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.

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

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.

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

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$249,910</td>
</tr>
<tr>
<td>Government Grants</td>
<td>$130,128</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>$958,523</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$2,083</td>
</tr>
<tr>
<td>In-kind Donations</td>
<td>$140,800</td>
</tr>
<tr>
<td>Rental Income</td>
<td>$21,000</td>
</tr>
<tr>
<td>Vending Income, net of expenses</td>
<td>$5,501</td>
</tr>
<tr>
<td>Event Income, net of expenses</td>
<td>$79,164</td>
</tr>
<tr>
<td>Other Income</td>
<td>$130</td>
</tr>
<tr>
<td>Net Assets Released from restrictions</td>
<td>$9,886</td>
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**Total Revenue and Support**: $1,597,125

#### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$1,193,625</td>
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<tr>
<td>Management and General</td>
<td>$198,199</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$85,653</td>
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</table>

**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

### Balance Sheet

#### Assets

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td>$373,456</td>
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<tr>
<td>Property and Equipment</td>
<td>$397,519</td>
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<tr>
<td>Less: accumulated depreciation</td>
<td>(115,373)</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$655,602</td>
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</tbody>
</table>

#### Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Current Liabilities</td>
<td>$46,369</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$609,233</td>
</tr>
<tr>
<td>Undesignated</td>
<td>$609,233</td>
</tr>
<tr>
<td>Board designated</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>$609,233</td>
</tr>
</tbody>
</table>

**Total Liabilities and Net Assets**: $655,602
PROGRAMS AND STRATEGIC PLAN

To realize its vision, Stepping Stone will strengthens 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.”

ASHLEY
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

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.

KEystone Donors

financial one
Your Solutions Credit Union

Hoffman Weber Construction
Housing Your Future, Restoring Your Past

NORHart

Ramsey Lions Club

www.SteppingStoneEH.org

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