

# ANNUAL REPORT 2022-23



"One of the most important things I learned in Tulsa Changemakers is that anything is possible if you put your mind to it."



# MISSION AND VISION

Tulsa Changemakers builds capacity in youth, adults, and systems to support youth in driving positive impact in Tulsa right now and into the future.



Hoover Elementary Changemakers present their impact project, initiating a Community Garden, at Spring Pitch Nights.

Our vision is a future where Tulsa is a model city for youth-driven impact. Youth are core catalysts for impact in their communities, and communities are actively engaged in identifying, developing, and empowering youth as leaders. Tulsa is consistently cultivating highly effective community leaders eager to empower successive generations.

"I learned that I can speak in public and I'm more comfortable meeting new people."

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# LISTEN, LISTEN, ACT

## Fall 2022 and Spring 2023 Schools:

Boevers Elementary, Burroughs Elementary, Celia Clinton Elementary, College Bound Academy, Cooper Elementary, Council Oak Elementary, Dolores Huerta Elementary, Ellen Ochoa Elementary, Emerson Elementary, Felicitas Mendez International School, Grissom Elementary, Grove Elementary, Hamilton Elementary, Hawthorne Elementary, Henry Zarrow International School, Hoover Elementary, Kendall-Whittier Elementary, Jarman Elementary, Jenks East Elementary, Lindbergh Elementary, Mayo Demonstration Academy, Moore Elementary, Patrick Henry Elementary, Robertson Elementary, Springdale Elementary, Wayman Tisdale Fine Arts Academy, Central Middle School, Collegiate Hall Charter, East Central Middle School, Monroe Demonstration Academy, Tulsa Honor Academy Middle School, Tulsa Honor Academy Middle School - Flores, Tulsa School of Arts and Sciences, Will Rogers College Junior High, KIPP High School, McLain High School, Phoenix Rising Alternative School, Tulsa Honor Academy High School, Tulsa Virtual Academy Elementary and High School, Union Freshman Academy, Union Alt Ed, Will Rogers College Senior High

498

Total Changemakers

43

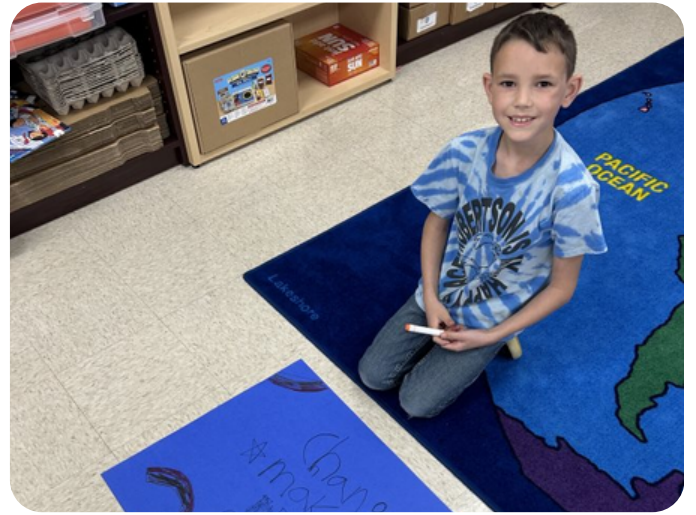
Schools in Tulsa Public and Union Public Schools



*College Bound Academy Changemakers at Spring Pitch Nights (May 11, 2023)*

Elementary, middle, and high school Changemakers engaged in a 25-session youth leadership development and action program that supported them in making meaningful change in their schools and communities.

Changemakers leveraged their unique perspectives and conducted listening campaigns to identify community strengths and challenges, committed to well-researched solutions, and worked collaboratively to drive real and measurable change.



***Robertson Changemakers create posters for their book fair to support literacy on the west side (Spring 2023)***

Changemakers initiated community impact projects on student success, access to resources, student opportunities, air quality and air pollution, youth and adult homelessness, active communities, bullying, inequality, animal abandonment and abuse, mental health, school culture and atmosphere, ocean pollution, food insecurity, playground upgrades, racism, afterschool activities, community safety, student voice, diversity and representation, respect, empathy, and kindness.



***Dolores Huerta Changemakers discuss creating a system for afterschool clubs at their school during one of their meetings (Spring 2023)***

In the process, youth formed meaningful relationships with influential people and organizations, built skills in leadership and design thinking, and generated momentum for success in school and beyond. Changemakers also developed a high level of civic responsibility, personal agency, and connection to Tulsa.

# ELEMENTARY SPOTLIGHT

## HOOVER ELEMENTARY

**TOPIC:** Connecting to Community  
**PROJECT:** Hoover School and  
Community Garden

### CHOOSING THEIR TOPIC

- Listened to themselves and their community, including 20 one-on-one interviews and three Super Connectors
- Heard that people wanted more connections between the school and community

### CHOOSING THEIR PROJECT

- Received 83 responses from a community survey
- Discovered there was a little green space in their neighborhood they could use for a community garden
- Saw a community garden as an opportunity to connect school and community

### RESULTS

- Fall cohort implemented a schoolwide Penny War to raise \$650 for the garden
- Applied for and awarded \$1000 grant from Oklahoma Department for Environmental Quality
- Received donation of 50+ feed buckets from Cabin Creek Farms in Cushing, Oklahoma
- Received donation of 6 cubic yards of garden mix enriched soil from Tulsa Topsoil
- Received donations of plants and seeds from Lowes
- Designed and created the community garden
- Used their survey responses to determine which vegetables to plant



**"Knowing how many people care about me is what impacted me most at Tulsa Changemakers!"**  
- Hoover Elementary Changemaker

# MIDDLE SCHOOL SPOTLIGHT

## TULSA HONOR ACADEMY

**TOPIC:** Environmental Change  
**PROJECTS:** Meatless Mondays, Tree Planting,  
School-Wide Trash Pick-Up

### CHOOSING THEIR TOPIC

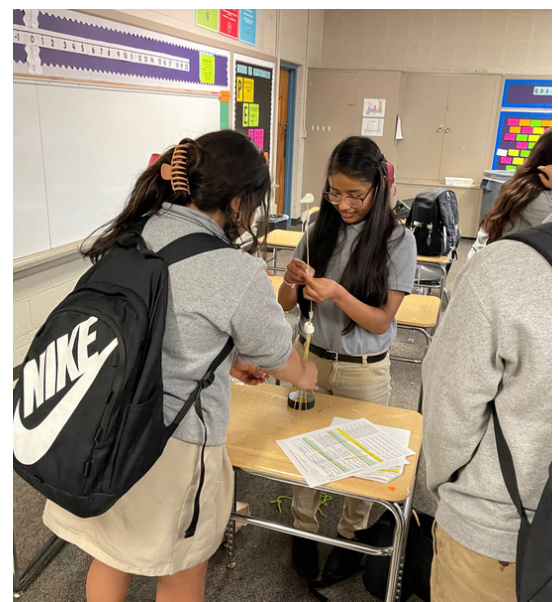
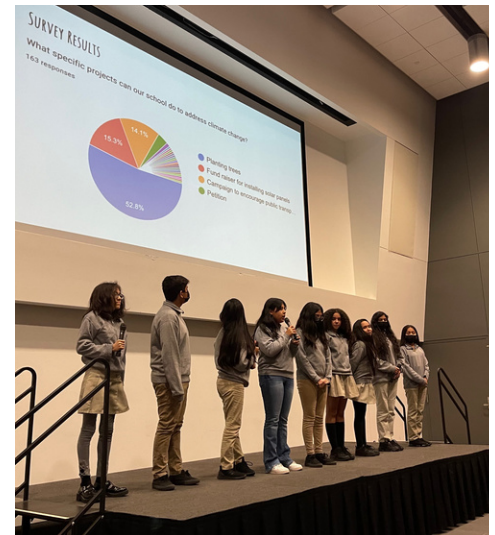
- Listened to themselves and their community
- Determined that environmental change was most important because it affects all of us

### CHOOSING THEIR PROJECTS

- Interviewed school leadership to discuss potential projects
- Conducted a schoolwide survey that received 163 responses. For projects:
  - 46% suggested a track pick-up
  - 25.2% suggested plastic waste removal
  - 19.6% suggested a recycling campaign
- Voting and consensus building process to decide on ways THA students could contribute to positive environmental practices while at school

### RESULTS

- Partnered with school's food vendor to ensure meatless options twice a week at lunch
- Facilitated a lesson to their school community on the importance of meatless days
- Connected with Up With Trees to set up tree planting on their campus in spring 2023
- Institute track pick-up Fridays for two classes per week



**"[What impacted me the most is] getting to meet new people and work on great projects."  
- THA MS Changemaker**

# HIGH SCHOOL SPOTLIGHT

## UNION FRESHMAN

**TOPIC:** School Culture and Students with Disabilities

**PROJECT:** Inclusive Learning Day

### CHOOSING THEIR TOPIC

- Listened to themselves and conducted 16 one-on-one interviews, including their Principal, Assistant Principal, Cafeteria Manager, and a Special Education Teacher
- Determined that their school culture could be improved by being more inclusive of students with disabilities

### CHOOSING THEIR PROJECT

- Conducted a schoolwide survey, receiving 87 responses
- Decided to invite a group of special education students to a regular biology classroom for a fun experiment they could do together

### RESULTS

- Executed an inclusive learning day in a biology class that brought together traditional and special education students to learn about rockets, create model rockets, and test out the rockets

### NEXT STEPS

- Do one more activity in the 2022-23 school year
- Do activities with students with disabilities once a month next school year



**"One of the most important things I learned in Tulsa Changemakers is that anything is possible if you put your mind to it."  
- Union Freshman Changemaker**



# NEW! CHANGEMAKERS FOR LITTLES

## SPOTLIGHT: GRISSOM ELEMENTARY

Changemakers for Littles is a curriculum we developed in partnership with former Changemakers Coach and current Coach Mentor, Megan Wing. When Megan was a Coach, she was a kindergarten teacher and our first Coach to expand Changemakers to 4th grade. The Littles curriculum is an adapted curriculum that makes our program more accessible for students in kindergarten through 2nd grade.

**TOPIC:** School Feelings

**PROJECT:** Little Free Library & Reading Partners

### CHOOSING THEIR TOPIC

- Conducted 15 one-on-one interviews, including their Principal, Montessori Director, and 2 PTA Members
- Learned that many students wanted to feel more connected to students in other classes

### CHOOSING THEIR PROJECT

- Realized that books were very important to them
- Received 16 responses from a schoolwide survey
- Decided to create a Little Free Library at Grissom
- Decided to reinstate Reading Partners at Grissom with the goal of connecting with students in other grades

### RESULTS

- Created a Little Free Library at Grissom
- Made flyers and posters, collecting 600+ books through a book drive for their Little Free Library
- Began planning with their Principal and PTA to reinstate Reading Partners at Grissom

### NEXT STEPS

- Continue planning with their Principal and PTA to reinstate Reading Partners



**"It made me feel amazing, and I learned how to be a leader"**

# LISTEN, LISTEN, ACT METRICS

"I learned that there are many things wrong with the world and **instead of being a bystander** watching things happen **you yourself can make changes** to better that obstacle."

**Our three primary objectives and modes of measurement are:**

**1. Develop the leadership, social emotional, and professional skills of promising youth leaders.**

*We measure this through surveys (youth, parent/guardian, teacher, and administrator), the Weikart Center's Social Emotional Learning Youth Program Quality Assessment tool, Coach observations and conversations, demographic data from Impact Tulsa, and Changemaker attendance. The youth survey measures for youth experience and social emotional learning, leadership identity and confidence, leadership mindsets, skills, and social capital and talent retention. It also includes The Children's Hope Scale.*

**2. Empower promising youth leaders to drive real and measurable impact in their schools and communities.**

*We measure this through Levels of Impact, Contagious Leadership, and Breadth of Impact.*

**3. Develop the competency of adult educators in facilitating our Listen, Listen, Act process such that they gain the transferable skills of elevating student voice and leadership, and social emotional, project-based, and experiential pedagogy.**

*We measure this through Coach observations and conversations, Coach surveys, the results of objectives 1 and 2, and an administrator survey.*

# LISTEN, LISTEN, ACT METRICS

## LEVELS OF IMPACT

Level 1: Conduct a Listening Campaign – 1) At least 3 one-on-one interviews per student, and 2) Conduct community-wide survey that gathers at least 30 responses.

- **Intended Outcome:** 100% cohorts achieve Level 1 by end of semester.
- **Actual Outcome:** 61% cohorts achieved Level 1 by the end of the semester.

Level 2: Complete an Engaged Action – 1) Plan for community impact project, 2) Execute one action, and 3) Measure effectiveness of that action using your own metrics.

- **Intended Outcome:** 100% cohorts achieve Level 2 by end of semester.
- **Actual Outcome:** 100% cohorts achieved Level 2 by the end of the semester.

## SURVEY RESPONSES

### Youth Experience & Social Emotional Learning

- 96% Changemakers report they like coming to Tulsa Changemakers.
- 97% report they have fun at Tulsa Changemakers.
- 95% learn new things at Tulsa Changemakers.
- 87% feel challenged in a good way at Tulsa Changemakers.
- 91% report Tulsa Changemakers helped them feel good about themselves.
- 84% Tulsa Changemakers helped them make new connections with youth and adults.
- 91% would recommend Tulsa Changemakers to a friend.
- 98% parents/guardians agree their Changemaker had fun at Tulsa Changemakers this year.
- 100% parents/guardians would recommend Tulsa Changemakers to a friend.

### Leadership Mindsets

- 97% believe it's important to listen before taking action.
- 96% believe that when working to improve your community, it's important to set goals and metrics, and evaluate if you were successful afterwards.

# LISTEN, LISTEN, ACT METRICS

## SURVEY RESPONSES

### Leadership Identity & Confidence

- 84% Changemakers report Tulsa Changemakers helped them see themselves as a leader in their school and/or community.
- 90% report Tulsa Changemakers helped them feel more confident in their ability to lead and influence change in their school and/or community.
- 91% Tulsa Changemakers helped them recognize that their voice matters.
- 89% are more committed to impacting their community than they were before.
- 96% are proud of the work they did with Tulsa Changemakers.
- 91% parents/guardians agree Tulsa Changemakers helped their Changemaker feel more confident in their ability to lead and influence change in their school and/or community.

### Skills

- 90% Changemakers report Tulsa Changemakers has helped them to improve their leadership skills.
- 93% Tulsa Changemakers helped them to improve their teamwork skills.
- 94% parents/guardians agree that Tulsa Changemakers had a positive impact on their student's school performance.
- 94% parents/guardians agree that Tulsa Changemakers had a positive impact on their student's social skills.

### Social Capital & Talent Retention

- 80% Changemakers report Tulsa Changemakers helped them feel more connected to the current leaders of Tulsa.
- 76% report Tulsa Changemakers helped them feel more connected to students from other schools and parts of the city.



*Emerson Elementary Changemakers presenting about improving school lunch at Spring Pitch Nights (May 9, 2023)*

# LISTEN, LISTEN, ACT METRICS

## QUOTES FROM YOUTH SURVEYS

"It was the best experience so far I had in high school."



*Changemakers from different schools across Tulsa at Networking Events (Fall 2022)*



*Mayo Changemaker alumni preparing to be hosts for Spring Pitch Nights by touring a local news station (Spring 2023)*

"The thing that impacted me most about Changemakers is being able to be connect to other people around Tulsa."

"I loved it, my group made me have motivation to be at school."

# LISTEN, LISTEN, ACT METRICS

## QUOTES FROM PARENT/GUARDIAN SURVEYS

"It really **helped him with confidence** in speaking in-front of people. It was also a valuable experience to **start an action project** and walk through the steps with a small group."

*Mendez International School Changemakers present their impact project at Spring Pitch Night*



"I really appreciate the **coaches dedication to helping my child**. He was so shy and nervous and he really worked on this during Changemakers!"



*Grove Changemakers after presenting their impact project at Spring Pitch Night*

"My Changemaker learned that **when people gather as a group**, they can make changes that positively impact the community."

# LISTEN, LISTEN, ACT METRICS

## QUOTES FROM TEACHER SURVEYS

"[The Changemakers] have come out of their shells. They are also **solution-driven when problems arise** in the classroom.

- Middle School Teacher



*Changemakers Coaches gather at the first Sunday PLC of the semester (Fall 2022)*

"These students feel a sense of pride and a greater belonging to their school and their community."

- Elementary School Teacher



*Coaches from Lindbergh, KIPP, TSAS, Collegiate Hall, Burroughs, and Disney after Coach training in the fall*

These students have become more **outspoken and responsible** over the course of the school year. They are more engaged with their peers and have **become more accountable.**

- Middle School Teacher

# LISTEN, LISTEN, ACT METRICS

## CHILDREN'S HOPE SCALE

The Children’s Hope Scale, published in 1997 by Rick Snyder, can be used to help measure hope in children. Research has linked hope with overall physical, psychological, and social well-being. Children who can identify a means to carry out goals (pathways) and the ability to initiate and sustain action towards goals (agency) are considered more hopeful.

### Key 1 – Scores:

- All of the time = 6
- Most of the time = 5
- A lot of the time = 4
- Some of the time = 3
- A little of the time = 2
- None of the time = 1

### Key 2 – Assessing Total Scores:

- 6-12 = Very low hope
- 13-18 = Slightly hopeful
- 19-24 = Moderately hopeful
- 25-30 = Highly hopeful
- 30-36 = Very high hope

All 2022-2023 Changemakers took a retrospective survey that asked them to answer how they felt before and after participating in Listen, Listen, Act. The below scores are the average for all Changemakers who took the survey.

|   | Description   | Average Score for BEFORE Changemakers | Average Score for AFTER Changemakers | Change              |
|---|---|---------------------------------------|--------------------------------------|---------------------|
| 1 | I think I am doing pretty well.   | 3.9                                   | 4.7                                  | +0.8                |
| 2 | I can think of many ways to get the things in life that are most important to me. | 3.8                                   | 4.6                                  | +0.8                |
| 3 | When I have a problem, I can come up with lots of ways to solve it.               | 3.7                                   | 4.5                                  | +0.8                |
| 4 | I am doing just as well as other kids my age.                                     | 4.0                                   | 4.6                                  | +0.6                |
| 5 | I think the things I have done in the past will help me in the future.            | 4.0                                   | 4.6                                  | +0.6                |
| 6 | Even when others want to quit, I know that I can find ways to solve the problem.  | 3.7                                   | 4.5                                  | +0.8                |
|   |   | <b>Total = 23.1</b>                   | <b>Total = 27.5</b>                  | <b>Total = +4.4</b> |

On average, Changemakers who took the survey report being “moderately hopeful” before the program and “**highly hopeful**” after the program.



# POWER OF YOUTH

Power of Youth is a program for students in 6th-12th grade who want to make a positive change in our community. Youth learn critical skills in community advocacy and impact, and then apply those skills for a cause of their choice. Our cohorts are made up of several students of varying ages and schools in Tulsa.

**"I learned how to communicate with others to express my ideas to create positive change."**

**Fall 2022, Spring 2023,  
Summer 2023**

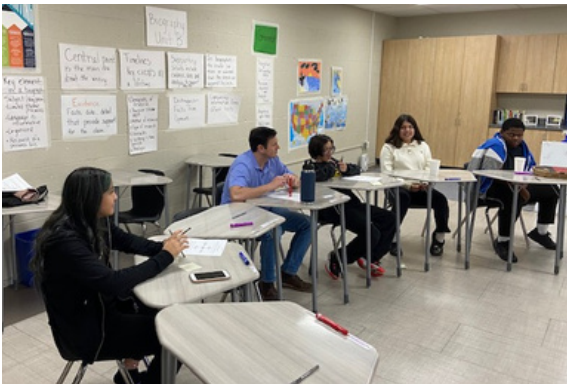
- 77 students across 24 schools in the Tulsa metro area.
- Of the students who completed our end of program survey:
  - 100% said they learned skills during the POY program that can help them make positive change in the future.
  - 100% said after completing the POY program they are more committed to making positive community or civic change in the future.



**"I met a lot of people my age that I really like. One of my biggest struggles is putting myself out there to meet new people. Here I was pushed to share my ideas and opinions with people that I didn't know."**

# MONROE PHILANTHROPISTS

In partnership with the Ed Darby Foundation, we launched our second cohort of Monroe Philanthropists, a youth-led philanthropy program at Monroe Middle School where a team of ten 8th grade students are designing and executing a philanthropic process with \$10,000.



The Monroe Philanthropists convened over two launch workshops and sixteen work sessions between October 2022 – April 2023. Through the process they identified six areas of focus for their philanthropy: basic needs, bullying/fighting, relationships between teachers and students, school policies, respect for school and personal property, and supporting student learning.



- For some focus areas they will make direct monetary contributions, for some they will focus on advocacy, and others will be a combination.
- Students determined four major action steps: distributing hygiene packets to all 8th grade students, purchasing a vending machine for the 8th grade building, planning and executing an 8th grade field trip, and reviewing dress code policies with administration.



# LOOKING FORWARD

In order to build a future where Tulsa is a model city for youth-driven impact, it's imperative that we think critically about establishing structures for youth voice, choice, leadership, and power in the key areas of our city that serve young people. We're excited to pilot two new structures this spring 2023! Our pilot of our City of Tulsa Youth Council can be found on page 18; Our School Board Youth Advisory Council pilot is featured below.

## Pilot of School Board Youth Advisory Council

This spring 2023, in partnership with Tulsa Public Schools and the TPS Board of Education, we piloted the TPS School Board Advisory Council for 10th and 11th-grade students. 15 students from across 6 TPS districts worked alongside TPS School Board Members, Superintendent Dr. Gist, and other youth from across Tulsa to listen, research, and act on programs directly impacting youth.

### Of the students who completed our end-of-program survey:

- 93% agree or strongly agree that they learned things in this program that can help them make a positive change in the future
- 91% agree or strongly agree that after doing this program, they are more committed to making positive community change/civic change in the future
- 91% agree or strongly agree that they have a deeper understanding of School Board governance
- 85% agree or strongly agree that sessions felt productive and helped them utilize new skills
- 93% agree or strongly agree that they would recommend the TPS School Board Advisory Council to a friend

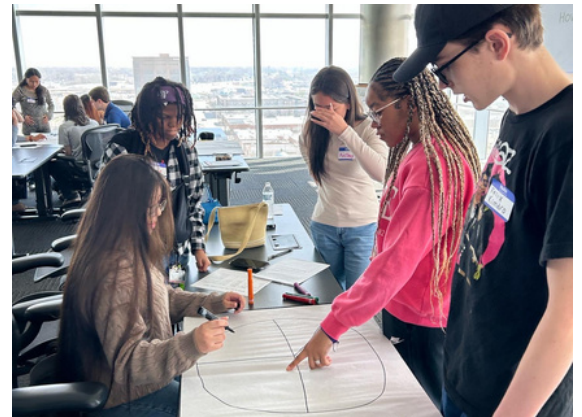


# PILOT OF CITY OF TULSA YOUTH COUNCIL

This spring 2023, in partnership with the Mayor's Office and Tulsa City Council, we piloted the City of Tulsa Youth Advisory Council for Tulsa-area high school students. Youth will learn about the essential functions of the city and work alongside City staff and City Councilors to dive deep into the landscape of each City Council district. They will also complete a capstone project in which they will identify their district's most pertinent needs through listening campaigns and present them to key stakeholders. Intended outcomes for youth include creating a greater awareness of the power of civic participation and building investment in a thriving Tulsa for all.

## We are excited about the early results from this program:

- 34 students from 15 different high schools across Tulsa are participating in the program
- In phase one of their Listening Campaign, students interviewed 155 young people from across the city
- Students engaged in the program have initiated projects across the following areas:
  - District 1 created an Instagram account with three objectives 1) hearing from Tulsa's youth, 2) sharing cool opportunities for youth across Tulsa, and 3) building power through building community
  - District 2 built a profile to speak to the unique strengths and challenges the district faces
  - District 4 is thinking through safety in their district
  - Districts 5 and 6 are looking at the city ordinance for a City Youth Council to make the program more sustainable moving forward
  - Districts 3, 7, 8, and 9 are doing more community listening to determine next steps
- 100% students enjoyed the program
- 89% agree or strongly agree that after doing this program, they are more committed to positive impact in their communities



# TRAINING AND CONSULTING

Our training and consulting supports people and organizations in building the skills and structures for activating youth power.

## Youth Power

As an organization, we value youth voice, choice, and power in all spaces where decisions are made that impact youth. In order to build capacity in youth to be an active part of these spaces, we piloted a Near Peer Facilitation Training in June 2023 to train high school students in facilitation best practices. This training included identity development, ages and stages discussion, trauma informed pedagogy and restorative mindsets, and managing challenging behaviors. Seven students participated in this pilot training, and they anticipate using this training to facilitate student groups in their schools and communities. We hope to continuously look to youth facilitators to execute our programs as well!

## Youth Voice Fellowship

This year's pilot of our Youth Voice Fellowship is an extension of our Youth Power Training and Consulting. With support from the Opportunity Project, we have recruited and trained three local college students and placed them at three local nonprofits with the goal of bridging gaps in capacity and accelerating organization-wide youth voice initiatives. Currently, fellows are supporting with the launch of Youth Advisory Councils at Hunger Free Oklahoma, Urban Coders Guild, and the Anti-Bullying Coalition, a program of the Parent Child Center.

## Intergenerational Community Organizing

We also help catalyze and support place-based organizations in either including youth in their already existing community organizing efforts or launching intergenerational community organizing. This typically means helping direct resources to these efforts and supporting these organizations in designing curriculum that is inclusive of youth. It also includes training adult facilitators in promising practices in authentic youth-adult partnership.

## LISTEN, LISTEN, ACT

Our Listen, Listen, Act Training supports educators and youth programming professionals outside our focus area of Title I schools in Tulsa Public and Union Public Schools in adapting our Listen, Listen, Act curriculum to their unique contexts.

This year we completed a self-paced virtual version of our Listen, Listen, Act Training which will serve as a resource to compliment our in-person training for all coaches and eventually could help expand opportunities to a broader group of educators.

# VOLUNTEER EVENTS

Our volunteer events are opportunities to partner with Changemakers, Coaches, and community members to positively impact our community, build relationships with local organizations, and stay connected with our growing Changemakers network.



**Our Changemaker community completed over 200 volunteer hours from July 2022 - May 2023. Thank you!**

## **August 2022 - Tulsa Changemakers Fall 2022 Materials**

- 9 volunteers made and organized 200+ Marshmallow Challenge bags and 200+ binders with dividers.

## **October 2022 - Jewish Federation of Tulsa Garden**

- 5 volunteers helped pull weeds out of garden beds at the Jewish Federation of Tulsa to prepare for the next season.



## **January 2023 - Iron Gate Food Pantry**

- 9 volunteers prepared meal packages and organized donated food items.

## **February 2023 - Oklahoma Food Bank**

- 14 volunteers organized donated food items and packaged grocery boxes.

## **March 2023 - Up With Trees**

- 23 volunteers planted 16 trees along Peoria Avenue.

## **April 2023 - Tulsa SPCA**

- 13 volunteers helped clean the SPCA space, bathe animals, and take animals on walks.

## **Fall & Spring 2023 - Pitch Nights**

- 16 volunteers served food, ushered families, tabled, assisted with clean-up, and photographed our evening Pitch Nights.



# CHANGING STAFF

## JAKE LERNER



From the beginning, it was Jake and Andrew's goal to combat “founder’s syndrome” and set the organization up to thrive without them. As they transition, we reflect on the incredible impact they have made in Tulsa.

Andrew and Jake started Tulsa Changemakers in 2016 because, during their first year of Teach For America, they recognized two things: 1) their respective 5th and 6th grade classrooms were filled with promising young leaders capable of driving positive impact in Tulsa right now, and 2) although they, as outsiders and newcomers, were being told by the Tulsa community that they were valuable community assets, their students, as insiders, were not always getting the same message. Tulsa Changemakers is rooted in the belief that long-term and sustainable community impact happens when youth are mobilized to drive change.

## ANDREW SPECTOR



Since 2016, Andrew and Jake have grown Tulsa Changemakers from a “micro-pilot” of seven students and two volunteer teachers into a program of @Leadership Tulsa that has hired, trained, and supported 104 educators to guide 1,485 students at 60 schools in Tulsa Public and Union Public Schools to plan, execute, and measure 191 community impact projects. Tulsa Changemakers now has three full-time staff members and 60 independent contractors annually delivering programming for more than 600 K-12 students from across the city.

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## ABBHEY DOYLE

Abbey has been an incredible team member at Tulsa Changemakers during her Tulsa Service Year. She has co-created and facilitated our pilot TPS School Board Youth Advisory Council, planned and executed Pitch Nights, designed and gathered data for our Midyear and Annual reports, facilitated and adapted the Power of Youth program, coordinated and organized our volunteer events, managed our social media, supported our youth intern, and built incredible relationships along the way. We are so proud of Abbey and grateful for all she has done for Tulsa Changemakers. We wish her joy as she moves on to her next big adventure!



# BUILDING OUR TEAM

We are growing our organizations, programs, and Team! Welcome Rachel Humphrey and Jori Cowley.

## RACHEL HUMPHREY

### Program Manager

Rachel Humphrey has been a classroom educator for the last ten years at Council Oak Elementary in Tulsa Public Schools. Originally from Poughkeepsie, NY, she moved to Tulsa to attend the University of Tulsa in 2008, where she was a member of the women's rowing team. After graduating with her Bachelors in Elementary Education she began teaching 5th grade at Council Oak. While teaching, Rachel was involved in various after school programs and positions. Most recently, she was a Changemakers coach and was inspired by the work being done throughout the program. In her classroom Rachel put an emphasis on student voice, building community, and collaboration. She is passionate about empowering youth to find and use their voices to impact their communities. She is excited to join the Changemakers team! Rachel is married to Brian Humphrey and together they are proud parents of Evelyn, Violet, and Bennett.



## JORI COWLEY

### Program Manager & 2023-24 Tulsa Service Year Fellow

Jori Cowley grew up on a ranch in the rural community of Vinita Oklahoma, and is a proud citizen of the Cherokee Nation. She graduated from The University of Oklahoma in 2022 with a Bachelors in Sociology and Native American Studies. Jori is passionate about affirming tribal sovereignty in the state of Oklahoma and creating a pathway for diverse people to have equal access to community resources. In her free time she enjoys spending time with her two dogs and thrifting cowboy boots for her boot collection. Jori is very excited to join the Leadership Tulsa team and make an impact through her fellowship with Tulsa Service Year.



# TEAM & ADVISORY COMMITTEE

## Changemakers Team:

**Co-Founders, Program Directors:** Andrew Spector, Jake Lerner

**Program Manager:** Hannah Jarman

**Program Manager & 2022-23 Tulsa Service Year Fellow:** Abbey Doyle

**Program Coordinators, Power of Youth:** Alvin Okonkwo, Kierra Donald, Shannon Yang, Gabrielle Vickers, Paris Bedford

**Coach Mentors:** Meredith Cooper, Tim Crisp, Maggie Dombrowski, Derek Frey, Lexi Goodnough, Keith Hall, Allison Harvey, Suzanne Harris, Kasey Hughart, Ben Imlay, Lydia Jeong, Grace Randolph, Grady Rosser, Megan Wing

**2022-23 Intern:** Mariana Aguirre

## Coaches:

Andrea Sanders, Disney Elementary  
Brittyn Brown, Jarman Elementary  
Catie Sain, Springdale Elementary  
Cecilia Kimball, Nathan Hale High School  
Collin Alexander, Dolores Huerta Elementary  
Dakota Simmons, Robertson Elementary  
Daniel Marsh, College Bound Academy  
Diamond Demery Mack, Mayo Demonstration Academy  
Emily Collins, Jenks East Elementary  
Fonda Priddy, Felicitas Mendez International  
Grace Randolph, Grove Elementary  
Grady Rosser, Moore Elementary  
Imaree McInnis, Burroughs Elementary  
Jess Butay, Collegiate Hall Charter School  
Justin Dametz, Tulsa Virtual Academy Elementary  
Kaylisa Orman, Boevers Elementary  
Lexi Goodnough, Cooper Elementary  
Maggie Dombrowski, Ellen Ochoa Elementary  
Michael Hendricks, Wayman Tisdale Fine Arts Academy  
Natalie Donaldson, Hawthorne Elementary  
Nhandi Johnson, Monroe Demonstration Academy  
Nuria Primo Perez, Henry Zarrow International  
Rachel Humphrey, Council Oak Elementary  
Rayma Field, Hamilton Elementary  
Richard Mactough, Kendall-Whittier Elementary  
Tabitha Dametz, Hoover Elementary  
Tielsa Amundson, Emerson Elementary  
Toni Hill, Patrick Henry Elementary  
Victoria Ellington, Lindbergh Elementary  
Victoria Gaber, Grissom Elementary  
Hannah Mueller, Tulsa Honor Academy Middle - Flores  
Kirk Linam, Tulsa Honor Academy Middle  
Madison Bailey, Will Rogers Junior High  
Riley Hazel, East Central Middle School  
Emily Roiger, KIPP High School  
Courtney McCartney, Union Alternative School  
Cynthia O'Donnell, Union Freshman Academy  
Jessica Krogmann, Phoenix Rising Alternative School  
Lilian Dinkins, Will Rogers Senior High  
Mikalalah Hall, McLain High School  
Shannon Barry, Tulsa School of Arts and Sciences  
Sydney Boudreaux, Phoenix Rising Alternative School  
Xiomara Pacheco, Central Middle School  
Zechariah Shrum, Tulsa Virtual Academy

## Changemakers Advisory Committee:

Abigail, **Youth Changemaker**  
Alex, **Youth Changemaker**  
Danna, **Youth Changemaker**  
Denise Reid, **DR Consulting**  
Derly, **Youth Changemaker**  
Donald, **Youth Changemaker**  
Ember, **Youth Changemaker**  
Gracie, **Youth Changemaker**  
Jaden, **Youth Changemaker**  
Karen MacCannell, **The McIntosh Group**  
Mariana, **Youth Changemaker**

Megan Aviles, **Community Health Connection**  
Nathalia, **Youth Changemaker**  
Nathalie, **Youth Changemaker**  
Obum Ukabam, **Phoenix Rising Alternative School Foundation & OK Catalyst**  
Omare Jimmerson, **Tulsa Birth Equity Initiative, GKFF**  
Paige Kennedy, **The Forum For Youth Investment / Weikart Center**  
Parisa Pilehvar, **Teach For America Greater Tulsa**  
Perla, **Youth Changemaker**  
Santos, **Youth Changemaker**  
Sebastian, **Youth Changemaker**  
Tamia, **Youth Changemaker**

# 2022-23 FINANCIAL REPORT

From July 1, 2022 to May 31, 2023

## INCOME

|                       |                  |
|-----------------------|------------------|
| Grants & Sponsorships | \$368,933        |
| Individuals           | \$10,579         |
| Training & Consulting | \$1,000          |
| <b>Total Income</b>   | <b>\$380,512</b> |

## EXPENSES

|                          |                  |
|--------------------------|------------------|
| Conference/Travel        | \$20.00          |
| Contracts/Honorariums    | \$135,044        |
| Facilities/Rentals/Meals | \$22,411         |
| Materials/Supplies       | \$12,670         |
| Payroll Expenses         | \$200,416        |
| Printing/Design          | \$4,361          |
| <b>Total Expenses</b>    | <b>\$376,269</b> |

**NET INCOME** **\$4,243**

# 2022-23 FOUNDATION AND CORPORATE SPONSORS



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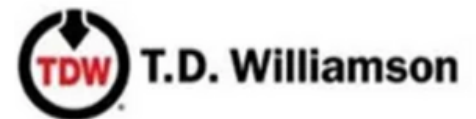
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# 2022-23 INDIVIDUAL DONORS

*Giving reflects the period between July 1, 2022 and December 31, 2022.*

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Megan Kalany  
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Mitchell Binder  
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Noah Goldstein  
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Shannon Kelly  
Tamara Stinnett

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Aimar Diaz  
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Alham Carter  
Alicia Slyter  
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