



## SECTION II: Organization History

### Organizational History and Mission

**Provide a mission statement and brief history of your organization in Laramie and/or Albany County, including services provided to area residents.**

The Climb model was developed in Cheyenne in 1986 under the name of *Fleming Young Parent Program*. The program served single mothers ages 16-21 with the philosophy that meaningful relationships drive positive change. Recognizing this successful paradigm and the need to reach more single mothers, the Wyoming Department of Family Services (DFS) awarded *Fleming Young Parent Program* a Temporary Assistance for Needy Families (TANF) bonus award in 2003. The award was used to expand the program across the state of Wyoming to serve low-income single mothers of all ages, and the name was changed to Climb Wyoming. Climb, a 501c3 nonprofit organization, currently operates 6 program sites serving low-income single mother families from 12 different counties. The mission of Climb is “for low-income single mothers to discover self-sufficiency through career training and placement”.

Since inception in 2004, Laramie Climb, serving City of Laramie and Albany County, has positively impacted the lives of 281 low-income single mothers and 517 of their children. Climb not only provides job training and placement for participants, but also incorporates necessary components to empower low-income single mothers to move towards long-term self-sufficiency, financial independence and family stability.

Climb’s research-based program includes the following services to City of Laramie and Albany County low-income single mother residents:

Job Skills and Work Readiness Training – This part of the training is designed to develop the skills necessary for participants to seek, obtain, and maintain stable, long-term careers in high-demand occupations. Climb uses market-based tactics to research career opportunities in growing industries with livable wages. Effective research and planning based on market conditions ensures staff will be able to place participants into long-term job opportunities and will allow participants to earn a self-sufficient wage with career growth. For example, Climb recently offered an Introduction to Medical Careers training with a Certified Nursing Assistant component due to demand for healthcare workers in Albany County.

Life Skills – Though employment is a catalyst for change, long-term success depends on more than a job. Participants develop skills needed to seek, obtain, and maintain long-term careers in high-demand jobs while having a stable and healthy home life. These sessions include financial literacy, parenting skills, healthy and safe relationships, child support, food and nutrition, budgeting and more.

Comprehensive Mental Health Services – Each participant undergoes a comprehensive mental health assessment. Licensed mental health providers then offer appropriate treatment through individual counseling, group counseling and outside referrals if needed.

Advocacy – Climb staff members advocate on behalf of participants and connect them and their children with community support services to meet their individual needs. Parents learn to navigate the school system so they can become successful advocates for their children.

Job Placement – Participants transition to the actual workplace through a Climb job placement where they use skills learned during the training in a position that is expected to become a long-term job. Employers can be

reimbursed during the 2 to 3-month work placement, and staff members work closely with employer partners to ensure that the participants are meeting expectations.

**Ongoing Support** – The Climb program is intense and comprehensive; therefore, Climb provides ongoing support to participants to ensure future success at work and at home. Once participants are post-program, Climb staff members meet with them to support their success in the workplace and family stability.

Since 2004, Laramie Climb has offered over 30 programs working with a wide range of employers such as medical offices, Albany County School District, law firms, warehouse management, HVAC, construction companies, and University of Wyoming making a broad economic impact in Laramie by providing a highly-trained workforce in both traditional and non-traditional fields.

### **Organizational Structure**

List your officers and director(s), indicating their terms of office

Laura Hewitt Ladd, Board President, June 2016 – June 2019  
Kelly Barlow, Board Treasurer, August 2015 – August 2021  
Wendy Curran, Board Secretary, September 2014 – September 2020  
Rosie Berger, Board Member, February 2019 – February 2022  
Tyler Garrett, Board Member, April 2016 – April 2019  
Carrie Kirkpatrick, Board Member, September 2016 – September 2019  
Jamie Legerski, Board Member, January 2018 – January 2021  
Tammy Valdez, Board Member, May 2017 – May 2020  
Beth Worthen, Board Member, February 2019 – February 2022

## **SECTION III. *Funding Request Justification***

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***Briefly explain how the funds will be used and why public funds are necessary to accomplish this goal. Some discussion items to cover in this section may include:***

- *whether or not the funding request has increased from prior years;*
- *whether or not this is a one-time or on-going request;*
- *description of any large program or staff expansion occurring in this fiscal year;*
- *large equipment or other fixed assets that will be purchased fiscal year;*
- *how your project relates to city or county goals or improves the overall quality, character or health of the community; and*
- *whether or not funding will be used to leverage additional monies for your organization either through grants or other means*

Laramie Climb Wyoming is requesting the same level of funding from the City of Laramie and Albany County as the prior year to advance our mission *for low-income single mothers in Albany County to discover self-sufficiency through job training and placement.* The grant will fund job skills, work readiness training, life skills classes, mental health services, direct job placement and ongoing support to help end the cycle of poverty for the participants and their children. The grant will also support Albany County businesses by researching and developing new training opportunities for industries with long-term career opportunities. Laramie Climb relates

to the city and county goals since the Climb program has a strong presence and provides vital services and activities that improve the community. Climb focuses on enhancing the well-being of low-income single mother families who live at 185% or below of the Federal Poverty Level helping them secure their basic needs and improve their health and overall welfare.

Because the Climb program is free for participants, government and philanthropic support allow single mothers to participate. Though Climb has worked hard to diversify funding sources over the last several years, a percentage of Climb funding still comes through Temporary Assistance for Needy Families (TANF). Due to the economic uncertainty of these federal funds, Climb relies on local community support to serve families. Receiving grants from a diversity of funders including local government improves Climb's long-term sustainability to continue our work. In addition, the City of Laramie and Albany County funding help leverage additional support for Laramie Climb. Climb is required to match grants from the U.S. Department of Agriculture with private or local support and this award will go towards that requirement. Also, many funding applications request a list of other financial support and appreciate Climb's partnership with the City of Laramie and Albany County.

According to the 2016 Albany County Needs Assessment, about half of respondents believe that poverty is a major or moderate issue in the county. According to the U.S. Census Bureau, in Albany County (2017), 40% of single mothers live below the poverty level with this number increasing to 43% for single mothers with children under the age of 5, years of critical brain development. These younger children are at risk for significant developmental challenges because of living in poverty during their years of greatest brain development. According to the Annie E. Casey Foundation, low-income parents experience increased daily stress from insufficient income which can compromise good parenting and inevitably affect their children. Climb believes there is no better way to support children in poverty than by providing their parents an opportunity for self-sufficiency and stability. For children growing up in poverty, less anxiety in the household and positive parent-child interactions help children reach their full potential.

According to the 2016 Albany County Needs Assessment, a priority category is to promote job training that allows for full-time year-round work with specialized skills. Climb is addressing the gap in programs specifically offered for low-income single mothers that include a multi-generational, comprehensive and therapeutic approach. The Climb program is unique since it considers that long-term self-sufficiency depends not just on employment but on the ability to navigate decisions, conflicts, challenges and emotions successfully. Climb is intentionally designed to accelerate learning and prepare participants for successful long-term employment by providing job skills relevant to professional opportunities; soft skills like workplace communication and conflict engagement to support workplace success; life skills like parenting and budgeting tools to manage life outside of work; and counseling to address barriers that might interfere with success in the workplace. Climb moms work in groups to allow participants an intense opportunity to engage with their peers, practice self-regulation, build networks that last beyond the program and foster relationships that build trust and safety. As Climb graduates move off public assistance and gain health insurance, they experience a critical sense of independence and self-worth by being able to provide for their children. This empowerment is a huge motivator for long-term success.

Climb also strengthens and provides resources for Albany County area businesses by preparing employees for in demand careers while working with employers to understand their needs pre-program. Climb takes pride in our planning phase of the program to anticipate openings in new industries and to guarantee employability of the participants at the end of the program. We continue to work closely with current and future employers to craft and adapt each training so that participants have the specific skills employers are seeking. For example,

Laramie Climb is currently recruiting for a non-traditional training program, Commercial Driver's License (CDL) to start in March 2019. Employers in Laramie have been reaching out to Climb staff about the need for CDL employees. This research helped Climb staff develop a customized, 8-week CDL Class B training where participants automatically earn endorsements as school bus and passenger vehicle drivers. This training also includes a forklift operating certification, first aid and basic life support, crisis prevention intervention, and basic computer training for the workforce. The training partner for the CDL program is Albany County School District #1 who has collaborated with Climb in the past.

With City of Laramie and Albany County support, Laramie Climb will serve approximately 20 new participants each year through 2 training programs while continuing services to about 40 graduates per year through ongoing support. Since inception, Laramie Climb has served over 280 single mothers with over 500 children. Program evaluation is a critical component of every Climb program. Always striving to better understand our impact and continually improve our efforts, Climb evaluates the results of the program quantitatively and qualitatively

Quantitatively, key performance indicators and cumulative results include the following:

*Graduation Rate:* 92% of single mothers who enter a Laramie Climb program successfully graduate

*Employment Rate:* 54% of Climb participants were unemployed when entering the program. Of the 46% of participants who were employed over half were in part-time, low paying jobs. Climb data demonstrates that two years post program, 70% of Climb graduates continue to be employed in higher paying careers.

*Income:* Monthly wage income for employed participants about doubled after program completion from an average of \$979 per month to \$1,866 per month two years post program.

*Health Insurance:* At application to Climb, 50% of participants are using public healthcare. Two years post program, this number is reduced to 25%.

*Food Stamps:* 76% of Climb graduates who were utilizing food stamps before Climb show a decrease in dependence 2 years post program.

Qualitatively, a pre- and post-program mental health assessment is conducted to track participant's skills regarding healthy relationships, strong and stable environments, communication and healthy behavior. After Climb, participants show improvement in several skills to manage the challenges of life and work. These executive functioning skills include sustained attention spans, working memory, planning and organization, emotional control, self-monitoring, task initiation, and cognitive flexibility.

Climb staff also collect stories from graduates to better understand the effects of the program. Ellen, who has two children and a very young grandchild living at home, found herself recently divorced and unemployed. After attending Climb's Professional Office Careers training, she was placed in the Albany County Circuit Court earning \$3,213 per month. "When my husband suddenly left me after 28 years of marriage, I had to pick myself up from the beginning and figure out how to support my daughters. I had to do this with very little past work experience. Climb gave me confidence and helped me stand up for myself. Now, I'm a Civil Court Clerk, and my kids are so proud of me. My youngest saw me working hard at Climb and never missing a class, and that has inspired her to keep going in school. I shared the resume and computer skills that I learned at Climb to help her get a job. I also shared the mindfulness skills that I learned, like how to focus on a task when you're stressed. So, I didn't just do it for me, I was thinking of my kids more than anything. I don't want something given to me, I want to work for it. That's what my kids are learning from me."

Laramie Climb does not have any staff expansions planned or large equipment to be purchased and continues to focus on operating in an efficient manner with centralized administration and scrutinized expenses.

**Section IV. Financial Information** (a current balance sheet can be submitted to satisfy this requirement)

**Balance Sheet as of December 31, 2018: Please see attached Climb Wyoming Balance Sheet**

<i>Assets</i>	<i>Liabilities</i>	<i>Other Financial Information</i>
<b>Current:</b> Cash: CDs, etc.: Receivables:  <b>Fixed:</b> Equipment: Building: Less Depreciation:	<b>Current:</b> Payables: Withholding:  Long Term: Promissory Notes: Mortgage:  Owner's Equity:	<b>You Wish to Include:</b>

**SECTION V. Fiscal Year Budget Information**

***Revenue***

	<b>Amount</b>	<b>Secured or pending?</b>
City of Laramie, Community Partner	\$ 15,000	Pending
Albany County, Community Partner	\$ 1,000	Pending
United Way	\$ 0	N/A
Donors	\$ 60,000	Partially Secured
Fundraisers	\$ 0	
Interest	\$ 0	
Albany County CPI	\$ 22,490	Secured
TANF Funds – ESM and FBI	\$220,000	Secured
USDA Funds - SNAP	\$ 61,978	Secured
Other		
<b>Total Estimated Revenue</b>	<b>\$380,468</b>	

***Expense***

	<b>Amount</b>	<b>Comments</b>
Salary, Director	\$69,000	Salary & Employer Payroll Taxes
Salary, Other(s)	\$60,000	Salary & Employer Payroll Taxes
Benefits	\$15,000	Health Insurance & Retirement
Rent	\$40,000	Space for Program Staff
Utilities – Telephone & IT	\$5,400	
Client Service	\$110,000	Mental Health Providers, Professional Speakers, Tuition, Recognition Events, Graduate Services, Training Materials & Support, Work Experience Wages, Drug & Background Screening, License & Certification
Client Aid	\$19,000	Incentives, Work Support & Clothing, Participant Travel
Equipment	\$2,500	
Other	\$30,313	Program Recruitment & Networking, Staff Training, Travel and Supplies
Other	\$29,255	Fundraising & Administration
<b>Total Estimated Expense</b>	<b>\$380,468</b>	

## Climb Wyoming Balance Sheet - Unaudited

**As of December 31,  
2018**

Assets	
Cash	\$1,170,084
CDs and Investments	1,288,413
Endowed Investments	992,985
Receivables	986,606
Prepaid Expenses	34,967
Fixed Assets	16,934
Total Assets	<u>\$4,489,989</u>
Liabilities	
Payables	132,667
Deferred Revenue	111,775
Total	<u>244,442</u>
Net Assets	
Net Assets	4,245,547
Total	<u>\$4,489,989</u>

The Balance Sheet represents the statewide Climb organization and not specifically the Laramie Climb site financials. Climb relies heavily on local community funding to serve families and the City of Laramie and Albany County grants are very important to the ongoing success of the Laramie Climb program.

## Section VI: Interim Report for FY 2018/2019 Awardees Only

**Complete this section if your agency was awarded Community Partner Funding in Fiscal Year 2018/2019**

**Amount Awarded?** \$12,055.56

**Have you used all of the funds awarded?**  Yes  
 No

**If you have not used all of the funds awarded, please include *amount remaining and date* by which you intend to use those funds.** \$5,610.16  
Date: 6/30/2019

**Briefly describe the impact that the FY 2018/2019 award has had on your program, project or organizational operations. Some discussion items to cover in this section may include:**

- *Number of persons served and demographics of persons served (income level, age, race, etc.)*
- *Describe the overall impact of these funds on your program, project or organization*
- *If your agency has not yet to spent all of the awarded funds, please briefly describe your plans to expend the funds by the end of the fiscal year*
- *Did your agency use Community Partner funding to leverage additional funds, either through grants or other means?*

With City of Laramie and Albany County support, over the past year, Laramie Climb has served 21 new single mothers who have 42 children that also benefit from the results of the program. The participants were served through Professional Office Careers and an Introduction to Medical Careers with Certified Nursing Assistant component.

In Spring 2018, Climb offered an Introduction to Professional Office Careers in partnership with Laramie County Community College (Albany County Campus), Made Safe in Wyoming, and University of Wyoming Computer Training Instructor Alec J. Muthig. Twelve participants with 21 children participated in the program with an 83% graduation rate. An example of graduate placements included Circuit Court of the 2<sup>nd</sup> Judicial District at \$38,000 per year, a legal assistant at a local law office, and Alpine Appraisals at \$16/hour. Other employer partners included Wolf Creek Broadcasting, Albany County School District #1 Transportation, All-In-One Plumbing and Septic, Windy City Pet Store, and University of Wyoming Residence Life and Dining. 90% of graduates were employed after the Climb program in mostly full-time positions earning an average wage of \$2,112 per month.

Before Climb, some of the women in this group said they felt stuck and hopeless. Many weren't working and had really struggled to find career success. Life was just hard and chaotic. At Climb, their voices developed, and

their confidence built up so they could advocate for themselves and their families. From Ellen, a participant, “At Climb, I learned so much that I was able to coach my daughter on how to manage her own career success.”

Introduction to Medical Careers training celebrated commencement in December 2018 with 9 participants and 21 children served. Local employers appreciated the combined training to help fill their employment needs. To assist moms in placements at local medical office settings, the training focused specifically on how a medical office operates. Graduation rate was 78% with these individuals completing all phases of the Climb program. Participants who are placed are employed full time earning an average monthly wage of \$2,106. Climb staff continually work with graduates to match them with appropriate employers that will lead to long-term employment opportunities and communicate with participants regularly to keep them engaged in the process.

The moms in this program were flexible with changing schedules including last minute adaptations to the CNA testing timing. There was also a lot of support among the group and a strong impact on the children seeing their moms complete such a rigorous program. Family Physicians of Laramie not only helped train but also participated as an employer partner hiring a mom for job placement. Other employer partners include Spring Wind Assisted Living.

Graduates also show a trend of decreasing or removing dependence on government benefits. Since Laramie Climb’s inception, 76% of Climb graduates who were utilizing food stamps before Climb show a decrease in dependence 2 years post program. Also, 50% of graduates utilized public healthcare prior to entering the program while 25% utilized public healthcare two years after completing the program. Furthermore, Climb provided graduate services to 49 participants in Albany County.

On a national front, two past Laramie Climb graduates traveled to Washington DC in May 2018 to share their success stories when Climb received recognition.

Funding from the Community Partner program helped Laramie Climb secure private foundation and corporate dollars through grant applications as well as private individual donations including Guthrie Family Foundation, James D. and Bess S. Polis Foundation, Cross Charitable Foundation, Bank of the West, State Farm Mutual Automobile, Socrates Foundation, First Interstate Bank, Western States Bank, Sunrise Rotary Club of Laramie, and more. In addition to private support, Laramie Climb accessed funding through Temporary Assistance for Needy Families grants that were passed through the Albany County Community Partnership Initiative program, the State of Wyoming Department of Family Services, and the US Department of Agriculture which matches the City of Laramie and Albany County grant awards. Laramie Climb continues to strive for a diversified income stream for long-term sustainability.

Climb will spend the remaining funds of \$5,610.16 before 6/30/2019 on the current Laramie Climb program.



To whom it may concern:

I, Laura Ladd, president of the Climb board of directors, hereby acknowledges that the resolution granted below through the February 4, 2015 board minutes remains applicable and shall remain in effect through my term of office. To confirm that I am the current president of Climb please see our website at [www.climbwyoming.org](http://www.climbwyoming.org).

### **Approval of Signing Authority Resolution**

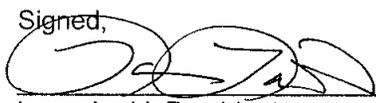
Board reviewed the following signing resolution to grant CLIMB executive director signing authority:

WHEREAS, the Board of Directors desires to grant signing and authority to certain person(s) described hereunder.

RESOLVED, that the Board of Directors is hereby authorized and approved to grant signing and authority to conduct business to any one of the following person(s): Ray Fleming Dinneen and members of the leadership team. The foregoing signing and authority granted shall include, but shall not be limited to, the execution of grants and contracts, leases, investment transactions, banking transactions, and all other transactions entered into by this Corporation. Ray Fleming Dinneen may authorize certain positions in the organization to enter into contracts that pertain specifically to their responsibilities at CLIMB. Examples of such contracts would include work agreements with employers, training agreements, mental health provider contracts, and life skills trainer agreements.

Motion made by Dave Teubner and seconded by Jean Lewis, to approve the signing authority resolution.  
Motion carried.

Signed,

 2/13/19  
Laura Ladd, President