



2025 ANNUAL

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A MESSAGE FROM OUR PRESIDENT



Chief Robert Butler, Independence PD

To my colleagues and the law enforcement community:

Reflecting on 2025, it is clear that the Law Enforcement Foundation (LEF) does not just provide training; we set the benchmark for the future of our profession. Programs like STEP, PELC, and CLEE have become more than just acronyms, they are recognized statewide as the gold standard for leadership development. When other states look at Ohio, they don't just see a foundation; they see a blueprint for how to evolve policing for a new generation.

Success like ours is never

accidental. At our recent Christmas luncheon, I challenged our staff to pause and reflect. In our line of work, it is far too easy to move mechanically from one training session to the next. However, the work done behind the scenes by our dedicated staff and the volunteer hours sacrificed by our Board of Directors have a profound ripple effect. Every officer we graduate takes a piece of our culture back to their department, impacting thousands of citizen interactions daily.

A highlight of this year remains the Sharing Ohio's Best program, fueled by the Pizzi family's vision. I have spoken with State Presidents across the country who view this initiative with envy. While others talk about "community relations", we are actively incentivizing and highlighting the positive, proactive methods that define the best of Ohio policing.

As we look toward 2026, our mandate is clear: we will not let Ohio's successes remain the best kept secret in law enforcement.

We are doubling down on "Sharing Ohio's Best", aggressively seeking new ways to highlight and enhance a program that has already become a national model for community engagement. Furthermore, we will amplify our reach through a robust social media presence that puts a human face on our mission. By showcasing the actual staff, officers, and leaders who drive our programs, like STEP, PELC, and CLEE, we do more than just share photos; we bridge the gap with the public and recruit the next generation of excellence. These visuals are a testament to the "ripple effect" of our work, ensuring that the profound impact of the LEF is seen, understood, and felt across every corner of our state.

Here is to a wonderful and safe 2026 for you all.

LEF President & Chairman of the Board
Chief Robert Butler, Independence PD

Sincere Thanks to Our Dedicated Donors!

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LEF ON THE RADIO!



LEF was honored to receive a grant from the Red, White, and Q Fund, the philanthropic arm of QFM 96. In recognition of this partnership, LEF Board President Chief Butler participated in an on-air interview in November to outline the Foundation's programs and priorities. The discussion highlighted the importance of advanced leadership training, expanding Ohio's D.A.R.E. Officer presence, and sustaining community-focused initiatives to strengthen the bonds between the police and the people. This engagement significantly enhanced public awareness of our mission and the impact of donor investment.

STEP ENROLLMENT HAS INCREASED!

In 2025, we graduated 83 officers from the **Supervisor Training and Education (STEP)** program! The STEP program is offered twice a year, and was created to assist recently promoted officers in making the transition to first line supervisor. Happily, we can share that STEP has applications out until the end of 2026!

This year, a new *Impact of Artificial Intelligence for First Line Supervisors* module has been added to the STEP curriculum, which will be taught by Sgt. Brian McKean who has 15 years of policing experience. The module will teach Artificial Intelligence fundamentals, recognize AI applications in law enforcement, as well as confront the challenges of AI for first-line police supervisors such as accuracy, reliability, algorithmic bias, and evidentiary issues.

The students were excited about the information in the new STEP AI module, as one said in their survey, "New technology that could be very helpful. Learned a lot of new stuff." The instructor was said to be very well versed in the subject and a great speaker.

The STEP Class representative for the Spring class was Det. Brett Marrs of Piqua PD and the representative for the Fall Class was Sgt. James Curtin of the Hudson PD. As a STEP Class Representative, they provide a speech during the graduation ceremony. In addition, the Class Rep will serve for one year on the STEP Advisory Committee to share insights and suggestions to help us continue to improve the STEP curriculum.

"I found STEP to be invaluable in helping me as a new supervisor. I have 22 years on, and I still learned a lot at this course. Every first-line supervisor should go through this class as soon as they're promoted. I had no plans on going up the chain but after this course I'm making plans to go back to school and come back for PELC and CLEE."

Sgt. James Curtin, Hudson Police Department

PELC KEEPS INSPIRING OFFICERS

We also proudly graduated 100 officers from the **Police Executive Leadership College (PELC)** program! We held three classes in the winter, spring, and fall due to the great demand. PELC is designed with the goal of developing hard working and empathetic leaders geared toward anticipating the future of their department.

Each graduating class selects one student to represent them at graduation and share a few comments about PELC and the class. The PELC class representative for the winter class was Chief Allison Elliott of the Springfield Police Division; for the spring class, the representative was Lt. Jason T. Beck of Akron PD; and for the fall class, the representative was Lt. Joseph Monnin of Greenville PD.

There have also been some updates to the PELC curriculum. A new instructor will be added to the Officer Wellness module; Lt Doug Lightfoot will continue to teach, and will be joined by Director Steve Click of the Ohio Office of First Responder Wellness and Sgt. Tricia Knoles of the Kent State Police Department. The Managing Difficult Employees module has also been updated, and will now be approached from a law enforcement perspective instead of a legal one. PELC will also add an *Artificial Intelligence for Law Enforcement Supervisors* module, once an instructor is found.

Since we moved our classrooms for the Police Training Series to a bigger space for STEP and PELC, we have seen an uptick of 16% in our enrollment of STEP & PELC officers! We are fully enrolled for PELC until 2027.



2025 STEP Spring and Fall Class Graduation Pictures



2025 PELC Graduation Pictures for the winter, spring, and fall classes.

AN UPDATE OF THE CLEE PROGRAM

Back in February, the **Certified Law Enforcement Executive (CLEE)** program happily graduated 24 executive officers from Ohio. These leaders are helping shape the future of law enforcement in positive ways while fostering better outcomes inside their own agencies and communities. CLEE offers the opportunity to join this fraternity of leaders in their noble work.

Every year, the CLEE Advisory Board gives out a Dr. Ray A. Miller Alumni Leadership Award to an active CLEE graduate who has demonstrated exemplary leadership in his local community and to the law enforcement profession. Dr. Ray A. Miller served as the program director for the CLEE program for ten years. He passed away in 2014 after a courageous two-year battle with leukemia. Dr. Miller exemplified the core values of CLEE throughout his highly accomplished life. He was a strong believer in giving to the community.

The 2025 Dr. Ray A. Miller CLEE Alumni Leadership Award is presented to Dr. Monica Moll, CLEE, Associate Vice President, The Ohio State University, Department of Public Safety. She is now in her second year as a CLEE instructor for the Police Legitimacy & Community Engagement module. We congratulate her for her wonderful contribution to law enforcement.

This year, our CLEE Graduates included 13 PELC alumni, 10 STEP alumni, and 7 officers that completed the entire Series!



**Dr. Ray A. Miller Alumni Leadership Award
Winner Dr. Monica Moll**



CLEE Class XXIX Graduation

THE D.A.R.E. PROGRAM: MORE ESSENTIAL THAN EVER

In early fall, the Law Enforcement Foundation proudly hosted the 78th **D.A.R.E. Officer Training (DOT)** graduating 22 new officers who are now equipped to deliver life-changing prevention education to students across Ohio. These officers join a distinguished network of D.A.R.E. professionals committed to helping children from kindergarten through high school make safe, responsible choices.

The Class of 2025, celebrated at their graduation on September 19, will represent the next generation of mentors and role models who will positively impact thousands of young lives in classrooms statewide.

The Law Enforcement Foundation has been the exclusive provider of DOT in Ohio since 1988 when LEF is accredited was through D.A.R.E. America. To date, we have trained 1,922 officers from the DOT program. D.A.R.E. is being taught by 119 police departments all over Ohio. These training courses connect and support the local community through the K-12 aged classroom throughout Ohio. The impact of our graduates upon their communities goes far beyond quantifiable numbers and extends to the people and communities across Ohio.



**Images from D.A.R.E. Officer Training
Class 78**

OUR SUPPORTERS MAKE A DIFFERENCE



Because of the unwavering support of our law enforcement partners, foundations, and loyal donors, we are reaching more agencies and developing more leaders than at any point in our history.

With your support, we will continue strengthening the pipeline of exceptional police leaders and advancing community safety throughout Ohio. This investment builds on a proven model that empowers leaders, advances careers, and inspires future generations, creating a lasting legacy of service and public trust.

3RD ANNUAL TEEN SUMMIT FOR CENTRAL OHIO STUDENTS

We held our 3rd Annual Teen Summit again at the Ohio State Highway Patrol Academy on October 23rd, 2025. We had 32 students from two central Ohio high schools attend. We expected 64 students and one additional school, but unfortunately they were unable to attend due to technical issues.

The event opened with much enthusiasm with opening statements from Major Mike Kemmer of the Ohio State Highway Patrol, and then the Ohio Association of Chiefs of Police & LEF President Chief Robert Butler of the Independence PD. The captivating Keynote Speech was delivered by Deputy Chief Alan Horujko of The OSU PD, who stressed that you need to trust yourself and pursue what you want to do in the world.

The students went outside to visit the police equipment demonstrations, and then back inside for the general sessions. The Patrol Operations session was presented by Trooper

Ravonne Laurence, Deputy Dwayne Turner, and Officer Samuel James, and they included a time for an eye-opening and engaging Q&A. The next general session were canine demonstrations demonstrated by Columbus Division of Police, Franklin County Sheriff's Office, and the Ohio State Highway Patrol.

Our generous sponsors from Chick-fil-A, Kroger, and Pepsi provided enough drinks, food, and snacks for everyone. We thank 4Imprint for providing the custom Teen Summit drawstring bags, Rumpke for the trash cans and door prizes, OSROA for the custom thumb drives, and to Cincinnati Reds, Cleveland Cavalier, Columbus Zoo, Donatos, Graeter's, G & J Pepsi, Gourmet Baskets, Hocking Hills Adventures, Kings Islands, McDonalds, Nationwide Foundation, Oriental Trading, Roosters,

Star Lanes Polaris, and TopGolf who donated items or gift certificates for the giftbags and give-a-ways.

Our sincere thanks to Columbus PD, Franklin County Sheriff's Office, Hilliard PD, Reynoldsburg PD, and Upper Arlington PD for chaperoning the kids throughout the day and to the Ohio State Highway Patrol, Franklin County Sheriff's Office, and the many others that participated throughout the event. It was truly a day to remember for the students!

This year's event demonstrated, more than ever, the impact of bringing law enforcement and teens together in a positive and engaging way. The students gained a new appreciation for the many facets of law enforcement, the skills it requires, and the opportunities it offers. We are excited for next year!



