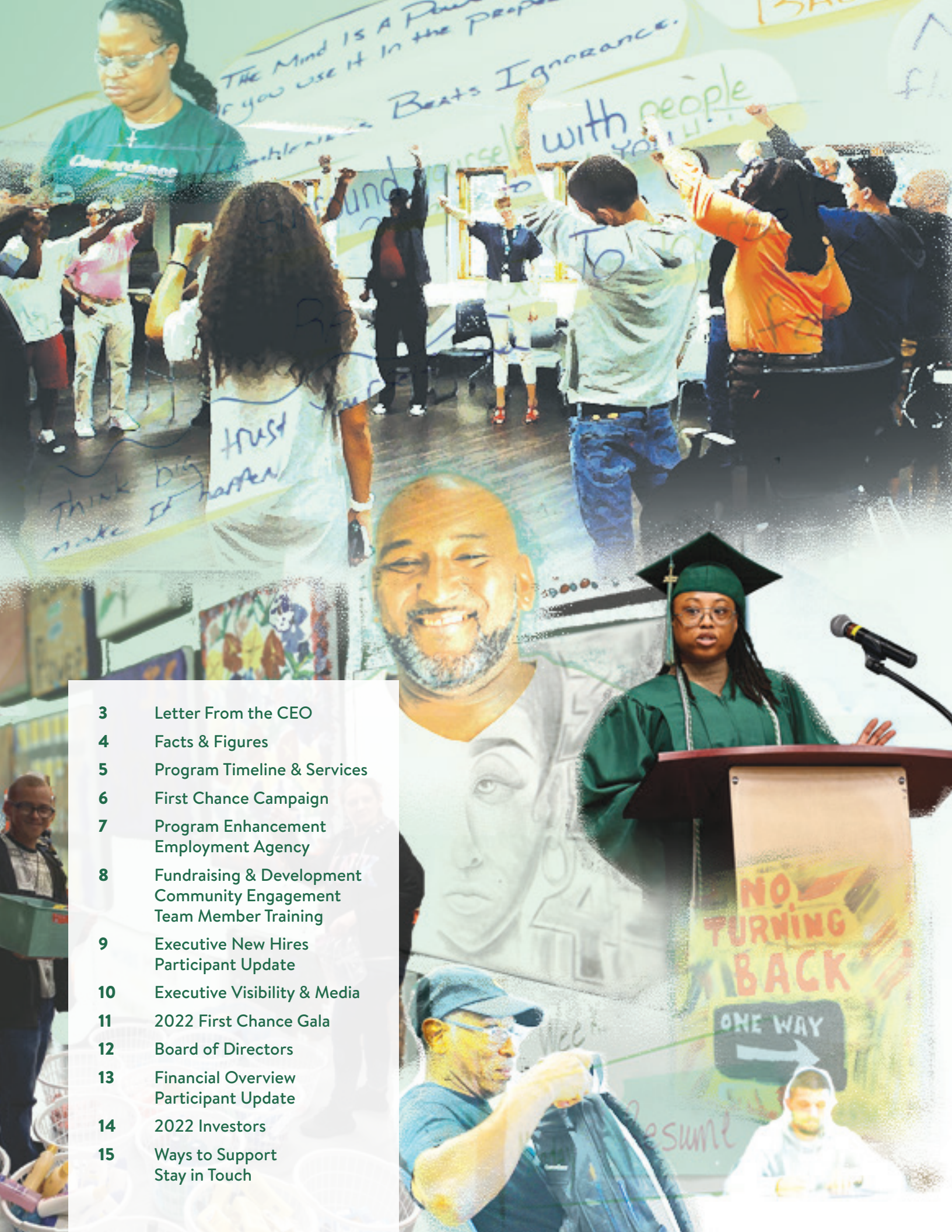


2022

2022 ANNUAL REPORT

*Concordance*  
●●● HEALING EQUITY HOPE





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# Letter from the Chairman & CEO

Dear Friends,

As I reflect on this past year, I cannot help but be overcome with a sense of hope. Hope for our participants and their healing journeys, hope for our organization as we prepare to launch our scaled national expansion, and hope for our community as we unite to build racial equity. It is this hope for a better future for our participants and their families that has driven Concordance to lower the rate of reincarceration by an astonishing 56% among participants who have been released from prison in the last three years. Our proven model has empowered over 1,500 participants to receive life-changing services, heal trauma, secure employment, reunite with loved ones, and go on to lead joyful and abundant lives.

Through the generosity of the philanthropic community, our relationship with the Missouri Department of Corrections, and the strict adherence to both the process and art of the Concordance Re-Entry Model, we are able to provide the highest level of support to our participants. Concordance offers 12 integrated, evidence-based services all under one roof. These services include accredited mental health and substance use treatment, job-readiness training, legal services, housing, help with family reunification, employment, and more. Another factor in Concordance's success is the holistic nature of our program. We are able to assess, diagnose, work in tandem with our participants to create a Life Plan (treatment plan), leverage tools that monitor progress, and use objective follow-up assessments to ensure our participants are improving throughout the duration of our program.

We would not be able to deliver these essential services without the support from our many stakeholders who deeply understand what we're up against. Mass incarceration affects one-third of our country, or more than 130 million people - signifying it as the third most important social problem of our time. Mass incarceration and reincarceration disproportionately affect Black and Hispanic individuals, making the work we do imperative to establishing racial equity in our community and providing a first chance at success for individuals who were not given one at birth. I have been so blessed to see the downstream impacts of successfully breaking the generational cycle of reincarceration. Families stay together, children have present parents, and dreams are fully realized.

I would be remiss if I did not take a moment to acknowledge two individuals who have helped transform this organization. The late Michael Neidorff, former CEO of Centene Corporation, was a founding investor in Concordance. Without his belief in our mission and his personal dedication to giving participants their first real chance at leading a purposeful life and reintegrating into our community, Concordance would not be where it is today. Another primary reason for Concordance's growth is, Michelle Smith, Concordance President & COO. Michelle has worked tirelessly since joining Concordance in 2016 to continuously refine processes and improve outcomes. Her innovative mindset and tremendous passion for our work have been and will be integral to our continued progress.

Since writing this 2022 report, we have had major developments in the first quarter of 2023. We surpassed our initial First Chance campaign fundraising goal of \$100 million in the first quarter of this year. Led by David Steward, Founder and Chairman of World Wide Technology, we have chosen to increase our campaign goal to \$200 million. We have also expanded our national employment partnerships to include FedEx and Morrison Healthcare, a division of Compass Group. As you read this report, we are having conversations with a national retailer with hundreds of sites in each state across the country. This organization could support thousands of participants across the country, allowing us to take our same model and precisely replicate it.

I am eternally grateful for the support we've received over the past year from investors, partners, board members, campaign co-chairs, and our team. Our work would not be possible without the generosity of individuals and corporations like you. I believe there is no single investment that would improve our community and lower crime than your support of Concordance. An investment of any size would mean the world to me. If you're interested in learning more on ways to support, flip to page 15 of this report. I look forward to continuing this important work in 2023 as we help our communities move forward, together.



**DANNY LUDEMAN**  
Chairman & CEO

# Facts & Figures

**Most crimes in the United States are committed by formerly incarcerated individuals.** This creates a widespread public safety challenge. →

Through our post-release programming, Concordance participants earn a stipend for attending and engaging in program sessions. This supports the participants' efforts to focus on their healing journey and job preparation, while alleviating the burden of seeking immediate income and decreasing the risk of being involved in criminal activity.

**10 million children have experienced parental incarceration.** They are six times more likely to go to prison, as well as experience mental health challenges, low academic performance and homelessness. →

42% of Concordance participants are helping to raise a child or children under the age of 21. With our holistic wrap-around services, justice-involved individuals are offered the tools to provide mental, physical and economic stability in their children's lives.

**Reincarceration costs individuals, their families and their communities, as well as state and federal governments.** →

A single avoided instance of reincarceration results in savings for every party involved – including \$200,000 in annual savings per offender and over \$68,000 per conviction. By averting the cycle of reincarceration, Concordance also contributes to decreased reliance on government benefits and increased tax revenue for local and state government.

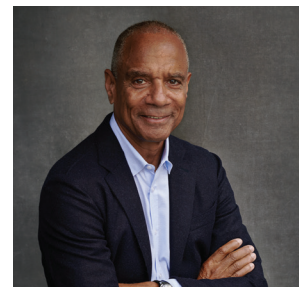
**72% of formerly incarcerated individuals will not find a full-time job after prison.** →

Over 91% of Concordance participants are placed with a hiring partner after workplace simulation completion. Our Employment Agency and hiring partners provide part-time and full-time employment for justice-involved individuals, fueling an economic stimulus for local communities.

*“Concordance’s holistic, integrated, and evidence-informed re-entry model is critical to ending the cycle of reincarceration. By serving individuals and their families through a healing-first approach, beginning with helping individuals heal from past trauma, Concordance has a multi-generational impact that ensures individuals in this country truly have access to a first chance at stability, education, and success.”*

## Ken Chenault

Chairman & Managing Director, General Catalyst;  
Former Chairman & CEO, American Express





# Participant Timeline

## PRE-RELEASE

### Six Months

The Department of Corrections provides a list of eligible participants for each Concordance class. Then Concordance's pre-release team facilitates pre-release programming statewide, and works with our case management staff to ensure participants transition smoothly from pre- to post-release Concordance programming.

## POST-RELEASE

### THE LANDING

#### Two Days

Participants can begin in-person programming the day after leaving prison. The first two days at the Concordance Center are their orientation time where participants meet their support team.

### INTENSIVE OUTPATIENT SERVICES

#### Six Weeks

Participants enter full-day programming where they attend individual and group sessions with therapists, case managers, and career coaches. Parole assigns all Concordance participants to one parole officer, who conducts meetings and check-ins with participants at the Center. Participants also receive a stipend for attending sessions and following their Life Plan.

### WORKPLACE SIMULATION & PART-TIME EMPLOYMENT

#### 14 Weeks

Participants learn hard and soft skills, through workplace simulation and job readiness training, before beginning part-time employment with the Concordance Employment Agency.

### FULL-TIME EMPLOYMENT

#### 21 Weeks

Participants are employed full-time for the next 21 weeks at one of Concordance Employment Agency's hiring partners. They continue to meet weekly with their support team.

### ALUMNI

#### Around one year post-release

Upon completion of the program, participants are celebrated and honored at an annual graduation ceremony. Alumni receive career counseling and clinical after-care services.

Concordance has an 18-month timeline of services. The Concordance Re-Entry Model begins six months pre-release and continues for approximately one year post-release.

Participants must meet specific requirements to move on to the next phase of the program.

## Our Services

### Behavioral Health & Wellness



#### COGNITIVE THERAPY

Therapy focused on changing behavior and gaining positive relational skills.



#### MENTAL HEALTH TREATMENT

Therapy addressing mental and behavioral health issues.



#### SUBSTANCE USE TREATMENT

Intensive outpatient program with ongoing access to support and residential treatment at the Concordance House, as needed.



#### PHYSICAL HEALTH

Access to physicians, dentists, optometrists, and prescription medication in partnership with Federally Qualified Health Centers.

### Education & Employment



#### EDUCATION

Tutoring, classroom instruction, digital literacy, and more.



#### JOB READINESS

Resources and training (including NCRC education), soft skills, and workplace simulation.



#### EMPLOYMENT

Full-time work through our Concordance Employment Agency with opportunities in retail, food service, and light industrial roles.

### Community & Life Skills



#### HOUSING

Housing assistance through partnerships with national and regional low-income housing firms.



#### LEGAL SERVICES

Help with outstanding legal matters from the Bryan Cave Leighton Paisner Concordance Fellows.



#### FAMILY REUNIFICATION

Support groups for family members and loved ones to promote positive relationships.



#### COMMUNITY

Volunteer opportunities for participants and alumni within the community.



#### SPIRITUAL SUPPORT

Spiritual support for all faiths provided by in-house chaplain.



# First Chance Campaign



Chaired by David Steward, Chairman and Founder of World Wide Technology, the First Chance campaign, having secured approximately \$45 million in commitments by year-end, increased its original fundraising goal of \$50 million to \$100 million. By the end of 2022, the First Chance campaign had 102 co-chairs, 10 of which were added throughout the year. These influential business and civic leaders, along with David Steward, are helping to raise the funds needed for Concordance to scale to services in St. Louis and expand to 11 new cities in the next five years. Scan the QR code below to view our full list of campaign co-chairs.

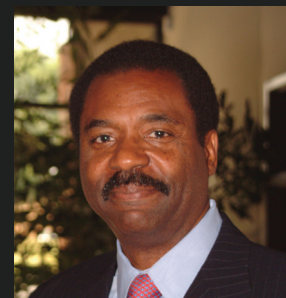
Concordance received a pivotal donation at the end of the year from Emerson. Emerson, a global technology and software company, donated 250 acres of property, including their former conference center known as Winfield Manor, in support of the First Chance campaign. In the short term, Winfield will be used as a residential treatment facility for our participants. The long-term plan for Winfield spans both participant and administrative needs. This multi-use facility will house expanded residential substance use and mental health treatment services, and a national training center for Concordance team members.

**View Full List of  
First Chance Campaign  
Co-Chairs Here:**



*"We are put on this earth to serve others.*

*There is an overwhelming demand for the holistic re-entry services that assist the formerly incarcerated in achieving success.*



*Concordance is the only program of its kind providing integrated, personalized support across substance use and mental health treatment, education, job readiness and employment, housing and legal services, and more.*

*"Our First Chance campaign is aimed squarely at providing these services in communities across our country, specifically for Black and Hispanic communities that are disproportionately impacted by reincarceration.*

*"On behalf of the Steward family and the World Wide Technology team, we are very blessed to partner with Danny Ludeman and his outstanding team on this journey."*

**David L. Steward**  
Chairman and Founder  
World Wide Technology



# Program Enhancement

In 2022, we focused on continuous improvement of quality through integrated systems. To better serve our current and future participants, we underwent over 100 hours of program enhancement sessions to ensure the Concordance Re-Entry Model was ready to scale and fully integrated all aspects of the participant experience. The results of the program enhancement sessions led us to make key changes to our model, including leveraging data from validated, holistic assessments to standardize treatment protocols, increasing the frequency of assessment data collection to enhance responsiveness and observe outcomes at various timepoints throughout the model, and creating decision trees that automatically generate task lists that will ensure each participant gets the necessary level of care.

Enhancements to our model would not be successful without our team members, who work with our participants every day. Each participant's support team includes a Case Manager, Therapist, Career Coach, Peer Support Specialist, Community Support Specialist, and Chaplain. This team works together to ensure the highest level of care for our participants throughout their healing journey.

To ensure that our participants are engaged outside of the work they put into their healing journey, we host a slate of events throughout the year, including monthly Family Suppers, where participants and their families gather at the St. Louis Center for food and fellowship. Two of the larger participant events took place in December when we hosted our 2022 Participant Graduation Ceremony and our Sixth Annual Holiday Shopping Event. Our graduation ceremony took place at the University of Missouri – St. Louis where we honored graduates who completed our 18-month program. Participants and their families celebrated their achievements as they became Concordance alumni. Later that month, our participants took part in our Holiday Shopping Event. For many, this was the first holiday season home spent with loved ones. Participants were invited to purchase new toys for the children in their lives. Through generous donations from individuals and the business community, as well as team member volunteers, we were able to make the holidays extra special.



## Our Employment Agency

As participants progress through our model, education and employment becomes a large portion of their focus. Our Concordance Employment Agency serves three key industries with the highest demand for workers, including light industrial/warehouse, retail, and food service. This past year, the Employment Agency deepened relationships with our regional hiring partners and widened its focus nationally, including signing on FedEx as well as Morrison Healthcare, a division of Compass Group. As we expand, having a network of national hiring partners will be critical to providing consistent services and employment opportunities for our participants.

In 2022, Concordance participants thrived throughout their experience, allowing them to engage in the employment phases of our program. 91% of participants who entered the workplace simulation phase were placed with hiring partners. Concordance hiring partners state that the talent provided exceeds that obtained through other sources. Our partners also state that the quality of work by Concordance employees continues to be at levels that meet or exceed our partners' expectations; in fact, many Concordance participants have been promoted into higher-paying roles with our hiring partners.



# Fundraising & Development

To support our re-entry model, Concordance was awarded a federal grant by the U.S. Department of Labor – Employment and Training Administration. The U.S. Department of Labor grant supports our workforce development initiatives, including revising and enhancing our training and simulation and supporting soft skills, workplace literacy, and digital literacy programming. Concordance will be measured on our employment outcomes, including National Career Readiness Certificate credential attainment, measurable skill gain, retention at hiring partners, hiring partner survey scores, and job placement post-simulation. Part of the grant funds will also be used toward upskilling and credentialing to get to the NEXT and LATER jobs through workforce training.



*Participants volunteering at Urban Harvest STL's community garden.*

# Community Engagement

Community engagement plays a critical role in our participants' healing journey. Giving back allows participants to meaningfully contribute to the places in which they live. Beginning in the summer, each month participants engaged in a different volunteer effort. In 2022, our participants' volunteer activities included creating blankets for Nurses for Newborns, volunteering at Urban Harvest STL and Food Outreach, and creating cards for children in the hospital. Our participants look forward to the monthly volunteer activity, each of which allows participants to work together to achieve a common goal and connect with each other as well as Concordance team members and our partners.

Concordance family suppers are another monthly event that connects us with our community. Each month, participants and their families, Concordance team members, partners, board members, and First Chance campaign co-chairs are invited to a family-style dinner at our St. Louis Center. Family supper provides an avenue for participants' family members to see where participants come to work on themselves, heal, and celebrate their many accomplishments.

# Team Member Training

Concordance is committed to continuous education for our team members. It is critical to our mission that all team members – both participant facing and administrative – are informed on new practices so we can continue to provide best-in-class services for our participants. In 2022, our continuous education and training focused on becoming a more trauma-informed organization and learning about different treatments for participants with severe substance use disorders.



# Executive New Hires

Concordance was thrilled to welcome two new executives to our organization this past year, including Clinton “Lee” Holmes and Dr. Tiph Jones. In addition to these new hires, Kate Kay was promoted to EVP, Head of Behavioral Health & Wellness and Head of Community & Life Skills.



Lee Holmes joined Concordance as our Chief Administrative Officer. In his role, Lee is responsible for executing administrative oversight for several departments across the organization, including finance, human resources, information technology, and facilities. Lee joined Concordance from Triad Manufacturing, a Concordance hiring partner, and brought over 20 years of experience in HR, finance, and IT. Lee’s vast expertise in financial reporting, banking relations, corporate and legal oversight, risk mitigation, employee relations, recruiting, and benefits has been an immense asset to our organization and will continue to be vital as we grow.

Dr. Tiph Jones joined Concordance as our EVP, Head of Education & Employment. Tiph is responsible for leading the Education & Employment team, which is comprised of career coaches and career educators who provide job training and education as part of the Concordance Re-Entry Model. She is also responsible for building strategic relationships with local and national hiring partners as part of the Concordance Employment Agency. Tiph joined Concordance from St. Louis Community College, where she served as the Director of Workforce & Talent Development. With over 15 years of experience, Tiph’s deep understanding of workforce development with diverse populations, training program management, and DEI leadership will be integral to Concordance.



Kate Kay was promoted to EVP, Head of Behavioral Health & Wellness and Community & Life Skills, where she oversees case management services, life skills, family reunification, legal services, spirituality, and housing services, as well as a team of therapists who provide assessments, interdisciplinary treatment planning, individual and group, mental health and substance use therapy. She also oversees the Concordance House, a facility designed to provide a safe space for participants who need assistance maintaining sobriety.

## Participant Update: Michael

*Michael was featured in our 2022 Mid-Year Impact Report. He graduated from Concordance in December 2022.*

### **How has life changed for you since graduation?**

I am blessed to say that I have been employed since graduation, but it has been an adventure with hills and valleys. My wife had some serious health issues that caused me to take time off of work, but we have been focused on our long-term goals. I am also proud to say that I haven’t given in to any substances or any outside influences -- I am focused on continually making better choices for my future.



### **How has your time at Concordance made an impact on your life now?**

More than anything, my time at Concordance showed me that I need structure and I need community to thrive. When I have routine and structure, I can focus on applying myself and utilizing discipline as a route to success. And with community, I have learned that the pressures outside of prison are more intense than inside. So I depend on my wife and family for support. And I love that I can always come back to Concordance for a little inspiration. Even just putting on the green shirt at home reminds me to stay the course.



# Executive Visibility & Media



Concordance received many opportunities through the year to not only share our mission, but also to participate in conferences and webinars on a national and regional scale. Most notably, Sarah Topal, Chief Quality & Research Officer, participated in CEO Action for Racial Equity's Fair Chance Hiring Panel where she discussed the importance of examining employment practices and removing the stigma around hiring justice-involved individuals; Dr. Tiph Jones, EVP, Head of Education & Employment, was part of the Second Chance Hiring panel at the 4th Annual Missouri Chamber of Commerce Workforce 2030 Conference where she discussed ways employers can establish second chance hiring programs or services that can be implemented to support justice-involved employees; and Tom Grant, SVP, Sr. Director of the Concordance Employment Agency, participated in the STL Rethinks Talent webinar where he and other non-profit leaders spoke with employers on the importance of leveraging untapped pools of talent.

Concordance received local, regional, and national media coverage that focused on our re-entry model, participants, and key stakeholders. One of the largest stories was NPR affiliate KBIA's (Columbia, MO) story, *How Medicaid expansion in Missouri could help reduce recidivism*, where Michelle Smith, President & COO, discussed the importance of bridging the healthcare gap among justice-involved individuals returning to our community. This story was picked up by four additional NPR affiliates throughout the Midwest. Danny Ludeman, Founder & CEO, was interviewed for an episode of The WOW Factor podcast where he discussed how individuals, leaders, and community members can help justice-involved individuals move forward in their lives, and Michelle Smith, President & COO, was interviewed by PBS Newshour for a national story on how poor dental care in prison makes reentry harder for formerly incarcerated individuals.

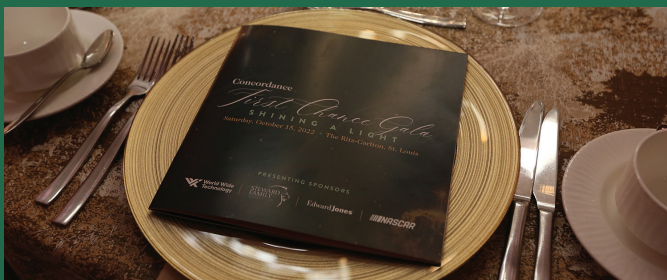


Listen to Concordance  
Founder & CEO  
Danny Ludeman on  
The WOW Factor with  
Brad Formsa



# 2022 First Chance Gala

To support our organization in providing 12 essential services to our participants throughout their 18-month healing journey, we held our First Chance Gala at the Ritz Carlton, St. Louis. We welcomed nearly 300 guests, and through the generosity of individuals and sponsors, we raised \$1 million in support of our mission! It was a special evening that shined a light on our mission and shared our participants' tremendous journeys of healing and hope. The 2022 First Chance Awards were presented to three honorees—one individual and two organizations—who are champions of racial equity and committed to making their community a better place for all. First Chance Award recipients included Eriko Clevenger Pope and Anthony Pope, Centene Corporation, and Nestlé Purina PetCare.





# Board of Directors

Our dedicated board of directors is committed to helping our participants lead purposeful, joyful, and abundant lives. Our board includes a wide range of backgrounds and expertise spanning criminal justice, Fortune 500 leadership, education, behavioral sciences, and beyond. Closing out 2022, the Concordance board included 64 members, including **new board members John Thompson, Venture Partner, Lightspeed Venture Partners and former Chairman of Microsoft; Roderick Nunn, Vice President of Diversity, Equity, and Inclusions, SSM Health; Scott Brown, Regional Director of State Government Affairs, Vertex Pharmaceuticals.** Our commitment to diversity and inclusion is reflected within our board of directors with 20% women and 27% of diverse individuals. Our Executive Committee, along with our Budget & Finance Committee, Strategic Planning Committee, and Marketing & Development Committee, have helped shape and guide our planning as we prepare for national expansion. To see our entire board of directors, please scan the QR code below right.

## 2022 BOARD OFFICERS

### **Danny Ludeman, Chairman**

Founder & CEO, Concordance  
Former President & CEO, Wells Fargo Advisors

### **Jeremy Keele, Vice Chair**

Managing Partner & Co-Founder,  
Catalyst Opportunity Funds

### **Carrie Nelson, Treasurer and Budget & Finance Committee Chair**

President & CEO, Atlas Point LLC

### **Rich McClure, Secretary**

Former Co-Chair, The Ferguson Commission;  
Former President & CEO, Unigroup

### **Greg Trapp, Strategic Planning Committee Chair**

Former Division President & General Manager,  
Progressive Corporation

### **Eriko Clevenger Pope, Marketing & Development Committee Chair**

Founder & CEO, Katalyst STL



Above: Scenes from 2022 Concordance Participant Graduation.

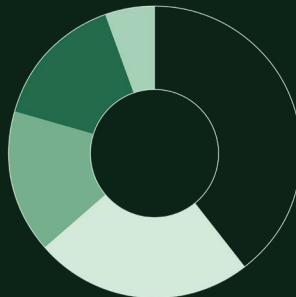
View Full List of  
Concordance Board of  
Directors Here:



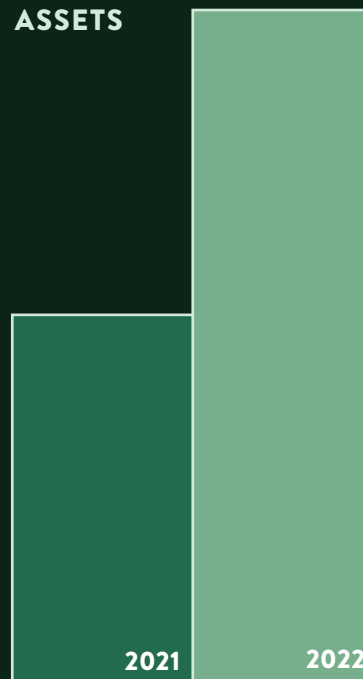
# Financial Overview

## EXPENSES

Behavioral Health & Wellness	\$3,560,729
Community & Life Skills	\$2,177,991
Education & Employment	\$1,425,724
Management Expenses	\$1,348,390
Fundraising & Marketing	\$476,431
<b>TOTAL</b>	<b>\$8,989,295</b>



## ASSETS

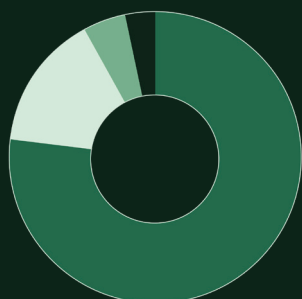


Total Assets as of 12/31/21: \$12,937,739  
Total Assets as of 12/31/22: \$23,686,419

**INCREASE IN TOTAL ASSETS: \$10,748,680**

## REVENUE

Contributions	\$15,375,858
New Pledges	\$3,004,523
Event Revenue	\$933,341
Employment Agency Revenue	\$637,256
<b>TOTAL</b>	<b>\$19,950,978</b>



## Participant Update: Cierra

*Cierra was featured in our 2022 Mid-Year Impact Report. She graduated from Concordance in December 2022.*

### How has life changed for you since graduation?

I have a lot more responsibilities in my life – one of them being I am now a front desk supervisor at the hotel where I am employed, and this is my first management position. I know that to whom much is given, much is required. I am so blessed to have this opportunity in my career – to learn myself all over again, as a leader.

### What lessons did you learn at Concordance that you are applying in this current chapter of your life?

I always remember hearing “life isn’t a race, it’s a marathon”, and I certainly apply that to my life now. I am running my own pace and staying in my own lane. Also, now that I am more financially stable – I can apply a lot of the money management lessons I learned while incarcerated and at Concordance. I don’t want to live beyond my means. I am at the point now where I have embraced my present and I am building toward my future.

### What goals do you have for your future?

I want to own my own businesses at some point, but the priority is starting an organization that supports mothers who have been incarcerated and their children. Those women and their families have gone through so much and I want to bring my community together to support them. I also want to spend time with my family and travel with them. Most of all, I want to be teachable and I want to constantly reinvent myself. I am just trying to be a better Cierra than I was yesterday, you know?



# Thank You to our 2022 Investors!

Dr. Kelvin Adams  
Adams & Reese, LLP  
Julius Adewunmi  
Angela & Greg Adler  
Aga Demska & Kevin Shultz  
Ameren Corporation  
Charitable Trust  
Ameren Missouri  
American Direct Marketing  
Resources  
AmerisourceBergen  
AmazonSmile Foundation  
Susie & Dr. Dale Anderson  
Anonymous  
Tamiko Armstead  
Daryn Ayres  
John Bacilek  
Ballmer Foundation  
Julie Behrens  
Benevity Fund  
Benjamin F. Edwards & Co.  
Adam Berlew  
Jazmyn Bias  
BJC HealthCare  
Barbara Blacklock  
Patricia Blackston  
Ben Bocklage  
Cindy & Peter Bohme  
Denise Bradley  
Suzy & Beau Brauer  
Bridge 2 Technologies  
Emily & Scott Brown  
Tracy Brown  
Ann & Eric Brunngraber  
Bryan Cave Leighton Paisner,  
LLP  
Cardinals Care  
Lloyd Carney  
Mary Carpenter  
Joy Carter  
Cass Information Systems, Inc.  
Jean & Dennis Cerneka  
Melissa & Ken Cella  
Centene Charitable Foundation  
Kathryn & Ken Chenault  
Frank Childress  
Cigna Foundation  
Patricia Closson  
Dave Collett  
Les Coney  
Rebecca & Max Cooperman  
Filomena Dean  
Doug Dent  
Gene Diederich  
Nicole & Chris DiGiuseppi  
Stephanie Dobson  
Domaine Wine Storage  
Rachel D'Souza Siebert  
Leonor & Raul Duarte  
Lauren Edison  
Edward Jones  
Kate & Dave Eichhorn

Lizzie & Austin Ellert  
Emerson Charitable Trust  
Robert Endicott  
Enterprise Bank & Trust  
Foundation  
Enterprise Bank  
Kim Faucette  
Niki & Dylan Featherly  
Rich Finneran  
Lee Foley, III  
Brad Formsma  
Megan & Chris Frank  
Gamble & Schlemeier  
Jessica & Jordan Gatewood  
Amelia Gattuso  
Goldman Sachs Gives  
Alice & Bill Goodwin, Jr.  
John Gorman  
Kevin Gorman & Family  
Deborah & David Grandison  
Stephanie Grasti  
Graybar Foundation  
Jenny & Matthew Green  
Chet & Lindsay Guess  
Frank & Laurie Gunning  
Les Gusky  
Arica Harris  
Felicia & Reggie Harris  
Steven Harris  
Matt Hayes  
Hermann Companies  
Hermann Family Foundation  
Marilyn & Sam Fox Foundation  
Sal Hernandez  
Allan Herzog  
Hughes Leahy Karlovic, Inc  
Dorian Hobbs  
Jill & Chris Hollander  
Trish Holmes  
John Hooser  
George C. Howell III  
Virginia & John Howell  
Bill Ingram  
Interco Charitable Trust  
Virginia & Dan Isom  
Bethany Johnson-Javois &  
Laurent Jarvois  
John Jennings  
Joy Johnson  
Stacey & Eric Karlovic  
Diane & Dr. David Katzman  
Brian Kearns  
KeeleyCares  
Pam Kendall Rijos  
Emily Kircher  
Mary & Dr. James Krafcik  
Nancy & Ken Kranzberg  
Katherine & Marc Lazar  
Mark Leadlove  
Mingu Lee  
Pam & Kenny Lester  
Lyn & Paul Lazar

Ron Long  
Luxco  
Michele & Donn Lux  
Gabrielle Mack  
Sharon Buchanan-McClure &  
Rich McClure  
Shari & Ken McDonald  
John F. McDonnell  
Kathleen McGowan Marks  
Francis Marchiony  
Beth & Charles Meyers  
Mercy Healthcare  
Essye Miller  
Kyle Miller  
MiTek  
Lisa Nielsen & Michael Moehn  
Momentum Academy  
Moneta Group Charitable  
Foundation  
Susan & Jack Musgrave  
NASCAR  
Nestlé Purina PetCare  
Company  
Dr. Lourene & Jim Nevels  
Kara & Bob Newmark  
Nuance Foundation  
Ramona & Dr. Roderick Nunn  
Jean & Steve Nystrom  
Emma O'Connor-Brooks  
Ed O'Neal  
Julia & Larry Otto  
Cindy Owens  
Jenny & Sam Page  
John Howard Percy  
Stephen Perinchery-Herman  
Sonja & Robin Phillips  
PNC Foundation  
Eriko & Anthony Pope  
Diedre Powell  
Emily Procter  
Daniel Profumo  
Prudential Foundation  
PricewaterhouseCoopers LLP  
Lynn & Ben Rassieur, III  
Peggy & Terry Rassieur  
Kathleen (Kitty) Ratcliffe  
Laura Ravenscraft  
Dana & Ron Redwing  
Jean Regan  
Regional Business Council  
Scott Reichensperger  
Candace Rey  
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# Ways to Support

**T**he work being done at Concordance would not be possible without incredibly generous investors. By partnering with us to help our participants navigate re-entry and embark on their healing journey, we remove the barriers to progress – helping our communities and the people in them move forward, together. With one gift, you can help change the world, one person at a time.

**\$2,500** will fund a classroom of laptops for our digital literacy program.

**\$1,000** will provide classroom materials and supplies for workplace simulation.

**\$500** will cover the cost of food and activities for one of Concordance's monthly family suppers.

**\$250** will cover the expense of a month's worth of gas for a Concordance passenger van, used to drive participants to medical and dental appointments, part-time employment, and other community appointments.

**\$100** will provide a backpack containing basic wellness and hygiene products as well as gift cards for groceries, gas, and bus passes for one participant on their first day at Concordance.

Help Concordance make a profound impact on individuals, families, and our communities across the country. To donate, please visit [Concordance.org/donate](https://Concordance.org/donate).

**"C**oncordance has a unique opportunity to impact one of the biggest issues facing our society today: recidivism. The organization's holistic approach is both thoughtful and data-driven to ensure those affected by incarceration get not just a second chance -- but a real first chance at opportunity and to break the cycle of reincarceration."

## Ken Frazier

Chairman, Health Assurance Initiatives, General Catalyst; Former Executive Chairman, President & Chief Executive Officer, Merck



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## Stay in Touch

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**Concordance**  
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