

# LEAP

Legal Employment Accessing Profit

# 2024

California Community  
Reinvestment Grants  
Program Report

# Rising Like The Sun So Others Can Shine

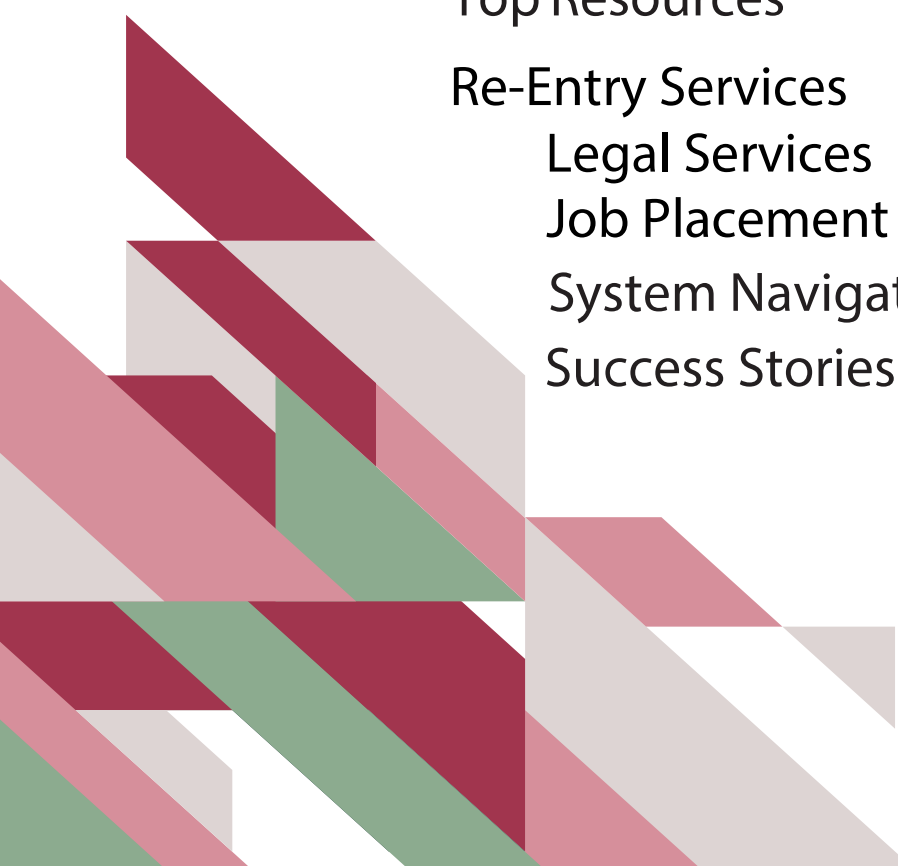
Time for Change Foundation is proud to announce the completion of their Legal Employment Accessing Profit (LEAP) Program. The LEAP Program was awarded through the California Community Reinvestment Grants (CalCRG) Program by the Governor's Office of Business and Economic Development (GO-Biz). The LEAP Program was aimed at supporting formerly incarcerated individuals reintegrating into society by providing legal services, job placement, and systems navigation services.

The CalCRG program, established under The Adult Use of Marijuana Act (Proposition 64) in California, focuses on providing critical services to communities disproportionately affected by past federal and state drug policies, known as the War on Drugs (WoD). This initiative, spearheaded by GO-Biz, granted funding to local health departments and qualified nonprofit organizations to offer job placement, mental health treatment, substance use disorder treatment, system navigation services, legal services address-ing reentry barriers, and linkages to medical care.

The overarching mission of the CalCRG program is to advance health, wellness, and economic justice for populations and communities impacted by the WoD, aligning with principles of responsiveness, data-driven approaches, trauma-informed care, and accountability to taxpayers and stakeholders. Through this collaborative effort, we are creating positive change and empowering individuals on their journey towards successful reentry and rehabilitation.

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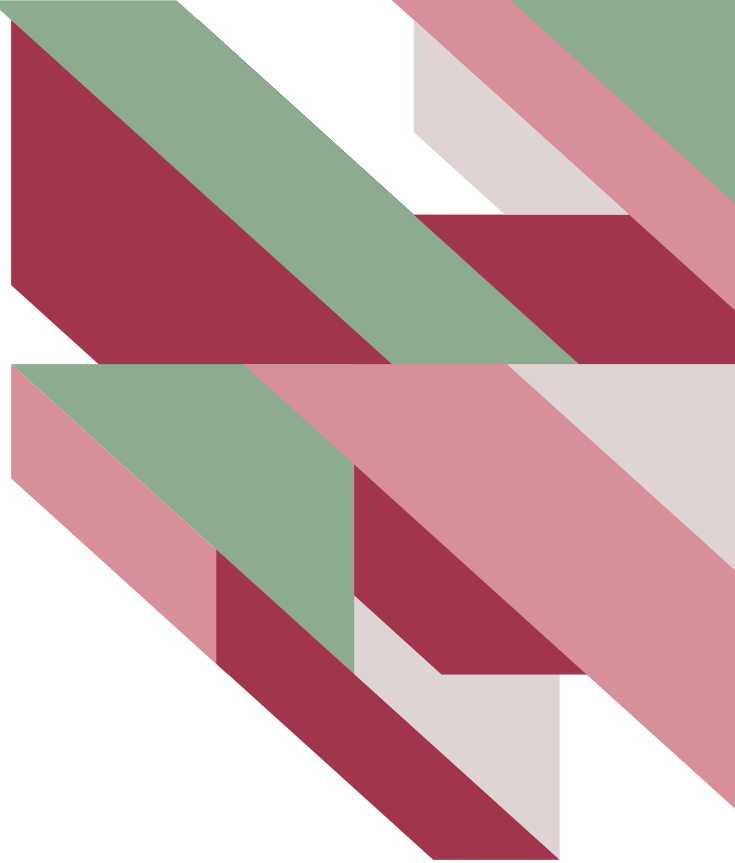
# ABOUT US

Time for Change Foundation (TFCF) is the model of excellence in the State of California for empowering disenfranchised families transitioning from homelessness and recidivism to self-sufficiency. Since its inception, TFCF has been dedicated to meeting immediate needs while driving long-term systemic change. Our mission centers on empowering individuals and communities, particularly those facing systemic barriers, to achieve sustainable prosperity through housing stability, economic opportunity, and leadership development.

At the heart of our work is the belief that everyone deserves a fair chance to build a better future, and we strive to break the cycles of poverty and inequality that often hold people back. TFCF offers a comprehensive range of services that support housing security and self-sufficiency, including emergency shelters, permanent supportive housing, and affordable housing solutions.

Customized, culturally responsive, and community-rooted practices along with our evidence-based supportive services meet the unique needs of each family and are geared towards disrupting the cycle of multi-generational violence and poverty. As a full-service human services organization, TFCF responds to the family as a whole. We ensure that all needs are met so that the family unit will be healthy and prepared for life-long success.

We are committed to deepening our impact by expanding both our housing initiatives and entrepreneurship support for communities of color. By focusing on economic mobility and housing stability, TFCF is creating pathways to a more equitable future—one where individuals and communities can thrive, advocate for themselves, and build lasting prosperity for generations to come. Our work is about creating lasting change, ensuring that our impact benefits not just today's generation, but those of the future.



# MISSION

The mission of Time for Change Foundation is to empower communities towards economic prosperity and holistic well-being through a culmination of innovative projects and services, designed to establish both housing and economic development as the foundation upon which everyone can be assured the opportunity to reach their fullest potential.

# VISION

The vision of Time for Change Foundation is to forge a transformative model that disrupts historical biases and allows women and men of color to be at the helm creating flourishing communities rooted in solutions that are driven by data, authenticity, innovation and the power of cutting-edge technology, thereby, fostering equitable and sustainable growth in every community we touch.

# PROFESSIONAL TEAM



**KIM CARTER, Ph. D**  
Founder/Ambassador



**VANESSA PEREZ, MBA**  
Executive Director



**PHYLLIS SCOTT**  
Project Director



**LISHA LAY**  
Employment Developer II

# GOALS & OBJECTIVES

## Capacity Building

Throughout the grant period, we were able to develop and strengthen the skills, abilities, and resources of our organization. These efforts include capacity-building in staff development.

**One Peer-Suader:** This individual acted as influencers, using their knowledge and social skills to encourage clients to adopt new practices, participate in initiatives, and support overall capacity-building efforts.

**Three Legal Advocates:** These law firms provided legal support, advice, and helped clients with custody issues, expungement filings, court documents, and more.

**Program Staff:** We were able to hire additional employees who provided more hands to manage workloads, increase productivity, and allow for expanded programming. This influx of staff members was essential for meeting the growing demand during our grant cycle.

**One Career Technician:** This individual assisted clients with career development, offering guidance on job growth, skills improvement, and professional advancement.

**Twenty-One Staff Trainings:** Training sessions were conducted to ensure that all team members, including new hires, were up-to-date on essential strategies necessary to carry out our grant programs and services.



# GOALS & OBJECTIVES

## Outreach and Enrollment Activities for Formerly Incarcerated Individuals

Key Accomplishments:

### 1. Engagement of 203 Formerly Incarcerated Individuals:

Outreach activities successfully reached 203 individuals who have re-entered society after incarceration. Each individual was provided with tailored enrollment support into relevant programs, such as employment services, housing assistance, and educational opportunities.

### 2. Utilization of Parole Networks:

Collaboration with parole officers and parole networks played a crucial role in identifying and engaging eligible participants. These networks facilitated direct contact with formerly incarcerated individuals, increasing outreach efficiency and ensuring that services were made accessible to those in need.

**Enhanced Client Engagement:** By leveraging parole networks, we established meaningful connections with individuals at critical stages of their re-entry process.

**Comprehensive Client Feedback:** The collection of 244 client satisfaction surveys enabled us to assess the impact of the services and adjust strategies to better meet client needs.



# GOALS & OBJECTIVES

## Job Placement

Job Skills Training to 50 FII



Entrepreneur Coaching to 50 FII



Meet with 25 employers about FII



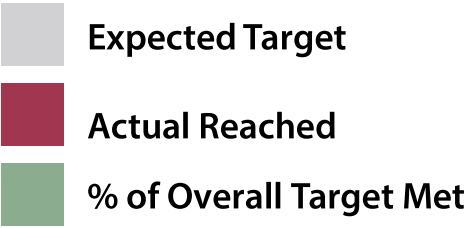
45% placed in a job/started a business



25% to receive entrepreneur services

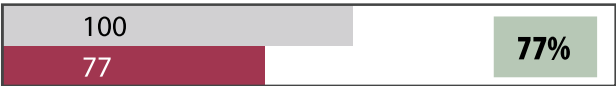


80% to maintain employment for 6 months

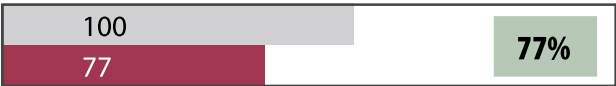


## Mental Health Treatment

Individual Therapy



Referral to Mental Health Services



## Substance Use Disorder Svcs.

12 Step



Relapse Prevention

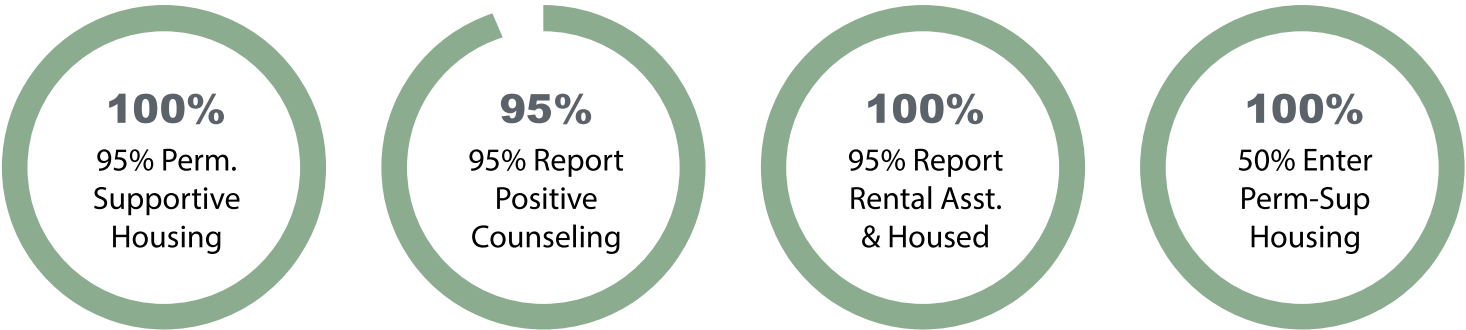


Referral to Rehabilitation



# GOALS & OBJECTIVES

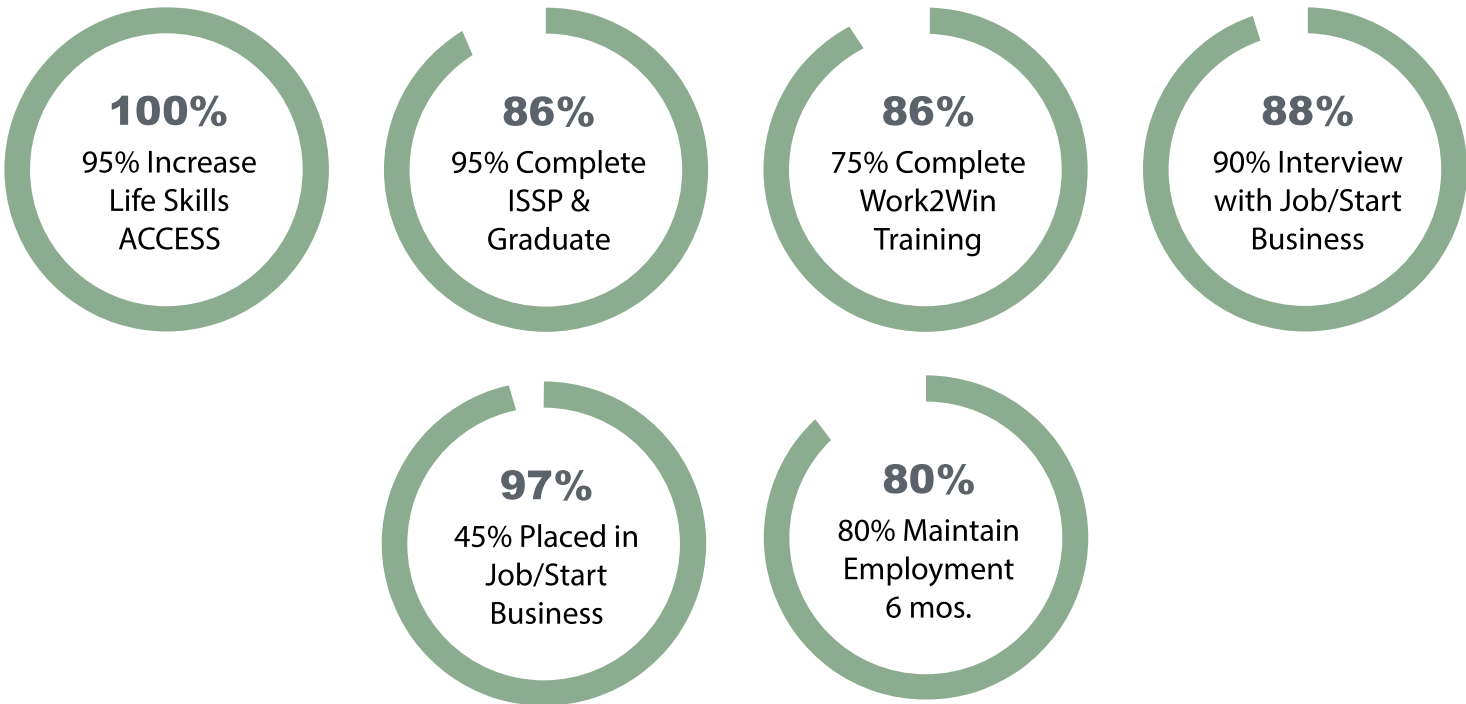
## System Navigation Services



We exceeded our goal in providing permanent supportive housing and rental assistance. Every client who needed housing received it and that created a strong correlation for job retention.

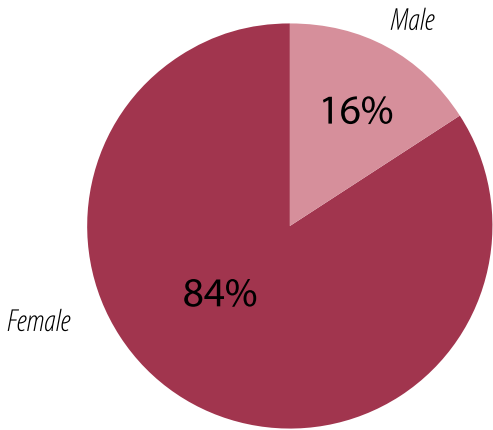
Our Career Tech taught our 10-week “Work 2 Win” (W2W) job readiness workshops and 86% of clients completed the course overall, exceeding our targeted goal of 75%.

Our W2W workshops included mock Interviewing, job search assistance, resume building, dress for success and building confidence; 80% of our clients have maintained their employment for at least 6 months, meeting our target for this grant.



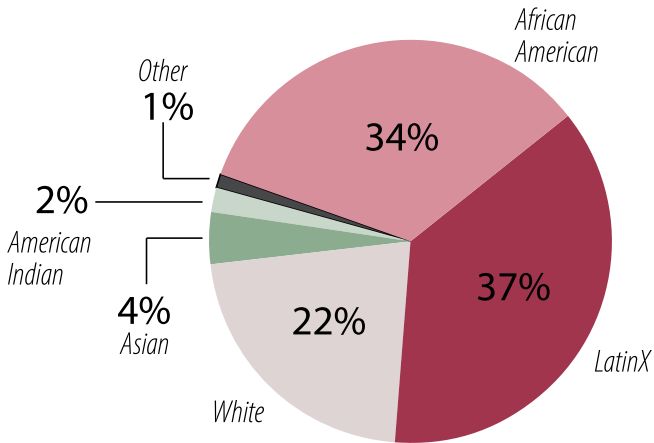
# DEMOGRAPHICS

Gender



Historically Time for Change Foundation has served previous incarcerated women. With the expansion of programing from CalCRG formally incarcerated men have now been able to participate and gain valuable skills and resources.

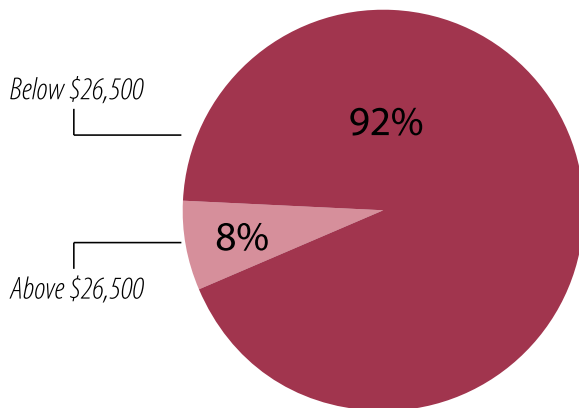
Race & Ethnicity



A diverse group of men and women were able to be served. LatinX, African Americans and White, were the largest populations, making up 93% of all clients.

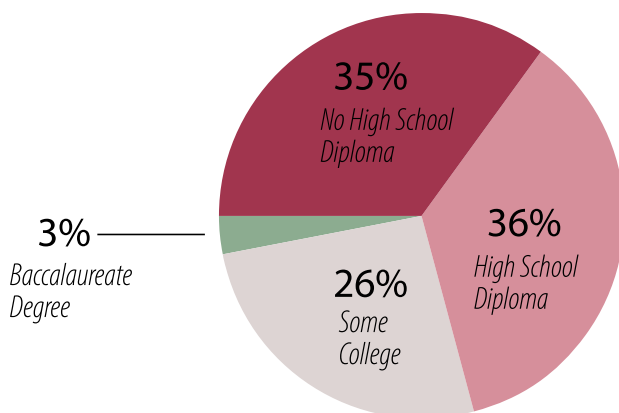
# DEMOGRAPHICS

## Family Income



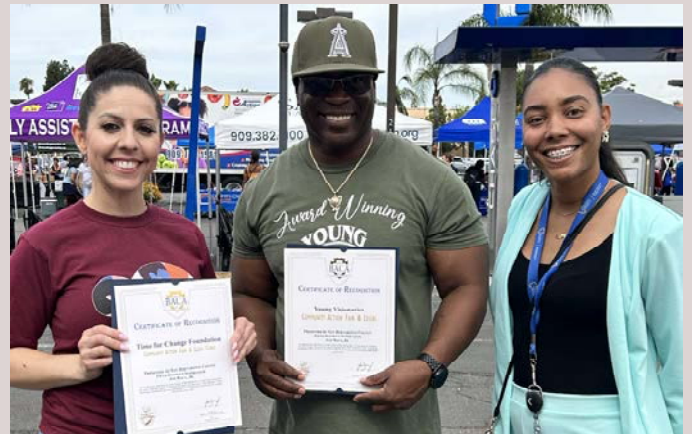
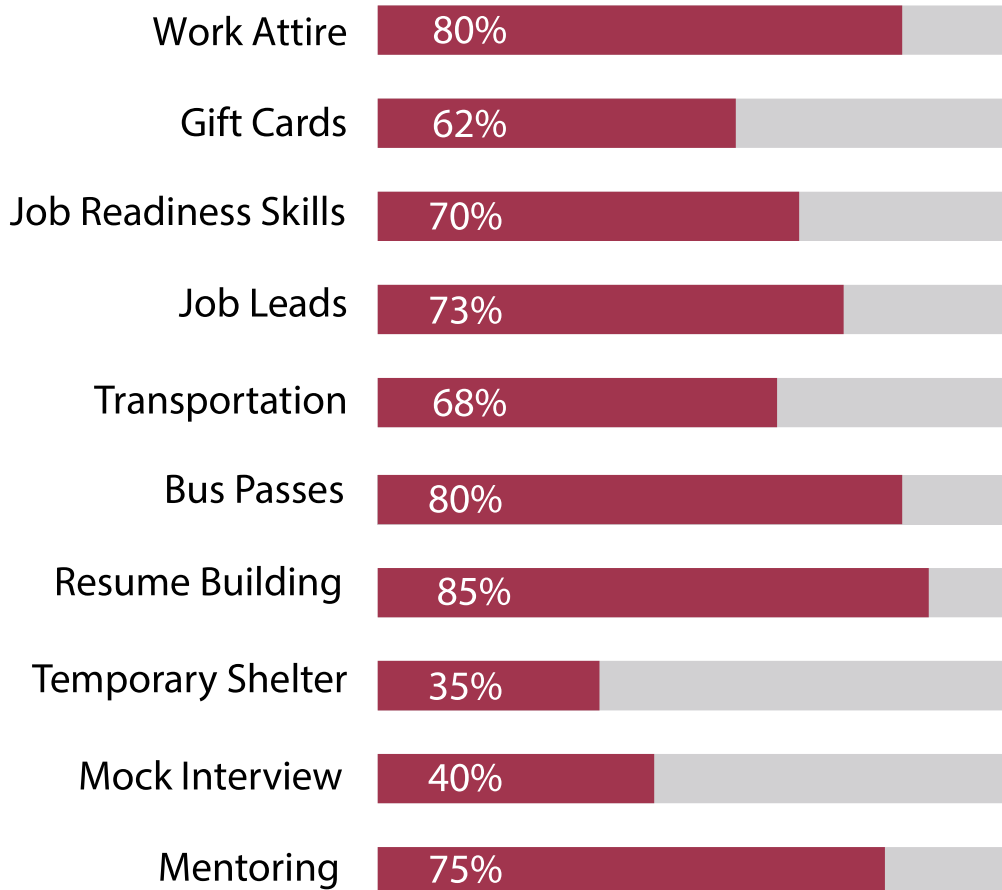
92% of clients have a cumulative family income of \$26,000 and below while only 8% of clients had earning above \$26,500.

## Education



36% of clients have a high school diploma  
35% have no diploma  
26% have attended some college  
3% have earned a bachelors degree

# TOP RESOURCES



# RE-ENTRY SERVICES

## LEGAL SERVICES

Access to legal services and legal aid clinics is vital for individuals who have recently been released from incarceration and are reintegrating into society. These services play a critical role in ensuring that individuals have the necessary legal support and guidance to navigate the complex challenges they may face post-release. Legal aid clinics provide valuable assistance in addressing legal issues such as housing rights, employment discrimination, family law matters, and reentry barriers.

By having access to legal services, individuals can effectively address legal barriers that may hinder their successful reentry into society. Legal assistance also helps individuals understand their rights, access resources, and advocate for fair treatment, ultimately promoting a smoother transition and reducing the risk of recidivism.

Therefore, ensuring access to legal services and legal aid clinics is essential in supporting the successful reintegration of formerly incarcerated individuals and promoting a more just and equitable society.



# RE-ENTRY SERVICES

## JOB PLACEMENT



Job training, placement assistance, resume building, mock interviews, support with work attire, and transportation services are essential components in facilitating the successful reentry of formerly incarcerated individuals into society. These comprehensive services play a crucial role in empowering individuals to secure meaningful employment opportunities, rebuild their lives, and contribute positively to their communities.

Job training equips individuals with the necessary skills and knowledge to thrive in the workforce, while resume building and mock interviews help them present themselves effectively to potential employers.



Assistance with work attire ensures that individuals make a professional impression during job interviews and in the workplace.

Additionally, providing transportation support eliminates a significant barrier to employment, enabling individuals to access job opportunities and maintain consistent attendance.

By offering these vital services, we not only promote economic stability and independence for individuals post-release but also foster their successful reintegration into society, reducing recidivism rates, and building a stronger, more inclusive community.

# RE-ENTRY SERVICES



## SYSTEM NAVIGATION SERVICES

Navigating systems that provide essential services such as permanent housing, mental health counseling, substance abuse counseling, and life skills is crucial for the successful rehabilitation of formerly incarcerated individuals. These services play a pivotal role in supporting individuals as they transition back into society post-incarceration.

Permanent housing offers stability and a safe environment, enabling individuals to focus on their rehabilitation journey.

Mental health counseling provides vital support for addressing underlying issues and promoting emotional well-being.

Substance abuse counseling offers crucial assistance in overcoming addiction and maintaining sobriety.

Life skills training equips individuals with the tools needed to navigate daily challenges and make positive choices.

By ensuring access to these comprehensive services and effective system navigation, formerly incarcerated individuals are better equipped to reintegrate successfully into society, reducing recidivism rates and promoting long-term rehabilitation and success.



# SUCCESS STORIES

## SHARRON LYNETTE STOWERS



My name is Sharron Lynette Stowers. My story starts off at the age of 14 years old. That's the age my addiction started. It started off with alcohol but eventually years later, it would end with meth. I was a functioning alcoholic. I had a job, a car, and was a single parent raising two children on my own. I'd wake up every morning, get ready for work, work 12 hours, then come home, drink and help my kids with their homework, and put them to bed. That was my routine, I drank to fill the empty space my kid's father left when he left us. Just as I did when I was 14, trying to fill an empty void that my father was supposed to fill. Eventually, I ended up getting back together with my children's father. That's when I was introduced to meth, and that's when it all went downhill from there. I lost everything in my addiction. I lost my car, my job, my home, my kids, and eventually my sanity (due to psychosis caused from meth). My addiction left me with nothing, I had burned every bridge. I was in and out of jail and mental institutions, penniless and homeless.

Last year I found myself back in jail again, but this time was different than before. This time I was pregnant. I violated a program assigned to me by the court, and because of that I was facing two years in prison plus whatever I racked up in extra charges. I prayed every night holding my belly asking God to get me out and help me keep my baby. When I say prayer works...let me tell you. By the grace of God, I don't exactly know why to this day, the judge gave me a second chance. He let me out, but I had no place to go. I called my mother while I was there and asked her to call 211 for me, and that's when they referred her to Time for Change. As soon as I got out I was greeted with love, and compassion. They guided me every step of the way.

Because I had an open CFS case, my then unborn child was at risk of being removed from me as well.

***With the support I had from Time for Change,  
I was able to prove I had a support system,  
a safe place for the baby to live and  
was working to improve myself.***



The investigation was dropped and I was able to keep my baby. During and then on after, I was in life changing classes, helping heal the broken woman I was before. They gave me the confidence and knowledge to pursue a job. They steered me into the rooms of Narcotics Anonymous, and I also reconnected with God.

Now, because of the LEAP program I have a job which in turn I was able to get my own apartment, and a car. They made me the woman I am today. I AM...strong...I AM... confident...I AM beautiful... I AM self-successful...I AM self-sufficient and so much more (an insider from Ms Lizzy's classes, if you know, you know lol). Thank you, Time for Change, for allowing God to work through you. I am forever grateful.



***Mental Health  
Substance Abuse  
77 Participants  
90.5% Success***



***Permanent  
Supportive Housing  
45 Participants  
100% Success***



***Life Skills Access  
95 Participants  
100% Success***

# SUCCESS STORIES

## MARTELL EDWARDS



I was going in a constant circle of regret and disappointment. I was unable to keep a steady job because of my criminal background which affected my ability to provide for my family financially. I was not happy with the way my life was going at all.

I have experienced problems with gaining employment in the past due to the fact that I have a criminal background.

My criminal background has affected my chance of receiving a grade paying job or keeping a job for that matter. I was let go from a really good job in the past because they had done a background check on me.

The LEAP program has given me an opportunity to receive new skills through training that will give me an opportunity to better myself in my career.

The LEAP program has placed me with companies that do not discriminate against persons with a criminal background history.

I am enrolled in an OSHA Construction and trucking program which has provided me with the necessary tools and opportunities to build a great and long-lasting career.

I am the happiest and most successful that I have ever been in my life because of the LEAP program. This program has given me the opportunity to better myself and my family. I would like to personally thank Lisha Lay for all her hard work and support that she has shown me.



# SUCCESS STORIES

## KATHERINE CRITTON



Before I enrolled in the LEAP program, I was a drug addict, homeless, a thief and a repeat offender always in jail.

I always had problems finding work because I was an addict and a thief. I would always do bad things to get money.

This program has turned my life 180! I'm no longer an addict or homeless.

***I have learned to be self-sufficient, patient, have gratitude, and most importantly they have helped me find a job that I love so much!***

I am part of a program that works with Caltrans. Working on the roads and keeping people safe gives me great joy.

This program has helped me love myself and know my self-worth. This program has helped me learn how to job search and obtain employment. They even help with anything you need in being successful at keeping the job as in equipment, uniform, shoes, and even transportation.

Through their love and support it pushed me to be determined to get and keep my job. I have accomplished these goals. Staying out of prison, jail and trouble, getting a job, reunifying with my family and maintaining self-care.

My life today is a blessing, an accomplishment and a new beginning worth living!



# SUCCESS STORIES

## VICTORIA HANKINS



Before the LEAP program, I was having a hard time finding employment. My resume wasn't good at all, it was long and outdated. I also didn't have the appropriate attire to wear to interviews. My interview skills weren't great, and I would always get nervous during them. Even if I found work, I couldn't afford the items needed to start working such as uniforms, or food handlers' card. Sometimes I couldn't even get to the interview. Now that I am a part of the LEAP program, I have had help updating my resume, as well as doing mock interviews before going to a real interview. That alone helped calm me so that during the interview I remained calm and did not get nervous, and because I had already practiced on what to say I wasn't trying to think of something to say because I already had an answer ready. I was also given a ride to my interview so that I was early getting there.

Once I was offered the job, I was given the resources I needed to gain a food handlers card so that I was ready for my first day of work. With the help from the LEAP program, I also was provided with new clothes needed for work as well as shoes. I have been given a bus pass so that now I don't have to worry about how I'm going to get to and from work.

***I am so grateful today because of the help that has started me on the way to being self-sufficient. I owe so much to the LEAP program.***

I don't know how I ever would have gotten so much accomplished in such a little time without the LEAP program. This is such an amazing program. Thank you so much.



# SUCCESS STORIES

## ANTHONY HANSEN



At the age of 5 his mother left him, and he went to live with his grandmother. He didn't understand why his mother left, and his pain turned into anger. This trauma at such a young age made him believe that no one cared for him, that he was all he had, and he had to do things all on his own. At the age of 18, Anthony was sentenced to LIFE in prison and spent the following 19 years incarcerated. On July 30, 2020, he was granted parole and was released on January 4, 2021.

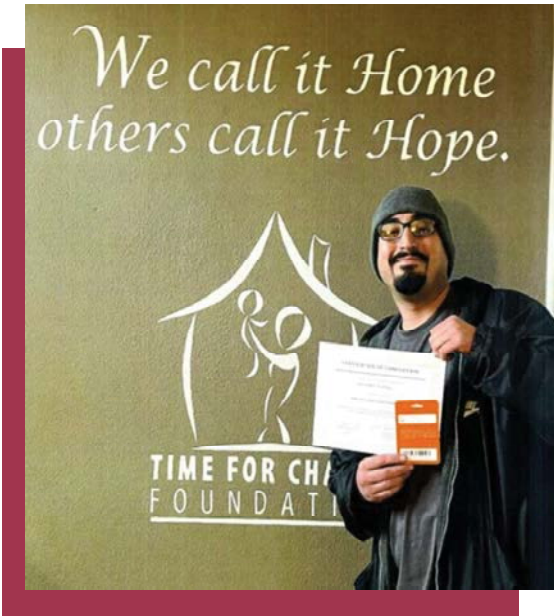
Upon his release, a part of him still believed that, yet he put his pride to the side, humbled himself and built up the courage to ask for help. He expressed "life is hard out here, but I am thankful that there are programs like Time for Change Foundation and the LEAP program to help people like me get back on their feet." With the help of the LEAP program, which helps formerly incarcerated individuals with employment, he was able to get hired with a construction company. However, his heart wanted to do more meaningful work, leading him to work with an organization called California Justice Leaders. He stated "I want to give back and help people like me, help those who experienced the same upbringing as me and have suffered the consequence of making bad decisions. I want to help show them that there is a better way."



I am excited to share that I have been accepted to Cal State San Bernardino to further my education! I am beyond blessed to start my journey to becoming a case manager and helping others in need. I am so grateful for Time for Change Foundation and for Ms. Lisha who took the time to help me on such short notice. LEAP provided me with clothing, food cards, gas cards, resume building, job leads and mentorship along the way to my success. "My plan is to help people the same way that Lisha helped me. Thank you so much for all your help!"

# SUCCESS STORIES

## TIMOTHY TURNER



While at the parole office Timothy met Ms. Phyllis, TFCF Facilities Specialist/Instructor. She shared with him about the LEAP Project and how it could benefit him. This caught his attention. Not long after their meeting, Timothy was enrolled in the LEAP Project.

Before enrolling in the LEAP Project Timothy didn't have many people he could count on. As part of the LEAP Project, he was assisted with gas cards to be able to go on job interviews, work clothes, boots, and shelter.

Since graduating from the 12-week work readiness program, Timothy is now gainfully employed as a forklift driver. He can now provide for his family as they prepare to move into their new home and welcome a new baby.

## RACHEL AYALA



I had just gotten out of prison and really had no place to go. I found myself going down the same path I was going down before I went to prison and did not want to run out of medication and wanted to self-medicate. I reached out to Windsor Crisis Clinic and got my medication and a referral to Time for Change Foundation. Now thanks to Time for Change I have a place to live, a job, I'm saving money. I feel I'm on the right track, I'm so thankful for Time for Change and Employment Developer who worked with me and helped tweak my resume, gave me a mock interview. I know I worried Ms. Lisha, but she continued to show me the way.

# SUCCESS STORIES

## JAMIE BARTLETT



Time for Change Foundation helped me gain employment by helping me with my resume, preparation by practicing interview questions & answers. I also accumulated new clothes for interview attire that I greatly appreciate. Ms Lisha helped me with gaining more confidence in my abilities to acquire employment through helping coach me with how to get the job I now have.

I now work at Home Depot, and I enjoy my job. This experience is what I needed to gain more skills with employment. From being without work for over 2 years due to a terrible relapse and a couple trips to jail I am now proud to say thanks to Time for Change, I was able to get back on my feet to a brighter future.

## SHANTELE DAVIS



This time last year I didn't even know who I was let alone what I was doing or where I was going in life. During my time in prison, I did a lot of personal growth and healing, mainly mentally. Upon my release I knew where I wanted to go and what I wanted; I just needed some assistance getting there. I got a job 4 days after my release and started working 8 days after my release. However, I still needed some resources and assistance to be successful in the workplace. LEAP provided me with clothing and shoes for work and for any future interviews I may have. I went through employment development classes and received a graduation certificate. The Employment Developer kept in touch and checked on me constantly. It's good to have that kind of support while going through one of the toughest times I've had in my life. It's been a while since I even looked at my resume so having someone to not only help with advice, but make amendments is a step in the right direction professionally. All in all, I'm on track to reach my goals in a short time and it's comforting to know I have a good support system behind me. Thank you for all you've done and will continue to do for me and many other people in need.

# SUCCESS STORIES

## ROSLIND BROOKS



Before joining the LEAP program, my life was different. I wasn't working at a job that represented who I was. I faced challenges securing employment due to having a felony record.

The LEAP program has significantly enhanced my life by proving me with skills, guidance and securing meaningful employment aligned with my abilities and aspirations. It has equipped me with essential job skills, polished my resume, improved my interview techniques which has boosted my ability to secure employment.

I have started my own business and it's a testament to the determination and the skills I gained through the LEAP program!

As a result, I'm now in the BBOP center. I am a business owner! I've established my business at the BBOP academy. I feel empowered by the opportunities the LEAP program provides!

## NATALIE RODRIGUEZ



Time for change has given me another chance! With the help of Time for Change I was blessed with a job. They helped me when I recently got out of jail by picking me up from probation, providing shelter, food and clothing, a bed and a safe place to sleep. I'm thankful that I was able to get the support I received.

I'm now working full time because the Employment Developer referred me to work with Chrysalis as a part of the Caltrans program. I'm saving money to hopefully get an apartment. I'm reaching self-sufficiency. The LEAP program is helping me to be responsible and a positive member of society. I'm thankful for this program and all the staff that has helped me get back on my feet.

Thank you Time for Change Foundation!

# SUCCESS STORIES

## RUTHIE



I was facing struggles finding employment and legal services due to my criminal history, I found hope through the LEAP program. They helped me find employment and legal services. At a community event, I learned about the program and decided to give it a try. The program helped me improve my resume and interview skills, and eventually I was able to find a job. The legal team provided free advice and support, helping me resolve my criminal record issues. With a new job and legal support, I feel more at ease. I don't have to stress so much.

Thank you, Time for Change, for this opportunity and chance to restart my life!

## ANDRANAY



I found myself faced with a legal issue. I had heard that Time For Change Foundation had a Legal program that could help me since I had an arrest. I feared losing my child and facing charges that could go on my permanent record. I reached out and they were able to help me that day. I came in for an intake and they then guided me through the process of my legal referral. I was also in the process to update my resume and find ways to communicate with my employer regarding my charges. I appreciate all the help the staff has provided me. My legal issues were cleared up and I was able to stay full time at my job.

# SUCCESS STORIES

## BEVERLY



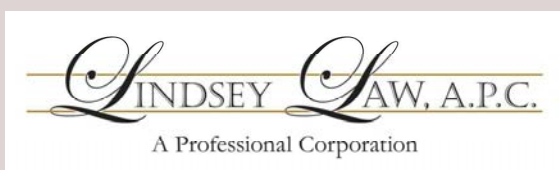
Since coming to Time for Change Foundation I've accomplished several goals, and I feel like I'm moving closer to my ultimate goals of becoming self-sufficient. I am confident that I can make a change. I desire to be a positive force in society and to be a positive role model to whomever I am around. I have been able to complete my resume at 71 years old and go back to school for drug and alcohol counselor thanks to the LEAP program. They have also helped me with my legal issues. I have been able to transition into my own apartment and am so blessed.

Thank you for all your support!



# THANK YOU!

A special thank you to Lindsey Law and Bracy Hawkins Law





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