



## 2011 CLIMB Wyoming Organizational Profile

### ORGANIZATIONAL BASICS

- ***What does your organization do? (200 word limit)***

The mission of CLIMB Wyoming, a Wyoming non-profit organization, is to train and place low-income single mothers in jobs that pay livable wages and allow them to successfully support their families. Each CLIMB Wyoming Program follows the nationally acclaimed CLIMB Wyoming Program Model which offers low-income single mothers the training and skills necessary to enter higher paying careers.

The CLIMB Wyoming Program Model incorporates not only the components necessary to help low-income single mothers move toward self-sufficiency through job training and placement, but also incorporates services that extend well beyond these job-related components. The CLIMB Program helps participants address numerous personal barriers to success, including healthy relationships, parenting skills, legal challenges, ability to manage conflict, financial and budgeting skills, substance abuse and more.

- ***When was it established?***

CLIMB Wyoming was established in 1986.

- ***Where is it located?***

CLIMB Wyoming has six sites across the State of Wyoming, located in Casper, Cheyenne, Gillette, Jackson, Laramie and Rock Springs.

- ***Please provide a succinct history of the organization. (200 word limit)***

CLIMB Wyoming's research-based model is based on nearly 25 years of successfully helping single mothers achieve and maintain self-sufficiency. The model was developed in Cheyenne in 1986 for young, single mothers ages 16-21 under the name of the Fleming Young Parent Program. Recognizing this successful paradigm and the need to reach more single mothers, Wyoming community partners collaborated to aggressively expand the Young Parent Program model to serve low-income single mothers of all ages across the state.

In late 2003, the organization received a one-year Temporary Assistance for Needy Families bonus grant from the Wyoming Department of Family Services to expand the program model across Wyoming. Under this expansion, the name of the program was changed to CLIMB Wyoming and services were expanded to serve low-income, parenting single mothers of all ages. During this same year, the non-profit Our Families Our Future was established to administer the CLIMB programs across Wyoming. Our Families Our Future changed its name to CLIMB Wyoming in 2007.



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Each year, CLIMB Wyoming helps 120 to 140 low-income families reach economic self-sufficiency.

- ***Does your organization restrict services or discriminate in any form on the basis of race, religion, ethnic origin or sexual orientation?***

CLIMB Wyoming does not restrict services or discriminate in any form on the basis of race, religion, ethnic origin or sexual orientation.

### THEORY OF CHANGE

- ***What is the organization's theory of change? (200 word limit)***

There is an acute and widespread need in Wyoming for programs that help low-income single mothers and their families move out of poverty. Almost half of Wyoming families living in poverty are headed by single mothers. Within this population, there is a high degree of substance abuse, mental health disorders, family violence, child behavior problems, use of foster care and legal challenges. All of these factors make this population one of the most at-risk and difficult to reach.

Successfully moving this target population out of poverty takes much more than job training; the research-based CLIMB Wyoming Programs are comprehensive and provide numerous support services in addition to job training. The CLIMB Wyoming Program Model incorporates not only the components necessary to help low-income single mothers move toward self-sufficiency through job training and placement, but also incorporates services that extend well beyond these job-related components. CLIMB Wyoming has helped more than 1,200 women move toward economic self-sufficiency since its establishment in 1986.

- ***How might a grant from the One Percent Foundation to this organization be used? (200 word limit)***

The low-income single mothers served through the CLIMB Wyoming Programs are unable to pay for the comprehensive training and support they receive through participation in the program. A grant from the One Percent Foundation will be used to support these women's journey to self-sufficiency. These low-income single mothers will receive the following services: job skills and work readiness training to develop the skills necessary for them to maintain long-term careers; life skills trainings to meet the specific needs of the participants; comprehensive mental health services including individual and group counseling; job placement in high-paying careers; and on-going support to support both their success in the workplace and their family stability.

This combination of services has resulted in an extremely strong track record of participant success; the vast majority of participants who enter a CLIMB Program graduate and are placed in high-demand careers that pay livable wages. This transition out of poverty



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positively impacts these families for generations to come, not to mention the communities where they live.

- ***How does your organization's theory of change and work relate to the One Percent Foundation's core values? (200 word limit)***

CLIMB Wyoming is a mental-health based model, because of this, how services are provided is as important as what services are provided. Systemic change requires not only high quality training and a good job opportunity, but also a nurturing learning environment that fosters trust and treats women as respected individuals. A climate of safety allows women to explore personal barriers and behavior patterns that may have prevented them from achieving their goals, and in turn allows them to take the steps needed to create lasting change in their lives.

In order to create and safeguard a climate of trust and open communication, CLIMB has developed a set of Operating Principles that result in a highly functioning organization that deals with conflict and tension efficiently and effectively.

- CLIMB fosters trust in all relationships by acting with the highest integrity;
- CLIMB's communication will be respectful, honest and direct in all relationships;
- CLIMB remains aware of professional strengths and weaknesses and how these impact the ability to interact effectively;
- CLIMB safeguards all participant and staff relations with the highest degree of confidentiality; and
- Because conflict is an essential component of growth, it is addressed quickly and openly.

### FINANCIALS AND STAFF

When returning the profile, please attach your organization's two most recent 990s.

<b><i>What is the most recent IRS 990 filing year?</i></b>	2009
<b><i>Total revenues?</i></b>	\$2,737,697
<b><i>Total expenditures?</i></b>	\$2,588,697
<b><i>What was the year-end balance as of December 31<sup>st</sup>, 2010?</i></b>	\$1,691,766
<b><i>What was the amount spent on salaries, benefits, and payroll taxes?</i></b>	\$1,400,544
<b><i>What was the highest paid employee (title and salary)?</i></b>	Executive Director, \$99,550
<b><i>How many people staff the organization?</i></b>	30
<b><i>Full-time?</i></b>	27
<b><i>Part-time?</i></b>	3



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- ***If the organization had a year-end surplus or deficit greater than \$30,000: What is the reason for the surplus or deficit?***

CLIMB Wyoming had a year-end surplus of \$149,000 for the fiscal year ending 09/30/2010. CLIMB is working towards establishing adequate reserves for long-term sustainability as the organization is currently heavily reliant on federal funding from the Temporary Assistance for Needy Family program.

- ***Is there any other information you think is relevant to understanding the organization's budget or financial situation?***

No additional information.

- ***If a specific program is nominated: what is the total budget for the program?. How many people staff this program?***

Not applicable.

### ADDITIONAL INFORMATION

- ***Are there any volunteer opportunities with the organization for OPF members?***

The CLIMB Wyoming Program Model allows for volunteer involvement to deliver specific life skills trainings to participants.

- ***Has the organization received any significant awards? (Limit to 3 awards)***

CLIMB Wyoming was selected in both 2005 and 2006 to present research findings on successful programs for welfare populations to the National Association of Welfare Research and Statistics (NAWRS) Conference.

- ***Has the organization received any significant press? Where? (Limit to 3 press mentions)***

The CLIMB Wyoming Program has received recognition from the national media including: The New York Times in March 2008, The Oprah Magazine in May 2008 and Women's World Magazine in March 2009.