

2014 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.

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Margaret Sacha,
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Peter Wick

Changes Parent Support Network

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Information Line

888-468-2620



Changes Brings
Hope to Families

A Personal Message from our Board President

I'm honored to have served as the President of the Changes Parent Support Board of Directors. 2014 was a year of big changes! Our organization focused on growing and enhancing our services. Finding a full-time Executive Director was the first step on this journey. We were fortunate to find Peter Wick who has served as our ED since May. Just like other growing non-profits, Peter saw that we needed to tidy up our operating procedures before we embarked on efforts to grow our organization. With that in mind, Peter helped us start committees to update all parts of our operations. Thank you to all the parents working on these committees; your hard work is helping make sure Changes stays fresh and relevant.

Our biggest change in 2014 was our first ever membership meeting. December 13th marked a historic change where we went from a volunteer model to a member model. At the meeting, parents voted on the slate of candidates for the Board of Directors and the budget. They also heard updates on the progress made by committees and asked many questions. By placing their votes on December 13th, their names went into the records marking this historical day in Changes Parent Support Network progress.

Sincerely,

Terri Suzuki, *Changes Board President*

Executive Director's Report

I began my role as interim Executive Director on May 1st 2014, signing a one year contract with Changes to strengthen the organization structure, while maintaining and improving the programs and services Changes has to offer the community. With leadership of 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 the families in need of guidance and support.

Changes leadership, committees, task force groups, and volunteers have been dedicated in reviewing all aspects of how Changes operates, including the policies and procedures that are in place or are needed, and the development and implementation of strategic plans to strengthen the Changes corporate foundation. Continued financial support from Changes members is imperative to ensure organizational stability, as well as creating consistent outreach efforts and a strong fund development program with events and alternative sources of revenue.

I will continue to strive to provide solid leadership to Changes, its Chapters and members, along with maintaining my accountability to the Board of Directors. There will always be challenges, and I welcome any questions, comments or concerns you may have.

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

2014 was a year heavily focused on Changes organizational structure, centralizing various roles and responsibilities to ensure greater continuity and efficiency to our operational systems, as well as a review and implementation of improvements to the Changes programs and services. Because of volunteer membership support and Peter Wick's



leadership, nine committees, three task force groups, and a dedicated board of directors, much has been accomplished in achieving the goal of providing quality programs and services to our members.

Two themes have been used to help achieve positive outcomes:

Consistency, Persistency, Accountability & Unique but Unified

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

Motivate: Motivate members, individuals, business, 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 programs, 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.

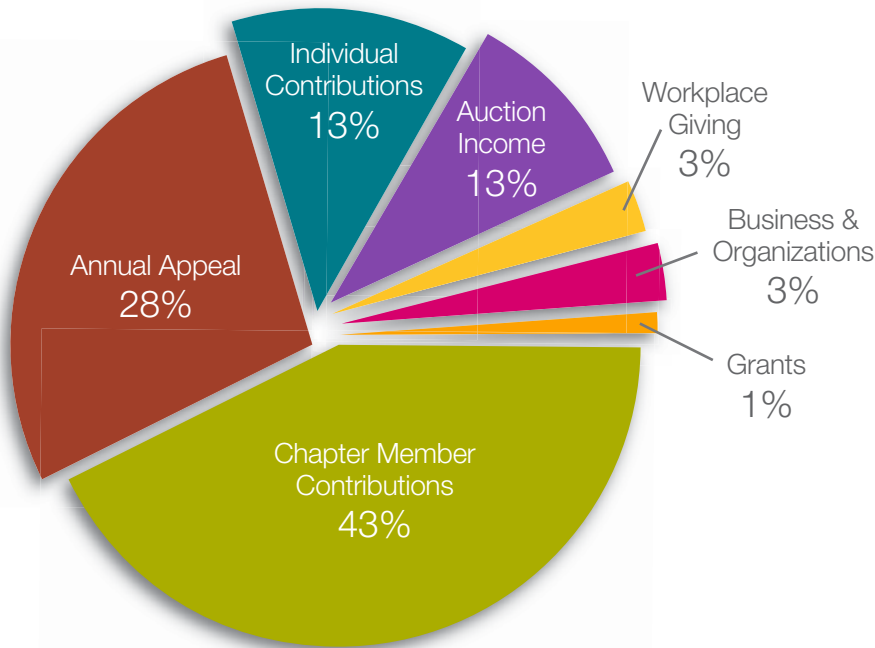


Review: Annual reviews for all leadership, staff, programs and services.

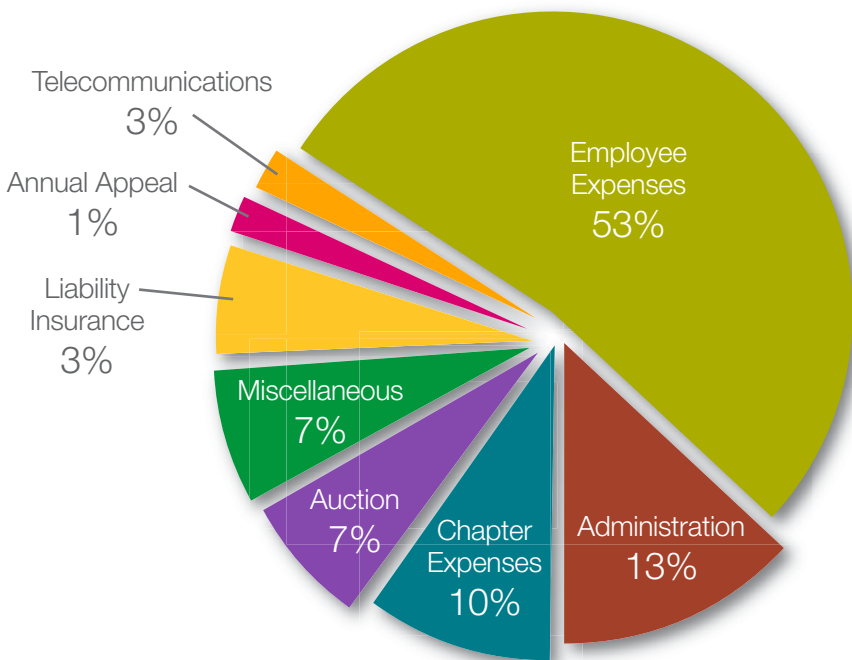
As Changes continues with this work-plan, all those involved in this process will work hard to ensure Changes maintains its dedication toward its members.

Individuals Served	352
New Parent Orientations	162
Parent Information Line Calls	632

2014 Income



2014 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. During the 2014 year, with our donors support, Chapters provided parent peer support, education and resources to 407 program participants and sponsored 10 public education workshops throughout the Puget Sound area.

Individual Donors

Michael Adamson & Erin Rycraft
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Donald & Meryl Thulean
Brad Van Beek
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Peter Wick
Craig ZumBrunnen

Honorariums

David Bauman & Susan Howlett – In honor of King & Liz Cole
Sandy & Dennis Barnes – In honor of Mary Chapman Marriage

Corporate Donors & Matching Programs

Boeing Employees Credit Union
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Grants

Seattle Foundation – Give Big Campaign



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