



S.T.E.P.S., Inc

ANNUAL REPORT 2019-2020



Welcome to S.T.E.P.S., Inc.

Mission Statement

To provide young women with the tools necessary to build lives of integrity and self-sufficiency through the empowerment of positive choice.

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MESSAGE FROM...

Founder & President

Beatrice Jennette



Over the last 13 years, our passion for helping young women identify, engage with and overcome the structural, societal and inner challenges they face in this world has been the driving force behind S.T.E.P.S., and we have touched the lives of over 1000 girls.

Because of your generous support and the commitment of amazing facilitators, staff and community volunteers, S.T.E.P.S. was able to touch the lives of more than 125 girls from September 1, 2019 – August 30, 2020. S.T.E.P.S. has grown significantly in the last year. In 2019, we added 6th grade girls from Cutler Middle School (Groton) and Kelly Middle School (Norwich) to our afterschool empowerment programs.

COVID-19 did not stop S.T.E.P.S.! We found a way to adapt and provide effective programming throughout the spring and summer. Our facilitators came together and reached out to our girls and continued to hold sessions online via ZOOM. We provided two community conversations to address their emotional well-being during this challenging time. These conversations were open to all students in southeastern Connecticut.

We gave the participants an opportunity to be heard and provided them coping strategies.

Additionally, we provided a week-long Summer Leadership Program which helped the girls develop leadership skills, encourage communication, increase social connections and build confidence.

Ensuring our facilitators are equipped with the most up-to-date, researched-based strategies available, we will provide education and support to the students in new and creative ways. They have been trained in trauma-informed youth mentoring, cultural diversity, and mental health first aid so they are able to face the new challenges and needs of our girls for the 2020-2021 school year. We have added Dove's Confident Me!, Girls Circle and a College/Career Mentoring Program to our current curriculum.

Fiscal year 2019-2020 was a very good year for S.T.E.P.S. Although we had to delay fundraising efforts which resulted in the cancellation of our Young Women's Leadership Day at Connecticut College and bowl-a-thon fundraiser with Soroptimist, Girl Scouts and Girls on the Run, we increased our gross income by 47%. This was driven by an increase of 58% in grants, including a \$30,000 grant from an anonymous corporate donor and a 279% increase in donations.

We would not be able to do the work we do without the support of this community and we hope that you will continue to partner with us on this path to bring positive changes to everyone in the S.T.E.P.S. community. Together, we will continue to empower girls and uplift communities. We are grateful for you!

MESSAGE FROM... Founding Member & Board Chair

Vivian Harrison



I am honored to lead a Board committed to guiding S.T.E.P.S. through its new year of empowering girls and uplifting communities. The appointment of new Board members this fiscal year gave momentum to our organization. Our Board is bigger and more diverse than ever with varied backgrounds as well as experiences – in law, business, finance, marketing and logistics. Their strengths and insights help the Board to guide S.T.E.P.S. I am proud to serve with them and want to thank these new members and the Board members who provide continuity for their commitment and contributions. All the accomplished individuals are engaged, effective and working hard in their important role. We know that the coming year will bring additional challenges and new opportunities. S.T.E.P.S. is prepared to head into the new year with a solid footing, but we know the generosity of our donors and the community we serve will continue to fuel our mission in the months to come.

Board of Directors

Beatrice Jennette
Founder and President

Vivian Harrison
Founding Member and Board Chair

Deborah Evans, M.B.A., C.P.A.
Treasurer

Laura Quashnie, M.A. Education
Secretary

Jessica Bessette, B.A. Education
Board Member

**Gay Clarkson, B.A. Art History,
M.S. Art Education**
Board Member

Kathleen Flynn, Esq.
Board Member

Leslie Hawley, Ph.D., M.B.A.
Board Member

Ornet Hines, M.B.A.
Board Member

QUICK FACTS

- It cost STEPS \$570 per student to run our program in 2019-2020.
- STEPS spent approximately \$10K in supplies and meals in 2019-2020.

HIGHLIGHTS

- Selected for Jumpstart Program, a powerful donor management and fundraising tool, by SECT Nonprofit Capacity Building Collaborative and Network for Good.
- Increased income by 58% to 93K. This included our first \$30K grant from an anonymous corporate donor.
- Served 125 girls in this past school year's enrollment, despite COVID-19.



COMMUNITY RECOGNITIONS

The Girl Power Collaborative received the **Community Collaboration Award** from the Chamber of Commerce of Eastern Connecticut. The Girl Power Collaborative includes Girls on the Run, Girl Scouts, Soroptimist, and S.T.E.P.S.

Beatrice Jennette, Founder and President of S.T.E.P.S., Inc., received the **Exemplar of Excellence Award** from the Salvation Army Boys & Girls Club of New London County. With Beatrice's vision, over 1000 local girls have learned to make positive, confident choices and how to bounce back despite adversity.

This is how we've impacted the lives of our girls.

Inspired to Activism – We're so proud to see our alumni/interns fight for change.

Alumni/Intern – Lizzette Perez



I am a current UConn student, and I serve on the advisory board of an organization concentrating on the road to real, structural change in New London, CT. I also served on their Research & Policy

team and helped organize Black Lives Matter protest.

Alumni/Intern – Jazmin Armstrong



I attend Lasell University and I'm working towards a bachelors in psychology. One of my honors classes is solely based on social injustice and racial inequality. We talk about everything that's going on

in the world and we express our opinions through discussions and how to fix them.

Intern – Emily Speckhals



I was a member of my high school's chapter of Amnesty International which hosted events and rose awareness pertaining to social justice issues in the world. I was involved in Spanish Honor

Society which did a lot of events to benefit Latino/Hispanic communities and I joined Spectrum, which was my high school's LGBTQ and diversity-focused social justice group.

FEATURING...

Nicole Wheeler

Lead Facilitator, 6th Grade Program



I am a math tutor at Groton Middle School in Groton, CT. I have been a part of the school system for almost nine years and a part of the S.T.E.P.S.

community for four years. When I think about the young ladies entering middle school, I think about what they are about to experience. They are entering into a period of change, puberty, identity crisis and much more.

With S.T.E.P.S., these girls get reassurance of who they are and who they want to become. S.T.E.P.S. plays a huge role in helping girls to succeed in school and in life. I believe S.T.E.P.S. for 6th grade girls is a fundamental part of their learning process and it should continue for years to come.



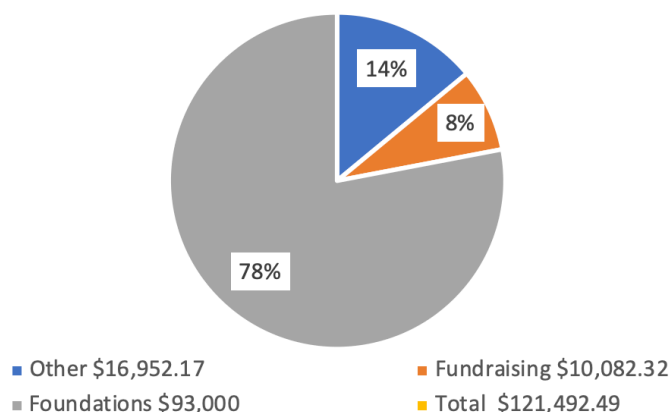
2019-2020 FINANCIALS

For fiscal year 2019-2020, S.T.E.P.S. focused on increasing gross income.

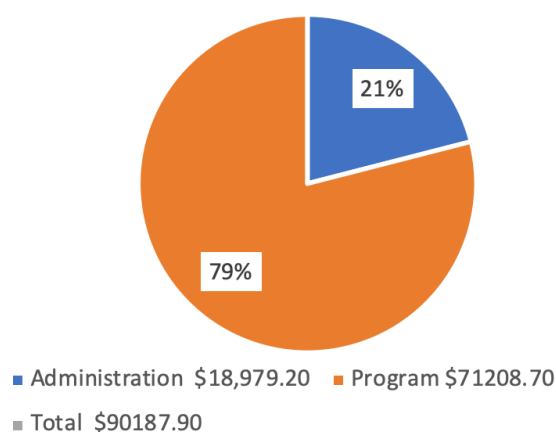
Despite COVID-19, we were able to do this by increasing our grant writing efforts, outreach for donations and fundraisers.

Expenses increased by 14% for the current fiscal year. The increase in expenses was driven primarily by an increase in payroll due to the hiring of a part-time employee. Other expenses such as supplies and meals were lower due to the impact of COVID-19.

2019-2020 Revenues



2019-2020 Expenses



You have helped us empower girls and uplift communities.
We look forward to your continued support in 2021.

GRANTORS – WE APPRECIATE YOU

INSPIRE

\$20,000 +

Community Foundation of Eastern Connecticut
Anonymous Corporate Donor

ELEVATE

\$5,000 +

City of New London (CDBG)
Pfizer Connecticut Labs Community Grant & Matching Gifts
R.S. Gernon Trust
William Caspar Graustein Memorial Fund

EMPOWER

\$3,000 +

Dominion Energy Charitable Foundation
Nordson Corporation Foundation
Groton Education Foundation
Elizabeth Raymond Ambler Trust

EDUCATE

\$1,000 +

Henry E. Niles Foundation
Chelsea Groton Foundation
Chamber of Commerce of Eastern CT Foundation
Charter Oak FCU

FRIENDS

\$500 +

Katherine & Ted Parker Fund
City of Groton