

20
23

CONCORD PRISON OUTREACH

ANNUAL REPORT



CONCORD PRISON
OUTREACH

Education • Connection • Transformation

TABLE OF CONTENTS

Who We Are	_____	02
Message From Our Director	_____	03
Year in Review	_____	04
Programming Overview	_____	05
Highlights	_____	09
Financials	_____	12
Resources	_____	13

WHO WE ARE

Concord Prison Outreach (CPO) is a 501(c)(3) organization composed of a coalition of individuals and faith communities committed to helping people who are incarcerated build better lives for themselves and their families.

WHAT WE DO

Hundreds of individuals and nearly forty faith communities actively support CPO in its mission to deliver high-quality, transformative programs centered on education, personal growth, and increased opportunities for incarcerated individuals and their families. These programs encompass five categories: arts, humanities, families, socio-emotional aspects, vocational training, and external initiatives. In collaboration with the Massachusetts Department of Correction (DOC) and Middlesex Sheriff's Office (MSO), our programs extend across eight sites.

HOW WE STARTED

Founded by Di Clymer and Jean Bell, Concord Prison Outreach started with a desire to support their incarcerated neighbors. It began with making curtains for the prison infirmary and evolved into providing diverse resources and programming throughout the prison and, eventually, the state. Today, CPO stands as one of the largest organizations of its kind.

MESSAGE FROM OUR DIRECTOR

In our ongoing pursuit to foster positive change within our community, Concord Prison Outreach (CPO) upholds a steadfast commitment to advocating for the welfare of all citizens, whether free or incarcerated. This year, our civic leadership activities involved understanding and addressing societal issues, promoting community engagement, and working toward positive social change. Partnering with elected officials for events like the Humane Incarceration panel discussion, as well as supporting local initiatives such as the "Stand Up for Ellen Garrison" event, we firmly believe in the importance of civic responsibility.

From the earliest days of CPO's history, Di Clymer, CPO co-founder, helped to lay the foundation for this value in the following words: 'I went in and asked him (Department of Correction Administrator) what a group of people could do in the community for the prison.' Di's vision, as well as other CPO co-founder Jean Bell, for the community being viewed as a resource to support the incarcerated was a major shift then. The essence of civic leadership lies in taking an active and responsible role in shaping the future of our community and society through informed and ethical decision-making, community involvement, and a commitment to public service.

In 2023, CPO staff and volunteers made significant strides to sustain the value of community engagement in our work. We partnered with over twenty faith-based organizations, five colleges and universities, and fifteen community partners, and hosted four major community events and public forums. Through these partnerships and community support, CPO was able to expand the scope, reach, and scale of many of our core program initiatives, broadening our program coverage, extending service to new locations and populations, and enhancing our overall impact. The key steps in our program expansion involved ongoing assessment and understanding of the needs of our target population, involving key stakeholders in decision-making, identifying areas for improvement, developing stronger communication strategies, and providing more training and capacity-building opportunities for volunteers and partners.

I want to also acknowledge the recent closure announcement of the MCI-Concord facility by the Massachusetts Department of Correction, a crucial site for our organization. While challenging, this presents opportunities for us to expand our mission across the state, leveraging our established programs in other DOC locations. Rest assured, our dedication to supporting incarcerated individuals remains unwavering. All ongoing projects will continue with the same level of commitment. We're grateful for your support and invite you to join us in this journey of growth and transformation.

- SAM WILLIAMS
CPO EXECUTIVE DIRECTOR



YEAR IN REVIEW



150+
Volunteers



9
Program
Sites



250
Program
Participants



300+
Volunteer
Hours



40+
Community
Partners



3330
Holiday
Gift Bags



238
Individual
Donors



330
WELCOME BACK
packs



\$331,770
Total Raised



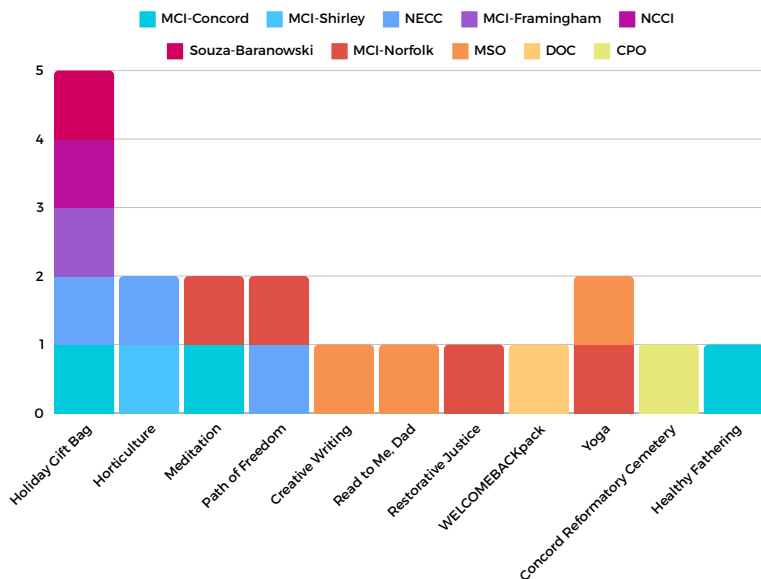
120
Back-to-School
Backpacks

PROGRAMMING OVERVIEW

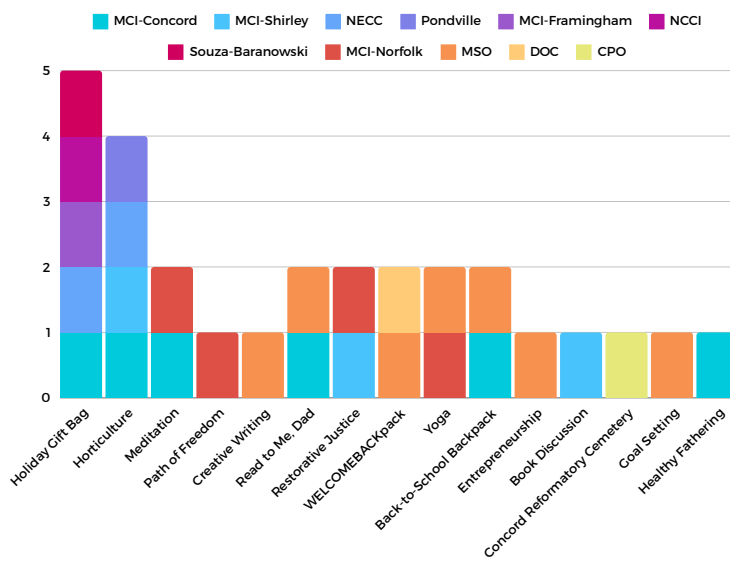
Through our partnership with the Massachusetts Department of Correction (DOC) and Middlesex Sheriff's Office (MSO) in Billerica, Massachusetts, Concord Prison Outreach has significantly expanded its programming across the state. This expansion includes:

- Increasing holiday gift bags from 2,200 to 3,300 from FY22, now including North Central Correctional Institute, and offering gender-neutral gift bag options.
- Expanding to three new horticulture programs, including general population and BRAVE Unit population at MCI-Concord, as well as Pondville Correctional Center.
- Introducing additional offerings of specific programs at different facilities, such as Read to Me, Dad, Restorative Justice, and expanding the WELCOMEBACKpack program to MSO.
- Launching new and restarting programs, including Book Discussion, Back-to-School backpack program, Goal Setting, and Entrepreneurship.

ACTIVE PROGRAMS OCTOBER 2022



ACTIVE PROGRAMS SEPTEMBER 2023



Program Key

- CPO = Concord Prison Outreach Office - Concord, MA
- DOC = Massachusetts Department of Correction
- MCI-Concord = MCI-Concord - Concord, MA
- MCI-Framingham = MCI-Framingham - Framingham, MA
- MCI-Norfolk = MCI-Norfolk - Shirley, MA

- MCI-Shirley = MCI-Shirley - Shirley, MA
- NCCI = North Central Correctional Institute - Gardner, MA
- NECC = Northeastern Correctional Center - Concord, MA
- MSO = Middlesex Sheriff's Office - Billerica, MA
- Souza-Baranowski = Souza Baranowski Correctional Center - Shirley, MA

FAMILIES AND CHILDREN

To address the systemic issue of parent incarceration, Concord Prison Outreach offers ongoing support to incarcerated parents, who are adjusting to parenting at a distance, and who seek to enhance their parenting skills overall. The number of children with an incarcerated parent is on the rise. Maintaining parent-child connections is linked to positive outcomes for children, improves the quality of life for the parent in prison, and reduces stress for the co-parent. CPO volunteers can contribute to programming aimed at supporting families.



PROGRAMS:

Read to Me, Dad: In this 4-week program, fathers explore a variety of children’s books and then select a fun, positive, and inspiring book or poem for their child. They practice reading it aloud and the reading is recorded or videotaped. The recording and book are then sent to the child, strengthening the connection between children and their absent parent.

Back-to-School Backpack Program: Concord Prison Outreach has partnered with the Middlesex Jail & House of Correction and B.R.A.V.E. (Building Responsible Adults through Validation and Education) Unit at MCI-Concord to provide back-to-school backpacks to over 100 families this school year. Included in the backpacks are children’s museum passes, generously donated by the Discovery Museum in Acton, MA.

Healthy Fathering/Parenting: Participants receive support with the challenges of parenting: improving communication skills, adjusting to parenting from a distance, teaching healthy discipline, and raising children with a sense of self-worth. In addition, parents are encouraged to take steps toward regaining trust and seek forgiveness.

HOLIDAY GIFT BAG

Concord Prison Outreach sponsors the Holiday Gift Bag Project, providing essential items and a greeting card to incarcerated individuals during the challenging holiday season. As part of a broader Department of Correction initiative, the project extends to multiple correctional facilities across Massachusetts, offering support for a better future during and after incarceration. Additionally, it helps alleviate the financial burden of purchasing basic essentials from the commissary, addressing challenges posed by the high cost of these necessities.

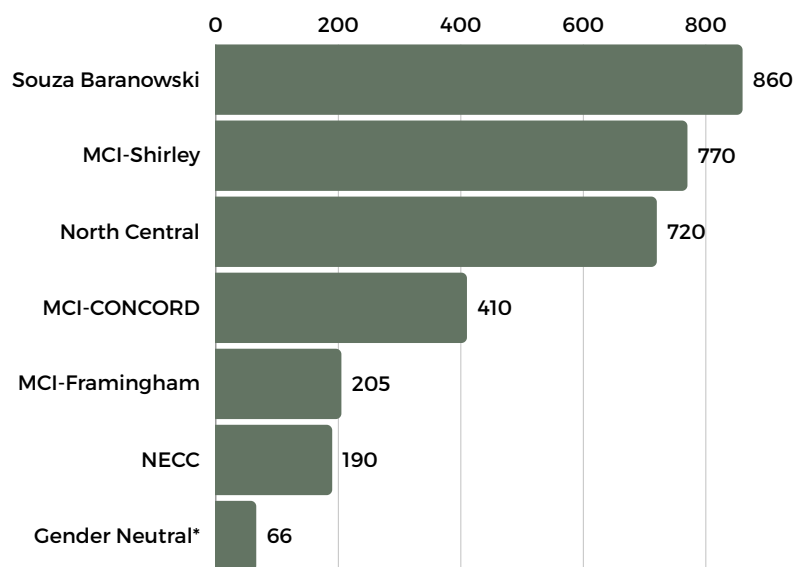


THE FACTS:

- MA has the highest per-person average commissary spending.
- In FY 2016, people in Massachusetts prisons purchased over 245,000 bars of soap, at a total cost of \$215,057. That means individuals paid an average of \$22 each for soap that year. [Source: Prison Policy Initiative]



PRISONS WE SERVE



- 66 gender-neutral bags were distributed across the 5 prison sites to accommodate individuals with a preference for unisex items.

IMPACT AND CONNECTIONS

When the door slides shut, my world quickly becomes black and white. It's as if color has ceased to exist... But I know that someday my colors will return to me. It will be with vibrant reds, greens, and blues...

- Creative Writing Student



Barbara McIntosh, Volunteer and Board Clerk

It's really a blessing in my life. I look forward to each time I do it and every new learning activity. I do two different programs at NECC and providing these programs has thoroughly enriched my life and the lives of others. It leaves you with the difference that you make and it's truly an empowering experience.

I've been incarcerated since I was 18, I'm 26 now so I haven't gotten an actual gift from someone since I was 17. Thank you from me and all of us here in Concord.

- Holiday Gift Bag Recipient



Christa Hodapp, Volunteer and Board Director

An important moment for me happened when a student I had worked with for a while found out he was being transferred ... and he explained that when he was younger, he was never the best student.. then told me that he now has two favorite teachers – including me. I was very touched and very honored.

I learned ... that it's okay to look and talk about our scars, holding them in our hearts as trophies, not a weight to hold us down. A scar can serve as a reminder and also a receipt that you have paid that price but you still are here and can make a difference

- Mindfulness Student

STRATEGIC PLAN HIGHLIGHTS

GOAL 1: PROGRAM QUALITY AND EFFICACY

- Develop tools for evaluating program efficacy and impact and assess existing and new programs to ensure consistency and standardization throughout CPO while accommodating the context and needs of participants and site requirements.

GOAL 2: VOLUNTEER TRAINING AND ENGAGEMENT

- Continue to build and implement a comprehensive training and volunteer engagement program to improve the volunteer experience and solidify program consistency.

GOAL 3: PROGRAM IMPLEMENTATION

- Design and implement CPO programs at the various sites, while growing and diversifying our offerings and partnerships with other organizations.

GOAL 4: COMMUNITY BUILDING AND FUNDRAISING

- Define and execute a consistent brand and development strategy that articulates CPO's impact and values to educate and engage the entire CPO community and funders about its work while building partnerships with individuals, faith-based communities, and foundations.

GOAL 5: INFRASTRUCTURE CAPACITY

- Strengthen CPO's infrastructure and grow its capacity through developing systems, policies, and procedures for staff, volunteers, and board members including documenting standard practices, solidifying HR functions, and implementing technical solutions.

THANK YOU FOR MAKING A DIFFERENCE

Thanks to our generous donors, we can provide vital programs inside and outside prisons. Your contributions are crucial for meeting our operating needs and enabling volunteers to offer materials and services benefiting our incarcerated neighbors. We deeply appreciate your generosity and remain ever grateful for your support.

\$50,000 - \$100,000

The Once Here Foundation

\$25,000 - \$50,000

The Boston Foundation

OneWorld Boston, Inc. - Cummings Foundation

The Neil and Anna Rasmussen Foundation

\$5,000 - \$10,000

Niels Weld Bodecker

John Chapman

Delacour Family Foundation

First Parish in Concord

Gardiner Howland Shaw Foundation

J & L Sherblom Fund

Thomas and Sarah Lemaire

Patricia Ruze

The Sudbury Foundation

Trinitarian Congregational Church

\$1,000 - \$4,999

A Revolutionary Press, Inc

Anonymous Donor

Nancy Alderman

Susan and Thomas Beck

Reinier & Nancy Beeuwkes III

Elaine and Jeffrey C. McHarg Dors

Elizabeth W. and Robert K. Morrison, Jr. Advised Fund

First Parish in Concord Women's Parish Association

First Parish in Lincoln

Freedom's Way Heritage Assoc

David Greenblatt

Hancock United Church of Christ

Jeffrey Protentis

Matthew Johnson

Donald Miller

Roose Thompson Family Fund

Ian Root

Elizabeth Rust

Frederick Rust

State Street Foundation

St John Lutheran Church

Trinity Episcopal Church

Alec Walker and Caitlin Selle

West Concord Union Church

\$1 - \$999

Susan Abrahamsen

Alexion Pharmaceuticals

Dean and Vivienne Aldrich

All Saints Episcopal Church

Mary Amato

Kenneth Anderson

Monika Andersson

Franklyn and Patricia Austin

Peter Balkus

Ann Bartholomew

Harry Bartlett

David Baxter

Diana Bell

Lawrence Bergstresser

Cindy Berry

Skylar Best

Jane Beswick

Ann Bissell

Timothy and Shirley Blancke

Richard and Patricia Boerner

Edward Bond

Boston University Prison Outreach Initiative

Elizabeth Brennan

Leslie Bresnick

Elise Browne

Linda Campo

Mark and Diane Cancian

Ira Carp

Laurie Carrick

Robin Casarjian

Paula Casey

Carol Castillo

Anne Catterson

Scott Chase

Arnold Clickstein

Sherrill Cline

Jack and Diana Clymer

Harriet Cohen

Sandra Conrad

Kenneth Cooper

Edward Corliss

John and Holly Cratsley

Marilyn Cugini

David Darling

Holly and Ron Darzen

Mark Davis

Claiborne Dawes

Kathleen Deeley

Christine Diaz

Ellen Comeau and Kevin B. Dionne

Tony Rodriguez and Janet Donavan

Jean and Joseph Donnelly

Erica Downs

Kevin O'Connor and Richelle Dupont

Marcy Eckel

John and Becky Edmondson

Karin Ellingboe

Christopher Fay

Ricardo Febles

Leslie Fisher

Andrew Fishman

First Parish Church of Stow and Acton

First Parish of Sudbury

First Unitarian Universalist Society in Newton

First Religious Society in Carlisle

Ann Fitch

Maria Fitzgerald

Mark and Katarina Frederick

James and Christine Fuerst

Parkhill Willett Charity Fund

Stephen and Candace Carr Fund

McMillan and Oldfield Giving Fund

Ruth Acton and Lilli Roth Memorial Fund

Lester Gardner

Sarah Gates

Marybeth Gentleman

Elaine Gifford

George and Clarice Gordon

David and Karen Gray

Jonathan Green

David Green

William Grove

James Hannon

Dorothy Harris

Patricia J. Hartley

First Congregational Unitarian Church of Harvard

Mary Haskell

Justin Hayward

E Tessa and John Hedley-Whyte

Larry Herlacher

THANK YOU FOR MAKING A DIFFERENCE

Connie Hershey
Sandra Hinds
Irwin Hipsman
Christa Hodapp
Jennifer Hollis
Holy Family Parish
Janice Hornberg
Tina Proffitt and David Horne
Pamela Howland
Teresa Hubscher-Younger
Rachel Hyman
Karen and Stephen Ippolito
Patricia St. John
Shari Johnson
Kathryn Jones
Bruce Jordan
Susan Jospe
Mark and Jody Kablack
Joan and Ivan Kaufman
Nancy Kaufman
Cornelia Anne Keenan
Virginia and David Kendall
Nina Kimball
Larry and Amy Kivimaki
Michael Klinger
Andrew Klutey
Barbara Koren
Thomas and Carmen Laage
John and Cindy Lamothe
Ruth Lewis
Arthur Licata
Wendy Liebow
Congregational Church of Littleton
Lenore and Elliot Lobel
Pamela Loprest
Jeff and Jesse Lowe
Marilyn Lowitt
Jay and Carolyn Luby
Hadi and Gail Madjid
Thomas Wanderer and Sara Mannix
George Manoogian
Karen and James Maslow
Christine Mcardle
Karen and Paul McGinn
Francine McGrath
Barbara McIntosh
Framingham Friends Meeting
Carol Anne Meyers
Middlesex Savings Bank
Microsoft
Carol H and N. C. Miller
Whitney Mooney
Edie Murphy

Shaun Murphy
Victoria Neff
New England Deaconess Association
Jennifer Newbold
Carloyn Nickerson
Barbara Niles
Tom O'Halloran
Sarah O'Neil
Katherine Olney
Osamagbe Osagie
Karen Paradise
Wayne and Carole Parrish
Michael Patnode
Colleen Pearce
Joan Pierce
Alan Pinshaw
Linda Plunket
Plymouth Congregational Church
James Polese
Christine Healey and Charles Poutasse
Ann Purcell
Rebecca Purcell
Richard and Judith Quanrud
David Quimby
Doreen and James Rao
Peter and Kristin Reed
Marion and Kathleen Reine
Reis, William and Mary
Debra Reyes
Frederick Rich
Wayne Robertson
Jonathan Aibel and Julie Rohwein
Sarah Rossiter
Janice Rudolf
Michele Ryan
Jean Keskulla and George Salker
Anthony and Vera Sarantakis
Sallie and Bill Satterthwaite
Middlesex School
Susan and Kurt Schwartz
Ruth Sedlock
Frederick Seward
Benson and Norma Shapiro
Sahar Sherzada
Richard and Carolyn Shohet
J. Shorser
Peter M Small
Darien Smith
Priscilla Smith
Priscilla Smith
Elizabeth Snellings
Lauren Solomon
Thomas Wilson and Martha Soper

Frances Spainne
Virginia McIntyre and John Stevens
Sudbury United Methodist Church
Kathleen Sullivan
St. Paul's Church
Charles Thomas Swaim
Ronald and Susan Swanson
Marianne and Arthur Talis
Susan Davies and Rick Talkov
Melita Teichert
Beth Thiemann
Carol Tierney
Town of Boxborough
Town of Concord
Robert Treitmanand
Town of Sudbury
Frank Tully
Tufts University
Frey Family Trust
Scott Family Trust
United Church of Christ Boxborough
Joan Eagan and James Vahey
David and Carol Valchuis
Eric and Laurie Van Loon
John Jr and Janet Vitkevich
Joan Vander Vliet
Sara and Channing Wagg
Brian Wagner
William Watson
Alison Weaver
David and Valentina Weber
Jaime Webster
Christopher Webster
Katherine Weeks
Tom Sattler and Jane Wells
Deborah Werneburg
Brian Werneburg
Patricia White
Jael Whitney
Win Wilbur
Carolyn Wilkins
Angela and Herbert Wilkins
Jeffrey and Shu Chuang Williams
Jane B. Williams
Bruce Wilson
Rebecca Winborn
Julia Woodward
Gregory Woodward
Lois Young
Rosamond and Andrew Zimmerman
Cornelia Zimmerman

STAFF

Sam Williams, *Executive Director*

Ellie DiMauro, *Manager of Volunteer Engagement and Programming*

Jeannette Sheahan, *Office Coordinator*

BOARD OF DIRECTORS

Liz Rust, *Board President and Chair*

Christa Hodapp, *Vice Chair*

Tom Roose, *Treasurer*

James Polese, *Assistant Treasurer*

Barbara McIntosh, *Clerk*

Ricardo Febles, *Director*

Andrew Fishman, *Director*

Osamagbe Osagie, *Director*

Jim Sherblom, *Director*

Julia Woodward, *Director*

ADVISORY COUNCIL

Hilary Binda

Ed Bond

Corrine DiPietro

Rani Devarajan

Deborah Dormitzer

Mark Fingerle

June McKnight

Ken Meltz

Don Miller

June McKnight

Ken Meltz

Don Miller

Karen Paradise

Linda Plunket

Elsbeth Simoni

Kai Shaner

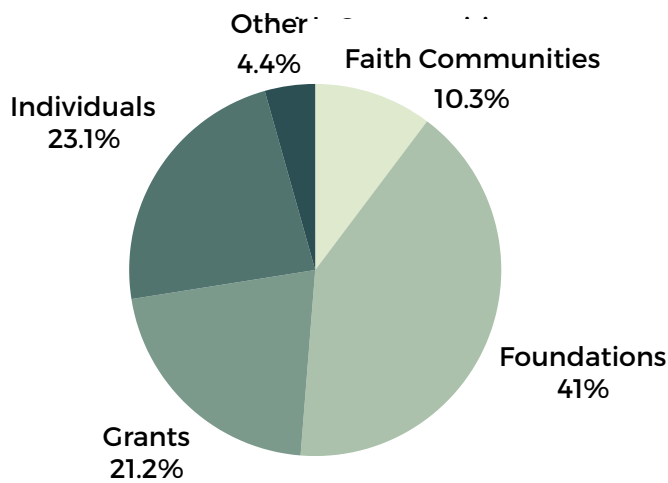
Farhanah Sheets

Fran Spayne

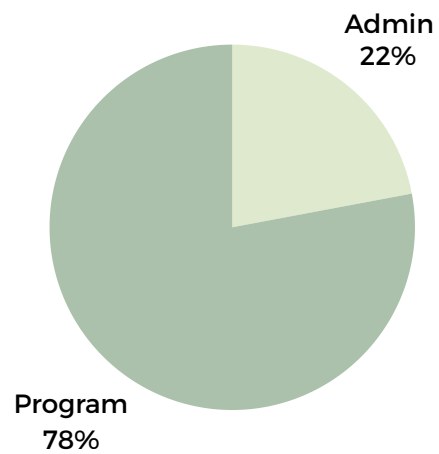
Win Wilbur

Angie Wilkins

FISCAL YEAR 2022 - 2023 FINANCIAL REPORT



2023 REVENUE



2023 EXPENSES

BE PART OF THE CHANGE, SUPPORT CPO TODAY!

The generous contributions of our supporting community are essential to meeting our operating needs. We appreciate your generosity, and we are ever grateful for your support.

HOW TO DONATE

ONLINE

Make an online donation at concordprisonoutreach.org/donate or scan the QR below!



BY MAIL

Please make check payable to Concord Prison Outreach & mail to:
Concord Prison Outreach
100 Main Street, Suite 130
Concord, MA 01742

CONTACT US

(978)-369-1430

concordprisonoutreach.org

outreach@concordprisonoutreach.org

MAKE YOUR DONATION COUNT



\$15

Holiday Gift Bag



\$17

Back-to-School Backpack



\$30

WELCOMEBACKpack



CONCORD PRISON OUTREACH
ANNUAL REPORT 2022-2023