Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

★★★★
ANDREW CARNEGIE

MISSION
Support The Enlisted Project (STEP) builds financial self-sufficiency among junior active duty enlisted service members and recently discharged enlisted Veterans and their families in Southern California facing financial crisis through counseling, education, and grants.

VISION
Relevant, reliable, and responsive, STEP’s vision is to change the lives of military families and veterans that we serve by helping them achieve financial self-sufficiency.

MOTTO
Always do what’s right.
As someone thrust into the non-profit world by circumstance, I was initially unsure where to start—but I quickly came to realize the only way forward was together.

Like many veterans, my military experience taught me to be a talented individual contributor on a high-performing team. I found success with this model in my military life chapter, but also in my manufacturing, entrepreneurial, and consulting chapters—so it seemed natural to utilize it while creating this non-profit.

STEP is the ‘talented individual contributor’ as we focus on being excellent at assisting our young military families move to financial self-sufficiency from a financial crisis. And our community of military and veteran support agencies is the ‘high-performing team.’ We work with these other community agencies every day to get each military family the specific care solutions they require.

STEP has not only survived, but thrived, through these partnerships. And we are always working to practice collaborative approaches, superseding traditional silos, to serve even more military and veteran families in crisis.

This annual report highlights the numerous community partners who helped execute programs, financially supported our programs, provided additional services for a client, collected diapers, or worked in our warehouse sorting items. Each contributed to the 21,000 individuals who were touched through a STEP program in 2018.

Together, with you, our impact cannot be overestimated. Not only through the grants provided, but in the longer-term successes of each family who was brave enough to take the necessary steps toward permanent financial self-sufficiency through our innovative Emergency Financial Assistance program.

We will continue to share with the wider community what your support has done for our young military families. We know there are more families in crisis, put in complicated circumstances in the name of national security, and we want to do right by each of them.

Thank you for helping us fulfill our motto to always do what’s right.

Respectfully,

Tony Teravainen, MSEL, USN (Ret)
CEO & Co-Founder
NOW IN MY THIRD TERM as Chair of the Board of Directors, I remain proud of the work STEP accomplishes and humbled by the level of support and partnership STEP receives from the Southern California community. As a retired Navy Captain, I know the struggles our junior enlisted members, veterans, and their families endure, trying to balance stressful jobs with family responsibilities in a high cost of living area.

The men and women who serve our nation do so selflessly and without reservation. Yet most are not well equipped for the financial stress associated with the high cost of living in Southern California. For some, this quickly escalates into a financial crisis, affecting their military job performance and impacting their families. STEP’s mission does not advocate for higher pay or for a reduction in the cost of living in Southern California. Rather, STEP achieves its mission in collaboration with these service members and their families: we teach them how to create and implement a plan for a secure financial future. In some particularly pressing situations, we provide grants to stave off an immediate financial crisis along with providing the personalized counseling in financial management for every family and individual we serve. At STEP, our enduring goal is to promote personal responsibility and long-term financial self-sufficiency.

With your generous support and your willingness to partner with STEP, we have made great strides in the past few years in meeting the needs of our junior enlisted men and women, veterans and their families. Thank you for choosing to make a difference.

Respectfully,

Dave Schnell, CAPT, USN (Ret)
Chairman

LETTER FROM THE CHAIR OF THE BOARD

BOARD OF DIRECTORS

OFFICERS
David Schnell, CAPT, USN (Ret)
Chairman
Vice President
Business Development
LRAD Corporation

John Farnam, Col, USMC (Ret)
Vice Chairman
Vice President
Business Operations
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Director of Marketing
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Compass Cruises and Travel, LLC

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California State University, San Marcos

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Vice President
DoD Operations
PM tec, Inc.

Wessal Khader
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Magee Enterprises

Tony Teravainen, MSEL, USN (Ret)
(Past Chairman)
CEO & Co-Founder
Support The Enlisted Project

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COO
Thrive Public Schools

Laura Pinkham, LCSW
President
Pinkham Consulting

ADVISORY COUNCIL
Mike Freeman
CSO
WD-40 Company

Laura Galinson
Philanthropist & Director
LJ Galinson Advised Funds

Greg Jackey, APMA
(Past Secretary)
Senior Portfolio Manager
Jockey/Robinson Group

Lonnie Moore, CPT, USA (Ret)
Supervisory and Management Program Analyst
U.S. Army Warrior Transition Command

2 | SUPPORT THE ENLISTED PROJECT
**FINANCIAL TRANSPARENCY STATEMENT**

### Revenue

- In-Kind Goods and Services: $880,631
- Grants: $600,991
- Individual Contributions: $527,439
- Special Events/Other: $47,137

**Total Income:** $2,056,198

### Expenses

- Program Expenses: $1,665,287
- Development Expenses: $177,232
- Administrative Expenses: $137,758

**Total Expenses:** $1,980,277

**Income in Excess of Expenses:** $75,921

### Assets and Liabilities

- Beginning Net Assets: $364,082
- Ending Net Assets: $440,003
- Total Liabilities: $110,761

**Total Liabilities and Net Assets:** $550,764

---

**Charity Navigator Rating**

For the second 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**

**Rank No. 36 Nationally**

Among organizations that support the military, veterans, and their families by Charity Navigator and Stacker.

**A+ Rating**

Better Business Bureau
THE STRENGTH OF STEP lies in our relationships. With the support and partnership of our community, we are impacting the lives of military and veteran families every day, building a lifetime of financial self-sufficiency with them.

Thank you to our partners in service who send their most financially vulnerable clients to STEP for our unique, supportive brand of assistance. Our high success rates, low client recidivism rates, and exceptional flexibility to meet client needs gives our partners confidence in STEP’s ability to serve military families in a timely and effective manner. Thank you to our clients and our partners in service, who assist us in spreading the word about our services to ensure that those who need us, know us. Our community partnerships also provide the families and individuals we serve with resources beyond financial counseling and grants to strengthen other areas of their lives once they get their finances in order.

Thank you to our partners in funding who make STEP’s very existence possible, ensuring our presence, our response times, and our flexibility to meet the unique needs of each family and individual who are struggling to make ends meet.

Thank you to STEP’s in-kind partners who offer us reduced service pricing and provide us with baby essentials and other key household items, allowing us to stretch our dollars to help meet the needs of more military and veteran families.

Thank you to each of our partners for seeing STEP through another incredibly fulfilling and beneficial year for military and veteran families.

Gratefully,

Kathi Bradshaw, MSW, CPFC
Vice President

$2,200,000
GRANTED SINCE 2012

54,473
TOTAL LIVES TOUCHED SINCE 2012
Emergency Financial Assistance (EFA) Program Cycle 2012–2018

Approximately 13,100 Applicants Service Members or Veterans

- 4,400 Online
- 8,700 Phone Calls

- 52% Complete Counseling and Receive a Grant
- 34% Self-Remove From Process
- 48% Complete Counseling Grants Not Required to Stop Loss of Basic Needs

2,891 Complete EFA Program
Before I met the great people at STEP, we were in danger of getting evicted and being homeless. I am transitioning back to civilian life from the Navy. My wife and I are going to school, trying to make a better life for my family. Since the GI bill and the financial aid did not kick in right away, we were in danger of losing our home. The future seemed hopeless.

STEP saved my family from financial ruin by giving us some breathing room. As a veteran, I always have people who thank me for my service, but I am here to say to STEP, thank you for your service! Thank you for creating a brighter future for my family.

★★★★

JOE, VETERAN, E4, USN
STEP’s number one goal is to ensure every military and veteran family who comes through our doors does not experience the loss of a basic need, such as housing or food, and that they become financially self-sufficient. We developed our **Emergency Financial Assistance (EFA)** program to accomplish this goal.

STEP’s EFA program, founded in 2012, ensures our families’ basic needs are retained during their crisis as we guide them to financial self-sufficiency using evidence-based social work practices and change management processes. This empowers our families to improve their financial culture, manage their life events, and improve their money habits. Our services drastically reduce the family’s stress, allowing them to focus on their jobs and create a new financial budget and debt reduction plan.

Our EFA program works with 75–100 family members a month and we are proud to share 93% of families have not returned for additional support.

### Examples of Grants Awarded Since 2012

<table>
<thead>
<tr>
<th>Example</th>
<th>Since 2012</th>
<th>In 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home evictions/foreclosures stopped</td>
<td>409</td>
<td>68</td>
</tr>
<tr>
<td>Utility services restored or disconnections prevented</td>
<td>396</td>
<td>42</td>
</tr>
<tr>
<td>Critical car repairs and car insurance paid</td>
<td>291</td>
<td>16</td>
</tr>
<tr>
<td>Two weeks of emergency food</td>
<td>923</td>
<td>107</td>
</tr>
<tr>
<td>Critical baby items, emergency travel, and other needs met</td>
<td>213</td>
<td>21</td>
</tr>
</tbody>
</table>

**81%** ACTIVE DUTY FAMILIES  
**19%** TRANSITIONING VETERAN FAMILIES
Our Southern California community came through in a big way this year. $880,631 of in-kind goods and services positively impacted our military families’ lives, immediately offsetting the cost of necessary expenses, such as food and baby essentials. These generous contributions also helped STEP offset our overhead costs, allowing us to direct our funds to assist more families. In-kind donors provided STEP with legal services, warehouse space, vehicles, and more.

2,124
INDIVIDUALS BENEFITED FROM 2018 W.O.W. PROGRAM

528
BACKPACKS DISTRIBUTED TO CHILDREN AT OUR MILITARY FAMILY APPRECIATION CARNIVAL

394
SERVICE MEMBERS ATTENDED FINANCIAL FREEDOM SEMINARS

Military Family Appreciation Carnival ▲
At no cost to the families, 596 children and their parents played carnival games, had lunch, listened to music by SteeleHorse Country, and received backpacks and diapers on a beautiful Saturday in March.

Cammies to College ▲
In partnership with USO San Diego, more than 500 service members and their families connected with 49 colleges, universities, and trade schools, as well as K-12 resources.
Warehouse on Wheels (w.o.w.) ▲
From Ventura to 29 Palms to El Centro and San Diego, 2,124 individuals attended a W.O.W. this year and collected critical items to help alleviate expenses.

In-Kind Drives
Throughout the year, our community partners rally together to help collect needed items for our families in crisis. Thank you to every partner who chose to make a difference through our Spring Baby Drive and Thanksgiving meals.

Sharing the Joy
Generous community donors adopted 1,242 individuals and helped fulfill their holiday wish lists. Not only did this result in hundreds of smiling faces in our STEP offices, but it allowed our families to redirect monthly funds to critical expenses, while still enjoying the holiday spirit.

I just had to message you all and say thank you so much. My husband was looking forward to having a turkey dinner at home this year. I had just gone to the commissary yesterday and put our turkey back because it was out of our budget. Now we have a huge turkey and other goodies to complete a fabulous holiday meal. We appreciate you and those who made this possible.

1,242
INDIVIDUALS WERE ADOPTED DURING OUR SHARING THE JOY SEASON

THANKSGIVING MEAL RECIPIENT
Community

PARTNERSHIPS

At STEP, in partnership with our Southern California community, we continue to move young military and veteran families forward. We are guiding them toward a lifetime of financial self-sufficiency, equipping them with the knowledge and skills necessary to be successful. Each year our generous partners support us in our mission.

STEP is proud of the relationships we have built with our military organizations, local corporations, and community foundations, including our 135 referring partners.

Please see complete list of all STEP’s generous community partners on pages 18–20.
VOLUNTEER PROGRAM

Volunteers play a vital role within our organization. In fact, 41% of our workforce is made up of volunteers. STEP would not be able to effectively execute our EFA program and our secondary outreach programs without their generosity. In the 2018 fiscal year, our volunteers donated more than 7,100 hours of their time and skills.

STEP volunteers assist with a variety of business needs, including our Financial Freedom Seminars, special fundraising events, community outreach activities, reviewing client applications, case management, warehouse organization and distributions, driving vehicles, answering phones, researching and writing grants, supporting our communications and social media efforts, and providing general administrative support. The 18 members of our Board of Directors are also volunteers.

HIGHLIGHTS

In honor of National Volunteer Month, STEP hosted Ashford University and Bridgepoint Education’s Heroes Day, where 200 volunteers, including employees, students, and alumni collected and organized 3,300 items destined for our young military families.

Last year’s Volunteer of the Year recipient, Margaret Carey, shared why she chooses to volunteer at STEP: “I started volunteering because I wanted to do something to benefit military families as a show of appreciation for their many sacrifices for this country. When I see the gratitude, humbleness, and dignity of the families who use our services, I’m overwhelmed.” Speaking about our Sharing the Joy event, she added: “Hugs are spontaneous at our holiday events. One young father wheeling a bright yellow child’s bike to his car beamed as he said, ‘This will be the best Christmas we’ve ever had.’”
Donors

Thank you to our sponsors and donors who generously support our fundraising efforts and bring awareness to our organization. We look forward to growing with you.

21,090
MILITARY FAMILIES’ LIVES IMPACTED BY STEP IN 2018

$40,829
RAISED IN 24 HOURS DURING OUR SPRING MATCHING GIFT CAMPAIGN

STEP AND UNITED THROUGH READING (UTR) GOLF TOURNAMENT SPONSORS

TITLES SPONSOR
Epsilon Systems Solutions

PRIMARY SPONSORS
Umpqua Bank
PM tec, Inc.
Merrill Lynch

SECONDARY SPONSORS
Magee Enterprises
USS Midway Museum
Bank of America
San Diego Padres

The Flynn Family
CSU San Marcos
KES
Booz Allen Hamilton

ADDITIONAL SPONSORS
Pettit Kohn Ingrassia
Lutz & Dolin
SBG Technology Solutions
Sentek Global
Duncan Wallace
LRAD Corporation
Fall Social ▲
We invited our charitable supporters to our Fall Social at the Veteran Museum in Balboa Park to honor their generosity and highlight our collective impacts. This year, we announced our inaugural Honor Roll of Leadership awards recognizing our outstanding philanthropic leaders. We were pleased to recognize Greg and Denise Dorin and The Walter J. & Betty C. Zable Foundation for their years of unwavering support.

STEP and UTR Golf Tournament
STEP and UTR joined forces for our second annual golf tournament on a gorgeous San Diego summer day to support military families both home and abroad. A big thank you to our title sponsor, Epsilon Systems Solutions, for their generous $10,000 commitment.

Champions for Youth (CFY) Campaign
STEP is proud to have been a CFY charity for the third consecutive year as a part of the Farmers Insurance Open. Throughout the three-month campaign, we engaged with our donors and increased their gifts by competing for Bonus Pool Funds donated by Farmers Insurance. In total, we raised $50,315 with the Century Club’s support. #SeeYouAtTorrey

Stand and Salute
In partnership with the Orange County Community Foundation, STEP held a 24-hour matching gifts fundraiser, raising $40,829. A special thank you to the Walter J. and Betty C. Zable Foundation for matching the first $20,000 in online gifts.

Thank you for providing hope to the 21,090 military families’ lives we touched in 2018.
SUPPORT THE ENLISTED PROJECT

DONORS

FOUNDATIONS, CORPORATIONS, AND ORGANIZATIONS

$50,000–$200,000

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

$20,000–$49,999

County of San Diego Neighborhood Reinvestment Program
County of San Diego County Auditor and Controller
The Cushman Foundation
God’s Gift Charitable Foundation
The John Curci Family Foundation
Orange County Community Foundation
Price Philanthropies Foundation
USS Midway Foundation
Wells Fargo Foundation

$5,000–$9,999

Auxilio, Inc.
Beyster Family Foundation Fund IV
Ellen G. and Edward G. Wong Family Foundation
Groupware Technology
The Harbaugh Charitable Foundation
The Hervey Family Fund
The Nordson Corporation Foundation
The San Diego Foundation
The Simon-Strauss Foundation
Umpqua Bank
US Bank Foundation
Grants Program

$1–$499

AmazonSmile
American Legion Auxiliary
Pacific Beach Unit 552

Our partnership with STEP is so natural because both organizations have the same mission—serving military families. Working together on our joint golf tournament has increased the exposure of both of our missions. We are able to share our stories with each other, extend our reach, and support more families together than what we can do alone.

SALLY ANN ZOLL, ED.D.
CHIEF EXECUTIVE OFFICER, UNITED THROUGH READING
INDIVIDUALS

$10,000+
Donald Maescher
Kathryn Starr

$5,000–$9,999
John Farnam
Joseph Flynn
Laura Galinson
Kenneth Lester
Terry and Colleen Magee
Valentina Russack
Alan Wiener

$1,500–$4,999
Rebecca Aguilera-Gardiner
Karen Allport
Richard and Lois Aufmann
Cary and Michelle Cheshire
Clifford Cho
Greg and Denise Dorin
Karl Eisenmenger
John Flynn
Dana Guerin-Frohlich
Wessel Khader
Kenneth Lewis
Kathleen Mayes
Ted and Josie Schwarz
Tom Tate

$1–$499
Miguel Abramowicz
Gary Adelson
Ted and Christy Alben
Joanna Allen
Carly Anders
Carina Apodaca
Kaley Aposporos
Kimberley Aposporos
Emily Arnett
Aoife and Conor Aposporos
Karen Chen
Ross Clamp
Anthony Colarusso
Gordon Collins
John Collins
Jennifer Comstock
Jim and Peggy Connolly
Steve Connor
Patrick Conroy
Mark Cook
Paul and Bridgid Cook
Scott Cooper
Carolyn and R. Copp
Nora Corcoran
Tammie Corkey
Chris Costello
Jordan Cousino
Heidi Cramer
Charles and Amanda Crawford
Robert Crawford
Julia Crowley
Niloofar Desai
Brandon Devries
Carole Diaz
Keith and Nancy Dock
John Donovan
Kenneth Dorren
Jennifer Doud
Peter Dress
Theresa Drouillard
Mark and Susan Dubois
Sandra Duchac
Nico Dunn
Jennifer Dymicki
Stewart Edington
Dan Edwards
Romelia Edwards
Martha Eggemeyer
David and Barbara Ells
Michelle Emery
Randi Engel
Brian Epperson
Diane Erk
Paul Evans
Michael Eyer
Bentley Farnell
Gina Fascilla
Chantal Fazio
Stacey Feinberg
Sharon Ferkovich
Victoria and Benjamin Fernandez
Scott Finkbeiner
Jessica Fischer
Gertrude Fletcher
Carly Foerster
Michelle Foley
Graham Frer
Rebecca Freiwald
Bruce Friedman
Donnie Furrow
Stephanie Gabriel
Pamela Galowich
Ed Garrett
Fleet and Family Support Programs (FFSP) provide programs to enhance the resiliency of military members and their families; providing direct services as well as referrals to organizations that can supplement what FFSP provides. FFSP maintains close relationships and refers military families to several military and civilian resources. One such resource is STEP.

MARY KIRBY
REGIONAL PROGRAM MANAGER, FLEET AND FAMILY SUPPORT PROGRAMS NAVY REGION SOUTHWEST

Adrienne Geiger-Dumond
Daniel George
Miles Georgi
Ronald and Gloria Gerak
Jeanine Giacomini
Cathy Gill
Paul Gillcrist
Laura Gilliam
Thaddeus and Monica Giotta
Joe Goddard
Andrew Gordon
Douglas Gordon
Bonnie Gould
Peggy Graham
Jeff Grant
Jack and Susan Grasberger
Gagandeep Grewal
Karen Grossman
Jessie Guarnes
Arin Gullen
Stefan Gustafson
Sandra Hagood
Judy Hails
Peter and Barbara Halle
Michael Harris
Alma Hazzard
Denise Heller
Jon and Sandra Hemming
Benjamin Henderson
Rachel and Justin Henderson
Wilmer and Sally Hendrickson
Barbara Herr
James Hettinger
Stephanie Hilmes
Dennis and Linda Holcomb
Charles Hopkins
Darrell and Honorata Horne
Colleen Huey
James and Susan Humphrey
Patrick Hunter
Katie and Mark Huson
Mark and Lynda Huson
Mike Irvine
Jon and Ann Ives
Carol Iwanski
Wendell and Terri Iwatsuru
Ann Jaffe
Bob Jondall
Dennis and Pamela Jones
Dwayne Junker
Monica Kaiser
Paul and LaDonna Kaneshiro
Alison Kaprielian
Benjamin Karnow
Catherine Katz
Gale Kavanaugh
Morgan Keller
Sean Kelly
Alan Kessler
Ann Kessler
Karen Keyser
Michael Kleine
Brent and Gail Knudsen
Sara Kofman
James Kopplin
Nikki Kuech
Timothy LaFleur
Sarah Lamade
Jason LaMell
Jeffery and Lisa Lamont
Santa Lampe
Joy Lane
Nancy Larner
Sean Legier
Philip Lenahan
Star Lerach
Angela Leung
Lawrence and Sharon Levinson
Steve and Wendy Liberko
Jenna Lichtig
Steven and Shayna Lister
Donna Loken
Matthew and Laura Ludvik
Virginia Ludvik
Christopher and Stacey Lund
Frank Mack
BJ Mackle
Alexander Marcus
Sheldon Margolis
Jean Marsh
Meagan Martin
Kathleen Meyerski
Jay McCabe
Richard McGraw
Trevor McGraw
James McIntyre
John McLeeran
Joseph McNamara
Luis Bernardo Mercado
Herbert Milgrim
Robert Miller
Joanne Millum
Hans Mize
Debra Molyneux
Arthur and Daniel Monahan
Jamie Moraga
Marci Morgan
Donald Mullin
Stacey Mullins
Susan Myers
Michael Myrdal
Frederick Nafis
Kenneth Parkford
Tony Pavia
Angela Pederson
Richard and Carol Pekin
David Pendleton
Robert Pennoyer
Jenny Perillo
Katherine Peters
Adriane Peterson
Richard and Linda Petretti
Edward and Theresa Phelan
Lee and Linda Phillips
Michael and Laura Pugh
Edward and Kerrie Quinby
Danielle Razzano
Angelica Reed
James Regan
David Reicks
Laurie Remschel
Gilbert Rhodes
Joan Richards
Timothy and Deborah Riordan
Donald and Janet Robbins
Garrett Robbins
Don and Bonnie Roberts
Janice Roberts
Beverly Robinson
Stacy Rodrigues
Kelly Rodriguez
Michael Rodriguez
Anne Rose
Paul Rosenberger
Jennifer Ross
Shelby Ross
Sumit and Renata Roy
Steve Rubin
Seth Rusackas
Joann Ryder
Tracey Saenz
Jose Ornelas
Miguel Ortega
Sigrid Ortega
Michael Owen
Kenneth Parkford
Tony Pavia
Angela Pederson
Richard and Carol Pekin
David Pendleton
Robert Pennoyer
Jenny Perillo
Katherine Peters
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Michael and Laura Pugh
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James Regan
David Reicks
Laurie Remschel
Gilbert Rhodes
Joan Richards
Timothy and Deborah Riordan
Donald and Janet Robbins
Garrett Robbins
Don and Bonnie Roberts
Janice Roberts
Beverly Robinson
Stacy Rodrigues
Kelly Rodriguez
Michael Rodriguez
Anne Rose
Paul Rosenberger
Jennifer Ross
Shelby Ross
Sumit and Renata Roy
Steve Rubin
Seth Rusackas
Joann Ryder
Tracey Saenz
2018 GIVING CIRCLES

The Circle of Honor

The generosity of STEP’s donors is essential to fulfilling our mission. The recognition and honoring of those gifts is just as important. Our partnerships with all of you allow our work to happen every day. For the fiscal year 2018, we are unveiling Giving Circle levels that encompass and recognize annual cumulative giving. Please consider joining the Circle of Honor and increasing your 2019 gift to a level that’s meaningful to you. We are a stronger community because every gift given has an immediate, life-changing impact on our families.

- **Guardians Circle** $10,000+
- **Defenders Circle** $5,000+
- **Liberty Circle** $1,500+
- **Patriots Circle** $500+
- **Crew Circle** $1+

**Circle of Valor** (Veterans) Any

**Tried and True** (3+ consistent years) Any
The USS Midway Foundation’s mission is to support organizations that support our nation’s protectors and defenders of freedom. STEP has been a stalwart partner in making sure that there is support for our junior enlisted personnel—those men and women and their families who represent the front lines of freedom. In times of crisis, we need our military personnel focusing on their jobs—not distracted by an issue confronting the well-being of the family at home. STEP is there for our young families and the USS Midway celebrates their work every day.

DANIEL D. BEINTEMA
PRESIDENT, USS MIDWAY FOUNDATION
The partnership between STEP and Courage To Call has allowed us to have a greater reach in serving military and veteran families. By increasing our reach we were able to serve approximately 700 families, 1,400 adults, and 1,200 children in 2018.

JENNIFER SANTIS
COMMUNITY LIAISON, COURAGE TO CALL

Gifts recognized were made during July 1, 2017–June 30, 2018. While every effort is made to be accurate, please accept our apology for any mistakes and contact our development office immediately to remedy.

2018 ANNUAL IMPACT REPORT | 19
2018 Recognition

GUIDESTAR PLATINUM
EXCHANGE PARTICIPANT

CHARTER NAVIGATOR RATING

CERTIFICATE OF RECOGNITION FOR OUTSTANDING ACHIEVEMENT

SUPPORT THE ENLISTED PROJECT
From Sen. Joel Anderson

SUPPORT THE ENLISTED PROJECT
From State of California

TONY TERAVAINEN
STEP CEO & CO-FOUNDER
From Mayor of San Diego

KATHI BRADSHAW
STEP VICE PRESIDENT
From Mayor of San Diego

SMALL BUSINESS AWARDS FINALIST
SAN DIEGO REGIONAL CHAMBER OF COMMERCE
Veteran Success Category

RANKED NO. 36 NATIONALLY
Among organizations that support the military, veterans, and their families by Charity Navigator and Stacker

TOP VETERAN FRIENDLY BUSINESS AWARD
SAN DIEGO MAGAZINE

SAN DIEGO COUNTY VETERAN OF THE YEAR FINALIST
TONY TERAVAINEN
STEP CEO & CO-FOUNDER

A+ RATING
BETTER BUSINESS BUREAU

GREAT AMERICAN DEFENSE COMMUNITY
SAN DIEGO
From the Association of Defense Communities, highlighting STEP as an innovative program serving military families in crisis

MEDIA MENTIONS
CBS 8
EAST COUNTY GAZETTE
FINE MAGAZINE
KUSI NEWS SAN DIEGO
NBC 7
SAN DIEGO VOYAGER
THE ORANGE COUNTY REGISTER
THE PRESS-ENTERPRISE

Proud Members of
NORTH SAN DIEGO BUSINESS CHAMBER
SAN DIEGO REGIONAL CHAMBER OF COMMERCE
The Circle of Influence
SANTA ANA CHAMBER OF COMMERCE
GREATER IRVINE CHAMBER OF COMMERCE
2018 Conferences

CALIFORNIA DEPARTMENT OF VETERANS LEADERSHIP SUMMIT
SACRAMENTO, CALIFORNIA
Innovative Solutions Presenter

GREAT AMERICAN DEFENSE COMMUNITIES CONFERENCE
WASHINGTON, D.C.
Panelist

NAVY CONTRACTING SUMMIT
NORFOLK, VIRGINIA

2018 New Committee Appointments

KATHI BRADSHAW
STEP VICE PRESIDENT
San Diego Veteran Employment Committee
Chair, Transition Fund Committee

SHELBY ROSS
STEP CLIENT SERVICES SUPERVISOR
The Military Transition:
Spouse Edition under the
San Diego Military Family Collaborative

TONY TERAVAINEN
STEP CEO & CO-FOUNDER
San Diego Coast Guard City
Chair, Executive Steering Committee
San Diego County Veterans Advisory Council
San Diego Regional Chamber of Commerce’s Defense, Veterans, & Military AFFAIRS Council
San Diego Military Family Collaborative
Convening Council Member

Ways to Give

MAKE A TAX-DEDUCTIBLE GIFT ONLINE AT STEPSOCAL.ORG

PARTICIPATE IN OUR IN-KIND CAMPAIGNS:
SPRING BABY DRIVE,
SHARING THE JOY,
BACK TO SCHOOL DRIVE

AMAZONSMILE CHARITABLE PROGRAM:
CHOOSE STEP BEFORE CHECKING OUT

FEDERAL EMPLOYEES: COMBINED FEDERAL CAMPAIGN #71984
Zero8hundred works with transitioning service members, recent Veterans, Guards, Reservists and their families. A small percentage of our clients experience varying degrees of financial crisis, from late bills to impending homelessness. At these times, we need a community partner who channels their compassion for our military families through a reliable, high-quality response. For three and a half years, STEP has been one of our strongest resources for those dealing with financial difficulties. What makes STEP outstanding is not only the availability of urgently needed emergency funds, but also their compassionate involvement with the client, teaching them how to create lasting financial stability and reducing the accompanying acute stress.

STEPHANIE KIESEL, ESQ.
EXECUTIVE DIRECTOR, ZERO8HUNDRED

Ashford University is proud to support our nation’s men and women in uniform as well as their families. We honor their service and sacrifice for our country. STEP is a wonderful partner and is truly making a difference for our local military families in need.

JENNIFER LOVE BRUCE
VICE PRESIDENT OF CORPORATE SOCIAL RESPONSIBILITY, BRIDGEPOINT EDUCATION

When assisting transitioning service members and recently transitioned veterans with basic needs, STEP is our first “go-to” partner in San Diego.

BARRY WHITE
DIRECTOR, SAN DIEGO OFFICE, NAVY-MARINE CORPS RELIEF SOCIETY