



*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
Leah Abrams	Digitas LLC	Karl Kostrzewa	Lottie Rice
Douglas Adams	Mike and Diane Dinnel	Nancy Kukulka	Dr. Richard Rizzo
Richard and Shirley Adams	Thomas and Margaret Druchniak	Anthony Leone	Cynthia Russell and Colleen Lemon-Ross
John Adamus	Dr. Michelle Elford and Tammy Miklaski	Carol Leroue	Gary and Cynthia Samborski
Mary Agusti	F&M Cement Company, Inc.	Francis and Marilyn Markey	Kenneth Samborski
R. Allard	Sheryl Frabotta	Kenneth and Judith Martens	Laura Schaerer
Jeff Bachynski	William and Carol Frederick	Glen, Peggy and Tim McCardell	Debra Smith
L. & P. Baker	Ronald and Carol Golemo	Mary McCabe	St Anthony Bowling League
Patricia Barent	Geraldine Gorham	Marilyn McAleer	Mary Clare Steiner
Margaret Bedwell	Greater Canton Youth Baseball & Softball Association	Karen Messuri	Victoria Tong
Kathleen Bidolli	James Grice	Joseph Milewski	Nazzareno and Adrianna Troiani
Gary Boguslawski	Luann Gullen	John Mitra	Marcelo Valadez
Ray Borden	Alma Handy-Simmons	Natalie Morrish	Charlotte VandeLaare
Sherry and David Bourque	John and Antoinette Hilber	Jack Mulcahy	Celeste Waltz
Dr. Susan Bourque	Paul Hilber	Eileen Murphy	Wayne Count Sheriff Youth & Senior Educational Foundation
Marialana Branch	Allan and Lynn Jones	Julius and Sharon Otten	Marlene Ericka Werth
Joyce Bridgeforth	Martin and Hsiao-Ping Katz	Kenneth and Sandra Pape	Meagan Werth
Susan Broniak	Margaret Kemian	Jim and Debra Parravano	Raymond Yenkel
Secretary of State West Wayne Plus Lynne, Janet, Debbie, Mechelle, Gloria, Beverly, Karmen, Michelle, Dee Dee & Ardi	Henry and Grayce Kies	Sydnee Paul	
Comerica Bank	Tim Killeen	Nicola and Laura Petrella	
Jon and Annette Davies	Michael and Clarice Killian	William and Marie Pizzuti	
Delores Denning		Shirley Poppenger	

Our Supporting Employers

Alpine Power Systems	Doing It Right Cleaning Specialists	M. Jacob & Sons	The Guidance Center
AMC Star Theater Fairlane	E.C. Moore, Inc.	Macomb Oakland Regional Center (MORC)	The Oakwood Group
American House	Eagle Fasteners, Inc.	McDonald's	The Parade Company
Amethyst Medical	Eagle Industries, Inc.	Meijer	U. S. Farathane Corporation
Amor Transportation	Eppinger Manufacturing Co.	Metrex	Unistrut International Corporation
Arc Dearborn	Farmer Jack	Mike's Market	United Container Company
Arts & Scraps	Fastube, LLC	Nate's Market	Vibra Tite
ATC Associates	ForeverFresh Disposable Products	ND Industries	Vivio's
B. A. Maze, Inc.	Fox Run	"Oakwood Hospital	Walmart
BASF Cellasto Plant	Franklin Fastener Company	Food & Nutrition Services Dept.	Wayne Tree Manor
Blue Cross Blue Shield of Michigan	Gleaners Community Food Bank of Southeastern Michigan	Odyssey Electronics Inc.	Wendy's
Boxsmart/Hangsmart	Henry Ford Village	Olive Garden	Wholesale Property Resources
Buca di Beppo	I.W.S. Ventures LLC	Perry & Drummy , Inc.	Wyandotte Industries, Inc.
Buddy's Pizza	Jacobsen Industries, Inc.	Rakestraw Animal Hospital	Zatkoff Seals & Packings
Burger King	JEET, Inc.	Rite Aid	
Ca One Services, Inc Irish Pub	Kerr Corporation	Secretary of State –Northwest Detroit	
CEVA Westland	Kroger	Service Systems Associates Inc. Detroit Zoo	
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	

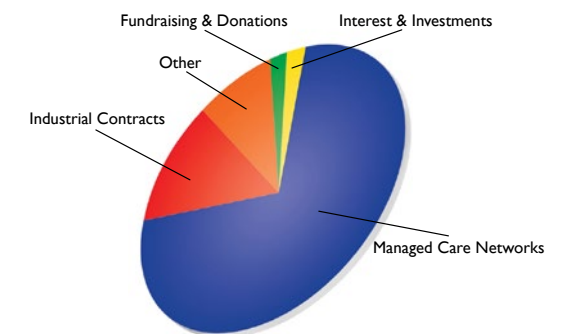
Our Community Partners

ANNAPOLIS PARK CHURCH OF CHRIST Westland	MICHIGAN HUMANE SOCIETY Westland
ARTS & SCRAPS Detroit	MILLS RACE Northville
CAPUCHIN SOUP KITCHEN Detroit	NEW DIMENSION CHURCH Taylor
CAROLINE KENNEDY LIBRARY Dearborn Heights	PLYMOUTH DISTRICT LIBRARY Plymouth
DEARBORN PUBLIC LIBRARY Dearborn	ROMULUS PUBLIC LIBRARY Romulus
DETROIT RESCUE MISSION MINISTRIES Detroit	SOUTHGATE LIBRARY Southgate
DORSEY COMMUNITY CENTER Westland	SOUTHGATE MANOR Southgate
EARTHWORKS URBAN FARM Detroit	SOUTHPOINTE COMMUNITY CHRISTIAN CHURCH Trenton
FIRST STEP SHELTER Wayne	ST VINCENT DEPAUL Inkster Westland
FOCUS HOPE Detroit Inkster	THE PARADE COMPANY Detroit
FRIENDS OF DETROIT & TRI-COUNTY Detroit	THE SALVATION ARMY FAMILY THRIFT STORE Detroit Lincoln Park
GLEANERS FOOD BANK Detroit Taylor	WAYNE COUNTY FAMILY CENTER Westland
GROWING HOPE Wayne Westland	WAYNE COUNTY REGIONAL LIBRARY FOR THE BLIND AND PHYSICALLY HANDICAPPED Westland
HENRY FORD HOSPITAL Wyandotte	WAYNE PUBLIC LIBRARY Wayne
IMPERIAL HEALTH CARE CENTRE Dearborn Heights	WAYNE REGIONAL INTERAGENCY COORDINATING COMMITTEE Detroit
JOHN BOLDE MEMORIAL DEPOT Wayne	WORLD MEDICAL RELIEF Detroit
LIGHT HOUSE MISSION Westland	
MEALS ON WHEELS Lincoln Park Livonia Redford Taylor	

Financials

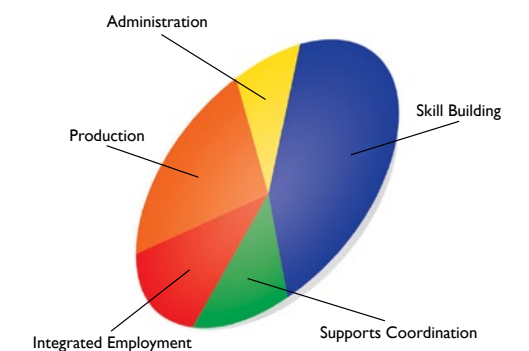
Sources of Funds

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

Lawrence Joseph	Chairperson
Jeanna English	Vice-Chairperson
Jeffrey McKelvey	Treasurer
Judy Hernandez	Secretary
Francis Coughlin	
Danielle Danielson	
Peter Devine	
Christine Jakubek	
Douglas Kellerman	
Karl Kostrzewa	
Lynn Meyer	
Richard Smith	
Ceretta Willis	
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