



2023 Annual Report to the Community



Changes Brings Hope to Families

“Before Changes, I was in breakdown mode – I literally couldn’t function. Now, I’m in a really good place...I feel hopeful.”

- Stacy Piedmonte, Changes Volunteer Coordinator and single mom of three

Personal Message from our Board President

Hello to our members and to the national community at large! 2023 was a year of achievement for Changes, after two years spent revitalizing and refreshing our brand as well as adapting our processes and practices to a fully online presence. Here’s a short recap of major 2023 achievements:

We greatly expanded our outreach efforts and formal presence at addiction, mental health, and parenting-related events, particularly in Utah.

We undertook our first-ever advertising efforts, starting with a print ad in Seattle’s Child Magazine’s Family Resource Guide, and continuing with Facebook advertising and Google search advertising.

We sponsored and conducted presentations by nationally-recognized authors and opened them to the general public.

2023 was not without its challenges, however. Our biggest difficulty remains securing a roster of new volunteers to replace those

that have been long in role and tenure. To that end, we’ve streamlined and consolidated volunteer roles. Regarding volunteering, I personally find great inspiration in the story of one of our co-founders, Dennis Dudder, who is still active in Changes today – 28 years after he helped create our organization. But in short, I couldn’t be prouder of this group!

Karen Gustafson

What is Changes?

Changes Parent Support Network is a structured, peer-led program that provides support to parents struggling with children who are engaging in oppositional and self-destructive behaviors. Changes offers hope, help, support and relief from feeling overwhelmed and alone. We give back freely to the community in recognition and thanks to those that walked this path before us and helped each of us.

Typical child behaviors include:

- Violence or property destruction
- Oppositional defiance
- Failing grades or not attending school
- Substance abuse / addiction
- Mental health struggles
- Stealing at home or shoplifting
- Gang involvement
- Running away
- Failure to launch

Our Mission

to improve family life by helping struggling parents set and maintain boundaries, and disengage from daily conflict.

Our Vision

to create more productive, positive, respectful, and sustainable relationships between parents and their children, one family at a time..

An interview with Changes co-founder Dennis Dudder (part 1 of 2)

Q: We current Changes members take our program content for granted. What was involved in creating it?

It was a heavy lift; it probably took hundreds of hours. We had created our Beliefs (at that point there were 10). Then each committee took one Belief and broadened it out. It was a lot of work. We were fortunate to have a few lawyers among us, so they helped us steer clear of problem areas, including infringing on Tough Love's (our organization's predecessor) content. I was on the group that fleshed out Belief 10 at that time (now Belief 11):

Our support group's focus is to nurture positive change in its parents, kids, and the community.

And notice that that Belief loops back to Belief #1 by design:

Communities, parents, and kids need to learn to support each other.

It was lots of work, and we were all working the program at the same time we were building it.

"I recognized the importance of this organization and wanted to continue to belong to it."

Dennis Dudder, Changes Co-founder

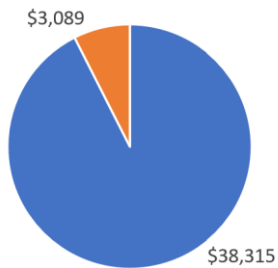
Q: You're still very present and active in Changes today. We see you mentoring, participating, and presenting at meetings, and leading orientation, plus you've been very active in the Snohomish County Juvenile Court. You even served as Grill-Master again last year at our picnic. What motivates you to give back to such an extent over 28 years?



Well, the founders all initially committed to participating for 3-4 years, and most of us did that and more. Several of the original founders have passed on or moved out of state.

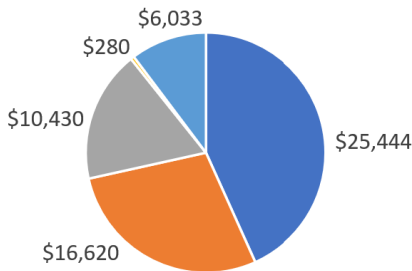
The short story is that I recognized the importance of this organization and wanted to continue to belong to it. We have received so much, so it is easy to want to give back. Some people have said that I must be a Boy Scout. I evolved from Cub Scout to Boy Scout to troubled teen, and I have even spent time in a juvenile detention center. So, for me this is personal and why I had such an interest in exposing Changes through my local juvenile court. Another major eye-opener was serving on Teams and realizing that what I was suggesting I should be doing myself.

2023 Actual Expenses: \$41,404



■ Administrative Expenses
■ Operational Expenses

2023 Actual Income: \$61,414



■ Meeting Member Contributions
■ Fundraising Appeals
■ Individual Donations
■ Matching Contributions
■ Business Donations

Average meeting attendance (quarterly)

739

New parent orientations

85

Parent information line calls

253

Thank You to our 2023 Donors!

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- Anonymous
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