



P.E.P. CHRONICLE



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Sovereign Kings ride high with elevator pitches

Venture Panel Event gives class first opportunity to deliver business idea to panels



Jason Meler pitch's his business idea at VCP Event

By: Christopher Winfield

As every PEP graduate has learned, the key, the core skill required in building a successful business is the ability to verbally communicate- your ideas, your concepts, your goals and your mission. No matter how great the idea, service or product, if you cannot communicate its value to a potential customer and convince them to buy, it's worthless.

Much of the PEP curriculum revolves around this concept – ToastMasters being the most formal manifesta-



Jose Favela, aka 'Mr. Stone', delivers his pitch

tion. On the road, to the Business Plan Competition (and graduation) there are a series of events that help to develop this critical skill set. On Saturday, November 11, the Winter '18 class, the Sovereign Kings, got their first taste with the Venture Capital Panel event, or VCP.

The class assembled in the PEP room at 7 a.m. (Thanks Gami!). The VCP 2 ½ - 3 minute pitches were practiced, practical jokes abounded. Servant-leaders coached the 2nd phasers on their performances. Keith Bird, long time executive volunteer, gave some much appreciated advice to the assembled group." Fun" was the theme of the day, and Caleb Maddox was selected to recite the complete Driving Value "Fun" before the assembled group.

Shortly after 9 a.m. the execs and volunteers

arrived and were greeted with the traditional "Tunnel of Love" welcome. Brian Kelly opened the festivities, explaining what was to come and then turned it over to our MC, James Hughes.

As a busy day was planned, things began quickly. With 70 PEP participants and 50+ executive volunteers, keeping things on schedule and organized was of paramount importance- kudos to the event organizers. The gathering was divided into eight individual panels and sent off to their several rooms in the education department- the PEP room was divided in to two sections. Visualize the "Shark Tank" TV show and you'll get the picture.

Each presenter was allocated 2 ½ to 3 minutes to deliver what is known as an "elevator pitch". Imagine getting on an elevator with, say, Mark Cuban – you've got just a few moments to get his attention with your business idea and get him to agree to discuss it with you further. Quick, fast, and in a hurry; short on details, long on passion and enthusiasm. After the pitch presentation itself, the panel had 5 minutes to offer feedback and advice. Following this, evaluation forms were completed, addressing such things as confidence, appearance, as well as the nuts and bolts of the pitch presentation itself.

At noon 80 pizzas were delivered (thanks to execs Dean and Steve) and a rare feast was enjoyed by all.

After lunch, all returned to the PEP room to continue the day. The eight with the highest scores – the individuals who "Won their Rooms" as determined by the panel members, were brought to the front of the room to perform their pitch in front of everyone. Brandon Frank, Nick May, Alan Fontenot, Jason Meler, Julio Acosta, Jonathan Murray and Stephan Fucile were so recognized. The highlight, though, was William "Life Alert" Stanley. His pitch for Pirate Will's Wild Salmon Fishery – "Friends don't let friends eat farmed fish" - brought down the house

Attending the event for their first time were eight newcomers, who were acknowledged and were asked to speak to the group about their experience. Two returning attendees were gifted with that PEP staple, "Sweet" names: Austin – "Happy Feet" and John – "The Little Mermaid"

Brian Kelly closed out the show with some announcements and encouraging words. All in all the entire event was a great success.



Exec's and classmates discuss business over pizza



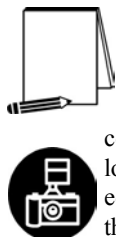
Dr. Burriss, pg. 2



Keith Bird, pg. 3



Mark Gregulak - Editor in Chief
Chris Keyes - Reporter
James Laster - Reporter
Henry Tolliver and Luis Sabogal- Photography go-to-guys.



A brilliant decision bringing Dr. George Burriss to speak to PEP

By: Mark Gregulak

We all learn in our lives how our decisions affect us. In prison you mainly talk about the *bad* decisions that led one to be incarcerated. Talk, is the key word.

On Tuesday, November 07, 2017, the Estes Unit PEP participants had a special guest, Dr. George Burriss, give a four hour presentation on understanding the root causes of our decisions.

Dr. Burriss has an active practice as a clinical psychologist in the Dallas area. Dr. Burriss is a highly educated man with three doctorate degrees but he ultimately is one of the most entertaining, engrossing and finest speakers that the Estes Unit has had the pleasure of welcoming.

All PEP participants and graduates sat raptly for the entire four hour presentation. Everyone seemed mesmerized as the topic was so relevant to everyone and because as Dr. Burriss said, "I like things simple." This is one of Dr. Burriss' many strong suits; taking a difficult subject and making it easy to understand.

Emotional mastery is the key, according to Dr. Burriss. He said all his clients come to see him for one reason; 'how can I feel better.' That's the reason Burriss said he got into his profession. He said he felt he did everything right growing up. He didn't drink, smoke, got good



Dr. George Burriss



Dr. Burriss answered questions from the assembled PEP participants grades among other things yet he was miserable. Why?

He says you have to go back to the decisions you have made in your life and figure out why you made those decisions. He used the example of the little boy Tommy. As a four-year-old child his parents were throwing a party and told Tommy he must behave himself at the party and not horse around. Tommy ended up breaking his mother's family heirloom vase during the party causing her to cry and his father to severely reprimand him. This incident shook him so much that he decided that he could not have fun because he associated fun with pain.

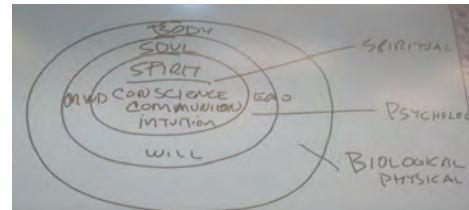
As Burriss repeated over and over, this decision was made at a deep and heightened emotional time.

"In the normal course of life, the only time people ever make a lasting and significant change is when they are in a state of deep or heightened emotion." Burriss said.

Tommy, as Burriss explained, was in a very emotional moment and felt his 'fun' ruined the party causing him to associate 'fun' with pain. Burriss asked everyone to recall events in their lives that caused them to make decisions that may have been harmful.

He also used the example of love. Many people have been head

over heels in love and then been rejected. Being in that deep and heightened emotional state (love) and then being hurt or rejected causes people to make the decision to never allow others to get close to them. People that have been abused physically, verbally, sexually and in other way's sometimes make the decision that this is the way life is supposed to be and allow themselves to be victims their entire lives. Some may resort to violence when the slightest sign of abuse appears.



A diagram by Dr. Burriss illustrates the three realms involved in decision making

The key is to understand what led to the decision. What incident, event or moment in your life caused this decision and why.

This is primarily what Dr. Burriss does; understand what triggers decisions and how to make a change and how to go about doing it. He said the same way you made the decision you must undo it, by going into a state of deep and heightened emotion.

"It's very easy to do but is also very hard. You made a decision and you need to revisit it," he said. "People only make a decision for their highest good or for a compelling reason, but you cannot make a lasting decision without emotion. You must learn to talk to yourself, you have to remind yourself and talk yourself into good stuff."

Burriss used the example of the playground seesaw. Imagine a seesaw with negative emotions on one side and clarity of thought on the other.

"No matter what, when one moves the other goes in the complete opposite direction," he said. "That's why it's imperative to master your emotions. That's why it's said to never make a decision when your emotions are high."

Burriss also emphasized the point that everyone, especially men, need to find an outlet to release pent-up emotions. This can be done two ways: either vocally/orally or through mass muscle movement. He said women usually talk things out with girlfriends or cry while men generally do it with muscle movement like exercise or possibly something physically violent. The key is to find a good safe way to let out your negative energies. He used the example of a kid throwing a temper tantrum. Once they are done with the tantrum the negative energy is gone and they go back to normal.

Lastly he said one must express gratitude for all the good one experiences in life and learn the power of forgiveness. "When one person forgives, two people go free," he said. When you don't forgive someone then you must always stand guard and be the gatekeeper of the emotion. You are keeping it pent-up to remind yourself that you won't forgive someone.

To end the event Dr. Burriss sat with Joshua Gonzalez helping him revisit and change some past decisions in his life.

PEP continues to bring relevant and helpful speakers and events. Let us make the decision to heed the advice and correct the behaviors and choices we've made and get back on the right path.





Bird returns to Estes after long flight



Keith Bird discusses slide show of his recent trips to Ireland, Singapore and Malaysia

Keith Bird landed at the Estes Unit on a recent Monday afternoon to regale the PEP participants with tales and a video slide show of his recent travels to Ireland, Singapore and Malaysia.

Bird, a longtime executive and one of the most beloved members of the program, took time again out of his busy schedule to share his recent experiences of traveling abroad. In his

duties as a top executive at a Ft. Worth based pharmaceuticals company, Bird travels extensively and frequently comes in to share his experiences concerning project management, various cultures and other real world adventures.

The slide show started with a recent trip to Ireland. After landing Bird and his assistant did some sightseeing. His first stop, of all places he joked, was a prison! Next it was on to

the famous Blarney Castle, near Cork in southern Ireland, which houses the famous Blarney Stone. The site attracts visitors from around the world who come to kiss the stone, which is no easy feat. The stone is embedded near the peak of the castle and one must cautiously lean over backwards to deliver the good luck kiss. Many legends surround the stone which was gifted to the castles owner in the year 1314. According to Irish legend, kissing the stone endows the kisser with the gift of gab (great eloquence of skill at flattery)*.

From Ireland it was on to the Southeast Asia and the small but prosperous country of Singapore. Bird spoke of the grueling flight which can take about 24 hours to complete, depending on layover time. He talked about the progressive government of Singapore and their foresight to see economic trends and capitalize on them. He showed numerous pictures of the unique architecture and the creative land usage in the small but populous country. He spoke about how the country has added more size and land by building over wetlands and filling in shoreline He also spoke about the neighboring country of Malaysia.

Bird keeps the presentations lively mixing business, culture and other things of interest. He is always a welcome sight when comes to roost for a while at the Estes Unit.

By: Mark Gregalak
*Source: WikiTaxi



Bird fields questions from PEP participants following slide show



Saying Thanks this holiday season



Another Thanksgiving is upon us. Have you, or will you, take time on this Thanksgiving Day, and every day for that matter, to reflect and give Thanks for what you have in your life?

Some may say they have nothing to be Thankful for.

Their family may have moved on without them or any number of setbacks may have happened. While this is indeed sad, life still moves onward. For some it's time to build anew while for others it's time to re-strengthen the bonds of our family and friends.

And, it starts right now. Let us understand with absolute clarity the position we now find ourselves in. We, without a doubt, may be at the best prison unit in Texas. There is no doubt at all that we are in the best program in Texas and quite possibly the country. Let's start there.

We've all may agree that everything is not perfect in our current home and the program, yet many things were not always copacetic when we were Free. This is prison after all. Yet during the course of any given day, with the PEP events, classes and class work, 'food days', computer

time, guest speakers, movies, just hanging in the PEP room, those good people on the outside that come inside to be with us and countless other things that being involved with the program brings does sometimes actually make us forget we are in prison? What a gift. Do you say Thanks for that?

The brotherhood we have is certainly unique to prison life. Would you ever find anything remotely close to this on another unit? I'll answer that for you, NO. Do you give Thanks for that?

That the program tries it best to contact our families to tell of our accomplishments and help bring us back together. They send out holiday cards and other things on our behalf. Do you say Thanks for that?

Should I go on? No. We all understand.

So, maybe push yourself away from a Cowboy's game or maybe you can stop for a minute or two multiple times a day and stop and take a moment to look around and understand how fortunate you are despite your address being the Estes Unit. Open your heart and let the Love in and out and say Thank You.

Ed.



Communication is key. Know what I mean? Ya hear me?

By: James Laster

It is very important for us to be able to identify employable skills that we can use in the workplace. For those who have taken some of the various trades offered in TDC those skills may have already been identified. However for those who have not taken any trades there are still many skills that you may possess.

PEP offers many skills that can be applied to a number of jobs in society. One of the things that PEP focuses on is effective communication. The toastmasters' course, the pitch panels, business plan competition and mock interviews all put a big emphasis on the ability to communicate with mastery.

For a job in customer service or sales the ability to communicate is imperative. But realistically, good communication ability is important on any job. In the construction industry, restaurant, warehouse, trucking and most any industry good communication skills are a must. Getting your point and message across competently will help you advance while being a valuable asset to your company.

Effective communication is also very important in your personal life. One day most of us may have a wife and kids and this will be the most important job you'll ever have. Having a successful and happy marriage requires much work and talking, especially with your kids.

For those who wish to start a business one day having communication skills will play an important role in the growth and development of your business. You will be in charge of every aspect of your business requiring you to deal with a vast array of people. Communicating will be critical to your success.

For those who struggle, PEP advises that you utilize your brothers by getting up in front of them in toastmasters and pitch panels and practice your eye contact as well as the three-six-nine technique and to just get comfortable speaking to them. This will better prepare you for presenting your pitch to the executives. It will also move you into a position where you won't feel as nervous when it comes time to speak in front of people. You will develop confidence and a sureness of yourself.

Keep pushing forward and if you're already a good speaker and don't forget your brothers and the helping hand you can lend to them.



Shared Responsibilities and Delegation by Leaders = Strong Organizations

By: Christopher Winfield

Many leaders have trouble delegating. Letting go is hard. Some tend to be over-controlling freaks. Beware of the "Upward Leaping Monkey". This is the monkey that rightfully belongs on your subordinate's back, not yours. DELEGATE!

Leaders cannot accomplish organizational goals alone. Others need to act on the leaders behalf. A leader relies on others to do some of the necessary work. There is only a limited amount that you can do, however hard you work.

WHAT IS DELEGATION?

Delegation is the process of transferring the responsibility for a specific activity or task from one person to another and empowering that individual to accomplish a specific goal.

Leaders achieve set goals not by working harder and longer, but by delegating work to others. When leaders delegate, they empower themselves and they empower their team members. Everyone benefits. When the number of people you can help is limited others must step up to assist.

Delegation is an important part of PEP. In-House Management delegates to Peer Educators and department heads. Pod Coaches delegate to accountability leaders. PEP ensures that everyone plays a vital role in making the organization run smoothly.

BARRIERS TO DELEGATION

Sometimes leaders may feel uncomfortable about delegating, for several reasons:

- Lack of confidence. Some leaders simply do not believe team members have the ability to do the necessary tasks.
- Control. Sometimes leaders are afraid of losing authority and control.

- Selfishness. Some leaders don't want to share credit.
- Insecurity. Leaders fear a team member may do so well that they may take their job.
- Reluctance. A few leaders are reluctant to ask others to take on additional responsibility. These individuals end up doing all the work themselves: "The Upward leaping Monkey"!

FIVE STEPS TO DELEGATION

The delegation process consists of five steps:

1. **Prioritize.** Review the overall workload and identify things that can be delegated
2. **Match needs to availability and ability.** Consider those who are:
 - Knowledgeable
 - Motivated
 - Able
3. **Assign responsibility.** Clearly explain the tasks for which the team member is responsible and the expected results. Follow these steps:
 - Fully describe the task and expected results
 - Identify potential training needs, if required
 - Identify resources
4. **Empower/Grant Authority**
5. **Establish Accountability**

FOLLOW UP

Follow up is vital in the delegation process. As a part of accountability, leaders must ensure that the team members know that the leader wants to hear about both successes and problems. Leaders must offer feedback and help when needed. Results will not meet expectations unless the leader

pays close attention and monitors progress.

RECOGNITION

Leaders should recognize team members for their achievements when they provide the results the leader wants. Recognition encourages the member to do more. It also encourages other team members to achieve.

BENEFITS

Good delegation requires thought and careful planning to reap benefits such as:

- A more involved and empowered workforce
- Increased productivity and quality
- Reduced costs
- Innovation
- Greater commitment from team members

Team members are more likely to be committed to a goal when they are involved and allowed to contribute to the success of the organization. Those who are actively involved develop a sense of ownership and belonging. Delegation benefits the leaders as well as they can utilize their time more effectively, accomplish more complicated, difficult or important tasks.

CONCLUSION

Leaders are evaluated not only on their individual performance, but more importantly on how well their teams perform. A leader who takes the time to develop delegation skills is much more likely to have a successful team.

Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity.

**General George Smith Patton, Jr.,
United States Army**

Three-day project management seminar teaches employment and life skills

By: James Laster



Michele G. shares insights on Project Management

The Sovereign Kings had a great time with PEP executives Cindy V. and Michele G. as they participated in the Estes Units 3rd annual project management seminar. One of the focuses of the seminar was to teach “management of life’s projects”. Cindy and Michele brought along two guests, Mei and Ron, to help facilitate and teach.

Michele and Cindy are both members of the Fort Worth Chapter of the Project Management Institute, an international organization founded



New Volunteer Mei shares a humorous a story

to promote professional project management principles and techniques. The knowledge and experience that these women had to offer the PEP brothers was beneficial to many aspects of their lives. The gist of the three day presentation was how to initiate a project and the processes needed to see it through to the end. They talked about people that would be involved with a project (project manager, sponsor’s and stakeholders among others) and the various steps in a project like scope, time, cost, purchasing and most importantly, communication.

They made it an interactive event, splitting the room into two teams and having the PEP brothers work collectively to plan and execute a project from beginning to end. One of the projects was a man-cave and the other was a home building project. Along the way they dealt with a myriad of issues like insurance needs, payroll, timelines, personnel, supplies and suppliers, supply chain and other project demands one generally encounters. The teams had to huddle up and determine the whether the issues were high or low impact, order of importance and other project issues.

It was a great real-world education for Phase Two. The class offered critical thinking lessons, time management, how to map out a project plan, various risk levels and much more. As the women both stated, the PEP participants now know more than many managers and college graduates in the basics of managing a project.

The students had a great time hashing out their ideas and learning to use those ideas to delegate position, meet deadlines and follow through with plans. Everyone in attendance walked away with several valuable pieces of information that can be applied on the job or even in their personal lives. The project management seminar promoted thought, original ideas and team work among all of the participants. All together it was extremely informational as well as fun for everyone involved.



Cindy V. guides the Phase Two team through project steps

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Michele offers advice on a step

Your first impression may be a resume

It is said that you have about 30 seconds to make a first impression. When you walk into a room for a job interview the person sitting across the desk is quickly making judgements about you. They immediately form an opinion about the way you dress, move, speak and shake hands and other personal traits. That’s why it’s imperative to look your best, dress properly and speak clearly without using slang, among other things.

The same can said when you send out your resume. It is your life. This is your first impression. This piece of paper with your work history and more is how people will judge you.



What you have on that piece of paper, the words, the message, the clarity of past and future will determine if you get a phone call or if that piece of paper goes into a never-to-be-seen again file.

A resume, a piece of paper with our information, may be your only chance to get into the door and make a second impression. Also, in this day and age of digital wonder, many job applications are filled out electronically so what you write and how you write it is of the utmost importance.

Yet it seems many people do not take the time or put in minimal effort when putting together this possibly life-altering document. We, as ex-inmates, are already at a severe disadvantage due to our past history. To produce and submit a sloppy, ill-worded and not-thought-out resume just about guarantees zero interest despite the fact you may be the best candidate for the job.

Shortly, those in Phase II will be writing out their resumes for their business plan. Fortunately, the PEP library has a number of books on resume writing. There are graduates that can help. At events you have a goldmine of knowledge available to you as many executives, volunteers and college students can offer helpful tips and advice. Utilize these gifts as you may never have a second chance.

As you would take great care to prepare yourself for a face-to-face interview, you also must take great care to polish, refine and have your resume looking its absolute best to make that unforgettable first impression.

By: Mark Gregulak



Stop 'Whey' sting money

By: Michael Smoltich

Perhaps you've seen an article or two about whey protein. It's often advertised in fitness publications as some scientific formula proven to build muscle and enhance performance.



Whey protein is a common ingredient in many low cost protein powders.

When combined with strength training whey supplements "may" increase protein synthesis slightly however they do not seem to enhance athletic performance.

So what is whey? It is a waste product of cheese

manufacturing, (the watery part of milk that separates from the curds). If you feel the need to include whey in your diet you can simply drink milk, one cup provides 1.5 gram of whey.



So bottom line, although it is contrary to what you will read in nearly any fitness publication, you need not spend extra on protein powders and supplements because of their whey content.

Source: Understanding Nutrition, by Whitney and Rolfes

Taking stock of your life and begins with accountability

By: Christopher Keyes

Personally, it is not difficult for me to face the truth about myself and have my character flaws pointed out to me. I know that in order for change to come about I must be held accountable.

Sometimes it is painful to look in the mirror and see my flaws but God helps me deal with the truth about myself. I know he has changed me for HE and part of the change began to happen when HE led me to PEP. Here I found a group of brothers that were not perfect and facing the issues much the same as me.

Once in PEP we were introduced to the word "Accountability". Now, all of us had an understanding of the word but never really applied it to our lives. Mostly we learned to become accountable to one another.

Now I trust my brothers not to leave me in the darkness of untruths and through them I also learned not to leave them in that darkness. Today I hold myself accountable for I am tired of failing, as we all should be.

If you desire to change and become a better person, a desire to have a better life, then this lies within you. Ask God to start showing you the truth about yourself, to allow you to be held accountable by others and yourself.

"Change" is a tough journey but remember, God has promised "I Will never leave you nor forsake you" Hebrews 13:5.

I leave you with this thought: Needing someone to hold you accountable is not a sign of weakness but a sign of wanting to change, a sign that you desire to become a better man, dad, son and brother, in order to be accepted and loved by those around you.

So are you ready to let accountability be a part of your lives? Well let's start by letting go of judgmental and suspicious minds and allow us to be held accountable for the betterment of us, our families, and those we share life with.

Galatians 6:9 says "And let us not lose heart and grow weary and faint in acting noble and doing right, for in due time and at the appointed season we shall reap, if we do not loosen and relax our courage and faint."

Whatever you are going through in life today I encourage you not to quit! Use this time wisely and be accountable. Never before have had we so little time in which to do so much. Do it today for if tomorrow never comes, neither will you.



Cost to raise a child goes up

A recent government report estimated what it costs to raise a child to adulthood in the United States. The study factored in food, housing, transportation, health care, clothes and other items. The biggest changes over the past decade have been the increase in spending on child care (babysitters/child care facilities) and education.

The study said that low-income families will spend approximately \$174,690, or, \$9705.00 per year. Middle-income families will spend \$233,610 (\$12,978 per year)

and high-income families spending \$372,210 (\$20,678). These costs do not include saving for college education.

As we learn to become better men and fathers it is also important to keep in mind the financial obligations a man has.

Statistics from the Wall Street Journal

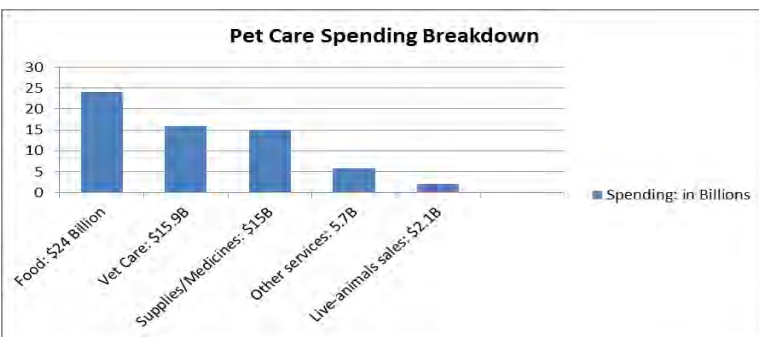


Pet-Care Industry barking for help

Are you a pet lover? Do you enjoy working with pets? If you are then it may be worth considering getting into the pet-care business or something related to pets. The market is booming.

Since 2001 the industry has more than doubled. In 2001 Americans spent just under \$30 billion on pet related services and supplies. In 2016, 15 years later, it has doubled to over \$60 billion spent with the market showing no signs of slowing down.

Owners of pets are becoming more attached and many treat pets as a family member. Pet day-care centers, walking services, pet insurance, training and other services have proliferated. A wise entrepreneur would take notice of this trend and need. One with carpentry skills might consider custom pet coffins, play areas, custom beds or any specialty item catering to pet lovers. The industry awaits your idea. It's a huge market waiting for entrepreneurs.



The month in pictures



The PEP Estes Unit participants listen intently as Dr. George Burriss lectures



Michele G. and Ron talk project management to team one



Every picture tells a story



Dr. Burriss demonstrates brain power



Executives and class '18 members enjoy a pizza lunch



Discussing project idea's



Exec's listening intently and taking notes



Charles enjoys a cookie during VCP



Sharing a laugh during a break at the VCP Event

Submission Policy

The PEP Chronicle actively seeks submitted content- articles (original or to- be- reprinted), applicable current event stories, profiles and Op-Ed pieces.

In the business world, written communication skill are every bit as important as verbal- We have Toastmasters to develop the one; The PEP Chronicle can provide opportunity to work on the

other.

Written submission to be between 150 and 500 words

Material can be edited for content and/ or length at the discretion of staff.

Content should be in line with PEP's stated aims and goals

Opinion pieces are just that- opinions- and

are welcome. Just don't be that guy who rants offensively and incoherently

Submission does not guarantee acceptance.

Content is reviewed for suitability by Chronicle staff as well as PEP management in Houston. .

Forging a lasting brotherhood through shared experiences and positive change

By: James Laster

One of the things I admire the most about PEP is the brotherhood aspect of the program. The majority of us come from different backgrounds and come into the program under the pretense that we have little in common with one another. As we grow and begin to open up to one another we find that we have more in common than what we thought. Before long a bond is developed and we become brothers.

The program is very difficult, we have responsibilities and expectations that we must live up to in order to complete the program. Sadly, everyone does not complete the program. But for those of us that put forth the effort, for those of us that stick it out, for those of us that endure and meet the demands head on, we find that all of the hard work pays off. What helps is having a brother push you, give you positive reinforcement and understand what it takes as he shares in your experiences.

For me personally, standing in that gym with my son and seeing my PEP brothers and all of their family members together at graduation made it all worthwhile. That single moment was worth all of the hard work and demands I had to meet. That moment in the gym as I looked around made me understand the pressures and anxieties I felt throughout the program were worth it. I felt a deep pride within for me and my brothers.

Subsequently, that's only one side of the payoff; I also underwent and continue to embrace the ongoing transformation in my life. Once we begin to move past our old ideologies and ways of thinking, once we grasp and hold on to a vision of ourselves as successful men and allow transformation to take place in our lives an entire new world begins to open up in front of us.

But throughout the program let us not forget the brotherhood that is forged. Let us not forget those who inspired us and helped us make it through. And let us not forget the position we play in each of our brothers lives. Each and every one of us is a stepping stone for our brother's greatness. We don't work for one another, we work with one another.

As we grow let us all work toward our goals as we push and sometimes drag our brothers toward greatness as well. Let us not hesitate to pull our brothers aside when we see they are weak in certain areas so that we may help make them strong. And let us not hesitate to cast light upon their strengths so that they can see them and utilize them to help the next man. And let us be appreciative of the fact that we are a part of such an amazing program that allows us so many opportunities and guidance in our lives so that we can be the men our families and communities deserve. Let us not forget the bigger picture.



PEP participants, executives and volunteers bond at an event

Inspiration Corner

Watch your thoughts—they become words
Watch your words—they become actions
Watch your actions—they become character
Watch your character—they become your destiny



Who Am I

I am your constant companion.
I am your greatest asset or heaviest burden.
I will push you up to success or down to disappointment.
I am at your command.
Half the things you do might just as well be turned over to me.
For I can do them quickly, correctly and profitably.
I am easily managed; just be firm with me.
Those who are great, I have made great.
Those who are failures, I have made failures.
I am not a machine, though I work with the precision of a machine and the intelligence of a person.
You can run me for profit, or you can run me for ruin.
Show me how you want it done. Educate me.
Train me. Lead me. Reward me.
And I will then...do it automatically.
I am your servant.
Who am I?
I am a habit.

Champions are Champions not because they do anything extraordinary:
But because they do the ordinary things better than anyone else.

Bill Belichick

What lies behind us and what lies before us are tiny matters compared to what lies within us. **Ralph Waldo Emerson**

Even if you're on the right track, you'll get run over if you just sit there. **Will Rogers**

Our greatest glory is not in never falling, but in rising every time we fall. **Confucius**

Yesterday is history, tomorrow is a mystery. And today? Today is a gift. That's why we call it the present. **B. Olatunji**

People will always be more impressed by the power of your example than by an example of your power. **Anon**

When the power of love is stronger than the love of power, the world will know peace. **Anon**

A person's actions are only a picture book of his creed. **Anon**

