

EVERYONE HAS A PLACE TO CALL HOME
empower • respect • collaborate • stewardship

2019
ANNUAL
REPORT



STEPPING
Stone
ending homelessness

A NOTE FROM OUR BOARD CHAIR

Dear Stepping Stone Supporter,

On behalf of the individuals we serve, the Stepping Stone Board of Directors, staff, and volunteers, I want to share how grateful we are for your continued support.

Since 2014, I have been involved with Stepping Stone Board. During this time, I have learned so much about those experiencing homelessness. One of the most valuable insights I have gained is that homeless does not mean hopeless or helpless. At Stepping Stone, we strive to support and empower individuals to address issues and restore their self-sufficient abilities.

More than ever, it is crucial that we provide a safe, supportive space for individuals experiencing homelessness. Because of your gifts of time, talent, and financial resources, Stepping Stone can continue to pursue its vision: Everyone has a place to call home.

In 2019, with your help, we accomplished and surpassed a new milestone, helping over 500 residents achieve a self-sufficient life!

We also noted differences in our residents compared to previous years:

- Our residents are getting older. For the first time in five years, we saw the first decrease in the number of youth (18 – 24) needing shelter and a significant increase in those adults over 45 years of age.

- Our residents are getting more diverse. The number of People of Color experiencing homelessness is dramatically increasing.

- Our residents are getting healthier. Fewer residents, upon entry at Stepping Stone, report a mental health problem or chemical dependence.

In light of COVID-19, we have taken extra precautions to ensure the safety of our residents and staff. We are currently only allowing residents, staff, and essential workers into the shelter, and volunteer opportunities are suspended until further notice. We also require masks to be worn inside the shelter and have increased cleaning and disinfecting procedures. These necessary and appropriate measures have helped to reduce risks but also have led to unplanned expense increases. With no end in sight, your continued financial support is so important.

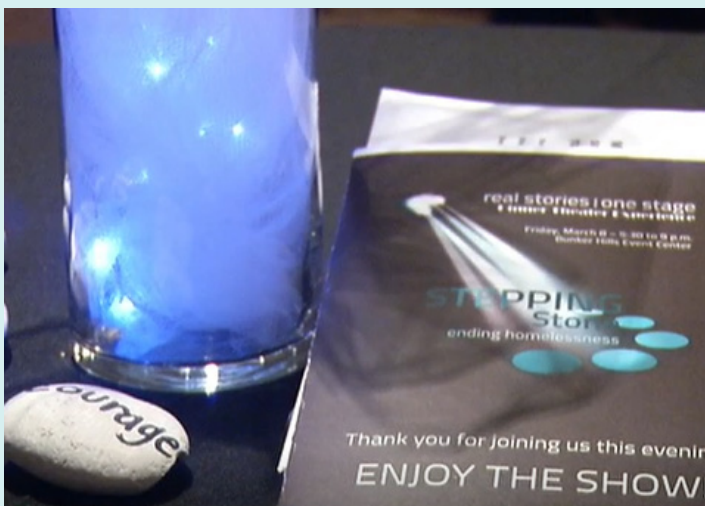
Individuals affected by homelessness suffer. The cause is much more than the absence of a real home. As Mother Theresa once described, they also feel lonely, unloved, and have no one to support them. At Stepping Stone we work to satisfy these basic human needs while they strive for self-sufficiency,

We know we cannot do this alone and remain ever grateful for your ongoing support. Thank you.

Respectfully,
Tim DeLapp
Chair, Stepping Stone Board of Directors

Your Support
Changes Lives

ANNUAL FUNDRAISING EVENTS



REAL STORIES | ONE STAGE

The stories of our residents came alive during this dinner and theater event in partnership with Illusion Theater.

PARTEE FORE A PURPOSE

Despite postponements due to rain, our golf tournament and dinner was a success. Thank you for joining us.



A PLACE TO CALL HOME

2019 STATISTICS

Significant changes in demographics from years past including a 10% increase from 2018 of those who stayed at Stepping Stone in 2019.

514
unduplicated
residents served

Here are some of the noticeable changes that occurred:

61:38 Ratio of male to female is inching closer to the middle.

1% The first measurable number of transgender and gender non-conforming residents.

37% Increase in the number of Black/African American residents.

7% Increase in the number of veterans served.

20% Fewer residents self-report a mental health problem. Reported physical and mental health conditions were either unchanged or dramatically decreased, which means that the narrative for the cause of someone experiencing homelessness must change.

34% Of residents only stay between one and seven nights. This makes it very challenging to provide sufficient programming and services to these individuals.

46% Increase of residents who left Stepping Stone with STABLE HOUSING!
All residents are expected to meet with their assigned case manager within the first two weeks of their intake. The result of this first meeting is for the case manager and resident to create a Housing Plan. The individualized Housing Plan defines a residents long-term and short-term goals to become stably housed. Since implementing the Housing Plan as a central part of programming in 2019, we've experience increased success.

OUR MISSION

To provide emergency shelter and critical support services to individuals 18 and older experiencing homelessness while striving toward self-sufficiency.

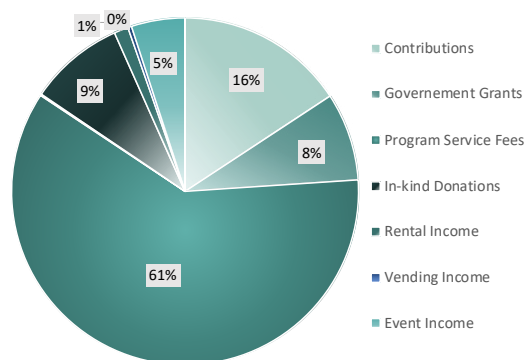


OPERATING REVENUE AND EXPENSES

REVENUE AND SUPPORT

Contributions	\$	249,910
Government Grants	\$	130,128
Program Service Fees	\$	958,523
Investment Income	\$	2,083
In-kind Donations	\$	140,800
Rental Income	\$	21,000
Vending Income, net of expenses	\$	5,501
Event Income, net of expenses	\$	79,164
Other Income	\$	130
Net Assets Released from restrictions	\$	9,886

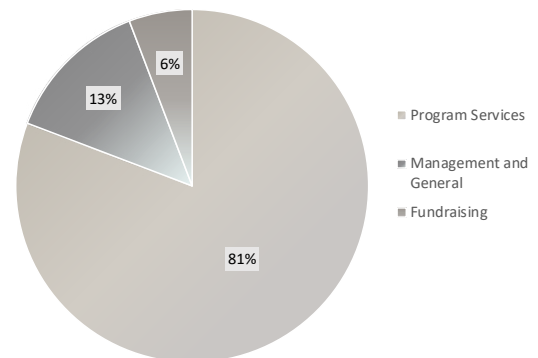
TOTAL REVENUE AND SUPPORT \$ **1,597,125**



EXPENSES

Program Services	\$	1,193,625
Management and General	\$	198,199
Fundraising	\$	85,653
TOTAL OPERATING EXPENSES	\$	1,477,477
CHANGE IN NET ASSETS	\$	109,762
Net Assets, beginning of the year	\$	499,471

NET ASSETS, END OF THE YEAR \$ **609,233**



Character is how you treat those who can do nothing for you.

BALANCE SHEET

ASSETS

Current Assets	\$	373,456
Property and Equipment	\$	397,519
Less: accumulated depreciation	\$	(115,373)
TOTAL ASSETS	\$	655,602

LIABILITIES AND NET ASSETS

Total Current Liabilities	\$	46,369
Net Assets		
Undesignated	\$	609,233
Board designated	\$	0
TOTAL NET ASSETS	\$	609,233
TOTAL LIABILITIES AND NET ASSETS	\$	655,602

PROGRAMS AND STRATEGIC PLAN

To realize its vision, Stepping Stone will strengthen programming and services to develop organizational capacity that empowers those we serve and expands our reach.

STRATEGIC FOCUS AREAS

Focus Area #1: Refine organizational policies, procedures, and processes.

Focus Area #2: Strengthen programming to realize resident outcomes of independent sustainable housing.

Focus Area #3: Attain financial sustainability through funding diversity and implementation of a net revenue business model.

Focus Area #4: Expand capacity that increases reach of programs and services to a larger population.

PROGRAMS

Basic Needs : Regardless of the program or length of stay, all residents of Stepping Stone are supplied with their basic needs: shelter, a bed, meals and showers, laundry and clothing.

Emergency Shelter: Program for individuals seeking temporary shelter. Their initial stay is 7 days, with a maximum of 28 days in a 365 day cycle.

Emergency Housing: For individuals who desire and are willing to work on the issues that contributed to their homelessness. Individuals are required to develop an Individual Goal Plan (IGP) with their Case Manager.



2019 PROGRAM AND LEADERSHIP HIGHLIGHTS

- Shift conversation process change: from a combination of part- and full-time employees working three, eight-hour shifts to all full-time employees working two, twelve-hour shifts.
- Began creation of Standard Operating Procedures for consistency within Stepping Stone and potential expansion to other locations.
- Expansion of Long Term Homeless program.
- Transitioned to a new donor database to better understand and communicate with donors and stakeholders.
- Exceeded budgeted donor revenue by 8%.
- Increased presence and participation at local, county, and state organizations.
- Continued to pursue opportunities for expansion into additional locations throughout Washington, Dakota, Scott, and Carver counties.
- Created a three year Development Plan to establish a more robust donor program.



"Quick fixes don't work. Growth and healing is a process. I have a changed mindset. I'm a person. I'm important. I'm deserving."

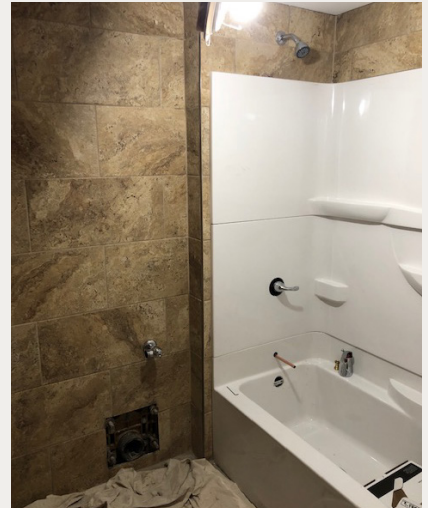
A NEW LOOK!

One of the biggest endeavors we went through in 2019 was a rehab project of all bathrooms and flooring in only three short months. The amount of coordination and disruption of 30 staff and 66 residents was significant, but the results were worth every frustration. Special thanks to Anoka County Board and staff for your continued partnership in making this possible. All funds used to make this project happen were provided through a Community Development Block Grant.

BEFORE



AFTER



SANTA SHOP SUCCESS

Enabling our residents to give and have a taste of the holiday season is an amazing experience. And without the generous donations of our community, this shop would not be possible.

THANK YOU to all the generous contributors and volunteers who spent their time making this event SPECTACULAR!



BOARD OF DIRECTORS

- Tim DeLapp, Chair
- Howard Helgen, Vice Chair
- Mike Gamache, Secretary
- Kelly Matter, Interim Treasurer
- James Baron, Director
- Borgie Bonthuis, Director
- Sheryl Carlson, Director
- Michael Dempsey, Director
- Bill Erhart, Director
- Kristy Kmit, Director
- Greg Lee, Director
- Doug Rolle, Director
- Tom Stinson, Director

KEY STAFF

- Julie Jeppson, Executive Director
- Johnna Krantz, Program Director
- Lori Schulz, Business Manager
- Jackie Vetvick, Case Manager
- Ebony Johannessen, Case Manager
- Zeke Lawson, Community-Based Case Manager
- Shalonda Gordon, Team Manager
- Tammy Torborg, Cafeteria Manager



"I get to make a profound and positive difference, leading by example, and igniting hope!"

2019 TRENDING SOCIAL POSTS


Do the right thing,
even when no one
is looking.
It's called integrity

If you have the chance to make someone happy, just do it. Sometimes people are struggling silently. Maybe your act of kindness can make their day.

Tip your server.
Return your shopping cart.
Pick up a piece of trash.
Hold the door for the person behind you.
Let someone into your lane.
Small acts have a ripple effect.
That's how we change the world.

Bob has been at Stepping Stone for about 2 months and is from the Anoka area. He's a model resident- follows the rules, does his chores etc. and is always the first one to help out. He has a ton of points - points are used for a weekend or night out pass or bus tokens, etc. Bob never uses his points because he doesn't have family. Bob is 77 years old. He gets social security and Medicare- but it's not enough to support himself so he ended up at a homeless shelter. No one should be in a homeless shelter at 77 years old in this county.

KEYSTONE DONORS



3300 4th Avenue North
Cronin Building 14
Anoka, MN 55303
763-323-7006

www.SteppingStoneEH.org

