

# Images, stories, and outcomes from Tulsa Changemakers

## 2024-2025 Annual Report





# LETTER FROM THE CHANGEMAKERS TEAM

As we reflect on the 2024-25 year we are filled with gratitude, joy, and hope for Tulsa. Throughout the 2024-25 year Tulsa Changemakers has remained dedicated to high quality programming and modest growth. This year alone we have seen:

- We had over 680 students participate in Tulsa Changemakers across our 6 programs
- We partnered with over 55 school, organizations, and individuals to create, facilitate, or elevate youth programming in Tulsa and beyond
- More and more young people across the city are planning and facilitating content-relevant workshops for youth and adults

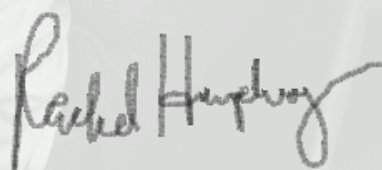
To our partners, thank you for your dedication and investment into young people. Whether it is through elevating a young person's voice, attending a Changemakers event, or contributing financially, we are grateful.

Most importantly, we must shout out our youth Changemakers! Thank you for your vision and leadership. It is you that drives this work forward. You are leading right now! Working alongside you is a dream and we couldn't love our jobs more.


Looking forward, we are anticipating a new strategic plan, deeper partnerships, and new tools in program evaluation to measure leadership competencies across all programs.

We know there's more work to be done as we work together to build Tulsa as a model city for youth-driven impact.

With gratitude,



Hannah Jarman and Rachel Humphrey



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# 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.



*“At first I thought that I could not change the world but now I know that I can with teamwork.”*

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.



# LIVING OUT THE MISSION

**Building youth voice, choice, and power in all spaces young people are impacted.**

Tulsa Changemakers is in a phase of modest growth and high-quality execution. Our focus is on ensuring that all of our programs are meeting the needs and dreams of our stakeholders – students, Coaches, families, and communities across Tulsa. We offer six programs for young people in Tulsa to have a seat at the table in different sectors and spaces, from school community to school board to city government.

## LISTEN LISTEN ACT

*youth voice, choice and power at the school level*

## POWER OF YOUTH

*youth voice, choice, and power in the civic sphere*

## YOUTH LED PHILANTHROPY

*youth voice, choice, and power in philanthropy*

## TPS YOUTH ADVISORY COUNCIL

*youth voice, choice, and power at the school district level*

## CITY OF TULSA YOUTH COUNCIL

*youth voice, choice, and power at the city level*

## CHANGEMAKERS LEADERSHIP COUNCIL

*internal governance for youth voice, choice, and power*

*“My voice matters and I can make a change with it.” - Spring Semester Changemaker*



# LISTEN, LISTEN, ACT

Youth voice, choice, and power at the school level

Elementary, middle, and high school Changemakers go through a youth leadership development and action program that supports them in making meaningful change in their schools and communities. During this program, 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.

## 2024-25 Schools

### Elementary Schools

Bell, Boevers, Disney, \*Dolores Huerta, Dove School of Discovery, Ellen Ochoa, Emerson, Felicitas Mendez International, Grove, Hamilton, Hawthorne, Henry Zarrow International, \*Hoover, Lindbergh, Mitchell, Moore, Owen, Patrick Henry, Sequoyah, Skelly, Springdale, Walt Whitman

### Middle Schools

Central, \*East Central, Hale, KIPP Middle, Monroe Demonstration Academy, San Miguel, Tulsa Honor Academy Flores, Will Rogers Middle

### High Schools

Hale High, KIPP High, Union Freshman Academy, TSAS High, Will Rogers High

Due to increased demand by the school community for Changemakers programming, three schools\* had two or more cohorts per semester



96 students participated in Changemakers for a second semester. This year, we saw more alumni come back to support new Changemakers than ever before!



# THE IMPORTANCE OF LISTENING

## Listen to Self & Others

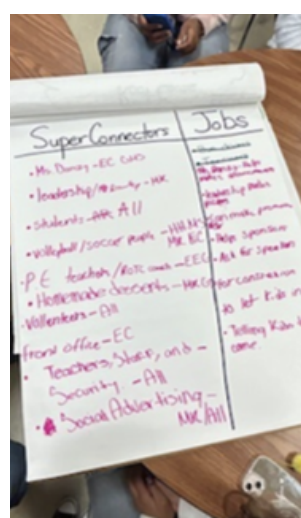
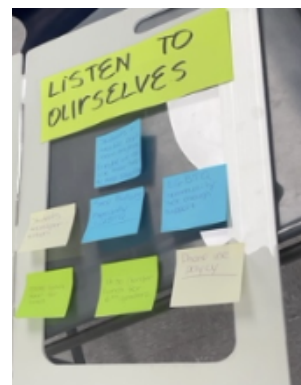
Changemakers begin the semester listening to themselves to name challenges and opportunities they see in their communities. Then they listen to the community through one-on-one interviews and surveys. It is this listening that supports students in determining what topics and projects were a priority to their community.

### Spring Semester Topics

Attendance  
Deportation & Immigrant Rights  
Playground Upgrades  
Kindness  
Environmentalism  
Helping Children in Hospitals  
Teacher Supplies  
Afterschool Clubs  
Stray Animals  
School Events  
School Community  
Mental Health of Middle Schoolers  
Drug Awareness & Prevention  
Positive School Culture  
Art Class  
Teen Vaping  
Financial Literacy  
Health & Wellness  
Literacy  
Food Insecurity  
Supporting Families Impacted by Cancer  
Clothing Closet  
Sustainable Practices in Schools

Changemaker Cohorts  
Listened to

4,982  
Individuals





# FROM LISTENING TO ACTION

After listening to themselves and their communities, Changemaker cohorts identified actions to create meaningful impact on their chosen topics. They planned, executed, and measured their impact projects.



**Check out all  
Spring 2025  
Projects**

**“The most important thing I learned is that you should prioritize working on what’s important with others than just working by yourself. ”**

**- Spring Changemaker**



**Check out all  
Fall 2024  
Projects**







# LISTEN, LISTEN, ACT BY THE NUMBERS

**37**

Schools in  
Tulsa & Union  
Public Schools



**460**

Total  
Changemakers

**70**

Community  
Impact Projects

## MAKING CONNECTIONS AND BUILDING SKILLS

Tulsa Changemakers measures how students grow their leadership, social emotional, and professional skills through the listen, listen, act program.

### Youth Experience and Social Emotional Learning

- 95% Changemakers report they like coming to Tulsa Changemakers.
- 100% report they have fun at Tulsa Changemakers.
- 95% learn new things at Tulsa Changemakers.
- 92% feel challenged in a good way at Tulsa Changemakers.
- 94% report Tulsa Changemakers helped them feel good about themselves.
- 87% Tulsa Changemakers helped them make new connections with youth and adults.
- 92% would recommend Tulsa Changemakers to a friend.



### Leadership Identity & Confidence

- 88% Changemakers report Tulsa Changemakers helped them see themselves as a leader in their school and/or community.
- 93% report Tulsa Changemakers helped them feel more confident in their ability to lead and influence change in their school and/or community.
- 92% Tulsa Changemakers helped them recognize that their voice matters.
- 90% are more committed to impacting their community than they were before.
- 98% are proud of the work they did with Tulsa Changemakers.

### Skills

- 98% of Changemakers believe it is important to listen before taking action
- 99% of Changemakers believe that when working in the community, it's important to set goals and evaluate if you were successful afterwards
- 93% Changemakers report Tulsa Changemakers has helped them to improve their leadership skills.
- 93% Tulsa Changemakers helped them to improve their teamwork skills.



# 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

Every semester Changemakers take a retrospective survey that asked them to answer how they felt before and after participating in the afterschool program. The below scores are the average for all Changemakers who took the survey.

	Description	Average Score BEFORE Changemakers	Average Score AFTER Changemakers	Change
1	I think I am doing pretty well.	4.3	5.0	+0.7
2	I can think of many ways to get things in life that are important to me.	4.3	4.9	+0.6
3	When I have a problem, I can come up with lots of ways to solve it.	4.1	4.7	+0.6
4	I am doing just as well as other kids my age.	4.4	4.9	+0.5
5	I think the things I have done in the past will help me in the future.	4.2	5.0	+0.8
6	Even when others want to quit, I know I can find ways to solve the problem.	4.2	4.8	+0.6
		Total = 25.5	Total = 29.3	Total = +3.8

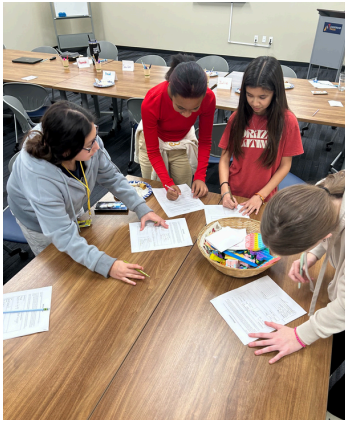
On average, Changemakers who took the survey report being “moderately hopeful” before the program and “moderately hopeful” after the program with a change of +3.8.

# POWER OF YOUTH

Youth voice, choice, and power in the civic sphere

Through the Power of Youth program, young people learn skills to create change through civic advocacy and action.

During sessions, youth learn how to collaborate, apply pressure, and create for change.



"The ways you can change the world could be so easy when you try."  
- Spring POY Participant



## Survey Data

- 92% enjoyed the Changemakers Power of Youth Program.
- 92% said the facilitation (the teaching) was helpful and effective.
- 92% felt the sessions were productive.
- 83% felt the sessions helped me learn new skills.
- 75% built a new connection with another person during the Power of Youth sessions.
- 83% learned things during the Changemakers Power of Youth Program that can help me make positive change in the future.
- 83% are more committed to make positive community change/civic change in the future.

On average, spring POY participants who took the survey reported being "**moderately hopeful**" before the program and "**highly hopeful**" after the program with a change of +4.3.



# YOUTH-LED PHILANTHROPY

## Youth voice, choice, and power in philanthropy

In partnership with the Ed Darby Foundation at Monroe Demonstration Academy and The Zarrow Commemoration Fund at Hale High School, students had \$10,000 to allocate towards an initiative or project to make an impact in their community.

### Monroe Philanthropists

In its fourth year, Monroe Philanthropists consisted of fifteen 8th graders who identified healthy eating as their focus. They partnered with Food on the Move to provide a fresh fruit option for every student at lunch. This promoted healthier choices and increased access to nutritious food at school.



### Hale Philanthropists

Hale Philanthropists entered its second year with 20 students representing all grade levels. They identified student and teacher morale and attendance as priorities and took action in three ways:

1. Community Building – Building on last year's feedback, they planned and led two end-of-year activity days, including the school's first student-led pep rally. These fun days fostered connection and school spirit!
2. Murals – They funded paint for murals that will be co-created by students and the art teacher next school year. These murals will create a welcoming and vibrant space.
3. Teacher Supply Space – They'll restock the supply space launched by last year's cohort with notebooks, folders, and pencils. This action will support in reducing teacher costs and keeping classrooms equipped with needed supplies.

# TPS YOUTH ADVISORY COUNCIL

Youth voice, choice, and  
power at the district level

In partnership with Tulsa Public Schools, 20 students representing 7 schools served as members of the TPS Youth Advisory Council during the 2024-25 school year.



Students convened 4 times throughout the school year. During these sessions, students had the opportunity to connect with district personnel to learn about the functions of the district and to share about their school experience.

*"I learned what it feels like to be in a room of people who want to make things better and respect each other."*

*- TPS Youth Advisory Council Member*

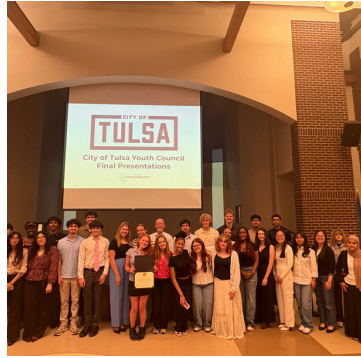


On average, TPS YAC participants who took the survey reported being "moderately hopeful" before the program and "highly hopeful" after the program with a change of +5.



# CITY OF TULSA YOUTH COUNCIL

Youth voice, choice, and  
power at the city level



In partnership with the City of Tulsa, 37 students from 10 schools and 8 city council districts were members of the City of Tulsa Youth Council.

*"I'm extremely thankful for this opportunity, I feel like it really opened my eyes to how important community and local government events and processes are, while giving me a chance to speak up about my own city concerns."*

*City of Tulsa Youth Council Member*



Groups presented proposals to the community over the following topics:

**FIGHTING DRUG ABUSE IN SCHOOLS**

**CIVIC ENGAGEMENT**

**EDUCATION FUNDING**

**HOMELESSNESS & SUSTAINABLE JOBS**

**DRIVER SAFETY & EDUCATION**

**BUS TRANSPORTATION**

On average, City of Tulsa Youth Council participants who took the survey reported being "**moderately hopeful**" before the program and "**highly hopeful**" after the program with a change of +4.8.



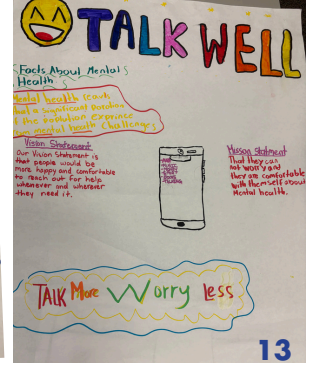
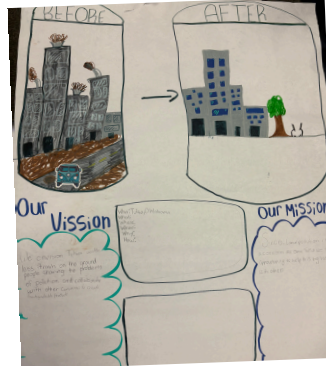
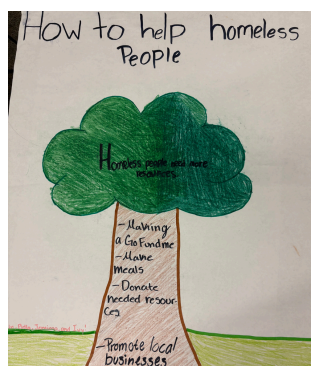
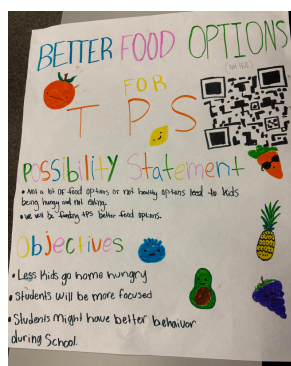
# SUMMER CAMP

Youth voice, choice, and power across the city

This June, Tulsa Changemakers hosted a week-long camp with 20 middle school campers and 10 high school mentors.



During camp, campers identified community challenges and developed solutions. They visited the Tulsa Farm Lab to explore community-centered approaches and City Hall to learn about local government. Throughout the week, they built skills in problem-solving, public speaking, and teamwork, and ended by presenting their ideas for community impact.





# CHANGEMAKERS LEADERSHIP COUNCIL

## Youth-Adult Partnership

The Changemakers Leadership Council is an intergenerational team of alumni, parents/guardians, and community leaders responsible for providing strategic direction to the Tulsa Changemakers organization, supporting alumni programs, and helping with other functions of the organization. Our Council supports the direction of youth programs in three categories: social, learning, and doing.



## SOCIAL

The CLC planned and hosted the end of year celebration. Changemaker students, Coaches, and families joined in the day at Hicks Park!

## LEARNING

CLC members partnered with Tri-City Collective to host a Teen Talk, where four students led a panel reflecting CLC conversations



## DOING

In the month of April, the City of Tulsa hosted the Great Tulsa Clean Up to beautify green spaces. CLC members participated in a park clean up at Norberg Park.

# COLLABORATIONS & PARTNERSHIPS

## Youth voice, choice, and power in community

While we're executing programs, we make sure to also build partnerships through workshops with organizations and individuals in the Tulsa community and beyond. Collaboration was a huge theme of this year, and we are grateful to work alongside so many amazing partners!

### YOUTH-LED WORKSHOPS

Civil Discourse  
Workshop  
led by Emilia and  
Gracie

Youth-led  
State-level Policy  
Workshop led by Lily

Public Health Youth  
Advocacy Workshop  
led by Harini

### VOLUNTEER

Tulsa SPCA and TAW  
Volunteer Event

The Great Tulsa  
Clean-Up with the City of  
Tulsa

### TULSA FOCUS

TPS Youth Voice,  
Choice, and Power  
Workshops

Women's History Month  
Intergenerational Panel with  
the African American  
Resource Center at TCCL

Rotary Camp  
Enterprise Guest  
Facilitation

### OKLAHOMA FOCUS

High School Voter Engagement  
Ambassador Training with the  
League of Women Voters

Lavender Youth Summit with  
Freedom Oklahoma

### CAMPS AND SUMMITS

My Impact Challenge  
Summit with  
the Bill of Rights  
Institute and Kidvation

Guest Facilitation at  
the Empower-ED High  
School Summer  
Camp

Guest Facilitation at  
the Common Good  
summer programming

### INTERNATIONAL TRAININGS

Values Based Leadership  
Workshop with  
Teresa Heart Foundation  
in Zambia

Values Based  
Leadership with  
Girls to Lead in Afghanistan



# THE FUTURE IS SWEET

## Lemon-Aid x Tulsa Changemakers Spark Change: One Lemon at A Time

We are very excited and grateful to partner with the Lemon-Aid Project this year as the beneficiary. The Lemon-Aid Project believes in kids helping kids - empowering kid entrepreneurs and philanthropists. This is mission aligned!

Our leadership council decided the theme for this year and Tulsa Changemakers will support at lemonade stands throughout Labor Day weekend.



## YOUTH VOICE FELLOWSHIP



**HUNGER ★ FREE**  
OKLAHOMA

### 2024-25 Program Year

Tulsa Changemakers supported the Gathering Place and Hunger Free Oklahoma with their youth action councils. Tulsa Changemakers provided near-peer facilitation training and stipends to youth-facilitators.

### Moving Forward

While Tulsa Changemakers is not actively recruiting for this program and unable to provide stipends, we're happy to offer consultation or training to organizations interested in increasing youth involvement.



# TEAM & LEADERSHIP COUNCIL

## Changemakers Team:

**Program Director:** Hannah Jarman

**Program Manager:** Rachel Humphrey

**Coach Mentors:** Allison Harvey, Ben Imlay, Collin Alexander, Grace Randolph, Grady Rosser, Emily Roiger, Kasey Hughart, Keith Hall, Lillian Dinkins, Suzanne Harris

**Power of Youth Facilitators:** Alonee Jones, Komari Crisp, Rebecca Ortiz

**Interns:** Lily Cole

## Coaches:

Andrea Sanders, Disney Elementary

Angela Statum, Skelly Elementary

Annette Ford, Central Middle

Ariana Hernandez Carrasco, Springdale Elementary

Brooke Blackmon, Hamilton Elementary

Carrie Hefton, Will Rogers Junior High

Collin Alexander, Dolores Huerta Elementary

Crystal Edwards, Phoenix Rising

Daniela Alvarado Perez, Sequoyah Elementary

Emily Roiger, Tulsa School of Arts and Sciences

Grace Randolph, Grove Elementary and Union 6/7

Grady Rosser, Moore Elementary

Haley Newby, Hawthorne Elementary

Heather Youngblood, Felicitas Mendez International

James Brannon, KIPP Middle

Jana Jimison, East Central Middle School

Jasmine Williams, Tulsa Honor Academy - Flores

Jeremy Young, Walt Whiman Elementary

Jessica Cruz, Bell Elementary

Jeri Roby, Owen Elementary

Jonathan Martinez, San Miguel Middle School

Kaylisa Orman, Boevers Elementary

Lexi Goodnough, Mitchell Elementary

Mariah Wicks, Emerson Elementary

Micah Rice, Dolores Huerta Elementary

Nhandi Johnson, Monroe Demonstration Academy

Nuria Primo Perez, Henry Zarrow International

Pam Martin, Ellen Ochoa Elementary

Rayma Field, Hamilton Elementary

Riley Hazel, East Central Middle School

Samantha Martin, Dove Discovery Middle

Sherron Johnson, KIPP High School

Tabitha DaMetz, Hoover Elementary

Toni Hill, Patrick Henry Elementary

Valeriya Buvaylik, Hale Junior High

Victoria Ellington, Lindbergh Elementary

## Changemakers Leadership Council:

Andrew Spector, **Co-Founder**

Aria Eckstein, **Youth Changemaker**

Ariana Hernandez Carrasco, **Changemaker Coach**

Bobby Lee, **Community Member**

Coen Landers, **Youth Changemaker**

Collin Alexander, **Changemaker Coach**

Donald Templeton, **Youth Changemaker**

Emilia Nguyen, **Youth Changemaker**

Ezri Diaz, **Youth Changemaker**

Farrah Sallam, **Youth Changemaker**

Gabrielle Requer, **Youth Changemaker**

Gracie Duhig, **Youth Changemaker**

Hussein Sallam, **Youth Changemaker**

Jake Lerner, **Co-Founder**

Jessi Hicks, **Community Member**

Kavya Madduri, **Youth Changemaker**

Komari Crisp, **Youth Changemaker**

Kyra Carby, **Community Member**

Lillyan Moore, **Youth Changemaker**

Louie Moore, **Youth Changemaker**

Molly Li, **Youth Changemaker**

Nathalie Valero, **Youth Changemaker**

Paris Bedford, **Youth Changemaker**

Perla Mauricio, **Youth Changemaker**

Reid Meyers, **Youth Changemaker**

Sarah Smith-Moore, **Community Member**

Sondra Stidham, **Community Member**



# 2024-2025 FINANCIAL REPORT

July 1, 2024-June 30, 2025

## INCOME PLEDGED

Grants & Sponsorships	\$367,500
Individuals	\$4,630
Tranining & Consulting	\$6,300
<b>Total Income</b>	<b>\$378,430</b>

## EXPENSES

Salaries	\$133,000
Rent	\$19,916
Administrative Costs	\$8,383
Listen, Listen, Act	\$153,396
Power of Youth	\$12,135
City of Tulsa Youth Council	\$4,557
TPS Youth Advisory Council	\$3,728
Monroe Philanthropists	\$2,984
Hale Philanthropists	\$11,288
Changemakers Leadership Council	\$2,696
Youth Voice Fellowship	\$8,088
<b>Total Expenses</b>	<b>\$360,171</b>

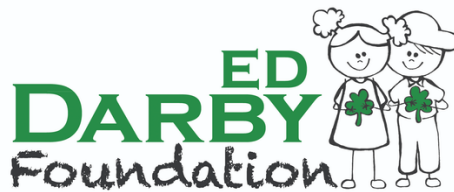
# 2024-25 FOUNDATION AND CORPORATE SPONSORS

*We are so grateful for the local institutions who support our work!  
Giving reflects the period between July 1, 2024 and June 30, 2025.*



CHARLES AND LYNN  
**Schusterman**  
FAMILY PHILANTHROPIES

**GEORGE KAISER**  
FAMILY FOUNDATION  
A supporting organization of Tulsa Community Foundation



Susannah And Jim  
Adelson Family  
Foundation





# 2024-25 INDIVIDUAL DONORS

*Giving reflects the period between July 1, 2024 and June 30, 2025.*

## \$200-999

Andrew Spector  
Jake Lerner

## \$100-199

Matt Levitt  
Kim Ellis  
Amanda Shankle-Knowlton  
Laura Law  
Malcolm Rosser  
Janel Pasley  
Karen Wilson

## \$50-99

Dennis Neill  
Omare Jimmerson  
Tim Gowin  
Johnetta Nesbitt  
Suzy Morgan  
Amy Moore  
Mariel Ferreira  
Suzanne Buchanan  
Denise Reid  
Darryl Bright  
Elizabeth Inbody  
Pauline Chamberlin  
Avery Bennett  
Gregg Jarman  
Nola Jarman

## \$1-49

Abigail Gorman  
Alecia Brown  
Alicia Slyter  
Amanda Blair  
Amanda Duhig  
Andrea Rak  
Angel Compean  
Angela Rogers  
Anna Tran  
Benjamin Hendin

## \$1-49

Brandie Mask  
Brian Humphrey  
Bridgett Cagle  
Bruce Sorell  
Calvin Anderson  
Candice Chinsethagid  
Catherine Brumbaugh  
Cecilia Nguyen  
Charlie Love  
Colleen Thurston  
Daiva Neal  
Derek Frey  
Devan Thomas  
Dillon Hargrave  
Elizabeth Radford  
Emilia Nguyen  
Emily Fuller  
Gabriella Logan  
Gabrielle Vickers  
Gary Mason  
Grady Rosser  
Heather A. Hope  
Jamia Irons  
Janel Bales  
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Jessica Kinsey  
Jessica Montag  
Jessica Noonan  
John Dias  
John Noble  
Jose Guerrero  
Joseph Cusick  
Josh Miller  
Joshua Storey  
Kayleigh Shannon  
Kameron Constein  
Kasey Hughert  
Katherine Murray  
Kathy Jones  
Kelly Cox  
Kelly Doyle  
Kendra Guthrie

## \$1-49

Khaled Sallam  
Kirby Mackenzie  
Kyra Carby  
Larry Schreier  
Laura Marshall  
Lauren Mitcham  
Leah Hull  
Lisa Shotts  
Lydia Jeong  
Manan Mongia  
Marcia Bruno-Todd  
Matthew Perrier  
Me Gill  
Michael Davis  
Michael Lerner  
Michelle Barnett  
Michelle Franchini  
Monica Vela  
Morgan Allen  
Nikita Thompson  
Shawna Caswell  
Rachel Estariz  
Owen Hoepfner  
Paige Harris  
Patty and Mike Kubier  
Rebeca Perez  
Sandra DeLossa  
Sarah Smith Moore  
Savannah Chamberlin  
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Shannon Slack  
Sherry Bates  
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Simon Kinney  
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