

A graphic of seven stepping stones arranged in a staircase pattern, ascending from the bottom left to the top right. Each stone is a simple, hand-drawn oval shape with a dark outline. The stones are set against a background of four colored rectangular blocks: a light green block behind the top two stones, a light blue block behind the middle two stones, and a light olive green block behind the bottom three stones. The text "STEPPING STONES, INC | 2010 ANNUAL REPORT" is centered over the middle stones.

STEPPING STONES, INC | 2010
ANNUAL REPORT

STEPPING STONES, INC. - 2010 ANNUAL REPORT

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BLOOMINGTON, IN 47402

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PHONE: (812) 339-9771

FAX: (812) 339-2991

MISSION

To provide transitional housing and supportive services to youth aged 16-20 that are experiencing homelessness.

“Get a life started, better myself, make something of myself.”

- Resident Quote about what they've learned at Stepping Stones

BOARD OF DIRECTORS

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Anyah Land, *Resident Assistant*

Audrey Spence, *MSW Intern*

C. Leigh Wilson, *Development Intern*

Carly Sirlin, *BSW Intern*

Carol Sidell, *MSW Intern*

David Sugitpibul, *Administrative Intern*

Gabrielle Baehl, *BSW Intern*

Jennifer Chrispell, *Development Intern*

Jessica Heidrich, *Development Intern*

Kim Goad, *Counseling Intern*

Lauren Hall, *Independent Living Coach*

Sheri Benham, *Executive Director*

Warren Wade, *Assistant Director*



A LETTER FROM OUR EXECUTIVE DIRECTOR

In addition to completing our initiative to add beds and house more youth, 2010's initiatives included 1) forming more collaborations and partnerships with local organizations to increase and enhance our services and 2) more emphasis and focus on utilizing a positive youth development approach.

One new partnership was with Catholic Charities to provide psychological evaluations, oversee mental health assessments, and supervise our counseling intern, Kim Goad. This benefitted our residents by: setting meeting times that worked around school or work schedules, providing on-site counseling which reduced residents' travel time and expenses; and Kim was more in-tune with each resident's unique situation and goals because she was part of our staff. In general, 90% of our residents need some degree of mental health counseling. And 42% of residents that we have served present with a moderate to serious mental health or development disability. Having Catholic Charities involved has increased the well-being and coping skills of our residents and I am grateful for this partnership.

As part of our positive youth development approach, we partnered with Cardinal Theater for the second year to expose residents to cultural events which targets one of the 40 Developmental Assets, the Constructive Use of Time. Taking them to the Buskirk Chumley for live performances, can be a special treat and a way to reinforce positive activities. Other ways that we promote this asset is: taking residents to the YMCA to work out (which is possible through a discounted membership), playing games, going to or renting movies, bowling, roller-skating, swimming, and dining out.

We use 40 Developmental Assets as an evaluation tool to determine how many assets increase from when residents enter our program. Last year, the average number of assets was 25 initially and when they were re-tested, the number had increased to 31, a 24% increase.

On a personal note, I participated in The Journey, a year-long program for youth-serving professionals. Their intention is "to help transform the profession and field of youth work by grounding leaders in who they are, building a professional community, and inspiring the beliefs of those who dream and do on behalf of young people." This experience was transformative because I was able to actually take time away from the office, interact with other professionals around the state, and visit some wonderful state parks (have you been to Turkey Run?!) It helped me validate that we all need to continually be renewing and nurturing ourselves so that we can be the most effective leaders, managers, supervisors, social workers, and youth workers that we can be.

In gratitude,


Sheri Benham, Founder & Executive Director



PROGRAMS & SERVICES

Who are our Residents and why are they homeless?

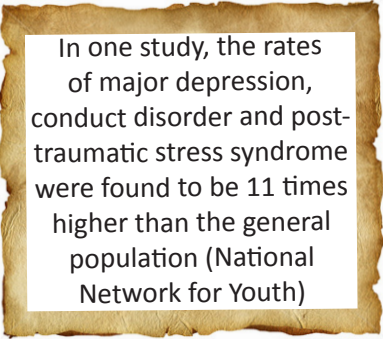
In 2010, we received an average of two calls a week either from or on behalf of youth experiencing homelessness :



50% of homeless youth age 16 or older reported having dropped out of school, having been expelled, or having been suspended. (National Runaway Switchboard)

- 100% were staying with family or friends before being abandoned, kicked out, or left and are unable to return home.
- 66% had not graduated from high school.
- 89% had no form of income
- Out of the youth we housed
 - 56% male, 44% female
 - 44% Black, 56 % white

In 2010, The average youth stayed in our program for 290 days, nearly a year of housing.



In one study, the rates of major depression, conduct disorder and post-traumatic stress syndrome were found to be 11 times higher than the general population (National Network for Youth)

- 25% experienced some form of domestic violence
- 90% received mental health counseling

The same factors that contribute to adult homelessness such as poverty, lack of affordable housing, low education levels, unemployment, mental health, and substance abuse issues can also play a role in the occurrence and duration of a youth's homelessness (NAEH, May 2006).

PROGRAMS & SERVICES (CONT.)

How we serve them

The Arizona Self Sufficient Matrix is used to evaluate outcomes and is based on a numerical scale ranging from 1 being “in crisis, and 5 being “empowered.” Each resident is rated at intake and each time they move up a program level or every six months.

-
- | | |
|---|--|
| E D U C A T I O N | <ul style="list-style-type: none"> • 67% entered our program without a high school degree. 100% of them attained their high school diploma or GED. • 67% pursued higher education. • 44% entered our program in the “vulnerable” category of Life Skills (able to meet a few daily living needs without assistance); 100% of them moved to “safe” level (able to meet most daily living needs without assistance). • 67% entered our program in the “in crisis” category of Financial Management (with no knowledge of financial management techniques). 43% of them moved to the “building capacity” level (good knowledge of financial management techniques). |
|---|--|

-
- | | |
|--------------------------------------|--|
| E A R N I N G S | <ul style="list-style-type: none"> • 67% entered our program in “in crisis” category of Income (no income). 100% were at “safe” category (can meet basic needs with subsidy). • 67% entered our program in “in crisis” category of Employment (no job). 33% of them moved to the “building capacity” category (employed full time with adequate pay). • 100% obtained employment while in our program. 71% of them maintained employment for a minimum of six months. • 100% of residents who moved out in 2010 were employed. |
|--------------------------------------|--|

-
- | | |
|--|---|
| E S S E N T I A L S | <ul style="list-style-type: none"> • 100% entered our program in “vulnerable” category of Housing (in temporary housing). Of the 56% who left in 2010, 40% moved to the “building capacity” level (safe and subsidized) and 40% moved to the “empowered” level (safe and unsubsidized). • 89% entered our program in “vulnerable” category of Health Care (no medical coverage). 100% had medical coverage either through Medicaid, insurance, or Volunteers in Medicine. • 33% entered our program in the “vulnerable” category of Mental Health (recurrent mental health symptoms that affect behavior; persistent problems with functioning). 44% entered our program in the “safe” category of Mental Health (mild symptoms that moderately affect behavior). Of those, 89% moved to the next rating category. |
|--|---|

FINANCIAL REPORT

STATEMENT OF ACTIVITIES

| | TOTAL |
|--|---------------------------------|
| <i>REVENUES AND OTHER SUPPORTS</i> | |
| Donations | \$107,896 |
| Governmental Funding | 182,497 |
| Interest Income | 39 |
| Other | <u>1,525</u> |
| TOTAL REVENUES AND OTHER SUPPORTS | <u>\$291,957</u> |
| <i>EXPENSES</i> | |
| Program Services | 249,198 |
| Supporting Services: | |
| Management and general | 20,166 |
| Fundraising | <u>6,332</u> |
| TOTAL EXPENSES | <u>\$275,696</u> |
| INCREASE IN NET ASSETS | <u>\$16,261</u> |
| NET ASSETS AT BEGINNING OF YEAR | <u>48,661</u> |
| NET ASSETS AT END OF YEAR | <u><u>64,922</u></u> |

STATEMENT OF FINANCIAL POSITION

| | TOTAL |
|---|-------------------------------|
| ASSETS | |
| <i>CURRENT ASSETS</i> | |
| Cash | \$61,757 |
| Grants Receivable | 8,339 |
| Prepaid Expense | 4,514 |
| TOTAL CURRENT ASSETS | <u>\$74,610</u> |
| <i>EQUIPMENT</i> | |
| Equipment | 10,881 |
| Less Accumulated Depreciation | 7,027 |
| <i>NET EQUIPMENT</i> | <u>3,854</u> |
| TOTAL ASSETS | <u><u>\$78,464</u></u> |
| LIABILITIES & NET ASSETS | |
| <i>CURRENT LIABILITIES</i> | |
| Accounts Payable | 2,703 |
| Accrued Expenses and other Liabilities | 10,839 |
| Total Current Liabilities | 13,542 |
| UNRESTRICTED NET ASSETS | <u>64,922</u> |
| TOTAL LIABILITIES & NET ASSETS | <u><u>\$78,464</u></u> |

FINANCIAL REPORT (cont.)

STATEMENT OF FUNCTIONAL EXPENSES

| | PROGRAM SERVICES | MGMT. & GENERAL | FUND- RAISING | TOTAL |
|--|---------------------|--------------------|------------------|------------------|
| <i>COMPENSATION AND RELATED EXPENSES</i> | | | | |
| Salaries | \$81,947 | \$9,641 | \$4,820 | \$96,408 |
| Payroll Taxes | 7,041 | 828 | 414 | 8,283 |
| | \$88,988 | \$10,469 | \$5,234 | \$104,691 |
| Food & Supplies | 18,554 | - | - | 18,554 |
| Supplies & Materials | 3,083 | - | - | 3,083 |
| Supportive Services | 56,374 | - | - | 56,374 |
| Occupancy Expense | 47,286 | - | - | 47,286 |
| Insurance | 4,491 | 501 | - | 4,992 |
| Travel | 3,851 | 453 | 227 | 4,531 |
| Utilities | 5,043 | 564 | 282 | 5,889 |
| Depreciation | 1,908 | - | - | 1,908 |
| Office Supplies | 3,555 | 418 | 209 | 4,182 |
| Professional Services | 9,599 | 7,000 | - | 16,599 |
| Miscellaneous | 6,466 | 761 | 380 | 7,607 |
| TOTAL EXPENSES | \$249,198 | \$20,166 | \$6,332 | \$275,696 |

STATEMENT OF CASH FLOWS

| OPERATING ACTIVITIES | TOTAL |
|--|-----------------|
| Increase in Net Assets | \$16,261 |
| Adjustments to Reconcile Increase in Net Assets to Cash Provided by operating activities: | |
| Depreciation | 1,908 |
| (Increase) Decrease in Current Assets | |
| Receivables | 5,475 |
| Prepaid Expense | (131) |
| Increase in Current Liability: | |
| Accounts Payable | 2,703 |
| Accrued Expenses and Other Liabilities | 3,667 |
| Net Cash Provided By Operating Activities | \$29,883 |
| Net Increase in Cash | 29,883 |
| Cash at Beginning of Year | 31,874 |
| Cash at End of Year | \$61,757 |

AUDITED FINANCIAL STATEMENTS PROVIDED BY MONROE SHINE, INC.

2010 CONTRIBUTORS

DIAMOND - \$5,000 & up

Bloomington Hospital **
Bounds and McPike *
Bowie, Jocelyn &
Sommel, David **
Anonymous

GRANITE - \$1,000 - \$2,499

Gaither, Penny &
Pritchard, Stephen
Honey Baked Ham **
Ivy Tech **
King, Jack & Sylvia
Kovach, James & Jill
Mallor, Andrew & Jane
Moore, Ward & Frances
Myers, Beth A.
Plummer, Dustin
Rillo, Tom & Dee
Anonymous

LIMESTONE - \$500 - \$999

Boggess, Darrell
Buszkiewicz, Jeffrey &
Carol
Cohen, Sita
Connor, Bill & Edington,
Telene
Anonymous
Crawl Space Doctor
Dunatchik, Jane & David
IU School Of Informatics
Mallor | Grodner, LLP *
Marrero, Paula & David
McNutt Residence Hall
Pershing, Jim & Keith,
Karen
Plummer, J. David &
Margaret
Psi Iota Xi
Randall, Phil & Margaret

CORNERSTONE - \$100 - \$499

Achler, Mark
Andrew Davis
Menswear *
Baehl, Stephanie
Baker, Diana J
Bedford, Eric
Benham, Mary &
Richard
Benham, Sheri **
Blizzard, Mary & Litwin,
Michael
Bowie, Marilyn
Bowman, John
Bretheim, Cynthia
Broder, Cliff
Buchwald, Claudio
Burkholder, Glenn &
Rita
Burton, James & Dana
Cabanaw, Natalie
Cledenning, Virginia H
Clothier, Christine
Crabtree, Cathi
Dayhoff, DeeDee &
Douglas
Detwiler, Ken & Cindy
DeVoe, Bob & Elizabeth
Englander, Meryl &
Patricia
Englert, Steve &
Debra**
Evans, Shelia &
Michael**
Farris, Julie
Forney, Susan**
Fossil Rain *
Foursquare Painting
Franks, Karen & Steven
Frisbie, Margaret
Frommer, Gabriel & Sara

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Cook
Grade, June E.
Greenebaum, Edwin
Gwynn, Elizabeth &
Mysliwicz, Leroy
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Heidrich, Karl &
Deborah
Hodson, William
Holland, Bill & Carolyn
Hongen, Robert & Joan
Hopkins, Katherine
Houdeshel, Ruth
Houston, Cindy
Ingle, Steve
James, Lynette & Jerry
Jennings, Robert
Job, Michael
Kappa, Kappa, Kappa,
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Keller, George A.
Kenshur, Oscar & Gray,
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Koch, Michael & Anita
Koch, Sarah & Connor,
Colin
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Lilly, Janice & Buzzelli,
Cary
Lloyd, Greg & Cindie
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McGerr, Michael &
Rosemarie
McLeod, Jane &
Krahnke, Steven
Meyer, Phil & Elaine

2010 CONTRIBUTORS (CONT.)

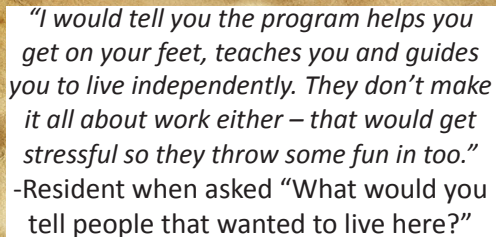
| | | |
|---------------------------|--------------------------------|----------------------------|
| Nagle, Betty | Natasha | Barker, Paul & Karen |
| Nichols, Jan & Wayne | Szakaly, Mike & Veronica | Basu, Abhijit & Ilora |
| Nord, David & Martha | Timmer, Laverne & | Beam, Mike & Carey |
| Ogren, Harold & Denise | Joyce | Anonymous |
| Pfister, Harriet | Torneo, Dave | Bias, Jeralyn |
| Plummer, Dennis | Torneo, Joseph | Bird, Sean |
| Pousson, Carol | Vargas, Richard & B. | Blevins, Chris |
| Professional Firefighters | Lane | Bodine, Mike |
| Union Local 586 | The Video Saloon | Borrero, Ferdinand |
| Quality Surfaces, Inc. | Anonymous | Bowman, Jean |
| Rasmusen, Eric & Helen | Town & Country Real | Boyd, Cynthia |
| Reigeluth, Charles & | Estate | Bray, Rodric |
| Maitenda | Upland Brewing | Breeden, Bill & Glenda |
| Revolution Bike & Bean* | Company | Breen, Claire |
| Riesenman, Patricia | Valliant, Gracia | Brown, Cathy |
| Risinger, Fred & Pegi | Welch, Dixie & | Bryan, Nancy |
| Romy, Michael & | Schwandt, Peter | Burke, Linda |
| Kathleen | Wenstrup Jr., Edward & | Burton Lock & Key * |
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| Ruesink, Albert & | Whitehead, Elizabeth | James |
| Kathleen | & Don | Capital Realty Group, Inc. |
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| Saxton, Lois | Wayne | Carroll, Allison |
| Seaman, Carol | Women Of The Moose | Carter, Rebecca |
| Semmel, Melvyn & | Wright, Jerry | Carter, Susan O. |
| Dorothy | Yarber, Sharon | Chrispell, Jennifer |
| Sheldon, Lee | Yoder, Neil & Betty | Clay, Vonda |
| Shermis, Michael | BUILDING STONES - \$100 | Clothier, Sandi |
| Shockley, Denise & | and below | Cohen, Sita * |
| Richard | Ackerman, Benjamin & | Coleman, Patricia ** |
| Sinclair, Marion | Jane | Connor, A. L. |
| Skinner, Jan | Alexander, Gina & | Connor, Christine & |
| Sprinkle, Dale & Janet | Lappin, David | Bast, Tom |
| Sterling, Patricia A. | Anderson, Mavis* | Connor, Drew |
| Stern, Gene & Ellen | Allen, Abby | Connor, Janmarie |
| Stice, Peg | Anderson, Katie | Connor, Moira |
| Stocking, Holly & | Arnold, Kathy | Connor, Nathan |
| Timberlake, William** | Arnold, Sandy & Dean | Cookman, Joyce |
| Strickholm, Al & Lee | Baehl, Emily | Cooperman, Erin |
| Summerlot, John & | Bailey, Wendy (Walter) | Curvin, Cynthia |
| Adrienne | & Darron | Cutshall, Warren |
| Swingle, Roland & | Baker Lawn Service Co. | Dallas, Mike & Mary |

2010 CONTRIBUTORS (CONT.)

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Delong, Janet
Derdenger, Ani & Bryan
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Fairbanks, M. L.
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Flynn, Ryan
Frederick, Neil
Gaddis, Gwenette
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Sturbaum, Ben**
Gaunt, David
Goad, Kim
Golden, Lindsay
Gupta, Minaxi
Guskin, Samuel & Phyllis
Haas, Troy
Hall, Lauren**
Hankins, Marsha
Hansen, Bill & Mary
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Haynes, Christopher &
Anne
Hedler-Schmidt, Yvonne
Heller, Audrey
Henry, Nancy
Hicks, Glenn & Ksander,
Yael
Hill, Kaye
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Horlacher, Gretchen
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Hostetter, Linda

Hutten, Miranda
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Kasten, Helen W
Kasza, Gregory & Keiko
Kay, Sherry
Anonymous
Koch, Emily
Koch, Hannah
Kruzan, Mark
Kusnerz, Sharon
Larsen, Grey & Kallet,
Cindy
Skooglund, Leslie
Anonymous
Lustig, Andy
Lyon, Elizabeth
Mahern, Mary &
Brittain, Clark
Mann, Shannon
Marks, Randall & Sandra
Maurer, Tom & Pam
Mayberry, John & Karen
McCallister, Bruce
McCammack, Kevin
McClary, Michael &
Vanessa
Merriam, Valerie
Meyer, Catherine

Meyer, Kimberly
Minton, Marsha
Morris, Blake
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Nature's Way Interior &
Exterior Landscape
Nelson, Kelly
Newland, Ryan
Nick's English Hut
O'Connor, Ellen
Ochoa, Theresa
Organ, Dennis W.
Oswalt, Alice
Oxyby, Ann
Page, Barbara & Bill
Plummer, D. Duane
Polansky, William &
Vicki
Porter, Tracy
Prima Gallery *
Purnell, George & Diane
Quinn, Carlene & James
Racher, Peter
Reed, Laura
Richardson, Mary
Rieseberg, Rhonda
Romy Brothers *
Rosner, Maureen
Rowe, Lois
Rutkowski, Nancy
Ryan, James
Sattinger, Martha
Schaefer, Samantha



"I would tell you the program helps you get on your feet, teaches you and guides you to live independently. They don't make it all about work either – that would get stressful so they throw some fun in too."
-Resident when asked "What would you tell people that wanted to live here?"

2010 CONTRIBUTORS (CONT.)

Schrag, Carlin & Brian
 Schultz, James & Teresa
 Sharp, Dave & Dotty
 Shields, Patricia & Ron
 Shiveler, Jeff & Sarah
 Shukair, Yasmin
 Sirlin, Richard
 Skoog, Ingrid**
 Slightam, P A
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 Smith, Deirdre
 Sparks, Timothy & Kathy
 Stake, Janet & Jeff
 Stanfield, Veda
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 Walker, Jenna
 Wallace, Melissa &
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 Wegner, Kelsey
 Weiss-Kennedy, Carol
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 Wilson, Chris
 Wimp, Margaret
 Wood, Loren

COMMUNITY PARTNERS
 AmeriCorps
 Amethyst House
 Asset Building Coalition
 Big Brothers Big Sisters
 Catholic Social Services
 Centerstone
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 Community Kitchen
 Drop Out Prevention
 Coalition
 Hoosier Hills Food Bank
 INGLBT
 IU Business
 Communications
 IU Legal Clinic
 IU School of Counseling
 IU School of Education
 IU School of Informatics
 IU SPEA
 IU School of Social Work
 Martha's House
 Middle Way House
 Monroe County Schools
 Monroe County United
 Ministries
 Mother Hubbard's
 Cupboard
 My Sister's Closet
 Non Profit Alliance
 Positive Link
 Rhino's All Ages Youth
 Salvation Army
 Shalom Community
 Center
 South Central Housing
 Network
 Suicide Prevention
 Coalition
 United Way
 Volunteers in Medicine
 Vocational Rehabilitation
 Work One
 Youth Services Bureau

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 Anna Victorine
 Ben Cowan
 Brandon Drake
 Chanel Richards
 Christina Comeford
 Donovan W
 Eric Rensberger
 Greg Ingram
 Kristen Schiber
 Lisa Batchos
 Sally Ann Murphy
 Sean Bird
 Yaniv Brandvain

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

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

* Denotes in-kind contribution
 ** Denotes both in-kind and
 cash contributions



STEPPING STONES
P.O. Box 1366
BLOOMINGTON, IN 47402
STEPPINGSTONES-NC.ORG

MISSION

To provide transitional housing and supportive services to youth aged 16-20 that are experiencing homelessness.

Non Profit Org.
U.S. Postage
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Member Agency