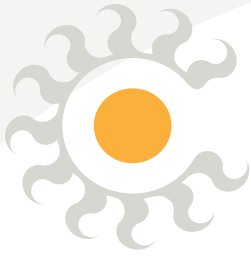


Recipient of the 2023 Hearst Media Top Workplace Award



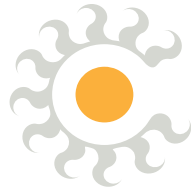
# CONNECTICUT RENAISSANCE



RECLAIM  
*your*  
LIFE

ANNUAL REPORT  
**FY 2022-2023**

CONNECTICUT RENAISSANCE INC.



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# A LETTER FROM THE CEO

## Dear Friends,

It is with great pride that I present our Annual Report for Fiscal Year 2022-2023. **Over 3,400 individuals were served** at our outpatient behavioral health clinics, through our gambling program, our adolescent services for justice-involved individuals, and at our residential programs that serve men returning to the community from incarceration and those in need of mental health and addiction services. After 56 years in operation, the organization continues to grow and pivot to meet the changing needs of the people we serve.



*After 56 years in operation, the organization continues to grow and pivot to meet the changing needs of the people we serve.*

Kathleen Deschenes, LMSW  
Chief Executive Officer

One of this year's highlights was the development of our **three-year Strategic Plan that will guide our work through 2025**. Among our goals is a Diversity, Equity, and Inclusion initiative that will ensure that CT Renaissance operates with a culture that respects the differences among our employees and the individuals we serve. In the pages that follow, read about our proactive and strategic approach that will focus on valuing diversity and improving overall employee satisfaction and organizational performance.

This year, CT Renaissance was awarded the **Hearst Media Top Workplace Award!** Our organization is honored to be recognized by our employees as an employer of choice.



Over the past year, many CT Renaissance employees and members of our Board of Directors advocated through legislative email/phone call campaigns in an effort to advocate for cost of living increases for the nonprofit sector. Our organization broke the record by having **14 employees testify to the Appropriations Committee!**

We are also pleased to have expanded our Board of Directors with the addition of Felicia McKoy. Felicia worked for the Department of Correction for many years and most recently as a Senior Clinical Liaison. She chose to join the CT Renaissance Board in order to help those facing adversity to become positive members of society. **Welcome Felicia!**

We are so fortunate to have a group of dedicated employees at CT Renaissance as well as a Board of Directors who guide the organization forward with a united goal of helping the people we serve to **Reclaim their Lives!**

Thank you for your interest in CT Renaissance,

*Kathleen Deschenes*

Kathleen Deschenes

# OUR MISSION

THE MISSION OF CONNECTICUT RENAISSANCE IS TO HELP ADULTS AND ADOLESCENTS AFFECTED BY BEHAVIORAL HEALTH DISORDERS OR CRIMINAL JUSTICE INVOLVEMENT TO IMPROVE THEIR OVERALL HEALTH AND WELL-BEING IN ORDER TO RECLAIM THEIR LIVES.

## OUR PROGRAMS

### ADOLESCENT SERVICES

#### Linking Youth to Natural Communities (LYNC)

is a program that provides services to adolescents and their families who are involved in the court system and struggling with substance use, anger management, trauma and/or family issues. Offices are located in Bridgeport, New Haven and Stamford.

### OUTPATIENT SERVICES

#### Behavioral Health Clinics in Bridgeport, Norwalk, and Waterbury

provide services to individuals 12 years of age and over with addiction, mental health, co-occurring disorders, trauma and gambling issues. The clinics accept Medicaid and commercial insurances or sliding scale for the uninsured. The ABHS Program at our Bridgeport location provides services to court-referred adults. The ASIST Program, at our Bridgeport and Waterbury locations, provides services which are criminogenic and clinical in nature, in a supervised, community-based alternative to incarceration.

### WATERBURY WEST RESIDENTIAL TREATMENT CENTER

Located in Waterbury, this **Clinically Managed-High-Intensity Residential program** provides services to men 18 years of age and over who are in need of substance use treatment. Services include individual and group counseling, peer support, 12-Step meetings, case management and life skills training.

### McAULIFFE CENTER FOR CO-OCCURRING DISORDERS

Our **Co-Occurring Medically-Monitored Intensive residential program** is located in Waterbury and services men 18 and older. This program provides clinical care that targets the clients' acute behavioral health and substance use needs. Services include individual and group therapy, peer support, psychoeducation (help people become accustomed to living with mental health conditions), family therapy, and medication management. If needed, clients are sometimes referred to longer-term programs.

### GAMBLING SERVICES

CT Renaissance is proud to be a treatment provider for the **Bettor Choice Problem Gambling Statewide Network**. We offer individual, couples, family, and group treatment for anyone affected by problem gambling. Services are offered to all ages. Our certified and board-approved clinical staff have assessed and treated those with disordered gambling and their loved ones for over 20 years. These services are available throughout all of Lower Fairfield County.

### COMMUNITY WORK RELEASE PROGRAMS

Connecticut Renaissance operates **work release programs in both Bridgeport and Waterbury**. These programs help individuals transitioning from incarceration back into the community. Clients work with their case manager on life skills and with a job developer to seek and obtain employment. Clients are also referred for behavioral and mental health services if needed.

# ORGANIZATIONAL DEVELOPMENT

## TOP WORKPLACE

Connecticut Renaissance has been awarded **Hearst Media's Top Workplace 2023 award for Southwestern Connecticut region**. Overall, we ranked 6 out of 33 similar size companies and was the **#1 Mental Health/Behavioral Health service provider in this category**. This is the first year Connecticut Renaissance participated in the Top Workplace survey based entirely on employee feedback. Connecticut Renaissance Top Workplaces win is proof positive that Connecticut Renaissance puts its people first. This is essential to an effective employee retention program in effort to retain employees and top talent acquisition.

This honor recognizes Connecticut Renaissance as a top employer in recruiting, onboarding, and developing new talent. Connecticut Renaissance Top Workplace insights reveal that we are highly rated in each of the survey categories. Some of the key words from staff quotes include "innovative, fun, creative, collaborative and diverse." This prestigious recognition reflects our strategic planning that is bringing about positive changes at Connecticut Renaissance and it sets us apart from other companies as we prioritize a people-centered culture that gives employees a voice.

## CONTRACT AWARDS

Once again, Connecticut Renaissance has been awarded the **Linking Youth to Natural Communities (LYNC) contracts in Stamford/Norwalk, Bridgeport, and New Haven locations that began on July 1, 2023**. The Judicial Branch Court Supported Services Division (JBCSSD) made significant changes to the LYNC model in reducing larger encatchment areas back to the original design of contracts by court locations. Bridgeport and New Haven represent two of the largest LYNC Programs in Connecticut allowing us to increase staffing patterns to accommodate for larger census capacity. The changes in the LYNC Program also include a new curriculum, **Reasoning & Rehabilitation (R & R)**. R & R targets antisocial behavior and skill-building while addressing self-control, critical thinking, problem solving, social skills and emotion management.

Another new service offered in the LYNC Program is the **Child Family Team Meetings (CFTM)**. The CFTM is a new service for non-LYNC referrals where a designated LYNC Family Advocate facilitates a meeting with child, family and all their natural supports along with community providers with the overarching goal of strengthening and supporting children and families during probation supervision to prevent further entrenchment in the juvenile justice system. With the award of these contracts, Connecticut Renaissance continues an over 20 year tradition of stewardship in providing community-based contracted services to justice-involved youth throughout the Bridgeport, Stamford/Norwalk communities.



# ORGANIZATIONAL DEVELOPMENT

## STAFF TRAINING & DEVELOPMENT

As part of our commitment to excellence in the delivery of client services, Connecticut Renaissance prioritizes staff training and development, recognizing its positive impact on employee job satisfaction, morale and performance. Within our 2022-2025 Strategic Plan, **we set training goals to grow our instructor base, increase live in-service offerings, and provide position- targeted training** in order to foster knowledge and development, build competencies, support retention and enhance outcomes.

In December 2022, funded by a grant from the Connecticut Community Foundation, 20 clinicians across the agency participated in full day workshops on **Motivational Interviewing and Cognitive Behavioral Therapy facilitated by Brian D. Kiluk, PhD, Associate Professor of Psychiatry, Yale School of Medicine.** We continue to proactively pursue additional funding opportunities for evidence-based model training.

We have also newly added Motivational Interviewing and Introduction to the ASAM Criteria to our monthly New Employee Orientation training (NEO), which is a two-day intensive program for all new hires led by a multi-disciplinary team of the agency's senior leaders and program directors. **Other NEO sessions include an Executive Leadership Welcome and agency overview, Policies and Procedures, Sexual Harassment, IT Systems, Regulatory Compliance, Workplace Violence, PREA, Crisis Intervention, Narcan Administration, Treatment Planning and Chart Documentation and Use of the Electronic Health Record.**

Additional initiatives for new and existing staff include a supervisor training program and resource hub and reimplementing the Clinical Auditor/Trainer position, who provides **staff training and structured 1:1 coaching sessions on best practices in clinical documentation.** We continue to strive to ensure that all employees have the necessary tools and information to manage their responsibilities and thrive in their individual career paths.

## COLLABORATION & PARTNERSHIPS

### **CT Renaissance Waterbury Outpatient Behavioral Health has joined in partnership with DMHAS Western CT Health Network in Waterbury**

to increase access to intensive outpatient programming to Waterbury residents with a co-occurring treatment need with a primary focus on their mental health. This partnership has filled a gap in treatment services in the community where residents were facing barriers making it difficult for them to get the care they needed. This partnership has allowed clinical teams from both agencies to work closely together in treatment planning, case review and to ensure that a very vulnerable population could benefit from a joined treatment team collaboration. Together, both agencies provide comprehensive services that meet the mental health, substance use and social needs of Waterbury residents.



**The University of New Haven offers a Women In Leadership Certificate Program** that is designed by industry experts for professionals seeking leadership skill development, strategies and practical tools to foster women in leadership across the region. **CT Renaissance's Clinical Director, Amy Vitale has been asked to join the Advisory Board for the Women in Leadership Program.**



Amy Vitale

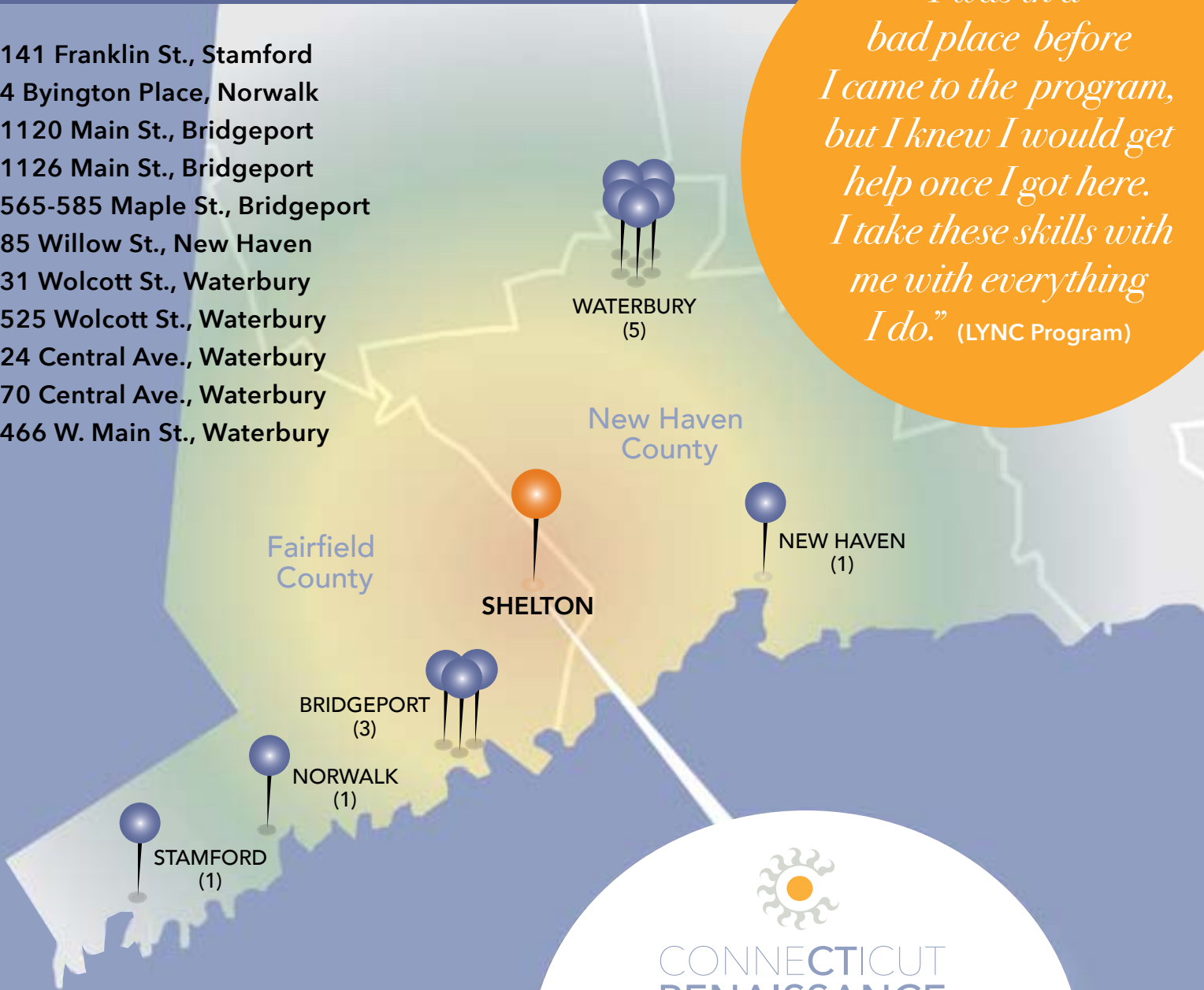
As an Advisory Board member, Amy will provide strategic review of the credit and noncredit offerings of the program, will offer guidance to the faculty and students through classroom visits, forums and conferences and will promote the program's goal of linking industry with academia to help ensure the program's work is relevant and benefits the business community. Amy Vitale has worked in various leadership roles throughout her career and is Licensed as a Professional Counselor and as an Alcohol and Drug Counselor. In her role at CT Renaissance, she provides leadership of the residential and outpatient clinical treatment programs.



# WHERE WE ARE

- 141 Franklin St., Stamford
- 4 Byington Place, Norwalk
- 1120 Main St., Bridgeport
- 1126 Main St., Bridgeport
- 565-585 Maple St., Bridgeport
- 85 Willow St., New Haven
- 31 Wolcott St., Waterbury
- 525 Wolcott St., Waterbury
- 24 Central Ave., Waterbury
- 70 Central Ave., Waterbury
- 466 W. Main St., Waterbury

*“I was in a bad place before I came to the program, but I knew I would get help once I got here. I take these skills with me with everything I do.” (LYNC Program)*



# 11

## PROGRAM LOCATIONS

In Western Connecticut

**CONNECTICUT RENAISSANCE**  
*Reclaim your life*

**HEADQUARTERS**  
 1 Waterview Drive  
 Suite 202  
 Shelton





# STRATEGIC INITIATIVES

*Explore the core of Connecticut Renaissance's strategic initiatives, where our resolute dedication to growth, inclusivity, and technological advancement is evident. Over the past year, our focused efforts have addressed the challenges faced by individuals dealing with behavioral health disorders or ensnared in the criminal justice system. Join us as we spotlight key initiatives that underscore our mission, demonstrating our dedication to catalyzing positive change in the lives of those we serve.*



## **ADVANCING DIVERSITY: A STRATEGIC FOCUS**

In November of 2022, the Board of Directors approved our next Strategic Plan which acts as the guiding force behind our work at CT Renaissance. A component of this plan is a Diversity, Equity and Inclusion (DEI) initiative which will assess our organization's policies and practices.

The overarching goal of our DEI work will be to ensure that our workforce and Board of Directors reflect the communities we serve in terms of race, ethnicity, gender, age, sexual orientation and all abilities. We will conduct a survey of our employees to gather their feedback on:

- our performance as an employer with regard to hiring a diverse workforce
- our ability to provide support that is equitable from employee to employee recognizing systemic barriers
- whether CT Renaissance provides opportunities for everyone's voice to be heard through organizational climate surveys, through agency-wide committees and through more informal outlets such as staff meetings and supervision.
- how the organization manages/responds to racism

While the DEI goal is part of our Strategic Plan, CT Renaissance will ensure that this becomes a permanent goal that is regularly assessed and adjusted as needed.

## **EMPOWERING TEAMS: ENHANCING TECHNOLOGY PROFICIENCY**

Recognizing the importance of technology in today's world, Connecticut Renaissance has focused on increasing the technological competency of our staff. Through training and other professional development opportunities, we have empowered our team members to adapt to the evolving digital landscape and utilize technological tools effectively.

One major step in this initiative was the creation and launch of a framework for our intranet. This centralized platform has provided our staff with a secure and efficient means of communication, collaboration, and knowledge sharing. By leveraging technology, we aim to enhance our operational efficiency and foster a culture of innovation within our organization.

# STRATEGIC INITIATIVES

## DRIVING GROWTH AND SUPPORT: CREATION OF THE DEVELOPMENT DEPARTMENT

In Fiscal Year 23, we established a dedicated Development Department to enhance our fundraising efforts and cultivate meaningful relationships with our supporters. This new department has played a crucial role in expanding our resources and ensuring the sustainability of our programs.

Furthermore, we have expanded strategic partnerships with corporations that share our vision and mission. These collaborations will not only provide us with additional resources but will allow us to expand our reach within the community. By engaging in mutually beneficial initiatives with corporate partners, we can amplify the impact of our programs and services.

As we continue to grow the development department, Connecticut Renaissance will host fundraising events that enable us to raise crucial funds for our initiatives. These events not only serve as platforms for generating financial support but also create opportunities for community engagement and awareness. By leveraging the power of these events, we will be able to increase our impact and garner support from a wider audience.

*These strategic initiatives highlight Connecticut Renaissance's dedication to advancing our organization and creating a more inclusive and impactful future. Through the establishment of the Development Department, our efforts in building donor relationships, our commitment to diversity and equity, and our focus on technology competency, we are well-positioned to make a lasting difference in the lives of the individuals we serve.*



## WHO WE SERVED



**11,565**  
*Individual  
Family*  
**SESSIONS**

**3,411**  
*Clients*  
**FY 2023**

**1,855**  
*Admissions*  
**1,914**  
*Addictions  
treated*

**18,455**  
*Nights spent in*  
**RESIDENTIAL**

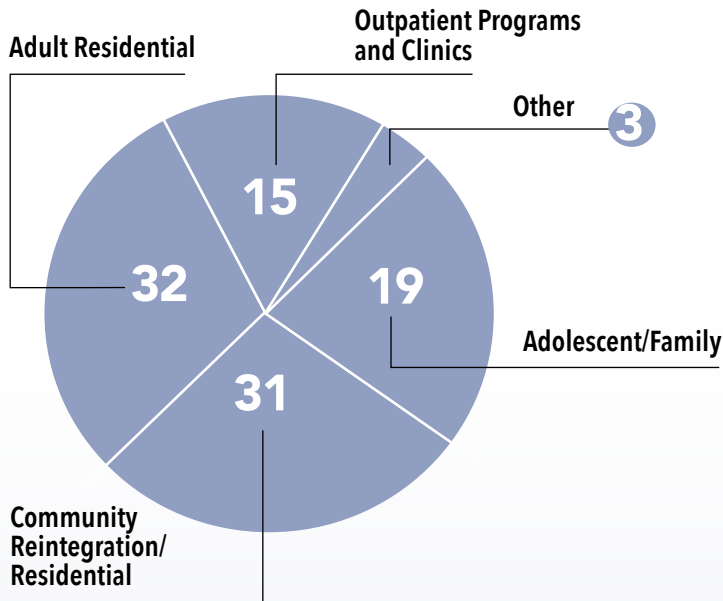
**52,808**  
*Group  
Counseling*  
**SESSIONS**

**24,462**  
*Outpatient*  
**VISITS**

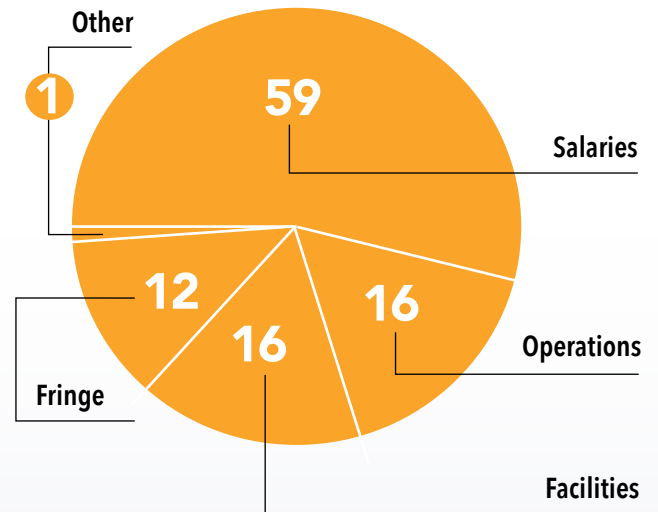
# FINANCIAL SUMMARY



## Programs—%



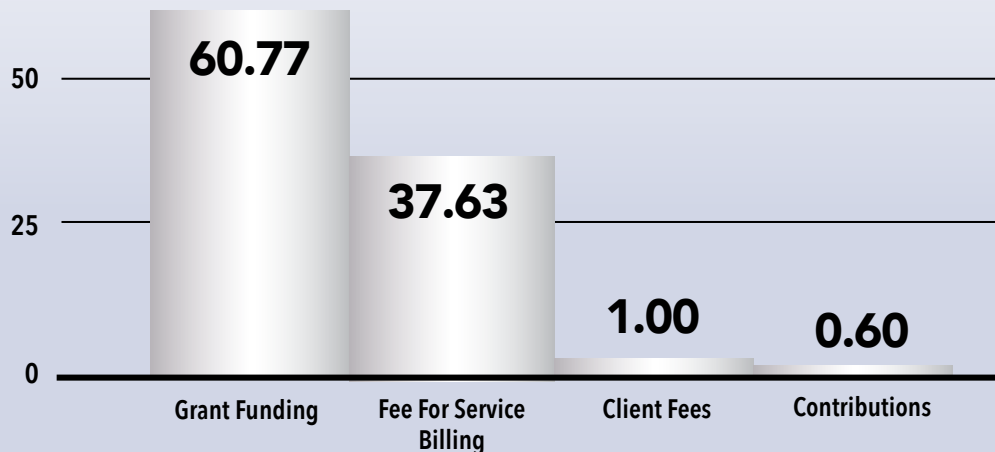
## Expenses—%



100

## Funding Sources—%

75



50

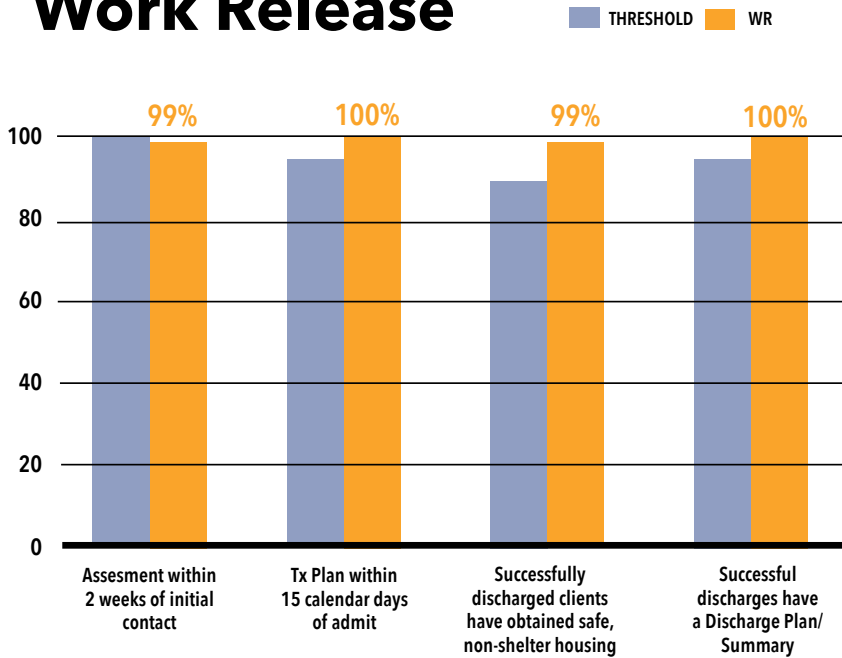
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# PROGRAM OUTCOMES



## Work Release



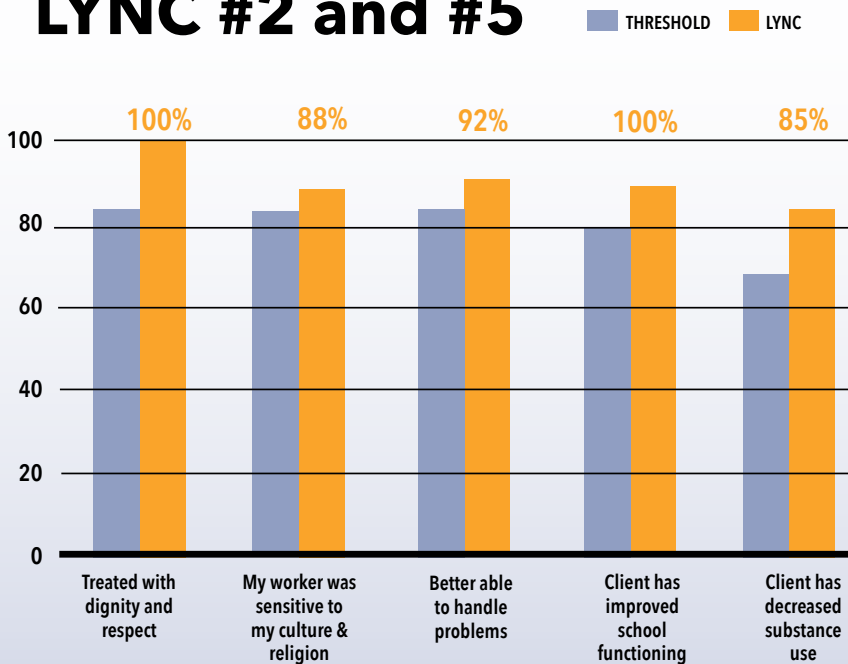
99% of referrals given an assessment w/in 2 wks of initial contact vs 100% threshold

100% of clients had a tx plan w/in 15 calendar days of admission vs. 95% threshold

99% of successfully discharged clients will have obtained safe, non-shelter housing vs. 90% threshold

100% of successfully discharged clients in program longer than 15 days will have a discharge plan/summary vs 95% threshold

## LYNC #2 and #5



100% satisfied for Treated with Dignity & Respect vs. 85% threshold

88% satisfied for Worker was sensitive to my culture & religion vs. 85% threshold

93% satisfied they were better able to handle problems vs. 85% threshold

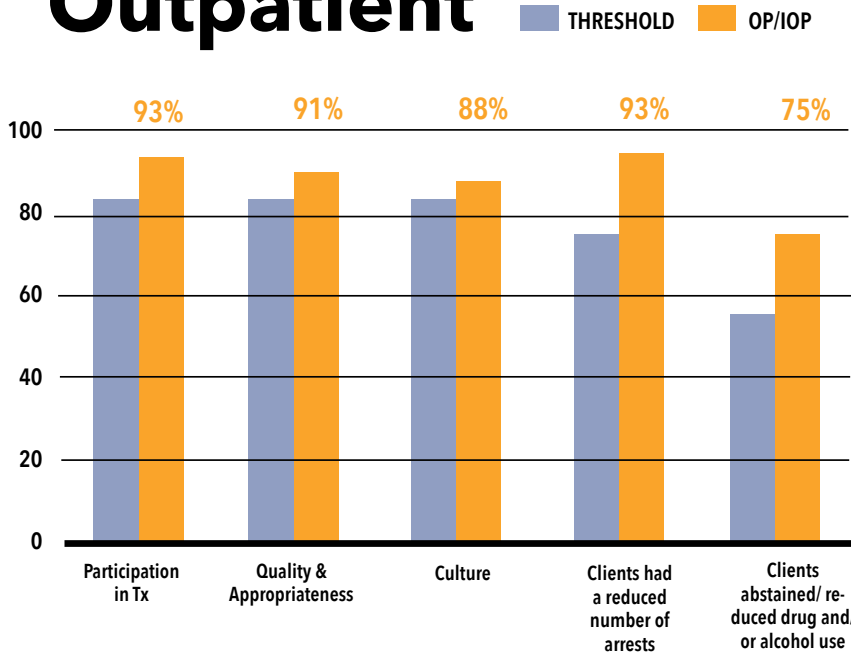
100% for Client has improved school functioning as evidenced by an increase in school attendance &/or improvement in school behaviors as per school personnel reports &/or records vs. 80% threshold

85% of applicable clients have decreased illegal substance levels as evidenced by urine screen results vs. 70% threshold

# PROGRAM OUTCOMES



## Outpatient



93% Satisfied with participation in treatment vs. 85% threshold

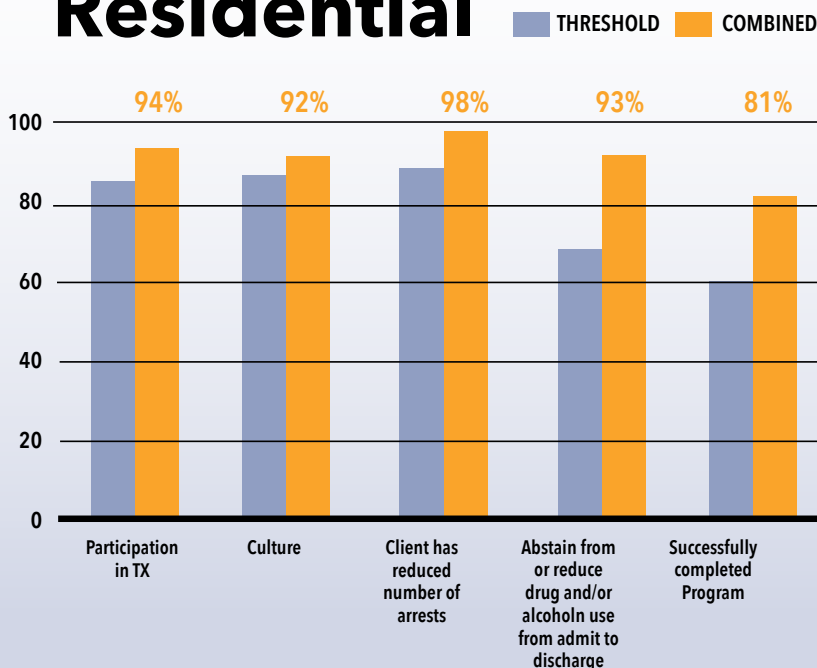
91% Satisfied with quality & appropriateness of tx vs. 85% threshold

88% Satisfied with sensitivity to culture vs. 85% threshold

93% Clients will have a reduced number of arrests during treatment compared to 30 days prior to admit vs. 75% threshold

75% Clients will abstain from or reduce drug and/or alcohol use from admission to discharge

## Residential



94% satisfied with Participation in Tx vs 85% threshold

92% Satisfied with Culture Domain indicators vs. 85% threshold

98% of clients had a reduced number of arrests during tx compared to 30 days prior to admission vs. average threshold of 90%

93% Clients will abstain from or reduce drug and/or alcohol use from admission to discharge vs. 70% threshold

81% successfully completed program vs average threshold of 60%

# Thank you

We deeply appreciate the generous support of Connecticut Renaissance donors.



With your contributions, we are able to empower adolescents and adults affected by behavioral health disorders or criminal justice involvement to **reclaim their lives** and improve their overall health and well-being. Your commitment to our mission has made a tangible difference in the lives of those we serve, and we are incredibly grateful for your partnership in building a brighter future.

## **LEGACY BUILDER: \$1,000-\$4,999**

Katherine Jacullo/*Vanguard*

William Malloy

Jennifer McEwan/*JM Insurance Service of CT*

Ralph Monti

Joseph and Susan Riker

Town Fair Tire Foundation, Inc.

## **RECOVERY LEADER: \$500-\$999**

Fred Frassineli /*FBN/AMS Realty*

Pamela and Bryan Hall

Patrick McAree and Nick Wallace/*MW Construction & Remodeling LLC*

## **EMPOWERMENT PARTNER: \$100-\$499**

Alecia Andrews

Marlene DeBellis and David Lee Brandon

David and Kathleen Deschenes

Facebook Donations—*Anonymous Donors*

John and Cheryl Maher

## **WELLNESS ALLY: UP TO \$99**

Adam Kalendar

Amazon Smile Donations—*Anonymous Donors*

Stephanie Campbell

Craig and Deborah Clancy

Carmen R. Cornacchia

Marsha Daria

Thomas Mitchell

Annette J. Schweitzer



**RECLAIM**  
*your*  
**LIFE**



**EXECUTIVE LEADERSHIP**

**KATHLEEN DESCHENES, LMSW**  
Chief Executive Officer

**DENIS SHPITS**  
Chief Financial Officer

**DAWN PATSTON, LMFT, AADC**  
Chief Operating Officer

**BOARD OF DIRECTORS**

**ALECIA ANDREWS**  
Chair

**MARLENE DE BELLIS,**  
LCSW-SCSA  
Vice President

**DEBBIE CLANCY**  
Treasurer/Secretary

**DAVID MARSH**  
**FELICIA McKOY**

**ADVISORY BOARD  
MEMBERS**

**DOM GIGLIO**  
**MARLY LEBEAU**

**LICENSING  
AND ACCREDITATION**



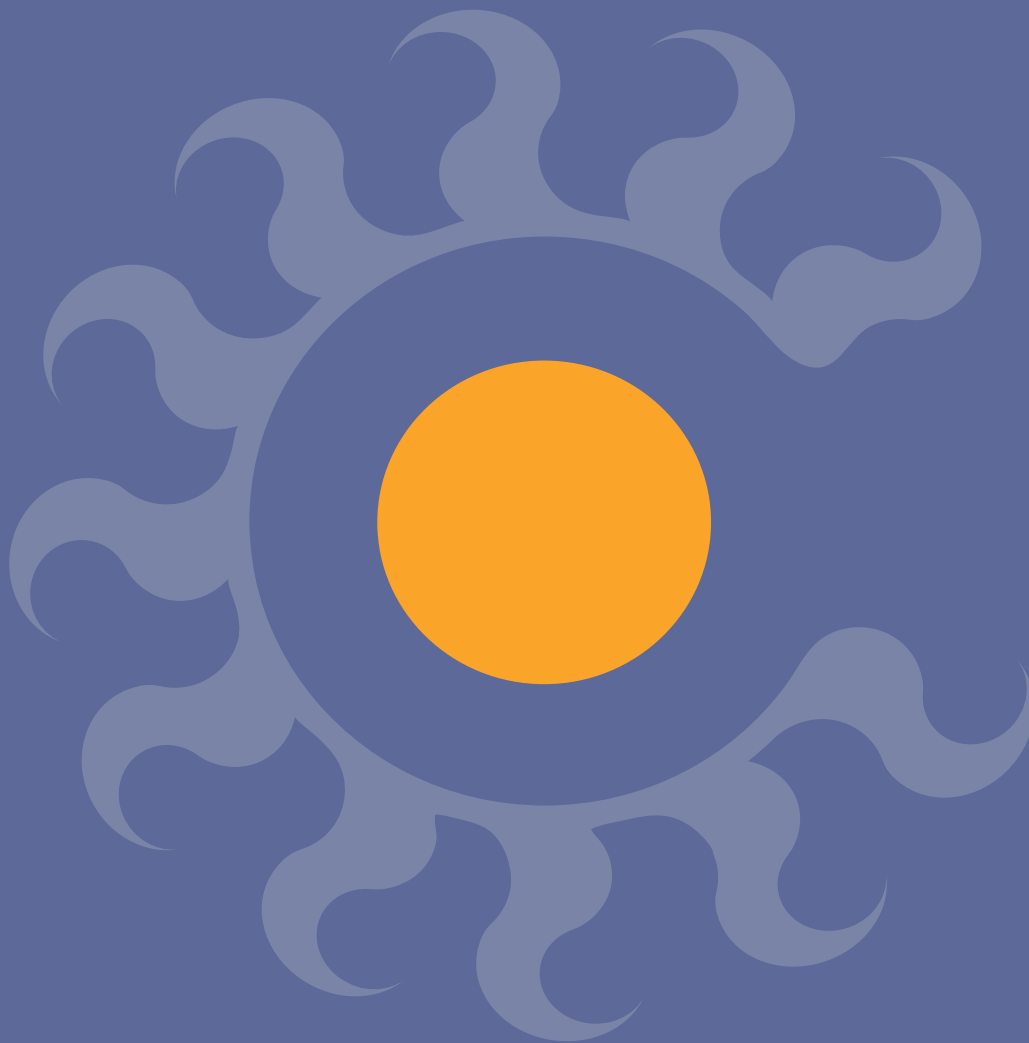
**MAJOR  
FUNDING SOURCES**





# *Contact us*

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*Like us on Facebook*

<http://www.facebook.com/CTRenaissance>

*Visit our website*

[www.ctrenaissance.org](http://www.ctrenaissance.org)

*"I am filled with profound gratitude for the outstanding support I have received from the staff at Connecticut Renaissance. The ability to freely communicate with my counselor has been transformative. Unlike any other programs, she listens attentively and communicates in a way that sets this experience apart. The level of care and understanding is truly exceptional."*

# RECLAIM *your* LIFE

