

2024 ANNUAL REPORT



LETTER FROM THE EXECUTIVE DIRECTOR

2024 was a year of profound growth for GRIP. In seven prisons across California, where pain once dominated, hope and transformation are now taking root in the lives of 774 students we served.

This year, we've had the privilege to see more individuals than ever take the courageous steps toward healing and accountability. But it hasn't been without heartache. In 2024, we lost a beloved member of our GRIP family, Bernard Moss. Bernard was a founding student of the GRIP program, and he was the first graduate to be hired full time on staff. He was a Peacemaker whose presence and leadership touched countless lives. His loss reminds us that the path to transformation includes both grieving and healing. In his absence, we carry forward his legacy of compassion, accountability, and peace.

Looking ahead in uncertain times, we are tapping into deep faith and resolve to reach those who need us while staying true to the core teachings of GRIP. Our strength comes from the people whose lives have changed through the program. Whether still incarcerated or paroled, GRIP graduates stay connected with the community they helped build to continue the work, not only for themselves but for others.

Thank you for your support of the power of transformation. Together, we can ensure that the life-changing impact of GRIP's work endures and expands, both inside and outside of prison walls.

With gratitude,

Kim Grose Moore
Executive Director



“

Transformation doesn't stop at the prison gates; it continues into families, neighborhoods, and communities across and beyond California.

HONORING BERNARD MOSS



In July, we experienced the heartbreaking loss of Bernard Moss, Senior Facilitator, Prison Lead, mentor, and beloved member of the GRIP community. Bernard was a foundational pillar of GRIP—woven into its very structure. He mentored, counseled, wrote support letters, and even picked people up at the gate upon their release, never seeking recognition.

Bernard always introduced himself simply as "Bernard, Peacemaker." At San Quentin, his presence was unmistakable. People greeted him with warmth, often jokingly asking, "Bernard, you still here?" His response: "I'm gonna keep coming back in until all of you are free."

In honor of his profound impact, memorial ceremonies were held at San Quentin, CCWF, and Mule Creek, where Bernard facilitated GRIP tribes. His wishes were to forgo a funeral, yet impromptu gatherings in multiple prisons underscored how deeply he was loved.

Bernard's wisdom, generosity, and commitment to every person's potential to become free live on in the countless people he trained and inspired. His legacy will continue to shape GRIP for generations to come.

“ Bernard was a great ambassador for peace and a beacon of hope for the incarcerated population still longing for freedom. He will forever be missed by those who know him well and all of the GRIP community.

Fateen Jackson, Training Manager, GRIP Training Institute

OUR MISSION

The GRIP Training Institute is a community-based nonprofit serving incarcerated people in California. Our mission is to create the personal and systemic change to turn violence and suffering into opportunities for learning and healing.

GRIP stands for Guiding Rage into Power™, the flagship program of our organization. The title of our integrated coursebook is *Leaving Prison Before You Get Out*. The year-long program helps participants comprehend the origins of their violence and develop the skills to track and manage strong impulses before they are acted out in destructive ways.

A GRIP student learns to:

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



GRIP graduates

1,765



GRIP graduates released from prison

869



Recidivism rate

1.18%

OUR IMPACT IN 2024

7



In California prisons

238



GRIP graduates in 2024

774

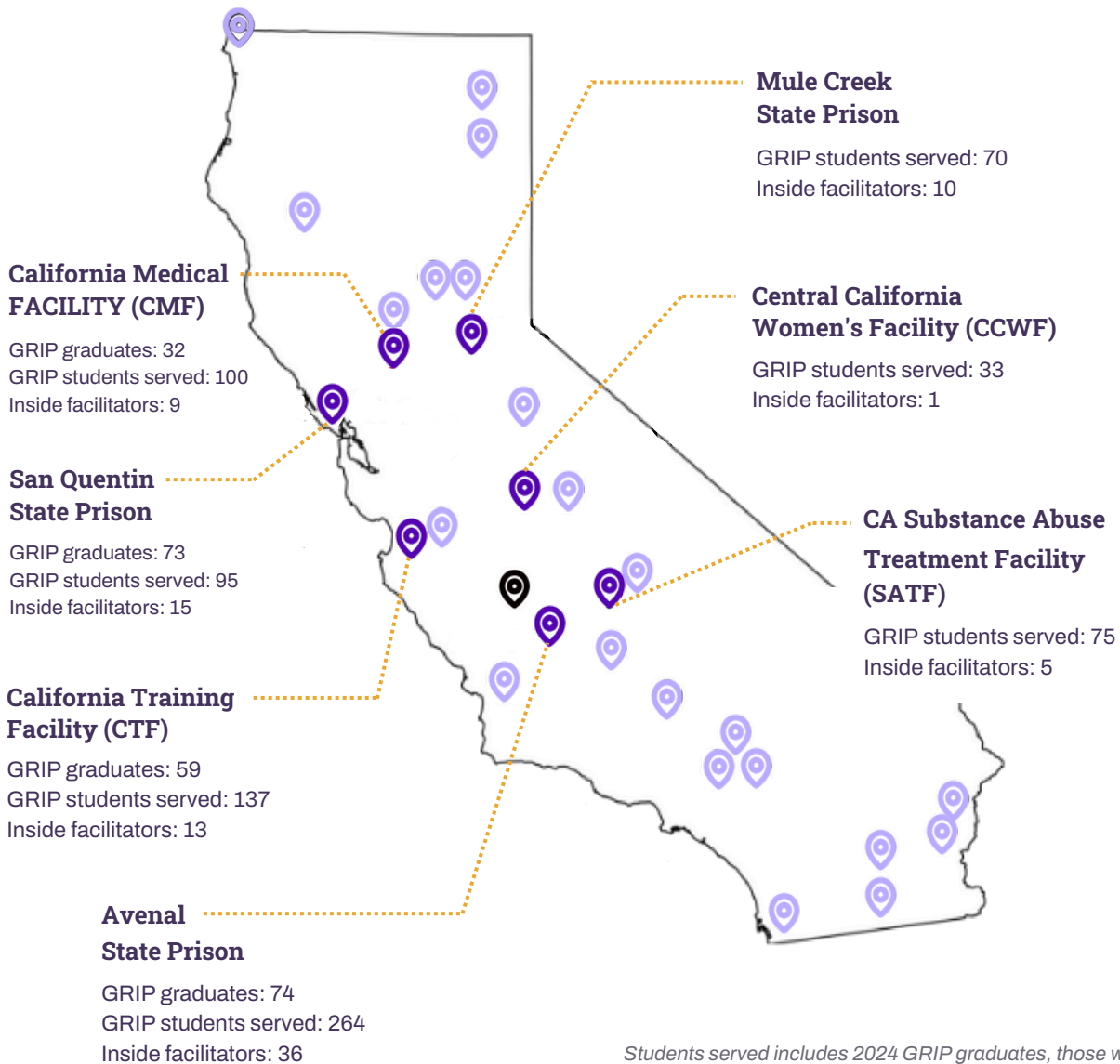


Students served* in 2024

89



Inside facilitators



Students served includes 2024 GRIP graduates, those who are expected to graduate from GRIP in 2025, and students of the four-month course, A Breath of Freedom.

INDEPENDENT RESEARCH ON GRIP'S IMPACT

In 2024, we partnered with independent researchers to deepen our understanding of the GRIP program's transformative effects—both inside and outside prison. Three studies contributed to a growing body of evidence demonstrating GRIP's role in breaking cycles of violence and fostering healing.

The Journal of Community and Applied Social Psychology published *Socio-Emotional Learning Within Prison Walls*, a peer-reviewed article written by a team of independent researchers who had studied the direct impacts of the GRIP program on incarcerated students. The article documents how GRIP fosters early intervention in cycles of violence, enhances trust among participants, and builds a rehabilitative environment where incarcerated people are seen as capable of healing rather than as perpetual offenders.

Dr. Bowen Paulle produced the report *GRIP's Healing Ripples: A prison rehabilitation program's indirect outcomes and far-reaching consequences*, extending his previous research to explore GRIP's indirect effects.



“

GRIP can flip the whole yard completely...you see these guys and you see the peace and serenity they carry with them, and you say to yourself, 'I want what that guy has.'

Rosemary Ndoh, Former warden, Avenal State Prison,
in *GRIP's Healing Ripples*

This study examines how transformations within GRIP classrooms extend beyond students and graduates to positively influence fellow incarcerated people, correctional staff, victims/survivors, and family members. The findings highlight GRIP's unique ability to catalyze healing that spreads well beyond those who take part in the program.

In addition, we partnered with the Prison Policy Initiative to analyze our program data alongside publicly available data from California Department of Corrections and Rehabilitation (CDCR) and the California Board of Parole Hearings (BPH). This effort aimed to quantify the long-term impact of the GRIP program on recidivism, cost savings, and incarceration. The results are clear.



1.18%

Recidivism
rate



5.5 years

less time GRIP graduates
spend incarcerated than
the average CA lifer



\$600 million

of *cost savings* to
California taxpayers
(and counting)



4,517 years

of incarceration *avoided*
by GRIP graduates



These studies affirm that GRIP is not just a program—
it is a movement reshaping lives, institutions,
and communities.

OFFERING THE GRIP PROGRAM IN SPANISH

The Spanish-language GRIP program at Avenal State Prison has been nothing short of life-changing. With so few rehabilitative programs available in Spanish, this initiative has filled a critical gap, offering Spanish-speaking incarcerated people a space for deep healing, accountability, and personal growth.

The Spanish-language curriculum is more than a linguistic translation. It incorporates cultural elements like Día de los Muertos, the immigrant experience, and indigenous identity that provide students with a sense of pride and connection. The artwork evokes familiarity and emotional depth, creating a learning environment where students feel seen and valued.



21 GRIP students graduated from the Spanish program in 2024

To help the program grow, building a pipeline of experienced bilingual facilitators is critical. Three GRIP bilingual staff facilitators trained eight Spanish-speaking inside facilitators, three of whom were certified in 2024.

YIELD GIVING AN INVESTMENT IN GRIP'S FUTURE

GRIP Training Institute was honored to receive a \$2 million award from MacKenzie Scott's Yield Giving open call, selected from over 6,000 applicants nationwide. This recognition affirms the courageous work of our incarcerated students, graduates, and survivor community, who engage in deep healing and accountability through the GRIP program. It also elevates the vital role of restorative justice in building true public safety.

We are deeply grateful for this investment in our mission and the opportunity to scale our work, proving that healing, accountability, and transformation are not only possible but essential for safer, more equitable communities.



TRANSFORMATIVE PROGRAMMING IN CALIFORNIA'S CENTRAL VALLEY



After demonstrating success at San Quentin, the GRIP Training Institute has spearheaded efforts to bring high-quality rehabilitative programming to incarcerated people throughout California. Our programming in the Central Valley—one of the most underserved regions in the state—has brought life-changing opportunities to people who are eager for transformation. In 2024, GRIP deepened its presence at Avenal State Prison, launched its first full-year program at the Substance Abuse Treatment Facility (SATF) in Corcoran, and continued groundbreaking work at the Central California Women's Facility (CCWF) in Chowchilla.

Avenal State Prison: EIGHT YEARS OF IMPACT

GRIP has been a part of Avenal State Prison since 2016. Over eight years, nearly 30 GRIP tribes have graduated, with more than 600 students completing the program. The demand remains high, with four active GRIP tribes in progress, including one Spanish tribe. Avenal has also become a hub for training inside facilitators, who mentor students and lead small groups between monthly GRIP sessions. This emphasis on relationship-building has been critical in fostering a safe space for vulnerability and empathy, ensuring that those who enter the program feel supported and empowered to break cycles of violence. Six GRIP graduates from Avenal have been hired by GRIP to go back in as credible messengers facilitating the program.

Substance Abuse Treatment Facility (SATF):

BRINGING GRIP TO AN “ACTIVE” YARD

GRIP began at SATF when a number of graduates from a different prison were transferred there and began to advocate with prison administration and GRIP leadership to bring the program to their yard. GRIP agreed to start a partnership with SATF and to test replication approaches that leveraged the incredible potential of our graduate population. SATF became the site in 2023 for a successful peer-led pilot of our four-month course, A Breath of Freedom. With strong inside leadership, we were able to launch the first GRIP tribe in February 2024. Operating on an “active” (general population) yard, where gang affiliations and violence are still prevalent, this GRIP tribe represents a significant shift in prison culture.

The 36 students and five inside facilitators have positively affected the culture on the prison yard.



Central California Women’s Facility (CCWF):

INCARCERATED WOMEN FIND HEALING THROUGH GRIP

CCWF is the site of GRIP’s first program at a women’s prison. Beginning with A Breath of Freedom, GRIP facilitators worked with the prison’s Inmate Advisory Council to build trust and demonstrate the value of deep healing and accountability programming. The success of this initiative led to the launch of the first full-year GRIP class in early 2024. GRIP provided a rare safe space for deep emotional work, allowing participants to process their original pain and trauma. Many women expressed that GRIP was unlike any other program they had participated in —offering them a depth of healing they had never before experienced.

The first GRIP tribe at CCWF will graduate in January 2025, with many students already applying to become inside facilitators for the next GRIP tribe.

At each of these three prisons, GRIP has not only provided a program—it has sparked a movement. Whether it’s the longstanding commitment at Avenal, the shift of prison culture on an active yard at SATF, or the groundbreaking work among incarcerated women at CCWF, one truth remains: every person in every prison deserves the chance to heal.

ADVANCING JUSTICE THROUGH ADVOCACY & PUBLIC ENGAGEMENT

The GRIP Training Institute supports budgets and legislation that invest in community-led rehabilitation programming and support for incarcerated populations and humanistic approaches to repairing harm, promoting healing and wellbeing. We approach this work with an understanding that communities of color have been disproportionately impacted by harm, crime, and the criminal legal system. As we work towards these broader goals and visions, we also support policies that seek to reduce harm in the immediate future.

In 2024, GRIP advocated in Sacramento for budget and policy initiatives towards this end.



Rehabilitative Investment Grants for Healing and Transformation (RIGHT) Grant funding for community-based organizations that provide in-prison rehabilitation programming, in partnership with the Transformative Programming Works (TPW) statewide coalition. Our collective efforts resulted in the protection of the 2024 RIGHT grant funds from cutbacks and \$2.1 million in additional funding.

AB 1986, requiring greater transparency in the list of banned books determined by CDCR. GRIP Program Communications Associate Tommy Shakur Ross testified alongside the bill's author, Assemblymember Isaac Bryan, and shared his experience with lack of access to books he wanted to read inside. The bill was signed by the Governor, ensuring greater access to knowledge for incarcerated people.

We took a firm stance against state ballot measure Proposition 36, which sought to roll back some of the gains made in the last 10 years to reduce severe sentencing and end mass incarceration.

Despite its passage in November, we remain steadfast in advocating for effective solutions that prevent harm and support true community safety.

Washington, DC experiences GRIP

GRIP staff, program alumni, and survivors of violence led two workshops at the National Association on Community and Restorative Justice (NACRJ) conference in Washington DC. One session, co-led with the Mend Collaborative, explored Surrogate Restorative Dialogues in prison, highlighting their power to foster healing and accountability. Both sessions showcased GRIP's transformative approach, sharing tools and stories that prevent violence and promote deep emotional and restorative healing.



IN THE MEDIA SPOTLIGHT

GRIP Training Institute received national attention in *Mother Jones* magazine through two powerful articles. Journalist Adam Hochschild spent a year inside a GRIP tribe at the California Medical Facility (CMF). The article highlights GRIP's extraordinary success in reducing recidivism, saving California an estimated \$39 million annually. But as Executive Director Kim Grose Moore explains, true success is measured by whether graduates become Peacemakers—both inside and outside. Even prison officials recognize GRIP's impact. Ronald Broomfield, former Director of Adult Institutions at CDCR, recalls

repeatedly hearing from incarcerated people that GRIP was key to their transformation.

A second article, written by journalist Robert Rosenthal, shared his deeply personal experience with GRIP. After first visiting as a reporter, Rosenthal returned years later following the tragic loss of his son. Seeking healing, he found solace among incarcerated students who had also endured immense pain. His story reveals the program's ability to create a sacred space for profound change with all who connect with our mission.

ALUMNI LEAD THE WAY AT GRIP

GRIP Training Institute is deeply committed to ensuring that those who have lived experience of incarceration are at the forefront of our work.

GRIP’s approach to hiring is intentional. We recognize that traditional job opportunities often exclude those with incarceration histories, despite their invaluable lived experience. A GRIP facilitator must embody accountability, healing, and transformation—qualities that our graduates exemplify. To create a clear path for alumni, we launched a hiring phase focused exclusively on GRIP graduates, sending a powerful message: You belong here.

We also restructured our organization to ensure career growth, promoting alumni into leadership roles. Today, three of five members of our

program management team are formerly incarcerated. This is more than hiring—it’s about championing people who have transformed their lives and are now guiding others.



“

In 2024, we reached a significant milestone
in our commitment:
50% of GRIP facilitators are formerly incarcerated.

Teddie Honey, Program Director, GRIP Training Institute

2024 FINANCIALS

INCOME
\$4,395,945

EXPENSES
\$2,924,596

GRIP'S COURSEBOOK IS PUBLISHED

We are proud to announce that Sounds True publishing company, published the GRIP coursebook, *Leaving Prison Before You Get Out*, written by GRIP Training Institute founder Jacques Verduin. The updated program resource reflects over a decade of learning, refining, and deepening our approach delivering the program in California prisons. While the curriculum remains fundamentally the same, the new coursebook incorporates updated terminology, fresh insights, and improvements to sequence and structure, based on years of practical application in GRIP classrooms.

Designed with resilience in mind, the coursebook now incorporates self-guided study elements, inspired by the challenges faced during COVID-19 lockdowns when incarcerated students were confined to their cells for extended periods. Available to both current GRIP students and alumni, this updated book is a path to healing and personal growth, now and in the future.

The Sounds True Foundation generously committed to printing and distributing the new coursebook each year at no cost to the GRIP Training Institute. The Foundation has also provided audio and e-book versions, which will support growth and accessibility.

THANK YOU FOR BEING IN COMMUNITY WITH US

While each GRIP student is ultimately responsible for their own healing and accountability, anyone who has sat in a tribe knows that transformation happens in community. No one can do this difficult work alone. Your commitment to being in community with us ensures that those seeking to heal have the opportunity to change their lives and, in turn, become Peacemakers in their communities.

Your generosity makes this work possible, and we are deeply grateful for your support. Because of you, GRIP graduates are breaking cycles of violence, becoming Peacemakers, and showing the world that change is not only possible—it's happening.



GRIP

Guiding Rage
into Power
Training Institute

GRIP Training Institute

P.O. Box 2683

Berkeley, CA 94702