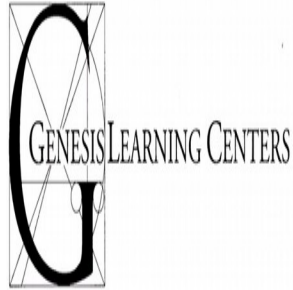


Genesis Learning Centers



General Information

**Nonprofit
Address
Phone
Web Site
Facebook
Twitter
Email**

Genesis Learning Centers
430 Allied Drive
615-832-4222
www.genesislearn.org
<https://www.facebook.com/GenesisCenters>

cwells@genesislearn.org

Mission & Impact

Statements

Mission

Genesis Learning Centers strives for excellence. It is our mission, as individuals and as a whole, to assist each child, youth, and adult we serve to reach for their greatest human potential, to find success from within, and to actively participate in the community of human kind. Genesis Learning Centers is a non-profit, community agency offering special education and home-bound services to children, adolescents, young adults, and their families within Middle Tennessee. Our primary activities are special education day schools, day treatment, and home-bound educational services for children and youth with emotional and behavior disorders, intellectual disabilities, and other developmental delays. Statement of Organizational Goals: 1) To always consider first and be of direct benefit to the children, youth and families we serve. 2) To provide new steps in the continuum of community-based services that Genesis can offer to the special needs children and families of Tennessee. 3) To always maintain the highest level of care and service for each child, youth, and family we serve. 4) To provide young people and their families assistance before problems become so serious that solutions within the community are difficult to find and implement. 5) To always maintain the highest level of management and stewardship of the programs, service contracts and funds entrusted to Genesis Learning Centers.

Background

For 38 years our Genesis home has been in Nashville and the surrounding communities of Middle Tennessee. We have focused on meeting the needs of the unique and exceptional students since we enrolled our first students in January of 1984. It is our dedicated purpose that each of our students can know and demonstrate that they are able to learn new things; that they can control their own emotions and behaviors; and that each one of them is a positive, capable individual who has the potential to become a happy, successful family and community member. Genesis Learning Centers operates two schools serving special education students ages 5-22, Genesis Academy in Nashville and Rutherford Academy in Murfreesboro. We acquired two juvenile court prevention schools in 2003 from a for-profit company. These programs are the Montgomery County and Rutherford County Teen Learning Centers. Finally, we provide a large portion of the Home-bound Educational Services for Metro-Nashville and Rutherford County Public Schools. We have approximately 188 students enrolled in our state approved school programs and another

60-70 students receiving Home-bound Education. Genesis employs approximately 95 full and part-time staff plus another 35 sub-contracted Home-bound Teachers.

Impact

Over the past five years Genesis Learning Centers has expanded our services to students within the Autism Spectrum. This has included opening sensory rooms at our Genesis and Rutherford Academies. And with that growth in requests to serve we have added two Board Certified Behavior Analysts to support both Academies. One BCBA was previously a social worker at Genesis Learning Centers. After expressing an interest to grow professionally, Genesis Learning Centers committed to paying for tuition, supervision, and licensing. And we are excited that a newly hired teacher is seeking to follow the same path! We see an ever increasing need for specialized classrooms for this population. We are also seeing an increase in children with early trauma and PTSD. As a result, we are increasing staff training in these areas. Our five-year contract issued in 2020 marked the eighth contract-renewal cycle with Metro-Nashville Public Schools. In 2019, we renewed our five-year contract with Rutherford County Schools We greatly appreciate their trust in our services and the opportunity to provide comprehensive special education services for their unique students. Using federal funds from the Paycheck Protection Program, Genesis Learning Centers focused on creating a plan for general organizational improvement. Some of the outcomes possible because of these allocated dollars include hiring an Information Technology professional for on-site support; providing all students with a chromebook upon enrollment; issuing laptops to all teacher counselors, associate teacher counselors, social workers, educational associates, to improve access to instruction; and realigning our pay scale to retain current staff and recruit highly qualified staff by increasing base salaries by 6-8%. Further, we committed to ensuring all employees receive any annual salary higher than the living wage determined for the Nashville area. Last year we began the process of improving our organizational safety plans relating to both natural disasters and human crises. We have a safety committee leading the charge. At this time, we have invested in a visitor screening and management system, plan to secure professional Active Shooter Response training, certify at least two staff members to become Active Shooter Response trainers, created "Stop the Bleed" kits for every classroom, conducted baseline safety audits in all buildings, purchased defibrillators for every building, and improved the safety on student transportation.

Needs

1. We are seeing two shifts in our student population. One is the increase in students with Autism Spectrum related issues. The second is an increase in the intensity of problematic and challenging behaviors demonstrated by the younger, elementary level students referred for support. Our need is to bolster training for staff in the area of Applied Behavior Analysis and other Evidence Based Practices to better serve students more severe behavioral needs. We continue working towards becoming a Trauma Informed Organization. 2. While Genesis does not openly fund-raise, we need to expand the use of grants and foundation support to augment program materials, staff training, and capital needs as they arise. 3. Over the years Genesis has limited its advertising and marketing, since all of our referrals come directly through our contracting school systems.

Statement from CEO/Executive Director

As the Executive Director, I am so proud and grateful that we have a family of educators who all share the same mission and vision. Students always come first. For many of the students we serve, this is often the first time they have been made a priority. We take time to get to know our students. Our goal is to understand how the various tragedies and traumas they have experienced impact their social, emotional, and behavioral needs. Together with support from the student's family and the referring district, we see students make significant gains. They often learn how to self-manage their anxiety, anger and rage; identify academic strengths and talents; transition from engaging in aggressive and self-injurious behaviors to communicating their needs, wants, frustration, and protests in a socially appropriate manner. And for many of our students, following their successes, they return to their school of zone!

Statement from Board Chair

Thirty-eight years ago, in the summer of 1983, I drove home from work with a nagging question running through my mind. One I knew I could not answer alone. I walked into the house greeted by Melissa (Adams) and our one-month old eldest son Blake. I told her I needed her to answer a

question, but that I needed her to answer immediately without taking time to think it over. Simply, I asked, "What does God want you to do right now?" She responded, "Start a school." Six months later on January 24, 1984 Genesis Learning Centers opened its doors to our first 10 students. As President and Chairperson of our Genesis Board of Directors, I am very proud that so many of our children found that they are truly a positive, capable individual who has the potential to be happy and successful throughout all their life. I am equally proud of the many teachers, social workers, associate teachers, educational assistants, and support staff Genesis has employed over the years. It is my belief that we have prepared them, not only as educational professionals, but also as servants for life wherever their journeys may take them. It is my hope that each carries fond memories of Genesis with them and an understanding that they have made a difference in the lives of our special kids. Behind the scenes has been our Board of Directors with steadfast members for many each serving the mission of Genesis for many years. Their guidance and mentoring has brought a strength to Genesis that has carried us through the years of financial and operational challenges and successes. I look forward to the guidance of newer Board members as we look to the future. I tell our wonderful Genesis staff at the beginning of every school year that they are chosen, they are called to serve. Now, I say to you all, students and staff, listen for the soft whisper calling your name and answer that Call to be the greatest you can be. Moreover, know that there is no task greater, or more prestigious than to serve God's special and unique children.

Service Categories

Primary Category
Secondary Category
Tertiary Category

Education - Special Education
 Mental Health & Crisis Intervention - Mental Health Disorders

Areas Served

Genesis Learning Centers focuses on serving students with social, emotional, and behavioral needs across middle Tennessee from boarder (Kentucky) to boarder (Alabama).

TN - Bedford, TN - Cannon, TN - Cheatham, TN - Coffee, TN - Davidson, TN - Montgomery, TN - Robertson, TN - Rutherford, TN - Williamson, TN - Wilson, TN - Trousdale, TN - Franklin, TN - Macon

Programs

Montgomery County Teen Learning Center

Description

The Montgomery Teen Learning Center provides a full school day, Tennessee Department of Education approved, alternative school and HiSET (GED) Program for youth 14-18 years of age. These youth have been brought to the juvenile court's attention due to school/community problems resulting from extensive truancy, school zero-tolerance offenses, and status offenses. Many of these issues are brought on by low self-esteem, little or no socialization skills, poor academic performance, lack of behavior control, and poor decision making. These youth seem unaffected by traditional disciplinary procedures and may or may not be identified with special education needs. Services are tailored to the needs of each child and family in order to break the cycle of school failure and juvenile court involvement. As a State approved school, the Genesis Teen Learning Center program enables our students to continue their efforts toward graduation, earning Carnegie credits toward a high school diploma or preparing for the High School Equivalence Test (HiSet/GED) exam.

Budget \$444,614.00

Rutherford County Teen Learning Center

Description

The Rutherford Teen Learning Center provides a full school day, Tennessee Department of Education approved, alternative school and HiSET (GED) Program for youth 14-18 years of age. These youth have been brought to the juvenile court's attention due to school/community problems resulting from extensive truancy, school zero-tolerance offenses, and status offenses. Many of these issues are brought on by low self-esteem, little or no socialization skills, poor academic performance, lack of behavior control, and poor decision making. These youth seem unaffected by traditional disciplinary procedures and may or may not be identified with special education needs. Services are tailored to the needs of each child and family in order to break the cycle of school failure and juvenile court involvement. As a State approved school, the Genesis Teen Learning Center program enables our students to continue their efforts toward graduation, earning Carnegie credits toward a high school diploma or preparing for the High School Equivalence Test (HiSet/GED) exam.

Budget \$440,251.00

Genesis Academy

Description

Genesis Academy is a private school for special needs youth. We have been part of the Nashville and Middle Tennessee education community for 34 years. Genesis offers special education services for Kindergarten through 12th grade children. Typically, our unique students have been identified with emotional disorders, learning disabilities, intellectual disabilities (mental retardation), dual-diagnosis and/or developmental delays. As an approved school by the Tennessee Department of Education students may earn high school credits and may be awarded an academic or exceptional education diploma at graduation. Here, children and adolescents are given the chance to reach their full potential not only as students, but also as total individuals. Our certified and caring staff provide a wide range of academic, vocational, life skills, and therapeutic services. Each student at Genesis Academy receives services designed to meet their specific needs targeting deficit areas while building on individual strengths; this includes focus on each child's educational, emotional, behavioral, social, ecological, and vocational goals. Individual Educational Plans (IEPs) are carefully developed and reviewed regularly with our students and their families. We want every one of our children to have a positive and adaptive learning environment. It is our hope that each child we touch will experience significant personal growth and improvement. Genesis Academy can only accept students that are referred by the county public and charter school systems within Middle Tennessee with whom we contract. Genesis Learning Centers does not offer private tuition services.

Budget \$2,529,975.00

Rutherford Academy

Description

Rutherford Academy opened in 2002 as an expansion of our Genesis Academy. This new private school for special needs youth has allowed Genesis to more students within Middle Tennessee closer to their homes. Rutherford Academy offers special education services for first grade through 12th grade children. Typically, our unique students have been identified with emotional disorders, learning disabilities, intellectual disabilities (mental retardation), dual-diagnosis and/or developmental delays. As an approved school by the Tennessee Department of Education students may

earn high school credits and may be awarded an academic or exceptional education diploma at graduation. Here, children and adolescents are given the chance to reach their full potential not only as students, but also as total individuals. Our certified and caring staff provide a wide range of academic, vocational, life skills, and therapeutic services. Each student at Rutherford Academy receives services designed to meet their specific needs targeting deficit areas while building on individual strengths; this includes focus on each child's educational, emotional, behavioral, social, ecological, and vocational goals. Individual Educational Plans (IEPs) are carefully developed and reviewed regularly with our students and their families. We want every one of our children to have a positive and adaptive learning environment. It is our hope that each child we touch will experience significant personal growth and improvement. Rutherford Academy can only accept students that are referred by the county public and charter school systems within Middle Tennessee with whom we contract. Genesis Learning Centers does not offer private tuition services.

Budget \$1,537,184.00

Genesis Educational Homebound Services

Description

Genesis Homebound Education Services provides academic support in a non-school setting for general and special education students who may be hospital bound, health impaired, pregnant, or suspended exceptional education students enrolled in the Public School Systems of Nashville‑Davidson County and Rutherford County. These students will range in age from three years through twenty-two years and range in functional abilities varying from gifted to multiply handicapped. Academic services provided by Genesis Learning Centers will vary from pre-academic and self-help skills through advanced academic placement. Direct Educational Services This student service as specified in each student's IEP involves direct interaction with the homebound teacher and the student. This is provided at the child's home or other location specified and approved by the school system. All contacts are summarized and documented in the child's IEP. At the minimum, three hours of instructional service are provided each week. Typically, the instruction takes place in two 1.5 hour sessions. However, given each student's individual needs and capacities, these learning sessions may be shortened or lengthened as specified in the IEP. In addition, services are flexible to accommodate parent work schedules and youth accessibility.

Budget \$216,216.00

CEO/Executive Director/Board Comments

Currently, our biggest challenge is hiring new educators to join our family at Genesis Learning Centers. Like so many school districts across Middle Tennessee, we are facing a shortage in finding qualified and licensed teachers.

Governance

Board Chair
Company Affiliation
Term
Email

Terry Adams
Genesis Learning Centers
July 2022 to June 2023
tadams@genesislearn.org

Board of Directors

Name	Affiliation	Status
Mr. Blake Adams Vice President	Insbank of Tennessee	Voting
Ms. Melissa Adams Asst. Executive Director	Genesis Learning Centers	Voting
Mr. Terry Adams Executive Director	Genesis Learning Centers	Voting
Richard Girdler	Partner, Insurance Group of America	Voting
Mr. Eric Kimmerling Owner	SIDE, LLC	Voting
Paul Mattingly		Voting
Misty Parsley	Lipscomb University	Voting
Erika Terhaar		Voting
Phillip Weinstein	Ankura Consulting	Voting

Board Demographics - Ethnicity

African American/Black	0
Asian American/Pacific Islander	0
Caucasian	9
Hispanic/Latino	0
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	6
Female	3
Unspecified	0

Governance

Board Term Lengths	0.00
Board Term Limits	0
Board Meeting Attendance	80%
Does the Organization have written Board Selection Criteria?	No
Does the Organization have a Written Conflict of Interest Policy?	Yes
Percentage Making Monetary Contributions	100%
Percentage Of Board Members Making In Kind Contributions	100%
Does the Board include Client Representation?	
Number of Full Board Meetings Annually	4

Standing Committees

Audit, Compliance and Controls

Risk Provisions

- Accident and Injury Coverage
- Automobile Insurance
- Automobile Insurance and Umbrella or Excess Insurance
- Blanket Personal Property
- Business Income
- Commercial General Insurance
- Commercial General Liability
- Computer Equipment and Software
- Corporal Punishment Liability

Directors and Officers Policy
 Educators Errors and Omission Liability
 Employee Benefits Liability
 Employment Practices Liability
 Improper Sexual Conduct/Sexual Abuse
 Life Insurance
 Medical Health Insurance
 Professional Liability
 Umbrella or Excess Insurance
 Workers Compensation and Employers' Liability
 Workplace Violence

Management

Executive Director

Ms. Cassie Wells

Email

cwells@genesislearn.org

Term Start

August 2019

Cassie's Experience: 08/2019-current Genesis Learning Centers Executive Director
 07/2012-07/2019 Easterseals Chicago, Illinois Director of Autism Services 08/2010-07/2012
 Chicago Public Schools Chicago, Illinois Manager, Low Incidence Disabilities 08/2007-
 08/2010 Illinois State Board of Education (ISBE), Division of Special Education Services
 Chicago, Illinois Autism Consultant, Principal Consultant 08/2001-10/2006 Treatment and
 Research Institute for Autism Spectrum Disorders (TRIAD) Vanderbilt University Medical
 Center Nashville, Tennessee Autism Consultant, Early Intervention Team, and School Age
 Team

Staff

Number of Full Time Staff	85
Number of Part Time Staff	0
Volunteers	0
Contractors	35
Staff Retention Rate	0%

Plans & Policies

Fundraising Plan?	No
Strategic Plan?	Yes
Years Strategic Plan Considers	2
When Strategic Plan Adopted?	July 2023
Management Succession Plan?	Yes
Policy and Procedures Plan?	Yes
Nondiscrimination Policy?	Yes
Whistle Blower Policy?	Yes
Document Destruction Policy?	Yes

Senior Staff

Name	Title
Kerry Tucker	Director of Human Resources
Charles Rippy	Program Manager, RCTLC
Maryellen Bucci	Principal, Rutherford Academy
Megan Pyle	Principal, Genesis Academy
Pamela Byrd	Program Manager, MCTLC
Patty Higgins	Manager of Finance
Augusta Miller	Assistant Principal, Genesis Academy
Miguel Morera	Manager of Information Technology

Formal Evaluations

Is there a formal evaluation for...	Frequency
CEO/Executive Director Yes	Annually
Senior Management Yes	Annually
Non-Management Yes	Annually

Awards

Award/Recognition
Linda Christie & William
Moynihan Lifetime
Achievement Award

Organization
Tennessee Conference on Social Welfare

Year
2015

Financials

Financials

Fiscal Year Start

Fiscal Year End

Projected Revenue

Projected Expenses

Detailed Financials

Revenue and Expenses

Fiscal Year	2023	2022	2021
Total Revenue		\$4,902,822.00	\$4,939,596.00
Total Expenses		\$5,226,228.00	\$5,383,192.00
Revenue Less Expense	(\$-0.00)	(\$323,406.00)	(\$443,596.00)

Revenue Sources

Fiscal Year	2023	2022	2021
Foundation and Corporation Contributions		\$0.00	\$0.00
Government - Federal		\$0.00	\$0.00
Government - State		\$0.00	\$0.00
Government - Local		\$0.00	\$0.00
Government - Unspecified		\$0.00	\$160,429.00
Individual Contributions		\$10,157.00	\$9,640.00
Indirect Public Support		\$0.00	\$0.00

Earned Revenue		\$4,922,923.00	\$4,730,599.00
Investment Income, Net of Losses		\$-30,258.00	\$38,928.00
Membership Dues		\$0.00	\$0.00
Special Events		\$0.00	\$0.00
Revenue In-Kind		\$0.00	\$0.00
Other		\$0.00	\$0.00

Expense Allocation

Fiscal Year	2023	2022	2021
Program Expense		\$4,606,174.00	\$4,815,406.00
Administrative Expense		\$620,054.00	\$567,786.00
Fundraising Expense		\$0.00	\$0.00
Total Revenue/Total Expenses		94%	92%
Program Expense/Total Expenses		88%	89%
Fundraising Expense/Contributed Revenue		0%	0%

Top Funding Sources

Fiscal Year	2023	2022	2021
Top Funding Source & Dollar Amount	\$0.00	Earned Revenue - \$4,922,923.00	Program Revenue - \$4,730,599.00
Second Highest Funding Source & Dollar Amount	\$0.00	Contributions, Gifts, Grants - \$10,157.00	Government Grants - \$160,429.00
Third Highest Funding Source & Dollar Amount	\$0.00	\$0.00	Investment Income - \$38,928.00

Assets and Liabilities

Fiscal Year	2023	2022	2021
Total Assets		\$1,689,499.0	\$1,736,855.0

		0	0
Current Assets		\$1,242,198.00	\$1,168,347.00
Long-Term Liabilities		\$420,607.00	\$749,430.00
Current Liabilities		\$120,658.00	\$148,785.00
Total Net Assets		\$1,148,234.00	\$838,640.00

Endowment Info

Do you have an endowment?

No

Capital Campaign Info

Currently in a Capital Campaign?

No

Solicitation Permit Info

State Charitable Solicitations

Permit

Exempt

CEO/Executive Director/Board Comments

Genesis Learning Centers has operated for 37 years on the funds we are entrusted through service contracts. Our challenge is always to continue quality services that warrant the continued renewal of service contracts with the allotted funds. We continue to closely monitor our expenses and seek new means to save dollars (i.e. this past year we re-worked our contract with Staples providing a significant savings in office and janitorial supplies). And look for ways to increase revenue (i.e. we have expanded services to Cannon County, increased students from Robertson County, and re-negotiated our MNPS contract for a rate increase). Genesis maintains an investment account with a 2020 ending balance of \$247,979. These funds provide collateral for our \$350,000 Line of Credit with our local commercial Bank, INSBANK. Revenue from the investment account also provides funds for the Genesis employer match on our 401k Plan. Our longevity demonstrates our abilities to both manage expenses and increase revenue successfully.