

2023-24 Annual Report Spotlight



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Hello!

In the 2023-24 program year, our organizational theme was Stronger Together! We used this theme to bring our staff together through continued growth and uncertainties.

Over the past 10 years, Change Inc. has expanded from serving 200 participants to 1,500 children, youth, young adults and their families annually. The need for our services continues to increase, and Change Inc. is committed to supporting the educational, economic, and mental health of those facing the greatest barriers.

While we continue experiencing growth as an organization, it has taken an enormous amount of hustle to sustain expanded programming in response to the COVID pandemic. This included generating new sources of revenue to cover over \$1 million of COVID relief funding ending on June 30, 2024. We forecasted the sunseting of this funding in early FY24 and worked for many months to sustain our programming. Thanks to the tremendous efforts of our staff, we will be expanding services overall for 2024-25.

In addition to this work, Jody Nelson exited the Executive Director role in May 2024 with the Board of Directors naming me as her successor. While this transition was well planned and intentional, it is more turbulence for the organization to navigate. Jody and I look forward to completing the transition plan throughout the next year.

Join us as we reflect on a very busy year. And remember to **“Do your little bit of good where you are; it’s those little bits of good put together that overwhelm the world.” Desmond Tutu.**

Thank you for your support during the year!

Best,

Jill Johnson, M.A.
Executive Director



OUR MISSION

Change Inc. utilizes the power of relationships and community to create educational, training, and healing opportunities for children, youth, young adults, and families so they can achieve their highest ambition.

STATEMENT OF ACTIVITIES

Revenue

Contributions	\$421,081
Government Grants	\$4,332,344
Program Service Revenue	\$1,687,654
Medical Insurance Billing	1,813,848
In-Kind Revenue	\$144,110
Other Revenue	\$175,150
Total revenue, support and gains	\$8,895,821

Expenses

Staff-Related Expenses	\$6,512,503
Non-Staff Related Expenses	\$2,195,258
Releases from Restriction	(\$321,634)
Total expenses	\$8,707,761

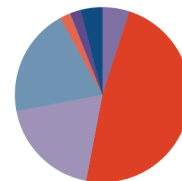
Change in Net Assets (\$99,368)

FINANCIALS

Based on unaudited financials from July 1, 2023 through June 30, 2024.
Audited financials will be available in January 2025.

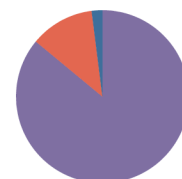
Operating Income

Contributed Income: 5%
Government Grants: 48%
Program Service Revenue: 19%
Medical Insurance Billing: 20%
In-Kind Revenue: 2%
Other Revenue: 2%
Release from Restriction: 4%



Operating Functional Expenses

Programming: 86%
Administration: 12%
Fundraising: 2%



OUR PROGRAMS



REINVESTMENT IN THE YOUTH LEADERSHIP BOARD

GAP School is dedicated to creating an environment where students are empowered to lead, collaborate, and grow both academically and personally. Last school year, we took special care to reinvest in our Youth Leadership Board. Three GAP School staff led the Board of 15 students over the school year, making great progress in nurturing the development of young leaders at school. Staff received Youth Leadership in Action® training and the student Board members gained experience in enhancing their leadership skills by planning school events, partnering with staff to gather student feedback on programming, and taking part in developing school policies and service projects. The Board played a crucial role in building a more enriching, supportive, and engaging experience for all students at GAP School during the year. Thank you to Sarah Poirier, Shoua Cha and Rachel Studley for elevating youth voice at GAP School!

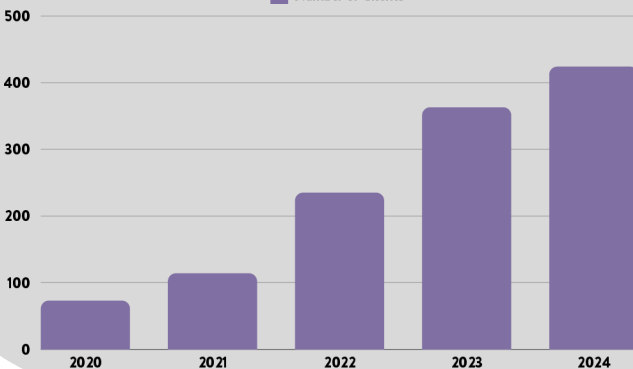


Youth Leadership Board with MN State Representative María Isa Pérez-Vega

COMMUNITY & SCHOOL COLLABORATIVE

Clinic Clients Served Past 5 Fiscal Years

■ Number of Clients



CHANGE CLINIC GROWTH

Prior to the merger between Guadalupe Alternative Programs and Change Inc., the old Change Inc. was home to a small outpatient mental health clinic that hosted therapists, often with many work commitments, as independent contractors. One of these wonderful clinicians was Sue Schroeder. Sue was a long-time nurse who became a Licensed Marriage and Family Therapist later in life. The old Change Inc. clinic provided Sue with the opportunity to continue her nursing career while investing in herself as a therapist.

Sue's story inspired Change Inc.'s leadership team to expand on this idea. After the merger in 2019, we launched our Clinic Co-op, a win-win for clinicians wanting access to the resources of the Change Clinic while maintaining the flexibility and independence that comes with freelancing. The idea stuck and today, the clinic team includes a diverse cadre of mental health providers who serve clients as Clinic Co-op members. Find more information about the Clinic Co-op at thechangeclinic.org.

ALIANZA

Alianza is Change Inc.'s new program dedicated to supporting comprehensive child development in the Latine community. In collaboration with family, friend, and neighbor (FFN) childcare providers across Minnesota, Alianza partners with state-wide initiatives including Department of Human Services FFN and the Department of Health Follow Along Program to provide access to important resources and trainings. These include health and nutrition guidance, early childhood education support, school enrollment, legal advice, reflective consultation, and technology access to aid children's growth and readiness for school. Alianza's team grew to include four staff members who supported 61 FFN childcare providers in the 2023-24 program year. We look forward to supporting this program next year through continued growth.

CHANGE INSTITUTE



Alianza team member, Adalinda Sanchez, leads a free training for FFN providers.