Stepping Stones is a 501(c)(3) tax-exempt organization (EIN #31-0671799).
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GROWTH & CHALLENGES

“Every day you may make progress. Every step may be fruitful. Yet there will stretch out before you an ever-lengthening, ever-acceding, ever-improving path. You know you will never get to the end of the journey. But this, so far from discouraging, only adds to the joy and glory of the climb.”
—Winston S. Churchill

The year 2015 was defined by growth, by achievement on the part of participants as well as the agency, and by challenges that continue to strengthen our mission to serve the community.

We built on the successes of 2014’s merger with United Cerebral Palsy of Greater Cincinnati, seeing more than a 28% increase in clients served and expanding opportunities to meet challenging new state requirements for adult programming.

Expansion continued as we ended the year with the addition of a fourth program site through a merger with BeauVita West, which had served adults on the west side of Cincinnati. This new Stepping Stones campus brings 30 new clients and fulfills a strategic objective of moving towards more community-based program delivery.

Our alternative autism education program, “Step-Up,” is at maximum enrollment, serving students whose challenges prevent them from being successful in a typical school setting. This program meets a crucial need and supports over 16 school districts. Collectively we have had over 23 graduations—two in 2015. Through the support of a local family foundation, we launched a new transition program giving students with sensory challenges the tools they need to transition successfully into adulthood.

We remain committed to providing meaningful recreation and leisure opportunities for people with disabilities. We continue to see increases in attendance at our overnight respite, school-year Saturday clubs and summer day and overnight activities, with more than 12% growth over our 2014 numbers. These programs not only meet social, physical and emotional needs of participants, but they also provide critically needed relief to families who face daily caregiver challenges, reducing stress and supporting family unity.

The 2015 program year saw huge successes, but we also faced the incredible sadness of a fatal accident at a summer program. We have assessed and reevaluated all operations to ensure our programs and practices are continually enhanced to maintain the high standards that we demand of ourselves. The trust families have in Stepping Stones is built on the sound reputation of this agency, our skilled and passionate staff members and our commitment to offer high-caliber programs that are rewarding and safe. This self-evaluation has reaffirmed that promise of safe, nurturing and effective programming.

Stepping Stones could not accomplish its mission without the family of supporters, funders and donors who recognize the vital role these programs play in the community and who partner with us to help others live vibrant, meaningful lives. Stepping Stones does not take this support casually. We realize that “together” we create pathways to independence for people with disabilities.

Thank you for your support!
**“A WONDERFUL PROGRAM, A WONDERFUL PLACE”**

**THOUGHTS FROM OUR SUPPORTERS**

**“The training they do with the staff is impressive. I speak as a special education teacher and a mother; I know they are really trying to do the very best they can and that gives me a lot of confidence.”**

MARY ANN MCPHERSON
Mother of Sarah
(Summer Day Camp, Saturday Young Adults Club, Adult Day Services)

**“I’ve seen him grow and make friendships, which is hard for non-verbal children to do. I would definitely recommend everyone to go and be a part of the Adult Day Program. It’s a wonderful program, a wonderful place. I trust the people who care for him.”**

LISA BURTON
Nurse and mother of Myles
(Adult Day Services and Overnight Staycations)

**“Stepping Stones has been a lifesaver for us. Tori is not able to do your conventional/typical social activities, and Stepping Stones provides an opportunity for her to interact with other children like herself. Tori feels the acceptance and feels a sense of belonging. She loves camp.”**

MELISSA OVERBECK
Teacher and mother of Tori
(Summer Day Camp, SENSory Needs Respite Weekends)

**“The experiences our patients have at Stepping Stones are enriching and truly help improve the outcomes for this population. As a former Stepping Stones summer camp director, it was my experiences at Stepping Stones that drove me to devote my career to working with people with developmental disorders, and I am proud to continue to partner with Stepping Stones today as we work to maximize the quality of life for this population.”**

CRAIG ERICKSON, MD
Associate Professor of Psychiatry
Director of Research, The Kelly O’Leary Center for Autism Spectrum Disorders
Director, Fragile X Research and Treatment Center
Director of Developmental Disabilities Research and Treatment in Psychiatry, Cincinnati Children’s Hospital Medical Center

**“The camaraderie and the love he gets there—it’s a place where everyone is accommodating and caring and knowledgeable. I trust them absolutely.”**

JEFFREY COOPER
Father of Taaj
(Adult Day Services)

**909 families served**

**“A WONDERFUL PROGRAM, A WONDERFUL PLACE”**
Morgan Powers bent her head close to her classmate’s mouth to hear what the girl was trying to say. She then “translated” the message to others. This small act of kindness ignited an interest in working with people with disabilities. She became a Stepping Stones volunteer at the Saturday Kids Club during the 2014–15 school year.

By summer, Morgan was hooked. She volunteered every day of Stepping Stones’ nine-week Summer Day Camp. “I loved it!” Morgan exclaimed, as she recounted adventures of the Ant Group (9–12 years old). She especially liked getting to know the campers and seeing the smiles on their faces at the end of each day.

“Morgan is a terrific, dedicated volunteer,” said Brooke Parker, coordinator of Stepping Stones’ volunteer program. Morgan didn’t miss a day of volunteering from the start of the Saturday Kids Club in September 2014 to the end of summer camp in 2015. Saturday Club started up again in the fall, and Morgan is back for the 2015–16 school year.

She said her volunteer experiences led to a career interest in working with children with disabilities. Morgan participated in Stepping Stones’ Leadership in Training program during the summer and by mid-January, she had secured a position as a paid staff member at the 2016 Summer Day Camp.

Other volunteers who have attended programs almost every day for the past year or more include Chloe Reynolds, Maya Gleich and Cameron Bynum. They are among the more than 1,000 individuals who devote their time and talents to help children, teens and adults with disabilities find their own paths to independence.
ADULTS GIVE BACK IN COMMUNITY EXCURSIONS

“Thank You”

Those words make Kevin Dawson’s face light up as he seals envelopes and passes them to be stamped by a fellow Adult Day Services participant.

“Our participants are always thanking someone for helping them. When they volunteer, it gives them a chance to do something for someone else—they hear that ‘thank you’ for something THEY did,” said Mary Bengel, Community Inclusion Coordinator for Stepping Stones’ Adult Day Services.

Each day, groups of individuals in the Adult Day Services Program expand their comfort zone and develop greater confidence through community exploration excursions that range from going to lunch at a restaurant or visiting a museum to volunteering. Dawson and fellow participants sealed and stamped envelopes at Ronald McDonald House and then shared a pizza for lunch. Other volunteer sites include Matthew 25 Ministries, New Life Furniture, Cincinnati Nature Center, Giving Fields of Freestore Foodbank and Wesley Community Services.

“They’re learning employment skills, interacting with others in the community and building a huge sense of pride,” said Bengel. “And they’re making a difference. They’re doing something for someone else.”

38,502 miles driven to transport adults for community engagement

STEEPING STONES, INC.
Enhanced programming and client growth have resulted in a compound annual growth rate of 10.4% for the period of 2008–15. Strong financial performance has translated into net asset growth of 3.5% in 2015. Continued efforts to streamline processes and procedures enabled expenses to remain on parity with last year.

### 2015 FINANCIAL HIGHLIGHTS

Enhanced programming and client growth have resulted in a compound annual growth rate of 10.4% for the period of 2008–15.

**Strong financial performance has translated into net asset growth of 3.5% in 2015. Continued efforts to streamline processes and procedures enabled expenses to remain on parity with last year.**

#### BALANCE SHEET

<table>
<thead>
<tr>
<th>Year</th>
<th>Assets</th>
<th>Net Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$9,655</td>
<td>$9,120</td>
</tr>
</tbody>
</table>

#### PROGRAM REVENUE ANALYSIS

- **Compound Annual Growth Rate for 2008–2015 is 10.4%**

#### PUBLIC SUPPORT

- **Individual, institutional and corporate donations, grants and sponsorships**
- **Grants and gifts from foundations**
- **Funds raised from special events**
- **Contributions from individuals**
- **United Way**

#### TOTAL REVENUE

$3,103

#### OPERATIONAL SUPPORT

- **Revenue generated from delivery of services and other sources**
- **Contract fees from schools and government agencies**
- **Non-contract fees from individuals (private pay)**
- **Other income**
- **Rental for corporate, school and community events**
- **Investment income**

#### TOTAL EXPENSE

$4,884

#### BY FUNCTION

- **Programming (includes services delivered year-round to children, teens and adults)** $4,347
- **Management and general** $293
- **Fundraising** $244

#### BY CATEGORY

- **Most of our expenditures (89%) go toward providing services for our participants.**
- **Most of our expenditures by category (78%) cover the cost of employees.**

#### UNAUDITED FIGURES

(Non-contract fees) | (Contract fees)
---|---
2008 | $649 | $253
2009 | $435 | $177
2010 | $435 | $198
2011 | $435 | $247
2012 | $435 | $272
2013 | $435 | $272
2014 | $435 | $272
2015 | $435 | $272

- **89%** Programming (includes services delivered year-round to children, teens and adults)
- **6%** Management and general
- **5%** Fundraising

**Net results**

*Net results*
With a gesture and a verbal alert, 12-year-old Tress initiates the break she needs to restore calm and balance in her day. A walk with a friend, a time to stretch and move. These simple actions are a success dance for Tress, whose autism and sensory challenges used to render her speechless and frightened during times of stress or frustration.

Saturday Kids Club helped her break through the sensory-induced silence and find words and ways to express her needs. Today, Tress participates in activities, interacts with staff and other Kids Club participants and replaces sensory overload with accomplishment.

That sounds simple, but it is a victory bought with dedication, collaboration and an unwavering belief in Tress by the Saturday Kids Club staff, who worked with Tress and her family to develop strategies, incentives and responses that would help her find her voice and her success.

At Stepping Stones, close to half of the participants in 2015 were affected by autism and other sensory challenges. From summer camps to adult day programs, Stepping Stones provides a combination of trained staff, sensory-based equipment, specialized activities and a tireless belief in each person’s possibilities.
2015 HIGHLIGHTS

SPECIAL EVENTS

February: Open Your Heart

The 7th annual Open Your Heart event brought together 215 guests for a wonderful evening at Eddie Merlot’s. It featured a cocktail hour with hors d’oeuvres, a surf and turf seated dinner, a choose-your-own luxury prize raffle and many opportunities to socialize. In addition, handcrafted pottery in jewel colors created by participants in the Stepping Stones adult program was available for purchase. The event netted more than $67,000 to support Stepping Stones. Our heartfelt appreciation goes out to Anne Davies, Mary McGraw and Tisha Wright for their exceptional leadership of this joyful event.

2016 Date: Feb. 2 at Eddie Merlot’s, Montgomery.

June: Golf Classic

The 14th annual Stepping Stones Golf Classic, presented by Niagara, was held at O’Bannon Creek Golf Club. It was a wonderful combination of food, fun and friendly competition! We received nearly $70,000 thanks to sponsorships, players, raffle sales and course games. For the first time, the event was part of the Hyundai Invitational, which awarded the two top golfers all-expense paid trips to the Hyundai National Finals Tournament in Las Vegas. We are grateful to Steve Mennen and Allen Goss, both of The Kroger Co., for their dedication to the event and willingness to reach out to the community to support their efforts.

2016 Date: June 13 at O’Bannon Creek Golf Club, Loveland.

September: Bloom

The 11th annual Bloom for Stepping Stones, presented by PNC Bank, was held at the beautiful Greenacres Arts Center. The record-breaking event included 65 sponsors and nearly 450 guests who raised over $302,000 to benefit agency programming. The garden party featured food from 27 of the area’s finest restaurants and caterers, along with live entertainment and memory-making with friends new and old. A special feature this year was the Stepping Stones Scholarship Fund, championed by Bloom honorary co-chairs Neil and Susie Borts and their family. Supporters contributed more than $84,000 to the fund, which enhances the financial assistance program, making services more accessible for low-income children, teens and adults with disabilities. Special thanks to co-chairs Kari Anderson and Julie Richardson for their tireless efforts. The committee also included Nancy Aichholz, Kelly Fruechtemeyer, John McIver and Allyson Schumacher.

2016 Date: Oct. 1 at Greenacres Arts Center, Indian Hill.

815 people attended special events.
THANK YOU TO OUR GENEROUS DONORS AND SPECIAL EVENTS SPONSORS

2015 GIFTS AND SPONSORSHIPS OF $1,000 OR MORE

Denise & Chris Adams
Sam & Skip Allen
Allos Ventures
AMPAC
Anchor Properties
Kadi & J.R. Anderson
Anonymous Foundation
Ascent Private Capital Management
Assures Health
August A. Rendigs, Jr. Foundation
Autism Speaks
AutoZone
Axcess Financial
B
John Barrett
Bartlett & Co.
Jean & David Beblo
Berry Insurance Group
Betty D. Anderson
Foundation—GCF
Amy & Jonathan Borden
Susie & Neil Burtz
Brendanmor Warehousing
Chris Buckman
Harry C. Brown
Faith & Rick Bryan
C
Debora Caley & Samuel Scoggins
Callow, Halter & Griswold LLP
Campaign Events
Lise & Michael Cambron
Cardinal Solutions Group
CenterBank
Charles H. Dater Foundation
Chemed Foundation
Cincinnati Dreams Come True
Cincinnati Gyro Club Foundation
Cincinnati International Wine Festival
Bryane & Robert Coletti
Convalescent Hospital
for Children
Kim & Kelly Conway
Cornerstone Insurance & Financial Services
CORT
Cortneyd Missatt by
Bushkow Exchange
Steve Cox
Gail & Dave Croell
D
Leo Dallemsielle
Anne Darwas & Henry Thoman
Lucy C. Davis
Denison Family Fund
Sally & Steve Danner
Dianne & J David Rosenberg
Fund—GCF
Dillard’s
Tricia & Jon DMichels
Gretchen & Robert Diener
Dulcie
Duke Energy Foundation
Edgewell Private Brands Group
Eichner Management LLC
Elliott Davis Decosimo
Susan & David Eltringham
Estate of Michael F. Olah, Jr.
Estate of Peggy K. Stricker
Ethison—Johnson & Johnson
Evelo/Singer/Sullivan Group
of Merrill Lynch
F
Fifth Third Bank
Gail & Fred Fletcher
Jenet Foxie
Frank J. & Jacqueline D.
Kloenne Foundation
Frost Brown Todd LLC
Kelly & Jeff Fulwiler
G
Emily & Peter Geier
Ann & Jeff Gibson
Pam & John Gibson
Nora & Alan Grabholec
Graydon Head & Rayle LLP
Graystone Consulting
Cincinnati
Greater Cincinnati
Foundation
Lynn & Mike Grob
Ellen & Frank Grossi, III
Francine Gunning
H
Amy & Frank Hanson
Stella & John Hanson
HC, EW, FB Luther
Charitable Foundation
Jenny & Kip Hr
Dr. & Mrs. Robert S. Heidt, Jr.
John Hauck Foundation
Helen Steiner Rice Fund—GCF
Helen T. Andrews Foundation
Tracy & Joe Halter
Mr. & Mrs. Christopher Hicks
Kelly & Paul Hittler
Margaret Hooten
Christine & Mike Holcomb
Steve Holter
Heather & Terrence Hove
Houghton Trust/United Way
Huntington Bank
Melanie & Doug Hynden
Hyundai
I
Intelegent
Interact for Health
ITA Audio Visual
J
J. Cromer Mabush Family
Jack J. Smith, Jr. Charitable
Trust (PNC)
Malvyns Jackov
John A. Schroth Family
Charitable Trust (PNC)
John Hauck Foundation
Jones Fish Hatcheries &
Dist., Inc.
Joett Construction
Megan & Jack Joy
JTM Food Group
K
Kristin & Carl Kalmo
Kaplan Family
Kay Pettengill/The
Pettengill Family
Keating Mauhing &
Klekmak PLL
Rexwood Country Club
Ladies Holiday Luncheon
Laura & Peter Klekmak
Kings of Columbus—
Ohio State Council

Numeric
45/46 Fine Men’s Apparel
84.51
A
Denise & Chris Adams
Sam & Skip Allen
Allos Ventures
AMPAC
Anchor Properties
Kadi & J.R. Anderson
Anonymous Foundation
Ascent Private Capital Management
Assures Health
August A. Rendigs, Jr. Foundation
Autism Speaks
AutoZone
Access Financial

STEEPING STONES, INC.

STEEPING STONES, INC.
THANK YOU TO OUR GENEROUS DONORS AND SPECIAL EVENTS SPONSORS
2015 GIFTS AND SPONSORSHIPS OF $1,000 OR MORE
Dear Stepping Stones Supporter:

We at Stepping Stones are continually inspired by the dedication and generosity of donors like you who answer the call to give time and again. Your financial contribution has demonstrated a deep commitment to our mission of helping people with disabilities find pathways to independence.

Thank you. Generous gifts from donors like you provide the financial and moral support needed to continue our work.

The enclosed 2015 Annual Report offers insight into some of the programs offered by Stepping Stones and the impact they had on local children, teens and adults with disabilities. You play a key role in ensuring those participants have access to programming that improves their lives and enables them to be fully participating members of their communities.

We look forward to a continuing partnership with you. Please call me any time at 513-965-5148 if you have questions, would like an update on what we’re doing or wish to get more involved. You can also visit us online at www.SteppingStonesOhio.org.

Sincerely,

Kelly Crow, CFRE
Director of Development

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Phone: 513.831.4660 | Fax: 513.831.5918