



THE ANNUAL REPORT



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MESSAGE FROM OUR FOUNDERS



JOHN BODOR
PRESIDENT & CO-FOUNDER



YANI BODOR
DIRECTOR OF ADVOCACY
& CO-FOUNDER

The past year was full of “firsts” for our organization. We conducted our first parent advocacy conference, gained our first co-sponsor for a bill while advocating for state-level legislation, conducted our first television interview about issues affecting the ‘differently-abled’ and were nominated for our first community award. Not bad for our first full calendar year as a non-profit!

These are just a few of the things we were able to accomplish in 2019. These highlights and others you will read about in this report were accomplished by a group of dedicated volunteers in our community who receive no pay and no stipend for their efforts. What they do is done purely through a commitment to community and humanity. These volunteers include our Board of Directors, our closest supporters, several of our generous donors and sponsors, and our wonderful community partners. If not for these great people, and a number of others behind the scenes, we would not be able to pursue this mission and begin to make a difference for the ‘differently-abled.’ We hope you take the time to continue reading and consider supporting the work we do.

John Bodor Yani Bodor



OUR COMPANY

Ending the Down syndrome 'syndrome'

21 & Change was founded in 2018 by John and Yani Bodor. The two Army veterans have three children, including one with Down syndrome and another with Autism. The non-profit was created to challenge the status quo and to end the Down syndrome 'syndrome' through advocacy, support, and niche services in the Greater Tampa Bay area and beyond. The continued efforts and advocacy will assist in implementing changes to assist the 'differently-abled'. Through the strong core values and mission of the organization, they are committed to serving the community and creating awareness to ultimately end the Down syndrome 'syndrome.'



Our 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 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 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 and beyond.

THE MAIN TEAM

From the onset of our efforts as a nonprofit organization, we recognized the value and the power of partnerships in the work we do.



JENNIFER BISHOP
Vice President



DENNIS MEYERS
Secretary



ERIC POLINS
Board Member



CARLOS FLORES-GORDON
Board Member



SUNNY ALEXANDER
Board Member



MICHELLE RICHARDS
Board Member



CLAYTON CLEMENS
Board Member



SYLVIA F. DIEHL
Advisor - Inclusive Education

THE POWER OF PARTNERSHIPS

From the onset of our efforts as a nonprofit organization, we recognized the value and the power of partnerships in the work we do.



We have had the good fortune to be able to partner with some outstanding organizations that have the same beliefs and values we consider important. Our strongest partners include Pam Lindemann – The IEP Advocate, Best Buddies – Tampa, and Angelfish Swim School.

Pam Lindemann has been a wealth of information and support for our efforts in special education advocacy and was also the Guest Speaker for our very first Special Education Parent Advocacy Conference. Our relationship with Best Buddies – Tampa is growing. It's based on the shared belief that working together, we are stronger and capable of accomplishing more for our community and the people we serve. We have been supporting one another's events for the past year and look forward to strengthening this partnership more in the future. Angelfish Swim School, which specializes in teaching water survival and swimming skills to children with developmental disabilities, agreed to offer a discount program to parents this past summer. Parents in the community booked nearly 100 discounted sessions for their differently-abled loved ones. Alongside other like-minded organizations, we believe we must do everything possible to ensure no more children perish from drowning in this state.

We are also affiliated with a number of national-level organizations. Among them is our ongoing relationship and affiliation with the National Down Syndrome Society (NDSS). As an NDSS DS-Ambassador and member of the NDSS Inclusive Education Task Force, we have access to information, resources, support and some fine advocates who are always quick to offer advice and support to our mission. NDSS has enabled our ability to participate in legislative advocacy at the national level for the differently-abled. The knowledge and skills learned at the national level have been employed at the state level and helped us make some important strides.

Words are not enough to express our appreciation to all of our partners for their commitment to this critical mission. Thank you so much!

OUR STRONGEST PARTNERS



HIGHLIGHTS FROM 2019



We are very proud to have participated at several events in 2019. Here are some of our most outstanding accomplishments!

**1st
ANNUAL**

Champions for Change Challenge™ on March 2, 2019 at the Tampa Movement Lab in downtown Tampa.

**March
2019**

we were invited by the Anti-Defamation League-Florida (ADL-FL) to join the Florida Hate Crime Coalition (FHCC). Noting our work in legislative advocacy.

**April
2019**

The Linksters Tap Room Annual Golf Tournament in April 2019 was our first major fundraiser. It was a huge success with 125 golfers competing for prizes, trophies, and bragging rights.

**June
2019**

We celebrated our first anniversary on June 27 by holding an Anniversary and Sponsor Appreciation Luncheon at the famed Columbia Restaurant in the historic Ybor City section of Tampa.

ADVANCING CARE FOR EXCEPTIONAL KIDS

We are very proud to have participated at the national level in advocating for the Advancing Care for Exceptional Kids Act throughout the last half of 2018 and early 2019. It was signed into law by President Donald Trump on April 18, 2019. This law allows for Medicare to follow the child across state lines to obtain specialized medical care for their complex medical conditions.

National Down Syndrome Society's (NDSS)

As a member of the National Down Syndrome Society's (NDSS) Inclusive Education Task Force, we provided contributions and input to several written documents soon to be published by NDSS for families of the 'differently-abled.' These documents included a Parent's FAQ for IEPs and Special Education.

AUGUST 2019

In August, The Alley at SouthShore and Linksters Tap Room held a bowling tournament fundraiser to benefit 21 & Change. Over 70 bowlers came out to compete and support our mission, with our hosts raising over \$3,400 to support our work for the differently-abled.



July
2019

21 & Change was nominated for the Hillsborough County Alliance, Outstanding Community Service Award during the 29th Annual Americans with Disabilities Act (ADA) Celebration Awards.

October
2019

We held our first IEP and Special Education Parent Advocacy Conference on October 19, 2019 at the Tampa Marriott Water Street in Downtown Tampa.

December
2019

We spent over 320 volunteer hours on public policy advocacy issues at both the national and state levels to help bring about positive change for the differently-abled.

FLORIDA LEGISLATORS

We met with several local Florida legislators throughout the summer of 2019 and we were able to secure two co-sponsors for H.B. 655, Offenses Evidencing Prejudice. Our ability to secure Representative Jackie Toledo (FL-60) as a First Co-Sponsor for the bill gained us the honor of securing the very first Republican supporter for this legislation in its three-year existence. By accomplishing that task, we also gained the co-sponsorship of Representative Adam Hattersley (FL-59) for this important legislation.

We were invited to join forces with Autism Society of Florida's Cameras in the Classroom Task Force in July 2019 to pursue the prohibition of seclusion, limitation on restraint, and cameras in our ESE classrooms. Since then, we have been fully engaged with this effort and have met and corresponded with several different legislators about these issues. We continue to work to bring awareness to the public about these issues and look forward to the current draft bill, to which we provided input, being filed for the upcoming Florida legislative session in early 2020.

In 2019, we were able to advocate for three children to be placed on an Individualized Education Program (IEP) at their respective schools in Florida. These three children with learning disabilities now receive the services and accommodations they require to learn and succeed in the classroom.



FINANCIAL OVERVIEW FOR 2019

The following financial data represents our first full calendar year as a public nonprofit organization. In 2019 we conducted several online fundraising campaigns and benefited from three fundraising events. Our online fundraising campaigns included the Down Syndrome Awareness Month campaign in October and the #GivingTuesday campaign in late November. We were fortunate to benefit from three fundraising events, which included the Champions for Change Challenge hosted by the Tampa Movement Lab, the Linksters Tap Room Golf Tournament, and a Bowling Tournament sponsored by the Alley at SouthShore and Linksters Tap Room. All three are now annual events.

Our sources of funding for the 2019 year included corporate/business sponsors and private individual donors. We did not receive any public or private grant funding and we do not receive income from membership dues. All revenue for calendar year 2019 was unrestricted. HCP Associates continued to provide in-kind services 'pro bono' for the maintenance of our website, creative design, press releases, and the development of marketing and advertising materials.

REVENUE

Contributions, Gifts, and Grants	\$27,088.57
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)	\$0.00
Subtotal From Operations	\$27,088.57
TOTAL REVENUE	\$27,088.57

EXPENSES

Programs	\$7,644.75
Administration	\$5,250.72
Fundraising	\$575.00
Other Expenses	\$4,242.27
TOTAL EXPENSES	\$17,712.74
TOTAL NET ASSETS	\$9,375.83

THE WAY AHEAD IN 2020 AND BEYOND

We're confident that great things lay ahead in 2020.



We established a communication strategy and process so that we could improve our community outreach and advocacy efforts via a number of platforms. That hard work has begun to pay off.

We're confident that great things lay ahead in 2020. We are looking forward with great excitement to hosting our 2nd Annual Champions for Change Challenge at the Tampa Movement Lab in Downtown Tampa on February 29 to promote inclusion and ability for the differently-abled. We've already scheduled two IEP and Special Education Parent Advocacy Conferences and look forward to empowering more parents in our community and beyond. Our Spring conference will be held on March 21 at the Jewish Community Center in Tampa and the Fall conference will return to the Tampa Marriott Water Street on October 24 in Downtown Tampa.

As an organization, we will continue to provide IEP Advocate services free of charge for families who need our help. We are also looking forward to granting our first IEP Advocacy scholarships this coming year. We know there are families going unserved because they simply cannot afford the price of an IEP Advocate for their child. Our program aims to change that problem by providing one-time (each year) IEP Advocacy scholarships with a maximum amount of \$750 to families in need. We are especially sensitive to the needs of single parent families, junior enlisted military families, and families in exigent circumstances who cannot afford professional advocate services for complex special education issues. IEP Advocacy scholarships will be awarded directly through the service provider for the family once the determination of need and eligibility has been established. The family will never receive the bill.

2020 AND BEYOND CONT.

We spent the past year reviewing our programs and services and the organizational processes we use to conduct “business” so we can improve the organization, trim redundancy in community services, and be a more effective organization. This is something we do at regular intervals throughout the year and will continue to do in the future. Organizations are not static, situations are always dynamic, and we must always be prepared to adjust, change and improve as needed. Here are a few of the things we’ve done in the last year to be more efficient and effective:

- We suspended the First Connection program because it was a redundant community service and there was little to no interest in it.
- We established a communication strategy and process so that we could improve our community outreach and advocacy efforts via a number of platforms. That hard work has begun to pay off.
- We spent considerable time laying out our 2020 budget in great detail, establishing clear budget priorities, a fundraising goal, and a spending “yellow line”.



As a nonprofit organization we plan to continue to grow at a rate required to satisfy the level of services we provide to the community. At present, we are a board of nine volunteers with eyes currently on a couple of new candidates for board membership. If you or someone you know are looking to serve the community as a volunteer with a highly professional group of people dedicated to changing the current paradigm for the ‘differently-abled’ and ending the Down syndrome ‘syndrome,’ please contact us at jbodor@21andchange.org or ybodor@21andchange.org for more details.

OUR SPONSORS

Sponsors and donors are the lifeblood of any nonprofit organization. It goes without saying that we are extremely grateful for all of the support we've received from sponsors and donors near and far. We owe a huge "THANK YOU" to John Greene and Paige Byrnes from Linksters Tap Room for their dedicated fundraising support to 21 & Change. We are also very grateful to the folks at The Alley at SouthShore for their support to this mission. Thank you to everyone who supported us throughout the year!

We proudly display our list of sponsors for 2019!



Individual Donors – SUPPORTERS
The following individuals donated \$250 or more:

John & Yani Bodor
LTC Bruce Hoffman, USA
Luis & Zoila Nieves
Patrick Baskette

Damien and Magan Paulson
The Wells Family
David Howell
Michael & Melanie Skinner

Eric & Maria Polins
Michael & Katherine Canavan
Melvin Albert
Kevin "Duke" Christie

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For more information on 21 & Change, Inc., visit www.21andchange.org. You can also follow us on Facebook at @21andChange or on Instagram at @21andchange.

Additional detailed information on our organization can be found on Guidestar at <https://www.guidestar.org/profile/83-1083761>.

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