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.

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Executive Director’s Report
On May 1st, 2015 I became a W-2 employee for Changes, ending my one year interim role. My focus continues to be on strengthening Changes organization structure, while maintaining and improving the programs and services we have 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 Chapter 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 will be my primary focus in 2016, developing strategic plans to grow Changes Chapter membership, as well as developing Chapter formation, development, relocation, incorporation, and review policies and procedures.

As we move forward in 2016 and beyond, I am proud of what Changes accomplished in 2015 and excited about the future. Changes is strong and vibrant, and together we will continue our efforts to give hope to struggling parents by providing strong, sustainable chapters in our communities.

Sincerely,

Marie Norton-Olsen
Changes Board President
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, Chapter, Membership, and Donor Development. Outreach Strategic Planning

Centralize Systems, Procedures, and Data

Unique but Unified
Consistency, Persistence, 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 Chapter 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 Chapters and members to ensure Changes remains a viable nonprofit into the future.
**Testsimonials**

"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."

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**Changes 2015 Annual Report**

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals Served</td>
<td>321</td>
</tr>
<tr>
<td>New Parent Orientations</td>
<td>156</td>
</tr>
<tr>
<td>Parent Information Line Calls</td>
<td>828</td>
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</tbody>
</table>

**2015 Income**

- 2015 Income: 48.69%
- Individual Contributions: 11.6%
- Chapter Member Contributions: 24.37%
- Auction: 5.76%
- Annual Appeal: 5.42%
- Business & Org. Contributions: 1.88%
- Workplace Giving: 1.3%
- Special Events: 0.94%
- In-kind Contributions: 0.94%

**2015 Expenses**

- Employee Expenses: 51.78%
- Chapter Expenses: 19.27%
- Administration: 16.45%
- Auction Expenses: 9.42%
- Grant Expenses: 0.14%
- In-kind Expenses: 0.03%
- Membership Meeting: 0.3%
- Special Events: 0.73%
- Annual Appeal: 1.9%
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
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Karsten & Sue Andersen
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Honorariums
Linda Deiner, Terri Suzuki, and Peter Wick III – In memory of Don Thulean
Debra Kerrigan – In memory of Hennyetta Kerrigan
Rhonda Kinzig – In honor of Valerie Kreutzer

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