

ANNUAL REPORT 2019



STEPPING STONE HOUSE
HELPING YOUTH BUILD THEIR FUTURE





**SLEEP UNDER
THE STARS**

STEPPING STONE HOUSE

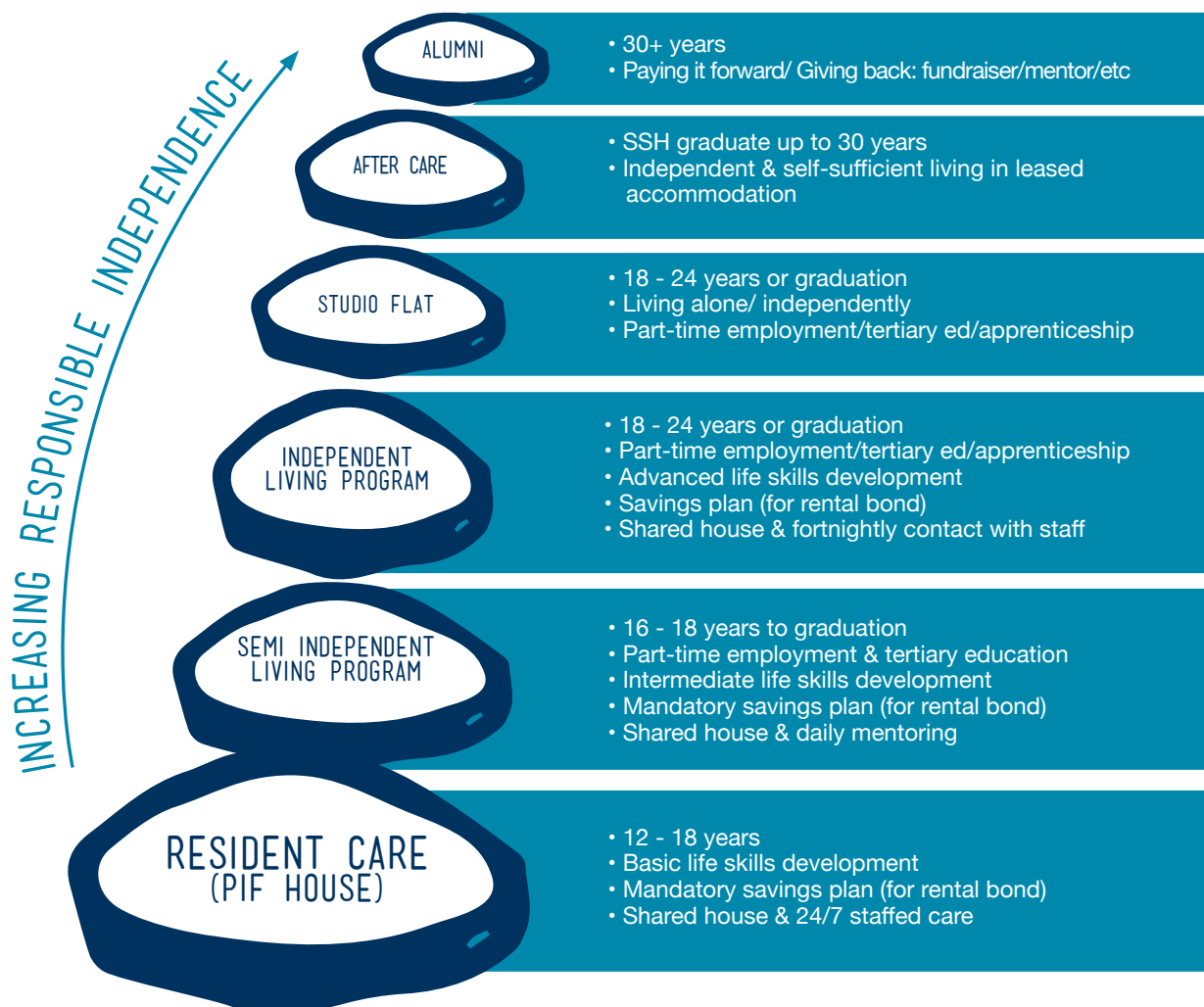
HELPING YOUTH BUILD THEIR FUTURE

Established in 1989, Stepping Stone House is an award-winning organisation that provides accommodation and personal development to help homeless and at-risk youth become independent and the very best they can be.

This profit-for-purpose charity develops the self-esteem, emotional resilience, self-confidence and good health of children and young people aged 12 to 24 years old. This development is achieved through a combination of outdoor adventure education, counselling, careers and employment coaching, education and life skills.

Stepping Stone House is unique in that young people who live at our homes will often stay for years, giving them a sense of permanency and the time necessary to undo the impact the trauma has had in their young lives. The youth are generally referred to Stepping Stone House from all over Australia via Community Services, Juvenile Justice, crisis accommodation services and self-referrals.

A specific focus is placed on giving the youth a fun living environment and leaving with wonderful childhood memories and an improved well-being.



Stepping Stone House supports children and young people to achieve independence and well-being by focusing on the following three key areas:



Stepping Stone House provides support for homeless and at-risk youth with:

- Accommodation
- Therapeutic care
- Adventure education to build emotional resilience
- School and tertiary education support
- Practical employment and career development programs
- Restoration to their families or significant others
- Life skills workshops
- Confidence-building empowerment camps
- Cultural competence camps
- Mental health
- Duke of Edinburgh Award Scheme
- Volunteering
- Mentors
- Financial management

SSH was incorporated under the Association Incorporation Act 1984. SSH is governed by a Board and its Constitution is in accordance with the new Associations Incorporation Act of 2009.

PHILOSOPHY OF CARE

SSH supports young people on their journey to independent living and improved wellbeing.

- We pursue every opportunity to INSPIRE youth to have the confidence to pursue their dreams and purpose.
- We aim to give children and young people wonderful childhood memories.
- We engage young people with passion, energy and creativity, focusing and building on individual strengths and experiences.
- We believe community is key to the success of young people thus actively integrating both our service and young people into the local and broader community is paramount in all we do.
- We support young people to be the best they can be by providing professional casework practice, a nurturing therapeutic environment focusing on strengths and positive role modelling.
- We value education and provide opportunities to learn about life and decision-making.
- We provide a safe, stable and consistent environment with individual focus on the physical and emotional needs of young people.

CHAIR'S MESSAGE 2019

OUR ACHIEVEMENTS (IN THIS OUR 30TH YEAR)

I'm delighted to report on another successful year at Stepping Stone House. Not only did we survive the funding challenges of 2017/8 but have thrived with significantly increased fundraising to record a healthy surplus while maintaining the highest standard of care.

Quality care for our young people remains at the core of everything we do, and we continue to measure this through our Annual Social Impact Report. In addition to this empirical evidence, the high quality of our care was further endorsed by winning the ACWA service excellence award, together with our anticipated accreditation.

We progressed the key elements to our plans outlined in my report last year;

- **Grow and diversify funding sources**
 - Income from fundraising events up 53%
 - Added a major donor (Chappell Foundation)
- **Maintain standards while managing costs**
 - Social Impact Report results, Service Excellence Award, Accreditation
 - Expenditure within 5% of 2018
- **Extend our reach**
 - Working with MyFoundation housing in Mortdale
- **Expand programmes to include increased proportion of Aboriginal youth**
 - Increased youth supported in accommodation to 13 (from 12)
 - Increased youth supported in aftercare to 43 (from 38)
 - Increased proportion of Aboriginal Youth in our care to 38% (from 25%)

YOUR BOARD

During the year, we farewelled Melanie Leijer, a board member and Treasurer since April 2015. We are fortunate enough to have two highly experienced board members join our team this year. Vicky Averkiou, with considerable child protection expertise and Karen Carmichael, with a strong finance and not-for-profit background. In line with good corporate governance, we again undertook a survey on the role of the board and chair with useful outcomes.

This year our focus on updating the strategic plan confirmed we are well-positioned to expand our proven model of care in a robust and responsible manner going forward.

OUR PLANS

Over the past year we updated our Vision, Mission and 5 Year Strategic Plan to ensure we deliver our unique model of care to more young people in need.

Key elements of our plan next year are to:

- Maintain our high quality of service
- **Extend our service to more young people through:**
 - Establishing additional housing in or near Dulwich Hill
 - Working with partners and housing providers to expand our footprint
 - Looking to replicate our model

Our overall goal is still to have 200 young people in our care by 2023. With the team we now have, partnerships being developed and with the support of key foundations, we remain confident we can achieve this.

THANK YOU

None of this would be possible without the army of volunteers associated with Stepping Stone House. To them and all our wonderful supporters and sponsors, we say thank you. And to the young people who respond to our unique model of care and our dedicated team who deliver this care, thank you all.

I would like to personally thank my fellow board members for their invaluable contributions and Jason for his efforts this year. 2019/20 will be another challenging year, but I have every confidence it will be bigger and better for this wonderful charity, as we do our part to end youth homelessness in Australia.



SIMON BIRD
Stepping Stone House, Chair



QUALITY CARE FOR
OUR YOUNG PEOPLE
REMAINS AT THE CORE
OF EVERYTHING WE DO

SIMON BIRD
STEPPING STONE HOUSE, CHAIR

CEO'S REPORT

We have enjoyed an outstanding year during which our children and young people have grown from strength to strength as we further refine the programs we provide and improve the quality of our staff care to support their development.

A pivotal moment this year was the Wilderness camp facilitated by Outward Bound Australia and generously funded by the Pratten Foundation. The children and young people spent 6 days in the Mount Tennant area hiking, abseiling, bouldering and sleeping in bivouacs in sub-zero conditions to build their skills for their upcoming Gold Duke of Edinburgh journeys. The impact of this camp was profound with 92% of the young people stating it was amongst the hardest physical activities ever accomplished in their lives, and 100% stating they were very proud to have completed it. We saw their general confidence soar and took this opportunity to review where they each are in life and set future goals geared towards the compelling futures they are so deserving of.

In Australia, we have seen the number of homeless youth plateau at around 43,000 for the last 12 years, without any signs of this figure reducing. This is totally unacceptable. As I see it (and as set out in the United Nations rights of a child) it is a basic human right for all children and young people to have a roof over their heads, an education and the support to become the very best they can be. So, as you will have read in our Chairman's report, we have created an ambitious plan to End Youth Homelessness in Australia. We will deliver on it.

I am confident of this because we have a strong strategy to scale. Over the last 5 years, we have recruited and developed our Stepping Stone House staff team to a point where we are seeing a deep connectedness to our collective and personal purpose together with a real focus on achieving outcomes. In the last year, we have reached a point where:

- We enjoy 87% staff retention (as compared to an average 60% retention in our tough sector)
- 91% of our care team have a relevant degree qualification.
- Our employee engagement survey saw our staff score an average 4.56 out of 5!
- Increased the number of youth supported from 50 to 55
- Introduced a career development program to aid our young people to not only secure a job but develop a career
- **Diversified our income to replace the \$440k loss in government funding thanks to:**
 - Raising our Sleep Under the Stars income from \$275k (2017) to \$455k in 2018
 - Introduction of community organised Sleepout events
 - Increased grant funding
- A strong partnership forged with The Chappell Foundation resulting in funding to run an additional house for 4-5 children and youth
- Partnership formed with MyFoundations to provide housing for additional SSH youth
- Introduced technology management systems to manage our donor details
- Introduced an employee wellbeing program
- Updated our Strategic plan to scale the number of young people we support to End Youth Homelessness in Australia
- Taken a leadership role to lobby NSW government to support in care youth until 21 years old

It is our children and young people who ultimately benefit as they develop trust in these long-term relationships which in turn allow them to share the trauma that they have been through so they can start to rebuild their lives and become the very best they can be.

It is also worth reflecting on the achievements of one of our recent graduates, Chanel* who has lived at Stepping Stone House for 2.5 years. In this time, she has achieved the following:

- Keynote speaker at the Sleeping Under the Stars fundrasier
- Passed her driving test thanks to the 'Drive to Freedom' program
- Active participant in the SSH adventure education programs, including the ACT Wilderness camp, summiting Mt Kosciusko, camping in zero degrees Celsius, adseiling and learning to ski
- Commence a Bachelor in Nursing in January 2019

- Addressed the emotional challenges she had prior to coming to SSH
- Learnt over 400 life skills
- Engaged with a mentor
- Completed her Diploma in Nursing in Oct 2018
- Secured permanent employment as a nurse

We are very proud to announce that Chanel* will be graduating from Stepping Stone House in August 2019 and moving into a private rental.

Despite not having any government contracts to fund our youth, we are seeing an increasing number of former in-care youth approaching us for support.

Contributing factors include high private rental costs, a casualised work force in Australia, and critically that 60% of young people who exit out of home care at 18 years old will have experienced homelessness by the time they are 19 years old, and less than 2% of them will complete tertiary education. In Australia, almost half of young people aged 25 who are from a mainstream upbringing are still living at home.

The human toll of funding stopping at 18 years old is heart-breaking and we are continually having to support these youth at Stepping Stone House. So, I have personally joined the NSW Home Stretch Campaign Committee to lobby NSW government demanding that all care leavers must be provided access to extended care arrangements until they are 21 years old.

We seem to be making some inroads and I dearly hope that this time next year I will be reporting a NSW policy change which should see a majority of the 1100 NSW care leavers going on to complete their education, avoiding homelessness and being the very best they can be.

I wish to extend a passionate thanks to those donors, companies and organisations who are the backbone of our funding and support, including:

Stepping Stone House Foundation, Kennards Hire Foundation, Kennards Hire, Property Industry Foundation, Kennards Self Storage, Goodman Foundation, Pratten Foundation, Westpac Foundation, DHL Express, Sustainability Consulting, Lotus People, Campbell Edwards Foundation, Adobe, RS Foundation, Seek, BGC Partners, Mulford Plastics, UNISPHE, Huber Social and Manning & Co.

I am also grateful and privileged to work with a contemporary and supportive board. My thanks to Simon and all our board members.

Finally, I would like to take this opportunity to express my deepest gratitude to all of our employees and volunteers for their dedication.

A special mention goes to Shana, Cara and Libby who did an exceptional job successfully leading us through our reaccreditation this year and finally to the volunteers who sit on our Regatta and Sleep Under the Stars fundraising



JASON JURETIC
Chief Executive Officer

**Name changed to protect her identity*

RESIDENTIAL SERVICES MANAGER REPORT

In my second year of contributing to the Annual Report, I continue to be amazed and so proud of the achievements of all our young people and the staff who support them. This year Stepping Stone House has developed new and innovative programs, with a particular focus on career and employability skills for our young people. We partnered with Lotus Recruitment who generously donate their time to assist with resume writing, interview skills and most importantly, help our young people identify and work towards a career they are passionate about, to ensure they are more likely to maintain their employment.

This program compliments the many others we offer including Mentoring, the Duke of Edinburgh Award Scheme, Drive to Freedom, Financial literacy, Empower U and our many Adventure Education programs. Each program is designed to enhance the chances of our young people reaching successful independence when they graduate from SSH. None of these programs would be possible however without the ongoing dedication from our fantastic team of volunteers who donate their time, share their knowledge and skills, and most importantly inspire our young people to be the very best they can be.

This year Stepping Stone House progressed through the accreditation process with the Office of the Children's Guardian (OCG). This will ensure that our young people are getting the highest quality care and support. After our first inspection, the feedback has been incredibly positive. Our strength was identified as providing a friendly, safe and inclusive environment that really prepares young people for independence.

Alongside this process we have also been implementing a new evidence based therapeutic ARC model of care that focuses on assisting our young people to process the trauma they have experienced. The framework supports skills building in Attachment, Regulation and Competency. This groundwork we have established over the last few years is vital as we deliver our strategic plan and expand from supporting 50 young people to supporting 200 young people over the next 5 years.

We could not achieve such a quality service without the outstanding contribution of our youth workers and support team. The Stepping Stone House name is being recognised in the sector as a workplace of choice, which became evident when our most recent recruitment drive brought in over 200 applications.

Interestingly we are now noticing that our current residents are contacting peers in other refuges to let them know when a spare bed becomes available, so it seems that we are also being recognised as a placement of choice by youth too.

In addition to our youth work team we recently added a Restoration Youth Worker whose focus is to re-connect the young people with their families. Since recruiting this role we've celebrated 3 of our young people being able to return home.

This is a fantastic outcome and shows what can be achieved with the right supports in place, not just for the young people but also their families. A sincere thanks is extended to the Adobe Foundation for initially funding this program and then the Goodman Foundation for continuing the funding into a second year.

More than anything else, it is the well-being of our young people, and observing their achievements, that really confirms that we are on the right track. I am pleased to report that our children's average school attendance has increased year on year to 87%, well above the 60% national average for children in Foster Care. Our data shows that through 2018 the well-being of our young people increased by an average of 44%.

Even though residential care is not an ideal situation for any young person, our young people know that we go over and above, wherever possible, to provide them with opportunities that they can use to build a compelling future for themselves and hopefully enjoy some wonderful childhood memories during their time at Stepping Stone House.



SHANA LEWIS
House Co-ordinator



BOARD MEMBERS

(ALL BOARD MEMBERS ARE VOLUNTEERS)

SIMON BIRD

Simon Bird is a Fellow of the Australian Institute of Company Directors and former Director and Fellow of CPA Australia. Simon has accumulated over 30 years corporate experience.

This includes roles as Chief Executive Officer and Chief Financial Officer with large public companies together with Directorships on listed company boards and not-for-profit organisations.

As part owner of two child care centres and parent of two adult children, he has a keen interest in the welfare of our youth. Simon joined the Board in February 2016.

SUSAN ALEXANDER OAM

Susan Alexander majored in Psychology and Philosophy in her Arts degree at Sydney University and then obtained a Master of Arts (Psychology) and was awarded the Simmett Prize.

She has worked in Child Welfare and Youth & Community Services as District Manager and CEO of Western Sydney Development Disability Service and was responsible for three large Residential Centres with 530 clients, 789 staff and an operating budget of \$32 million.

She worked as a private consultant and was contracted as Regional Director for various DOCS Centres. For 8 years she worked in the NSW Office of the Children's Guardian as Principal Policy Officer.

Susan now works in the NSW Ombudsman's Office with children in Out-of-Home Care as an Official Community Visitor and Regional Convenor.

Her various voluntary positions in the Non-Government

Sector included being on the Board of Marist Youth Care and acting as mentor to the CEO and Chair of the Audit & Risk Committee.

Since 2008 Susan has acted as Voluntary Consultant to the SSH Chair and joined the Board in 2014. Susan was awarded the Medal of the Order of Australia in 2016 for her services to the community, particularly children's welfare.

JEROEN BOLLUIJT

Jeroen Bolluijt is a global entrepreneur with more than two decades of business experience that extends across Australia, The Netherlands, USA and Europe.

From running his own tech start-ups to co-founding an incubator with Deloitte in The Netherlands and advisory roles with industry associations in the areas of best practice standards; Jeroen brings a comprehensive range of skills and experience to assist businesses solve their most complex and challenging problems.

VICKIE AVERKIOU

Vicky Averkiou has an honours degree in Psychology from UNSW and a V. Grad. Cert. in Developmental Trauma from the Australian Childhood Foundation. She has worked 13 years within statutory child protection.

Six of those years was as a caseworker, working across the spectrum from intake to out-of-home-care. It was her work with high-needs adolescents in care that sparked her passion for trauma-informed practice.

She worked seven years as a Casework Specialist, supporting field staff across three districts and two adolescent units with consultation, reviews, coaching, and training. She now works as a private consultant across the NGO and government sectors. She incorporates mindfulness and meditation in her private practice with clients.



JOHN WARBURTON

John Warburton is a Trustee of Stepping Stone Foundation and joined the Board in 2015. John is a retired solicitor having practised with a major Australian law firm for over 40 years.

He is currently an Associate Member of the Whale Beach Surf Club and is on the Committee of the Palm Beach & Whale Beach Association Inc.

JIM BATCHELOR

Jim Batchelor is Managing Director of Universal Sony Pictures Home Entertainment; a Joint Venture that distributes film and TV content for a number of Major Hollywood and Local Studios.

Jim has worked both in Australia and Internationally in a number of Senior Commercial Roles. Jim's experience is broad across Sales, Buying, Marketing and Change Management.

VERA RANDALL

Vera Randall founded Knitwit, an Australian home sewing franchise which encourages women to overcome fear, build up self confidence and share success. Vera has served on government and not-for-profit boards including Australia Post, Quality Australia and Habitat for Humanity Australia and International.

She currently co-owns Just Better Care Northern Suburbs, a business providing in-home and share house support to people who are frail aged, living with disability or dementia. Vera is Australia's Inaugural Business Woman of the year.

KAREN CARMICHAEL

Karen Carmichael has an established and diverse finance career in notable ASX companies, such as Myer group, Mitsubishi Electric Australia, Schwartzkopf and SingTel Optus Communications, Karen was named Worldwide Who's Who Professional of the Year in Financial Management for 2012, in recognition of her achievements.

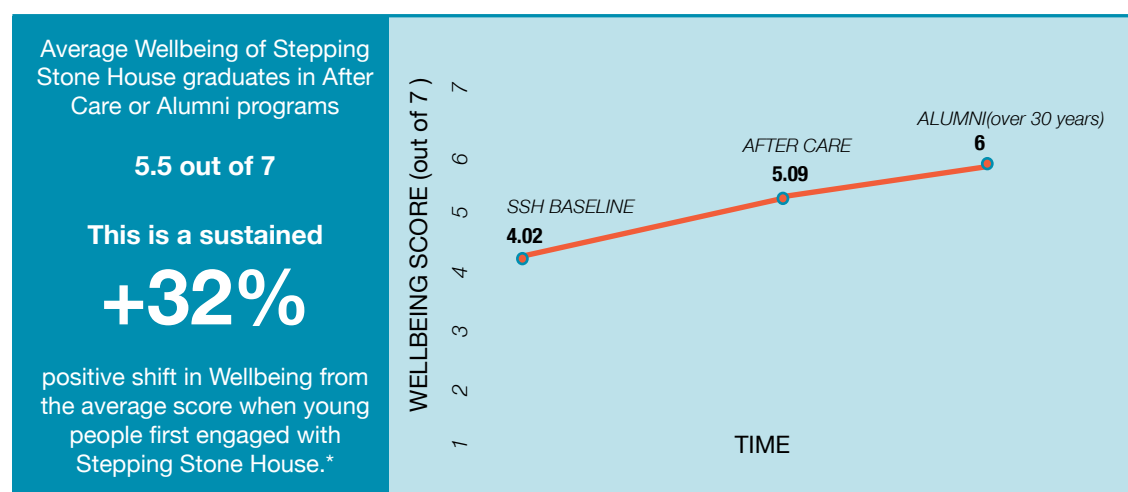
Her passion for making a difference extends beyond the corporate world and she is strongly committed to working with those in need. She was awarded NSW Corporate Volunteer of 2008 for her work with high school students in the disadvantaged areas of Sydney through the Australian Business and Community Network.

Karen also enjoys the arts and is prior Treasurer of Critical Path, a contemporary dance choreographic research association.



OUTCOMES ACHIEVED IN 2018 - 2019

MEASURE	FOSTER CARE	SSH GRADUATES
Completed year 10 (Rosa)	60%	82%
Completed year 12 (HSC TAFE)	42%	64%
Completed tertiary education	2%	33%
School attendance	60%	87%
Accommodated at 19 years old	40%	100%
Employed on graduation	TBC	100%
Wellbeing	TBC	Up 42%*
Transition to foster care	n/a	8%
Restored to family	TBC	17%
Social impact		\$1 = \$3.40



* Independent evaluation by Huber Social

LIFE AFTER STEPPING STONE HOUSE

5.5/7

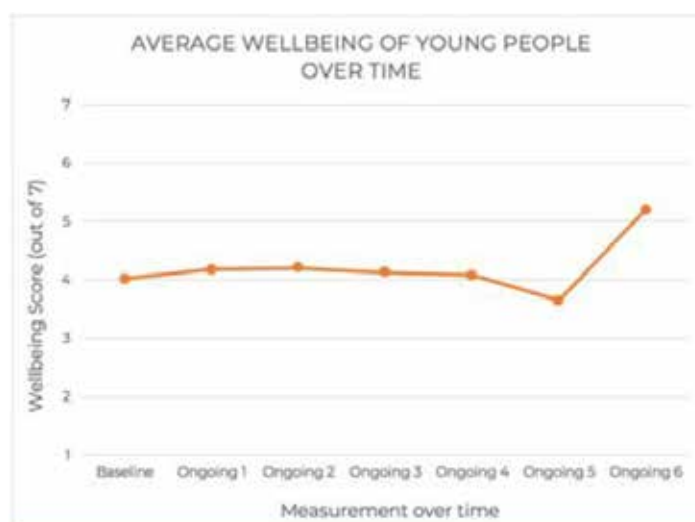
AVERAGE
WELLBEING SCORE

+32%

POSITIVE SHIFT IN
WELLBEING FROM THE
AVERAGE SCORE WHEN
YOUNG PEOPLE FIRST
ENGAGE*

SUSTAINED POSITIVE OUTCOMES OVER TIME

- 33% home owners and 45% renting
- 78% are currently employed
- 56% report earning enough income to live comfortably
- 89% completed higher education qualifications
- 0% been in juvenile justice or correctional system



This is the recorded average journey of a young person at Stepping Stone House based on data collected between 2017 and 2019.

HIGHEST SCORING FACTORS

- Financial Management
- Housing
- Employment
- Health Management
- Daily Life Skills



FINANCIAL REPORT

For the year ended 30 June 2019

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Independent Auditor's Report

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SYDNEY STEPPING STONE INC.

PROFIT AND LOSS STATEMENT

For the Year Ended 30th June 2019

NOTE	2019	2018
INCOME	\$	\$
Dividends Received	-	-
Interest Received	7,073	3,295
Other Income	1,118	2,441
Family and Community Services	-	443,265
Donations	110,007	133,328
Institutional Donations	494,723	381,090
Fund Raising Events	584,105	380,956
Contracted Care	89,629	-
Residents Contributions	25,566	32,925
SSI Foundation	504,803	410,878
Total Income	1,817,024	1,788,178
EXPENDITURE		
Accountancy Fees	853	4,984
Auditors Remuneration	900	900
Consultancy/Agency Staff	24,268	25,220
Depreciation	14,503	16,147
Resident Expenses	77,962	74,646
General Expenses	16,568	15,205
Insurance	45,383	15,205
Legal Costs	3,156	42,621
Motor Vehicle Expenses	24,243	23,265
Property Rental	-	161,196
Salaries	1,162,943	1,056,272
Annual Leave Expense	35,603	28,301
Staff Training & Welfare	21,517	18,447
Superannuation Contributions	106,790	96,093
Computer Expense	24,374	18,987
Fundraising Expenses	66,317	61,904
Total Expenditure	1,678,291	1,730,891
Profit	138,733	57,287

SYDNEY STEPPING STONE INC

BALANCE SHEET

As at 30th June 2019

	NOTE	2019	2018
CURRENT ASSETS		\$	\$
Cash and Cash Equivalents	2	1,033,098	846,896
Trade and Other Receivables	3	35,008	5,577
Total Current Assets		1,073,356	852,473
NON-CURRENT ASSETS			
Property, Plant and Equipment	6	159,555	159,251
Other Non-Current Assets	5	880	880
Total Non-Current Assets		160,435	160,131
Total Assets		1,233,791	1,012,604
CURRENT LIABILITIES			
Trade and Other Payables	7	6,111	25,082
Current Tax Liabilities	4	15,818	13,009
Financial Liabilities	8	18,336	18,254
Short Term Provisions	9	131,907	91,694
Other Current Liabilities	10	200,000	141,678
Total Current Liabilities		372,172	289,717
Total Liabilities		372,172	289,717
Net Assets		861,619	722,887
EQUITY			
Reserves	11	364	364
Retained Profits	12	861,255	722,523
Total Equity		861,619	722,887

SYDNEY STEPPING STONE INC.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 30th June 2019

NOTE 1: SIGNIFICANT ACCOUNTING POLICIES

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the needs of members.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

BASIS OF PREPARATION

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of the statements are as follows:

(a) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

(b) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(c) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled, plus related oncosts.

(d) Property, Plant and Equipment

Property, plant and equipment are carried at cost, independent or management valuation. All assets, excluding freehold land and buildings held for investment, are depreciated over their useful lives.

The depreciation method and useful life used for items of property, plant and equipment (excluding freehold land) reflects the pattern in which their future economic benefits are expected to be consumed by Sydney Stepping Stone Inc. Depreciation commences from the time the asset is held ready for use. Any leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The useful lives used for each class of depreciable asset are considered to fall within standard parameters. Standard rates of depreciation have been used for each class of asset.

(e) Borrowings

Loans are carried at their principal amounts which represent the present value of future cash flows associated with servicing the debt. Interest is accrued over the period it becomes due and is recorded as part of current payables.



(f) Trade and Other Receivables

Trade receivables are recognised initially at the transaction price (i.e. cost) and are subsequently measured at cost less provision for impairment.

At the end of each reporting period, the carrying value of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognised immediately in the financial statements.

(g) Revenue and Other Income

Revenue is measured at the value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

All revenue is stated net of the amount of goods and services tax (GST).

(h) Trade and Other Payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest. They are recognised at their transaction price.

NOTE 2: CASH AND CASH EQUIVALENTS

Cash and Cash Equivalents	2019	2018
	\$	\$
Macquarie Term Deposit	300,000	-
Petty Cash	1,725	1,952
<i>Cash At Bank</i>		
SHH Everyday #769	184,006	324,015
Fuel The Individual #777	-	19
FACS a/c #061	-	25
Theatre Fund & Burwood Council #889	16,133	17,357
Rent Account #0386	19,790	20,500
WBC Petty Cash #053	2,345	761
SSH Bonus Interest #785	509,099	482,238
Property Improvements & Maintenance	-	29
Total Cash And Cash Equivalents	1,033,098	846,896
Cash Recpnciliation	1,033,098	846,896
Cash And Cash Equivalents	1,033,098	846,896

NOTE 3: TRADE AND OTHER RECEIVABLES

Current	2017	2016
	\$	\$
Trade Debtors	35,008	5,577
Total Trade And Other Receivables	35,008	5,577
	35,008	5,577

NOTE 4: TAX ASSETS AND LIABILITIES

Current	2017	2016
	\$	\$
Liabilities		
PAYG Payable	15,818	13,009
Net Tax Liabilities	(15,818)	(13,009)

NOTE 5: OTHER ASSETS

Non-Current	2019	2018
Rental Bond		
Canterbury Road	880	880
	880	880
Total Other Assets	6,130	880

NOTE 6: PROPERTY, PLANT AND EQUIPMENT

	2019	2018
	\$	\$
Property Improvements	133,968	133,968
Less Accumulated Depreciation & Impairment	(23,173)	(19,213)
	110,795	114,755
Total Land And Buildings	110,795	114,755
Motor Vehicles	63,597	63,597
Less: Accumulated Depreciation	(49,145)	(45,812)
	14,452	17,785
Office Furniture & Equipment	121,620	106,813
Less: Accumulated Depreciation	(87,312)	(80,102)
	34,308	26,711
Total Plant And Equipment	48,760	44,496
Total Property, Plant And Equipment	159,555	159,251

NOTE 7: TRADE AND OTHER PAYABLES

Current	2019	2018
	\$	\$
Sundry Creditors	-	-
Trade Creditors	-	-
Other Creditors	6,111	25,082
	6,111	25,082
Total Trade And Other Payables	6,111	25,082

NOTE 8: FINANCIAL LIABILITIES

Current	2019	2018
	\$	\$
Resident Savings	18,336	18,254
Total Current	18,336	18,254
Total Financial Liabilities	18,336	18,254

NOTE 9: PROVISIONS

Current	2019	2018
	\$	\$
GST Payable	(1,737)	(5,800)
Provision For Holiday Pay		
Provision for Holiday Pay	100,417	84,943
Provision For Long Service Leave		
Provision for Long Service Leave	24,831	4,701
Superannuation Contributions Surcharge		
Superannuation Contributions Surcharge	8,396	7,850
	131,907	91,694
Total Provisions	131,907	91,694

NOTE 10: OTHER LIABILITIES

Current	2019	2018
	\$	\$
Income In Advance	200,000	141,678
	200,000	141,678
Total Other Liabilities	200,000	141,678

NOTE 11: RESERVES

General Reserve	2019	2018
	\$	\$
Opening Balance	364	364
Closing Balance	364	364
Total Reserves	364	364

NOTE 12: RETAINED PROFITS I ACCUMULATED LOSSES

	2019	2018
	\$	\$
Retained Profits at Beginning of Financial Year	722,522	665,236
Add		
Net profit attributable to members	138,733	57,287
Retained Profits At 30 June 2017	861,255	722,523

NOTE 13: COMPANY DETAILS**The principal place of business is:**

Sydney Stepping Stone Inc. Level 9, 31 Market Street, Sydney NSW 2000

The principal activities of the company include:

Stepping Stone House provides an accredited out-of-home-care residential service providing medium to long term accommodation in a Federation house at Dulwich Hill, Sydney.

SYDNEY STEPPING STONE INC. DIRECTORS' DECLARATION

For the year ending 30th June 2019

The Directors have determined that the Company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in the Notes to the Financial Statements.

The Directors of the Company declare that:

1. The financial statements and notes, as set out in the financial report, present fairly the Company's financial position as at 30 June 2019 and its performance for the reporting period ended on that date in accordance with the accounting policies described in the Notes to the Financial Statements; and
2. In the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



SIMON BIRD
Director



KAREN CHARMICHAEL
Director

Dated this 9th day of October 2019

SYDNEY STEPPING STONE INC. INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SYDNEY STEPPING STONE INC.

We have audited the accompanying financial report, being a special purpose financial report, of Sydney Stepping Stone Inc. (the Company), which comprises the Balance Sheet as at 30 June 2019, and the Income Statement for the Year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Directors' Declaration.

Directors' Responsibility For The Financial Report

The Directors of the Company are responsible for the preparation of the financial report, and have determined that the accounting policies described in the Notes to the Financial Statements are appropriate to meet the requirements of the Company's constitution and the needs of the Members. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

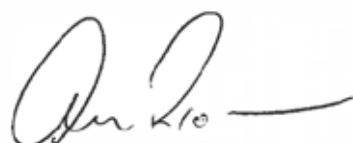
In conducting our audit, we have complied with the independence requirements of the Australian Professional Ethical Pronouncements.

Opinion

In our opinion, the financial report presents fairly, in all material respects the financial position of Sydney Stepping Stone Inc. as at 30 June 2019 and of its financial performance for the Year then ended in accordance with the accounting policies described in the Notes to the Financial Statements.

Basis Of Accounting

Without modifying our opinion, we draw attention to the Notes to the Financial Statements, which describe the basis of accounting. The financial report has been prepared for distribution to members for the purpose of fulfilling the Directors' financial reporting obligations under the company's constitution. As a result, the financial report may not be suitable for another purpose.



ANDREW RIORDAN
Incite Accountants & Advisors
Level 9, 31 Market Street, Sydney NSW 2000

Dated this 9th day of October 2019

SUPPORTERS

Stepping Stone House only exists through the efforts of many. We believe community problems are best solved by communities themselves. It means working together across private and public sectors, profit and not-for-profit enterprise, through both individual and collective efforts. Without all of those who support us we wouldn't be able to help young people become independent and be the best they can be. Here we acknowledge just some of the many who make it all possible.

Thank you to all of you who partner with us, fund aspects of our work, make donations, work side by side with us, provide opportunities for our young people, pitch in and help day to day, provide in-kind support of all types and advocate for what we do. Every contribution, no matter how large or small, is greatly appreciated. Thank you also to our anonymous supporters.

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