



Ending the Down syndrome 'syndrome'



2018 Annual Report

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LETTER FROM THE FOUNDERS

Our mission at 21 & Change began in June of 2018 when we helped our first family who was having difficulties at their local school with special education services for their daughter. It may not have seemed like much at the time but “arming” the parents with the necessary information and facts, including their State’s manual on the IEP process and procedures helped turn the table in favor of their daughter and her rights under the Individuals with Disabilities Education Act (IDEA) of 2004. With that action, we made our first impact in the struggle and pursuit of civil rights for the developmentally disabled.

Families are our bottom-line. At 21 & Change, we focus on inclusion, education, and civil rights for people born with Down syndrome and other developmental disabilities. Despite our name and tagline, we consider ourselves a cross-disability organization. If we as a community are ever to change the current paradigm that exists in our society today, it will need to be done collectively, and for all who are impacted. Denial of civil rights does not only affect those born with Down syndrome, but others who are diagnosed with autism spectrum disorder, cerebral palsy, Prader-Willi syndrome, and the rest of the remaining developmental disabilities that exist.

As we closed out the remainder of the year, we were able to advocate for additional families who needed assistance with special education and IEP issues, including families who were struggling with adult transition services for their loved one. We also focused heavily on building a network of national and local affiliations and partnerships with key organizations engaged in pursuing the human and civil rights for those born with developmental disabilities. Partnership is one of our core values we strongly believe will turn the tide in this struggle. As Helen Keller said, “Alone we can do so little; together we can do so much.”

We look forward to continuing to serve our community in 2019 and hope you will join us in bringing about real change.

Sincerely,

John Bodor
President and Co-Founder

Yani Bodor
Director of Advocacy and Co-Founder





MISSION

21 & Change, Inc. is dedicated to ending the Down syndrome 'syndrome' through advocacy, support, and niche services in the Greater Tampa Bay-St. Petersburg area.

VISION

We believe in the value of all human lives and that all should have the opportunity to discover their full potential.

We believe that everyone is born with the inherent right to freedom, to self-determination, to dignity, and to respect.

We believe in a day when our children will be seen as 'differently-abled' and not disabled.

We believe there will be a day when we end the Down syndrome 'syndrome' and secure the full measure of civil rights for the 'differently-abled'.

We will not rest until what we believe is achieved.

OUR IMPACT

In our first six months as a public nonprofit, 21 & Change provided special education advocacy and support to seven (7) families. We established the groundwork for support to public policy advocacy through partnerships and affiliations with national level organizations, detailed research on the issues that matter, and advocacy of these issues with our State's elected representatives to Congress. The total number of volunteer hours spent serving the community through these two programs is over 232 hours.

Five families received direct support and advice for special education services and IEPs.

Two families received advice and assistance for adult transition services.

We were able to leverage our partnerships and affiliations to help three families.

We invested 65 volunteer hours directly helping families with special education advocacy.

We invested over 70 hours researching and advocating for three specific public policy issues facing the developmentally disabled.





TESTIMONIALS

"We have a nine-year-old daughter named Sawyer who has translocation Down syndrome. Parenting a child with special needs for the past nine years has had its many highs and some lows. One of the lows is advocating for the needs of your child within the school systems. Our family had some issues with appropriate transportation needs for our daughter. 21 & Change reached out to us to provide support and advice concerning our daughter's rights. More importantly, they were there to listen to me when I felt like I was alone in this battle and reassured me that I wasn't being irrational in my concerns for my daughter's safety. Special needs parenting can feel lonely, daunting and scary at times. I'm thankful for the support and kindness that 21 & Change provided during that difficult time and I know they are there for us in the future if we need their support. Thank you so very much for being there for us during one of those occasional low points and making sure we weren't alone in our efforts." - From a Parent

"21 & Change aided us in the process of getting our daughter back on an IEP in high school. Their tireless approach and dedication to helping our daughter succeed was tremendous. She is now back on track..." - From a Parent

"Thank you for this outstanding initiative and the hard work you all have put into supporting our wonderful children." - From a Supporter

"Keep up the incredibly important work you are doing. God bless you all!" - From a Supporter

"It is an honor to support this cause. God's speed!" - From a Supporter



SPONSORS & DONORS

We wish to thank the following sponsors and donors for their belief in our mission and their willingness to support this brand new organization. We could never accomplish this mission without their generous gifts and support.

Our Most Generous Donors

David Howell
Michael & Katherine Canavan
MAJ Bruce Hoffman, USA
Patrick Baskette

Michael & Melanie Skinner
Eric & Maria Polins
Kevin "Duke" Christie
Carlos & Mildred Flores

Melvin Albert
John & Yani Bodor
Luis & Zoila Nieves
Stephen Wells



FINANCIALS

As a brand new public nonprofit organization in the 'start-up' phase, we have very immature financial data. The data presented below is for the period of June 27 to December 31, 2018. In our first six months, we did not conduct any fundraiser events. However, we did conduct two online fundraising campaigns which included a Down Syndrome Awareness Month campaign in October and the #GivingTuesday campaign in late November.

Our sources of funding for the 2018 year included corporate/business sponsors, corporate in-kind services, and private individual donors. We did not receive any public or private grant funding and we do not maintain a membership, so there is no income from membership dues. All revenue for this period was unrestricted. All administrative, program and other expenses for 21 & Change, Inc. in 2018 were funded by the founders of the organization and HCP Associates of Tampa, Florida. HCP Associates provided in-kind services 'pro bono' for the establishment of the organization which included marketing research, branding, website establishment, creative design, content, press releases, digital services, and other services related to marketing and advertising.

REVENUE

Contributions, Gifts, and Grants	\$3,330.91
Program Service Revenue incl. Gov't Fees & Contracts	\$0.00
Membership Dues	\$0.00
Net Income from Special Events	\$0.00
Other Revenue (incl. In-Kind Material & Services)	\$28,325.09
Total Revenue	\$31,656.00

EXPENSES

Programs	\$2,013.79
Administration	\$681.30
Fundraising	\$0.00
Other Expenses	\$25,630.00
Total Expenses	\$28,325.09

TOTAL NET ASSETS **\$3,330.91**

As we prepared to move into 2019, we were blessed to receive additional pledges of support for future fundraising events by the Tampa Movement Lab and Tomlin St. Cyr Real Estate of Tampa, Florida and the Linksters Tap Room of Riverview, Florida. For these pledges of support, we will be forever grateful.



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BOARD OF DIRECTORS

John Bodor	President and Co-Founder
Jennifer Bishop	Vice President
Dennis Meyers	Secretary
Yani Bodor	Director of Advocacy and Co-Founder Acting Treasurer
Eric Polins	Director
Christopher Andrews	Director
Samara Sodos	Director
Carlos Flores	Director

ADVISORS

Dr. Sylvia Diehl	Advisor for Inclusive Education
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www.21andchange.org

