

Annual Report

2023-24





Acknowledgement of Country

Stepping Stone House acknowledges the Traditional Custodians of the lands on which we operate, the Kamaugal, Wangal, Gadigal, and Bediagal people of the Eora Nation.

As we provide shelter and care to young people on these lands, we acknowledge the continuing cultures of all First Nations people, and their connection to kinship, family and community.

We pay respect to Elders and Ancestors and extend that respect to all Aboriginal and Torres Strait Islander peoples.

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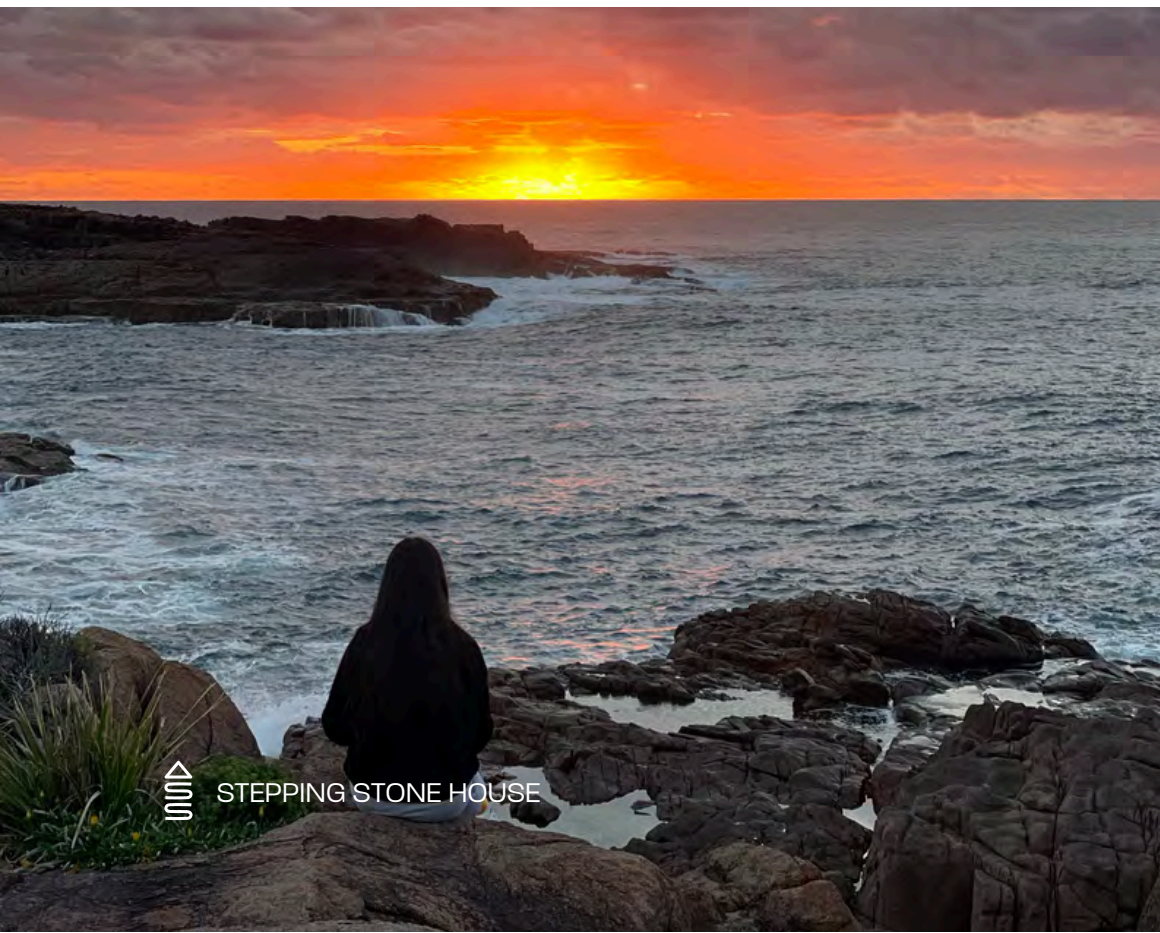
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“ It's hard to say where I would be today, had it not been for Stepping Stone House.

Having staff that are so validating and who we can come to for support has made it a lot easier for me to reach out for help... I grew up being told to figure everything out on my own, but really, many hands make life easier. ”

- CURRENT RESIDENT, STEPPING STONE HOUSE



Helping Children & Youth Build their Futures

Established in 1989, Stepping Stone House has a mission to provide a safe place for children and young people at risk or experiencing homelessness so they can begin to heal, build resilience, create connections and become the very best they can be.

This year marked the 35th anniversary of Stepping Stone House, and though there have been many changes over the years, our foundations remain as strong as ever – a commitment to giving young people the home and support everyone deserves.

The Stepping Stone House vision is ambitious, but absolutely vital. This year, after much consideration, we decided to update our vision to explicitly include children in our pledge, alongside youth.

OUR VISION:

**END CHILD AND YOUTH
HOMELESSNESS IN
AUSTRALIA**

This seemingly small lexical choice reflects a much more significant commitment to what has been at the heart of our cause for 35 years and will continue to shape the future of Stepping Stone House.

As a profit-for-purpose charity, we're committed to developing the self-esteem, emotional resilience, self-confidence, health and wellbeing of children and young people aged 12 to 24 years old.

More than just a shelter, we empower young people with therapeutically-informed care and development, including education support, career and employment coaching, life skills, outdoor adventure education, and so much more.

Our focus on providing long-term support allows for young people to stay in our service for years, giving them the stability and help they need to heal and grow from the complex trauma they've often experienced.



Young people are generally referred to Stepping Stone House from all over Australia via Community Services, Juvenile Justice, crisis accommodation services and self-referrals.

We aim to give the young people in our care a FUN living environment, ensuring they leave with wonderful childhood memories and improved wellbeing. Our model of care is person-centred, building a development plan for each young person which considers their unique circumstances, strengths and challenges. At the core of this process remains our commitment to quality relational care, reflected clearly in our mission statement.

OUR VALUES:

FUN

Allyship

Connection

Creativity

Trustworthiness

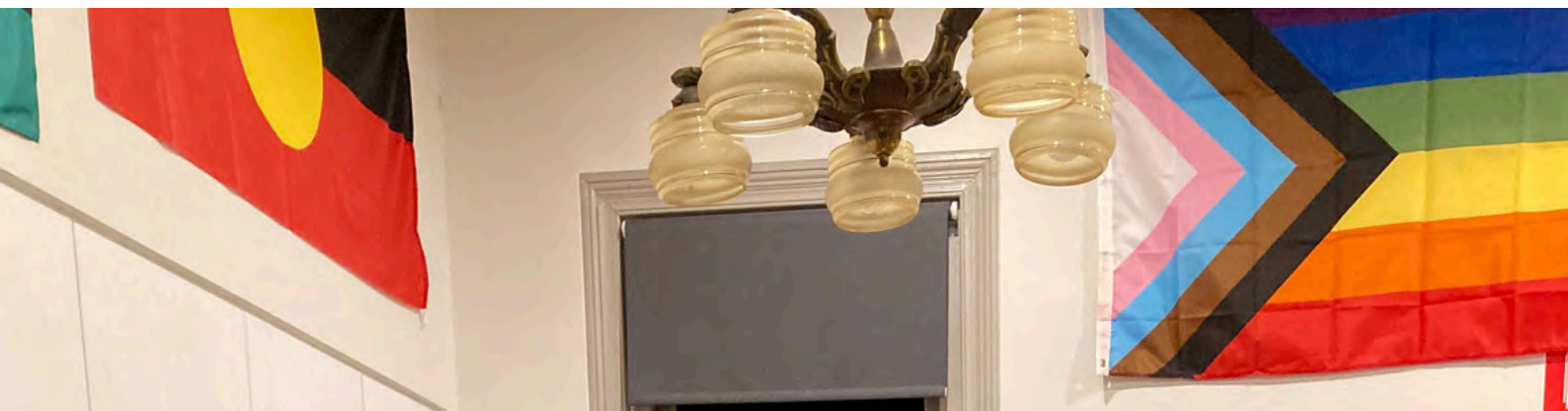
Self-Determination

Stepping Stone House provides support for children and young people experiencing or at-risk of homelessness through:

- 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

- Cultural competence camps
- Mental healthcare
- Duke of Edinburgh Award Scheme
- Volunteering Mentors
- Financial management

Stepping Stone House Limited was certified by ASIC to become a registered public company, limited by guarantee, under the Corporations Act 2001. SSH is governed by a Board and its Constitution is in accordance with the Corporations Act 2001.



Stepping Stone House's Continuum of Care

Residential Care 12-18 Years Old

- Provides a safe, secure, 24/7 staffed home for young people
- Delivers therapeutic care, mentorship, and counselling
- Focuses on life skills, emotional resilience, and educational support
- Emphasises a 'home away from home' environment
- Department of Communities and Justice Intense Therapeutic Care Permanency Support Program funded until 2027



Semi-Independent Living Program 16-20 Years Old

- Provides a shared house alongside daily mentoring support
- Focuses on intermediate life skills development for self-sufficiency
- Encourages part-time employment and pursuit of tertiary education
- Includes a mandatory savings plan to help secure a future rental bond



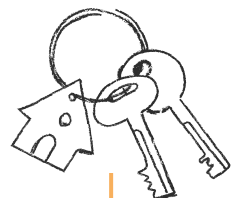
Independent Living Program 18-24 Years Old

- Supports young people in their own tenancies in the community
- Regular case worker contact for skill development and goal setting
- Aims to fully prepare young people for sustainable independence
- Helps young people achieve education and employment goals



After Care Graduation-30 Years Old

- Independent and self-sufficient living in leased accommodation
- Staff available to provide ad-hoc support to young people as needed



Alumni 30+ Years old

- Individuals are able to 'pay it forward' by giving back as fundraisers, mentors, or volunteers with Stepping Stone House



Outcomes Progress 2024

To track each young person's journey and progress, Stepping Stone House uses the Outcomes Star measurement tool. This enables us to capture valuable data and assess growth towards independence across eight key development areas.

OVERALL SHIFT OF YOUNG PEOPLE IN OUTCOMES AREAS



As illustrated in the statistics above, we're able to measure how well each young person is progressing towards independence across various domains.

We're particularly encouraged to note improvements of over 10% across the **People & Support, Money & Rent, and Practical Life Skills** areas.

This progress reflects the positive impact of the My Skills for Life platform, along with the dedicated support of our youth and case workers.

Reflecting on the slight decline across **Work and Learning** outcomes, this result likely suggests that young people are recognising the level of support needed to maintain steady employment or continue their education while managing the responsibilities of independent living.

Many of the young people represented in this data have recently transitioned into our Independent Living Program, where they are working to gain a clearer understanding of the demands associated with independence.

Chair's Message

Simon Bird

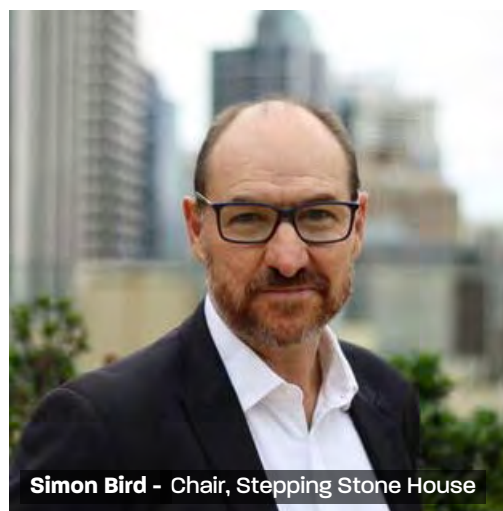
The past year at Stepping Stone House has been one of immense challenge and growth. Despite significant obstacles, I am proud to report on the remarkable achievements of our dedicated team plus the children and young people they support.

Coming out of a tough 2023 financial year, we made the decision to prolong the temporary pause of our expansion plan and Helios, our evidence-based project utilising systemic solutions to end child and youth homelessness in Australia. These choices were not made lightly, but our priority was to ensure the children and young people in our care continued to receive the highest quality of support.

While waiting for the outcome of a significant contract application with the Department of Communities and Justice (DCJ), we faced the difficult decision to pause operations at one of our houses on Wardell Road for four weeks. This was necessary to rebuild our financial reserves and maintain the level of care which is the core of our mission.

I'm pleased to share we did not have to exit any residents during this time. Our Care Team managed this process expertly, making sure every young person continued to receive the person-centred, holistic support characteristic of Stepping Stone House.

Navigating these turbulent times reminded us of the strength, adaptability and passion of our team, who I'm incredibly proud to oversee. I want to take the time to thank them for their loyalty and congratulate them on what they've achieved over the past year – it has not gone unnoticed.



Simon Bird - Chair, Stepping Stone House

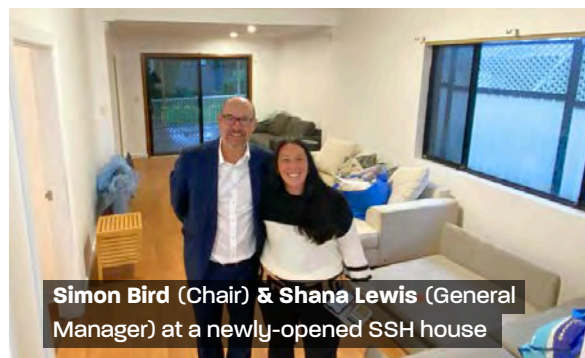
Chair's Message - Simon Bird continued

In January, we were thrilled to learn we had secured the contract with DCJ.

With the contract now funding our Residential Care Program, our Fundraising Team can focus on funding our Semi-Independent Program, Independent Living Program and other programs, such as our Adventure Education Program, to support at-risk young people who fall outside government support, but desperately need help.

Over the past year, we bid farewell to two longstanding Board Directors, Vicky Averkiou and Jeroen Bolluijt, whose contributions have been invaluable. Vicky served on the board for four years and Jeroen for eight years over two tenures. In their place, we have warmly welcomed Renee Coiner and Benjamin Balasigamany as new Directors.

Additionally, we have appointed former Board Director, Jeroen Bolluijt, and Brett Nan-Tie as Strategic Advisors. Their expertise will be crucial as we refine and execute our strategic plan, ensuring Stepping Stone House remains ambitious, sustainable, and committed to our vision of ending child and youth homelessness in Australia.



Another invaluable member of our team is Aunty Gail Daylight, our Aboriginal Cultural Advisor. Aunty Gail's insight is imperative in ensuring we are prioritising cultural safety, particularly in our Bawaga Program but also across our whole organisation.

Thank you to all who have stuck by our side during a challenging period. It is because of you we've been able to continue supporting children and young people to become the very best they can be.

I am excited for what the coming year holds, and I look forward to updating you on all we've achieved in 2025.

A handwritten signature in black ink, appearing to read "Simon Bird".

SIMON BIRD
CHAIR, STEPPING STONE HOUSE

CEO's Report

Jason Juretic

It is a pleasure to be contributing to another SSH Annual Report – my tenth since being granted the privilege of leading this amazing organisation.

As always, I want to express my deepest gratitude to the SSH team, as well as our Board, donors, supporters and volunteers for being part of the special community which makes what we do possible. Many of you reading will have heard me say this before, but I truly believe it takes a village to raise the children and young people at SSH, and you are all a crucial part of that. Thank you.

To begin, I want to share a story with you about a young person who, despite some significant obstacles, continues to better themselves each day.

For the past year, one of the young people in our care, Chloe, has been suffering with a chronic health issue that has kept her hospitalised.

Chloe came to Stepping Stone House at the age of 14, after leaving a neglectful home and living in the care system. Understandably, she was upset with her situation and displayed some difficult behaviours.

One of these – which we laugh about now – was her habit of blasting a Pink song with the lyrics, “This used to be a funhouse, but now it's full of evil clowns,” on full volume whenever she was struggling with the boundaries we'd set. She's certainly a character.

Since then, Chloe has come along in leaps and bounds. She's been on each of our Adventure Education camps, completed all 808 life skills in our My Skills for Life Program, graduated into the Independent Living Program, and secured employment with Accor Hotels. She has been working for Accor from her hospital bed for the last year and I am very proud to report she recently won Employee of the Month.



Jason Juretic - CEO, Stepping Stone House

CEO's Report - Jason Juretic continued

In fact, Chloe was so engaged in our programs that in 2016, on the Friday afternoon before our annual beach holiday to Narrabeen, she gave me a call.

I'd made the executive decision to postpone our departure to the Saturday, as there had been torrential rain across Greater Sydney and we'd planned to camp near the beach. This wasn't a popular decision. As Chloe reminded me, it was a holiday she'd been looking forward to and camping in the rain would 'only make them stronger.' I still smile to myself about this moment, knowing we've been able to provide her with lasting memories, and opportunities to grow her confidence and resilience.

We did go camping that Friday night, and it was VERY wet, but so much FUN.

The past year for Stepping Stone House can best be described as a year of two halves – one marked by retraction and the other by expansion.

The first half of the year presented significant challenges. We had hoped to receive news on the Department of Communities and Justice (DCJ) contracts in May 2023, as initially communicated, but the delay forced us to make some tough decisions to preserve our financial sustainability. As mentioned in Simon's report, we had to pause operations at two of our houses on Wardell Road for four weeks, a decision which was underpinned by our commitment to providing a very high quality of care for those in our service. Sadly, we also had to farewell some highly valuable team members, who we still dearly miss. This was undoubtedly the toughest period not only in my time so far at SSH, but also in my entire working life.

Throughout this period, we were reminded of the resilience and loyalty of our team, as well as the generosity of our supporters. We are incredibly grateful to our key partners, including Goodman Foundation, Stepping Stone Foundation, DHL Express, The Chappell Foundation, Sustain Recruit, Lotus People and Kennards Hire Foundation.



CEO's Report - Jason Juretic continued

These organisations stood by us when we needed them most, ensuring we could continue to provide essential care for the children and young people we serve. Thank you to all our donors – your support has been invaluable during this tough year.

The second half of the year was characterised by rapid growth, funded entirely by the aforementioned contract with the Department of Communities and Justice (DCJ), which we signed in late January 2024.

This contract allows us to provide care for an additional 12 children and young people as part of an Intensive Therapeutic Care Program – an essential service for vulnerable individuals in desperate need of stable relationships and a nurturing environment.

To ensure we can provide the appropriate level of care for these children, we have opened three new homes and grown our team significantly. In comparison to the previous 12 months, this has felt like a whirlwind, but one we have handled exceptionally. I must make special mention of our General Manager, Shana Lewis, who has done an outstanding job of overseeing this expansion with great skill and care.

Securing government funding was a large focus in our renewed fundraising strategy, which prioritises stability and is intended to safeguard us against the financial volatility experienced in 2023 and early 2024.

This contract with DCJ has provided us with the time and resources required to rebuild and focus on raising funds for our Semi-Independent and Independent Living Programs, which support young people who require support but don't qualify for government care - a mission we remain as committed to as ever. An important fact to note is we now support 74 children and young people at Stepping Stone House, with 66 being supported without government funding, making our fundraising and donations just as important as ever.



CEO's Report - Jason Juretic continued

To close, I want to share one of my highlights of the year with you.

At SSH, we have seen first-hand the power of young people with lived experience of homelessness sharing their story to empower others affect change.

This was on full display when one young person, who has been with us for eight years and has just graduated from our Independent Living Program, had the opportunity to speak in front of over 500 people at the St George Foundation Ball at Sydney Town Hall.

They courageously shared their story, using their experiences to demonstrate the glaring gaps in the care system, and how SSH helps fill them.

They showed remarkable confidence and vulnerability, moving many in the room to tears.

For me personally, this was a powerful reminder of why I do what I do.

As we move into the coming year, I am confident it will be one of recovery and growth. We are poised to bounce back stronger than ever, thanks to the collective dedication of our entire Stepping Stone House community.

With gratitude,



JASON JURETIC
CEO, STEPPING STONE HOUSE



General Manager's Report

Shana Lewis

This last year has been transformative to say the least, marked by challenges, growth, obstacles, and incredible achievements. I couldn't be prouder of our teams and the children and young people who have navigated it all with resilience and strength.

As mentioned by Simon and Jason, one of our toughest decisions was to pause two of our house operations at Wardell Road for short periods of time.

Although this was challenging, I'm proud to say we managed it seamlessly, with none of our residents needing to exit the programs early. Instead, with an early pause on new entries, we were able to make sure all our young people were ready for independence before putting a hold on the running of our houses.

This was an incredibly tough period, and our Care Team has been truly remarkable throughout. Their dedication and hard work have been instrumental to our success, with several team members earning well-deserved promotions into House Coordinator roles once we secured the new government contract and began to open our houses back up again.

This is a testament to their commitment and highlights the career pathways Stepping Stone House provides for those dedicated to our mission.

One of the houses that was paused temporarily was our Bawaga Angus Fergusson house. This house provides culturally safe support for First Nations young people. This project was paused for three months due to a lack of resources to deliver it at the quality we felt was essential.

I am thrilled to share it's now back up and running with a new Aboriginal-led team and new participants. The program is thriving, and we're excited to see it continue to grow.



General Manager's Report - Shana Lewis continued



A recent highlight was the team's trip to the Mutawintji Cultural Festival at Mutawintji National Park, an enriching experience we hope to make an annual tradition for both young people and staff.

Our organisation's rapid expansion in the second half of the year, fuelled by securing the DCJ contract, has been a significant milestone for Stepping Stone House. We've successfully opened three new houses and expanded our team ready to care for 12 additional children and young people as part of our Intensive Therapeutic Care Program.

It's been a busy time, but I am proud to report we are nearing the completion of this expansion, with all new houses open and 9 of 12 young people joining the service.

Throughout the year, we've witnessed some heartwarming examples of community support.

Special thanks go to our incredible volunteer Ellen Lloyd-Jones, who mobilised generous donors through the Inner West Community Facebook group to furnish two of our houses with high-quality donated items. Her generosity reflects the inspiring spirit of our community.

Longtime volunteers Paul Cragg, Paul Dwyer and Geoff Denman also deserve recognition for going above and beyond to support our houses, positively impacting the lives of the children and young people we care for at Stepping Stone House.

General Manager's Report - Shana Lewis continued



Adventure Education remains a cornerstone of our programs, empowering young people to grow through experience and challenge, building confidence, life skills, and lasting memories.

This year, we were fortunate to take young people on trips to Peats Ridge, Port Stephens, Cockatoo Island, and even on a snow trip to the Snowy Mountains.



As we look forward, our focus will shift from growth to stability. Following a period of rapid expansion, we are prioritising the creation of a solid foundation to ensure we can continue providing the highest level of care to all young people in our programs and prepare for further growth in future.

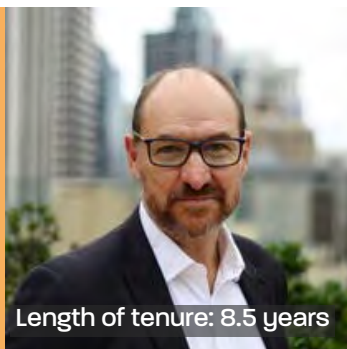
A massive thank you to everyone who helped make this year a success.

A handwritten signature in black ink, appearing to read 'Shana Lewis'.

SHANA LEWIS
GENERAL MANAGER,
STEPPING STONE HOUSE

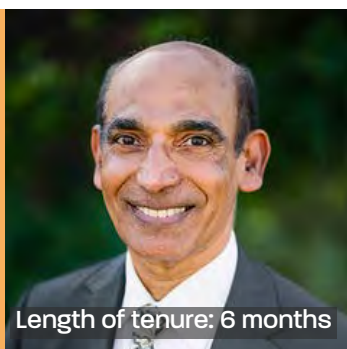
People & Partners

Our Board



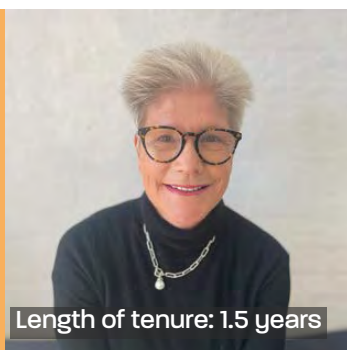
Simon Bird Chair

Simon is a Fellow of the Australian Institute of Company Directors and former Director and Fellow of CPA Australia and Chartered Accountant. He has over 35 years corporate experience, including in roles as Chief Executive Officer and Chief Financial Officer with large public companies, along with Directorships on listed company boards and not-for-profit organisations. Simon joined the Board in February 2016.



Benjamin Balasigamany Treasurer

Bala is a Chartered Accountant with many years of experience providing quality finance and management services in the private, public and not-for-profit sector. For the past five years, he has worked at St Augustine's College Sydney as the Director of Business and Finance and previously worked at Marist Youth Care Ltd as the Executive Manager - Corporate Services for 10 years. He is enthusiastic about contributing to the success of Stepping Stone House and joined the board in January 2024.



Cate Sydes Sector Specialist

Cate's career spans over 37 years, holding senior management roles in the Australian community services and education sectors, collaborating with children and families at a national, state, and local level. In 2015, Cate was an NSW State Finalist in the Telstra Business Women Awards.

She joined the SSH Board in November 2022.

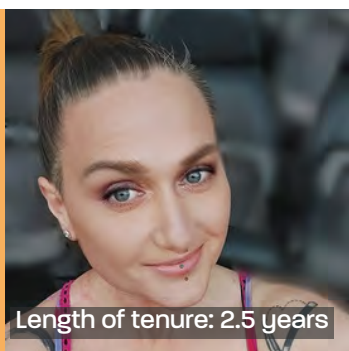
People & Partners - Our Board continued



Length of tenure: 6 months

Renee Coiner Child Protection Specialist

Renee has been a social worker for more than 20 years, specialising in working with vulnerable children and families in a statutory child protection context and supporting practitioners in their work. Renee has a specific interest in developmental trauma and the impact of trauma on growth and development throughout childhood/adolescence and an interest in creating child/young person safe environments. She is currently working in private practice as a consultant across the NGO and government sectors.



Length of tenure: 2.5 years

Shen Wilson Lived Experience Specialist

Shen grew through the adversity of her childhood experiencing poverty, out-of-home care, and youth homelessness. Shen is a former resident at Stepping Stone House and now lives and works in Castle Hill, NSW with her four children and partner, Bec.

After working in youth work and education, Shen shifted her focus and began a journey toward independent business ownership and upskilling. After selling her business, Shen now works for Sydney Trains as a Train Guard where she has an affinity for the trains which sheltered her when she had nowhere to go.

In addition to her duties as a Board Director, Shen helps ensure Stepping Stone House is a culturally safe space, being a proud member of the LGBTQIA+ community, and an Aboriginal woman from the Dja Dja Wurrung People.

Speaking at key events, Shen is also a Stepping Stone House Ambassador and regularly uses her lived experience of out-of-home care to advocate for the organisation's vision to end child and youth homelessness in Australia. Shen joined the Board in November 2021.

People & Partners

Advisors



Jeroen Bolluijt Strategic Advisor

Jeroen 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 and co-founding an incubator with Deloitte in the Netherlands, to best practice standards advisory roles with industry associations, Jeroen brings a comprehensive range of skills and experience to assist businesses in solving their most complex and challenging problems.



Brett Nan Tie Strategic Advisor

Brett has been a Strategic Advisor for Stepping Stone House since 2015 and is a management consultant and entrepreneur who has co-founded successful consulting, IT, social impact measurement, and Nature Positive businesses.

Brett's experience through more than 40 years of helping many different organisations transform the way they work has given him unique insights into what makes them behave the way they do – and what it takes to change that behaviour.

He is often called upon in situations where ambiguity makes conventional management approaches ineffective or even counter-productive, and where strategic intent needs to be translated into new ways of working.

He is passionate about enabling people to change the way their organisations work so they are purpose-driven, have a positive impact on the world and take action to solve the social and environmental crises we have created in our blind pursuit of profit.

People & Partners - Advisors to the Board continued



Aunty Gail Daylight Aboriginal Cultural Advisor

Aunty Gail is a very valued Aboriginal Cultural Advisor and member of the SSH Aboriginal Bawaga committee.

Gail is a proud and strong Kamilaroi woman, with over 30 years of experience in Aboriginal Health. She started working at the Aboriginal Medical Service in Redfern in 1978 as a receptionist and worked her way up to being the Dental Coordinator. Gail has had senior roles in the Public Sector, Local Government, the Department of Education and Training and NSW Health. In 1993, she was elected by the Sydney Aboriginal Community as an Aboriginal & Torres Strait Islander Commission Councillor for a term of three years.

In 2012, Gail was inducted into NSW Aboriginal Health Hall of Fame at the NSW Aboriginal Health Awards. This award was presented to her by the Minister and was in recognition for over 30 years of service to Aboriginal Health.

It Takes a Village

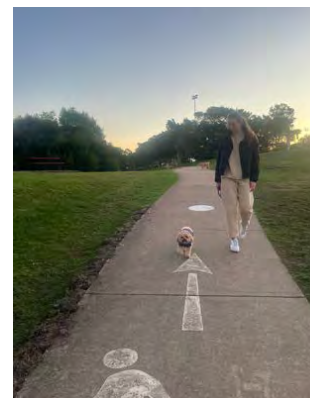
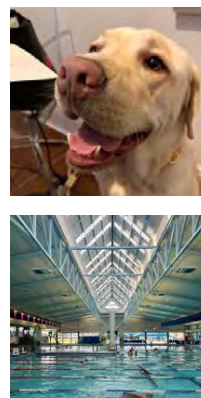
Fundraising, Community & Volunteers

This past year, Stepping Stone House saw incredible generosity and hands-on support from our community. Through fundraising, volunteering, financial support, pro-bono goods and services and showing up in countless ways, our supporters have shown how much they care. Every volunteer, donor and partner has helped our young people grow towards reaching their full potential.

The 2023-24 financial year kicked off strong with our annual flagship fundraising event, Sleep Under the Stars held at Cockatoo Island in October, raising \$1.32 million to support young people at Stepping Stone House. With attendance from new and returning individuals, teams and corporates, this beloved event continues to bring together people dedicated to making a difference for an incredible night on Sydney Harbour.



In May, we launched Step by Step: The 46km Challenge, an online fundraising initiative focused on getting people moving to make a difference. It exceeded expectations, with 187 participants across 28 teams raising an incredible \$295,971, which was well above our initial target. It was wonderful to see our supporters get behind this new initiative and all the creative ways people took part. The event proved to be an accessible and impactful way for workplaces, social groups and individuals to fundraise and make an impact.



Fundraising, Community & Volunteers continued

Our Impact Days got a fresh burst of energy, with corporate volunteers rolling up their sleeves to make our houses feel like home. From backyard makeovers and kitchen renovations to painting rooms and preparing new communal spaces, every project made a real difference in creating welcoming environments for our young people. Our Impact Days offer our partners team members an opportunity to learn new skills, share a motivating day together with their colleagues and connect purpose with their work life.

"I appreciated seeing how we were able to transform the space in a matter of hours. I gained a lot of respect for the work your organisation is doing and a great deal of gratitude."

- IMPACT DAY VOLUNTEER



Our dedicated group of ongoing individual volunteers have gone above and beyond by transforming gardens, providing specialist skills, mentoring young people as they log driving hours, baking birthday cakes, and so much more. Every small act of kindness becomes a pillar of support for our young people and the Stepping Stone House team. Thank you for your dedication and generosity.



Finally, as we reflect on the impact of our community's support, we want to take the chance to acknowledge the incredible donors, corporate partners, and foundations that have supported us financially this year. These contributions have made a tangible difference in the lives of the young people we serve, and we couldn't have done it without them.

Supporters

CORPORATE & FOUNDATION DONORS

Adobe Systems Pty Ltd
APS Foundation
Bailador
Baker Mackenzie
Campbell Edwards Trust
Commonwealth Bank
Danks Trust
David & Fee Hancock Foundation Pty Ltd
DHL Express Australia
DHL Global Forwarding
EA & N Hulak Foundation Pty Ltd
Europa Construction Pty Ltd
Frantel Pty Ltd
Goldentree Asset Management
Goodman Foundation
Harper Bernays Charitable Trust
Impact 100
Italian Bilingual School
Justin McCuaig Foundation
Keneco Property Pty Ltd
Kennards Hire
Kennards Hire Foundation
Kennards Self Storage
LNP Audit and Assurance
Lord Family Foundation
Lotus People
Macquarie Group Foundation
Makinex Pty Ltd
Matana Foundation for Young People
MCI Australia Pty Ltd
MinterEllison
Murchisons
Nexia Sydney
Office of Responsible Gambling
Petersham RSL Club Ltd
Pratten Foundation
Princess Polly Online Pty Ltd
QMS Media Limited
R A Gale Foundation
Reliant Healthcare Pty Ltd
Rotary Club of Sydney Cove
RS Foundation
Stepping Stone Foundation
Sustain Recruit
Swiss Re
The Cages Foundation
The Carol Nance Trust
The Chappell Foundation
The Clitheroe Foundation
The Crawbuck Foundation
The Small Family Bequest
Transurban Limited
Trend Micro Australia Pty Ltd
Turners Crossing Vineyard
Waratah Education Foundation
Westpac Foundation
William McIlrath Charitable Foundation
Xpansiv

INDIVIDUALS & COMMUNITY DONORS

WHO HAVE GIVEN \$1000 OR MORE

Ahrens, Michael

Alahakoon, Krish

Baragry, Bronwyn

Bennett, William

Bird, Simon

Brook, Wendy

Cadwallader, Peter

Clarkson, Anthony

Cloney AM, John

Connery OAM, Joan

Connery OAM, Max

Connolly, Sinead

Cook, Jonathan

Davis, Beth

Draper, Alan

Edmonds, John

Emde, Rachael

FitzSimons, David

FitzSimons, Peter

Friend, Judith

Glenny, Guy

Goldspink, Jill

Gyles, Alison & Roger

Hart, David

Hawker, Jill

Hearl, Peter

Hertzberg, Margery

Hodges, John

Irish, Kristina

Larke, Robert

L'Estrange, James

Macarthur, Margaret

Marel, Meryllyn

Matthews, Katrina & Terry

McCann, Matthew

Moles, Geoff

Morrison, John & Cheryl

Newman, Sheila

Nomchong, Kylie

North, Jane

Parker, Michael

Pollard, Ian & Tori

Rafferty, Luci

Rendle, John & Caroline

Robertson, Janet

Saxon, Christopher

Smith, Rosalie

Smithson, Catherine

Southwood, Philip

Spring, Selena

Stoke, Nigel

Taylor, John

Wells, David

White, Judith

Windeyer, William

Wilcken, Bridget

Yamauchi, Halki

Financial Report

For the Year ended 30 June 2024

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INCITE ACCOUNTANTS & ADVISORS

ABN 94 386 439 902

Level 9, 31 Market Street, Sydney NSW 2000 Australia

GPO Box Q176, Queen Victoria Building NSW 1230 Australia



Stepping Stone House Limited

Directors' Report

FOR THE YEAR ENDED 30 JUNE 2024

Your Directors present their report of the Company for the Year ended 30 June 2024.

DIRECTORS

The names of the Directors in office at any time during or since the end of the reporting period are:

- Simon Bird
- Benjamin Balasigamany
- Catherine Sydes
- Renee Coiner
- Shen Wilson

Directors have been in office since the start of the reporting period to the date of this report unless otherwise stated.

REVIEW OF OPERATIONS

The profit of the Company for the financial year after providing for income tax amounted to \$593,031.

A review of the Company operations during the financial year and the results of those operations are as follows:

- The Company's operations during the reporting period performed as expected in the opinion of the Directors.

SIGNIFICANT CHANGES IN STATE OF AFFAIRS

No significant changes in the Company's state of affairs occurred during the reporting period.

PRINCIPAL ACTIVITIES

The principal activities of the Company during the reporting period were:

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

No significant change in the nature of these activities occurred during the reporting period.

EVENTS SUBSEQUENT TO THE END OF THE REPORTING PERIOD

No matters or circumstances have arisen since reporting date which significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future reporting periods.

LIKELY DEVELOPMENTS & EXPECTED RESULTS OF OPERATIONS

Likely developments in the operations of the Company and the expected results of those operations in future reporting periods have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

Directors' Report continued

ENVIRONMENTAL REGULATION

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

DIVIDENDS

Dividends paid or declared since the start of the reporting period are as follows:

- There were no dividends paid during the reporting period.
- There were no dividends or distributions recommended or declared for payment to members during the reporting period that have not been paid or credited to the member throughout the period.

OPTIONS

No options over issued shares or interests in the Company were granted during or since the end of the reporting period and there were no options outstanding at the date of this report.

INDEMNIFICATION OF OFFICERS

No indemnities have been given or insurance premiums paid, during or since the end of the reporting period, for any person who is or has been an officer or auditor of the Company.

PROCEEDINGS ON BEHALF OF THE COMPANY

No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

The Company was not a party to any such proceedings during the reporting period.

AUDITOR'S INDEPENDENCE DECLARATION

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is included with the financial reports.

Signed in accordance with a resolution of the Board of Directors:



SIMON BIRD
Chairperson



BENJAMIN BALASIGAMANY
Director

Dated this 30th day of September 2024

Stepping Stone House Limited

Directors' Declaration

FOR THE YEAR ENDED 30 JUNE 2024

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:

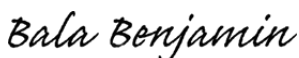
- a. The financial statements and notes, as set out in the financial report present fairly the Company's financial position as at 30 June 2024 and its performance for the reporting period ended on that date in accordance with the accounting policies described in the Notes to the Financial Statements; and
- b. 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

Chairperson



BENJAMIN BALASIGAMANY

Director

Dated this 30th day of September 2024

Stepping Stone House Limited

Profit and Loss Statement

FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024	2023
		\$	\$
Income	4		
Interest Received		10,249	719
Income in Advance		401,056	-
Movement in Net Market Values		-	8,774
Other Income		3,250	38,597
Dept of Communities & Justice		14,547	-
Donations		153,248	204,784
Institutional Donations		674,979	1,089,956
Fundraising Events		1,697,281	1,632,843
Contracted Care		1,618,664	358,104
Residents Contributions		13,518	20,020
Total Income	2	4,586,792	3,353,797
Expenditure			
Accountancy Fees		-	185
Advertising		42,696	99,581
Auditor's Remuneration	5	3,000	3,000
Consultancy/Agency Staff		12,030	19,159
Depreciation - Property Improvements		3,721	3,760
Depreciation - Motor Vehicles		1,164	5,297
Depreciation - Office Furniture & Equipment		2,705	3,872
Resident Expenses		121,680	119,650
General Expenses		49,223	62,760
Insurance		143,598	97,350
Legal Costs		524	395
Long Service Leave		-	28,095
Motor Vehicle Expenses		30,562	27,163
Property Rental		33,000	161,152
Property Expenses		101,809	62,052
Salaries & Wages		2,971,238	3,124,507
Leave Provisions		(17,405)	(40,426)
Staff Training & Welfare		60,809	31,117
Superannuation Contributions		293,476	322,767
Computer Expense		23,855	17,674
Fundraising Expenses		116,076	142,234
Helios end youth homelessness project		-	95,855
Total Expenditure	3	3,993,761	4,387,199
Profit / (Loss)		593,031	(1,033,402)

Stepping Stone House Limited

Income Statement

FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024	2023
		\$	\$
Revenue	2	4,586,792	3,993,761
Expenses	3	3,353,797	4,387,199
Profit / (Loss)		593,031	(1,033,402)
Total Comprehensive Income/(Deficit)		593,031	(1,033,402)

Stepping Stone House Limited

Balance Sheet

FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024	2023
		\$	\$
Current Assets			
Cash and Cash Equivalents	6	957,577	393,085
Trade and Other Receivables	7	2,440	38,838
Total Current Assets		960,017	431,923
Non-Current Assets			
Property, Plant and Equipment	10	145,831	153,642
Other Non-Current Assets	9	-	64,943
Total Non-Current Assets		145,831	218,585
Total Assets		1,105,848	650,508
Current Liabilities			
Trade and Other Payables	11	92,403	968
Current Tax Liabilities	8	68,828	38,857
Financial Liabilities	12	14,382	16,927
Short Term Provisions	13	400,998	279,483
Other Current Liabilities	14	30,570	408,637
Total Current Liabilities		607,181	744,872
Total Liabilities		607,181	744,872
Net Assets/(Liabilities)		498,667	(94,364)
Equity			
Reserves	15	364	364
Retained Profits/(Accumulated Losses)	16	498,303	(94,728)
Total Equity		498,667	(94,364)

Stepping Stone House Limited

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2024

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.

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 on-costs.

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 Stepping Stone House Limited. 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.

The carrying value of plant and equipment is reviewed annually to ensure it is not in excess of the recoverable amount. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have not been discounted in determining recoverable amounts.

Notes to the Financial Statements continued

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.

Notes to the Financial Statements continued

NOTE 2: REVENUE

	2024	2023
	\$	\$
Interest Received	10,249	719
Income in Advance	401,056	-
Movement in Net Market Values	-	8,774
Other Income	3,250	38,597
Profit on Disposal of Investments	14,547	-
Donations	153,248	204,784
Institutional Donations	674,979	1,089,956
Fundraising Events	1,697,281	1,632,843
Contracted Care	1,618,664	358,104
Residents Contributions	13,518	20,020
	4,586,792	3,353,797

NOTE 3: EXPENSES

	2024	2023
	\$	\$
Employee Benefits Expense	3,264,714	3,447,274
Depreciation and Amortisation Expenses	7,590	12,929
Advertising	42,696	99,581
Insurance	143,598	97,350
Other Expenses	535,163	730,065
	3,993,761	4,387,199

Notes to the Financial Statements continued

NOTE 4: INCOME DETAILS

	2024	2023
	\$	\$
Income		
<i>Interest Received</i>		
Interest Received	10,249	719
Income in Advance	401,056	-
<i>Movement in Net Market Values</i>		
Movement in Net Market Values	-	9,303
- Plant & Equipment	-	(529)
	<u> </u>	<u> </u>
		8,774
<i>Other Income</i>		
Other Income	3,250	38,597
Dept of Communities & Justice	14,547	-
Donations	153,248	204,784
<i>Institutional Donations</i>		
Institutional Donations	674,979	1,089,956
Fundraising Events	1,697,281	1,632,843
Contracted Care	1,618,664	358,104
Residents Contributions	13,518	20,020
	<u> </u>	<u> </u>
Total Income	4,586,792	3,353,797

NOTE 5: EXPENSES DETAILS

	2024	2023
	\$	\$
Overhead Expenses		
<i>Auditor's Remuneration</i>		
Auditor's Remuneration	3,000	3,000
	<u> </u>	<u> </u>
Total Expenses	3,000	3,000

Notes to the Financial Statements continued

NOTE 6: CASH AND CASH EQUIVALENTS

	2024	2023
	\$	\$
Cash And Cash Equivalents		
Petty Cash - C1	24	322
Petty Cash - C2	-	624
Weel expense account	5,916	-
<i>Cash at Bank</i>		
SSH Everyday #769	326,192	331,344
Westpac #386	24,548	26,223
Macquarie Accelerator	504,670	-
Theatre Account #889	15,937	15,713
SSH Bonus Interest #785	73,682	10,503
WBC Petty Cash	6,608	7,131
<i>Credit Cards</i>		
Visa	-	1,225
Total Cash And Cash Equivalents	957,577	393,085
Cash Reconciliation		
Cash and Cash Equivalents	957,577	393,085
	<u>957,577</u>	<u>393,085</u>

NOTE 7: TRADE AND OTHER RECEIVABLES

	2024	2023
	\$	\$
Current		
Bills Receivable	-	244
Trade Debtors	2,200	4,151
Other Debtors	240	34,443
	<u>2,440</u>	<u>38,838</u>
Total Trade And Other Receivables	2,440	38,838

Notes to the Financial Statements continued

NOTE 8: TAX ASSETS AND LIABILITIES

	2024	2023
	\$	\$
Liabilities		
PAYG Payable	68,828	38,857
Net Tax Liabilities	(68,828)	(38,857)

NOTE 9: OTHER NON-CURRENT ASSETS

	2024	2023
	\$	\$
Rental Bond		
Rental Bond	-	64,943
	-	64,943

NOTE 10: PROPERTY, PLANT AND EQUIPMENT

	2024	2023
	\$	\$
Property Improvements	148,162	148,162
Less Accumulated Depreciation & Impairment	(42,738)	(38,911)
	<u>105,424</u>	<u>109,251</u>
Total Land And Buildings	105,424	109,251
Motor Vehicles	12,079	12,300
Less: Accumulated Depreciation	(4,147)	(2,983)
	<u>7,932</u>	<u>9,317</u>
Office Furniture & Equipment	146,715	146,715
Less: Accumulated Depreciation	(114,240)	(111,641)
	<u>32,475</u>	<u>35,074</u>
Total Plant And Equipment	40,407	44,391
Total Property, Plant And Equipment	145,831	153,642

Notes to the Financial Statements continued

NOTE 11: TRADE AND OTHER PAYABLES

	2024	2023
	\$	\$
Current		
Trade Creditors	878	-
Other Creditors	91,525	968
Total Trade And Other Payables	92,403	968

NOTE 12: FINANCIAL LIABILITIES

	2024	2023
	\$	\$
Current		
Resident Bonds	14,382	16,927
Total Current	14,382	16,927
Total Financial Liabilities	14,382	16,927

NOTE 13: SHORT TERM PROVISIONS

	2024	2023
	\$	\$
Current		
Other Provision		
Other Provision	61,325	-
CST Payable	86,858	804
Provision For Holiday Pay		
Provision For Holiday Pay	132,865	149,634
Provision For Long Service Leave		
Provision For Long Service Leave	119,903	120,539
Superannuation Contributions Surcharge		
Superannuation Contributions Surcharge	47	8,506
	400,998	279,483
Total Short Term Provisions	400,998	279,483

Notes to the Financial Statements continued

NOTE 14: OTHER CURRENT LIABILITIES

	2024	2023
	\$	\$
Current		
Income In Advance	30,570	408,637
	<u>30,570</u>	<u>408,637</u>
Total Other Current Liabilities	<u><u>30,570</u></u>	<u><u>408,637</u></u>

NOTE 15: RESERVES

	2024	2023
	\$	\$
General Reserve		
Opening Balance	364	364
Closing Balance	364	364
	<u>364</u>	<u>364</u>
Total Reserves	<u><u>364</u></u>	<u><u>364</u></u>

NOTE 16: RETAINED PROFITS / (ACCUMULATED LOSSES)

	2024	2023
	\$	\$
Retained Profits at Beginning of Financial Year/ (Accumulated Losses)	(94,728)	938,674
Add		
Net profit attributable to members	593,031	-
Less		
Net loss attributable to members	-	1,033,402
Retained Profits At 30 June 2024	<u><u>498,303</u></u>	<u><u>(94,728)</u></u>

Notes to the Financial Statements continued

NOTE 17: INCOME TAX

No provision has been made for income tax as the company is exempt from income tax under Div 5D of the Income Tax Assessment Act 1997

NOTE 18: COMPANY DETAILS

The registered office of the company is:

Stepping Stone House Limited
Level 7, 189 Kent Street SYDNEY NSW 2000

The principal place of business is:

Stepping Stone House Limited
Level 7, 189 Kent 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 houses at Dulwich Hill and Matraville in Sydney
Level 7, 189 Kent Street SYDNEY NSW 2000

Independent Auditors Report

To the members of Stepping Stone House Limited

FOR THE YEAR ENDED 30 JUNE 2024

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Stepping Stone House Limited, which comprises the statement of financial position as at 30 June 2024, the statement of comprehensive income, statement of changes in equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities declaration.

In our opinion, the accompanying financial report of Stepping Stone House Limited, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a. giving a true and fair view of the registered entity's financial position as at 30 June 2024, and of its financial performance for the year 30 June 2024 then ended;
and
- b. complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the registered entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Independent Auditors Report continued

Responsibility of the Responsible Entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. 'The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

The responsible entities are responsible for overseeing the registered entity's financial reporting process.

In our opinion, the accompanying financial report of Stepping Stone House Limited, is in accordance with Division 60 of the including:

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

Independence

We confirm that the independence declaration required by the ACNC Act, which has been given to the responsible entities of Stepping Stone House Limited, would be in the same terms if given to the responsible entities as at the time of this auditor's report.

Andrew Riordan

ANDREW RIORDAN

Incite Accountants & Advisors

Dated: 30 September 2024

Incite Accountants & Advisors

Level 7, 189 Kent St, Sydney NSW 2000

GPO BOX 71 SYDNEY NSW 2001

Auditor's Independence Declaration

Under Section 307C of the Corporations Act 2001

FOR THE YEAR ENDED 30 JUNE 2024

To the Directors of Stepping Stone House Limited

I declare that, to the best of my knowledge and belief, in relation to the audit of Stepping Stone House Limited for the reporting period ended 30 June 2024 there have been:

- a. No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- b. No contraventions of any applicable code of professional conduct in relation to the audit.

Andrew Riordan

ANDREW RIORDAN

Incite Accountants & Advisors

Level 7, 189 Kent St, Sydney NSW 2000


Dated this 30th day of September 2024



STEPPING STONE HOUSE

Helping children & young people experiencing or at risk of homelessness to become the very best they can be.

Board, Donation & House Enquiries

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