

# 2025 Annual Report

## What Does it Mean to Make Peace?



# LETTER FROM THE EXECUTIVE DIRECTOR

As I look back on 2025, I extend heartfelt gratitude to those who believe in and support GRIP. It was a year marked by uncertainty, disruption, and violence in our country. Within GRIP, we remained guided by our people and values. This year reminded us that while vitriol dominates headlines, it's the steady work of trauma healing and accountability that transforms lives and systems.

GRIP Training Institute is grounded in a commitment to healing from harm. We're building a community that transforms prison systems of retribution into cultures of rehabilitation and restoration. This work requires individual courage, but it doesn't end there. GRIP's programs offer a sustained way of seeing the world—preventing harm, healing families, and creating change from the inside out.

Despite a challenging political and economic climate, we reached meaningful milestones in 2025. We graduated our first GRIP tribe at Central California Women's Facility, witnessing women break cycles of generational trauma. We expanded survivor-centered restorative justice work through virtual support circles. In 2025, 94 GRIP graduates returned home, with more working for GRIP than ever before as facilitators and mentors.

As you read this report, I hope you see more than 2025 impact data. I hope you see the faces of the men and women who've learned to "leave prison before they get out" and have pledged to be Peacemakers for life.

We remain deeply grateful to our community and proud of GRIP's role in advancing restorative justice.

Thank you for walking the path of the Peacemaker with us.



**Kim Grose Moore**  
**Executive Director**

# GRIP'S GROWING IMPACT

## 2012 to 2025

### Cumulative data as of December 2025:

- ✓ Partnerships with 7 prisons across California
- ✓ 1,953 GRIP graduates since 2012
- ✓ 948 GRIP graduates released from prison and returned home
- ✓ 1.27% recidivism rate (reincarceration within 3 years)

## 5.5

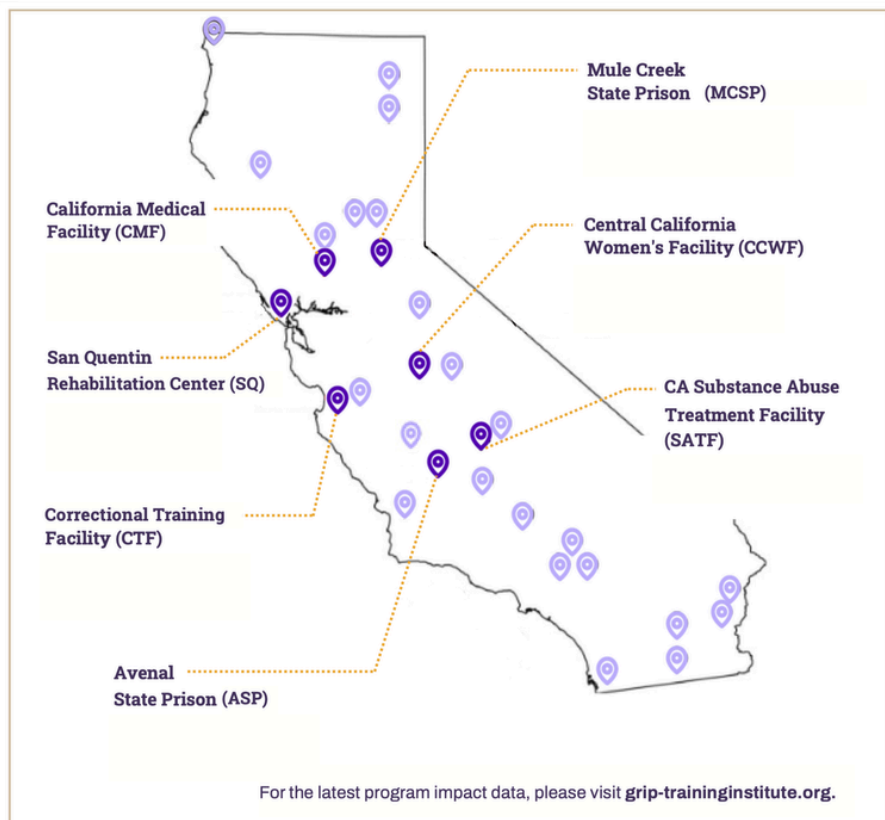
fewer years served by a GRIP grad than an average CA Lifer, resulting in:

## 5,029

years of avoided incarceration by GRIP graduates

## \$663.8 million

in savings to CA taxpayers so far



# GUIDING RAGE INTO POWER

## Our Flagship Year-Long Program

- ✓ 540 students engaged across sites in 2025
- ✓ 189 new graduates
- ✓ 94 graduates returned home

Since its inception in 2012, the GRIP Training Institute's core offering has been a year-long, evidence-based curriculum called Guiding Rage Into Power (GRIP). Co-facilitated by program graduates, GRIP students work in tribes of 30-40 participants to uncover the roots of their actions, cultivate mindfulness, develop emotional intelligence, and learn to understand victim/survivor impact.



Students learn how to interrupt cycles of violence, heal from personal and collective trauma, and take full responsibility for the harm they have caused. Graduates of the program become Peacemakers, committed to a life of service and nonviolence.

***“The sessions challenged me, made me feel uncomfortable, and opened my eyes to how I lost sight of who I once was, and the harm that I had caused others and myself. This was the first step of my journey to becoming a Peacemaker.”***

Christian Kohler, Inside Facilitator

Read this and other testimonials in GRIP's [Peacemaker Magazine](#).

# FACILITATOR TRAINING AND LEADERSHIP DEVELOPMENT

- ✓ 87 Inside Facilitators—a 34% increase over 2024
- ✓ 12 GRIP graduates as Outside Facilitators
- ✓ 300 hours of facilitation and leadership training

GRIP builds leadership inside prisons, training graduates as facilitators and disseminating a culture of resilience, agency, and mutual accountability. GRIP also trains graduates who've been released, and members of the community, to gain deep knowledge of GRIP's pedagogy, trauma-informed approaches, and healing and restorative justice circles.

By investing in the leadership of those most impacted by the criminal legal system, GRIP is building a pipeline of credible messengers who support cultural change both behind bars and in their communities. These facilitators go on to serve as mentors, role models, and transformational leaders.



***“GRIP pledge #1 talks about ‘practicing peaceful ways of interacting.’ For me, that means the application starts with self-learning to put the oxygen mask of love and grace on first, so that I am capable of extending these attributes to life around me.”***

Raymond Corona, Inside Facilitator

# A BREATH OF FREEDOM

- ✓ Implemented in 5 facilities since 2021
- ✓ 433 participants to date

A Breath of Freedom is a 5-month introductory course designed to plant the seeds of self-awareness and transformation. Drawing from the flagship GRIP program, this course introduces incarcerated individuals to mindfulness, emotional intelligence, and somatic awareness.

Originally developed during the COVID-19 pandemic as an individual in-cell packet-based curriculum, it has become GRIP's introductory program in new prison facilities.



This program allows GRIP to establish relationships with the population and prison leadership while assessing readiness for deeper, long-term work.

It fosters self-reflection and connection, and prepares students for the more intensive GRIP program. And, it's also offered as a peer-to-peer program taught largely by inside graduate "mentors," expanding access at lower cost.

***“A Breath of Freedom helped me to realize more of who I am and how I think. I changed to wanting to be more emotionally intelligent and to be able to respond with mindfulness rather than react according to anger and hurt.”***

*A Breath of Freedom course participant*

# WOMEN'S INITIATIVE

- ✓ 24 graduates from first CCWF Tribe
- ✓ 2 graduates returned home
- ✓ 400 applicants for GRIP 2026
- ✓ 36 students scheduled for 2026 graduation
- ✓ 6 Inside Facilitators being trained

GRIP launched a partnership with Central California Women's Facility (CCWF) in 2023, in response to requests made by incarcerated women, CDCR officials, and other community advocates to bring the powerful trauma-healing program of GRIP to this extremely underserved population. After an initial cycle of *A Breath of Freedom*, we launched the first GRIP cohort of 28 women—Tribe 612—and celebrated their graduation in early 2025.



While family and friends joined the celebration virtually, the group's chosen attendees—their Inside peers—cheered as the graduates signed the Peacemaker Pledge, then feasted and danced together to close the celebration. Six of the graduates were selected to train as the first CCWF Inside Facilitators.

***“Where’s the GRIP sign-up sheet?!”***

Graduation guest

# SURVIVOR ENGAGEMENT: MOUNTAIN ROAD

- ✓ 20 survivors of harm in the Mountain Road mutual support network
- ✓ 7 day-long Healing Dialogues inside 7 prisons



Rooted in restorative justice principles, GRIP's Mountain Road survivor engagement program honors poet Antonio Machado's image of "making the road while walking" when the path forward is not always clear.

Survivors meet monthly for mutual support and healing, and may participate in GRIP's restorative dialogues inside the prisons. These spaces offer a chance for survivors to share their stories, build community, and contribute to the healing and accountability of those who have caused harm.

The goal of in-prison dialogues is to promote healing. They occur after months of preparation with incarcerated students. Survivor choice, safety, and readiness are always prioritized.

Survivors are also invited to join other GRIP community members for a yearly Lobby Day in Sacramento and other advocacy activities to advance restorative justice.

*"For many of us, this is the first time we've ever received an apology for the harm that was committed against us, and it is so groundbreaking and mind-blowing and healing for us—even if it's through a surrogate dialogue—to hear an apology and hear a commitment from you all to stop committing violence. And so we honor you today, and that commitment that you made."*

Lindsey Villareal, Mountain Road participant, speaking at a GRIP graduation

# ALUMNI ENGAGEMENT

- ✓ 3 prisons holding monthly alumni groups
- ✓ 40 workshops across the year
- ✓ 176 participants in first year

Many GRIP alumni who've returned home contribute to programs and support others in navigating reentry, employment, and continued personal growth. In 2025, we hired a Community Engagement Manager to create more consistent alumni communications and build out new resources and support for re-entry.

GRIP also implemented an Alumni Engagement program inside three prisons with large graduate populations. The goal of these monthly alumni groups is to help sustain the impact of GRIP over time and keep alumni connected with the larger GRIP community. In this first year, 176 graduates—about 34% of the total alumni population of these prisons—participated.

## Workshops included:

- Preparation for parole hearings
- Emotional/logistical planning for re-entry
- Integrating GRIP tools into daily life
- Practicing skills for trauma healing
- Maintaining a mindfulness practice
- Guest presentations from UnCommon Law and other partners



*“When I attend alumni meetings, I get time to remind myself of the pledges I learned during GRIP, see the progress of others in my and others' tribes, and I feel better reflecting on my continuing growth of empathy and social skills with others I know who've been ‘sitting in the fire’.”*

Alumni Engagement participant

# ADVOCACY

## Funding: Securing Wins for Transformational Programs

- ✓ \$20 million secured for community-based in-prison programs
- ✓ 8 laws passed advancing restorative justice
- ✓ 20 in-person advocacy events in Sacramento

Since 2023, GRIP has made substantial contributions to the Rehabilitative Investment Grants for Healing and Transformation (RIGHT) Grant Budget Campaign, which supports in-prison programs that advance rehabilitation, accountability, and safer communities. In partnership with the Transformative Programming Works (TPW) coalition and Whole Consulting, GRIP community members participated in our annual Lobby Day and in other coalition lobbying events, meeting frequently with legislators and stakeholders to argue for this critical spending. In 2025, a year of significant State budget cuts, these efforts helped to secure \$20 million in RIGHT funding.



### **Our engagement strategy centers on alignment with GRIP's four guiding principles:**

- Improved prison conditions and quality of life for incarcerated people
- Restorative justice
- Amplified voices and increased agency of incarcerated people
- Decarceration

# ADVOCACY

## Legislation: Advancing Policy Changes



### New California laws advancing justice



- **AB 247:** Wages for incarcerated firefighters
- **AB 651:** Option for incarcerated parents to attend child dependency hearings
- **AB 799:** Death benefits for incarcerated firefighters
- **AB 952:** Expansion of youth offender program camps
- **AB 1213:** Restitution priority for survivors
- **SB 551:** Declaration of rehabilitation as state policy within Corrections
- **SB 553:** Prison clearances for political and Capitol staff
- **AB 812:** Recall and resentencing for incarcerated firefighters

GRIP's legislative advocacy efforts amplify the voices of formerly incarcerated leaders to shift public narratives and policy, repair and reduce harm, and invest in rehabilitative programming. We are deeply committed to supporting strong legislation and building relationships with policymakers and partners that align with our values and advance our mission.

This work ramped up in 2025, with the onboarding of a dedicated staff member to attend hearings and represent GRIP in Sacramento.

During the 2025 legislative session, GRIP supported 27 bills sponsored by ally organizations and justice coalitions. By year's end, the passage of 8 new laws signified a building momentum toward rehabilitation and the power of collective advocacy.



# PUBLIC ENGAGEMENT



In 2025, GRIP leaders sought to build relationships, share GRIP’s work, learn about the work of colleagues in other state correctional systems, and develop new skills and perspectives.

*“Attending the FAMM Conference was truly impactful. It opened my eyes to how the judicial system functions in other states and highlighted that California is helping lead the way in restorative justice and how meaningful GRIP’s work is.”*

Javier Quintero, Prison Lead

## Dialogue and Learning with Allies to Advance a Shared Vision

At the **Chicago Beyond** conference, we enriched our own advocacy strategies by learning how other states are imagining and building more humane prison conditions.

Also in Chicago at the **Just Impact** convening, GRIP led a workshop on how transformative in-prison programs like GRIP can further decarceration and abolition strategies through supporting the healing and leadership development of incarcerated people, getting them released sooner.

At the **FAMM Second Chances** conference in Minneapolis, we deepened our knowledge about parole statistics and practices throughout the country, giving context to California’s policies within a national framework.

Closer to home, the **Justice Reinvented Fall Summit** brought us together with other community groups, California corrections representatives and elected officials to support “a community-driven vision for prison transformation.”

Two GRIP staff members also participated in a community organizing training at the **Ella Baker Center for Human Rights**, building our capacity to better serve our community.

# MEDIA

In late 2025, GRIP published the second issue of **Peacemaker Magazine**, featuring reflections and artwork from the GRIP community, inside and outside prison, on what it takes to make peace.

GRIP was highlighted in other publications that informed and influenced policymakers in both California and Alabama about the value of investments in rehabilitation.



## THE SACRAMENTO BEE

VIEWPOINTS

### ***Investing in prison rehabilitation programs will make California safer | Opinion***

By **Ron Broomfield** Special to The Sacramento Bee

11:00 AM | Gift Article

*I have seen firsthand how an investment in evidence-based programming can transform one's thoughts, beliefs, and actions. Individuals who embrace rehabilitation return to our communities equipped to be productive members of society. Programs like Guiding Rage Into Power ... offer a powerful example.*

Former San Quentin Warden Ron Broomfield



Enrique Sandoval, Daniel Arciniega and Eleazar Alicantar learn English language skills in class at San Quentin State Prison on Wednesday. In March 2023, Gov. Newsom announced a plan to transform the prison into the San Quentin Rehabilitation Center. Paul Kitagaki Jr. [pkitagaki@sacbee.com](mailto:pkitagaki@sacbee.com)

Read more:

- [Alabama Appleseed Positive Programs Report](#)
- ["Investing in prison rehabilitation programs will make California safer"](#)
- [Peacemaker Magazine](#)

# GRIP HONORS

In October 2025, we held the First Annual GRIP Honors event, a lively celebration bringing together the GRIP community at Nido's Backyard in Oakland. People mingled, enjoyed Mexican food and drinks, bid on community-donated auction items, and participated in GRIP activities at stations around the room.

The event also honored several community leaders for their powerful contributions to the field of restorative and transformative justice.

Be sure to keep an eye out for news about GRIP Honors 2026!

## 2025 GRIP HONORS HONOREES



### **Bernard Moss Peacemaker Award**

**Andres Rodriguez** and **Fateen Jackson**, GRIP alumni who continue to lead as community-based peacemakers.

### **Restorative Justice Partner Award**

**Sonya Shah** and **Richard Cruz** of Ahimsa Collective, longtime movement leaders and visionary collaborators.

### **Trailblazer Award**

**Senator Josh Becker** for his courageous leadership on criminal justice reform and reentry policy in California.

### **Fearless Generosity Award**

**Sounds True** and the **Sounds True Foundation**, a values-aligned publishing company that leads with bold generosity and commitment to healing.



# GRIP EMPLOYEE #2

## The Enduring Legacy of Veronica Balseiro




In 2025, GRIP honored Veronica Balseiro’s 14 years of service—begun even before the Training Institute was formally named!—and celebrated her plans for a new chapter of life. As GRIP’s “Employee #2,” Veronica signed on with enthusiasm for Jacques Verduin’s ambitious vision. Her long tenure as an administrative powerhouse left an indelible mark on the organization. In her last few years, as GRIP’s Director of Operations, Veronica brought her knowledge and passion about organizational development, social work, and management to the task of building a stable future for the nonprofit. But what stood out most across her years with GRIP was her deep loyalty to the mission, and her commitment to relationships and to growth.

*“Veronica has seen it all, and we will miss her calm, wise, and compassionate spirit. She is a model for us all of authenticity and integrity. Veronica, thank you. We carry your legacy forward.”*

Kim Moore, Executive Director



# THANKS TO OUR COMMUNITY OF SUPPORTERS



In prison, they say, “no one does time alone.” It’s also true that no one can heal alone. Transformation and peacemaking happen in community, when people witness, support, and hold each other, breaking cycles of violence and building new leaders for tomorrow. Your compassion, dedication, and generous support of this work allows our incarcerated community to heal together, and we are deeply grateful. You give us hope.

With love,  
The GRIP Staff and Board

## FINANCIALS

*Please note: The 2025 budget included an anticipated deficit as part of a multi-year plan to spend down the generous funds provided by Yield Giving in 2024. The data below represent unaudited financial numbers.*

**Total Revenue:** \$2,836,860

**Total Expense:** \$3,175,668

**Net Income:** (\$338,808)



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