

Wyman Center 2014 Annual Report

Transforming Today's Teens, Discovering Tomorrow's Leaders



W Y M A N

Transforming Teens. Changing Communities.



For more than 100 years, Wyman has helped hundreds of thousands of young people build brighter and more vibrant futures. Our programs impact over 35,000 lives annually. And with your support, we will continue to touch thousands more each year.

“We live in a world in which we need to share responsibility. It’s easy to say: ‘It’s not my child, not my community, not my world, not my problem.’ Then there are those who see the need and respond. I consider those people my heroes.”
— Fred Rogers

Table of Contents

- 3 Introduction by Dave Hilliard, President and CEO, and Keat Wilkins, Chairman of the Board
- 4 Organizational Profile
- 8 In the Midst of Crisis, Wyman Helps Teens Become Agents of Change
- 10 Brittany Woods and Wyman Join Forces to Build the Tenacity of Teens in Poverty
- 11 Improving the Health and Wellbeing of Teens in Urban Settings
- 12 Equipping Adults, Empowering Teens in Foster Care
- 13 Today’s Teen, Tomorrow’s Leader: Quentin Phillips
- 14 Donors, Gifts and Highlights Summary
- 15 Statement of Financial Position
- 16 References



About our cover Quentin Phillips has been a participant in Wyman’s programs since he was in seventh grade. Read more about Quentin’s story on page 13.

Dear Friends,

At Wyman, we're compelled to serve as an advocate for young people. Every teen deserves the opportunity to thrive in learning, work and life.

Today in America, 13.5 million young people live in poverty—which makes those youth vulnerable to a multitude of risk factors, derailing their opportunities for success.

We have a moral and economic imperative to change this situation—and can do so by changing how we approach the development of young people in our communities. Nothing brings this to light more than the 2014 events in Ferguson, Missouri.

This experience reinforced to us how important it is to empower and honor the voices of the next generation, and ensure they have the tools and skills necessary to ignite powerful change within their own lives and in their communities.

Alasia, a 7th-grader in Ferguson, brought this point home: "I believed I could make a difference, but I didn't have the courage to try. I thought, 'How can we help our community? How can we be there for one another?'" Then, Alasia attended Wyman's Teen Outreach Program at her middle school. "Now, I know how to resolve problems and see things from different points of view. I know I can make a difference."

At Wyman, we see the need and are ready to respond. We have the inspired staff, network of partners and innovative solutions in place to help more teens like Alasia, and affect permanent, positive change where it is most critical.

Together with you—our funders, partners and champions—we can build on our success. We invite you to learn more about our work in 2014 on the following pages, and about our future endeavors on our website at www.wymancenter.org. Help us answer this call, and become a hero to America's teens.

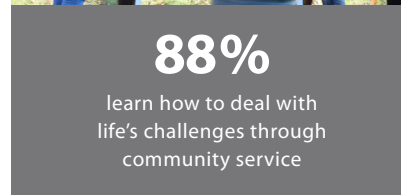
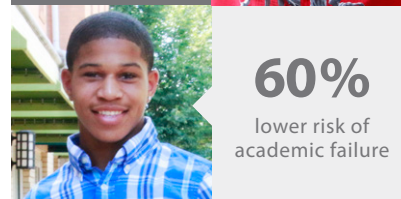
Sincerely,



Dave Hilliard President/CEO



Keat Wilkins 2014 Chairman of the Board



Transforming Teens, Changing Communities

Wyman empowers teens from disadvantaged circumstances to lead successful lives and build strong communities.

Our proven solutions build teen leadership and perseverance, while decreasing risk factors that lead to poverty.

When youth at-risk are engaged by adults using a positive approach to youth development, teens are more likely to succeed. Using this framework, Wyman trains adults to constructively recognize, utilize and enhance the strengths of young people, to help them build their resilience and leadership skills. This more comprehensive approach to youth development is a proven indicator of long-term success, in contrast to methods that focus on single problems or punitive intervention. Our time-tested, multi-channel approach helps teens transform their destinies and their communities.



Our Reach in 2014

300
organizations in
190
communities
across the U.S.

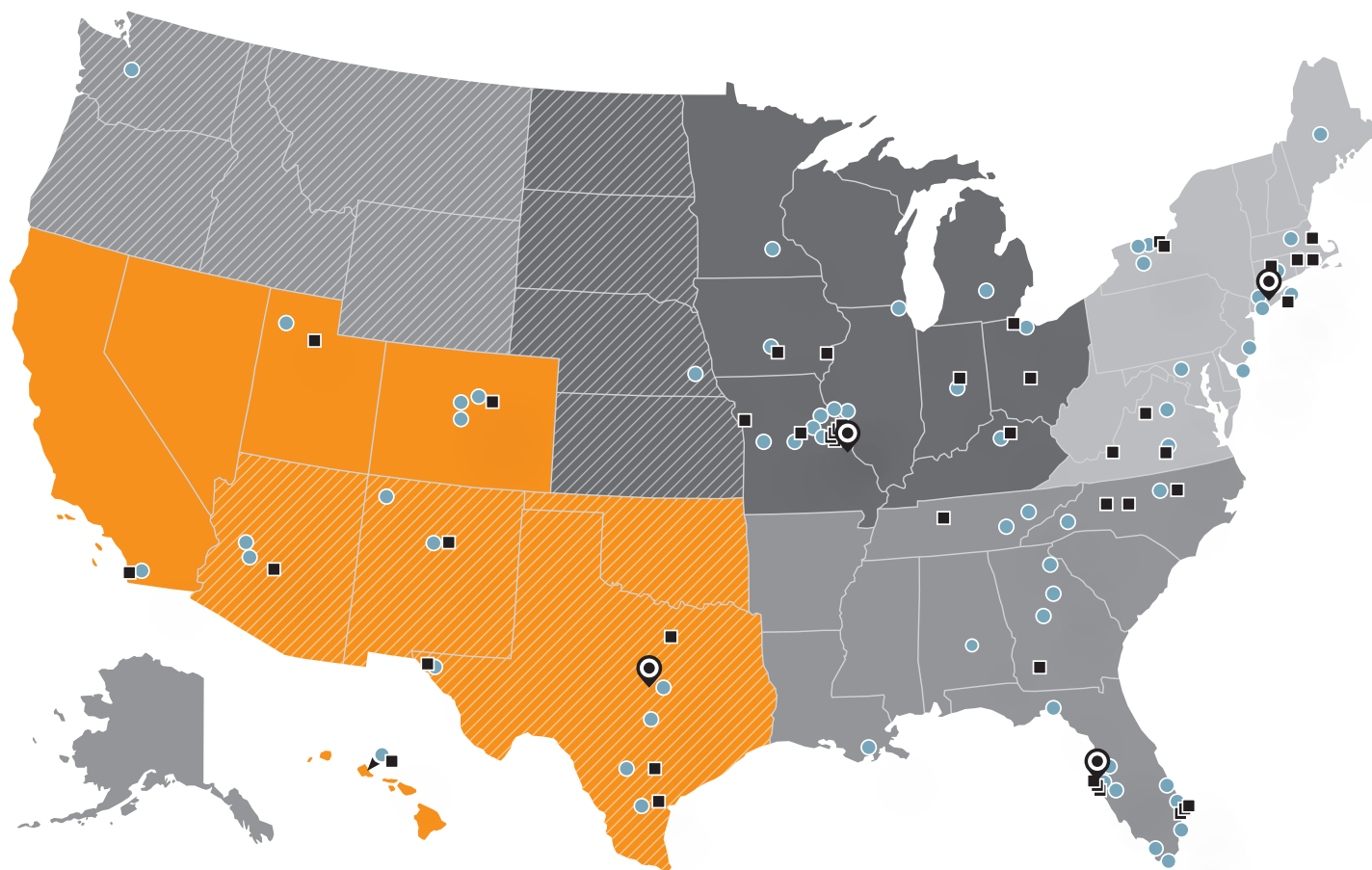
35,000
teens annually
from the ages of
11 to 22

More than
125,000
teens served in the
last five years.

Wyman's National Network of Partners and Providers

Wyman partners with organizations and communities across over 30 states to deliver our nationally recognized programming.

- 📍 Wyman's Office Locations
- Certified Replication Partner
- Certified Provider



Transforming Teens, Changing Communities

More than 13.5 million young people live in poverty. But here at Wyman, we refuse to abandon these young people at risk. Our cost-effective and time-tested approach helps teens transform their destinies and their communities.

Youth Development Solutions

TEEN OUTREACH PROGRAM® (TOP®)

Empowers teens nationally with the tools and opportunities needed to build healthy behaviors, life skills and a sense of purpose.



TEEN LEADERSHIP PROGRAM (TLP)

Builds the skills of teens in St. Louis through a six year leadership program.

RESEARCH AND INNOVATION

Increases the impact of youth development practices across the United States by working with practitioners to understand the efficacy of their work, using real-time data and information.



CHECK & CONNECT

Prevents dropout among high school students by pairing students who show signs of disengagement with caring, trained mentors who monitor, advocate for and coordinate services to help students stay in school.

Our Areas of Influence & Impact



Education

Adolescent
Health

Child
Welfare

Juvenile
Justice

The Ripple Effect of Risky Behaviors

FACT: Students from low-income families are 2.4 times more likely to drop out than middle-income teens, and over 10 times more likely than high-income peers to drop out.¹



FACT: Dropouts are more than 8 times as likely to go to jail or prison.²



FACT: Each year, the U.S. incurs an estimated \$8– \$21 billion in long-term costs for incarcerating young people.³

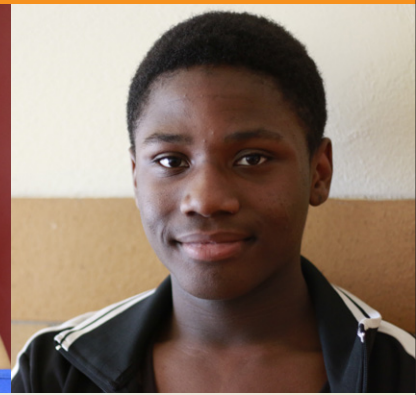


FACT: The cost to the nation for teen childbearing alone is more than \$9 billion annually.⁴



Wyman's solutions empower teens to build the skills needed to overcome the risk factors in their lives. Wyman teens are more than 50% less likely than their peers to drop out of school, become pregnant or father a child.

In the Midst of Crisis, Wyman Helps Teens Become Agents of Change



As a nationally recognized leader in youth development, Wyman's Teen Outreach Program (TOP) empowers teens across the nation with the tools and opportunities needed to become leaders with a powerful vision for their future. A significant portion of this work occurs in educational settings.

In St. Louis, TOP has taken root in several schools, including Brittany Woods Middle School and Normandy Schools Collaborative. In 2014, Wyman was poised to launch TOP in the Ferguson-Florissant School District and serve more than 300 students in 7th grade.

What the team didn't anticipate was the shooting of Michael Brown on August 9, 2014, and the turmoil that ensued. "We weren't sure what to expect. Would our students be traumatized or angry? Would they protest? Would they walk out of school?" said Kaleigh Cornelison, who serves as the TOP manager at Ferguson Middle School. "We rapidly worked to adapt—refreshing our staff on crisis intervention training and trauma care. We also worked to ensure that we had

the resources on-hand if our students needed referrals for additional support."

On the first day of school, Cornelison and the TOP team worked with students and faculty to make sure the day was filled with opportunity and optimism. The day kicked off with an assembly, and the TOP team was there to join in the excitement. As the first week and the school year progressed, the students demonstrated their positivity for their community. "Throughout the year, we were astounded by the resiliency of the students, and their ability to 'just be kids.'"

TOP includes curriculum that helps students identify their values, understand external influences, explore the influence of media on themselves and others, and learn how to use their voice.

Students hone the skills they learn during community service learning projects that help them understand the leadership role they play in their communities.

For their first community service learning project, Ferguson

In the Midst of Crisis, Wyman Helps Teens Become Agents of Change, *continued*



students elected to advocate for their community, and show how they disagreed with the barrage of media speculation.

Their resulting video, entitled “We Are Ferguson,” enabled the teens to highlight the talents that exist in their community, and speak seriously about their hopes for the future. Students shared their perceptions and feelings around the recent events, legal proceedings, and how they wanted to change their community.

Throughout the year, students continued to let their voices be heard and even attended local meetings. Students also interviewed senior residents to learn about their experiences growing up in the region.

In preparation for their final service project of the year, the teens reflected on the similarities between their experiences and the 2015 death of Freddie Gray in Baltimore, MD. In response, TOP teens created another video—with advice to

their fellow peers about how to persevere, along with words of peace, hope, understanding, love and kindness.

“Seeing the growth of these students reinforced my belief in the power of youth, and that by teaching young people ‘how to think’ instead of ‘what to think,’ they can find the strength within to become powerful agents of change,” said Cornelison. “Although these teens may seem young, the skills they learned throughout the year enabled them to help others in need. As a facilitator, there’s nothing better than helping our teens realize their potential.”

Kaleigh Cornelison joined the Wyman team in 2014 and serves as a TOP Manager at Ferguson Middle School. Cornelison is a Licensed Clinical Social Worker and a Certified TOP Trainer.

Brittany Woods Middle School and Wyman Join Forces

Building the Tenacity of Teens in Poverty

University City, Missouri is one of many communities across the St. Louis region that experiences economic disparities.

Families that struggle to put food on the table, and move frequently due to unsafe housing conditions, live in close proximity to other families with access to a wealth of resources. This contrast leads to opportunity inequity, and those students living without necessary resources struggle to succeed in school.

"As an educator, it's hard to identify the reason these young people are having trouble—is it emotional development, or a significant event in their earlier life that has left them needing restoration? To expect these teens to forget it all and learn is just not going to happen," said Jamie Jordan, who served as principal of University City's Brittany Woods Middle School from 2009 to 2015, "We have to look at how we are serving students at all levels, especially those who are underserved."

In 2011, Brittany Woods and the University City School District called on Wyman to bridge this gap. Wyman began working to help teens build the skills needed to help them stand strong in the face of adversity, a result of the district's commitment to provide support to its students so that they may succeed academically and in life.

One student that Wyman has served found herself homeless at the age of 12. "In 7th grade, my dad lost his house," said Darlisa, now age 17. "I was worried about how I was going to make the next move, but Wyman helped me learn that when I go through a problem, I can look for solutions and find resources to help. Now, I know that I can live by myself, fill out scholarship forms and even get into the colleges I want to attend."



Today, Darlisa is setting her sights on becoming a doctor. "Wyman has taken me from a shy, scared 12-year-old, to someone who doesn't get stuck when faced with a challenge."

Darlisa is just one of the many teens that Wyman serves in St. Louis. "Thanks to Wyman, the school climate at Brittany Woods improved," said Jordan. "Fighting declined, and student achievement increased. Wyman empowered our young people to work together and gain empathy for others. They helped staff prioritize the social emotional development of students and learn how to teach young people to live as responsible citizens."

In 2012–2013, Brittany Woods' students who participated in Wyman programs, in comparison to others who did not, were:

- 83 percent less likely to report failing grades.
- 72 percent less likely to skip classes without permission.
- 69 percent less likely to get suspended.⁵

To learn more about Wyman's work with Brittany Woods Middle School, visit: <http://bit.ly/wymanbwms>.

Improving the Health and Wellbeing of Teens in Urban Settings



The Bronx, New York has had the highest teen pregnancy rate in all of New York City and a nearly 40 percent poverty rate among young people.⁶ Standing in their way to success is a marathon of hurdles—food scarcity, homelessness, incarceration, dropout, violence and limited access to healthcare.

“Once teen pregnancy occurs, it doesn’t just affect the father or mother, but their offspring for generations,” said Estelle Raboni, program director for Wyman’s Teen Outreach Program® (TOP®) offered by Morris Heights Health Center (MHHC) in The Bronx, New York. Children of teen parents are more likely to grow up poor, experience neglect, drop out, become teen parents themselves or become incarcerated.⁷

In an attempt to fight this battle, schools in The Bronx began integrating health centers within the schools. However, teen pregnancy failed to decline.

“The comprehensive approach that we found through TOP was the key to our success,” said Raboni.

TOP empowers teens with the tools and opportunities needed to avoid risky behaviors—like teen pregnancy—and instead build a foundation of healthy behaviors, life skills and a sense of purpose.

According to a case study published by the U.S. Department of Health and Human Services’ Office of Adolescent Health:

- 86 percent of 6th graders and 86 percent of 9th graders felt that TOP helped them make good choices about their health and wellbeing.
- 77 percent of 6th graders and 69 percent of 9th graders said that their participation helped them get good grades.
- 90 percent of 6th graders and 85 percent of 9th graders said that their participation helped them think about what they could accomplish in the future.

“TOP has been a game-changer for these students,” said Raboni. “These teens aren’t more privileged—they live in the same neighborhoods, take the same classes and have similar socioeconomic backgrounds. TOP helps them stay more engaged in school, and approach their education and communities with an entirely different attitude.”

Watch this video to hear more from Raboni about the collaboration with Wyman: <http://bit.ly/wymanwellbeing>.



Equipping Adults, Empowering Teens in Foster Care

In 2011, the Tennessee Department of Children's Services (DCS) offered Oasis Center, an organization that provides youth at-risk with clinical, emergency and residential services, with funding to provide staff with professional development to help them better serve teens within group care settings. As a result, Oasis tapped Wyman to provide tools and training to help staff improve their interactions with youth in foster care.

Wyman's training, which is centered upon evidence-based youth development approaches, essentially helps adults learn how to constructively recognize, utilize and enhance youth's strengths, and build their resilience and leadership skills. The training reinforces a comprehensive approach to youth development, versus traditional methods that focus on single problems.

According to Judy Freudenthal, Senior Director of Youth Engagement and Action at Oasis, "Wyman's model has helped improve services across the state for hundreds of vulnerable youth in foster care."

Recent evaluation has indicated that this training has equipped adults to:

- Reduce the number of serious incidents such as runaway, assault, contraband and physical restraint.
- De-escalate potentially disruptive situations and become less likely to use sanctions as the first line of response when youth act out.

- Improve organizational culture and practice.
- More effectively gain the trust of youth by building equal relationships that reduce the distance between staff and youth.
- Increase youth communication skills, their understanding about the correlation between their values and behavior, appreciation of themselves and their peers, participation in group programming and leadership in the community.
- Help youth understand and achieve high expectations.

"Congregate care facilities serving these youth are now evolving into places where adults are equipped to help youth identify and nurture their strengths," added Freudenthal. "Part of Wyman's solution is to create spaces where teens can find and hone their strengths during community service experiences. These opportunities help us collectively flip the script—youth who often are viewed as part of the problem are now seeing themselves as problem solvers—and part of the solution."

According to Jane Fleishman, MSSW, LAPSW, Statewide Training and Development Director at Oasis Center, "The success we've achieved with this training has enabled us to partner with our state's child welfare system in ways that have the potential to impact how certain services are delivered to adolescents in care."

Today's Teen, Tomorrow's Leader: Quentin Phillips

At Wyman, we're inspired by teens like Quentin Phillips, featured on the front cover of this report. Quentin's father passed away when he was just a toddler, and as a result, Quentin felt as though he missed out on the guidance he might have received from additional family members surrounding him.

"Quentin was a shy teenager when he first joined Wyman's Teen Leadership Program," said Bryan Capers, Wyman's Teen Leadership Program Director and former College and Career Program Director. "He rarely advocated for himself or stepped up, but today, he's learned to take initiative and ownership of his success, and he knows where he wants to go."

"Because it was just my mom and me, I didn't have a big support system or other kids around me to keep me on track. But my experience with Wyman has allowed me to see who

I am, recognize my potential, be around others who were my age—and even learn to how to be a leader," said Quentin.

"Quentin reminds me that regardless of anyone's life circumstances, as long as we continue to have hope—and encourage teens to think beyond what they think their limitations are—they are bound to be successful," said Capers. "I can't think of another teen who has completed more college applications, has received so many scholarships or become as involved in as many things as he has. And, it's paying off."

In 2015, Quentin applied for, and was accepted to, Louisiana State University's esteemed College of Engineering. Today, Quentin is pursuing his dreams of becoming a petroleum engineer.

Watch Quentin's video at <http://bit.ly/wymanquentin>.



Donors, Gifts and Highlights Summary

\$50,000 and Above

The Boeing Company
Susan Crown Exchange
Emerson
St. Louis County Children's
Service Fund
TG Public Benefit Grant Program
United Way of Greater St. Louis

\$25,000-\$49,999

American Family Insurance
Kim and Carl Casale
Deaconess Foundation
Express Scripts, Inc.
Sidney H. Guller
South Side Lions
City of St. Louis Department
of Public Safety

\$10,000-\$24,999

American Direct Marketing
Resources, Inc
Anonymous
Bellwether Foundation
Tony and Kim Garavaglia
Florence Heiman Charitable
Foundation
Home State Health Plan
Incarinate Word Foundation
Dr. Shahradd Khodamoradi
Kirberg Company, Inc.
The Kling Family
John McHugh and Becky Brown
Pettus Foundation
Sense Corp
William M. Stern
Tromblee Family Foundation
Bill and Debbi Voss
Pete and Linda Werner
Jack and Pat* Wichmann
Scott and Carolyn Wittkop
Kim Casale

*Deceased

Gift Highlights



The Boeing Company's investment gives Wyman the ability to serve more teens effectively, preparing them for a lifetime of opportunity and success. Through Boeing's generous support, we are able to collect and analyze information and data from our work with teens to determine the impact of our programs, launch program innovations, and lead a national knowledge exchange about positive youth development best practices.



The Susan Crown Exchange and Wyman are aligned in the belief that thriving in the 21st century requires youth to possess a robust skill set. Long-term success requires an array of skills beyond traditional academic achievement. But there's a disconnect between the new demands for thriving in the 21st century and what our traditional education system provides. That's why the Susan Crown Exchange has provided Wyman with the funds to provide youth with proven programs that can help them build life skills like empathy, self-regulation, resilience, and agency, which are otherwise known as social emotional skills.



The United Way of Greater St. Louis' investment in Wyman is an impactful example of its mission to help people live their best possible lives. Both the United Way and Wyman believe that every young person deserves the opportunity to reach his or her full potential. The United Way's generous support and partnership enables Wyman to support thousands of teens annually in the St. Louis region through core programs. As a result, more youth in our communities graduate from high school on time, pursue post-secondary degrees, make healthy life choices and are engaged citizens.



Combining technology innovation and industry expertise, Emerson solves some of the world's most complex challenges for customers in industrial, commercial and consumer markets around the world. The Emerson Charitable Trust provides support to organizations in the U.S. where its employees live and work that improve and enrich lives, promote volunteerism, sponsor education and provide services to those who need it most. Emerson's investment in Wyman allows us to transform the lives of thousands of teens annually in the St. Louis region. Through Emerson's generous support, teens who were previously at-risk graduate from high school better prepared to become leaders in their communities and achieve a lifetime of success.

2014 Statement of Financial Position

ASSETS

Current Assets	\$ 4,559,822
Unconditional Promises to Give	94,787
Facilities and equipment	5,360,772
Beneficial interest in charitable remainder trust	129,555
Assets restricted for permanent investment	1,968,722
Total Assets	\$ 12,113,658

LIABILITIES AND NET ASSETS

Current Liabilities	\$ 962,407
Notes payable	1,658,661
Total Liabilities	2,621,068
Net Assets	
Unrestricted	4,830,793
Temporarily restricted	2,563,520
Permanently restricted	2,098,277
Total Net Assets	9,056,909
Total Liabilities and net assets	\$ 12,113,658

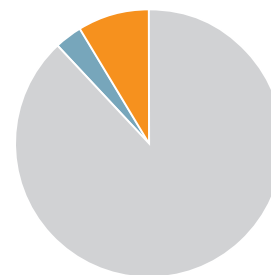
STATEMENT OF ACTIVITIES

Revenues and support	\$ 5,306,588
Expenses	5,309,923
Increase in net assets	(3,335)
Net assets, <i>beginning of year</i>	9,495,925
Net assets, <i>end of year</i>	\$ 9,492,590

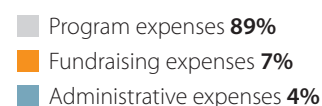


In 2014, your donations helped us reach **300 organizations in 190 communities** across the U.S. and 35,000 teens from the ages of 11 to 22 years. Over the last five years, your donations have helped us serve more than **125,000 teens**. Your support empowers teens nationally with the tools and opportunities needed to build healthy behaviors, life skills and a sense of purpose.

Wyman Organizational Efficiency



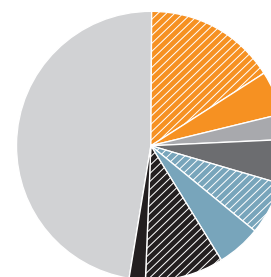
% OF EXPENSES



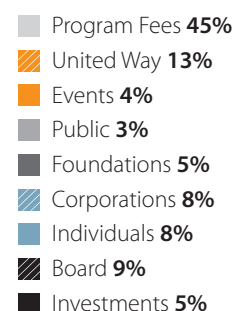
FUNDRAISING EFFICIENCY

15¢

SPENT TO RAISE \$1.00
IN DONATIONS



SOURCES OF REVENUE



References

- ¹ High School Dropout Rates: Causes and Cost, Education Week:
http://blogs.edweek.org/edweek/education_futures/2013/11/high_school_dropout_rate_causes_and_costs.html?q=High+School+Dropout+Rate:+Causes+and+Costs+inmeta:Pub_year%3D2013
- ² Bureau of Justice Statistics Special Report, Education and Correctional Populations, U.S. Department of Justice:
<http://www.bjs.gov/content/pub/pdf/ecp.pdf>
- ³ Costs of Youth Confinement Estimate to Run into the Billions of Dollars Each Year, Justice Policy Institute:
<http://www.justicepolicy.org/news/8478>
- ⁴ Counting it Up: The Public Costs of Teen Childbearing, The National Campaign to Prevent Teen and Unplanned Pregnancy: <https://thenationalcampaign.org/why-it-matters/public-cost>
- ⁵ Assessing the Impacts of Service Learning on Middle School Students: Wyman's Teen Outreach Program®, 2014, Center for Social Development, George Warren Brown School of Social Work:
<http://csd.wustl.edu/Publications/Documents/RR14-09.pdf>
- ⁶ New York State Poverty Report, 2013, New York State Community Action Association:
http://ams.nyscommunityaction.org/Resources/Documents/News/NYSCAAs_2013_Poverty_Report.pdf
- ⁷ The Children of Teen Parents, FSU Center for Prevention & Early Intervention Policy;
http://www.cpeip.fsu.edu/resourcefiles/resourcefile_78.pdf

Join the movement

WymanCenter.org

	 Facebook.com/ WymanCenter	 @WymanCenter	 WymanCenter
 Join the Mailing List	 Your Opinion Matters	 Become a Partner	 Help Fund the Need

Proud member of



St. Louis County
Children's Service Fund
Keeping Kids First



Wyman transforms teens and changes communities by empowering teens, equipping adults and strengthening the communities that surround them. Our proven programs build teen leadership and perseverance, while decreasing risky behaviors that lead to a lifetime of consequences.

Our innovative programs have been deployed by more than 300 organizations nationwide within education, adolescent health, child welfare and juvenile justice settings.

Mailing address:
600 Kiwanis Drive
Eureka, MO 63025