

2018 Annual
Report

Ready to Grow

STEP
BY
STEP

Dear friends:

As the granddaughter of a farmer, the parable of the Sower has always been one of my favorite stories. As Jesus tells it in Matthew 13, a man intends to sow seeds in a field, but his process is uneven at best: some seeds are scattered along the road, some are dropped between rocks, some are choked up by weeds. Some of the seeds don't sprout at all, but those that do soon wither away without the benefit of soil to sustain and nurture them. Jesus is quick to point out, though, that the seeds that did fall on good soil "produced a crop: some a hundred, some sixty, and some thirty times what was sown" (Matthew 13:8). It all just depends on the environment!

Unfortunately, children in Lexington may not always be born or raised in the best environment. Within the context of Jesus' story, these young lives would be considered victims of circumstance: falling on rocky, tumultuous soil, choked up by the weeds of neglect or poverty, or devoured by others for personal gain. But unlike the parable, this is not the end of the story. Unlike seeds, it's not too late for these lives to be grounded in good soil that will nurture and sustain them and help them thrive. This good soil is exactly what Step by Step offers, by walking alongside young mothers, empowering them to reach their dreams, teaching them invaluable life skills, and most importantly, introducing them to the life-transforming love of Jesus Christ.

We, the Board and Staff of Step by Step, have witnessed first-hand the transformative growth that good soil can bring. In 2018, we have welcomed 124 new mothers and 91 new children to our program; we have trained 19 new mentors, each having voluntarily undergone at least 14 hours of instruction to prepare them for the journey; we have had 8 mothers graduate high school and 24 that are planning to attend college or begin a full-time career.

And it's not stopping there. Seeds of awareness and resources are now yielding fruit as well. Through an increased budget initiative, Step by Step has implemented new Awana curriculum for the children that attend our bi-weekly programs; we have doubled the size of our endowment; and we have secured new significant financial partnerships with local family foundations and churches.

The harvest is ripe, and we are seeing the blessings of seeds sown in due time. Your generous gift of time, funding and labor makes all this possible – we are grateful to be co-laborers with you, our dear Step by Step partner. Thank you.

Always looking forward,



Casey M. Keller
Board President



- Letter From The Executive Director -

I am honored to be supported by you, who have helped us become a light in dark places.

Over the past year, our reach has increased by 13% while maintaining deeper and more meaningful relationships with our moms and kids. We performed 251 in-home meetings with our moms and kids. 62 of our young moms received in-depth case management from our Staff. Our Refine Mentor pilot program increased from 2 Mentors to a fully functioning program with 25 volunteers committed to meeting our moms where they are.

We are also becoming known as a powerful source of support throughout the community. Department of Community Based Services (DCBS) referred 16 moms to us who are actively working to regain custody of their children, in some cases billing Step By Step as a mandatory part of case plans. We've been invited to speak to over 500 people from civic groups and churches this year alone. We also had our very first billboard campaign in three locations throughout our city.

We are strong. We are growing. We are resilient.

Recently, the very first young mom I had on my caseload returned as a Guest Speaker for our Revive Night programming. When I met her she was broken, battered, alone, and unsure of who she was. She desired to leave toxic relationships behind and focus on her son and their future, but didn't know where to begin.

I'll never forget the day I got the phone call that A was being held hostage at gun point by her boyfriend. When the standoff was over and we got the "all clear", I ran to her and embraced her and she fell apart in my arms. She began to relay the trauma of that night and it still haunts me.

"Tanya, he beat me all night. He even pulled out my hair. But through the endless night of terror, I refused to

scream aloud because I didn't want the kids to hear me and make noise, because then he would have gone after them. I didn't scream. I didn't scream".

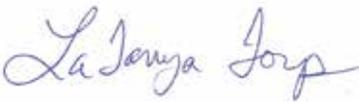
I helped her pick the glass out of her blood-stained scalp. I listened. I went to court with her. The police told her she should have been dead and that it was a miracle. She returned to him a month later. Our volunteers and I were devastated, but we didn't waver. We stayed consistent. We kept loving without judgment. We let her know we were there no matter what. We continued to pour self-esteem and life skills into her and wrote her a referral for counseling both for herself and her young child.

A year later she escaped that relationship, moving to another state to stay alive. We continued to stay in contact and point her to resources. Eventually, she was able to heal and walk fully into who she was created to be. Today she has an amazing job, some college credits under her belt, and she is about to purchase her first home.

As she spoke to the crowd of young single moms, she told them "I have no doubt that Step By Step saved my life. I discovered I was worth it. I discovered I deserved a chance. You all deserve a chance too. You are worth it".

Thank you for continuing to help us share the truth of empowerment and God's love to young single moms throughout our city.

Best,



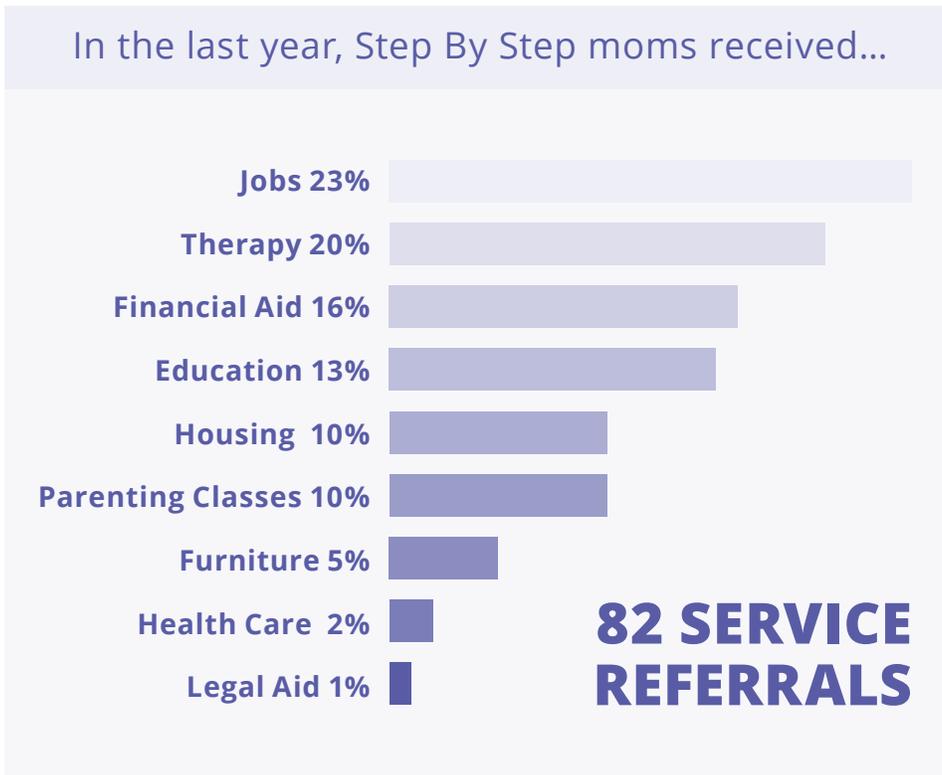
Tanya Torp
Executive Director

We are
STRONG · GROWING · RESILIENT

REACH IS UP 13%

 **62** Have received case management.

'Dare 2 Dream' sessions on the rise with  **100** meetings
≈ 200-300 hours of guidance



8 GRADUATED HIGH SCHOOL 

8 FOUND HOUSING 

15 FOUND A JOB 

16 HOLD CASES WITH THE DEPT. FOR COMMUNITY BASED SERVICES 

49 RECEIVED MEDICAL SERVICES 

Number of crisis intervention situations **12**



Step By Step means everything to me. They were literally like family whenever I needed friends and family to lean on. If something ever happens, I can text or Facebook and they would come running and I always have someone to turn to. Step By Step is comforting.

*Kristin,
Step By Step Client*

THIS YEAR

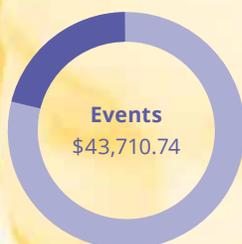
We have fully funded our children's programming (Awana) with an innovative campaign, pairing donors with specific children to sponsor and pray for throughout the year.



FINANCIALS

January 1, 2018 to Present

FUNDS RAISED BY SOURCE



OPERATING BUDGET **\$236,005.26**

TOTAL FUNDS RAISED TO DATE \$205,206.06

**Please note, total funds raised are as of November 27, 2018 and do not yet include end of year fundraising. Step By Step projects reaching our final fundraising goal of \$236,000 by the end of 2018.*

JOSEPH FUND \$124,615.78

**This fund includes at least three months of operating expenses held in reserve in case of unforeseen emergency circumstances.*

ENDOWMENT \$70,022.83

**Increased 40% since last year.*

EVEN STRONGER

- ✓ This year, we implemented Salesforce as a database, which will aid us in collecting data we've never been able to collect before.
- ✓ We received a grant for new technology in the office. We now have computers, a reliable printer, and iPads, which makes checking in children safer and more efficient.
- ✓ We now own two vans to pick up moms and kids, thanks to the generosity of our supporters. Without these vans, we would be unable to provide needed transportation to our moms and kids and they would be unable to attend.

KIDS



The number of children we serve has increased by **38%**.



We have secured **109** AWANA Club kids' sponsorships as part of Revive Kids (Children's Ministry Program).

OUTREACH



We have increased our Mentors **6 times over!** We now have Mentors engaged in over **500** additional hours of service.



Our volunteer base has expanded by **20%**.



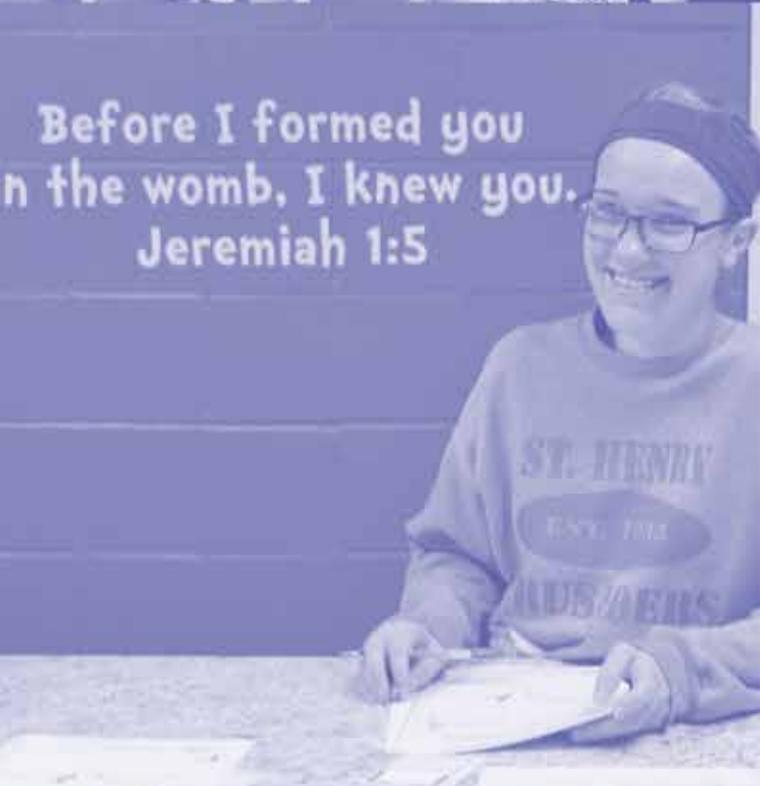
Print and media exposure has increased throughout the community to include billboards, our first ever television commercial, and 4 television news appearances.



New volunteer training curriculum has resulted in volunteers being trauma-informed, and equipped with advanced skills in maintaining healthy boundaries.

NEW PROGRAMS

- Step Into The Kitchen Cooking Class with Food Chain
- Step Into Reading Literacy Program
- Revive Kids Featuring Awana
- Step Into Leadership Program for graduating moms
- Refine Mentoring
- Fortify Leadership online training



Tanya and her team affect systemic change through Lexington's neighborhoods when it comes to the traditional path of teenage mothers. Offering the support that young mothers often find lacking, Step By Step goes above and beyond to help their clients succeed. Whether it be through emotional, physical, or spiritual assistance – Step By Step is a perfect example of the good in the world that we are proud to support.

Wes Murry,
*E.E. Murry Family
Foundation*



The thought you struggle with the most as a mentor is "I'm not good enough." Overcoming that feeling of not being worthy to come alongside someone and be a positive Godly influence is certainly tough... but there is an incredible support system at SBS. They do a great job of empowering and encouraging volunteers.

*Rachel,
Step By Step Volunteer*

REVIVE CREED
by Tanya Torp and Alicia Sims

Each Revive night, young single moms and Support Group Leaders stand to recite this creed together. It is a reminder of the purpose of Step By Step and the inherent dignity of our young moms and their children.

I belong here.

I am here for a purpose.
My presence matters.
I am fully accepted as I am, and on my way to becoming my best self.
I do not have to perform or pretend to be something I am not.
I am not my past mistakes.
I am not my diagnosis.
I am not what others have said about me.
My past does not dictate my future behavior.
In this space I can be made new.
I am not what happened to me.
I don't have to be powerless, weak, or afraid.
I am valued, adopted into this family of sisters.
I am not in competition with other single moms here.
I will fight for my sister and not against her.
I am not invisible here.
I am seen and I can be my true self.
My gifts and talents are welcome and will be supported in this space.
People have hurt me, abandoned me, misunderstood me, and counted me out.
I am NOT the version of me they have created.
I am possibility itself.
Being a mother is not my only identity.
I have hopes, dreams, aspirations and goals beyond my current circumstances.
I will inspire my children to reach their dreams as they watch me reach mine.
I am fearfully and wonderfully made for greatness.

We...

We choose to gather as sisters.
We are not the stereotypes the world believes.
In this space we are worthy.
We are seen.
When we leave this place, we will be changed.
We do not have to fall back into destructive patterns and routines.
In this space, my freedom is tied to the freedom of my sisters.
Together we become free.
We are not damaged goods, we are a powerful source of support for one another.
We do not invite or cause drama.
We lift our sisters up.
We sharpen one another, as iron sharpens iron.

We are

REVIVE
REVIVE