



In the Spotlight

# 2017 Annual Report

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# In the Spotlight

## 2017 Annual Report



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### Letter From the President

As expected, 2017 included several successes throughout our programs. Our Resource Centers continue to play an important role in the delivery of services to our consumers. From dozens of community based opportunities offered every day throughout Wayne County to job preparation activities including experiences in production and manufacturing and other trainings, these sites provide a number of important services to our consumers. The STEP Thrift Store and Donation Centers continue to promote employment and training opportunities to job seeking individuals. Our Senior Reach and Project SEARCH programs continue to engage new individuals throughout Southeastern Michigan.

Last year was also highlighted as our 45th Year of Service. It is extremely rewarding to reflect on STEP's impressive history, one that started with a dream of a few parents and has grown into providing services to over 1,400 consumers annually, operating three thrift stores, and employing over 180 dedicated employees. Our anniversaries do not end there. We also celebrated our 10th year of opening our first Thrift Store located in downtown Wayne. What an accomplishment to now have over 95 individuals employed at our Wayne STEP Thrift Store and Donation Center.

In 2017, we had the opportunity to highlight the efforts of our hardworking and dedicated staff. In September, STEP was awarded with the Metropolitan Detroit's Best and Brightest Companies to Work For. The award exemplifies a working environment that is supportive and one that develops its workforce. Our STEPS to Success event re-introduced our organization into hosting fundraising events after a decade from doing so. It was a successful re-introduction! We had over 70 attendees, highlighted over 25 pieces of Art from participants in our Art in the Market program, and raised over \$25,000.00.

Finally, our support network of local community and business partners continue to grow. Membership in local Chamber of Commerce and other Business Membership Associations, provide valuable networking and relationship building opportunities that

develop into employment and other work experiences for our consumers. Our success and the successes of the individuals we serve would not be possible without the support provided by the community and business partnerships currently in place.

On behalf of our Board of Directors and Staff, we hope you enjoy reading our 2017 Annual Report and find the articles as inspiring as we did.

Here's to a great 2018!

Most Sincerely,



Brent Mikulski  
President/CEO



Jeanna English,  
Board Chairperson

#### STEP Board of Directors

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# The Year of Achievements

Witnessing the many successes our consumers experience with our programs is something we're rewarded with every day. We strive to provide the best opportunities and choices for inclusion to adults with barriers. This year we were honored to receive numerous recognitions. Thank you to our dedicated staff, supporters, and community members for believing in our work and mission!



## Best of MichBusiness Non-Profit Beacons Award

MichBusiness works with local business to promote leadership and strengthen our communities. STEP was nominated amongst many Detroit based non-profits and charities, and selected as the overall winner in this category.



## Dearborn Area Chamber of Commerce- Business of the Year

Our supporters and friends at the Dearborn Area Chamber of Commerce presented STEP with the Business of the Year recognition at the 2017 Chamber Choice Awards and Expo! The Chamber does an amazing job supporting local businesses and bringing community members together. We appreciate the continuous support!

## Metro Detroit's Best and Brightest Companies to Work For

This recognition wouldn't have been possible without the dedication of our staff, who provide quality services to our consumers every day. Thank you for contributing to our mission and making STEP a great place to work.



# Krista Breaks Barriers



## Did you know

Autism is one of the fastest growing developmental barriers in the U.S.? Imagine how different your life would be if social interactions and heightened emotions were an everyday struggle. Events such as

getting a job, making a friend, or simply fitting in are a challenge for most adults with a disability.

Meet Krista, a STEP consumer who understands the troubles faced by individuals with Autism. In the past, Krista has been shamed for her differences and denied many employment opportunities. "I didn't even get a chance to prove myself, they simply turned me down because they thought I wasn't capable", Krista sadly mentioned. She soon turned to STEP for employment training and started believing in the possibilities.

Krista began her journey at our Wayne STEP Thrift Store and Donation Center, where she worked as a store associate. At STEP Thrift Stores, individuals with barriers to employment are introduced to retail roles. They learn the necessary skills to succeed at similar jobs in the community. Krista quickly learned to sort and tag items, customer service, and how to handle store transactions. She was promoted to Lead Associate, where her tasks included helping store managers with day to day operations. The achievements at the store brought a new understanding to Krista about her barrier(s).

She wanted others to feel the same about their abilities and take charge of their lives. Her passion for helping individuals with barriers soon developed. With the help of social media, Krista started empowering, educating, and raising Autism Awareness. She even created her own website for those who needed support. "My main goal is to let people know about Autism and that people like us have potential", Krista proudly said.

Krista's voice is also heard in our community. She holds presentations at the Chambers of Commerce, local businesses, and police and fire departments. She even met with the Mayor of Dearborn and his representatives, wow! "My presentations are about working with people with Autism and how to help

us succeed. I want to break the barriers of what society thinks about it". Krista also takes the time to meet with parents of children with Autism. She helps parents understand their children's behaviors and how to help them cope with emotional distress. Krista's passion and efforts have touched the hearts of many. She hopes to become involved with the Autism Alliance of MI, to reach a larger audience and help end disability related stigmas.

Today, we are lucky to have Krista help out in our Employment and Training Services Department. She helps with payroll and data sheets, runs slideshow presentations for trainings, and assists with other administrative tasks. Krista enjoys working with numbers and recently decided to pursue a college degree in Accounting! In her free time, Krista likes playing sports, and recently picked up a new hobby- photography.

There's no doubt that Krista is an incredible inspiration to our organization and her peers! She didn't allow her presumed barriers to stop her from achieving greatness. People of all abilities have the potential to follow their dreams, all they need is a chance.

Visit Krista's website in support of Autism Awareness: <http://fotppmc.com/>

Friends of the Puzzle Piece Michigan Chapter

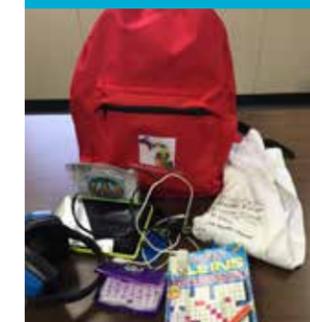
## Words of advice from Krista:

### To parents:

"Don't give up on your loved one, set different goals and be patient. They're going to meet goals in their own special way and that's okay."

### To the community:

"We're some of the best employees you'll ever have if you take the time to work with us. We might need some accommodations, but given the chance we can succeed in a work environment and benefit you (the employer)".



Krista created a survival kit to help Autistic children cope with anxiety and ease meltdowns. The kit includes: noise canceling headphones, extra clothing items, puzzle book and other activities, medical related items such as inhalers and first aid kits, and snacks/ refreshments.

# Class is in Session at STEP Thrift Store



**At STEP**, it is our duty to provide new and exciting opportunities to the individuals we serve. In addition to our retail curriculum at the thrift stores, we aspired to offer other learning options. This idea became possible while building our recent thrift store location in Dearborn Heights (June 2016). Space was allocated for the construction of two classrooms, where our consumers now have the option to take on a student role and explore new passions.

The classes are held at our STEP Thrift Store and Donation Center in Dearborn Heights. Participants have the choice to pursue new skills in a welcoming environment, while engaging with their peers and integrating with members of the community.

January 2017 kick started our first semester of 4 classes per day. We now have five semesters per year, offering a variety of skill building options. Classes include: nutrition, cooking, computer basics, video production, literature, and performing arts! We are proud to share that 1504 consumers were served in classrooms at 4.5 hours per day during our first semesters of classes. A total of 6,768 classroom hours were provided. The new classes allow our folks to build confidence, improve motor skills, and find new strengths.

To provide the best learning experiences for our students, we alter class content based on their personal needs and interests. We are excited to introduce new topics in the following semesters. Stop by and celebrate learning with us at our Dearborn Heights store!



## Celebrating 10 Years!

STEP Thrift Store and Donation Centers are unique retail operations that hire adults with developmental disabilities and mental health needs in Wayne County. Individuals pursue their employment interests, earn wages, and learn the necessary skills to succeed at similar jobs in the future.

10 years came and went for our downtown Wayne Thrift Store! Prior to purchasing the Wayne location originally named Tried and True, consumers volunteered there for many years as a community outing through the Western Wayne Resource Center. STEP took ownership of Tried and True on June 1, 2007. In the beginning, we had two regular staff and 2 employment training staff. 12 consumers were employed and worked morning, evening, and Saturday shifts. After a year of successes with the social enterprise, STEP began looking at a possible expansion. On April 2010 we opened our second store in Southgate, and again expanded in June of 2016 with our recent location in Dearborn Heights.

We have come a long way since the opening of our first store. We now have three retail stores and classroom facilities, as well as a full complement of staff. Our growth throughout the years allows us to provide employment opportunities to 117 total consumers at our three STEP Thrift Store and Donation Centers.

Supporters like yourself made our successes throughout the years possible. By shopping at our thrift stores and donating to our cause, you helped keep our doors open. Because of your support we can continue providing job training options to adults with barriers.

### Visit our locations for a memorable shopping experience:

35004 W Michigan Ave Wayne, MI 48184 (734) 728-9777	15413 Dix Toledo Southgate, MI 48195 (734) 225-3400	23830 Ford Rd Dearborn Hts, MI 48127 (313) 633-0755
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# LTU Students Help Eliminate Barriers



**Do you remember** being proud of your former class projects? The engineering students at Lawrence Tech University continue to wow us with theirs. Southfield based University, Lawrence Tech partnered with STEP to offer their students a unique and engaging learning experience.

Students from the design studio class were given the opportunity to interact with our consumers in their work settings. They learned about the many challenges and barriers our folks face in the workplace. The future engineers had one important end goal -to create an innovative product that improves task performance and efficiency for our selected participants. The students, consumers, and staff were excited to discover creative ways of bringing down barriers to employment.

"Before our partnership with STEP, our students did not have the opportunity to design something that creates value for real customers. Having an actual customer that is depending on the success of your design and can offer real feedback on your ideas makes these projects so much more engaging and relevant."

Cristi-Bell Huff, Director of Lawrence Tech's Studio for Entrepreneurial Engineering Design.

The sophomore design classes focused on our assembly and production sites, retail operations, and on the job training site at Stonecrest Behavioral Center!

Student groups worked hard to turn their concepts into working prototypes. The overwhelming excitement and smiling faces of those involved makes this collaboration so special. Three semesters and many prototypes later, we feel grateful for the continued relationship with LTU. Together, we can use innovation to change the world.

# 45 Years and Counting...



At **STEP**, we believe in equal options for persons of all abilities. This year marked our 45th celebration of serving our community and supporting individuals in the pursuit of their chosen paths. Each day we further our goal of promoting disability inclusion. Cheers to another 45 years of making a positive change! Our consumers and staff share their excitement and anniversary thoughts below.



"I get a sense of responsibility and that makes me feel great that someone has confidence in me." - **Dwayne M.**  
Consumer/STEP Thrift Store Associate



"After working at STEP for over 20 years, no matter what adversity we have faced, our person first attitude always shines through." - **Randy Sidebottom**  
DREAM Program Manager



"I had a wonderful experience with STEP. I've grown a lot and I'm able to get along with more people on a team. It helped put me on a schedule for my whole life, not just work... but the money helps too! Just working and getting me out of the house really helped me get out of my depression. STEP has helped me in a lot of ways I can't even describe. Wonderful program." - **Tracy K,**  
Consumer



"I feel very blessed to have been a part of so many people's lives over the last 34 years of my career at STEP." - **Sherry Bourque**  
Secretary, Western Wayne Resource Center

# STEPS to Success

**70** Attendees  
**\$25,550**  
RAISED



We hosted our first fundraiser in 2017, **STEPS to Success!** The event highlighted our clients' creative talents by showcasing some of their art pieces. The guests were able to vote on their favorites and the top 12 works of art were used to develop STEP's 2018 Calendar. The event had over **70 attendees and raised \$25,550** to help support STEP programming. Thank you to everyone who contributed! We're excited to continue with our fundraising efforts in 2018!



# End of Year Highlights

# 2017 Financials & Outcome Measures



Consumers Hugh and Robert were recognized as **Consumer of the Year** at BHPi's 14th Annual Mental Health Matters Celebration.



Our friends at **Ford Motor Company** held a donation drive at their Regent Court and Livonia buildings for our STEP Thrift Store and Donation Centers!



We celebrated **National Thrift Store Day** raising awareness on **WXYZ's Morning Show**.



STEP artists who participate in our instructor lead art classes proudly displayed their pieces at the **Wayne County Fair**.



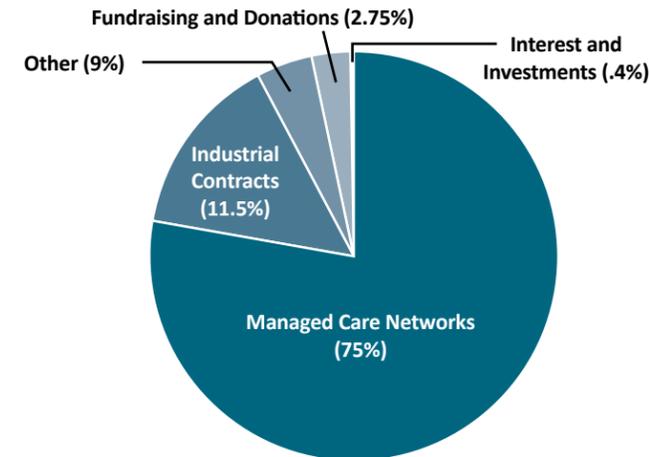
Lawrence Tech student group competed in **Source America Design Challenge**, a national engineering competition **benefiting people with disabilities**. The design group focused on assistive workplace technology to provide solutions to our folks working in production and assembly. Consumer Robert, along with STEP staff, and LTU students and professors traveled to Washington D.C. for the competition. The student group finished **3rd place** in the challenge, amazing!



This year, STEP added a **new Employer Partner-Gentleman's Box!** Gentleman's Box, a monthly subscription that provides essentials for men partnered with STEP to provide employment opportunities to our consumers. A work crew of 16 consumers prepare and package the monthly subscriptions, making above minimum wage.

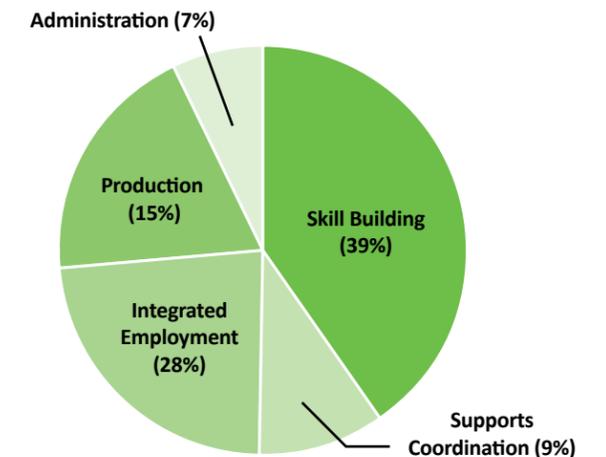
## Sources of Funds

Managed Care Networks	\$13,529,245
Industrial Contracts	\$2,161,905
Other	\$1,653,779
Fundraising and Donations	\$533,741
Interest and Investments	\$77,516
<b>Total Sources of Funds</b>	<b>\$18,016,729</b>



## Uses of Funds

Skill Building	\$7,235,166
Supports Coordination	\$1,733,534
Integrated Employment	\$5,175,846
Production	\$2,857,070
Administration	\$1,347,276
<b>Total Uses of Funds</b>	<b>\$18,348,892</b>



## Community Integration



**97%**

of Individuals served and their support circle are able to relate information about their community experiences, which is **27% above targeted goal** for this domain.

## Community Employment



**100%**

of individuals referred for job development receive **employment services**.

## Outcome Measurement Summary 2016/2017

As an organization whose mission is to support individuals in pursuit of their chosen goals, it is important for STEP to measure the quality of its services and the degree to which our efforts support our mission. One way to measure the quality of our services is to measure the impact services have on the lives of individuals. To garner this information, performance indicators are identified and progress towards the targeted goal is measured over a period of time. This report delineates STEP's performance on identified performance indicators for 2016/2017. It is important to note that for this period, STEP has undergone significant changes in program structure due in part to federal, state and local legislative actions, so some of the outcomes noted were impacted by shifts in programming and services with trends toward reducing the number of individuals receiving OES services and an increase in the number of individuals accessing opportunities for participation in community-based activities. Satisfaction with these changes as STEP transitions has been somewhat impacted but still remains high. It is also important to note that in the five core elements evaluated below, of the 26 target goals set, 84.62% were either achieved or exceeded. Only 15.38% fell short of expectations and of those 50% were either improved from the previous year or fell within 1% of the goal. As STEP moves into 2017/2018, integration of the Transition Plan into the Outcome Measures with a continued focus on achievement of all targeted goals at or above expected outcomes is incorporated into the revised outcome measures worksheets.

### 1. Core Element - Organizational Employment Services (OES)

Projected Outcomes for OES: Individuals will achieve a higher overall score than in the previous year's vocational assessment, begin OES services within 30 days of submitting a completed intake packet, feel treated with respect and are satisfied with services received at STEP.

#### Achievement of OES Performance Indicator:

- 88% of the Individuals receiving OES services achieved higher overall scores on their vocational assessments. It is important to note that the Vocational Assessment tool was changed in the middle of the fiscal year and modified with the launch of STEP Ascend, so the 2016/2017 results are impacted by this change and are not comparable with the previous year. Despite this change and the 2016/2017 FI being used as a baseline year for the new tool, the outcomes achieved were 18% above the target goal for this domain;
- 83% of individuals began receiving services within 30 days of completing an application; and
- 99% of individuals and stakeholders reported satisfaction with STEP services and 93% of individuals felt that they were treated with respect, which is 19% above the expected outcome of 80%.

### 2. Core Element - Community Integration (CI)

Projected Outcomes for Community Integration: Individuals can relate information about their community [volunteer] experiences, naming people, places and things, more individuals participate in community integration activities on a regular and consistent basis than in the prior year, individuals with special needs have access to community integration activities, and individuals and other stakeholders report satisfaction with community integration activities.

**Achievement of CI Performance Indicator:** "Our mission is to support individuals in the pursuit of their chosen goals and the achievement of personal satisfaction in their lives."

- 97% of Individuals served and their support circle are able to relate information about their community experiences, which is 27% above targeted goal for this domain.
- 73% of Individuals who participate in community integration activities participate on a more consistent or regular basis than they did previously, which is 53% above the expected outcome and consistent with performance from 2015/2016.
- 74% of individuals with special needs report an increase in community integration activities.
- 99% report satisfaction with community integration activities, which is consistent with the previous year and exceeds the targeted goal by 23%.

### 3. Core Element - Community Service Coordination (CSC)

#### Projected Outcomes for Community Service Coordination:

Individuals address or resolve life issues in health, residential, legal, financial, social, educational or recreational as reflected in their Person Centered Plan of Service (PCPOS/IPOS), these identified services are medically necessary, they are able to self-advocate or receive assistance to do so through ease of access to their Supports Coordinator, and they are satisfied with their Plan of Service and their Supports Coordination services.

#### Achievement of CSC Performance Indicator:

- 98% of individuals who receive supports coordination services from STEP address or resolve major life issues in their PCPOS, which exceeds expected outcomes by 18%.
- 89% of individuals who receive supports coordination services from STEP feel that they have become better self-advocates than the previous year, which exceeds expected outcomes by 9%.
- 93% of individuals who receive Supports Coordination services from STEP report satisfaction with their community living experiences, which exceeds expected outcomes by 8%.
- 99% feel "listened to" when they expressed concerns to their Supports Coordinator, which is a 2% improvement from the previous year.

### 4. Core Element - Employment Services Coordination (ESC)

#### Projected Outcome for Employment Service Coordination:

Individuals who are employed recognize that they have responsibility in job retention.

#### Achievement of ESC Performance Indicators:

- 30 minutes is the average amount of time per month that employed individuals spend with their Supports Coordinator with 30% of individuals reporting that they access their Supports Coordinator in home or community settings.
- 99% of Individuals who are employed recognize the importance of their own role in maintaining their employment, which is consistent with the previous year.
- 100% of individual who are employed and receiving STEP supports coordination report satisfaction with their jobs, which is a 4% improvement from the previous year.

### 5. Core Element - Community Employment Services (CES)

**Projected Outcome for Community Employment:** Job development activity results in individuals becoming employed.

#### Achievement of CES Performance Indicators:

- 100% of individuals referred for job development receive employment services.
- 74% of Individuals who are newly employed are able to maintain employment for 90 days and beyond, which is a slight decrease from the previous year but may be reflective of an increase in the number of individuals who are transitioning to community employment. Outcomes for this indicator are within 2% of the previous year.
- 100% of individuals who transitioned from OES to Employment, did so for the first time.
- 100% of individuals who are newly hired report satisfaction with their jobs, which is consistent with the outcomes from the previous year.
- 95% of employers of newly hired individuals reported satisfaction with the job placement, which is consistent with the outcomes from the previous year.

**Summary Narrative:** As noted, there have been significant changes over this past year which have impacted outcome measures. Movement away from OES services and into more community-based settings continues and outcome measures are being adapted to incorporate these changes. There were four areas in the outcomes measured for 2016/2017 that fell below expected outcomes which will receive increased focus for 2017/2018: Begin OES within 30 days of complete intake; Individuals w/ special needs have access to CI activities; Avg # of min. Individuals spend f/f with SC per month; Individuals newly hired maintain job for 90 days or more. All other outcomes were achieved at or above targeted goals. Some will be carried over into the new Outcome Measures and others revised based on transition planning, and additional action steps continue to be taken to increase reliability and validity of outcome results. Some steps that have already been improved include an increase in the amount of data that can be derived objective sources, such as that captured in Ascend, DASH, ICARE, Arrow, MH-WIN and internal databases, including claims data, and increasing opportunities for feedback from stakeholders and consumers through on-line surveys, STEP's website, Customer Service line and social media sites are all additional data sources that can be measured to improve reliability and validity.

Category	No.	%
<b>I. Num Served</b> (10/1/2016 - 9/30/2017)	<b>1503</b>	
<b>II. New entries</b> (10/1/2016 - 9/30/2017)	<b>536</b>	
A. Synergy	86	
B. CLS	41	
C. ConsumerLink	147	
D. Gateway	0	
E. CareLink	64	
<b>III. Closures</b> (10/1/2016 - 9/30/2017)	<b>200</b>	
A. Synergy	43	
B. CLS	17	
C. ConsumerLink	89	
D. Gateway	0	
E. CareLink	47	
<b>IV. Current census as of 9/30/2017</b>		
<b>V. Age Group</b>		
0 - 18	13	1%
18 - 25	211	15%
26 - 40	434	31%
41 - 50	266	19%
51 - 65	400	28%
65+	83	6%
<b>VI. Gender</b>		
Male	858	61%
Female	546	39%
Unknown	3	0%
<b>VII. Ethnicity</b>		
Alaskan native (Aleut, Eskimo)	1	0%
American Indian (non-Alaskan)	4	0%
Asian	8	1%
Black or African American	626	45%
Native Hawaiian or other Pacific	1	0%
Other race	46	3%
Refused to Provide	2	0%
Two or more races	0	0%
White	440	31%
Unknown	279	20%
<b>VIII. Disability</b>		
Intellectual disability	1183	84%
Cerebral palsy	62	4%
Epilepsy	0	0%
Mental illness	362	26%
<b>IX. Living Arrangements</b>		
General Residential Home	64	5%
Homeless	1	0%
Private Res not owned by CMHSP	178	13%
Private Residence owned by CMHSP	39	3%
Private Residence w/Family	568	40%
Unknown	379	27%

<b>X. Functional Impairment</b>		
Personal hygiene / self care	126	9%
Activities of Daily Living	217	15%
Self direction / lack initiative	195	14%
Communication skills	204	15%
Socially Interact	358	25%
Impaired Mobility	67	5%
Visually impaired	72	5%
Hearing Impaired	31	2%
Cardiac dysfunction	17	1%
Diabetic	59	4%
<b>XI. Assist. for Challenging Behavior</b>		
Extensive	11	1%
Limited	175	12%
Moderate	55	4%
No Problem	400	28%
Unspecified	54	4%
Unknown	345	25%
<b>XII. Medication during program hours</b>		
Yes	30	2%
No	0	0%
Unknown	1010	72%
<b>XIII. Employment</b>		
Full-time competitive	10	1%
Not in competitive labor force	523	37%
N/A - under 16 years of age	0	0%
Part-time competitive	113	8%
Unemployed	271	19%
Unknown	490	35%
<b>XIV. Only for Individuals receiving STEP Supports Coordination</b>		
Assistive Technology	7	1%
Behavior plan	9	1%
Community Living Supports	31	4%
Crisis Planning / Advanced Directive	31	4%
Community Skill Building / Volunteering	175	24%
Enclave employment	127	18%
Guardianship / Power of Attorney	29	4%
Housing Assistance	8	1%
Integrated Employment	131	18%
Mobility Training	28	4%
MRS Referral	20	3%
Preventive / restorative health services	20	3%
Peer supports or mentoring	11	2%
Recreation / social opportunities	118	16%
Respite	14	2%
Senior Support services	4	1%
Secondary Education/ vocational trade	9	1%
Self Determination Training	16	2%
Self employment opportunity	30	4%
Staffing assistance (1-1 staffing)	7	1%
Transportation - non program	33	5%

## Employment Partners

ATC Associates  
 Bangkok 96 Restaurant  
 Belle Tire  
 Bottle Crew  
 CEVA Logistics  
 City of Wayne  
 City Recyclers  
 Checkers  
 Child Time Learning Centers  
 Cole, Newton and Duran CPA  
 Dearborn Atrium  
 Dearborn Area Chamber of Commerce  
 Design Pro  
 Detroit Quality Brush  
 Detroit Zoo/Service Systems Associates  
 Detroit Wayne Mental Health Authority  
 EDP Company  
 Emagine Theaters  
 First Choice Window and Door Company  
 Focus Hope  
 Fox Run Village  
 Gentleman's Box  
 Glass Academy  
 Gleaners Community Food Bank  
 Goodwill Stores  
 Henry Ford Village  
 The Home Depot  
 The Information Center  
 IWS Ventures LLC  
 JVS  
 Kroger  
 Lakeridge Village of Detroit  
 Lowe's  
 Marshall's  
 McDonald's  
 Matador Restaurant  
 Meijer  
 MDOT  
 Naturalicious  
 Northwest Activity Center  
 Olympia Entertainment  
 Perry & Drummy  
 Pinnacle Facilities Solutions  
 P.F. Changs  
 The Professional Group  
 The Salvation Army  
 Samaritan Center  
 Seaway Properties  
 Southern Wayne County Regional Chamber  
 Starfish Family Services  
 Type to enter text  
 Staybridge Suites  
 Stonecrest Center  
 Walmart

## Vounteer Sites

Ann Arbor Natural History Museum  
 Arab American Museum  
 Archeology Museum  
 Belle Isle Aquarium  
 Belle Isle Nature Center  
 Belleville Library  
 Blessed Hope Church  
 Burlington Coat Factory  
 Charles Wright Museum  
 Council Park  
 Craft Mall  
 DBN Center of Performing Arts  
 Dearborn Public Library  
 Detroit History Museum  
 Detroit Institute of Art  
 Dollar Store  
 Dorsey Center  
 Esper Library  
 Fairlane  
 First Step Shelter  
 Fish & Loaves  
 Fleece and Thank you  
 Focus Hope  
 Ford Rawsonville  
 Four Champlain's Nursing Home  
 Gleaners  
 Goodwill  
 Great Lakes Crossing  
 Harvest Bible Church  
 Henry Ford Museum  
 Holocaust Memorial Center  
 Humane Society  
 JCPenney  
 Lighthouse Mission  
 Livonia Art Exhibit  
 Livonia Library  
 Marshalls Department Store  
 McDonalds  
 Meals on Wheels  
 Meijer  
 Nankin Mills  
 Plymouth Library  
 Romulus Athletic Center  
 Romulus Library  
 Salvation Army, Dearborn Heights  
 Salvation Army, Lincoln Park  
 Sears  
 Southgate Nursing Home  
 Southland Mall  
 St. John Episcopal Church  
 St. Mary's  
 St. Vincent de Paul  
 Thunderbowl  
 Tuskegee Airmen Nat'l Historical Museum  
 Veterans Haven

Wayne Family Center  
 Wayne Hype  
 Wayne Library  
 Weight Watchers  
 WW Child Services

## STEP Donors

Abraham, William and Mary Karen  
 Breuier, Laurie & Rich  
 Brykalski, Rob & Charlene  
 DeLisle, Paul & Deborah  
 Escamilla, Paul  
 Flower, Sara  
 F & M Cement Co  
 Gorham, Geraldine  
 Group 8 DEA  
 Hilber, John  
 Kaiser, Dorothy  
 Karbowski, Richard & Mary  
 Kendall, Joanne  
 Key Bank Foundation  
 Kinghts of Columbus  
 Leone, Tony & T J  
 McGill, Sarah  
 Mosher, Abbott & Gina  
 Murray, Scott  
 Network for Good Giving System  
 Petrucci, Elayne & Paul  
 RSM Development & Management  
 Taylor, Mark & Maria  
 Woodall, Sherman

## STEPS to Success Donors

**Silver Sponsor**  
 The Bottle Crew

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