



LEBANON COUNTY REENTRY COALITION
STRATEGIC PLAN FOR REENTRY



Approved February 2016

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LEBANON COUNTY REENTRY COALITION

MISSION STATEMENT

The Mission of the Lebanon County Reentry Coalition is to empower individuals with criminal records and enhance our community through their successful reintegration back into the community.

VISION STATEMENT

The Vision of the Lebanon County Reentry Coalition is that individuals with criminal records will have access to the support and assistance needed to become responsible citizens who lead crime-free lifestyles. In partnership with government entities, faith and community-based organizations, and other stakeholders, the Coalition will utilize an approach that focuses on education, relationships, health services, treatment, employment, mentoring, and housing.

LEBANON COUNTY REENTRY PLANNING PROCESS

In June 2015, the PA Commission on Crime and Delinquency (PCCD) awarded the Lebanon County Criminal Justice Advisory Board (LCCJAB) a grant to develop a comprehensive reentry plan as part of an overall Strategic Plan for the County for 2015 and beyond. The grant enabled the County to engage the professional consulting services of Ms. Melanie Snyder, Executive Director of the Lancaster Reentry Management Organization, to guide the CJAB through the planning process and eventually develop a workable strategy focused on ensuring that offenders make a successful transition back in the community. A central component of the planning process was the formation of a Reentry Coalition comprised of representatives from various departments and agencies, both public and private, that deal in some way with offenders. When contacted to inquire about their willingness to serve on the Coalition, almost every department/agency representative said yes, recognizing the importance of collaboration and communication in the development of any reentry plan. Also included in the Coalition are returning citizens, defined as those who have been through the criminal justice system and can offer practical insight into the challenges facing those who leave incarceration/supervision, embarking on the “reentry journey.”

The Reentry Coalition had its “kick-off” meeting on June 23, 2015, and agreed to meet monthly over a period of six months as the planning process unfolded. The Coalition consists of a diverse group of people determined to do what is in the best interest of both offenders and the community.

SETTING THE STAGE: WHY REENTRY PLANNING FOR LEBANON COUNTY?

As summarized by President Judge John C. Tylwalk:

In recognition that we cannot merely place people behind bars as a means of “solving” problems. We must have a collaborative understanding of people’s needs and a set of clear goals so that we do not see the same individuals repeatedly going through the criminal justice system

We need to form a strong Reentry Coalition that will prepare a realistic Reentry Plan and do whatever it takes to implement the initiatives and priorities identified through the planning process.

DESIRED OUTCOMES OF A COLLABORATIVE APPROACH TO REENTRY

These outcomes were developed by the Coalition as part of the planning process at the Coalition’s first meeting on June 25th.

FOR RETURNING CITIZENS	FOR THE REENTRY COALITION	FOR THE COMMUNITY
<ul style="list-style-type: none"> -Mentors/Sponsors while incarcerated and post-release -Awareness/education about available services -Connect individuals with services prior to release AND after release -Address employment barriers with education and improvement of employment-related skills -Identify and address needs for improving like skills -Provide housing -Provide financial supports 	<ul style="list-style-type: none"> -Establish clear goals for working together -Full understanding of the needs of returning citizens -Networking and good communication between agencies -Education/awareness of how to access available resources In a timely fashion -Realistic expectations by providers -Have a more cohesive system -Improved understanding of issues in the criminal justice system -Understanding of how agencies operate 	<ul style="list-style-type: none"> -No one falls through the cracks -A strong network of services -“One-stop shopping” for services -A stronger community -Enhance community safety -Employers willing to take a chance on returning citizens; greater employment opportunities for those with criminal backgrounds -Educate the community on the needs of returning citizens -Increase in the number of “solid citizens”

LEBANON COUNTY PROFILE AND NEEDS ASSESSMENT

The County of Lebanon is a fifth-class county in Southcentral Pennsylvania with a population of 135,184, according to the Penn State Data Center. The U.S. Census Bureau reports that of the total population in the County, 91 percent identify themselves as white, with 2.2 percent identifying themselves as black or African-American. Regarding ethnicity, the Census reports an Hispanic/Latino population (any race) of 12,410 or 9.3 percent of the overall population.



The Census Bureau also reports that 10.7 percent of county residents lived below the poverty level (2009-2013).

Other demographic information:

Persons 65 years and older:	18.4 percent
High school graduate or higher (persons age 25 or higher):	85.5 percent
Bachelor's degree or higher (persons age 25 or higher):	19.4 percent
Median household income, 2009-2013	\$54,818
Median family income	\$65,640
Per capita money income in past 12 months (2013 dollars)	\$27,074

STATISTICS ON INCARCERATION

Lebanon County Correctional Facility (LCCF)

- ✓ Average daily population (ADP) at the end of 2015: 547.
- ✓ Average daily population (ADP) in mid-November 2015: 516
- ✓ Of the average population, 46 percent are sentenced, 54 percent un-sentenced
- ✓ 46 percent of the inmates are incarcerated due to probation violations (though some involve new charges)
- ✓ Racial/ethnic breakdown of inmates: 65 percent white, 22 percent Hispanic, 9.8 percent black, and 0.37 percent other
- ✓ Gender breakdown: 84 percent male, 16 percent female. (The number of female inmates is rising. As the end of October 2015, the number was 91. As many as 105 women have been incarcerated at some point during the year, many with drug/alcohol-related issues.)
- ✓ Age demographic: ages 19-24, 23 percent; ages 25-34, 38; ages 35-44, 22 percent; ages 45-54, 13 percent; ages 55 +, four percent.
- ✓ Percentage of Veterans incarcerated in 2014: 12 percent of average daily population of 538.
- ✓ ***50 percent of inmates have a mental health diagnosis or are on MH medications!***
- ✓ ***As of mid-December 2015, 157 inmates were associated with mental health treatment; 45 inmates associated with mental health treatment were incarcerated for violent offenses***

The LCCF records approximately 3,000 intakes and 3,000 persons released per year. Average length of stay for males is 47 days, 41 days for females. Cost per day for housing an inmate = approximately \$48.

STATISTICS ON PROBATION/PAROLE

Office of Probation Services:

- ✓ A team of 30 professionals supervises approximately 2,500 adults under Probation's jurisdiction.
- ✓ Average caseload is 60-85 offenders per Parole Officer.
- ✓ Offenders under supervision fall under four categories: parole cases, probation cases, Intermediate Punishment, and ARD.

✓"Controlling offenses" of those under supervision consist of property offenses (often related to heroin addiction), drug offenses, DUI offenses, sex offenses, "other violent offenses, and "other" offenses.

✓Revocations back to incarceration for those under Probation supervision: average of 628 per year for technical parole violations, average of 257 per year for new charges. (Total revocations for 2015 were 878, a decrease of 3.09% from 2014.)

✓PA Law states that Probation Officers are "Peace Officers" with two roles: rehabilitation of those they supervise and keeping the community safe. Some "tension" exists between these two roles.

IDENTIFYING BARRIERS TO SUCCESSFUL REENTRY FOR OFFENDERS

The following list of barriers derives from discussion among Coalition members at the Coalition meetings:

BARRIERS WHILE INCARCERATED

- ✓ Being separated from one's family
- ✓ Lack of external support from family members and others on the outside
- ✓ Lack of resources during imprisonment; lack of information on what assistance is available and how to access such assistance; lack of pre-release mentoring services
 - Needed: Pre-release mentoring services
- ✓ Access to treatment
- ✓ Lack of counseling for sex offenders due to elimination of funding
- ✓ No ESL classes due to budget issues

BARRIERS AND NEEDS UPON RELEASE

- ✓ **No place to live, lack of affordable housing options and other necessities, including medicine and counseling**
 - Needed: housing, clothing, food, money, access to a phone, etc.
 - Needed: medication (receive a 3-7 day supply upon release)
 - Needed: scheduled appointment with a doctor for pressing health issues
 - Needed: report to Probation Services within 24 hours of release.

✓**Transportation-related issues: no public transportation to other counties or areas within Lebanon County**

- Needed: transportation to return home. Train/bus ticket might be needed if his/her home is out-of-county or out-of-state.

✓**No job/employment, and no prospects for gainful employment. Reluctance of employers to hire those with records. A Probation Officer coming to the workplace wearing a Kevlar vest and gun is intimidating to co-workers.**

- Needed: Steady, gainful employment. Possible job training, soft skills training, etc.
- Needed: a job while incarcerated to develop skills and something to put on a resume
- Needed: employers willing to “ban the box” on job applications

✓**Lack of basic life skills and knowledge about: looking for and keeping a job, dressing and acting appropriately, having the right “attitude,” lack of social supports, etc. Cultural (language) barriers, learning disabilities. Concentration of resources only in the City.**

- Needed: Re-initiation of services or benefits an offender might have received prior to incarceration. Guidance on accessing needed services.
- Needed: Positive relationships, social support network
- Needed: ability to comply with Probation requirements

✓**Sense of ongoing retribution even after one has served his/her time. Especially true of sex offenders. Idea that “once a criminal, always a criminal.”**

- Needed: people who do not judge and are willing to give an offender a chance
- Needed: chances for a “fresh start”

✓**Feeling overwhelmed by the unknown and challenges awaiting one on the outside, prompting a return to what is comfortable or known.**

- Needed: Support network, starting with someone meeting the offender “at the door.”
- Needed: orientation to technology and other aspects of a “changed world,” particularly for those ending long-term incarceration.
- Needed (Veterans): Mentoring from fellow Veterans
- Needed: compliance with conditions of parole.

THE COALITION ACKNOWLEDGES THAT THE FIRST 48 HOURS AFTER RELEASE ARE THE MOST CRUCIAL IN DETERMINING WHETHER AN OFFENDER, FEELING OVERWHELMED BY “THE OUTSIDE,” COMMITS ANOTHER OFFENSE AND RETURNS TO INCARCERATION.

Common Reasons Why Offenders Return to Prison for Parole Violations

- Drug/alcohol use
- Multiple violations of other terms of probation/parole
- Drug Possession
- Failure to comply with mandated treatment

WHAT IS BEING DONE TO HELP OFFENDERS NOW?

PROGRAMS OPERATIONAL WITHIN THE LEBANON COUNTY CORRECTIONAL FACILITY (LCCF):

✓CORRECTIONAL FACILITY

- Counseling provided by reps from outside agencies
- All inmates receive three “intake appointments’ when committed: one from corrections officer, one from medical professional, and one from prison counselor. Also includes suicide screenings.
- Jobs for inmates both inside and outside (work release) the facility

✓COMMISSION ON DRUG AND ALCOHOL ABUSE

- Works with County Assistance Office to expedite Medical Assistance applications during incarceration so inmates can go directly from incarceration to treatment
- Drug and alcohol assessments

✓OFFICE OF PROBATION SERVICES

- Develops a Home Plan for offenders spending 30 days or more in jail
- Identification of inmate’s mental health needs, particularly with respect to needed medication. Scheduled appointment with MH/ID/EI within a week after release, supplied with enough medication between date of release and appointment

✓FEMALE OFFENDER REENTRY (F.O.R.E.)

- Conducts intervention sessions for incarcerated women designed to improve their self-esteem and to eliminate self-defeating behaviors.

✓JUBILEE MINISTRIES

- Anger management and life skills classes, including parenting classes
- Cell block visitations
- Connections between inmates and families
- Faith-based activities, including Bible studies, discipleship classes, and worship services
- TRANSPORTATION: Bus or other tickets for released citizens to return home.

✓PA COUNSELING SERVICES (RENAISSANCE)

- Drug and alcohol counseling

✓LANCASTER-LEBANON I.U.13

- GED and other continuing-education classes

✓RASE PROJECT

- Meet with women prior to their release to begin effective reentry process

✓VETERANS JUSTICE OUTREACH

- Conducts outreach services to Veterans while incarcerated to inform them of rehabilitation options

PROGRAMS FOR CITIZENS POST-RELEASE

✓PROBATION SERVICES

- Probation/Parole Officers conduct intake interviews and use RST-Risk Screen Tool.
- Assist released citizens with employment by making referrals to Office of Vocational Rehabilitation (OVR), Careerlink, and temp agencies.

✓FEMALE OFFENDER REENTRY (F.O.R.E.)

- Conducts eight-week sessions outside of LCCF

✓JUBILEE MINISTRIES

- Transition House and Discipleship: six-month programs for previously incarcerated persons. Programs include one-on-one counseling, budgeting, and life-skills classes. Also offers on-the-job training at Jubilee stores and faith-based character development

✓ **LEBANON RESCUE MISSION**

- Willing to allow released prisoners to stay at Mission and take part in programming there. Referrals from Probation Services.

✓ **VOLUNTEERS IN MEDICINE (VIM)**

- Serves uninsured and under-insured persons, including released prisoners, at VIM's Free Health Clinic in Lebanon. Now operates as a walk-in facility.

✓ **PA COUNSELING SERVICES, INC.**

- Recovery Center operated by PA Counseling Services is scheduled to open 11-1-15, offering 12-step meetings, big book class, social events, and individual assistance with reentry. Part-time staff from PA Counseling in collaboration with volunteers from the Recovery Social Club.

✓ **PA CAREERLINK LEBANON**

- Job and career counseling available onsite through multiple partner organizations. Staff is in touch with employers willing to hire returning citizens.

✓ **STEP INTO LIFE MINISTRIES**

- Recovery Housing Program for individuals recovering from substance abuse.
- Programs available include job assistance, resume training, money management training, mentoring, individual and family counseling, and referrals to other agencies.

✓ **CRISIS INTERVENTION**

- Psychosocial assessment/crisis counseling
- Arrangements for appropriate level of services, including inpatient/outpatient treatments. Information and referral to community services
- Stress management
- Housing assistance and basic needs assistance
- Outreach mobile services

MOVING FORWARD: PLANNING FOR SUCCESS WITH OFFENDER REENTRY

IDENTIFYING PRACTICAL ACTIONS OVER THE NEXT YEAR

The following **IDEAS FOR ACTION** were established by Coalition members, who first discussed then prioritized these ideas according to their level of importance, effort required, and potential impact. The specific goals outlined on the templates in the following pages represent the action ideas that received the highest overall scores in terms of priority for the Reentry Plan.

✓ EDUCATE/ACHIEVE “BUY-IN” FOR REENTRY

- Engage Key Stakeholders to ensure full commitment to reentry
- Educate the community about the Coalition’s goals and benefits of successful reentry
- Educate business and industry groups about reentry, identify supportive employers
- Educate Coalition members on effective reentry strategies

✓ DEVELOP REENTRY PLANS WITH INMATES AND RETURNING CITIZENS

- Craft an Individual Supervision Plan with each person, to be developed prior to release from prison
- Assemble an updated resources directory accessible to incarcerated persons, their families, and the public. Put in place process to hand out resource guides at intake and upon release

✓ INCREASE CAPACITY AND COORDINATE RESOURCES AND PROGRAMS

- Establish a One-Stop-Shop in the community for getting/accessing services
- Establish a “discharge readiness” room at the LCCF for inmates prior to their release
- Identify supportive employers
- Address lack of housing resources
- Compile a new directory with all County employees and policies regarding hiring those with criminal backgrounds
- Education for returning citizens: *1) GED, Work skills, resume-writing workshops, soft skills, etc.; 2) Treatment (Drug & Alcohol, Mental Health)*
- Expand pre-release Medical Assistance application process
- Develop pro-social leisure activities
- Support “Unique Need” groups
- Create transportation networks and/or guides

✓ **ADVOCATE FOR POLICY CHANGE**

- Change justice policies: 1) *Legal aid, "Clear the Path";* 2) *Assist in change of criminal policies that create a "black hole" for released inmates;* 3) *Delaying payment of fines/costs and child support*

GOAL: Educate Coalition Members on Effective Reentry Strategies

TARGET POPULATION: Coalition Members

Objectives	WHAT? Action Steps	BY WHEN? Target Dates	WHO?	Success Measures
1) Education of the demographics of the population we are trying to serve 2) Education of the Coalition regarding the challenges each agency faces 3) Assign a plan to keep the agencies on the periphery engaged and to keep attending Coalition meetings.	1) Education about specific populations (ex. Sex offenders, other violent criminals) 2) Have agencies that deal directly with the criminal population talk about the challenges they face. Help to break barriers 3) Identify roles of each agency so that they feel included. 4) Form subcommittees to work on specific issues able to be met by target agencies	Target dates ongoing. Last half-hour of a Coalition meeting or a time slot set aside specifically for networking.	<ul style="list-style-type: none"> • LCCF • Probation/Parole • Agencies that deal with specific populations • Housing Authority • County Assistance Office 	The extent to which new linkages and networks are formed

GOAL: Educate Business and Industry Groups about Reentry to Identify Supportive Employers (“Clear the Path”)
TARGET POPULATION: Business and Industry Groups

Objectives	WHAT? Action Steps	BY WHEN? Target Dates	WHO?	Success Measures
1) Identify employers who will and will not hire returning citizens 2) Educate employers about the advantages of hiring returning citizens 3) Research employment laws, tax credits, etc. 4) Advocate for change in legislation (including “banning the box”)	1) Surveys, training seminars (about the law and the Coalition) 2) Information packets, seminars, etc. 3) Local or State attorney to present information 4) Success stories 5) Educate local legislators on status rate of employment in the county and the need for opportunities.	June 2016	Jubilee Ministries, L.V. Chamber of Commerce, I.U. 13, Career Link, Work Release Leb. County Bar Association Career Link	Feedback and Reviews

GOAL: Assemble an Up-to-Date Resources Directory (Print/Online)
TARGET POPULATION: Inmates and Returning Citizens

Objectives	WHAT? Action Steps	BY WHEN? Target Dates	WHO?	Success Measures
1) Identify current resource materials (print/on-line) 2) Maintain and update resources guides	1) Utilize existing community resources guide (print) for current inmates 2) Engage with United Way regarding the status of 211 system 3) Printed guides at Career Link, Adult Probation and upon release from prison 4) Pre-release assessment by I.U. 13 on needs of inmates and returning citizens 5) Communicate locations for full internet access.	Upon adoption of Strategic Plan Upon adoption of Strategic Plan January 2016 Upon adoption of Strategic Plan	I.U. 13 Kenny Montijo or United Way rep/Resources Committee Martin Wubbolt (Career Link) Sally Barry (Probation Services) I.U. 13 and LCCF staff	Actual Resources guide

GOAL: Education for Returning Citizens: Treatment (Drug/Alcohol and Other Addictions)
TARGET POPULATION: Returning Citizens

Objectives	WHAT? Action Steps	BY WHEN? Target Dates	WHO?	Success Measures
<p>1) Medication maintenance</p> <p>2) Commitment to drug/alcohol recovery</p>	<p>1) Contact Jubilee once a Home Plan is completed. Contact Jubilee to ensure that appointments are kept the day before or day of release</p> <p>2) Once Home Plan is approved, contact Jubilee the day before or day of release</p> <p>3) Shorten the period within which returning citizens must complete the D/A evaluation/Expand the pilot program. Make this part of home plan process</p>	<p>Within a week of release</p> <p>Day before or day of release</p> <p>March 2016</p>	<p>LCCF would ensure that Jubilee or Drug/Alcohol gets notified of release date</p> <p>LCCF would ensure that Jubilee gets notified of release date</p> <p>Education Subcommittee</p> <p>LCCF to initiate process, with “buy-in” from the Courts, Probation Services, Drug & Alcohol, RASE Project, PA Counseling, and Philhaven (Peer Support)</p>	<p>Completed evaluations, services provided</p> <p>Completed evaluations, services provided</p> <p>Whether people are attending Treatments Successful enrollee?</p> <p>Number of appointments</p>

REENTRY COALITION: MOVING INTO 2016 AND BEYOND

As work progressed on the development of a Strategic Plan for Reentry, Coalition members contemplated the future and the group's status, particularly after Melanie Snyder completed her grant-funded consulting work at the end of 2015. The Coalition agreed to continue meeting in 2016 and beyond, as strongly recommended by PCCD. In November, the Coalition voted to request authorization from the Criminal Justice Advisory Board (CJAB) to become an independent entity instead of a permanent CJAB sub-committee. One of the Coalition's partners, Compass Mark, offered to become the Coalition's fiscal agent, enabling the Coalition to use Compass Mark's 501(c)(3) status when applying for grants or conducting any other fiscal business. The Coalition, at the advice, of Ms. Snyder, also agreed to appoint/elect an Executive Board that would meet regularly to monitor implementation of the Reentry Plan and address other issues that might arise.

On December 15, 2015, the CJAB voted to approve the Coalition's request, clearing the way for independent status and the election of an Executive Board. Subsequently, at its meeting of Dec. 17th, the Coalition formally appointed a nine-member Executive Board and established a meeting schedule for the 2016. The Executive Committee is comprised of a mix of public and private partners and includes one returning citizen. Members agreed that the Executive Board and full Coalition should meet on alternating months, with the first meeting of the Executive Board taking place on January 21st. Members appointed to the Board are as follows:

Michelle Allen, Compass Mark; Iris Anderson-Smith, Philhaven; Sally Barry, Probation Services; Nelson Cuevas, Community Action Partnership; Christina Davis, I.U. 13; Ruth Davis, PA Counseling; Brian L. Deiderick, Public Defender's Office; Robert Karnes, Lebanon County Correctional Facility; Clair Weaver, Jubilee Ministries.

The Executive Board met on January 21st and elected the following officers: Brian L. Deiderick, Chair; Christina Davis, Vice-Chair; Michelle Allen (Treasurer); and John P. Shott (Secretary, non-voting member). The Executive Board agreed to recommend to the full Coalition that the membership on the Board be increased from nine to 11, with permanent seats reserved for certain departments/agencies.

On February 18th, the full Coalition met and approved the Board's recommendation to increase the Executive Board's membership.

The Coalition also voted to approve the Offender Reentry Plan, to be submitted to the Criminal Justice Advisory Board (CJAB).

CURRENT MEMBERSHIP OF THE LEBANON COUNTY REENTRY COALITION

- Honorable John C. Tylwalk, President Judge, Court of Common Pleas
- Robert J. Phillips, County Commissioner
- Robert Karnes, Warden, County Correctional Facility
- Sally A. Barry, Chief of Probation Services
- Brian L. Deiderick, Chief Public Defender
- David Arnold, District Attorney
- James Donmoyer, Director, Commission on Drug and Alcohol Abuse
- Stephanie Axarlis, Court Administrator
- Sarah Primak, Veterans Justice Outreach Specialist
- James Holtry, Executive Director, Children and Youth Services
- Robert Count, Program Specialist, Commission on Drug and Alcohol Abuse
- Bryan Hoffman, Director, County Housing Authority
- Phyllis Holtry, Director, Community Action Partnership
- Jocelyn Grassley, CHIPP Coordinator, MH/ID/EI
- Kenny Montijo, CEO, United Way of Lebanon County
- Gregory Buckler, President and CEO, Lebanon Valley Chamber of Commerce
- Linda Jackson, Director, Volunteers in Medicine
- Christina Davis, Adult Education Supervisor, Lancaster-Lebanon I.U. 13
- Stephanie Hamersky, Assistant Director for Customer Service, Domestic Relations
- Donna Gathright, Case Manager, Community Action Partnership and President of Female Offenders Re-entry Program (FORE)
- Clair Weaver, Executive Director, Jubilee Ministries
- J.D. Streiff, Another Chance Counseling
- Martin Wubbolt, Site Administrator, PA Careerlink Lebanon
- Jayne Miller, Mental Healthcare Educator, Philhaven
- Destiny Meyers, Counselor, Triad Treatment Specialists
- Mandy Newmaster, Assistant Director, Renaissance-Crossroads
- Iris Anderson-Smith, Peer Support Specialist, Philhaven
- Tammy L. Harris, Assessment, Sanctioning and Community Resource Agent, PA Board of Probation and Parole
- David Harris, PA Board of Probation and Parole
- Nelson Cuevas, Community Action Partnership
- Desanie D. Miller, Caseworker Supervisor, County Assistance Office
- James Rimel, Director, Crisis Intervention

- Erin Hannaford, Vocational Rehab Counselor, Office of Vocational Rehabilitation
- Nathaniel Johnson, Pastor, Step Into Life Ministries
- Kristin Bingham, Deputy District Director, PA Board of Probation and Parole
- Bevan Allen, Training and Community Service Manager, Compass Mark
- Ruth Davis, President and Chief Operating Officer, PA Counseling Services, Inc.
- Nick Matash, Director, Mid-Penn Legal Services
- Alyssa Esposito, Counselor, Office of Vocational Rehabilitation
- Kristin Noecker, The RASE Project
- Christopher Goodling, Triad Treatment Specialists
- Brian L. Long, Lead Coordinator, PA Link to Aging and Disability Resources
- Mark Schappell, Vice President, Susquehanna Recovery Initiative
- Heather Parks, Recovery Specialist, RASE Project
- Sue Bowman, Administrative Assistant, Lebanon County Housing Authority
- Jessica Stankovich, Director of Leadership and Education, Lebanon Valley Chamber of Commerce
- William Litman, Director of Men's Ministry, Lebanon Rescue Mission
- Troy Williams, Executive Director, Lebanon County Christian Ministries
- Michelle Allen, Lebanon County Prevention Coordinator, Compass Mark
- T. Ethan Mullen, Director, U-Turn for Christ
- Carlton, Blackman, Communications Director, Step Into Life Ministries
- Staci Stettler, Adult Education Coordinator, Lebanon Co. Career and Technology Center
- Juanita Edrington-Grant, CRAM-Harrisburg
- Brandon Smith, Case Mgmt. Specialist, Drug and Alcohol Commission
- Lori Bowersox, Director, HACC Lebanon Campus
- Hilary Thomas, Program Associate, SCPa Works (South Central Workforce Investment Board)
- Jesse McCree, Director of Strategic Initiatives, SCAPa Works (South Central Workforce Investment Board)
- Jennifer Snyder, Executive Director, Domestic Violence Intervention
- Bob Swanson, Executive Director, Youth Advocate Programs, Inc.
- Charla Plaines, Reentry Coordinator, PA Commission on Crime and Delinquency
- John Shott, CJAB Planner and Grant Coordinator, County of Lebanon

