

# Strategic Plan 2026-2028

CPSN.ORG

**30<sup>TH</sup> ANNIVERSARY**  
**CHANGES**  
PARENT SUPPORT NETWORK

# Changes Parent Support Network (CPSN)

## Organizational Background

**About** Confidential, peer-led support for parents and caregivers of adolescents and adult children; we help parents change their own behavior, set boundaries, and reduce conflict.

**Beliefs** Parents can change themselves; set clear, consistent boundaries and lower conflict; support is confidential, nonjudgmental, and action-oriented.

**History** CPSN began over 30 years ago as a peer-organized parent support group and has grown into a volunteer-driven 501(c)(3) with facilitated meetings, tools, and a structured onboarding pathway for new families. CPSN has expanded from local, in-person meetings to national, virtual meetings across multiple regions. Partnerships with community organizations, schools, and providers have broadened awareness and referrals while keeping CPSN grounded in its peer-led model.

**Current Reach** Weekly, national, online meetings; 150 active members; 40 volunteer facilitators; referrals via parents, schools, clinicians, and community partners.

**Outcomes and impact** Parents who engage in the program report improved boundary setting, reduced conflict, and greater confidence in their parenting approach.

# Changes Real and Lasting Impact for our Members

*"I cannot imagine the outcome for our family had we not found Changes. I can say it literally helped save us all, and I want to help make that experience available for any family who needs it." - KC*

*"I give back to Changes because I have been blessed beyond **measure** by other members . . . It's so good for my mental health! Helping others helps me too and is a good form of self-care." - JS1*

*"I feel like what I learned via Changes is a key reason my son is alive today. It's also incredibly satisfying to witness another parent move from chaos to calm and know that I played a small part in that transformation." - WM*

*"I am paying my karmic debt for how Changes saved my relationship with my daughter. I also apply Changes principles to many other situations where I need to disengage and set stronger boundaries. Kinda amazing how useful this is." - MC1*

*"They were there for me during a desperate time." - DB*

*"We would not be where we are today as a whole, healthy family without the support of Changes in our time of crisis." - JB*

*"As I have found the program and the people so very powerful in my life it feels imperative that this organization not only continues but also grows." - LS*

# Strategic Plan 2026-2028 Summary

**Our Vision** Create more productive, positive, respectful, and sustainable relationships between parents and their children, one family at a time.

**Our Mission** Improve family life by helping struggling parents set and maintain boundaries, and disengage from daily conflict.

**Purpose of this Plan** Prioritize investments for the growth of the organization, guide the organization, communicate and engage further with our members and community

## Summary of Key Priorities

1. National membership growth
2. Member engagement
3. Government and professional community partnerships and engagement
4. Board health, engagement and governance

# CPSN 2026-2028

## 3 Year Plan

Strategies and Outcomes



# Strategic Priorities

## Grow national member base

- Expand to 2 weekly meeting options in additional U.S. time zones (EST first year priority)
- Grow average weekly meeting attendance from 45-60 to 99-115



## Increase member engagement and satisfaction

- Measure member satisfaction
- Increase member volunteer engagement
- Increase percentage of members who donate and participate in outreach



## Increase community and professional partnerships

- Increase total professional referrals
- Establish professional referrals beyond PST with MST, CST, EST
- Increase LinkedIn and social media engagement



## Develop a bench for board leadership and maintain board governance

- Add a new board member with grant-writing expertise
- Increase fundraising and ambassador participation among board members
- Add 3 outside directors

# Changes Parent Story

*“Changes helped me figure out rational, constructive steps to take to let our son know how much I love him, endorse his capabilities, and let him experience the consequences of his choices. It was difficult and scary, especially when I knew my son was being encouraged to be angry at me and might cut me off completely.”*

*“For a long time, it seemed like our son wouldn’t be okay, but I was able to manage, with ongoing support from Changes. Our son did not finish high school, was arrested again and court-ordered to attend short-term outpatient treatment for substance use, got fired from several jobs, and got evicted. However, my Team helped me to see that these were consequences of his choices, and gradually, my son started to learn that he needed to make different choices.”*

*“Whenever I could, I expressed my love for him and my firm belief that he is a very capable young man. I used the Changes words, “I know you can figure this out” often and meant them.”*

# Monitoring and Evaluation

**It's critical to track our progress and accountability**

- Changes Monthly Board Meetings check-ins
- Quarterly progress against objectives reporting
- Bi - annual Member survey

This strategic plan will be reviewed annually and updated in the third quarter. For questions regarding this plan or Changes Parent Support Network please visit <https://cpsn.org/contact-us/>

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