

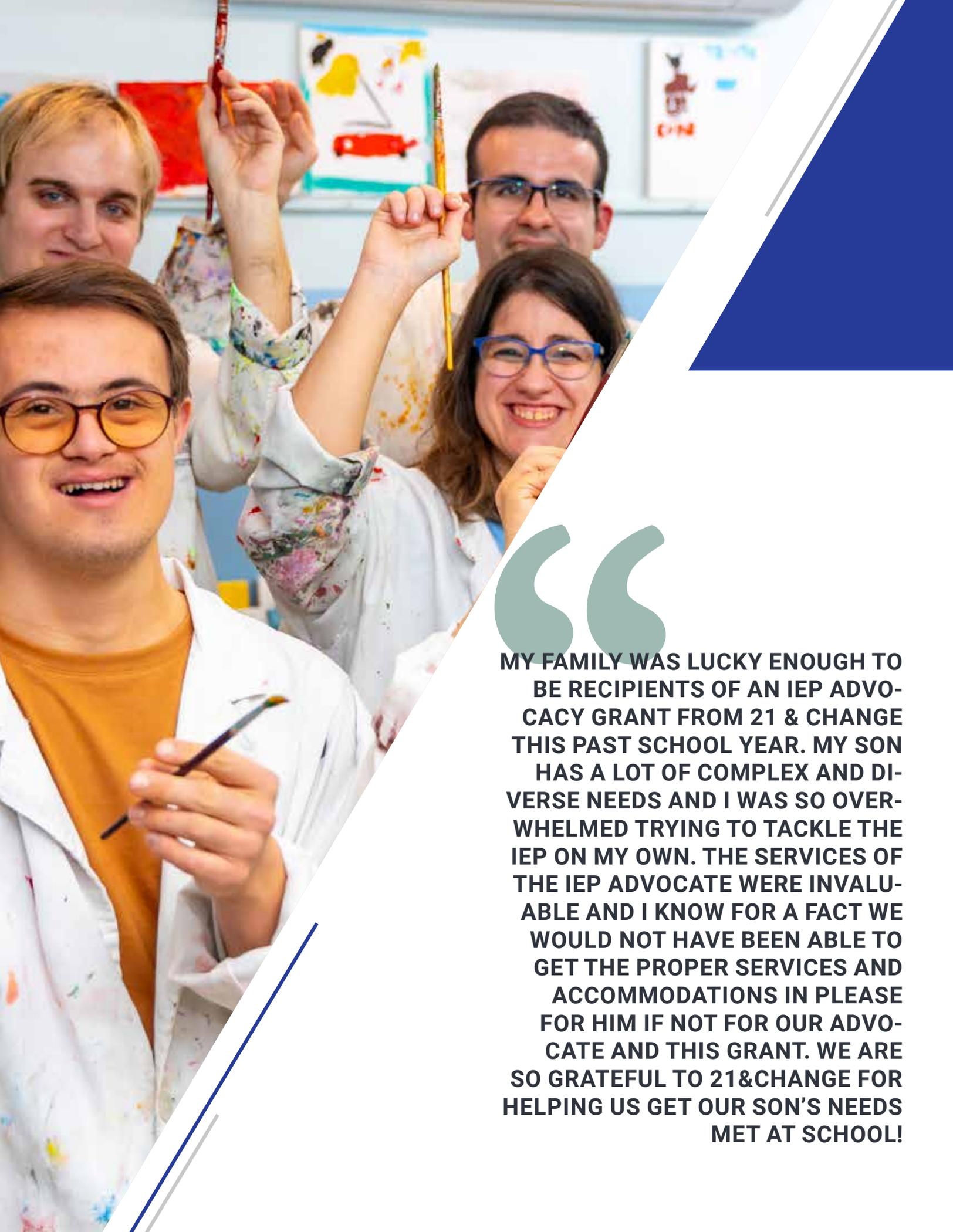


# THE ANNUAL REPORT



20  
23





**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 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 FOR HELPING US GET OUR SON'S NEEDS MET AT SCHOOL!**

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# MESSAGE FROM OUR PRESIDENT



**MICHELLE RICHARDS**  
PRESIDENT



Since the inception of 21 & Change, Inc., our organization has served and positively impacted 105 families spanning 19 counties throughout the State of Florida. In 2023 alone we helped 39 families get the correct support they needed in public schools, as well as expanded our reach by integrating a new Water Safety Program in Tampa Bay for children with developmental disabilities. These families, much like ourselves, consist of your neighbors and friends who require assistance from 21 & Change to guarantee that their children receive a fair and advantageous education. Without the backing of our community, donors, elected representatives, and you, we would be unable to cater to a group that is frequently neglected in Florida. Your ongoing commitment to our organization has played a vital role in our mission to support families with children with developmental disabilities. I am thrilled to share with you the incredible impact that your contributions have had on the families we serve.

In June, we hosted our 5th Annual Champions for Change with Teco as our Champion Sponsor. We had the biggest participation level yet at this event with 42 participants ; 21 of which were children with developmental disabilities.

In August, we began offering water safety lessons as a part of our community outreach program. We donated a total of \$5600 to families that could not afford to enter their child into water safety lessons in hopes of reducing drowning of children with developmental disabilities.

In September of 2023, our organization also experienced another leadership change as our President Clayton Clemens accepted a new career role and stepped down from the board and officer service. The board of directors, advisory council, IEP Advocates, sponsors, partners, scholarship recipients and their families, volunteers, and all those who have supported our organization and its mission are thankful to Clayton for his determination, enthusiasm, and hard work in maintaining such a remarkable organization that challenges the norm and aids those in need. With a clear understanding of the ongoing necessity for our organization's services in our state, I was nominated and unanimously approved by the Board of Directors to assume the role of President of 21 & Change. As we embark on this new chapter, I anticipate adding new board members and advisors to diversify our dedicated and motivated Board of Directors further, and I aim to build our network and refine our programs to allow us to assist even more families. As we progress, I hope that you will continue to support our mission of advocating for inclusion, education, and human rights for individuals with developmental disabilities.

*Michelle Richards*



## 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.

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# THE MAIN TEAM

*"Alone we can do so little; together we can do so much."*

*Helen Keller*



MICHELLE RICHARDS  
President



AMY STRONG  
Vice President



COLLEEN BAUGHN  
Secretary



SHANNON MCKALLIP  
MOSS  
Board Member



RAQUEL CARMELLO  
Board Member



JORDYN MOLESKI  
Board Member



JESSICA KING  
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**



**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

“Coming together is a beginning. Keeping together is progress. Working together is success.”

Henry Ford



## OUR PARTNERS AND AFFILIATIONS INCLUDE:



Over the past year, 21 and Change has made significant progress in supporting children with developmental disabilities. We have provided direct assistance to numerous families by advocating for them in Individualized Education Program (IEP) meetings, offering evaluations, assessments, and essential services. While our direct support capacity is limited, our strategic partnerships have played a crucial role in expanding our impact exponentially. Collaboration has always been a fundamental principle guiding our achievements. Our exceptional IEP Advocacy Scholarship program exemplifies this philosophy, empowering deserving students to access education and necessary accommodations. Through close collaboration with educational institutions, service providers, and organizations, we have established a strong support network. Our commitment remains steadfast to our mission of ensuring equal opportunities for these exceptional individuals. Together, we can construct an inclusive society where every child with a developmental disability can thrive.

In 2023, we are honored to highlight the efforts of Debra Mitchell, 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 expanded our reach by instilling our new Water Safety Program to improve the well being of the developmentally disabled children of the Tampa Bay area. In 2022, Florida had the highest child drowning rate in the U.S. with a number as high as 94. Our organization donated over \$5600 to this effort and, in turn, did our part to contribute to decreasing the number of drownings in Florida in the future. This milestone signifies a remarkable step forward in safeguarding the wellbeing of our children.



# HIGHLIGHTS FROM 2023



BECAUSE YOU SUPPORTED US!



**THIS IS AMAZING!  
GREAT WORK!**

- MF



## 5th Annual Champions for Change

We hosted our 5th Annual Champions for Change with Teco as our Champion Sponsor with 42 participants ; 21 of which were children with developmental disabilities! Our biggest participation yet!



# \$29,000

**IEP Scholarship Amount**  
In 2023, we granted 39 IEP Advocacy Scholarships to families with developmental disabilities that have financial need totalling an impressive \$29,500.

## Water Safety Program

We expanded our reach by instilling our new Water Safety Program to improve the well being of the developmentally disabled children of the Tampa Bay area totaling \$5600 to this effort.

# FINANCIAL OVERVIEW FOR 2023

Our sources of funding for the 2023 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 2023 was unrestricted. 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	
Network for Good	\$1,547.28
Unrestricted Donations	\$20.00
Amazon Smile	\$82.79
Champions for Change	\$62,385.62
General Donation	\$266.94
Total Unrestricted Donations	\$62,755.35
<b>TOTAL INCOME</b>	<b>\$64,302.63</b>
EXPENSES	
Advertising & Marketing	\$988.12
Bank Charges & Fees	\$884.90
IEP Advocates	\$2,250.00
Swim Lessons	\$6,000.00
Contractors	\$8,250.00
Administrative	\$587.25
IEP Scholarship	\$27,329.91
Professional Services	\$4,000.00
Other Expenses	\$14,156.23
<b>TOTAL EXPENSES</b>	<b>\$63,250.31</b>
<b>TOTAL NET ASSETS</b>	<b>\$1,052.32</b>

## THE WAY AHEAD IN 2024 AND BEYOND

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



**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.**

**- H.F.**

As we begin this new phase, we are excited to influence the future of 21&Change with our valued team members and the fresh insights from our new board members.

Together, we will strengthen our commitment to our mission. Our goal is to build relationships in our community, introduce innovative initiatives, and expand our impact throughout Florida. We are determined to amplify the voices of the most vulnerable individuals while providing crucial assistance to their families through our esteemed Individualized Education Plan Advocacy (IEP) scholarship program.

We plan to narrow our focus to children with Autism and Down Syndrome, specifically, as we see the demand for support growing in these vulnerable populations.

Through our collective efforts, we are well-positioned to make substantial progress in securing a brighter future for children with developmental disabilities in our community. With our dedicated team, committed board members, and community support, we are prepared to create a future where every child thrives and every family is empowered.

**IT HAS HELPED CREATE A STRONGER IEP FOR MY [MY DAUGHTER] TO  
KEEP THE SCHOOL MORE ACCOUNTABLE.**

# OUR NUMBER 1 PROGRAM.

In 2023, we granted 39 scholarships totalling an impressive \$29,500. It is important that we take the time to understand the real work that is being done behind the scenes. One of our cherished Advocates Debra Mitchell deserves to be recognized.

Debra Mitchell has been in Special Education for over 20 years at both the school, district, advocate and consulting level. She has tracked over 5000 meetings in her 20 years in the profession. Since establishing her business in 2022 as an Advocate and Educational Consultant, she has helped over 250 parents that have had need for advocacy.

## A word from Debra:

**“Prior to being an educator, I was a Retirement Relationship Manager for a fortune 500 company. I understand the financial impact of having a child with a disability. I heard the call to become a civil servant in education and accepted the challenge. I pride myself in bringing a wealth of knowledge and expertise to the table. I have been on both sides of the table as a parent of a student with a disability, teacher, charter school administrator, Pre k – Administrator, school level administrator, district level administrator, and regional administrator in the seventh largest School District in the United States. I am grateful for the knowledge and skills that I have learned and developed and I want to give back. I seek to consult with parents to address their concerns and advocate for their child while working with their child’s school district.**

**In 2023 a family contacted me to assist with their Autistic child who had been placed in an educational setting that limited him academically and socially. Unfortunately, the parent was unemployed and struggling to make ends meet. As a new business I wanted to help but also have to maintain and pay my company expenses. I worked with the parent to develop in IEP that was individualized to her child. It took lots of coaching with the parent and advocating on the child’s behalf. I have checked in with the family each semester. I am happy to say the student is doing well.”**

**“I WAS REFERRED TO DEBRA MITCHELL DUE TO MY SON NOT RECEIVING HIS ACCOMMODATIONS AND THE DISTRICT NOT IMPLEMENTING HIS PLAN. THE SCHOOL WAS READY TO GIVE UP ON HIM AND SHOWED NO EMPATHY. I HAD NO MEANS TO HIRE AN ADVOCATE. DEBRA TOLD ME ABOUT THE 21 & CHANGE SCHOLARSHIP AND ENCOURAGED ME TO APPLY.**

**SHE WORKED WITH ME AND THE SCHOOL TO COME UP WITH A PLAN THAT ACCOMMODATES HIM TO HAVE A SUCCESSFUL SCHOOL YEAR AND I AM TRULY GRATEFUL TO HAVE A SUCCESSFUL SCHOOL YEAR AND I’M TRULY FATEFUL FOR HER AND 21&CHANGE.”**



# 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. We owe a big "thank you" to our Advocate Sponsors of our 5th Annual Champions for Change Event: TECO, Mosaic, the Tampa Bay Buccaneers and Tampa Movement Lab for their generous contributions. The Sheriff, Team HCSO and Mayor Jane Castor 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 must take the time to thank the volunteers from Tampa Movement Lab who gave their time once again to our flagship event Champions for Change; without your support, preparation and time, there would be no event to host. 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 2023!



## Individual Donors – SUPPORTERS

The following individuals donated \$250 or more:

Michael & Katharine Canavan  
 Damien & Megan 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

HOLTON  
 Companies  
 Ralley for  
 Rhett

“DEBRA MITCHELL IS A BEACON OF KNOWLEDGE AND GUIDANCE IN THE WORLD OF EDUCATION...HER DEDICATION TO HELPING INDIVIDUALS ACHIEVE THEIR ACADEMIC ASPIRATIONS IS TRULY COMMENDABLE.

I WHOLEHEARTEDLY ENDORSE 21 & CHANGE FOR HIRING DEBRA AS AN ADVOCATE AND OFFER SCHOLARSHIPS TO HELP ME GET MY SON THE SUPPORT AND SERVICES HE NEEDED.”



For more information on 21 & Change, Inc., visit [www.21andchange.org](http://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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