



## Second Step, Inc.

PO Box 600213 Newtonville MA 02460 0002

**Incorporation Year:** 1988

<http://www.thesecondstep.org>

**Organization Contact:** sperry@thesecondstep.org Sarah Perry  
Human Services Family Violence Shelters and Services

**CEO/Executive Director:** Ms. Sarah Lynne Perry

**Board Chair:** Ms. Anne Kaplan CPA / Financial Planner



**Mission Statement:** The Second Step fosters the safety, stability, and well-being of survivors of domestic violence. Our residential and community-based programs build on the strengths, needs, and values of the individuals and families we serve. In partnership with survivors and in collaboration with the community, we lay a foundation for a future free from abuse and full of possibility.

Founded in 1992, The Second Step partners with survivors to address the aftermath of abuse and build brighter futures for themselves and their children. The Second Step also works to address the root causes of domestic violence and end it in our time.

**Needs Statement:** TSS's most pressing needs are:

- Revenue growth. While we are proud of the strong financial position we have attained in recent years, we recognize that we must continue to diversify our funding streams and build lasting relationships with funders and donors to ensure continuity and fidelity of programming.
- Housing needs. The demand for transitional housing in the Commonwealth is enormous, and the waitlist to enter our houses is over a year long. The dearth and high cost of housing in our area create a challenge, both in accommodating clients from emergency shelters and in transitioning clients to permanent housing.
- Integration of theory and practice. It is often challenging to integrate best practices and big picture thinking as we work daily with a highly traumatized population whose needs are immediate.
- Care of our staff. We need to maintain the high level of excellence from our staff that is necessary to do this work, while recognizing that dedication in this field can bring a heightened risk of compassion fatigue, secondary trauma, and burnout. Our need is to balance high performance and staff retention with self-care.
- Outcomes measures. We need to continue to increase utilization of outcomes tools among staff and improve outcomes tracking to inform management strategy and decision-making.

**Impact Statement:** In the past year, we have:

- closed our fiscal year (FY15) with a healthy operating surplus, achieved while making significant investments in infrastructure, facilities, and staff training;
- deepened our knowledge of trauma-informed practice in order better to assist survivors on their journeys to safety, stability, and well-being;
- expanded our capacity and programming to meet the needs of our clients by adding extraordinarily talented staff in our Residential, Community, Youth and Prevention, and Steps to Justice Programs;
- built new, win-win partnerships with local businesses to raise awareness of domestic violence and create sustainable sources of revenue, while reengaging existing donors and inspiring the generosity of many new individuals;
- developed and implemented a more robust outcomes tool to enable dynamic program management and to measure better our long-term impact.

Among our goals for the current year are to:

- maintain progress in implementing our three-year Strategic Plan to position TSS for greater growth and impact moving forward;
- broaden our community outreach, education and prevention efforts, as well as our community partnerships with local schools and community-based organizations;
- build engaged relationships with new foundations and donor bases;
- deepen board involvement in developing organizational vision and capability.

**Full-time Staff:** 15

**Volunteers:** 450

(excludes part-time staff)

## **Programs Detailed on Profile**

Residential Programs

Community Programs

Steps to Justice

Youth and Prevention Programs

Projected Revenue: \$1,900,000.00

Projected Expenses: \$1,834,881.00

Fiscal Year	2015	2014	2013
Total Revenue	\$2,209,352	\$1,670,859	\$1,433,791
Total Expenses	\$1,809,086	\$1,697,309	\$1,843,097

**Top Funding Sources**

Fiscal Year	2015	2014	2013
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--