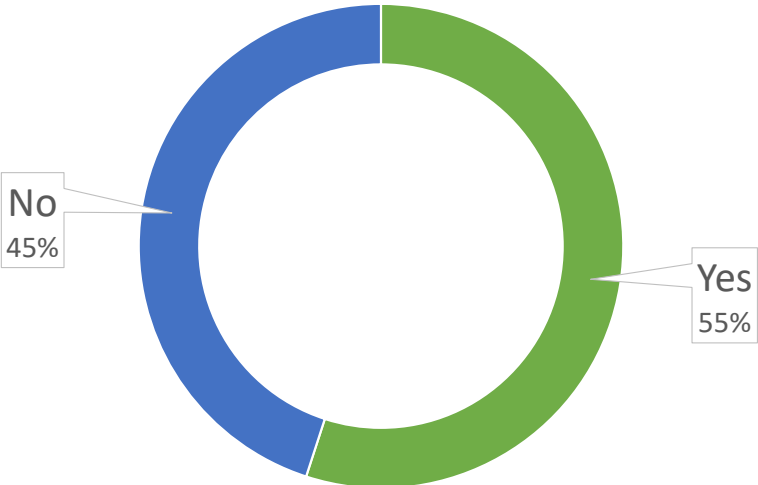
RACE



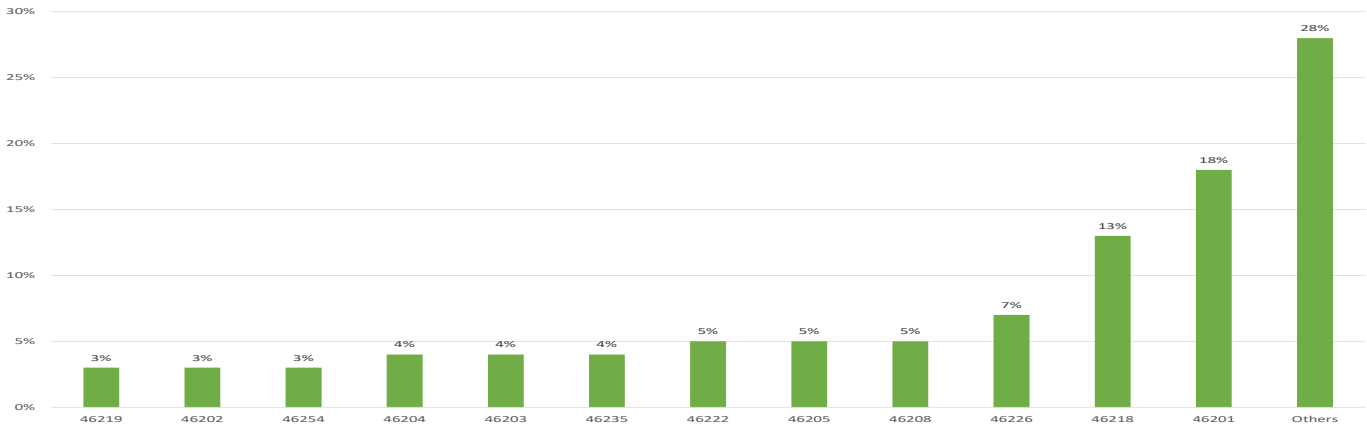
GENDER



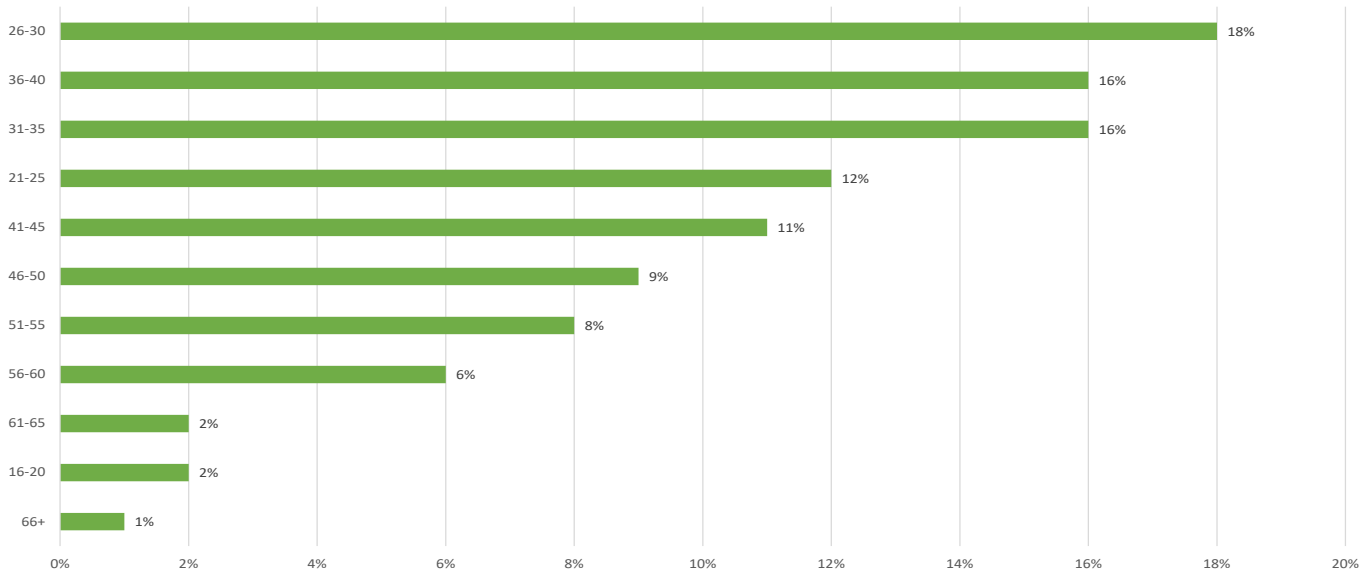
HAS CHILDREN AGES 0-17



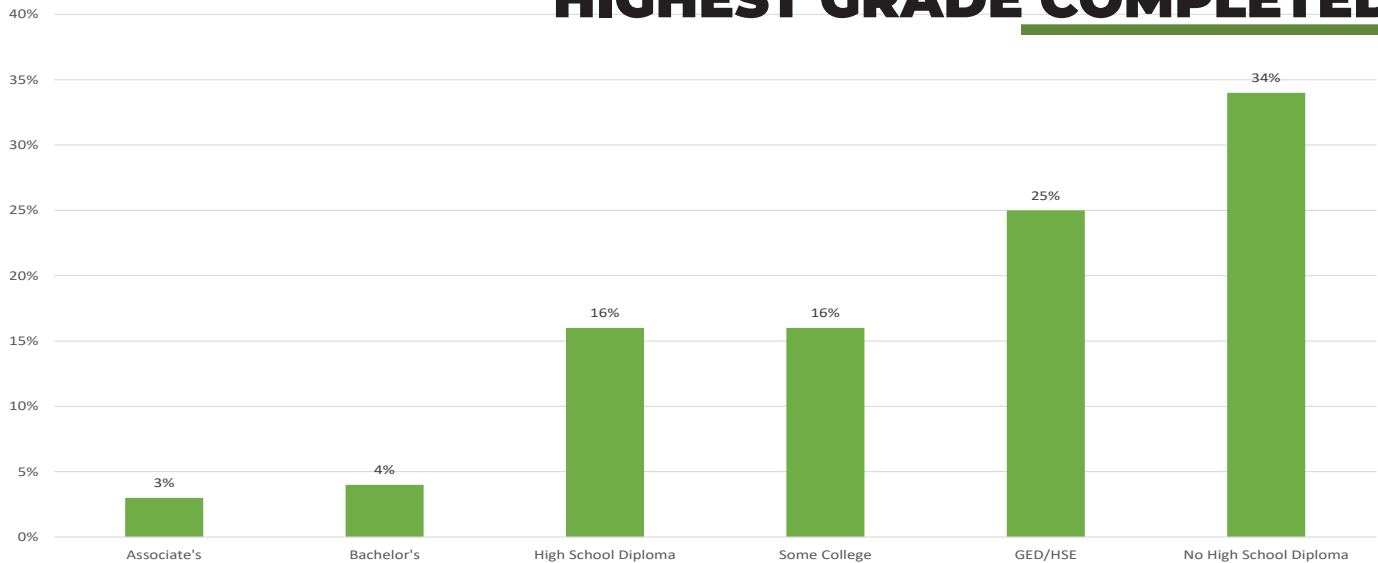
ZIP CODE



AGE



HIGHEST GRADE COMPLETED



2018 self-sufficiency of clients



ONLY 2.9% of our clients were re-arrested



1,505 clients received at least one pre-enrollment service

1,122 clients received at least one specialized service (i.e., financial coaching, employment coaching, income supports coaching, peer recovery coaching)



832 clients received at least one employment service

653 clients were stabilized to re-enter the workforce by attending our job readiness workshop

232 employer partners helped us place **507** clients into **613** jobs
\$11.20 was our clients' average wage working an average of **37** hours per week



\$2,874 worth of work supports (i.e., work boots, uniforms, tools) were provided

148 clients retained employment for at least **180** days

489 clients retained employment for at least **365** days



113 clients regularly attended relapse prevention support groups

208 clients regularly attended moral reconnection therapy sessions

Our outcomes

The impact of effective re-entry

CLIENTS WHO ACHIEVED MILESTONES IN 2018



Ja'Shon first learned about PACE when staff visited him while he was incarcerated in 2017. *"Before PACE I didn't care about anything, not even myself. I did whatever I wanted to do, I didn't care about the consequences, and I wasn't ready to get my life on track. Now I care about my life and I'm there to help others in my life."* After learning about what the agency had to offer and talking it over with his mother, Ja'Shon decided to enroll. Today he credits PACE staff with helping him stay motivated to finish his high school diploma at the Excel Center at Ivy Tech in Noblesville while working part time. After earning his high school diploma, Ja'Shon plans to begin training to become an MMA fighter.



George first heard about PACE when he was trying to get a job but found it difficult to get through interviews. *"I never had a plan going into interviews before. The advice I got in the Advancing Your Career workshop was very helpful for me. Now I am more confident in how I talk to employers and co-workers. I know what I'm trying to say and can explain things the right way."* In addition to raising his self-esteem and improving his communication skills, George believes being able to meet with PACE staff on a regular basis has been vital for his recovery. Now that he has secured gainful employment, he is now focusing his energy on securing safe, stable housing.



Brittany enrolled in the Youth Employment Services (YES) program and credits PACE for helping her overcome financial struggles to make a better life for her and her child. *"PACE has broadened my thoughts about getting over the hump I had gotten myself in. I was in a dark place when I first came there. Staff helped me turn things around a lot and help me see that even though I made a mistake I can get help and my life is not over."* Brittany has been focusing on her future by getting financial coaching and increasing her credit score. She is in the process of starting her own makeup business and in the future hopes to go back to school for radiology.



Anthony was 17 when he first came to PACE. While staff helped him find a job he served as a PACE office volunteer and gained experience helping other clients create resumes and cover letters. That's where, he says, he learned how important customer service is in the workplace. Despite succeeding at work, Anthony experienced challenging circumstances but has made it his mission to focus on his future and have a better life. *"Before PACE I was lost. I had no guidance and didn't know my next steps in life. PACE helped me get my GED and kept me on a good path. I don't know where I would be if it wasn't for PACE."* In the future, Anthony plans on pursuing higher education or a new trade.

Partnering with employers

The single most important contributor to the successful integration of persons re-entering their community from incarceration is the ability to secure gainful employment. Employment also serves as a pro-social routine activity to contribute to and develop social ties with their community. As an organization that recognizes that families need to address interrelated barriers to be resilient and reach financial stability, we strive to help our clients find meaningful employment.

Rather than exchanging one type of public assistance for another, our clients become proud wage-earning taxpayers. Additionally, thanks to our partnership with EmployIndy with the Indy Chamber, PACE boasts more than 200 preferred employers plus 35 partners including corporate, community, local, and state government agencies, including the courts and law enforcement. No other agency in the state provides such comprehensive re-entry resources so critically needed to avoid recidivism.



The Center for Working Families Model

As a Center for Working Families site, all services are bundled to ensure clients can have multiple needs met simultaneously. Our coaches utilize a co-active coaching model to ensure clients are the driver of their own plan. This helps clients realize their full potential and see they are creative, resourceful and whole.

EMPLOYMENT COACHING

We teach our clients how to build a professional resume and cover letter, participate in mock job interviews, discuss how to talk about their past with employers, and access jobs with our employer partners.

MENTAL HEALTH COACHING

We work side-by-side with clients to help them reach their optimum mental and emotional health by assisting with the coordination of required services, navigating the mental healthcare system, and resolving emergency problems in crisis situations. Our mental health coach also helps individuals that have been diagnosed with a traumatic brain injury to use current strengths to reach future goals, learn coping skills, and build resiliency.

FINANCIAL COACHING

We work with clients individually to create spending plans, learn how to open and manage a bank account, and understand how to make large purchases.

YOUTH EMPLOYMENT SERVICES

We are a proud partner of the EmployIndy Network and serve young adults, ages 16-24 who have a desire to secure and grow in a job. The program provides assistance that help remove barriers for successful transition to employment including childcare, transportation, training and education, work clothing and much more.

INCOME SUPPORTS COACHING

We help our clients meet their needs by helping them apply for benefits like TANF, SNAP, or health insurance, connect them to affordable housing options, secure clothing assistance, and find food pantries.

EDUCATION COACHING & SERVICES

We partnered with Washington Township School District to provide classes for adults who wish to earn their high school equivalency (HSE) diploma until December of 2018.

In January 2019, we began our partnership with Marian University to provide not only HSE classes on-site, but access to various nationally-recognized certifications and career training opportunities all at no cost.

Our Recovery Resource Center

Expanding our services to meet the needs of Indianapolis

Thanks to an award from the Division of Mental Health and Addiction (DMHA), the city of Indianapolis now has a Recovery Resource Center (RRC). The first of its kind in the state of Indiana, the RRC offers free services and support for people and their affected families in recovery from substance use disorders and is operated by Public Advocates in Community re-Entry (PACE).

“This Recovery Resource Center means everything to me,” says PACE client Nicole, who helped staff launch the grand opening and is a participant on the Peer Resource Center advisory board, which exists to give staff input on how to best serve individuals. “It will affect people in a very positive way. There are a lot of people who don’t know about resources that are available in the city so this will be great for the community as a whole. Before I came to PACE there were a lot of things that I didn’t know how to get resources for, like treatment programs. A lot of the crime that we see today has to do with people not knowing how to get help.”

PACE’s RRC provides a wide range of support combining on-site services, such as a telephone recovery coaching support line, substance use counseling and assessments, peer recovery coaching, walk-in intervention, and a recovery community center, with community-based services, including a mobile crisis assistance team, collaboration with correctional facilities and hospital emergency departments, as well as vouchers to provide additional financial assistance as needed.

“We act as a triage site and help people get to the resources they need. If a person is not going to be able to take part in PACE programs and services, which are in addition to the support the RRC provides, it is our goal and our responsibility to know what other resources are in the community and be able to refer to them.” - Gina Fears, Assistant Director of Recovery and Community Services



Pictured above: Robin Shackelford, Indiana State Martindale-Brightwood Representative, Chair of the Indiana Black Legislative Black Caucus, and Ranking Minority Member of the State’s Public Health Committee at the RRC grand opening.



“This is the milestone in a long process of work that’s been going on here for a long time. The main thing I’m hoping the Recovery Resource Center can do is help spread the peer recovery coach process across the state because it will serve people better directly.” - Dr. Brad Ray, former Director of the Center for Criminal Justice Institute at the Indiana University Public Policy Institute and Associate Professor at the Indiana University School of Public and Environmental Affairs

Pictured right:

Outreach Coordinator and certified Peer Recovery Coach Cody McCord answering questions and providing information to a person interested in enrolling in the Recovery Resource Center at PACE.



Pictured left:

Representative from the Marion County Public Health Department conducting a training on how to use naran in an emergency situation.



Pictured right:

Participants enjoying the Serenity Club safe haven space with lively conversation and video games.



The Recovery Resource Center offers the following weekly support groups:

- Relapse Prevention
- Women's Relapse Prevention
- MARA (Medicated Assisted Recovery Anonymous)
- Cocaine Anonymous (CA)
- 12-Step Yoga



Our inaugural Recovery Month Celebration



On Friday, September 28, 2018 we held our first-ever Recovery Celebration event in celebration of National Recovery Month in September. In addition to nearly 100 people attending to join voices of recovery and help us spread the message that addiction is a health issue and not a crime, City-County Council Member Zach Adamson issued a proclamation to raise awareness about prevention, treatment, and recovery support services in the area.

Our focus on prevention

Our partnership with Duvall Residential Facility



PACE works hand in hand with the Duvall Residential Center to expand our reach and the clients we serve. Within Duvall we work with males who are serving Work Release sentences with Marion County Community Corrections. PACE focuses on preparing those men for release through job readiness programming and pre-release counseling to help with their continuation of services at PACE upon their release and transition from Duvall back to the community.

434 residents served

332 completed job readiness training

308 achieved job placement

244 received 1-on-1 pre-release planning and care coordination



Leroy waited eight years to finally enroll in PACE services in 2016 after hearing about help with jobs and certification programs. After taking advantage of career coaching services, he soon completed his forklift certification and successfully exited the Duvall Residential Facility.

He's now been employed since August 2018 and enjoys being a part of the workforce again. *"Before PACE I was in and out of jail, I wasn't accomplishing anything and I couldn't find a job. There was just a lot of confusion. Now I have goals I want to achieve."*

In addition to job placement, Leroy has learned how to budget through financial coaching and now he looks forward to building a better and brighter future.



Collective impact

Expanding our services to meet the needs of our neighbors

We carry out our mission in the Martindale-Brightwood (MB) community of northeast Marion County in Indianapolis. MB is part of the federally designated Indy East Promise Zone. Promise zones are high poverty communities where the federal government promises to work with local leaders to increase efforts to achieve neighborhood-created goals and priorities.

The Recovery Resource Center is one of the seven community revitalization priorities of this area – an initiative of MOVE. MOVE is a collaboration of area service agencies working through its collective network of partners to provide

critical programs and services necessary to improve the quality of life for residents and businesses in the MB community. MOVE is comprised of community leaders, One Voice (51% residents and 49% individuals who serve the community), and four neighborhood associations: Hillside, Oakhill, Brightwood Concerned Citizens, Ralston Hovey.

In collaboration with the surrounding neighborhood, the Recovery Resource Center strives to provide supports that enable participants to build social capital, while identifying and participating in recovery resources.

The Martindale-Brightwood 7

SEVEN PRIORITIES FOR LONG-TERM CHANGE FOR THE COMMUNITY

- 1** **25TH STREET CORRIDOR RENAISSANCE:** This community driven project focuses on projects that forge neighborhood identity. Events, programs, and targeted developments will all enhance the 4-mile stretch from the Monon Trail to Sherman Ave.
- 2** **MARTINDALE-BRIGHTWOOD FOOD RESOURCE NETWORK (MBFRN):** The MBFRN supports a network of local growing centers that offer fresh, healthy, affordable food to MB residents. The network will cast a larger net to include regional entities to achieve greater sustainability, outreach, education, and impact.
- 3** **MARTINDALE-BRIGHTWOOD EDUCATION ZONE (MBEZ) AND HOUSING VILLAGE:** The MBEZ helps children reach their maximum potential. Critical supports for parents and caregivers undergird students, and the well-coordinated, innovative, high-quality programs help every student advance.
- 4** **LEADERSHIP AND LEGACY CAMPUS:** A community linchpin and example of neighborhood renewal, the 13-acre campus is home to Edna Martin Christian Center's (EMCC) intergenerational programming for school-aged youth, preschool, and Senior Angels. The campus development is part of the 25th Street Corridor Renaissance Project.
- 5** **COMMUNITY SOLUTIONS & ENTREPRENEURSHIP CENTER (SCEC):** An EMCC collaborative initiative that creates an entrepreneurial ecosystem. It supports new and existing entrepreneurs of all ages and in small business and social-capital development. The center will also be a place where the community can come together to solve community problems.
- 6** **COMMUNITY VOICE NEWS NETWORK:** Whether issues, entertainment, or encouragement, neighborhood news is best handled at the neighborhood level. And so the Community Voice News Network publications, YouTube channel, and podcasts will promote neighborhood events and issues.
- 7** **PACE RECOVERY RESOURCE CENTER:** The center provides addiction recovery supports or information. It is a collaborative initiative dedicated to providing a central point of information for substance use treatment and recovery for individuals re-entering the community following incarceration. It utilizes professionals and volunteer who assist men, women, families, and communities in need of support after being affected by addiction.

Finances

Our statement of financial position December 31, 2018 and 2017

Assets	2018	2017
Cash	\$185,308	\$323,288
Restricted cash for CIRS	\$46,896	\$56,669
Contracts and grants receivable	\$468,040	\$263,529
Property and equipment, net	\$7,609	\$23,925
TOTAL ASSETS	\$707,853	\$664,411
Liabilities		
Line of credit	\$7,527	\$9,187
Accounts payable	\$5,801	\$29,669
Liability for CIRS	\$46,896	\$53,669
Accrued wages and payroll taxes	\$11,561	\$14,590
TOTAL LIABILITIES	\$71,785	\$107,115
Net Assets		
Without donor restrictions	\$389,710	\$339,858
With donor restrictions	\$246,358	\$217,438
TOTAL NET ASSETS	\$636,068	\$557,296
TOTAL LIABILITIES AND NET ASSETS	\$707,853	\$664,411

Our statement of functional expenses ending December 31, 2018

Labor	Program Services	Management & General	Fundraising	2018 Total	2017 Total
Salaries and wages	\$507,425	\$27,577	\$16,546	\$551,548	\$465,915
Payroll taxes and benefits	\$102,012	\$5,544	\$3,326	\$110,882	\$100,857
TOTAL LABOR	\$609,437	\$33,121	\$19,872	\$662,430	\$566,772
Other expenses					
Rent expense	\$86,501	\$10,813	\$10,813	\$108,127	\$108,229
Client assistance expenses	\$117,796	\$0	\$0	\$117,796	\$59,257
Contract labor	\$18,660	\$0	\$6,275	\$24,935	\$46,262
Professional services	\$0	\$27,605	\$0	\$27,605	\$35,248
Depreciation	\$13,053	\$3,263	\$0	\$16,316	\$25,833
Telephone and information technology	\$16,172	\$1,967	\$3,715	\$21,854	\$22,285
Supplies and equipment	\$6,386	\$400	\$1,197	\$7,983	\$12,449
Trainings	\$9,450	\$591	\$1,772	\$11,813	\$5,554
Insurance	\$0	\$19,484	\$0	\$19,484	\$3,880
Travel	\$0	\$1,755	\$0	\$1,755	\$331
Interest	\$0	\$740	\$0	\$740	\$6,575
Miscellaneous	\$890	\$3,549	\$1,785	\$6,224	\$5,506
TOTAL EXPENSES	\$878,345	\$103,288	\$45,429	\$1,027,062	\$898,181

Our annual event

Artspoken: Expression without reserve

SHARING THE VOICES OF THOSE IMPACTED BY INCARCERATION

To raise funds for our programs and services available to individuals and immediate family members affected by the criminal justice system, we hosted this event for the first time in November 2018.

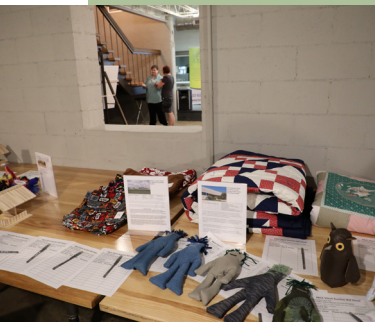
With a focus specifically on art, we invite individuals impacted by incarceration to share their story and journey with others to educate and inspire. More specifically, we want others to learn about the impact effective re-entry can make. That's why we feature all forms of donated art made by real people who have real-life experiences with the criminal justice system.

Artspoken: Expression without reserve is a ticketed event featuring food, drinks, special performances,



and a silent auction comprised of a wide variety of inspiring artwork. Attendees not only learn about the challenges those with felonies must overcome, but will get insight into how they can personally advocate and be the voice of those with criminal histories.

In November 2020, we will not only be hosting this event for the third time, but will be commemorating our 60th anniversary! If you're interested in attending or supporting us with a sponsorship, visit www.paceindy.org/artspoken.



Our need to expand



PACE has been serving men and women in the Genesis Plaza building of the Martindale-Brightwood neighborhood since 2011. Dedicated to ensuring that people returning to the community from incarceration have the tools and resources to successfully re-enter, we have been helping more than 4,000 people each year become self-sufficient. Our organization has historically, and always will, provide a variety of services for previously incarcerated individuals and their families at no cost. However, to live true to our mission, it has become apparent that the time has come for us to move our office into a larger office space.

Our clients and families depend upon the support from community members like you to achieve the level of success for which we are known. Will you support us by playing a part in the next phase in our organization's history? In moving, we will be able to occupy a larger, more modern facility that can support the continued growth of our re-entry population while not compromising our commitment to small class sizes and individualized coaching.

Additionally, a new space will also allow for the private, safe, and therapeutic space needed for our behavioral and mental health services. Oftentimes, individuals who experience a mental or substance use disorder feel isolated and alone. Support is essential to recovery, so it's important that our staff and office have the welcoming environment to help clients start conversations about prevention, treatment, and recovery.



In order to continue making a difference in the lives of individuals impacted by incarceration, it is vital for us to raise \$200,000 to prevent an interruption of services. Help us celebrate our 60th birthday in 2020 with a gift! By making a tax deductible donation to our campaign, you'll be committing to making Indianapolis a safer place by supporting effective re-entry. Additionally, you'll be recognized for your generosity as a campaign supporter on our website and our future annual report.

Thank you for your consideration and continued support.

Campaign giving levels

Founders	Visionaries	365 Society	Supporters
\$5,000	\$1,000	\$365	Giving at any level
"Enhanced community stabilization through reduced recidivism is possible now!"	"I envision a world where everyone is given a second chance!"	"I believe in promoting public safety through effective re-entry every day!"	"I want to be part of the movement."

Sources

Recidivism at a glance

Re-entry statistics

*Indiana Department of Correction

**Bureau of Justice Statistics

***Urban Institute

****National Center for Mental Health and Juvenile Justice

*****Rehabilitation Hospital of Indiana

Illustrations

macrovector via Freepik.com

2018 self-sufficiency of clients

Illustrations

macrovector via Freepik.com

Our focus on prevention

Photo of Duvall Residential Facility

WISHTV.com

Illustrations

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Rebuilding lives. Healing families. Strengthening communities.