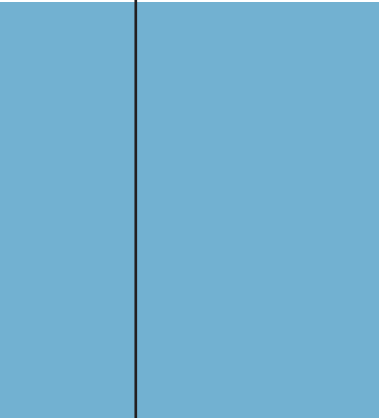
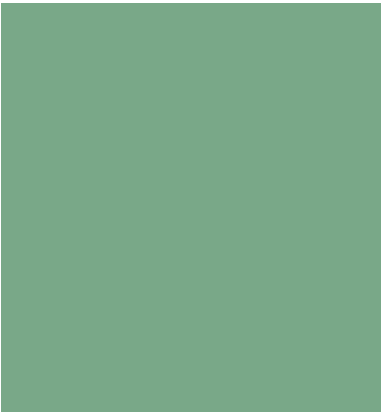




ANNUAL REPORT



2022/2023



A MESSAGE FROM CAREER TRANSITIONS

Our annual report provides us with an avenue to share updates over the past year, and I am extremely proud of our team's accomplishments. At Career Transitions, we envision a community where individuals and families can overcome barriers to self-sufficiency through personalized support, connection to community resources, and opportunities for education and training. We couldn't do what we do without an extraordinary team of talented individuals. This year, I asked our staff members to tell us why they do what they do, why they are at Career Transitions, and explain the importance of their work.

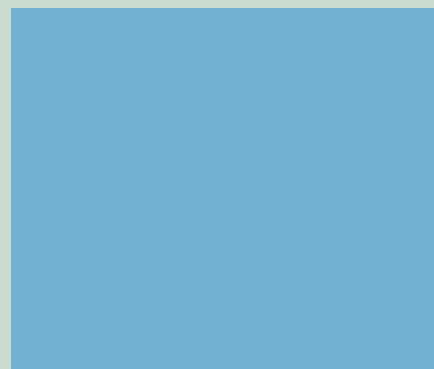
For me, I spent part of my childhood with a single mom raising three children. She worked very hard as a cook at local restaurants or the hospital, but we struggled daily to make ends meet and my mom would never consider public assistance. While I had the utmost respect for my mother, I did not want to struggle like she did. After overcoming many obstacles, mostly financing and self-doubt, I became the first person in my family to attend and graduate college and I've spent most of my career working for nonprofits with some focus on education. I believe education opens so many opportunities for success, both personally and professionally. Career Transitions fulfills my passion for education, and I couldn't be more grateful for my role here. I want to be part of helping individuals see their potential. Anyone can change their path if they have the support to do so. Now that I've seen firsthand the difference training and employment programs can make for individuals and families who are struggling and at their most vulnerable state, I know how important this work is.

I'm proud of our clients and students who work tirelessly to make change for themselves. I'm proud of our farmers' market vendors who continue to build their businesses and believe in our community. I'm proud of our Board members who volunteer their time to give us direction and support our work. And I'm proud to work alongside an amazing team of individuals who are passionate about our mission. I hope you enjoy their stories in the coming pages.

Warm Regards,



Jennifer Sipes
Executive Director





MEGHAN AMRHEIN
PROGRAM AND COMMUNICATIONS COORDINATOR

Although my time at Career Transitions has barely begun, I have learned an incredible amount about life, grit, and courage from everyone who walks through our doors here at Career Transitions. I've learned that humans are fighters - strong willed and stubborn - who won't back down even after the entire world has told them they don't belong.

I started about three months ago as CT's Communications Coordinator with a desire to share the amazing stories of our clients and students, and when the opportunity presented itself to work closer with our programs, I couldn't pass it up. I've always been driven to help others grow, reach their full potential, and find a place in the world. As someone who didn't grow up with a lot of money, I learned very early in life the importance of a helping hand. Reaching out in times of need is not an easy thing to do and I'm so proud of every student I get to work with who has taken the initiative to make a change in their life.

I am also proud of the incredible work that I see happening everyday from my team and our clients. It's such a rewarding job, and I can't wait to see what the future holds for us here at Career Transitions.



MIKE HAGAN
CDL INSTRUCTOR

I see this job as an opportunity to promote highway safety and personal safety in the workplace. While teaching drivers to pass their CDL test, I can also establish a foundational mindset that safety comes first - not only for the driver but for the people around them as well. I've seen first hand the far reaching effects when things don't go as planned.

My students have all been respectable people, working hard to improve the lives of their families and themselves. They take this opportunity seriously. I have seen them struggle through frustration when they are unable to put it all together. But it takes time: "Try, try again," and eventually they get it!

I've experienced the big smiles, the handshakes and the bear hugs after they pass their final tests to get their CDL. For me, it's like the big game every week, and for my students, it's opening up doors to better their lives. And I get to be a very small but important part of that.



KAMI COLE
CLIENT ADVOCATE/CASE MANAGER

Growing up I always remember wanting to help. I brought home a stray dog, I helped the lunch ladies during lunchtime at school, I “took care of” my uncle, the list goes on.

Fast forward 20 years to college sociology classes and that drive and passion to help only grew. I came to Career Transitions fresh out of college bringing my passion to help people. Every day with a little extra support, I get to watch my clients take steps in reducing their barriers and move a little further from immediate crisis and into stability and sustainability.

In this job I am able to take my knowledge and life experience and encourage clients to set their own goals for the future, offer accountability and access to resources that can help them on their path. I regularly hear from my clients that they are appreciative of the support they are receiving, knowing that there is a difference being made keeps me moving forward with this sometimes difficult program to navigate.



SARAH FRIEDRICH
GALLATIN VALLEY FARMERS' MARKET MANAGER

Growing up in the Gallatin Valley has always been a point of pride for me, but my role as Farmers' Market Manager has given me an even deeper appreciation for this community. I have had the privilege of supporting and connecting with so many amazing people - from market vendors to volunteers, community partners, and patrons. And not only have I been able to simply interact with them, but I also call many of them my friends, which I find truly special.

Witnessing my colleagues' commitment to strengthening the community through their own avenues has also been truly inspiring. Working with CT has taught me the immense value of collaboration in achieving large, shared goals. Our diverse programs foster an inclusive community of which I am extremely proud to be a part of. I am excited to continue supporting educational opportunities, training, and community development for the benefit of all our community members in the upcoming year!

Thank you for your continued dedication and support of Career Transitions.



MARY BIEHL
CAREER DEVELOPMENT MANAGER

The Career Development Manager at Career Transitions is incredibly important in the lives of individuals of all ages seeking to improve career opportunities for themselves. Our Career Development services range from providing Career Coaching to supporting those with the goal of completing their high school diploma equivalency (HiSET).

As a Career Coach, I meet clients where they are and develop strategies for success based on their individual needs, whether that involves resume building, job search strategies, interviewing techniques, improving workplace communication, or talking about career changes. As manager of the HiSET preparation program, I help those who did not graduate from high school, for whatever reason that may be, maneuver the process and paperwork of completing HiSET tests and eventually securing their high school diploma equivalency. For me as an educator, there is absolutely nothing better than seeing a student graduate with their diploma after they've worked so hard to achieve it.

After many years of teaching at the college level and career coaching college students, my path has brought me to Career Transitions where important work is done for the underserved population of Gallatin County. I have joined a team of amazing individuals who genuinely care about the valuable work they're doing and about the clients they serve. Many individuals encounter a variety of barriers throughout their lives – educational, economic, mental health-related, ability-related, familial, and societal to name some – and it is important for me to reach out with understanding and respect to assist in whatever ways I can. As a single mother of a daughter with learning disabilities, and with a strong support system, I acknowledge that I have privilege where others in my same situation do not. I also understand how difficult it is to succeed when the odds seem stacked against us, but I also know that success can be achieved when certain accomplishments are unlocked, such as obtaining a diploma or acquiring a better job. Not everyone has the skillset to see that those possibilities exist, and it is my pleasure to assist those who need a boost to get them on their desired path.

At Career Transitions, and in my role as Career Development Manager, I see first-hand the need for and the positive benefits of empathetically assisting community members achieve their career-related goals. Not only does fostering one's career potential boost a client's self-esteem; it also sets them on a trajectory for success. Being the Career Development Manager "fills my cup" every day, and I'm thankful to be a part of the Career Transitions team.

BOARD OF DIRECTORS

In the last year, Career Transitions' Board of Directors launched a strategic planning process designed to set a new vision of success for the organization. This is the first time this has been done. Throughout the process, there emerged a clear sense of purpose and renewed commitment to the Career Transitions Mission: **to assist and strengthen communities, families, and individuals in becoming self-sufficient through workforce and community development, education, training, and employment.**

Board members performed an assessment of critical strategic issues/goals. Below are the priorities:

- 1. Program Strategy:** Provide an array of training, education, and workforce development programs that meet or exceed the needs of those we serve.
- 2. Community Awareness and Outreach:** Increase Career Transitions' visibility and continue to provide services that promote self-sufficiency.
- 3. Community Partnerships:** Establish and maintain community partnerships that advance our mission and increase our reach.
- 4. Board and Staff Development:** Recruit Board members and staff who are compassionate, committed, and connected. Recruit and retain staff who are compassionate, talented, skilled, hard-working, energetic, and committed.

We'd like to thank our board members for their hard-work and dedication to Career Transitions and the Gallatin Valley Community.



Debbie Brumley



Shaina Chepulis



Kerry Hanson



Patricia Ramler



Cheri Mann



Lucille Pope



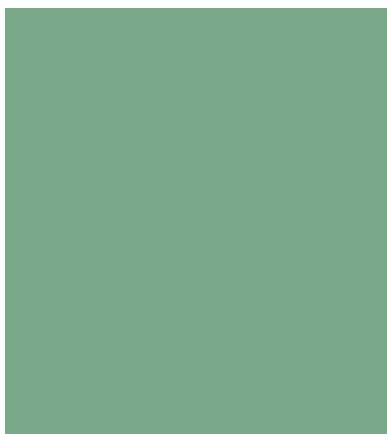
Vicki Larson-Yost



Tracey Robecker

GIVE BIG GALLATIN VALLEY

For the first time ever, we were excited to join hundreds of nonprofits in participating in Give Big Gallatin Valley sponsored by One Valley Community Foundation. GBGV is a 24-hour giving challenge to celebrate the generosity of our great community. We want to thank all of our supporters who joined in this movement by contributing to Career Transitions and helped us raise \$3,594!



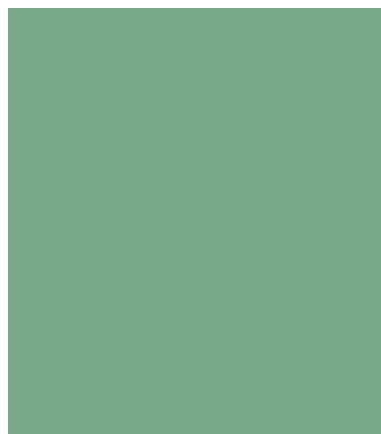
AWARDS:

Good Neighbor Award

We won this award for encouraging our donors and supporters to give to other local non-profits.

Gallatin Gratitude Prize

This award was gifted to us for our Thank You Video on social media which was played at the Give Big Finale.



MONTANA PATHWAYS

Montana Pathways/Temporary Assistance for Needy Families program is a state-funded program to provide temporary financial assistance to underprivileged families. As a contractor for Montana Pathways, our goal is to support families to be stable, able to work, and financially secure by building a plan with our client advocate.



72 people served

35 closed their case

15 closed with employment

7 participated in education activities

\$16.03 average wage

This place is awesome. My caseworker here really goes out of her way to make sure they can do whatever they can in their power to help families. They're just doing their jobs. Sometimes the requirements seem difficult. It takes a little work to get on your feet from what I've learned, that's for sure. In the end, they sure do go above and beyond to help people. Kami at least. I wouldn't have a home without her. She cares about the families she helps as much as her own family, at least from what I've seen.

SNAP EMPLOYMENT AND TRAINING

We are the sole provider of the SNAP Employment and Training program in Gallatin County, Montana. The SNAP E&T program helps SNAP participants gain skills and find work. Through the program, SNAP participants have access to training and support services to help them enter or move up in the workforce.

12 people served

12 closed their case

9 closed with employment

1 participated in education activities

\$17.00 average wage





COMMERCIAL DRIVER'S LICENSE

We provide one-on-one Class A – Commercial Driver's License training in Belgrade and Bozeman, Montana. The CDL program teaches students how to safely maneuver and drive a 13-speed truck with a 48' trailer. At this time, Career Transitions is the only CDL training location in the Gallatin Valley.

25 completed the training

\$22 average wage



CPR/FIRST AID & CNA TRAINING

In our CPR/First-Aid Training program, students will receive training in First Aid and Basic Life Support CPR (adult, child & infant) including Automatic External Defibrillator (AED). This 4-hour class includes instruction and hands-on training exercises.



5 completed First Aid/CPR training and received their American Heart Cards

We also offer a comprehensive Certified Nursing Assistant training program that includes coursework, hands-on training exercises, one-on-one training as needed, and residential experience in preparation for the state certification test. The tuition includes 78 hours of training, tutorials, a textbook, training materials, and the final

HiSET PREPARATION

We offer a High School Equivalency Program, sponsored through the Belgrade School District, to prepare Gallatin County residents without a diploma for their High School Equivalency Test (HiSET). Services include creating a personalized study plan that works best for busy schedules, and students are encouraged to consistently connect with the HiSET program manager to ensure success.



76 students participated, ages **16-50**



FARMERS' MARKET

This summer at the GVFM we supported nearly 250 reserved and lottery vendors. Here's what some of them had to say:

“This market was amazing this year! I hadn't done one since 2019 and I'm just amazed at the difference in attendance and publicity!”

“I have had a booth at the farmer's market for many years. I have good success selling my products and enjoy being there.”

“This was my first experience as a vendor at a farmers market. I was not dissatisfied and hope to be able to join it again next season! Professionally run and also a fun environment.”



OUR FINANCIALS

STATEMENT OF FINANCIAL POSITION

TOTAL NET ASSETS	\$417,203
TOTAL LIABILITIES	\$21,482
TOTAL EQUITY	\$395,721
TOTAL LIBALITIES & EQUITY	\$417,203

STATEMENT OF ACTIVITES

REVENUE	
GRANTS	\$368,906
PROGRAMS	\$191,938
INVESTMENTS/OTHER	\$11,679
TOTAL REVENUE	\$572,523
EXPENSES	
PERSONNEL	\$356,243
OPERATING	\$244,871
TOTAL EXPENSES	\$601,114
NET LOSS	(\$28,591)

PARTICIPATE IN A PROGRAM!

CAREERTRANSITIONS.COM/PROGRAMS

DONATE!

CAREERTRANSITIONS.COM/DONATE

FOLLOW US!



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