

Transforming Teens. Changing Communities.

W Y M A N

2016 Annual Report



Mission

To empower teens from economically disadvantaged circumstances to lead successful lives and build strong communities.

Vision

We envision a day when all young people in America thrive in learning, work and life.

A Window of Opportunity

During the transition from childhood to adulthood, youth face rapid physical, mental, emotional and social changes. Navigating the risks and opportunities of adolescence can be challenging for all, especially for teens living in disadvantaged circumstances. **All youth deserve the right support to achieve educational success, develop healthy behaviors and relationships and to build the life and leadership skills in order to thrive.**

A Big Challenge



EDUCATION

Challenge: 1.2 million youth drop out of high school in the US annually.¹

Solution: In addition to individual educational achievement, moving just one student from dropout to high school graduate would **yield more than \$200,000 in higher tax revenues and lower government expenditures** over his or her lifetime.⁴



HEALTHY BEHAVIORS AND RELATIONSHIPS

Challenge: According to The National Mentoring Partnership, 1 in 3 American young people will grow up without a mentor to keep them from falling off track.²

Solution: When youth form long-term bonds with adult mentors, they are better able to withstand the challenges of adolescence, and **avoid risky behaviors.**⁵



LIFE AND LEADERSHIP SKILLS

Challenge: Stress associated from living in poverty can reduce motivation, determination and effort in young people.³

Solution: \$11 return for every \$1 spent for asset-based programs that help youth build their strengths, including social and emotional and leadership skills that help them **thrive.**⁶

¹ Cities in Crisis, America's Promise, Closing the Graduation Gap

² The National Mentoring Partnership

³ Teaching with Poverty in Mind, by Eric Jensen, 2009; Johnson, 1981; Wommack & Delville, 2004

⁴ H. Levin, 2007

⁵ Roehlkepartain, E.C., Pekel, K., Syvertsen, A.K., Sethi, J., Sullivan, T.K., & Scales, P.C. (2017). Relationships First: Creating Connections that Help Young People Thrive. Minneapolis, MN: Search Institute.

⁶ Collaborative for Social and Emotional Learning.

A Vibrant Society Depends on the Strength of its Young People

Our Beliefs



We believe every young person

- > Has the potential to succeed and lead regardless of life circumstances.
- > Deserves to have connections with caring adults, who empower them to share their voice and engage within their communities.
- > Deserves equitable access to quality education, work and life experiences—ensuring a better future and a better world.

Wyman's Strategy for Action: Solutions at Scale

Proven programs, caring and competent adults, and the right environments can all create change. Wyman's evidence-based programs empower teens to achieve educational success, build life and leadership skills, and develop the healthy behaviors and relationships they need to thrive.

Empower Teens

Through strong, quality programs, **TEENS** gain the skills they need to be empowered and realize their full potential.



Equip Adults

Through Wyman training, **ADULTS** have the tools and knowledge to guide and mentor young people by developing deeper relationships, and recognizing and enhancing the strengths of young people.

Strengthen Systems

Through Wyman's leadership and facilitation, **SYSTEMS** work to better create and improve equitable opportunities for youth to thrive.

Programs That Make a Difference

Teen Outreach Program® (TOP®)



CARING ADULTS GUIDE TEENS

through engaging lessons and community service projects, which build their skills to achieve big things.

- Range: Annual, 6th–12th grade teens.
- Focus: Social and emotional skills (such as problem-solving, decision-making and teamwork), healthy behaviors and a sense of purpose.
- 22,236 teens in St. Louis and across the US.

Teen Leadership Program (TLP)



WYMAN COACHES HELP TEENS

identify their personal interests, and college and career paths—taking them on a journey of self-discovery and leadership with their peers.

- Range: 6 consecutive years, 9th grade–2nd year of post-secondary.
- Focus: Educational success, leadership and civic engagement.
- 382 teens in the St. Louis region.

InspireSTL



COACHES WORK WITH SCHOLARS

from the City of St. Louis to pursue and complete a rigorous high school and college experience to empower future leaders.

- Range: 10 consecutive years, 7th grade–college graduation.
- Focus: Educational success, leadership and civic engagement.
- 130 teens in St. Louis City.

Challenges confronted:

- > During the 2013–2014, more than **6.5 million students** chronically missed school.¹
- > In 2016, **only 69% of US graduates** applied for post-secondary opportunities to pursue their passions and leadership potential.²

95%

OF TOP PARTICIPANTS

report engaging in effective problem-solving strategies.

91%

OF TLP TEENS PURSUE

post-secondary opportunities.

94%

OF INSPIRE STL TEENS

graduated from high school and enrolled in a 4-year university.

St. Louis data

¹ <http://www.pbs.org/newshour/rundown/data-reveals-how-many-u-s-students-chronically-miss-school/>

² U.S. Department of Labor, 2017

Empower Teens: To Become the Next Great Influencers

Strong, quality programs ensure teens have the tools and skills needed to succeed.

SINCE THE AGE OF 8, GRACIE

has dreamed of becoming a veterinarian. But since age 15, she began securing part-time jobs to help her family thrive.

When her parents separated and her father moved to Georgia, she got her first part-time job because money was tight. Two years later, her father was diagnosed with Alzheimer's Disease and Dementia, and she added another part-time job to pay for her family's growing needs. Soon, she and her mother began caring for him.

Gracie represents one of the 3,000 teens that Wyman serves across the St. Louis region. As a teenager, she was faced with formidable circumstances that could have taken her off course.

Instead of signaling defeat, Gracie persisted. "My life was chaotic, but I committed myself to everything I could. My Wyman counselors helped me realize that it was important to make time for myself, and focus on what I wanted to be. With mentors at my side, I had a renewed sense of purpose, and I was ready to start over."

Today, Gracie is double-majoring in animal science and psychology to become an animal behaviorist. Wyman helped her choose her career path, secure financial aid, pursue her college of choice, and land an internship, where she gained first-hand animal behavior experience. This part of Wyman's Teen Leadership Program is made possible through a collaboration with STL Youth Jobs and the United Way.

Learn the full story of Gracie's inspiring journey at wymancenter.org.



"My life was chaotic, but I committed myself to everything I could. My Wyman counselors helped me realize that it was important to make time for myself, and focus on what I wanted to be. **With mentors at my side, I had a renewed sense of purpose, and I was ready to start over.**" —Gracie

Wyman helped Gracie choose her career path, secure financial aid, pursue her college of choice, and land an internship, where she gained first-hand animal behavior experience.

IN
2016

100%

OF WYMAN'S TEEN

Leadership Program and InspireSTL teens graduated high school, compared to only 89% of their Missouri peers.

Equip Adults: To Empower Healthy, Thriving Teens

The Green River District Health Department delivers Wyman's Teen Outreach Program® in five counties throughout rural Kentucky. This TOP® provider reaches a total of 300 teens, a large portion of the **more than 1,100 youth served by TOP in Kentucky.**

FAMILIES IN THE GREEN RIVER

Health District face a number of challenges—low graduation rates, increasing poverty and crime rates, and a growing prevalence of risky health behaviors. **TOP is incorporated into 13 schools across the region to improve the outcomes for the next generation.**

With the support of Wyman's training team, Angela Woosley, Public Health Services Supervisor and registered nurse, coordinates the program across the schools. Utilizing Wyman's Train the Trainer model, through the Kentucky Department for Public Health, Woosley leads training to help adults deliver the program.

Surveys benchmark the program's progress and impact. "Youth are asked if they have positive people in their lives that they can trust and learn from—someone who encourages them to do great things. Many of our teens have trouble answering that question because they lack those adults in their lives," said Woosley.

"TOP gives us the framework to become that positive, caring adult in their lives who doesn't judge them..." When we say their previous experiences, like stealing, fighting or skipping school, do not define them, and they can change their future, it opens their minds to their potential."

"Many of the teens we serve are lost in the school system. They are not cheerleaders or football players, and haven't been a part of social



or leadership settings to develop their confidence and sense of self. In TOP, they take part in community service that brings their exceptional talents to the surface, and helps them develop skills like empathy, problem-solving and goal-setting. They become empowered, and recommit themselves to school because they want to be in TOP," added Woosley.

Conversations in Woosley's TOP clubs have unearthed major challenges teens struggled with that could have changed their life trajectories. "In one of my TOP Clubs, a young person shared that she was thinking about running away. But because she developed trust in us and her peers, they listened and began offering their help and support. We connected her with the vital resources she needed."

"Because of the positive way that TOP helps us approach youth—we don't condemn students, like this particular student, for missing school. We say, 'we're so glad you're here,' and take the time to find out what's really going on. It's those moments that make me a believer. TOP is that life-changing."

ACROSS THE US,

13.5 million

youth face circumstances that make it difficult to thrive.

IN
2017

Wyman
will launch updated

TOP CURRICULUM AND TRAINING

to more than 59 TOP partners
across the US who serve more than

22,200

YOUTH

Strengthen Systems: To Bring About Systems Change Through Leadership and Facilitation

Wyman brings together its Strategy for Action by empowering teens, equipping adults, and strengthening systems at Normandy Schools Collaborative (NSC) in our first Youth Impact Partnership.

NSC SERVES APPROXIMATELY 3,200

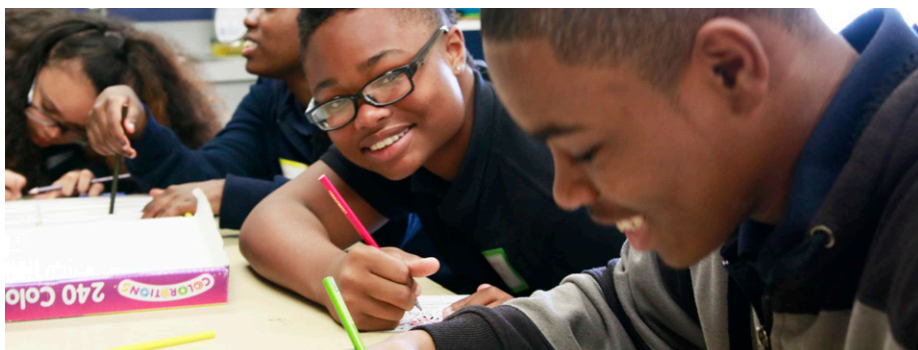
students from several North St. Louis municipalities. 97 percent of the students qualify for free or reduced lunch, which is a common poverty-level indicator.

Faced with a number of challenges, NSC is guided by new leadership and a community collaboration plan. They are united by one goal: to ensure all children graduate ready to thrive as adults. In 2016, Wyman and NSC formed a partnership to deploy innovative strategies aimed at supporting all youth in the district with the quality services and experiences they need and deserve.



"Our partnership with Wyman is helping us ensure children are more engaged, performing better academically, facing fewer barriers to learning—and also supporting teacher success more fully. When we speak of 'Educating for the future, while changing lives today,' this is the type of partnership that is changing lives today."

—Dr. Charles J. Pearson,
NSC Superintendent of Schools



Strengthen: Wyman's First Year Accomplishments at NSC

ALIGN AND COORDINATE:

Convened 35+ nonprofit providers regularly to share experiences and information, to create better alignment of services so that youth have what they need, when they need it. Partnered with For the Sake of All and Affinia Healthcare to fill gaps and remove barriers to healthcare access, and support student success, which resulted in a new, full-service, onsite health center to serve all NSC students.

QUALITY AND ACCOUNTABILITY:

Led the development of a process for existing and new providers to contract with the district with shared understanding and accountability to outcomes for youth.

POLICIES AND PROCEDURES:

Alongside the district's leadership, Wyman led a process that has instituted the beginning of a trauma-informed culture that values positive youth development and creates the right school environment for youth to succeed. Wyman provided training for more than 400 staff on positive youth development to understand the impact of trauma.

A Youth Impact Partnership brings together Wyman's Strategy for Action in one geographic location.

Empower

Wyman's evidence-based programs, and all programs and services, are delivered with quality and reach a critical mass of youth in the district before, during and after school.

Equip

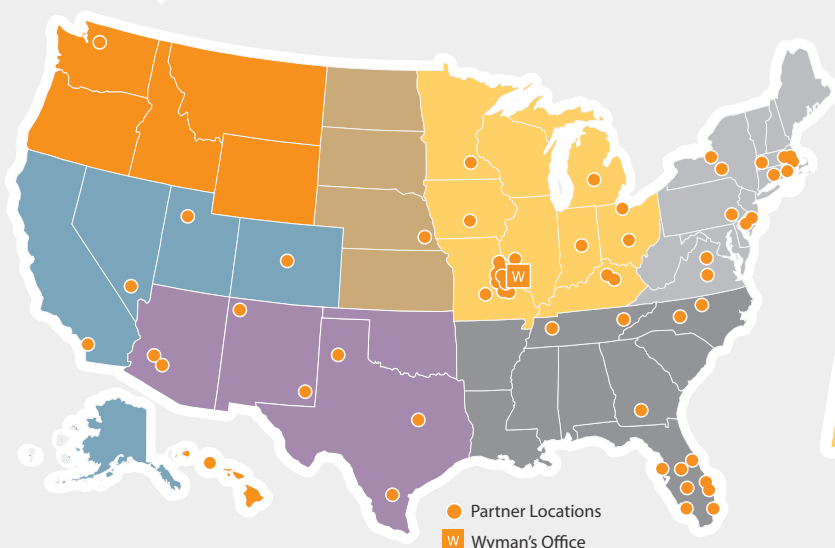
Research-based adult training and support are provided to address needs related to asset-based youth development, social and emotional skills, and trauma-informed practice.

Strengthen

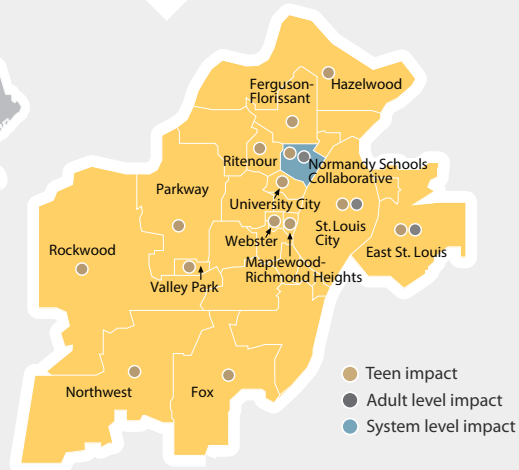
Wyman coordinates, aligns and fills gaps in services; integrates quality and accountability measures for partners; and implements policies that support youth well-being.

Where We Are Today

NATIONAL REACH



ST. LOUIS REACH

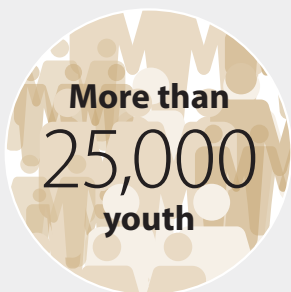


Serving 3,700 teens across St. Louis.

Wyman's Future

175,000 YOUTH SERVED ANNUALLY BY 2021

Empower



Annually through Wyman's programs and system's based work.

Equip



Equipped to positively impact the lives of thousands of youth.

Strengthen



Closing the opportunity gap in 5 communities by influencing systems.



2016 Financial Report



Wyman has been dedicated to serving youth from disadvantaged circumstances for more than a century.

With your support, Wyman is empowering teens, equipping adults and strengthening systems in St. Louis and across the nation.

In 2016, your donations helped us reach more than 22,700 teens alongside our partners.

Because of the investments made by generous individuals, corporations and foundations, Wyman programs and services help teens thrive in learning, work and life.

2016 Financial Highlights

ASSETS

| | |
|---|---------------|
| Current assets | \$ 3,138,523 |
| Unconditional promises to give | 565,624 |
| Facilities and equipment | 5,438,873 |
| Beneficial interest in charitable remainder trust | 120,147 |
| Assets restricted for permanent investment | 2,205,965 |
| Total assets | \$ 11,469,132 |

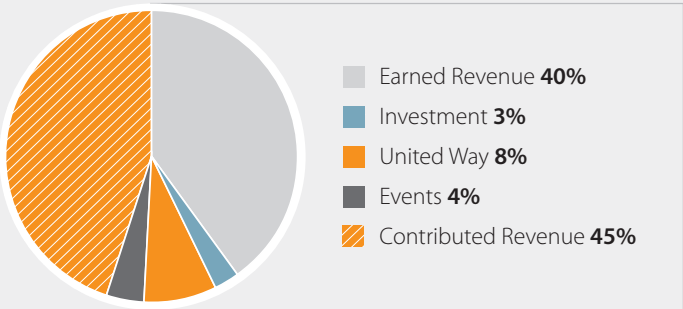
LIABILITIES AND NET ASSETS

| | |
|----------------------------------|---------------|
| Current liabilities | \$ 616,442 |
| Notes payable | 1,274,993 |
| Total liabilities | 1,891,435 |
| Net assets | |
| Unrestricted | 3,540,842 |
| Temporarily restricted | 3,710,743 |
| Permanently restricted | 2,326,112 |
| Total net assets | 9,577,697 |
| Total liabilities and net assets | \$ 11,469,132 |

STATEMENT OF ACTIVITIES

| | |
|-------------------------------|--------------|
| Revenues and support | \$ 7,849,621 |
| Expenses | 7,725,843 |
| Increase in net assets | 123,778 |
| Net assets, beginning of year | 9,453,919 |
| Net assets, end of year | \$ 9,577,697 |

Sources Of Revenue



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2016 Donors and Gifts

\$1,000,000+

Anonymous
Steward Family Foundation

\$500,000-\$999,999

United Way of Greater St. Louis

\$100,000-\$499,999

Ameren Corporation Charitable Trust
Anonymous
Citi Foundation
Emerson
Bob Fox and Maxine Clark
John and Anne McDonnell
David and Cheryl Morley



\$50,000-\$99,000

The Boeing Company
Kirberg Company Inc.
The Mysun Charitable Foundation

\$25,000-\$49,000

American Family Insurance Bill Voss Agency Inc.
Anonymous
City of St. Louis Department of Public Safety
Express Scripts Inc.
Ferring Family Foundation



John McHugh and Becky Brown
Linda and Pete Werner

\$10,000-\$24,999

Anonymous
Peter and Carol Benoist
The Crawford Taylor Foundation
Deaconess Foundation
Florence Heiman Charitable Foundation
Barbara B. Goodman
Bob and Betty Ann Hillard
Dave and Tina Hilliard
JST Charitable Fund
Shahrddad Khodamoradi
Jeanne Lewi
Light A Single Candle Foundation
Heather and Kyle Lopez
Maritz
Monsanto Fund
The Saigh Foundation
Sense Corp
South Side Lions
Bill and Laurie Stern
Tromblee Family Foundation
Scott and Carolyn Wittkop

\$1,000,000+

Anonymous
Steward Family
Foundation

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United Way of
Greater St. Louis

\$100,000-\$499,999

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Anonymous
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Express Scripts Inc.
Ferring Family
Foundation
John McHugh
and Becky Brown



Linda and
Pete Werner

\$10,000-\$24,999

Anonymous

Peter and
Carol Benoist
The Crawford
Taylor Foundation
Deaconess
Foundation
Florence Heiman
Charitable
Foundation

Barbara B. Goodman
Bob and Betty
Ann Hillard
Dave and
Tina Hilliard
JST Charitable Fund
Shahrdad
Khodamoradi
Jeanne Lewi
Light A Single
Candle Foundation



Heather and
Kyle Lopez
Maritz
Monsanto Fund
The Saigh
Foundation
Sense Corp
South Side Lions
Bill and Laurie Stern
Tromblee Family
Foundation
Scott and Carolyn
Wittkop

\$5,000-\$9,999

Scott Alberson
Mike and Juliet
Angelides
Jack and Anne Bader
Dave and
Carole Barnett
Beau and
Suzy Brauer
Brown Smith
Wallace LLC
Jim and Diane Butler
Camp Nebagamon
Scholarship Fund



E. Reuben &
Gladys Flora Grant
Charitable Trust
Employees
Community Fund
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Don and
Nancy Etling
Eric and Tori Fencil
First Bank

Dave and
Paula Friedman
Dan and
Jennifer Gillian
Gulf Eagle Supply
John C. and
Bonnie Hill
Sandy and
Marcia Jaffe
Johnny Londoff
Chevrolet Inc.
Kiwanis Club of
Chesterfield
The Kling Family
The Mary Ranken
Jordan and Ettie A.
Jordan Charitable
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McCarthy Building
Companies Inc.
Terry Norris

Novus International
Inc.
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Obermoeller
David and Chris
Ohlemeyer
Pershing
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Restoration
St. Louis Inc.
Sandberg, Phoenix
& Von Gontard PC
John Sandberg and
Celeste Vossmeier
Stifel
The TJX
Foundation Inc.

Trio Foundation
of St. Louis
Union Pacific
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Ray and Laurie
Van de Riet
Dan White
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\$2,500-\$4,999

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Arcturus
BancorpSouth
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Bridgeton Kiwanis
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and Mark Barlow
George Warren
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Social Work
Amrit and Amy Gill
HBM Holdings

\$1,000,000+

Anonymous
Steward Family
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\$500,000-\$999,999

United Way of
Greater St. Louis

\$100,000-\$499,999

Ameren Corporation
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Foundation
McCarthy Building
Companies Inc.
Terry Norris
Novus International



Inc.
Norm and Lynn
Obermoeller
David and Chris
Ohlemeyer
Pershing
Charitable Trust



*Deceased

Donor Testimonials



"We share Wyman's belief that all young people deserve the opportunity to build the skills it takes to succeed, and lead, regardless of life circumstances. We believe that with the right support any dream is possible. By supporting Wyman, we're able to support more than 2,600 youth across Missouri who are building the skills and confidence they need to bring their dreams to life."

—Judd Schemmel, Community Investment Director, American Family Insurance

"As long-time Wyman donors and supporters, we are consistently impressed by the potential of the young people in Wyman's programs. Through Wyman, thousands of young people across St. Louis—and across the nation for that matter—are building the vital 21st century skills that are helping them succeed now, and will help them succeed in the future. Our economic vitality depends on the critical role that Wyman plays in empowering teens to become the next generation of workplace, community and civic leaders."

—Heather Lopez, and Wyman Board of Trustees Member Kyle Lopez

"Teens are at an impressionable age, and they deserve positive role models to understand their full capabilities. Wyman works to make that happen. I am fortunate that my parents' purposeful decisions led to beneficial outcomes for me. I apply that perspective to my leadership with Wyman and my interactions with the teens. It's important for other young leaders to get involved with Wyman—they play a valuable role in helping teens understand that they can be just as successful on their personal journeys, and empowering them with the skills to achieve their goals."

—Kristin Thompson, Financial Advisor, Renaissance Financial Corporation,
Wyman Board of Trustees

