People Helping People

Strengthening Families Through Successful Employment

Annual Report

Fiscal Year 2024-2025

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.

Meet Jen

Before PHP

· Had to leave her job due to ongoing medical challenges impacting her at work
· Needed to be the primary provider for her family
· Felt lost about how to move forward in the workplace with her disabilities

PHP Pathway

· Gained confidence through PHP's coaching & mentoring sessions
· Learned how to identify transferrable skills from day to day life and put them into business vocabulary

Today

· Landed a new job that offers amazing health benefits to support her needs
· Loves her job and knows she is doing great work
· Saved up money for a surgery to help resolve health issues
· Utilizing previous schooling in her new role
· Primary provider for herself and her husband
· Feels extremely proud of all she has accomplished

Meet Jessy

Before PHP

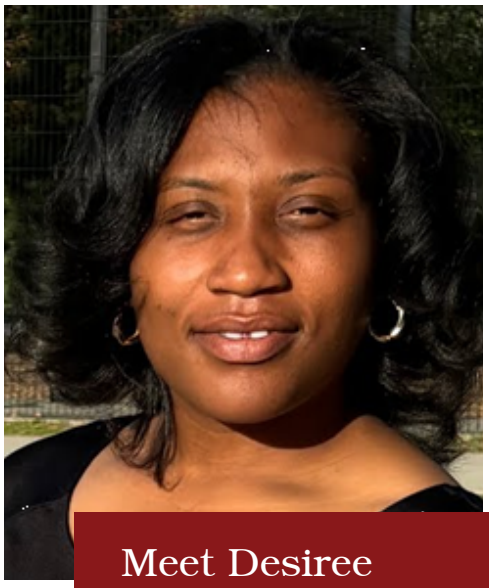
· Went through difficult divorce
· Overwhelmed with financial instability
· Single mom who recently moved to the US, no connections

PHP Pathway

· Embodied PHP's four core principles and learned what employers want
· Attended PHP's Barrier Inventory & Action Plan Workshop, learned she was not alone in her barriers

Today

· Landed a full-time job in a department she loves
· Continues to work towards career goals
· Bought a home
· Started a retirement account
· Sent son to college
· Gained confidence in herself, feels proud of herself and how far she has come



Meet Desiree

Before PHP

· Married mother of two, with a baby on the way
· Working part-time to be available for her family
· Recently moved to Utah, afraid she wouldn't have opportunities due to being a minority in Utah

PHP Pathway

· Attended PHP's Workshops and learned how to create work-life-balance while keeping productivity and purpose
· Felt encouraged to join the program after seeing the diversity of the women represented in PHP Client Success Stories

Today

· Transitioned to full-time work at a great job with incredible benefits
· Continuing to receive raises and recognition at work–nominated as Outstanding Staff in 2024
· Has a retirement account & 401K
· Goes on vacation every summer, enrolled kids in extracurriculars
· Passing what she has learned on to her children

Letter from the Board Chair

MISTI WILLIAMS-VALENTE

PHP Board Chair, FY24 & FY25

Dear Friends,

It’s hard to put into words what an honor it has been to serve as Board Chair over the past two years. I’m incredibly grateful to be part of such a vibrant, committed, and inspiring community, one that lifts others up and isn't afraid to jump in and offer support when it’s needed most.

Serving alongside each of you has been one of the great privileges of my professional journey. The work we’ve done together, and the way we’ve done it, has truly been a gift in my life. I especially want to thank Kathryn, Abby, and the incredible PHP staff. Your heart, grit, organization, execution and vision are unmatched. I've learned so much from each of you and am deeply grateful and in awe of all that you do.

I’m thrilled to pass the torch to Natasha Paolinelli, who I know will lead with intention, care, and a continued commitment to preserve the legacy and future of PHP. We are in such good hands. I'll remain on the Executive Board for as long as I’m needed, cheering you on and looking forward to participating in the continued growth of this program and the lasting impact it will have on the community we all care so deeply about.

With deep love and gratitude,
Misti Williams-Valente

People Helping People

MISSION

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

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. PHP is shifting the paradigm from seeing people as problems to solve, to seeing people who are capable of solving problems.

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. 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.

Meet Angie

“When I came to People Helping People, my life felt like it was falling apart. I was navigating the breakdown of my marriage, dealing with a rare health condition that made it difficult to work, and living with my parents while they helped me cover basic expenses. I was struggling to find a job. My self-esteem was at an all-time low. I felt like a failure and didn’t believe I had anything to offer.

I learned about PHP through the Safe Harbor women’s shelter, and attending a PHP overview felt like the first real step toward turning things around. It got me out of the house and reminded me that I still had value. The Barrier Inventory and Action Plan workshop was especially transformative. It taught me to look at my challenges in a new way, seeing my barriers not as things that defined me, but as obstacles I could plan around and move through. What I had seen as disqualifying barriers suddenly became manageable.

Through coaching sessions and workshops, I began to reframe my thinking. I realized that being a mom didn’t have to be my only job, and that the skills I used every day in that role were deeply relevant in the workplace. My mentor, a fellow single mom, helped me see beyond my limitations and coached me out of my negative mindset. Slowly but surely, I started to believe in myself again. I remember leaving an interview and thinking, ‘I absolutely killed that.’ For the first time in years, I knew I was going to be okay.

My career path hasn’t been a straight line, but PHP gave me the resilience to keep going. After some initial roles that didn’t quite fit, I found joined a nonprofit that aligned with my values and goals as a Program Manager. Less than a year later, I was promoted to Director of Residential Services, managing a large-scale team and overseeing programs that make a real impact. I went from barely surviving to thriving in a leadership role. Most importantly, I truly love the work I do.

Since joining PHP, I’ve come off public assistance, significantly paid down my car loan, and started contributing 10% of my income to retirement. I’m taking annual trips with my husband and dreaming about one day retiring near the ocean. I am accomplishing goals I once believed were out of my reach.

To anyone in the place I once was: stick with it. You may feel overwhelmed, broken down, or unsure of your path, but there is a way forward. PHP meets you where you are and helps you discover that the tools you need are already within you. You’ll find community, guidance, and a renewed sense of purpose. Even when progress feels slow, every step matters. This program changed my life, and it can change yours, too. Don’t give up. You are worth the investment, and you are capable of more than you know.”

Employment Program

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, reflect on lessons learned 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 supports her 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 increase earning potential.

People Helping People's 4-Core Principles

1. **Commitment**: Show up every day, on time, and ready to work. Reliability builds trust: when your employer know they can count on you, you become an invaluable part of the team. Be someone others can count on.
2. **Positive Attitude**: A good attitude is contagious and helps create a healthy, productive workplace. Be someone others want to work with.
3. **Willingness to Learn**: Growth happens when you stay curious and open to feedback. Be eager to take on new challenges, ask questions, and develop your skills.
4. **Contribute to the Bottom Line**: Understand how your role connects to the company's goals and success. Take ownership of your impact and look for ways to make your work more effective.

The Need Is Clear

$51K

In Utah, the estimated cost of living for one person is $51,027 (1).

$37K

The median income among Utah single mothers with kids under 18 was $37,900 in 2020 (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).

6.6%

6.6% of Utah children do not have health insurance (4).

24%

24% of public school students are eligible for free lunch programs (5).

1. https://www.sofi.com/cost-living-utah/
2. https://www.usu.edu/uwlp/files/infographics/single-mothers.pdf
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

Goals & Results

During the 2024 - 2025 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 outreach, community events, and agency presentations. **Achieved: 6,500+ reached.**
- **Enrollment:** Through Community Awareness efforts, approximately **1,100** low-income women will inquire about our services and enroll in our employment program. **Achieved: 1,389 enrolled.**
- **Education: 550** low-income women will participate in employment workshops and will be contacted on a regular basis to encourage participation in coaching and mentoring. **Achieved: 641 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: 180 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: 207 mentored.**
- **Phase 3: Employment Strategies Network** will support **90** 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: 179 supported.**
- **Phase 4: Women's Professional Network** will support **65** clients in their efforts to advance their careers by offering two professional development seminars annually that are hosted by employer and funding partners. **Achieved: 98 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 **4.7 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 **4.6 out of 5**.

97%
of Phase 4 Clients are employed full-time with an average salary of $62,997 a year

100%
of Phase 4 Clients have benefits offered through their employer

79%
of Phase 4 Clients have received at least one raise and/or promotion in the last year

91%
of Phase 4 Clients have access to company training and/or education reimbursement

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

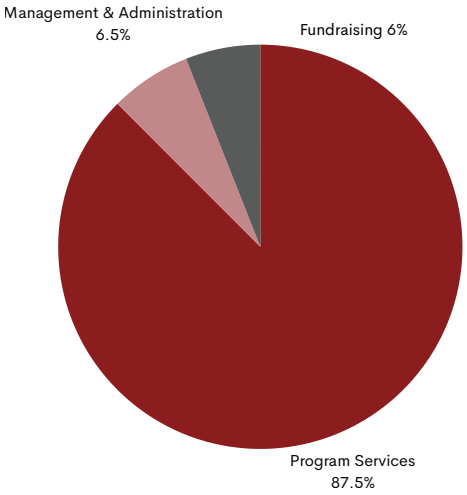
31%
of Phase 4 Clients completed an Associate's, Bachelor's or Master's degree

41%
of Phase 4 Clients have bought a new home

26%
of Phase 4 Clients have supported their child(ren) through college

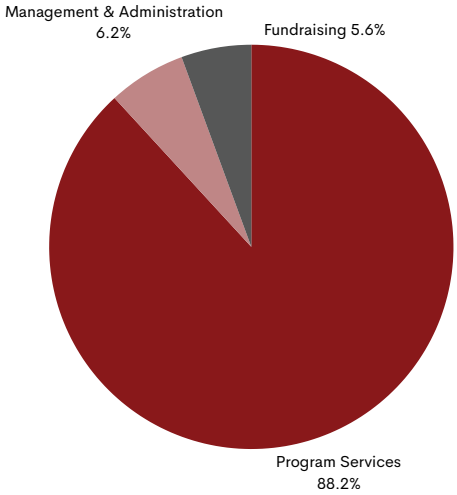
Budget Vs. Expenses

FY25 BUDGET
$692,000



Program Services: $605,553
Management & Admin: $45,024
Fundraising: $41,423

FY25 EXPENSES
$686,065



Program Services: $604,898
Management & Admin: $42,706
Fundraising: $38,461

In FY25, People Helping People managed an estimated $179,528 in volunteer hours.

This Annual Report reflects People Helping People's Fiscal Year of July 1, 2024-June 30, 2025. At the publication of this report in October 2025, these financials were unaudited. To request full audited financials or our Form 990, please contact us at info@phputah.org.

Powered by Partnership

166
Volunteers

104
Employer Partners

105
Agency Partners

113
Donors

Together, We Build Pathways

People Helping People thrives because of a community that believes in the power of partnership. Our dedicated volunteers share their time and expertise to help women grow professionally and personally, while employer partners provide access to diverse industries, career opportunities, and upward mobility. Community organizations and resource agencies join us in connecting women with the services and support that strengthen their journey toward economic independence. And behind it all, our donors – corporate, foundation, and individual – fuel every success story through their generosity and belief in our mission. Each partner plays a vital role in helping women gain confidence, secure employment, and build lasting self sufficiency. Together, we're not just changing individual lives, we're strengthening families and communities across Utah.

Expansion

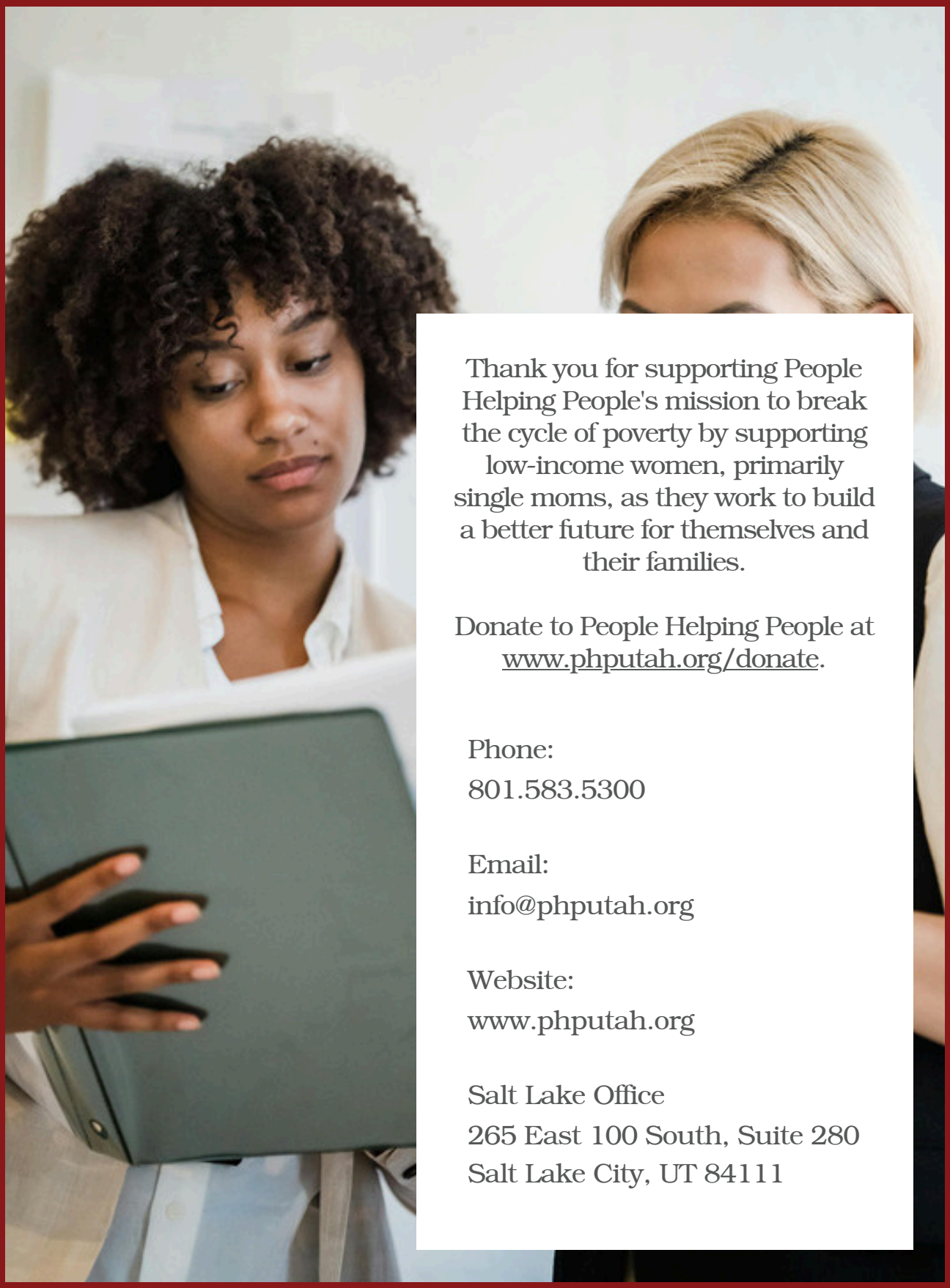
In FY25, People Helping People (PHP) successfully expanded services beyond our long-standing footprint in Salt Lake, Weber, Davis, and Utah Counties, expanding reach into four additional counties: Tooele, Box Elder, Cache, and Summit. This growth marks an important milestone in our mission to reach more Utah women working toward lasting employment success and economic stability.

With support from KeyBank, Tooele County was our primary focus. PHP reached and exceeded client goals, providing phased employment support to women while building trust through in-person engagement. Our team tracked participation regularly to ensure responsive and effective coaching and mentoring.

We also strengthened community partnerships, onboarding Tooele-specific employers, community partners, and volunteers to meet growing demand in Tooele County. To sustain regional growth, PHP expanded staffing by transitioning our Community Outreach Coordinator to full-time and adding a second Outreach Coordinator and a Program & Volunteer Coordinator in May 2025.

Our success in Tooele County demonstrated the importance of relationship-driven outreach in rural communities. In FY26, PHP will apply lessons learned to expand our model in Box Elder, Cache, and Summit Counties while deepening support for women and families across Utah. We are grateful to KeyBank and our partners for helping make this progress possible.

Thank You



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.

Donate to People Helping People at www.phputah.org/donate.

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