

STEPPING Stone

ending homelessness



ANNUAL Report 2020

"Stepping Stone is one of the best positioned shelters in the state due to actions taken and relationships made right away. Things may happen, but they were unpreventable."

-Blair Harrison, MN Department of Health Liaison Officer
for the COVID-19 Homeless and Sheltered Response

MESSAGE FROM OUR BOARD CHAIR

TIM DELAPP

In 2020, with your help, we accomplished and surpassed a new milestone, helping more residents than ever achieve a self-sufficient life!



Since 2014, I have been involved with Stepping Stone's Board. During this time, I have learned so much about those who are 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 will continue to pursue its vision: Everyone has a place to call home.

In 2020, with your help, we accomplished and surpassed a new milestone, helping more residents than ever 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 the beginning of consistent increases in those adults over 45 years of age.
- Our residents are staying longer. The number of days stayed at Stepping Stone increased from 42 days in 2019 to 61 days in 2020. Why is staying longer a good thing? The longer someone stays at Stepping Stone, within reason, the greater their chances of lasting stability.
- Our residents are getting healthier. Fewer residents, upon entry at Stepping Stone, report a mental health problem or chemical dependence.

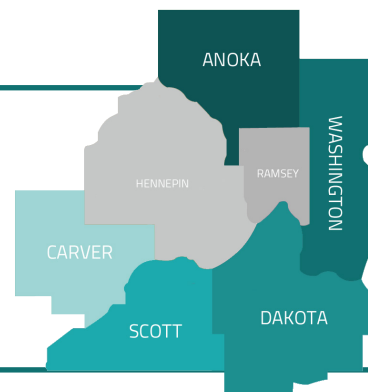
In light of COVID-19, we have taken extra precautions to ensure the safety of our residents and staff. In 2020, we only allowed residents, staff, and essential workers into the shelter, and volunteer opportunities were limited. We continue to require masks to be worn inside the shelter and have increased 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 of Stepping Stone's Board of Directors

EXPANSION NEWS!

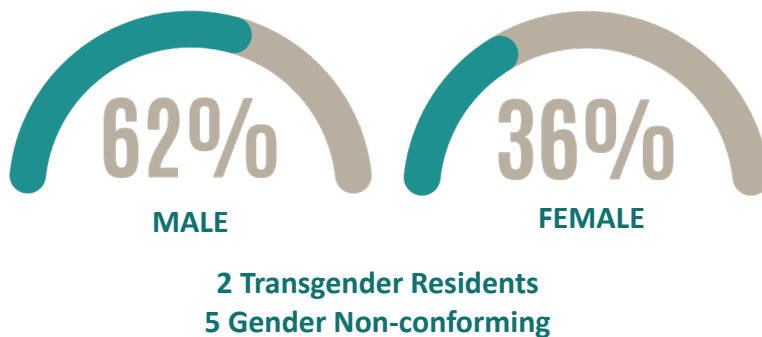
Stepping Stone has expanded into Washington County.
We hired two Case Managers to
work with our residents in two hotel locations.



YOUR IMPACT BY THE NUMBERS



RESIDENT DATA



61
DAYS

Average Length of Stay

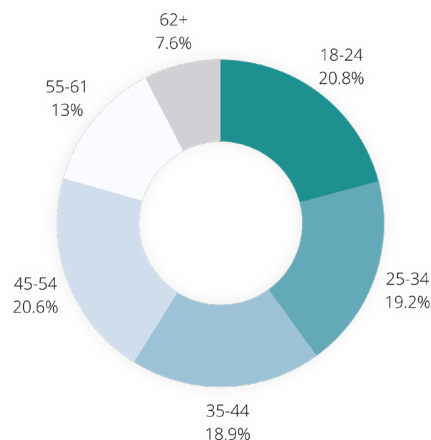


64 Residents moved
into their own
homes!



Half our residents we moved to a hotel in order to keep them safe during the pandemic.

RESIDENT AGES



Blessed and grateful for the amazing staff and resources. I've been settled in my studio for the past three weeks and it's been amazing.

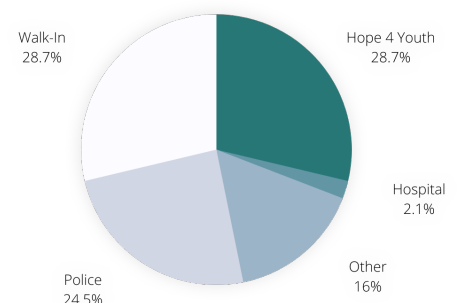
-Joseph, past resident

137 From Anoka County

218 Outside of Anoka County

61% Had Ties To or
Lived at One Time in Anoka County

REFERRERS FOR ONE-NIGHT BEDS



FINANCIAL REPORT

OPERATING REVENUE AND EXPENSES

REVENUE AND SUPPORT

Contributions	\$	391,442
Government Contributions	\$	383,269
Government Grants	\$	112,500
Program Service Fees	\$	1,105,954
Investment Income	\$	3,299
In-kind Donations	\$	140,800
Rental Income	\$	18,368
Vending Income, net of expenses	\$	2,781
Event Income, net of expenses	\$	67,223
Other Income	\$	957
Loss on disposal of assets	\$	(2,300)
TOTAL REVENUE AND SUPPORT	\$	2,224,293



29%
increase

in revenue compared to 2019

EXPENSES

Program Services	\$	1,329,619
Management and General	\$	271,143
Fundraising	\$	81,985
TOTAL OPERATING EXPENSES	\$	1,682,747
CHANGE IN NET ASSETS	\$	541,546
Net Assets, beginning of the year	\$	615,950
NET ASSETS, END OF THE YEAR	\$	1,157,496

BALANCE SHEET

ASSETS

Current Assets	\$	930,719
Property and Equipment	\$	411,382
Less: accumulated depreciation	\$	(126,647)
TOTAL ASSETS	\$	1,215,454

LIABILITIES AND NET ASSETS

Total Current Liabilities	\$	57,958
Net Assets with donor restrictions	\$	70,220
Net Assets without restrictions		
Undesignated	\$	574,358
Board designated	\$	512,918
TOTAL NET ASSETS	\$	1,157,496
TOTAL LIABILITIES AND NET ASSETS	\$	1,215,454



46%
increase

in total assets compared to 2019

A YEAR LIKE NO OTHER



2020: A year everyone will remember!

For us at Stepping Stone, we had to quickly transition from planning our in-person Real Stories | One Stage event to developing a health and safety protocol to deal with a global pandemic. For the safety of our residents, we limited onsite personnel to essential staff, which didn't include our many helpful volunteers.

At the core of who we are, we couldn't react like the rest of the world. As staff and as an organization, we couldn't hunker down, stay at our homes, and wait for the pandemic to pass.

For our residents, there was a lot of anxiety about the unknown and worry. Plus, the required isolation was a struggle for those with mental health.

2020 was also a year of tension. Tension from the pandemic and with the treatment of Black Americans. Stepping Stone committed to embracing our four pillars of empower, respect, collaborate, and steward to support our residents, and provide them with a safe place to voice their thoughts and to hear their stories.

PROGRAM HIGHLIGHTS

Despite everything that 2020 threw at us, Stepping Stone helped more residents than ever.

We kept moving forward and provided a safe place for our residents to call home. Out of necessity, we learned to adapt quickly, such as creating a virtual event for Real Stories | One Stage.



Developed and implemented a hotel shelter model at a nearby hotel in April 2020, in which we moved half of our 66 residents, a total of 33 individuals.



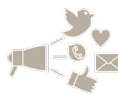
Applied for and received 100% forgiveness on the Paycheck Protection Program loan.



Expanded case management services into Washington County at two hotels.



Increased expertise in the use of our donor database to increase knowledge of donors and to improve communication with them.



Increased the number of social media and online contacts by 33%.



Completed and implemented Stepping Stone's Standard Operating Procedures for Operations, Human Resources, Accounting, Development, Residents, and Cafeteria.



Applied for and received a number of COVID-specific, emergency funds in which we purchased essential Personal Protective Equipment, food storage containers, extra cleaning and sanitization supplies, hazard pay, hotel nights of stay, plus much more.

STEPPING STONE OVERVIEW

MISSION

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

VISION

Everyone has a place to call home.

GUIDING PRINCIPLES

- **Empower** individuals to change their lives
- Treat each resident with dignity and **respect**
- **Collaborate** with partners in providing services
- Ensure strong **stewardship** in managing resources



PROGRAMS AND STRATEGIC PLAN

Stepping Stone will be developing a new three-year strategic plan for 2022-2024. To realize its vision, Stepping Stone will strengthen programming and services to develop organizational capacity that empowers those we serve and expands our reach. We will do this by building off our Strategic Focus Areas and Programs as defined in our 2018-2020 Strategic Plan.

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, showers, laundry, and clothing.

Emergency Housing: For individuals who desire and are willing to work on the issues that contributed to their homelessness. Individuals are required to develop a Housing Plan with a Case Manager.

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.



TEAM MEMBERS

BOARD OF DIRECTORS

Name	Leadership Role	Affiliation
Tim DeLapp	Chair	The DeLapp Advisory
Howard Helgen	Vice Chair	Helgen Law Firm
Mike Gamache	Secretary	Anoka County Commissioner
Sheryl Carlson	Treasurer	Village Bank
Kelly Matter	Past Chair	Avivo
James Baron	Director	Aggregate Construction
Michael Dempsey	Director	KPMG
William Erhart	Director	Erhart Legal, LLC
Doug Rolle	Director	Thomson Reuters
Tom Stinson	Director	Medtronic
Letty Van Ert	Director	Tuft, Lach, Jerabek & O'Connell

KEY STAFF



Julie Jeppson
Executive Director

I always get asked the question, “What is your success rate?” This is the one question that is the most difficult to answer.

For our residents, success is so much more than finding a place to live. As a few examples, it also means reestablishing relationships with family members, staying employed longer than any other job because they’ve found stability at Stepping Stone, and getting back on track with doctor’s appointments and medications. For Stepping Stone, success looks like keeping our doors open when so many other non-profits had to close theirs, developing partnerships to make expansion a reality, and implementing

procedural changes in 2020 to keep COVID 100% out of the shelter.

My point is, success looks so different for each of us, especially for the individuals who walk through our doors. But the thing that is the same for each of them is...YOU! You have brought success to Stepping Stone and our residents through giving of your time, talents, and financial contributions.

Your financial investment in the work we do equals **success**. We have closed 2020, continuing into 2021, with a strong determination and focus so that you know your investment brings respect, purpose, and success.



Lori Schulz
Business Manager



Shalonda Gordon
Team Manager



Johnna Krantz
Program Director

KEYSTONE DONORS



Mark. M. Welter Foundation
A FAMILY FOUNDATION



Tim and Tonya
DeLapp

KEY FUNDRAISING EVENTS

Your support means that more people in our community are able to work, contribute, make a better life for themselves, and be a positive impact on our society.



YOUR DONATION SAVES LIVES

Basic - \$130

You are helping our residents with their most basic needs. Even “smaller” items can become a burden to someone experiencing homelessness and living in unimaginable poverty.

Move-In Ready - \$390

You help fund a variety of needs above the basic level including the search for an apartment, uniforms for work, and more. This allows our residents to get to the next “stepping stone” on their path.

Fund a Future - \$1500

You go beyond the basics and partner with us to help a resident take their final step on the “stepping stone” path and start a new life, including helping with rent and damage deposit.



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