



Penultimate

One Step Away from Reaching New Heights



Employing participants from Penultimate Development has benefited our business in many aspects. We get the opportunity to train individuals and learn about their life experiences . . . It also helps us to grow as managers and supervisors as we train these individuals to become successful employees not only for our company, but for the future companies . . .

Susan Rogers, Manager Premiere Building Maintenance Corporation



PENULTIMATE DEVELOPMENT LEADERSHIP PROGRAM MAKING A DIFFERENCE

6 YOUNG MEN FROM LOW INCOME DISADVANTAGE COMMUNITIES IN INNER CITY KNOXVILLE STARTED THEIR LEADERSHIP JOURNEY IN OUR RESIDENTIAL LIVING QUARTER, PENULT PLACE IN JEFFERSON CITY TN.

Year One Outcome & Program Updates- The inaugural 2019-20 class of participants graduated from the program last summer and are in college or working full time jobs. The current class (2nd Cohort) started January 2021 and two more came on board this summer. The planned start date was mid-August 2020 but due to Youth Serving Agencies program closures and COVID restrictions we started the current class at the beginning of the year (January 2021). All program participants are working full time jobs while completing a series of workshop, seminars, and activities; learning the essentials values and skills they need to be successful personally, spiritually, and professionally. Each week participants learned from experts and community leaders in the areas of education, business, engineering, welding, construction, manufacturing, defense, law enforcement, entrepreneurship, architecture, technology, coaching, ministry, music, banking, and human resources. All of the participants are working towards success and self-sufficiency despite the new set of obstacles and challenges brought on by the COVID-19 pandemic.

One of the participants Darrell Willis completed an internship with a local architect and works periodically on big projects, Tylan Redic is in a training program to become a certified tire technician with a regional tire center and serving in the local National Coast Guard Reserve, and Isaiah Story is excelling in his job being selected as the employee of the month in March 2021 and won a perfect attendance award since being employed at Premiere Maintenance-Carson Newman Campus.



Isaiah received employee of the month



Having the opportunity to work with these young men has been one of my greatest pleasures... Life is ultimately about serving and giving back. What Diondre poured into me over the years I now have the chance to pour into guys who grew up in the same community as me. My hope is that what we're doing creates a ripple effect for generations to come.

DESMOND ERSKINE, PROGRAM DIRECTOR

NEW PROGRAM DIRECTOR DESMOND ERSKINE

We have a new member of the leadership team, Program Director, Vincent Desmond Erskine. Desmond is not new to working with Founder and CEO, Diondre Jackson. They met over 15 years ago when Desmond was 12, and Diondre was the CEO at The Wee Course at Williams Creek. "Many of the programs I developed at Williams Creek were create to help Desmond become the man he is today. Too see him have a positive impact on the lives of young men from the same community he grew up in is truly amazing!"

Diondre Jackson, CEO

ENTREPRENEURIAL IMPACT

We are very excited and pleased with the results and growth of our current class of participants. This is a special group of young men that are very appreciative of the opportunities they have before them. The first project they completed as a team was building their Truss Beam Farmhouse Table. This create an entrepreneur opportunity for us to build a conference room table for the Jefferson County Chamber of Commerce for a profit and restore old furniture being sold online. This summer participants will restore 5 pieces of furniture with a \$20,000 retail value!

PARTICIPANTS HELPING THE COMMUNITY

The participants are serving the community too. The Mossy Creek Foundation needed help setting up and lighting Christmas trees at Centennial Park, as well as hanging banners and signs on building in downtown Jefferson City. They did such a great job and formed a new partnership helping with all summer events and parades in downtown.

"The Penultimate students & leaders have been reliable and enthusiastic while assisting us with multiple projects during the past year. We are blessed to have these young men in our community!"

Teresa Collins, Events Chair, Mossy Creek Foundation

WE NEED YOUR SUPPORT!

You can support Penultimate by mail at the address below or online at www.penultimatedevelopment.org/support, click the DONATE NOW button.

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



PERSONAL

- Completed Soft Skills Classes
- Completed 2 of 4 Cooking Classes
- Completed 2 of 4 Goal Setting & Planning Seminar
- Completed 4 of 4 Sessions with Money Management Coach
- Completed Camping Trip at Camp Zion in Loudon County
- 4 of 5 Participants have received their TN Driver's License
- Volunteered 4 times with the Mossy Creek Foundation



PROFESSIONAL

- Currently working Full Time Jobs
- Completed Job Readiness Training
- Completed 50% of the Leadership Round Table discussions with community leaders and industry experts



SPIRITUAL

- Completed Proverbs Study on Wisdom
- 4 Participants Rededicated or Given their life to Christ
- 1 Participant baptized

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