



STEP Services To Enhance Potential

2023 Annual Report





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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.

Letter From the President

Dear Friends and Supporters,

On behalf of our Board of Directors and the over one hundred eighty dedicated employees, we hope you find our 2023 Annual Report informative and inspirational. We deeply appreciate your support throughout the year as one of our valued community and/or business partners. Our continued success is dependent on the support provided throughout our communities.

We continue to be impressed with the resiliency our programs exhibit as we navigate our exit from the COVID-19 pandemic. Our programming continues to adapt to the ever-changing interests of those we serve.

The member highlights shared throughout our Annual Report serve as important reminders that success is possible for everyone. Our staff continue to instill the confidence in those we serve that the sky is the limit to their potential. Confidence is highly contagious and felt by many of the members we serve daily. It is often found in the PASC Artist who is showing their artwork off for the first time at an exhibit, with a young adult interning in one of our Project SEARCH pre-employment sites, someone learning a valuable healthy living skill in one of our culinary arts kitchens, or with a member helping engage in conversation in our skill building classrooms.

We hope you find reading this annual report as energizing as we did while developing it. The successes highlighted are only a few of the ones occurring every day. If you are ever interested in seeing any programming first-hand, please let us know and we will schedule a tour that meets your schedule.

Thank you for your continued support,

Brent Mikulski
Chief Executive Officer



Brent Mikulski
President/CEO

Board of Directors

Christopher Cousineau,
Chairperson

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Vice-Chairperson

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Lisa Redick

Terrance Reed

Krista Shuler

Lisa Varnier

Ceretta Willis



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 Services, the 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 employers, including a bowling alley, community garden, restaurants, and a veterinary clinic. In total, 21 individuals participated this summer in Wayne and Macomb Counties. Some of the interns even received offers of employment upon completion of the program!



Project SEARCH

Project SEARCH is a unique and valuable learning experience made possible by a collaboration between STEP, MRS, Corewell Health (formerly Beaumont) Hospital and local school districts. 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. STEP is excited to announce the addition of two new Project SEARCH sites for the 2023-2024 academic year, in addition to our Dearborn partnership that we have had for many years. Corewell Health will be hosting a new cohort of interns in both their Wayne and Trenton hospitals. We are so excited to expand this program and to support these interns in their journey to independence and competitive employment.

Employment Success Stories



Majida

Majida began working with STEP Vocational Services Manager, Aimee Szabo, in the fall of 2022 to reach the goal of daycare employment. After completing a six week trial work experience at It Takes a Village, Majida's goal was affirmed, and she began searching for full-time employment. Fast forward to spring of 2023, Majida was hired by Childtime as a Childcare Assistant. She obtained her first aid, AED and CPR training from the Red Cross and is really enjoying her position. Majida says, "Nothing is out of reach and everything is possible." Congratulations, Majida!



Taylor

Taylor has long been a STEP member, participating in Dream and working at the STEP Thrift Store and Donation Centers. Taylor acquired employment at Kroger's in Southgate during the pandemic and continues to work there. He excels at this job and has displayed amazing customer skills. In his spare time, he still enjoys attending the Dream program on Thursday and special outings. He makes friends easily and is a great ambassador for STEP in the community. He is very caring and always willing to step up to help anyone who needs it. Congratulations, Taylor!



Remy

Remy is one of our crew members on our AbilityOne cleaning crew at the FAA Tower at Detroit Metro Airport. Since starting on the crew over 4 years ago, Remy has been able to overcome the need of totally depending on his co-workers to always help him with his assigned tasks. Gaining a greater sense of independence at work and in his personal life are milestones that he is proud of. He is proud of his attendance and his ability to travel to work on his own.

Macomb Community Mental Health Services

STEP has partnered with the local Community Mental Health agency in Macomb County to offer a skill building and supported employment program at Cairns Community Center. This program consists of STEP members and a Skills Trainer that teaches on-the-job skills. The members are learning maintenance activities, relationship building with other members, skill building techniques like money management techniques while out in the community, problem solving, work ethic, teamwork, and interpersonal skills. We are proud to announce that each member in this program continues to successfully acquire the necessary skills to be gainfully employed in a career of their choosing.

Maybury State Park

Over the 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 engaged in a variety of skill building activities, as well as forestry fieldwork, recreation management, and other infrastructure maintenance activities. Interns learned to trim trails, make small maintenance repairs, and safely use hand tools.

AbilityOne Contract

The Ann Arbor Federal Building is a Source America/AbilityOne contact for STEP with the General Service Administration (GSA). At this site, we provide custodial services for the federal government with our 7 janitors and 1 supervisor. Our janitorial crew is tasked with cleaning the Ann Arbor Federal Building which houses Washtenaw County's FBI, ATF, US Postal Office, US Marshall's Office and US District Court Judge Chambers and Courtrooms.

Core Value Award



Nonyel Nash

"Nonyel embodies excellence in everything she does. She handles everything with grace and care. She takes time to talk to and get to know each of her members. She gains insight to their needs, even when they don't or can't verbalize them. She cares about how our members are treated, she advocates on their behalf and creates an environment in which they feel at home. When our members are in her care, they glow. Parents and caregivers can breathe easy knowing that they are taken care of. She is an example to look up to and a joy to know and work with."

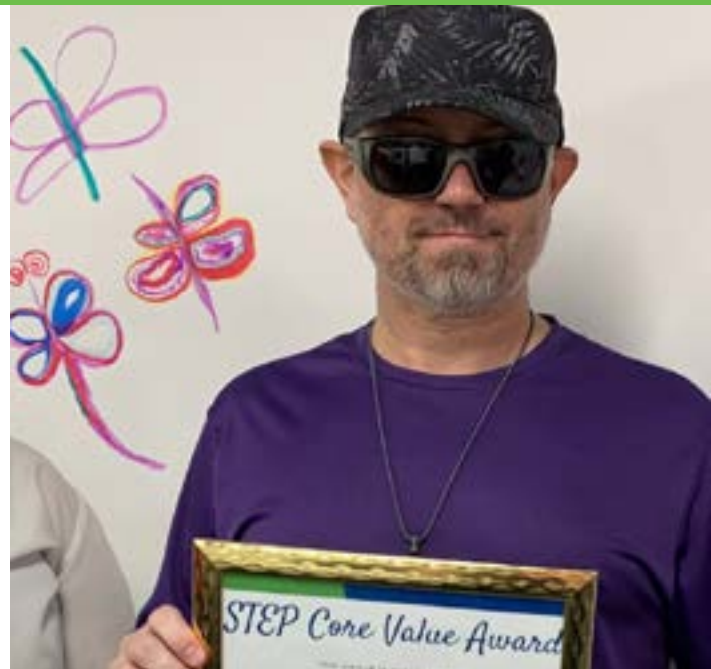
- STEP Employee, Jasmine Washington

Congratulations to Nonyel Nash and Todd Stevens for being selected as the 2023 STEP Core Value Award winners. Nonyel and Todd 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.

Todd Stevens

"Todd Stevens is a Skills Trainer at STEP who has been employed since 2006 and has worked with many programs during that time. For the last year, he has supported the PASC Westland program where he has been an exemplary staff member. He embodies all STEP's core values. He treats all participants with respect and makes sure they treat their peers with respect. He makes sure all participants feel empowered to make their own choices and understand that the choices they make (whether good or bad) are part of and affect their personal empowerment."

- Anthony Marcellini, PASC Program Manager



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

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 members 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.

For the second year in a row, we have worked for Duffy Tri-C Club Supply. Members kit Bic razors into a bag, heat seal the bag and then put 100 razors in a large bag and heat seal them. This has been a good partnership and it's just one example of what members do in production. MJS Packaging, BASF, Pratt Industries, United Metal, Zatkoff and



Source America/Veritiv are just a few customers that have kept members busy throughout the last year with various types of kitting and hand assembly jobs.

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





STEP Thrift Store & Donation Centers



Thrift stores STEP forward with new technology

As STEP Thrift Stores have developed and grown, we sometimes struggle with communication and training on multiple levels. Because we have to adapt quickly to an ever-changing world, getting everyone on the same page is sometimes a daunting task. Ensuring everyone has the same base of knowledge is a big task, no matter how large or small your workforce.

Recently, STEP Thrift Stores started a partnership with Central Reach to start the launch of assistive technology with Avail to increase access to training and improve training outcomes for all interns and staff at all our thrift store locations.

What is Avail? Avail is an app-based platform designed to provide individual training for people needing support in various degrees. STEP has worked to use this technology in a unique way that is specifically targeted to house training support for all operations in the store environment. Since retail operations are very complex and time consuming to train and support, Avail allows staff and interns at STEP to access training rapidly while on the floor and can allow interns and staff to quickly review aspects of training without pulling out and searching old school paper manuals.

Learning register operations is a very detailed and often confusing process that requires constant reinforcement and review until mastery of skill occurs. Using Avail, we can drastically change not only the resources required to train someone on the register, but Avail also provides long term support for all interns and staff to review certain aspects of the process whenever needed. If a member is in the process of learning the register, having a platform where consistent training is available is a great resource.

Over the past year, we have developed our Avail platform and began rolling it out a few months ago to use in training at the stores. Utilizing a tablet, skills trainers are able to bring up precise word-based instructions or targeted video training when teaching new interns and a wide variety of tasks including money handling, customer service, store operations and customer service.

Our goals with Avail in the next year are to improve training access and improve the training experience. We are more alike than we are different but as individuals we need chances to explore different paths to learning and a new way to engage for growth. We plan on adding more training over the next year and look at bringing this platform to other ETS sites over time.

We are excited to welcome AVAIL to our store training process!



Baling Program

People often wonder what we do with clothing that does not sell. The answer is, we send those items to our Detroit location where they are compressed into 1100 pound bales for post market sales. These bales are sold to textiles companies, recyclers and other resellers over the course of the year. This gives us a chance to keep these items out of the landfill and add another revenue stream for the agency. The crew at Detroit also processes all of our jewelry, which can be very time consuming. They were able to process over 13,000 pieces that were sold in our three thrift stores throughout the year.

National Thrift Store Day: August 17, 2023

We had a fantastic time on National Thrift Store Day, on August 17th. We were featured on FOX 2 News Detroit and had a chance to show our wares to all of Detroit. Many items found new homes on National Thrift Store Day, so mark your calendars for next August 17th to get that yearly sale of 50% off all clothing and accessories.



Clerk Spotlight: Jason Munir



Our clerk spotlight of the year is Jason Munir. Jason was hired from outside the agency, but from the get-go it was evident that Jason had a great desire to succeed. He had a great drive from day one and was willing to help with any task he was assigned. He quickly picked up on the register as well as working with money handling.

But Jason was open about his own disability with his supervisor and together they were able to make some accommodations to make Jason's work environment more accessible. Because Jason is legally blind, some areas of the store could sometimes be difficult to navigate, so STEP was able to get a high-powered flashlight that he can use when he needs a little extra light. STEP was also able to connect Jason to Bureau of Services for Blind Persons for more services for his eyesight. He was able to get a new pair of glasses which also helped a great deal.

Jason says, "I like working with the people. I am glad I found a place that will accommodate my health needs and take those into consideration when I work. I have found a true friend in another clerk and that would not have happened without starting here at STEP." You can see Jason at the Dearborn Heights Thrift Store the next time you are out dropping off donations or shopping for your next great deal. Congratulations to Jason!

\$13.54 AVERAGE PRICE PER CART

NUMBER OF TRANSACTIONS **89,344**

\$28,897 DYD donations disbursed in year

424,147 NUMBER OF ITEMS SOLD

519,200 Pounds of clothing diverted from landfill



PASC Studios and Art Practice

As we complete our third year, our artists have settled into the PASC program, becoming more focused, more directed, more skilled in their use of materials, their confidences have soared, and their artwork has blossomed. Participation numbers have increased. We are now supporting over 175 artists across three studios in Westland, Detroit and Southgate. The addition of transportation to and from our PASC Southgate location has increased numbers while also providing greater access to STEP programming for many participants living in the Downriver area.

We have helped to develop each artist's practice with the introduction of artist check in meetings and critiques, where artists present their artwork to their studio peers. PASC artists have also visited several art galleries and museums to increase their understanding of artistic methods and styles, as well as see their own artworks represented. They have visited the following sites Cranbrook Art Museum, Library Street Collective, Louis Buhl Gallery, Padzieski Gallery, PASC at the Belt Gallery, Detroit Institute of Arts, and The Art Gallery at Westland City Hall.

Exhibitions and Events

PASC has participated in numerous exhibitions and events. Eighteen PASC artists exhibited in a show at the Detroit Repertory Theater (December 2022). Twenty-two PASC artists presented artworks at Chap Lofts, Detroit (February 2023). Twelve PASC artists participated in our first show with artists outside of PASC, Get Together at Reyes | Finn gallery (February 2023). Forty PASC artists exhibited in From Every Direction at the Art Gallery at Westland City Hall (March 2023). PASC artist Lewis Foster was featured in two external exhibitions, By Design at Sage Studio in Austin, TX (February 2023), and The Art Mob's Out Tonight, at Space C7, San Antonio, TX (May 2023). Twenty-six artists presented artwork in Expanding Orbits, at Padzieski Gallery, in the Ford Community & Performing Arts Center, Dearborn (June 2023). Five artists participated in Objects in Mirror are Closer than they Appear, at Circle Contemporary Gallery, part of Arts of life, Chicago (July 2023). Six artists represented PASC at an ADA pride exhibition at the Madison Heights Library (July 2023). Eleven artists participated in Beyond the Obvious, an exhibition at the University of Michigan Medical School's Art Space 200 gallery (September 2023).

In May, PASC launched our second pop up gallery, PASC at the Belt, a partnership with Library Street Collective and The Skip, located in a culturally redefined alleyway "The Belt" in Downtown Detroit. This temporary gallery space was supported through a grant from Michigan Arts and Cultural Council (MACC). Located across the alley from Library Street Collective and Louis Buhl Galleries, and inside a destination for locals and tourists, this temporary gallery has greatly increased PASC's audience, where we had over 700 people visit our gallery during our five month run. We presented three exhibitions focusing on smaller shows that present several artists' artworks, to



Jeremy Taylor, Lewis Foster and Nicholas Granch standing next to their artworks at the opening of The Sympathetic Relationship of Things

79 PASC ARTISTS EXHIBITED

116 ARTWORKS SOLD

3 National Exhibitions

10 LOCAL EXHIBITIONS

\$16,628 Paid to PASC Artists

\$25,846 Earned from Artwork Sales

communicate a greater sense of their individual practice. Persistent Vision (May 2023) featured artworks by three artists working in abstraction. Every Portrait is a Portrait of the Artist (July 2023) focused on portraiture. And our final exhibition The Sympathetic Relationship of Things (September 2023) was a larger group exhibition of eleven artist who focus on objects and pattern.

We also participated in numerous events this year including the Detroit Art Book Fair (October 2022), The Palmer Park Art Fair (June 2023), The West Village Block Party (June 2023), Midtown Art Fair (July 2023), Eastern Market After Dark (September 2023) and an event at Batch Brewing, Detroit (September 2023). And eleven PASC artists' artworks were featured on banners hanging from lampposts around the Market Center Park in Southgate, near our PASC Southgate studio.



Opening of Every Portrait is a Portrait of the Artist (July 2023), PASC at The Belt Gallery

Grants

We received four grants to support PASC from the following organizations Michigan Arts and Cultural Council (MACC), Community Foundation of Southeast Michigan (CFSEM), the National Endowment for the Arts (NEA), a two-year grant that will go into effect this winter, and a matching grant from the Michigan Economic Development Corporation (MEDC). PASC also launched its first fundraising campaign through Patronicity and MEDC, where we raised over \$50,000 in two months to support PASC's new studio and gallery being buildout in the LANTERN building in Detroit.



Artist meeting at PASC Detroit Studio

PASC Studio Renovations and Buildings

In April we renovated the PASC Westland Studio to professionalize the studio and increase accessibility. The wall between our two studio spaces was removed allowing for artists and staff to flow freely between the two. Drywall was added around the room's circumference so walls can now be used for larger scale paintings and drawings, and to better display finished artwork. The ceilings were painted black, the walls gallery white, new dark tiles were laid over the floors, and lights were replaced with brighter and more energy efficient fixtures, improving the look and decreasing visual clutter. And an improved slop sink was installed for better cleaning of art equipment.



Rendering of future building LANTERN (9301 Kercheval) Courtyard and Public Alley, with the future PASC studio on the right. Copywriter OMA and Luxigon)

We also began the buildout of our future Detroit studio and gallery at the LANTERN building where we will move our Detroit studio in early 2024. This mixed-use art center is being developed as part of a new arts district on the Southeast side of Detroit by Library Street Collective. We are very excited to share this building with the co-anchor tenant the non-profit print-making collective Signal Return, several restaurants, an additional gallery or cultural partner, as well as a second floor of artist studios. In addition to the PASC studio this move will establish PASC Detroit Gallery at LANTERN, as the first permanent gallery in Detroit dedicated to artists with disabilities. The location of the new studio and gallery will provide increased opportunities for inclusion of the disabled population with the general public, it will boost gallery sales, and place our studio/gallery amidst a destination neighborhood for art audiences, with neighboring art spaces like Library Street Collective's Shepherd cultural art center, Louis Buhl, Belle Isle Viewing Room, Pewabic Pottery, and other galleries soon relocating to this neighborhood.



What's Cooking at Step



Celebrating Culinary Excellence: What's Cooking at STEP!

We are thrilled to share some exciting news from our award-winning culinary program at STEP. Our talented team of culinary instructors and members have been making waves in the culinary community, showcasing their skills and creativity through a series of competitions.

At the 2022 Westland Holiday Taste Fest, our culinary masterminds stole the show by winning the coveted "Best Dish" award. STEP served up an unforgettable dish of BBQ Chicken Mac and Cheese. Their innovative creation left taste buds tingling and earned them well-deserved recognition from both judges and attendees alike.

Continuing our winning streak, What's Cooking at STEP achieved remarkable success at the Southern Wayne County Regional Chamber Black Tie Gala with their Elote Chicken Salad. Not only did they secure the "People's Choice" award, but they also claimed the title of "Best Appetizer". This marks the second consecutive year STEP has walked away with both awards. Recently, we had the pleasure of participating in the renowned Taste of Dearborn event, where we showcased a mouthwatering selection of cookies, Peanut Butter Butterfinger, Sprinkles and Gluten Free Sprinkles. The response from the patrons was overwhelming, and we couldn't be happier, we look forward to participating in the Taste of Dearborn event for years to come.

What's Cooking at STEP had the honor of providing catering services for the PASC Art opening at the Chop Loft in Detroit, Michigan. The guests were provided with a variety of classic charcuterie cups along with mini desserts. What's Cooking at STEP is looking to expand its catering opportunities which will provide our culinary class with hands-on employment training.

To date three of our culinary class participants have secured competitive community-based employment in local restaurants. What's Cooking at STEP is preparing to launch its advanced culinary classes. The class will be designed for individuals who aspire to pursue a career in culinary arts. This program will provide members with invaluable knowledge and hands-on experience. From the front of the house to the back of the house members will learn skills and techniques that will help them excel in their chosen culinary career path.

Our award-winning culinary program is dedicated to nurturing talent and fostering a passion for learning. Whether you're an aspiring chef or simply passionate about food, What's Cooking at STEP is here to guide our members toward achieving their goals.

We are excited to share with you how we dedicated the entire month of February to learning, celebrating, and embracing Black History Month at the Detroit Resource Center. As an organization committed to fostering inclusivity and diversity, we believe it is essential to recognize and honor the rich contributions of African Americans throughout history. The staff took this opportunity to educate our members and ourselves to deepen our understanding of the significant impact made by Black individuals in shaping our society. Throughout the month of February, we held several discussions highlighting the achievements, struggles, and resilience of Black leaders in various fields. These discussions aimed to foster a greater appreciation for their contributions while promoting dialogue and unity within our community. At STEP we believe that diversity is not only to be acknowledged but celebrated. We aim to honor and appreciate the rich history of ethnicities that make up our STEP community. Let's celebrate diversity as a strength that brings us closer together!

"Healthy Mind, Healthy Body"

At STEP, we believe that taking care of both our physical and mental well-being is essential for a fulfilling and balanced life. We are committed to supporting our members and staff on their journey towards a healthier lifestyle. We are introducing Zumba classes as a weekly activity at our Western Wayne County Resource Center. Zumba is an energetic and fun-filled dance fitness program that combines Latin and international music with dynamic moves. It's a fantastic way to get your heart pumping, burn calories,

and improve your overall fitness level. Our highly trained instructors will guide our members and staff through each session, ensuring that you have a blast while breaking a sweat. Zumba is suitable for all fitness levels, so whether you're a beginner or an experienced dancer, everyone can join in the fun! As we dance into the new year our goal is to expand these activities to all our facilities. We want every member of the STEP community to have access to opportunities for physical activity and mental well-being enhancement.

Expanding Horizon

As a commitment to growth and empowerment, we continue to utilize Open Future Learning, as we strive to provide our members with the tools needed to help them achieve their chosen goals with engaging content on a wide range of topics that are essential for enhancing the lives of individuals with intellectual and developmental disabilities. Open Future Learning modules incorporate interactive elements, case studies, quizzes, and real-life scenarios to enhance understanding. The modules provide valuable insights and practical knowledge on topics such as the principles of person-centered planning, learning effective strategies for understanding and managing challenging behaviors in a compassionate manner, and unlocking the potential within individuals with intellectual and developmental disabilities by exploring supported employment opportunities which will aid in fostering independence and self-confidence.



A Year in Review from Community Relations Manager, Randy Sidebottom

Dream has been on the move and getting involved in the community. Our members have had many opportunities throughout the year.

We have volunteered at Meals on Wheels in Lincoln Park every week and have returned to cleaning the toys for the children at Southpointe Church to give the children an opportunity to play in a safe and clean environment. Last October, two of our members volunteered a Saturday of their time to pass out candy to the children at the Norwayne Fall Festivals.

Dream members participated in many activities that were fun, entertaining and a great learning experience. We did special outings just for fun that included: a fall color tour on the Huckleberry Railroad in Flint, The Motor City Comic Con in the Fall and Spring where members had the chance to meet celebrities such as Alice Cooper, Jamie Farr, Loretta Switt, Mick Foley, Tony Danza and Carl Weather, Special MJR movie days, Marvelous Marvins Mechanical Museum and many more.

Dream participated in outings that were geared towards learning, such as a tour of Civil Rights exhibit at The Henry Ford, a Saturday at Greenfield Village, Metro Park Nature museums and many other experiences.

Many members experienced their own personal growth while participating in Dream. Members learned social and interaction skills and how to personally handle their own money in the community.

We have also welcomed new members to the program. When they start at Dream, they are always welcomed by a long-time member who, along with the staff, gives them a very warm welcome. This welcoming committee tells them about the program and will sit with them and make them feel included from the very first day.

The staff and members who attend Dream are looking forward to another exciting year at STEP.





The 6th Annual STEPS to Success event was a huge success! We want to thank everyone who supported STEP through sponsorship, ticket sales, raffle prize donations and everything else in-between. This was our most successful fundraiser to date. These funds will bless the efforts of STEP in many ways.

During the event, we learned about the impact that STEP has on the individuals that we serve, the business community that we partner with and the community at large. We celebrated our 50th Anniversary as well as National Disability Employment Awareness Month. Alan Osborne, General Manager at The Henry Hotel, was our business partner

speaker who talked about the importance of hiring those with disabilities and providing them with opportunities to further their life goals. STEP Member, James, spoke about his experience at STEP and working at The Henry Hotel. We showcased our business partners, had PASC artwork for sale where three pieces were sold, and enjoyed appetizers and desserts from the What's Cooking at STEP program. Lastly, we cheered on our fabulous models in the STEP Thrift Store Fashion Show.

Thank you again to everyone for making this a great event! Enjoy these photos from the evening. See you next year!

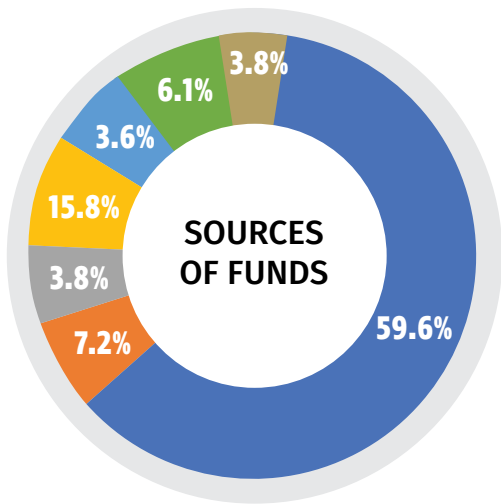


We had a wonderful time at our Strides for STEP 5k event on Saturday, May 20! Thank you to everyone who came out to step, run and stroll to support STEP's mission and programs. A big thank you to our event sponsors, The Dearborn Agency, Dutton Farm Inc., Bank of Ann arbor, First Merchants, and Dearborn Federal Savings Bank!

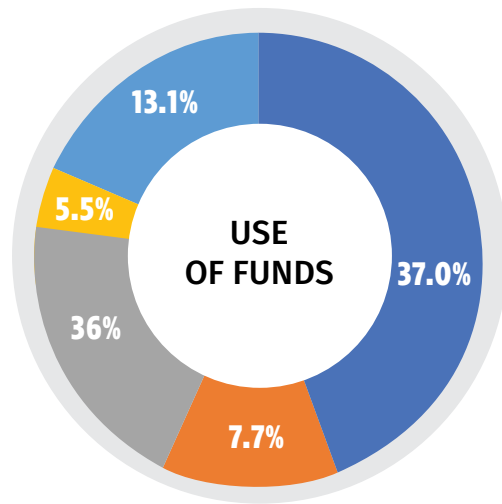
Congratulations to Scott for getting first place in the 5k!!

Year in Review





Managed Care Networks	\$ 11,131,956
Industrial Contracts	\$ 1,352,387
Other	\$ 710,779
Fundraising and Donations	\$ 2,959,268
Cares Act Funding	\$ 681,531
Resale Revenue	\$ 1,130,109
Interest and Investments	\$ 708,732
Total Sources of Funds	\$ 18,674,762



Skill Building	\$ 5,529,863
Supports Coordination	\$ 1,196,937
Intergrated Employment	\$ 5,729,816
Production	\$ 864,345
Administration	\$ 2,302,087
Total Uses of Funds	\$ 15,623,048

Ways to Support STEP



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



Monetary Donation



Hire our Members



**Donate to the
Thrift Stores**



Sponsor STEP Events



Like and share our social media posts!

facebook.com/enhancepotential/

instagram.com/servicesto enhancepotential/

linkedin.com/company/services-to-enhance-potential/

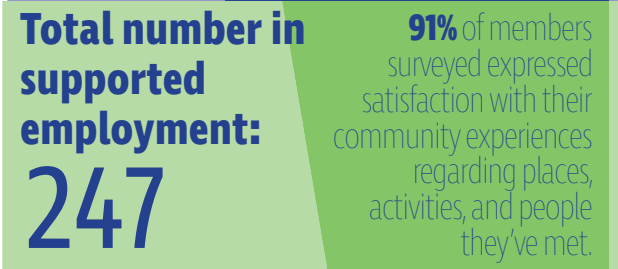




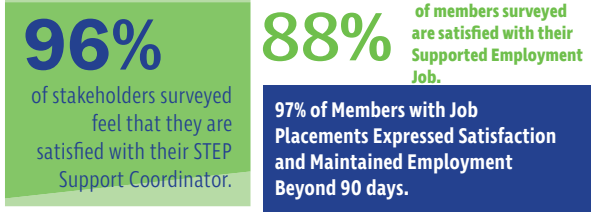
Outcome Measures

Our mission at STEP is to assist our members 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 ways 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 2023 outcomes are noted below:



95% of stakeholders surveyed feel good about the experiences their members have in the community.



Donors:

- Abby Mackool
- Aimee Szabo
- Ajn Heft
- Allen Owen
- Alphonse Lacroix
- Alyson Stauder
- Angel Gibson
- Angela Carlson
- Angela Cooke
- Ann Zimmerman
- Annie Warnock
- Anthony Marcellini
- April Mauro
- AssuredPartners
- Autumn Stahl
- A-Z Consulting and Project MGT - Nabeleh Ghareeb
- Bank of Ann Arbor
- Bill Brown Ford
- Blackbaud Giving Fund
- Bonnie Szuma
- Brent Mikulski
- Brian Smith
- Bundled.
- C. Creations, LLC
- C. Paschal Eze
- Carla Dean
- Charles R Miller
- Charmaine Kennedy
- Cherie Stangis
- Cherry Republic
- Cheryl Zemke
- Children With Hair Loss
- Christine Villemure
- Comcast
- Community Choice
- Community Foundation
- Corp! Magazine
- Cranbrook Educational
- Community
- Cynthia Masserant
- Damita Barnes
- Damita DuBose
- Daniel Toole
- Dearborn Federal Savings Bank
- Detroit Art Press
- Detroit Lions
- Detroit Tigers
- Detroit Wayne Integrated
- Health Network
- Development Centers
- Diane Johnstone
- Don Nicholson
- Don Nicholson Enterprises
- Downriver Business Association
- Dutton Farms
- Ellyn Makowski
- Emonie Williams
- Erica Collica
- Fidelity Charitable
- First Merchant's Bank
- Flagstar
- Frank Edwards
- Frank Lopetrone
- Gary Dembs
- Gayle Nicholson
- George Ghareeb
- Germainem Robinson
- Geroge Horning
- Goldie Mae Stahl
- Goodwill Industries of Greater Detroit
- Greater Canton Youth Baseball
- Gretchen Still
- HUB International
- J&J Mobile Services, Inc
- Jacob Powell
- James Franklin
- James Hall
- James Littlepage
- James Mulcahy
- Jan Heft
- Janna Roze
- Jarrold Hemry
- Jennifer Kluge
- Jessica Juracek
- Jill Farris
- Joe Evans
- Joel Sylvester
- John J Dahmer
- John Ostroski
- John Sabat
- Juan Lucaire
- Judson Center
- Kara Powers
- Karin Moss
- Karl Kostrzewa
- Kayleigh Roy
- Kelly Kinnear
- Kelly Rockwell
- Kendra Scott Jewelry
- Kim Johnson
- Kimberly Kramer
- Knights Of Columbus
- Riverview Council 13980
- Larry Nelson
- Laura and Mark Laurer
- Laura Fennell
- Laura Mott
- Laura Wyatt
- Lenora Hardy-Foster
- Liesel Muth
- Lisa Redick
- Lisa Varnier
- Lori Dika
- M. Jacob & Sons
- Margaret Severer
- Martin Affiliated
- Mary Alexander
- Mary Stoyka



Mary Verrot
 Mayowa Ogundipe
 Megan Slone
 Meijer
 Mel Malinowski
 Michele Garrett-Finley
 Michigan Strategic Fund
 Mike Price
 Mutual of America
 NAMI Michigan
 Nancy Stauder
 New Gateways
 New Horizons Rehabilitation
 Nick Broggi
 Nicole Pellow
 Nina Rodriguez
 North Coast Strategies
 Nour Hachem
 OnPar
 Patricia Riggio
 Patrick Stahl
 Patty Carlson
 Paul Bobak
 PCE
 Pop Daddy Snacks
 Ray Bilyk
 Regina Villemure
 Rev'd Up Fun
 Richard Bonifas
 Robin Wagner
 Ronald Krzesniak
 Scott Rodriguez
 SEMCA (Southeast Michigan Community Alliance)
 Sharon Norris
 Sheraton Detroit Novi
 Shirley Earnest
 Shonda Rushing
 SMART
 St. Julian Winery & Distillery
 Stephani Field
 Stephen Weatherholt
 Steve Smith
 StoneCrest Center
 Susan Owen
 Tanya Smith
 Terey DeLisle
 Terrance Reed
 The Dearborn Inn
 The Guidance Center
 The Henry Ford Museum
 The Henry Hotel
 The Vella Group
 Thomas Iaccobelli
 Tiffany Devon
 Tim Cooke
 Tim Kachmarik
 Todd Culver
 Trude Culver
 United Metal Products
 UYH

Vella Group
 Vicki Lyons
 William Wilson
 William Bialkowski
 Zack Powers

Employer Partner List 2023:

American House
 Applebee's
 Avanti Press
 Bangkok 96
 BASF Corporation (Cellasto Plant)
 Bundled
 Cairns
 Castino Corp.
 Cattleman's Meat Market
 Central City Integrated Health
 CH Enterprise
 City of Dearborn
 City of Southgate
 City of Taylor
 City of Wayne
 City of Westland
 Courtyard Marriott Warren
 Detroit Wayne Integrated Health Network
 Duffy's Tri-C Club Supply
 E.C. Moore Co., Inc.
 Eagle Fasteners, Inc.
 Eagle Industries, Inc.
 El Charro of Macomb
 Elliots Bakery
 Emagine Canton
 Emagine Theaters
 Eppinger Manufacturing Co.
 Fastube, LLC
 Faygo
 FEAST Detroit
 Federal Aviation Administration
 ForeverFresh Disposable Products
 Franklin Fastener Co.
 General Services Administration (GSA)
 Globe Component Products
 Goodwill Industries
 Harbor Lanes Bowling Center
 Inkster Housing and Commission
 Jacobsen Industries, Inc.
 Jefferson Barnes Community Garden
 Joe Randazzos Market
 Kerr Corporation
 Kutchey's Family Farm Market
 L & W Engineering Co., Inc. Plant 1
 Lincoln Bowman
 Matador Restaurant
 Mayflower Lanes
 McCaffrey's
 MDOT
 Merakey Autism Center
 Metrex
 Mexican Gardens
 Mid- Joy Party Store

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

Volunteer Site List from 2023:

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





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

The LEP Representative:
 313-827-0764 ext. 4225

Dearborn North Resource Center & Corporate Office
 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
 450 S. Venoy, Westland, MI 48186
 734-722-1000
 734-722-0368 Fax

Macomb County Customer Service
 586-698-7001

Dream
 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



STEP Services To Enhance Potential **2023 Annual Report**

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

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