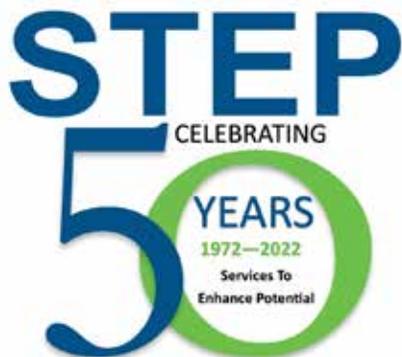




2022 Celebrating 50 Years

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OUR VISION

We are responsive to a dynamic, diverse environment serving as a catalyst and the champion for full, meaningful community life for all Individuals.

OUR MISSION

To support individuals in the pursuit of their chosen goals and the achievement of personal satisfaction in their lives.

Board of Directors

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Chairperson

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Vice Chairperson

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Nina Rodriguez

Krista Shuler

Lisa Varnier

Ceretta Willis

Letter From the President

Dear Friends and Supporters,

As another year came to a close, it brought us closer to the end of the Covid 19 pandemic and nearer to STEP and other Community Mental Health Providers returning to normalcy. We did not imagine our 50th year to be ushered in like this, but given all the tests and tribulations we've faced in five decades of operation, we are so grateful and fortunate to be celebrating such an amazing milestone!

During the past year individuals continued to return to programming. In addition to those returning, we also saw new consumers begin services for the first time at our Resource Centers and Supported Employment sites. Our Support Coordinators, Skills Trainers and Employment Representatives continued to engage with those who made the decision to stay at home till the time to return felt right. We knew early that the pandemic would increase the amount of isolation for those with disabilities and other challenges that made managing life during a pandemic difficult. Through routine engagement, audio and virtual services and other efforts, our staff were able to reduce the levels of the isolation felt to those we serve. As our Community and Business partners began to reopen their doors to their employees and customers, our consumers once again had opportunities to engage and find employment. We saw our Progressive Art Studio Collective (PASC) grow to three locations and host four exhibitions. Over 100 Artists have participated since PASC's conception in 2021 and over 70 pieces of art have been sold during this year alone. Our two Culinary Arts Training Programs continue to be a highly sought-after experience. Our What's Cooking in Westland training program moved into its newly constructed Demonstration Kitchen located in our Western Wayne County Resource Center. The future continues to be extremely bright for STEP and for those we serve. While the pandemic is not entirely behind us, opportunity continues to be found during these tough times. We continue to have deep appreciation for those that continue to support the work STEP does. From our Community Mental Partners, that include Detroit Wayne Integrated Health Network (DWIHN), to the Community Mental Health providers who entrust those they manage to us, we thank you. This appreciation also extends to the numerous private and corporate donors who have provided financial support to STEP. I hope you enjoy reading this Annual Report and join me in appreciating those who made our successes possible.

Cheers to our next 50 years!

Brent Mikulski
President/CEO



Brent Mikulski
President/CEO



Jeffrey McKelvey
Chairperson

Employment and Training Services

Services To Enhance Potential's Supported Employment Services department promotes employment opportunities for individuals with a disability by providing a number of Employment Placement, Job Development, Job Training, and Job Coaching services. Our training programs include a Certified Janitorial Training Program, Retail Training through our Thrift Store Operations, and General Business Training designed to help an individual adjust to a variety of work settings. Our Workplace to Success Internship Program is designed to help transition the information presented in the classroom to a real-life setting in a workplace.

Summer Earn & Learn

This summer program is a partnership between Michigan Rehabilitation Service/ Bureau of Services for Blind Persons and STEP. It consists of 6 weeks of paid on-the-job experience at a community work site with the support of a skills trainer. It also includes virtual classroom sessions centered around soft skill development, workplace expectations, industry specific support and more! Participants will learn the skills they need to be successful in the workplace and earn at least minimum wage while doing so.

This is the first employment exposure where students are matched with business partners. Students participated in work about 20 hours per week. Students were matched with a variety of industries including bowling alley, grocery store, veterinary clinic. In total, 17 individuals participated this summer. It was so successful that three individuals were offered ongoing employment.

Birth of Services to Enhance Potential - Dearborn - June

Maybury State Park

This summer, STEP partnered with the Department of Natural Resources (DNR) and Michigan Rehabilitation Services (MRS) to offer a Work-Based Learning Experience at Maybury State Park in Northville. The interns participated in a variety of skill building activities, as well as forestry fieldwork, recreation management, and other infrastructure maintenance activities.

1984

800 Persons Served

Livonia Corporate Center
Opened on Site

1985

500 Persons Served

Macomb County Expansion



STEP Expansion Macomb

This September officially marks STEP's first year of providing services in Macomb County. Our June Open House was a great success! It was well attended by parents, students, supports coordinators, MRS counselors and even the CEO of Macomb County Community Mental Health.

We celebrate the partnership with Macomb County Michigan Rehabilitation Services. We have provided job placement and coaching services to several individuals that are now employed in their industry of choice and are earning above the minimum wage. We established business partnerships throughout Macomb County with the following employers to provide ten students with a Summer Earn & Learn work experience. Joe Randazzo's Market, Rowerdink Automotive, Harbor Lanes, Cattleman's Meat Market, St. Malachy Catholic Church,

El Charro, and Kutchey's Family Farm Market. Three of these students were offered employment with their host employer at the end of the program. We are excited to offer Pre-Employment Transition Services at Lakeshore High School in St. Clair Shores. We will be teaching five classes, twice a month for the duration of the school year.

This year provided many opportunities to make connections and listen to the needs of individuals and their advocates as they shared the qualities of the services they are looking to receive. We have joined Advancing Macomb and the Macomb County Chamber of Commerce to connect and partner with other community agencies to provide meaningful services. We are excited to begin our Community Based Skill Building and Supported Employment services in 2022-2023.

Employment Partner



DTW TOWER Employment Partner

The Detroit Metropolitan Wayne County Airport is a Source America contract for STEP. We provide custodial services for the federal government at the Federal Aviation Administration at the Metro Detroit Airport Air Traffic Control Tower. The custodians at this site have been praised by FAA personnel for their quality and attention to detail. STEP started this contract in 2019. The crew has up to three custodians and a Skills Trainer that oversees the group. We recently received the following feedback from a supervisor on site.

"Every day, STEP employees provide GREAT service! I can't say enough how much we appreciate the GREAT job they do and the service they provide to DTW!! I must apologize for not putting this in writing before now, but DTW is very grateful and pleased with the daily service STEP employees have provided."

Project SEARCH



Project SEARCH is a unique and valuable learning experience made possible by a collaboration between STEP, Michigan Rehabilitation Services, Dearborn Public Schools, and Beaumont Hospital. Program participants agree to forego their last year of traditional classroom learning and instead opt for an in-depth and hands-on internship experience at a host business in their community. During the course of the year, interns have an opportunity to complete three separate and distinct rotations in various departments within the hospital, learning the transferable skills needed to secure competitive and integrated job placement upon graduation. This year's Project SEARCH graduates have found both full and part-time opportunities in the community and report feeling proud of their personal progress and professional growth.

Employment Success



Felicia



Mayank



Jacob



Rafael



Brandon

Felicia came to STEP looking for services in 2007. She worked in production and through ETS and found out her niche is working as an Assistant Secretary at Dearborn South. She worked hard and became the permanent coverage needed for Dearborn South when the Secretary was absent. She has a special gift of relating to other consumers and answering their questions related to STEP. She has been seen talking with consumers about STEP and other programs within STEP for consumers to be involved in. More recently, her skills as a secretary have improved where she now is assisting the clinical department with uploads on Ascend. She has more confidence in her abilities and is learning new skills to become the best Assistant Secretary at South.

Mayank is a recent graduate of Project SEARCH. Within days of graduation, he scored an interview and landed his “dream job” at Big Lots in Dearborn. He has communicated with his job developer every step of the way and has taken all the steps necessary to become independent, travelling to work on his own using SMART Transportation. WE ARE SO PROUD OF HIM.

Jacob was referred to STEP by MRS for job placement services this past March. He was hired at Rowerdink, Inc., which is a parts supplier to dealerships and independent repair shops. Jacob works in the warehouse picking parts and finalizing orders to be delivered. Jacob acted as a mentor this summer for 2 students that participated in the STEP/MRS Summer Earn & Learn program. Jacob’s supervisor and coworkers think he is a stellar employee.

Rafael participated in the STEP/MRS 2022 Summer Earn & Learn program. He worked at Harbor Lanes in St. Clair Shores doing a little bit of everything. Rafael helped with outdoor and indoor maintenance and assisted behind the counter. Our business partner was so impressed by his positive attitude and work ethic that he was extended an offer of employment at the end of the program.

Brandon has been employed at STEP since April 2018 and has been working as a Custodian at the Air Traffic Control Tower at the DTW Airport since January 2021. During his time working for the AbilityOne program, Brandon has been assisting STEP by working additional hours to ensure that we continue to provide quality service at the FAA. He’s been working 6 days a week making sure that the Air Traffic Controllers have a clean and safe environment. Thank you to Brandon for his hard work and dedication.

Core Value Award

STEP Core Values

- **RESPECT** for all individuals with whom we come in contact
- **EMPOWERMENT** and choice for all individuals
- **INTEGRITY** in all of our transactions and dealings with one another and the public
- **EXCELLENCE** in all that we endeavor to achieve
- **COLLABORATION** in making decisions that impact others
- **COMPETENCY** in each task we perform
- **ACCOUNTABILITY** for our decisions and actions
- **COMMITMENT** to those we support and to one another

**Tracey
Dorsey**



Congratulations to Darryl Moore and Tracey Dorsey for being selected as the 2022 STEP Core Value award winners. Darryl and Tracey were nominated by their fellow employees for displaying a good representation of the STEP core values Respect, Empowerment, Integrity, Excellence, Collaboration, Competency, Accountability and Commitment.

Tracey Dorsey - "She clearly embodies all of the core values that STEP holds dear. She has respect for all she encounters, she does not choose according to ability, but desire, and believes all should have a chance and choice. Tracey understands that the real currency is people! She sees them as whole individuals, not compartmentalized by disabilities. She chooses, rather to focus on what an individual can do and be."

**Darryl
Moore**



Darryl Moore – "Even when just passing by him and he is working with consumers he treats them with the most high respect. You can tell that he is compassionate about this job and the consumers."

Production/Manufacturing



STEP facilities have the capabilities to do kitting and hand assembly jobs for customers. These opportunities train individuals in processing orders and quality output. It allows consumers to experience a wide array of factory settings so that they can pursue competitive employment outside of STEP. The customer base supplies STEP with all the necessary parts, labels and shipping supplies to complete the orders. STEP can also provide logistics and transportation of supplies when necessary.

STEP is excited to report that we added some new customers this year. Castino Corporation in Romulus, MI molds plastic and polyurethane mainly for the automotive industry. STEP hand assembled three parts for Castino Corporation. The relationship is new, but STEP's quality and delivery meets Castino's expectation.

We also started working with Duffy's Tri-C Club Supply Inc. in Garden City, MI. STEP kits plastic razor blades into individual plastic bags and then heat seals them to be packaged. Duffy's Tri-C Club Supply is beginning their 44th year in the locker room amenities distribution business. The relationship began when Duffy Linsell reached out to STEP for help with kitting. One quick

meeting on what STEP needed to do and STEP had its order in three days. The shipments have been going well and have met their requirements.

Avanti Press has also asked for our assistance in kitting cards and envelopes for their operation. Avanti Press is located in Taylor MI and makes greeting cards. Their mission is simple, "we want to make you smile."

The experience in production of learning how to kit and assemble parts gives individuals tools to succeed in the community and work force.

THANK YOU!
Your purchase provides employment opportunities to an individual with disabilities!

Follow us
@enhancepotential
@servicesto enhancepotential

STEPcentral.org

STEP Thrift Store & Donation Center

A Year in Review

15 years ago, we took over a small thrift store in Wayne, Michigan and are amazed that we are celebrating this landmark anniversary this year. Now a chain of three stores, we continue to look for ways to support our interns as well as develop our staff and please the customer and donor.

To commemorate our 15th anniversary at the stores, in June we held 15 days of sales throughout the month to say thank you to our customers for all their help over the years and their loyalty to our program. Customers and donors continue to be the partners we need to support our Retail Training Program.



The STEP Southgate Thrift Store and Donation Center moved into its new location near the end of 2021 and has set the standard for customer atmosphere in our thrift stores. This beautiful location is perfect for our needs and is conveniently located for our customers and donors as well as staff and interns. Our grand opening in November was well attended and proved that once again STEP Thrift Stores are the place to be.

Our Wayne thrift store had a facelift and renovations were completed at the end of the year as well making the store more accessible for customers and improving store operations.

This year we have continued partnering with our community through our Double Your Difference program. Over the past year, STEP has provided 12 different organizations in the Metro Detroit area with a percentage of store sales and part of donations received at the register. This year we were able to donate \$26,030.00 and it benefited agencies across Wayne County.

We have hired seven new clerks this year in the stores and are still looking for more! Our clerks run all store-related operations and are key in getting product from the back door to the sales floor where customers can shop. Working side by side with our skills trainers, the clerks are a vital part of the team to provide support for our interns and a fantastic customer experience.



**NUMBER OF
TRANSACTIONS**

78,406

**average
per cart**

\$14.01

PICK-UPS

224

ITEMS SOLD

363,330

**CLOTHING BALED
IN 2021-2022**

**355,400
POUNDS**

Andrew Elsbrie

Andrew Elsbrie started with STEP several years ago at the Southgate store as an intern and has really shown the world what you can do when you have a supportive environment to learn and grow in.

In Andrew's own words - "When I started at STEP, I was dealing with social anxiety disorder. Working here has helped me get control over my issues. Everyone I've worked with has been nice, helpful and understanding. I have enjoyed working here so much that I decided to become a salesclerk with the company. I'm currently working towards getting my license and after that I plan on applying to be a skills trainer so I can help others like me."

We are happy to report that Andrew has just recently been able to fulfill one of those dreams and gotten his driver's license! This is one step that opens up new opportunities for Andrew and we are excited to see what he will do in the coming year. Congratulations, Andrew and thank you for stepping up for STEP Thrift Stores!

Chelsea Cummings

Chelsea Cummings came to STEP five years ago and started training at the Southgate Thrift Store. She started working in production and as she gained confidence began working as a cashier. Eventually she applied to be a clerk at the stores and has been working at both the Southgate and Dearborn Heights locations as a staff member. She loves helping interns reach their potential and as a role model, she shows what determination can lead to.

Because Chelsea loves Cosplay, working at a thrift store is a perfect place for her to help her with her creative outlet and share that with customers as well. She loves manga which shows when she is doing cosplay and has been in the STEPS to Success Fashion Show for the last two years.

Part of Chelsea's journey at STEP has been becoming more active and healthy. She has met her goals and is very proud of herself. Chelsea has also recently started working at Amazon to earn some extra money for some of her other life goals- one step at a time! Congratulations, Chelsea!

August 17th was National Thrift Store Day and we celebrated with style. Aside from a great sale day where we sold nearly 3,000 items in one day, we racked up record sales. We also had a morning news coverage segment done live which helped tell the world about what STEP has to offer.

Finally, this year we are not only hitting our 15th year in business, but we have also hit One Million Dollars in Sales! In September 2022, we hit this milestone thanks to all the dedicated staff and interns at the stores. Our growth exceeded the previous year by nearly \$165,000.00. We are amazed! Congratulations to all the stores for hitting such a remarkable goal.



Progressive Art



It has been an active second year for the Progressive Art Studio Collective program, which launched only last January 2021.

We have increased our exhibition opportunities, hired new and more artists as staff, and grown the number of artists participating in our programs. With our Detroit, Westland, Southgate and virtual art studios, we are now supporting around 55 artists a day and over 130 each week.

We have produced and participated in several public events. Most notably in June, PASC was invited to participate in Facing Our Future Together a conference with other disability art studios at Creative Growth Art Center in Oakland, CA. In mid-September, we produced a talk with disability rights activist and writer Emily Ladau, author of *Demystifying Disability: What to Know, What to Say, and How to be an Ally* (a fantastic book which we highly recommend), where PASC artists addressed questions to Emily on disability identity, terminology and activism.

We have had many public exhibitions since our last annual report, and our artwork sales have been steadily rising. In January 2022 we opened *Art is a Human Right*, curated by Terrie Hilton and Anthony Marcellini at Swords Into Plowshares Gallery, Detroit, featuring 38 artists from all PASC studios. We followed up this exhibition with *Carbon Into Diamonds* a 3-person exhibition at the PASC Southgate Gallery, opening in February 2022, featuring artworks by PASC Southgate artists Jirard Bond, Robert Duncombe and DeRon Hudson, curated by PASC Art Advisor Hannah Lilly. And at the end of March 2022 we opened *Vantage Points* at the Westland City Hall featuring 37 PASC artists.

In the Spring of 2022, as part of our first ever grant from Michigan Arts and Cultural Council (MACC), we opened the PASC Detroit Pop Up Gallery, in the ground floor space of The Vella Group, a strategic philanthropy organization we partnered with on this project. The first exhibition, *Liberty Realm* opened in May, featured 14 PASC artists, and was curated by Detroit artist James Benjamin Franklin. The second exhibition *Electric Relaxation*, opened June 2022, it featured 15 PASC artists, and was curated by Dr Anita Bates and Tom Pyrzewski, artists, curators, and educators at Wayne State University. The third exhibition, *Affections*, opened July 2022, featured 11 PASC artists, and was curated by Bridget Finn, partner at Reyes | Finn Gallery. Our final exhibition *Setting the Table* opened September 2022, it featured 21 PASC artists and was curated by the artist Tyrrell Winston.

In addition, we have had artwork presented in two outside exhibitions, *Every Day Heroes* at Circle Contemporary, Arts of Life Gallery, Chicago, July 2022; featuring 3 PASC artists. And *Outside Forces* at Art Enables, Washington, DC, in September 2022; featuring 4 PASC artists.

Since September 2021, 78 of our artists have had artwork featured in exhibitions. And through both our online store and in-person galleries, we have sold 78 artworks by 30 artists. In addition, we have sold numerous products, tote bags, postcards, T-shirts and Giclee Prints by our artists.

Studio Collective

During the last year PASC has been in the news several times. In June 2022, PASC was featured in a report by Jenn Schanz on Detroit's WXYZ-TV Channel 7. We were featured twice on WDET's CultureShift with Ryan Patrick Hooper, once with an interview with Brent Mikulski and Anthony Marcellini and a second time for a fascinating conversation between Ryan and PASC Affections curator Bridget Finn. We were featured in a thoughtful article by Duante Beddingfield in the Detroit Free Press, June 16, 2022. And an invested article on our Detroit Gallery and future programs on May 3, 2022 by Maureen Feighan, for The Detroit News. Jim Kasuba, wrote a great article for the News-Herald, on our Southgate Studio and Gallery, published November 22, 2021.

We are especially looking forward to the upcoming year, when we will be moving our Detroit studio into the LANTERN building, a mixed-use arts building at 9301 Kercheval, in Southeast Detroit. Spearheaded by Anthony Curis of Library Street Collective Gallery. We will occupy 1/3rd of this 10,000 sq ft building for our Detroit studio with a permanent gallery for our artists. And we will be sharing the building with the printmaking collective Signal Return, and a yet to be named restaurant. This opportunity will place the PASC program at the center of a newly invigorated arts district, close to other art spaces, such as Pewabic Pottery and The Shephard, as well as provide greater exposure for our artists and open up opportunities for greater integration between disabled adults and the general public. We are excited to support a more vibrant future for disabled artists.



78 of our artists have had artwork featured in exhibitions.
artworks sold **78** by 30 artists.



Rendering of future LANTERN building, courtyard and public alley, Copywriter OMA and Luxigon

Culinary Arts Program

1998

2005

200

This past year has been an exciting time for our Culinary Arts Program. The Culinary program has begun catering small events for local organization and participated in several local chamber events. The Culinary Arts Program was a first-time participant the Black-Tie Gala and Expo hosted by the Southern Wayne County Regional Chamber of Commerce (SWCRC). STEP's Culinary team's entry won first place the best appetizer portion of the competition, What's Cooking in the D and What's Cooking in Westland worked together to prepare Bourbon Meatballs for the competition. Not only did our team win Best Appetizer, but also walked away with the People's Choice award for Best Overall Restaurant!



The Taste of Dearborn was another first-time event for the Culinary Arts Program. For this event the Culinary team decided to prepare 400 delicious cookies. What's Cooking in the D prepared their signature triple chocolate cookies, and What's Cooking in Westland prepared their savory strawberry shortcake cookies. Each cookie received amazing feedback, and the patrons were impressed with the overall quality, taste, and presentation of the cookies.



What's Cooking in Westland has a new location! We are now holding classes at our Western Wayne County Resource Center in our newly remodeled kitchen/ classroom. The space is equipped with industry-standard equipment that will provide our participants with the most up to date culinary training. What's Cooking in Westland is run by Culinary Arts Instructor Alyson Stauder, and overseen by Educational Services Coordinator Charmaine Kennedy.



2016

• STEP was awarded the 'Best and Brightest To Work For'

2021

2022

e in Market
ary Program

2017

2019

• Birth of Progressive Art Studio Collective (PASC)

Best of Michigan-Non Profit Beacon Award Recipient

2018

Western Wayne opens in

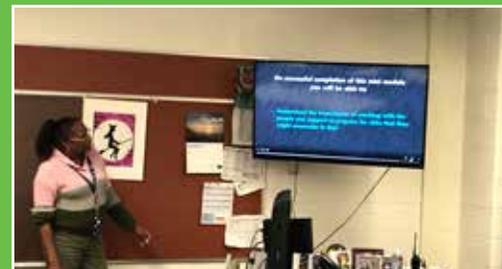


The Culinary Arts program teaches preparing, cooking, sanitation and safe food handling, shopping, budgeting and nutrition. The advanced course, which will begin in the fall of 2022, expands into customer service, money handling, serving, and Serv Safe certification, for those who are interested in making the food service industry their career.

ENHANCED LEARNING

STEP has increased our use of technology in each classroom. Every classroom now has a television and computer, allowing us the ability to share a variety of vocational content to our participants. For our participants who are visually impaired, the large screen has increased their ability to participate in class. We have also introduced Open Future Learning into our curriculum. Open Future Learning is an online learning resource for direct care staff and the individuals we serve. The platform offers videos on demand, staff learning modules, side by side modules, and audio learning modules. The program offers a wide range of content such as employment, building friendships, being in control, about abuse and about autism to name a few. At the end of each module staff and participants take a short quiz after successful completion of the quiz they will receive a certificate of completion. The education department is continuously striving for ways to provide a diverse learning environment for the individuals we serve.

STEP was the recipient of a grant through the Developmental Disabilities Council for COVID education and outreach. Educational Services Manager Charmaine Kennedy has presented information and resources to our consumers that was provided by the DD Council. Education on how to avoid spreading and contracting the virus, as well as information and assistance on vaccines for those interested, are part of the efforts.



This year has been an active one for our Dream program, as more people joined in-person services and more places opened up to visitors and volunteers.

Activities this past year included: Canterbury Village, Tillson Street at Halloween, The Bostwick Family Light Show at Christmas, Holiday Luncheon at the Golden Corral, Marvin's Marvelous Mechanical Museum, Art Galleries around the area, monthly movies at MJR, Frankenmuth, Greenfield Village/ The Henry Ford Museum, garage sale shopping day, the Toledo Zoo, weekly bowling, visits to local parks and beaches, and more!



Volunteer opportunities this year included Community Grown Gardens on Grosse Ile, and the return of our participation with Meals on Wheels and Southpointe Church.

Dream participants have gotten a lot out of the experiences. This was especially true for one young lady whose family reported that she now gets up on her own and makes her breakfast each day. She gets her clothes ready for the following day at the program. She gets home and tells her family about her day. These are all things she did not do before coming to Dream.

Our program changed names slightly as well, from the acronym Downriver Employment Activity Milestones (DREAM) to just "Dream." Why? Because Dream means so much more than just Downriver and Employment – we are bringing that concept of new experiences and growth across the entire agency. Toward that end, Randy Sidebottom's position was changed to Community Relations Manager, to reflect his new responsibilities of community outreach and opportunity for the entire service area. Although that meant him giving up his other role as Supports Coordinator, we know that his connections to our families and the community will lead to even greater experiences for all, and expanding the Dream family. One initiative he will be working on is a specific program aimed at young adults, which will include more weekend and evening opportunities.

A Year In Review



5K for 5 Decades



Thank you to everyone who joined us for our 5K for 5 Decades event on September 15, 2022! Crowley Park in Dearborn was filled with STEP supporters and individuals we serve, who came out to have a fun time! The weather was perfect, and everyone had a great time. Thank you to our event sponsors: New Horizons Rehabilitation Services, Inc. of Michigan and Non-Profit Personnel Network – NPPN.



STEPS to Success Fundraiser

In recognition of National Disability Employment Awareness Month, STEP hosted its 5th Annual STEPS to Success Fundraiser in October 2021!

The event was hosted at Downey Brewing Company in Dearborn and was a huge success. Our program consisted of consumer testimonials, an art auction featuring PASC artists, a fashion show sponsored by Cheryl Zemke Boutique featuring items from the STEP Thrift Stores, raffle prizes, food trucks, Downey Brewing Company beverages and great mingling. The evening was attended by over 75 individuals and we are so grateful to everyone who came out to show their support.

With the help of event sponsors, raffle donors and attendees, we were able to raise over \$25,000.00, breaking our fundraising records for STEPS To Success. All these funds went toward supporting the many programs of STEP in the last year, which all aim to support individuals in pursuit of their personal, life and employment goals.

Thank you to everyone who contributed to this event. We're excited to continue with our fundraising efforts in the years to come as we continue to spread the word about what we do at STEP and the successes of the amazing individuals we serve.



Ways to Support STEP

Your donations to STEP help change lives and restore families. Monetary Donations are greatly appreciated.



Monetary Donation



Hire our Consumers



Donate to the Thrift Stores



Sponsor STEP Events

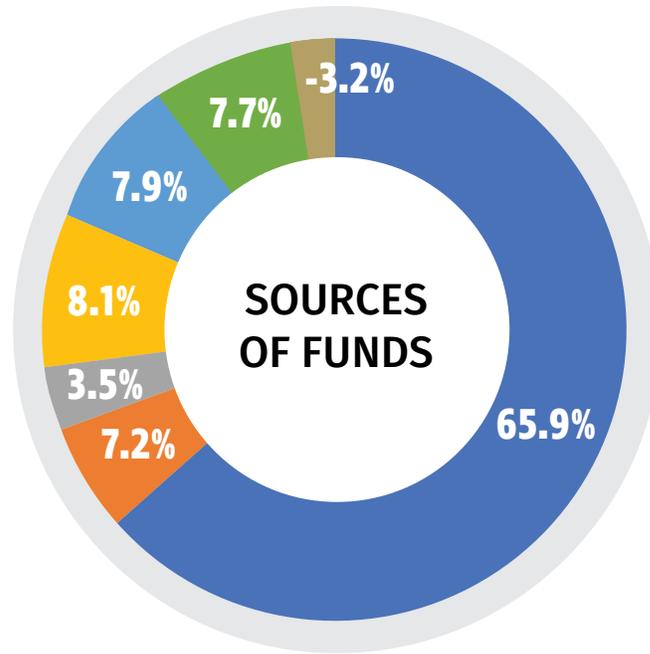
Like and share our social media posts!



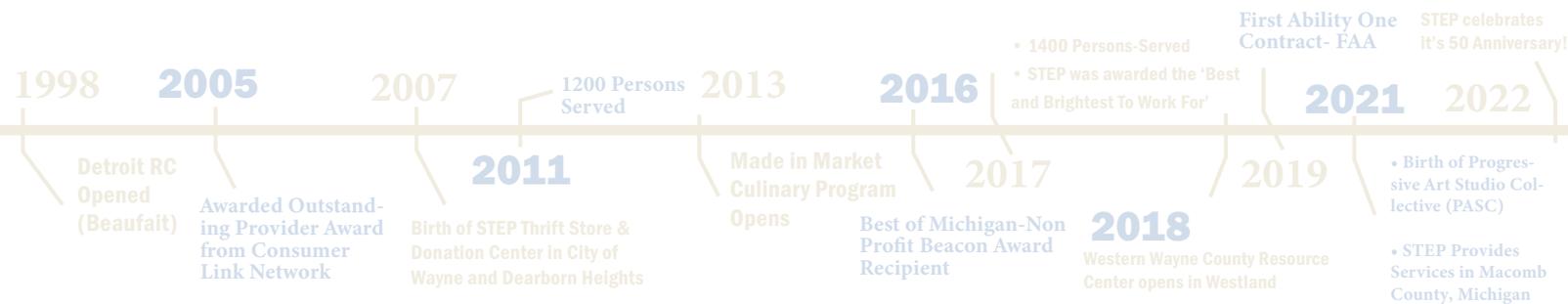
facebook.com/enhancepotential/
instagram.com/servicestoenhancepotential/
linkedin.com/company/services-to-enhance-potential/



Financials



Managed Care Networks	\$ 9,245,436
Industrial Contracts	\$ 968,705
Other	\$ 473,454
Fundraising and Donations	\$ 1,085,111
Cares Act Funding	\$ 1,067,899
Resale Revenue	\$ 1,028,299
Interest and Investments	\$ (427,864)
Total Sources of Funds	\$ 13,441,040



Outcome Measures

Our mission at STEP is to assist the individuals we serve in pursuing their goals and reaching satisfaction within their lives. This means that it is important for us to measure both the quality of our services and the degree to which our efforts support our mission.

One of the best way to measure this is via our outcome measure surveys. These are objective questionnaires that are completed anonymously on at least an annual basis. We then utilize the results to formulate key performance indicators in order to measure our success in various areas. Our 2021-2022 outcomes are noted below:

92%

of individuals who are employed report satisfaction with their jobs.

94%

of individuals who become employed maintained their job for 90 days or more.

90%

of persons interviewed expressed satisfaction with the level of support they receive from their Supports Coordinator.

90%

of individuals surveyed indicate that they believe STEP services are preparing them to become more independent within the community.

90%

of individuals participating in community integration activities report satisfaction.

1484

individuals received services from STEP from 10/1/21-9/30/22

Donors:

Alexandra Ferrara
Amanda Stephenson
Amy Lester
Angela Farley
Angelique Artis
Ashley (Dylan) Reeves
AssuredPartners/Daly Merritt Insurance
A-Z Consulting and Project MGT - Nabeleh Ghareeb
Bank of Ann Arbor
Brea Klupacs
Brenda Spann
Brent Mikulski
Brynn Zhang
Carly Bosco
CH Enterprises
Chelsea Collins
Cherie Stangis
Cindy Vogel
CNS Healthcare
Corp! Magazine
Courtney Carrico
Dave Hansen
David Nolley
Dearborn Federal Savings Bank
Diana Kielian
Diane Johnstone
Dickson Wright, LLC
Don Nicholson
Drew Hansen
Dutton Farm
Flagstar Bank
Gayle Nicholson
Gerald Carter
Giarmarco, Mullins & Horton PC
Globe Components Products, LLC
Goodwill Industries of Greater Detroit
Grace and Porta
Holly Lee
Incompass
J&J Mobile Services, Inc
Janelle Hansen
Jason Zhang
Jim Mulcahy
Jimmie Brooks
John Hilber

2022 STEP Donors

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John Woodruff
Joseph Barber Bender
Jotina Ballard
Judson Center
Karl Hodge
Kimberly Burry
Leslie Harrick-Hay
Level One Bank
Lisa Burry Kraus
Marcus Pugh
Michael Dudash
Michael Jackson
Mutual of America
NAMI Michigan
Nancy Stauder
Neveen Mheisen
New Horizons Rehabilitation Services, Inc.
Non-Profit Personnel Network
Noreen Sarlauskas
OnPar
Paris Weehler
Paul Cole
Paycor
Peter Chang Enterprises
Priority Health
Rayleen Morgan
Richard Morgan
Robert Dobis
Ron Krezniak
Rotesa Baker
Southern Wayne County Regional Chamber
Starfish
Stonecrest Center
Terey DeLisle
Terrance Reed
The Guidance Center
Timothy Strzalkowski
Todd Culver
UHY LLP
United Metal Products
Vincent Young
Wayne Center
Wyandotte Industries

Employer Partners:

Allegría Village
Applebee's
Avanti Press
Bangkok 96
BASF Corporation (Cellasto Plant)
Bundled
Castino Corp.
Cattleman's Meat Market
Central City Integrated Health
CEVA Logistics
CH Enterprise
City of Dearborn
City of Taylor
City of Wayne
Courtyard Marriott Warren
Detroit Quality Brush
Detroit Zoo/Service Systems Associates
Duffy's Tri-C Club Supply
Detroit Wayne Integrated Health Network
E.C. Moore Co., Inc.
Eagle Fasteners, Inc.
Eagle Industries, Inc.
El Charro of Macomb
Imagine Theaters
Eppinger Manufacturing Co.
Fastube, LLC
Federal Aviation Administration
Focus Hope
ForeverFresh Disposable Products
Fox Run
Franklin Fastener Co.
Globe Component Products
Harbor Lanes Bowling Center
Jacobsen Industries, Inc.
Joe Randazzos Market
Kerr Corporation
Kutchey's Family Farm Market
L & W Engineering Co., Inc. Plant 1
Lincoln Bowman
Matador Restaurant
MDOT
Metrex
MJS Packaging

Pratt Ind.
Rowerdink, Inc.
St John's Episcopal Church
St. Malachy Catholic Church
Stonecrest Center
Taylor Recycling
Tepel Brothers Printing Company
The Glass Academy
The Information Center
United Metal Products
Wyandotte Industries, Inc.
Zatkoff Seals & Packings

Volunteer Site List:

Allen Park Housing Commission
Belleville Library
Community Gardens of Grosse Ile
Dorsey Center
Fish & Loaves
Fleece and Thank You
Focus Hope
Free Methodist Church
Gardening in the D
Goodfellows
Grosse Ile Community Gardens
Harvest Bible Church
Lighthouse Mission
Downriver Meals on Wheels
Meals on Wheels Redford
New Faith Chapel
Plymouth Library
Romulus Athletic Center
Romulus Library
Wayne Library
Westland Library





Customer Service:

Local **734-718-0483**
Toll Free **833-525-1489**
TTY: **711**

The LEP Representative:

313-827-0764 ext. 4225

Corporate Office &

Dearborn North Resource Center

2941 S. Gulley Rd., Dearborn, MI 48124
313-278-3040
313-278-8671 Fax

Dearborn South Resource Center

15200 Mercantile Dr., Dearborn, MI 48120
313-827-0764
313-827-0767 Fax

Detroit Resource Center

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

Western Wayne County Resource Center & Employment and Training Services Department

450 S. Venoy, Westland, MI 48186
734-722-1000
734-722-0368 Fax

Macomb County Customer Service

586-698-7001

Downriver DREAM Program

13721 Eureka Rd., Southgate, MI 48195
734-552-6860
734-285-3961 Fax

PASC Southgate, Studio and Gallery

13721 Eureka Rd., Southgate, MI 48195
734-250-8695

Detroit Studio

4700 Beaufait St., Detroit, MI 48207

Westland Studio

450 S. Venoy Rd., Westland, MI 48186

STEP Thrift Store and Donation Centers:

Dearborn Heights Store

23830 Ford Rd., Dearborn Heights, MI 48127
313-633-0755

Southgate Store

13705 Eureka Rd., Southgate, MI 48195
734-284-0814

Wayne Store

35004 W. Michigan Ave., Wayne, MI 48184
734-728-9777

Culinary Arts Programs:

What's Cooking in Westland

450 S. Wayne Rd., Westland, MI 48186

Whats Cooking in the D

2900 Conner St., Detroit, MI 48215

**2022 Annual Report
Celebrating 50 Years**



2941 S. Gulley Rd., Dearborn, MI 48124 | 313.278.3040 | stepcentral.org

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