



MOMENTS

THAT CHANGE LIVES —

Climb

W Y O M I N G

PROGRESS REPORT 2022



“Right before my eyes,
a life had changed
through Climb’s very
intentional model.”



Watch a video to learn
more about Katie’s
Climb moment.

DEAR FRIENDS,

My Climb Wyoming “moment” came more than a decade ago.

I spent the previous part of my career as an attorney and policy analyst for the Wyoming Governor’s Office. I loved shaping policy that had a positive ripple effect on Wyoming families and communities, especially those most in need.

On my first day working at Climb, I met a group of moms who were preparing for commencement. There was sudden excitement in the room—one of the moms had just been offered a great job as a medical office receptionist.

She was thrilled...but worried about childcare. The other moms immediately jumped in and, within minutes, they helped find childcare solutions for her entire first month on the job.

Right before my eyes, a life had changed through Climb’s very intentional model, which combines a psychologically informed environment with the power of working together in a group. Today, all these years later, she has received several promotions, including the position of office manager.

When I share moments like this with leaders and policy makers, I feel so proud to represent an organization unique to Wyoming that’s changing lives in our communities while informing best practices for families in poverty across the country.

As you read about more Climb moments in this report, it’s striking to think how they all come together to make stronger families, healthier communities, and a brighter Wyoming.

Thank you for making life-changing moments possible!

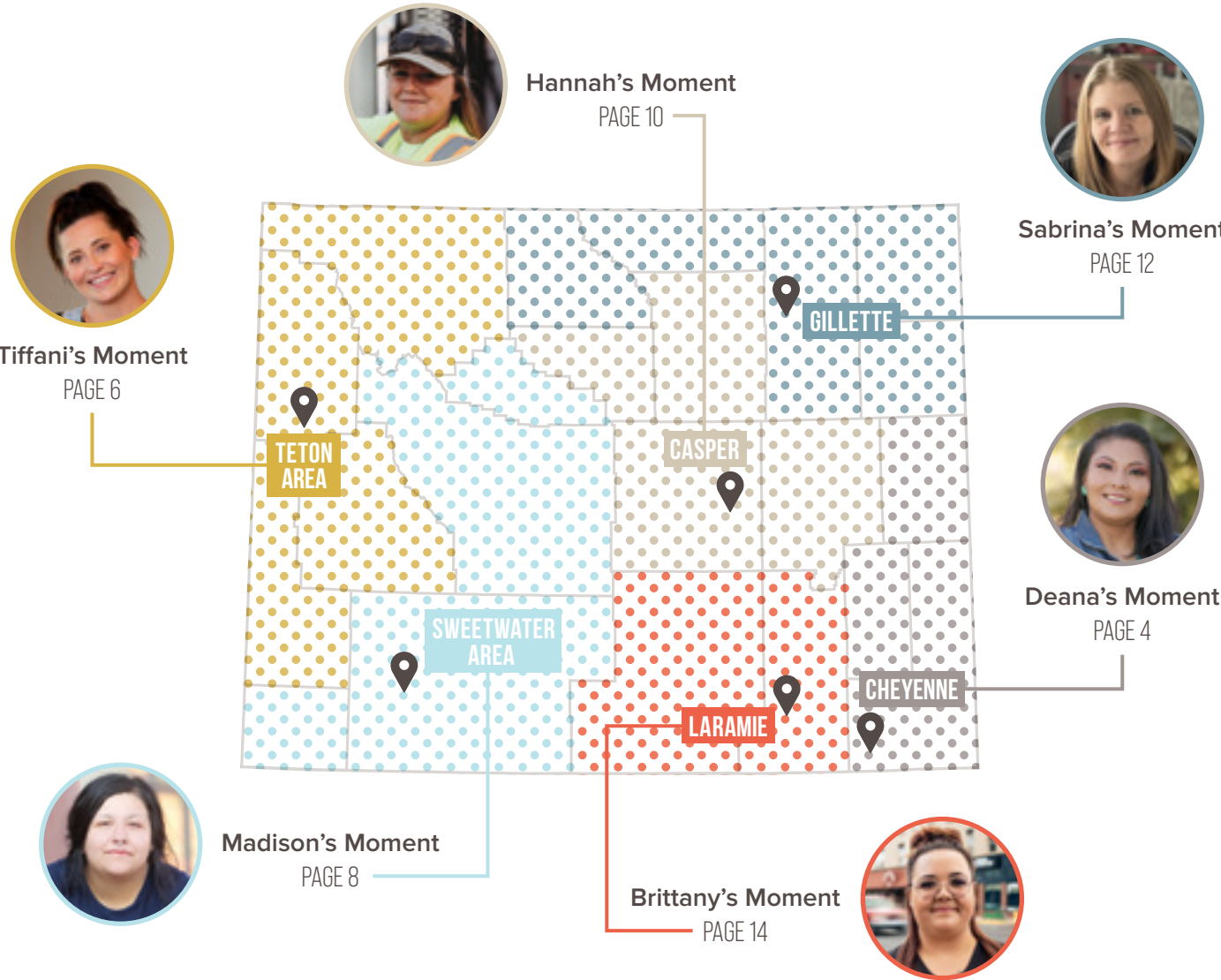
With gratitude,

Katie Hogarty
Chief Executive Officer
katie@climbwyoming.org

MANY MOMENTS MAKE A BIG IMPACT

At Climb, single moms living in deep poverty find support from the first moment they connect with us through their journey to reach financial self-sufficiency as professionals in the workforce.

These individual moments of success and triumph change their families’ lives and have a collective impact on our communities...and the entire state of Wyoming!

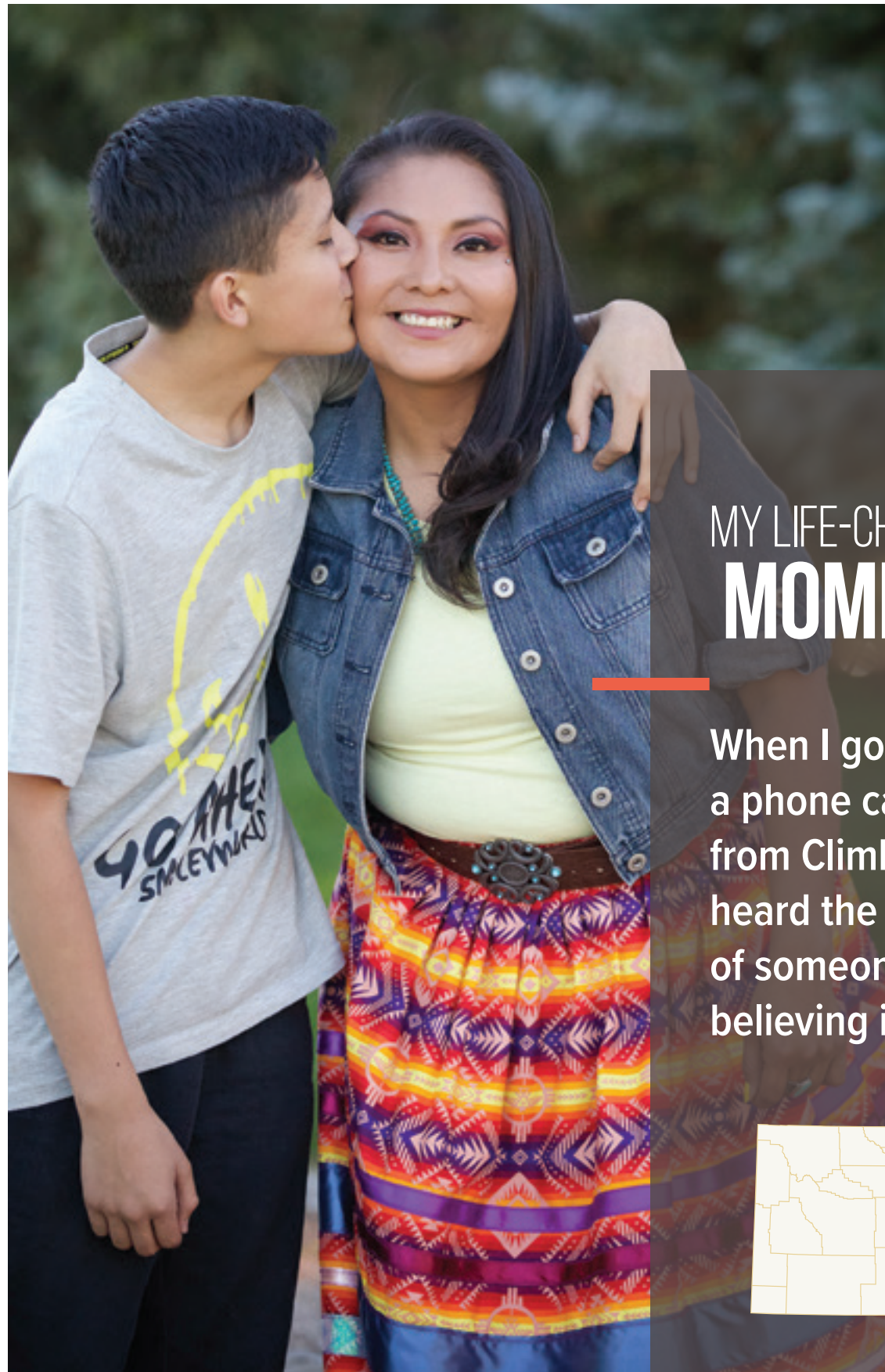


2022

Climb reached moms in
**all of Wyoming’s
23 counties**

**1,250 moms
and 2,500
children** served

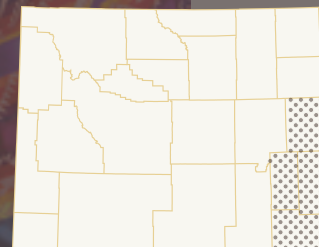
Climb participants
achieved a **98%
graduation rate**



Deana received comprehensive pre-program support that has allowed her to be in a better place for her three kids, including son Edmond.

MY LIFE-CHANGING MOMENT

When I got a phone call from Climb and heard the voice of someone believing in me.



“Climb helped me take all these little steps that eventually amounted to the very big moment of me being ready to do the program.”

Deana was driving down the interstate in February, snow blowing across the road, when her phone rang.

“I pulled over,” she recalls. “It was Climb following up with me again, asking if I was ready to do their Commercial Driving training. I decided then and there to do it.”

Climb staff had kept in regular contact with Deana for several months to support her path to training, work readiness, and eventual employment.

“I had two drug charges and had spent 30 days in jail,” Deana says. “I didn’t have a house. I’d been in a toxic relationship and was newly sober. It would have been easy for Climb to turn me away, but they saw my potential.”

The pre-program support Deana received from Climb was extensive and included help with legal advocacy for a criminal record and access to community resources. Climb also guided her through driver’s license renewal, along with getting the physical required for obtaining a commercial driver’s license.

“It’s so tiring being in survival mode all the time,” she says of the constant stress poverty placed on her family.

Once the program started, Climb assisted Deana with the process of applying for her Certificate of Indian Blood for the Navajo Nation, something she says will have a lasting impact on her and her kids.

“Climb helped me take all these little steps,” says Deana, “that eventually amounted to the very big moment of me being ready to do the program. With Climb I felt safe enough to move forward in my life.”

Today, Deana drives a cement truck for Knife River, a construction company in Cheyenne. “Now my kids are starting to be kids. They don’t have to worry about their mom anymore.”



During Climb’s Commercial Driving training, Deana practices driving maneuvers in a simulator at Laramie County Community College.

CLIMB’S COMPREHENSIVE APPROACH

PRE-PROGRAM STABILIZATION

Connections to food, housing, and childcare resources
Help accessing treatment, counseling, legal services, and dental/vision care

INTENSIVE TRAINING

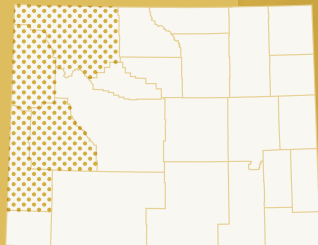
Life skills
Mental health services
Industry-specific skills
Job placement

GRADUATE SERVICES

Professional development
Guidance on workplace issues and wage increases
Referral to community services

MY LIFE-CHANGING MOMENT

When doctors
looked at my
heart and could
see that my life
had become
more stable.



Tiffani shows a tattoo honoring a heart condition that has improved since she started a job at St. John's Hospital in Jackson.

Diagnosed with congenital heart disease at birth, Tiffani has endured countless surgeries during her lifetime.

A year ago, her doctors were alarmed when she could hardly walk across the room and felt constantly weak and tired.

"Cleaning houses was really hard on my body," Tiffani recalls of the part-time job she held. "I wasn't making enough to live on. It was a very unstable time in my life."

Tiffani and her two young daughters didn't have a place to live. The temporary rental they lived in after Tiffani's divorce had been condemned, so they were sleeping on a friend's couch.

"The strain and stress were definitely taking a toll on my heart," Tiffani says. "I decided to call Climb."

Once her Intro to Professional Careers program began, finding stable housing was a top priority for Tiffani. Climb connected her to several community resources in the Teton Area and helped with the Emergency Rental Assistance Program application process.

"The strain and stress were definitely taking a toll on my heart. I decided to call Climb."

With support from Climb staff, Tiffani negotiated the deposit on an apartment. The local Habitat for Humanity helped provide furniture. "I didn't even own a spoon," Tiffani says.

Having a safe and secure place to live set her up for a job placement with St. John's Hospital in Jackson, where she now works as a patient scheduler.

Tiffani's new career provides her with a self-sufficient wage and benefits, including health insurance, which is critical if she ever needs a heart transplant.

At Tiffani's last checkup, doctors could immediately see on her echocardiogram that her health had improved without medical intervention because of the greater stability in her life.

She now goes on walks with her daughters. "I love opening the door of our apartment and watching my girls run out to the school bus in the morning. It's such a simple thing, but it's not anything I thought I'd be able to do."



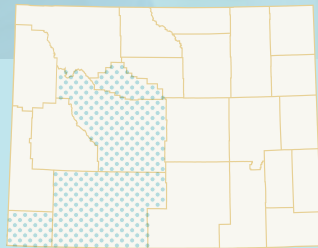
After struggling with unstable housing, Tiffani now has her own apartment, where she loves watching her two daughters thrive and play.

Wyoming has the **5th highest** uninsured rate among adults in the U.S.¹

80% of Climb graduates are insured two years post-program



MY LIFE-CHANGING MOMENT



Climb's group and individual counseling helped Madison practice regulating emotions that show up on the job.

When I faced a tough conversation at work and handled it really well.



“I realized that having emotions doesn’t make you weak. It makes you human.”

Madison loves her job as a CNA at the Mission at Castle Rock Rehabilitation Center and hopes to earn a degree in nursing.

“When I’m feeling something,” says Madison, who graduated from Climb’s Certified Nursing Assistant (CNA) program in the Sweetwater Area, “the whole world knows it.”

At first, Climb’s group therapy was difficult for Madison. She had never been to counseling. “I had a lot of emotions inside me that had never been let out.”

72% of Climb graduates report increased emotional regulation

Guided by a licensed mental health provider, Climb’s group sessions help moms practice how to handle conflict and communicate effectively so they’re ready for similar situations in the workplace.

Climb also provides individual counseling to every participant. Madison says she talked a lot about past trauma for the first time ever in these one-on-one sessions. “I trusted Climb,” Madison recalls. “I learned

to tolerate some of the discomfort and things that triggered me. I realized that Climb is a safe place to practice.”

Madison’s job placement as a CNA at the Mission at Castle Rock Rehabilitation Center in Green River gave her an immediate opportunity to experience how emotions show up on the job.

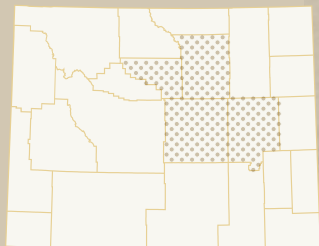
“I used what I learned in group to address a disagreement,” Madison recalls. “By then I realized that having emotions doesn’t make you weak. It makes you human.”

She says, “I’m no longer scared of my emotions; they are almost always telling me something important. Now I have better tools to express how I’m feeling at home and at work.”

Emotional intelligence is responsible for 58% of successful job performance²

MY LIFE-CHANGING MOMENT

When I drove my
kids to school on
a new section of
road that I paved.



Learning job skills has helped Hannah overcome obstacles in life and feel self-reliant and empowered.

Hannah's favorite type of work is paving asphalt. She has the ability to operate a variety of dump trucks and tractor trailers and is often behind the wheel of a truck that weighs 80,000 pounds when it's fully loaded.

Just like a street with a fresh layer of blacktop, Hannah's life got a new start when she completed Climb's Commercial Driving program in Casper in 2020.

"Driving trucks turns out to be something I enjoy immensely," Hannah says. "I don't drag my feet. I love going to work."

Because of addiction, Hannah struggled with housing and legal issues. Hannah says that, in addition to maintaining her sobriety, going to the training site every day to master driving skills gave critical structure to her previously chaotic life.

"I would always quit other trainings," Hannah recalls. "Climb showed me how dedicated they were to me and gave me the consistency I needed. Sometimes when people see struggle, they walk the other way. Climb does the opposite."

Hannah spent hours in the truck practicing her maneuvers and learning pre-inspection steps. When it came time for testing, she had to demonstrate backing into a narrow space and needed a 100% score on certain sections of the test to pass.

"Sometimes when people see struggle, they walk the other way. Climb does the opposite."

More than anything, gaining job skills has helped Hannah feel empowered, she says. "Before, I had this pattern of relying on someone else. I gave them power and then they took it away. Now I have built a life that nobody can take away from me."

She adds, "My job has impacted my life in more ways than I can say. I have my kids back in my life, my own place to live, money in savings, and goals for the future."

Since 1986, Climb graduates
have contributed more than
44 million hours
of work to Wyoming's economy



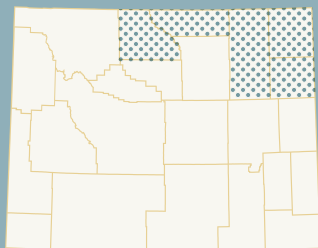
Hannah loves her job at a construction company, where she is the only female driver and has discovered that she works really well under pressure.

Climb has offered on-the-job training
through work experiences totaling
more than **487,025 hours**



MY LIFE-CHANGING MOMENT

When I felt
like I finally fit
in on my first
day at work.



Sabrina stands with the 307 Realty team, an employer partnership that fits well because Climb got to know her strengths and priorities.

“I’m still shocked some days,” says Sabrina of her job at 307 Realty in Gillette. “I can’t believe I’m here.”

“Climb got to know me as a person,” she says of how Climb helped place her in a job as 307 Realty’s office manager. “They had a lot of insights into my strengths.”

Stephanie Thomas, 307’s co-owner, says that Sabrina has filled a critical position on the team and has been a great match for their culture.

“When we made this hire, we wanted to pick somebody who hasn’t had the opportunity to work in this setting,” says Stephanie. “We’re a woman-owned business and like to be role models for our employees. We want to take our success and show what can be achieved with the right support.”

90% of Climb graduates are
employed full time post-program

Sabrina says that from her first day she felt respected. “I wondered if it’s okay to ask a lot of questions when you’re new. I realized, yes, it is! This is a place to learn and grow. I’m amazed that this kind of job exists.”

After being employed at a gas station for several years and having to be away from her kids on nights and weekends, Sabrina now has employment that is giving her family much-needed structure.

**“This is a place to learn and grow.
I’m amazed that this kind of job exists.”**

“I got into a lot of trouble in my twenties,” says Sabrina. “And spent time in a correctional facility and struggled with alcoholism. My kids were all over the place when I was all over the place.”

Things are better now. “We just got a new home. We don’t need housing assistance. I can pay the bills on time...all of them! We’re building a clubhouse together in our backyard, and my kids are learning to use tools for the first time. Now we can just be a family.”



Stephanie Thomas (left) and Stacy M. Taylor (center), co-owners of 307 Realty, have enjoyed creating an environment where Sabrina can learn and grow.

THANK YOU TO OUR RECENT EMPLOYERS FOR CREATING LIFE-CHANGING MOMENTS THAT POSITIVELY IMPACT OUR COMMUNITIES!

CASPER

Casper Cardiology
Casper Family YMCA
Casper Medical Imaging
Casper Mountain
Rehabilitation and
Care Center
Central Wyoming Hospice
& Transitions
Central Wyoming Skin Clinic
Check Into Cash
Circle B Measurement
and Fabrication
Cole Custom Cabinets
Community Health Center
of Central Wyoming
Eagle’s Soaring
Granite Rehabilitation
and Wellness
Hallcon
Hodder & Associates
Home Healthcare
Humble Horizon Home Health
Igo Oilfield Services, Inc.
Knife River - Casper
Miracle Ear
Mountain West Technologies
Natrona County School
District #1
Outpatient Radiology
Professional Support Services
True Oil, LLC
Wyoming Behavioral Institute
Wyoming Food Bank
of the Rockies
Wyoming Health Fairs

Wyoming Medical Center
Wyoming Medical
Center - Cole Creek
Wyoming Oral and
Maxillofacial Surgery
(WYOMS)
Wyoming Otolaryngology

CHEYENNE

4 Quarters Excavation &
Development, Inc.
Affinity Family Practice
All Around Plumbing
Aspen Wind Assisted Living
Balfour Beatty Communities
Black Hills Energy
Cheyenne Regional
Medical Center
Cheyenne VA Medical Center
Cheyenne Women’s Clinic
Davis Dental
Downtown Development
Authority
Granite Rehabilitation
and Wellness
Humble Horizon Home Health
J Bar J Construction
and Excavation
Knife River - Cheyenne
Laramie County School
District #1 - Transportation
Magpul Industries
MHP, LLP
Mechanical Systems, Inc.
Oftedal Construction
Pointe Frontier Retirement

Rose Rock Home Health
S&S Builders, LLC
Toilets on the Go
Tom May Farms
UA Local 192 Plumbers
& Pipefitters

GILLETTE

307 Realty Team
Campbell County
Health - Legacy
Campbell County Jail
Campbell County School
District (CCSD)
Campbell County
Senior Center
Gillette Reproductive Health
Healing Hearts Home Health
NEW BOCES
Pizza Ranch
Primrose Retirement
Community - Gillette
Syringa Property Management

LARAMIE

Albany County Public Library
Albany County School
District #1
Alpine Animal Hospital
BestMed Urgent Care
Coffey Engineering
& Surveying
Greener Paths, Inc.
Ivinson Memorial Hospital
Laramie Pediatrics
Premier Bone and Joint
Centers - Laramie

Quality IV Care
Spring Wind Assisted Living
University of Wyoming
Wyoming Women’s
Business Center

SWEETWATER AREA

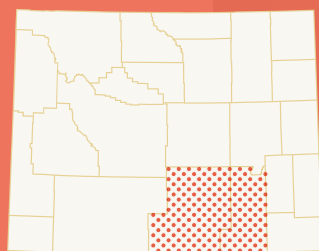
Best Home Health
Casper Cardiology
Cowboy Cares
Deer Trail Assisted Living
FedEx Freight
Lewis & Lewis, Inc.
LifeSkills Wyoming
Mission at Castle Rock
R&D Sweeping
Sage View Care Center

TETON AREA

Avail Valley Construction
Bank of Jackson Hole
Charlie’s Plumbing
Evan’s Construction
Friends of the Teton River
Legacy Homes
Melvin Brewing
Mike’s Autobody, Inc.
Moss Immigration
One22
Option One Plumbing
Sanderson Law Office
St. John’s Medical Center
Sublette Center
Twigs
Vertical Harvest
Wells Fargo - Thayne
WIC

MY LIFE-CHANGING
MOMENT

When I found the
courage to ask
my employer
for a raise.



As a Climb graduate, Brittany has returned to Climb frequently for coaching in her career at the Laramie Vision Clinic and also to access mental health support.

Brittany graduated from Climb’s Office Careers program in Laramie three years ago and has drawn on Climb’s support many times since, especially in the past year. “Once you’re a Climb mom,” she says, “you’re always a Climb mom.”

She adds, “Climb has been critical to me staying on the right track to provide for my daughter and raise her the best way I can.”

Before Climb, Brittany worked as a bartender and waitress. Her Climb job placement launched her into a new career at the Laramie Vision Clinic, where she started working at the front desk. She’s now the Laramie clinic’s coordinator and also works as an optometric technician.



“Climb constantly makes me feel like I’m in a career that I deserve.”

Brittany and her daughter share a moment in downtown Laramie. Brittany says her former schedule working nights as a bartender would have been hard on her daughter.

81% of Climb graduates who were utilizing food stamps before Climb decreased their dependence two years post-program

Though she recognizes how far she’s come, there was a moment recently when Brittany wasn’t sure how to move forward.

“I really wanted to ask for a raise,” she recalls. “But I was shaking in my boots. I seriously felt sick just at the thought of it.”

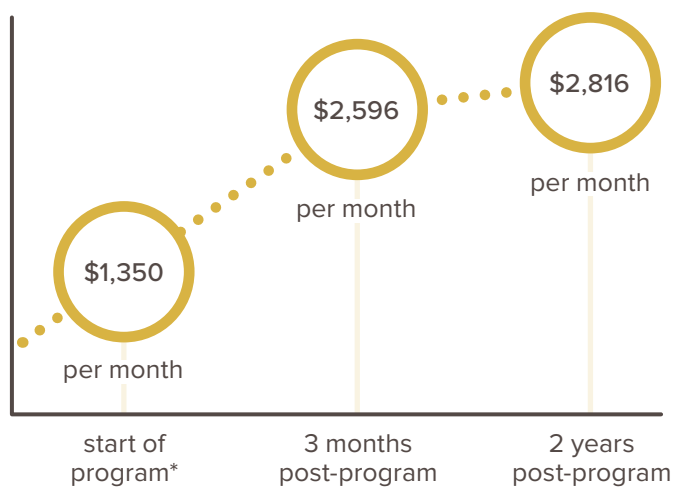
Brittany reached out to Climb and, within hours, was sitting across from Laramie’s program director. “We

sat down and wrote a list of my accomplishments and created a draft of my request,” she recalls. “The exercise really helped calm my nerves. More than anything, it reminded me to advocate for myself and ask for what I need.”

She asked for the raise and soon heard back that her request was approved. “I immediately texted Climb and said, ‘I GOT IT!’”

“Climb constantly makes me feel like I’m in a career that I deserve,” says Brittany. “Professional support is important so I can keep working in a job where I can be there for my daughter.”

UPWARD GROWTH IN THE WORKFORCE: GRADUATE WAGE PROGRESSION



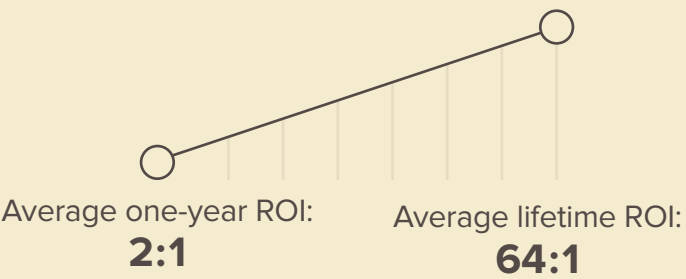
When moms begin training, most are unemployed. Those who are working* are typically in low-wage jobs with little potential for growth.

YOUR RETURN ON INVESTMENT (ROI)

When you invest in a Climb participant, your support changes her life the moment she becomes self-sufficient and earns higher wages...and continues as she grows in the workforce.

Since 1986, the State of **Wyoming** has saved **\$117 million** from decreased dependence on public assistance programs among Climb graduates.³

Average investment per Climb participant: \$17,000



2022 FINANCES

EXPENSES

- 81% Program
- 11% Management
- 8% Fundraising

REVENUE

- 62% Public Funding
 - Federal
 - County
 - City
- 38% Private Funding
 - Individual
 - Corporate
 - Foundation
 - Investment and Other Income

Bob Wallin
Audrey Wendling
Cecile Whitman
Bonnie Winskowski
Marian Woodson
Barbara Young

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Maureen McGuinness
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My parents
Emily Nelson
Kari Anne Nelson
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Helen Ommen
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Roxanne Rosales
Kenna Rotert
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Bonnie Self
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Blue Federal Credit Union

THANK YOU INVESTORS

YOU make life-changing moments possible!

Fiscal Year 2022 Investors (October 2021–September 2022)

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Youth Philanthropy Program Fund of the Community Foundation of Jackson Hole
Koreen Zelasko and Bobby Compton
Barbara Zelazo and Michael Scher
Zelle LLP
Nathan and Trisha Zeller
Jim Zimmerman
Zions Bancorporation
Zions Bank Charitable Giving
Zonta Club of Laramie

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Ray Fleming Dinneen, Psy.D.

SOURCES

- ¹ U.S. Census Bureau (2021). QuickFacts: Wyoming
- ² Bradberry, T., & Greaves, J. (2009). Emotional Intelligence 2.0. TalentSmart
- ³ Wyoming Department of Family Services, Wyoming Department of Health-Medicaid, Wyoming LIHEAP FY2017 State Profile, U.S. Department of Housing and Urban Development

All remaining data is collected through self-reported participant assessments.



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