CORNERSTONE’S 2018 ANNUAL REPORT

SAFE FAMILIES
EMPOWERED SURVIVORS
STRONG CHILDREN AND YOUTH
1. SERVICE EXCELLENCE GOAL: Provide outstanding and innovative services to survivors and their families.

**Integrate trauma-informed care**
Cornerstone invested in extensive training for three staff to be certified in *Mind, Body, Medicine* practices which aims to reduce secondary trauma and encourages self care through science-based techniques. This work has been integrated within our teams where it strengthens our trauma-informed work with survivors and has become a part of employee self-care practices.

**Deepen cross-program pollination**
Cornerstone now hosts in-service training for all staff on a bi-monthly basis and has created greater opportunities for employees to share and get to know staff in other programs across the agency. This has strengthened our internal collaboration and seamless coordination of services.

**Renew our commitment to programs that are best practices and/or evidence-based**
Cornerstone redesigned our Research and Evaluation Committee to focus on the development of logic models and evaluation plans. We focus on making sure our programs’ activities have the intended effects and that there is a clear relationship between interventions, resources, activities, outcomes and impact.

**Program expansion in areas of expertise**
Cornerstone’s statewide Day One® network expanded to a total of 93 agency partners, collaborating through our 24/7 call center and responding to individuals experiencing domestic violence, sexual assault, human trafficking and general crime.

2. ENGAGED STAFF & VOLUNTEERS GOAL: Create a continuous learning space with a highly skilled workforce that lives the mission and values of Cornerstone every day.

**Provide continual learning opportunities within a culture of accountability**
Cornerstone redesigned our employee performance evaluation tools to incorporate a clear focus on professional development and individualized goals. We also invested more financial resources in creating opportunities for employees to access professional trainings that enhance our level of expertise.

**Implement activities that foster diversity, equity and inclusion**
Cornerstone incorporated several activities to promote our values of diversity, equity and inclusion. We included time to learn about our own privileges and explored potential underlying, unquestioned assumptions that interfere with inclusiveness. We also developed an organizational equity statement, signifying the importance of this work across Cornerstone. Going forward, we will strengthen our review and assessment of program policies for inclusivity and will conduct an organization-wide assessment that will help us identify important gaps.

**Promote an environment that supports and values self-care**
Cornerstone incorporated flexible work schedules and began offering on-site access to activities and workshops aimed at supporting wellness and self-care.
A NOTE FROM OUR EXECUTIVE DIRECTOR, MEG SCHNABEL

Dear Friends,

This year, our Board of Directors and staff engaged in a strategic planning process that concluded at the end of 2018. The following goals will guide us in 2019 - 2021:

1. Provide high impact and integrated services that meet community need. Key focus areas: Assess the capacity and need of individual programs; enhance programs through process refinements; and reduce barriers to services for individuals and families we serve.

2. Build organizational culture that inspires innovation, collaboration and excellence. Key focus areas: Increase diversity, equity and inclusion across the organization; and enhance employee retention and development.

3. Create social change through strengthening internal and external outreach, collaboration, training and education capacity. Key focus areas: Strengthen education and prevention work; and elevate our influence as experts across the community.

4. Strengthen infrastructure in order to support mission, services and reach. Key focus areas: Deepen revenue streams; and develop strategies for sustaining and growing our critical work across the community.

We continue to remain grateful for the incredible support of our donors, whose generosity and commitment have helped us reduce violence and transform the lives of the individuals and families we serve.

Sincerely,

Meg Schnabel
Executive Director
SCHOOL-BASED VIOLENCE PREVENTION
Cornerstone’s school-based services provide both violence prevention classroom presentations and on-site individual and group advocacy in junior and senior high schools. Staff facilitate engaging, relevant discussions designed to increase awareness, provide resources and challenge norms. They also connect with referred students who have witnessed, experienced or caused some form of violence to help improve their social-emotional well-being, enhance safety and develop positive relationships.

In 2018, Cornerstone’s classroom presentations reached 13,174 students. Early intervention supportive services were provided to 403 at-risk youth.

MINNESOTA DAY ONE® CALL CENTER
Victims/survivors, concerned persons and professionals depend on the 24-hour toll-free crisis line, text line and online chat function of the Day One® website to receive help in situations of domestic violence, sexual violence, human trafficking and general crime. We also offer a secure database that assists advocates in quickly locating open bed space and services at partner agencies statewide. This allows advocates to connect callers to the right place in one call. We provide transportation, 24-hour language interpreting services and safe housing for pets. All this is possible through leveraging the expertise of 90+ Day One® network partners (domestic violence, sexual violence, anti-trafficking, general crime and youth-based agencies).

In 2018, Cornerstone provided emergency housing to 114 adults and 75 children.

EMERGENCY SAFE SHELTER
For many individuals fleeing from unsafe situations, it is critical that safe emergency shelter is available. Cornerstone’s emergency shelter services provide a holistic, trauma-informed approach to support families as they escape from a dangerous situation and begin to rebuild their lives. Comprehensive services include crisis intervention, life skills planning, parenting support, coordination with external social service agencies and access to basic needs.

In 2018, Cornerstone provided emergency housing to 114 adults and 75 children.

OUR MISSION
Cornerstone’s continuum of service helps to create communities where individuals and families are safe and children thrive. We advocate, educate and lead the way to social change.

VICTIM ADVOCACY PROGRAM
It is critical for crime victims to understand the legal system and their rights. Cornerstone’s Civil and Criminal Justice Intervention Advocates provide assistance, support and court accompaniment in Family and Civil Court and also function as a liaison between victims and the judicial system in criminal court proceedings. General Crime Victim Advocates provide support and resources for victims of both property crimes and crimes against persons. General Crime Victim Advocates also administer the Minnesota Crime Victim Emergency Fund and provide advocacy and support.

In 2018, Cornerstone provided criminal court advocacy on behalf of 2,518 victims.
BUILDING SAFETY & SECURITY

YOUTH COUNSELING, SUPPORT AND MENTORSHIP
Children and youth exposed to violence are facing complex challenges and needs as they move through varying developmental stages. Research mirrors our experience and highlights the extreme negative impact violence can have on children of all ages. Our youth services team works with children 0-18 ranging from mentorship, out-of-school-time programming, early childhood programming, summer camp, music therapy and specialized services for sexually exploited youth.

In 2018, we served 225 youth through varied program components.

TRANSITIONAL HOUSING
Access to safe, longer-term housing is critical for individuals and families who are rebuilding their lives following violence and abuse. Cornerstone’s transitional housing program offers a holistic, trauma-informed approach. The two-year program works to create long-term stability and pathways out of poverty.

In 2018, Cornerstone provided two years of transitional housing to 14 women and their 27 children.

ECONOMIC EMPOWERMENT
Creating economic security is vitally important to victims/survivors; for many, the primary reason they remain with or return to their partner is because they lack access to financial resources. Comprehensive services include financial literacy, employment readiness, personal empowerment workshops and individual economic advocacy.

Our Community and Economic Empowerment program served 543 people, helping them to reduce economic barriers through building long-term safety, economic stability and hope for the future.

MENTAL HEALTH AND SURVIVOR SUPPORT SERVICES
Domestic violence, sexual violence, human trafficking and general crime have a devastating impact on survivors and their children. For many adults and children, therapy and support are a critical component of healing and moving forward. We know that children who witness violence are more likely to experience negative outcomes throughout their lives in a number of areas: physical health, emotional and mental health, social difficulties, behavioral and cognitive problems and increased high-risk behaviors. For adults, post-traumatic symptoms can include depression, anxiety and substance abuse.

In 2018, Cornerstone provided counseling and support to 186 adults and children.

OUR GOAL
Cornerstone’s ultimate goal is to reduce the prevalence of interpersonal violence. Healthy futures are possible when we coordinate an effective crisis response, implement trauma-informed support services, mitigate the impact of violence on children and youth and confront the roots of violence.
CORNERSTONE’S OUTCOMES AND ACCOMPLISHMENTS IN 2018

100% of participants in our transitional housing program created a budget and credit action plan within the first three months of entering the program.

86% of participants in shelter were able to access safe housing upon departure.

89% of participants receiving legal advocacy services increased their understanding of their legal rights as it pertains to the criminal justice system.

94% of school-age students who attended a Cornerstone classroom presentation reported that they will make healthier decisions in the future.

98% of youth served by our Children, Youth and Families program learned ways to keep themselves safe.

Individual and groups volunteered 5,291 hours of their time throughout the year to assist with a variety of projects at our three offices.

97% of people participating in Cornerstone’s support groups learned new coping and self-care skills.

96% of youth served by our Children, Youth and Families program learned healthy ways to express their feelings.

Liza came to Minnesota from another state with her three children to get married. She was so excited to build a life with this man and her children. Liza quickly found a job, but soon after, her partner began to show controlling behavior. He would not let her go out with friends. She was not allowed to drive herself to and from work. He wanted to know where she was at all times. He would tell her that she was worthless. Liza started to believe him. When she found out she was pregnant, she felt even more trapped in her situation.

After Liza’s partner hit her for the first time, she and her children went to stay at a friend’s house. Her partner apologized profusely. Liza gave him another chance and they moved back. A few weeks later, Liza’s partner physically assaulted her again. She came to Cornerstone.

Liza was confused and hurt; she felt guilty and ashamed. It took some time, but she persevered. Liza worked with her Advocate to get therapy services for her children and has now secured permanent income-based housing. It will be a long process, but Liza is on her way to achieving not just safety for her family, but stability.
STATEMENT OF ACTIVITIES
FISCAL YEAR ENDING DECEMBER 31, 2018

TOTAL REVENUE.....$4,941,571
- Government 79%
- In-Kind 2%
- Contributed 19%

TOTAL EXPENSES.....$5,110,333
- Administrative 13%
- Fundraising 5%
- Program 82%

TOTAL NET ASSETS, BEGINNING............................................$8,341,862
TOTAL NET ASSETS, ENDING ..................................................$8,173,100

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Katherine Quigley
Ryan Reger
Leslie Reich
Richard and Joyce Reinke, in memory of Dr. Debra Fincham
Richfield League of Women Voters
Merrilee Riley
Rachel Robertson
Mandy Robinson
Mary Roehl
Stephanie Roloff
Sally Roscoe, in memory of Dr. Debra Fincham
Susan and Robert Rosenberg
Pat Rousseau, in honor of Judy Conrad
Denise Royer
Kelly Sandin
Wendy Vedeen
Renee Vetsch
Brooke Vikla
Janet Vipond
Voya Foundation
Dennis Vannelli
Wendy Vedeen
Reene Vetsch
Brooke Vikla
Janet Vipond
Voya Foundation
Megan Wahman
Cynthia Walsh
Jeanne Waldstad
Christine Warner