



ANNUAL BENEFIT REPORT

2023

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OUR FAMILY FOCUS

As an organization dedicated to assisting families in their education, HomeLife Academy strives to meet our families' needs in many different ways.

Through the Homeschool CARE Foundation, we offer needs-based and CARE scholarships.

We also are able to provide scholarships for missionary and military families. During unexpected times of tragedy, we offer additional financial assistance.



Scholarships & Grants: \$44,734

In 2023, we were able to aid 389 families dealing with difficult situations including health issues, income loss, and natural disasters. HLA in collaboration with HCF provided more in scholarships than any year before. In addition to scholarships, HCF also provides curriculum assistance for families that need it.

Curriculum Valued at \$5,895

We are grateful for the encouragement and support we have received from our families, and we are honored to continue to give back. God truly has blessed HLA and put us in a position to help meet the needs of the growing homeschool community around the globe.



COMMUNITY OUTREACH

2023 was a great year for community events. In addition to some continued virtual events, we were able to host and attend more in-person events than the past several years.



In the spring, the 5th Annual Mason Lerro Memorial Ladybug Luncheon was a huge success. We were able to honor the Lerro family and the recipients of the Mason Lerro Memorial Scholarship with a meal, shared stories, and fun activities.

Through the spring and summer, our counselors set up booths at several homeschool conventions including the Teach Them Diligently (TTD) conference and the Chattanooga Southeast Tennessee Home Education (CSTHEA) homeschool expo.

One of the Homeschool CARE Foundation's student outreach programs, Enlightening The Dark Theatre Arts program, performed another show in June. Their original play, "You'll Find Me There," was well attended and even sponsored by several local businesses.



In September, we hosted Workshop Weekend where families from all over the southern US gathered to hear panels of HLA counselors and partners share their experiences and tips for homeschooling. Each seminar was recorded with plans to edit and post them as virtual resources for our families.



October saw the return of the HCF CARE Concert. This year, we were excited to have a list of performers entirely from our local homeschool community. During the event, our local tutorial also hosted a sensory-friendly Trunk or Treat that was a huge hit!

CHARITABLE CONTRIBUTIONS

The Lord continues to bless HomeLife Academy, and we find great joy in paying that forward. Every year, we support the Homeschool CARE Foundation (HCF) and the National Center for Life & Liberty (NCLL). In 2023, we also donated to Hospitality on the Hill Ministry (a ministry of Everett Hills Baptist Church), Beating Hearts Help Center, Rainbow Riding Academy, RIFA, West End Players, Madison County CASA, Child Mind, and Youth Camp at Camp Cedar Lake.

Total Donations: \$17,261

We honor the legacy and memory of several people who are near to the heart of our staff and mission: the Sue Parkerson Scholarship, the Karen Johnson-Bateman Scholarship, and the Mason Lerro Memorial Scholarship. We also offer scholarship opportunities for some of our graduating students to continue their education after high school: the Overcomer Award, the Special Achievement Award, and the Young Entrepreneur Award. Students that are Presidential Service Award recipients and TN Scholar recipients are also honored by HomeLife Academy.

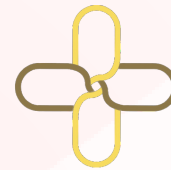
HLA Scholarships: \$2,411

Along with the Homeschool CARE Foundation, HomeLife Academy has been able to meet more specific needs, encourage and guide both students and teachers, and financially support even more families. We are excited to see how God blesses this community in the years to come.



VOLUNTEER EXPERIENCES

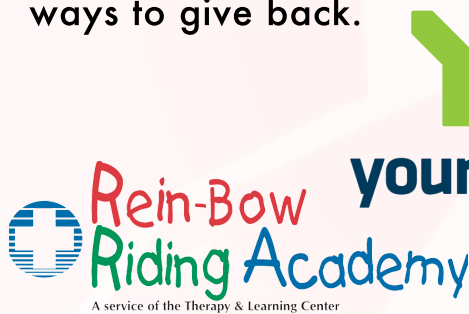
HomeLife Academy is a part of the global homeschooling community and strives to serve our local areas in West Tennessee and beyond. We encourage and support our staff to volunteer their time and abilities to benefit our community. This is a faithful answer to God's call to be a light in the world.



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In February specifically, we celebrate HLA Serves Month and turn our focus towards our communities in service. For these 4 weeks, we encourage our staff, their families, and those enrolled with us to look for ways to give back.



Throughout the entire year, our Grow & Serve program provides our staff with paid time during the work day to volunteer. In 2023, our staff served 2,049 hours with many local charities and organizations, including 368 unpaid volunteer hours. It is always a blessing and encouragement to see the difference we can make together.

HLA Staff Hours: \$60,637.36

CAMPAIGNS & GIVEAWAYS

HomeLife Academy enjoys hosting several campaigns throughout the year on Facebook. The activities are some of our families' favorite moments. As homeschooling continues to expand, we are excited to see even more participation with over fifteen hundred virtual attendees and thousands of interactions in 2023 alone.



We continued the "Teacher of the Year" contest at the end of spring. Students wrote in to nominate their teacher and explain why they deserve the award and to recognize their hard work. The grand prize winner receives free registration for the coming year and shirts for the family. This is another special way to encourage our families and boost their spirits.

"I Love HLA" kicked off the spring semester in February, encouraging families to look for ways to serve and see the good around us. "Homeschool Teacher Appreciation" week came next in April, honoring homeschool teachers and their sacrifices as well as accomplishments. "Summer Kick-Off" and "Minute-To-Win-It" included fun outdoor activities for the whole family. As the fall semester got underway, "Back 2 School Bash" was a fun way to usher in the new school year. And "Holiday Happiness" rounded out 2023 as we celebrated and remembered the reason for the season.

Giveaways Valued at: \$7,814

PERKS & DISCOUNTS

To help our families get the most out of their homeschool experience, we partner with curriculum creators, testing agencies, dual enrollment initiatives, and other resource providers. Often, we are able to provide special discounts, teacher perks, limited trial offers, and more with some of the top organizations in the homeschooling community.



CLT



We are always looking for new partnerships to expand the options available to our families, and 2023 saw several great new opportunities. Along with our continued partnerships with Schoolhouse Teachers, Classic Learning Test, and World to the Wise, we were able to partner with UniversityReady, Union University, and Beyond Personal Finance to offer programs and discounts.



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In addition to third party discounts and offers, HLA provides discounts for our own enrollment several times a year, often paired with fun social media campaigns.

Engaging with our families helps us to know what resources and partnerships are beneficial. We welcome feedback and suggestions as we continue to expand our connections and the options for our families. As this network grows, we plan for the growing needs and resources of our homeschool community.

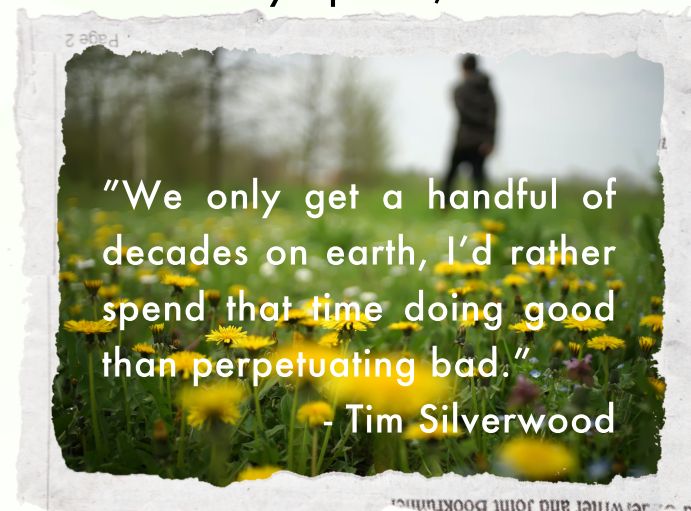
ENERGY EFFICIENCY

As we work to be good stewards of this world and resources that God has given us, we continue to make improvements to our habits, processes, and spaces. In 2023, we were able to complete several initiatives that were started in previous years.

Our kitchen appliances were upgraded to more energy efficient models, and a washer and dryer were installed to prevent unnecessary travel to a third-party cleaner. Our auditorium and external lighting was changed to LED, using less energy and producing less heat. We also invested in water-saving pumps for our restrooms to regulate and reduce our water usage.

As our staff continued to grow in number, the work-from-home number also increased. This saves paper and fuel which reduces carbon emissions. We revamped our recycling options with cardboard, aluminum, and plastic. We also pay for a third-party recycling company to retrieve, shred, and recycle most of the paper waste we produce. Our digital storage systems were also improved to reduce the total amount of paper used.

The new kitchen setup enabled us to continue cooked meals in the office. This decreases our staff's expense, provides more healthy options, limits wasted leftovers, and reduces the time and fuel to pick up lunches. The reusable dishes and flatware in the kitchen also decrease the amount of trash we produce. On our tutorial campus, our students continue to learn healthy and economical habits through composting and gardening.



STAFF WELL-BEING

We are not just a company; HLA is a family. We recognize that finding balance between home and work is necessary to a healthy life and priorities. This requires flexibility for our staff, and 2023 provided more opportunities to achieve these goals.



We offer sessions with our Staff Care Counselor to encourage, mentor, or just give a listening ear. We also continue to provide weekly access to local chiropractic care as a preventive health benefit. Work on increased general health benefits culminated in 2023 with additional options. Our Grow Healthy program continued to advance as our staff encouraged each other to pursue health in body, mind, and spirit. We began a monthly Wellness Day for our staff to check in with each other, and some staff also began meeting throughout the year to pray for families, country, and future.

As many of our staff are also homeschooling parents, we strive to provide freedom in hours and location, affordable or free resources and physical event space, and discounts for our tutorial and enrollment with HLA. Our staff can spend time with their families, pursue professional/personal growth, continue educational goals, and maintain their work/home balance.



We also encourage our staff to take advantage of holidays and time with family and friends. Our offices are closed during major holidays, including the entire week between Christmas and New Year's. We desire to serve our staff well as they serve our families and community.

THANK YOU FOR 20 YEARS



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