



ANNUAL IMPACT REPORT

2022: 10 YEARS OF SERVICE

BOARD OF DIRECTORS

OFFICERS

William Boggs, CDR, USMC (Ret)

Board Chair
Financial Advisor
Pence Wealth Management

David Schnell, CAPT, USN (Ret)

Vice Chairman
Vice President North America
Genasys, Inc.

Deborah Loeffler

Secretary
Former Director of National Outreach
United Through Reading

Devie Gatica

Treasurer
Private Wealth Management
U.S. Bank

DIRECTORS

Rick Benito

Senior Vice President
Bank of America

James Carmody

Partner, Vice President
Synergy One Lending

Tom Egan, CMDCM (SEAL), USN (Ret)

Director of Military Programs
and Services
Point Loma Nazarene University

Brian Epperson

CEO
Target River

Mike Evans

Senior Vice President,
Columbia Bank

John Farnam, Col, USMC (Ret)

CEO
Foundational Leadership Team

Curt Jones, CAPT, USN (Ret)

Senior Program Manager
TYTO Athene

Wessal Khader

COO & Co-Owner
ListReports

Terry Magee, CAPT, USN (Ret)

Magee Enterprises

Jenni Nesbitt

Laura Pinkham, LCSW

Vice Chair
Orange County Veterans and Military
Families Collaborative

ADVISORY COUNCIL

Mike Freeman

Retired
WD-40 Company

Laura Galinson

Philanthropist
LJ Galinson Advised Funds

Ken Garber

CEO
DEL REY Systems & Technology

Greg Jackey, APMA

Senior Portfolio Manager
Jackey/Robinson Group

Margaret "Peg" Millson

Human Resources Consultant

Lonnie Moore CPT, USA (Ret)

Member
VA Federal Advisory Committee

Jeff Simons LDCR, USN (Ret)

President
Simons Consulting

Laura White Ludvik

President
USS Midway Foundation

OUR MISSION



STEP builds financial self-sufficiency among junior active duty enlisted service members and recently discharged enlisted Veterans and their families facing financial crisis through counseling, education, and grants.

VALUES

Do what's right
Honor patriotism and service to country
Build relationship
Respect others
Deliver results with excellence

VISION

Relevant, reliable, and responsive. STEP's vision is to change the lives of military and Veteran families who we serve by helping them achieve financial self-sufficiency.



LETTER FROM THE CEO

It has been a privilege to serve as the CEO and Co-Founder of Support the Enlisted Project for the last nine years. Our vision is a powerful one: To be Relevant, Reliable, and Responsive...to change the lives of military families and Veterans we serve by helping them achieve financial self-sufficiency. Our path has been an extraordinary history of accomplishments, and this year was no exception.

THIS YEAR, OUR STEP TEAM:

- Positively touched the lives of 40,000 military family members
- Aided 603 families through our Emergency Financial Assistance Program
- Met all requests for service in Southern California, and also served all requests for support from remote locations:
- Met all requests for service in Southern California, and also served all requests for support from remote locations:
 - » 12% of families in crisis served resided in Washington State
 - » 14% of families in crisis served resided outside of SoCal and Washington State
- Grew our volunteer base to more than 10,000 hours

With each successive annual report, I have the opportunity to reflect on the many ways—old and new, familiar and innovative—that we have furthered our mission. This year’s annual report is a staunch reminder: Our mission is more relevant than ever.

Our mission is always front and center in the minds of our excellent team—a cadre of professionals who work tirelessly every day. We are focused on changing lives. We are also dedicated to being effective stewards of the resources entrusted to us.

As we look to the global economic instability in our future, I am certain that STEP will remain committed to seeing that our enlisted military families are provided the counseling, education and financial grants that will help them achieve the long-term financial self-sufficiency needed for their successful futures. We will not falter, nor wander.

I am grateful and proud to work with an exceptional board of directors, unbelievably generous and dedicated donors, fantastic corporate and foundation partners, as well as a passionate and capable team in guiding this vital organization into a new decade of service to a mission that has proven worthy and important to our military members.

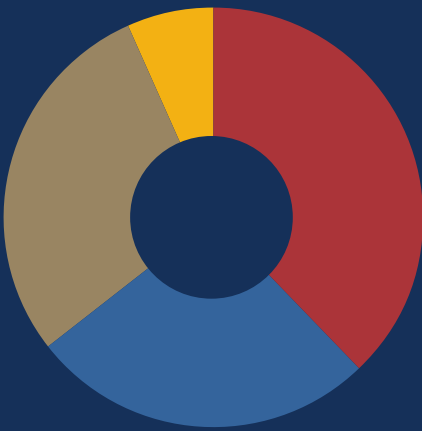
Respectfully,

Tony Teravainen, MSEL, USN (Ret)
CEO & CO-FOUNDER

Financial Transparency Statement*

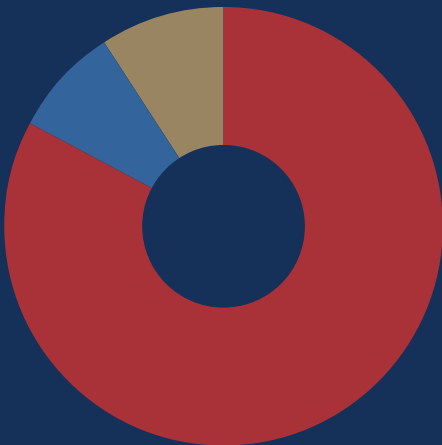
83%

OF EVERY DOLLAR GOES
DIRECTLY TO FUND PROGRAMS



REVENUE

In-Kind Goods and Services	\$1,156,971
Grants	\$817,486
Individual Contributions	\$884,434
Special Events/Other	\$201,233
Total Income	\$3,060,124



EXPENSES

Program Expenses	\$2,384,729
Development Expenses	\$236,842
Administrative Expenses	\$257,933
Total Expenses	\$2,879,504
Income in Excess of Expenses	\$180,620

ASSETS & LIABILITIES

Beginning Net Assets	\$1,126,901
Ending Net Assets	\$1,307,521
Total Liabilities	\$152,397
Total Liabilities and Net Assets	\$1,459,918

*FY21 audited financials



PROGRAMS

EFA Program

STEP's Emergency Financial Assistance (EFA) program is proven successful at building financial well-being among military and Veteran families. Having volunteered to defend our Nation, these families face low wages, frequent moves far from their support systems, lack of affordable childcare, high spousal unemployment or underemployment, and inadequate affordable housing options. The EFA program is designed to set families up for success, even those who are living paycheck to paycheck.

Our social workers are certified in financial counseling. They use a solution-focused approach to work one-on-one with each family to identify their strengths and financial goals and to create a realistic plan to achieve those goals. When indicated by the financial plan, the family receives an emergency grant to ensure no basic need is lost and families can confidently start the work toward a state of financial well-being: "the combination of having financial security and financial freedom of choice in the present and in the future" (Consumer Financial Protection Bureau).

84% OF EVERY DOLLAR GOES DIRECTLY TOWARD PROGRAMS



LIFETIME ACCOMPLISHMENTS

*Serving our community for 10 years
2012-2022*

6,301 closed applications for counseling services in the face of a financial crisis and granted over **\$2,237,123** to prevent the loss of necessities like:



Supplemental Programs

STEP is responsive to the needs of our local military community, which means when we learn of a need, we mobilize to provide. Whether it's a new crib and car seat for a family or organizing events that directly impact the immediate needs, our supplemental programs offset the common expenses for our clients. These events are possible because of our volunteers, generous donations, and advocacy from our supporters.

20%

OF THE UNITED STATES MILITARY POPULATION IS SERVED BY STEP.

CAMMIES TO COLLEGE

STEP hosts an annual Cammies to College event, presented by USAA. This educational resource fair is designed for service members, Veterans, and their families to help them take charge of their academic future. Resources for Pre-K to PhD are present to answer questions and provide knowledge.

CAR GIVEAWAYS ►

STEP proudly facilitates car giveaways, connecting clients with refurbished cars given by our generous corporate partners.

53

CARS GIVEN AWAY TO DATE.





STEP INTO THE HOLIDAYS ►

VETERANS DAY— Soapy Joe's partnered with STEP to provide free car washes to Military and Veteran families on Veterans Day. They collected donations for STEP this year, amounting to a total of \$2,500.

SHARING THE JOY— Every year STEP hosts a holiday distribution, where donors “adopt” a military family. We match the donors to clients who have been chosen to participate, and give the donors a wish list provided by the family.

THANKSGIVING DRIVE— STEP's annual Thanksgiving Drive was a major success this year. United Way delivered 300 Crockpots, which we distributed along with food, diapers and other goods provided by the community. Phil Saenz's Political Science Class at SWCC donated \$2,650.

221

FAMILIES RECEIVED GIFTS, FOOD, DIAPERS, BOOKS, ACTIVITY KITS AND OTHER FUN SURPRISES (920 INDIVIDUAL LIVES TOUCHED).

350

FAMILIES WERE SERVED THIS YEAR (1500 INDIVIDUAL LIVES TOUCHED).



◀ BABY ON BOARD DRIVE

The 2022 Baby on Board Drive was a record setting year! With the help and support of the community, we collected thousands of in-kind gifts and items.

\$10,000

RAISED IN MONETARY DONATIONS

BACKPACK DRIVE

900

BACKPACKS FILLED WITH SCHOOL SUPPLIES WERE COLLECTED AND DISTRIBUTED

INFLATION RESPONSE MONTHLY DISTRIBUTIONS ▶

With inflation on the rise, our team stepped up to offset costs through STEP's monthly warehouse distributions. With the help of community partners and volunteers, we distributed food, diapers, clothes, shoes, cleaning supplies, and more.

136,460

DIAPERS PROVIDED

246,156

POUNDS OF FOOD DISTRIBUTED



CLIENT SUCCESS STORY

STEP Social Worker met Sara and Jim at an Oceanside food and diaper distribution. While chatting, they realized they could use STEP's Emergency Financial Assistance program to resolve some long-term financial struggles. The family's only vehicle was no longer fuel efficient and with gas prices at an all-time high, they were spending almost \$900 each month on gas. The car had also become unreliable, but they avoided having it checked, since finances were so tight. To get by each month Sara was relying on the generosity of her parents for the children's essentials, supplies and food and then paying them back each paycheck. STEP provided them with Financial Freedom counseling, a car repair assist of \$518, and at the family's direction, created a Personal Finance Plan to get them on track to financial well-being. After working with the STEP Social Worker over the next several months, the family was proud to report they did not need any extra assistance for the first time in months.

I wasn't sure exactly what I was going to do, bills mounting and no relief in sight. My command supervisor suggested a call to STEP. Within a few hours, I was sharing my story and making a financial plan that would help change the lives of me and my family...they also provided diapers, food and clothing for our little ones. Thank you for you being there, when we needed you most!

JIM, E-5 MARINE



23,492

FAMILIES SERVED

Washington State Growth

Despite COVID-19 related challenges, STEP opened an office and hired staff who are now diligently working with the military, government, business and local communities to establish STEP as a trusted and viable option for young military and Veteran families in Washington State. Together, we have expanded STEP's value and are successfully serving a larger sector of our military.

72

EFA CLIENTS SERVED IN WASHINGTON STATE IN 2022

JBLM ►

Hawk Career Center at Joint Base Lewis-McChord provides services to transitioning Service Members, Veterans and their families through TAP. The mission of the Transition Assistance Program (TAP) is to deliver a world-class transition program for America's Army that empowers members to make informed career decisions to enhance lives, communities and our nation. STEP also participated in the Hiring our Heroes event held at JBLM.

US COAST GUARD SECTOR SEATTLE

Two presentations were given to our active-duty Coast Guard stationed in Seattle reaching 42 service members and support staff.



4,500

SERVICE MEMBERS, VETERANS AND THEIR FAMILIES WERE REACHED THROUGH 2 LARGE SCALE EVENTS AT JBLM.

945

TRANSITIONING SERVICE MEMBERS WERE IMPACTED BY STEP THROUGH TAP COMMUNITY ENGAGEMENT EVENTS.

30

COMMUNITY ENGAGEMENT EVENTS TO SUPPORT JBLM, NAVAL BASE KITSAP, NAS WHIDBEY ISLAND, AND US COAST GUARD SECTOR SEATTLE



RED CROSS ►

STEP is in partnership with American Red Cross Service to Armed Forces (SAF) for the Northwest Region. Together, our incredible work provides critical assistance and resources to service members, Veterans and their families throughout the region. SAF continues to act as a conduit to military-serving organizations and service members in need of our support. We thank them for supporting our military community and our ongoing partnership.



VOLUNTEERS ►

The USS Nimitz (CVN 68) and USS Theodore Roosevelt (CVN 71) provided critical support for STEP at the Silverdale Chamber's Military Appreciation Day 2022 held at the Kitsap Sun Pavilion on March 5, 2022. The event was organized by the Military Affairs Committee of the Silverdale Chamber and over 1,200 military connected families in attendance. Between the two ships they supported the event with 40 volunteers to assist STEP in sharing information about STEP Programs, ran our game booth and provided support with other event needs throughout the day.





Partnerships

STEP is proud of the relationships we have built with our military organizations, local corporations, and community foundations, including our 135 referring partners. Thank you to all those who have volunteered on site including many of which are listed below.

Please see complete list of all STEP's generous community partners in Our Donor section on page 22.



Volunteers

Volunteers are at the heart of STEP. We would not be who we are without them. This year, our volunteers and volunteer leads took on an even larger role stepping up to support and lead warehouse distribution, administrative duties, and spearheading our holiday programs. We are incredibly grateful to all of our volunteers!

10,496

VOLUNTEER HOURS COMPLETED IN FY22, A \$374,280 VALUE, OUR BIGGEST YEAR YET!

VOLUNTEER OF THE YEAR JONI WORNKEY

A great volunteer doesn't just support the organization, but also finds new and better ways of getting things done. This statement perfectly describes Joni Wornkey and why she was named STEP Volunteer of the Year. STEP's Annual Volunteer Recognition Luncheon was held on Saturday, April 2, with more than 90 people in attendance.



“We are honored and pleased to have Joni on the STEP team, and to be able to recognize her invaluable contributions to the execution of our mission.”

TONY TERAIVAINEN, CEO AND CO-FOUNDER OF STEP

The Board of Directors and staff had the opportunity to honor and thank so many wonderful and dedicated volunteers who have supported STEP over the last year.

Joni was instrumental in the implementation of a new, efficient system for our STEP Into The Holidays program, which culminated with a seamless distribution of gifts for nearly 350 military families. She and her team were responsible for the beautiful holiday décor throughout the building.

We rely on Joni's leadership skills for training new volunteers in warehouse and safety procedures. Her expertise and guidance on warehousing has led to a well-organized system allowing families to easily access needed food, clothing and household items. Homemade treats are available weekly for our active-duty volunteers, courtesy of Joni.

Thank you for your friendly demeanor, contagious enthusiasm, and being so generous with your time, giving 354 hours in 2022!



2021–2022 Honors, Awards & Recognition

We're grateful to be recognized by these honors and achievements this year...

Hire Vets Medallion—Gold Award
from U.S. Department of Labor

SD500 Most Influential People (2021)
presented to Tony Teravainen

Outstanding Community Service
presented by Senator Brian Jones

**Non-Profit Executive of the Year,
San Diego Business Journal (2021)**
presented to Tony Teravainen

HARRAH'S

A special thank you to Harrah's Resort for choosing STEP to participate in the All In 4 Change award program. Thank you to everyone who voted for us!

\$10,000

WAS AWARDED TO STEP BECAUSE OF YOUR SUPPORT

◀ VOLUNTEER LUNCHEON

STEP's Volunteer Luncheon was a huge success with over 90 guests in attendance, including our staff and Board of Directors. Our CEO graciously thanked our volunteers for their dedication and service. Special guest Councilwoman Marni Von Wilpert presented certificates of appreciation to our volunteers. Pictured is volunteer extraordinaire, Mike Bates, receiving a well-deserved award.



CHARITY NAVIGATOR RATING

For the sixth consecutive year we received the coveted 4-star rating from Charity Navigator, highlighting non-profits with the highest standards and results for strong financial health and commitment to accountability, transparency, and efficacy. With only 25% of charities receiving this rating, it speaks to the importance of financial transparency. Being good stewards of our donors' gifts is paramount to our long-term sustainability and overall commitment to our community.

GUIDESTAR PLATINUM

Exchange Participant



RANKED NO. 29 NATIONALLY

among organizations that support the military, Veterans, and their families by Charity Navigator and Stacker

A+ RATING

Better Business Bureau

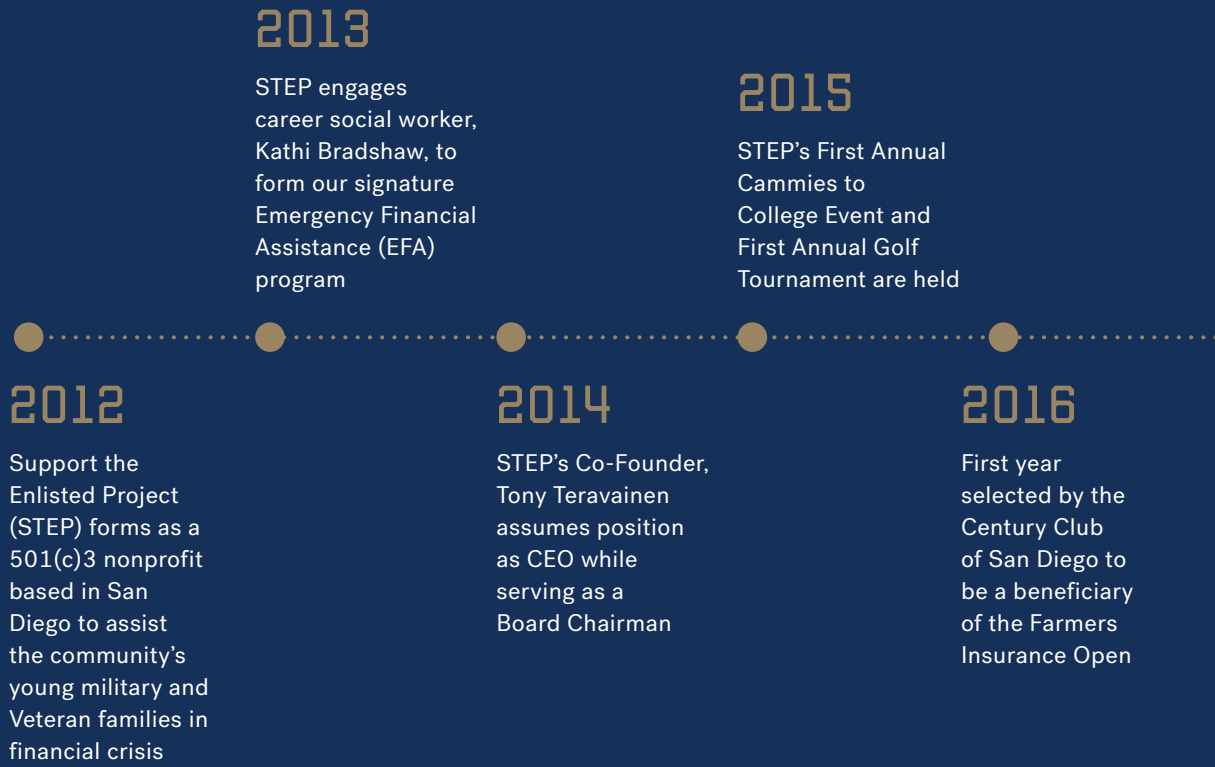


Our History

In 2012, a group of Veterans recognized that enlisted E1 to E6 rank service members struggle to make ends meet due to their low pay rates and the high cost-of-living. They formed STEP to stop evictions, repossessions, disconnections, and more for active duty and Veteran service members.

However, the board realized they could do more. They could not increase military pay or decrease living expenses but could help families get to a place of financial self-sufficiency. STEP hired a career social worker to develop a social work-based crisis intervention program that empowers families to take charge of their overall financial well-being. This became STEP's award-winning Emergency Financial Assistance (EFA) program that now serves active duty enlisted service members ranked E-1 to E-6, transitioning enlisted Veterans within 18 months of discharge, and their families.

Today STEP strives to reach more enlisted military members to provide them with the tools they need to meet their financial goals and prepare them to prevent future financial crisis. With a full staff and robust volunteer base, STEP now serves military members, Veterans, and their families in Southern California and the State of Washington.

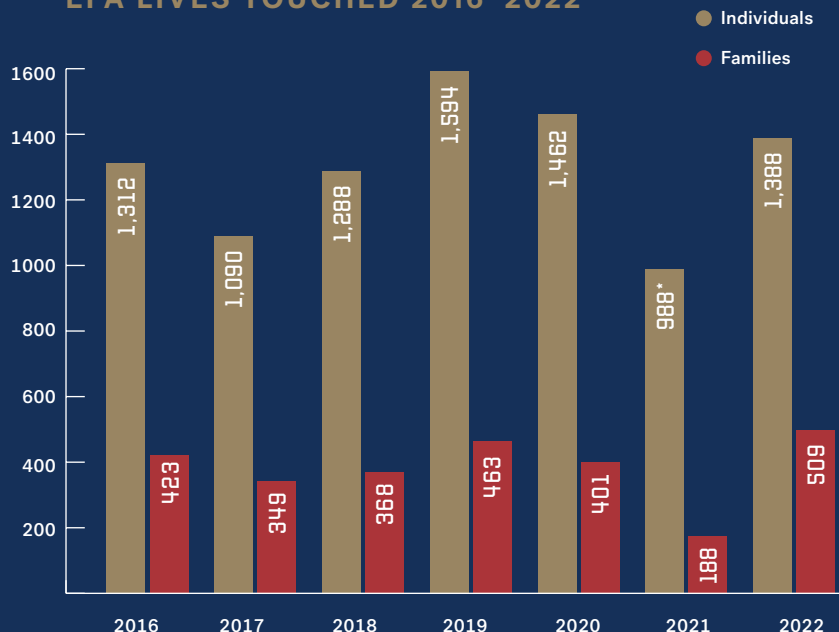


By the Numbers

STEP PROGRAMS

Fiscal Year	Families Served	Volunteer Hours
2013	202	2,074
2014	755	3,237
2015	902	6,677
2016	423	7,618
2017	349	5,260
2018	368	7,291
2019	463	6,476
2020	401	6,068
2021	188	6,288
2022	509	10,496

EFA LIVES TOUCHED 2016-2022



2017

First time to receive the coveted 4-star rating from Charity Navigator

2019

Awarded both Veteran Allegiance Award by the Veterans Museum and the Impact Award by the North San Diego Business Chamber

2021

STEP expands programming to Washington State, and has an office in the Veteran Service Office in Tacoma

2018

Awarded Bill Trumpfheller Social Impact Award by San Diego Regional Chamber of Commerce

2020

During COVID, STEP Programs pivot to serve more through Warehouse Distributions and Warehouse On Wheels (WOW) events

2022

STEP was selected as the Non-Profit of the Year by the *San Diego Business Journal*



DONORS

Donor Acknowledgements

DONOR SPOTLIGHT

JAMES CARMODY

In February of 2017, Partner, Vice President, and San Diego Branch Manager of Synergy One Lending crossed paths with Support The Enlisted Project's CEO, Tony Teravainen. Tony appeared on the Rise Up Radio show, a platform created by James to empower America's servant leaders by sharing positive news and stories, highlighting leaders who rise up and make an impact in our communities. Rise Up Radio is self-financed by James and his wife of eight years, Kari. Through this platform they have shared empowering stories of hundreds of servant leaders in San Diego County.

Following that first meeting in 2017, James and Tony stayed in touch and began to work together through community service projects and events, as James continued to explore which giving model and space best suited his family. In the winter of 2020, James decided to commit his efforts to STEP by donating 10% of the monthly profits from Synergy One Mortgage Team Carmody to STEP. He kicked off this commitment with a check in the amount of \$7,200.

This reoccurring gift has become instrumental in STEP's development. Through this partnership, James and Kari work with STEP to maximize their impact. These gifts are often doubled through matching campaigns, sponsorships, or marketing to continue to reach new donors. James did not stop there; he now serves as a member of the Board of



Directors. Thank you, James and Kari Carmody, Team James Carmody, and the Synergy One Lending Corporation for choosing to make a monumental difference with STEP by demonstrating your towering leadership, providing strategic giving, and for being a beacon for others to follow.

Both Major Gifts & Grants

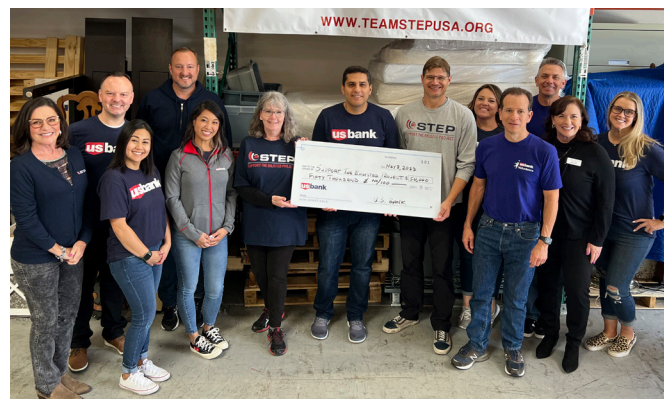
Our donors rallied around STEP and we are eternally grateful for your steadfast and generous support this year. Thousands of community members band together to ensure that the programs and services we offer were not only continued but expanded. Your gifts, both financial and in-kind, made a direct impact to the military and Veteran families we serve.

50,112

MILITARY FAMILIES' LIVES IMPACTED BY STEP IN 2022

U.S. BANK GIVES BACK TO MILITARY FAMILIES ►

Thank you to U.S. Bank for the generous donation of \$50,000. For every credit card applied for in the San Diego area during the month of November, U.S. bank donated \$100 to STEP. This gift made a huge impact on the lives of our military families.



SOUTHWEST AIRLINES

Southwest Airlines kicked off their Million Acts of Kindness, and we were lucky to be one of the chosen Nonprofits to receive 100 one-way tickets. These tickets are used to help service members travel home for emergencies, and for travel to Washington State to better serve our military clients through our expansion. We can't thank Southwest Airlines enough for this generous gift.



\$118,000

RAISED IN 24 HOURS



STAND AND SALUTE

STEP had the honor of participating in Stand and Salute again this year, and a record breaking \$118,000 was raised by our organization thanks to our generous donors.

◀ CHAMPIONS FOR YOUTH

STEP was again selected to join Champions for Youth in collaboration with The Century Club of San Diego and the Farmers Insurance Open. Six outstanding organizations were selected to raise funds supporting vulnerable populations. Total monies raised in 2022 was \$739,704.

STEP raised an incredible \$98,760 and an additional \$46,500 in bonus funds with a total of \$145,260. To be selected is an honor and a privilege and the funds raised go a long way to providing Emergency Financial Assistance for our enlisted members and their families. STEP thanks The Century Club of San Diego for their continued partnership and support.

\$145,260

RAISED TO DIRECTLY IMPACT OUR MILITARY FAMILIES

STEP AND UTR GOLF TOURNAMENT ▶

STEP and United Through Reading (UTR) joined forces for our 4th annual Swing For Our Heroes Charity Golf Tournament. Thank you to all our 2021 sponsors!

3-D Marketing

Calibur Wealth

City National Bank

Considine & Considine

DEL REY Systems & Technology, Inc.

FT Realty

General Atomics Aeronautical

General Dynamics, NASSCO

Jingoli Power

Klinedinst Attorney

Landing Collective

LevitZacks

LTSP, Inc.

Magee Enterprises

San Diego Padres

Soapy Joe's

The Carmody Group

USS Midway Foundation

White Feather Investments



Our Donors

FOUNDATIONS, CORPORATIONS, AND ORGANIZATIONS

\$100,000+

The Century Club of San Diego
 Walter J. and Betty C. Zable Foundation

\$50,000-\$99,999

Allison and Robert Price Family Foundation
 Lee S. Monroe Foundation
 The Green Foundation
 The Stephan and Barbara Spiva Foundation
 US Bank Foundation Grants Program
 USS Midway Foundation

\$25,000-\$49,999

Farrell Family Foundation
 Military Spouse Kickball Association
 Orange County Community Foundation



BIKE DONATIONS: ILLUMINA AND OUT OF THE ORDINARY GROUP & TEAM ADVENTURES

Out of the Ordinary Group & Team Adventures introduced Illumina to STEP. As part of Illumina's team building experience, they built bikes from the ground up and donated them to STEP. Additionally, we were invited to make a presentation about STEP. Thank you to both Out of the Ordinary Group & Team Adventures and Illumina!

\$15,000-\$24,999

3D Marketing
 Bank of America
 County of San Diego District 3
 David C. Copley Foundation
 Las Patronas
 Morgan Stanley Gift Fund
 Rancho Santa Fe Foundation

\$10,000-\$14,999

Affordable Housing Access, Inc.
 Capital One
 Ceasars Enterprise Services, LLC
 City of Vista NonProfit Grant Program
 Cushman Foundation
 Edith and William Krouss Charitable Fund
 God's Gift Charitable Foundation

InnovaSystems International, Inc.
 Life Without Borderz, Inc.
 Navy Federal Credit Union
 San Marcos Community Foundation
 The A.C. and Shaughne S. Warnack Foundation
 The Crean Foundation
 The Horst Family Foundation Inc.
 USAA
 USS Midway Museum

\$5,000-\$9,999

832 Woodworking
 Baxter Blasting Drilling Company
 Beyster Family Foundation Fund IV
 General Atomics Aeronautical Systems
 Jewish Community Foundation
 Leichtag Foundation
 NA-ALII
 A Nakupuna Company

PenFed Foundation

Soapy Joe's

Telos Capital

Management, Inc.

The Kim and Harold Louie
Family Foundation

The Laura J Niles
Foundation

The Nordson Corporation
Foundation

The Simon-Strauss
Foundation

\$2,500-\$4,999

ABLC

CALPRO Network
Financial Services

Columbia State Bank

Combat Veterans
CVMA 33-1 SoCal

Commonwealth
Charitable Fund

Honda of El Cajon
Superstore

Pala Band of
Mission Indians

Pickford Realty Cares

Religious Offering Fund

The Wilson Sexton
Foundation

\$1,500-\$2,499

American Legion Auxiliary
Pacific Beach Unit 552

Bank of America

Charitable Foundation

Disney Worldwide
Services, Inc.

Ed and Mary Fletcher
Family Fund

Experian

Facebook

Farmers Insurance

Naval Officers' Spouses'
Club of San Diego

Navy Federal Credit Union
2505 Callagan Branch

North Coast Church

PayPal Giving Fund

Santos Family Foundation

Sundt Foundation

US Bank Foundation

Employee Matching
Gift Program

\$500-\$1,499

AmazonSmile

American Legion Auxiliary
Newport Harbor Post #291

Challenge Foundation
(Financial Services)

Coronado Junior
Woman's Club

Elam's Hallmark

Genasys, Inc.

Green Family
Foundation Trust

KPMG

Left Brain Professionals

Lundstrom Engineering &
Surveying Inc.

Mad Dog Lacrosse

National City Chamber
of Commerce

Navy Federal Credit Union
Merrifield, VA

Navy Federal Credit Union
Tierrasanta/Clairmont
Mesa Branch

Navy Nurse Corps
Association of
Southern California

Policy Research
Associates, Inc

Poway Veterans
Organization

Richard and Laura
Schrager Foundation

Rotary Club of
Coronado Foundation

The Chapel at Carlsbad
By The Sea

The Dorothea Tuney
Foundation

Veterans of Foreign
Wars Motorcycle Club

VFW Encanto Post/
Auxiliary #1512

Walmart

\$1-\$499

Abbott Laboratories

American Legion #9

Aux to OK Ingram
Ship VFW #1774

Bates Powerlifting

Belco Forest Products

Boeing

California Community
Foundation

Costco Wholesale

Edison International

Espinosa Vineyards
& Winery

Fleet Feet Syracuse
Run Club

Give Lively

Foundation, Inc.

Harrah American
Legion Post #223

L & S Pension Services

One4All Charitable Fund

San Diego Gas & Electric

Sempra Employee
Giving Network

Smart & Final
Charitable Foundation

Surmanian Family Fund

The GE Foundation

The Perino Family Trust

UBS Financial
Services Inc.

*“STEP has been a saving grace
for our family. STEP has
allowed our family to regain
control of our finances. We still
struggle sometimes, but we
work hard to stick to the plan.
Thank you for your help!”*

JACOB

INDIVIDUALS

\$20,000-\$50,000+

Scripps Ranch Family
Kathryn Starr

\$10,000-\$19,999

Benjamin Berry
James Carmody
Jay Johnson

\$5,000-\$9,999

Beyster Family
Walt Bochenek
Laura Galinson
Lynn Gorguze
Roderick Hughes
Robb Jackson
Donald Maescher
Terry Magee
Rashad Raisani
Richard Rodriguez
Valentina Russack
Kathryn Sinclair
Carol & Jerry Turk

\$1,500-\$4,999

Karen Allport
Richard Aufmann
Samson Borja
Toni Church
Gordon Collins
Moutaa Daaboul
Andrea Dooley
JP & KathyJean Farnam
Michael Freeman
Susan Harmon
Sean Hartranft
Phillip Heironimus
Curt Jones
Monica Kaiser
Richard Keidel

Tae Kim
Robin Lipka
Charles Miraglia
Catherine Oswald
Diane Palmer
Brad Poeltler
Gene Reu
Ronald Seden
Howard Spetter
Vijayalakshmi Srinivasan
Peter Tancredi
Donald & Margaret West

\$500-\$1,499

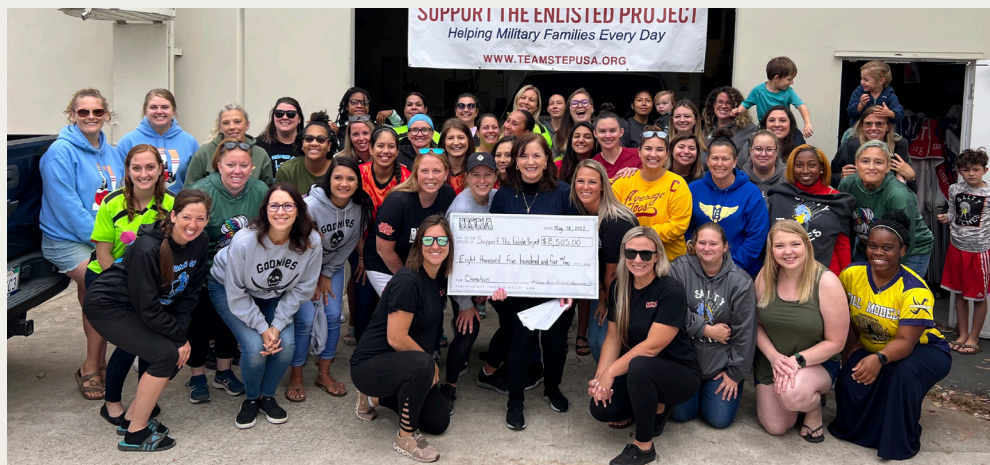
E Alexa Anderson
Sandra Arciniaga
Deanna Atherton
Claudia Basso
David Beatty
Barbara Beeby
Gary Beeson
Gladys Blankenship
Brandon Bol
Michael Borchard
Karen Brasch
Nicholas Braun
Pam Broadway
Colin Campbell
Larry Cooke
Kenneth Coveney
Bob Daugherty
Kendall DeSpenza
Karen Dien
Greg Dorin
Keith & Chris Eshelman
Mike Evans
Steve & Barb Fiorina
Tuck Forsyth
Ken Garber

Raymond Gerding
Michael Gillett
Ellen Feldberg Gordon
Jeff Grant
Patricia Grawburg
Bob Greenberg
Vivianna Greene
Gagandeep Grewal
Matt Griesbach
Rebecca Hank
Sandra Holmes
Carolyn Horowitz
Susanna Hung
Greg Jackey
Anthony Jackson
Jeffrey Jordan
Benjamin Karnow
Tinker Ty Keck
Pat Kellenbarger
Mark Kersey
Nancy Kirby
Michael Kleine
William Krouss
John Landherr
Deborah Loeffler
Mike Lucki
Annette R. Luckow
Sheldon Margolis
Gregory Martin
Jeffrey McEvoy
Scott & Erin McPherson
Jeffrey Mullen
Donald Mullin
Gregory Namrow
Shannon Nestor
Tuan Nguyen
Miguel Ortega
James Patterson
David and Rhonda Penn
Deniz Piskin

Michael J Posey
Jori Potiker
Patricia Potter
Teresa Quintana
Roy Risner
Brenda Roa
Patti Roscoe
Dan Rose
Teddy Salvador
Tammy Sanchez
Dino Santos
JR Scherer
Dave Schnell
Mark Schupp
Harvey Schwartzman
Ted Schwarz
James Scully
Bradley Searle
Jack Sears
Lorlei Seden
William Sitz
Thomas Splitgerber
Chelsea Sylvester
Ann Uri
John Varvi
Dean Wakeham
Ann Walker
Duncan Wallace
Susan Walther
Craig Watson
Susan Watson
Beth Weber
Steve Welty
Audrey Wickstrand
Matthew & Jayneann Wikler
Kristopher Williams
Mark Wishner
Gar Wright
Robert Wunderle
Alisha Young

\$100-\$499

Gregg Anderson
Bethany Ashcraft
Baron Asher
Viviana Baca
Linda Bagwell
Kathleen Barajas
Kirsten Barrera
Ian Barron
Michael Bates
Sean Bathgate
Henry Bedinger
Joseph Beel
Alfred Beers
Ricardo Benito
Hannah Berger
Paula Best
Arthur Blodgett
Gordon Boerner
Bill Boggs
Catherine Boling
James Bonk
Jon Bradford
Len Bradshaw
Kathi Bradshaw
Clarence Breskovic
Windus Fernandez Brinkkord
Marlene Brown
Bobby Buchanan
Kevin Busen
Donna Buss
Roy Byers
Victoria Cabot
Sarah Calipes
David Carta
Mark Case
Rico Cassoni
Mariko Castleberry
Laurie Catron
Lynn Caughey
Anthony Cesare



MILITARY SPOUSE KICKBALL ASSOCIATION

Thank you to these amazing ladies from the Military Spouse Kickball Association (MSKA) San Diego Chapter. They showed up in full force to donate truckloads of donations and fill our warehouse with new cribs, car seats, crib mattresses, toys, clothing, hygiene items, food and more. During their season they collected 67,782 individual items and raised \$8,505 in monetary donations to support STEP's mission. We are so grateful for your support.

Marcia Charest	Tao Dang	Francisco Fabrega	Linda Gordon	Florentina Hooker
Sheryl Chasteen	Troy Darland	Sayce Falk	Naoko Gorsuch	Pamela Horowitz
Scott Cheng	Anne David	Susan Fauk	Steve Grace	Michael Irvine
Jim Cheung	Gregory Denison	Debbie Feinberg	Peggy Graham	Ramsey Israwi
Kevin Christensen	Carole Diaz	Michael Feraldi	Brian Grana	Jon and Ann Ives
Joanne Ciniglia	Nancy Dock	Scott Finkbeiner	Jean Grasberger	Terri Iwatsuru
Jordan Clark	John Duncan	Raymond Firestone	Meredith Grimm	Brian Jackson
William Clark	James Dunny	William Fitzhenry	Jessie Guarnes	Mary Kathryn Jarcy
Lisa Coffman	Paul Dutcher	Phil Flakes	June Hall	Harriet Johnson
Anthony Colarusso	Kathleen Edwards	Gertrude Fletcher	Jennifer Haller	Bob Jondall
John Collins	James Egan	Brian Ford	John Hank	Wendi Jones
Stephen Colon	Thomas Egan	Julia Fox	Matt Hansen	Pamela Jones
Lindsey Combest	Kim Ellrot	Ken Franklin	Kenny Harvey	Chris Jordan
Richard Cone	Ladd Elwardani	Mike Fredenburg	Richard Hathaway	Tina Juliana
Paul Cook	Randy Engel	William Friess	Michael Hathaway	Dwayne Junker
Robert Crawford	Richard Eppel	Allan Galgut	Christine Hauser	Paul Kaneshiro
Claire Crimi	Margaret Erickson	Denny Galiano	Yoko Hayes	Gale Kavanaugh
John Cronin	Diane Erk	Devie Gatica	Chester Heard	Kevin Keller
Julia Crowley	Paul Evans	John Geer	Kachina Heil	Jared Kelley
Lisa Culver	Michael Eyer	Denise Giacomini	Barbara Herr	Francis Kelly
Moutaa Daaboul	Roland Fabia	Cathy Gill	Robert Hill	Larry Kesslin
Rick Dahlseid		Constance Goff	Mitchell Hirschman	Wally Khambata
				Lane Kiefaber
				Jeffery Kile
				Dorothy Kisling
				John Kohut
				Gregory Konoske
				Kent Kreger
				Suhas Kulkarni
				Tim Lafleur
				Rocky Lalvani
				Jeffery Lamont
				Santa Lampe
				Michael Landreth
				Jesse Langley
				Edwin Langmaid
				Sandy Larkin
				Kathlyn Layton
				Teresa Leach
				Geoffrey Lehy
				Donald Lennert
				Angela Leung
				Michael Levine
				Maddison Levine



ASSISTANCE LEAGUE OF GREATER SAN DIEGO

Thank you to our community partners at Assistance League of Greater San Diego for collaborating with us throughout the year to distribute little “sneakers” to our military kiddos! Thank you for all you do to support our team at STEP and our military and Veteran community.

- Gregory Rediske
- John Reynolds
- Shaun Richter
- Deborah Riordan
- Don Roberts
- Bonnie Roberts
- David Rodriguez
- Helen Roiz
- Tina Romano
- Kurt Rommel
- Dolores Rosas
- Lauren Rosenberg
- Paul Rosenberger
- Joann Ryder
- Kathleen Salmas
- Greg Salomon
- David Saviage
- Daniel Schafer
- Brian Schimpf
- John Schmitz
- Ray and Jeannine Schnorr
- Ruth See
- Marvin Shappi
- Pamela Shararian
- Les Sheldon
- Carleton Shiroma
- Rick Sidley
- Jeff Simons
- Ryan Skaja
- Katie Smith
- Mark Smolin
- Greg Snaer
- Michele Dukes-Sponder
- John Sprague
- Mary Starrett
- David Stepp
- Roderick Stewart
- John Stickle
- Keith Stokes
- Michael Strausz
- Stuart Strenger
- Dianne Sullivan
- Douglas Swaim
- Robert Swansstrom
- Cheryl Sylvester
- James Szepesy
- Estela Tarano
- Michael Taylor
- Tony & Jackie Teravainen
- Margaret Teravainen
- Gary Thornton
- Rob Trainor
- Douglas Twining
- Paul Vanderpool
- Luke Vause
- Elizabeth Villanueva
- Vicki Volek
- Zelda Wagner
- Douglas Wahl
- Cheri Wales
- Gary Wallin
- Jessica Walls
- Kelly Ward
- Kathleen Webber
- Debby Weiner
- Carl Weiscopf
- Carol Wells
- Lizabeth Wheeler
- Steve Wheeler
- Ron White
- Charlotte White
- Ernie Wilkins
- Leo Willetts
- Robert Willhite
- Gloria Wilson
- Ann-Marie Wilson
- Chad Wilson
- Victoria Winkler
- Craig Wollitz
- Edward Wozniak
- Richard Yoakam
- Maggie Young
- Neil Zerbe
- Jim Zortman

- Lawrence Levinson
- Wendy Liberko
- Steven Lister
- Dave Loiselle
- Anthony Lombardo
- Laura White Ludvik
- Colleen Magee
- Beverly Maggart
- David Mannion
- Christina Matthews
- Lenore McFerren
- Willard McGhee
- Coby McInnes
- Janene McIntyre
- Gloria McKearney
- Kimberly McKnight
- Melissa Meyer
- Andrew Michaels
- Herbert Milgrim
- Peg Millson
- Aurora Lopez Miranda
- Atousa Monjazebe
- Jim Montoya
- Judy Moursund
- Maya Muilenburg
- Gary Murt
- Mark Murtagh
- Janene Nasland
- Mark Neilson
- Mary Nelson
- Jenni Nesbitt
- Steve Nicol
- Rebecca Nulty
- Jacob O’Connell
- Martin O’Malley
- Anna Ornelas
- Pence Parsons
- Mary Drummond-Paterniti
- Richard Pekin
- Robert Pennoyer
- Jim Perkins
- Kathleen Peters
- Theresa Phelan
- Arvin Pineda
- Laura Pinkham
- Janice Pinkowski
- Lisa Pite
- Nghiep Quan
- Edward Quinby
- James Quinlan
- Diane Racicot
- Janis Rasmussen
- Michael Razny

IN-KIND

32nd St DON	Foundation	Vineyard & Winery	Kaiser Permanente
ACB1	Calvary Lutheran Church	Dragonfly Automotive	Copley
Allied Storage Containers	Members	EDCO	Kaiser Permanente
American Legion Auxiliary	Campos EPC	El Camino High School	La Mesa
La Mesa Post 282	Challenged Athletes	Elevate School	Kaiser Permanente
American Legion Auxiliary	Foundation	Elks Lodge, Oceanside	Mission Gorge
Post 585 Dist. 26	Chick-fil-a Mira Mesa	Envroll Putters	Kaiser Permanente
Aquarium of the Pacific	Christ Church Thrift Shop	Federal Fire	Otay Mesa
Assistance League of	Church 180	Feeding San Diego	Kaiser Permanente
Greater San Diego	Church At Rancho	Fleet Science Center	San Marcos
Assistance League of	Bernardo	Fujikura Composite	Kaiser Permanente
Inland North County	Cobra PUMA Golf	Furnishing Hope	Vandever
Associated General	Community Cares Pantry	Gaylord-Hansen	Keller Williams Realty
Contractors of America	Consultants for Americas	Mortgage Team /	Carmel Valley/Del Mar
Backyard Produce	Vets	loanDepot	Kendra Scott
Bank of America	Cordiano Winery	Geico	Knights of Columbus
Anaheim	County of San Diego	Godfather's Pizza	Carmel Mountain
Bank of America	North Coastal Live Well	Good Ol' Gals	La Mesa Women's Club
Newport Beach	Center	Good360	Lazy Dog Restaurant
Bergelectric	County of San Diego	Google	LevitZacks
Bethlehem Lutheran	North County Live Well	Group Adventures	LTSP, Inc
Church	Center	HG Fenton	Magique
Big 5 Sporting Goods	County of San Diego	Highland Valley Vineyards	Marea Coffee
BJ's Brewhouse	South Region Live Well	Illumina	McMaster-Carr
Black Mountain Dance	Center	In-N-Out	Supply Company
Foundation	Countywide Mechanical	Insperty	Mia Marie Vineyards
BoldPeak Solutions	Systems, Inc	Island Bookkeeping	Microsoft
Broken Yolk Cafe	Cygnnet Theatre	Kaiser Permanente	Mission Beach Santas
Buy Buy Baby	Dexcom	Kaiser Permanente	MRM Nutrition
CalCoast Credit Union	DLA Piper, LLP	Kaiser Permanente	Museum of Making Music
Callaway Golf Company	Domaine Artefact	Clairemont Mesa	



NORTHROP GRUMMAN

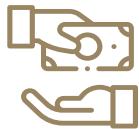
Thank you to our partners at Northrop Grumman for STEpping up through the holiday season. This year Northrop Grumman brought in \$5,177 InKind value of toy drive gifts, a \$1,200 monetary donation, and 5,875 pounds of food. We could not have pulled off such a successful toy drive without you.

IN-KIND *Continued*

National Charity League San Dieguito Chapter	Noah Homes Northrop Grumman Corp.	San Diego Ski Club San Diego Veterans Coalition	The Computer Admin The Habit Burger Grill
Navy Exchange San Diego	Omni La Costa Resort & Spa	San Diego Zoo Wildlife Alliance	The Jacobs and Cushman San Diego Food Bank
Navy Federal Credit Union Eastlake	Oriental Trading Company Patriots and Paws	SAY San Diego Shake Shack	The New Children's Museum The Nice Guys of San Diego
Navy Federal Credit Union Imperial Marketplace	Point The Way Foundation Porchlight Pantry	South Coast Plaza SPIRE SD	The Thursday Club Foundation
Navy Federal Credit Union Liberty Station	Positive Adventures Rancho Bernardo Community Presbyterian Church	SUNDT Sycuan Casino Resort	Thrive Causemetics Time Warner Cable/ Spectrum
Navy Federal Credit Union Miramar	Random Acts of Kindness at Canyon Crest Academy	Taco Bell Corporation Tacoma Veteran's Center (Pierce County)	Torrey Pines Ski Club Transmasters Auto Care
Navy Federal Credit Union Murrietta, CA	Replica Printing Salesforce	Tailhook Association Target River	USO San Diego Counsel Waxie Sanitary Supply
Navy Federal Credit Union Santee	Sammy's Food and Wine San Diego Air and Space Museum	Teledyne TERI, Inc.	Werfen Western Son Distillers
Navy Federal Credit Union West Coast Corporate Hub	San Diego Loyal Soccer Club	That Boy Good BBQ	Wounded Warriors Project
Navy Federal Credit Union Santa Ana Branch			

All gifts recognized by fiscal year 2022: July 1, 2021 – June 30, 2022. Please email development@teamstepusa.org with any errors, and please accept our apologies.

GIFTS FOR THE FUTURE



As Support the Enlisted Project hits its 10-year milestone in October of 2022, we set our sights on securing our organization for the future. Your planned gift to STEP makes certain that the enlisted and recently discharged Veterans and their families will have a place to turn to during a financial crisis in the future.

SIMPLE WAYS YOU CAN MAKE A COMMITMENT TODAY FOR A GIFT TOMORROW:

- Include Support the Enlisted Project in your will or trust. An easy and flexible way to extend your support that costs you nothing today, this gift can be completed by adding one sentence to your will or trust.
- Donate retirement plan assets. Gifting your IRA or other retirement assets to family may result in large tax hit for those you love, but these assets pass tax free to Support the Enlisted Project.

If you've already included STEP as a beneficiary of your estate, please notify us, so that we can ensure your gift will be used exactly as you intended.

For more information about planning your legacy, please contact lisa.culver@teamstepusa.org.



WAYS TO GIVE



MONTHLY GIFT

Your monthly gift helps ensure that STEP has resources every day for military and Veteran families



ONLINE GIFT

An online gift through our secure website is a simple and easy way to support STEP



STOCK

By making a gift of stock to STEP you are fueling our mission to help those military families facing financial crisis



MAIL GIFT

Gifts through the mail by check are always appreciated and saves the processing fees for credit cards



IRA

A gift from your IRA required distribution offers an alternative to those donors who do not need the funds for living expenses and want to support the work of STEP

**FOR MORE INFORMATION AND ASSISTANCE CONTACT
DEVELOPMENT@TEAMSTEPUSA.ORG
OR CALL (858) 695-6810**



SUPPORT THE ENLISTED PROJECT

HEADQUARTERS

9915 Businesspark Ave.
Suite A
San Diego, CA 92131
(858) 695-6810

ORANGE COUNTY OFFICE

1631 Sunflower Ave.
Suite C34
Santa Ana, CA 92704
(714) 444-0075

WASHINGTON OFFICE

4001 S. Pine St.
Unit 112243
Tacoma, WA 98411
(253) 442-2366

WWW.TEAMSTEPUSA.ORG

*Support The Enlisted Project is a 501(c)(3)
non-profit corporation. EIN: 20-3051279*

