

**ANNUAL**  
**REPORT** <sup>20</sup>/<sub>19</sub>

**WYMAN**

DEAR FRIENDS  
AND SUPPORTERS,

**#WYMANTEENSWILL...**

*Defy the odds. Empower. Succeed.  
Help the world.*

These are not our words. They are the words of the teens that YOU have supported.

Zip codes and net worth should not be a factor in determining who gets the needed supports and opportunities for growing up. For too many though, that is the reality. For 122 years, Wyman and donors like you have been a consistent presence for young people -- evolving to meet their needs and ensuring youth have those resources that will best position them for a lifetime of success.

The prevalence and magnitude of issues that plague our youth – poverty, social isolation and suicide, violence, the opportunity gap -- are increasing at an alarming rate. We know from research, our experience, and from the teens themselves, that the right programs and supportive relationships change the trajectory of young lives.

At the heart of all of Wyman's programs is helping young people develop the social and emotional learning skills that are critical to ensuring they learn to overcome challenges, feel connected, build relationships, and do well in school. You have invested in programs that get proven, consistent and reliable results – and that teens truly enjoy.

Over the next several pages, we highlight these programs and results as well as our supporters, partners and, of course, the teens we serve. As you are reading through, please remember...YOU helped to make this possible. It is your generosity and commitment to keep showing up for young people that is the fuel behind all that we do. Thank you.

Together, we are ensuring #WymanTeensWill...*Defy the odds. Empower. Succeed. Help the world.*



A handwritten signature in black ink, appearing to read 'Claire L. Wyneken'.

Claire L. Wyneken,  
*President and CEO*

A handwritten signature in black ink, appearing to read 'David K. Rodgers'.

David K. Rodgers,  
*Chairman of the Board*

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DEDICATED  
 IN MEMORY OF  
**ALVA MOOG**  
 1929-2019



*“The greatest good you can do for another is not just share your riches, but to reveal to him his own.”*  
 - Benjamin Disraeli

Alva’s distinct voice and contagious laugh filled Wyman Board meetings for more than a decade. He shared abundantly his perspective, wisdom, and commitment to excellence with an unwavering focus on the teens we serve.

We are eternally grateful to have been part of his journey and will carry his lessons forward.

WE BELIEVE THAT ALL YOUTH  
DESERVE TO

TEEN  
LIVE

During the transition from childhood to adulthood, youth face rapid physical, mental, emotional, and social changes.

Navigating adolescence can be challenging for all, especially for youth living in disadvantaged circumstances.

That's why Wyman empowers teens, equips adults, and strengthens systems to create more equitable opportunities for all teens.



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

# MISSION 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 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.



#WYMANTEENSWILL  
**BE GREAT**



*"Wyman has helped me discover that I can do anything I want to do."*

## **JARED DUNN, JR., 13 YEARS OLD**

8th grade at Ferguson Middle School

Jared first heard about Wyman through his school, which was offering Wyman's Teen Outreach Program® (TOP®) to 7th grade students. "They told me about the program and it sounded pretty cool, so I signed up." Throughout his 7th grade year, Jared participated in TOP® performing community service, building relationships, and developing social and emotional skills – including setting and working toward personal goals and learning how to better communicate with others.

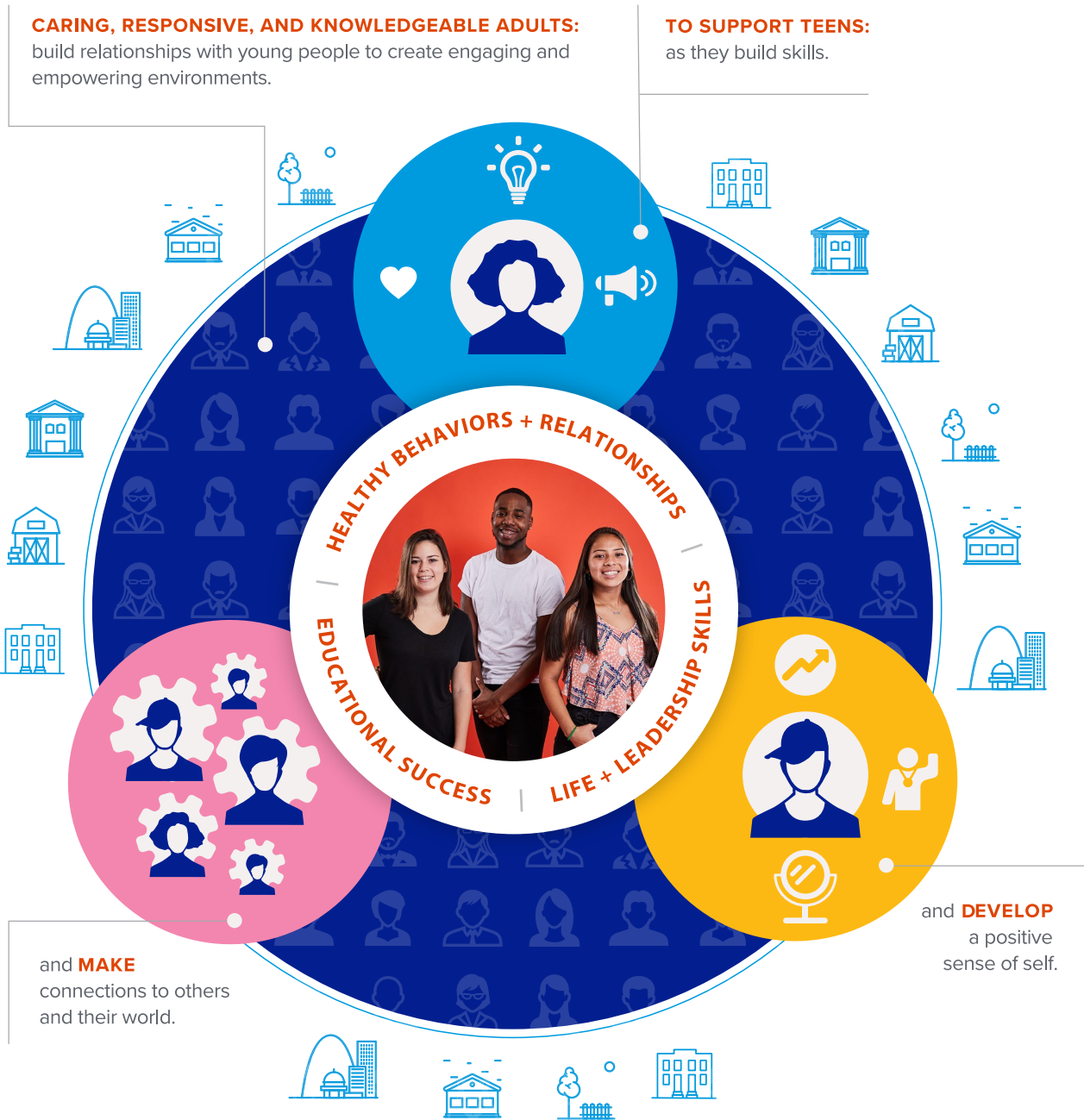
After having a positive experience with TOP®, Jared applied for the Wyman Leaders program and is now a member of Wyman's Class of 2024. "My favorite part of Wyman Leaders has been meeting my new friends. It's a great program. We have to work hard

sometimes, but it's beneficial. We have a lot of fun together."

Jared believes that Wyman gives teens opportunities that they can't get anywhere else. "Wyman opens you up to new opportunities that some people will never get. They have helped me discover that I can do anything I want to do. I want to go to college and do something with myself. I'm not sure what I want to do yet, but I know I want to graduate high school and go to college."

After his experience as a Wyman teen, Jared would love to pay it forward to future generations. "I want to come back to work or volunteer for Wyman. I want to help other teens like me."

# Our Framework for Thriving Youth



## Our Strategy

Through research and 122 years of experience, we know that educational success, healthy behaviors and relationships, and life and leadership skills help teens thrive and contribute positively to their communities. To ensure that teens from economically disadvantaged circumstances have the opportunity to achieve these outcomes, Wyman employs a multi-front approach of:

- ➔ **EMPOWERING TEENS** through strong, high quality programs that help teens gain the tools and skills needed to succeed;
- ➔ **EQUIPPING ADULTS** through training designed to help adults build relationships with teens by creating engaging and empowering learning environments; and
- ➔ **STRENGTHENING SYSTEMS** through deep, collaborative partnerships meant to create more equitable and transformational opportunities for youth.



# TOP Teen Outreach Program

W Y M A N



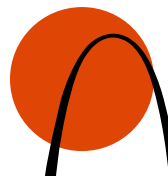
Serves teens from **6th through 12th grade**



**9 month duration**



**22,000 teens** reached nationally, through our network of **60 partners**



Wyman directly delivered TOP® to **1,160 teens** in three school districts in the **St. Louis area**

“I love TOP®. It helps teenagers and kids like me. My favorite thing about it is the activities we get to do to help others, like making blankets and toys for shelter animals.”

– Raegan, TOP® Student in the Ferguson-Florissant School District

Delivered in St. Louis by Wyman, and across the country by our network of partners, the Teen Outreach Program® (TOP®) promotes positive youth development through a social and emotional learning curriculum, community service learning, and supportive relationships with adults. Teens are empowered with the tools and opportunities needed to develop social and emotional skills; promote healthy relationships and community connections; develop a sense of purpose; and avoid risky behaviors.

In the 2018-2019 school year, Wyman directly delivered TOP® to 1,160 teens in three school districts in the St. Louis area – the School District of University City, the Normandy Schools Collaborative, and the Ferguson-Florissant School District.



TOP® TEENS IN ST. LOUIS ENJOYING A COMMUNITY SERVICE LEARNING ACTIVITY



This evidence-based program, supported by years of strong external research, integrates three core components:

- ➔ Interactive, engaging lessons from the **TOP® CURRICULUM** are facilitated during weekly group meetings. Lessons include content such as emotion management, problem solving, goal setting, and adolescent health and wellness. The curriculum is inclusive of youth from different backgrounds, and designed to be sensitive to trauma that participants may have experienced.
- ➔ Teens have opportunities to give back to their communities and practice the skills they have learned by engaging in **COMMUNITY SERVICE LEARNING**. These opportunities result in increased confidence, purpose, and connectedness to their communities.
- ➔ **CARING, RESPONSIVE, AND KNOWLEDGEABLE ADULT FACILITATORS** guide all group meetings and provide on-going support and coaching for students outside of those group meetings.



“TOP® brings out the best in all of them because they allow the students to feel comfortable opening up. They have activities, movements, lessons where you can interact with discussions, and outreach. They go out and do things in the community.”

– Mr. Laurindo Crockett,  
7th & 8th Grade Social Studies Teacher,  
Bel Nor Ele-Middle School

## OUTCOMES AND IMPACT

During the 2018-2019 school year, Wyman TOP® teens in St. Louis collectively completed **21,226 HOURS OF COMMUNITY SERVICE**, translating to a regional economic impact of approximately \$508,575.

After at least one school year of services, Wyman TOP® teens in St. Louis reported improvements in their **SOCIAL AND EMOTIONAL SKILLS**, including empathy, problem solving, and self-efficacy. Research affirms that high-quality programming focused within these areas makes a positive impact on students’ overall academic performance and behavior.

**92% OF TOP® TEENS** reported that their facilitators cared about them.

# WYMAN LEADERS PROGRAM



#WYMANTEENSWILL  
*PERSIST*

“Our leadership program is not just focused on getting our teens into college. We follow them through college to ensure success.”

– Ryane, Persistence Program Manager  
for Wyman Leaders

Wyman Leaders supports nearly 600 St. Louis teens annually to enter and complete college and career education programs, develop life and leadership skills, and create strong connections to their communities – all with a focus on helping teens lead in their communities now, while preparing for a successful transition into young adulthood.

For 10 years – from 7th grade through four years of post-secondary education – our young people participate in intensive peer group experiences each summer, as well as consistent, individualized coaching and enrichment opportunities during the school year. This long-term engaging, empowering, and holistic experience supports teen development.



Low-income students are recruited from partner middle schools in **St. Louis City, St. Louis County, and Jefferson County**



**10 year duration** – from 7th grade through four years of post-secondary education



**600 teens annually** supported in metro St. Louis



WYMAN LEADERS CLASS OF 2019

There are three phases to the Wyman Leaders program. Each phase includes activities and opportunities that support leadership development, community service, and career exploration, ensuring a holistic experience for youth as they build their skills and prepare for their futures.

- ➔ In **MIDDLE SCHOOL**, our teens participate in a 14-month academic experience to prepare for high school coursework; a summer residential experience at Wyman's camp; and individualized academic and social and emotional coaching.
- ➔ As they move into **HIGH SCHOOL**, Wyman Leaders' teens participate in a residential leadership experience at Wyman's camp; college tours and immersion experiences; individualized academic and social and emotional coaching; and take on leadership roles within their high school and community.
- ➔ In the final phase of the program, **POST-SECONDARY**, our young people participate in a summer bridge to support the effective transition into post-secondary; receive post-secondary scholarship support and individualized persistence coaching; are offered opportunities to work as seasonal staff and mentor younger teens; and continue to take on leadership roles in their schools and communities.



“Wyman helped me mentally, emotionally and educationally. They were there as a guide when I thought I didn't have anybody.”

– Trish, 20, Sophomore at SIUE

## OUTCOMES AND IMPACT

100%

100% of Wyman's Class of 2019 graduated from high school on time, compared to 89% of Missouri teens overall and 82% among Missouri teens from economically disadvantaged circumstances.

92%

92% of Wyman's Class of 2019 enrolled in a post-secondary education or training option during the fall after high school graduation, compared to 67% of Missouri teens.

91%

91% of Wyman's Class of 2018 persisted in a post-secondary option from Year 1 to Year 2, compared to 74% nationally.

97%

97% of Wyman Leaders teens agree that participation in Wyman programs has increased their understanding of how post-secondary education can help them achieve their career goals.



# Teen Connection Project



Serves teens from **9th** through **12th** grade



**1 semester** duration



In the 2018-2019 school year, TCP was delivered to **26 teens directly** by Wyman

“The best part of the Teen Connection Project was being able to believe in myself and express my ideas with others.”

– TCP Participant

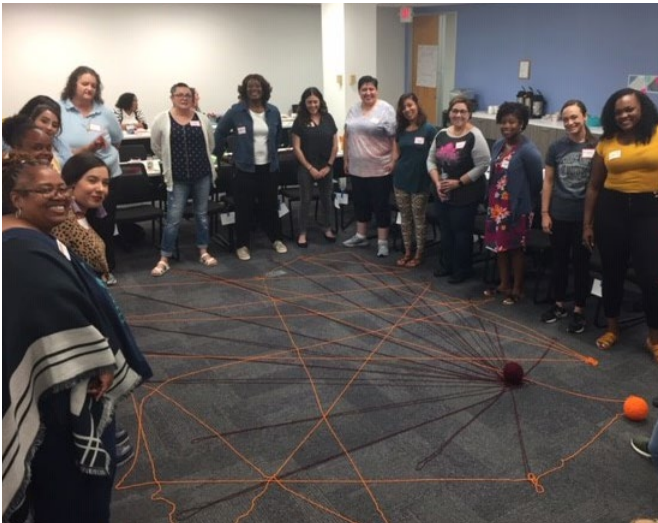
Our ability to build strong social connections and relationships with others is linked to many positive outcomes – yet many young people lack healthy, positive, and affirming connections with others, feeling isolated and alone. In addition, rates of serious psychological distress, including major depressive episodes, has increased sharply among adolescents since the mid-2000s.<sup>1</sup>

The Teen Connection Project (TCP) was developed through a three-year, research-practice partnership between the University of Virginia (UVA) and Wyman (2016-2019) and is designed to improve peer relationships, social and emotional skills, school engagement, and well-being among high school aged youth. Teens meet in small groups weekly for one semester and use a guided curriculum to build positive relationships with peers and adults, and then share what they have learned within their schools, homes, and communities.



TEEN CONNECTION PROJECT TRAINING  
JUNE 2019

<sup>1</sup>Twenge, J.M., Cooper, A.B., Joiner, T.E., Duffy, M.E., & Binau S.G. (2019). Age, period, and cohort trends in mood disorder indicators and suicide-related outcomes in a nationally representative dataset, 2005-2017. *Journal of Abnormal Psychology*, 185-199



As Wyman's newest evidence-based program, TCP is supported by evidence from a rigorous evaluation conducted by UVA, published in the journal *Development and Psychopathology*. The study, based on a sample of 610 high school youth, showed that TCP participation resulted in significant improvements in peer relationships, academic engagement, and use of social support to cope with stress, as well as lower levels of depressive symptoms.

In the 2018-2019 school year, TCP was delivered to 26 teens directly by Wyman and is currently being piloted by five national partners, with 86 teens served so far during the 2019-2020 school year. It will launch as a fully replicable, evidence-based program in 2020.

## OUTCOMES AND IMPACT

**83% OF YOUTH SERVED** reported that they believed in themselves.



**96% OF YOUTH SERVED** reported a sense of belonging during their program experience.

**#WYMANTEENSWILL SURPASS**

**83% OF YOUTH SERVED** reported using social support to cope with problems.



**86% OF YOUTH SERVED** reported positivity/less conflict in their close friendships.

“The best part of TCP was learning how to believe more in myself and learning how to speak up without the fear of being judged.” – *TCP Participant*

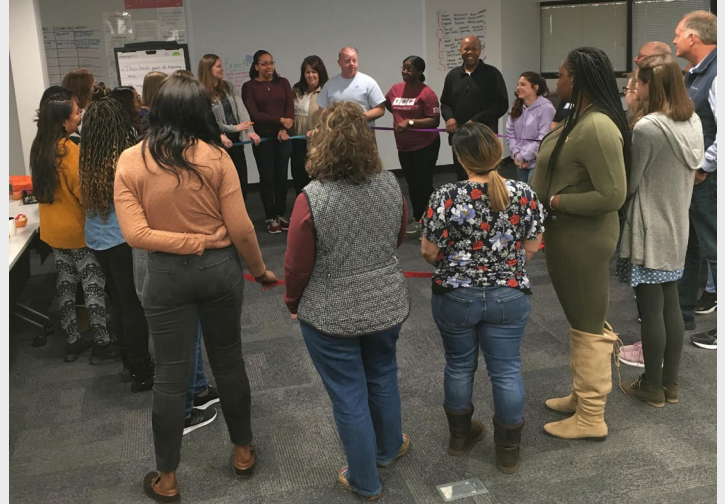
WYMAN'S NATIONAL NETWORK

# EQUIPPING ADULTS

Wyman's National Network works with organizations across the country to help adults build their skills and competencies in working with teens. The Network offers two evidence-based programs for replication – the Teen Outreach Program® and the Teen Connection Project (currently being piloted) – and dozens of quality trainings designed for those who work with adolescents.

In 2019, the Network launched an updated curriculum for TOP® and a refreshed business model – designed to increase access to trainings and programs to more organizations and, in turn, more youth.

Throughout 2019, Wyman's National Network trained over **750 ADULTS** across the country in best practices for teens. This powerful group of professionals from our 60 replication partners helped more than **22,000 YOUNG PEOPLE** across the nation to thrive.



## OUTCOMES AND IMPACT

- ➔ Across Wyman's National Network, TOP® teens completed **220,499 HOURS OF SERVICE IN THEIR COMMUNITIES**, during the 2018-2019 program year.
- ➔ **86%** of TOP® teens reported **FEELING A SENSE OF BELONGING** during their program experience.
- ➔ **99%** of TOP® teens reported that they **AVOIDED PREGNANCY** on post-program surveys.



# STRENGTHENING SYSTEMS



Systems that support youth function best when they align and coordinate their work to meet the needs of youth and increase equitable access to supports and programs for all young people.

As a systems partner, Wyman helps to coordinate services across providers, facilitate trainings in adolescent development and social and emotional supports, and align policies and procedures to sustain positive change.

In the 2019-2020 school year, Wyman is continuing our partnerships with the Normandy Schools Collaborative and the School District of University City. This marks the second year at the School District of University City and the final year of system level work with the Normandy Schools Collaborative.

## OUTCOMES AND IMPACT

- Brought a **NATIONALLY RECOGNIZED SOCIAL-EMOTIONAL LEARNING ASSESSMENT TOOL TO THE DISTRICTS** to help them better understand the progress of students and staff and identify needed gaps.
- **SUPPORTED ADULTS IN THE DISTRICTS WITH TRAINING** around building effective relationships with young people and supporting their social and emotional development.



# Lorien Carter

**A**s a donor, volunteer, trainer, and advocate since the early 2000's, Lorien Carter understands the needs of young people and the evolution of programs, and believes that #WYMANTeensWill be the change their world needs.

Teens are at the center of everything we do at Wyman, and their needs are constantly evolving.

**“I SUPPORT WYMAN’S COMMITMENT TO THE WORK NEVER BEING OVER. I BELIEVE IN THEIR INNOVATION IN PROGRAMMING BASED ON RESEARCH AND SCIENCE,” SAYS LORIEN.**

To continue to meet the ever changing needs of our young people, Wyman needs support from our community. When you give to Wyman, you are making an investment in the future of your own community, equipping young people with the skills and knowledge they need to lead today and solve problems of the future. “If donors want to see a return on investment,



Wyman is the place to give. Their investment will have an immediate and lasting impact,” says Lorien. “My donations are going to be used; and the people trained because of those gifts are going to stick around. This leads to generations of young people served.” Lorien knows that the outcomes of Wyman’s programs and the impact on the lives of young people reinforces the difference that her gifts are making.

Lorien also enjoys attending Wyman’s Gala each year because it is a space where teens get to be surrounded by adults who support them and where she is inspired by their stories. “I enjoy coming to the Gala every year and getting to know the young people in Wyman’s programs. I am inspired by seeing young people become staff members at Wyman or coming back and speaking at the Gala. This shows the multi-generational impact for participants.”

Our work would not be possible without partnerships from community members and organizations. **THANK YOU LORIEN** for ALL of the support and partnership you have given to Wyman. Your expertise and partnership is invaluable to us and to our young people!



# Bruce and Diana Linders

Longtime supporters Bruce and Diana Linders believe that #WYMANTeensWill become successful in their lives. This is why they have been generous supporters of Wyman since 1985.

The Linders both grew up in St. Louis and have called it home their whole lives. Over the years, they have seen many changes to the area, and witnessed the challenges faced by our region's youth. The teen years are complicated and challenging, but also a time of exhilarating growth and learning that sets the stage for future success.

"Wyman shows young people that they are bigger and better than their circumstances by helping them uncover the potential they already have," said Bruce and Diana, who understand the challenges faced by young people and believe in the work that Wyman does.

## #WYMANTEENSWILL BE AN EXAMPLE FOR EVERYONE

Why Wyman? "I experienced firsthand the benefits of being outdoors in a structured setting while also having the freedom to make my own choices by attending camp at Wyman when I was growing up," said Bruce. He attended camp at Wyman when he was in grade school and attributes his experiences there to laying a solid



foundation for his teen years and developing his love for the outdoors. Diana loves to hear Bruce's stories about camp, and also loves hearing about the young people involved with Wyman today. "The benefits they receive during camp at Wyman have long-lasting impacts and can change their trajectory." The Linders agree that Wyman's programming gives young people an opportunity to build self-esteem and practice leadership skills while working as a team.

"Wyman provides young people the opportunity to move beyond their circumstances and learn how to make friends and work together. More importantly, Wyman teens will be an example for everyone else," said Diana.

The Linders believe that "Wyman teens will be successful in their lives and make a difference."

**WYMAN IS SINCERELY GRATEFUL** for the Linders and their long-term partnership. Thank you, Bruce and Diana, for being champions for our region's young people. Together, we foster a bright and positive future for teens and our communities.

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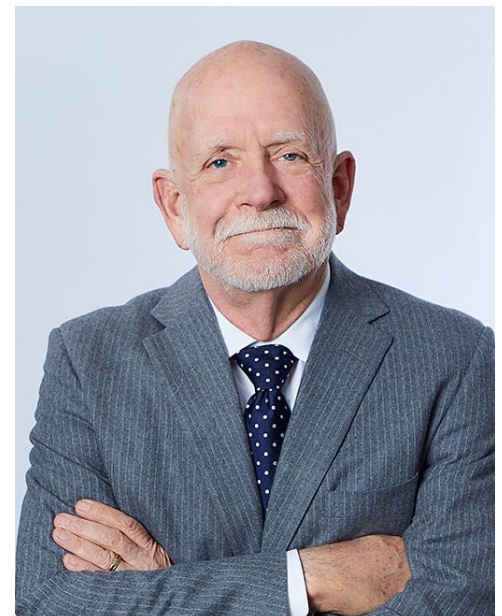
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“We give to  
Wyman because  
we value investing in  
the communities we  
serve, and Wyman  
invests in the  
teens here in  
St. Louis.”

John Sandberg,  
Donor and Board Member



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**Wyman helped me  
find my voice. They  
taught me to be  
comfortable and  
confident no matter  
where I am, and to be  
kind, learn, love and  
give back.**

**Ametra Harris,  
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“Zip codes and net worth shouldn't be a factor in determining who gets the proper supports, but for many that is the reality. We owe it to them and to ourselves to provide access to those resources that will best position them for success.”

**David Rodgers,**  
Donor and Chairman of the Board



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\*Deceased

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**I see firsthand the tremendous impact Wyman has on students as well as their families and communities. Wyman provides opportunities for teens to help change the trajectory of their futures.**

**Desiree Coleman,  
Volunteer**



FRANK WYMAN, OUR FOUNDER

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*Wyman honors the legacy of our supporters who have made a planned gift through our 1898 Society. We thank you for your partnership, generosity, and commitment.*

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*If you are interested in making a planned gift to Wyman, please contact Alex Fruth at 314.471.3396.*

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## **IN HONOR OF HIS FATHER, AHMAD ALI KHODAMORADI**

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Steward Family Foundation

## **IN HONOR OF GIB STOEBERL**

David Frey

## **IN HONOR OF HARVEY WALLACE AND HIS COMMITMENT TO WYMAN**

Roy and Lisa Kramer

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## **IN MEMORY OF MARTIN BAILEY AND GEORGE CAREKLAS**

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Susan Kashubeck-West

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Judy and David Postma

Renee and Steve Savage

Peter Wilson and Madelyn Harris

Matthew F. Wyneken and Kristina D. Hansen

Youth In Need

## **IN MEMORY OF ISAAC YOUNG**

Tromblee Family Foundation

# 2019 Financial Report

Financials are based on the **pre-audited** results for the year ending Dec. 31, 2019. Audited financials will be available in late 2020.

## Assets

Total Current Assets	2,893,579
Unconditional Promises to Give	1,315,949
Facilities and Equipment	5,068,940
Beneficial Interest in charitable remainder trust	114,892
Assets restricted for permanent investment	2,282,220
<b>Total Assets</b>	<b>11,675,580</b>

## Liabilities and Net Assets

Current Liabilities	1,188,006
Notes Payable	1,368,695
<b>Total Liabilities</b>	<b>2,556,701</b>

## Net Assets

Without Donor Restrictions	2,456,871
With Donor Restrictions	6,662,008
<b>Total Net Assets</b>	<b>9,118,879</b>

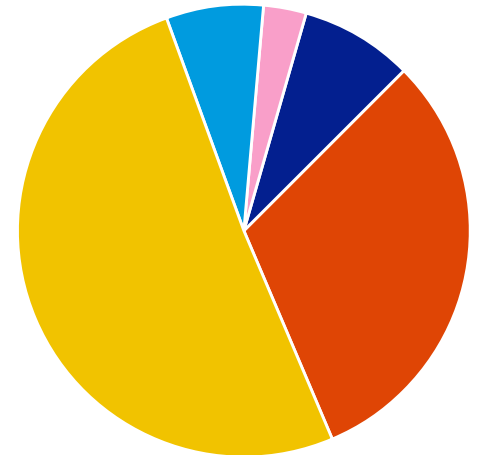
<b>Total Liabilities and Net Assets</b>	<b>11,675,580</b>
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## Statement of Activities

Revenues and support	7,406,595
Expenses	6,604,255
<b>Increase in Net Assets</b>	<b>802,340</b>

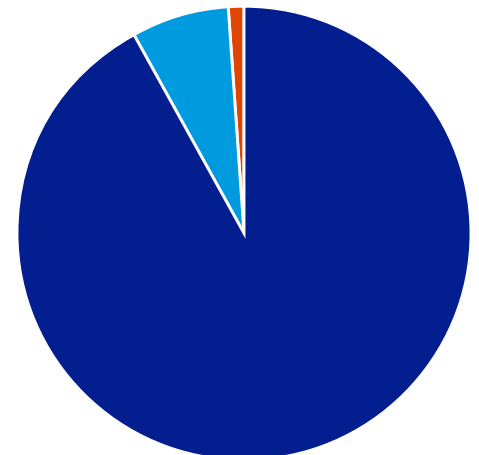
<b>Net Assets, Beginning of Year</b>	<b>8,316,538</b>
<b>Net Assets, End of Year</b>	<b>9,118,878</b>

## 2019 Sources of Revenue



- ▶ 7% Public/Investments
- ▶ 3% Events
- ▶ 8% United Way
- ▶ 31% Earned Revenue
- ▶ 51% Contributed Revenue

## 2019 Expenses



- ▶ 92% Program
- ▶ 1% Management
- ▶ 7% Fundraising

**#WYMAN  
TEENS  
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