

St. Luke's Episcopal Church
Scranton, Pennsylvania



CYPRESS HOUSE BAKERY

STRATEGIC PLAN
2022-2027

BUILDING CYPRESS HOUSE BAKERY
Hope, Healing, Transformation

February 2022, October 2022

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BUILDING CYPRESS HOUSE BAKERY

Hope • Healing • Transformation

EXECUTIVE SUMMARY

Beginnings

Cypress House at St. Luke's is an affiliated 501(c)(3) non-profit organization of St. Luke's Church, Scranton in Pennsylvania's Lackawanna County. St. Luke's Church is an Agent of the Diocese of Bethlehem of the Episcopal Church, Pennsylvania. St. Luke's conveys itself as a transformative safe haven for people of all ages who happen to be in need of its fortitude, without regard to race, gender, sexual orientation, or creed.

Located in center city Scranton, St. Luke's has long had a focus on reaching out to the community and living into our historic motto "in the heart of things." Following the building of the current church edifice in 1871, Dr. Benjamin Throop ran a free dispensary out of the old parsonage. In the 1890s, St. Luke's operated free kindergartens which became a model for the city of Scranton. The parish was also responsible for the sponsorship and/or establishment of other social services, including Room and Shelter for women and the Boys' Industrial Association (whose legacy lives on through the Boys & Girls Clubs of America). The church's namesake, St. Luke, was a great physician. We strive to follow his example and tell the Good News, reaching out to our community in ways that make known the healing, all-encompassing love of Christ.

Since 2015, St. Luke's parish had been discerning how to best use unutilized and underutilized space in the parish's Throop Memorial Building in service to those in need. Articles of Incorporation were filed in 2016 with bylaws based on Episcopal Social Services. The bylaws and articles ensure that Cypress House at St. Luke's would retain a faith-based focus and allow flexibility to offer social services based on the needs of our community without being locked into a specific population or program.

After a period of research and discernment, the parish decided to offer a reentry program for previously incarcerated women and men. The scale of racial and ethnic disparity of prisoners is alarming. A study by the Vera Institute



shows that while the number of people held in local jails on any day in the United States has increased four-fold since 1970, the jail incarceration rate of Lackawanna County has increased by more than fifteen

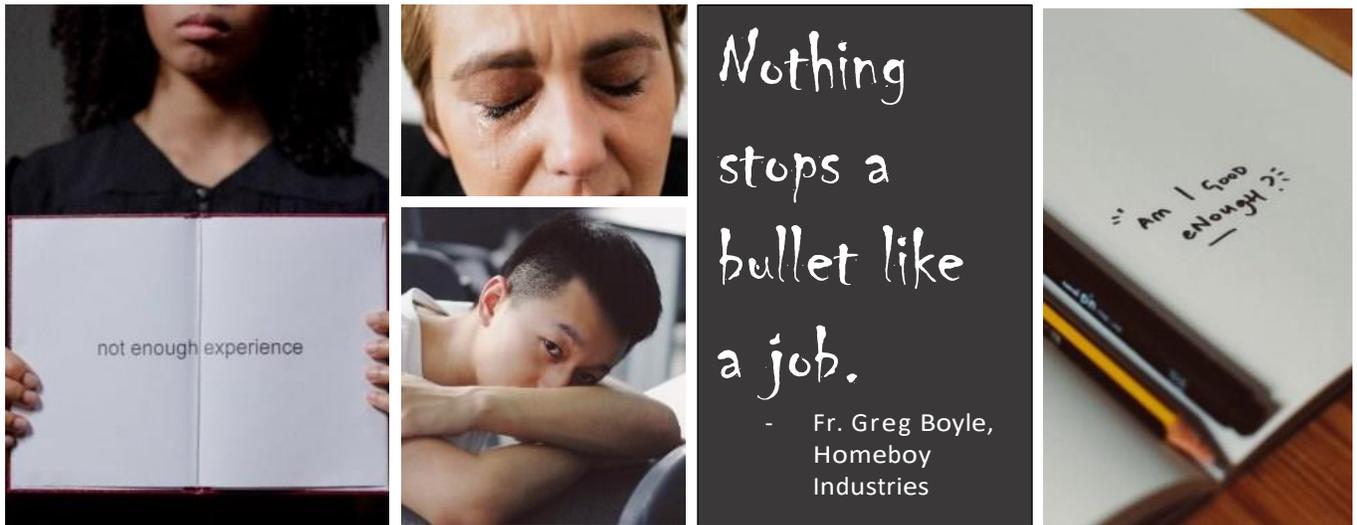
times between 1970 and 2014. Amongst Scranton’s local prison population, those from marginalized communities are twelve times more likely to be imprisoned here than whites (the national rate is four times). The local re-entry task force indicates that despite an incarceration population of over 1000, less than one hundred supportive employment opportunities exist in the community. Cypress House aims to address this breach in our society by assisting women and men victimized by societal biases post-incarceration in our community with a return to life on the outside.



*"St. Luke's seeks to offer a compassionate response
to the human suffering in our community."*



The name Cypress House was chosen as the cypress tree, which has a majestic appearance, has long been associated with death and rebirth, transformation into strength. It is also known for its healing properties, and its spiraling into the air is associated with divine light. Common to the Holy Land, cypress trees grow well in dry climates, offering shade and comfort to those in distress. In a similar manner, St. Luke’s seeks to offer a compassionate response to the human suffering in our community.



Using Homeboy Bakery of Los Angeles, California as a prototype, the short-term goal of Cypress House Bakery (CHB) is to teach marketable skills via the development of a menu of baked goods to be freshly made daily on the premises. The cookies, cupcakes, croissants, muffins, shortbread, pastries, and other baked goods will then be sold online or at venues such as local farmers markets, fairs, weekend events, or to specialty shops. The baked items can be delivered by Cypress House employees to downtown businesses, near-by courts, colleges, and hospitals, as well as federal, state and county offices. Its long-term goal is to develop a viable business run entirely by those reentering society to rival commercial bakeries in daily production and sales volume.

It is hoped that our Bakery will counter prevalent societal will, policies, and practices that continue sustained employment inequities toward the formerly incarcerated. Through mentoring, peer counseling, and opportunities for spiritual and faith engagement, the parish community with the CHB apprentices will grow in understanding as together we work to repair the breaches caused by systemic racism. The impact of the program will be assessed by the transformation of lives through programming based on the theory of radical kinship. In practicing radical kinship, boundaries of race, culture, and economics are traversed. This kinship calls us forward to make Christ's love known as we live more fully into our baptismal covenant to seek and serve Christ in all people.

In addition to job training, the program will offer vocational and life-skills training as directed by a social services professional highly skilled at counseling in a culturally sensitive manner. There are numerous organizations providing social services in the Scranton area. Cypress House will seek to develop collaborative partnerships with other local non-profits such as Catholic Social Services, Scranton Counseling Center, United Neighborhood Center, and Catherine McAuley House to provide unmet or insufficiently covered services. Other partnering organizations include the CARE Court of the US District Court Middle District of Pennsylvania, Exodus Prison & Aftercare Ministries, Friends of the Poor, Lackawanna County Reentry Task Force, Northeast Pennsylvania Prison Advocates, Pennsylvania Prison Society, and the Scranton Area Interfaith Ministerium.

Key to Cypress House's mission is a commitment to persons with a history of incarceration. It is hoped that a spirit of Christ-like radical kinship among Cypress House employees, the parishioners of St. Luke's, and the broader community will serve as a catalyst for change in northeastern Pennsylvania, addressing the racial and social injustices to which we bear witness.

Today

The Board of Cypress House is currently securing funds through a variety of fundraising campaigns, grant proposals, and in-kind donations. The first-year operational budget is \$375,000 which will provide salaries for one full time bakery manager, five apprentices, and a part time mental health professional, as well as bakery supplies. The opening of Cypress House Bakery will take place within six to ten months of having funding secured.

The Future

The work of Cypress House is vital to stemming what has been an increasing culture of incarceration. Incarceration rates have skyrocketed in Lackawanna County, with one of the highest jail incarceration rates in the state. In 2014, this rate was more than twice the national percentage, and minorities are jailed at more than twelve times the rate of white people (see [Vera Report 2017, Jack Norton](#)).

A study of the Lackawanna County jail population between January 2018 and August 2019 adds further detail about the people who can be served by Cypress House Bakery.

Key findings of the study found:

- Black people were vastly over-represented in the local jail population (nearly 22% of those in jail were black, even though less than 4% of the county population is black).
- Women made up 26% of the local jail population, which is higher than the national average of 15%.
- Black men were admitted to the jail at a rate 5.4 times the rate of white men, and black women were admitted to the jail at three times the rate of white women.
- Most people are held behind bars due to a non-felony charge, with only 22% of those behind bars in Lackawanna County as a result of a felony offense. The most common felony charge is related to drugs



(Onat, I. & Jenkins, M. J. [2019]. Report to Lackawanna County Stakeholders on Jail Reduction Strategies, Final report of the project “Exploring the Dynamics of Jail Population”, Scranton, PA: Center for Analysis & Prevention of Crime).

For decades, the county, state, and federal governments have increased spending on locking people up in the Lackawanna County jail. From 1970 to 2013, county correctional officer employment increased by 608% (Norton, 2017). Expanding jails should never become opportunities to generate revenue and create jobs. This reality is what compels us to continue our efforts to establish Cypress House Bakery. This project will bring broader awareness of the systemic injustice that is prevalent in our penal system. CHB and St. Luke’s parish will work for positive change and transformation in northeastern Pennsylvania, repairing the breaches caused by biases against individuals post-incarceration.

Cypress House will offer programs and services for those who are underserved in our community. The evaluation of the program’s impact will focus on apprentices learning valuable workplace skills and avoiding recidivism, establishing a successful business enterprise, and making God’s love known reciprocally between parishioners and apprentices – communities that might otherwise have been isolated from each other. In so doing, we seek to live out Jesus’ words in Matthew 25: “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” This strategic plan describes how we intend to do so. Ultimately, it is hoped that all come to see the face of Christ in the other.

RACIAL INJUSTICES

Incarceration rates have skyrocketed in Lackawanna County, with one of the highest jail incarceration rates in the state... and minorities are jailed at more than twice the rate of white people.

From The Vera Report 2017



VISION, MISSION, VALUES

Our Vision

We hope to live more deeply into God's call to seek and serve Christ in all persons, respecting the dignity of every human being through a lived kinship that believes each is exactly what God had in mind when God created us.

Our Mission

Cypress House Bakery seeks to provide hope, employment, vocational training, educational opportunities, and support to previously incarcerated men and women wanting to work toward positive change, allowing them to redirect their lives and enhance their contributions to our communities.

Our Values

Our mission is achieved through a commitment to core values of faith in Christ, integrity, honesty, excellence, accountability, and respect.

GUIDING IDEALS

Cypress House Bakery provides hope to and supports healing and transformation of previously incarcerated men and women through a variety of critical services in an environment of kinship, love, and trust. CHB is guided by the following three practices in the hope that these will make way for an important shift away from how society treats the previously incarcerated. These ideals will create a community where people can heal and gain skills so they can be transformed and live a life infused with hope and dignity. But we must go one step further. We must show our world what standing with those previously incarcerated looks like, what their healing looks like, and what investing in their futures looks like.

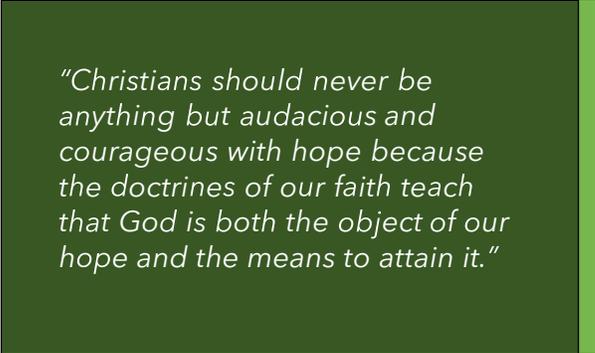
Hope

The absence of hope is endemic to those formerly incarcerated. Without hope, despair can never be overcome. Hope, often referred to as the forgotten virtue of our time, is a Divine gift that enables all to direct our lives to God, seeking and growing in the love and goodness of God. We are determined that Cypress House Bakery will be a safe place where the most lost, hopeless, and pain-filled people can be loved and supported into a new kind of life with endless possibilities as dreams are imagined for a bright future to come. This work is grounded in our Christian faith. “If God is for us, who can be against us?” (Romans 8:31) Christians should never be anything but audacious and courageous with hope because the doctrines of our faith teach that God is both the object of our hope and the means to attain it.

To live with hope is to take these words to heart and to allow our lives to transform in creative and surprising ways. CHB is about imitating the kind of God who loves unconditionally, who offers second chances, who walks with the excluded in the hope of a deeper, wider inclusion for them. To live in hope is to want nothing less for ourselves than what God wants for us. CHB will make this our fundamental objective, paving the way for healing and transformation.

Healing

The justice system advocates separation and punishment to deter criminal behavior, but this often means the wounds in our communities are likely to go unhealed. CHB will be modeled after Homeboy Industries in Los Angeles. Homeboy created an 18-month employment and reentry program and today is the largest gang intervention, rehabilitation, and reentry program in the world. Homeboy advocates a healing-centered approach when encountering



“Christians should never be anything but audacious and courageous with hope because the doctrines of our faith teach that God is both the object of our hope and the means to attain it.”

their clients in order to heal trauma and invite each on a path to making positive changes in their lives. A cherished person is going to find the way to cherishing themselves and others.

But providing an opportunity to heal means more than offering jobs to those previously incarcerated – we must also look inward. The gulf between those who benefit from injustice and those who are its victims widens as a result of the inequalities, prejudices, and attitudes that sustain systemic injustices against the formerly incarcerated. Fr. Greg Boyle, founder of Homeboy Industries, believes that if we don’t learn to embrace our own wounds and prejudices, we will be tempted to despise the wounded. We are aware that the racial, ethnic, socio-economic, and possibly religious composition of the congregation of St. Luke’s Church and the surrounding area does not reflect that of the imprisoned community. The CHB project represents our efforts to work for positive change to address the healing needed for our future clients as well as the parishioners of St. Luke’s and Scranton community members to build trust-filled, authentic relationships. Love, kinship, compassion, and understanding is the “secret sauce” of Homeboy, and it will be the recipe that CHB will adopt. We at CHB will be faithful to this recipe for healing – which is as important as becoming a successful business venture.

Transformation

The key to transformation is kinship. Kinship leads to forming relationships whereby each individual is transformed while the community, at the same time, is altered. Transformation can only happen when all in the community treats one another with dignity, honor, and respect, when we abandon the values and practices that seek to exclude.

We at CHB will follow the path of kinship that has guided Homeboy Industries. According to Fr. Greg Boyle, kinship means “...not serving the other but being with the other. Jesus was not ‘a man for others’; he was one with them. There is a world of difference in that.” By embracing kinship, CHB will move closer to the marginalized in the hope of obliterating the margins. By standing with those whose dignity has been denied – placing ourselves next to the poor, powerless, voiceless, demonized – we embrace a kind of kinship that leads to transformation in the hope that the demonizing will stop. As Boyle tells us, we need to situate ourselves next to the disposable so that we get to a point where we stop throwing people away.

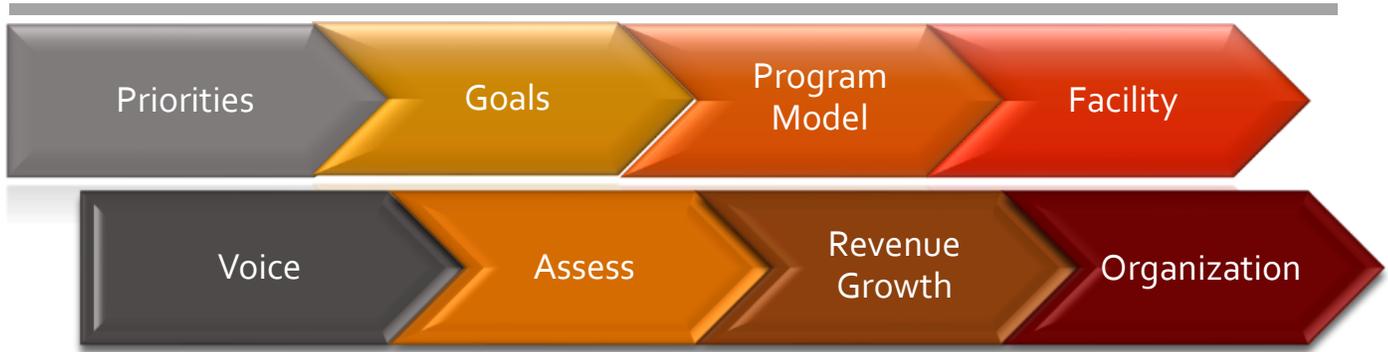


STRATEGIC PLAN

Five-Year Plan

CHB’s business plan begins with hiring a full-time licensed baker with experience in managing a commercial bakery. The head baker will teach the apprentices to prepare a variety of baked goods. It is anticipated that bakery apprentices may have mental health or related behavioral health barriers to overcome. Having a mental health professional to guide participants through life changes is essential to support trainees and promote learning and business-like behavior. Apprentices will also be offered instruction on problem-solving, setting goals, life skills, stress management, interview skills, portfolio development, financial literacy, and ongoing pastoral care.

CHB will prepare our trainees for work beyond Cypress House and for a healthy, hope-filled life with their families. This is the core of our mission. We need to be constantly developing and improving our model, while expanding our capacity to reach more people.



Strategic priorities over the course of the five-year plan include the following:

1. Clarify, document, evolve, and strengthen Cypress House Bakery’s programming to meet the needs of our trainees and community participants.
2. Re-imagine and expand St. Luke’s facilities to support the needs of our trainees and staff and the ongoing growth of the organization.
3. Measure our progress in meeting goals, communicating with stakeholders, and maximizing CHB’s impact on the lives of those we serve.
4. Continue to grow CHB’s revenue by growing private funding, expanding the client base, and securing more mission-aligned government grants.
5. Create a high-performing, accountable, adaptive, and caring organizational culture at CHB that maintains our unique cultural competence and leverages the talents of an engaged, diverse Board.

Strategic goals for Year 1 include the following:

- Apprenticeships will be offered to five formerly incarcerated individuals, each to earn a living wage; a percentage of apprentices will identify as black, Latino/a, indigenous, or of another marginalized identity.
- Apprentices will cultivate self-esteem and self-awareness of one’s potential in the employment arena through relationship building and understanding the concept of radical kinship.
- CHB will offer instruction on problem-solving, goal setting, stress management, life skills, portfolio development, and coping skills.
- Apprentices will be offered opportunities to grow and develop one’s life skills, spirituality, and education, as well as take part in mental health or related behavioral counseling.

Specific strategic goals for years 2-5 will be developed after the initial start-up year based on the strategic priorities previously listed.

Program Model

To achieve our long-term ambitions, CHB will adapt the apprenticeship program from Homeboy Industries in Los Angeles as a prototype. CHB is part of the Global Homeboy Network, a program in which Homeboys works with outside organizations like CHB to create communities that offer job skills training, cost-free programs and services, and social enterprise employment. We will build on Homeboy Industries’ success and create the capacity for sustainable growth and development. We will create the financial resources to invest significantly in organizational capacity, programming, and facilities.

Cypress House Bakery will operate in the parish house kitchen which has been inspected and approved for licensing as a bakery operation by the City of Scranton. Use of the physical space will extend to the

parish hall of St. Luke's Church. As the participants find alternative employment after their apprenticeship with CHB, vacancies will be filled by others recently released from prison, potentially hiring as many as fifteen returning neighbors within the program's first three years.



Facility

The parish house kitchen is already equipped with ovens. As a long-term goal, a larger downstairs space will be renovated into a non-profit commercial bakery and café. Supported by the bakery's success, Cypress House will expand to provide a range of social services such as counseling, addiction recovery, and educational opportunities. Re-imagining and expanding the St. Luke's parish space to support the needs of our trainees and staff is imperative to the ongoing growth of the organization.

Voice

There is a fundamental need for formerly incarcerated individuals to be heard and to be given the opportunity to share their experiences. The storytelling process is an important step along the path toward developing mutual respect, building relationships based on radical kinship theory, and – eventually – healing and reconciliation. We foresee using facilitated story sharing circles with trainees and parishioners to share stories and bear one another's pain in a journey toward healing and transformation for all. Each will take on the role of teacher in this challenging and vulnerable work. It is hoped these programs will bring broader awareness of the systemic injustice that is prevalent in our penal system.

CHB has a vital and compelling story to tell and will amplify our voice by building a strong advocacy platform. Cypress House at St. Luke's has been represented at numerous events sponsored by funders, such as The Scranton Area Community Foundation, NEPA Prison Advocates, Lackawanna County Care Court, and the Lackawanna County Public Library System (Social Justice Book Club). Cypress House held book studies, art exhibits, and other events. CHB will expand these activities by developing a forum at St. Luke's with our community partners to hear the stories of returning citizens as a means to bring

broader awareness to the community of the systemic injustice that is prevalent in our penal system. For example, Board members and CHB employees will attend community events such as street fairs, farmers markets, chamber of commerce events, and other venues with samples made by CHB apprentices.



Mailing lists will be developed – both a print and an email list. A formal rollout of press releases to all media outlets and on social media is planned when the CHB is launched. Once the CDC restrictions with respect to COVID19 have been eased and funding for the first-year operation is secured, a grand opening is planned with tours for the public and dignitaries led by members of the Board and the congregation of St. Luke’s. The event will be catered by CHB to showcase the products of this enterprise.

CHB will have a vibrant virtual and social media presence. As apprenticeships are launched, a media resources page will be added to the CHB website, with fact sheets, photos, and logos available for download. Profiles of the CHB apprentices will be posted online and for download. Videos will be made on an ongoing basis to tell the CHB story, showcasing the facilities, baked goods, and other aspects of bakery life.

Impact: Assessment Plan

We need to develop ongoing data about Cypress House Bakery’s impact. To do this, we will measure the results of our work according to the following assessment plan in order to maintain a culture of continuous improvement.

Outcome to be assessed	Type of assessment	Criteria for success	Timeline
1. Apprenticeships will be offered to 5 formerly incarcerated individuals, each to earn a living wage; a percentage of apprentices will identify as <i>black, Latino/a, indigenous, or of another marginalized identity</i> .	Tracking employee backgrounds	30-40% will identify as BIPOC	At end of apprenticeship
2. Apprentices will cultivate self-esteem and self-awareness of one’s potential in the employment arena through relationship building and understanding the concept of radical kinship.	Pre- and post-test	75% will indicate an increased understanding of kinship	Pre-test at beginning of apprenticeship, to be compared to post-test at the end
3. CHB will offer instruction on problem-solving, goal-setting, stress management, and coping skills.	Evaluation that uses a Likert scale	75% will indicate an increased understanding of at least 2 of these 4 skills	Evaluation completed twice: at midpoint to allow for assessing the need to make improvements, and a second time at completion
4. Apprentices will be offered opportunities to grow and develop one’s life skills, spirituality, and education, as well as take part in mental health or related behavioral counseling.	Personal interview	Apprentices who engage in counseling opportunities will indicate an increased appreciation of these opportunities	Once during the apprenticeship at the discretion of the counselor

Revenue Growth

CHB has ambitions to invest in the futures of our trainees, as well as invest in the overall future of CHB itself. In order to do this, we need to build a strong, sustainable, financial platform secured by a consistent, diversified funding stream. We will continue to grow CHB’s revenue by growing private funding, expanding the client base, and securing government grants.



CHB is a recipient of the one-year Jumpstart grant. This program is funded in part by the Scranton Area Community Foundation and is managed by Network for Good (NFG). Jumpstart includes an immersive coaching and

technical assistance experience, a personal fundraising coach, and an online platform specifically designed to raise money more strategically with clean and actionable data while using an interconnected system to enable overall fundraising success. CHB is able to access NFG’s fundraising software, tools for online fundraising, email marketing, events management, and expert advice on topics such as how to develop and improve online marketing, donor communications, and fundraising. NFG also offers webinars, eBooks, courses, newsletters, and how-to articles. Jumpstart is the strategic implementation of NFG’s framework that provides the integrated tools, plan, and one-on-one coaching required to increase fundraising capacity, diversify revenue, and sustain programs. The targeted sales goal for the Year One baked goods menu and delivery service is \$106k. To supplement the Bakery’s revenue until it is self-sustaining, the Cypress House board will develop and facilitate a fundraising strategic plan with Network for Good to include grant writing, soliciting donations from individuals and businesses, and fundraising events.

Cypress House, led by President Rev. Rebecca A. Barnes, has engaged a diverse volunteer board from various disciplines and organizations. Our board members are social workers, a bakery owner, a banker, attorneys, a fundraising professional, prisoner advocates, a mission officer, and university professors. Through their connections, we seek to find pathways to funding and support for future programming. Outreach to the community is the primary focus of our Cypress House board, especially in this building phase of the organization.

Organization



CHB, as a member of the Homeboy Network, aspires to mirror Homeboy Industries’ “secret sauce,” an irresistible community of relational tenderness that fosters a culture of compassion, mutuality, and kinship among our staff and trainees. We will strive each day to be what we hope the world will become—a community of kinship.

To ensure this community can continue to thrive and grow in the future, we need to invest in the sustainability of the organization and develop further competence, capacity, and leadership among its members. We will, therefore, create a high-performing, accountable, adaptive, and caring organizational culture at the Bakery that maintains cultural competence and leverages the talents of an engaged, diverse Board.

We will implement an optimal organizational structure and clarify/differentiate the roles of key positions and structures. We will secure the values of CHB and build a culture of compassion and accountability through proactive reflection, documentation, and communication. We will build the management capacity of staff by investing in training and development, including innovative means of coaching and mentorship. We will support staff in dealing with stress, adapting to change, and building

resilience, including exploring the impact of complex trauma on our people and our work. Additionally, we will address issues of diversity and inclusion.



It's the idea of rebirth, new chances, and fresh starts.

- The Reverend Rebecca A. Barnes, Rector of St. Luke's
President and CEO of Cypress House

STRATEGIC PLANNING PROCESS

This Strategic Plan centers on Cypress House at St. Luke’s vision of the future and a deep desire to provide hope, healing, and transformation to all those who walk through St. Luke’s doors. The process of developing the Strategic Plan began in late 2019 with a series of meetings of the leadership team of the Board to begin crafting a set of guiding principles and a framework for the plan. During multiple meetings, the foundational principles were refined and agreed upon. Key strategies and activities to achieve our vision were identified. The strategic planning process was spearheaded by the Cypress House Executive Board, with support from strategy consultant and personal fundraising coach Tracy Vanderneck MSM, CFRE, Network for Good.

ACCOUNTABILITY & EVALUATION



The Cypress House at St. Luke’s Board of Directors adopted the initial Strategic Plan on February 15, 2022. Additional plans and documents will be created to support its implementation, including the annual budget, annual development plan, and department/operational plans.

The Strategic Plan and progress toward its implementation will be reviewed and discussed at quarterly Board meetings and more regularly by senior staff once hired. The Board and CEO will conduct a formal review of the Strategic Plan at least once a year and make any necessary updates or adjustments. As such, this edited and updated second edition was approved on October 11, 2022.

BOARD OF DIRECTORS



**The Reverend Rebecca A. Barnes,
President & CEO**
Rector, St. Luke's Episcopal Church,
Scranton PA



Mr. David Wegner, Board Chair
Chemical Engineer, Detect Tank Services,
Clarks Green PA



Ms. Carol McMullen, Treasurer
VP Peoples Security Bank, Scranton PA
Diocesan Council, Diocese of Bethlehem



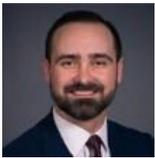
Dr. Helen M. Wolf, Secretary
Director of Mission Integration
Sisters of St. Joseph, Brentwood, NY



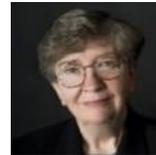
Dr. Elizabeth Bonczar
Business Administrator, Mineral Economist,
Community Activist
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Ms. Eileen Occhipinti
Prison Advocate, Lackawanna County
Prison Advocacy
Member, Pennsylvania CURE



Mr. Matthew Clemente, Esq.
Matthew Clemente Law, Pittston PA
Part-time public defender, Luzerne County



Sr. Terry O'Rourke, IHM, L.S.W.
Friends of the Poor, Scranton PA
Former Director, St. Joseph's Center,
Scranton PA



Dr. Michael Jenkins
Chair and Associate Professor Department
of Sociology, Criminal Justice & Criminology
The University of Scranton, PA



Ms. Valerie Lower
Past Volunteer/Advocate Coordinator
of CASA of Luzerne County
Board Member, Equines for Freedom



Dr. Philip Yevics
Lackawanna County
Reentry Taskforce, Scranton
PA

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Ms. Sharon Crandall, Prism Restorative Justice Ministries, Los Angeles, CA
Mr. James Fitzpatrick, American Rehabilitation Counseling Association (ARCA)
Mr. Roger Mattes, Esq., Mattes & Mattes Law, Scranton, PA
Ms. Jane Merolla, Vice President, Volunteers of America of Pennsylvania, Harrisburg
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Revered Susan Treanor, Priest-in-Charge, Trinity Church, Mt. Pocono, PA
Mr. Brian Woods, Proprietor, Beach Lake Bakery, Beach Lake PA



Cypress House is an affiliated organization of St. Luke's Episcopal Church and a 501(c)3 non-profit:
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