

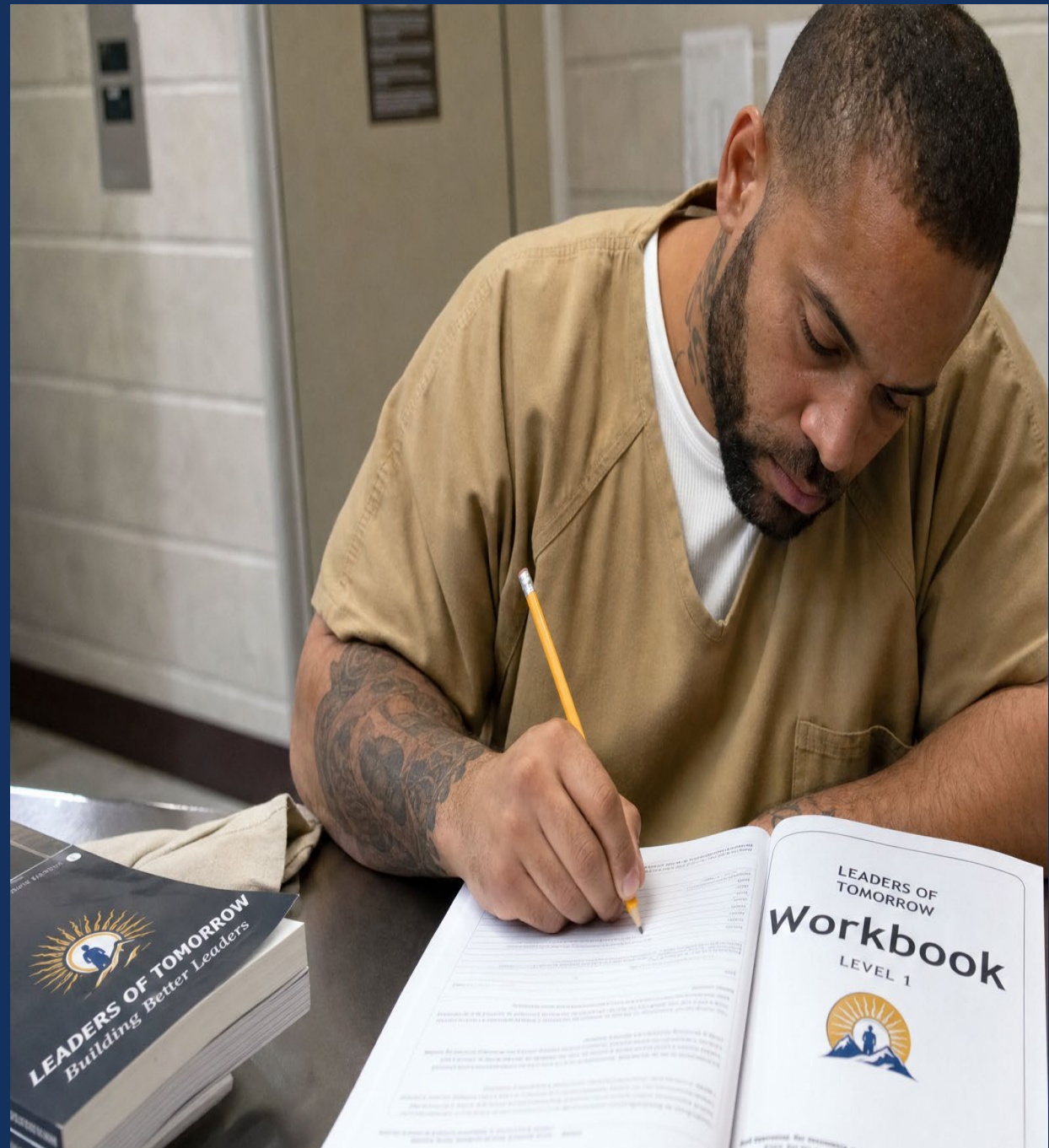
Presented to the Governor's Rehabilitation Task Force

Leaders of Tomorrow · Powered by Think 3D

LEADERS OF TOMORROW

Transforming Lives,
Transforming South Dakota

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CEO & Co-Founder Think 3D
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South Dakota's Recidivism Challenge

3RD

WORST

incarceration rate per capita in
the nation

75%

Recidivism Rate

50% of incarcerated individuals
return within 3 years — among
the highest in the nation

The solution isn't more cells — it's better programming that reduces reoffense.

- Evidence shows programs must target the right people, rely on proven methods, and be implemented with fidelity
- \$650M new prison underway — with talk of another within a decade — at ~\$40,000/inmate/yr
- Lost workforce potential and communities that never fully recover

Recidivism reduction requires investing in what actually works.

EVIDENCE -BASED BEHAVIORAL INTERVENTION

A Proven Leadership & Cognitive Behavioral Program

Launched in 2018, LOT is a community-driven leadership and behavioral change program with a demonstrated track record of success. The same cognitive behavioral curriculum that transforms incarcerated individuals is used to develop leaders at **First PREMIER Bank**, **Avera**, and **Silencer Central**.

1,000+

Graduates since
2018

2021

Justice Impacted
launch via
MacArthur
Foundation grant

ACCRED.

by Augustana
University — with
published evidence
of effectiveness



Evidence-Based: Rewiring How People Think, Respond,

Grounded in cognitive behavioral science, trauma

-informed practice, and the foundational research on what reduces reoffense.



Cognitive Restructuring

Consistent practice reshapes thought patterns — like training a muscle. Targets the criminogenic thinking at the core of recidivism.



Behavioral Change

New beliefs drive new thoughts, emotions, and actions — the research -proven pathway from intention to sustained behavior change.



Reduced Reoffense

A new identity and disciplined decision -making replace old default patterns — the mechanism behind lasting recidivism reduction.

This is not about motivation about cognitive change, behavioral fidelity, and measurable recidivism

From Intake to Reentry Readiness Assessment

16 Weeks · 2 Hours Per Week · 36 Participants per Cohort



 Evidence-based cohort process

 Accredited by Augustana University & USF

Author of My Life Mentorship

3645 begin the structured cohort

14 selected for advanced mentorship

+12 additional bi-weekly sessions toward life readiness

Measurable Change: Pre & Post Assessment Results



Springfield Pre/Pos Survey 2026

Every measured trait improved 66% in just 16 weeks quantified, pre post.

29 respondents
Self-reported 0 –10 validated scale
Springfield cohort · 2026

Program Impact: What Participants Report

96.6%

believe the program reduced their likelihood of reoffending

100%

would recommend the program to others
universal program satisfaction and fidelity

— near -

100%

agreement on breaking negative cycles & job readiness for reentry

70%+

want to become LOT mentors / peer leaders
sustaining quality from within

—

The evidence is clear: structured behavioral programming reduces recidivism, and participants know it.

VOICES OF CHANGE



“

"This program gave me the tools to break thought defined me."

“

"For the first time, I believe in my future have a plan to get there."

“

"I came in to survive the program. I left with a lead it."

Reaching High Risk Individuals: Pre/Post Outcomes Inside the Penitentiary

3 state penitentiary cohorts completed, serving individuals with long sentences · pre/post data tracked · over 95% graduated equipped to reintegrate.

+118%

apply leadership skills (pre: 44% → post: 96%)

+109%

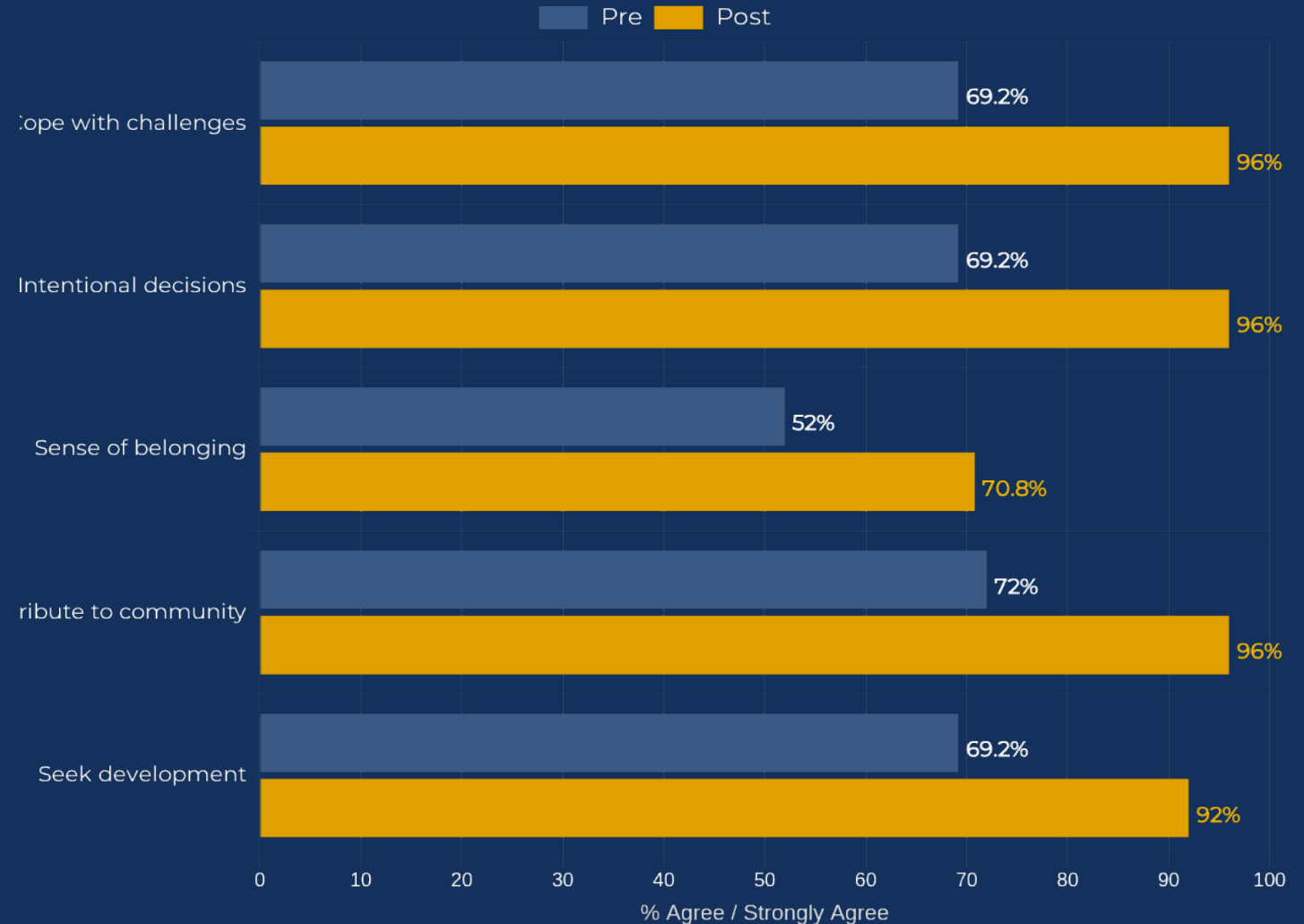
advocate for themselves
(pre: 44% → post: 92%)

+100%

confident in communication
(pre: 44% → post: 88%)

100%

now prioritize mental health
(pre: 84% → post: 100%)



Minnehaha County Jail

A structured 90 -minute weekly cohort inside the jail that builds reentry readiness and funnels participants directly into the LOT Justice Impacted pathway upon release — creating a continuous, evidence -based reentry pipeline from incarceration to community.



4

cohorts delivered

90 min

structured weekly sessions

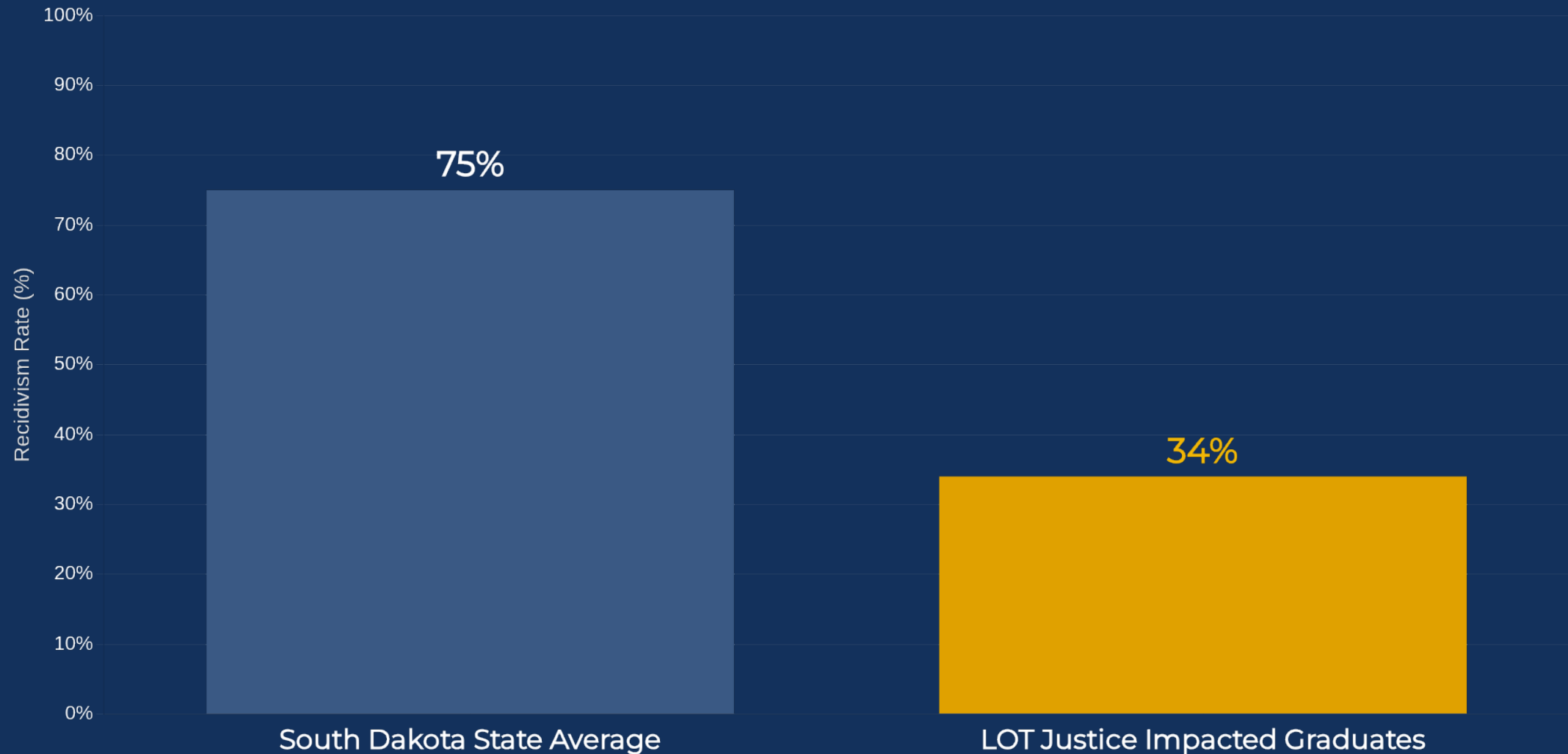
Direct

pipeline into LOT JI on
release — seamless
programming continuity

2027

Warden budgeted 3
programs/year with a desire
to expand

Less Than Half the State Average Since 2021



Since 2021 · tracked and verified by States Attorney Daniel Haggar

Evidence-based programming, implemented with fidelity, reduces recidivism. This is the proof.

15+

graduates now teach future cohorts
quality assurance model valued at — a peer
YTD with the potential to grow exponentially \$15,000 in -kind

SUSTAINABILITY & QUALITY ASSURANCE

Graduates Become the Quality Mechanism

Program fidelity sustained from within.

90%

of UPLC participants are LOT graduates
embedding program integrity across the
reentry ecosystem —

PEER

mental health companions providing structured
support to others navigating reentry

18 Organizations Building a Layered, Coordinated Reentry



Probation & Parole



DUI / Drug Court



Workforce DEVELOPMENT



Human Services



Housing & Recovery



F5 Project



Grateful Homie



Peer & Community Mentors

No single program reduces recidivism. **TO Tackle** anchors a coordinated network that addresses behavioral health, employment, housing, and peer support together.

Prevention at Every Stage — Reaching Those Most at Risk

Reaching Younger

-  Juvenile Diversion Center (JDC) pilot — interrupting criminogenic patterns before they deepen
-  County program with Boys & Girls Club — targeting youth at highest risk of entering the system
-  Behavioral intervention before the cycle begins — the highest ROI point in the justice continuum

Filling Identified Gaps

-  Staff pilot program — building the facility culture that supports program fidelity
-  Minnehaha County Warden budgeted 3 LOT programs/year for 2027 — demonstrating institutional commitment
-  Warden Miller requesting a women's program — addressing a critical underserved population gap

Broad Community Support



Mayor Paul TenHaken
City of Sioux Falls



Chief Jon Thum
Sioux Falls Police Department



Daniel Haggar
States Attorney



Sheriff Mike Milstead
Minnehaha County



The Warden
SD State Penitentiary



Local Judges
Unified Judicial System

Law enforcement, the courts, and city leadership agree:

A \$500K Investment That Pays for Itself

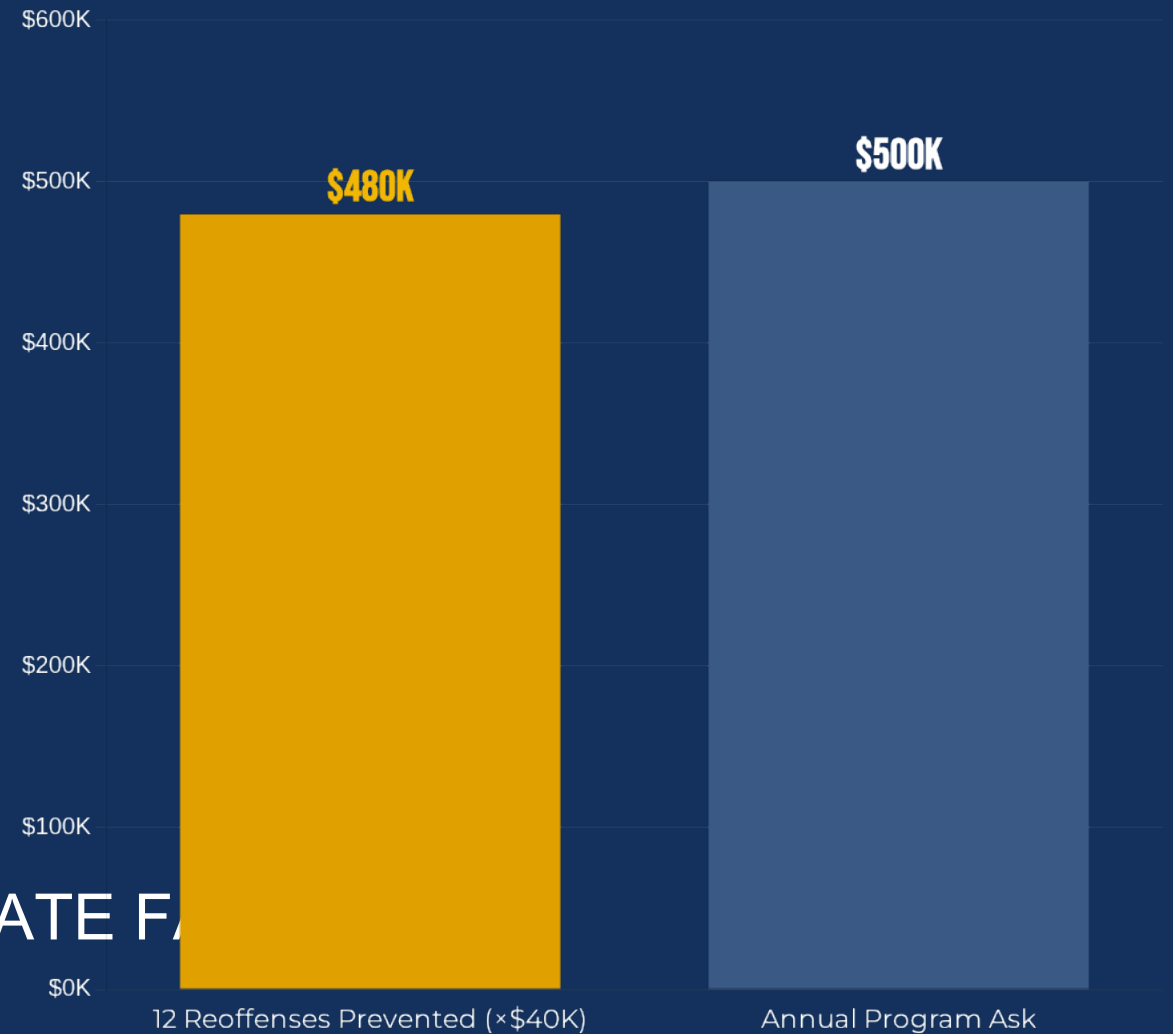
\$500K

per year

250+ Directly

people impacted annually

ANNUAL ALL STAFF TRAINING IN 3 STATE FA



Preventing just 12 reoffenses covers the cost. We aim to im

THE VISION

From 3rd Worst to a National Model for Rehabilitation & Reentry

3RD WORST



BEST IN CLASS

incarceration per capita · 75% recidivism rate

evidence -based rehabilitation model — the national standard



Recidivism Reduced

Safer communities through
proven intervention



Workforce Restored

Rehabilitated citizens filling
jobs, not cells



Taxpayers Protected

Evidence -based investment over endless
prison expansion

CALL TO ACTION

Partner with Us to Reduce Recidivism in South Dakota

Fund Leaders of Tomorrow NEXT COHORTS.

- Visit a cohort — see the evidence-based structured pathway in action and meet our graduates
- Scale a proven cognitive behavioral model that targets criminogenic need and tracks outcomes — statewide
- Expand access to women, long-term-sentence populations, and reentry — filling the gaps that matter most

Invest in what works. Reduce recidivism. Build South Dakota.

Tamien Dysart · Think 3D · Leaders of Tomorrow

