

## SECTION I: *Cover Sheet*

### APPLICANT INFORMATION

<b>Organization Name:</b>	Laramie Climb Wyoming
<b>Contact Person:</b>	Martha Doyle, Program Director
<b>Mailing Address:</b>	217 South 1st Street, Laramie, WY 82070
<b>Phone:</b>	(307) 742-9346
<b>E-mail:</b>	marthad@climbwyoming.org
<b>Web:</b>	www.climbwyoming.org

<b>Type of Organization:</b>	
<input type="checkbox"/> Recreation/ Arts and Culture	<input type="checkbox"/> Civic/Quasi-Governmental
<input checked="" type="checkbox"/> Social Service	<input type="checkbox"/> Other _____

<b>Requested Amount for FY21/22: City <u>\$15,000</u> County <u>\$1,000</u></b>
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<b>Will this amount be used to leverage additional funds either through grants or other means?</b>
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>If you marked YES, indicate the amount of additional funds that will be leveraged and note whether these are estimated or actual.</b>
<b><u>\$16,000</u></b> <input checked="" type="checkbox"/> Estimated <input type="checkbox"/> Actual

<b>Description of request:</b> Using the space below, <i>briefly</i> describe how your organization will use these funds and how the proposed program/project will benefit the community. A more detailed description is requested in <u>Section III - Laramie Climb requests support to further the innovative steps staff are taking to stabilize families during the COVID-19 pandemic and maintain safe and responsible trainings while providing critical therapeutic and group support. The resource support and adapted career training and placements will stabilize families, provide a hand up to single mothers seeking self-sufficient careers, and fill critical employer shortages.</u>
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<b>Declaration:</b> I hereby certify that the information give in this application for Community Partner funding is true and correct to the best of my knowledge.		
<b>Agency Director</b>		
Signature	Ray Fleming Dinneen	February 12, 2021
	Print Name	Date
<b>Board President</b>	Please see attached Signatory Resolution.	
Signature		Date
	Print Name	

## **SECTION II: Organization History**

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### **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.

Climb Wyoming's mission is for low-income single mothers to discover self-sufficiency through career training and placement. Laramie Climb aligns with the City of Laramie and Albany County objective to enhance the wellbeing of individuals and families within the community and provide programs designed to maintain human dignity, health and overall welfare of vulnerable families. A research-based program, Laramie Climb provides services to assist single mother families in moving toward self-sufficiency, collaborates in the community for planning and implementation, and succeeds with a data-driven approach. Since the Climb program is free for moms, philanthropic support from the City of Laramie and Albany County allows single mothers to participate.

During the current COVID-19 crisis, a top priority is to serve as a resource hub for single mother families during this critical time of need. Climb's model, developed over the past 35 years, intentionally creates structure, support, and skill-building in times of crisis. We're helping families access the tools to calm chaos and chart a path in unfamiliar territory. Staff are meeting with moms in safe, responsible ways to ensure these families are connected to community resources; while supporting them with advocacy, mental health needs, job training, and employment support. Understanding the potential longevity of the crisis and a single mom's vulnerability during the pandemic, Climb will continue to prioritize these efforts.

Laramie Climb staff are also continuing with employment trainings in safe and responsible ways. Staff were adaptive and creative to stay connected to the participants who commenced a Medical Office Careers program in Spring 2020. They checked in by video chat with each of these moms regularly since social distancing restrictions began to help ensure basic needs were met and collect their input as staff explored possibilities for adapting the program to a virtual environment. Even in the midst of this global pandemic, the participants remained dedicated to embarking on a brave new career path in the healthcare industry and creating lasting change for themselves and their children.

### **Organizational Structure**

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

Kelly Barlow, Board Member, August 2015 – August 2021  
Rosie Berger, Board Member, February 2019 – February 2022  
Wendy Curran, Board Member, September 2014 – September 2023  
Tyler Garrett, Board Member, April 2016 – April 2022  
J.J. Healy, Board Member, September 2020 - September 2023  
Carrie Kirkpatrick, Board Member, September 2016 – September 2022  
Laura Hewitt Ladd, Board President, June 2016 – June 2022  
Jamie Legerski, Board Member, January 2018 – January 2024  
Beth Worthen, Board Member, February 2019 – February 2022

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

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**Briefly explain how these 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 how it 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.*

Climb works with one of the most vulnerable populations in Wyoming, low-income single mothers. Women ages 18-34 constitute one of the largest demographics of the state’s population living in poverty (Data USA, 2018). The women Climb serves are living in crisis: unemployed or working low-wage jobs that don’t provide financial stability, dealing with stress that is toxic for the brain, and struggling to cover basic needs like food and housing. Living in chronic poverty limits their executive functioning skills such as planning, goal setting, problem solving, critical thinking, and emotional regulation. Young children growing up in poverty are more likely to have poor physical and mental health, become teen parents, drop out of school, and face limited employment opportunities (Annie E. Casey Foundation 2017). Being the sole provider for their child while navigating job losses and school closures, Climb families are even more at risk during the pandemic. According to a recent Wyoming Community Foundation survey, “Seventy-four percent of single mothers reported that school and day care closures had a ‘moderate or severe’ impact on daily life.”

During this challenging time, Climb staff are there every day for these families, when they face school and employment closures, limited access to social networks, loss of income, and the uncertainty of meeting their most basic needs. Staff are helping Laramie families access the tools to calm chaos and chart a path in unfamiliar territory. As Climb staff work to stay connected to participants in an innovative way, the moms have expressed that they feel so much support. Climb staff continue to connect participants to mental health components to help them navigate their current experiences. Online parenting classes and resources are a focus as moms balance the reality of children staying home from school. Climb has helped moms communicate through video conferencing for therapeutic support and life skills trainings. Moms have expressed appreciation to have this technological connection and their peers for support.

Laramie Climb worked diligently to provide a safe and effective online Medical Office Careers training over the past year, prioritizing the safety and health of participants and their families. This training took incredible resilience, time, and ingenuity for staff and the moms to make a success. Due to the need for distancing requirements and schedule flexibility, the program (which normally lasts for 8-12 weeks) took longer to complete. There was a need for additional equipment such as laptops for participants; safety supplies as wipes and masks; and enhanced Information Technology tools. Increased staff time was critical to help moms meet in smaller groups during in person practicums, to restructure mental health counseling protocol, to redesign model components to effectively work online, and to help moms navigate everyday challenges such as school and day care closures.

Though the effort to adapt the successful program was immense, Laramie Climb is determined to keep helping single mothers. As trainings continue in a COVID-19 world, Climb is seeking City of Laramie and Albany County support to help continue success. Staff is currently in application days for an online Introduction to Medical Careers training. With a grant, staff can continue the innovation they have started, face new COVID-19 challenges along the way, and help single mothers strive for a brighter future.

Climb partners with the Wyoming Survey and Analysis Center to follow participants for two years and verify post-program outcomes. Quantitatively, Climb tracks the number of candidates we assist, participants who enroll in and complete each training, and changes in hourly wage rates, food stamps and health care status before and after the program. Qualitatively, a pre- and post-program mental health assessment is conducted to track participant's skills regarding healthy relationships and stable environments. Climb also collects participant feedback and experiences through interviews at program end. This helps determine if program approaches are achieving desired objectives and adapt components if needed.

Climb expects the following outcomes during the grant term:

- 1) Assist candidates, participants, and graduates as they navigate the challenges of the pandemic. Laramie Climb expects to serve approximately 50 candidates, 20 participants, and 50 graduates over the next year.
- 2) 85% of the participants enrolled in the Climb program will successfully complete the program. Over the past five years, 93% of participants who started the Climb program successfully graduated.
- 3) Work with graduates to locate employment with self-sufficient wages. Over the last five years, only 43% of participants were employed at application. The average wage of all participants entering the program, including those unemployed, is \$513 per month. Two years post-program, 78% of graduates are employed earning an average wage of \$2,090.
- 4) Offer therapeutic support, life and parenting skills and workplace resources to participants to gain tools for communication, healthy relationships, and stable home and work environments.

Local employers also benefit from Climb's planning and comprehensive career placement process. Climb takes pride in our planning phase to focus on careers with industry demand and to guarantee employability of the participants at the end of the program, especially during these challenging times. The job placement phase includes six to eight weeks of subsidized work experience followed by long-term placement. Staff members work closely with employers to ensure that participants are meeting expectations through collaborative evaluations and communication.

Laramie Climb is requesting the same funding level from the City of Laramie and Albany County as the prior year. Due to the economic uncertainty of federal funding and the pandemic affecting certain funding sources, Climb relies on local government and private community support to serve families. Receiving grants from a diversity of funders improves Climb's long-term sustainability to continue our work. The City of Laramie and Albany County grant leverage funding from the U.S. Department of Agriculture which requires private or local matching support. City and County funding also leverages other funding sources since they appreciate Climb's long-term partnership with local government. Some of these funders include James D. And Bess S. Polis Foundation, Newell B. Sargent Foundation, The Daniels Fund, U.S. Bank Foundation, Hughes Foundation, First Interstate Bank, Soroptimist International, Cross Charitable Foundation, Bank of the West, and State Farm Mutual Automobile among others.

Laramie Climb does not have any staff expansions planned or large equipment to be purchased and focuses on operating efficiently 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, 2020: Please see attached Climb Wyoming Balance Sheet**

<i>Assets</i>	<i>Liabilities</i>	<i>Other Financial Information You Wish to Include:</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:	

**SECTION V. Fiscal Year Budget Information**

If your organization follows a different funding cycle (i.e. Calendar Year), indicate your budget cycle here:

Climb’s budget cycle is on Climb’s fiscal year, which runs October 1 – September 30.

**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 (Computers for Moms)	\$ 2,500	Secured
Donors	\$ 80,000	Partially Secured
Fundraisers	\$ 0	N/A
Interest	\$ 0	N/A
Albany County CPI	\$ 22,500	Secured
Albany County Charitable Relief Funding	\$17,771.50	Secured
TANF Funds - ESM and FBI	\$225,000	Secured
USDA Funds - SNAP	\$73,728.50	Secured
<b>Total Estimated Revenue</b>	<b>\$437,500</b>	

*Expense*

	<b>Amount</b>	<b>Comments</b>
Salary, Director	\$ 70,000	Salary and Employer Taxes
Salary, Other(s)	\$ 60,000	Salary and Employer Taxes
Benefits	\$ 20,000	Health Insurance and Retirement
Rent	\$ 40,000	Space for Program Staff
Utilities	\$ 10,000	Telephone and IT
Client Service	\$135,000	Mental Health Providers, Professional Speakers, Tuition, Recognition Events, Graduate Services, Training Materials and Support, Work Experience Wages, Drug and Background Screening, License and Certification
Client Aid	\$ 40,000	Incentives, Work Support and Clothing, Participant Travel, Computers for Moms
Equipment	\$ 2,500	Small Equipment
Other	\$ 25,000	Program Recruitment and Networking, Staff Training, Travel and Supplies
Other	\$ 35,000	Fundraising and Administration
<b>Total Estimated Expense</b>	<b>\$437,500</b>	

**CLIMB Wyoming**  
**Balance Sheet - Unaudited**  
as of 9/30/2020

	<u>Actual</u>
Assets	
Cash	\$1,197,353.29
CDs	\$1,495,702.70
Endowed Investments at Market Value	\$1,055,213.99
Investments at Market Value	\$136,082.60
Receivables	\$1,041,315.10
Prepaid Expenses	\$15,577.98
Fixed Assets	\$11,159.42
Total Assets	<u>\$4,952,405.08</u>
Liabilities	
Payables	\$520,929.71
Payroll Liabilities	\$1,304.76
Cafeteria Plan Liabilites	\$7,747.94
Health Insurance Payable	\$8,284.45
Deferred Revenue	\$57,340.16
Total	<u>\$595,607.02</u>
Net Assets	
Net Assets	\$4,528,333.10
Total	<u>\$4,528,333.10</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. The City of Laramie and Albany County grants are a critical piece to the ongoing success of the Climb program.

**Section VI: Interim Report for FY 2020/2021 Awardees Only**

**Complete this section if your agency was awarded Community Partner Funding in Fiscal Year 2020/2021**

**Amount Awarded?** \$9,535

**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.** \$7,111

Date: June 30, 2021

**Briefly describe the impact that the FY 2020/2021 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?*

Since the grant cycle started, Laramie Climb has served 34 candidates, nine participants who have 21 children that also benefit from the program, and 26 graduates. The participants were served through a Medical Office Careers program. 100% graduated from the program with 89% placed in careers. Prior to the program 44% of participants were employed making an average wage of \$1,773 per month. The average wage during job placement is \$2,015 per month.

When COVID-19 became a pandemic, Climb staff worked to transition the program online in collaboration with Alec Muthig, Jessica Stalder, Ivinson Memorial Hospital, and Laramie County Community College. Laramie Climb’s online training commenced on May 18, 2020 and continued on a weekly basis with components including medical terminology, executive functioning skills, Microsoft Word and Excel, social media and professional tips, resume building and more to lead to diverse office placements including medical offices. Staff intentionally kept training in manageable segments and adjusted timing to meet the moms’ schedules. Staff met with the local medical community about employer needs so the program could stay flexible and adaptive with the specific components.

Nine participants completed the Medical Office Careers training with the majority securing job placements quickly after graduating. While the availability and capacity to connect with employer partners has been more challenging than usual, Climb staff have been working diligently to ensure participants receive all job placement components including evaluations. Job evaluation is essential for the participant's growth in her career and helps participants build strong communication skills with employers. Employer partners included Stitches Acute Care Center, Pathways Mental Health Professionals, Premier Bone and Joint, Basic Beginnings Daycare, Spring Wind Assisted Living, Head Start, Tungsten Parts Wyoming and McPhearson Dental.

Krystal is a graduate of the recent medical careers training who experienced numerous successes. Before joining Climb, Krystal was unemployed and relying on government benefits to help support her three children. Ready for change, Krystal began the Medical Office Careers training, where she discovered her love of learning. Krystal excelled through the program and was placed in a career quickly at the end of clinicals. Deciding she wanted to continue her education and enhance her skills, Krystal enrolled in a billing and coding certification course. Her current employer is supportive of her goals and is working with her to create a flexible schedule so she can attend school.

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, First Interstate Bank, 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, Charitable Relief Funding through Albany County, Department of Family Services grants, 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 \$7,111 before 6/30/2021 on the current Laramie Climb program. Due to COVID-19, programs took longer to execute during summer and fall as we created the proper safety guidelines and shifted trainings online. With current programs already restructured, we expect to have more consistent spending during Spring 2021. Laramie Climb is currently recruiting for a Medical Office Careers Training to start soon.

In the words of a recent graduate, "Climb not only helped me to secure a job that I love but also helped me close the door to my rough past and give me the tools to move forward in a positive direction that will help me build a sustainable future for me and my daughters."



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,

A handwritten signature in black ink, appearing to be "Laura Ladd", written over a horizontal line. To the right of the signature is the date "2/13/19".

Laura Ladd, President