



INTERFAITH  
PRISON MINISTRY  
FOR WOMEN  
Building Bridges of Hope

## **ANNUAL REPORT**

*January - December 2015*

**"For I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me." - Matthew 25:35-36**

# WHO WE ARE

Over the last three decades, Interfaith Prison Ministry for Women (IPMW, originally the Presbyterian Prison Ministry) has provided chaplaincy services and programs for incarcerated women at the minimum security Raleigh Unit of the North Carolina Correctional Institution for Women (NCCIW), formerly known as the Raleigh Correctional Center for Women (RCCW). Our transitional education extends the ministry to members of the community, providing a vehicle for volunteers to support the women while they are still incarcerated and readying themselves for release. Through the third arm of our ministry, we partner with faith-based groups, other nonprofit service providers and area businesses to provide much-needed social capital and a helping hand as the women work to secure their post-release needs, including jobs, housing, transportation, human services and reunification with children.

## MISSION

*We build bridges of hope for incarcerated women both before and after release.*

## BELIEF

*Whole and healthy women can lead whole and healthy lives. That's why we're committed to addressing all aspects of women's lives to increase their possibility of success after incarceration.*

## IMPACT

*Since our inception 35 years ago, thousands of adult women have received services through the organization.*

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*"IPMW gave me a connection to a world I hadn't been connected to for 16 years. I had emotional support, references and experienced advice at my disposal for the asking. For me, it wasn't so much about the money aspect as it was the true support I had on every level and the people I had who believed in me because they'd gotten to know Amanda, the person, instead of Amanda, the criminal."*



# LETTER FROM LEADERSHIP

Interfaith Prison Ministry for Women (IPMW) has been fortunate to have spiritual leaders who believe deeply in the mission not only of providing chaplaincy and life skills training and development for women in prison, but also in helping to ensure that they have hope for a thriving future with their children, families and communities after release. Over our 35-year history, we have benefitted from the stewardship of compassionate and committed Boards of Directors, Chaplains, Executive Directors and staff to meet the opportunities to which we have been called, day in and day out.

2015 was a year marked by transition, and we are grateful to reflect on what has remained constant over the decades as exemplified by our achievements throughout this year: the steadfast support of the Presbyterian church community through which we were formed; an important covenantal relationship with the North Carolina Department of Public Safety (NCDPS) and the Raleigh Unit of the NCCIW; long-standing partnerships with Wake Technical Community College and First Presbyterian Church; and the care and support of so many faith communities and individual volunteers spanning a breadth of denominations and beliefs. We all come together for a common purpose – to lift up the women we serve to reach their highest potential so that once released from prison, they will not return.

The road to reentry is a hard one even in the best of circumstances, and no one can do it alone. The sobering statistic that nearly a third of women released from prison in North Carolina return within three years demonstrates the strong need for our services. As you will read later in the report, preliminary data for women significantly involved in our Chaplaincy services indicate a vastly lower recidivism rate than the norm. The stories of women who have benefitted from this ministry similarly provide evidence of the positive impact our work is having on the lives of hundreds within our various communities.

The Board of Directors wishes to thank Mary Ray, our Interim Director from 2006-2007 and Executive Director from 2010-2015, whose passion and strong faith in the women kept the organization alive through many changes over the years. We thank Chaplain Sarah Jobe for her unwavering commitment to IPMW as she served as Interim Executive Director during our period of leadership transition. We thank Jennifer C. Jackson, our new Executive Director, for her leadership as we move to expand collaboration among more faiths and to expand program and fundraising operations. And we thank all of our Board members, staff, mentors, volunteers and supporters who continue to give valuable time and other resources to bring chaplaincy, pastoral care and vital transitional education and services to women in prison, both before and after release.

IPMW has been sustained financially over the years by donations, grants and in-kind support from churches, other religious institutions, individuals and foundations throughout North Carolina. As we plan for the next 35 years, we look forward to a future that is both broader in reach and inclusive of even more faiths, advocacy groups and businesses, as well as the voices and participation of women who have gained such a wealth of knowledge and wisdom through walking this journey themselves and achieving hard-won success. We hope you will join us in this timely and important work.

**Willem Bodisco Massink**  
*Board President*

**Jennifer C. Jackson**  
*Executive Director*



*Clockwise from top left: Ann Petro, Sallie Simpson, Willie Brazil, Willem Bodisco Massink, Jennifer Jackson, Boyd Devane, Sarah Jobe*

# BY THE NUMBERS

In 2015, IPMW provided religious, educational, and transitional programs to more than **400** incarcerated women.



IPMW Chaplains provided one-on-one pastoral care to incarcerated women on **1,585** occasions.



JobStart prepared **20** incarcerated women with the job skills and emotional tools they need for successful reentry into communities.



**4,859** books were distributed by the library in 2015 to incarcerated women.



**199** volunteers worked with women onsite at the prison under the supervision of IPMW chaplains.



**96** individuals, churches and foundations donated to help IPMW achieve our mission.



IPMW celebrated a total income of **\$164,788**, which covered our 2015 expenses of **\$119,187**.



## DID YOU KNOW...

- **2.3 million** people are currently incarcerated in the U.S.\*
- This is a **360%** increase since 1978
- There are more than **37,000** currently incarcerated in NC\*\*
- Approximately **7%** are women and **93%** are men
- Almost **30%** of women released in NC will return to prison within 3 years\*\*

Data from numerous sources show that racial and economic disparities among incarcerated people are clear and result in the economic, health, educational and political devastation of entire communities. The phenomenon of “collateral consequences” to incarceration indicates that as a society, we have in many instances made it harder for people who have done their time and paid their debt to society to make a new start.

Because they represent a much smaller overall percentage, investment in services and programs for incarcerated women tends to be less than those for men. However, it is clear that women in prison are different from men and need specialized interventions. A recent article from the American Jail Association indicates that “[justice-involved women]

are much more likely to have experienced poverty, intimate partner violence, sexual abuse and/or other forms of victimization often linked to their offending behavior. They are also much more likely to have co-occurring disorders—in particular, substance abuse problems inter-linked with trauma and/or mental illness.” According to the Sentencing Project, the risk of returning to prison (recidivism) is particularly high within the first year after release. However, **preliminary data collected by IPMW in 2015 indicate that compared to North Carolina’s general 3-year re-incarceration rate of 29%, women who have significantly participated in our chaplaincy programs since 2011 have a 3-year recidivism rate that is closer to 7-9%. Although other correlating factors may contribute to these better-than-average results, it is evident to us that our efforts are working!**

\* data pulled from Pew Research Center \*\* data pulled from NC Department of Public Safety

## CHAPLAINCY PROGRAMS

IPMW Chaplains work with 200+ volunteers each year, and we remain inspired by the dedication of the community to the success of incarcerated women. The Chaplains approve and supervise all religious volunteers who serve at the Raleigh Unit and supervise the required Observation Hours that allow volunteers to become licensed to take incarcerated women out on passes. We work with volunteers of a wide variety of Christian denominations and faith traditions to develop and approve volunteer-led programming that will meet the needs of incarcerated women. Programs offered in the prison are listed below and include everything from developing a robust spiritual life and building tangible reentry skills, to building relationships with Triangle-area churches that will form a support system for women upon release.

- + Angel Tree
- + Baptism
- + Becoming a Leader
- + Catholic Eucharistic Services
- + Changed Hearts
- + Raleigh Unit Choir
- + Freedom Praise Dance Team
- + Disciples Bible Study
- + Duke Divinity Class
- + Greeting Cards Ministry
- + Hope Center Library
- + Kairos Reunion & Prayer and Share
- + Life Recovery 12-Step Program
- + New & Old Testament Bible Study
- + Pastoral Care
- + Pathways Bible Study
- + Prayer Practices for Healing
- + Seasonal Events
- + Sunday Morning Silent Prayer & Meditation
- + Weekly Christian Worship & Sunday School

Prison chaplains are required by the state to offer service for any of the 16 religions recognized by the state. Most recently, IPMW has facilitated services for American Indian Prayer Circles, Buddhist Meditation, Jumah Islamic Prayer and Jewish holidays.

In 2015, almost every woman at the Raleigh Unit chose to engage in our programs and we anticipate similar participation in 2016. We take this as anecdotal data that women find the religious programming helpful in their pursuit of a better life.

## CELEBRATING ACHIEVEMENTS

In April 2015, Raleigh Unit resident, Amanda Marriner, was awarded a Certificate of Achievement in Theological Studies for taking nine graduate-level, divinity school courses on site at the prison. IPMW is celebrating our seven years of partnership with Project TURN and Duke Divinity School that make our Duke Divinity classes possible each Thursday night. As we look toward April 2016, we celebrate that Duke Divinity School will award this same certificate to Barbara Stager, a current resident of the Raleigh Unit and former IPMW Chaplain's Clerk. IPMW remains dedicated to offering spiritual education and formation for residents at every phase of their journey.

## DUKE DIVINITY INTERNSHIP

In September 2015, IPMW welcomed our first Duke Divinity School "academic year" intern, Casey Stanton, under the supervision of Chaplain Jobe. This internship has unquestionably maximized our Chaplaincy impact by allowing Casey to lead a Leadership Development class, preach, plan worship services and offer one-on-one pastoral care at the Raleigh Unit. She brought energy and compassion to her work at the Hope Center and IPMW is honored to be helping to raise up the next generation of prison chaplains. IPMW has applied to Duke to welcome a full-time intern for the summer of 2016 and another part-time chaplaincy intern for the 2016-17 academic year.



*Intern Casey Stanton serves cider at the November 2015 Thanksgiving Celebration*



Our transition services begin with the Chaplains, who are trained in Clinical Pastoral Education as well as the NCDPS Chaplaincy Training and who, in addition to providing religious and spiritual services, also support women in developing life skills in those areas deemed necessary for successful reentry into society, including:

- + Separation from Family
- + Sexual Abuse
- + Codependency
- + Trauma Recovery
- + Grief and Loss Support
- + Domestic Violence
- + Addiction Recovery

**JobStart** is a comprehensive faith-based transitional education program that runs for 16 weeks in the fall and 23 weeks in the spring, and is designed to help women reunite with their families and successfully re-integrate into the community upon their release.

December 2015 marked the 15th year and 30th anniversary of this premier program, whose unique approach of coupling both intensive, daily instruction with introductions to community influencers who can provide post-release practical assistance and support, is the only one of its kind in North Carolina. We are incredibly grateful for the dedication and steady commitment of Wake Tech's primary instructor and our long-standing partnerships with the Department of Public Safety, the staff from the Raleigh Unit, and First Presbyterian Church in offering JobStart. All of the partners honored the significant contributions of Dr. Alice Noell at the JobStart 30 graduation.



- Over the past 15 years, the program has graduated over 260 women in 30 classes.



- In 2015, IPMW helped to prepare 20 incarcerated women with emotional tools and job skills needed for successful reentry into their communities.



- Skills learned in the course include: time and money management, social and self-development, decision making, anger management and emotional regulation, job training, education options, financial literacy and other transition issues.



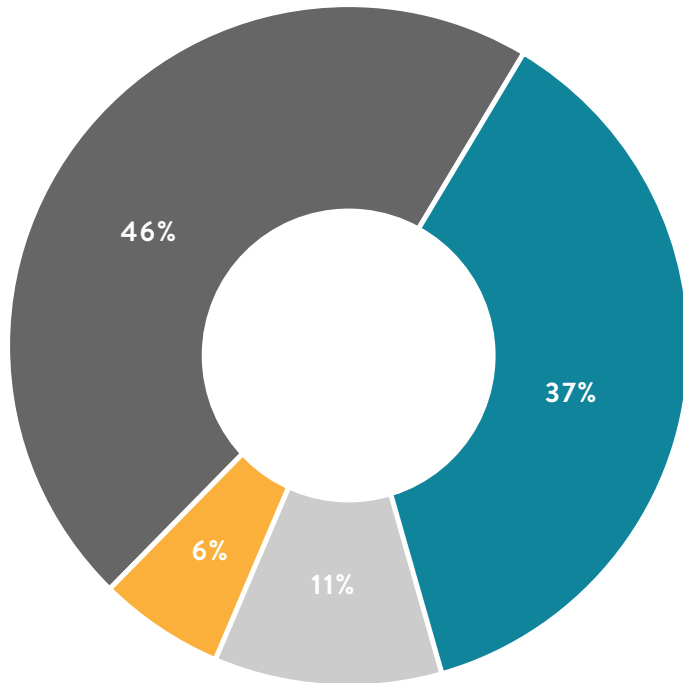
As a primary output of the program, each woman developed and began implementing a comprehensive transition plan and went through an intensive, individualized transition meeting that included all members of the transition team (prison staff, the JobStart primary instructor, IPMW staff and each woman's mentor).

IPMW welcomed Amy Otto as Director of Mentoring and Transition Services in 2015 to support both JobStart and JAGS, and to set the stage for new transitional and reentry initiatives and programs that we look forward to launching in 2016. IPMW began providing educational instruction for JobStart Fridays as of August 2015 with JobStart 30, and developed a curriculum that includes the evidence-based prison program Houses of Healing. Infused with inclusive spirituality and mindfulness practices, this is a powerful emotional literacy course that offers tools and support for women to assess the life experiences that may have propelled them into criminal activity and encourages them to take responsibility for their behavior, change life-long patterns of violence and addiction, learn how to make empowering choices and build productive lives.

IPMW also continued to lead the one-on-one mentoring component of JobStart, which pairs each JobStart participant with a member of the community who provides love, guidance and support throughout this intensive journey.

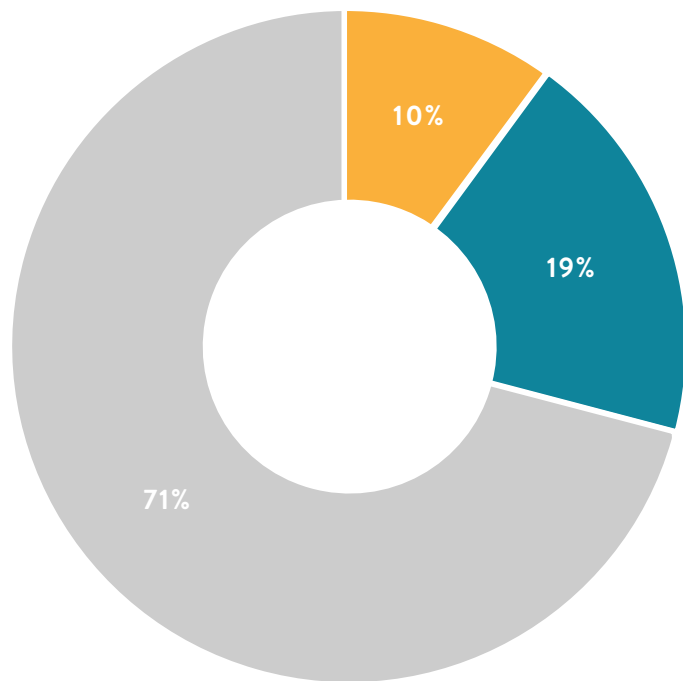
**JAGS (Job Accountability Group Support):** Upon completion of the 16-week JobStart program (and depending upon the remaining length of a woman's sentence), graduates entered JAGS, which focused on the continued development of women both personally and vocationally. IPMW led "Transition Night" once a month in 2015, utilizing a group-mentoring model to address the skills, tools, relationships and resources necessary for successful reentry.

# FINANCIAL SNAPSHOT



**TOTAL INCOME - \$164,788**

- Individual Donations (46%)
- Grant Income (37%)
- Presbytery & Diocese (11%)
- Churches and Presbyterian Women (6%)



**TOTAL EXPENSES - \$119,189**

- Fundraising (10%)
- Management & General (19%)
- Program (71%)

**TOTAL NET INCOME - \$45,599**

# DONORS, STAFF & BOARD

- Thank you to the 93 churches, Presbyteries, Dioceses and individuals who so selflessly gave to our mission in 2015.
- Thank you to Bob Barker Company Foundation, the A.J. Fletcher Foundation and the John William Pope Foundation for their commitment to this work and support in carrying in out.
  - Thank you to the many mentors and volunteers who live out the values of this work through the generous donation of their time and talent.
- Thank you to First Presbyterian Church of Raleigh for its in-kind donation of our office space.

***We are tremendously grateful as our work would not be possible without you!***

## 2015 IPMW STAFF

Jennifer Jackson, *Executive Director*

Amy Otto, *Mentoring & Transitional Services Director*

Sarah Jobe, *Chaplain*

Willie Brazil, *Chaplain*

*"Jennifer Jackson has been the spark of the Spirit as our new ED - setting a fire for reentry initiatives, brightening our work with her support and refining us with her challenges.*

*I am lucky to work under her leadership!" - Chaplain Sarah Jobe*

## 2015 IPMW BOARD OF DIRECTORS

Rev. Willem Bodisco-Massink, *President*

Ron Aycock, *Vice President*

Rev. Sallie Simpson, *Treasurer*

Boyd Devane, *Secretary*

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Ann Petro

Dr. Stephanie Helms Pickett

Kim Stone

Rev. Samuel Stone



**We already are building upon and enhancing our work from this year. Will you help us continue to shine a light for incarcerated and formerly incarcerated women by making a contribution to IPMW?**

[www.ipmforwomen.org](http://www.ipmforwomen.org)