



People Helping People
Strengthening Families Through Successful Employment

2023 Annual Report



OUR MISSION

People Helping People is dedicated to reducing the number of children living in poverty by helping low-income women, primarily single moms, learn how to earn an adequate income.

OUR 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. People Helping People works to drive Utah culture forward and promote systems in which women are provided equal opportunities for career advancement. We know that when women do better, children do better. When children do better, communities do better. When communities do better, we are all better.

OUR PHILOSOPHY

People Helping People believes that every woman is capable and deserving of achieving success and self-sufficiency. We do this 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. PHP is shifting the paradigm from seeing people as problems to solve, to seeing people who are capable of solving problems.

Dear Supporters,

Being a single parent can present some interesting challenges, especially for single mothers. I know because I was one for several years. Understanding the unique needs of single mothers and women in the workplace is critical when delivering programs that can help women thrive, personally and professionally.

For 30 years, PHP has been providing support, tools, and workplace know-how for women in our community wanting something better for themselves and their families. More than 22,000 women have been impacted by this program. The trickle-down effect throughout generations will be felt for years to come.

As we look forward to celebrating our 30th Anniversary this coming Spring, we also look back and thank the hundreds of volunteers, board members, employers, community partners, staff members, clients, and donors who have made this program a success. We also thank our founder, *Kayleen Simmons*, for seeing a need in our community and having the vision to create our program, rally volunteers, and forge community relationships that we rely on today. Her years of dedication, long hours, and mentoring hundreds of women and staff has had a profound effect.

We know that we have been tasked with the awesome responsibility of driving Utah culture forward and promoting systems in which women are provided equal opportunities for career advancement. We are uniquely positioned in that our program enlists the partnership of more than 130 of the top employers throughout the state who actively engage as volunteers, financial supporters, and recruiters hiring our clients. This assemblage of top companies provides us a platform to help managers, recruiters, and business leaders understand that there is more to a person's experience and skillset than working a 'traditional job' by placing more value on everyday activities and experiences and how they can be transferrable, an asset, in the workplace.

We all have a different path. There is no one size fits all method to life. It's part of what I love and appreciate about the PHP program, seeing each woman as unique and full of talent. Our long-term approach to success provides continuous support, which is a crucial part of our client's journey. We cannot do hard things alone. We all need others to believe in us, see us as capable and deserving of success, and lift us up over those speed bumps throughout life.

A job is more than a paycheck - it is about dignity, respect, and finding purpose. Work looks different for each of us. Success looks different for each of us. When given the opportunity, people are capable of extraordinary things.

Sincerely,
Kathryn Thomas, PHP Executive Director



Meet Ambi

Before PHP

- Stagnant in a job with no upward mobility
- Going through a traumatic divorce
- Struggling with self-worth

PHP Pathway

- Learned how to identify and present transferable skills
- Worked 1-1 with a mentor to learn how to develop a new resume to market herself to employers

Today

- Got a great job with a PHP Employer Partner
- Received several raises
- Started a retirement account
- Started a savings account and emergency fund
- Paid off all debts
- Bought a new car
- Built confidence



Meet Yadira

Before PHP

- Underpaid and unfulfilled in her current job
- Unsure of what job opportunities would be the best fit
- Struggling with self confidence in the workplace

PHP Pathway

- Introduced to PHP at a PHP Job Fair
- Learned how to embody PHP's 4 Core Principles in the workplace
- Set career goals with her Mentor

Today

- Hand-selected for several raises and promotions
- Increased income by more than 20%
- Bought a brand new car
- Sent kids to college
- Entirely self sufficient
- Found purpose and pride in her career
- Learned how to advocate for her value and communicate her skills



Meet Nu

"With People Helping People's support, I know I can continue achieving my goals and inspire others to do the same."

"My journey began when I found myself facing a career crossroads. I had worked for a manufacturing company for 32 years, having immigrated to America several years prior. But during the pandemic, I was laid off with just two weeks to find a new job.

Naturally, I felt nervous and concerned. I had never been in such a situation before, and the thought of starting anew after dedicating so much time to my previous job was daunting. My retirement plans were also a source of worry. I wanted to be comfortable and enjoy my golden years, and this unexpected turn made me question that goal.

A friend mentioned a program called People Helping People, and I decided to give it a try. I needed help with my resume and interview skills since I hadn't looked for a job in decades. People Helping People seemed like the right place to learn and prepare for the changes ahead.

During the program, I attended workshops that were immensely helpful. I learned how to create an effective resume and how to present myself confidently in interviews. A volunteer named Vanessa W. guided me through the technical aspects of using computers for these tasks, which I found invaluable.

As I transitioned to a new job with a People Helping People Employer Partner, I kept coming back to People Helping People to continue learning and growing. The program's workshops served as a valuable resource to keep myself updated and ready for any career changes. I felt more positive and comfortable with the job search process, gaining confidence in myself.

With my improved skills and mindset, I applied for a position at Edwards LifeSciences. I impressed them during the interview and secured a job that offered better pay and was closer to my home. It was a significant step forward, and I was proud of my achievement.

Through the last couple years, my life improved significantly. I increased my income, stabilized my retirement plans, and paid off medical bills. My children pursued higher education, and I felt proud of being a single mom who provided for her family.

Looking back, I can confidently say that People Helping People played a crucial role in my success. The program gave me the tools and support I needed to face new challenges and embrace change. It helped me believe in myself and develop a positive outlook on life.

For anyone else in a similar situation, I would wholeheartedly recommend enrolling in and investing in People Helping People. It's a great resource to build confidence and gain the skills necessary to succeed in the job market.

I am grateful for People Helping People and all the help I received. The program truly made a difference in my life, and I'm excited about the stable and bright future ahead. With People Helping People's support, I know I can continue achieving my goals and inspire others to do the same."

People Helping People's Employment Program

PROGRAM OUTLINE

PHP's Employment Program offers Education, Coaching, and Mentoring. The **Education** component offers a series of employment workshops. Workshops are repeated regularly and taught from the employer's perspective. Mentoring and Coaching components consist of 4 Phases. **Phase 1 Coaching** focuses on Employment Preparation. Clients meet one-on-one with volunteer business professionals to complete employment tools necessary for a successful job search which includes understanding their transferrable skills, personal breakeven, and self-sufficiency goals. **Phase 2 Mentoring** focuses on Resume Building and polishing Interview Skills. Business professionals volunteer as mentors to help clients identify appropriate jobs, prepare for resume and interview coaching sessions, and explore what they learn in workshops and employer meet and greets. They help clients develop a job search plan, understand business vocabulary, practice for interviews, and apply for jobs. **Phase 3 Employment Strategies** supports clients during the first 12 months of a new job. This phase helps them navigate through the learning curve of a new job, manage their personal lives, prepare for promotions, and maintain steady employment for one year. **Phase 4 Women's Professional Network (WPN)** focuses on getting ahead and provides ongoing education, tools and training to increase earning potential, and opportunities for members to gain leadership skills and grow their professional network.

FOUR CORE PRINCIPLES

1. Commitment: Show up every day, on time, ready to work. Be committed to the success of your company and yourself.
2. Positive Attitude: Have a willingness to do what is asked and contribute to a positive work environment.
3. Willingness to Learn: Be willing and able to learn and improve your skillset, thus increasing your earning potential.
4. Contribute to the Bottom Line: Understand and contribute to the company goals.

WHAT MAKES PHP UNIQUE?

1. PHP teaches from the employers perspective to help clients learn to navigate the world of work and build professional and personal confidence.
2. PHP offers one-on-one coaching and mentoring with business professionals to help them develop successful workplace behaviors and build employment tools.
3. PHP offers new job support and continuing professional development to ensure our clients build long-term successful careers.
4. PHP helps clients change their employment focus from being a short-term secondary earner to a long-term primary earner.

State of Women in Utah - Evidence of Need

\$80K

In Utah, the estimated cost of living for a family of four is \$80,653 (1).

73%

Utah women who work full time earn 73% of what their male counterparts earn (2).

69%

69.2% of Utah single-parent families are headed by single mothers (3).

14%

Infant care for one child costs 14% of a median family's income in Utah, and it gets more expensive with each additional child (3).

7.9%

7.9% of Utah children do not have health insurance (4).

25%

More than 25% of public-school age children are eligible for school free or reduced lunch programs (5).



1. Economic Policy Institute Family Budget Calculator, March 2022.

2. <https://jobs.utah.gov/blog/post/2022/11/28/utah-s-gender-wage-gap#continue>

3. <https://www.usu.edu/uwlp/files/snapshot/50.pdf>

4. <https://kidshealthcarereport.ccf.georgetown.edu/states/utah>

5. <https://www.publicschoolreview.com/free-lunch-stats/utah>

We Rely on Community

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Volunteers

Volunteers help People Helping People clients learn successful workplace behaviors, develop critical employment tools, and explore the job search process. Working with business professionals provides an opportunity for clients to meet a variety of business professionals representing a wide range of job types and industries. This interaction helps them expand their options and discover opportunities that might otherwise not be available to them. Volunteers provide our clients with a support system of mentors and coaches dedicated to providing the encouragement and support necessary for ongoing and long-term successful employment.

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Employer Partners

Each year, People Helping People recruits the support of local and national employers in search of dedicated employees. These employer partnerships represent a variety of industries and provide clients a way to explore various career opportunities and interact with recruiters and HR professionals who share useful employment tips. Our employer partners all offer entry-level and upper level roles, pathways for upward mobility, competitive benefits, and training opportunities for skill advancement.

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Agency Partners

People Helping People works closely with community agencies, community resources, government programs, and religious organizations to create awareness of our services and to ensure that our clients have access to beneficial programs. Collaboration with other resources in our community helps ensure that the women we serve have access to critical resources during their journey towards self-sufficiency.

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Donors

People Helping People is proud to be 100% privately funded by generous corporations, foundations, and individuals. These donors bring a personalized commitment to the success of the low-income women and single moms we serve, fostering a sense of community engagement and shared responsibility for positive change.

98%

of Phase 4 Clients are employed full-time with an average salary of \$62,105 a year

96%

of Phase 4 Clients have benefits offered through their employer

87%

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

84%

of Phase 4 Clients have access to company training and/or education reimbursement

38%

of Phase 4 Clients have supported their children through college

Goals & Results

During the 2022 - 2023 Fiscal Year, People Helping People set out to achieve, and surpassed, the following program goals:

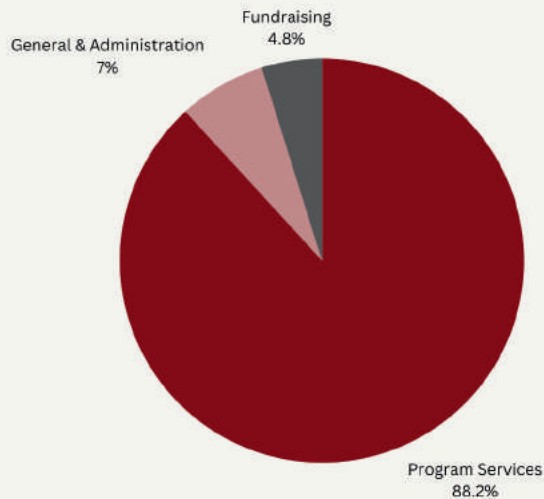
- **Community Awareness:** 5,000 low-income women will learn about our program through community and agency outreach presentations and flyers. **Achieved: 5,000+ reached.**
- **Enrollment:** Through Community Awareness efforts, approximately 1,000 low-income women will inquire about our services and enroll in our employment program. They will receive monthly employment tips mailers along with follow-up phone and email support. **Achieved: 1,194 enrolled.**
- **Education:** 500 low-income women will participate in at least one employment workshop, will receive 12 issues of our monthly employment tips newsletter and workshop calendar, and will be contacted on a regular basis to encourage participation. **Achieved: 585 engaged.**
- **Phase 1: Coaching (Employment Preparation)** will provide 150 clients with one-on-one coaching to develop a Personal History, Financial Breakeven Analysis, and Barrier Action Plan. **Achieved: 178 coached.**
- **Phase 2: Mentoring (Resume and Job Search)** will provide 75 clients with one-on-one mentoring and coaching to develop additional employment tools, a resume, a job search plan, and prepare for interviews. **Achieved: 145 mentored.**
- **Phase 3: Employment Strategies Network** will support 75 newly employed clients through a series of monthly Success Dynamix Workshops and a networking group to help them navigate the learning curve of their new job and to monitor their employment progress. **Achieved: 149 supported.**
- **Phase 4: Women's Professional Network** will support 50 clients in their efforts to advance their careers by offering two professional development seminars annually that are hosted by employer and funding partners. **Achieved: 78 supported.**

Phase 4 clients were asked to report on satisfaction and better off measures. When asked, "On a scale from 1-5, how supported have you felt as a client in the PHP Employment Program?", the average response was 4.8 out of 5. When asked, "On a scale from 1 to 5, do you feel you have more direction with your career path from participating with PHP?", the average response was 4.73 out of 5.

FY23 Budget vs. Expenses

FY23 BUDGET

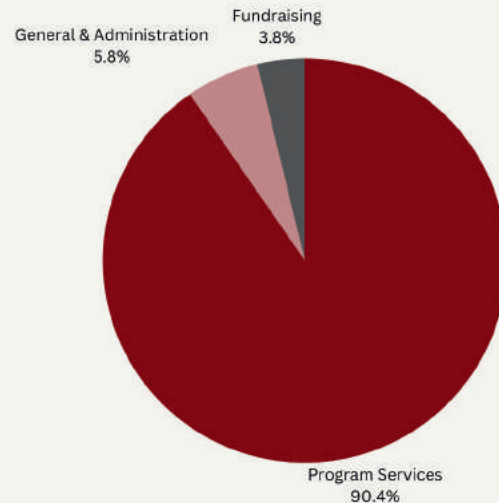
\$544,00



Program Services: \$479,742
General & Administration: \$38,020
Fundraising: \$26,238

FY23 EXPENSES

\$518,120



Program Services: \$468,236
General & Administration: \$30,287
Fundraising: \$19,597

In FY23, People Helping People
managed an estimated
\$211,565 in volunteer hours.

This Annual Report reflects People Helping People's Fiscal Year of July 1, 2022-June 30, 2023. At the publication of this report in October 2023, these financials were unaudited. To request full audited financials or the 2022 Form 990, please contact us at info@phputah.org.

A Message from People Helping People's 2022-2023 Board Chair:

When I think about why I volunteer with People Helping People, it's because the work we do to help women in Utah change their circumstances combines OPPORTUNITY with IMPACT.

Over the last 9 years as a PHP Board Member, I have witnessed the growth and sustainability of the People Helping People program. As board members we provide professional guidance to Kathryn and her team and participate in a variety of volunteer activities that allow our individual skillset and experiences to be shared with the clients working towards self-sufficiency. My passion for mentoring and developing leadership starts with helping our clients focus on what they can do, build confidence, and prepare for the next steps in their journey.

In each interaction, I am also reminded of my own personal accomplishments and strengths and have learned how to embrace the employer's perspective in my everyday work life. The impact on me personally as a volunteer is equally felt. I feel grounded and with a sense of purpose.

Thank you to our donors and community partners for supporting our work now for 30 years. The need is greater than ever as our workplace is ever-changing. Our need for volunteer professionals grows each year as more women are served. If you are looking for a way to 'pay it forward' for the successes you have had in your own life, I would recommend volunteering, even once. Helping our clients build their professional network and learn from your example will have a long-term impact.

Sincerely,
Margaret McDermott, FY23 Board Chair



Meet Linda

Before PHP

- Single mom of 2 daughters, immigrated to the USA to get her Masters Degree
- Stagnant in a job with no opportunities for growth, wasn't using her full skill set or education

PHP Pathway

- Connected with PHP coaches and other clients—learned to navigate the workplace
- Identified barriers and developed plan to face them head-on

Today

- Got a new job as a Software Engineer
- Makes six figures w/ 401k & benefits
- Using her education & completed several additional certifications
- Purchased cars for herself and children
- Takes herself, kids, and mom on vacations
- Supporting children's college
- Fought for citizenship
- Motivated, empowered, has faith in her future



Meet Mindy

Before PHP

- Single mom of two, recently divorced
- Fearful of raising her young children on one income

PHP Pathway

- PHP Mentor helped her craft resumes and cover letters specific to her goals
- Met with a finance coach to identify self-sufficiency in a specific dollar amount

Today

- Landed a major promotion with a big pay jump in her field—loves her job
- Has savings account & benefits
- Continuously pursuing growth, went back to get her Doctorate with a scholarship
- Took her family on a vacation to Hawaii
- Off all assistance & fully self-sufficient
- Hopeful and positive about the future

BOARD OF DIRECTORS

Executive Board

Margaret McDermott, NICE Cxone
Misti Williams-Valente, Spherion Staffing
Claire Scott, Sallie Mae Bank
Blake Marzloff, WebBank
Tammy Anton, JP Morgan Chase
Craig Staheli, Moreton & Company
Joel Cannon, Regions EnerBank USA
Dlayne Swensen, Adobe
Chanin Christensen, Merrick Bank

Advisory Board

Amy Hu Sunderland, Grandeur Peak Funds
Angela Yarborough, American Express
Anthony Christensen, Enterprise Holdings
Carrie Haroldsen, Bank of Utah
Charmaine White, Intermountain Health
Cindy Gutierrez Fitisemanu, Synchrony Bank
Cyndi Reinhold, The Reinhold Family
Charitable Foundation
David Marx, Dorsey & Whitney LLC
Hannah Eldredge, Marriner S. Eccles Fdn
Heather Christensen, Discover
Juliann Salhberg, BMO Private Bank
Leslie Nuon, US Bank
Lori Hart, Medallion Bank
Melanie Powell, Ally Bank
Natasha Paolinelli, UBS Bank
Rob Palmer, Regions EnerBank USA
Richard Thiessens, FinWise Bank
Stephanie Westover, KeyBank
Shelli Mecham, Utah Fertility Resource Ctr



STAFF

Kathryn Thomas, Executive Director

Abby Warr, Program Development
Director

Izabel Neeley, Program Manager

Ella Ernst, Volunteer & Program
Coordinator

Kristen Carr, Community Outreach
Coordinator

Jen Conley, Program Coordinator



We Accomplish More Together

Thank you for supporting People Helping People's 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.

There are many ways to contribute to PHP using your time, talents, and treasure.

Give your time and talents by volunteering. A PHP volunteer works one-on-one with our clients to help them develop the tools, knowledge, and self-confidence necessary to compete for better jobs, seek raises and promotions, and eventually earn an adequate income.

Give your treasure by contributing a financial or an in-kind donation to PHP! PHP is entirely private-sector funded by generous individuals, corporations, foundations, and organizations dedicated to the success of the women we serve.

Thank You!



People Helping People
265 East 100 South, Suite 280
Salt Lake City, UT 84111
801.583.5300
info@phputah.org
www.phputah.org

