



Here To Lend A Helping Hand

Services To Enhance Potential Annual Report 2013

“Our Mission is to support individuals in the pursuit of their chosen goals and the achievement of personal satisfaction in their lives.”

Making a positive difference every day! This is what we have the great honor to do every day working as partners with those who choose Services To Enhance Potential to provide their needed and preferred services and supports as they pursue their chosen goals.

That makes every day at STEP an exciting adventure. Each of us is a unique individual. We know what we want to achieve and what will make our lives more satisfying and full. Each of us at times can benefit from the support of others as we daily pursue our goals and each of us has strengths and at times can support others in their journey. We are a team. We work together. We appreciate the uniqueness of each other. Every day can be and is so often an exciting adventure as we have the opportunity to truly make a positive difference in the lives of all with whom we come into contact.

We also know the work we do together is not easy. It never has been and it will face new challenges in the future. However our organization, our team, has accomplished so much in our rich history - not because the road was easy - but because the opportunity to support others has always been job one. People first - that is what our organization is all about. Changes in our communities and in the service system will again make us rethink and try new ways to achieve our goals. We see these changes and new challenges as opportunities to accomplish even more.

STEP appreciates and values greatly the support of all of our stakeholders. You make the many, many positive outcomes in the lives of many individuals possible.

It is exciting to begin every day in the pursuit of our Mission working in partnership with you. Thank you!



Lawrence Joseph
Chairperson, Board of Directors

Jim Grice
President & CEO



Over the course of 4 years, talks with Constance Chorian regarding her daughter's long-term residential placement elevated. The seed was planted early - only the mention of Cindy's ultimate need to be transitioned into an alternative home setting someday. Then suddenly a health crisis for Connie made waiting no longer possible. Thus, this journey happened upon a SIP (Semi Independent Placement) at the Summit Creek Apartments in Canton for Cindy and two other roommates, Connie and Deanna!

Connie and Deanna had their own stories to tell. Connie was new to Michigan, having moved here from Pennsylvania where she had been residing with her mother. She stayed in the home of her cousin, Sherry and her family. Now Sherry, knowing that long term plans were needed for Connie, joined the discussion about moving in with Cindy when the search for prospective roommates began.

Services To Enhance Potential was involved in sixty-two (62) job placements in FY 2012-2013. Twenty-one (21) of these jobs were individual placements and the other forty-one (41) were hired by us in various community-based group settings.

Deanna Poppenger had lived her whole life at home with her mom, Shirley, and also needed future residential planning. When approached, Shirley was open, though at first reluctant, to having Deanna considered as a roommate for Cindy and Connie. After much discussion and "soul searching," Shirley agreed that it was better to transition "Dee-Dee" during her

Summit Creek



Gary Thompson of Dearborn had two articles published in Michigan Motor Magazine. One article was about Henry Ford, the Father of Ford Motor Company and the Model T, while the other centered on the 2013 Hines Park Cruise. Gary conducted extensive research and personal interviews to write these professional articles. He has been assisted in part by his Supports Coordinator, Linda Bush and Business Services Manager, Ken Miller. Shown here are Don Nicholson, Don Nicholson Enterprises, LLC., publisher, and Gary Thompson, freelance writer.

lifetime than to wait until a crisis occurred that may give Deanna fewer options. From here the story unfolded.

Initially, a 2-bedroom apartment was being sought for Cindy and Connie to share in the Westland area, but after much exploration, investigation and discussion, a beautiful 3-bedroom apartment at Summit Creek in Canton became the choice of all. With the “where” decided, it was determined that, due to a number of reasons including cost sharing, a third roommate was needed.

Services To Enhance Potential’s Western Wayne Resource Center Supports Coordinators Cheryl Fregolle and Sue Mys, worked with all three families to put together the details of the move. Once established and agreed upon, Karen Sumpter and Synergy Partners, LLC, joined the team, and Paula Parkin and Jim Abresch of Domus Vita, completed the circle.

And then, on a warm sunny Friday in July 2012, Cynthia Chorian, Connie Piotrowski, and Deanna Poppenger became the “Summit Creek Ladies.” This partnership of individuals, families and a team of professionals, which continues today has resulted in the Summit Creek SIP in Canton being not only the fulfillment of a life dream for these three ladies and their families, but also an example of the person centered planning process as it is meant to be.

Services To Enhance Potential has provided seasonal labor to the Detroit Zoo for eleven (11) years. This year the number of workers was increased as well as the length of employment.



Project SEARCH is a national program model that provides employability skills training and workplace internships for individuals with developmental disabilities, particularly youth transitioning from high school to adult life. The program model is a collaborative effort between a local school system, a large company sponsor, and supporting case management and government agencies.

In partnership with Detroit Public Schools, the Detroit-Wayne County Project SEARCH Collaborative has been successful in placing student interns at Blue Cross Blue Shield of Michigan along with the support of Services to Enhance Potential and agencies like Michigan Rehabilitation Services. As the license holder and primary funding agency, BHPi-ConsumerLink is responsible for programmatic direction and general leadership of the collaborative.

The graduating class of 2014

STEP's contribution to the program is primarily supports coordination, job coaching, and job development along with directorial leadership and administrative assistance. These components are vital to the success of the program, as they largely address most of the long-term needs of the participants. The STEP Detroit Resource Center Director acts in a management capacity, overseeing the programmatic responsibilities of the Detroit Team as well as actively participating on various committees.

Each year, the program works to recruit the students from various Detroit Public School locations and guide them through a pre-internship Boot Camp in preparation for the upcoming school year. After that, the students begin their internship with on-site classroom education. STEP staff is responsible for augmenting that classroom experience by providing soft skills

Detroit - Wayne County
Project Search Placement



training and peripheral supports such as resume building, mock interviews, and mobility training, Upon graduation, STEP is extremely active in job placement of those students who do not already find themselves in competitive employment.

The Detroit-Wayne County Project SEARCH program has successfully graduated four classes (one each year) since its inception in 2010 and the employment rate of program graduates is above the rate of success for those individuals with similar challenges graduating from DPS. Since January of 2013, the program has been extremely active in placing participant in opportunities where they are learning new skills and refining old ones. Some of those opportunities include the Detroit Zoo, Odyssey Electronics, The Samaritan Center, Kroger, The Cadillac Building, and Behavioral Centers of America. To date, 34 out of the 51 active participants with the program are employed with three others choosing to pursue higher education in lieu of immediate employment. The Detroit-Wayne County Project SEARCH program was honored at the 2013 Project SEARCH National Conference in Cincinnati for its successful placement rate in recent classes and was recognized as the best performing model in the state of Michigan.

Tried & True in Wayne and Tried and True Too in Southgate celebrated their 6th and 2nd anniversaries respectively. Our Thrift Stores provide ongoing employment for over forty-five (45) consumers providing them with valuable training and experience in the retail trade..

The Detroit STEP team are also members and participate actively with the Project SEARCH Business Advisory Committee which meets once a month to discuss all aspects of the program including student progress and needs, prospective job sites, host businesses and ways to improve the program. The committee has attracted the participation of such organizations as Henry Ford Hospital, CVS Caremark, and Meijer. In fact, the program is looking forward to even greater participation from CVS as they have expressed great interest in becoming a host site for the program.

The new school year brings great promise for the program and STEP looks forward to continue being part of the great team that is Detroit-Wayne County Project SEARCH!

Our Generous Donors

| | | | |
|--|--|-------------------------------|---|
| William and Mary Karen Abraham | Jean Dickson | Mary Michele Kisabeth | Edwin Ransom |
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|------------------------------------|---|---|------------------------------------|
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| City of Detroit Recreation Dept | L & W Engineering Co., Inc. Plant 1 & 2 | Source Personnel | |
| Comerica Park-Delaware North Co. | Leidal & Hart Contractors | Super Land Market | |
| CVS | Litpac | Target | |
| Dearborn Hills Golf Course | Livonia Property Management | Taylor Recycling | |
| Design Pro Insurance Group | | Tepel Brothers Printing Company | |
| Detroit Quality Brush | | The ARC of Western Wayne County | |
| Dixon Inc. | | The Bottle Crew | |

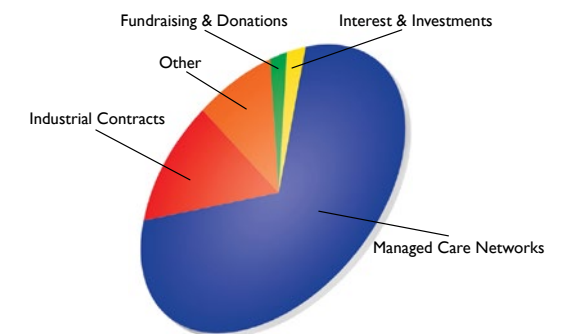
Our Community Partners

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| ANNAPOLIS PARK CHURCH OF CHRIST Westland | MICHIGAN HUMANE SOCIETY Westland |
| ARTS & SCRAPS Detroit | MILLS RACE Northville |
| CAPUCHIN SOUP KITCHEN Detroit | NEW DIMENSION CHURCH Taylor |
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| FIRST STEP SHELTER Wayne | ST VINCENT DEPAUL Inkster Westland |
| FOCUS HOPE Detroit Inkster | THE PARADE COMPANY Detroit |
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| HENRY FORD HOSPITAL Wyandotte | WAYNE PUBLIC LIBRARY Wayne |
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| JOHN BOLDE MEMORIAL DEPOT Wayne | WORLD MEDICAL RELIEF Detroit |
| LIGHT HOUSE MISSION Westland | |
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Financials

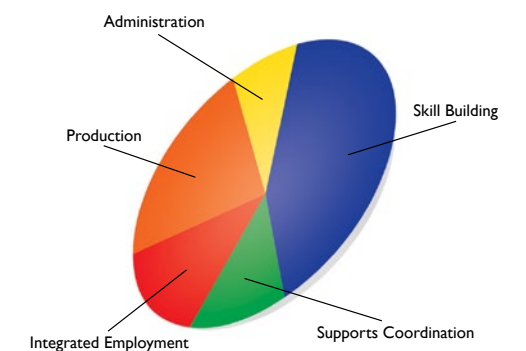
Sources of Funds

| | |
|--------------------------------|-------------------|
| Managed Care Networks (77%) | 12,398,928 |
| Industrial Contracts (12%) | 1,982,109 |
| Community Mental Health | - |
| Other (8%) | 1,350,036 |
| Fundraising and Donations (2%) | 400,997 |
| Interest and Investments (1%) | 39,483 |
| Total Sources of Funds | 16,171,553 |



Uses of Funds

| | |
|-----------------------------|-------------------|
| Skill Building (44%) | 6,558,162 |
| Supports Coordination (13%) | 1,994,589 |
| Integrated Employment (16%) | 2,401,848 |
| Production (20%) | 2,935,776 |
| Administration (7%) | 1,048,225 |
| Total Uses of Funds | 14,938,600 |



The STEP Board of Directors

| | |
|--------------------|------------------|
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| James E. Grice | President & CEO |



Dearborn North, Administrative Offices
2941 S. Gulley Road, Dearborn, MI 48124
(313) 278-3040 Fax: (313) 278-8671
TTY: (800) 649-3777

Dearborn South
15200 Mercantile, Dearborn, MI 48120
(313) 827-0764 Fax: (313) 827-0767

Detroit
4700 Beaufait, Detroit, MI 48207
(313) 267-9777 Fax: (313) 921-9131

DREAM Downriver
15431 Dix-Toledo Road, Southgate, MI 48195
(734) 552-6860 Fax: (734) 285-3961

Eastern
17910 Van Dyke, Detroit, MI 48234
(313) 368-5200 Fax: (313) 368-0992

Northwest
32229 Schoolcraft, Livonia, MI 48150
(734) 261-7530 Fax: (734) 261-4192

Western Wayne and Employment Services
35000 Van Born, Wayne, MI 48184
(734) 722-1000 Fax: (734) 722-0368

Tried and True Thrift Store
35004 W. Michigan Avenue, Wayne, MI 48184
(734) 728-9777 Fax: (734) 713-0411

Tried and True Too Thrift Store
15431 Dix-Toledo Road, Southgate, MI 48195
(734) 225-3400 Fax: (734) 285-3961

Made in the Market - Detroit Eastern Market
In the Cost Plus Wine Warehouse
2448 Market Street
Detroit, MI 48207

Tuesday thru Friday, 10am to 2 pm
Using fresh food to learn practical skills and
enhance community integration

Customer Service Representative
(734) 718-0483

Limited English Proficiency Assistance
(734) 722-1000 ext. 203

www.stepcentral.org



The Commission on Accreditation of Rehabilitation Facilities has accredited the following programs at Services To Enhance Potential through April 2015. These programs are:

*Community Services Coordination • Community Integration
Community Employment Services: Job Development • Job-Site Training • Job Supports
Employment Services Coordination • Organizational Employment Services*

We are a service provider for... The Detroit Wayne County Mental Health Authority,
The Managers of Comprehensive Provider Networks • CareLink • Community Living Services
ConsumerLink • Gateway Community Health • Synergy Partners LLC. • Saginaw County Community
Mental Health Authority • Michigan Rehabilitation Services



Services To Enhance Potential is funded by the
Detroit Wayne Mental Health Authority