



THE ANNUAL REPORT



20
21





**SO AWESOME! LOVED EVERYTHING
ABOUT THIS EVENT! POSITIVE RE-
SULTS ON SO MANY LEVELS.**

**- ABOUT 2021 CHAMPIONS FOR CHANGE
CHALLENGE**

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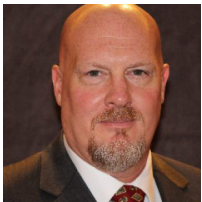
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MESSAGE FROM OUR FOUNDERS

**JOHN BODOR**

PRESIDENT & CO-
FOUNDER

**YANI BODOR**

DIRECTOR OF ADVOCACY
& CO-FOUNDER



“Change” has been the operative word in the past year, and since we started this mission back in the summer of 2018. Whether it’s changing minds about stereotypes, helping to change minds about what’s necessary for the benefit of people with developmental disabilities, or advocating to change or implement laws to benefit those who are our most vulnerable, we are all about change.

This past year was a great year for supporting our community as we were able to provide a record number of IEP Advocacy Scholarships to families in need. Once again, the primary beneficiaries of this scholarship were single parent households on a limited or fixed income. Our annual flagship event, Champions for Change, also had great turnout for participation and a record number of community leaders and state legislators who came out in support of the event. Their presence provided an opportunity to engage them on issues important to people with developmental disabilities in our community and affirmed their commitment to making Florida a better place for everyone to live and grow. We were also privileged to be a part of the success in making positive change through legislative advocacy at the state level on two critical issues affecting people with developmental disabilities.

We hope you take the time to read more about what we’ve been able to accomplish over the past year with your support. None of this would be possible without our sponsors, donors, and volunteers. On behalf of our board members and advisory council, we thank you for your continued support!

Sincerely,

OUR COMPANY

21 & Change was founded in June 2018 by John and Yani Bodor. The two Army veterans have three children, including a daughter born with Down syndrome and a son diagnosed with autism. The nonprofit was created to challenge the status quo and to support human rights for people with developmental disabilities through advocacy, support, and niche services. Through the strong core values and mission of the organization, 21 & Change is committed to serving the community and creating understanding to bring about positive change for all people with developmental disabilities.



THE MAIN TEAM

"The strength of the team is each individual member. The strength of each member is the team."

Phil Jackson



JOHN M. BODOR, JR.
President and Co-Founder



CLAYTON CLEMENS
Vice President



MICHELLE RICHARDS
Secretary



JORGE "JAY" VICENTE
Treasurer



YANI BODOR
Director of Advocacy and Co-Founder



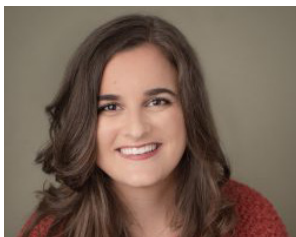
ERIC POLINS
Director



CARLOS FLORES
Director



SUNNY ALEXANDER
Director



KRISTEN PEEBLES
Director



SARAH KARLO
Director



JESSICA ANDREWS
Director



**SHANNON MCKALLIP
MOSS**
Director



COLLEEN BAUGHN
Director

Our Mission

*21 & Change champions inclusion,
education, and human rights for people
with developmental disabilities.*

OUR ADVISORY COUNCIL



SYLVIA F. DIEHL, PHD
President and Founder,
Knowledge Counts



THE HONORABLE JANE CASTOR
Mayor, City of Tampa



REP. JACKIE TOLEDO
District 60, Florida Legislature



PAUL ANDERSON
President and CEO, Port Tampa Bay



JORGE SANTEIRO
Managing Trial Attorney, FCCI



LUIS VIERA
Tampa City Councilman, District 7



REP. ALLISON TANT
District 9, Florida Legislature



COMMISSIONER KEN HAGAN
District 2, Hillsborough County



BRIG. GEN. ARTHUR F. "CHIP" DIEHL III, USAF RET.
MANAGING DIRECTOR, DIEHL & ASSOCIATES



ROB KRIETE
President Hillsborough Classroom
Teachers Association (HCTA)

HATS OFF TO YOU GUYS! THANK YOU SO MUCH FOR ALL OF YOUR DEDICATION AND ADVOCATING FOR ALL OF US. TAKING [IT] TO THE TOP IS WHERE WE WILL ALL STAND RIGHT BY YOUR SIDE. OUR VOICES WILL BE HEARD.

- A.S.

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 people first, and not disabled.

We believe there will be a day when we secure the full measure of human rights for people with developmental disabilities.

We will not rest until what we believe is achieved.

WORKING WITH OUR PARTNERS

"Care in the community is a partnership. A partnership between skilled and caring professionals and a concerned and caring community." – Diana, Princess of Wales



As a nonprofit, we were able to directly assist several families with IEP advocacy for their children who required evaluations and assessments or just needed some help getting a service or accommodation for their child under their current IEP. Our ability to provide direct support is limited. However, the work we do with our partners allows us to have a greater impact than if we were to go it alone. Not only has partnership been a core value of our nonprofit from the beginning, but it's become a keystone to our success. Nothing better exemplifies this in the past year than our IEP Advocacy Scholarship program.

Our partnership with The IEP Advocate, Inc. and Sandy Santeiro-Master IEP Coach has enabled us to increase the previous year's performance more than six-fold by providing 23 scholarships for a total of more than \$14,500. We were able to help 18 children and their parents with much-needed special education advocacy. This includes members of the Spanish-speaking community who are often overlooked and underserved. Whether parents contact us directly or they contact the two vetted and approved service providers, we will identify and help those who are in serious financial distress and would likely not receive assistance. Through this program, our reach has expanded in the last two years from Hillsborough and Pinellas counties in west central Florida to 12 counties throughout the state of Florida, which included Brevard, Broward, Hernando, Hillsborough, Lake, Miami-Dade, Orange, Osceola, Palm Beach, Pasco, Pinellas, and Polk. This program is growing rapidly and is becoming a game-changer for the disenfranchised in our state.

Our legislative advocacy program also helped support some significant changes in Florida this past year. We were privileged to be part of a 10-year long advocacy effort in our state legislature aimed at ending the archaic practice of seclusion and limiting the practice of physical restraint on children with developmental disabilities. In partnership with Autism Society of Florida as a member of their Cameras in the Classroom Task Force, we were able to gain three co-sponsors in the Florida legislature for this bill which finally passed unanimously in the Florida House and Senate and was signed into law by Governor DeSantis on June 28, 2021. Another effort we advocated for was legislation to improve human trafficking laws in Florida. HB 523 / SB 1826 were also signed into law by the Governor and will help to prosecute perpetrators more effectively while helping victims get their lives back on track. Most people are unaware that human trafficking also affects disabled people who are targeted because of their condition.

OUR PARTNERS AND AFFILIATIONS INCLUDE:





HIGHLIGHTS FROM 2021



BECAUSE YOU SUPPORTED US!

**THIS IS AMAZING!
GREAT WORK!**

- MF

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In 2021, 21 & Change awarded 23 IEP Advocacy Scholarships worth over \$14,500 to 18 families in need throughout 12 counties in the state of Florida!

MAY 2021
\$12,500

We were blessed to be the benefactor of HCSO Charities Inaugural Kickball Tournament on May 15th where more than 32 teams and nearly 500 people showed up to support. HCSO Charities and Sheriff Chad Chronister presented us with a check for \$12,500 which made a huge impact on our ability to support and help the community.

ANTI-DEFAMATION LEAGUE-FLORIDA (ADL-FL) AND THE FLORIDA HATE CRIME COALITION (FHCC)

Our president participated as a panelist in a virtual press conference hosted by Anti-Defamation League-Florida (ADL-FL) and the Florida Hate Crime Coalition (FHCC) on February 25th for members of the state press to discuss advocacy efforts for improvements to Florida's current hate crime legislation. Other panelists included Senator Lori Berman, Representative Joe Geller, and Mr. Jeff Binkley (Maura's Voice).

Advocacy & Non-Profits

21 & Change worked tirelessly with other advocacy groups and nonprofits in Florida advocating for an end to seclusion and strict limitation on physical restraint for disabled students in Florida public schools. This legislation passed unanimously in the Florida House and Senate after a decade-long fight and also included a three-year pilot program for cameras in our ESE classrooms which will begin this year in Broward County. Governor Ron DeSantis signed the bill into law on June 28, 2021 and helped put Florida at the forefront of states that now have significant laws in place to protect the most vulnerable; these states now number approximately 19 of 50 in our nation.

MARCH 2021

We hosted a Parent Advocacy Conference on March 20th with the theme, "Collaborating with your Child for Success." Our guest speakers were Dr. Sylvia Diehl and Autism Self-Advocate Domenic Roumeliotis. Despite COVID-19, we had 20 parents attend and benefit from the expert advice provided by Dr. Diehl and Mr. Roumeliotis during the conference at the Bryan Glazer Family Jewish Community Center in downtown Tampa.



June
2021

Our Anniversary and Sponsor Appreciation Luncheon on June 25th had over 35 attendees at the Columbia Restaurant in Ybor City. We presented the Founders Award to Pam Lindemann, The IEP Advocate for her unrelenting support to families in the state of Florida for special education advocacy, including the large body of 'pro bono' work she does every year to support this community.



July
2021

We hosted our Back-To-School Webinar on July 29th for IEP tips for English and Spanish speaking participants. Our partner Sandy Santeiro – Master IEP Coach was the guest speaker for both sessions and provided parents with some key and significant advice to help them start the year right and to be better advocates for their children



Oct
2021

In October we conducted our annual fundraiser campaign for National Down Syndrome Awareness Month and were able to raise over \$2,000 from individual donors to support our nonprofit mission.



3rd Annual Champions for Change

We hosted the 3rd Annual Champions for Change Challenge on May 22, 2021 at the Tampa Movement Lab in downtown Tampa to promote ability and inclusion for people with developmental disabilities. We had over two dozen children and young adults participate and twice their number in coaches, trainers, and participating athletes. This year our special guests included Mayor Jane Castor, Senator Janet Cruz (District 18), Representative Jackie Toledo (FL-60), Representative Andrew Learned (FL-59), Representative Dianne Hart (FL-61), several other Florida Representatives, Sheriff Chad Chronister (HCSO) and the HCSO Honor Guard, several members of the Tampa City Council, and the renowned Captain Fear from the Tampa Bay Buccaneers. We were also graced by the beautiful and talented Miss Rachel Barcellona, who sang the National Anthem.

“
COLLABORATION!
AWESOME!”
- S.S.



FINANCIAL OVERVIEW FOR 2021

The financial data presented here is for the 2021 calendar year. Our annual flagship event and fundraiser, Champions for Change, was our biggest fundraiser campaign to date which raised over \$32,000 in sponsorships and donations from across the state of Florida. The annual golf tournament once again fell victim to COVID-19, but we were rescued by the efforts of Sheriff Chad Chronister and the Hillsborough County Sheriff's Office who declared our nonprofit the benefactor of the Inaugural HCSO Annual Kickball Tournament in May 2021. Team HCSO and their sponsors and participants raised \$12,500 for 21 & Change. The pandemic once again had a significant impact on our ability to spend revenue on some programs due to the constraints imposed on public gatherings and people's willingness to attend events in person. We also conducted our annual virtual fundraiser during National Down Syndrome Awareness Month in October in which we raised over \$2,000 for our nonprofit mission. Other sources of revenue came from individual donations and periodic revenue from Facebook and Amazon Smile.

Our sources of funding for the 2021 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 2021 was unrestricted. HCP Associates and Milorian Marketing Agency provided in-kind services 'pro bono' for updates to our website, creative design, press releases, and the development of marketing and advertising materials for the organization. We continue to be an all-volunteer nonprofit organization with no paid employees, so every dollar contributed goes directly to the programs, services, and operations of the organization.

REVENUE

Contributions, Gifts, and Grants	\$45,262.00
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)	\$1,463.00
Subtotal From Operations	\$46,725.00
TOTAL REVENUE	\$46,725.00

EXPENSES

Programs	\$24,558.00
Administration	\$3,368.00
Fundraising	\$4,583.00
Other Expenses	\$0.00
TOTAL EXPENSES	\$32,509.00
TOTAL NET ASSETS	\$14,216.00

THE WAY AHEAD IN 2022 AND BEYOND

"The best way to predict the future is to create it." - Abraham Lincoln



**EXCELLENT
ORGANIZATION
PROMOTING
INCLUSION AND
FITNESS. SO
GLAD TO HAVE
DISCOVERED THIS
FABULOUS GROUP!**

- H.F.

For nearly four years we've operated off the original plan we developed to establish and build 21 & Change. That plan was a three-year plan. When you do the math, you quickly realize we're due for a new plan! Starting in January of 2022, our board members will be developing a five-year strategic plan for the organization. As we've quickly grown and matured as a nonprofit over the last several years, we've had the courage to change the way we do business, cut away under-performing programs, and develop and offer new ones for the benefit of the community.

A few things won't change. We will remain true to our mission and our vision. We will also remain true to our core values. These three things guide what we do and why we do it. Two of our programs have helped define who we are in the community: the IEP Advocacy Scholarship program and state and national-level Legislative Advocacy.

The IEP Advocacy Scholarship program was developed to help those who otherwise would go unserved and unrepresented. This program has been a game-changer for families who have had no where else to turn for help. It is our intention to continue to grow and expand this program because there are many more children and families out there in our state who remain without the help they need and deserve. We are currently seeking and preparing to interview and approve two additional IEP Advocate service providers which will help extend our ability to reach more families in need.

Our legislative advocacy efforts at the state-level have begun to bear fruit in the last couple years. The prohibition of seclusion and limitation on physical restraint of students with disabilities, and the initiation of a pilot program for cameras

THE WAY AHEAD IN 2022 AND BEYOND CONT.

in our Florida public school ESE classrooms was a huge step forward in the protection of those who are the most vulnerable in this state. However, the job remains unfinished. We will be advocating in 2022 (and as long as it takes) for our state legislators to pass a prohibition on the use of mechanical restraint (i.e., handcuffs, straitjackets, zip-ties, etc.) on our children with disabilities in Florida public schools. We are working with Autism Society of Florida as a member of their Safe Schools Task Force to advocate for this important legislation that will help put Florida at the forefront of states in our country who value and protect children with disabilities.

Lastly, we've spent time developing and we are preparing to unveil in 2022 a new scholarship and grant program aimed at improving the lives of young adults who are people with developmental disabilities. The Adult Empowerment Scholarship and Grant program will support the advancement of adults with developmental disabilities in our state. This is an area that needs significant support and is often overlooked.

In 2021 we experienced growth on our Board of Directors and we were able to establish a robust Advisory Council consisting of very experienced and well-respected leaders and representatives in our community who value people with developmental disabilities and fully support our mission. As we progress into 2022 and beyond, we will continue to look toward steady growth in people who value this mission and want to be a part of making positive change for people with developmental disabilities. 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 people with developmental disabilities, please contact us at jbodor@21andchange.org or ybodor@21andchange.org for more details.



OUR COMMITMENT TO YOU

We take your support to our mission very seriously, no matter the size of your contribution. We consider ourselves to be stewards of the public trust. With that always in the forefront of our minds, you can count on us to do the right thing, and with full transparency. Nonprofits cost money to exist, operate, and be visible in the community. We assure you that your contributions will be used in the most effective and efficient manner and within the boundaries of our mission. All financial transactions have the full visibility of the Board of Directors, and all significant expenditures require majority board member approval. We dedicate two board meetings each year to our budget. One meeting is used to review the past year's revenue and expenditures and the subsequent meeting is used to set the budget for the next year. We report our budget details to the state of Florida and the Internal Revenue Service (IRS) in accordance with state and federal laws. We also include a summary of our budget in our 21 & Change Annual Report for the public. You may access each of these reports for the last four years (2018-2021) on our website at <https://21andchange.org/about/financial-reports/>.

OUR NUMBER 1 PROGRAM.

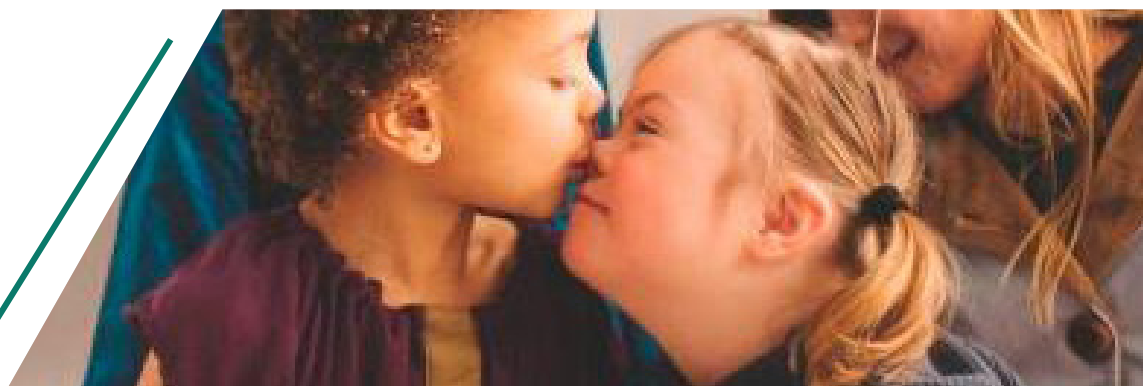
This year was a banner year for our IEP Advocacy Scholarship program as we helped 18 families across the state of Florida receive special education advocacy services, they would have otherwise been unable to obtain. We provided more than \$14,500 direct to vetted and approved service providers to help these families who were desperately in need of someone to help them. Many of the families who benefited from this program were comprised of single mothers with one or more children who have learning disabilities. These women were often faced with the difficult decision of putting food on the table, paying utility bills, or paying for advocacy services to ensure their child receives the necessary accommodations and services they require to learn in the public school system. While all three are critical, choice becomes a matter of priority. This is a choice they should not be placed in a position to make. If not for this program, these families would have likely gone unserved.

To get a sense of what many of these families go through and experience, here is a recent testimonial from one of our scholarship awardees in 2021:



We have a 5-year-old son on the Autism Spectrum. For a parent that has never navigated the school system with a special needs child, it can be completely overwhelming. Not knowing who to contact or where to begin. We know that our son is ready to be in a school environment with other children. I was calling department after department trying to get someone to help me with the IEP process, etc. I was getting absolutely nowhere. Every person I spoke to, kept on passing my information on to someone else, only to get nobody to call me back at all. We were getting the run around. I was getting super frustrated and almost wanted to give up. I called my friend, Alicia crying. She knew exactly what I was going through and quickly had resources for me to utilize. She immediately got me in touch with the 21& Change foundation [nonprofit]. I was shocked to find out that they were going to give us a scholarship for an IEP Advocate! This came as a blessing to our family as money is tight. We are planning and saving to move in the next few months and we are expecting our third child in December. The IEP Advocate reached out to me very quickly as we have started the process of getting our voices heard. I am super grateful for this foundation [nonprofit]. I'm already learning so much from the Advocate and I can't wait to work with her more and get the services our son needs in order to be the best person he can be! Thank you, 21& Change, for your support and generosity. It is very much appreciated!" - L.F.

The unfortunate reality is that we know there are many more families in the state who continue to go unserved. That is why 21 & Change is working to expand the number of IEP Advocate service providers we retain for this much-needed program. One of our goals for 2022 is to double our number of service providers so we can reach more families. When we do this, we will need more support from our sponsors and donors to help fill this need.



OUR SPONSORS & DONORS

Sponsors and donors make it all possible! That's the bottom-line. As a nonprofit, we had a great year helping families and advocating for change to benefit people with developmental disabilities here in Florida. We are proud of what we've been able to accomplish for the benefit of others, but we must always extend the achievement of those accomplishments to our supporters, the sponsors, donors, and volunteers who give generously of their resources and time. Without them, none of these accomplishments would ever be realized. Once again, we owe a big thank you and "shout out" to Sheriff Chad Chronister and the entire Team HCSO for their financial support to 21 & Change. The Sheriff and Team HCSO are huge supporters of nonprofit work throughout the county and we are grateful to be counted among the numerous nonprofits they support every year. We also want to thank the volunteers of Tampa Movement Lab who support our annual flagship event, Champions for Change, each year. We could never put on an event like that without their help and support. Lastly, for every sponsor and donor who gave big or small, we are forever grateful. On behalf of the Board of Directors for 21 & Change, we thank everyone for their support! We are proud to display our list of sponsors for 2021!



Individual Donors – SUPPORTERS

The following individuals donated \$250 or more:

Michael & Katharine Canavan
 Damien & Magan Paulson
 Michael & Melanie Skinner
 Melvin Albert
 Eric & Maria Polins
 The Wells Family
 Kevin "Duke" Christie

John & Yani Bodor
 Luis & Zoila Nieves
 David Howell
 Ted Clemens
 Anthony De La Torre
 Jennifer Bishop
 Carlos & Mildred Flores

Steve Bodziner
 John Greene & Paige Byrnes
 Jack & Terry Fernandez
 Mr. Thomas Pepin
 Hani Banoub



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>.

CONTACT US



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21andchange.org

Platinum
Transparency
2022

Candid.