



**2008
Annual Report**



A not-for-profit corporation providing support, education and service for better communities, parents and kids.

2008 Annual Report

Changes Mission

Changes Parent Support Network fosters healthy families by equipping parents with tools and support to change their behavior.

Board of Directors

Freda Cook, *President*
Bill Hughlett, *Vice President*
Doug Sluis, *Treasurer*
King Cole, *Secretary*
Dennis Dudder
Gary Streile
Norma Castro

Staff

Ruth Herold, *Executive Director*

*"I tried everything I could think of on my own, but nothing worked....
Joining CHANGES and seeking solutions with other parents has been very successful."*

Note from the Board President

You can get a great deal of work done with a great team, proven this past year by volunteers throughout our organization. I want to acknowledge all Changes members whose efforts moved our organization forward, including: the planning and governance of our 2008 Board of Directors; the team that executed a successful Annual Campaign mailing; members who organized the Changes picnic; those who participated in the University Bookstore event; the outstanding planning and implementation of the Saturday seminars by Virginia Day; and, of course, the multitude of volunteers who conduct the core tasks at weekly meetings, forming the foundation of our support network. Special heartfelt thanks to the team who helped make our fall gala auction a success. With four months of planning and hard work, the event was extraordinary *and* we surpassed our financial goal.

Finally, I want to thank Ruth Herold, our Executive Director. Throughout 2008, Ruth worked on centralizing operations, promoting Changes community-wide and inspiring the Board of Directors.

Freda Cook
2008 Board President



2008: Accomplishments Achieved Together by the Board and Executive Director

- Participated in a board retreat (February 2008)
- Wrote core values statements and mission statement
- Wrote and approved finance policy and personnel/ human resource policy manuals
- Created a Board Development process, including outlining
 - Roles and responsibilities
 - Statement of commitment
 - Job description
- Cultivated and secured two new board members
- Fund Development:
 - Held a Fall gala that raised over \$20K
 - Sponsored an Annual Campaign drive that yielded nearly \$10K
 - Nearly doubled 2007 budget



*Attendees enthusiastically making bids during the live auction at last year's Gala.
The event raised more than \$20K to support **Changes**.*

Additional Goals Achieved by the Executive Director

- Sponsored a group-wide leadership retreat, generating multiple action committees and centralizing job descriptions for chapter functions
- Organized a group-wide training (Orientation/I-Team/Small Group Facilitator)
- Applied for and accepted as network member of SAFE Washington
- Centralized fiscal operations for all branches..



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- Received a grant from the Washington Institute to support development and implementation of an outcomes-focused survey tool
- Initiated system for recording volunteer time spent by all members



Presented the Changes Annual Family Advocate Award to Adam Myers, who is the Case Management Specialist for the At Risk Youth Program for the Juvenile Services Division of the King County Superior Court. This award was given in recognition of Adam's support and advocacy for parents and their children.

Program Highlights

Annual Member Survey

We implemented our first online survey to gather members' views about the services provided by Changes and outcomes achieved by participating in the program. 112 current and past program participants provided input. This information enables us to measure the effectiveness of our programs and guide our future direction. Examples of outcomes included:

2008 Participant Survey Question Sampling	% "Agree or Strongly Agree" Responses
The CHANGEinsight Program has improved my ability to be an effective parent	87.7%
The weekly group meetings have provided me with information and ideas for improving my parenting	93.9%
I would recommend Changes to a parent who is in distress over acting-out behaviors in their child/adult	97.1%



PARENT SUPPORT NETWORK

Program Attendance Statistics

CPSN Services Provided	2007	2008	% Change
Weekly Support Groups	2687	3227	20%
Community Educational Seminars	217	231	6%

2008 Financials

Total Revenue: \$64,455.13
Total Expenses: \$61,408.48

