

WYMAN

ANNUAL REPORT 2024



FROM THE CEO & BOARD CHAIR

DEAR FRIENDS, SUPPORTERS, AND PARTNERS:

Can you recall the first time you felt a true sense of connection—a moment when your peers stood by you, or when an adult believed in you and helped you see your own potential?

At Wyman, we work every day to ensure all young people experience those powerful moments.

2024 was a year of reflection and bouncing forward. We updated the language of our mission statement to reflect the evolution of our work, while staying true to our more than 127-year-old commitment to young people. We ensured the statement was one in which the teens we serve could proudly see themselves. In July, our Board adopted this updated mission:

Wyman connects teens to their voices, their strengths, and their futures through proven programs and supports.

2024 also marked the conclusion of our current strategic plan and the beginning of a vision for 2025–2027. At the heart of this strategy is our “secret sauce”—the core elements that make our work with teens so transformational.

Dr. Vivek Murthy, the two-time U.S. Surgeon General, brought national attention to the importance of mental health, connection, and belonging. His parting prescription is what he calls the “triad of fulfillment”—**relationships, service, and a sense of purpose**. Research continues to affirm that these three elements are not only essential to health and happiness, but are also key drivers of academic and career success, resilience, and mental well-being.

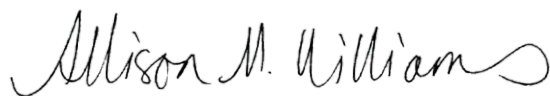
At Wyman, these values are embedded in everything we do.

- Through **relationships**, young people learn about others and discover more about themselves.
- Through **service**, young people take meaningful action and grow through giving.
- Through **purpose**, young people begin to understand not just what they want to do, but why it matters.

In conversations with Wyman alumni, these themes emerge again and again. They are the foundation of our programs, and they will continue to guide our vision.

The next several pages highlight our impact and accomplishments in 2024. Thank you for being part of this journey. Together, we are connecting teens to their voices, their strengths, and their futures.

With warmest regards,



Allison Williams
President & CEO



Jaylen Bledsoe
Chairman, Board of Trustees

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view the full
Annual Report
online!



BEST OF 2024

- » **100%** of the Wyman Leaders Class of 2024 graduated from high school.
- » A total of **13,638** community service learning hours were completed by Wyman Teen Outreach Program® (TOP®) teens during the 2023-24 school year.
- » **48** teens joined the Wyman Leaders Class of 2028.
- » **9** new partners joined the National Network – and **3** existing TOP partners began replicating the Teen Connection Project® (TCP®) as well.
- » We refreshed our vision, beliefs, and mission statements. The work we do and our commitment to young people has not changed, but the updated language better reflects our values and honors and uplifts the teens we serve.
- » Jaylen Bledsoe became the Chair of Wyman's Board of Trustees, making him the first Wyman alum to hold this position.



At our 2024 Gala, we honored five talented Wyman alumni who are using their leadership skills and community connections to play a positive role for a new generation of St. Louis area teens.



Wyman received the College Access Partnership Award from Southeast Missouri State University's TRIO and Educational Access Programs on National TRIO Day.

RESEARCH AND LEARNING IN 2024

Wyman's Research & Learning department partnered with Dr. Florian Sichling to study the Wyman Leaders program and found that young people who attended one of Wyman's higher education partner schools were more likely to complete a degree within six years than those who attended non-partner schools. This study highlights the importance of relationships between organizations; ongoing, collaborative monitoring of student experiences and needs; intentional efforts to build trust and foster a sense of belonging on campus; and the impact these efforts have on student success.

Research & Learning also explored the impact of Wyman's scholarship opportunities on Wyman Leaders students and found that those opportunities promote strong persistence and graduation rates – often exceeding national benchmarks.



Scan here to learn more about the work Research & Learning did in 2024!

WYMAN HAS BEEN SUPPORTING YOUNG PEOPLE FOR MORE THAN 127 YEARS.

Wyman amplifies youth voice and leadership, elevates social connections, and expands opportunities for young people who face economic and systemic barriers. We envision a day when ALL young people thrive.

We are experts in working with teens and young adults, and we have an unrelenting belief in their power to positively shape the world. We connect teens to their voices, their strengths, and their futures through proven programs and supports.



In Wyman programs, young people build life and leadership skills, establish healthy behaviors and relationships, and achieve educational and career success. Our proven programs provide experiences, opportunities, and resources that support and challenge teens as they grow and prepare for the future they want.

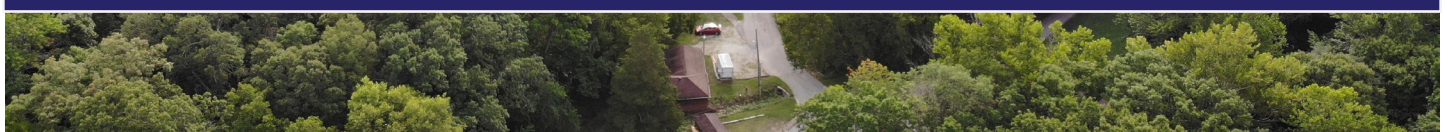
We are committed to ensuring our programs are effective and responsive to the needs of teens. Our teens, colleagues, and community can expect a culture of accountability, visibility, and learning guided every single day by Wyman's five core values:

Youth-Centered Relationships Equity Learning Results



WE ARE ON NATIVE LAND

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.



OUR STRATEGY

The teen years are pivotal for growth and development. We know that with positive supports and healthy connections, all young people can achieve their goals.

Our approach to working with teens is anchored in:

- **RESEARCH** on youth development;
- Our extensive **EXPERIENCE** with, and feedback from, young people;
- The **IDENTIFIED NEEDS** of teens and their communities: educational access, leadership and workforce skill development, and teen mental health.

The work is done through our three proven programs: **The Teen Connection Project® (TCP®)**
Wyman Leaders
The Teen Outreach Program® (TOP®)

Each program is different, but all include effective curriculums, engagement opportunities, and caring, well-trained adult facilitators to ensure all young people thrive as they move into adulthood.

IN 2024, OUR BOARD OF TRUSTEES APPROVED A 2025-2027 STRATEGIC PLAN, which focuses on increasing impact for teens through each of these programs – while ensuring the organization is in a sustainably healthy position to continue supporting teens for years to come.





ALUMNI SPOTLIGHT

DREA

Wyman Leaders Class of 2020, Teen Outreach Program®

Drea was introduced to Wyman through the Teen Outreach Program® (TOP®) when she was in sixth grade. Community service opportunities during TOP significantly impacted her personal growth. Drea enjoyed the service and leadership opportunities so much that she wanted to extend her involvement with Wyman by applying for, and being accepted into, the Wyman Leaders Program as part of the Class of 2020.

One of Drea's favorite experiences with Wyman was going to camp as part of Wyman Leaders. "I did a lot of things I'd never done before. I feel like camp played a big role in how I act now. I say camp made me and my peers strong."

Drea also values the relationships she built with her coaches. "It's a different type of family. With the coaches, I can call them whenever. If I need a recommendation or something, I know they'll come through."

Drea's Wyman coach was an integral support for her throughout college. "Wyman is one of the reasons I graduated. My freshman year of college, my coach was right there. I was ready to drop out. I called her and told her 'I can't do this.' She encouraged me to try and even presented me with opportunities to go to another school if I wanted. But she pushed me to stay in college. I definitely connected with her a lot."

Wyman programs focus on communication, leadership, and resilience, which Drea says helped her excel in



HOW WOULD YOU DESCRIBE YOURSELF? *Outgoing, outspoken, creative, and organized*

FAVORITE FOOD: *Chicken and french fries or chicken and rice*

FAVORITE HOBBIES: *Creating different things, like soap and bracelets*

FAVORITE MOVIE: *"Brotherly Love"*

FAVORITE SPORT: *Track - I ran track in college*

college and beyond. “I use the skills I learned with Wyman every day, especially communication and leadership skills. I’m definitely a leader in every room I walk into. Once I got to college, in some of my courses I was like, ‘Oh, I’ve done that before.’”

Drea’s experience as a Wyman teen had a significant impact on her, and she hopes more teens can participate. “I can say Wyman helps people, and I feel like more people should know about it. I think it should be in a lot of different schools to help more students.”

In Spring 2024, Drea graduated from Southeast Missouri State University (SEMO) as a McNair Scholar with a major in Corporate Communication and a double minor in Management and Marketing. Now, she is working toward her master’s in Higher Education at SEMO and is in a Graduate Assistant position as a Hall Director.

“When I applied for Hall Director, I deterred myself a little bit. I was going against a lot of experienced

candidates. But I used my skills and my leadership experiences, and I spoke up for myself. I went in with a plan. I had my mission, what I wanted to bring in, what I had to bring to the table, and how it would impact them.”

As a graduate student, Drea is passionate about working with young people but is exploring all her career options. She knows that the leadership experiences, communication skills, and connections she built at Wyman will help her succeed in her chosen field.

#WYMAN TEENS WILL *Speak up*



Wyman receiving the College Access Partnership Award from Southeast Missouri State University in 2024. From far left: Drea Cogio (Wyman Leaders Class of 2020), Kristin Wheeler (Post-Secondary Programming Coordinator at Wyman), Zuri Jackson (Wyman Leaders Class of 2019), and Allison Williams (President and CEO at Wyman).

WYMAN'S THREE PROVEN PROGRAMS –

WYMAN LEADERS,

THE TEEN OUTREACH PROGRAM® (TOP®)

and THE TEEN CONNECTION PROJECT® (TCP®)

connect teens to their voices, their strengths, and their futures by providing experiences, opportunities, and resources. These include community service; academic, life, and leadership skill building; and positive connections with peers and adults.

WYMAN LEADERS PROGRAM

participate in camp experiences, individualized coaching, and enrichment opportunities. This is an 8-year program that begins the summer before 9th grade and continues until four years post-high school graduation. 100% of Wyman Leaders participants graduate from high school on time, and research on the program's long-term impact shows that more than 500 alumni have enrolled in and completed postsecondary education at rates that exceed those of young people with similar socioeconomic backgrounds.

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. Young people

DID YOU KNOW?

Wyman Leaders is being redesigned! This program is over 20 years old and we are undertaking this exciting work to ensure it continues to be impactful and responsive to the needs of teens. Check back with Wyman throughout 2025 for updates!

TOP Teen WYMAN Outreach Program

the 9-month program, TOP teens consistently show improved life and leadership skills – including communication, goal setting, and decision-making. External research on TOP has shown improved academics and decreased risky behaviors among TOP participants.

is a nationally recognized, evidence-based program that provides 6th through 12th graders with the tools and opportunities to build life and leadership skills, strengthen relationships, and avoid risky behaviors. Throughout

Teen Connection Project TCP WYMAN

getting support, and exploring personal strengths. Teens learn to interact, share, and create and maintain social connections with each other and with those in their communities. TCP is a 12-14 week program for 9th through 12th graders. External research on TCP has shown higher quality peer relationships, improved well-being, and higher academic engagement among TCP participants even beyond the duration of the program.

is a nationally recognized, evidence-based, highly interactive program that builds strong connections among young people. Lessons focus on communication, trust, vulnerability, giving and



OUTCOMES AND IMPACT

IN THE 2023 - 2024 PROGRAM YEAR,
1,233 TEENS PARTICIPATED IN WYMAN'S
THREE DIRECT SERVICE PROGRAMS.

We extended our reach through more than
70 partnerships across the country to serve
more than 2,500 young people in the St.
Louis area and over 25,000 nationally.

100%

of the class of 2024
graduated from high
school on time.

83%

of the Class of 2024
enrolled in postsecondary
education.

84%

84% of Wyman teens
reported moderate to
high levels of life and
leadership skills.

78%

of Wyman teens reported
feeling a sense of
belonging during their
Wyman experience.

Our 2024 outcomes show that Wyman's programs positively impact the life and leadership skills, relationships and behaviors, educational success, and overall well-being of the young people we serve.

Adolescence can be a period of significant challenges. It is also a time of extraordinary growth and development. We implement proven programs to support teens during this pivotal time. The young people we serve are making progress that will have a lifetime of impact.

Across all three programs, Wyman teens are –

- Building positive, meaningful **CONNECTIONS** with their peers and supportive adults.
- Feeling a sense of **BELONGING** in a space where they get to be themselves.
- Developing the skills and competencies that are key to **SUCCESS** in life – including communication, goal setting, decision-making, and critical thinking skills.

In Wyman Leaders, young people continue to graduate from high school on time, and enroll and persist in postsecondary education.

We are committed to ensuring that ALL young people thrive, and through these proven programs we are connecting teens to their voices, their strengths, and their futures.

Note: The outcomes above pertain to Wyman's local, direct service programs and the 1,233 young people we directly served.



Scan here to view our
2024 outcomes

LOCAL ORGANIZATION WITH A NATIONAL IMPACT

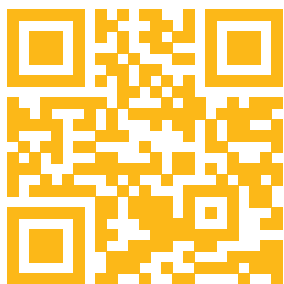
Through the National Network, Wyman's proven programs reach beyond St. Louis. We partner with organizations and schools in more than 30 states, training and guiding them to deliver the Teen Outreach Program® (TOP®) and the Teen Connection Project® (TCP®). Our partners gain the knowledge, skills, and confidence needed to support young people in their communities.

During the 2023-24 program year, Wyman's National Network supported 74 partners and delivered 32 trainings to more than 700 adults. Wyman programs now reach more than 25,000 young people annually.

Teens served through the National Network consistently show improved life and leadership skills, high levels of belonging, feeling cared for and supported by their facilitators, and overall program satisfaction.



Scan here to view our National Network page



Scan here to read more about the challenges teens are currently facing and how TCP provides a meaningful solution.

Expanding the Teen Connection Project

In 2024, Wyman set an ambitious goal to increase the positive impact for teens by increasing access to our newest proven program, the Teen Connection Project (TCP). TCP focuses on healthy connections for teens. It is well known that teens currently face significant mental health and social connection challenges. Our vision to reach a total of 100,000+ teens over the next 5 years with TCP is anchored in our strategic plan and our drive to meet this moment with a proven solution for young people.

In addition to the positive impact on teens, this expansion ensures many more professionals and organizations who serve teens will understand and support vital social connections for healthy teen development.

The 2024-25 program year has been focused on foundational planning and capacity building work to support scaling TCP, with plans to begin expansion in the 2025-26 program year.

"Wyman's Teen Connection Project is unique and transformative in its ability to positively change social connections enough to drive impact beyond a youth's time in the program."

– Dr. Joseph Allen, Teen Connection Project Researcher and Co-Developer



2024 FINANCIAL REPORT

Financials are based on the pre-audited results for the year ending Dec. 31, 2024.
Audited financials will be available in late 2025.

Assets

Total Current Assets	2,171,366
Unconditional Promises to Give	3,646,787
Facilities and Equipment	3,112,078
Assets restricted for permanent investment	2,498,140
Total Assets	11,428,371

Liabilities

Current Liabilities	1,210,732
Total Liabilities	1,210,732

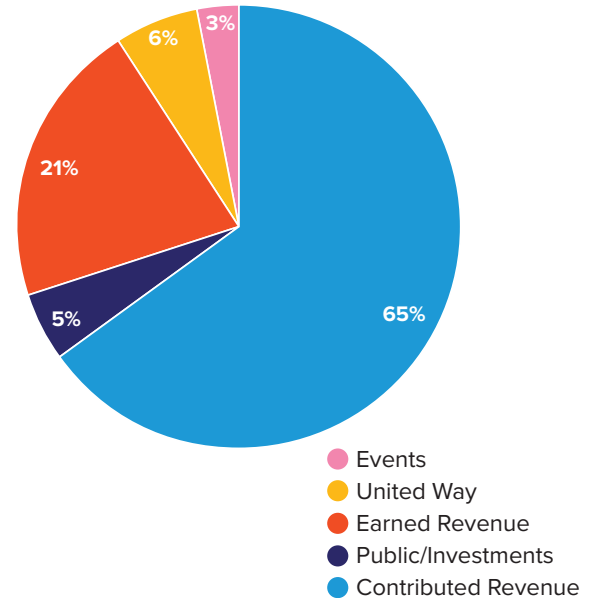
Net Assets

Without Donor Restrictions	1,787,237
With Donor Restrictions	8,430,402
Total Net Assets	10,217,639
Total Liabilities and Net Assets	11,428,371

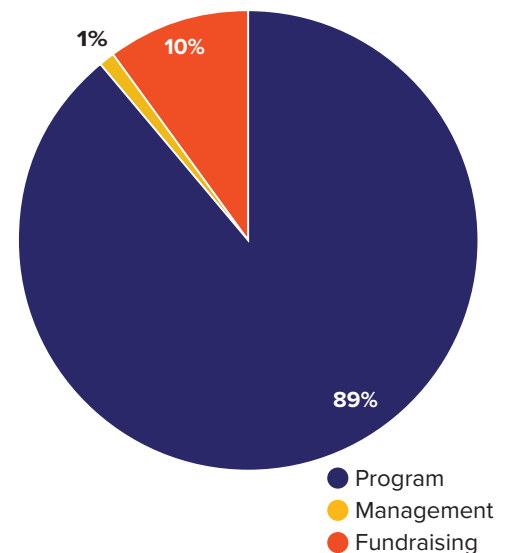
Statement of Activities

Revenue and Support	8,957,695
Expenses	5,796,181
Increase in Net Assets	3,161,514
Net Assets, Beginning of Year	7,056,125
Net Assets, End of Year	10,217,639

2024 Sources of Revenue



2024 Expenses

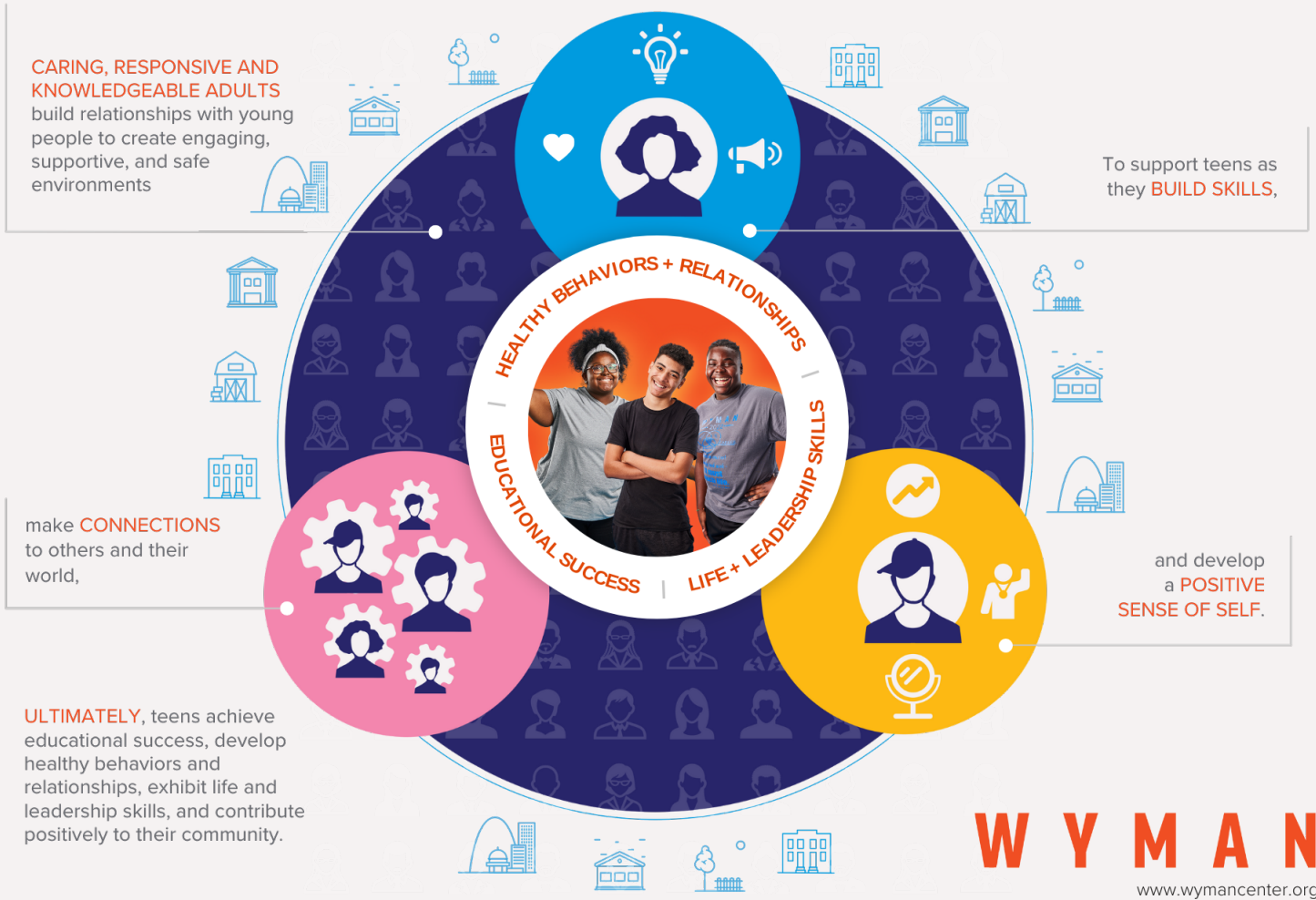


Scan here to see our 2024 donors
Thank you to everyone who made a gift
in 2024!

OUR MISSION is to connect teens to their **VOICES**, their **STRENGTHS**, and their **FUTURES** through proven programs and supports.

We have three big goals for young people across our programs – educational success, life and leadership skills, and healthy behaviors and relationships.

Our Framework for Thriving Youth



Save the date for the *Wyman* **AMPLIFY** *Gala*

APRIL 18, 2026



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