



P=RS=VER=

ANNUAL REPORT 2023

REAL HOPE. VALUABLE SKILLS.
MEANINGFUL OPPORTUNITY.

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LETTER FROM THE FOUNDER



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

Sean Hosman

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



ADULT
CORRECTIONAL
FACILITIES

16



7

STATES IN
THE U.S.

COMMUNITY
PARTICIPANTS
SERVED IN 2023

249

2%

RECIDIVISM



330

INSTITUTIONAL PROGRAM
PARTICIPANTS IN 2023

579

TOTAL
PARTICIPANTS
SERVED IN 2023

103

GRADUATES IN 2023



71

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.

“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.



“
*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.*



SUCCESS STORY

“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.

OUR PROGRAMS

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.





YOUTH AND FAMILY PROGRAMS

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.**



UNLOCK POTENTIAL



TECH ALLIANCE



FAMILIES FIRST



EPIC YOUTH

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

WHAT WE'VE DONE

LAUNCHED
CORRECTIONAL
FACILITY PROGRAMS IN
2 ADDITIONAL STATES

**NEBRASKA
& FLORIDA**

RECEIVED A
**SIGNIFICANT
GRANT**

IN AZ TO LAUNCH
OUR FAMILY
ENGAGEMENT PROGRAM:
ENAGAGE FAMILY

CELEBRATED THE
**FIRST
COHORT OF
GRADUATES**

IN VIRGINIA

EXPANDED TN
PROGRAMMING
TO INCLUDE

**ALL 95
COUNTIES OF
THE STATE**

BEGAN
IMPLEMENTING
PROGRAMMING FOR
THE EDA'S

**MULTI-MILLION
DOLLAR
GRANT***

ADDED A
NEW SITE IN

**YUMA,
ARIZONA**

**EXPANDED
PROGRAMMING**

TO INCLUDE 1 JAIL & OUR
6TH FACILITY IN TN

PARTNERSHIP TO
PROVIDE COLLEGE

**COURSES
& LIVING
STIPENDS**

IN AZ

**ADDITIONAL
PATHWAY
OPTIONS**

FOR COMMUNITY
CLASSES INCLUDING
PROJECT MANAGEMENT

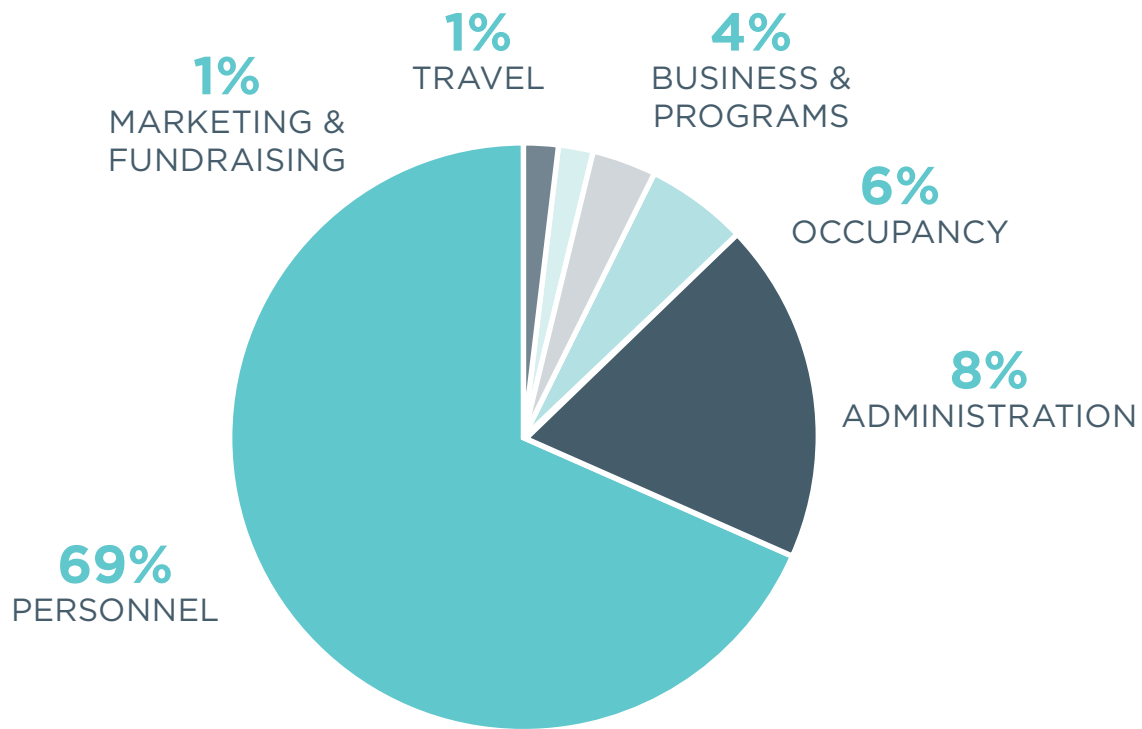
**PARTNERED
IN TN**

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

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

BUDGET & INCOME

EXPENSE* CATEGORIES



**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	Indeed
American Family Insurance	American Family Insurance
Autozone	Bryce Corporation
Ben and Jerry's	Linked In
Burlington Stores	Eco Clean
Delta Airlines	Clutch
Vantage	Arizona Restaurant Supply, Inc
Persevere	Bounteous
Evercommerce	Partners Personnel
Design Pickle	Michael Alan
Nissan	Eagle Hollow Enterprises Inc
Equus	Esports Entertainment Group
Epic Games	Pro Tech Services Group
Electrolux	Udacity
Gipson's Tire Pros	Tech One
Goodwill Columbus	Thor Boats
Greystone Bakery	Trader Joes
Bravada Yachts	Vaco
Banyan las	SunTec Concrete
CBE Companies	Sam's Club
Virgin Orbits	Little O's
Desert Ready Mix	Wings of Hope
Open Tech Alliance	International Paper
Forbes	lostudio
Centene Corporation	Self Employed
Coca Cola	Shield Bar Marketing
EFP	Shaw Industries
Men of Valor	Ripple Industries LLC
Intel	Nashville Wire
Cisco	Hire Dynamics
Checkr	Walgreens
DP	Simple view
Honest Jobs	Empower Employs
Hascall Steel Company	Latch Organics
Dave's Killer Bread	Zapier
Boom Start Up	AscendN
Ashley Construction	Vaco
IBM	

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 Casewell
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.





P//RSEVERE

We empower our students to change their lives,
their families, and their communities through
technology education, life skills development,
employment, and wraparound services.



PERSEVERENOW.ORG

