

ANNUAL REPORT 2009

The logo features a stylized staircase with five steps. The steps are colored in a sequence: yellow, light green, light blue, medium blue, and yellow. The words "Stepping" and "Stones" are written in a black, cursive font, with "Stepping" positioned above the middle steps and "Stones" positioned below them.

Stepping Stones

MISSION

PROVIDING TRANSITIONAL HOUSING AND
SUPPORTIVE SERVICES TO YOUTH 16-20 YEARS OLD
WHO ARE EXPERIENCING HOMELESSNESS

A LETTER FROM OUR EXECUTIVE DIRECTOR

2009 was an eventful year for Stepping Stones because we were able to take the first steps necessary to increase our services to youth. Over the summer we hired our first couple to serve as Resident Assistants. Anyah Williams and Adrian Land are both grad students at IU. Anyah had been our Health Coordinator for six months prior to becoming a Resident Assistant. Having a couple fill this role has added significantly to our program because they provide positive role modeling. Having another male staff person has been beneficial for our residents and the good news is they have signed up for another year!

We increased the open hours at our community center. Residents can come over to use the computers, work with staff, or socialize with staff, volunteers and other residents. We try to have the center open as much as possible as one of the preventative ways we promote maintaining a drug-free lifestyle.

In December, we embarked on another pilot program – increasing our resident ratio per apartment from two to three. This move began with the boys' apartment. We will track how this addition changes the dynamics of our program before making the final decision of adding two more girls to our program.

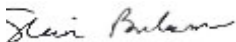
Stepping Stones is not an easy program for a teen. We have high expectations for them because we know they can do it and we want them to know they can do it. What are our expectations? Attending high school and maintaining good grades. Graduating from high school. Having a job. Keeping their apartment stocked with supplies and clean. Working out conflicts with roommates or other residents. Being responsible by paying their bills. Making the right choice of staying drug free. Learning and using problem solving skills. Actively working on their goals. Can you imagine doing all this as a teen? I cannot. That's why we give them lots of support along the way.

Last year two residents graduated from high school and another one earned his GED! One of them is participating in the Groups program (first generation college students) at IU. She is now finishing her freshman year.

One of our residents became a father this past year and his dedication to fatherhood has made a significant impact on other residents as they watch him continue to work, finish school, and visit his son. He will graduate this year and plans to further his education at Ivy Tech so he can continue being a provider for his child.

I want to commend all the people who have helped us reach this stage in our development – board of directors, staff, interns, volunteers, donors, and especially the residents (both current and former) who have left their footprints. I learn from them and am a better person because of them.

Sheri Benham, Founder & Executive Director



A YEAR IN REVIEW

STEPPING STONES IS EXPANDING!

- In order to provide an even more supportive environment for our residents, we expanded our Resident Assistant program this year by creating a **new RA position**. In addition, the two Resident Assistants were moved to a separate, **new apartment** thanks to a grant received from the Jack Hopkins Social Services Fund. The apartment remains in the same complex as the residents' apartments and the Community Center in order to maintain the safe and supportive environment.
- Moving the Resident Assistant out of the Community Center provides additional space for the residents to interact with each other and staff, allowing us to add a **new computer lab** for residents to enjoy.
- As in every year, our waitlist to become a resident continues to expand. In order to try to reach as many youth as possible, we have added a **new bed** to the boy's apartment meaning we are now able to house **7 residents**. We also continue to develop programs to reach out to other at-risk youth in our community.

SOME PEOPLE

by Flavia Weedn

Excerpts from her poem...

Some people come into our lives
and leave footprints on our hearts
and we are never ever the same.

Some people come into our lives
and quickly go... Some stay for awhile
and embrace our silent dreams.

They celebrate the true essence
of who we are...
and have faith in all
that we may become.

Throughout our lives we are sent
precious souls...
meant to share our journey
however brief or lasting their stay
they remind us why we are here.

To learn...to teach...to nurture...to love

**8% OF TEENS IN INDIANA ARE NOT
ATTENDING SCHOOL OR WORKING .**

INDIANA YOUTH INSTITUTE 2007



OUR PROGRAMS

WHO ARE YOUTH EXPERIENCING HOMELESSNESS?

THEY BECOME HOMELESS DUE TO:

- SOME TYPE OF DOMESTIC ABUSE (PHYSICAL, SEXUAL OR SUBSTANCE ABUSE)
- FAMILY DYSFUNCTION AND BREAKDOWN
- INADEQUATE HOUSING THAT CANNOT ACCOMMODATE THEM
- OR THEY HAVE BEEN ABANDONED, KICKED OUT OF OR HAVE LEFT AND ARE NOT ALLOWED TO RETURN TO THEIR HOME OF ORIGIN.

WHAT MAKES STEPPING STONES DIFFERENT...

We provide care 24 hours a day, 7 days a week. Our residents live with us in a supportive environment that is more analogous to parenting. By providing more supportive services, we are able to provide the necessary preventative and intercessory services to reduce youth homelessness in Monroe County. Our program has two overarching components: transitional housing and independent living.

TRANSITIONAL HOUSING

We have three two-bedroom, furnished apartments which house 7 residents total (4 girls and 3 boys) for up to two years. A new, fourth apartment houses two Resident Assistants and a fifth apartment serves as our Community Center and administrative offices. Our clustered housing provides a safe and supportive environment for residents to hone their skills so they can become self-sufficient.

INDEPENDENT LIVING

Our independent living program serves youth in our housing program, former residents and other at-risk youth in the community. These programs and services are the essential skills youth need in order to successfully transition into adulthood and become self-sufficient. We provide one-on-one and group coaching and case management to help residents reach their self-identified goals in a "Life Map."

OUR INDEPENDENT LIVING PROGRAMS

- Educational Assistance
- Educational Group Sessions
- Job Coaching
- Health & Wellness
- Financial Counseling
- Health Care
- Be Active!
- Alternatives & Awareness (AA)

PROGRAM STATISTICS

DEMOGRAPHICS

	<i>Residents</i>		<i>Other Youth</i>		<i>TOTAL YOUTH</i>	
2009 Youth Served	13		20		33	
Age Range at In-Take	#	%	#	%	#	%
16-17	4	31	11	55	15	45
18-20	9	69	9	45	18	55
Gender						
Male	5	38	7	35	12	36
Female	8	62	13	65	21	64

OBJECTIVES

	Goal	Actual
<i>Avg. Length of Stay (mo)</i>	12 Months	10 months
<i>Obtained a Job</i>	90%	92%
<i>Avg. Length of Employment (mo)</i>	6+ Months	4 Months
<i>High School/GED class</i>	100%	100%
<i>Graduated from High School</i>	100%	100%
<i>Employed at Discharge</i>	60%	57%

DESTINATION STATISTICS

2009 Residents Discharged	7
Reason	
<i>Completed Program</i>	28%
<i>Disagreement/Inability to Follow Rules</i>	44%
<i>Program Not Able to Meet Needs</i>	28%
Destination	
<i>Reconciled with Family</i>	44%
<i>Living with a Friend</i>	14%
<i>College</i>	14%
<i>Job Corps</i>	14%
<i>Homeless/Jail/Hospital</i>	14%

FINANCIAL REPORT - Profit & Loss

Income	
Federal grants	62,245.73
Foundation/trust grants	16,626.46
Gifts in kind	27,939.04
Indiv/business contribution	50,278.93
Local government grants	66,995.00
Earned revenues	567.81
Resident Contributions	6,753.33
Income	231,406.30
Expenses	
Activities	2,741.68
Communications	4,168.19
Contractual Fees	5,308.19
Equipment/Furniture	333.94
Food	5,078.97
In-Kind	27,939.04
Insurance	15,082.71
Materials & Supplies	9,343.98
Memberships, Publications & Subscriptions	279.50
Misc expenses	212.67
Occupancy expenses	47,550.83
Payroll Exp.- Stepping Stone	89,322.83
Postage	1,080.64
Professional Fees	8,030.00
Recruiting & Training	155.00
Technology	787.08
Travel	4,465.27
Expenses	221,880.52
NET OPERATING INCOME	9,525.78

2009 GRANTS AWARDED

Emergency Food & Shelter Program	2,501.00
Cartwheel Foundation	6,000.00
Peyback Foundation	1,600.00
Jack Hopkins Social Services Fund	20,000.00
Emergency Shelter Grant	17,124.00
Housing Trust Fund	3,819.00
Neighborhood Assistance Program (NAP) tax credits	7,035.00
Housing & Urban Development	78,748.00
Monroe County CARES	5,409.00
Community Development Block Grant	17,638.00
Community Foundation of Bloomington & Monroe County	3,365.00
United Hope Foundation	2,500.00

FINANCIAL REPORT - BALANCE SHEET

ASSETS

Current Assets

Bank Accounts

Cash in bank - Checking 24,229.79

Money Market Savings 4,013.16

Resident Savings 1,552.41

Total Bank Accounts 29,795.36

Total Accounts Receivable 125.31

Total Other Current Assets 204.88

Total Current Assets 30,125.55

Fixed Assets

Accum deprec- furn,fix,equip (1,555.00)

Furniture, fixtures, & equip 5,575.00

Total Fixed Assets 4,020.00**TOTAL ASSETS 34,145.55**

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Credit Cards

Capital One (10.18)

Staples 252.97

Total Credit Cards 242.79

Other Current Liabilities

Direct Deposit Payable (1.10)

Payroll Clearing 56.79

Payroll Liabilities 5,169.67

Resident Deposits -

Total Other Current Liabilities 5,225.36

Total Current Liabilities 5,468.15

Total Liabilities 5,468.15

Equity

Opening Bal Equity 3,989.82

Unrestricted Net Assets 15,161.80

Net Income 9,525.78

Total Equity 28,677.40**TOTAL LIABILITIES AND EQUITY 34,145.55**

COMMUNICATION WITH STEPPING STONES

Stepping Stones is trying to do our part and reduce our impact on the environment by reducing paper waste.

If you would like to receive Stepping Stones information electronically, send an email to wwade@steppingstones-inc.org.

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 ITS BOARD, STAFF AND
 VOLUNTEERS ARE GRATEFUL
 FOR YOUR SUPPORT.
 WE APOLOGIZE IF YOUR
 NAME HAS BEEN OMITTED.**

Corporate & Organizational Support

\$1,000.00 - \$2,499.99

Bloomington Township Trustee Office
 First United Church
 Indiana University School of Informatics

\$500.00 - \$999.99

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 Bike & Build, Inc.
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 Upland Brewing Company
 Town & Country Real Estate
 Unitarian Universalist Chalice Group
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 Amethyst House
 Asset Building Coalition
 Big Brothers Big Sisters
 Catholic Social Services
 Centerstone
 Community Kitchen
 Hoosier Hills Food Bank
 IU Business Communications
 IU Legal Clinic
 IU School of Counseling
 IU School of Education
 IU School of Informatics
 IU School of Public & Environmental Affairs
 IU School of Social Work
 Martha's House
 Middle Way House
 Monroe County United Ministries (MCUM)
 Mother Hubbard's Cupboard
 Non Profit Alliance
 Options for Better Living
 Positive Link
 Retired & Senior Volunteer Program (RSVP)
 Salvation Army
 Shalom Community Center
 South Central Housing Network
 Stone Belt
 United Way of Monroe County
 Volunteers in Medicine (VIM)
 Youth Services Bureau

2009 ANNUAL REPORT

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*"Give me such courage and I can scale
The hardest peaks alone,
And transform every stumbling block
Into a stepping stone."
Gail Brook Burket*