

Climb
W Y O M I N G

35
YEARS

SHINE ON

35TH ANNIVERSARY PROGRESS REPORT

LIGHTING THE WAY FOR GENERATIONS TO COME

DEAR FRIENDS,

As Climb Wyoming marks 35 years of igniting the power and resilience of single moms, I want to thank you for being part of the journey. I am so grateful for your commitment to bringing hope and light to Wyoming families.

Dr. Ray Fleming Dinneen founded Climb because she believes that single moms living in the hopelessness of poverty already hold their true gifts. For moms to shine, they need someone to listen to them and believe in them as they work toward meaningful employment. I couldn't agree more. The women you'll read about in this report are smart, talented, and motivated, and they've responded with courage to the many challenges the past year has thrown their way. They make Wyoming's workforce, and our communities, stronger as they move their families from surviving to thriving.

Ray's vision and values shine on as she steps away to share her expertise with entities around the country working with families in poverty. I am incredibly honored to become Climb's CEO, with Molly Kruger serving as COO. Between us, we have more than 20 years of combined experience at Climb and have seen firsthand how the program changes lives.

We wouldn't have this transformative program without people like you who've said "yes" to women working hard to be the best moms they can be for their children. Thank you for believing in our work—your support will shine on for years to come.

Sincerely,
Katie Hogarty
Climb Wyoming CEO



Climb Wyoming Chief Operating Officer Molly Kruger, founder Dr. Ray Fleming Dinneen, and Chief Executive Officer Katie Hogarty

YOUR SUPPORT
WILL SHINE ON FOR
YEARS TO COME.

35 YEARS OF IMPACT: CHANGING POVERTY IN WYOMING

In 1986, Dr. Ray Fleming Dinneen was finishing her doctoral degree in psychology. She started Climb Wyoming that year as a summer program for teen moms in Cheyenne. Today, that vision has expanded to six sites and has reached every county in Wyoming. As Climb has spread across the state and received national recognition for its very strong outcomes, the number of impacted families has grown exponentially...and poverty now looks different in Wyoming.



10,000 families and 20,000 kids have been impacted during the past 35 years

Climb has offered **250 different training programs** in industries that meet Wyoming's workforce needs

The State of **Wyoming has saved \$117 million** over the past 35 years from decreased dependence on public assistance programs among graduates¹



During the pandemic,
half of single moms didn't know
how they would feed their kids.²

**WYOMING LOST CLOSE TO
30,000 JOBS DURING COVID-19³**

Angela, pictured here with three of her sons, says her family experienced high levels of stress when she lost her job during the pandemic.

CARRYING THE BURDEN

Single Moms Hit Hardest by Pandemic

Before COVID, Angela had a great job with a family-friendly schedule—but she was laid off when the pandemic forced her employer to close.

“I was feeling pretty broken,” says the mother of four boys. “It felt like I was going through the motions of life.

I found a restaurant job but wasn't home at night, so my kids were making sacrifices. I remember that I couldn't buy my son football shoes.”

Angela wasn't alone—nationwide, single moms have carried the burden of the

pandemic, suffering more than any other household type from job loss, food insecurity, and lack of child-care options.

The toxic stress of poverty—feeling scared, juggling hard decisions, being hungry—dramatically impacts how the brain functions.

The single moms who come to Climb are under such high levels of stress that it has impacted their emotional regulation, planning, and decision-making abilities, which creates barriers to work readiness and success.

Angela has seen firsthand how stress also impacts children. “Kids like routines and schedules. They don't always understand why, but it's important,” she says. “I don't

have the luxury of having another person to help. When things are stressful at home, you can definitely see it in the way kids act.”

Angela found a stable job for her family after completing Climb's Commercial Driving training in the Sweetwater Area. She's now a driver with FedEx, earning \$29/hour plus mileage bonuses. For the first time, she has paid holidays, medical and dental insurance, and a retirement plan. And she can re-establish structure and stability for her family.

“I light up when I talk about my kids,” Angela says. “I'm thrilled to be showing them that you have to work hard for all good things that happen in your life.”

BUILDING JOB SKILLS

Training Program Innovates in Uncertain Times

Tammara, a mother of three, graduated from Climb's Medical Assistant training in Casper this

year. Climb adapted her program to offer virtual group and individual counseling, parenting classes, and mock interviews.

Clinical classes that required practicing hands-on skills, like drawing blood or learning specialized medical software, were taught in person with masks and other safety precautions in place.

In response to the pandemic, Climb has leveraged and adapted the best of our tools developed over the past 35 years to continue job trainings for Tammara and other Wyoming families that need us. "I graduated from high school in 1989, when there was no such thing as the internet," says Tammara, who is 50 and worked in food service for more than a decade before Climb. "When I started the program and sat in front of a computer for the first time, I thought, 'I really have to use one of these things?'"

"I'm absolutely where I'm supposed to be because Climb was there for me this past year."

When Tammara needed some extra support partway through the program, she was glad

that her group connected virtually with each other and Climb's therapist each week. This structure helped her build the

executive functioning skills she needed to be successful on the job. "With the group's support," Tammara says, "I moved through it."

Today, you'd never guess that Tammara was intimidated by technology. She's in her Climb job placement as a Medical Assistant in Behavioral Health at the Community Health Center of Central Wyoming, where she uses her new computer skills to check in and schedule patients, prep charts, and update records.

"I'm absolutely where I'm supposed to be because Climb was there for me this past year," she says. "Behavioral health is so important, and people are really hurting right now. I'm so grateful that I have the job skills to help."



Tammara's job training maintained core elements of Climb's model developed over the past 35 years while innovating in new ways to provide services during the pandemic.

THE CLIMB PROGRAM MODEL: 35 YEARS IN THE MAKING



**PRE-PROGRAM
STABILIZATION**



GRADUATE SERVICES



97%

**GRADUATION
RATE IN 2021**

WORKING FOR WYOMING

Moms Make Our Workforce Stronger

“When I came to Climb, I had reached a point where I felt really stuck,” says Roxanne. “I’d say my light was completely extinguished.”

Pregnant as a teenager, Roxanne left high school early and was a stay-at-home mom for several years, raising three kids. When her family situation changed, “I didn’t have anyone to fall back on,” she says. “I didn’t have anywhere to go. I felt like a failure at life because I didn’t know what direction I was going in.”

After graduating from Climb’s Office Careers training in the Teton Area two years ago, Roxanne began her job placement as an Administrative Associate with the Jackson Hole Land Trust. She has since been promoted to Advancement and Operations Manager for the nonprofit.

“If it weren’t for Climb, I know I wouldn’t have landed the job I did,” Roxanne says.

Like many parts of the country, Wyoming faces serious staffing shortages that Climb graduates like Roxanne are filling in communities throughout the state.

“It’s just had a mass ripple effect on everything,” says Roxanne of the Climb program and her new career. “My self-confidence is something I haven’t had in a long time. I’m paying bills. I’m putting money in savings. I’m able to buy my kids shoes, clothes, or whatever they need. I couldn’t be more grateful and honored for my job.”

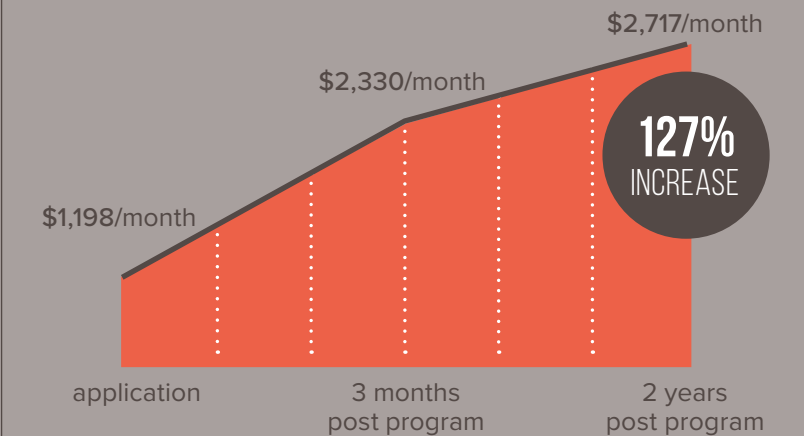


Over the past 35 years, **81% of graduates** who were using food stamps before Climb **decreased their dependence** two years later.



“I’M PAYING BILLS. I’M PUTTING MONEY IN SAVINGS. I COULDN’T BE MORE GRATEFUL AND HONORED FOR MY JOB.”

UPWARD GROWTH IN THE WORKFORCE: GRADUATE WAGE PROGRESSION



Climb has received national attention for the dramatic increase in wages that participants experience, including recognition from former United States Department of Agriculture Under Secretary Kevin Concannon as “one of the best programs in the country” for moving families to self-sufficiency.⁴

Roxanne is one of many Climb graduates filling jobs in Wyoming’s workforce during a critical labor shortage.



Allison Perry, an Assistant Director of Nursing, has hired several Climb graduates to work as CNAs in her long-term care facility.

FEATURED EMPLOYER PARTNERSHIP

A Win-Win for Families and Employers

“This field of nursing is close to my heart, and having the ability to help other people find this career is something I’m passionate about,” says Allison Perry, Assistant Director of Nursing at the Legacy Living and Rehabilitation Center in Gillette.

“A lot of people are leaving healthcare, and it’s really hard to find employees right now,” she adds. “Having the Climb program and the women who want to make it a career is extremely valuable for this community.”

“Having the Climb program and the women who want to make healthcare a career is extremely valuable for this community.”

Allison has hired multiple Certified Nursing Assistant Climb graduates. She says the follow-up and continued support that Climb provides during a job placement has been critical, especially to support a new employee as she transitions into healthcare.

“As an employer, I really value that Climb is teaching more than a trade—the program provides so many important life skills, too. And those definitely show up in a way that strengthens the care we provide to our residents.”

THANK YOU TO OUR RECENT EMPLOYERS FOR CONTINUING A PARTNERSHIP THAT HAS STRENGTHENED WYOMING FAMILIES FOR 35 YEARS.

CASPER

71 Construction
All About Family
Casper Cardiology
Casper Medical Imaging
Casper Mountain Rehabilitation and Care Center
Central Wyoming Skin Clinic
Community Health Center of Central Wyoming
(Edgewood) Meadow Winds Assisted Living
Gastroenterology Associates
Optimal Physical Therapy
Outpatient Radiology
Shepherd of the Valley Healthcare Community
Sterling Surgical Center
Wyoming Behavioral Institute
Wyoming Food Bank of the Rockies
Wyoming Health Fairs
Wyoming Medical Center

CHEYENNE

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Aspen Wind Assisted Living
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Cheyenne VA Medical Center
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NADA
Pathways Counseling
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Quality IV Care
Rostad Law LLC
Spring Wind Assisted Living
Stitches Acute Care
Tungsten Parts Wyoming
Wyoming Analytical Laboratories - Laramie
Wyoming Women’s Business Center

SWEETWATER AREA

Able Hands
Best Home Health
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Deer Trail Assisted Living
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Mission at Castle Rock
PMG Vegetation
R&D Sweeping
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The Turning Point
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Vertical Harvest
Wells Fargo - Thayne

Climb graduates like Kimberly (top) and Lisa (bottom) receive ongoing support after being placed in a job to support long-term success.



Over the past 35 years
91% GRADUATES EMPLOYED
full-time post program



FINDING THE WAY

“Living at the bottom was definitely where I was at for a long time,” Heather, a graduate of Climb’s Commercial Driving program in 2015, recalls of life before the program. “At 24, I’d just gotten out of prison having absolutely no self-worth. Doing drugs, stealing just to make a living.”

Heather’s Climb job placement got her started as a driver for 4 Quarters Excavation in Cheyenne. She has since received several promotions and is now an estimator and project manager for the company.

Heather says her steady career progression has completely changed her life, from giving her the opportunity to buy a house and own a vehicle, to having the resources to support her autistic son. “My son has just blossomed since I have this stable job. He is such a bright, intelligent, busy boy. I have the highest hopes for him.”

YOUR RETURN ON INVESTMENT

Six years ago, Climb invested \$18,600 to train Heather. She has since had 4 promotions and earned \$239,983 in additional wages (a 6-year ROI of 13:1). When she reaches retirement at age 65, Heather will have earned \$1,600,000 in wages made possible through your investment in Wyoming families.

YEAR ONE ROI:
2:1

2015

6-YEAR ROI:
13:1

2021

RETIREMENT **\$1.6 MILLION**

Wages Heather will earn between Climb graduation and an estimated retirement at age 65

2046

LIFETIME ROI OF GRADUATES HIRED BY HEATHER:
541:1

PASSING THE LIGHT

Since 2015, **Heather has hired 6 other Climb graduates** to work as truck drivers at 4 Quarters Excavation.

Together, these 6 moms will earn an estimated **\$8.5 million in wages** before retirement, with a combined **lifetime ROI of 541:1**.



35 YEARS

By the Numbers

\$117 MILLION saved by the State of Wyoming from **decreased dependence on public assistance** programs among graduates¹

487,025 hours of on-the-job **training** through work experiences

20,000 children **impacted** – equivalent to Wyoming’s sixth largest city

44 MILLION hours of **work** contributed to Wyoming’s economy by Climb graduates

51% of **graduates** report **reduced levels of anxiety**



Since graduating from Climb, Haley purchased a home and is enrolled in nursing school.

SHINING ON

The Future is Bright for Wyoming Families

“It’s wonderful. It makes my heart so warm,” says Haley of the way her life has changed since graduating from Climb four years ago.

“It opened a lot of new doors for me and taught me to be gentler, understanding, and patient with myself.”

Her life looked different before Climb. “I would take my son to school and then go and wait tables during the day, so I was just go-go-go. I was tired of working two jobs, I was tired of struggling.”

After completing Climb’s Intro to Medical Careers training in Laramie, Haley worked as a Certified Nursing Assistant at long-term care facilities. She’s now in nursing school.

“Being in nursing classes makes me realize that I am on the right path,” Haley says. “I love it so much! I can’t explain how

thankful I am for the support of Climb.”

“Climb isn’t just about getting a job, it’s about helping those qualities inside of you shine.”

Haley recently purchased her first home, a place where her two young boys can play in the large back yard and ride bikes through a friendly, tree-lined neighborhood.

“CLIMB ISN’T JUST ABOUT GETTING A JOB, IT’S ABOUT HELPING THOSE QUALITIES INSIDE OF YOU SHINE.”



Your gifts help Climb leverage additional funding so that every dollar is more than doubled to help **Wyoming families overcome poverty.**

2021 EXPENSES

Program 81%
Management and Support 11%
Fundraising 8%

2021 REVENUE

Public Funding 60%
Federal • County • City
Private Funding 40%
Individual • Corporate • Foundation • Investment and Other Income



SUSAN AND DOUG SAMUELSON, FUNDING FUTURES GIVING SOCIETY

“When I was teaching, it seemed like single mothers had such an uphill battle to earn a living wage and also be there for their kids like they wanted to. We love supporting a program that builds up women with the skills to do both. Once kids see their mothers succeed, it opens up a whole world of opportunities.”

- Susan Samuelson

THANK YOU INVESTORS

In Our 35th Year, You Are Helping Families Shine On

Fiscal Year 2021 Investors (October 2020–September 2021)

FUNDING FUTURES GIVING SOCIETY DONORS — multi-year pledges that contribute to our stability and help us plan ahead

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in memory of her best
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friends forever
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Katrina is one of many graduates who are filling critical transportation positions in Wyoming's workforce, with high-paying careers that will change their families' lives.

All mothers
All women making a difference
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Val Arias
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Meagan Baker
Erin Barkley

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SOURCES:

- Wyoming Department of Family Services, Wyoming Department of Health-Medicaid, Wyoming LIHEAP FY2017 State Profile, U.S. Department of Housing and Urban Development
 - U.S. Census Bureau
 - Wyoming Department of Workforce Services, Wyoming Labor Force Trends, July 2021
 - Wyoming Tribune Eagle, September 2016
- * All remaining data is self-reported by participants.

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