



Life Learning Center™

*Seasons Change*

2022 ANNUAL REPORT

# About Us

Operated like a business, Life Learning Center utilizes performance metrics to take a data-driven approach for programming measurement and continuous quality improvement. As such, the organization has evolved over its 15-year history. In 2010, Life Learning Center established the Foundations for a Better Life™ Curriculum and launched the first 12-week transformational program. Focusing on five key domains of life: physical, emotional, relational, financial and spiritual, the program is compelling because it is helping Candidates build a new foundation. Foundations continues to be Life Learning Center's centerpiece program today. Enrollees in the program undergo a thorough interview that evaluates their knowledge and determines their eligibility. Over eighty data points are collected to better understand

the individual's needs for education and care. By triaging Candidates' fundamental needs, Candidates have the opportunity and environment to focus on their higher-level needs, supporting their educational success. Upon acceptance into the program, applicants are identified as "Candidates". A new cohort of Candidates begins monthly; they can choose to participate in the day or evening classes. Before, during, and after the 12-week program, Candidates access a plethora of Care Continuum services to mitigate barriers as deemed appropriate. Following completion of the transformational skills program, Candidates who commit to a substance-free lifestyle, and secure full-time employment, become "Members." This status grants access to Life Learning Center's facility and its full scope of services in perpetuity.

## Mission

Life Learning Center delivers a holistic, integrated continuum of education and care to help our "at-risk" citizens step up to their highest potential.

## Vision

Life Learning Center is building a caring and serving community by helping people learn, secure and sustain a better way of living through gainful employment.

The people we serve become healthier, happier, and more productive individuals working to change their future.

## Philosophy

Life Learning Center believes that permanent self-sufficiency begins with a transformational change that permits long-term success.

Many socially oriented service programs, if not most, provide only temporary support or relief for those in poverty. The goal of Life Learning Center is to provide Candidates with the necessary tools and support that will allow them to not only find a job, but sustain a living wage career. LLC focuses on overcoming barriers in ALL five domains of life: physical, emotional, relational, financial and spiritual.



Life Learning Center™

20 West 18th Street  
Covington, Kentucky  
41011

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Friends of Life Learning Center,

*I know at first glance it may appear that the report before you is just that, a big stack of paper. In all reality it became so much more for me.*



*Addiction was always a big part of my family growing up. Sure enough, it wasn't long before it overcame my life as well. My childhood was spent in foster homes or group homes. Then during my early adult life I was either incarcerated, in rehabilitation centers or*

*just running from my problems. Then one day due to all these issues I was court ordered to complete the Life Learning Center program. I never truly knew what I was capable of until this program opened my eyes. People believed in me!*

*Today, I am a graduate of Life Learning Center's Foundations for a Better Life program. The program taught me so many important lessons from how to build and maintain real relationships to creating and living by a budget. This program gave me the skill set I needed to achieve a healthy lifestyle, let go of my past and led me to my current job. I went from foster homes to incarceration to a Candidate to a Peer Support/Employment Specialist here at Life Learning Center! I am beyond proud of how far I have come. I owe most, if not all of my success, to this program.*

*You can learn more about Life Learning Center and the transformational change the organization empowers every day in this special report.*

*Thank you,  
Jax Wilburn,  
Life Learning Center Member,  
Peer Support/Employment Specialist*

# Core Values

## Change

occurs through cognitive skills building, and commitment to learn and develop social and emotional intelligence.

## Sustainability

is achieved through job placement opportunities and mastering life skills for long-term success.

## Dignity

is redefined through personal growth, financial savings, value formation, and behavior change.

## Contributions

are expected through “giving back” in the form of volunteering and/or becoming an ambassador for LLC with friends and family.

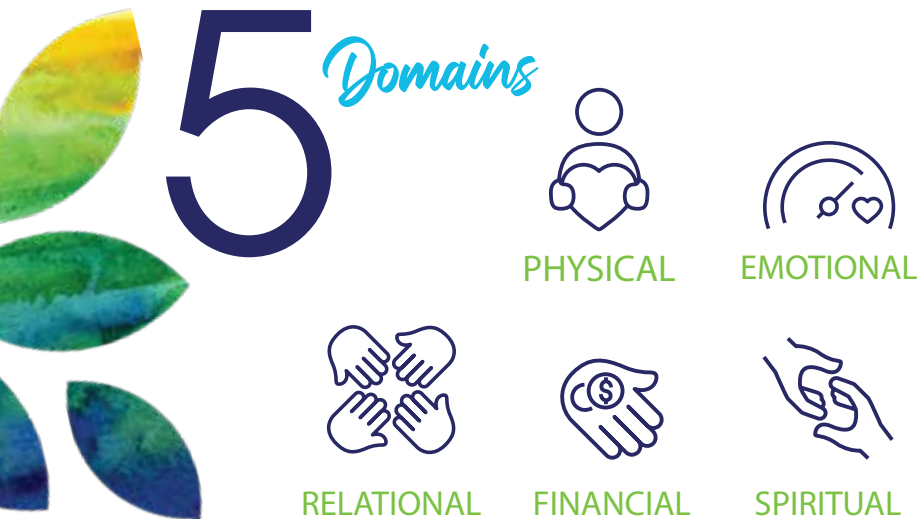


# Envision A Higher Purpose

Life Learning Center delivers an Education and Care Continuum to help identify and address barriers preventing Candidates from sustaining a better life for themselves. When Candidates first begin Orientation, the volunteer faculty encourages each participant to focus on one’s past and present while envisioning a better future. Once his or her personal barriers and goals are shared, Candidates participate in “Pillars of Growth” classes to learn how to overcome obstacles faced in every domain of life (physical, emotional, relational, financial and spiritual). While attending classes taught by volunteer faculty,

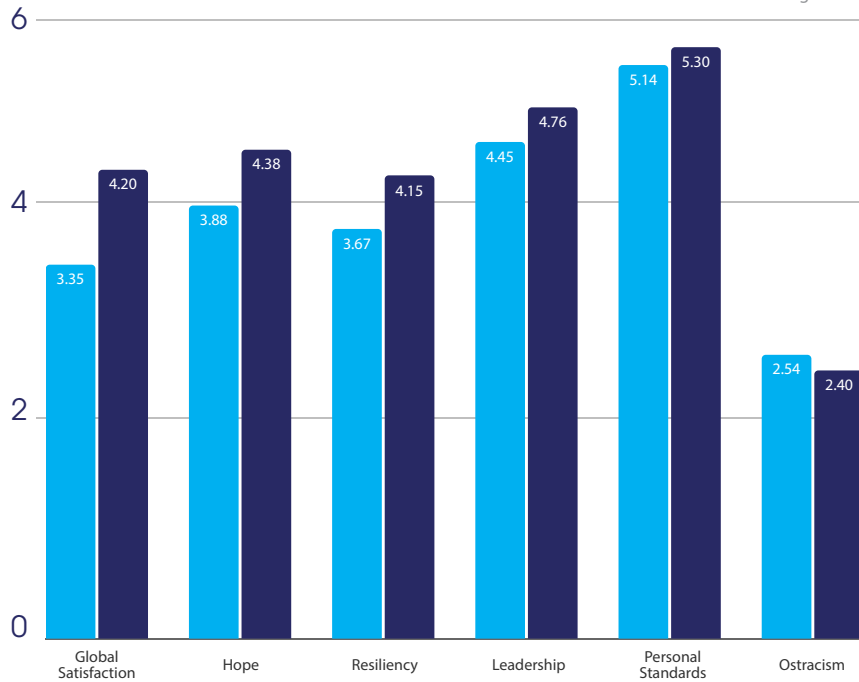
Candidates learn essential life skills such as time management, healthy relationships, boundaries, and budgeting.

Additionally, Candidates may request a volunteer Candidate Support Coordinator or Peer Support Specialist who serves as a mentor to provide accountability and support on Life Blueprint goal completion throughout the program. Specifically, Candidate Support Coordinators continue to hold the Candidate accountable by meeting and reviewing any barriers they may be experiencing.



# Candidate Outcomes

Before & After Life Learning Center



LLC Candidates participate in a series of assessments which measure risk and resiliency domains. These assessments provide a score upon the Candidate's entry into the program and are reassessed upon their completion.

Before LLC After LLC

1,124 REFERRED

615 APPLICANT INTERVIEWS

231 CANDIDATES ENROLLED

131 CANDIDATES COMMENCED

174 CANDIDATES EMPLOYED OR ENROLLED INTO POST-SECONDARY EDUCATION

874 CANDIDATES & FAMILY MEMBERS SERVED

# Employment Outcomes

- Did you know that adults in poverty are three times more likely to be arrested than those who aren't? In fact, around **57% of men** and **72% of women** are in poverty prior to being arrested. A study of the formerly incarcerated found that **employment** was the single **most important factor in decreasing recidivism**, or a person's likelihood to return to jail.

- Individuals who **completed** Foundations for a Better Life™ at Life Learning Center show an **8% recidivism rate**.
- Human Resource Managers found that annual turnover was on average **12.2% lower for employees** with criminal records and by adopting a program to recruit employees with criminal histories it **reduced turnover from 25% to 11%**.
- According to recent surveys, there were **161,000 job openings in Kentucky** as of August 2022 (seasonally adjusted). This is almost **2x the job openings** recorded in August 2019 (87,000).

The top 10 occupation codes, which account for roughly a third of all postings in the region, are:

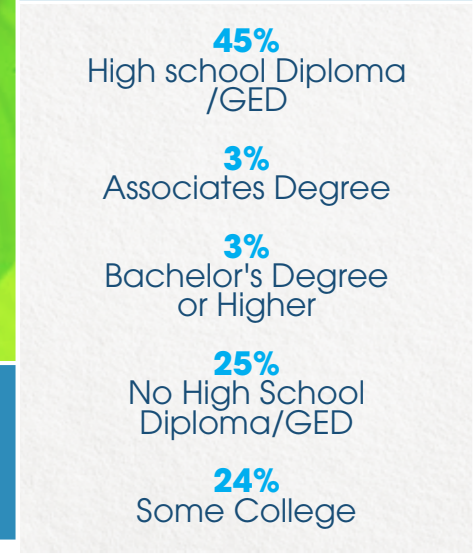
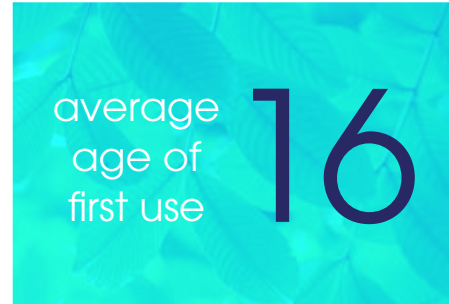
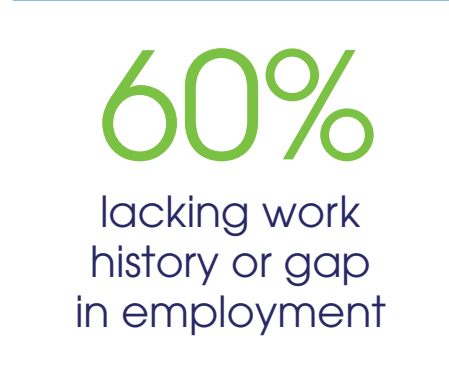
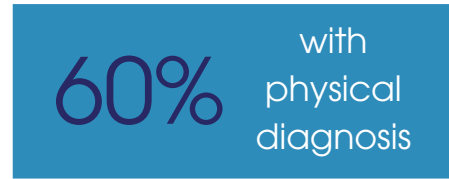
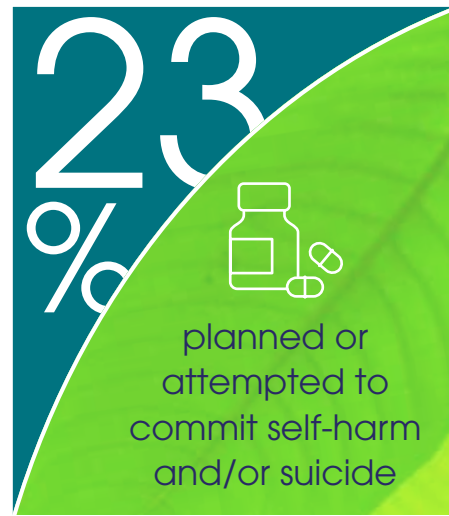
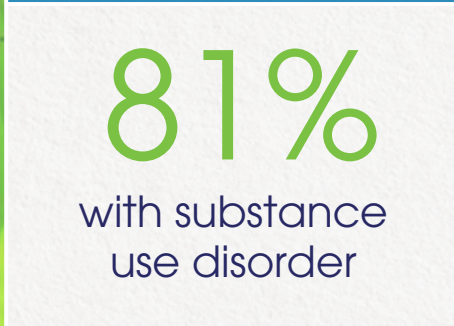
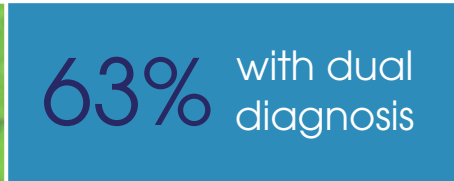
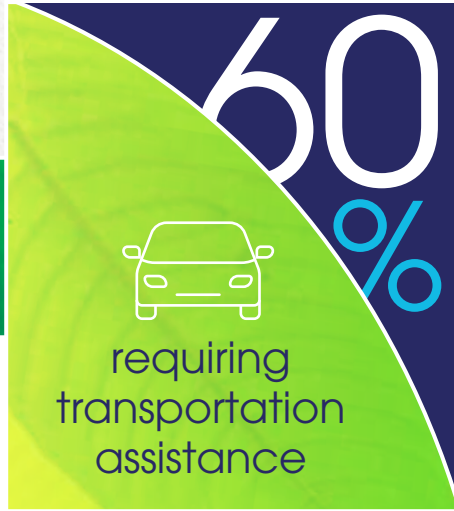
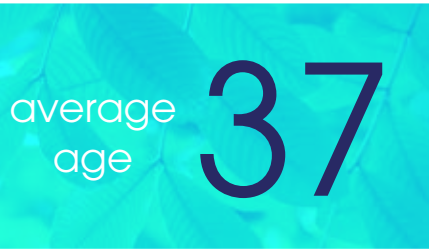
- Stockers and Order Fillers
- First-Line Supervisors of Retail Sales Workers
- Retail Salespersons
- Fast Food and Counter Workers
- Registered Nurses
- First-Line Supervisors of Food Preparation and Serving Workers
- Heavy and Tractor-Trailer Truck Drivers
- Laborers and Freight, Stock, and Material Movers, Hand
- Maintenance and Repair Workers, General
- Accountants and Auditors

# Candidate Demographics & Barriers

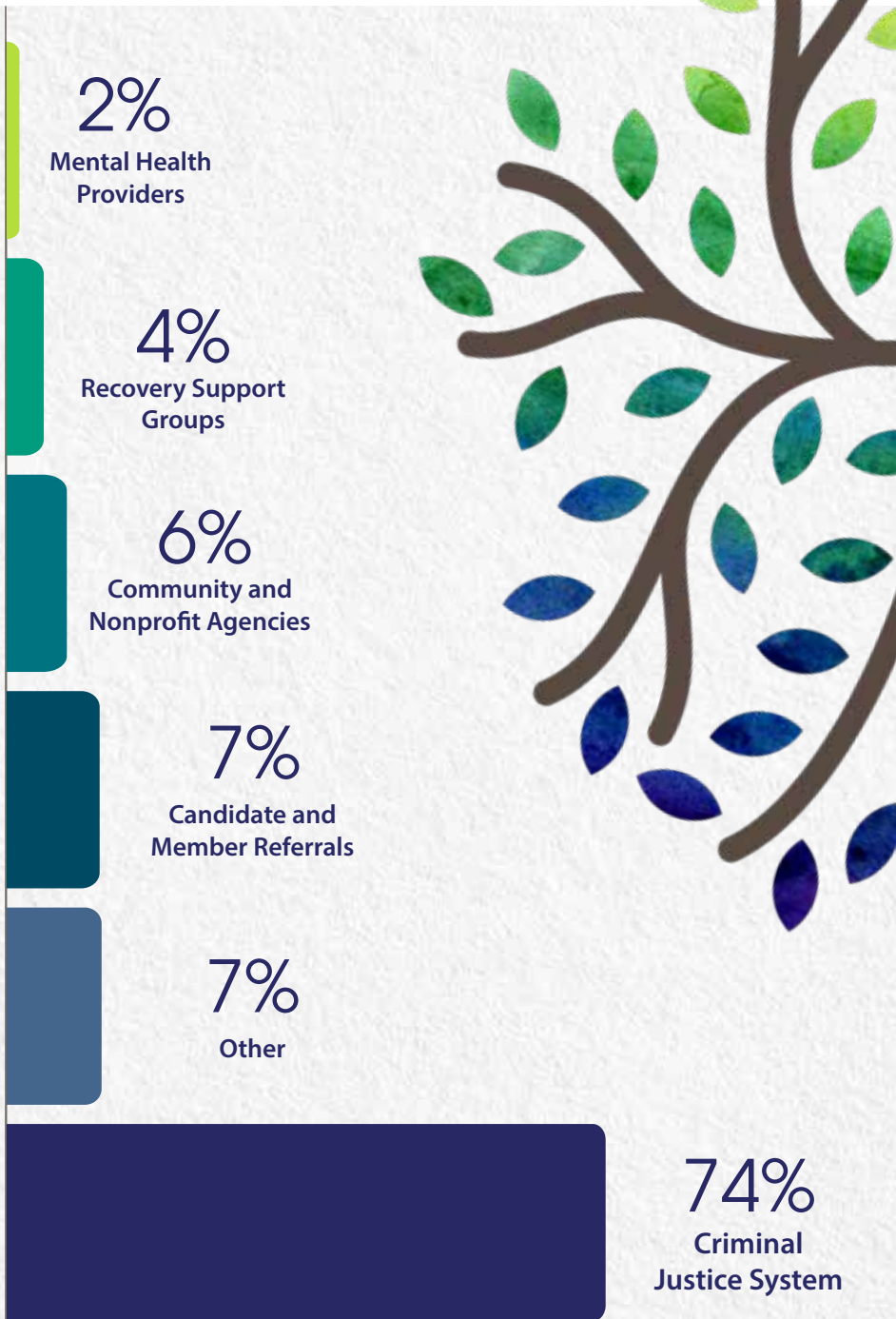


are single parents

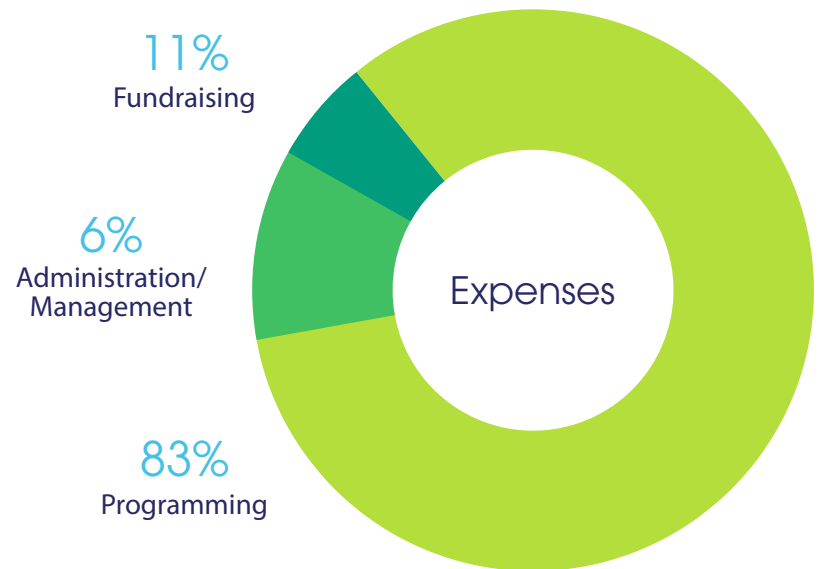
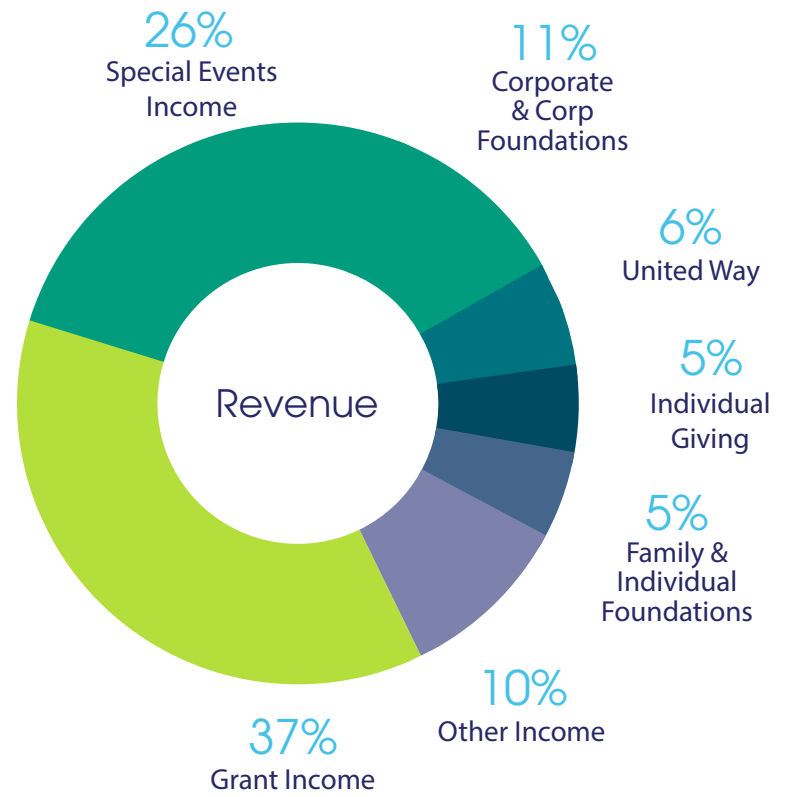
**43%**



# Enrollment & Referral Pipelines



# Financial Summary



# Candidate Stories

## Erika Schnur



Growing up with a troubled home life, Erika found herself feeling empty. She began substance abuse after getting into a bad relationship which led to her arrest after a house raid. Erika was incarcerated and was away from her sons for two and a half years. Upon her release, she had no identification, no possessions, and no hope.

Erika entered Life Learning Center with a negative mindset and was not able to fully immerse herself into the program. Despite the staff's best efforts to help, she struggled with her recovery and found herself back in a negative situation once again losing hope for a second chance at life. She simply was not yet ready to better herself and embrace a new way of life.

After adopting a devotion to learning and bettering herself permanently, Erika reentered Life Learning Center a second time. This time was different; the program opened Erika's eyes to the importance of self-care and her attitude improved drastically. With help from the devoted Life Learning Center staff, she

**With help from the devoted Life Learning Center staff, she learned that there is a life beyond your past...**

learned that there is a life beyond your past and the program would teach her the tools she needed to reach her highest potential.

After graduating the Life Learning Center program, Erika was able to regain custody of her children and can enjoy being the mom she never had. Working as a sales associate, Erika has stable housing and is pursuing a peer support license to help others who struggle just as she did. Life Learning Center has helped her experience the little joys in life that she had never thought possible.

Erika and her story were featured at the 2022 Seasons Change Gala as the Life Learning Center Member honoree. She and her family attended the Gala as special guests.

## Darrell Underwood



Darrell and his two siblings were raised by their mother after his father was killed in a car accident when Darrell was just 3 months old. Without his father, Darrell leaned on others and in particular his uncle for guidance. When his uncle and "hero" was shot and killed, Darrell's trauma and loss became overwhelming,

and his world was shattered. Without his uncle, Darrell started to rebel and engage in activities that were not productive. The attitude of total disregard resulted in dropping out of school and quickly facing incarceration.

In 2012, after leaving incarceration and becoming a father to a beautiful baby boy, Darrell became a member of a 12-step program maintaining sobriety until 2021. In 2021, due to complexities with life, Darrell departed from working his recovery and succumbed to his substance use disorder. Darrell was hopeless and was on the brink of attempting suicide.

By grace, he was charged with felonies and served time in the Kenton County Detention Center. While incarcerated, Darrell completed the Jail Substance Abuse Program with Life Learning Center providing the aftercare.

Upon Darrell's arrival at LLC on February 2, 2022, he says that the program helped him to take the time to rebuild his life, gain structure and have a team help with accountability. Everything started to work better in life. With the classroom curriculum and care support, Darrell met his goals to regain custody of his son and to secure employment. He indicates that "things change when you are no longer doing the wrong things. Life Learning Center helped me to put the pieces together the right way. I am now employed at a job that I love that supports my son who is back in my custody. I work every day towards my recovery, but most importantly, I work every day to try to show my son the man that he needs guiding him into adulthood. I am thankful for everyone that helped along the way... 12-step recovery, JSAP programming and Life Learning Center for being there for me and my family."

**Life Learning Center helped me to put the pieces together...**

# Thank you to our Residential Partners

Life Learning Center relies on partnerships within the community to accomplish our mission. We partner with a variety of entities, all of which are working together toward a common goal. Our Care Continuum is meant to provide wrap-around care offerings to mitigate the multi-faceted barriers of our Candidates. If LLC cannot provide the service, one of our partner organizations can. "Residential Partners" are a targeted compilation of community service providers that deliver their programming on our campus.

- In 2022, over 14,500 care offerings and resources were utilized, equating to an in-kind value exceeding \$40,000.
- The Pillars Café served 8,217 meals and 424 food boxes were dispensed ensuring no Candidate went hungry during class days or over weekends.
- Candidates have access to LLC's on-site technology lab, fitness center, and clothing closet. Additional assistance is available for clothing, transportation, childcare, and laundry services.
- We provided 72 safety net backpacks which include immediate hygiene and personal care essentials as well as 205 additional hygiene bags.
- Life Learning Center offers a minimum of 5 diversified recovery support meetings weekly.
- Life Learning Center serves as a host site for Family Reunification meetings for Candidates required to participate in supervised visitation.
- In total, with assistance from the Employment Team, 149 resumes were completed over the course of the year.
- 46 Employer Partners participated in mock interviews throughout the year, many of which made job offers to LLC Candidates on the spot.
- Transportation Assistance Provisions (bus passes, bicycles, etc.): 267
- Clothing, Undergarments or Other Apparel: 4,747



# Thank you to our Community Partners

- Action Ministries
- Addiction Services Council
- African American Chamber of Commerce
- Anthem
- ARC (Addiction Recovery Care)
- BAWAC
- Be Concerned
- Beacon of Hope
- Boone County Detention Center
- Brent Howell Foundation
- Bright Outlook Recovery
- Brighton Center
- Brightview
- Butler Foundation
- Campbell County Detention Center
- CareNet
- Castellini Foundation
- Catholic Charities of Covington
- Center for Great Neighborhoods
- Center for Great Work Performance
- Children's Home of NKY
- Children's Law Center
- City Gospel Mission
- City of Covington
- Commonwealth's Attorney 16th Judicial Circuit, Kenton County
- Commonwealth's Attorney 54th Judicial Circuit, Boone & Gallatin County
- Covington Independent Schools
- DCCH Center for Children & Families
- Deaconess Health Association Fund
- DePaul Cristo Rey High School
- Diocese of Covington
- Drees Home Foundation
- Dress for Success Cincinnati
- Duke Energy
- Elsa Heisel Sule Foundation
- Emergency Shelter of NKY
- Employment Connections
- Enzweiler Building Institute
- Esperanza Latino Center
- Faith Community Pharmacy
- Family Care Counseling Solutions
- Family Nurturing Center (Florence)
- First Step Home
- Frances & Craig Lindner Foundation
- Freestore Foodbank
- Gateway Community and Technical College
- Grateful Life Center
- Greater Cincinnati Foundation
- Hamilton County Office of Reentry
- Hamilton County Sherriff's Office
- Harmony House
- Health Point Family Care
- Henry Hosea House
- Hispanic Chamber of Commerce
- Holmes High School
- HOPE Ministries
- Horizon Community Funds of Northern Kentucky
- Housing & Urban Development
- Housing Authority of Covington
- Housing Opportunities of NKY
- Humana
- Impact 100
- Joseph House
- Justice Action Network
- Kenton County Detention Center
- Kenton County Public Library
- Kentucky Access to Recovery (fahe)
- Kentucky Colonels
- Kentucky Jailers Association
- Kentucky Nonprofit Network
- Leadership Council for Nonprofits
- Leadership Northern Kentucky
- Legal Aid of the Bluegrass
- Life Recovery Center
- Lifeline of NKY
- Lincoln Grant Scholar House
- Ludlow High School
- Madison Avenue Christian Church
- Madonna House
- Mental Health of America
- Mentoring Plus
- NAMI Northern Kentucky
- New Foundations
- New Hope Center
- New Perceptions
- Newport Adult Learning
- NKY Area Development District
- NKY ASAP
- NKY Health Department
- Northern Kentucky University
- NorthKey Community Care
- OneSight
- OneSource
- Oxford House
- Parish Kitchen
- PNC Foundation
- RC Durr Foundation
- Reset Ministries
- RETAIN Kentucky
- Rose Garden Mission
- Safety Net Alliance of NKY
- Samaritan Car Care Clinic
- Shelter House
- Sisters of Notre Dame
- Smith Family Foundation
- Solutions in Living
- St. Elizabeth Healthcare
- St. Phillip Parish
- St. Timothy Parish
- St. Vincent de Paul of NKY
- Sun Behavioral Health
- Sunstone
- Talbert House
- Ten Ten
- Tender Mercies
- The ION Center for Violence Prevention
- Transitions, Inc
- Trauma Free World
- Twin Rails Sober Living
- UK Extension Center
- UK Targeted Assessment Program
- Unexpected Blessings
- United Way of Greater Cincinnati
- University of Cincinnati
- Welcome House
- Xavier University



# Year in Review

- Marked by a ribbon-cutting ceremony welcoming officials from the City of Covington and representatives from the Northern Kentucky Chamber of Commerce, Life Learning Center was proud to announce a new Residential Partnership with Northern Kentucky Community Action Commission (NKCAC) with the newest location of Head Start opening within Life Learning Center. Head Start is a comprehensive early childhood education program established in 1965 to provide services to preschool children of low-income households.



- Life Learning Center was a recipient of a grant from First Financial Bank in celebration of the grand opening of their newest location in Covington. \$1,000 grants were given to 16 different nonprofits in Northern Kentucky.
- Candidates qualifying for Graduation are invited to participate in one of Life Learning Center's bi-annual graduation ceremonies. Graduates don caps and gowns and celebrate their achievement with all the Pomp and Circumstance of a traditional graduation ceremony. In October, LLC was privileged to welcome Dr. O'dell Owens as a speaker which was ultimately one of his last public appearances before passing away unexpectedly.



- As one of eleven Recovery Community Centers in the Commonwealth of Kentucky, Life Learning Center offers diversified recovery support meetings as well as sober-social activities throughout the week and on Saturdays. Along with community partners, Life Learning Center was the host site for several events in 2022 including Black Balloon Project Art Exhibit, Afghan Refugee Luncheon, Reentry

Resource Night and events for Halloween, Thanksgiving and Christmas.

- In June, Duke Energy awarded \$25,000 grants to seven organizations that excel in assisting immigrant populations as well as individuals reentering the workforce. With immigrants and refugees making up 98% of the region's population growth, Life Learning Center is ready to support the diverse and growing population as a recipient of this funding.
- There were several honors bestowed upon Life Learning Center and staff throughout 2022. Life Learning Center was named a finalist by the Northern Kentucky Chamber of Commerce (NKY Chamber) for its annual Business Impact Awards in the Nonprofit Company division. President and CEO Alecia Webb-Edgington was honored with a 2022 Kenton County Pioneer Award. Director of Development Laura Berkemeier was included in the Forty Under 40 Class of 2022 and was invited to participate in Leadership Northern Kentucky Class of 2023. Director of Care, Ashley Boothby, graduated from Fair Chance Academy.



- On September 10, Life Learning Center hosted its 7th annual fundraiser, the Seasons Change Gala with guest of honor Robert (Bob) Sathe, chairman of MCF Advisors. The event generated \$454,000 for the general operating fund which was 129% over goal, and 41% over the previous year's Gala income. This was the highest amount ever raised.



- Life Learning Center was selected as one of four non-profits to receive funding from Impact 100, an organization dedicated to helping women connect, learn more about the community and collectively give to change lives within it. This grant of \$101,000 will be used to fund the expansion of the Pillars Café, allowing Life Learning Center to serve meals more efficiently. Annually, the Pillars Café serves around 10,000 meals, which have been prepared using three hot plates and a broken convection oven. Enhancements to the Café will allow Life Learning Center to continue to eliminate food insecurity with Candidates and Members.
- In November, Kenton County Detention Center and Life Learning Center were featured on PBS Newshour as part of their Search for Justice Series. The PBS Newshour team spent several days in Northern Kentucky learning more about the unique partnership between the agencies and their collaborative efforts to reduce recidivism in the region.



- In January of 2022 Life Learning Center began hosting the first ever court outside of the courtroom in the Commonwealth of Kentucky. Kenton County Family Court introduced a Recovery Court docket that is held monthly inside Life Learning Center. Recovery Court was created as a voluntary, incentive-based program for individuals with substance use disorder and current involvement with dependency, neglect, and abuse court. This program is a collaboration between Life Learning Center, Family Court, and the Cabinet for Health and Family Services with the goal of family reunification and recovery support. For 2023 our goal is to increase the number of participants in Recovery Court and work closely with the Cabinet to reunify more families.

- Life Learning Center was the recipient of several grants in 2022. The Kentucky Colonels Good Works program awarded Life Learning Center \$9,999 to fund security system enhancements throughout the building. Additionally, Life Learning Center was among the 1,100 nonprofits across Kentucky accessing a relief grant from the \$75 million Nonprofit Assistance Fund administered by the Public Protection Cabinet.



## KORE Kentucky Opioid Response Effort (KORE) – Recovery Community Center (RCC)

In Spring of 2021, Life Learning received the designation of a Recovery Community Center, through the KORE Kentucky Opioid Response Effort. This has allowed LLC to offer a consistent Saturday schedule with a variety of sober social events and recovery support groups. This

has been paramount in keeping our Candidates/Members engaged for a longer period and as a result, many are stepping up to volunteer and chair mutual aid meetings or cleaning in and around the facility, contributing back to their community. In 2022, Life Learning Center served 379 unduplicated individuals and families through our Recovery Community Center. One of the most unique services offered at Life Learning Center on Saturday is Recovery Yoga.



## Lift Up Project

In 2020, St. Elizabeth was awarded the Lift Up Grant, a federal grant through the Substance Abuse and Mental Health Services Administration (SAMHSA). St. Elizabeth selected Life Learning Center, the Kentucky Career Center/ Brighton Center, and the Northern Kentucky Area Development District (NKADD) to partner on the execution of this 5-year grant. The Lift Up Project Goal is to create a one-stop delivery system for job training and transition to employment for individuals in treatment for substance use disorder (SUD) living in the Northern Kentucky Region, thereby increasing their independence and productivity of the Lift Up participants. In year 2 of the Lift Up Project there were 352 individuals served and positive changes were noted in mental health and risky behavior measures. Life Learning Center is measuring a trend of Candidates that have not been employed in 5 plus years who secure employment for the first time.



## Our Goals & Future

- Graduate 70% Candidates enrolled
- MRRT pilots in other parts of the Commonwealth
- 9 Week pilot program – increase retention
- Grow and diversify revenue streams
- Refine program delivery for replication

In 2022, Life Learning Center **received a one-year grant** from the City of Covington utilizing ARPA money to mitigate damage of COVID-19 on families and workers. With these funds, LLC was able to **secure four staff members** who support employment connection with our Candidates and Members living within the qualifying census tracks in Covington. Taking a personalized approach, The Employment Center at LLC is proactively securing **long-term employment for our graduates**, meeting their needs for **earning potential** and aligning with their **skill set**.

Our goal is to get employment for all graduates allowing opportunity for **growth and personal success**.

# Seasons Change

"Seasons Change" reflects the mission of Life Learning Center to deliver a holistic, integrated continuum of education and care to help our 'at-risk' citizens step up to their highest potential. The staff plants the seeds of change within each Candidate. They support the development of the seed through provisions of Care and Education but it's up to the Candidate to take root and grow. Seasons change. The past is in the past. To be successful, Candidates must acknowledge their capacity for evolution.



Life Learning Center™

## Seasons Change

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[www.lifelearningcenter.us](http://www.lifelearningcenter.us)

How to Engage:

*Volunteer | Refer | Donate*

