ANNUAL REPORT
2023
REAL HOPE. VALUABLE SKILLS. MEANINGFUL OPPORTUNITY.
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Dear Supporters,

I am deeply grateful for your unwavering support and dedication to Persevere’s mission. In 2023, we achieved significant milestones that have reshaped lives and communities across multiple states. Our comprehensive array of services, from coding education to life-skills training, has had a profound impact on breaking the intergenerational cycle of poverty and criminality.

Our proudest achievements remain the certification of students as Full Stack Developers through our coding boot camps, conducted in correctional facilities and communities. This program has successfully placed graduates in well-paying jobs in the rapidly growing tech industry, often after apprenticeships or on-the-job training. These jobs and the supportive services surrounding their acquisition represent the tenacity of our developers and the generous donations of time and resources from our partners.

Moreover, our community programs have demonstrated remarkable success in uplifting justice-involved individuals and their families, particularly our youth program. Through experiential education, we’ve prevented recidivism and promoted generational well-being, touching countless lives.

Our operations expanded in Arizona, Florida, Georgia, Nebraska, Tennessee, South Carolina, and Virginia, reaching more communities and individuals in need. We faced challenges, from limited resources to curriculum updates, but our team’s dedication and participants’ resilience have led to remarkable outcomes.

Looking ahead to 2024 and beyond, we are committed to building on these achievements. We will deepen our partnerships, expand our programs, and continue empowering individuals and families to thrive. Thank you for being an integral part of this transformative journey.

With gratitude,

Sean Hosman
Founder of Persevere
1,652
TOTAL PARTICIPANTS

46%
OF PARTICIPANTS IN 2023 WERE PEOPLE OF COLOR

634
TOTAL GRADUATES

58%
OF PARTICIPANTS EMPLOYED IN 2023 WERE IN TECH

2
YOUTH FACILITIES

16
ADULT CORRECTIONAL FACILITIES

7
7 STATES IN THE U.S.

249
COMMUNITY PARTICIPANTS SERVED IN 2023

2%
RECIDIVISM

330
INSTITUTIONAL PROGRAM PARTICIPANTS IN 2023

579
TOTAL PARTICIPANTS SERVED IN 2023

103
GRADUATES IN 2023

71
YOUTH SERVED IN 2023

TOTAL GRADUATES OF PARTICIPANTS IN 2023 WERE PEOPLE OF COLOR

RECIDIVISM

INSTITUTIONAL PROGRAM PARTICIPANTS IN 2023

TOTAL PARTICIPANTS SERVED IN 2023

GRADUATES IN 2023

YOUTH SERVED IN 2023
WHAT THEY SAY ABOUT US

“This program has changed my life. I went from patiently waiting for death to being excited for life. It’s all thanks to Persevere.”

DEVELOPER MCGRAIN
Red Rock Correctional

“As a representative of Live Free - Claiborne, I would like to say thank you! I have clients currently incarcerated who are excited about their future because of the opportunities provided by Persevere! I look forward to seeing how this program changes our community for the better.”

JOSEPH HOFFMAN
Live Free Director

“It was really empowering…it was good to have other people that were learning the same things as me, to have community every Wednesday.”

- GIRLS EMBRACING MOTHERS PARTICIPANT
SUCCESS STORY

TIANA’S STORY

Before Persevere, Tiana saw her life on the outside as a continuation of her time at a correctional facility, “By that time I just needed some kind of hope. I didn’t want to get out and be a burden to my family. They’d taken care of me for ten years, constantly putting money on my books.” To leave prison only to continue burdening the people she cared about most felt like a kind of change in her type of incarceration rather than the end of it.

“This was all I had,” she says. “I got arrested at 18. I never paid bills, had a job, had rent, let alone interacted with people in the workplace. I had no clue what the outside world was. I didn’t even have a sense of what I was behind bars, how prison had molded my personality. The [Persevere] program helped guide me, teach me how a real job works, and how real life is.”

For Tiana, coding skills came naturally. She and the other students would come together to study on the weekends, and Tiana found that she couldn’t be overwhelmed by the material because she was enjoying the simple process of learning.

“When Persevere came to me,” she concludes, “I was literally depressed to the point where I didn’t want to wake up. My time was hard and that last year was the hardest. I got fired from a good job. Some officers and inmates were trying to get me off the yard. But then Persevere put a shield around me so no one could affect me. They couldn’t take Persevere away from me. I was part of that 22-women group and we hid in the arms of the program.” The Persevere program provided her with some kind of hope.
“I crawled up from the mud”: Jason Doty’s story

“I was in a dark, angry place. It was an animalistic time. You sleep with your shoes on there. You step over bodies in the morning. But when I found Persevere – when Josh found me – it was like rocket fuel. I was ready to take off and do something great, if I was lucky enough to get out.” Jason found the classroom experience not only immensely engaging in itself, but to be an escape from “the madness around [him].”

Jason Doty’s story is a testament to resilience in the face of adversity within the American justice system. Despite winning an appeal after five years of incarceration, he was compelled to return to Trousdale Turner Correctional Facility, known for its harsh conditions. It was there that he encountered Persevere, a program offering coding training to inmates. Despite initial resistance, Jason’s determination allowed him to navigate bureaucratic obstacles and gain access to the program, finding solace and purpose in learning coding amidst the challenges of prison life.

Upon his release, Jason transitioned to teaching within Persevere, leveraging his experiences as a formerly incarcerated individual to connect with and support his students. Through empathy, accessibility, and personalized guidance, he empowers those impacted by the justice system to overcome barriers and pursue a better future. By sharing his own journey and struggles, Jason fosters trust and connection, demonstrating the transformative potential of education both within and beyond prison walls.
Persevere exists to disrupt the intergenerational cycle of poverty and criminality that affects more than forty-three million individuals each year in America. We believe that no one should be defined by their worst moment, and that with the right support, anyone can be successful. We change lives through a comprehensive array of services that include coding education, essential life-skills training, individual and family case management, transitional housing, on the job training and apprenticeships, and employment support with an emphasis on technology—one of the fastest-growing industries in the nation.

CORRECTIONAL FACILITY PROGRAMS

Persevere was founded upon the mission to help formerly-incarcerated individuals gain the internal and external skills necessary to successfully reenter society. Individualized case management for each participant, technical skill development, life skills training, and ongoing support throughout their reentry journey are the pillars of our programming.

The program includes one year of pre-release computer coding instruction leading to Front End Developer and Back End Developer certification, the industry standard to be a Full Stack Developer. Connection with local resources and support structures is critical to the success of our graduates after they are released. Partnerships with local service providers are leveraged to deliver assistance with anything that might contribute to a successful transition for graduates including: transportation, mental health and substance abuse counseling, healthcare, childcare, housing, immediate personal needs, and financial services.

Persevere believes in the power of second chances, the tenacity of the human spirit, and the gift of gratitude. We believe that with real support, valuable skills, and meaningful opportunities, anyone can succeed—regardless of their criminal history.

COMMUNITY PROGRAMS

Our experience with the under-served population of justice-involved men and women and their families has taught us that offering a first chance at a better life is just as important as providing second chances. As a result, we have pivoted our programming in several areas to include a more diverse community of individuals, not only those experiencing incarceration.

These diversionary programs represent our commitment to ending mass incarceration, improving public safety, and creating meaningful change in the lives of overlooked communities who are disproportionately impacted by the justice system.
Persevere has continued to make significant strides in supporting our communities through our Youth and Family Programs, each tailored to foster resilience, empowerment, and development among young individuals and their families. All our youth and family programs are collaborative endeavors, bringing together community agencies, local government resources, youth, and families to help families thrive. This is where Second Chances for justice-impacted people and First Chances for young people and other at-risk individuals come together to give everyone a Fair Chance.

Our Families First program in West Tennessee is a key part of our family support efforts, providing comprehensive services to adults and youth. For adults, we offer employment-focused tech training, career readiness, job placement, and ongoing support. Youth benefit from technology and life-skills education. Family services include extensive case management, family activities, financial literacy, counseling, and more, all aimed at fostering long-term stability and breaking the cycle of poverty and unemployment.

Unlock Potential (UP) is a grassroots initiative with nationwide partners dedicated to reducing incarceration cycles by offering employment to Opportunity Youth—59 young individuals across six states. UP has also established a National Institute to address racial and systemic disparities affecting these youth.

EPIC Youth! marks Persevere’s inaugural reentry program for incarcerated youth in Tennessee, targeting 14-17-year-olds in two detention centers with tech-focused workforce training, life skills, family-centered case management, and sustained support.

Project ENGAGE, our initial family initiative in Arizona, started in late 2023. It will support 110 formerly incarcerated adults and their 200 children over three years, aiming for high job retention, low recidivism, and enhanced family engagement, reunification, and resilience in youth.

VISIT PERSEVERENOW.ORG NOW TO EXPLORE OUR LIFE-CHANGING PROGRAMS AND JOIN US IN CREATING BRIGHTER FUTURES FOR INDIVIDUALS AND COMMUNITIES.
FROM PRISON TO PROSPERITY

IMAGINE BEING REMOVED FROM SOCIETY FOR YEARS, THEN RE-ENTERING WITH NOTHING BUT THE CLOTHES ON YOUR BACK.

INTRODUCING...

CATALYST

THIS IS REALITY FOR MORE THAN 600,000 FORMERLY INCARCERATED AMERICANS EVERY YEAR.

SADLY, MORE THAN 60% OF THEM RETURN TO PRISON.

ONLY 2% OF PERSEVERE’S GRADUATES RETURN TO PRISON.

Your gift of just $25 a month will provide critical services and support to our developers such as workforce support, financial assistance, laptops and more.

BECOME THE CATALYST FOR A BETTER FUTURE TODAY!
OUR LOCATIONS

OPERATIONS ARE ONGOING IN ARIZONA, FLORIDA, GEORGIA, NEBRASKA, TENNESSEE, SOUTH CAROLINA, AND VIRGINIA.

ARIZONA
Arizona State Prison Complex (ASPC) Perryville, ASPC Tucson, Red Rock Correctional Center, Saguaro Correctional Center, Yavapai County Detention Center

FLORIDA
Wakulla Correctional Institution Greenwood, Lowell Correctional Institution Ocala

GEORGIA
Metro Reentry Facility Atlanta

NEBRASKA
Nebraska Correctional Center for Women

TENNESSEE
Claiborne County Jail, Debra K. Johnson Rehabilitation Center, Mark Luttrell Transition Center, Northeast Correctional Complex, Trousdale Turner Correctional Complex, Women’s Therapeutic Residential Center, West Tennessee State Prison, Davidson County Juvenile Justice Center, Wilder Youth Development Center

SOUTH CAROLINA
Leath Correctional Institution Greenwood

VIRGINIA
Virginia Correctional Facility for Women Goochland
LAUNCHED CORRECTIONAL FACILITY PROGRAMS IN 2 ADDITIONAL STATES
NEBRASKA & FLORIDA

EXPANDED TN PROGRAMMING TO INCLUDE ALL 95 COUNTIES OF THE STATE

EXPANDED PROGRAMMING TO INCLUDE 1 JAIL & OUR 6TH FACILITY IN TN

ADDITIONAL PATHWAY OPTIONS FOR COMMUNITY CLASSES INCLUDING PROJECT MANAGEMENT

CELEBRATED THE FIRST COHORT OF GRADUATES IN VIRGINIA

BEGAN IMPLEMENTING PROGRAMMING FOR THE EDA’S MULTI-MILLION DOLLAR GRANT*

PARTNERED IN TN WITH OPPORTUNITY@ WORK, SKILLUP, BOUNTY HUNTERS, AND CAREERFLOW.AI

PARTNERSHIP TO PROVIDE COLLEGE COURSES & LIVING STIPENDS IN AZ

RECEIVED A SIGNIFICANT GRANT IN AZ TO LAUNCH OUR FAMILY ENGAGEMENT PROGRAM: ENAGAGE FAMILY

ADDED A NEW SITE IN YUMA, ARIZONA

*Tennessee Technology Workforce Alliance (TTWA): An Information Technology Sectoral
BUDGET & INCOME

EXPENSE* CATEGORIES

- **69%** PERSONNEL
- **6%** OCCUPANCY
- **8%** ADMINISTRATION
- **1%** TRAVEL
- **1%** MARKETING & FUNDRAISING
- **4%** BUSINESS & PROGRAMS

*Unaudited. The 2023 budget audit will be completed in the fall of 2024 and will be available for review at that time.

**61.11%** FEDERAL GOVERNMENT GRANTS

**34%** STATE GOVERNMENT GRANTS/CONTRACTS

**4.58%** NON-GOVERNMENT GRANTS

**.12%** PROGRAM FEES

**.12%** CONTRIBUTIONS FROM INDIVIDUALS

**.07%** OTHER RESTRICTED REVENUE
OUR PARTNERS

EMPLOYER PARTNERS

Arnold Ventures
American Family Insurance
Autozone
Ben and Jerry’s
Burlington Stores
Delta Airlines
Vantage
Persevere
Evercommerce
Design Pickle
Nissan
Equus
Epic Games
Electrolux
Gipson’s Tire Pros
Goodwill Columbus
Greystone Bakery
Bravada Yachts
Banyan las
CBE Companies
Virgin Orbits
Desert Ready Mix
Open Tech Alliance
Forbes
Centene Corporation
Coca Cola
EFP
Men of Valor
Intel
Cisco
Checkr
DP
Honest Jobs
Hascall Steel Company
Dave’s Killer Bread
Boom Start Up
Ashley Construction
IBM

Indeed
American Family Insurance
Bryce Corporation
Linked In
Eco Clean
Clutch
Arizona Restaurant Supply, Inc
Bounteous
Partners Personnel
Michael Alan
Eagle Hollow Enterprises Inc
Esports Entertainment Group
Pro Tech Services Group
Udacity
Tech One
Thor Boats
Trader Joes
Vaco
SunTec Concrete
Sam’s Club
Little O’s
Wings of Hope
International Paper
Iostudio
Self Employed
Shield Bar Marketing
Shaw Industries
Ripple Industries LLC
Nashville Wire
Hire Dynamics
Walgreens
Simple view
Empower Employs
Latch Organics
Zapier
AscendN
Vaco

ELECTED OFFICIALS

City of Memphis Mayor
City of Ripley Mayor
Claiborne Co Juvenile Court
Claiborne Co Mayor
Claiborne Co Sheriff
Davidson Co Juvenile Courts
Judge Calloway
Davidson Co Mayor
Davidson Co Sheriff
Hamilton Co Mayor
Houston Co Mayor
Houston Co Sheriff
Lake Co Mayor
Shelby Co Commissioner
Charlie Caswell
Shelby Co Mayor
GA State Representative
Park Elizabeth Cannon
TN State Representative
Michael Curcio, 69th District
TN State Representative
Sam McKenzie, 15th District
TN State Senator
Ed Jackson, 27th District
TN State Senator
Jack Johnson, 23rd District, Senate Majority Leader
TN State Senator
Raumesh Akbari, 29th District
DONATE TODAY

JOIN US IN REWRITING FUTURES.

Your donation to Persevere fuels transformative programs that are breaking the cycle of poverty and incarceration in the lives of our participants. We equip individuals with essential coding education, life skills, and employment pathways. Your support directly impacts participants’ success stories—empowering them with second chances and creating safer, stronger communities. From reentry support for participants to capacity-building for programming, every contribution unlocks potential and builds brighter tomorrows.

DONATE TODAY AND BE THE CATALYST FOR LASTING CHANGE.
We empower our students to change their lives, their families, and their communities through technology education, life skills development, employment, and wraparound services.