

W Y M A N

2021 ANNUAL REPORT



Letter from the CEO and Board Chair



Dear Friends, Supporters, and Partners,

The teens and young adults we serve represent a powerful generation. Despite all they have faced – or, in some cases, because of all the challenges that have confronted them – they know they have the skills, knowledge, and spirit to make the world a better place...and they are determined to do so.

We are committed to their power and possibility.

For two years, youth have been navigating disrupted education, isolation from family and friends, reduced access to resources and services, increased economic challenges, and shifting expectations for their futures. These challenges have impacted mental health, school engagement and performance, and postsecondary and career decisions.

Through all of this, the young people we serve have persevered and we have remained by their side supporting them as they grow and learn. We continue to be reminded that these young people, and the staff working at Wyman, are courageous, inspired, skilled, and always striving to succeed. They care about one another – reaching out to each other in hard times and cheering on each other's successes.

The next several pages highlight Wyman's work in 2021: the teens we served, the incredible community of support that surrounded our young people, and the powerful outcomes they are achieving in life, leadership, and education. Your investments have fostered relationships, connections, and belonging that create the foundation for success. In the words of one of our 2012 graduates:

"You don't know what it was for you to just allow me to grow into me. You didn't make me feel small. You made me feel responsible. You helped me to be accountable, but you let me be vulnerable too."

The Latin root of the word consortium, "consort," means to throw our fates together. Donors, board members, teens, families, and staff – all one consortium of individuals who are all seeking the powerful changes that impact us all.

Thank you for your partnership.


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PRESIDENT AND CEO


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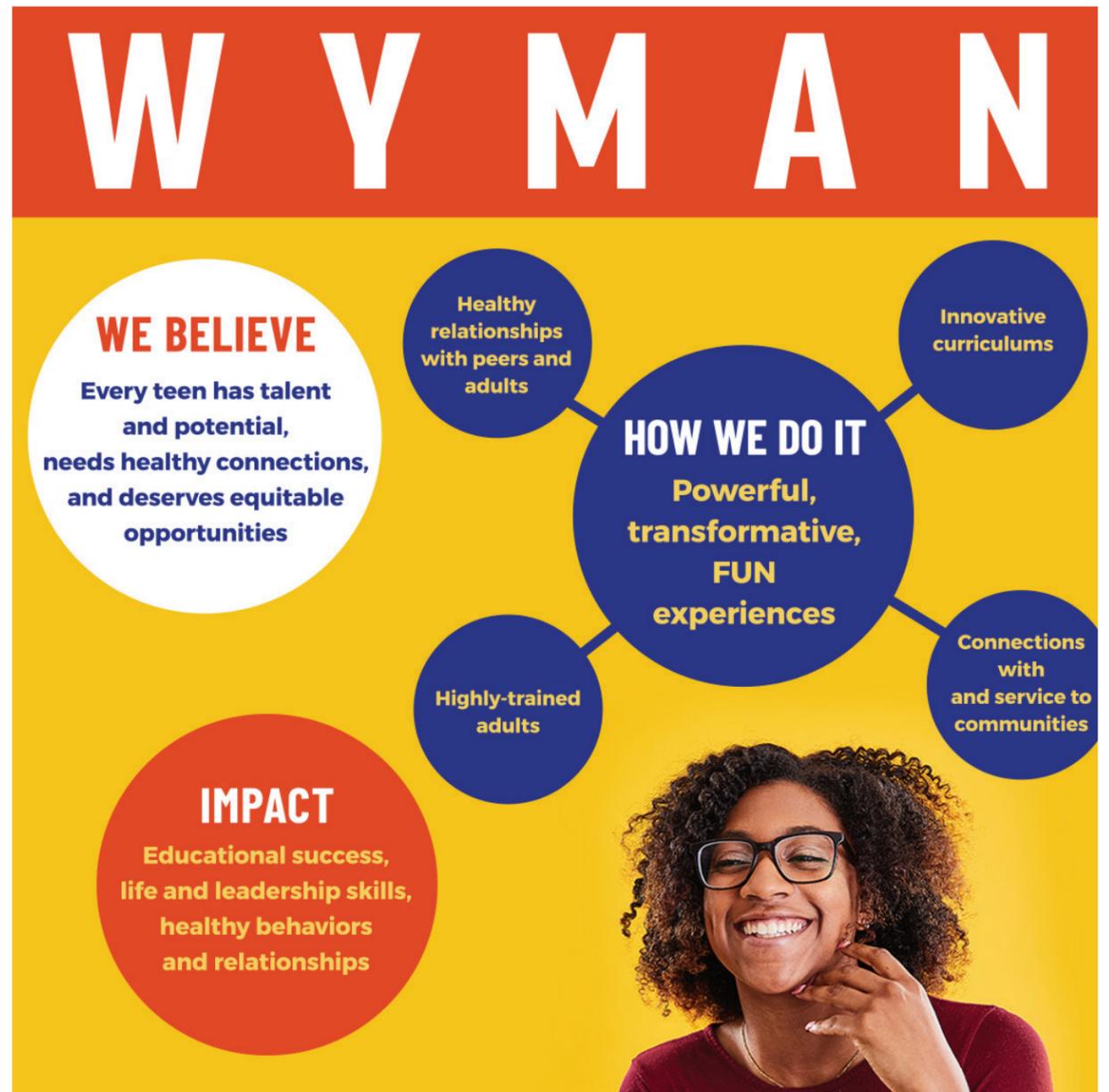
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*Deceased

We believe all youth deserve to thrive.



For 124 years, we have believed in and celebrated young people and their leadership, energy, and determination.

Navigating adolescence can be challenging. During the transition from childhood to adulthood, youth face rapid physical, mental, emotional, and social changes.

By partnering with youth and our community, Wyman empowers teens, equips adults, and strengthens systems to create more equitable opportunities for all young people.

Teen Spotlight

JASON, 16 YEARS OLD

Sophomore, McKinley Classical Leadership Academy

“THEY DON'T USE US AS STATISTICS; THEY SEE US AS ACTUAL PEOPLE. IF WE SUCCEED, THEY SUCCEED.”



Jason's first exposure to Wyman was in middle school when a Wyman Leaders coach came to speak about the program. "I was so interested in it; it really intrigued me." These days he is thankful Wyman Leaders has been part of his high school journey and personal growth. "I was young before Wyman. I would say I was naive. I have my moments now, but I've grown a lot. Since getting involved in Wyman Leaders, I have become more creative and proactive about life and everything that comes with it."

One of Jason's favorite experiences with Wyman Leaders was engaging with his community through service. "It's fun seeing other people smile. I think that's one of the things that makes me really happy: knowing that I can make someone else happy."

This past year, Jason had his first experience attending high school in-person after remote learning. He is thankful the transition back to the classroom went smoothly. "This has basically been my first year in 'actual' high school, and it's going exceptionally. I thought it would be harder going in person, but it's easier to collect and process things."

“THEY KEEP IT REAL WITH US. THEY CARE ABOUT WHAT YOU DO WITH YOUR FUTURE.”

After graduation, Jason's goal is to focus on either basketball or architecture. "I really like seeing certain buildings, and the stories behind them fascinate me. Especially New York – they have great architecture. St. Louis does too, in some of the urban areas."

Jason says his Wyman Leaders coaches impacted his perspective on how he will achieve success. "Wyman has changed my viewpoint on college. It's not that I didn't want to go before, I just wasn't very interested. But after participating in virtual college tours and learning about what I want to do, I want to go even more. When I think about my future, the one thing I think about is success in what I want to do. Wyman has really helped me with that."

When Jason speaks about Wyman, there is one word that continually comes up for him: family. "Wyman Leaders is an education program, but it's more like a family. They have made it clear they're going to be there with you for a long time. No matter what. The Wyman coaches are like your mentors. They know where you're coming from, and they're very open to listening to what you have to say. It's something that you can't put into words, but it's so positive. It's family."

HOW WOULD YOUR FRIENDS DESCRIBE YOU:
FUNNY & KIND-HEARTED

FAVORITE SPORT: BASKETBALL

FAVORITE GENRE OF MUSIC: HIP HOP

SUPERPOWER: SUPER SPEED

FAVORITE COLOR: GREEN

PIZZA TOPPING: HAMBURGER & PINEAPPLE

Our Commitment to Anti-Racism and Diversity, Equity and Inclusion

Our mission calls for us to embrace and work for equity and inclusion. We are committed to providing a safe environment of acceptance, education, and inclusion for our young people and colleagues.

It is our responsibility to stand up, speak out, and take action. Our teens, colleagues, and community can expect:

A culture of accountability and visibility. We commit to advocating for equity, for anti-racism, against oppression in all forms, and against white supremacy.

A culture of trying. We will be uncomfortable and make mistakes, because if we are not uncomfortable, we are not doing enough.

A culture of learning. We commit to developing ourselves individually, and our organization, as anti-racist and anti-oppression. We will incorporate what we learn into our daily actions, as well as our programs and organizational work.

We acknowledge and honor the **fundamental value and dignity of all persons.**

We commit to an environment of diversity, equity, and inclusion. We are passionate about fostering an inclusive and equitable space that promotes and values diversity and belonging, where every teen and staff member can be confident bringing their whole self to Wyman and achieving their very best.

We commit to **courageous conversations, personal development, social awareness, and fostering program spaces and an organizational culture that recognize systemic inequities and center the voices of the youth and communities we serve.**

Land Acknowledgement



The land on which Wyman sits, and where our staff and young people live and work, is the ancestral land of the Wahzhazhe, or Osage. Many other tribes have lived on or utilized this land including the Ponca, Kaw/Kanza, Omaha, Cahokia, Kaskaskia, Tamaroa, Peoria, Shawnee, and Delaware. Their history, stories, and contributions deserve to be recognized and honored.

We acknowledge that we are on stolen land. We recognize that through acts of genocide, slavery, and exploitation of the Indigenous tribes who lived here, colonialist settlers systematically forced their way onto this land. The actions of Spanish, French, British and American settlers ultimately drove every one of these Indigenous tribes from Missouri by inciting infighting, withholding trade, and finally resorting to unfair treaties and abuse of annuity payments.

Indigenous people are still here and deserve visibility, appreciation, and support from our community.

Our Programs

Wyman partners with young people by providing experiences, opportunities, and resources to support and challenge them as they grow and learn. Our programs include social, emotional, academic, and leadership skill building; postsecondary access and persistence support; community service learning; and positive connections with peers and adults. Wyman staff listen and give support and create a space for connection and empowerment. We challenge young people to be their best selves and make healthy decisions.

These experiences lead to positive, often life-long relationships with peers and supportive adults.

Wyman teens have strong connections to their community. They gain confidence in who they are and what they are capable of. They have successful educational experiences, careers, and lives.

“TCP ENCOURAGED THE TEENS TO BE TRUE TO THEIR EMOTIONS, GAVE THEM TOOLS AND STRATEGIES TO MAKE CONNECTIONS, AND MADE THEM FEEL A LITTLE LESS ISOLATED. SEEING THE TEENS SMILE AND EXCITED WHEN SHARING WITH FORMER STRANGERS TURNED FRIENDS WAS THE MOST MEMORABLE EXPERIENCE OF DELIVERING TCP.”

— R. LEVARIO, TCP FACILITATOR IN LUNA COUNTY

WYMAN LEADERS PROGRAM

535 YOUNG PEOPLE SERVED IN 2021

Wyman Leaders supports young people in St. Louis to develop life and leadership skills, enter and complete college and career education programs, and create strong community connections. This 9-year program sees rising 9th graders through high school and four years post-graduation. Participants are recruited from partner middle schools in St. Louis City, St. Louis County, and Jefferson County.

100% OF THE WYMAN CLASS OF 2021 GRADUATED FROM HIGH SCHOOL ON TIME

TOP Teen Outreach Program **WYMAN**

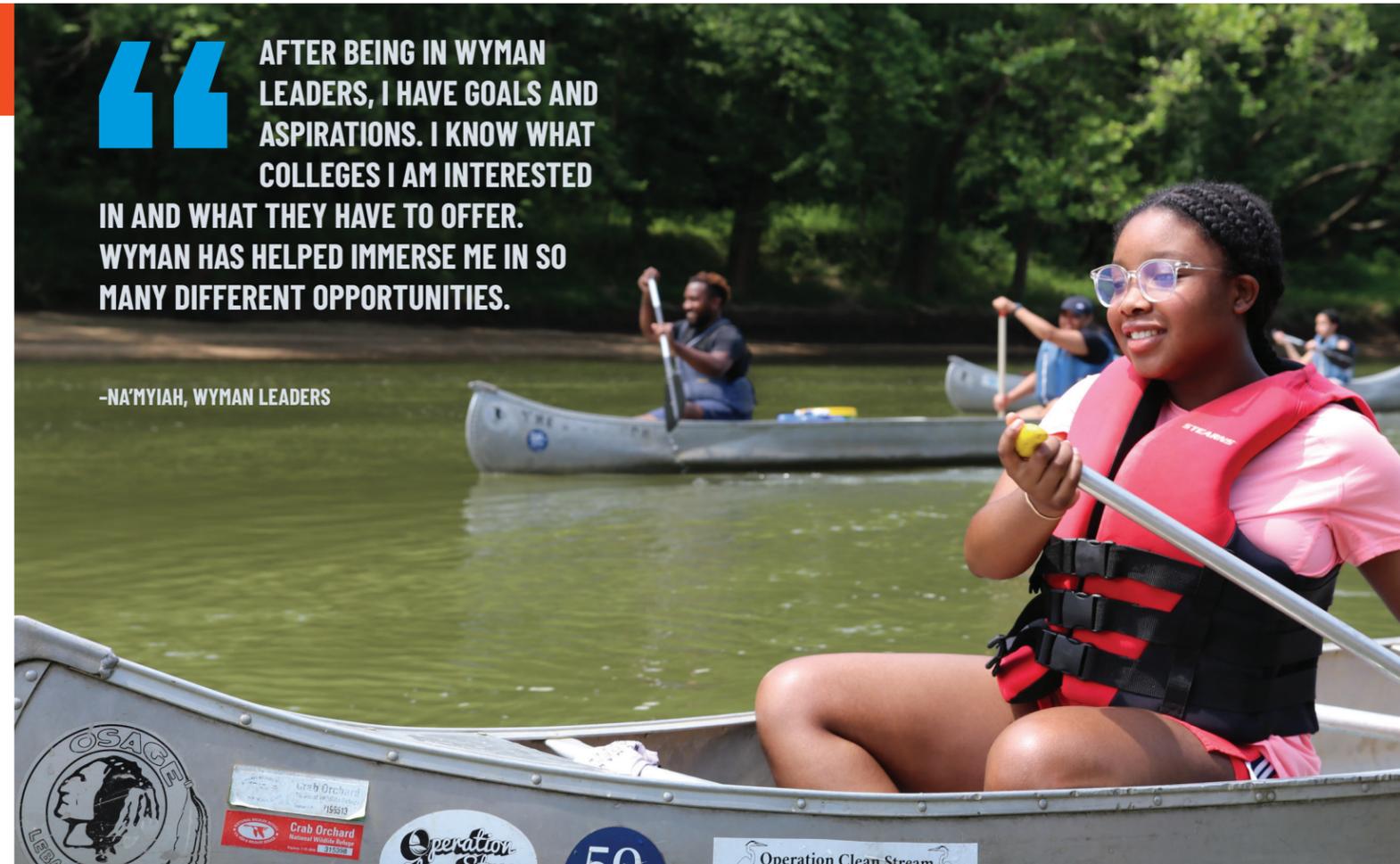
575 LOCAL YOUTH SERVED IN 2021

Delivered in two local school districts by Wyman, and nationally by our network of partners, the **Teen Outreach Program® (TOP®)** empowers teens to develop social-emotional skills, build healthy relationships and community connections, develop a sense of purpose, and avoid risky behaviors. TOP promotes positive youth development through engaging curriculum, community service learning, and supportive relationships with adults. TOP is a 9-month program for 6th through 12th graders.

89% REPORT PARTICIPATING IN COMMUNITY SERVICE LEARNING HELPED THEM MAKE A DIFFERENCE IN OTHERS' LIVES

“AFTER BEING IN WYMAN LEADERS, I HAVE GOALS AND ASPIRATIONS. I KNOW WHAT COLLEGES I AM INTERESTED IN AND WHAT THEY HAVE TO OFFER. WYMAN HAS HELPED IMMERSE ME IN SO MANY DIFFERENT OPPORTUNITIES.”

—NA'MYIAH, WYMAN LEADERS



Teen Connection Project **TCP** **WYMAN**

400 YOUNG PEOPLE TO BE SERVED ACROSS MISSOURI IN 2021-2023

The **Teen Connection Project™ (TCP™)** is a 12-14 week program designed to improve peer relationships, social-emotional skills, school engagement, and well-being among high school youth. Between 2016 and 2020, over 400 young people participated in TCP delivered locally by Wyman and nationally by partners. In 2021, TCP expanded to 5 new Missouri sites through a grant from Missouri Foundation for Health.

86% OF YOUTH REPORT POSITIVITY/LESS CONFLICT IN CLOSE FRIENDSHIPS



Both TOP and TCP have received the Collaborative for Academic, Social, and Emotional Learning's (CASEL) highest designation for high-quality social emotional learning (SEL) programming. TOP and TCP meet CASEL's SElect designation and are included in the CASEL Guide to Effective Social and Emotional Learning Programs.

More information on our programs and 2021 outcomes can be found at: <https://wymancenter.org/programs>

Local Organization with a National Impact



National Network

Wyman is a St. Louis organization with a national reach. We partner with organizations around the country, training adults to provide our nationally recognized programs to young people in their communities. Wyman's **National Network** supports partners to replicate two evidence-based programs – the Teen Outreach Program® (TOP®) and the Teen Connection Project™ (TCP)™. We also build their teams' skills and competencies in working with teens through a suite of high quality, multi-disciplinary trainings. During 2020-2021, the National Network trained 360 adults during 14 trainings. In 2021, the powerful group of professionals from our 72 nationwide partners helped more than 23,500 young people across the country thrive.

Youth participating in TOP across the National Network consistently show improved social-emotional skills; decreased academic risk behavior; high levels of sense of belonging and feeling cared for and supported by their facilitators; and overall high program satisfaction ratings.

“COMMUNITY YOUTH CONCEPTS HAS BEEN A PARTNER OF WYMAN FOR SEVERAL YEARS. WE’VE BEEN SO THANKFUL FOR ALL OF THE SUPPORT, ENCOURAGEMENT, AND IDEAS THAT THEY HAVE SPARKED ALONG THE WAY. WE’RE BETTER AS AN ORGANIZATION BECAUSE OF THE COLLABORATION WITH WYMAN.”

-NATIONAL NETWORK PARTNER

Wrap Around Services

At Wyman, we know systems that support young people work best when they align and coordinate to increase equitable access for all youth. In partnership with school districts, Wyman's **Wrap Around Services** team coordinates systems across providers, facilitates trainings on youth development and social-emotional supports, and aligns policies and procedures to sustain positive change. The 2021-2022 school year marked our fourth year at the School District of University City.

In response to the pandemic, the Wrap Around Services team coordinated the delivery of 980,739 meals and 52,000 pounds of fresh produce to families, as well as over 30,000 masks to students, staff, and families.



Advocacy

As a youth serving organization, we are called to work and advocate for equitable systems, fair policies, and humane practices across all systems in which our young people interact and engage. In 2021, Wyman prioritized its **advocacy** work by creating our Advocacy department. This team is establishing Wyman's Advocacy Framework, which centers around three strategies:

1. Establishing a Youth Leadership Council to create authentic youth-adult partnerships to affect internal and external change.
2. Engaging in Direct advocacy on mission-aligned issues.
3. Cultivating strategic partnerships with values coalitions.

At Wyman, we are proud to advocate with and for young people on the policies and systems that affect their education, careers, and lives.

In 2021, a pilot plan for the Youth Leadership Council was established, and in Spring 2022 the Council was launched with 5 young people who are passionate about sharing ideas, creating solutions, and putting those solutions into action with the support of Wyman, their peers, and community stakeholders. We are excited to continue the roll out of the pilot over the next two years.

Systemic inequities in our society create barriers for the teens we serve. We have a responsibility to influence, support, and strengthen youth-serving systems, and to advocate with partners and coalitions for better policies. We are proud to partner with young people as they prepare to lead and make change in matters that impact their lives and futures.

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*Deceased



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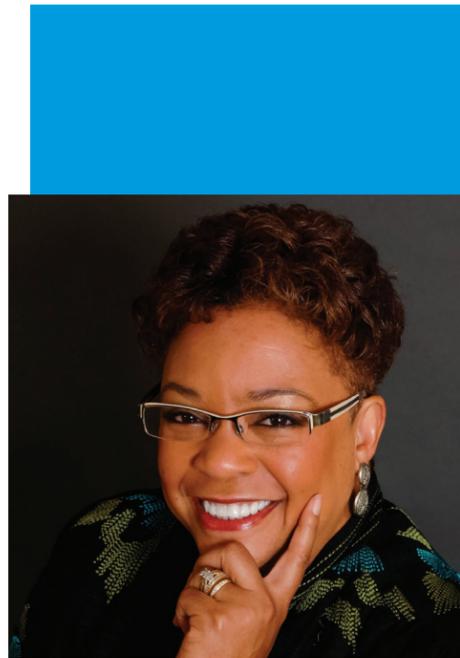
“ I CONTINUE TO SUPPORT WYMAN BECAUSE 65 YEARS AGO, I WAS A BOY WHO HAD A DIFFICULT CHILDHOOD AND ENJOYED EVERY MINUTE OF TIME SPENT AT WYMAN. THE COUNSELORS WERE POSITIVE ROLE MODELS AND MY CAMP EXPERIENCES POINTED ME IN THE RIGHT DIRECTION SO THAT DECISIONS I MADE IN THE FUTURE HAD A SIGNIFICANT, POSITIVE IMPACT ON MY LIFE.

- DON DENHAM, WYMAN CAMP ALUMNUS, DONOR, AND DILLON CIRCLE MEMBER



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“ I BELIEVE IN THE TESTED WYMAN PROGRAMMING AND THE TOOLS TEENS ARE GIVEN. INVESTING IN TEENS IS THE ONLY WAY TO GET TO THE OTHER SIDE FOR EQUITY, HEALTH CARE, BUSINESS ADVANCEMENT - SO MANY THINGS WE STRIVE FOR IN OUR COUNTRY.

- ADELLA JONES, WYMAN DONOR AND DILLON CIRCLE MEMBER

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*Deceased

“ WE ARE CHAMPIONS OF YOUTH. AS A COACH, I BUILD MEANINGFUL RELATIONSHIPS WITH TEENS. THEY KNOW I'M HERE TO SUPPORT THEM IN ANY CAPACITY THAT THEY NEED AND THAT I TRULY AM A CHAMPION FOR THEIR SUCCESS - WHATEVER THAT MAY LOOK LIKE. BECAUSE I KNOW HOW IMPORTANT AND TRANSFORMATIONAL THAT CAN BE.

- BRANDI "SWEET PEA" HIGGINS, WYMAN ALUMNA AND WYMAN LEADERS HIGH SCHOOL SUCCESS COACH



Certain project costs have been underwritten by the Missouri Dept. of Economic Development's Youth Opportunities Program and Neighborhood Assistance Program.

In Memory and Honor

In memory of Arthur and Bernadine Zeis
Kathy and Joe AuBuchon

In memory of Betty Ann Ferguson
Hardina W. Graham

In memory of Betty Ann Gilbert
Kiwanis Club of Hampton Midtown

In memory of Charles A. Bartke
Nancy and Kevin Murray

In memory of Hilda Caywood
David Frey

In memory of Isaac Young
Tromblee Family Foundation

In memory of Jack Wichmann
Claire Wyneken and Patrice Crotty

In Memory of Kathleen Raterman
Richard Raterman

In memory of Kenneth Lewi
Dr. Susan Kohl & Judge Rosemary Denson (ret'd)

In memory of Martin Bailey
Melissa Bailey

In memory of Monica L. Neidorff
Peter Neidorff

In memory of Patricia Price-Cornelsen
Anonymous

Janine and Mark Chambers
Michael and Mary Gebauer
Kathryn A. Halverson
Christine Jackson
Kristine Jensen
Harlan J. Levin
Jo Ann and Rene Lusser
Margaret V. Maier
Ann Messina
Daniel and Martha Nix
Linda O'Connor
Sue Schultz
Brent St. John
Beverly and Alan Turken
David Wilmot

In memory of Paul Evensen

Anonymous
Liz Deichmann
The Dohrman Family
Marsha and Edward Fetchik
Katherine Fritz
John and Ellen Galanis
Mary Joan Gilmour
Carolyn Gordon
Ellen and Mike Hiatt
Dave and Tina Hilliard
Jerri L. Kennedy
Darci Madden
Victor Main
William and Mary Lou Mellish
Lillian Murphy
Allyn O'Byrne
Charles Pardee and Gregory Baker
David Piston
Todd Swanstrom
Claire Wyneken and Patrice Crotty

In memory of Rita Werner
Mary Schoolman

In memory of Virgil Marti, Sr. and Shirley Marti
Virgil Marti, Jr.



In honor of Brett and Abbie Millecker
Robert Heideman

In honor of Claire Wyneken and her extraordinary staff
Cheryl Riley and Jim Cooper

In honor of Dave and Nate Hilliard
Nicholas Hilliard and Virginia Lacy

In honor of David Frey
Tad Pease

In honor of Doug Archibald

Ken Archibald
Richard Archibald
Shirley Browne
Thomas Luther
Dale Overton
Shannon H. Terrill
Diane Thompson
Paul Thompson
Ken Treadway

In honor of Joe Dorlac
Ciara Samana

In honor of John McHugh
Janice and Stephen Seele

In honor of Jon Sobel
Girish Mirchandani

In honor of Laura Giokas
Christine Cesare

In honor of Lesa Steward
Steward Family Foundation

In honor of Michael Reiser
Laura Lambrix
Sharon L. LaRue

In honor of Steve Doss
John Sandberg and Celeste Vossmeier

2021 Financials

2021 Financial Report

Financials are based on the pre-audited results for the year ending Dec. 31, 2021. Audited financials will be available in late 2022

Assets

Total Current Assets	3,100,424
Unconditional Promises to Give	329,628
Facilities and Equipment	2,870,273
Assets restricted for permanent investment	2,492,108
Total Assets	8,792,433

Liabilities and Net Assets

Current Liabilities	236,698
Notes Payable	671,685
Total Liabilities	908,383

Net Assets

Without Donor Restrictions	2,300,227
With Donor Restrictions	5,583,823
Total Net Assets	7,884,050

Total Liabilities and Net Assets	8,792,433
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Statement of Activities

Revenues and support	4,671,827
Expenses	5,109,728
Decrease in Net Assets	(437,901)

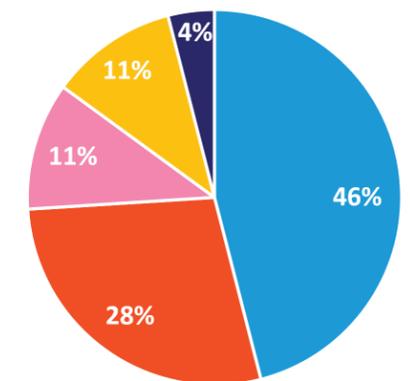
Net Assets, Beginning of Year	8,321,954
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Net Assets, End of Year	7,884,053
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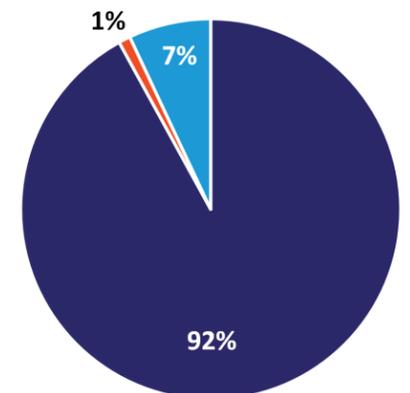
2021 Sources of Revenue

Contributed Revenue
Earned Revenue
United Way
Investments
Events



2021 Expenses

Program
Fundraising
Management



YOUTH-CENTERED • RELATIONSHIPS • EQUITY • LEARNING • RESULTS



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.

BELIEFS

AT WYMAN, WE BELIEVE THAT EVERY YOUNG PERSON...

HAS THE TALENT AND 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.

WWW.WYMANCENTER.ORG



SAVE THE DATE

Wyman Gala

CELEBRATING 125 YEARS OF GROWTH AND CONNECTIONS

April 1, 2023



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

Proud partner of



Greater St. Louis