People Helping People
Strengthening Families Through Successful Employment

ANNUAL REPORT
JULY 2025 - JUNE 2026



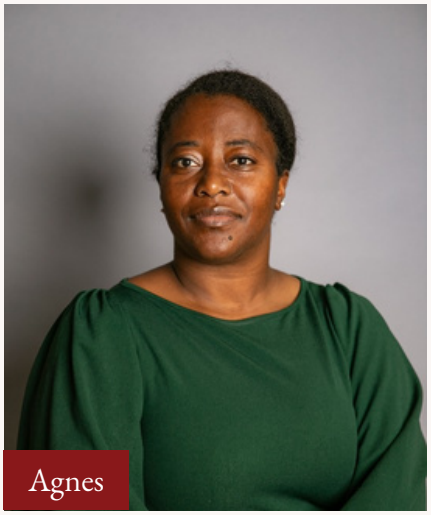
People Helping People

Annual Report
2025-2026

People Helping People is dedicated to reducing the number of children living in poverty by helping low-income women, primarily single moms, reach an adequate income through successful employment.

1,719
Women served in FY26

Real women changing *their own lives*



Before PHP

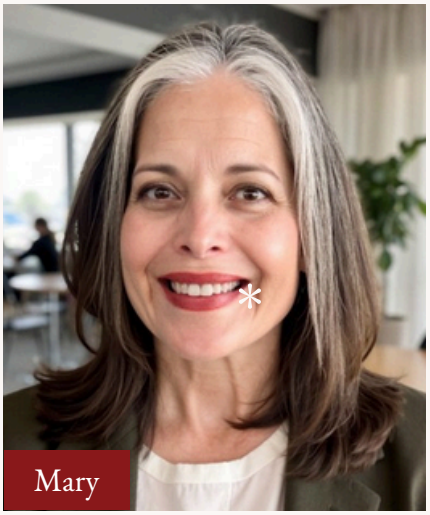
- Had just received her green card and wanted a traditional job, but didn't know where to start
- Worked 20+ years as a nanny and never saw herself as anything else
- Lacked confidence in her ability to find a job

PHP Pathway

- Worked one-on-one with PHP coaches to recognize her transferrable skills
- Practiced interviews with her mentor and landed a job during their partnership

Today

- Landed a great job and worked her way up to a promotion
- Paying off debt and no longer stressed about money
- Took her daughter on vacation
- Started a retirement account
- Shows her children that they can overcome any barrier
- Feels proud of how far she has come



Before PHP

- Laid off from two positions in 18 months
- In shock and disbelief, worried she would face ageism in the workplace

PHP Pathway

- Attended PHP's Barrier Inventory & Action Plan workshop and learned she wasn't alone
- Through one-on-one coaching, she learned her financial breakeven and saw how much she could earn

Today

- Full-time at a start-up that tailored the role to her skillset
- Works hybrid with a flexible schedule
- Paid off debt and is staying debt-free
- Paid off car
- Moved into a new home she loves
- Making more money than she ever has
- Knows her future looks promising



Before PHP

- Recently separated single mom struggling to find employment
- Felt hopeless and out of options

PHP Pathway

- Gained confidence through PHP's coaching & mentoring sessions
- Learned to translate everyday skills into business vocabulary

Today

- Got a great job and earned a raise for exceeding goals
- Named an "extraordinary performer" and received additional benefits
- Bought a car and paid it off
- Has a stable place to live
- Pays for her children's health insurance
- Has taken her kids on multiple vacations
- Volunteers in a program for women through her company
- Continuing to grow in her career and her hobbies



Kathryn Thomas
EXECUTIVE DIRECTOR
People Helping People

Letter from the Executive Director

At People Helping People (PHP), we believe every woman has the potential to build a better future for herself and her family. Sometimes, the difference is having someone who sees that potential and provides the support to take the next step.

I know this firsthand. At pivotal moments in my life, a high school counselor believed in me when I struggled to believe in myself. Later, as I navigated single motherhood and built my career, mentors opened doors and helped me discover what was possible.

When I first volunteered with PHP, I saw pieces of my own story in the women we serve. I recognized the uncertainty, the challenges of providing for a family, and the desire to build a better life without knowing where to begin. I also knew the power of the right support.

That is the heart of People Helping People.

Our mission is to help women overcome barriers to personal and professional success by developing the skills, knowledge, confidence, and connections needed for sustainable employment and greater self-sufficiency. Through coaching, mentorship, and practical employment support, we help women navigate challenges and build stronger futures for themselves.

As economic pressures and workplace expectations evolve, this work is more important than ever. While we cannot remove every barrier, we can equip women with the resources and opportunities to move forward.

As we celebrate 33 years of service, we are proud of our legacy. Yet the continued need reminds us that our work is far from finished. Serving more women sustainably requires continued investment in our programs, team, and resources.

Our goal is not simply to help women find a job, but to create lasting pathways to economic independence. When a woman can support her family and pursue new opportunities, the impact extends to her children, community, and future generations.

Whether you volunteer, mentor, open doors to employment, or contribute financially, you help make that progress possible.

At People Helping People, we can ensure that every woman has the opportunity, resources, and support to realize her full potential.

Thank you for believing in our mission and being part of what comes next.

With sincere gratitude,
Kathryn Thomas



OUR MISSION

People Helping People is dedicated to reducing the number of children living in poverty by helping low-income women, **primarily single moms,** reach an adequate income through successful employment.

Vision

People Helping People's vision is to help women see themselves as primary earners. We understand the important role we fill in helping our clients be more deliberate and focused during their job search process. PHP works to drive Utah culture forward and promote systems in which women are provided equal opportunities for career advancement.

When women do better, children do better. When children do better, communities do better. When communities do better, we are all better.

Philosophy

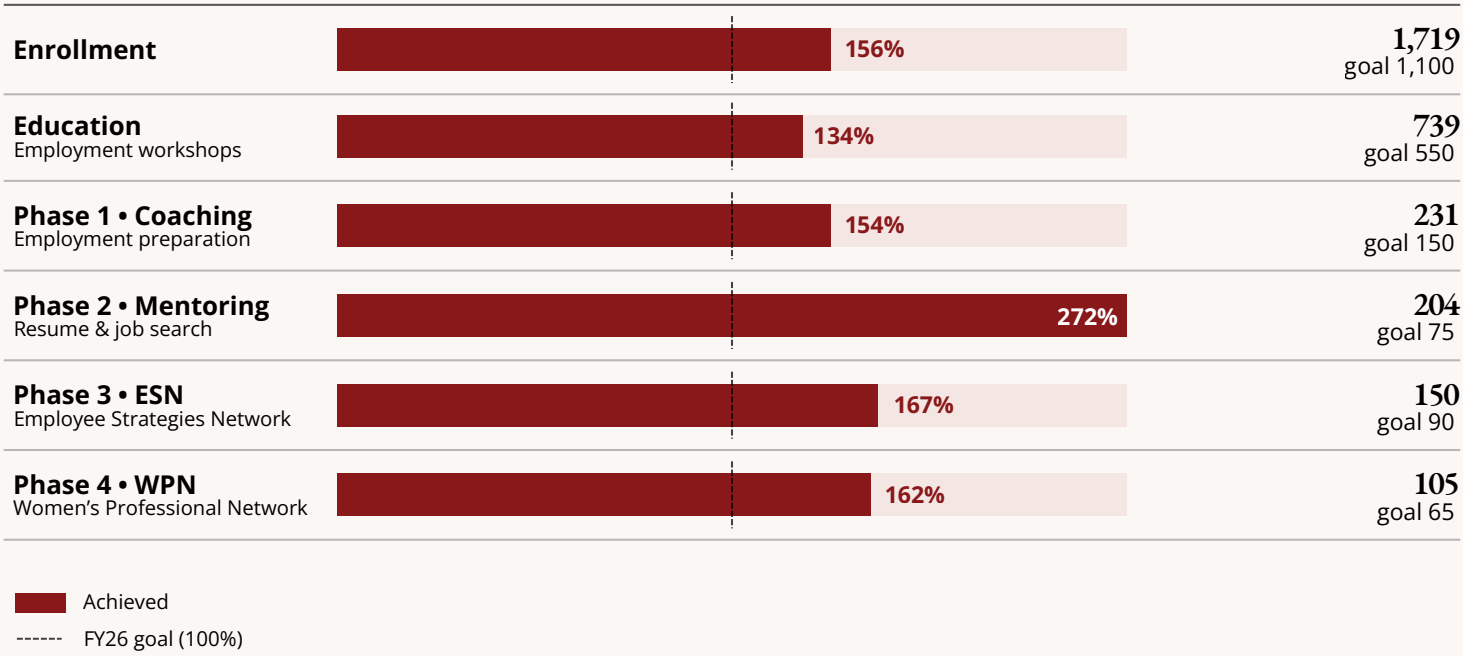
People Helping People believes that every woman is capable and deserving of achieving success and self-sufficiency. We promote this belief by helping our clients see the benefits of work, identify and navigate barriers, understand their transferable skills, create a personal breakeven, and communicate their value to employers.

Each year, our volunteer-centric program works with hundreds of women and/or single mothers who are under-employed. Teaching from the employer's perspective helps clients learn how to navigate the world of work and build the confidence needed to make changes personally and professionally.

SHIFTING THE PARADIGM

From seeing people as problems to solve, to seeing people who are capable of solving problems.

Every goal set. *Every goal surpassed.*



Where Phase 4 clients are today...

WOMEN'S PROFESSIONAL NETWORK

96 %
of Phase 4 Clients are employed full-time with an average salary of $62,997 a year

96 %
of Phase 4 Clients have benefits offered through their employer

80 %
of Phase 4 Clients have received at least one raise and/or promotion in the last year

100 %
of Phase 4 Clients are off all assistance and fully self-sufficient

29 %
of Phase 4 Clients bought a new home

33 %
of Phase 4 Clients have supported their child(ren) through college

4.7 /5 how supported clients felt in the PHP Employment Program

4.5 /5 Clients feel they have more direction in their career path

Utah's strong economy does not benefit *every family equally*

COST OF LIVING

$52,677

average per person, per year in Utah (1)

GENDER WAGE GAP

73¢

earned by Utah women for every $1 earned by men (2)

MOTHERHOOD WAGE GAP

44¢

earned by Utah mothers for every $1 earned by fathers (3)

CHILDCARE

$786–$1,381

average cost per child, per month (1)

WOMEN'S EQUALITY

50th

Utah ranks dead last in the U.S. for women's equality (4)



The Barriers are Significant

Single mothers face persistent barriers including the gender and motherhood wage gaps, high childcare costs, rising living expenses, and limited access to career advancement. For families already struggling to make ends meet, financial stability can feel out of reach.

Employment is the Pathway

Meaningful employment can change that trajectory. PHP helps low-income women build the skills, confidence, and connections to find, keep, and grow in employment that offers stability, livable wages, and opportunities for advancement. This creates stronger futures for women, their families, and their communities.

(1) https://www.sofi.com/cost-of-living-in-utah/
(2) https://www.usu.edu/uwlp/blog/2025/snapshot-gender-pay-gap
(3) https://nwlc.org/wp-content/uploads/2024/07/Motherhood-Wage-Gap-for-Mothers-Overall-2025.pdf
(4) https://wallethub.com/edu/best-and-worst-states-for-women-equality/5835

33 years of helping Utah women build *stronger futures.*

People Helping People's Employment Program combines individualized coaching, practical job-search training, and ongoing support to help women find employment, succeed in their careers, and build stronger futures for themselves and their families.

PHP'S EMPLOYMENT PROGRAM - CLIENTS MOVE THROUGH BOTH TRACKS AT THE SAME TIME

Education

- Workshops & Mindset
- Career Readiness & Workplace Skills
- Financial & Career Topics

Coaching & Mentoring

1. Coaching & Employment Preparation
   Goals • Strengths • Confidence
2. Mentoring & Job Search
   Resume • Interview • Career Tools
3. Employment Strategies Network
   Ongoing Employment Support • Getting Ahead
4. Women's Professional Network
   Leadership • Development • Networking

SUCCESSFUL EMPLOYMENT → **ECONOMIC INDEPENDENCE**

1,719

women served in FY26 — more than ever before

~$525

average cost to support one woman for a full year in our Employment Program

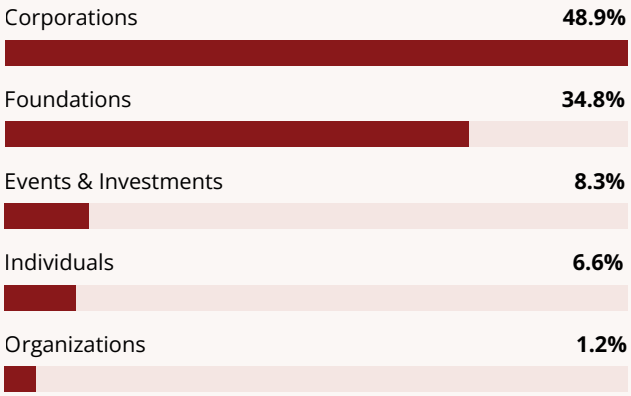
OUR STORY • SINCE 1993

What began as a volunteer-led program serving a few dozen single mothers each year is now a multi-county network supporting thousands of Utah women, both in-person and online, through coaching, training, volunteer expertise, and employer partnerships.

Every dollar *working for Utah women*

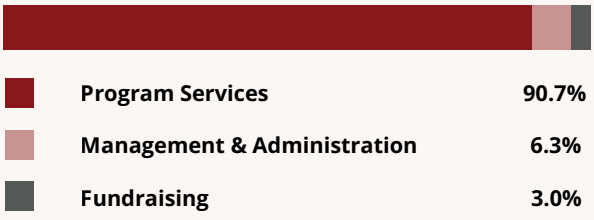
RAISED	BUDGET	ACTUAL SPEND	VOLUNTEER VALUE
$738.5 K	$899.5 K	$871.6 K	$177 K

FY26 Cash Revenue — $738,455



FY26 Cash Expenses — $871,663

90.7 % of every dollar spent went directly to program services



Program Services	**90.7%**
Management & Administration	**6.3%**
Fundraising	**3.0%**

1,100 women projected to serve

1,719 women actually served

+56% above projected reach

$525 average annual investment per client

This Annual Report reflects People Helping People's Fiscal Year of July 1, 2025-June 30, 2026. At the publication of this report in November 2026, these financials were unaudited. To request full audited financials or our Form 990, please contact us at info@phputah.org.



GROWING OUR IMPACT

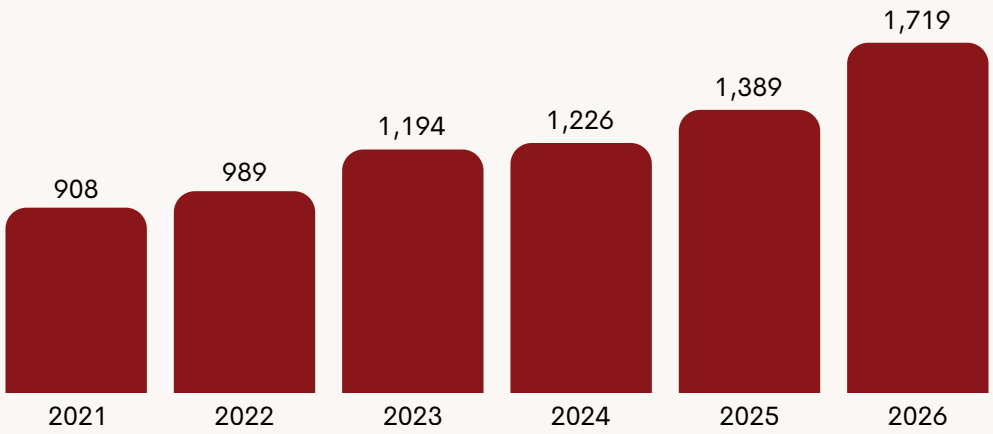
Demand is growing, *and so are we*

After serving 1,719 women in FY26, we project serving approximately **1,900 women in FY27**. Sustainable growth requires the right systems, resources, and capacity to meet that demand and provide meaningful support.

PHP is investing in technology and infrastructure to prepare for continued growth. A new CRM will strengthen how we track client engagement, understand demand, measure outcomes, and identify the resources needed to serve women effectively.

Our goal is to build the systems, partnerships, and capacity needed to make PHP's employment support accessible to more women across Utah while maintaining the quality of service our clients deserve.

Women Served FY21-FY26





PEOPLE HELPING PEOPLE'S EMPLOYMENT PROGRAM

Four phases. Ongoing support.
Long-term successful employment.

People Helping People's Employment Program offers Education, Coaching, and Mentoring.

- The **Education** component consists of regularly offered employment workshops taught from the employer's perspective. Mentoring and Coaching follows a structured, four-phase model.
- **Phase 1 Coaching** focuses on Employment Preparation. Clients meet one-on-one with volunteer business professionals to complete key employment tools, understand transferable skills, determine personal breakeven points, and set self-sufficiency goals.
- **Phase 2 Mentoring** focuses on Job Search Readiness. Volunteer mentors help clients identify appropriate jobs, prepare resumes, practice interview skills, explore learnings from workshops, and create strategic job search plans.
- **Phase 3 Employment Strategies Network (ESN)** supports clients as they navigate job expectations, manage personal challenges, prepare for promotions, and sustain long-term employment.
- **Phase 4 Women's Professional Network (WPN)** provides ongoing training, leadership development, and networking opportunities to help clients grow their careers and earning potential.

Who We Serve

1,719	~65%	100%	18-78
Utah women served in FY26	are single mothers	are low-income when entering our program	age range of clients

8 COUNTIES: Salt Lake • Davis • Weber • Utah • Tooele • Cache • Box Elder • Summit

In their *own words...*

179
volunteers in FY26



"

People Helping People does so much to support women returning to the workforce. I have been associated with PHP Utah for over 20 years. PHP provides excellent training and support to its clients. I delight in facilitating workshops for women improving their circumstances through stable employment. The PHP staff are exceptional. They support PHP clients and the community in which they serve. I look forward to continuing my work with PHP and mentoring more women as they improve their careers and personal lives.

GRACE • PHP VOLUNTEER



"

I was raised by a single mother. Anything noteworthy I've achieved is thanks to her sacrifice. Each opportunity to coach is unique, but they all share the same common denominator: progress and success in life through work and education. Having a small part in building their confidence through resume and job interview preparation is very impactful for me, because they may be like my mom when she was raising me.

WALTER • PHP VOLUNTEER



"

After 30 years in tech, stepping away from the corporate world has given me the opportunity to carry forward what I valued from that chapter while aligning more fully with my new path. Helping women recognize just how powerful and skilled they are, even when it doesn't match a traditional definition of success, is deeply rewarding. It is a true delight to witness their surprise at the end of a session as they begin to see just how many gifts they have to offer.

TORI • PHP VOLUNTEER



179	110	343	232
VOLUNTEERS	EMPLOYER PARTNERS	AGENCY PARTNERS	DONORS

THE POWER OF PARTNERSHIP

Stronger *together*

No woman builds a path to economic independence alone. Our impact is made possible by a network that works alongside our clients through every stage of their employment journey.

Volunteers

give their time, knowledge, and encouragement, helping women strengthen their skills and confidence and grow their network.

Employer Partners

open doors to new industries, meaningful career opportunities, company offered benefits, and pathways for advancement.

Community & Agency Partners

connect women with the resources and support they need to navigate barriers and move forward.

Donors

— corporate, foundation, and individual — provide the essential funding that makes this work possible.

When we work together, women are better equipped to find employment, increase their economic stability, and build a more secure future for themselves and their families.

With *gratitude*

FY26 Corporate, Foundation, and Organization Donors

$25,000+

Pat McAfee Show
KeyBank Foundation
Sorenson Legacy Foundation
American Express
Journey For Good Foundation

$15,000-$24,999

George S. and Dolores Doré Eccles Foundation
Adobe
US Bank Foundation
Regions Bank
Jeffrey S. & Helen H. Cardon Foundation
Ally Bank
Comenity Capital Bank
JP Morgan Chase
Morgan Stanley
UBS Bank USA

$10,000-$14,999

Wheeler Family Foundation
Ruth Eleanor Bamberger & John Ernest Bamberger Memorial Foundation
Anonymous
Frances W. Burton Foundation
Hemingway Foundation
Watkins Charitable Foundation
FinWise
GE Healthcare
Merrick Bank
Larry H. & Gail Miller Family Foundation
Nordstrom
Sallie Mae Bank
Utah Financial Services Foundation
Wasatch Women's Legacy Giving Circle
WEX Inc.

$5,000-$9,999

Zonta of Salt Lake
Dr. W.C. Swanson Family Foundation
Rocky Mountain Power Foundation
Medallion Bank
Synchrony Financial
Diana S. Ellis Foundation
McCarthey Family Foundation
Steiner Foundation
WebBank
Andrus Foundation
Lawrence T. & Janet T. Dee Foundation
Marriner S. Eccles Foundation
King Family Foundation
John and Dora Lang Charitable Foundation
First Utah Bank
Grandeur Peak Funds
Milestone Bank
Select Health
SoFi

$1,000-$4,999

Ralph Nye Charitable Foundation
Enterprise Mobility
Reinhold Family Charitable Foundation
Archer Family Charitable Foundation
Henry W. & Leslie M. Eskuche Foundation
Dorsey & Whitney Foundation
Stubbs Dental
Tito's
Masonic Foundation of Utah
Marion D. & Maxine C. Hanks Foundation
JEPS Foundation
Burgex Inc
Kennecott Charitable Foundation
Zions Bancorporation

FY26 BOARD CHAIR



Natasha Paolinelli
BOARD CHAIR, FY 2026
UBS Bank

INCOMING CHAIR, FY 2027
Abbie Sauter

Letter from the Board Chair

As I reflect on the past year serving as Board Chair, I am filled with immense gratitude.

It has been a great privilege to be part of a community that is so passionate, generous, and dedicated to making a difference. The willingness of this group to step forward, support one another, and serve PHP clients is truly inspiring.

Working with each of you has been an extremely rewarding experience. Together, we have accomplished meaningful work, and the relationships, lessons, and memories gained along the way are gifts I will always treasure.

I would like to extend my deepest thanks to Kathryn and the remarkable PHP staff. Your dedication, compassion, expertise, and vision make this organization exceptional. I remain continually impressed by the impact you create every day.

I am delighted to pass the torch to Abbie Sauter. Her leadership, dedication to the mission, and passion for this organization make her the ideal person to guide PHP into its next chapter.

While my role as Board Chair is coming to a close, my commitment to PHP remains strong. I look forward to continuing to serve on the Executive Board, supporting this incredible organization, and celebrating the growth and lasting impact PHP will undoubtedly continue to have.

With sincere gratitude,
Natasha Paolinelli

The people behind *People Helping People*

July 1, 2025 - June 30, 2026

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Ellie Sheffield
Program & Volunteer Coordinator

Izabel Neeley
Program Director

Madison Brown
Community Outreach Coordinator



Thank *you*

Thank you for supporting our mission to break the cycle of poverty by supporting low-income women, primarily single moms, as they work to build a better future for themselves and their families.

SCAN TO GIVE

DONATE
phputah.org/donate

WEBSITE
phputah.org

EMAIL
info@phputah.org

HEADQUARTERS
265 East 100 South, Suite 280,
Salt Lake City, UT 84111

PHONE
801.583.5300

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