

ANNUAL REPORT

FISCAL YEAR 2020 - 2021



THE *Program*
"It's About Change." 

WWW.THEPROGRAMITSAABOUTCHANGE.ORG

ABOUT OUR ORGANIZATION

The Program, “It’s About Change”, Inc., is an independent, 501 (c)(3) non-profit organization committed to providing resources and encouragement to ex-offenders reentering our community. With offices in Harrisburg and York, Pennsylvania, our experienced staff offers an array of evidence-based, high-quality programs and services to men and women returning home from incarceration. Because the first days, weeks, and months of freedom to a returning citizen are the most critical to their success, we are determined to provide resources to individuals looking to re-establish a productive life after incarceration.

OUR MISSION

To serve and support individuals involved with the criminal justice system to prevent recidivism and promote productive, crime-free lives.

BOARD OF DIRECTORS

The Program, It’s About Change Board of Directors manages the general business affairs of The PROGRAM, including but not limited to overseeing staff, maintaining the organization’s fiscal health, and developing and implementing The PROGRAM’s strategic plan.

LOCATIONS

Harrisburg Office

1515 Derry Street
Harrisburg, PA 17401
717 238 9950

York Office

220 E. King Street, Suite 1
York, PA 17403
717 238 9950

FINANCIAL OVERVIEW

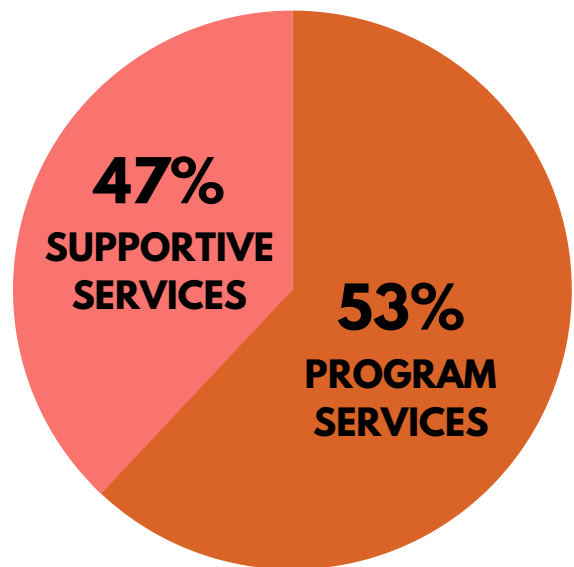
TOTAL REVENUE

\$632,252

TOTAL EXPENSES

\$493,099

WHERE DID THE MONEY GO?



CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS OF JUNE 30, 2021

ASSETS

Current and other assets: \$306,845

Property and Equipment: \$570,086

Other Assets: \$30,568

TOTAL ASSETS: \$907,499

LIABILITIES AND NET ASSETS

Current and long-term liabilities: \$310,804

Net Assets: \$596,695

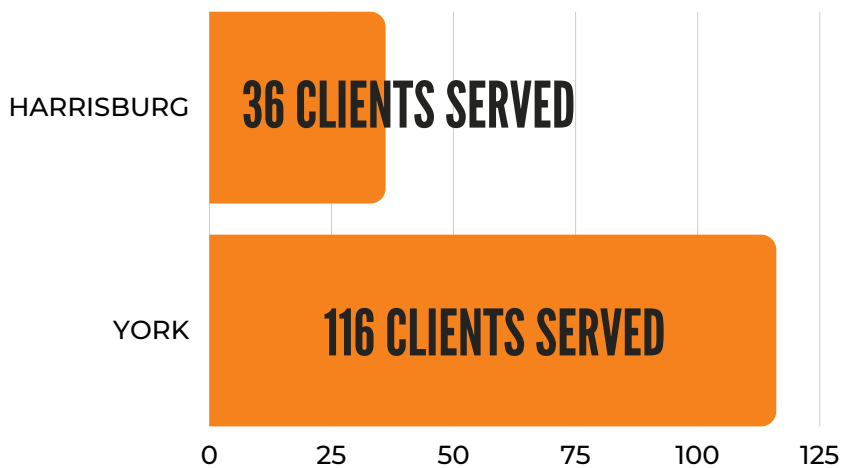
TOTAL: \$907,499

2020 - 2021 AGENCY IMPACT

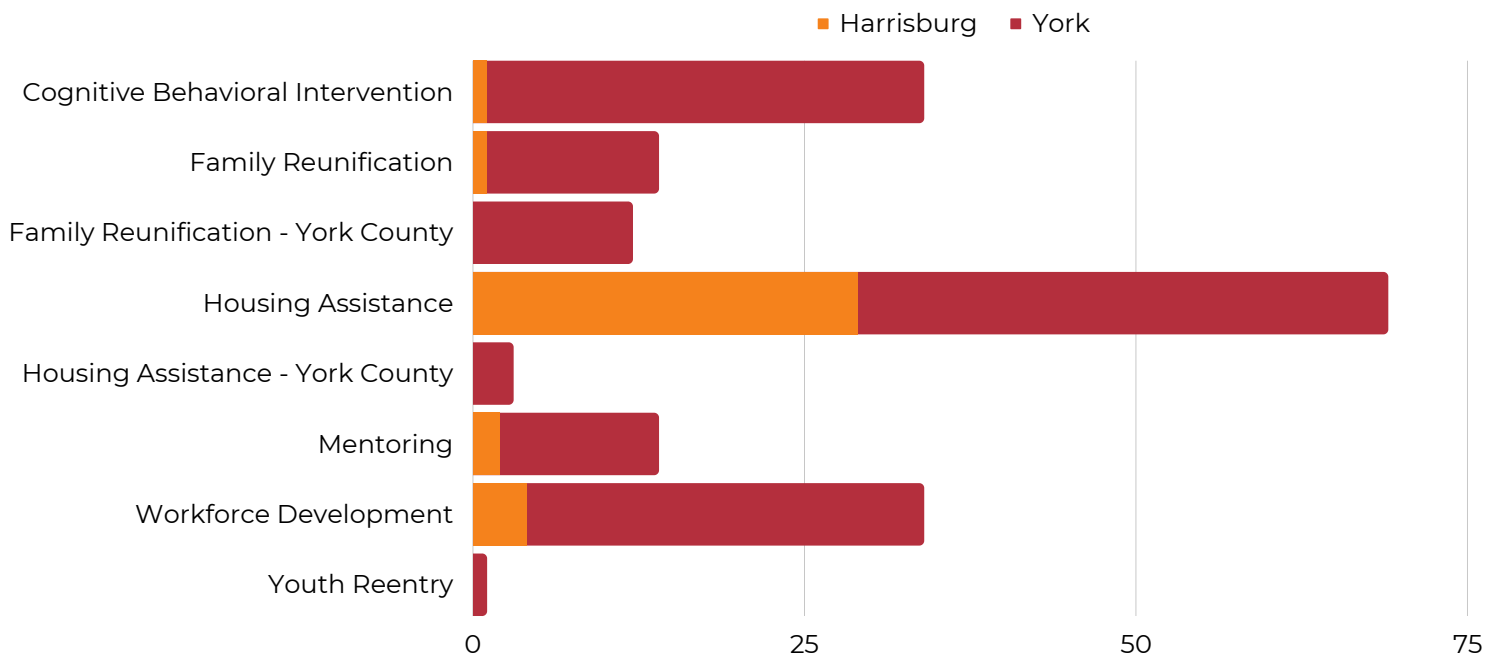
152 TOTAL UNIQUE CLIENTS SERVED

During the 2020 - 2021 fiscal year, The PROGRAM provided services to a total of 152 unique clients between the Harrisburg and York offices. In the pages that follow, statistics will be provided about the clients we served.

Despite significant challenges presented during the 2020 - 2021 fiscal year associated with the COVID-19 pandemic, The PROGRAM's presence and work in the York community grew significantly throughout the year. For the first time since opening the doors to the York Office in May 2019, service provision at the York Office surpassed the Harrisburg Office.

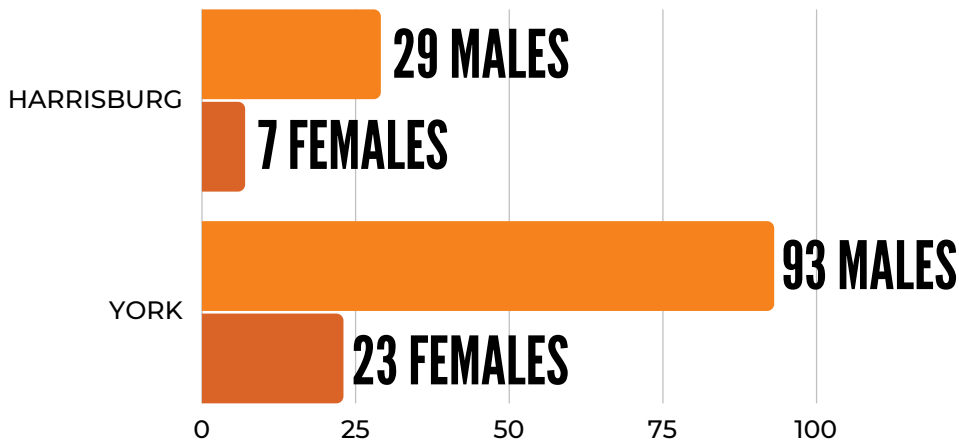


HOW WE SERVED OUR CLIENTS THIS YEAR



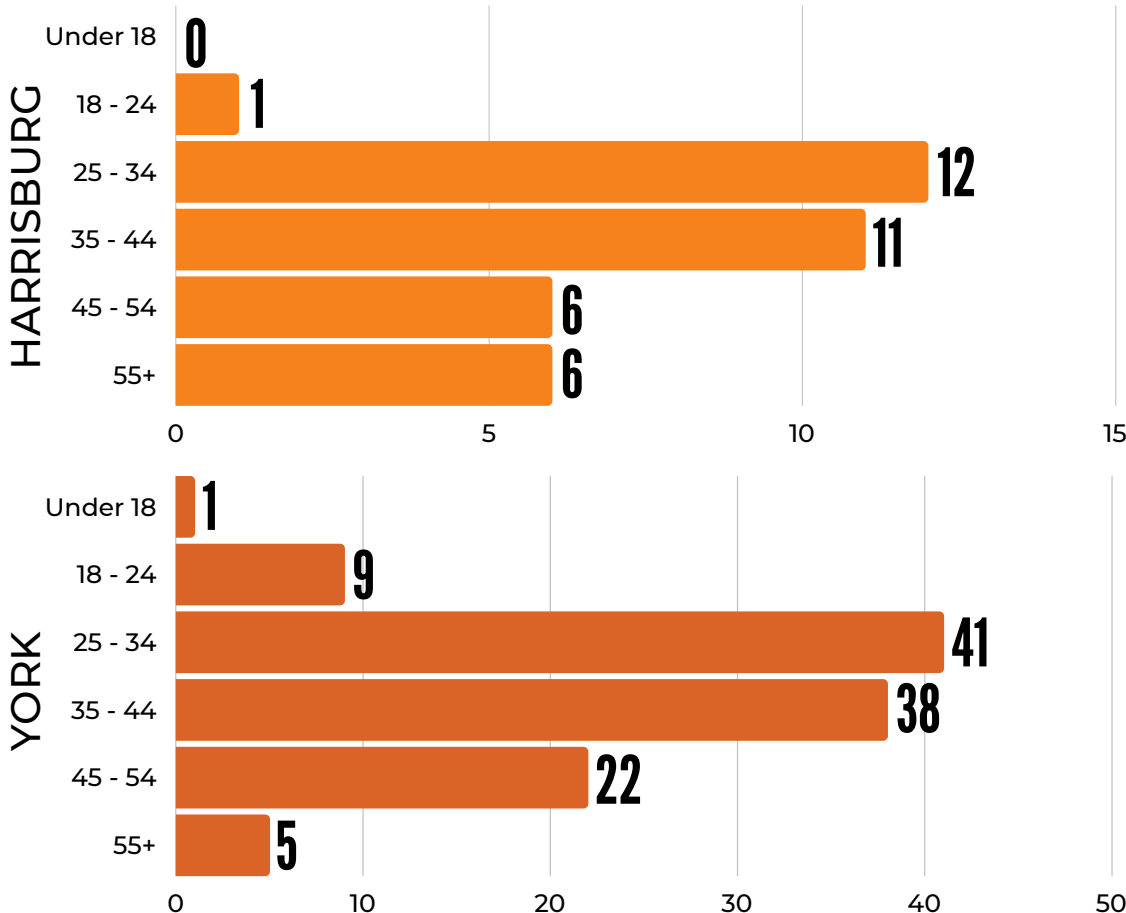
2020 - 2021 AGENCY IMPACT (CONTINUED)

GENDER OF THE CLIENTS WE SERVED



122
MALE CLIENTS
30
FEMALE CLIENTS

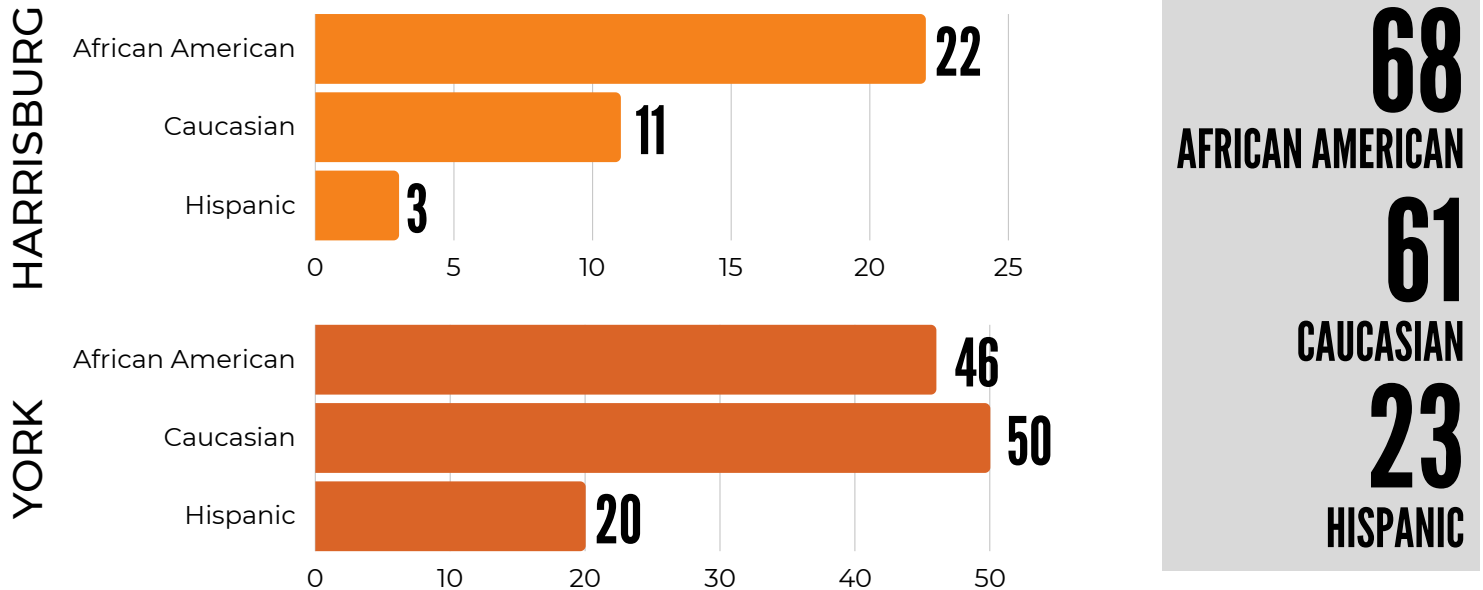
AGE OF THE CLIENTS WE SERVED



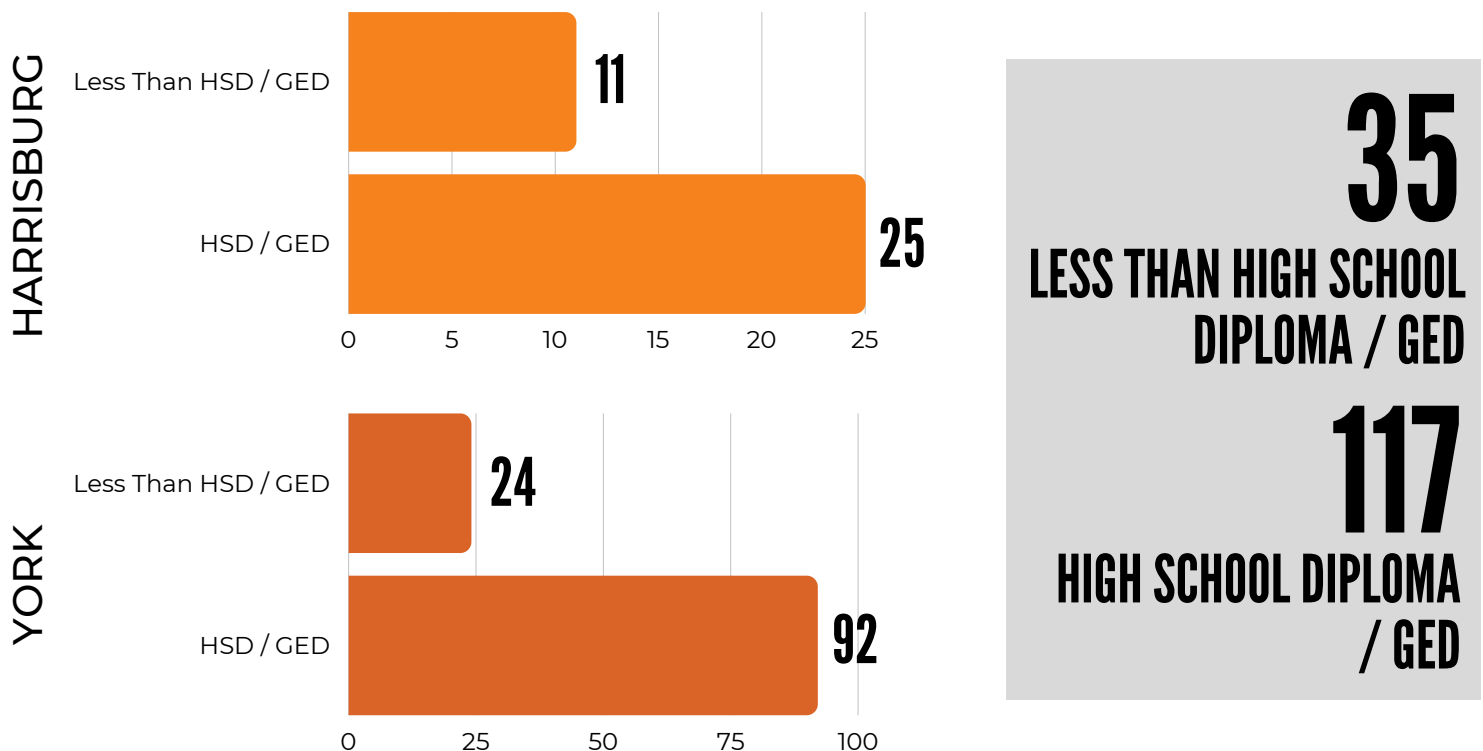
1
UNDER 18
10
AGE 18 - 24
53
AGE 25 - 34
49
AGE 35 - 44
28
AGE 45 - 54
11
AGE 55 +

2020 - 2021 AGENCY IMPACT (CONTINUED)

RACE OF THE CLIENTS WE SERVED



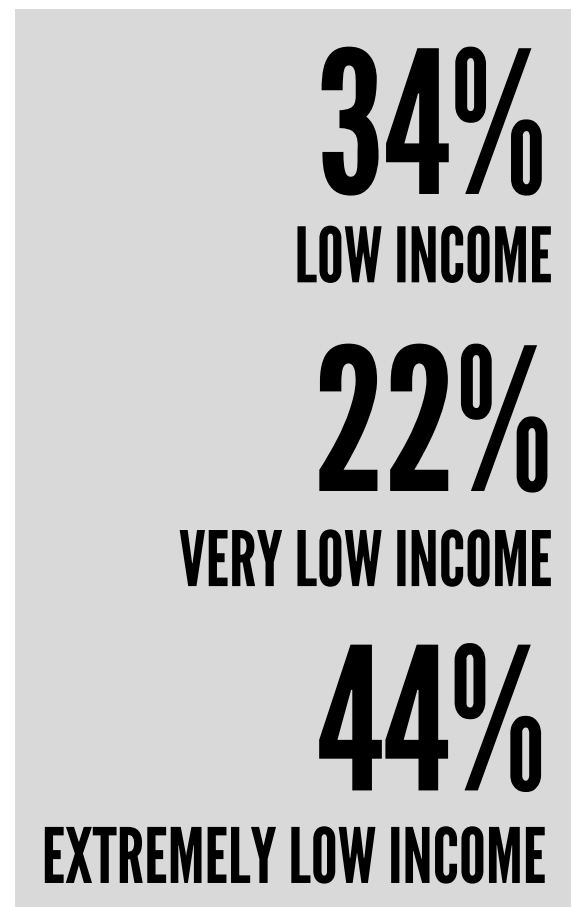
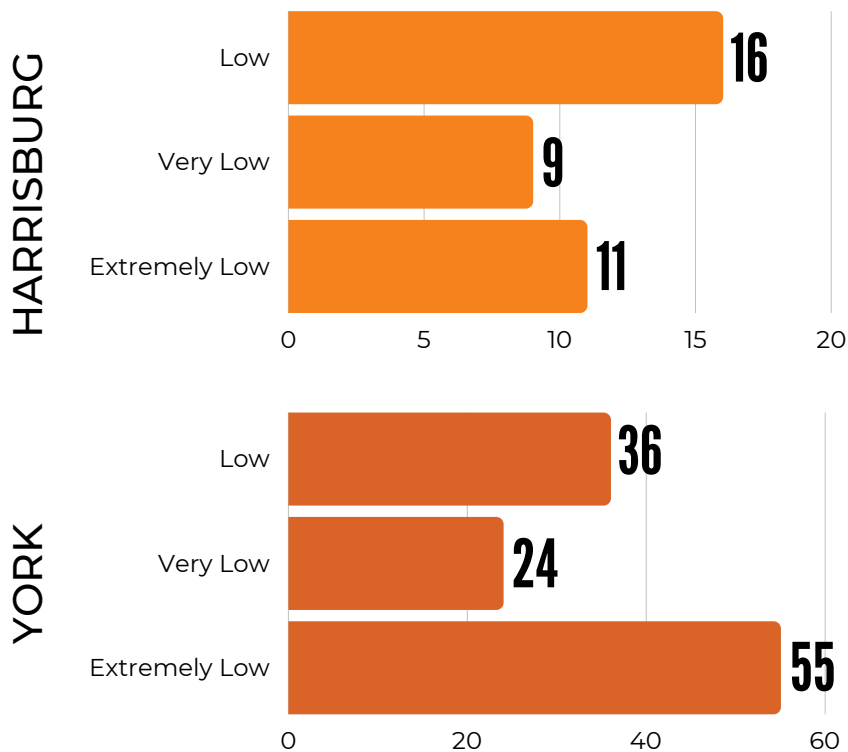
EDUCATION LEVEL OF THE CLIENTS WE SERVED



2020 - 2021 AGENCY IMPACT (CONTINUED)

HOUSEHOLD INCOME OF THE CLIENTS WE SERVED

The PROGRAM utilizes established U.S. Department of Housing and Urban Development (HUD) income limits to identify trends among the clients it serves. Based on income information provided during the 2020 - 2021 fiscal year, The PROGRAM observed the following trends in the population it served:

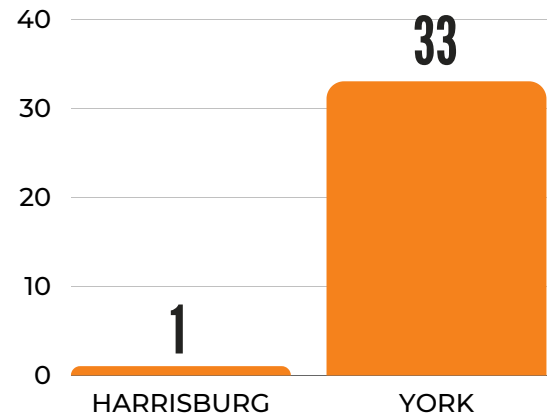


During the 2020 - 2021 fiscal year, The PROGRAM observed marked decreases in the income levels of the clients it served. The COVID-19 pandemic and associated unemployment rates throughout the fiscal year clearly provided additional financial challenges to the clients The PROGRAM serves. Despite the challenges, this fiscal year was successful in highlighting the importance of providing supportive reentry services in order to aid clients in managing difficult and challenging situations.

COGNITIVE BEHAVIORAL INTERVENTION

34

COGNITIVE BEHAVIORAL INTERVENTION CLIENTS SERVED



The PROGRAM's Cognitive Behavioral Intervention program is built upon an evidence-based curriculum that aids clients as they transition home from incarceration. During the Cognitive Behavioral Intervention program, clients explore topics including establishing and maintaining healthy relationships, exploring the ripple effects of responsible and irresponsible behavior, improving communication, managing difficult feelings, individuals' abilities to change how they think in order to alter their attitudes and behaviors, and strategies to help stay on track with positive changes and prepare for warning signs that could lead away from positive change efforts.

Celebrating Accomplishments

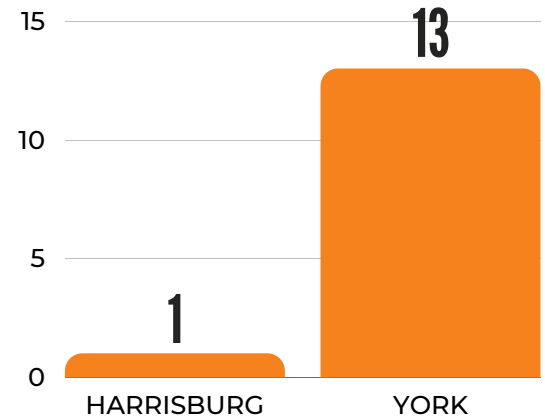
In honor of the hard work and long hours put in by our Cognitive Behavioral Intervention clients throughout the fiscal year, The PROGRAM provided a bowling party for individuals that successfully completed the required elements of the Cognitive Behavioral Intervention program. The PROGRAM's group facilitators Barry "Butch" Coleman and Derrick James hosted a fun-filled afternoon of celebration, congratulations and fellowship. Changing thoughts and behaviors to sustain a crime-free life is a reason to celebrate!



FAMILY REUNIFICATION

14

**FAMILY
REUNIFICATION
CLIENTS
SERVED**



Empowering Parents & Strengthening Families

The PROGRAM implements evidence-based strategies to meet the unique, gender-specific needs and challenges of parents returning home after incarceration. Because every family is different, our philosophy is not "one-size-fits-all." We tailor our services around the unique needs of our clients. Our flexibility allows for individualized sessions for clients, their children and family members. Our evidence-based parenting curriculum allows trained staff to provide comprehensive assessments, regular evaluations and sessions; parenting classes, parent support groups, family support groups and spousal or significant other groups; goal setting, emotion regulation and parenting strategies for different age groups. Staff at The PROGRAM work to meet the individual, unique needs of each and every family by offering flexible scheduling, coordination to satisfy court-mandated stipulations and specialized sessions or groups when necessary.



"The PROGRAM was there for me and supported me through the hardships of coming home and starting over. It didn't matter what the issue was, there was always someone to help me. I am forever grateful that I took this opportunity and attribute a lot of my success to the people that helped me get here. I have a good job, a wonderful relationship with my children and have made a friend, my mentor. The PROGRAM is a commitment and you have to be dedicated to the process and trust your advisors. It can be hard, but if you put your all into it...awesome things happen!" - **Breanna R., Family Reunification Client**

FAMILY REUNIFICATION - YORK COUNTY

12

**YORK COUNTY
FAMILY
REUNIFICATION
CLIENTS SERVED**

"Successful mothers are not the ones who never struggled. They are the ones that never give up, despite the struggles."

SHARON JAYNES

A New Partnership For York County Women

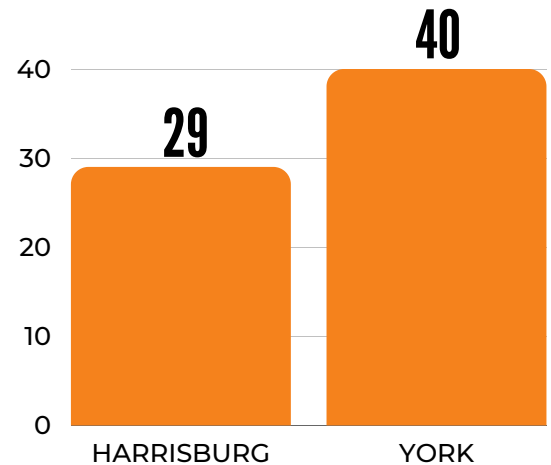
Documented repeatedly in criminal justice, social science, and behavioral health literature, the greatest challenges to sustainable reentry are housing, transportation, education / skill development and employment, health, and access to wrap-around services. Integral to a reentrant's success is family and community support across public, private, and nonprofit sectors. Project ReEntry York County – an ideal collaborative initiative – aimed to go far to address these needs and reduce recidivism. In early 2021, The PROGRAM embarked on a new and exciting partnership with York County Prison, York County Probation and the York County Reentry Coalition in order to bring family reunification services to women involved with the criminal justice system in York County. The goal of Project ReEntry York County is to provide reentry services, including individualized case management services, gender-specific parenting classes and connections with Mentors in the community in order to support women as they rebuild their lives after incarceration.

At the core of this program lies the Parenting Inside Out (PIO) curriculum, which is the only parenting program in the country developed for justice-involved parents. Its outcome-and evidence-based curriculum was built by psychologists on cognitive-behavioral parent management skills training and includes role play effective communication, practice on emotion regulation, and establishes pro-social goals. Developed during a six-year collaboration of scientists, policymakers, practitioners, and instructional designers, PIO was informed by research and practice. Since a dysfunctional family is among an offender's greatest criminogenic risk factors, Parenting Inside Out training will have cost-effective benefits for participants that transcend generations.

HOUSING ASSISTANCE

69

HOUSING
ASSISTANCE
CLIENTS
SERVED



17 TOTAL CLIENTS HOUSED
\$48,495 PAID IN RENT

10
CLIENTS HOUSED
\$26,280
PAID IN RENT
HARRISBURG

7
CLIENTS HOUSED
\$22,215
PAID IN RENT
YORK



"Success is...it works if you work it. The PROGRAM has given me the necessary tools needed for me to set a foundation of productive living. Upon arriving, I was greeted with arms of motivation. They set me up with structure – generating, first, an income. Next was budgeting this income to become independent. Second was becoming financially informed. Understanding the core of budgeting, for a productive living, they assisted me in fixing my credit and organizing paying my debt. The PROGRAM paid six months of my rent to help me reorganize my life, giving me the room I needed to catch up on my past debt due to incarceration. I was even able to reconnect with my daughter and provide financial support to her. The PROGRAM gave me the support I needed to be productive in all aspects of life. Upon completion of The PROGRAM, I had saved up over \$3,000 and paid a great portion of my debt. I was able to get 3 major credit cards and purchase a car. I had a chance to structure my life and also my business." - **Kahim D. Housing Assistance Client**

HOUSING ASSISTANCE - YORK COUNTY

3

**YORK COUNTY
HOUSING
ASSISTANCE
CLIENTS SERVED**

2 TOTAL CLIENTS HOUSED
\$5,208 PAID IN RENT

Closing Housing Gaps In York County

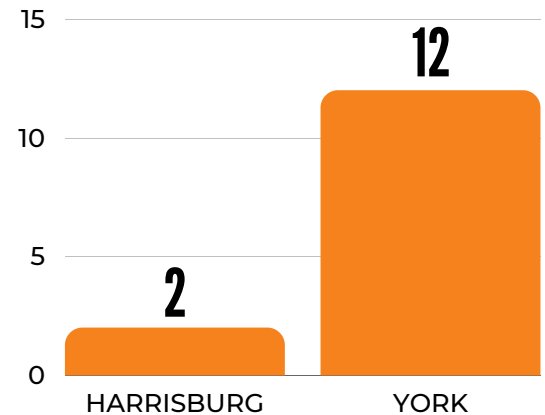
On March 27, 2020, the Coronavirus Aid, Relief and Economic Security (CARES) Act was signed into law. The CARES Act implemented a variety of programs to address issues related to the onset of the COVID-19 pandemic and was signed to help the Nation respond to the coronavirus outbreak. The CARES Act allocated resources to be used to prevent, prepare for, and respond to the coronavirus pandemic (COVID19) among individuals and families who are homeless or receiving homeless assistance; and to support additional homeless assistance and homelessness prevention activities to mitigate the impacts of COVID-19. The PROGRAM was successful in becoming a service provider for related housing assistance services to benefit individuals in York County that have been involved with the criminal justice system within the last two years.

The PROGRAM's implementation of this new housing assistance program contains two types of financial rental assistance - Homeless Prevention and Rapid Re-Housing. The PROGRAM's Homeless Prevention program aims to serve individuals and families who are at-risk-of-homelessness in order to help them maintain their residence. The PROGRAM's Rapid Re-Housing program targets stabilizing homeless individuals and families in a stable housing situation as quickly as possible and providing wrap-around services after the family or individual obtains housing. Both programs coordinate and collaborate with York City and the York County Continuum of Care Committee in order to effectively meet the needs of clients and adhere to established program parameters.

MENTORING

14

MENTORING CLIENTS SERVED



We Rise By Lifting Others

Our Mentoring program strives to provide our clients with the opportunities to strengthen their lives by building trusting relationships with Mentors who offer guidance, encouragement and non-judgmental support. The PROGRAM values and respects the dreams, visions and goals that our clients develop as they strive to become positive and productive citizens in our community. Staff-assisted goal planning provides clients with available resources to promote a stable family structure and successful route toward self-sufficiency after incarceration. Clients are able to take part in one-on-one, group or combination sessions while participating in mentoring services with The PROGRAM.

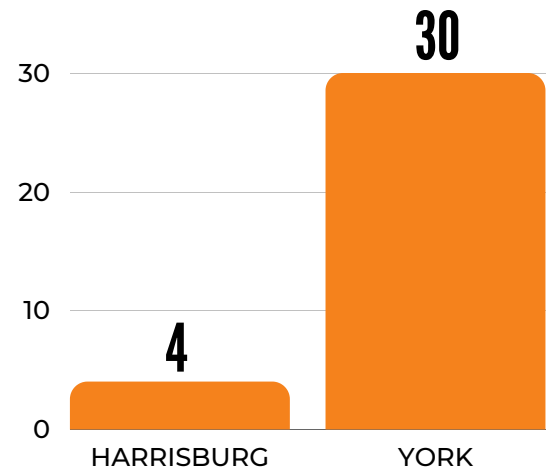


*"Leaving prison after 24 years was like landing in another country with nothing but the clothes on your back...minus the clothes on your back. I was terrified that I'd forever be judged based upon my worst moment; that I'd never be accepted back into society. It felt like I had a tattoo on my forehead that read "Excon." Out of fear, caution, and a bit of hope, I enrolled in The PROGRAM. In retrospect, it was one of the best decisions I made. I was teamed up with a Mentor, Keith, who has helped me in so many ways. Keith listens to my concerns, lends invaluable advice / guidance, and connects me to resources I didn't know existed. I've been out for nine (9) months now, and am doing great. I am employed, compliant with all the rules of parole, and have a strong support system. If not for The PROGRAM, I may have fallen into the cycle of recidivism that sends 75% of offenders back to prison. Because of The PROGRAM, I am proof that successful reentry is possible with adequate resources." - **Kurt D., Mentoring Client***

WORKFORCE DEVELOPMENT

34

**WORKFORCE
DEVELOPMENT
CLIENTS
SERVED**



Tackling Employment Barriers

Our Workforce Development program strives to eliminate barriers associated with securing and maintaining employment for our clients. We are able to provide a wide range of services including assistance in acquiring forms of identification; assistance in acquiring a GED or High School Diploma (in partnership with affiliates); work-related transportation, interview clothing, work uniforms, steel-toes boots, two-way radios and non-slip shoes, when required.

Using Technology To Make New Connections

On Monday, June 21, 2021, The PROGRAM participated in a Virtual Reentry Fair hosted by the Pennsylvania Department of Corrections that was broadcast live across the state's State Correctional Institutions. During the Virtual Reentry Fair, inmates currently incarcerated in the state's system were provided with opportunities to obtain information from employers and service providers throughout the state. Incarcerated individuals were also provided an opportunity to ask questions, in real-time, to employers and service providers and receive answers to better prepare for their return home after incarceration. More than 230 incarcerated individuals tuned in to the Virtual Reentry Fair and The PROGRAM received dozens of letters following the event. Following the Virtual Reentry Fair, satisfaction surveys were provided to inmates who attended the virtual session and The PROGRAM is proud to report that it was listed as "most beneficial" on many inmate surveys.



YOUTH REENTRY

1

YOUTH REENTRY CLIENT SERVED

"Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."

RITA PIERSON

Expanding Capacity & Supporting Youth

In early 2021, The PROGRAM expanded its reentry work to include providing reentry services to youth clients being released from one of Pennsylvania's state-run secure juvenile justice facilities. The PROGRAM's Youth Reentry Coordinator works directly with youth clients and their families during the reentry period to establish and implement a viable aftercare plan, coordinate access to supportive services, and ensure school enrollment and stability. Youth aftercare plans focus on family / guardian / kin supports; probation; behavioral health needs; school enrollment and stability; community-based or extra-curricular activities; and any other area of need for the youth client and / or the youth's family.



WHO IS THIS PROGRAM FOR?

Anyone being discharged from a State Youth Forestry Camp or State Secure Treatment Facility



WHAT IS THIS PROGRAM ABOUT?

Transitional support and advocacy in your community for community resources, education, employment, behavioral health, school, and family support and resource coordination



WHERE DOES THIS HAPPEN?

In your community - in person, over the phone or virtually



WHY SHOULD I GET INVOLVED?

Helping you successfully transition home, find and use your voice and self-advocacy support



HOW DO I GET INVOLVED?

Call THE PROGRAM, It's About Change at 717 963 5901 to get started

THEPROGRAMIT'SABOUTCHANGE.ORG

THANK YOU TO OUR PARTNERS

The Program, It's About Change is committed to providing resources, services, support and hope to individuals returning home after incarceration. But, we can't do it alone. With ongoing support of our partners, The PROGRAM is able to help rebuild lives, strengthen families and provide hope in the darkest of days. And, we cannot thank our partners enough.

THE STABLER FOUNDATION

JOSIAH W. AND BESSIE H. KLINE FOUNDATION

MID PENN BANK

MEMBERS 1ST FEDERAL CREDIT UNION

DAUPHIN COUNTY REENTRY COALITION

YORK COUNTY REENTRY COALITION

YORK COUNTY PROBATION SERVICES

PA DEPARTMENT OF CORRECTIONS

PA PAROLE BOARD

DAUPHIN COUNTY SOCIAL SERVICES FOR CHILDREN & YOUTH



We are...

Helping mothers become ***moms***.

Helping fathers become ***dads***.

Helping families become ***united***.

Helping the job seeker become ***employed***.

Helping the homeless become ***housed***.