



GRIP TRAINING INSTITUTE
GUIDING RAGE INTO POWER™

ANNUAL REPORT 2022



Letter from the Executive Director

2022 was yet another year in which storms of violence, both physical and systemic, plagued our world. These are radical times in need of radical love. I feel deeply grateful to be part of the loving, healing community of GRIP and especially for your ongoing commitment to incarcerated and formerly incarcerated people who are often neglected and forgotten by society.

Facing difficult situations and emotions, known as "Sitting in the Fire," helps us heal from old wounds, and create space for love, empathy, and compassion for ourselves and others. This is what we do in GRIP: remind ourselves and those still

serving time in prison that through Sitting in the Fire together, we can all cultivate a deeper understanding and love for our fellow human beings.

GRIP is a solution to violence. Between 2012-2022, over 650 GRIP graduates were released from prison, with more than 100 coming home in 2022. Their recidivism rate is less than 1%. We also know numbers don't tell the whole story. In this report, we share with you what's possible when we invest in people learning to heal and take responsibility for the harms they have caused.

GRIP graduates don't only transform themselves; they contribute to transforming the prison institutions and the communities to which they return.

We are proud that our graduates have become Peacemakers and leaders of GRIP and other programs inside prisons, as well as mentors and advocates in communities across California. They have learned to respond skillfully to difficult circumstances and painful emotions, becoming agents of change in their own lives and the lives of others.

Also, I am proud to report here the exciting new initiatives that began to come into fruition in 2022 – including our Women's Initiative, Veterans initiative, and deepening relationships with survivors of violence.

We could not have come this far without your generosity and support for promoting healing and restorative justice. Thank you for joining us on this shared path of liberation.



**With love,
Kim Grose Moore
Executive Director**



Our Mission

Our mission at the GRIP Training Institute is to create the personal and systemic change that transforms violence and suffering into opportunities for learning and healing.

GRIP stands for Guiding Rage into Power™, and the title of our curriculum coursebook is *Leaving Prison Before You Get Out*. We believe that if one of us is in prison, to that extent we are all incarcerated. The same holds true, for if one of us is victimized, to that extent we are all victimized. Most incarcerated people have also experienced extraordinary abuse, violence, and trauma in their own early lives.

The culture of GRIP honors and acknowledges the humanity of all participants and the unique path that each student takes to build resilience and heal their own particular wounds. Only through this kind of compassionate and restorative approach will true accountability and empathy emerge.

A GRIP student learns to-

- 1. Stop their violence & do no harm**
- 2. Cultivate mindfulness**
- 3. Develop emotional intelligence**
- 4. Understand victim impact**

Program Overview

The GRIP Program is an evidence-based methodology developed over 24 years of work with thousands of incarcerated people and many victims/survivors.

The program is a trauma-informed model that integrates the latest brain research and is rooted in principles of Restorative Justice. It offers students an in-depth journey that transforms violent behavior into an attitude of emotional intelligence that prevents re-victimization.

The year-long program helps participants to comprehend the origins of their violence and develop the skills to track and manage strong impulses before they are acted out in destructive ways.



Between 2012-2022



1,283

People have graduated from the GRIP program



674

GRIP graduates have been released from prison

Recidivism

0.92%



GRIP functions as a peer education model where selected and trained graduates of the program co-facilitate the classes while mentoring newer students.

Since 2012, over 75 GRIP graduates have served as inside facilitators.

Our Impact in 2022

GRIP graduates



216
Total graduates

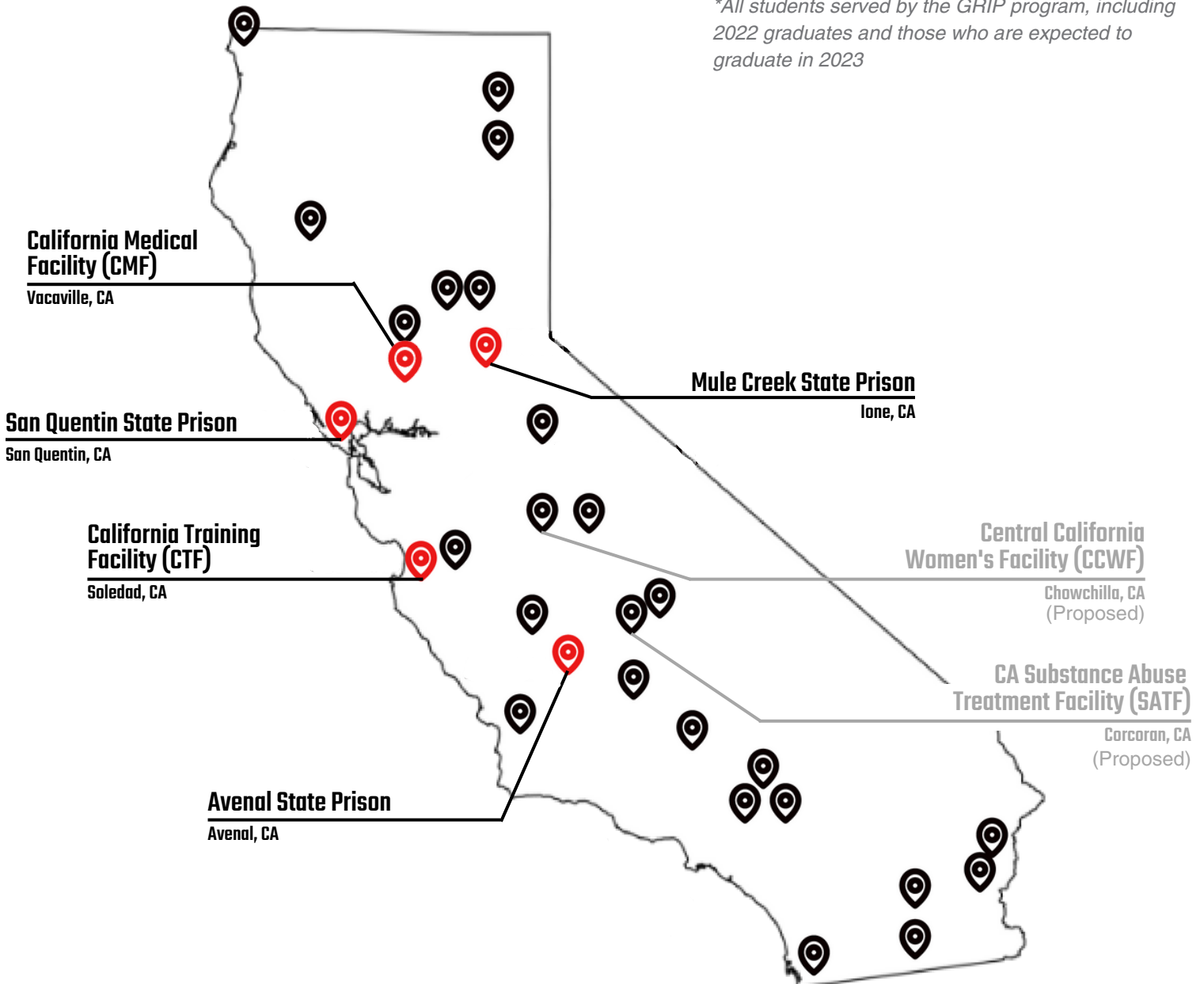
Avenal: 88
Mule Creek: 54
San Quentin: 74

Students served *



492
Total served

Avenal: 142
CMF: 25
CTF: 59
Mule Creek: 127
San Quentin: 139





GRIP Alumni

GRIP's impact continues beyond prison walls through our initiatives to support graduates of the GRIP program after their release. With the leadership of Senior Facilitator **Bernard Moss**, we launched the GRIP Alumni Network to provide post-release support for graduates to navigate the challenges of transitioning home successfully. Over 200 GRIP graduates joined the network— those who have been released and who are still incarcerated. To meet a broad range of needs of GRIP alumni, we have partnered with re-entry organizations to pick up newly released alumni from prison (“gate pickups”), offer outreach calls to welcome them home, and provide housing and employment information. They are also invited to attend the monthly GRIP alumni support group

called Circle of Love. Circle of Love meets virtually to discuss challenges post-incarceration, share resources and suggestions for navigating free life, and reinforce the continuous practice of GRIP tools. We mailed our first print newsletter to alumni in the summer, featuring program highlights, alumni updates, and messages of hope and inspiration.

In addition, we piloted an intensive 4-month opportunity for returning facilitators called the Greenhouse Fellowship to prepare them to be successful in a professional environment. Our first Greenhouse Fellows are **Rafael Cuevas** and **Tommy Shakur Ross**, both longtime facilitators who are now on staff.

GRIP's commitment to supporting graduates beyond prison walls is a testament to our belief in the power of restorative justice and the ability of individuals to transform their lives.



Survivors of Violence

The GRIP program is a transformative initiative that uses Restorative Justice principles to address crime and harm. Through the yearlong program, students explore the harms committed and engage in dialogues with surrogate victims to foster healing, reconciliation, and forgiveness.

GRIP partners with organizations such as **Mothers with a Message** to bring in survivors of violence and children with incarcerated parents to share their stories with the students. The program prioritizes minimizing re-traumatization and providing a space for survivors to be heard.

In 2022, GRIP began creating a survivor mutual support network to strengthen relationships and enhance the restorative justice elements. The network aims to support survivors through shared experiences and contribute to the healing and accountability of incarcerated individuals. Caring for and supporting survivors through preparation before prison visits, arranging travel and accommoda-

tions, sharing meals, and debriefing afterward are all integral to building and sustaining relationships.

The inclusion of survivors in the planning phase builds their investment and fosters a healing community for them.

We also began a partnership with the **MEND Collaborative**, a new organization co-founded by GRIP graduate **Miguel Quezada**, to offer facilitator training on victim impact and survivor dialogues. We held two facilitator training sessions in the Fall of 2022 and plan to continue this important work in 2023.

GRIP's efforts have been recognized by the legislature, which allocated funding for restorative justice programs, including GRIP, marking a positive step forward for the state.

Women's Initiative

There is almost no rehabilitation programming for women in California prisons compared to men. We want to contribute to changing that.

The Women's Initiative aims to offer the healing tools and teachings from the GRIP curriculum to incarcerated women for the first time.

We are working to develop the plans and partnerships needed, including modifying our curriculum to serve women in prison.

In 2022 we assembled a project team of experienced facilitators (both men and women) to make recommendations on the GRIP curriculum for incarcerated women. The team researched potential prisons to partner with in California and ultimately recommended we explore partnering with the largest women's prison in the state, the

California Central Women's Facility (CCWF) in Chowchilla, CA.

We established initial communications to confirm interest from prison leadership. A site visit is planned for early 2023 to introduce GRIP's mission and programs to CCWF and to better understand how the prison operates from the perspective of incarcerated women.

We hope this will open the door for GRIP to bring the program in stages to a small group of incarcerated women. The process will also involve engaging the group and prison leadership in working with us to modify the curriculum as needed.



3,668

Women incarcerated in California state prisons



2,298

Women housed at California Central Women's Facility (CCWF) in Chowchilla, CA

Veterans Initiative

GRIP's work supporting incarcerated veterans is incredibly important, as veterans often face unique challenges when reintegrating into society after serving in the military.

Mental health issues like PTSD can be difficult to manage, and being incarcerated can make the situation even more challenging.

By providing a safe and supportive space for veterans to confront their traumas and connect with others who have shared

experiences, GRIP is helping to improve the lives of those who have served our country.

In 2022, GRIP served 29 veterans across five prisons, surpassing our original goal of serving 25 veterans. We also have two facilitators who are veterans.

Additionally, nine veteran students who had completed the program in 2021 during COVID finally had the chance to participate in graduation ceremonies.

My experience with the military has been a double-edged sword. There have been good times and bad. I do suffer from PTSD and it stems from losing so many good friends... This (GRIP) program and tribe have been a shining light in my life and essential for my recovery.

– Veteran who participated in GRIP program at Avenal State Prison

GRIP plans to recruit new veteran students at the Correctional Training Facility (CTF) in Soledad, which is becoming the first-in-the-nation Veterans Hub prison. We also plan to host a visit with retired military leaders to experience a GRIP tribe and

meet with veteran facilitators and students. Through a collaboration with **Veterans Healing Veterans** groups at CTF and Avenal, we plan to support the veteran communities in those prisons more deeply.

New Pilot: Train-the-trainer Peer Mentor Model

GRIP is piloting a program at the Substance Abuse Treatment Facility and State Prison (SATF) in Corcoran, CA, in response to the requests of GRIP graduates who have transferred there from other prisons. The pilot is a train-the-trainer peer mentor model using the 4-month **A Breath of Freedom** course. Trained peer mentors will deliver the course to introduce core concepts and tools of GRIP to students unfamiliar with self-help and rehabilitation programs.

Obtaining approval from SATF's prison leadership was crucial, including a memorandum of understanding and approval for the course. Led by Area Prison Lead **Andres Rodriguez** and Senior Facilitator **Bernard Moss**, the training of five GRIP graduates as peer mentors began in the Fall.

After training concludes in early 2023, peer mentors will begin working with new students with the A Breath of Freedom course. If successful, this will potentially pave the way for replication in other prisons.

Prison Access: A Major Accomplishment

As providers of in-prison programs, a major component of getting access to a state prison where we have not offered programming before involves obtaining necessary approvals, clearances, and scheduling details from prison leadership. To do this, we navigate administrative, logistical, and scheduling hurdles.

From staff turnover and loss of institutional knowledge to implementation of new systems and practices in prisons, the realities of program expansion to new prisons involve challenges that require patience and persistence.

Despite the challenges, we have made significant progress in gaining access to two new prisons—CCWF and SATF. These efforts will allow us to deliver programming at 7 prisons in 2023 including, for the first time, a women's prison.

Looking Ahead

Our North Star is a transformed criminal justice system: one grounded in restorative justice that breaks down the polarizing “us/them” paradigm and replaces it with true accountability and healing – for survivors of violence and those who have caused harm. At a minimum, we believe all 35,000 people serving life sentences in California prisons should have access to GRIP tools and teachings as part of that transformation.

The GRIP Training Institute is taking the lessons learned in these few years surviving COVID breakouts and lockdowns – about creativity, nimbleness, and connection – to build a resilient organization that can both sustain and grow GRIP in the coming years.

As we look to the future, we plan to expand our reach and impact by :

- Serving hundreds of students in person annually
- Launching GRIP in a women's prison
- Training more GRIP graduates to become facilitators inside and/or outside of prison
- Creating a digitally assisted hybrid model to withstand future barriers to in-person learning
- Expanding our alumni support network
- Building a survivor support network
- Celebrating our 10th Anniversary: “Coming Home and Celebrating Freedom”





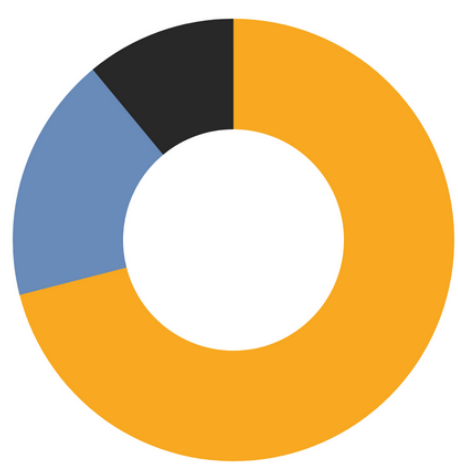
2022 Financials



Income

- Foundation grants 47.1%
- Government grants 31.2%
- Individual contributions 21.3%
- Other Income 0.4%

TOTAL: \$1,565,054



Expenses

- Healing & Transformation Programs 71%
- Management & Administrative 18%
- Fundraising 11%

TOTAL: \$1,563,125

Funders and Volunteers

We believe the best way to attract and sustain the investment needed to fulfill our mission is to build deep relationships with a broad community of people and organizations inspired by and committed to healing the impact of systemic and individual violence. We enjoy the support of about 25 community volunteers who help with graduations and other events, office work, and communications. Also, our facilitators give 2 years of volunteer time in exchange for training to become certified GRIP facilitators.

We take committed action each day to invite transformational gifts that will change the human story toward compassion, healing, and accountability. We are grateful to our donors, who we see as partners in this work.

Thank you for your continued support!

Our Donors

INSTITUTIONAL FOUNDATIONS

Betsy Gordon Foundation
Callison Foundation
Evolve Foundation
Land of the Free Foundation
LP Brown Foundation
Marin Community Foundation

MAJOR DONORS

Paul and Amy Blavin
Richard and Phylis Daniels
Dan and Karen Dunn
Eliot Estrin
Jan McAdoo
Dan McCormick
Bill E. McGlashan
Michael Myatt and Wendy Lee

MAJOR DONORS CONT.

Donald F Reid
Ross Smith
Nancy P. & Richard K. Robbins

DONOR-ADVISED / FAMILY FOUNDATIONS

East Bay Community Foundation
Jewish Federation of Cleveland
Kansha Foundation
Santa Barbara Foundation
Tides Foundation
Yellow Chair Foundation

CORPORATE / EVENTS

Insight World Aid

Support GRIP's 2023 healing and transformation work today.