

Annual Report

2024



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To Our Members



Lori James
Executive Director



Elizabeth Miller
President, Board of Directors

NAPD members and friends,

On Election Day 2024, NAPD shared these words from Bryan Stevenson, who had just given the keynote address at our Racial Justice Conference:

“Hope is your superpower. Don't let anybody or anything make you hopeless. Hope is the enemy of injustice.”

In this report, we reflect on our accomplishments and celebrate the strength of our community. In them, we find hope during this difficult time.

NAPD has grown into a national association of over 25,000 public defense professionals, representing communities within communities: lawyers, social workers, and core staff; leaders, line defenders, and students; advocates for racial justice, better working conditions, and stronger defense systems; and so many more.

In 2024, we continued to grow. Our trainers led our first Changemakers Forum and Open Spaces, highlighting innovative practices. Experts in system evaluation expanded our technical assistance projects across the country. Our meetup speakers kept important conversations live all year. All of this was made possible by NAPD's expanded team, providing better training and membership support than ever.

No matter your role in public defense, you make a difference. Thank you for inspiring us to continue this fight.

Lori James

Elizabeth Miller

2024 Highlights

In 2024, NAPD:



Trained over 5,500 public defense professionals.



Provided customized, on-site training and technical assistance in Louisiana, Michigan, New York, Pennsylvania, Washington, and more.



Organized the largest NAPD Racial Justice Conference to date.



Upgraded online platforms supporting nearly 26,000 members, representing 49 states and two territories.



Launched the Torch, a new monthly newsletter sharing public defense news and resources.



Published an updated Policy Statement on Workloads and held a Workload Learning Lab to discuss implementation of new standards.



Hosted a Task Force and forum on public defense independence with the American Bar Association's Criminal Justice Section.

Board of Directors



Elizabeth Miller
President (OH)



Anthony Benedetti
Vice President (MA)



La Mer Kyle-Griffiths
Secretary (CA)



Deepak Budwani
Treasurer (CA)



Cydni Sanchez
Immediate Past President (NM)



Keisha Hudson
Member at Large (PA)



Brendon Woods
Member at Large (CA)



Lorinda Youngcourt
(WA)



Emily Hughes
(IA)



Geoff Burkhart
(TX)



Manohar Raju
(CA)



Keeda Haynes
(TN)



Cheryl Hughes Redd
(MD)



Rebecca Yung
(TX)



Dawne Mitchell
(NY)



Darwin Hamilton
(TX)



Sharone Mitchell
(IL)



Terri Collins-Green
(MD)



Greg Mermelstein
(MO)



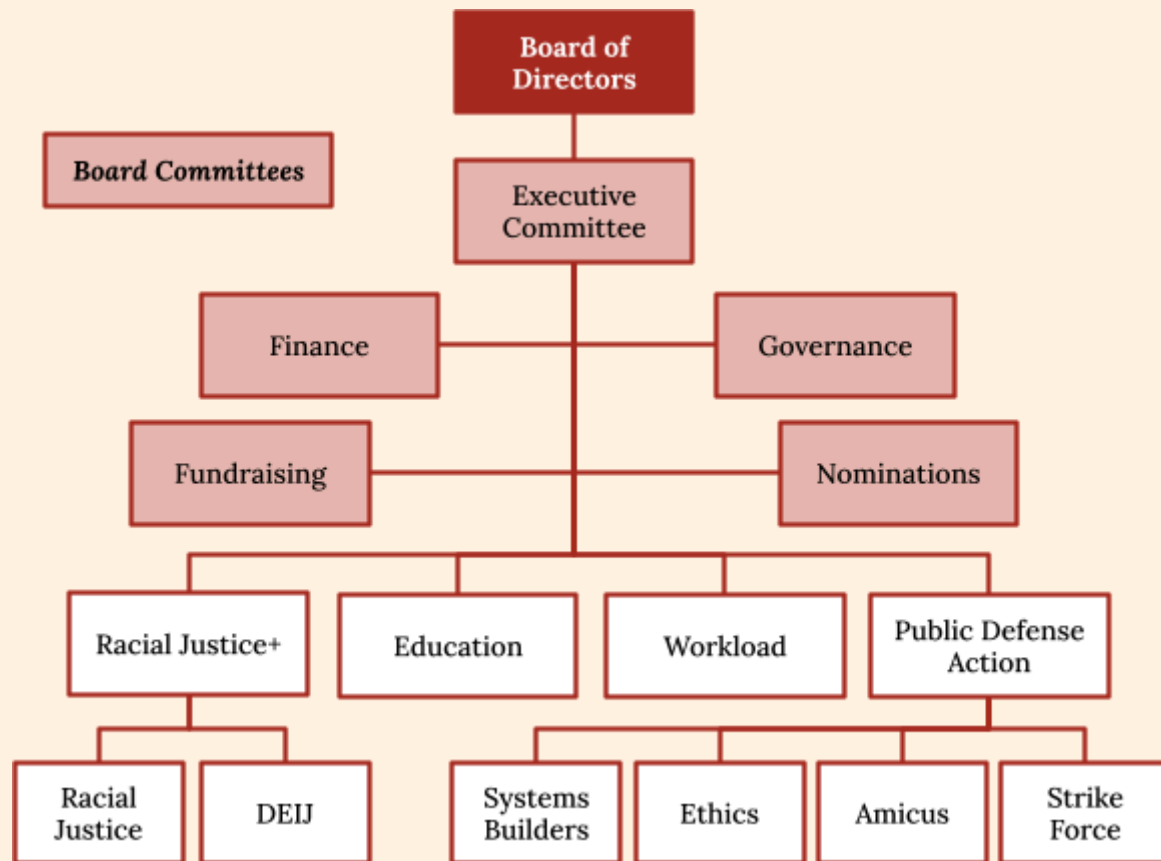
David Davila
(TX)



Arlene Anderson
(AZ)

Committees

NAPD's committees, made up of its national community public defense leaders, guide its mission-driven work.



Mission:

NAPD **connects**, **inspires**, and **empowers** public defender professionals to fight for racial, economic, and social justice, and to champion public defense.

NAPD **connects** public defenders to national, professional communities through its **Engagement Division**, guided by its **Board of Directors**.

NAPD **inspires** public defenders to become highly-skilled advocates and leaders through its **Training Division**, guided by its **Education Committee**, and through its **DEIJ Division**, guided by its **Racial Justice+ Committee**.

NAPD **empowers** public defenders to reform criminal legal systems through its **Policy Division**, guided by its **Public Defense Action Committee** and **Workload Committee**.

Team



NAPD staff welcomed attendees to the We the Defenders Conference in Detroit, Michigan.

The NAPD team includes full- and part-time staff based around the country. This year, NAPD welcomed five new team members:

- **Sarah Grace Alexander**, CLE Coordinator
- **Renee Brodsky**, Assistant Training Director
- **Alice Fontier**, Deputy Director, Operations
- **Mary Hotovy**, Membership & Core Staff Resource Coordinator
- **Rachael Lawson**, Member Database Manager

NAPD said farewell to Heather Hall, who stepped down after ten years building NAPD from the ground up. She reflected on her career as a public defender advocate:

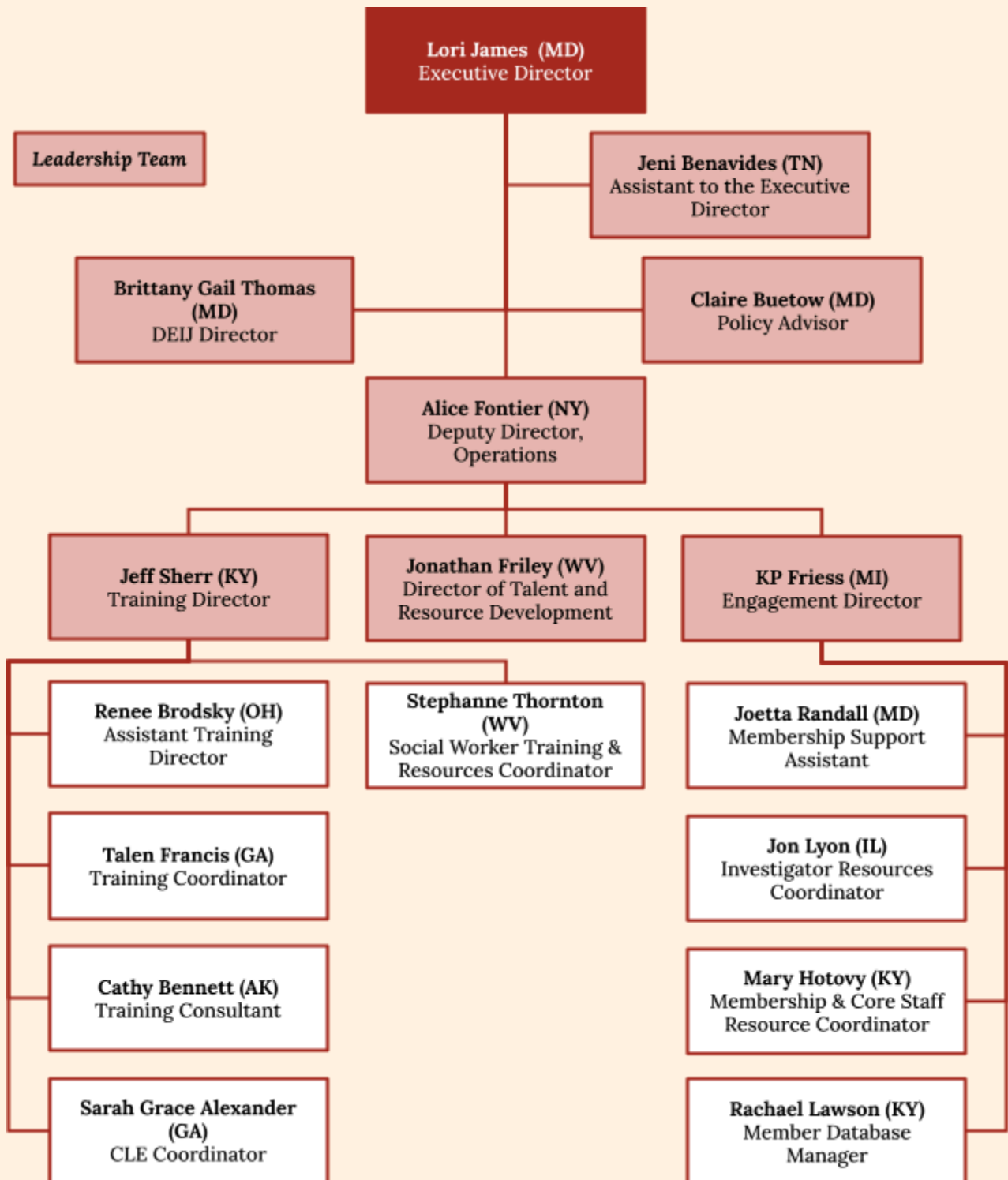
“ Lonely as the work is, it’s too meaningful to bear alone, and we do ourselves a disservice of understanding – much less bearing it – absent a community.

Humans have a habit of trying to redeem tragic, senseless, unfair, intractable things by creating something from it. Whether it’s pretty or ugly or significant or not, the act of creating helps us cope. Call it art. Call it whatever you want. Creating is the essential seed of togetherness.

”

Heather H. Hall, former NAPD Engagement Director

Organizational Chart



Consultants: Antawan Anderson (Finance), Lindsay Wiskirchen (Accounting), Michael Woods (Website), Corey Smith (Wellbeing Resource Coordinator), Guy Lang (Justice-Impacted Communities Coordinator)

Meet the NAPD team at publicdefenders.us/the-team/.

Training

In 2024, **over 5,500 public defense professionals attended NAPD training events.**

3,290

Conference
Participants

224

Course
Participants

153

Special Event
Participants

1,839

Webinar
Participants

Participants spoke about the impact on their practice.



“ This training really put a new perspective on how I view my job and when I am getting low. Thank you. ”

Innovate. Sustain. Transform. Conference Participant

“ This is my favorite space in the world of public defense. This conference continues to be the place where I feel most inspired and motivated to commit to social change/justice for the people most hurt in the criminal legal system. ”

Rise. Resist. Represent. Virtual Conference Participant



“ This was a special gathering of just the right people, in the right context. Everyone fully bought in to the concept and participated fully and that made all the difference in the world. ”

Changers Forum Participant



“ Having worked as an investigator for almost twenty years, I can confidently say that I learn something new every time I attend the We the Defenders Conference. The topics covered are broad, ensuring there's always something relevant to your position, and the speakers are engaging and approachable for further questions after their presentations. ”

We the Defenders Conference Participant



“ I received so many good resources and important information while attending the institute. Also, presenters and attendees made me feel even more passionate about the work we do for our clients and I am hoping to return to the conference next year. ”

Team Mitigation Institute Participant



“ This Women's Conference was a much-needed connection of reaffirmation and encouragement that will reenergize us as we continue to make lasting changes in this country. ”

Women's Virtual Conference Participant

Thank you to NAPD's 2024 Trainers!

Aidan Bailey	Cindene Pezzell	Heather Pinkney	Kristen Samuals	Pam Love
Alana Sharps	Claire Buetow	Heather Rogers	Kristin Lavoy	Pamela Metzger
Aleca Tesseris Sullivan	Colette Tvedt	Heather Thompson	Kristin Swain	Pamela Winn
Alexa Richardson	Connor Barusch	Hemangi Pai	Kristina Padilla	Patrick Hakes
Alexander Keane	Corey Best	Henderson Hill	Krystal Rodriguez	Paul Chambers
Alexandra Manno	Corey Dewayne Smith	Herbert Duzant	Kyle Barry	Paul Rudolf
Alexzandria Poole	Corinna Lain	Hina Naveed	Kylee Miller	Penny Hunter
Ali Bloomquist	Courtney Wachal	Ivy Harris	La Mer Kyle-Griffiths	Prabhas Pokharel
Allie Greenleaf Maldonado	Crystal Currie	Jackson Whetsel	Larry Steve Pozner	Premal Dharia
Alyssa Knight	Crystal Maloney	Jacob D'Annunzio	Latoya Hampton	Ra Avis
Amanda Lauer	Curtis Flowers	Jacob Ivan Schmitt	Laura Vogel	Rachel Dryden
Amanda Rogers	Cyndi Sanchez	Jac'queline Baskerville	Lauren Harris	Rachel Lindley
Amanda Ulrich	Cyndy Short	Jacqueline Newsome	Lauren Karnes	Rachel Settlege
Amari Harris	Cynthia Barlow	Jacqueline Williams	Lauren McLane	Randy Isabelle Olley
Amber Baylor	Cynthia Lee	Jake Green	Lauren Pruitt	Rebecca Epstein
Aminah E. Husam-Young	Cynthia Roseberry	James Patton	Lei Young	Rebecca Phipps
Amir Ramezani	Dan Meyer	Jane Boman	Leigh Goodmark	Rene Valladares
Amy Nguyen	Daniel Ellman	Jeff Sherr	Lela Hubbard	Renee Brodsky
Anana Parris	Daniel Potter-Engelskirger	Jeffrey Berman	Lenora Easter	Richard Biersbach
Andre Simms	Darwin Contreras	Jemla Steele	Leonard Noisette	Richard Jones
Andrea Lewis Hartung	David Ferguson	Jeni Benavides	Leslie Annexstein	Robert Carter
Andrea Lyon	David Freedman	Jennifer Friedman	Lia Epperson	Robert Jones
Andrew Davies	David Heppard	Jennifer Lewis	Lillian Huang Cummins	Robert Kerr
Andrew Garrett	David Shapiro	Jennifer Sellitti	Lindsay Wight	Robert M. Ochshorn
Angela Chang	David Vaughn	Jennifer Uyeda	Lorenzo Harrell	Robin Nolan
Angie Jackson	Davis Rich	Jenny Andrews	Lori Fagan	Ronda Swenson
Anna Kastner	Dawn Harrington	Jerilyn Bell	Lori James	Sam Allison-Natale
Anna Tolin	Dawne Mitchell	Jess Bizik	Lorinda Youngcourt	Sandra Babcock
Annie Lai	DeCedrick Walker	Jess Natale	Loura Proske	Sarah Manning
Annie Legomsky	Denise Smith	Jessica Carrier	Luke Ryan	Sarah Stillman
Anthony Ray Hinton	Desmond Perry	Jessica Forsyth	Lydia Schildt	Sarah Vanderhof
Anthony Ricco	Devshi Mehrotra	Jessica Gadea Hawkins	Lynda McGhee	Scott Hechinger
Anthony Simpson	Diana Delgado	Jessica Olson	Lynly Egyes	Shaleesa Clayton
Antonia Arnold-McFarland	Donavan Bailey	Jessica Sutton	Lynn Richardson	Shalonda Curtis-Hackett
Anupama Vishwamitra	Dorian Bess	Jessica Yeary	Maialisa Vanyo	Shannon McAuliffe
Arielle Yoon	Doug Nelson	Jessica Zimbelman	Malia Brink	Sharlyn Grace
Arlene Anderson	Duane Price	Jessie Hill	Malikeya Khantrece	Sharon Brown
Art Cody	Dulcinea Goncalves	Jhody Polk	Mallory Hanora	Shaun R. Huband
Ashley Albert	Ebony Howard	Jill Spector	Mano Raju	Shawn Meerkamper
Asia Johnson	Eddie Ellis	Jimmonique Rodgers	Marea Beeman	Shelby Sirivore
Athena Kheibari	Editha Rosario-Moore	Joanne Pena	Margaret Miller	Sherilyn Finlayson
Athena Reis	Elizabeth Cadiz	Jodie English	Margaux Lander	Sidni Rouse
Autumn Brandon	Elizabeth Hope Zilberberg	Joette James	Marian Swindell	Slam Anderson
Bahar Mirhosseni	Elizabeth Miller	John Brown-Childs	Marie Lane	Sonja Hardenbrook
Barbara Klimaszewski	Em Lawler	John Lozada	Marie Sennett	Stacey Brownstein
Ben Miller	Ember McCoy	John Yates	Marilena David	Stan Hickman
Benedict Daigle	Emily Galvin-Almanza	Johnny Page	Marisa Beckley	Stephanie Conlon
Betsy Wilson	Emily Hughes	Jon Lyon	Mark Loudon-Brown	Stephanie Tabashneck
Brady King	Emily Paavola	Jonah Siegel	Marshall Bryan	Stephanie Wong
Briana Payton	Emily Rodriguez	Jonathan Friley	Mary Bandstra	Stephanne Thornton
Brit Kreimeyer	Emily Shakal	Jose Burgos	Mary Parnham	Stephen Bright
Brittany Gail Thomas	Era Patterson	Joseph East	Matthew Segal	Stephen Hanlon
Brittney Rowe	Eric Davis	Joshua Cohen	Megan Leschak	Stephen Saloom
Brittney Williams	Eric Fredericksen	Joshua Tepfer	Meghan Guevara	Sydney McKinney
Brooke Burns	Eric Grabski	Joyce Akhahenda	Melanie Foote	Tabitha Harris
Caitlin Becker	Erica Tanamchi	Judith Edersheim	Melissa Bradley	Tamara Scull
Caitlin Charles	Erin Keith, Esq.	Julianne Cuneo	Meredith Simpkins	Tatiana Kline
Caleb Bedillion	Erin Kincaid	Julie Armijo	Merrilea Place	Terri Green
Carlyn Mast	Erin Van Campen	Juliet Yackel	Michael Carter	Tess Zachary
Carmen Brooks	Estée Rubien-Thomas	Justin Heim	Michael Moore	Thalia González
Caroline Hanson	Esul Burton	Kamaria Excell	Michael Naughton	Theresa Edwards
Carrie Gallagher	Evan Mascagiani	Kasandra Washington	Michael Rihtarich	Tim McArthur
Catherine Perrone	Eyvin Hernandez	Katherine LeGeros Bajuk	Michael Russo	Timothy C. McArthur
Cathy Bennett	Felicia Dixon	Kathleen Elliott	Miriam Mack	Timothy Ross
Ce Anderson	Fikayo Walter-Johnson	Kathy Sullivan	Miriam Rutenberg	Tonia McClanahan
Celia Joyce	Flint Stebbins	Kathy Swedlow	Miriam Blocker	Tony Haughton
Chanel Arnold Murray	Gail Brashear	Katie Parker	Molly Kleinman	Topher Sanders
Chantá Parker	Gail T. Smith	Kaushiki Chowdhury	Nat Jacob	Travis Bell
Charles Booker	Genevieve Gold	KC Quirk	Natalece Washington	Travis Stearns
Charles Fox	Genevieve Manco	Keisha Hudson	Natasha Dartigue	Valerie Shore
Charryse Johnson	George Woods	Keith Baumann	Natasha Khalfani	Vichal Kumar
Chelaina Crews	Georgia Sims	Keith Wattley	Nathalie Greenfield	Vickie Mwitanti
Chelsea Halstead	Gina Pruski	Kelly Canary	Nathan Bajema	Victoria Smiegocki
Chelsea Hawkins	Grace Carter	Kelly Keglovits	Nenutzka Villamar	Vivianne Guevara
Chelsea Richardson	Graciela Martinez	Kendall Friend	Nicholas Houser	Vladimir Zivkovic
Cheryl Procter Rogers	Greg Mermelstein	Kerry Thomas	Nichole Jongsma Derks	Wallace Hudson
Chris Chang	Gregory Wines	Kevin McClain	Nicole Cirino	Watani Tyehimba
Chris Page	Guy Cardamone	Kiersten Davis	Nicole Duncan	Xavier McElrath-Bey
Christian Lassiter	Guy Lang	Kim Dvorchak	Nicole Gilbert	Yveka Pierre
Christina Hawkins	Guy Smith	Kim Green	Nikkita Oliver	Zainab Akbar
Christina Mazza	Haley Volpintesta	Kimberly Mays	Nila Natarajan	
Christina Tavares	Haydeh Takasugi	Kimberly Simmons	Olayemi Olurin	
Christine Ngozi Umeh	Heather Cessna	Kimonti Carter	Olivia Dubois	
Christy VanGaasbeek	Heather Harlan	Kirsten Gettys Downs	Pallavi Daga	

Save the Date: 2025 Training

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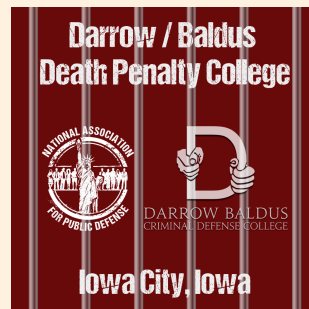
Rise. Resist.
Represent.
Conference
March 20-21
Virtual



Leadership
Institute
April 14-17
Indianapolis



Changemakers
Forum
May 19-22
Baltimore



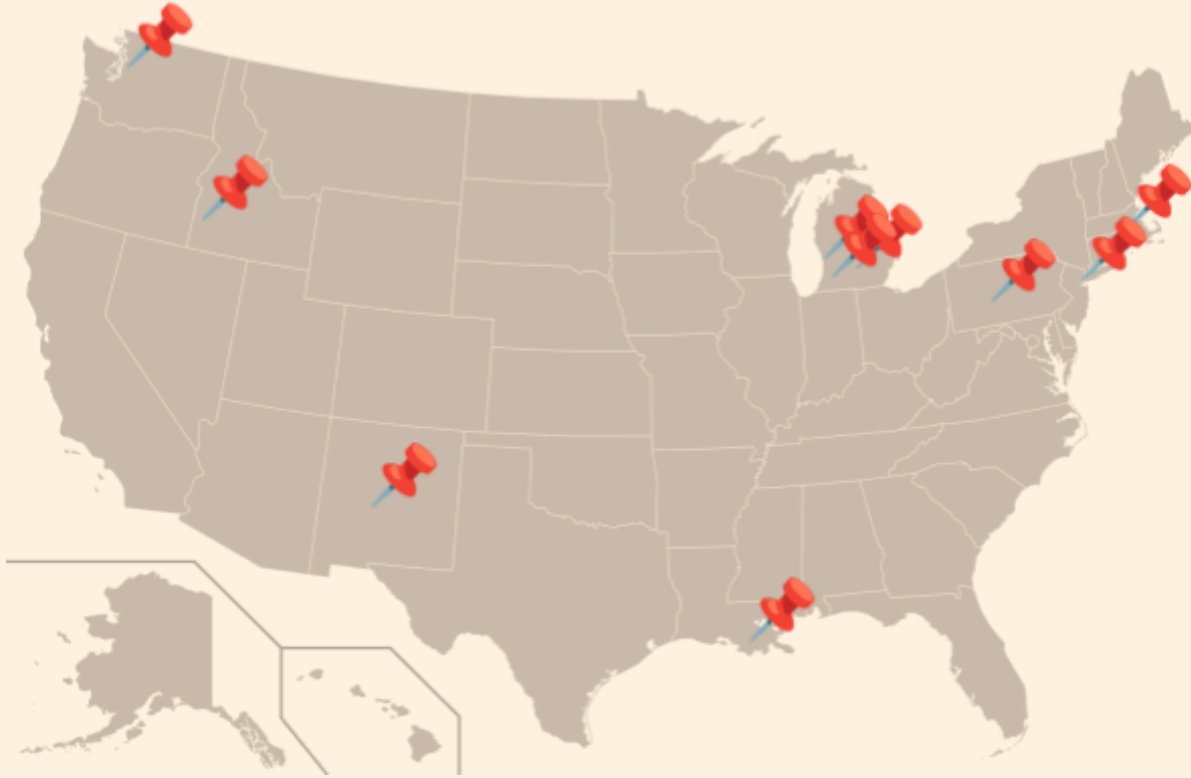
Darrow
College
June 3-6
Iowa City

More conferences, courses, and webinars to be announced.

Register at publicdefenders.us/events.

Technical Assistance

In 2024, NAPD worked with teams of national experts to provide customized training and technical assistance on key organizational challenges for public defenders.



Michigan

NAPD completed three technical assistance projects in Michigan in 2024:

- In **Kent County**, a report evaluating its indigent defense structure and recommending a centralized system.
- In **Muskegon County**, following a 2023 evaluation, assistance with a national executive search for the new public defender director.
- For the **State Appellate Defender Office and Michigan Appellate Assigned Counsel System**, a [report](#) evaluating their merger

“ It has been great to work with NAPD on trainings, our evaluations, resources, and everything else. ”

Jonathan Sacks,
Former Director, Michigan
State Appellate Defender
Office

Idaho

On September 16-17, NAPD hosted a virtual Next Level Leadership training for 30 leaders at the new Idaho State Public Defender.

Louisiana

NAPD staff met with Louisiana public defenders to help coordinate their response to legislation overhauling their structure.

Massachusetts

NAPD began planning for a racial equity assessment of the Committee for Public Counsel Services, to be published in 2025.

New Mexico

NAPD began preparing for a 2025 deescalation training for the Law Office of Public Defender of New Mexico.

New York

On November 11-15, NAPD hosted a Leadership Institute for over 100 staff of Brooklyn Defender Services, analyzing case problems and office experiences.

Pennsylvania

On November 14-15, with the Public Defender Association of Pennsylvania, NAPD hosted a Next Level Management training for 30 mid-level managers of all disciplines.

Washington

In September, NAPD led focus groups with staff of the Federal Public Defender for the Western District of Washington, in preparation for two 2025 training events.



NAPD facilitated discussions at a Leadership Institute for Brooklyn Defender Services.

Contact us about your office's needs at publicdefenders.us/technical-assistance/.

DEIJ & Racial Justice



NAPD hosted the Racial Justice Conference in Montgomery, Alabama.

NAPD promotes diversity, equity, and inclusion and racial justice across its programs, including through annual conferences, monthly meet-ups, and technical assistance visits. **Over 250 people attended the 2024 NAPD Racial Justice Conference**, making it the largest one yet.

At meet-ups, members are provided with a safe and brave space to learn, share, and collaborate. Participants are encouraged to continue to do the work necessary to authentically and zealously advocate for their clients, colleagues, and themselves. To learn more, read NAPD's [recap blogs](#).

DEIJ Meet-ups

- January: A Real Discussion About the Burnout & Burden of DEIB Work
- February: Beyond Black History Month webinar
- March: Doing Social Justice Work in Your DEIB Practice
- April: Naming It, Working Through It, & Keeping Community: A Candid Conversation About DEI Work
- May: An Exploration of AANHPI Month, DEI, & Public Defense
- June: An Open Discussion About Identity, Culture, and the Law
- July: Cultivating Allyship Within Your Public Defense Office
- September: DEI Impact Scenarios
- November: Boarding Schools & Their Impact on Racial Justice for Indigenous Peoples (joint meetup)
- December: DEIJ & RJ Meetup Mashup

“ The DEIJ meetup is a home for those committed to the struggle within the struggle and I am glad that I have found my people. ”

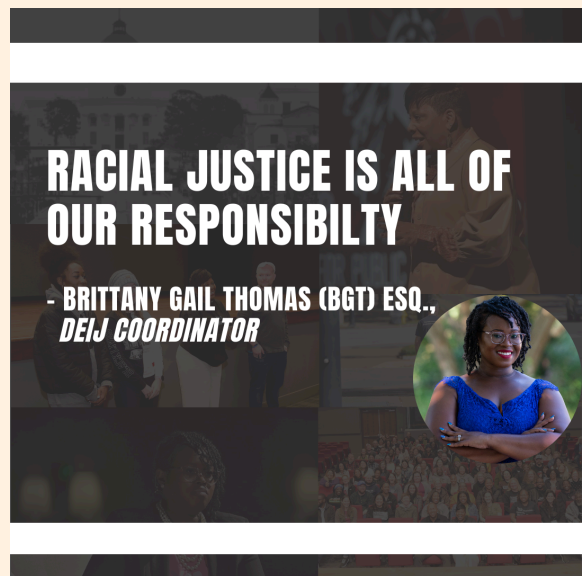
**Amari Harris, Esq.,
DEIJ Meetup Speaker and
Equity, Diversity, and
Inclusion Attorney, Virginia
Indigent Defense Commission**

Racial Justice Meet-ups

- January: An Exploration of Racial Justice & Capital Defense Work
- February: The Historical and Current Impact of Racial Injustice on Active Substance Use Disorders
- March: A Historical Review & Critical Discussion about the Whitewashing of Social Work and its Impact on Racial & Social Justice.
- April: Public Defense, Racial Justice, & SWANA Communities
- May: Teach, Inspire, Mentor: A Seat at the Table for People of Color in Public Defense
- June: Public Defense Practice with LGBTQIA+ Clients
- July: Building Relationships and Partnering with Communities to Combat Racial Injustice
- September: Using Data to Promote Racial Justice In and Out of the Courtroom
- November: Boarding Schools & Their Impact on Racial Justice for Indigenous Peoples (joint meetup)
- December: DEIJ & RJ Meetup Mashup

“ Racial Justice Meetups are a fantastic way to meet and learn from our colleagues in the field who are seeking answers to some of our most difficult questions[.] ”

**Latoya Hampton, LMSW,
RJ Meetup Speaker and
Trial Investigator, Federal
Public Defender Office for the
Middle District of Tennessee**



Engagement



NAPD launched a newsletter to share the latest public defense news and resources.

Meetups and Listservs

NAPD supports online meet-ups, including the monthly Directors Forum; weekly Trainers Meet-up; Investigators and Supervisors meet-ups; and Social Workers and Supervisors meet-ups. Listservs for NAPD's **30+ groups totaled nearly 2,800 unique subscribers**, the largest being Leaders, Wellbeing, and Investigators.



The Torch

In March 2024, NAPD launched the Torch newsletter, which collects industry news; highlights resources from NAPD's databases; and shares details on upcoming events.

Member Services

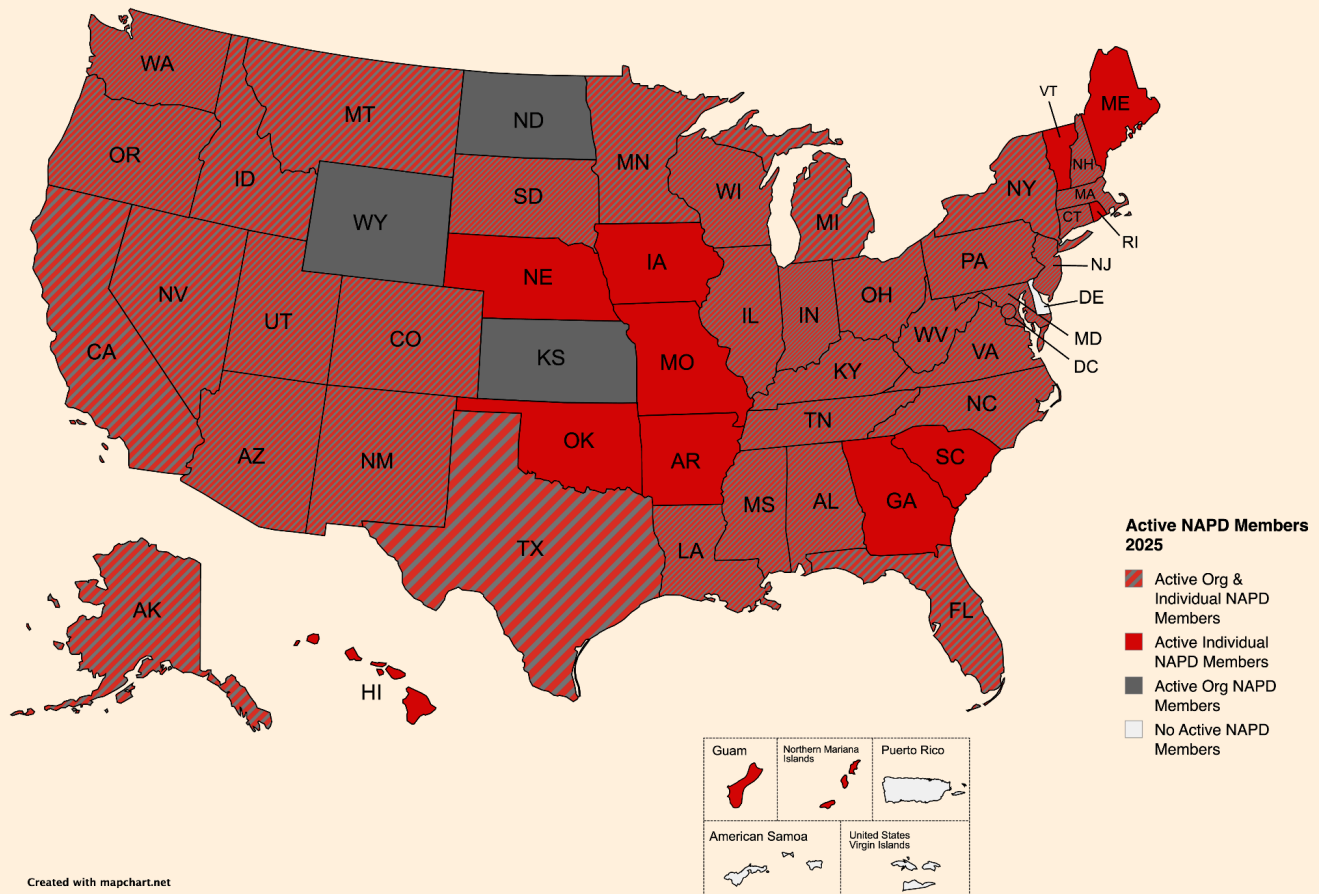
NAPD overhauled its technology platforms in 2023. In 2024, it rolled out new roster management features, fixed bugs, and added a staff team to manage member accounts.

Research

In 2024, continued to help develop the Census of Public Defender Offices and Survey of Public Defenders. NAPD provided feedback on the survey and collected data on offices, which will also support future NAPD engagement outreach.

Social Media

NAPD connected with its community on Instagram, Facebook, and LinkedIn.



NAPD currently has **25,959 active members**, including individual members and staff of over 230 organizational members.

NAPD members represent 49 states and two territories.

[Contact us](#) to get connected to NAPD meet-ups and listservs.

Policy



NAPD staff attended public defense quarterly convenings at the Department of Justice.

Workloads Policy Guidance

In February, NAPD published an updated [Policy Statement on Workloads](#) and, in April, hosted a workloads Learning Lab.

Independence Task Force

In March, NAPD partnered with the American Bar Association Criminal Justice Section (ABA CJS) and Standing Committee on Legal Aid and Indigent Defense (ABA SCLAID) to launch the [Task Force on Public Defense Independence](#).

In September, NAPD and the ABA CJS co-hosted an Open Space on Public Defense Independence. This discussion will inform the Task Force's forthcoming white paper.

Death Penalty Advocacy

In April, NAPD submitted an [amicus brief](#) to the United States Supreme Court in *Council v. United States*. In November, NAPD joined a [coalition letter](#) calling on President Biden to commute federal death sentences. In December, he granted clemency to nearly 1,500 people; pardoned 39 people; and commuted the death sentences of 37 people, including Mr. Council.

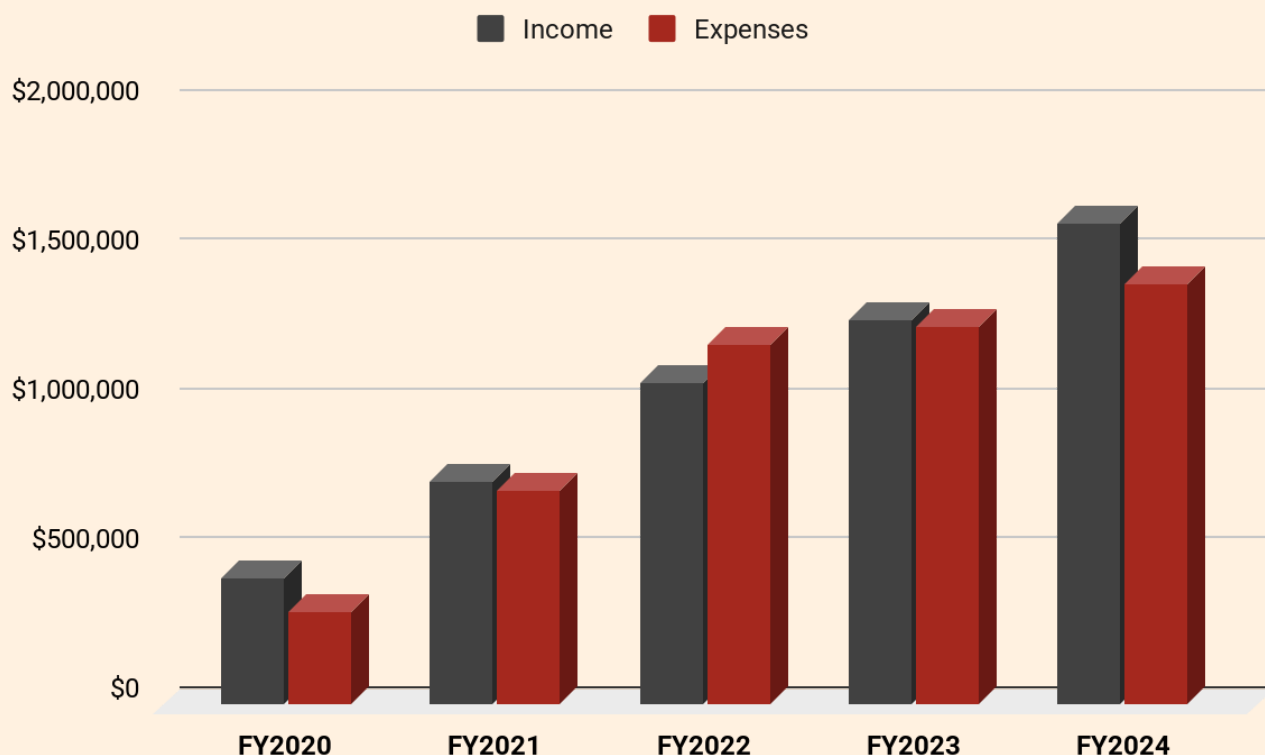
Office for Access to Justice

NAPD and the Department of Justice, Office for Access to Justice collaborated on projects including the [Public Defense Resource Hub](#), which ATJ presented at an August 2024 NAPD Directors Forum.

[Contact us](#) about supporting your local reform efforts.

Financials

NAPD Income and Expenses, Fiscal Years 2020-2024



NAPD's income and expenses for Fiscal Year 2024 (July 2023-June 2024) were higher than those of previous years, and lower than what were budgeted. Its net revenue was \$187,303, which was \$149,105 more than budgeted.

The top areas of NAPD income were:



Training Programs

64% of income, an increase of 7% from the previous year



Membership Dues

17% of income, a decrease of 5% from the previous year



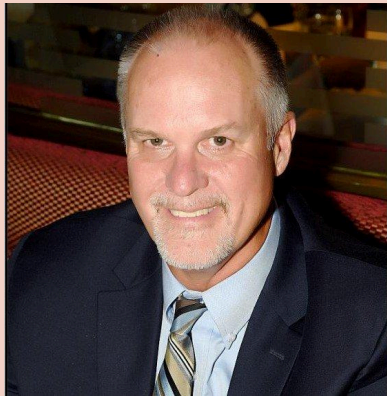
Technical Assistance

9% of income, a decrease of 3% from the previous year

In Fiscal Year 2024, pay for staff and consultants was NAPD's largest expense category, making up 73% of expenses. NAPD added staff to support its expanding training programs. In-person conference costs (mostly from lodging) accounted for another 12% of expenses.

Remembrances

We celebrate the lives of the members of the NAPD community who we lost this year.



Doug Wilson



Richard Jones



Joette James



Patrick Mitchell

*“The hero is one who kindles a great light
in the world, who sets up blazing torches
in the dark streets of life for all to see by.”*



