

Transformational Prison Project (TPP)



TRANSFORMATIONAL PRISON PROJECT

FOUNDED: 2013

CURRENT ORGANIZATION BUDGET: \$1,636,000

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Investment Opportunity

The Transformational Prison Project seeks an investment of \$4.3 million over the next two years to triple the number of individuals reached within the MA criminal justice system, higher education, communities, and corporations. Funds will be used to invest in staff, build the infrastructure necessary to scale its model, and launch the first Restorative Re-Entry Healing House on the East Coast while offering paid opportunities as Healing Circle leaders for formerly incarcerated participants.

The Transformational Prison Project (TPP) was founded as a volunteer organization in 2013 and in 2021 hired their first staff members, four formerly incarcerated citizens. TPP addresses the historic mistreatment, systemic racism, and disparate outcomes embedded in criminal justice institutions used to ostracize primarily people of color with their emphasis on punishment rather than healing. TPP works to end cycles of harm and distrust by bringing together survivors and those who have caused harm to collectively engage in accountability, compassion, empathy, and healing using a model of restorative justice (RJ) dialogue. The TPP restorative dialogue healing circles are offered in prisons, courts, educational institutions, communities, and corporations.

The need is great given:

- The U.S. has 5% of the world's population, yet 25% of the world's prison population.
- 1.2 million people are presently incarcerated across the U.S., and 25,000 in Massachusetts.
- 650,000 people return to their communities from prison each year in the U.S., 2,500 in Massachusetts. About **half** of those will return to prison within a few years.

Without healing, harm spreads like a contagious disease. TPP interrupts the cycle.

Two-Year Goals

- Design and implement strategic plan
- Transition from fiscal sponsorship to independent 501(c)(3) status
- Increase FTEs from 5 to 13 to expand internal administrative capacity to effectively implement and monitor growth
- Launch TPP's Restorative Re-Entry Healing House

Ways to Invest

FINANCIAL

- \$90,000 – Director of Development one year's salary
- \$50,000 – strategic planning process
- \$25,000 – cost of an RJ corporate leadership training
- \$15,000 – six-month healing circle servicing 25 individuals

IN-KIND

- Professional development and mentorship for staff
- PR/marketing assistance
- Legal counsel
- Curriculum development and design

Leadership & Governance

Executive Director Armand Coleman oversees TPP's programming, partnerships, and fundraising. Armand is a formerly incarcerated citizen with extensive facilitation experience in restorative justice practices, which he credits with changing his life. Additionally, he is a member of the Harvard Kennedy School's Roundtable on Racial Disparities in MA Criminal Courts. He is a Galaxy Leader Fellow, advisor for Everyday Boston, and co-teaches a class on restorative justice at Harvard Law School. TPP is currently under fiscal sponsorship of the Tides Center while actively recruiting a diverse skills-based advisory committee to help obtain their own nonprofit status.

“

Not only have you given depth to restorative justice, you have allowed me to open up in ways I never thought I would. I am forever grateful to TPP!

”

HEALING CIRCLE PARTICIPANT,
Brigham & Women's Hospital



TPP'S MODEL



TPP works to address and end cycles of harm through the practice of restorative dialogues. The organization achieves this by working with both the individuals and systems that cause harm. TPP brings together survivors and those who have caused harm for intentional conversations that lead to accountability, compassion, empathy, and healing.

TPP recognizes that hurt people hurt people and healed people heal people.

Left unaddressed, harm manifests itself in two ways: it increases the likelihood that someone becomes a perpetrator of harm and also increases the risk that someone is revictimized.

TPP works with underrepresented populations to address harms and build systems of trust in three ways:

Restorative Dialogue Healing Circles. These are a series of intensive dialogues that promote shared vulnerability. Those in the circle include individuals who are responsible for harm and those who have been harmed to bring about connection, accountability, empathy, and healing.

Transforming Through Training. Once communities have begun the healing process, TPP provides training to institutional leaders to facilitate their own dialogues for addressing future conflict in those communities, empowering others to deliver effective restorative justice practices. This includes district courts, community centers, and youth programs.

Education and Support. TPP creates opportunities for those traditionally disenfranchised to learn and use these skills while giving them opportunities for leadership roles. TPP also engages the next generation of professionals—current law, public health, and social work students who will bring empathy and restorative justice into their careers. These future stewards will ideally promote the adoption of these practices.



TPP’s Model has had a profound impact on Redfin’s executives and how we work together. At a time when remote work leaves us feeling isolated, we felt more connected to our company and to one another. The team loved TPP’s training, and I learned a new way to lead.



GLENN KELMAN,
President & CEO, Redfin

Key Investors

- AMY & PAUL BLAVIN
- BOSTON FOUNDATION
- COMMONWEALTH OF MA
- GALAXY GIVES
- MEADOW FOUNDATION
- LENNY ZAKIM FUND

Partners

- EVERYDAY BOSTON
- BOSTON MUNICIPAL COURT, ROXBURY DIVISION, CHOICE PROGRAM
- COLUMBIA, HARVARD, AND NORTHEASTERN UNIVERSITIES
- MAVERICH LANDING COMMUNITY SERVICES
- REDFIN
- TURN IT AROUND CHARLESTOWN

IMPACTING SOCIETY

TPP envisions a world where restorative justice would replace the current U.S. system of criminal justice. The traditional criminal justice system focuses on what law was broken and what punishment is warranted for the offender. RJ looks at who was harmed and how to repair those harms.

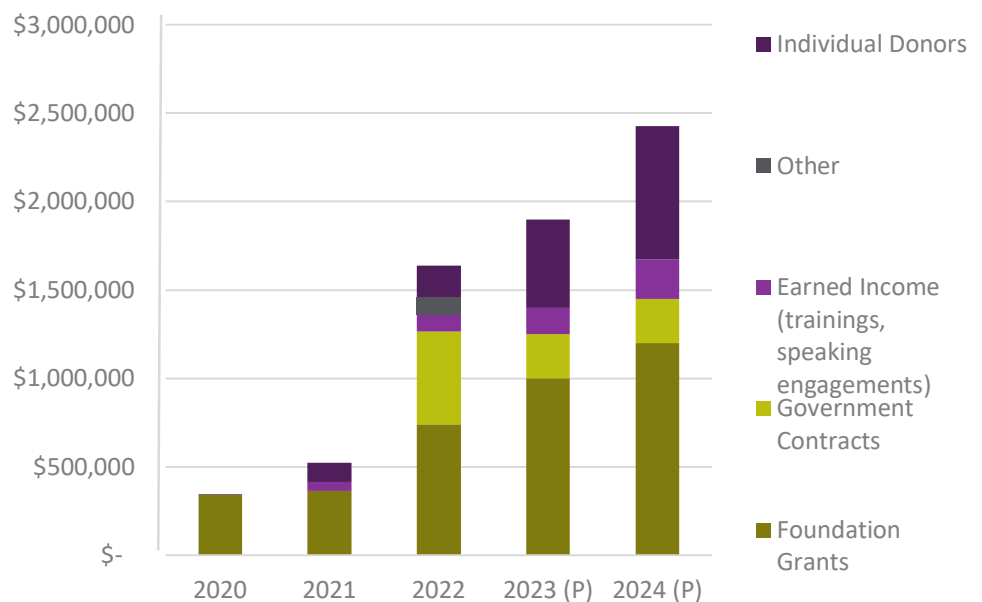
The criminal justice system disproportionately impacts people of color, particularly men of color. In 2020, of the 765 youth in MA’s Department of Youth Services (DYS) detention, 81.7% were male and 76% were people of color. Of the 13,000+ people in MA who are incarcerated, an average of 97%+ are male, 28%+ are Black, and 26%+ are Hispanic/Latinx. National numbers are comparable.

TPP’s own leaders began their healing process when they were humanized by their RJ journeys within the prisons. Once they acknowledged their traumas, their healing began, and they could acknowledge the harm that they had done to others. TPP has seen this same manifestation in countless others over the past 9+ years of working within the walls of prisons, and since 2021 working outside the walls.

FINANCIAL SUSTAINABILITY

The Transformational Prison Project has experienced tremendous growth as it quickly pivoted during the COVID-19 pandemic by offering safe and creative solutions to hold the Restorative Justice Healing Circles as well as expand its partnerships outside of the prisons, into communities, educational institutions, and corporations. With the primary source of funding coming from foundations, TPP’s earned income revenue has increased dramatically. TPP’s Executive Director and staff are well-poised to deepen, develop, and diversify their streams of income and the opportunity that represents.

Revenue by Source

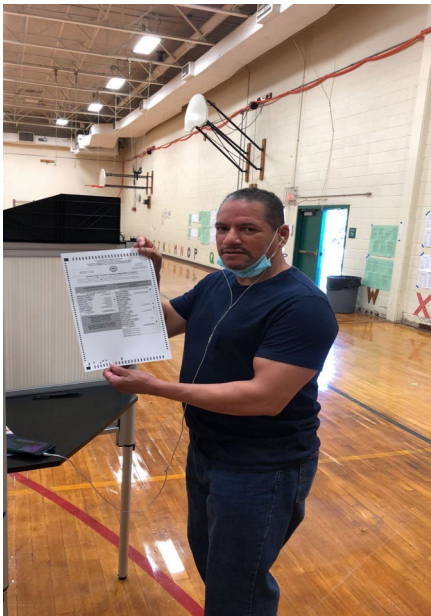


Success Story: Vic

Vic was incarcerated for 38.5 years, but it wasn't until he entered a TPP Restorative Justice Healing Circle at MCI Norfolk that he was, "resurrected from a dead state."

He credits TPP and the skills he learned as instrumental in attaining his liberty via parole. He continues to implement these skills outside the walls.

He had a panic attack while riding a city bus—a situation that could have sparked an angry outburst. But Vic knew that wasn't the path he wanted to take. Recalling the TPP process and community, he called one of his TPP mentors to talk through what he was experiencing. He is now training with TPP to become a circle keeper so that he can continue his journey and help others.



Thanks to TPP, Vic went from being a convict to being civically engaged and voting for the first time in his life.

PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures TPP tracks to demonstrate progress, create internal accountability, capture lessons learned, and adjust strategy as necessary.

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Number of participants	1,125	2,000	3,000
Partnerships with prisons, detention centers, and DYS	6	9	16
Formerly incarcerated and systems impacted individuals engaged as circle leaders	5 fellows 50 volunteers	5 fellows 75 volunteers	5 fellows 100 volunteers
Partnerships (corporate, organizational, educational)	15	25	35
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	5	11	15
Advisory Board members transitioning to Board members as 501(c)(3) is obtained	2	6	10
Establishing strategic plan and 501(c)(3)	Develop	Implement	Achieve
Total revenue	\$1.6M	\$1.9M	\$2.4M

SOCIAL IMPACT

The Transformational Prison Project works to address the personal and social impacts of institutionalized harm that keeps both those inside and outside the criminal justice system from healing. TPP has an explicit but not exclusive focus on those presently in prison, and those who are back in their communities. Below are five indicators that TPP will track over two years to ensure that it meets the goals of transforming individuals, communities, and society by embracing empathy, accountability, compassion, and healing.

Below is the summary of the social impact that TPP aspires to have in the next two years.

INDICATOR	2022	2024
TPP staff and members are sought out as leaders in the field of restorative justice (RJ)	introduced	established
Agreements in place with criminal justice institutions to run Restorative Justice Healing Circles	3	6+
Recidivism rates of TPP participants in healing circles are below national average	10% below national average	30% below national average
Restorative dialogue language and practices adapted and integrated into higher education curriculum	introduced	established
Number of participants who take on leadership roles	50%	90%