



2024 Annual Report

Quiet Transformation, Bold Impact

Transforming lives, Restoring families, and Rebuilding communities

prison
entrepreneurship
program



At PEP, we have learned that the fundamentals of an entrepreneurial character become the foundation for a healthy, judgment-free community – a second chance community in which we can all belong, whether we were incarcerated or not.

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frequentemente
mi hijo

Silent Strength, Loud Love

A father's embrace echoes bold impact—this milestone celebrates resilience, mentorship, and the courage to dream, shaping an entrepreneurial legacy one step at a time.

TABLE OF CONTENTS

A NEW CHAPTER, A FAITHFUL JOURNEY	5
A VISION OF QUIET TRANSFORMATION, A LEGACY OF BOLD IMPACT LETTER FROM THE CEO	6
THE PRISON ENTREPRENEURSHIP PROGRAM: WHAT WE DO	8
THE PARTICIPANT JOURNEY: FROM TRANSFORMATION TO IMPACT	9
FROM INCARCERATION TO INSPIRATION: PEP'S IN-PRISON IMPACT	11
MAPPING IMPACT: HOW VOLUNTEERS POWER THE PEP PARTICIPANT JOURNEY	12
IDENTITY THROUGH COMMUNITY: PEP'S REENTRY REVOLUTION	14
eSCHOOL: THE MONUMENTAL STEP	15
BARBED WIRE TO BUSINESS ACCELERATOR	16
PEP BY THE NUMBERS	18
ENTRE CAPITAL	19
FINANCIALS	20
TRANSFORMATION	22
THE BOARD OF DIRECTORS	23



98,000+ Volunteer hours
invested in business plan
development



These 98,000+ hours
represent not just time,
but a profound investment
in hope, transformation,
and the belief that every
individual has the potential
to rewrite their story.

PEP's mission: empowering individuals to rise, rebuild, and give back, transforming lives through second chances and service.

A New Chapter, A Faithful Journey



As we entered 2024, PEP embraced a season of transformation—quiet yet profound. Change unfolds with grit, heart, and determination. Together, we stood with our participants, lighting the way to a future filled with hope and opportunity.

Our mission is to unite business leaders and incarcerated individuals through entrepreneurship and servant leadership. This year, we equipped our participants with tools, mindset, and support to succeed. We rewrote stories, reunited

families, and revitalized communities—one life at a time. None of this would be possible without our dedicated volunteers, generous donors, and visionary partners.

As we embark on the next 20 years, we're not just continuing our work—we're stepping forward to share what we've learned. We are becoming a beacon, leading the way to unite and build a second-chance community, transforming Houston into a city where redemption and opportunity flourish.

We're charging ahead with an audacious goal: to triple the number of lives transformed, growing from 300 graduates to 900 by 2027. This isn't just about numbers—it's about amplifying hope, unlocking opportunity, and proving redemption knows no bounds.

This is more than a mission; it's a movement. With you by our side, we're breaking barriers, changing lives, and building a legacy that will echo for generations. The best is yet to come.



The mission of the Prison Entrepreneurship Program (PEP) is critical in disrupting the cycle of recidivism, particularly given that nationally 50% of released prisoners are rearrested within their first year of freedom. Demonstrating its profound impact, PEP boasts an impressive 10% recidivism rate, underscoring the program's effectiveness in transforming lives and creating lasting change.

A VISION OF QUIET TRANSFORMATION,

A LEGACY OF BOLD IMPACT

Dear Friends of PEP,

As we reflect on this past year at the Prison Entrepreneurship Program (PEP), one truth stands out clearly: community has the power to transform lives. Through our 20-year journey, we've learned that meaningful change grows not just from programs, but through the deep connections, shared warmth, and collective strength we nurture together.

At PEP, community means creating a place where every participant, volunteer, and supporter finds unconditional acceptance and belonging. It's a space where authentic relationships flourish - built on trust, compassion, and mutual support. Here, individuals discover encouragement during life's most challenging moments, developing character, resilience, and inner strength. It's also where we genuinely celebrate every triumph, both large and small, fostering an enduring spirit of hope and renewal.

This past year, our vibrant community achieved remarkable milestones. We welcomed 778 new individuals into our Leadership Academy, each beginning their transformational journey. Our Business Plan Competition engaged 357 participants who developed entrepreneurial skills with guidance from over 500 dedicated executive volunteers. Most importantly, our graduates maintained 100% employment within 90 days of release while achieving an exceptional recidivism rate of just 10%. Through

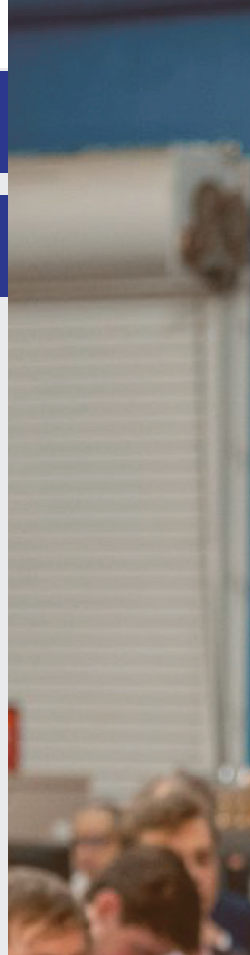
Entre Capital, we invested nearly \$370,000 to empower justice-impacted entrepreneurs, creating pathways for lasting, systemic change.

While these accomplishments are significant, our greatest realization in 2024 was more profound: the true engine of transformation is the community we've built together. Beyond impressive metrics, we've witnessed how lives change most deeply through meaningful human connection, unwavering acceptance, and our shared commitment to growth with compassion.

Thank you for being an essential part of this extraordinary community. Your dedication, passion, and belief in our mission strengthen the very bonds that make transformation possible. Together, we're building a future where every individual can thrive, grow, and flourish - today and for generations to come.

With profound gratitude and hope,

Chip Skowron
CEO,
Prison Entrepreneurship Program



A man with tattoos, wearing a white shirt, is speaking into a microphone. He is standing in front of a blue wall with several framed pictures. In the background, a group of people is seated, listening to the speaker.

Small Steps, Big Change

Boosted Self-Esteem

From Prison to Purpose



Building Character, Strengthening Communities:

1. Rooted in Community Values: PEP builds character through collaboration, empathy, and responsibility, inspiring purpose and a commitment to uplifting others.

2. Development Through Mentorship: PEP connects individuals with experienced leaders to foster personal growth, accountability, and values like integrity and perseverance.

Embracing Change, Envisioning Futures



PRISON ENTREPRENUERSHIP PROGRAM: WHAT WE DO



Leadership Academy

The PEP Leadership Academy is where Quiet Transformation begins, equipping participants with the character, discipline, and tools needed to confront their past and build a new future. This bold investment in personal growth empowers participants to become servant leaders, creating a bold impact that extends far beyond prison walls.



Business Plan Competition

The PEP Business Plan Competition transforms quiet preparation into bold impact, as participants pitch their business ideas to executive volunteers, turning their visions into actionable plans for the future. This high-stakes experience builds confidence, fosters entrepreneurship, and empowers participants to step into a new chapter as leaders and change-makers.



Clubhouse

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I am worth it and PEP deserves my best.
-Thomas Rogers PEP Participant

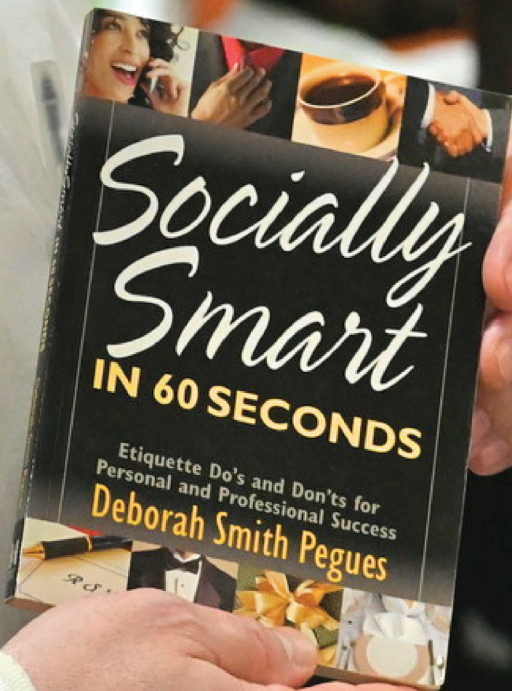


THE PARTICIPANT JOURNEY: FROM TRANSFORMATION TO IMPACT

At PEP's core is a journey of transformation—starting with personal growth and culminating in leadership. In 2024, **778** participants joined the Leadership Academy, gaining the mindset and tools to confront their past and build a foundation for change.

This journey continues in the Business Plan Competition (BPC), where **357** participants honed their skills, pitching business plans to executive volunteers for real-world feedback and mentorship. This phase reinforces discipline, strategy, and vision, fueling entrepreneurial aspirations.

Graduation isn't the end—it's a new beginning. As servant leaders, graduates return to mentor the next class, ensuring a lasting cycle of transformation. Their impact extends beyond PEP, creating a ripple effect of growth, empowerment, and second chances.





FROM INCARCERATION TO INSPIRATION: PEP'S IN-PRISON IMPACT

2024 marked PEP's most transformative year yet – where steel doors couldn't contain the hunger for redemption. Through our Character Correspondence Course, incarcerated men turned prison cells into classrooms, pain into purpose. Advanced learning systems didn't just deliver education – they delivered hope, tracking progress no parole board could measure.

Gregory Carraway's journey epitomizes our mission: Denied entry twice for "having too much time," he spent 20 years preparing for his chance. Even when his lawyer urged him to abandon PEP for early release, Gregory shocked the system by asking his parole board for permission to stay incarcerated to complete our program. "PEP became my bridge from decades of confinement to becoming a CEO," he reflects. "Those letters from strangers who believed in me? That was oxygen when the system said I wasn't worth the investment."

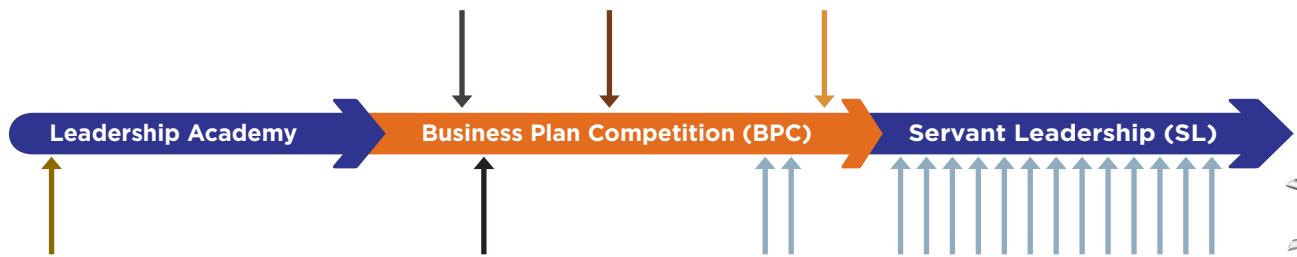
This is PEP's real impact – where men choose transformation over freedom, where mentorship crosses prison walls, and where "lifers" become leaders. Every book studied, every lesson learned, every delayed release becomes a generational ripple – redeeming not just individuals, but the very communities they'll rebuild."



Mapping Impact: How Volunteers Map

prison
entrepreneurship
program

PEP Participa

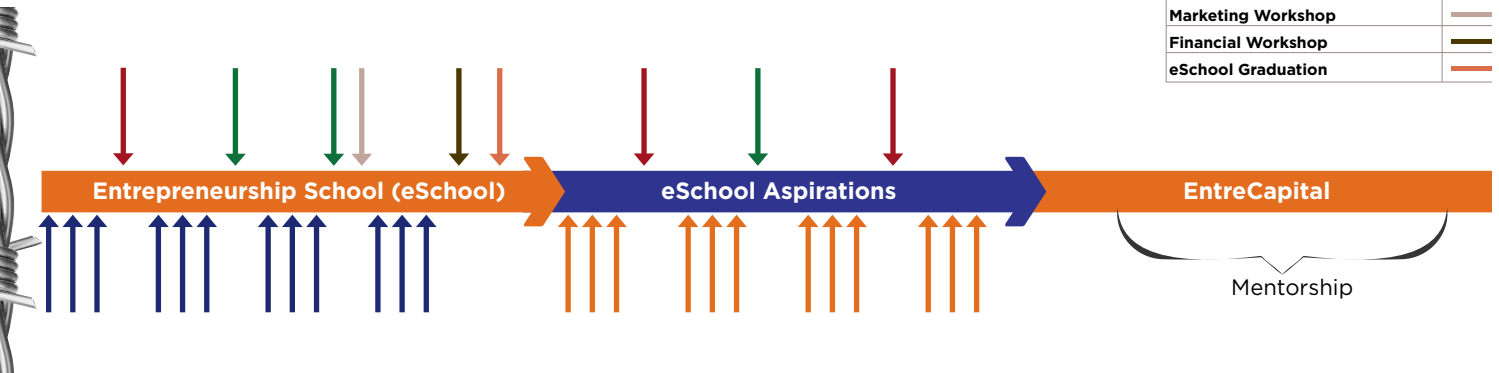


Power the PEP Participant Journey

Participant Journey

Legend:

Leadership Academy Completion	Blue line
Big Idea Pitch	Black line
Pitch Day	Brown line
BPC/Graduation	Orange line
Clubhouse	Light blue line
BAM	Red line
Networking Workshop	Green line
Marketing Workshop	Grey line
Financial Workshop	Dark green line
eSchool Graduation	Dark orange line



The Power of Service

In 2024, over 400 passionate volunteers answered the call to make a life-changing impact, pouring their time, energy, and hearts into PEP's mission. Their extraordinary dedication not only transformed lives but also ignited a powerful movement.

In 2024, volunteers wrote over 1,500 letters of encouragement to new participants, offering quiet yet powerful words of hope and motivation as they embarked on their journey.

More than 500 business owners and executives participated in PEP's Business Plan Competition, providing invaluable mentorship and feedback that helped participants refine their visions and prepare for life after incarceration.

In 2024, our incredible PEP volunteers dedicated themselves wholeheartedly to an awe-inspiring 11,000 hours of missional service, becoming the driving force behind growth, strength, and opportunity for countless individuals. Together, these quiet acts of service are creating a ripple effect of change. Join us in celebrating the power of volunteers and the incredible impact they make every day!



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tinue their education through eSchool, PEP's post-release learning platform.





eSchool: The Monumental Step

eSchool equips post-release individuals with knowledge, tools, and support for successful reintegration. It addresses reentry challenges through a holistic approach centered on four pillars: faith, family, freedom, and finances.

Each participant is paired with a Sponsor for 90 days of mentorship, offering guidance, encouragement, and accountability to keep them focused on their goals.

In 2024, eSchool took a monumental step forward by migrating its curriculum to a cutting-edge Learning Management System (LMS). This game-changing upgrade, successfully completed in

May 2024, has revolutionized how participants, volunteers, and staff access resources, track progress, and engage with the program.

The Impact? Remarkable.

- **Total Graduates: 85**
- **50%+ Honors Graduates:** (a significant jump from 25% in previous years)

What This Means:

- **Greater Access:** Streamlined, on-demand resources for flexible, efficient learning.
- **Enhanced Success:** The LMS has empowered more participants to excel, with honors graduates more than doubling, reflecting deeper engagement and commitment
- **Stronger Engagement:** Real-time progress tracking fosters better support and community.

This modernization is more than an upgrade—it's a transformation unlocking potential, driving success, and setting a new standard for impact. Here's to eSchool's future and the countless lives it will change!






Imagine an entrepreneur—sharp, confident, and radiating passion—pitching their vision to a room of seasoned investors. Their energy is electric, their story inspiring. This is no ordinary entrepreneur; this is a chain-breaker, a positive disruptor. Once bound by the weight of their past, they've transformed their life through resilience, discipline, and the power of inclusive entrepreneurship.

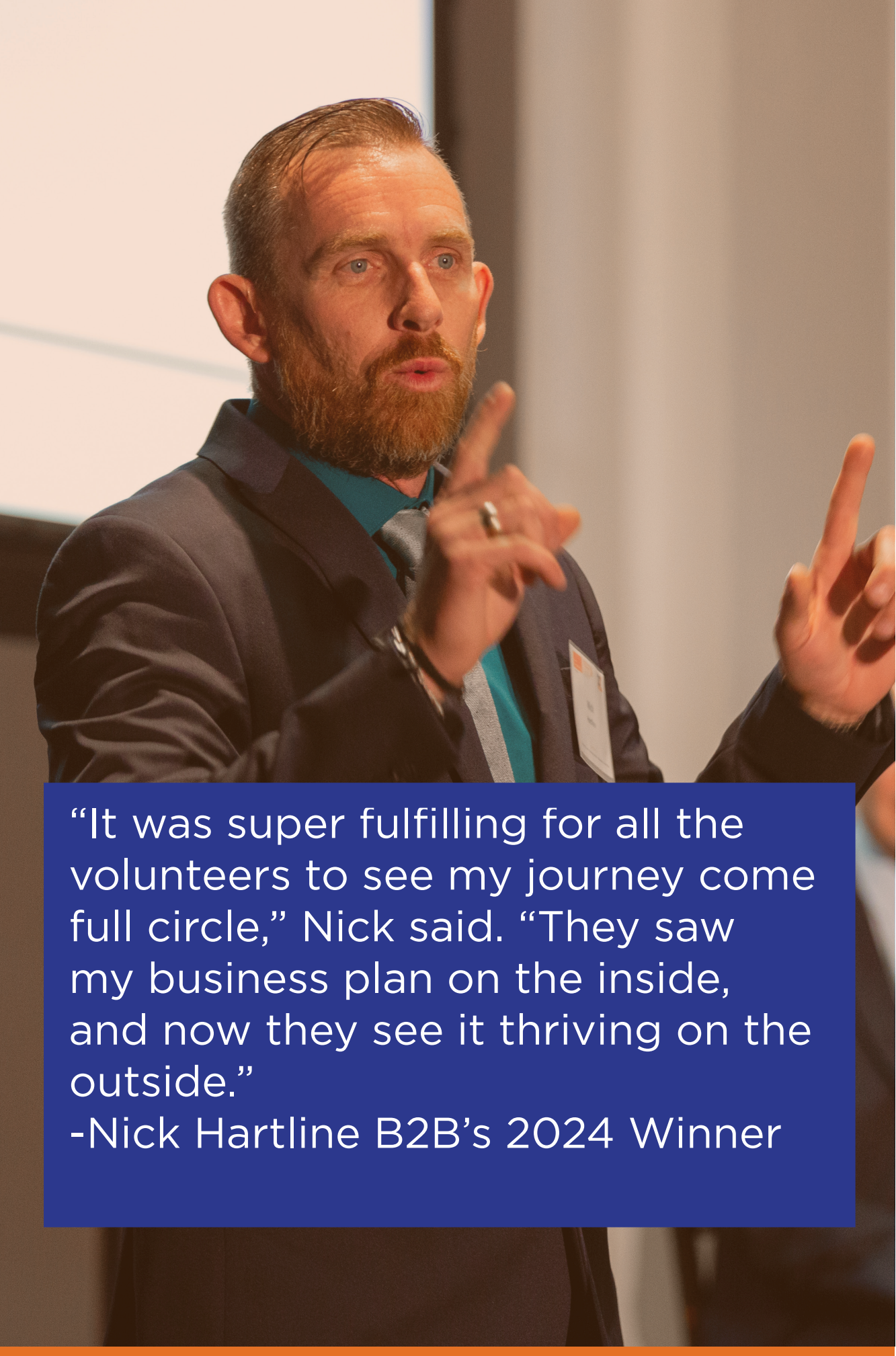
PEP's Barbed Wire to Business Accelerator (B2B) is where these stories come to life. This transformative pitch event showcases the business growth strategies of returning citizens and connects them with the capital and mentorship needed to turn their dreams into reality. B2B is more than an event—it's a movement that unites business leaders and former inmates through entrepreneurial passion and servant leadership, transforming

lives, restoring families, and rebuilding communities.

In 2024, Dallas witnessed an unforgettable evening as three inspiring entrepreneurs—Nick Hartline of Lighthouse Automotive Solutions, Gerald Davis of Davis Transport, and Russell Nentwich of Figured Wood Studio—took the stage. With judges David Brooks, Fred Brooks, and Harold Rosser presiding, Nick Hartline emerged victorious, securing the resources to propel his business forward.

Looking ahead, the 2025 B2B event promises to be even more impactful, continuing to ignite economic independence and tangible transformation for returning citizens. At PEP, we're not just breaking chains—we're building futures.

**BARBED WIRE
TO BUSINESS
ACCELERATOR** 
APRIL 25, 2024 • DALLAS, TX
**GEORGE W. BUSH
PRESIDENTIAL CENTER**

A man with a beard and blue eyes, wearing a dark suit and a teal shirt, is speaking and gesturing with his hands. He is wearing a name tag on his left lapel. The background is a blurred indoor setting.

“It was super fulfilling for all the volunteers to see my journey come full circle,” Nick said. “They saw my business plan on the inside, and now they see it thriving on the outside.”

-Nick Hartline B2B's 2024 Winner

PEP BY THE NUMBERS...

a comprehensive solution to reentry
in a structured environment of accountability

ADVANCING SOCIAL EQUALITY

3,450 graduates since 2004



2,740 men provided
with fresh-start housing
and wrap-around
services
upon
release



42% of
graduates
own a home
after 3 years



63% of PEP graduates
are citizens of color

■ 33% Black
■ 30% Latino
■ 34% White
■ 03% Other



10%
rate of
recidivism

versus
national
average of 50%



6,800+
children
reunited
with their
fathers

CHARACTER • COMMUNITY • CAREER

PEP Curriculum

- Character and leadership
- Mini-MBA w/ Harvard & Stanford case studies
- Entrepreneurship
- Financial literacy
- Employment workshop
- Create & pitch full business plan to executive panels



42,047
hours of
post-release
education

98,000+
volunteer
hours invested
in business plan
development



\$4.3 million
annual savings
to TX taxpayers
resulting in a
794% ROI on
charitable gifts

ECONOMIC MOBILITY

average time
from prison
to paycheck

**30
days**



700+ businesses formed by
graduate entrepreneurs, creating a
\$122.5 million economic impact
in Texas



employment rate
within 90 days
of release

average starting
wage
average wage after
first year of release
average wage
after 3 years

80%
of graduates
have active
savings
accounts with
an average FICO
score of **625**
after first year of
release



PEP Businesses

23% Construction
11% Transportation
8% Automotive
6% Personal Services
6% Landscaping
4% General Services
3% Food & Beverage



2024 Support

\$369,416

Total Capital
Deployed



\$31,947

Average Loan



\$16,988

Provided in supported
Bookkeeping Services



50

Average
Coaching Hours per
Borrower



100%

Justice
Impacted
Borrowers



Entre Capital

Entre Capital is the first CDFI exclusively serving justice impacted entrepreneurs.

At Entre Capital, we know second chances transform lives and communities. As a nonprofit CDFI, we break barriers by equipping justice-impacted entrepreneurs with the capital, coaching, and community they need to succeed.

We provide:

- Low-Cost Capital - Funding for those excluded from traditional finance.
- Business Coaching - Expert guidance to turn ideas into success.
- Community Support - A network for lasting growth.



PRISON ENTREPRENEURSHIP PROGRAM C

Balance Sheets (\$ in 000's)

	By Profit Center			
	12/31/2019		12/31/2018	
	Program		Lending	
Assets				
Cash, unrestricted	\$	631	\$	1,000
Cash, restricted		324		1,000
ST Investments		2,041		1,000
Receivables				
Grants & other		529		1,000
2nd chance loans, net of reserve		-		1,000
Prepays, deposits, other		152		1,000
PPE		4,517		1,000
Accum Depr		(1,607)		1,000
Investment in subsidiaries		16		1,000
Net intercompany receivable (payable)		110		1,000
Total assets	\$	6,714	\$	1,000
Liabilities				
Accounts payable	\$	94	\$	1,000
Accrued salaries and taxes		149		1,000
LT Debt - Current Maturities		145		1,000
LT Debt - Later				
Transition home mortgages		304		1,000
Social impact investor loans		-		1,000
Paycheck Protection Program loan		-		1,000
Capitalized operating leases		957		1,000
Total liabilities		1,649		1,000
Net Assets	\$	5,064	\$	1,000
Total liabilities & net assets	\$	6,714	\$	1,000

Presentation Note

Program includes PEP's traditional programming initiatives in services and transition housing. Lending includes commercial cash is restricted to Entre and is not available for programming

CONSOLIDATED FINANCIAL STATEMENTS

Per, Unaudited		By Profit Center, Audited			
12/31/2024		12/31/2023			
Program	Consolidated	Program	Lending	Consolidated	
-	\$ 631	\$ 1,256	\$ -	\$ 1,256	
406	730	-	193	193	
-	2,041	1,415	-	1,415	
300	829	325	-	325	
612	612	-	776	776	
29	181	64	13	77	
-	4,517	3,899	-	3,899	
-	(1,607)	(1,253)	-	(1,253)	
-	-	16	-	-	
(110)	-	16	(16)	-	
2,237	\$ 7,935	\$ 5,738	\$ 967	\$ 6,689	
90	\$ 184	\$ 68	\$ 9	\$ 78	
-	149	143	-	143	
25	170	131	39	170	
-	304	325	-	325	
119	119	-	132	132	
-	-	-	-	-	
-	957	814	-	814	
234	1,883	1,481	180	1,661	
,003	\$ 6,051	\$ 4,257	\$ 787	\$ 5,028	
2,237	\$ 7,935	\$ 5,738	\$ 967	\$ 6,689	

including pre-release education, re-entry services, post-release education/biz
lending through Entre Capital (PEP's wholly-owned CDFI). Entre Capital's
ing initiatives. All intercompany activity has been eliminated in the

TRANSFORMATION

I have seen such a positive change in my brother's attitude. He told me that he had never graduated anything and that this was the biggest accomplishment of his life. He has gone from doubting himself to having confidence in his abilities.

It means the world to me to see him succeed at his endeavors. David being able to complete PEP has really reinforced my hope in him. This is the first time I've seen him say he was going to do something and actually follow through with it.

I had not spoken to David in 10 years and when I found out he was in prison it broke my heart. But his willingness to change and become a better man, has changed my attitude about him. We now talk regularly and actually have a relationship, which is something that we have never had. He looks to me for advice and constructive feedback ... and PEP has been the glue that has made it stick.

-ARASH MALL BROTHER OF A PEP GRADUATE

PEP has provided a structured foundation for me that has allowed me to be connected to other like-minded Individuals that promote positivity and have integrity in their hearts and actions. PEP has pushed me to improve as a man internally first and that has trickled down to becoming a better father, friend, and brother. I am definitely more structurally hyper focused towards my short-term goals and my long-term goals. I credit PEP and so many brothers for upholding accountability towards me and everyone involved with PEP. I believe doing the right things has been instrumental in changing the course of my life and I firmly believe that I have PEP to thank for that.



-JAMES HODGE, PEP GRADUATE

The word that best describes the Prison Entrepreneurship Program (PEP) is "Hope." Through my son, Joe Quinonez, I've witnessed the incredible transformation PEP brings. This program reignites faith, builds self-worth, and prepares men to reenter society with purpose. Joe's journey—facing his past, making amends, and embracing growth—has been life-changing. I'm thankful to have my son back, and his children now have a better father.

The February 21, 2025, graduation was inspiring, filled with joy and laughter. Meeting Joe's friends, teachers, and supporters was a privilege. PEP is a blessing, and I've shared its impact with others, who often say, "Your son can't be in a real prison!"

Thank you for accepting Joe, for not giving up on him, and for teaching skills like Toastmasters. I love to see him think before speaking, being courteous and respectful of others. THANK YOU, and may God bless all the staff at Estes, the Instructors, Businesses and PEP graduates who continue to work together for the good of all. God bless the staff, instructors, businesses, and graduates who make PEP's mission possible.

-GLORIA SAUCEDO, MOTHER OF A PEP GRADUATE

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