

# 2016 Annual Report to the Community



PARENT SUPPORT NETWORK

a 501(c)(3) organization

## Mission

Changes Parent Support Network fosters healthy families by equipping parents with tools and support to change their behavior.

## Vision

Changes brings hope to parents in our communities by connecting them to strong, sustainable groups.

## Board of Directors

Cindy Suzumura,  
*President*  
Stephanie Mannion,  
*Vice President*  
Henry Herfindahl,  
*Secretary*  
Rick Ped,  
*Treasurer*  
Linda Deiner  
Ellen Lewis  
Mike Mahoney  
Chinda Roach  
Margaret Sacha  
Martha Shegrud

## Executive Director

Peter Wick

## Changes Parent Support Network

4401 2nd Ave NE  
Seattle, WA 98105

www.cpsn.org  
office@cpsn.org

## Information Line

888-468-2620



Changes Brings  
Hope to Families

## A Personal Message from our Board President

Changes is truly blessed to have long-time loyal members who are the backbone of Changes.

Our committees and board are driven by loyal members and have been instrumental in pulling together in fundraising, further defining our program and structure, and streamlining our processes so we can focus our energy on the mission of helping parents in crisis. So when you receive the tap on the shoulder to join or chair a committee, or serve as a board member, we hope you will acknowledge the call and join us.

In 2016, with the help of our Program Rep Liaison Amy Frazier, Program Reps have met quarterly to work on the business of running weekly Changes meetings. I would like us all to recognize the importance of our Program Reps as Changes ambassadors in welcoming new members and mentoring rising leaders.

We have done enormous groundwork and set up systems that will allow us to broaden our impact through outreach going forward into 2017. I'm excited at the prospect of expanding our reach and serving more communities and more parents in need.

Sincerely,

**Cindy Suzumura**

*Changes Board President*

## Executive Director's Report

2016 has been another outstanding year for organizational and outreach development, along with an increase in revenue. My focus continues to be on strengthening Changes organization structure, while maintaining and improving the programs and services Changes has to offer. With leadership from the Changes Board of Directors, committees, and volunteers we have worked hard to ensure that the mission of Changes is upheld and the services we provide reach families in need of our program, process, resources, and tools.

Changes leadership, committees, task force groups, and volunteers have been dedicated in reviewing all aspects of how Changes operates, while developing / implementing strategic plans to strengthen Changes corporate and the various meeting's foundation. Continued financial support from Changes members is imperative to ensure organizational stability while the fund development program, events, and alternative sources of revenue are being established / improved. Outreach continues to be a focus in developing strategic plans to grow Changes meeting attendance, as well as establishing meeting formation, development, relocation, incorporation, and review policies and procedures.

I will continue to strive to provide solid leadership to Changes, its meetings and members, along with maintaining my accountability to the Board of Directors.

Respectfully submitted,

**Peter D. Wick III**

*Executive Director*

## What is Changes?

Changes is an active, constructive, self-help method for parents to change their behavior and in turn, their kid's behavior. Drawing on the wisdom, experiences and support of others, members of our groups develop and enact their own plan for change.

We believe that change must first come from within before parents can effectively help their children.

Typical challenges faced by Changes parents include:

- Substance abuse
- Oppositional/defiant
- Not attending school
- Breaking the law
- Irresponsible
- Running away
- Violent or abusive
- Gang involvement

We help parents who feel:

- Helpless and frustrated
- Stressed-out
- Sad and depressed
- Ashamed and angry
- Isolated from family and friends

## Accomplishing Our Goals

Business, Meeting, Membership, and Donor Development, Outreach Strategic Planning

**Centralize Systems, Procedures, and Data**

**Unique but Unified**

**Consistency, Persistency, Accountability**

**Educate:** Outreach, Communication, and Marketing plans that tell the Changes story to the community.



**Motivate:** Motivate members, individuals, businesses, foundations, and others to support Changes with their Time, Abilities, and Resources. Motivate new families to attend meetings.

**Direct:** Create a business, fund development, and member management plans/systems to ensure Changes Program, Process, Resources, and Tools are effective and efficient.

Direct those that need Changes to meetings and show them how to “give back.”

**Support:** Support those that support Changes. Provide good resources to our membership, and expand the opportunities



for communication and enhance the services we provide for them and to the community.

**Monitor:** This means constant analytical reviews to ensure Changes is operating in accordance with its mission statement, while following the plans established by the board of directors and committees. Measurable positive outcomes, to specific strategic plans are the primary focus.

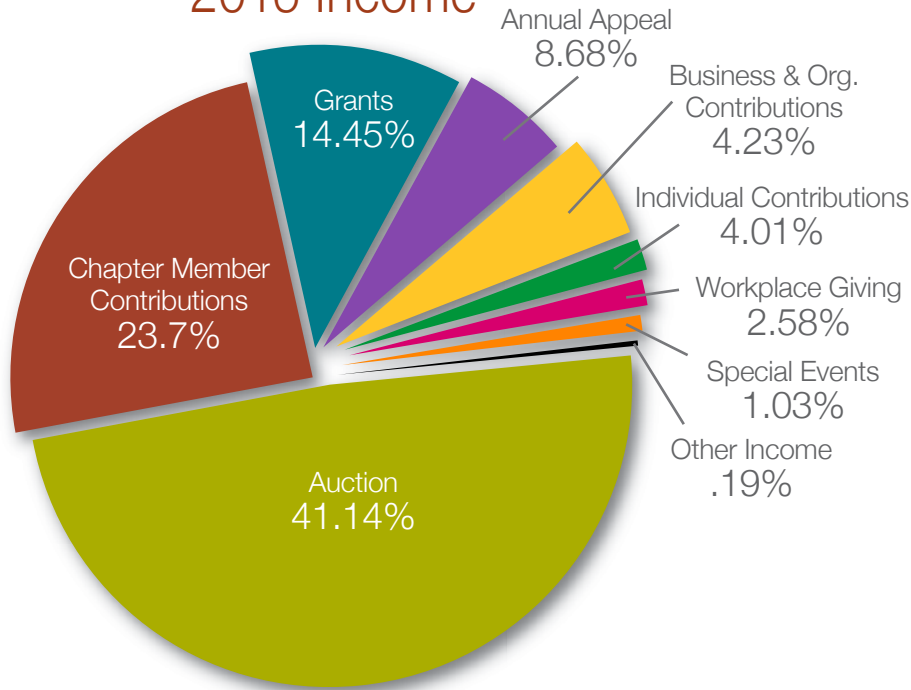
**Review:** Annual reviews for all leadership, staff, programs and services.

As Changes continues to develop, we will work hard to ensure Changes maintains its dedication to its members. Changes is a grassroots organization that has a tremendous opportunity to serve more families in need of our services. Help is needed by Meetings and members to ensure Changes remains a viable nonprofit into the future.

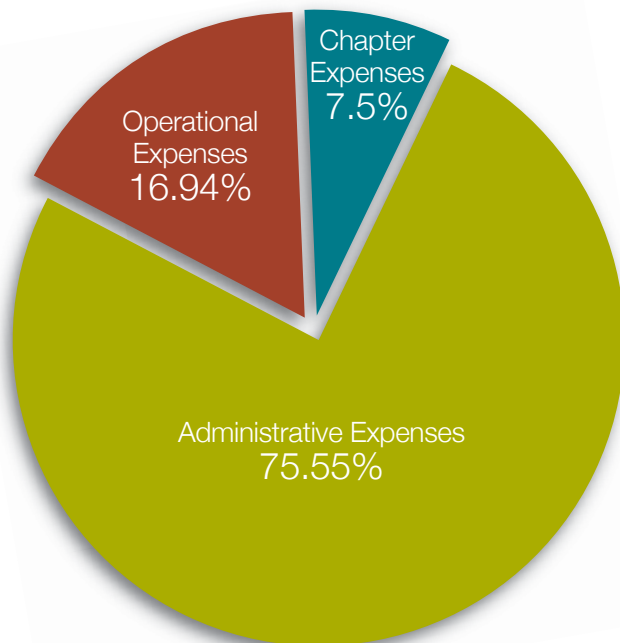


Individuals Served	223
New Parent Orientations	172
Parent Information Line Calls	383

### 2016 Income



### 2016 Expenses



### Changes Parent Testimonials

*"I was a basket case when we joined Changes. Our son was using drugs, dealing drugs, and failing school. The group helped me by confronting me about the ways in which I was enabling our son to continue his destructive behavior and they suggested changes I needed to make."*

*"The Changes approach is practical and solution-oriented. I no longer feel like a victim. My kids are not "fixed", but our situation is improved, and I have peace in my home."*

*"People at Changes are supportive. While teachers, counselors and law enforcement often blame parents. Changes parents listen with understanding and are available to lend a hand (or shoulder) during crisis situations."*

*"At Changes, I learned to stop blaming myself for past mistakes; to let go of the idea that if I just found the right thing to say or do, my son would make better choices. I realize now that my son's life and his choices are his to make."*



# ■ Thank You to Our Volunteers and Donors

## VOLUNTEERS

The work of Changes would not be possible without the support of all our dedicated volunteers. Changes is almost entirely volunteer led and run, and we celebrate the time and talents of organizations and individuals of all backgrounds to achieve our mission.



## DONORS

Changes Parent Support Network acknowledges and appreciates contributions from individuals, companies, and foundations.

### Individual Donors

Karsten Andersen  
Christina Armstrong  
Sandy Barnes  
Mike Bourgette  
Gregory Brancati  
William Bretscher  
Cara Byrne  
Maureen Byrnes  
Patricia Byrnes  
Ron Chappell  
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Avra Cohen  
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Cindy Suzumura  
Monica Tolles  
Lisa Traynor  
Kathy Uroda  
Angela Warmuth  
Peter Wick, II  
Mary Wilson  
Katy Wood-Wright  
Donna Young

### Honorariums

Margaret Sacha – In memory of Don Thulean

### Corporate Donors & Matching Programs

CDK Global  
Fischer Plumbing  
The Gates Foundation  
Microsoft  
Silion Valley Community Fund  
Kroger  
Boeing  
City of Seattle Combined Charities  
United Way of King County  
Combined Fund Drive

### Grants

Pride Foundation  
Seattle First Baptist Church



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