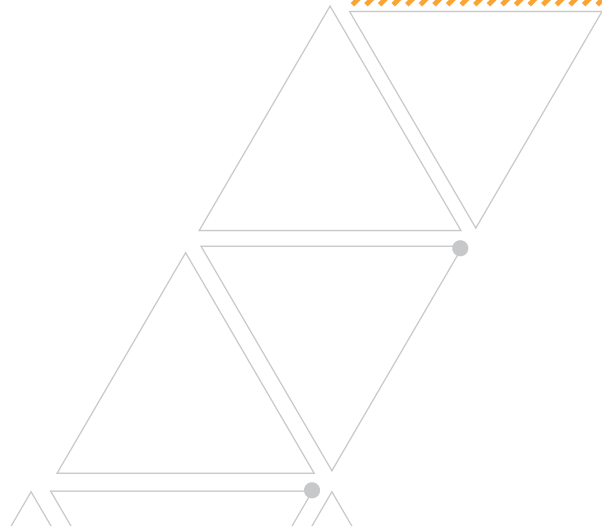
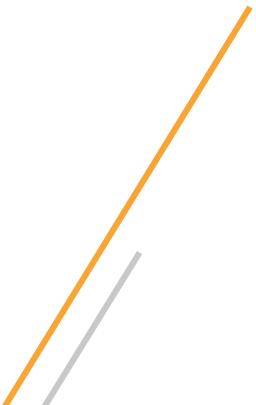




THE ANNUAL REPORT



20
22





**THANK YOU FOR CHANGING THE
TRAJECTORY OF MY SON'S LIFE.
WITHOUT YOUR HELP HE WOULD
HAVE ENDED UP IN A CENTER
SCHOOL. WE ARE MORE THAN
GRATEFUL FOR YOU AND OUR
SCHOLARSHIP.**

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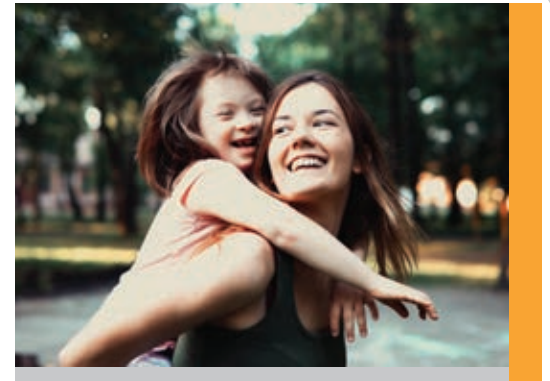
Our Sponsors

MESSAGE FROM

OUR PRESIDENT



CLAYTON CLEMENS
PRESIDENT



Since the inception of 21 & Change, inc., our organization has served and positively impacted over 66 families spanning 19 counties throughout the State of Florida. These families are like you and me; they are your neighbors, your friends, and they need support from 21 & Change to ensure their children can get an equitable and beneficial education. Without the support from our community, donors, elected officials, and you, we would be unable to serve a population that is often overlooked in Florida. As the education landscape in Florida continues to evolve, it is vital that 21 & Change acts as a voice for children with developmental disabilities and their families. This past year we worked both sides of the aisle in the Florida's legislative chambers to elevate the issues impacting the developmentally disabled community. We were successful in working with our partners around the state to prohibit the use of mechanical restraints by school personnel on children with disabilities in grades six through 12. We will continue our advocacy efforts in Tallahassee during the 2023 legislative session.

In 2022, the 21 & Change organization exceeded all past fundraising efforts with the support of community partners and our fourth annual Champions for Change. We had three partners hold fundraisers in our honor: Hillsborough Sheriff Chad Chronister's annual kickball tournament, the Sirata Beach Resort happy hour fundraiser, and Linksters Tap Room's Annual Golf Tournament. These events, combined with our Champions for Change 4th Annual Flagship Event allowed us to reach more families than ever before.

During the second half of 2022, our organization also experienced healthy change as our founder and co-founder John and Yani Bodor termed out of board and officer service and were voted on to serve with our advisory council. The board of directors, advisory council, IEP Advocates, sponsors, partners, scholarship recipients and their families, volunteers, and everyone that has every supported our organization and mission are grateful to John and Yani for having the drive, passion, and patience to create and maintain such a wonderful organization that challenges the status quo and helps those in need.

Without hesitation and understanding the continued need for our organization's services in our state, I decided to step into the role of President of 21 & Change. As we embark on this journey, I look forward to adding additional board members and advisors that will further diversify our passionate and driven Board of Directors and seek new partnerships that allow us to reach even more families. As we evolve, I hope you will continue to support our mission of being champions for inclusion, education, and human rights for people with developmental disabilities.



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



CLAYTON CLEMENS
President



MICHELLE RICHARDS
Vice President



JORGE "JAY" VICENTE
Treasurer



MADELIN GHOMSHE
Secretary



ERIC POLINS
Board Member



KRISTEN PEEBLES
Board Member



COLLEEN BAUGHN
Board Member



SHANNON MCKALLIP MOSS
Board Member



EMILY AMELL
Board Member



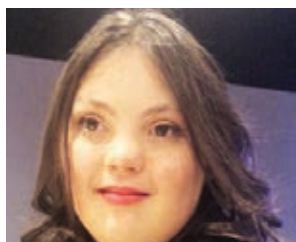
NICHOLAS COCCODRILLI
Board Member



JANET CARAMELLO
Board Member



AMY ARMSTRONG
Board Member



RAQUEL CARAMELLO
Board Member

Our Mission

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

OUR ADVISORY COUNCIL



JOHN BODOR
Advisor / Founder



YANI BODOR
Advisor / Founder



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)

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.

A YEAR OF PROGRESS

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



OUR PARTNERS AND AFFILIATIONS INCLUDE:



In the past year, 21 and Change has made significant strides in advocating for children with developmental disabilities. We directly assisted numerous families in IEP advocacy, providing evaluations, assessments, and essential services. While our direct support is limited, our strategic partnerships have proven invaluable, enabling us to amplify our impact exponentially. Collaboration has always been a core value, driving our success. Our outstanding IEP Advocacy Scholarship program epitomizes this approach, empowering deserving students

to access education and necessary accommodations. By working hand in hand with educational institutions, service providers, and organizations, we have created a robust network of support. We remain dedicated to our mission, ensuring equal opportunities for these remarkable individuals. Together, we can build an inclusive society where every child with a developmental disability thrives.

In 2022, we are honored to highlight the efforts of Melissa Mangino, a selfless advocate for children with developmental disabilities in Florida's schools.

During this legislative session, we remained deeply engaged in our mission to uplift the voices of children with developmental disabilities and their families, working hand in hand with our partners in Tallahassee. Notably, we achieved a significant milestone in the form of House Bill 235, which fortified and enhanced last year's seclusions and restraint bill. Through our collaborative efforts, we successfully advocated for a crucial provision in HB 235 that prohibits school employees from utilizing mechanical restraints for students in grades 6 through 12. This milestone signifies a remarkable step forward in safeguarding the well-being of our children.



HIGHLIGHTS FROM 2022



BECAUSE YOU SUPPORTED US!

“THIS IS AMAZING!
GREAT WORK!”
- MF

37

In 2022, 21 & Change awarded 37 IEP Advocacy Scholarships worth over \$32,285 to families in need throughout 19 counties in the state of Florida!

MAY 2022
\$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.

4th
ANNUAL

Champions for Change Challenge™ on February 29, 2022 at the Tampa Movement Lab in downtown Tampa to promote ability and inclusion for people with developmental disabilities.

FINANCIAL OVERVIEW FOR 2022

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	\$64,582.00
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)	\$1,000.00
Subtotal From Operations	\$65,582.00
TOTAL REVENUE	\$65,582.00

EXPENSES

Programs	\$47,153.00
Administration	\$3,825.00
Fundraising	\$1,000.00
Other Expenses	\$0.00
TOTAL EXPENSES	\$51,978.00
TOTAL NET ASSETS	\$13,604.00

THE WAY AHEAD IN 2023 AND BEYOND

"It has helped create a stronger IEP for Adalyn to keep the school more accountable."



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

- H.F.

As we embark on this new chapter, we are thrilled to shape the future of 21 and Change alongside our esteemed team members and the fresh perspectives brought by our new board members. Together, we will fuel our mission with renewed dedication.

We aspire to foster partnerships within our community, launch innovative programs, and extend our reach to make a lasting impact across the entirety of Florida. We are steadfast in amplifying the voices of our most vulnerable while providing vital support to their parents through our esteemed Individualized Education Plan Advocacy (IEP) scholarship program.

With new leadership in the Florida House and Senate, and at the local level, we are eager to collaborate during the future legislative session, and throughout the school year, striving to enact policies that prioritize and uplift this vulnerable population. Through our efforts, we are poised to make significant strides in ensuring a brighter future for children with developmental disabilities in our community.

Together, with our dedicated team, committed board members, and the support of our community, we stand ready to shape a future where every child thrives and every family is empowered.

OUR NUMBER 1 PROGRAM.

In 2022, our IEP Advocacy Scholarship program remained the pinnacle of our organization's impact. We proudly extended our services to families across 19 counties in Florida, while doubling our scholarship allocation to an impressive sum exceeding \$32,000. The selection process, facilitated through our trusted advocacy service providers, ensures that these scholarships reach those who need them most—the most vulnerable members of our community.

Our objective is clear: to offer unwavering support during times of great need. Without 21 and Change and our scholarship program, these deserving families would be deprived of the essential tools for success. By investing in their future, we not only uplift their lives but also contribute to the betterment of our state, fostering greater opportunities for their children.

Together, we are breaking down barriers and forging a path towards a brighter tomorrow, where every child, regardless of developmental disabilities, has equal access to educational opportunities and necessary services.

"Thank you for changing the trajectory of my son's life. Without your help he would have ended up in a center school. We are more than grateful for you and our scholarship."

"Without this scholarship I never would have been able to receive the funding for private therapy for my daughter. She would have been stuck in a medically fragile unit with strangers feeding her and changing her. You guided me and supported me through every step. I am now able to receive my FES funding and support my daughter in the way I think is best for her. Thank you, Thank you, Thank you"

"It has helped create a stronger IEP for Adalyn to keep the school more accountable."

"I am thankful for your generous scholarship that made possible I can continue with the IEP advocacy services for my daughter's education. Thank you for helping families to navigate in the IEP world, it is so much needed."

"21 and Change has been a blessing from above for my ESE child . My family is grateful to be working with an IEP advocate from this organization who are changing lives . My IEP advocate is knowledgeable, friendly and caring. I will do my duty to let more families know about this one of a kind organization. Deeply thankful to be working with you."

"My family was lucky enough to be recipients of an IEP Advocacy Grant from 21 & Change this past school year. My son has a lot of complex and diverse needs and I was so overwhelmed trying to tackle the IEP on my own. The services of the IEP advocate, Sandy Santiero, were invaluable and I know for a fact we would not have been able to get the proper services and accommodations in place for him if not for our advocate and this grant. We are so grateful to 21 & Change and Ms. Santiero for helping us get our son's needs met at school!"



OUR SPONSORS & DONORS

The remarkable accomplishments we achieved this year for individuals with developmental disabilities in Florida were made possible by our invaluable sponsors and donors. As a nonprofit organization, we take pride in the positive impact we have made in the lives of families and our advocacy efforts. Yet, it is crucial to recognize that these achievements would not have been possible without the unwavering support of our sponsors, donors, and dedicated volunteers. We extend our heartfelt gratitude to Sheriff Chad Chronister and Team HCSO, whose generous financial support has been instrumental in our work. Their commitment to nonprofit organizations throughout the county is truly commendable, and we are honored to be counted among the beneficiaries. We also express our sincere appreciation to the volunteers of Tampa Movement Lab, whose unwavering support has played a pivotal role in the success of our annual flagship event, Champions for Change. Lastly, we extend our gratitude to every sponsor and donor, regardless of the scale of their contribution. Your support has had a profound and lasting impact. On behalf of the Board of Directors for 21 & Change, we extend our heartfelt thanks to everyone who has played a role in supporting our mission. We are proud to showcase our list of sponsors for the year 2022, which stands as a testament to the collective effort of our incredible community.



RSA Consulting



HOLTON Companies


Ralley for Rhett

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



21 AND CHANGE HAS BEEN A BLESSING FROM ABOVE FOR MY ESE CHILD. MY FAMILY IS GRATEFUL TO BE WORKING WITH AN IEP ADVOCATE FROM THIS ORGANIZATION WHO IS CHANGING LIVES. MY IEP ADVOCATE IS KNOWLEDGEABLE, FRIENDLY, AND CARING. I WILL DO MY DUTY TO LET MORE FAMILIES KNOW ABOUT THIS ONE-OF-A-KIND ORGANIZATION. DEEPLY THANKFUL TO BE WORKING WITH YOU.

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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