

TIME FOR CHANGE FOUNDATION

ANNUAL REPORT

FY 2024



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MISSION



Our mission is to empower communities towards economic prosperity and holistic well-being through a culmination of innovative projects and services designed to establish both housing and economic development as the foundation upon which everyone can be assured the opportunity to reach their fullest potential.

VISION

The vision of Time for Change Foundation is to forge a transformative model that disrupts historical biases and allows women and men of color to be at the helm creating flourishing communities rooted in solutions that are driven by data, authenticity, innovation and the power of cutting-edge technology, thereby, fostering equitable and sustainable growth in every community we touch.

VALUES

TFCF's core values are:

- Empower individuals/families to break the cycle of homelessness, hopelessness, and recidivism
- Treatment, not punishment, is the solution
- Everyone deserves a nurturing and supportive home
- Provide housing, employment, and economic development opportunities
- Promote civic engagement, and advocacy
- Create responsible leadership
- Provide health, and wellness programs
- Promote family well-being
- Create resilient, self-sufficient families
- Provide effective family reunification programs
- Have diversity and inclusiveness



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FROM THE EXECUTIVE DIRECTOR

“

Looking back on this past year at Time for Change Foundation, I am deeply moved by the remarkable progress we've achieved together. It has been a year marked by significant expansion and transformation, not only for the organization but for the people and families whose lives we've touched. Your steadfast support has played a vital role in amplifying our reach and helping us better address the evolving needs of our community.

Over the last year, we've introduced pivotal new programs and services. Our expansion to support men marks an important step in making our services more inclusive, ensuring that every individual has the opportunity to overcome adversity and achieve lasting self-sufficiency. Additionally, the full launch of the BBOP Center and the BBOP Business Academy has been a game-changer for women of color entrepreneurs, providing critical access to capital and resources that enable them to grow and scale their businesses. This focus on entrepreneurship ties directly into our core mission of housing stability, as economic empowerment is essential to achieving and maintaining long-term self-sufficiency.

These accomplishments are a testament to the dedication of our team, the partnerships we've cultivated, and the collective belief in the potential of every person we serve. As we look ahead, we remain committed to furthering this momentum—helping more individuals rise, building stronger communities, and creating a foundation for lasting prosperity.

Thank you for your continued support. Together, we are making a profound, lasting difference.

Vanessa Perez
Vanessa Perez, MBA
Executive Director



1 Agency Overview

1.1 The Agency

1.2 Our Board

1.3 Our Staff

THE AGENCY



Since its inception, Time for Change Foundation (TFCF) has been dedicated to meeting immediate needs while driving long-term systemic change. Our mission centers on empowering individuals and communities, particularly those facing systemic barriers, to achieve sustainable prosperity through housing stability, economic opportunity, and leadership development. At the heart of our work is the belief that everyone deserves a fair chance to build a better future, and we strive to break the cycles of poverty and inequality that often hold people back.

TFCF offers a comprehensive range of services that support housing security and self-sufficiency, including emergency shelters, permanent supportive housing, and affordable housing solutions. In addition, the Black and Brown Opportunities for Profit (BBOP) Center and Business Academy provide entrepreneurial women of color with the resources, mentorship, and

access to capital needed to launch and expand their businesses, fostering economic empowerment and community growth. Through these efforts, we not only support individual success but contribute to the broader development of vibrant, self-sustaining communities.

We are committed to deepening our impact by expanding both our housing initiatives and entrepreneurship support for communities of color. By focusing on economic mobility and housing stability, TFCF is creating pathways to a more equitable future—one where individuals and communities can thrive, advocate for themselves, and build lasting prosperity for generations to come. Our work is about creating lasting change, ensuring that our impact benefits not just today's generation, but those of the future.

OUR BOARD



Veronica Robledo

Board Member

Veronica is an alumnus from CBU with a Master of Arts in Organizational Leadership and a B.A. from CSUN. Veronica's passion and leadership in our communities have fostered multiple efforts in helping strengthen financial education by conducting various seminars in many cities since 2011.



Keisha Murphy, PHN

Board Secretary

Keisha has 13 years of nursing experience, earning her LVN in 2010, BSN in 2020, and a Master's in psychiatric nursing from Walden University in 2023. She specializes in Behavioral Health, Wound Care, and Public Health Nursing, and currently teaches at American Career College while working as a Clinical Manager for the State of California.



Julie L Janesin

Board Member

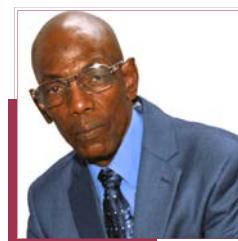
Julie Janesin served on the Rim of the World PTA School Board and was actively involved in fire disaster relief after the 2003 and 2007 wildfires, collaborating with Catholic Charities to rebuild homes and support vulnerable individuals.



Elvia J. Rodriguez

Board Member

Elvia Rodriguez is the CEO of Goldamity Insurance Services, which she founded in 2013 just months after obtaining her insurance broker license. Known for supporting businesswomen and young entrepreneurs, she combines innovative leadership with a strong commitment to her community.



Benjamin Shuler

Board Member

Benjamin Shuler, founder and CEO of The Hole In Wall Inc., operates a drop-in center for homeless individuals, drawing on his experience as a Vietnam War veteran. As an active member in the NA/AA community, Benjamin contributes his expertise in homelessness as a member of the TFCF board.



James Calderilla

Board Member

James, a retired Parole Agent II Supervisor with over 30 years at CDCR, spent his last 8 years educating the formerly incarcerated. Now a licensed Real Estate and Insurance Agent, he continues serving his community through education and public service.



OUR STAFF



Vanessa Perez, MBA
Executive Director



Dr. Kim Carter-Tillman
Founder/Ambassador



Toni Taylor
HR Specialist



Phyllis Scott
Facilities Specialist/Instructor



David Howe
Senior Staff Accountant



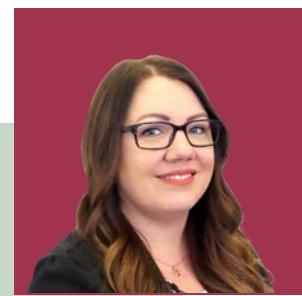
Debra Kirkpatrick
Senior Staff Accountant



Anthony Edwards
Senior Staff Accountant



Aimee Durante
Program Administrator



Lisha Lay
Employment Developer II



Elizabeth Vancil
AOD Counselor



Rosie Plancarte
Comm. Content Creator



Anakarla Sigala-Romo
Data Analyst/Resource Coord.



Krystal Rizo
Transportation Specialist



Sharika Lewis
Case Manager



Jermaine George
Case Specialist II



Anthony Tillman
Life Coach/Transportation

OUR BBOP STAFF



Cheryl Chesnut

Vice President of Operations

Cheryl is a dynamic leader with extensive experience across multiple sectors, including local government, transportation, energy, healthcare, and workforce development. She has successfully presented complex ideas and strategies to a wide range of audiences.



Jennifer Yturralde

Chief Innovative Officer

Jennifer's unwavering commitment to community impact and strategic development makes her invaluable in building relationships with key stakeholders, investors, board members, policymakers, and entrepreneurs. With her expertise in program design, social networking, and entrepreneurial support, she is well-equipped to drive innovative and impactful initiatives.



Shanya Jackson

Receptionist

Shanya brings six years of administrative experience and over a decade of excellent customer service. She was selected to represent her previous workplace on billboards in 2023. Shanya's empathy for her community drives her commitment to the BBOP Center where she aims to contribute to its mission for years to come.

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Services

2.1 Summary of Services

2.2 Housing

2.3 Supportive Services

2.4 Programs and Projects

2.5 Drug & Alcohol Outpatient

2.6 Advocacy & Civic Engagement

SUMMARY OF SERVICES

Time for Change Foundation offers a full continuum of housing from emergency shelter, permanent-supportive housing, and affordable housing for families and individuals.

We offer a host of direct services and evidence-based programs aimed at setting the foundation upon which our clients can recover, build and succeed. Additionally, we refer them to a variety of offsite specialists for needs such as mental health counseling, adult education, and healthcare services. Our services are intended to build the leadership of our clients, equip them to become self-sufficient, and provide them with the ability to navigate social services so that they can live healthy, thriving lives.



Housing

We believe that housing is the linchpin to achieving success. Our main goal is that all families will transition into permanent housing with the capability of maintaining that housing in a clean and nurturing environment where children can thrive.

Supportive

In order to reach self-sufficiency, clients must acquire a myriad of skills and knowledge. Time for Change Foundation offers a number of programs to our clients to prepare them to lead successful lives and positively impact the lives of their children.



Drug & Alcohol Outpatient

Overcoming the dependence on drugs and alcohol requires a comprehensive treatment program. 12 Step Facilitation Therapy helps our client understand their triggers and stressors while developing a new set of coping skills necessary to live a clean and sober life. Counseling helps one escape the cravings, and learn to manage the stressors of life which can lead to relapse. This is essential to rebuild confidence, and stay on the pathway towards self-sufficiency.



HOUSING EMERGENCY SHELTERS

SWEET DREAMS

At Sweet Dreams, children's well-being comes first. Mothers learn to nurture their children within a structured setting, building routines and providing love that helps children feel safe and cared for. Through life skills workshops and hands-on activities, mothers gain the tools they need to grow toward health and self-sufficiency. Parenting workshops, daily support activities, and trust-building exercises all work together to foster independence, create stability, and nurture the bond between parent and child.

Clients get assistance with free clinical exams, WIC, education, vocational training, family planning services, access to childcare, and all of TFCF's supportive services.



MOUNTAIN VIEW

Our Mountain View emergency shelter for single women provides the tools they need to get back on their feet and become active and healthy members of their communities.

Women receive all of TFCF's supportive services including referrals to mental health counseling, adult education, computer skills training, vocational training, healthcare services, and legal aid.

BRIGHTER FUTURES

Opened in 2018, Brighter Futures is Time for Change Foundation's home for men recovering from incarceration and homelessness wishing to become self-sufficient and reunite with their children.

A Brighter Future waits for those wishing to change the course of their lives and become fully self-sufficient. Services include: On-site Case Management, Life Skills Education, mentorship, and a host of other services.



PERMANENT-SUPPORTIVE HOUSING

HOMES OF HOPE



Funded by the U.S. Department of Housing & Urban Development (HUD), our Homes of Hope project provides permanent supportive housing for chronically homeless families—placing them directly into their own apartment.

Coupled with intensive case management and supportive services, families can thrive and maintain permanent housing. Employment and education are the keys to ensuring success.

Currently, we have 10 permanent supportive housing locations in San Bernardino County.

COMMUNITY DEVELOPMENT

PHOENIX SQUARE

Our main goal is that all families will transition into permanent housing with the capability of maintaining their housing in a clean and nurturing environment. The lack of decent, affordable housing motivated us to create The Phoenix Square, our first of many affordable housing projects.

Our Phoenix Square sets the standard for low-income housing in California, providing a safe place where families can live and thrive, children are able to attend the same school more than one year in a row. Awarded the “Crime Prevention Through Environmental Design” the Phoenix Square proves to be a vital asset to the Inland Region.



SUPPORTIVE SERVICES

STRENGTH BASED CASE MANAGEMENT

A value-added intervention in that case management provides concrete support in getting resources and provides emotional support in identifying clients' abilities.

RE-ENTRY

Working with women to successfully re-enter society is our goal. Our Re-Entry program assists women coming home from prison transition by providing a myriad of supportive services. These services include outpatient services, leadership development, mentoring, comprehensive case management, counseling, housing, mental health, and substance abuse treatment, life skills, and support services. Through these services, treatment rather than punishment is achieved.

INDEPENDENT LIVING SKILLS

A day-to-day program that teaches our clients critical thinking skills and how to do daily tasks such as cooking, cleaning, shopping, and connect socially. This program teaches responsibility, accountability, and self-reliance.

MOMMY AND ME

'Mommy and Me' is a family bonding program designed to strengthen the family reunification of our moms with their children. Parents learn how to effectively communicate, reinforce, and positively affirm their child's presence, education, and creativity.

FINANCIAL EDUCATION AND MONEY MANAGEMENT

"It's Your L.I.F.E. Lessons in Financial Education" is designed to teach our clients how to wisely manage their money and understand financial skills and tools to help them escape the traps of poverty. Clients learn basic checking and saving skills, what credit is and how it is used, F.I.C.O. Scores, lending basics, financial tools, home buying, and how to create wealth.

PARENTING EDUCATION

Taught by a certified parenting educator, clients learn how to understand their children as well as their behavior, teach their children discipline and cooperation, and how to listen and communicate with their children. A child changes rapidly the first five years of his/her life and it is important that the parent develop the skills necessary to keep up with the constant changes as well as be the most loving and influential person in their child's life.

LEGAL

Women Accessing Legal services is critical as we challenge the systems that perpetuate disparities and unjust treatment of women of color. Through our partnership with Root & Rebound and Lindsey Law, we provide a full-time attorney in-house for our clients to fully access the legal services they need to reunify with their children and clear their records. From navigating family courts to pursuing record expungements, we are committed to helping women access justice and reclaim their lives.



SELF-ESTEEM

Authored by Stephanie S. Covington, “A Woman’s Journal” is our self-esteem workbook that addresses issues many women struggle with, especially if they are abusing alcohol and other drugs. This unique class helps women discover their true selves, creating healthy relationships with others, and gaining some spiritual connection.

WORK TO WIN

Our employment development training includes resume development, local job market research, home business opportunities, and career counseling. The Employment Readiness Program also offers a variety of workshops and individual training sessions. Clients learn to dress for success, proper interviewing communication, follow-ups, and develop the confidence needed to overcome any employment barriers.

TRANSPORTATION

As needed, clients are supported with bus passes and are transported in our company van to engage in critical education and mental health services throughout the Inland Empire and the Bay Area. Clients are held to daily efficiency standards and due to poor public transportation, additional assistance is needed to make multiple appointments in one day.

LEADERSHIP DEVELOPMENT

Civic engagement is critical to social connectedness and clients are taught their roles and responsibilities to society. Education consists of voting, taxes, school boards, community volunteerism, and understanding both local and state policy. Here they are empowered to understand that they are not invisible and that their voice matters.

HEALTH AND NUTRITION WELLNESS

Each client and her children receive an initial wellness exam, and all women are scheduled for reproductive health care, including pap smears, along with attending weekly wellness groups. Information is provided to the women on the importance of preventive measures such as smoking cessation, proper nutrition and fitness and HIV/STD education.

FAMILY REUNIFICATION

After careful assessment of the best interests of the child, here, women reunify with their children and work closely with licensed professionals to ensure that their children’s needs are being met. Our staff works diligently with the parents to ensure that appropriate accommodations, scheduling, and educational needs are in place for the children. The family is supported as they work on bonding and develop healthy family relationships.

W.I.S.H

Our Wellness Is Stabilized Housing (WISH) Program addresses housing insecurity for families who are at risk of becoming homeless. We do this by providing rental and utility assistance with clients who are assigned a Case Manager and develop a self-sufficiency plan to maintain stabilized housing.



PROGRAMS AND PROJECTS

LEGAL EMPLOYMENT ACCESSING PROFIT (LEAP)

Funded by the Governor's Office of Business and Economic Development Department's Community Reinvestment Program, Time for Change Foundation implemented the Legal Employment Accessing Profit (LEAP) project.

The three-year project supported formerly incarcerated women and men by providing workforce development services including job placement, resume building, interview training, work readiness, work attire and more. The LEAP project also provided system navigation and legal services to help with record clearing and family reunification.



POSITIVE FUTURES II

A five-year initiative funded by the U.S. Department of Substance Abuse and Mental Health Services Administration (SAMHSA), provided formerly incarcerated women with essential resources to reduce homelessness and recidivism. The program used evidence-based practices to support women pre-and post-release, offering trauma-informed case management, substance abuse treatment, family reunification, and services for housing, employment, and mental health, all aimed at achieving stable self-sufficiency.



SCHOLARSHIP PROGRAM



TFCF offered its inaugural scholarship program to support women of color pursuing higher education and careers via community college, vocational/technical training, or entrepreneurship through the Black and Brown Opportunities for Profit Center's (BBOP) Business Academy.

These scholarships provided crucial financial access to career development and economic mobility, empowering these women to overcome systemic barriers and build generational wealth.

These educational opportunities help women of color gain in-demand skills, professional certifications, and business acumen that can lead to higher wages, career advancement, and successful business ownership while expanding representation in various industries.

W.I.S.H.

Our Wellness Is Stabilized Housing (WISH) Program addresses housing insecurity for families who are at risk of becoming homeless. We do this by providing rental and utility assistance with clients who are assigned a Case Manager and develop a self-sufficiency plan to maintain stabilized housing.



DRUG & ALCOHOL OUTPATIENT

Addiction extends beyond mere physical dependence on substances. Counseling supports individuals in managing cravings and navigating life's challenges, helping to sustain their progress. This is essential to rebuild confidence, remain clean and sober, and stay on the pathway towards self-sufficiency.

Certified by the State of California Department of Health Care Services, TFCF is certified to provide outpatient alcohol and/or other drug abuse services. We educate our clients on substance abuse, offer counseling to persons with addictions, and use cognitive therapy to help them overcome challenges that they may face. Our clients learn how to build healthy life skills and overcome traumatic experiences to live healthy productive lives.



ADVOCACY AND CIVIC ENGAGEMENT

At TFCF we aim to build advocates that create lasting, positive change. True solutions, instead of temporary fixes. However, just as public policy can be a source of tremendous good, so can it be a destructive force that harms the people and communities our organization serves. That's because when it comes to our mission, the impact of change in public policy is rarely neutral. We understand as agents of change that means that we cannot be neutral, we must advocate!

GET OUT THE VOTE

Get Out The Vote TFCF is dedicated to increasing voter participation and civic engagement in the Inland Region by empowering our community to be the change they want to see.



LEADERSHIP DEVELOPMENT

Leadership Development is designed to help empower our women to be the change that they want to see. Most of these women did not know they had a voice, nor did they know it was their civic duty. The empowerment builds on the strength that these women have and teaches them that they are the best advocates for themselves and their children. Beyond that, they learn the leadership skills that will allow them to, not only take control of their own lives, but also to become leaders in their businesses, neighborhoods and the larger community.



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Performance Summary

3.1 Program Outcomes

3.2 Client Success

3.3 Our Success

PROGRAM OUTCOMES

FY 2023-2024

A total of **706** individuals were served this fiscal year through Time for Change Foundation's housing programs, supportive services and various programs and projects. TFCF received **2,636** requests from individuals and families who sought housing and emergency assistance.

Housing Programs

Emergency Shelters

Time for Change Foundation has served a total of **68** families in our emergency shelter program which consists of our Sweet Dreams home for women and children, Mountain View shelter for single women in Southern CA and Brighter Futures shelter in Northern CA. We served a total of **53** women, **27** children, and **15** men.

TFCF's housing programs provided our clients with:

| | | | |
|---------------|--|---------------|--------------------------------------|
| 11,322 | Hours of Financial Literacy Classes | 5,151 | Hours of parenting education |
| 19,941 | Hours of Life Skills education and application | 11,934 | Hours of Employment Development |
| 16,932 | Hours of Relapse Prevention | 4,131 | Hours of Leadership Development |
| 14,314 | Hours of 12-Step Education | 27,795 | Hours of Case Management |
| 1,122 | Hours of Mommy & Me child bonding sessions | 3,621 | Hours of drug and alcohol counseling |

TFCF transitioned **26** individuals into permanent housing this fiscal year.

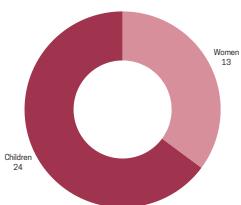
Permanent-Supportive Housing

Homes of Hope

Permanent-Supportive Housing for chronically homeless women and those with children:



Retention Rate



In total, 13 women and 24 children were served.



WISH Program

Through our WELLNESS IS STABILIZED HOUSING (WISH) program which offers community-wide assistance to housing insecure families by providing rental and utility payment assistance, as well as household items, furnishings, transportation support, and children's supplies. TFCF served a total of **187 individuals and families**.

Supportive Services

Family Reunification

5 Children reunited with their mothers out of the foster care system

323 Children unified since TFCF's inception

Licensed Drug and Alcohol program

68 Individuals served

308 Random drug tests

Health and Wellness

146 Medical Linkages

Licensed Therapy

In partnership with Clay Counseling Solutions TFCF provided our families with

239 Individual therapy sessions

38 Family therapy sessions

101 Parenting classes



Supportive Services Cont'd

Leadership Development through civic engagement teaches our clients their roles and responsibilities to society along with voting, taxes, school boards, community volunteerism, and understanding both local and state policy.

53

Individuals Trained

Work 2 Win Employment Development program includes resume development, local job market research, home business opportunities, and career counseling.

162

Individuals Served

TFCF's **Reentry Programs** for formerly incarcerated individuals (FII) are designed to ensure FII are supported with resources that prevent them from returning into incarceration. This year we served a total of 212 FII.

Our reentry programs consist of the following:

Positive Futures II funded by the Substance Abuse and Mental Health Services Administration (SAMHSA) for 5-years (2018-2023). This program provides housing, case management, coaching, family reunification, mentorship and more for formerly incarcerated women

220

Cumulative women served

0%

Recidivism rate



L.E.A.P. - Legal Employment Accessing Profit Project a 3-year program (2022-2024) funded by the Governor's Office of Business and Economic Development. LEAP provides Employment Development Training, coaching, and case management to formerly incarcerated individuals.

203

Cumulative Individuals served

115

Full-time job placements

30

Part-time job placements

70

Legal barriers removed



CLIENT SUCCESS

BEVERLY



Beverly joined Time for Change Foundation in December 2023, after spending much of her life in and out of prison due to drug addiction. Following a six-year prison term, she struggled to reintegrate into society, falling back into old habits. Encouraged by her daughter to seek help, Beverly found her way to Time for Change Foundation.

While at TFCF, she participated in a 12-step program, Financial Literacy courses, Relapse Prevention, and even learned computer skills. Today, for the first time, Beverly is off parole, has her own apartment and is pursuing her college degree with the goal of becoming a substance abuse counselor.

LORENA

Lorena endured a traumatic childhood, being drugged and abused by her father. Growing up in a household where abuse and addiction were the norm, she became an addict without realizing it. By 12, she was drinking and using drugs. At 18, she married but continued her destructive path. After her husband left, Lorena lived with her parents and would leave her kids behind to get her next fix, knowing it was wrong but unable to stop.

Her addiction deepened when she met her fiancé, who was also an addict and later diagnosed with lung cancer. Lorena turned to drugs to cope with his illness and daily life, eventually hitting rock bottom after his death. Homeless and living in a tent on Skid Row with her 6-year-old son, her daughter urged her to get help and connected her with Time for Change Foundation.

Accepted into the program, Lorena and her son were placed at TFCF's Sweet Dreams shelter. She participated in a 12-step program, NA/AA meetings, and courses like Relapse Prevention, Anger Management, and Financial Literacy. Though she doubted herself at times, Lorena remained open-minded and committed to change, gaining confidence and self-love.

Today, Lorena embraces a brighter future with a clear mind and a renewed sense of purpose. She now lives independently with her son in their own apartment, having grown into a stronger, more empowered version of herself. In addition, Lorena generously gives back by volunteering her time at Time for Change Foundation.



BARRY



Barry doesn't remember much about the Watts LA Riot because he was so young, but what he does remember is the constant sounds of gun shots. Much is to be said about being a young black kid amid environmental suffocation, failing schools and lack of investment in the infrastructure of South Central. Like most families trying to desperately escape the mental anguish that accompanies extreme poverty, Barry joined the church where he sang in the youth choir. Church served as a sanctuary and a place where his family could find spiritual comradery.

Wrong place at the wrong time? This is another story of where the justice system fails to deliver for black men in America. Without

any prior negativity or behavior issues at school or at home, Barry became a target for a crime he did not commit. Despite his innocence, he was shepherded through without proper legal defense and found himself sentenced to LIFE in prison. For the next 40 years he would remain vigilante about his story although many disbelieved. Thankfully, organizations like the ACLU, and the Innocence Project who continue to get black men released from prison because they were wrongfully convicted have supported people like Barry.

It was finally discovered Barry was falsely accused. Fighting for Barry until 1997, ACLU turned the case to the Federal Public Defender's office in Los Angeles which resulted in a Federal Judge overturning the conviction in 2016. It took another 7 years for the injustice system to acknowledge his case and on May 10, 2023, Barry was freed after 4 decades. TFCF's Brighter Futures welcomed Barry home on May 31, 2023, he now looks forward to his Brighter Future!

MARIA

Maria Andrade is honored to have received a scholarship through Time for Change Foundation's Scholarship Program, which has significantly impacted her educational journey and empowered her to pursue her dreams.

This opportunity has allowed Maria to make significant strides in her educational journey. The scholarship has helped her pay off a portion of her student loan and purchase essential books. Additionally, it enabled her to enroll in a tutoring course to prepare for the National Board Dental Hygiene Exam.



She plans to pursue a bachelor's degree, which will allow her to obtain an Alternative Practice License. This certification will enable her to make house calls for the elderly and special needs populations, an area where she has recognized a critical shortage of dental hygienists. Her passion for helping others, combined with her strong faith, motivates her to serve the community in meaningful ways, aligning her career goals with her values. Completing this program will not only provide Maria with a sense of personal fulfillment but also offer financial stability for her and her family.

CYNTHIA

Cynthia Martinez came to Time for Change Foundation at rock bottom—struggling with addiction, incarceration, and the heartbreak of losing custody of her children, Michael and Danielle. Desperate for a fresh start, she joined our Positive Futures program, determined to reclaim her life.

TFCF guided Cynthia through rehab, into our Mountain View shelter, and provided therapy, life skills training, and reunification services. Armed with unwavering determination, she achieved the ultimate victory: reunifying with her children.

But Cynthia's story didn't end there. After graduating from the program, she moved into our Homes of Hope

Permanent Supportive Housing. Today, she's 4 years sober and thriving as the housing manager of the very community she calls home. Her children are thriving too, with her daughter recently winning an award for "most improvement" at school.

Cynthia's incredible journey is proof that with courage, determination, and support, transformation is possible. We're honored to stand beside her as she builds a bright future for herself and her family.



TIARA



Tiara's journey before joining the LEAP program was marked by stress and uncertainty. Struggling financially and grappling with the daunting idea of returning to work, she found herself caught in a cycle of worry. The thought of taking on new responsibilities felt overwhelming, especially after facing repeated rejections due to her background, despite being qualified for the roles she sought. This lack of resources stifled her motivation, leaving her feeling insecure and adrift. However, everything changed when she connected with the LEAP program, which offered the support and encouragement she desperately needed.

The LEAP program transformed Tiara's outlook on life and work. With the guidance of Mrs. Lisha, she set achievable

goals and rediscovered her potential. For the first time in a while, she felt empowered and motivated. The supportive environment allowed her to celebrate her accomplishments, no matter how small, which reignited her desire to succeed. The greatest milestone came when she completed her first day of work, an achievement that filled her with pride and excitement. Today, Tiara thrives in her job, viewing even the most stressful days as far less daunting than the struggles of her past. With gratitude for the LEAP program and the mentorship she received, she is motivated to provide exceptional service and extend grace to others, embodying the very support that helped her rise.



ROSE

Rose Hart's culinary journey began in the humble setting of her church, where she first sold plates filled with her delicious home-cooked meals. Each Sunday, as the fragrant aroma of her dishes wafted through the congregation, she knew she was onto something special. However, it wasn't until she connected with the Black and Brown Opportunities for Profit (BBOP) Center that her passion for cooking began to transform into a thriving business. With BBOP's support, Rose gained the resources and mentorship she needed to refine her skills, develop a business plan, and build her brand.



Now operating as a catering company, The Element of Taste, Rose has seen her small venture blossom into a sought-after service in her community. Her catering business is now in high demand, serving large businesses, court systems, and school districts. No longer just an idea, her culinary dreams have taken flight, showcasing her creativity and dedication to excellence. Rose often reflects on how BBOP has been a godsend in her journey, providing her not only with essential tools and training but also with the confidence to step into her role as an entrepreneur. With every plate she serves, Rose celebrates her growth and the delicious success that comes from her hard work and the support of a community that believes in her.



OUR SUCCESS

To determine if the fiscal year is successful, Time for Change Foundation evaluates budget performance against program achievements, the number of clients served, and their accomplishments. As a non-profit, we concentrate on three key areas:

Thriving Communities

At TFCF, we believe that thriving communities are built on the foundation of empowerment, opportunity, and support. Through our innovative programs and services, we help individuals and families overcome barriers to self-sufficiency, paving the way for economic prosperity and holistic well-being. By providing housing, workforce development, and other critical resources, we aim to uplift not just individuals, but entire communities—creating a ripple effect of positive change that enables everyone to thrive.

Affordable Housing/ Community Development

Affordable housing is essential to the growth and stability of communities. By ensuring access to safe, affordable homes, we create the foundation for economic development, workforce participation, and healthier families. Time for Change Foundation is dedicated to developing housing solutions that not only provide shelter but also support long-term community growth and well-being. Through these efforts, we foster stronger, more resilient neighborhoods where everyone can thrive.

Entrepreneurship

Entrepreneurship is a powerful tool for creating economic independence. Through the Black and Brown Opportunities for Profit (BBOP) Center, we provide women of color with the resources, mentorship, and support they need to build, grow, and scale their businesses. By fostering entrepreneurial success, we help break down barriers and create opportunities for wealth generation.



4

Black and Brown Opportunities for Profit (BBOP) Center

4.1 Annual Accomplishments

4.2 BBOP In the Press



BLACK AND BROWN OPPORTUNITIES FOR PROFIT

The Black and Brown Opportunities for Profit (BBOP) Center eliminates racial and gender systemic inequity by providing a protected environment where women entrepreneurs have access to what's needed to build, grow, and scale profitable businesses.

Our hybrid program, BBOP Business Academy, consists of three phases – BUILD, GROW, and SCALE – and is specifically designed to empower women with the tools, strategies, and support needed to bring innovative ideas to market, grow a business, and advance a product or service.



BBOP operates on four foundational pillars:

01. Access to Capital

BBOP provides seed money for startups, offering essential support to help businesses get off the ground. Entrepreneurs also gain access to angel investors, opening doors to valuable funding opportunities. Additionally, we offer technical assistance for applying to grants, microloans, and State Small Business Credit Initiative (SSBCI) funds, ensuring businesses have the resources they need to succeed.

03. Access to Technology

The BBOP Center is a cutting-edge entrepreneurship hub equipped with a Fiber Optic Network, high-speed unlimited Wi-Fi, laptops, iPads, printers, and telecommunication rooms to support innovation and productivity.

02. Access to Information

The BBOP Business Academy Incubator & Accelerator Programs feature the BUILD, GROW, and SCALE modules, covering essential topics such as business formation, fast-pitch training, budgeting, marketing, branding, and more.

04. Access to Networks

Offers an array of mixers, networking forums, conferences, and business summits, all hosted at the BBOP Center.

Annual Accomplishments

Time for Change Foundation's **Black and Brown Opportunities for Profit (BBOP) Center**, a high-tech, state-of-the art economic HUB, provides access to the tools, strategies, and support required to build a business.

Over this last year, the BBOP Center achieved the following:



104

BBOP Business Academy women served

100

Women received a scholarship

\$100K

In direct seed monies to BBOP students

\$270K

In scholarships to participate in the BBOP Business Academy

10

New Venture Capitalist Partnerships

\$120M

Total investment capacity

\$50K

Capital investment into a black women's VC Fund

4

Collaborative Business Mixers

10,000 square feet, 14 offices, shared workspaces, child care center, conference rooms and state of the art technology.



Featured in the following press:



KVCR | 91.9 npr



VoyageLA



Forbes

THE SUN



LA WEEKLY

Redlands Daily Facts

Precinct Reporter Group



THE PRESS-ENTERPRISE



5

Financial Overview

5.1 Assets

5.2 Liability & Equity

FINANCIAL RESULTS

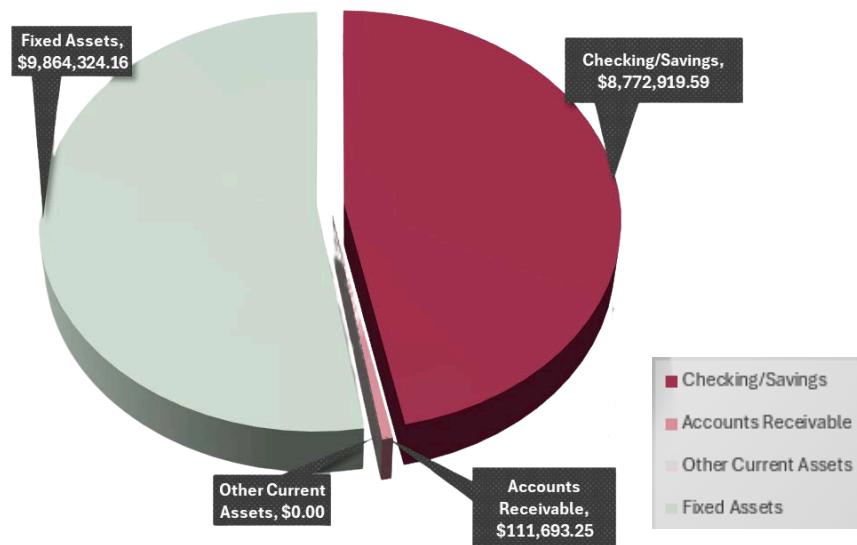
Financial Fiscal Year 2023-24 - Assets

ASSETS

As of June 30, 2024

| | |
|----------------------|-----------------|
| Checkings/Savings | \$8,772,919.59 |
| Accounts Receivable | \$111,693.25 |
| Total Current Assets | \$8,884,612.84 |
| Fixed Assets | \$9,864,324.16 |
| Total Assets | \$18,748,937.00 |

Total Assets - \$18,748,937.00





FINANCIAL RESULTS

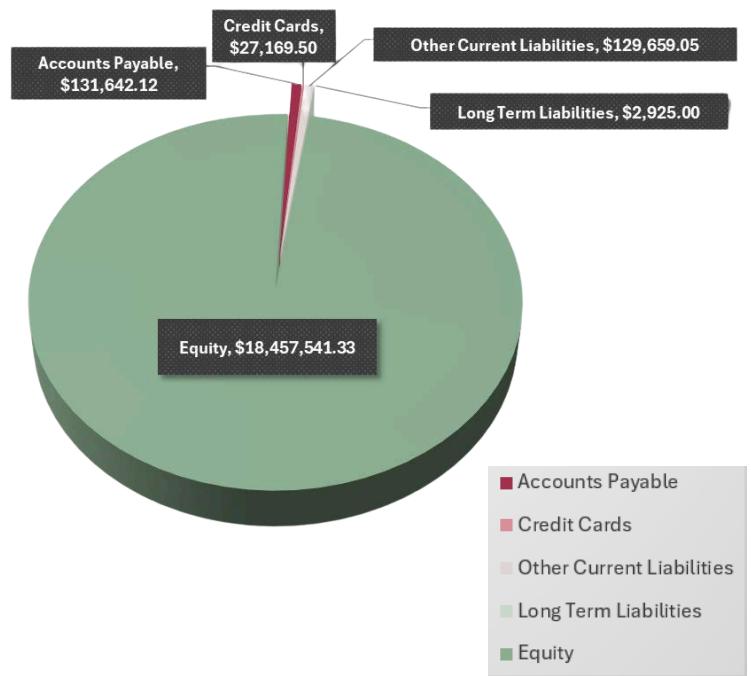
Financial Fiscal Year 2023-24 - Equity

LIABILITIES & EQUITY

As of June 30, 2024

| | |
|----------------------------|-----------------|
| Accounts Payable | \$131,642.12 |
| Credit Cards | \$27,169.50 |
| Other Current Liabilities | \$129,659.05 |
| Total Current Liabilities | \$288,470.67 |
| Long Term Liabilities | \$2,925.00 |
| Total Liabilities | \$291,395.67 |
| Equity | \$18,457,541.33 |
| Total Liabilities & Equity | \$18,748,937.00 |

Total Liability + Equity = \$18,748,937.00



6

Highlights

- 6.1 Mission, Vision, and Brand Transformation
- 6.2 “Waking up to my Purpose”
- 6.3 22nd Annual Awards Gala



MISSION, VISION, AND BRAND TRANSFORMATION

A Fresh Look for a Growing Mission



TIME FOR CHANGE FOUNDATION

Refining Our Purpose

With our new logo, we proudly introduced an updated mission and vision that reflect our expanded impact and deepen our commitment to empowering underserved communities. Our mission is to drive economic prosperity and holistic well-being through groundbreaking projects, with housing and economic development as the foundation for helping individuals reach their fullest potential. Our vision is bold—disrupting historical biases and placing women and men of color at the forefront of transformative change, utilizing data-driven innovation to build equitable, thriving communities. These updates reaffirm our dedication to creating opportunities for education, employment, and civic engagement, empowering families to achieve resilience and self-sufficiency in inclusive, supportive environments.

This year, Time for Change Foundation unveiled a new logo and tagline: "Rising like the sun, so others can shine." The refreshed brand reflects our continued commitment to empowering individuals and communities on their journey toward economic prosperity and holistic well-being. As our services have expanded, including now helping men, this new visual identity symbolizes hope, growth, and the bright futures we work to create. With this update, we aim to reinforce our mission and ensure that our message resonates across all the communities we serve.



WAKING UP TO MY PURPOSE

Founder, Kim Carter-Tillman shares her life journey in her memoir "Waking up to my Purpose."

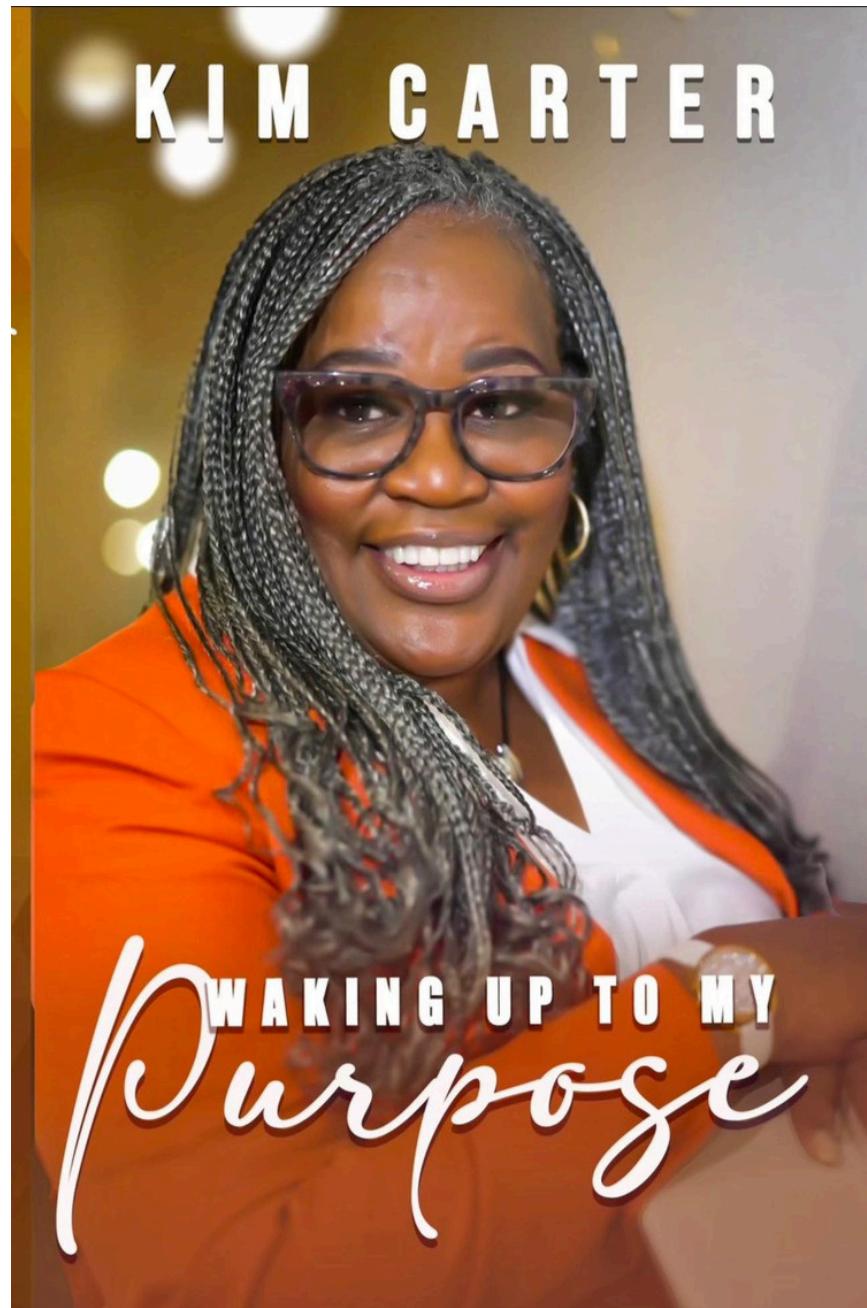
Her hope is that you will find a connection so deep that the little girl or boy in you will speak up.

This book is about Recovering, Repairing, Repaying and Rejoicing.

When you purchase this book, you are DOUBLING your impact. Half of all the proceeds go directly to benefit Time for Change Foundation.



Scan the QR code to purchase



22ND ANNUAL AWARDS GALA



Time for Change Foundation's 22nd Annual Awards Gala, held on Friday, April 19th, 2024, was a night to remember, filled with heartfelt moments and powerful tributes to those who have dedicated their lives to uplifting our communities. This prestigious event honored individuals and organizations who have gone above and beyond in making a lasting impact on others.

Award honorees included: Bobby Wagner, football player of the NFL, with the Philanthropist of the Year Award; Laurena Bolden at San Manuel Band of Mission Indians with the Community Champion Award; Dr. Rita (Faridah) Ali from We 2 Matter with the Humanitarian Award; Rev. George Lamb at F.A.C.C.T with the Lifetime Achievement Award; Kellie Todd Griffin at CA Black Women's Collective with the Michelle Obama Courage Award; Pastor Craig Hadley from Paradox Church with the Nancy Varner Angel Award; Dawn Downs CEO of Symbiosis with Businesswoman of the Year Award; and Rialto ROTC with the Ramos Family Spirit of Compassion Award.

Time for Change Foundation's 22nd Annual Awards Gala was not only a celebration of these remarkable individuals but a testament to the enduring power of giving back. Each honoree has touched lives and inspired hope.

DR. KIM CARTER-TILLMAN HONORED WITH DUAL DOCTORATE DEGREES

Dr. Kim Carter-Tillman, founder of Time for Change Foundation, was awarded two honorary Doctorate degrees in Divinity and Humanities, recognizing her transformative impact on underserved communities. The Doctorate in Divinity honors her compassion-driven leadership and commitment to fostering environments where individuals can heal and thrive. The Doctorate in Humanities highlights her tireless advocacy for justice and systemic reform, which has empowered countless individuals through programs addressing housing, economic development, and self-sufficiency.

Under Dr. Kim Carter-Tillman's leadership, Time for Change Foundation has expanded its impact, providing vital tools and resources to help women, men, and children achieve self-sufficiency and economic prosperity. Her journey from adversity to leadership has sparked a movement of empowerment, transforming countless lives and communities. These accomplishments reflect her unwavering commitment to fostering resilience, equity, and meaningful change for generations to come.



7

Partners and Supporters

7.1 Coalitions

7.2 Partners

7.3 Our Supporters



COALITIONS

INLAND REGION HOUSING JUSTICE COALITION

The Inland Regional Housing Justice Coalition, formed in 2019, advocates to ensure equitable access to fair and barrier-free housing and for housing solutions that are inclusive of all underrepresented/underserved communities, including central and rural communities. Community engagement and mobilizing those most impacted by housing insecurities and homelessness are at the core of our mission.

JUST SAN BERNARDINO

Just San Bernardino (Just SB) is a coalition of organizations developing a plan that actively addresses the conditions that have led to San Bernardino's consistently high rates of poverty, unemployment, underemployment, low wages, eviction and other key indicators of economic health through a grassroots lens.

CA BLACK POWER NETWORK

The California Black Power Network is a united ecosystem of Black grassroots organizations throughout the state of California working together to change the lived conditions of Black Californians by dismantling systemic and anti-Black racism.

ONE FAIR WAGE

One Fair Wage is a national organization of nearly 300,000 restaurant and service workers, nearly 1,000 restaurant owners, and dozens of organizations nationwide all working together to end all subminimum wages in the United States and raise wages and working conditions in the service sector in particular. One Fair Wage policy would require all employers to pay the full minimum wage with fair, non-discriminatory tips on top, thus lifting millions of tipped and subminimum wage workers nationally out of poverty.

REFORM ALLIANCE

REFORM Alliance aims to transform probation and parole by changing laws, systems and culture to create real pathways to work and wellbeing. Our partnership seeks to elevate the stories of those being directly impacted by the criminal justice system's punitive policies that continue to discriminate against people of color.



PARTNERS



BANK OF AMERICA



Community Action Partnership
of San Bernardino County



A Professional Corporation



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Alexis Felbright
Alyssa Perez
Amazon ONT2
Amazon SBD2
Amber Reed
Amy Houlihan
Amy Webb
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Andrea R Morris
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Ani Reece
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Anthem Blue Cross
Arthur & Eloise Liggins
BANC of California Foundation
Barbara Bloom & Associates
Bayshore Global Management
Benjamin Mathes
Benjamin Shuler
Bill Lemann
Black Chamber Of Commerce Inland Empire
Blessed Ministry
BLU Educational Foundation Dina Walker, President
Bonita Morgan
Brenda Dowdy
Britney Croom
Brooke Thomas
Bruce M. Taylor
Burrietta White
CA Black Women's Collective
Empowerment Institute
Cafe Oraganix
Cal State University AMSA
Candishay Crenshaw
Cara Hoffman
Carla Rayacich
Carlton
Carmella Harvey
Catherine Hardwicke
Catherine's Heart
Cedar House Jamie Lamb, CEO
CEEM
Chaffey Federal Credit Union
Chantell Mesha
Charles Arecio
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Chia-Chi Lin
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Christal Scott
Christina Nobriga
Christine Brigagliano
City of San Bernardino
Claudia De La Cruz-Perez
Clay Counseling Solutions
Clear Essence Cosmetics
Connie Leyva
Costco Wholesale Corporation
Crown Wigs & Beauty
CSRI
Curt Hagman
Cystal Corona
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Dale Marsden
Dallas Jewish Community Foundation
Dan Floriani
Daniel Amitin
Daniel L. Tilton
Danielle Oehlman
David Ambroz
David Cutler-Kreutz
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Dawn Downs
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Delena Zimmerman Therapy
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Dottie Bryant
Drew Granzella
Dr. Sunil Aurora
Ealena Callender
East Bay Community Foundation
Eddie Hassell
Elaine Zucco
Ellie Dorman
Eloise Reyes
Emily Honig
Erika Mann
Erin & Tobin Brinker
Faith Elizabeth Fuller
First 5 - San Bernardino
Fred G
Friends of Santa Clause Inc
From The H'ART Productions
Garield Pennix
Garrett Nelson
Genaro Corona
Genaro Corona
George SanMartin
Georgette Roybal
Gina Miller
Girl Scout Troop #1282
Gladis Arechiga
Goldamity Insurance Elvia Rodriguez
Grant Haugen
Gregory Fields
Hailey Hopper
Haniyyah Mubashshir
Hannah Baldwin
Hanni Bennet
Harvest LLP
HD Supply
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Hilda Kennedy
Hillel & Rita Cohn
Home-Aid Inland Empire
Hye-Young Chung
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Jackie Mikesell
James & Teresa Ramos
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Janeisha Hale
Jennifer Tilton
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Laticia Conerly
Laura Manyweather
Laura Varela
Leslie Kautz
Lillian Vasquez
Linda Fabre
Linda Lindsey
Lisha Smith
Lola R Cromwell
Loretta McDowell
Los Osos Key Club
Luke Rabelhofer
Lutheran Women's Missionary League of Faith Lutheran Church
Luvina Beckley
Madeline R. Tykeson
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McNabb Foundation
Melissa Koss

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Network for Good
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Safety Employees' Benefit Asso.
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District
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Sherrelle Clausell
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Tiffany Kim
Tiffany Thiel
Toni Rose
Tricia Sigler
Two Guys Pasta and Pizza
Tykeson Family Charitable Trust
United Way California Capital Region
US Bank JR Raines
Valeria Arias
Valorie Brinker
Vanessa Drofycz
Veronica Robledo
Vicki Lobo
Wallace Herbert
We 2 Matter
Wilkes, JoAnn
Willman Associates Incorporated DBA
Management Technologies General
Account
Wilson Wun
WPW Foundation







**TIME FOR CHANGE
FOUNDATION**

**RISING LIKE THE SUN SO OTHERS
CAN SHINE**

THANK YOU

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