

CHANGE INC.



ANNUAL REPORT

2022-23

Change Inc. envisions a world in which children, youth, and young adults, regardless of their place of birth or economic resources, succeed in school and grow to their full potential. In this world, families are embraced by empowered communities.

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.

OUR VALUES

RELATIONSHIPS ARE THE KEY TO CHANGE

in all of our programming, we strive to create and enhance relational resources. We believe that a relationship with a caring adult is the key protective factor for a young person.

CULTURAL KNOWLEDGE

is critical to growth and healing. Utilization of cultural practice, tradition, and wisdom is central to our mentoring and healing work.

BEING IN COMMUNITY

is a critical resource for human development. We strive to be builders of community.

WORKING COLLABORATIVELY

with young people, families and communities to identify and address the needs they have identified is a key standard of our approach. We believe that everyone can learn and people can solve their own problems.

HOPE

is an essential element to encouraging people challenged by poverty, racism, trauma and transition. We bring a strength-based, problem-solving attitude to our work removing barriers to success in school and life.



A WORD FROM JODY

Maybe you have noticed...we have not distributed an annual report for several years. (A few epic world-wide crises took all our energy!) In an effort to better share our place in community, we are excited to recommit to this annual practice. I hope you will enjoy re-engaging with Change Inc. as we share our important work in building community!

As I reflect on 2022-23, I am affirmed in our decision to retain Change Inc. as the organization name. Embracing the belief that the one true constant is change, we went through further growth and transformation last year.

Some highlights:

- The Crossroads in-school mentoring program grew, again(!), to provide services in four more Saint Paul Public Schools.
- Our School-Based Mental Health work expanded to the suburbs of Brooklyn Center, Brooklyn Park, and Osseo.
- We were awarded a contract to provide Children's Targeted Case Management in partnership with Ramsey County.
- The Change Institute team crossed the border into Wisconsin to provide Internal Family Systems (IFS) training for a new organization focused on increasing access to services in their region.
- GAP School enrolled students who speak 14 different languages in their homes—a testament to our dedication to diversity and equity in education.

We look forward to another year of working with children, youth, young adults, their families, and the community to support success in school and build community.



In Community,

JODY NELSON
EXECUTIVE DIRECTOR

OUR PROGRAMS

Located in the West Side neighborhood of Saint Paul, GAP School serves youth and young adults ages 15-24 through education and enrichment, training that leads to employment, and social and emotional supports. GAP School's suite of culturally responsive, community-based educational services help youth overcome barriers to school success and greatly improve their economic and occupational outcomes. Each GAP School student works to complete a high school diploma or GED and engages in college and career readiness activities. All graduates leave the program with a certificate in construction or healthcare.

GAP School's primary areas of focus :

Alternative High School

Accredited state-approved alternative high school contracted with Saint Paul Public Schools to serve youth grades 9-12.

Adult Basic Education (ABE)

English language instruction for young adults ages 18-24.

YouthBuild/AmeriCorps

While working towards a high school diploma, students can enroll in YouthBuild to acquire skills and training to support college and career readiness while earning an education award and industry recognized certificate in construction or healthcare.

Support Services

GAP School students are connected to supports to address barriers to achieving their goals both during their time with us and after graduation. These supports include transportation and meals, connection with a social worker to meet basic needs and navigate public systems, in-school mentoring, on-site mental health therapy, and connections to external resources.

GAP SCHOOL



AmeriCorps



GAP SCHOOL: WHO WE SERVED

- 168 students born in 16 different countries and who speak 14 different languages in their homes
- 93% qualified for free or reduced-price lunch
- 64% spoke a primary language other than English
- 36 students graduated!
- 95% of parents surveyed said GAP School addresses the unique needs of each student in a respectful learning environment
- 92% of students surveyed reported positive experiences of Developmental Relationships as defined and measured by Search Institute

100%

of students said GAP School is a caring community of staff, parents, and students.

Student Story:

Semira Jara – Moving Into Higher Education

Semira Jara was one of GAP School's top students academically. As a member of our Healthcare Careers Pathway, she obtained PCA certification, completed Certified Nursing Assistant Training, and gained clinical experience with GAP School's employer partner. Over the course of her time with GAP School she developed clear goals and expectations for herself - one of which was to receive a scholarship for college.

Semira reached that goal when she was awarded the Thompson Family Scholarship. She now attends Saint Paul Community College, pursuing an associate degree in phlebotomy. After graduation, she intends to further her education at the University of Minnesota. Semira believes she wouldn't have been able to accomplish these goals without her experience in GAP School's YouthBuild program.



“Listening to other students talk reminded me of how no matter where you come from or how many challenges you have had, you can build a life for yourself and accomplish your goals. I am most excited about learning how to build a successful career and hopefully start a business in which I can better serve my community; I am so passionate about giving back to my community that has allowed me to accomplish my goals.”

-Semira Jara, GAP School, 2022 Graduate

OUR PROGRAMS

COMMUNITY & SCHOOL COLLABORATIVE

The Community & School Collaborative (CSC) supports children, youth, and young adults to address mental and emotional barriers to school success. Over the past 15 years, services have expanded to include mentoring, case management, care coordination, and clinical services. Today, CSC partners with Minneapolis Public Schools, Saint Paul Public Schools, Osseo School District, Hennepin County, Ramsey County, the Minnesota Department of Human Services, and the Minnesota Office of Justice Programs to serve young adults and their families throughout the Twin Cities Metro through four key offerings:



School-Based Mental Health Services

The CSC team partners with schools to provide access to mental health services for students and families. We view the whole school as our “client,” meaning we join the school staff team and work collaboratively to create a positive school climate.

Family-Based Services

Change Inc. provides wraparound and case management services for families in crisis.

Mentoring

Change Inc.’s mentoring programming focuses on connecting young people to a caring adult while supporting success in school. Our [Crossroads](#) team provided in-school mentoring services in 14 schools throughout Minneapolis and Saint Paul in 2022-23.

Change Clinic

Change Clinic is located in Northeast Minneapolis, where a team of therapists from diverse cultural and linguistic backgrounds provides outpatient mental health services in person and through tele-health. The clinic website provides easy connection to services. Check it out at www.thechangeclinic.org.

A photograph of a wall with the text "CHANGE CLINIC" in large, bold, purple letters. Below it, in smaller, grey letters, is "COMMUNITY MENTAL HEALTH CENTER". The background is a blurred indoor setting with a brick wall and some greenery.

CHANGE CLINIC
COMMUNITY MENTAL HEALTH CENTER

CSC: Who We Served

- 1,188 students from 43 different schools in the Minneapolis, Saint Paul, and Osseo Public School districts
- 73% identified as Black, Indigenous, Person of Color (BIPOC)
- 63% live in low-income households

School Story:

Stepping in and Stepping Up

Change Inc. is known for being deeply involved in the daily life of the community and as an organization willing to “step-in and step-up,” no matter the situation.

In February 2022, a school bus driver was hit in the head by random gunfire with children still on the bus. The children who witnessed this were enrolled at a school where Change Inc. provides school-based mental health services.

Following the shooting, the school principal reached out to the therapist assigned to the school, seeking mental health support for the affected children and their families, all of whom primarily spoke Spanish. Within the hour, three of Change Inc.’s Spanish-speaking therapists were at the school working with the administrative team to create a plan to support the students and their families. A meeting was planned for that afternoon.

When the parents first arrived, they seemed anxious and somber. They were given time to process together as adults while the children engaged in Play Therapy in another area. Our therapists created a space for the parents to express themselves and discuss how to best help their children recover from the traumatic experience. After spending time together and with the therapists, the parents were visibly calmer and had bonded with each other.

Although the children were quiet and shy when they first gathered with our therapist, her Play Therapy tools helped them feel safe and at ease. After they colored, played Uno, listened to music, ate snacks, and got to know one another, the therapist invited them to share anything they wanted to about the bus incident. Sharing their memories, fears, curiosities, and needs calmed them and helped soothe the painful after-effects of the event. Therapeutic services have continued for some of the children and parents.

“We all felt incredibly thankful for each other and for the opportunity to spend time with these students and their families. I walked out of the school building that afternoon feeling proud of our therapists and the school administrative team, in awe of the resilience of the families, and grateful for the way we were all able to come together as a community to create an occasion for healing.”

From the notes of Jennifer Garrido Santos, M.A., LMFT, Director of Training and Supervision, Community & School Collaborative at Change Inc.

OUR PROGRAMS

The Change Institute combines healing, teaching, and advocacy to influence and change systems. Change Institute prepares and supports caring adults within our community to best meet needs for children, adults, families, and communities.

Training, Supervision & Case Consultation

Training in clinical supervision, ethical practice, and forms of systemic and relational therapies; supervision towards licensure as a mental health professional; and case consultation for licensed therapists and clinical supervisors.

Systems Change Work

Contracting with many partners to influence systems change to advance racial and social equity.

Innovative Community Solutions

Serving as an incubator for collaborative approaches to evolving community challenges and issues.

Clinical Trainee Story:

Tracy's Story

For many years, the Change Institute has provided courses, trainings, and tutoring for mental health clinicians to pass exams to become licensed and clinical supervisors. We work with practitioners, partners, licensing Boards, and colleges and universities to identify and address barriers to passing exams. Through funding from the Minnesota Department of Human Services, Change Inc. provides scholarships for Black, Indigenous, and People of Color (BIPOC) and LGBTQIA2S+ mental health practitioners and professionals to support them along their career pathways.

Tracy, a BIPOC and LGBTQIA2S+ mental health practitioner, contacted Change Inc. for help. She had taken the Marriage and Family Therapy national written exam required for licensure as a MFT and failed... not once but twice. She missed passing the second time by only six points. One of her graduate program professors suggested she reach out to Change Inc. to see if we would be able to help her prepare for her next attempt. We were able to not only match her with the right tutor, but through CEMIG funding to cover the costs for her tutoring and for retaking the exam.

CHANGE INSTITUTE

The Cultural and Ethnic Minority Infrastructure Grant (CEMIG) is a program from the Minnesota Department of Human Services. CEMIG supports increased access to culturally relevant, trauma-informed mental health and substance use disorder services within targeted communities.

Change Inc. has leveraged CEMIG funding to support professional development of BIPOC and LGBTQ2S+ mental health service providers through:

- Covering cost of testing fees
- Exam preparation classes and tutoring
- Clinical supervision with a Minnesota Board Approved Supervisor
- Trainings and continuing education

Over
1000

hours of clinical supervision provided by Change Inc. clinicians

“Thank you, thank you, thank you! I can't believe my good luck that I have found Change Inc. My tutor is so great and her confidence in her ability to help me pass the exam makes me feel that it is finally possible.”

-Tracy's email after meeting with her tutor

2023 Highlights

448 Page Street

Through our YouthBuild St. Paul Westside Construction Career Pathway, GAP School participants build housing for low-income families in the community. After an incredible journey of almost three years, the first of four homes on Page Street, was completed and sold. Work has already begun on the second house!



Founders' Luncheon

The Change Inc. Founders' Luncheon honored Richard Mammen, Gary Miller, Jim Nelson, and Sr. Giovanni Gourhan of GAP School. It served as a reunion for some, and for all a re-introduction into the many facets of the work and programming Change Inc. manages for all. Our second annual luncheon will be held in April 2024.

Family, Friend, and Neighbor Child Care Provider Networks

Family, Friend, and Neighbor (FFN) care is unlicensed care provided by a relative, friend, or someone in the community. With grant funding from the Minnesota Department of Human Services, Change Inc. was able to provide direct supports to FFN caregivers in the Latinx community in partnership with, Asociacion Latina de Proveedores de Cuidado Infantil de Minnesota.

FFN Education and Training Provided:

- First aid
- CPR
- Nutrition
- Wellness
- Early screening
- The impact of trauma that occurs during the immigration process
- Assistance navigating immigration resources and supports

THE FIGURES

Based on unaudited financials from July 1, 2022 through June 30, 2023.
Audited financials will be available in January 2024.

STATEMENT OF ACTIVITIES

Revenue

| | |
|---|--------------------|
| Contributions and Grants | \$4,492,479 |
| Program Service Revenue | \$2,906,424 |
| In-Kind Revenue | \$26,758 |
| Other revenue | \$785,511 |
| <i>Total revenue, support and gains</i> | \$8,211,172 |

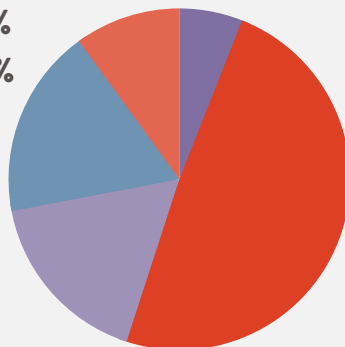
Expenses

| | |
|----------------------------|--------------------|
| Staff-Related Expenses | \$6,307,574 |
| Non-Staff Related Expenses | \$1,919,833 |
| Releases from Restriction | (\$138,041) |
| <i>Total expenses</i> | \$8,227,407 |

Change in Net Assets (\$154,276)

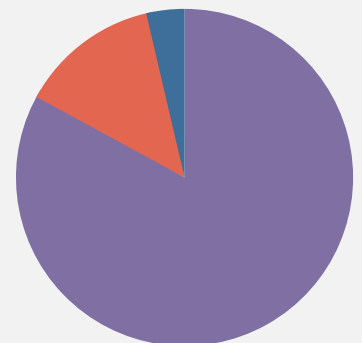
Operating Income

Contributed Income: 6%
Government Grants: 49%
Service Fees: 17%
Medical Insurance Billing: 18%
COVID Relief and Other: 10%



Operating Functional Expenses

Programming: 82.9%
Administration: 13.4%
Fundraising: 3.7%



LEADERSHIP



Leadership Team

Jody Nelson, Ed.D., LMFT
Executive Director

Jill Johnson
Associate Director

Corey Byrd
Director, Community Solutions

Regina Edmisten
Director, College and Career Readiness

Joe Ferraro, M.S.
Director, Education

Jennifer Garrido Santos, M.A., LMFT
Director, Training and Supervision

Jennifer Griffin-Wiesner, M.Ed.
Director, Community Impact

Patty Karsko
Director, Student Support Services

Laura Ott
Director, Adult Basic Education

Kathy Rappos
Director, Operations

Heidi Schlewitz Krueger, M.A., LMFT
Director, Business and Strategic Partnerships

Lisa Xiong, M.A., LMFT
Director, Clinical Services

Change Inc. prioritizes the cultural and ethnic diversification of our staff, interns, volunteers, independent contractors, vendors, partners, and Board members. Over 50% of our staff represents communities of color and come from African American, Nigerian, Somalian, Native American, Hmong, Laotian, Cambodian, Vietnamese, Karen, Korean, Mexican, Dominican, Puerto Rican, Peruvian, and El Salvadoran cultures. Our staff speak Arabic, Burmo-Tibetan, French, Spanish, Somali, Japanese, Ojibwe, and Hmong. This diversity allows for meaningful connections with those we serve.

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Indian Education Program SPPS

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Jamil Payton, M.A., Principal; Johnson High School
Karen Thompson, Channel Partner Senior Analyst; Securian Financial
Mitch Walking Elk, Retired Coordinator of Indigenous Youth Ceremonial Mentoring Society; GAP School

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