



# THE ANNUAL REPORT



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**SO AWESOME! LOVED EVERYTHING ABOUT THIS EVENT! POSITIVE RESULTS ON SO MANY LEVELS.**

**- ABOUT 2020 CHAMPIONS FOR CHANGE CHALLENGE**

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# MESSAGE FROM OUR FOUNDERS



**JOHN BODOR**  
PRESIDENT & CO-  
FOUNDER



**YANI BODOR**  
DIRECTOR OF ADVOCACY  
& CO-FOUNDER



During 2020, three single Moms received the IEP Advocacy Scholarships they needed for their children because you supported us. It did not cost them a dime! Over 650 parents received the advice and assistance they needed to advocate for their child's education from our webinars because you supported us. Over two dozen children and young adults realized their ability and bolstered their confidence during our 2nd Annual Champions for Change Challenge because you supported us. What did you help to accomplish? You helped to remove a mountain of stress from the lives of three mothers. You helped to provide three children with special needs a chance to learn in an environment that provides them the necessary accommodations and services to learn and succeed. You helped to build the self-esteem and ability of more than two dozen young children and adults who are differently-abled. These are just a few of the things we accomplished together this past year with your help.

Despite its best efforts, COVID-19 could not keep us down. We started the year strong with our big annual event and accomplishments in the areas of legislative and special education advocacy, and then the lockdowns started in March. Instead of taking a knee, we quickly shifted our efforts to our legislative advocacy program as two disturbing issues arose from the pandemic. We joined a national level effort to thwart healthcare rationing discrimination and stop proposed waivers that would negatively affect special education rights for the developmentally disabled. As one among many like-minded organizations, we were successful and able to collectively protect the rights of the most vulnerable in our communities.

This year was an exercise in finding new ways to function as an organization, new ways to help people in our community, and new ways to increase our relevancy in the pursuit of human and civil rights for the disabled. This year also offered us some time to look inward and make some changes, additions, and improvements. We hope you take the time to read on and discover what we were able to accomplish as an organization during this past year. In doing so, we hope you consider supporting our work as we expand the programs and services we will provide in the upcoming year.

Sincerely,

*John Bodor*

*Yani Bodor*

# OUR COMPANY

## Ending the Down syndrome 'syndrome'

21 & Change was founded in 2018 by John and Yani Bodor. The two Army veterans have three children, including one with Down syndrome and another with Autism. The non-profit was created to challenge the status quo and to end the Down syndrome 'syndrome' through advocacy, support, and niche services in the Greater Tampa Bay area and beyond. The continued efforts and advocacy will assist in implementing changes to assist the 'differently-abled'. Through the strong core values and mission of the organization, they are committed to serving the community and creating awareness to ultimately end the Down syndrome 'syndrome.'

**HATS OFF TO YOU GUYS! THANK YOU SO MUCH FOR ALL OF YOUR DEDICATION AND ADVOCATING FOR ALL OF US. TAKING [IT] TO THE TOP IS WHERE WE WILL ALL STAND RIGHT BY YOUR SIDE. OUR VOICES WILL BE HEARD.**

**- A.S.**

## Our Mission

*21 & Change, Inc. is dedicated to ending the Down syndrome 'syndrome' through advocacy, support and niche services in the Greater Tampa Bay - St. Petersburg area and beyond.*

## Our Vision

We believe in the value of all human lives and that all should have the opportunity to discover their full potential.

We believe that everyone is born with the inherent right to freedom, to self-determination, to dignity, and respect.

We believe in a day when our children will be seen as 'differently-abled' and not disabled.

We believe there will be a day when we end the Down syndrome 'syndrome' and secure the full measure of civil rights for the 'differently-abled.'

We will not rest until what we believe is achieved.



# THE MAIN TEAM

*From the onset of our efforts as a nonprofit organization, we recognized the value and the power of partnerships in the work we do.*



**JOHN M. BODOR, JR.**  
President and Co-Founder



**VACANT**  
Vice President



**DENNIS MEYERS**  
Secretary



**JORGE "JAY" VICENTE**  
Treasurer



**YANI BODOR**  
Director of Advocacy and Co-Founder



**ERIC POLINS**  
Director



**CARLOS FLORES**  
Director



**SUNNY ALEXANDER**  
Director



**MICHELLE RICHARDS**  
Director



**CLAYTON CLEMENS**  
Director



**JESSICA ANDREWS**  
Director



**AMANDA SAGARIAN**  
Director

# WORKING WITH OUR PARTNERS

During 2020 we were able to form two new partnerships that will help us provide more support to the community.



One of our core values as an organization is “partnership”. At 21 & Change we believe that partnerships can be a powerful thing and that collaboration with like-minded people and organizations can help solve more issues than going it alone. One of our key partnerships over the last year and a half has been with Pam Lindemann-The IEP Advocate of Clermont, Florida. Pam and her staff have supported us with conferences, webinars, and direct advocate services to families throughout the state and have been integral to our special education advocacy efforts since our inception.

During 2020 we were able to form two new partnerships that will help us provide more support to the community. In September we partnered with Voices of Change 2018, a nonprofit organization in the state of Ohio that provides education, advocacy, and support to end the stigma of talking about sexual abuse and assault on children with disabilities. This partnership allows us to bring in niche expertise and service to families here in Florida. The founders of Voices of Change 2018 have first-hand experience and fully understand the pain, suffering, and impact this issue has on victims and families.

In November we partnered with Sandy Santeiro, an experienced IEP and special education advocate who serves clientele in Florida and in other states across the country. Our partnership with Sandy will help us to expand our network so we can reach more families and help more children with our IEP Advocacy Scholarship program. We know there are too many children with developmental disabilities falling through the cracks and not receiving the services and accommodations they need to be successful in their learning environment. We also know there are a number of parents out there who cannot afford these services and consequently go without help and hope. Our IEP Advocacy Scholarship program with our vetted and approved service providers will start to change the current paradigm and level the playing field for these families.

## OUR PARTNERS AND AFFILIATIONS INCLUDE:



# HIGHLIGHTS FROM 2020



BECAUSE YOU SUPPORTED US!

LOVE THIS! SUCH IMPORTANT WORK.

- SS



2<sup>nd</sup>  
ANNUAL

Champions for Change Challenge™ on February 29, 2020 at the Tampa Movement Lab in downtown Tampa to promote ability and inclusion for the 'differently-abled.'



February  
2020

Raised over **\$22,000** in sponsorships and donations.



March  
2020

21 & Change was fortunate to be the 22nd recipient of Sheriff Chad Chronister and Team HCSO's "30 Days of Stronger Together".



June  
2020

Participated in the National Down Syndrome Congress' Advocacy Bootcamp in late June to help hone our legislative advocacy skills and pick up some useful tips and techniques from advocates who have been doing this for a long time.

## AWARDED THREE IEP ADVOCACY SCHOLARSHIPS

We awarded three IEP Advocacy scholarships this year, each to a single mother who needed the service and assistance but could not afford it. Their three children received the required testing and evaluation and determination for eligibility for an Individualized Education Program (IEP) at their school. The end result was three children receiving the services and accommodations they need to learn and three mothers whose lives just became less stressful.

### National Down Syndrome Society (NDSS)

We participated in numerous virtual venues and events at the national level throughout the summer with NDSS, NDSC, COPAA, the Global Down Syndrome Foundation, and Down Syndrome International. This included workshops, webinars, surveys, roundtable discussions, and monthly video teleconferences focused on current legislative, health, and social issues for people with developmental disabilities.

### MARCH 2020

The issues of healthcare rationing discrimination and proposed waivers for the suspension of special education rights for the developmentally disabled immediately arose out of the COVID-19 pandemic in March of 2020. We immediately shifted our legislative advocacy priorities and had several conversations with the Office of Representative Ross Spano (District 15-FL) about the negative effect these issues hold for children and adults with developmental disabilities. We also joined the nationwide collective effort through our affiliation with the National Down Syndrome Society, the National Down Syndrome Congress, and the Council of Parent Attorney and Advocates to address these issues and successfully turn them back.





July  
2020

21 & Change partnered with Pam Lindemann-The IEP Advocate in July 2020 and provided a 3-part webinar series on special education advocacy.



Aug/Sept  
2020

We participated in the National Down Syndrome Society's Buddy Walk to End #LawSyndrome in August and September of 2020. We were able to speak to members of offices of Representative Ross Spano (District 15-FL), Senator Marco Rubio (R-FL), and Senator Rick Scott (R-FL) about additional funding.



December  
2020

As a member of the NDSS Inclusive Education Task Force and a NDSS DS-Ambassador, we contributed to their COVID-19 FAQ for Parents, reviewed and commented on the NDSS Guidelines for Inclusive Education, and contributed to the NDSS Position Statement for Inclusive Education during COVID-19.

## FLORIDA LEGISLATORS

We secured two co-sponsors for Florida House Bill (HB) 1231, Students with Disabilities in Public Schools. H.B. 1231 focused on the prohibition of seclusion, strict limitations on the use of restraint, and the addition of cameras in our ESC classrooms across the state of Florida. While this bill made it through the Florida legislature further than in any time past, the advent of the COVID-19 issue in Florida stopped its progress. We hope to re-engage our representatives in the upcoming legislative session and continue to pursue this issue.



**THANK YOU TO EVERYONE  
FOR AN AMAZING EVENT!**

**- M.S.**



# FINANCIAL OVERVIEW FOR 2020

The financial data presented here represents the 2020 calendar year. We were fortunate to conduct our largest fundraiser to date in January and February 2020 during our annual Champions for Change Challenge which resulted in over \$22,000 in sponsorships and donations. The annual golf tournament and bowling tournament were cancelled due to COVID-19. The pandemic had a significant impact on our ability to spend revenue on most programs we projected expenditures for due to the control measures put in place by our state and local governments. This money will remain in place for future program expenditures. We were able to conduct a couple virtual fundraisers which included the National Down Syndrome Awareness fundraising campaign in October and the #GivingTuesday fundraising campaign we held in early December. These two campaigns together netted us almost \$2,500 in support.

Our sources of funding for the 2020 year included corporate/business sponsors and private individual donors. We did not receive any public or private grant funding and we do not receive income from membership dues. All revenue for calendar year 2020 was unrestricted. HCP Associates and Milorian Marketing Agency continued to provide in-kind services 'pro bono' for minor maintenance of our website, creative design, press releases, and the development of marketing and advertising materials for the organization. As a reminder, we are an all-volunteer nonprofit organization, so every dollar contributed goes directly to the programs, services, and operations of the organization.

## REVENUE

Contributions, Gifts, and Grants	\$40,382.90
Program Service Revenue incl. Gov't Fees & Contracts	\$0.00
Membership Dues	\$0.00
Net Income from Special Events	\$0.00
Other Revenue (incl. In-Kind Material & Services)	\$0.00
Subtotal From Operations	\$40,382.90
<b>TOTAL REVENUE</b>	<b>\$40,382.90</b>
<b>EXPENSES</b>	
Programs	\$6,998.82
Administration	\$1,555.53
Fundraising	\$442.60
Other Expenses	\$6,313.36
<b>TOTAL EXPENSES</b>	<b>\$15,310.31</b>
<b>TOTAL NET ASSETS</b>	<b>\$25,072.59</b>

# THE WAY AHEAD IN 2021 AND BEYOND

*We're confident that great things lay ahead in 2021.*



**EXCELLENT  
ORGANIZATION  
PROMOTING  
INCLUSION AND  
FITNESS. SO  
GLAD TO HAVE  
DISCOVERED THIS  
FABULOUS GROUP!**

**- H.F.**

We anticipate an eventual return to normal, as things were before the COVID-19 pandemic. We have scheduled most of our typical program events for 2021 which include the annual Champions for Change Challenge, two Parent Advocacy Conferences, and our Anniversary & Sponsor Appreciation Luncheon. We have also added a Parent Advocacy Webinar in the summer before school starts after our hugely successful event this past July. As always, we will take our lead from the state, city and county leadership and ensure the proper risk mitigation is applied for the safety of all as we move forward.

In 2021 we will be advocating again for an end to the practices of seclusion and restraint and the addition of cameras in our Florida ESE classrooms. We were fortunate to join forces with Autism Society of Florida in 2019 to pursue this legislation for our state's public schools to protect those who are differently-abled. We will work closely with Autism Society of Florida and Disability Rights Florida to hopefully bring this legislation to fruition in 2021. At the national level, we will continue to collaborate with the National Down Syndrome Society and the Council of Parent Attorney and Advocates for legislative advocacy on a number of issues including competitive integrated employment, special education issues, and issues that arose as a result of the COVID-19 pandemic.

This past year we looked closely at our programs and services and how we might expand to increase our impact across the state. Since we have advocated for competitive, integrated employment for the differently-abled, we decided we would begin a new initiative in 2021 to promote that civil right. The new program will be unveiled after the

## THE WAY AHEAD IN 2021 AND BEYOND CONT.

New Year by 21 & Change and will begin to make an impact for small businesses in our state.

In late 2020 we began rewriting our mission statement to be more in line with how we've been operating for the last two years. We are a cross-disability nonprofit organization that assists all people with developmental disabilities, no matter the condition. We have also been operating throughout the state helping families from all over Florida. Our new mission statement will reflect more of a state-wide attitude and will be more direct and concise about what we do.

We also experienced growth on our board this year with the addition of four new directors from our local community who volunteered to serve this mission. They bring unique insight and experience to 21 & Change and all have worked to support and assist the 'differently-abled' community before joining our nonprofit. If you or someone you know are looking to serve the community as a volunteer with a highly professional group of people dedicated to changing the current paradigm for the 'differently-abled' and ending the Down syndrome 'syndrome', please contact us at [jbodor@21andchange.org](mailto:jbodor@21andchange.org) or [ybodor@21andchange.org](mailto:ybodor@21andchange.org) for more details.



## OUR PROMISE TO YOU

**W**e take your support to our mission very seriously, no matter the size of your contribution. We consider ourselves to be stewards of the public trust. With that always in the forefront of our minds, you can count on us to do the right thing every time, and with full transparency. Nonprofits cost money to exist, operate, and be visible in the community. We assure you that your contributions will be used in the most effective and efficient manner and within the boundaries of our mission. All financial transactions have the full visibility of the board of directors and all significant expenditures require a board vote. We dedicate two board meetings each year to our budget. One meeting is used to review the past year's revenue and expenditures and the subsequent meeting is used to set the budget for the next year. We report our budget details to the state of Florida every year and we also include a summary of our budget in our 21 & Change Annual Report for the public. You can access these reports for every year we have been in existence since 2018.

## OFFERING IEP ADVOCATE SCHOLARSHIPS TO FAMILIES IN NEED.

At 21 & Change, we're proud to offer IEP Advocate Scholarships to families in need. We know there are plenty of families out there in our state who are experiencing difficulty obtaining special education evaluations, services and accommodations for their children who have learning disabilities. We also know there are families out there who cannot afford the services of an IEP Advocate. The first contact we receive from a parent is always full of emotion and a sense of helplessness. These parents, usually single Moms, feel like they are at the end of the line and have nowhere else to turn. That is where YOU and 21 & Change come in. When you support us, this is one of the programs you support. Listen to what one Mom recently said about the difference this scholarship made to her child and family.



**I can't say enough about 21 and Change and the people involved. I am a single mother of two little boys and work full time. We've struggled for years with my youngest, finding out what is going on with him and a myriad of different diagnoses. The biggest stress however, became school. His issues in school were compounding each year and although I did succeed in getting him a 504 plan, everything continued to get worse as those accommodations were not helping nor were they consistent from different teachers.**

**He, this year...reached a new height in stressed new behaviors, misbehaviors and sadly self-hatred for those behaviors in front of peers. For his own mental health and lack of assistance from school, I pulled him [from school] to do e-learning. He was having to be at my work all day long and soon the stress of managing him, his learning, his stressors and his behaviors all while trying to work simply wore our whole little family down. Everything was crashing, everything was falling apart. Enter 21 and Change... I am finally able to fight properly for him and his needs and with their assistance and an IEP Advocate we are now entering the IEP evaluation processes with school so he can get the services and assistance he needs to strive in a healthy way. I could have never afforded to do this or been able to handle it all on my own and am so very grateful for these wonderful people who very quickly and very kindly aided in our needs for my son's health and assistance in being successful in school.**

**Hopefully he will begin to get the help he needs in a school setting and will then have a much brighter future. Thank you 21 and Change so very much!!!! I am feeling some hope for the first time in many years and it's all because of this wonderful organization. It's meant more than I can ever explain, I am forever amazed, grateful and humbled. Thank you again and again and again. - B.L.**



# OUR SPONSORS

We are eternally grateful to all of our sponsors and donors in what became a challenging year for everyone, including nonprofits. We also wish to extend our gratitude to all of the fantastic volunteers who gave of themselves this past year to support our events. Time is a valuable commodity and for anyone who supported our mission, we really appreciate your time and effort to help make these events successful. We also wish to thank Sheriff Chad Chronister and HCSO Charities for their support to 21 & Change during the 2020 Champions for Change Challenge and through the pandemic with their charitable donations to our mission. Thank you to everyone who supported us throughout the year!

We are proud to display our list of sponsors for 2020!



## Individual Donors – SUPPORTERS

The following individuals donated \$250 or more:

Michael & Katharine Canavan  
 Damien & Magan Paulson  
 Michael & Melanie Skinner  
 Melvin Albert  
 Eric & Maria Polins  
 The Wells Family  
 Kevin "Duke" Christie

John & Yani Bodor  
 Luis & Zoila Nieves  
 David Howell  
 Ted Clemens  
 Anthony De La Torre  
 Jennifer Bishop  
 Carlos & Mildred Flores

Steve Bodziner  
 John Greene & Paige Byrnes  
 Jack & Terry Fernandez  
 Mr. Thomas Pepin  
 Hani Banoub



For more information on 21 & Change, Inc., visit [www.21andchange.org](http://www.21andchange.org). You can also follow us on Facebook at @21andChange or on Instagram at @21andchange.

Additional detailed information on our organization can be found on Guidestar at <https://www.guidestar.org/profile/83-1083761>.

## CONTACT US

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