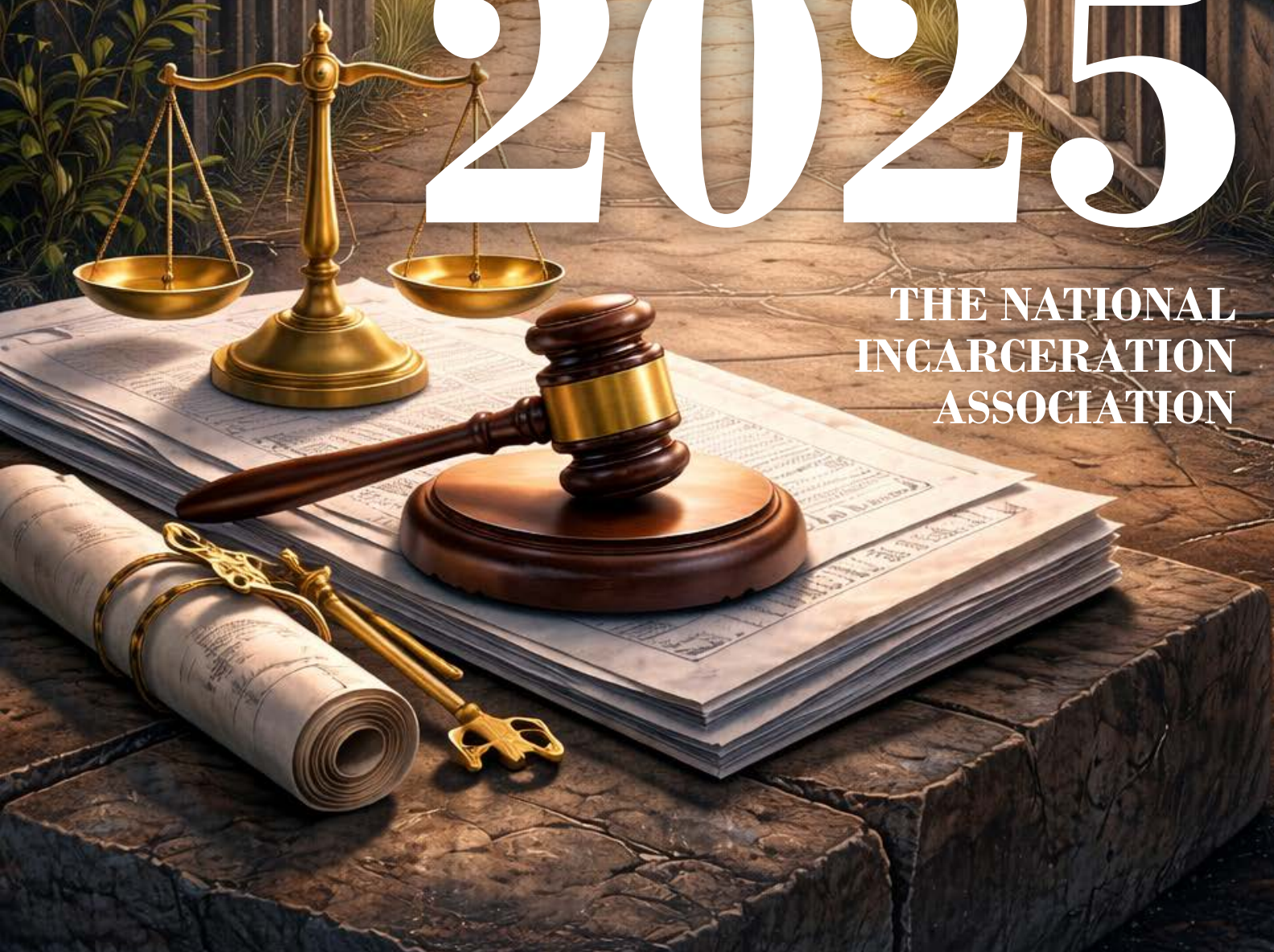




# YEAR-END REPORT 2025

THE NATIONAL  
INCARCERATION  
ASSOCIATION



# TABLE OF CONTENTS

LETTER FROM THE CEO .....	1
WHO IS THE NIA?.....	2
WHERE ARE WE TODAY? .....	3
IMPACT & INFLUENCE .....	4
STORIES THAT TOUCHED OUR HEARTS.....	5
CHALLENGES WE FACE.....	6-7
TOP FUNDERS .....	8
FINANCIAL INFORMATION.....	9
OUR TEAM.....	11

# A LETTER FROM THE CEO



*I can honestly say: Whew — we made it through 2025! Like many nonprofits fighting this good fight, we were shaken by the federal government’s withdrawal of key funding streams, which in turn led many foundations to pull back their support. Yet, in the end, these challenges forced us to pivot, innovate, and grow stronger. I learned from my late son Daniel that no matter what comes our way, we must carry on — and carry on we will.*

*The NIA remains grounded in our core values of Empathy, Diligence, and Responsibility — values we uphold with deep conviction. The families we serve depend on us, and we are steadfast in our loyalty to this work and to the people who count on us every day.*

*Speaking of steadfast loyalty, I want to extend my heartfelt gratitude to our supporters, volunteers, and partners. Your unwavering commitment to our shared vision binds us together in powerful ways. Every act of support, collaboration, and dedication strengthens our mission and allows us to create the kind of impact none of us could achieve alone.*

*While 2025 brought its share of challenges, it also delivered remarkable rewards. Our extraordinary team of dedicated professionals has deepened our impact and nurtured new leaders from within the very communities we serve. One shining example is Lori Thurston, who once told us, “I feel sure that there will never have to be another release from prison in my life because I have been given what I need to be truly free.” She now serves as our Housing Manager and has become a Certified Peer Specialist in Addictive Diseases and Forensic Peer Mentor. Stories like hers remind us why this work matters so profoundly.*

*The NIA has become highly regarded as an innovator in this field, and that is thanks to our Cloud Crew, Ground Crew, and Underground Crew — all working tirelessly together to test and refine new models to heal, support, and strengthen individuals and families.*

*Looking ahead, 2026 fills me with excitement and pride. We will celebrate 10 years of serving families and communities, 10 years of pushing toward a more just, safe, and connected world. And we look forward to celebrating this milestone with all of you.*

*Once again, I want to express my profound gratitude to each of you for continuing to stand with us.*

*With a grateful heart,*

Kate Boccia - CEO of the NIA



# WHO IS THE NIA?

The NIA is a 501(c)3 non-profit that was formed in 2016 as a result of our CEO's personal mass incarceration journey, one that she laments "nearly destroyed me and my family." Through best practices, measurable outcomes, and empathy, we partner with families in preparing their loved ones for successful family and community reintegration.

We operate under a Board of Directors and work closely with our active Advisory Council. Our dedicated working team and a readied corps of situational volunteers carry out our daily work. Most of our staff have a personal stake in this issue and some have made the journey from incarceration to successful reentry themselves. Our business model includes a suite of reentry services and programs, as well as advocacy and public awareness.

## **MISSION & VISION**

The NIA's mission is to help families navigate the journey of incarceration with positive outcomes, and to push innovations throughout justice systems to correct, rehabilitate, cure, and restore, for greater public safety for all. We envision a justice and corrections system of dignity, safety, and progressive personal improvement for all involved.



# WHERE ARE WE TODAY?

As the nation continues to confront the consequences of mass incarceration, behavioral health crises, and generational trauma, the need to mitigate the causal factors behind desperate behavior has never been more urgent. For too long, public systems have focused on punishment rather than prevention, leaving families and communities to navigate the aftermath without meaningful support. The National Incarceration Association is addressing this critical gap by working directly with families, correction system officials, community partners, and stakeholders to bolster programs, initiatives, and activities that provide direct benefit to our society by advancing successful reentry.

Today, the NIA stands as a leading voice for solutions rooted in evidence, lived experience, and human dignity. Our work strengthens policy reform, empowers families, and reframes public understanding by focusing on the conditions that create cycles of harm, and the opportunities that can break them. By advancing awareness of these causal dynamics and advocating for systems designed to support individuals and their families before, during, and after incarceration, the NIA is transforming understanding into action and helping build a more effective and equitable approach to justice in America.



# IMPACT & INFLUENCE

## 211

211 clients supported pre- and post-incarceration

## 27

27 participants came through our Whole-Way Housing Program of whom 9 moved into family homes or other levels of progress.

## 24

24 participants in our NIA Jail-to-Community Stabilization Program of whom 22 participants completed occupational skill assessments and preparedness.

## 6

6 newly Certified Peer Specialists in Addictive Disease and/or Mental Health.

## 30

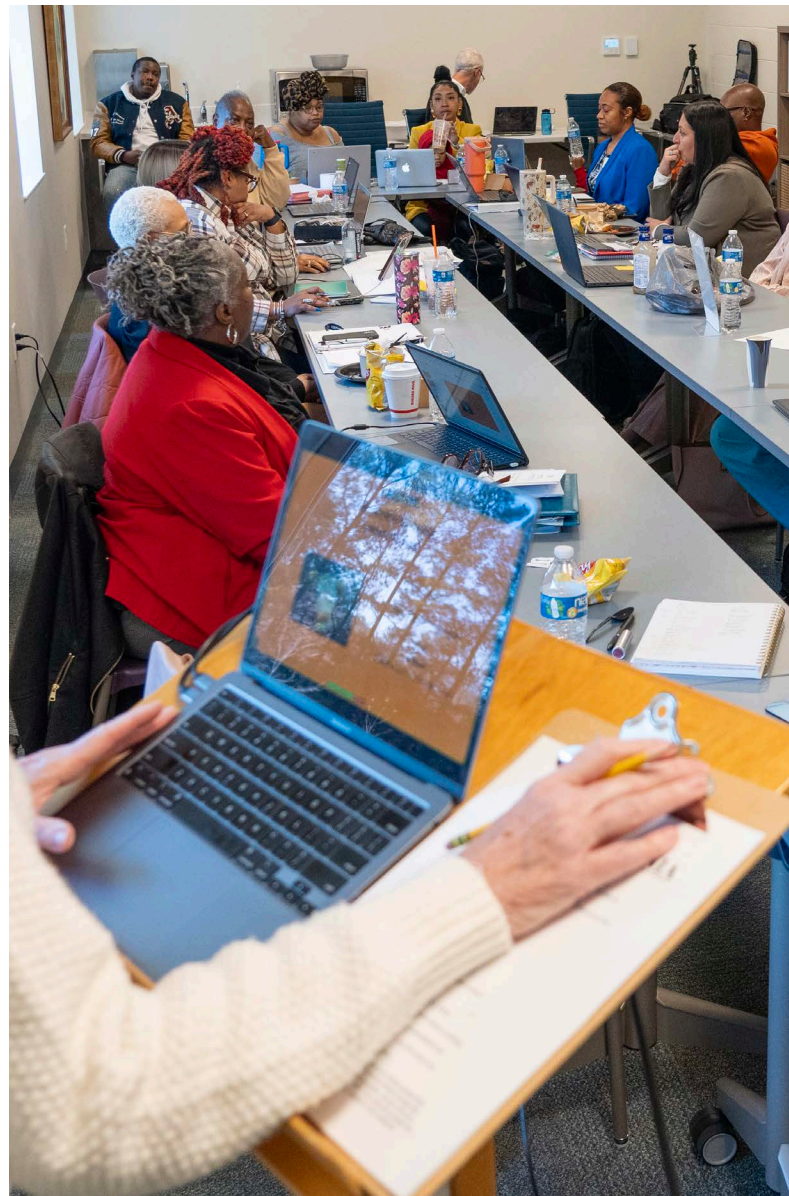
30 active volunteers and staff.

## 12

12 active referral partnership agreements.

## 3

3 new members of our Board of Directors.



# STORIES THAT TOUCHED OUR HEARTS

I'm not sure how many phone calls we had together regarding the right people to connect with, what needed to be said and done...and to never give up! We also attended local events together to be seen and heard. Grateful for the light and voice that the NIA provided!

**Kathleen**

Thank you for all you do, my husband speaks so highly of you and the NIA. This is God's plan and God's story, he has opened so many doors and I can't wait to share my story with others!

**Taylor**

Thank you for everything. For being the support that I needed.

**Michelle**

The NIA is a needed resource for all families dealing with the DOC. The team was very helpful in our journey with my son through the system and continues to help afterwards.

**Debbie**

I am truly blessed to be a part of this program. The sense of security and stability they provided upon my release was amazing. They provided me with my everyday needs and the resources to achieve my goals. They have been a huge help in finding employment, and also helped me to attend school. I'm not sure where I would be or what I would be doing if it was not for this program.

**Lori**

## HELP US HEAL MORE HEARTS.

Every donation or grant that goes to the NIA helps us provide more & better support to those in need! Help us create more stories like this by donating or visiting:

[JOINNIA.COM/DONATE](https://joinnia.com/donate)

# CHALLENGES &



## INCARCERATION CREATES LASTING BARRIERS.

We expand long-term pathways to stability and healing through direct support and advocacy.

## FAMILIES BEAR THE COST OF INCARCERATION.

We help families navigate complex and frightening systems and make decisions that contribute to stability.



## INCARCERATION CAUSES LASTING TRAUMA.

We use approaches that are trauma-informed, dignity-centered, and that support healing and trust..



## STIGMA LIMITS OPPORTUNITY.

We educate and advocate for systems that protect without limiting opportunities for those reentering to become community assets.



# R& RESPONSE

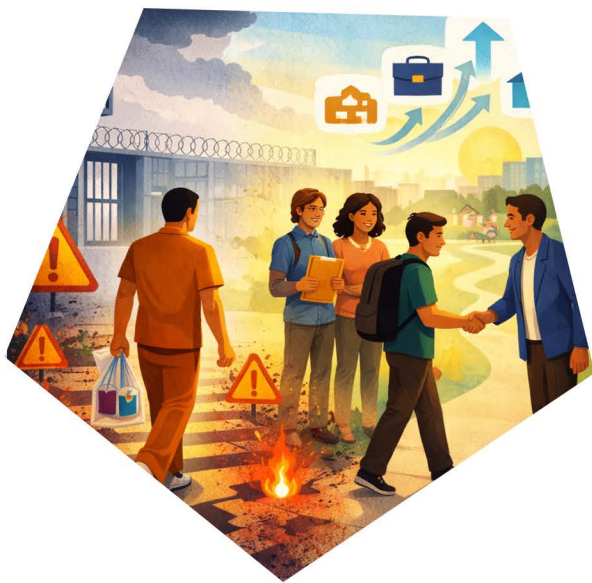
## SYSTEMS ARE FRAGMENTED AND HARD TO NAVIGATE.

Our motto is to connect all communities to solve problems.



## REENTRY IS A MOMENT OF HIGH RISK.

We see opportunity in the most challenging cases.



## MISTRUST LIMITS ENGAGEMENT.

We build trust through consistency and lived-experience leadership.



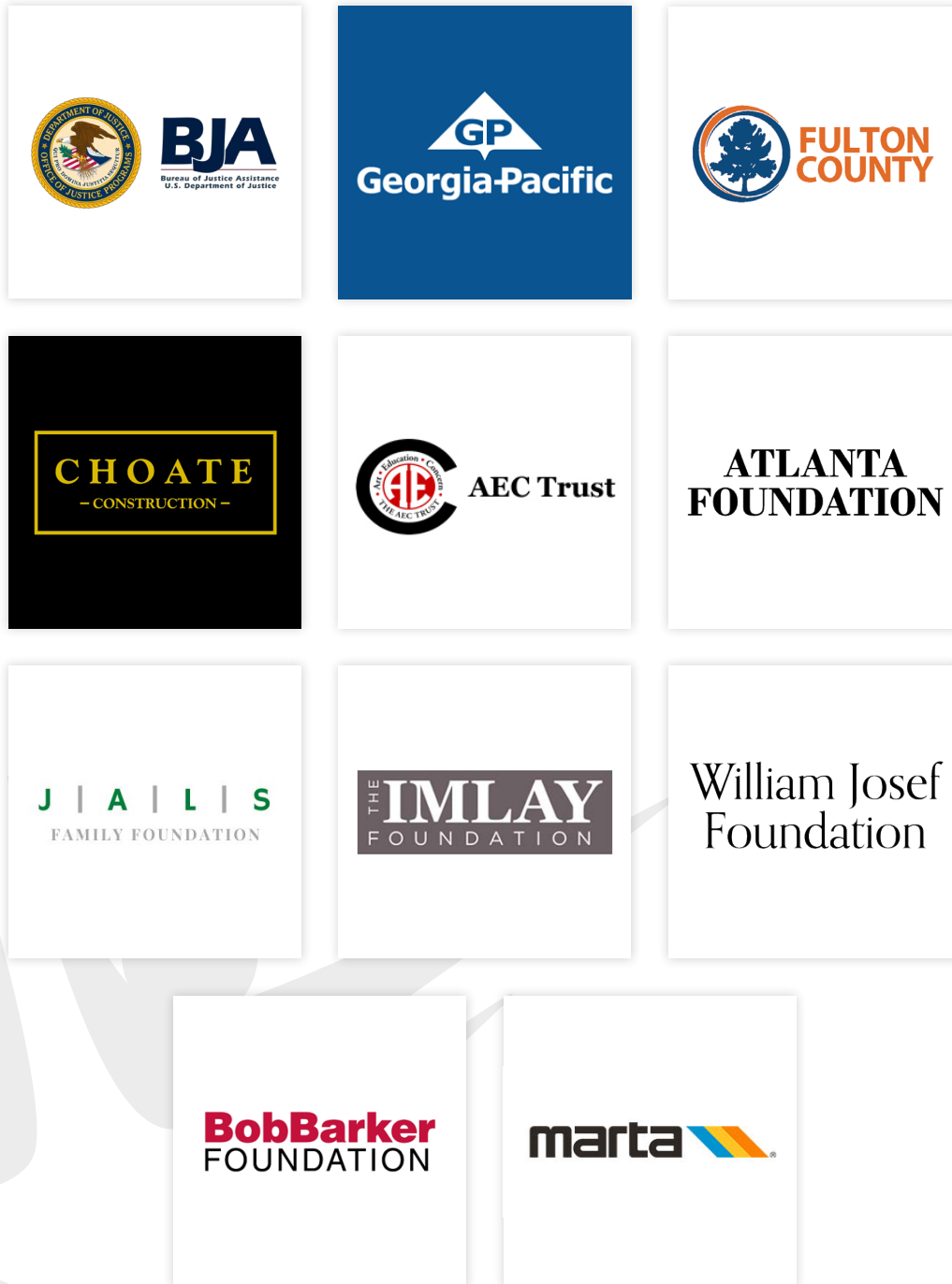
## COMMUNITY SOLUTIONS ARE UNDERFUNDED.

We are investing in community enterprise ideas for business sustainability.



# TOP FUNDERS OF 2025

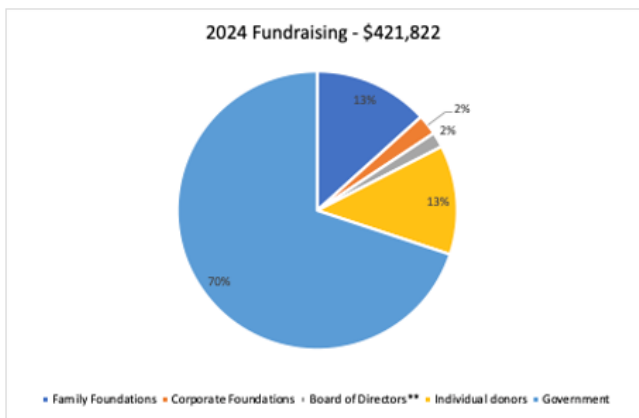
We are eternally grateful for the generous support in 2025 from all of our donors and funders - with our families and personal supporters donating more than \$53,000! The top funders in 2025 were:



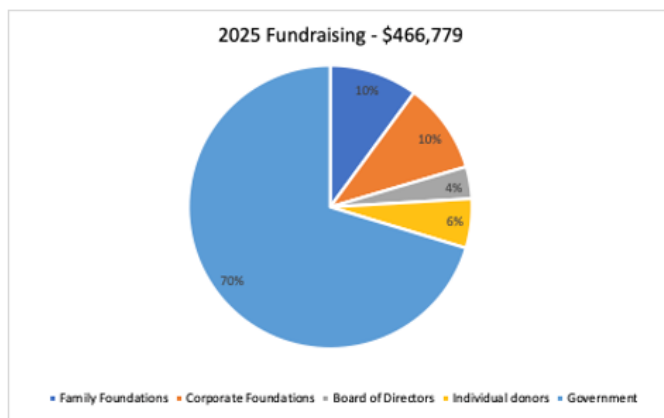


# FINANCIAL INFORMATION

## 2024 FUNDRAISING: \$421,822



## 2025 FUNDRAISING: \$466,779



Family Foundations	\$56,000
Corporate Foundations	\$10,000
Board of Directors	\$7,438
Individual donors	\$53,593
Government	\$294,791

Family Foundations	\$47,000
Corporate Foundations	\$48,250
Board of Directors	\$17,000
Individual donors	\$26,200
Government	\$328,229

## BUDGET REPORT 2025

### INCOME

Carry-Over Cash on Hand.....	\$57,314
Grants from Foundations .....	\$95,250
Government funding .....	\$328,229
Individual Donors .....	\$26,200
Board of Directors.....	\$17,000

### EARNED REVENUE

Contracts .....	\$29,298
Rents, program revenue.....	\$43,196

**TOTAL INCOME.....\$596,487**

### EXPENSES

Stipends (99% spent on programming staff) .....	\$290,307
Professional contracts/collaborations/partnerships ...	\$29,125
Equipment, furnishings.....	\$6,757
Rent and utilities (office) .....	\$9,396
WVH Program Rents & Direct Operating .....	\$112,397
Media, digital strategies .....	\$801
Supplies, printing, postage .....	\$7,754
Software licenses, internet, phones .....	\$14,774
Travel.....	\$20,550
Fundraising .....	\$26,705
Other (accounting, bank charges, insurance, staff development) .....	\$8,373

**TOTAL EXPENSES.....\$526,940**



# OUR TEAM

## LEADERSHIP

Kate Boccia | Chief Executive Officer/President

Roland Washington | Chief Operating Officer/Vice President

## BOARD OF DIRECTORS

Tiffany Kirk | Secretary

Janis Mann, Esq.

Richard J. Randolph III |  
Treasurer

Honorable Beverly Martin  
(RET)

Burrell Ellis, Esq.

Sona Nast, LCSW, LSOTP

Pastor Allen Hollie, DMIN

Christopher O'Neill

LeAnne Jackson, J.D.

Randy Shearer, Major, USAF  
(RET)

Karen James

## ADVISORY COUNCIL

Amanda Cryer

Jose Morales

Kit Cummings

Jamye Randolph

Gary R. DuBose

Renwyck Randolph

Javar Godfrey

Sheri Ray

Billie Joe Holmes

Kathryn Rice, Ph.D.

Susan Jacobs-Meadows

Carl Jamal (CJ) Rumsey

Monalisa Johnson

Claudia Saari, Esq.

Srinivasu Kavala

Rev. Jon T. Shonebarger

Sara Lageson, Ph.D.

Joey Villemez

Sandi Langley

EveLyn Wedge, Ph.D., LPC

Angela H. Marshall

Noni Whitley

Cynthia Webb McGarity

Anthony Wilson

Keesha Middlemass, Ph.D.

Roderick L. Wyatt

## STAFF

Randy Carpenter | Chief Data & Technology Officer

Alicia Teague | Chief Concepts & Development Officer (CPR)

Paul Wolfe | Chief of Corporate Relations

Joey Villemez | Chief Analytics & Policy Officer

Claudia Zimmermann | Director of Grants & Compliance

Markieta Williams | Director of Volunteer Recruitment

Andrew Curtin | Director of Marketing

Kay Valdez | Digital Marketing Coordinator

Jessie Mabrey, CPS-MH, FPM, CPS-AD | Program Development  
Manager

Diana Ashworth CSP-MH | CPR Intake Manager

Thomas Sachy | CPR Data Entry Specialist

Dr. Chrystal Brown | Crisis Stabilization Specialist

Linda Beaulieu | Special Project Manager

Rev. Dr. Willie Alfreida Capers | Resources Ambassador

Dr. Kelly C. Dreger | Executive Actions Coordinator

Henry Schultz | Associate Editor

Brittany Samuels CPA-MH | Reentry Manager

Mark Samuels, Jr. CPS-AD | Transportation/Program Specialist

Chris McCall | Research Analyst

Michelle Boatright CPS-MH, CPS-AD, CPS-WH, FPM, CAMS,  
CARES

Karen Daniel, CPS-AD

Terence Franklin, CPS-AD

Maqueta Roberts, LCDC-I

Melisa Dexter

Shante Mottley | Housing Manager

Lori Thurston CSP-AD, FPM | Housing Manager

Stacy Hurd Allen

Lorrie Klein

Patricia Smith

Iris Guzman

Gardynesh Deshommes

Alexandra Kapelina

Brian Rowe





JOINNIA.COM  /JOINNIA  /JOINNIA