



**Penultimate**  
One Step Away from Reaching New Heights

Mid Year Update 2022

“ I am thankful for my time at Penultimate, it gave me a new beginning where I learned to become a true man. It helped me to change my mindset, improve my relationship with others, and be more flexible in the workplace ”

**Jay Henry, Penultimate Participant 2019**  
**Lead Cook, Custom Foods of America**

**Why Penultimate?**

Penultimate Development was created to transform at-risk males from followers to leaders by focusing on their spiritual, personal, and professional development. Our vision is to create the next generation of leaders from disadvantaged communities providing them with the skills needed to maintain stable sustainable employment, and end the cycle of fatherless homes and generational poverty becoming societal contributors and community volunteers.



**Pictured above is 2019 Penultimate participant Jay Henry. Jay is an example of a “Penultimate Man” breaking the cycle of fatherless home. Jay is pictured above with his fiancé and two children. Jay has had two promotions at his job since finishing Penultimate.**

**Three Year Results**

Since the start of the program in 2019 we have enrolled 13 young men from underserved communities in the 10-month Penultimate Development Leadership Program. There have been many lessons (good & bad) learned along the way that have enabled us to be more impactful.

Out of the 13 young men that have started the program 75% have successfully finished, and 100% have remained employed, with 3 out of the 13 entering college after finishing the program. Before entering the program only 15% of participants had their driver’s license, as a result of the program 89% obtained their learners permit and 78% obtained their driver’s license.

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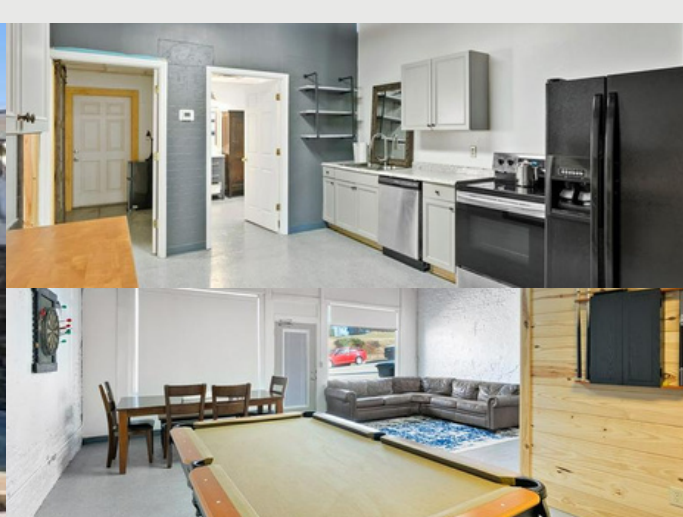
2021 graduates, Marquez (pictured left), Tylan, and Darryl currently are working at Red Stag Fulfillment in Knoxville. First year participant Tyquan Rogers is in schools and working in Martinsville, Va. Andre Jordan is married living in Mississippi, and Malachi Dixson retained employment with Premiere Maintenance in Knoxville.



"Penultimate Development participants joined the team earlier this year. Since day one, they have been working with a diverse team meeting RSF’s standards of excellence!"

**Tiffanie Meyers, Manager Red Stag Fulfillment**





## Program Expansion & New Facility

In order to increase our impact and further meet the needs of the community we are launching two new programs in 2022 and opening a new transitional housing facility. The two new programs are the Penultimate Work Skills Development Camp and Penultimate Woodworks. The new transitional housing facility will be for program graduates who want stay and work in the Jefferson City community; or attend college at Carson Newman or Walter State. These programs were created to further help the underserved community rise from poverty to sustainability through providing affordable housing, skills training, and workforce development.

### Penultimate Development Camps

The Penultimate Work Skills Development Camps will target middle school and high school participants who want to earn extra money for the summer and learn valuable principles in maintaining employment, and further prepare for the workplace. This initiative will serve as a feeder program for potential Penultimate Development Leadership participants.

### Penultimate Woodworks

The Penultimate Woodworks program is a woodworking and entrepreneurship initiative created to introduce participants to woodworking, wood restoration basics, and entrepreneurship. And provide a pathway into the construction industry.



## We Need Your Support

You can support Penultimate by mail at the address below or online at [www.penultimatedevelopment.org/support](http://www.penultimatedevelopment.org/support), click the DONATE NOW button.

Penultimate Development is a 501c-3 Non-Profit Organization, EIN# 82-2025109

### PROFESSIONAL DEVELOPMENT

The professional development goals are for each participant is to have a five-year career plan that will lead towards financial stability and long-term success, be prepared to enter the workplace, trade school, or college; and develop key social connections in the middle-class community.

### PERSONAL DEVELOPMENT

The personal development goals are for each participant to improve their core values and life skills, understand their learning style and personality traits, learn interpersonal and self-management techniques to improve their ability to communicate and work with others, and live a healthy lifestyle.

### SPIRITUAL DEVELOPMENT

The spiritual development goals are for each participant to develop a foundation built on faith, become secure and confident men of God, focusing on reverence, relationships, and the development of a life plan that will deliver better results.



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