

# PENULTIMATE DEVELOPMENT

"CREATING LEADERS FROM WITHIN THE COMMUNITY"



Guest Speaker Ryan McGrew, with Penultimate graduates Malachi, Andre, Tyquan, & Founder/ CEO Diondre Jackson

Growth and development are the two words that come to my mind when I think about the program and what it did for my son. Before the program Malachi was in introvert always confined to his room, now I see a young adult who interacts with his peers, enjoying and exploring life. I am very proud of the man who returned home to me and very excited to see the man he will become. Thank you for your program!

**Tyisha Dixson, Parent of program participants class of 2019-2020**

## YEAR 1 - WE BELIEVE

**2019-20 WAS THE INAUGURAL YEAR OF THE PENULTIMATE DEVELOPMENT LEADERSHIP PROGRAM.**

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.

Over the last 10 months, five 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. All program participants worked full time jobs while completing a series of workshop, seminars, and activities; learning the essentials values and skills they need to be successful. Each week participants learned from experts and community leaders in a variety of industries like; education, business, engineering, welding, construction, manufacturing, defense, law enforcement, entrepreneurship, architecture, technology, coaching, ministry, music, banking, and human resources.



**Andre's first week at work after Covid-19**



**WE TOOK A TRIP TO THE CIVIL RIGHTS MUSEUM IN JACKSON MISSISSIPPI. WE ALSO VISITED WITH ONE OF THE ORIGINAL FREEDOM RIDERS AND LEARNED OF HIS SACRIFICE AND EXPERIENCES.**

### **PENULTIMATE RESPONSE TO COVID-19**

We were able to successfully complete our program and achieve some astonishing result even though we didn't do everything planned as a result of COVID-19. Since the start of COVID-19 we were able to maintain program continuity through secured housing, employment, and safe social distancing activities.

## **MONUMENTAL RESULTS + NEXT STEPS**

The first year has been a year of growth, learning, and tribulations (COVID-19) but that is what happens doing the "Penultimate Step". As young men transition from boyhood to manhood they learn how to persevere, curb desires, and overcome challenges.

Overall the first year of the programming was a tremendous success. Five participants started the program in August with three successfully finishing. Two of the young men that completed the program are going to college in the fall majoring in graphic design and physical therapy; and the other will be attending Technical College to be a certified welder.

The two that didn't finish the program are still currently employed but were unable to see the program through completion. We are thankful for the many supports for "BELIEVING" in Penultimate Development.

As a result, families and communities will forever be changed. The next group of young men will be arriving mid-August to begin their 10-month leadership journey.



Andre is gifted with his first car from Penultimate Development



## **PERSONAL**

- Personality Assessment & Training
- Public Speaking Classes
- Soft Skills Training
- Planning Seminar (Goal Setting)



## **PROFESSIONAL**

- 40+ hours per week job experience
- Money Management Seminar
- Job Training
- Leadership Roundtable with community leaders and industry experts



Tyquan being baptized at the Avenue with Pastor Justin and Jonathon

## **SPIRITUAL**

- Completed the 31 Week Proverbs Study on Wisdom