



2025

SERVICES TO ENHANCE POTENTIAL
ANNUAL REPORT
Pathways to Possibilities



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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.

2025 Annual Report CEO MESSAGE

Greetings STEP Supporters,

This year at STEP has been defined by a single belief: when people are given real pathways, possibilities follow.

“**Pathways to Possibilities**” is more than the theme of this year’s annual report - it is the work we chose to do, the choices we made along the way, and the change we now see taking root in the people’s lives we touch. In classrooms, in homes, in workplaces, and in communities, we saw what happens when barriers are lowered, when tools meet talent, and when support arrives in time.

Across 2025, our teams built and strengthened programs that do not simply touch the lives of people with disabilities - they open futures. Whether supporting learners as they build skills, or partnering with employers and agencies to shift systems, STEP invested in durable pathways that allow people not just to get by, but to move forward.

Possibility is not accidental. It is engineered through partnership, persistence, and the conviction that dignity and opportunity must be available to all. None of the progress reflected in these pages would exist without our staff, volunteers, funders, community partners, and the people who trusted STEP to walk beside them. **You made this work real.**

As you read the stories and measures that follow, I invite you to see what we see: the compounding return of belief plus hope. When we build pathways with care and rigor, people use them - and lives change.

Thank you for helping turn possibility into practice.

With gratitude,
Dr. Sara Grivetti
Chief Executive Officer, STEP

Board of Directors 2024-2025

Karl Kostrzewa - Chairperson

Terrance Reed - Vice Chairperson

Jeanna English - Treasurer

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Jim Mulcahy

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Lisa Varnier

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Dr. Sara Grivetti
CEO



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.

Project SEARCH



For the past few years, STEP has taken part in a unique program that combines classroom learning with practical workplace experience. This initiative is made possible through a collaborative partnership with the Wayne-Westland Community School District, Michigan Rehabilitation Services (MRS), and Corewell Health Systems. Currently, we are midway through the academic year and are proud to have six students actively engaged in this program. These students are diligently completing their classwork and gradually transitioning into the workforce. The ultimate goal of Project Search is to ensure that every intern secures employment upon completion of the program.

The interns are gaining valuable experience in several areas throughout the hospital. Their roles include hospitality, housekeeping, dietary

and nutrition, and maintenance. As the program progresses, there is hope that these interns will have the opportunity to work in additional departments such as transport and laboratory services. The achievements of each intern serve as evidence that hard work, dedication, and the right support can result in successes that surpass expectations.

Project Search stands as a testament to the power of collaboration. The combined efforts of educational institutions, rehabilitation services, and healthcare organizations make it possible for interns to gain meaningful skills and prepare for future employment. The ongoing success of the program highlights how working together can create opportunities and foster growth for everyone involved.

Summer Earn and Learn

The Earn and Learn program is a summer workplace learning experience that connects students with real-world job opportunities. STEP partnered with various organizations and local businesses throughout Wayne County to help students gain practical job skills while also earning money during the summer.

The program collaborated with several local employers, including Lafontaine Automotive Group, Vreeland Market, Vito's Pizzeria, Mexican Gardens, Westland Library, and Hug-A-Bug Day Care. Through these partnerships, students were given the chance to develop both hard and soft skills that will serve them

well in their future endeavors.

Students participated in a variety of tasks, such as bagging groceries, returning carts, reshelving books, making pizzas, and engaging with a wide range of people in the community. These hands-on experiences enabled them to acquire knowledge and skills that will have a lasting impact.

We are grateful for the support and collaboration of our local employers and organizations, whose involvement makes these valuable opportunities possible for our students.



Employer Spotlight: Corewell Health

We are proud to spotlight Corewell Health, a valued partner whose commitment to inclusion and employment has made a meaningful and lasting impact on STEP members. Since 2018, Corewell Health has served as a host site for our Project SEARCH program, providing supportive, real-world environments where interns can build skills, confidence, and pathways to competitive employment.

Their partnership extends well beyond training opportunities. Corewell Health has hired multiple

Project SEARCH graduates across a wide range of departments, including Food and Nutrition, Security, Environmental Services, Physical Therapy, and Laboratory Services. Through hands-on experience, mentorship, and daily encouragement from dedicated staff, interns are empowered to explore new roles and reach their full potential. This shared commitment to collaboration and inclusion makes Corewell Health an exceptional partner and a true champion of opportunity.



PROGRESSIVE ART STUDIO COLLECTIVE

As we get close to our five year anniversary in January 2026 we are happy to report it has been another very successful year for Progressive Art Studio Collective (PASC). Our studios have continued to be full, fun and engaged, we have produced numerous local and national exhibitions and sales of PASC artwork continue to increase.

PASC produced 10 internal exhibitions at PASC's Galleries, with both solo shows and group exhibitions featuring PASC artists. In addition artwork by PASC artists has also been exhibited in the following external venues, Cranbrook Art Museum (2024-25), Sage Studio, Austin, TX (2024); Art Enables, Washington DC (2025); Lansing Shuffle with Michigan Developmental Disabilities Council, Lansing, MI (2025); The Shepherd Art Center, Detroit, MI (2025); Kresge Foundation Offices, Detroit, MI (2025); Art Gallery at Westland City Hall, Westland, MI (2025); Office Of Disability Affairs, Detroit MI (2025); University of Michigan, Institute for the Humanities, Ann Arbor, MI (2025); Open Studio, New York City, NY (2025); and Detroit Artist Market, Detroit, MI (2025).

Over the past year PASC has begun to participate in several local and national art fairs, often partnering with other galleries and curators, to get us in. In December 2024, PASC participated in NADA (New Art Dealers Alliance) art fair Miami through White Columns Gallery (NYC) and Open Invitational Art Fair also in Miami. In March 2025, PASC participated in the Outsider Art Fair through Shelter Gallery (NYC). In April 2025, PASC artists were shown at NADA New York, through Open Studio Gallery (NYC). And in September 2025 PASC participated in Open Invitational

New York City. These opportunities have increased sales and PASC's exposure getting our artists artwork into the eyes and hands of national and international art patrons and collectors.

This year, we made two significant sales of large groups of artworks to two hospitals. Five artworks by Jerry Dortch and seven by Julianne Dombrowski went to the New York Presbyterian Hospital. In addition, thirty-eight artworks by many PASC artists from all



PASC artists Lesley Carlton (top left) and Ronald Griggs (bottom left) in Shelter Gallery's booth Outsider Art Fair, 2025

our studios were purchased by Henry Ford Health to be installed in their hospitals and affiliate locations.

PASC has received several significant grants this past year. We received a 2 year \$80,000 grant from The Andy Warhol Foundation for the Visual Arts. And a NeighborHubs grant to build out storage and display of our PASC Detroit gallery and studio

for \$30,000. These grants are allowing us to do much more with our program from bringing in more artists to curate exhibitions, to taking our artists out into the community to visits galleries and museums, visiting local artist studios, as well as covering fees to participate in art fairs.

Our accomplishments have been possible due to our artists dedication to their craft, our tenacious staff for their enthusiasm, hard work and compassion for our community, and the support of numerous individuals and partnerships who believe in what we do. This year what PASC has learned is by partnering with others, it not only gets us through new doors, but leads to further partnerships and opportunities. Together we are changing an understanding of what people with disabilities can accomplish when given the proper respect and support they deserve, and a professional platform to communicate their perspectives on our world.



Artwork by PASC artists Chantell Donewell (second from left) and Keisha Miller far right in the exhibition "The Sea the Sky and You and I" Shepherd Art Center, Detroit 2025



PASC artworks (center) on the walls of White Columns Booth, NADA Miami, 2024



PASC artist Lorenzo Waters with his artwork in the PASC Detroit Gallery exhibition "All Text, All Love", 2025



Sherri Bryant's artwork (left) next to an artwork by artist Charles McGee (right), at Cranbrook Art Museum, 2024-2025

SCAN HERE
FOR MORE
INFORMATION
ABOUT PASC



STEP THRIFT STORE AND DONATION CENTERS



This year, the STEP Thrift Store and Donation Centers proved once again how powerful a community can be when we work together. Thanks to our generous customers and partners, the Double Your Difference program raised more than \$26,000 through register round-ups and a small percentage of monthly sales.

These contributions supported both STEP programming and several incredible local non-profit organizations, including:

- Making Spirits Bright, providing children with free books to support literacy
- The Players Guild of Dearborn, partnering with STEP for the week-long Starshine Theatre Workshop
- The Capuchin Soup Kitchen, which feeds and clothes families across Wayne County

Why does this program matter? Because when we stand together, we create stronger, more connected communities. Double Your Difference helps us extend STEP's mission beyond our stores - impacting families, children, artists, and neighbors throughout the region.

This year, we are especially proud to spotlight Andrea, one of our longtime clerks and a true success story. Andrea began at STEP as a member training at the Wayne Thrift Store while also participating in other

STEP programs including PASC. She was hired as a STEP employee in January 2022, and her dedication, customer service, and leadership now inspire everyone around her.

In 2025, Andrea was awarded the Trailblazer of the Year Award and even walked the runway as one of our STEPS To Success Fashion Show models!

Andrea's journey is a perfect example of why STEP Thrift Stores matter - every donation, every sale, and every training shift helps someone learn new skills, gain confidence, and build their future.

Thank you to everyone who shopped, rounded up, donated, or partnered with us this year. Because of you, we truly doubled our difference.



WHAT'S COOKING AT STEP



What's Cooking at STEP – an introductory culinary program offered at two of our locations – continues to develop new opportunities for the talented individuals we serve. Throughout the year, our Westland and Detroit classes have engaged in various community activities, including visits to Eastern Market to purchase fresh produce and sample lunch from a local vendor, a tour to Tropical Smoothie Cafe with the Restaurant Ready cohort to introduce them to different food service operations, and trips to local greenhouses to select starter plants for our community gardens in Westland and Detroit.

In addition to participating in local events such as the Livonia-Westland Holiday Taste Fest in December 2024, and catering small bites and appetizers for our STEPS To Success fundraiser and PASC gallery openings, we are collaborating with our members to develop future menu offerings for public gatherings. Expanding our catering services will provide more training opportunities for current and future Restaurant Ready graduates. To date this year, we are proud to have 13 members earn their National Restaurant Association Educational Foundation (NRAEF) Restaurant Ready certificates, with nearly all members also successfully passing their ServSafe Food Handler tests. One graduate has opted to pursue further education in Hospitality at Henry Ford College, while three others have secured employment within the community.

Most graduates are seeking additional training to enhance their skills and confidence, with many working on communication skills in a supportive environment such as one of STEP's ETS worksites.

The What's Cooking programs have benefited from multiple grants over the past year. The generous Jacques Pepin Foundation awarded us \$10,000, along with aprons and lifetime access to their platform featuring recipes from amateurs, professionals, and celebrities. Program Manager Alyson Stauder and alumni Krista S. attended the NRAEF Hospitality Pathways Conference in Washington, D.C., in August 2025, thanks to the Dontavious Drake Pathways Grant of \$2,500, honoring a distinguished workforce development leader. Additionally, Ford Motor Company employees constructed a greenhouse, garden beds, and potting tables at our Westland location, funded by Ford Philanthropy during their September giving month, totaling nearly \$9,000, to expand our gardening efforts and protect crops from wildlife. Lastly, we received a \$15,000 grant from MGM, which is being used to enhance the dining area at our Detroit location, supporting class food costs, professional knife sharpening, the installation of small dishwashers, and providing resources for our future Restaurant Ready participants pursuing careers in the hospitality industry.



MEMBERS SUCCESS STORIES



Krista

Krista's journey with STEP began with community outings through Meals on Wheels, where she discovered her passion for food and connecting with people from diverse backgrounds. Through STEP's "What's Cooking

at STEP" advanced culinary class, she gained hands-on experience, built confidence, and developed essential kitchen skills that she now uses as a cafeteria aide in the Plymouth-Canton School District. Her growth was highlighted when she earned a 92% on the ServSafe Food Handler's exam on her first try, an important step toward her dream of attending culinary school and opening a gluten-free food truck. Krista is now preparing to apply to Henry Ford College's Culinary Arts and Hospitality Management program. With strong communication and leadership skills nurtured in STEP's Restaurant Ready class, she continues to make steady progress toward bringing joy to others through delicious, gluten-free meals.



Cody

For nearly three years, Cody has been an integral part of the Southgate STEP Thrift Store, excelling as a retail training intern and mastering skills such as sorting clothing, cashiering, hanging garments, and his favorite

- placement and recovery. His dedication shows in his outstanding attendance, and he has even learned to schedule an Uber independently when needed, demonstrating his growing self-sufficiency. Alongside his training, Cody also works at a local bakery, where the skills he gained at STEP help him confidently manage the register, assist with dishwashing, and support preparation, baking, and cleaning tasks. As he pursues greater independence - including the goal of getting his own place - Cody continues to move steadily toward a future filled with purpose, achievement, and community impact.

Elijah

Elijah joined STEP in June 2019 and has grown into a dedicated and integral member of the program, using his time to develop essential skills, form meaningful friendships, and contribute to his community.

He works on the PM janitorial crew three days a week, often helping fellow members and ensuring tasks are completed efficiently, while also participating in programs like the Progressive Art Studio Collective, community outings, and volunteering with Meals on Wheels. Elijah has built independence by learning to navigate public transportation, order Uber rides, pursue his GED, and explore personal interests like barbering, cooking, creative writing, and reading. Through his experiences at STEP, he has gained leadership, teamwork, financial responsibility, and communication skills, while encouraging others to make the most of the opportunities available. His journey is a testament to determination and growth, inspiring others to pursue their goals and thrive both within STEP and beyond.



Shilpi

Shilpi was awarded the 2024 STEP Member of the Year - a recognition well deserved by an inspiring and dedicated member of our community. Attending the Western Wayne County Resource Center five days a week and independently navigating Nankin Transit to her job

at the STEP Thrift Store and Donation Centers, Shilpi fully immerses herself in programs like What's Cooking at STEP, the Progressive Art Studio Collective, and our classroom activities. Since joining us in 2021, she has grown from a quiet newcomer into a confident, vibrant presence who has built strong friendships and made remarkable progress, all while demonstrating resilience and determination as she navigates a mobility challenge with the support and encouragement of our staff.



Durant

Durant is thriving in STEP's What's Cooking - Advanced Culinary class, where he's learned essential food safety practices, proper cooking temperatures, and a variety of cooking methods that have boosted both his professional readiness and his confidence at home. His hard work recently paid off when

he earned his ServSafe Food Handler certificate. Beyond the kitchen, Durant is gaining real-world experience as an intern at the Southgate STEP Thrift Store and Donation Center, where he says STEP's job training, community programs, and supportive services have helped him come out of his shell. "I'm really thankful for the dedicated staff at STEP," Durant shared. "They've helped me, and others, grow and find new opportunities."



Branden

Branden gained valuable experience through his Project SEARCH internship at Corewell Health-Trenton, rotating between the Materials Department and the Emergency Department. In Materials, he restocked isolation

carts, assembled IV starter kits, delivered supplies across units, and helped with end-of-week overstocking to ensure departments are fully supplied. In the Emergency Department, he restocked bedside drawers and C Lockers, checked expiration dates on critical supplies, filled blanket warmers, and assisted with patient room care. Branden's adaptability, attention to detail, and strong workplace habits helped him thrive while learning the importance of teamwork in a hospital setting.

Zainab

Zainab consistently reports to her STEP Thrift Store and Donation Center training shifts on time and meets all attendance and punctuality goals. She quickly mastered store operations, including sorting, hanging, and tagging clothes, navigating the sales floor, and independently processing and placing items. As an excellent cashier, Zainab stays calm under pressure, keeps busy lines moving, and proactively completes tasks to maintain store standards. Her friendly customer service and teamwork make her a valued member of the store, and her dedication continues to impress staff and customers alike.



T'Andre

Congratulations to T'Andre on his employment success! T'Andre graduated from the Project Search Corewell Health Wayne Hospital in



2023. He trained in various departments of the hospital but quickly developed an interest in working in the kitchen. Upon his successful time at Corewell Health, he accepted a job offer with the Hellenic Cultural Center in Westland as a Kitchen Assistant. His duties include prepping menu items for the chef as well as maintaining the cleanliness of the facility.



Moses

Moses is thriving at STEP and building greater independence through work and program participation. He works twice a week at the Southgate STEP Thrift Store and Donation Center, where he is developing job skills

through tasks such as operating the cash register, hanging merchandise, and sorting donations. Beyond work, Moses attends classroom sessions to strengthen his math and spelling skills, participates in community outings, and takes part in the What's Cooking at STEP culinary arts classes. He also volunteers with Fleece and Thank You, helping assemble blankets for children in hospitals across the country. These experiences support Moses's growth at work and in the community. By independently arranging his own transportation through SMART, Moses is able to stay engaged and connected without barriers.

Emily

Emily is thriving at STEP, building skills, confidence, and independence across multiple programs. In STEP's What's Cooking – Advanced Culinary class, she has learned essential kitchen skills, including proper knife techniques, dishwashing and sanitation, and maintaining a clean and safe workspace. Her dedication led to earning her ServSafe Food Handler certificate, an important milestone toward employment readiness. Emily is motivated to continue growing, trying new foods, and expanding her culinary techniques, with loaded baked potatoes being her favorite dish to prepare. Outside the kitchen, Emily is an active artist in the Progressive Art Studio Collective (PASC) and enjoys participating in community outings. She also contributes as a valued member of the afternoon janitorial crew. Emily credits STEP's supportive staff for encouraging her to step outside her comfort zone. Through these experiences, she is learning to advocate for herself and is always ready to lend a helping hand to others.



PRODUCTION/MANUFACTURING



Production Skill Building continues to be one of the most popular and rewarding services offered at STEP. Across all four facilities, members engage in meaningful kitting work while developing valuable skills that prepare them for community employment. The long-term partnerships we've maintained with several customers are a testament to the quality, dedication, and reliability of our members - meeting expectations for both precision and timely delivery.

In 2025, STEP welcomed a new customer, Fresh Coast Baking Company, located right next door to our Detroit facility. When they needed assistance kitting 26,000

cookies, STEP was ready to help. Members put on their gloves and got to work - assembling boxes, packing cookies, and preparing final shipments. Even STEP CEO Dr. Sara Grivetti joined in to lend a hand! You might even see some of those cookies on the shelves at your local Target store. We look forward to growing this partnership and exploring more opportunities with Fresh Coast Baking Company in the future.

Our partnership with MJS Packaging continued to expand in 2025, with kitting volumes projected to exceed 3 million bottles. All four facilities have worked tirelessly to meet the increased demand. United Metal has remained a consistent partner, relying on STEP to kit their Brik Ties- an assignment our members look forward to completing as soon as the parts arrive.

BASF added several new parts to their kitting projects with STEP this year, including a new product line that began in October. Duffy Tri-C Supply continues to keep our members busy with Bic razor blade kits, while our Detroit facility remains the dedicated site for Zatkoff, assembling and packaging a variety of gaskets. Although some components have changed, our collaboration with Globe Components remains strong, with members assembling wiring harnesses each month and ensuring timely shipments.

Through these partnerships, STEP members continue to demonstrate exceptional work ethic, teamwork, and attention to detail - skills that will serve them well in achieving their employment goals within the community.



STEP MEMBERS THRIVE THROUGH COMMUNITY ENGAGEMENT



At Services To Enhance Potential (STEP), community connection isn't just a goal - it's a way of life. Whether delivering meals to homebound seniors through Meals on Wheels in Westland, Redford, and Downriver; crafting cheerful blankets for children with Fleece & Thank You; volunteering at the Capuchin Soup Kitchen; planting and harvesting vegetables at the Grosse Ile Community Gardens; or stocking shelves at the Lighthouse Mission food pantry in Westland - STEP members are actively making a difference.

Community engagement is a favorite activity among our members, who enjoy the chance to give back while gaining valuable life and job-readiness skills. For those looking for fun and social interaction, STEP also offers weekly outings to local parks, libraries, recreation centers, museums, bowling alleys, and movie theaters. These experiences help build confidence, expand

interests, and foster meaningful peer connections.

In 2025 alone, over 700 STEP members collectively participated in more than 103,960 hours of community-based activities, and we expect to see even greater numbers in 2026!

These community experiences are more than just enjoyable - they are critical to building independence and preparing for future employment. Each volunteer task or outing is an opportunity to develop interpersonal skills, navigate new environments, and strengthen ties to the neighborhoods where members live, work, and thrive.

At STEP, we believe that meaningful community involvement lays the foundation for inclusive employment and lifelong success.





CORE VALUE AWARDS



Alena Howell

Congratulations to Alena Howell for being selected as one of the 2025 STEP Core Value Award winners. Alena was nominated by her fellow employee, Leah Paige Cooley, for displaying a good representation of the STEP core values: Respect, Empowerment, Integrity, Excellence, Collaboration,

Competency, Accountability and Commitment.

“Alena has a remarkable ability to empower members – not just to complete tasks, but to thrive. She instills in them a deep belief in their own abilities, reminding them that failure is part of growth and that success is a process, not just an outcome. Her integrity is unwavering, and her dedication to excellence can be seen not only in the members she serves, but also in the personal growth she continues to pursue for herself,” said Leah Paige Cooley, STEP Regional Retail Sales Manager.

Congratulations to Alena on being a 2025 STEP Core Value Award winner!



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



Andrew Elsbrie

Congratulations to Andrew Elsbrie for being selected as one of the 2025 STEP Core Value Award winners. Andrew was nominated by his fellow employee, Leah Paige Cooley, for displaying a good representation of the STEP core values: Respect, Empowerment, Integrity,

Excellence, Collaboration, Competency, Accountability and Commitment.

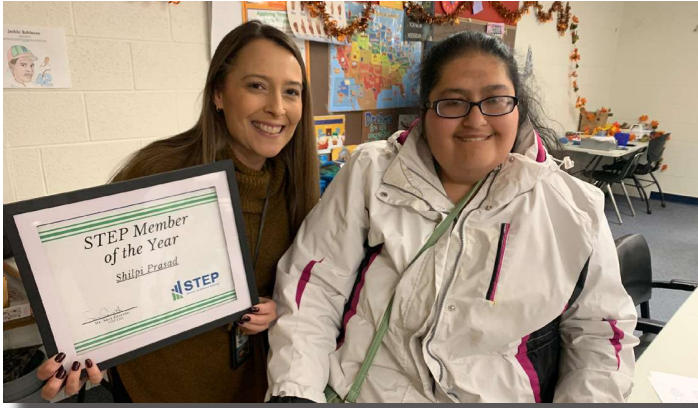
“The moment Andrew stepped into the role of Skills Trainer was especially powerful. Seeing someone come full circle, from a newcomer with limited confidence to a leader capable of inspiring and empowering others, was one of the proudest moments I’ve experienced as a Manager. Members feel comfortable seeing his guidance, knowing that they will be met with empathy, patience, and a deep understanding of their challenges,” said Leah Paige Cooley, STEP Regional Retail Sales Manager.

Congratulations to Andrew on being a 2025 STEP Core Value Award winner!

Congratulations to Alena Howell and Andrew Elsbrie for being selected as the 2025 STEP Core Value Award winners. Alena and Andrew 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.

A YEAR IN REVIEW





STEP hosted our 8th Annual STEPS To Success fundraiser in celebration of National Disability Employment Awareness Month, bringing together members, families, business partners, and community supporters for an inspiring evening of recognition and celebration. The event highlighted the impact STEP has on the individuals we serve, the businesses we partner with, and the broader community that supports inclusive employment opportunities.

This year, STEP proudly honored the following award recipients:

- STEP Member of the Year: Shilpi P.
- ETS Member of the Year: Sam J.
- Business Partner of the Year: LaFontaine Automotive Group
- Community Partner of the Year: *PCE Systems*

Thanks to the generosity of our sponsors, donors, attendees, and supporters, the event raised over \$30,000 to support STEP's mission and programs.

Guests enjoyed appetizers prepared by members of the What's Cooking at STEP culinary classes, and admired artwork from the Progressive Art Studio Collective (PASC), showcasing the creativity and talent of our artists. The evening concluded with a show-



The 8th Annual STEPS To Success event was not only a celebration of achievement and inclusion, but also a reflection of the powerful partnerships and community spirit that continue to drive STEP's mission forward.

stopping STEP Thrift Store Fashion Show with our member models walking the runway. The fashion show was made even more special through collaborations with local community theatre companies, who helped design and create the unique costumes featured on the runway.



87.1%

A very strong efficiency ratio by nonprofit standards. For every \$1 spent, \$0.87 goes directly to programs and just \$0.13 supports administration.

TOTAL SOURCE OF FUNDS

\$16,655,004

TOTAL USE OF FUNDS

\$17,730,659

REVENUE BREAKDOWN

Sources of Funds



EXPENDITURE BREAKDOWN

Use of Funds



SOURCES — Dollar Amounts

Managed Care Networks	\$11,253,015
Industrial Contracts	\$1,495,217
Fundraising & Donations	\$1,385,436
Resale Revenue	\$1,106,833
Interest & Investment	\$866,764
Other	\$547,739

USE OF FUNDS — Dollar Amounts

Skill Building	\$8,147,699
Integrated Employment	\$4,913,646
Administration	\$2,287,324
Supports Coordination	\$1,370,332
Production	\$1,011,658

FISCAL YEAR 2024-2025 AUDITED FINANCIAL STATEMENTS

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
Thrift Stores



Sponsor STEP
Events





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 2025 outcomes are noted below:

- On average, STEP received a score of 4.5 on a 1-5 scale when it comes to our members being extremely satisfied with production/manufacturing programming at STEP.
- Our survey showed that members feel positive about their STEP services and experiences in the community. On a scale of 1-5, STEP scored a 4.5.
- Our members are highly satisfied with Supports Coordination services. Members gave an average score of 4.4 on a scale of 1-5 indicating extreme satisfaction with STEP Supports Coordination.
- Our supported employment services have left a great impression on our members. With an average score of 4.2 on a 1-5 scale, our employed members are satisfied with their supported employment services.

For 2025, new scale is 1-5 with 1 being extremely dissatisfied and 5 being extremely satisfied.

Our Impact at a Glance



Total Members:
1,107



Competitive Job Placements: **41**



Total Intakes:
136



Participating in
Production/Manufacturing Skill Building: **418**



Participating in
Community/Volunteer
Skill Building **699**



Number in Supported
Employment: **287**



of Hours of Community Engagement:
95,542

Donors

- Abbey & Ella Collars
- Access Surveillance
- Adam Geffen
- Advance Health Care
- Alex Bader
- Alex Simmons
- Alexis Bosker
- All Pro Color
- Allan Machielse
- Andrew Udell
- Angel Gibson
- Angela Cooke
- Angela Linder
- Ann Arbor Comedy Showcase
- Ann Good
- Ann Heinicke
- Anneliese MacVean
- Ardis Lynne Robbins
- Ashaki Malone
- A-Z Consulting and Project MGT - Nabeleh Ghareeb
- Bank of Ann Arbor
- Bernice Hudson
- Brian Sharrow
- Bridgette Morehouse
- Brunilda Rodriguez
- Bundled
- C. Paschal Eze
- Capuchin Soup Kitchen
- Carly Maas
- Cassandra Miller
- CH Enterprises
- Charles Miller
- Chaun Shinholster
- Cheri Williams Hopkins
- Cherie Stangis
- Chris Thuma
- Christin Lee
- Clear Rate Communication
- Corp! Magazine
- Craig Stangis
- Creative Commercial Real Estate, Inc.
- Cymel Smith
- Daniel McKenna
- David Bourque
- Dearborn Area Chamber of Commerce
- Deborah McManus
- Debrah Brown
- Deidra Merriwether
- Detroit Red Wings
- Detroit Tigers
- DFCU Financial
- Diana Dayton
- Diane Miller
- Don Nicholson Enterprises, LLC

- Downriver Actors Guild
- Dr. Sara & Don Grivetti
- DWIHN
- Eric Jackson
- Evan and Jessica Lyons
- Flagstar
- Frederick Russell Jr.
- Friend of the Family
- Gary Wegner
- Gerrylynn and Nathaniel McNeal
- Giarmarco, Mullins & Horton, P.C.
- Giovanna Payne-Smith
- Gloria Wilburn
- Gretchen Still
- Heather Johnson
- Heather Udell
- HUB International
- Inci Hillawi
- J&J Transportation
- James Hall
- James Hunter
- Jeanna English
- Jeff Smith Jr.
- Jen Joy
- Jeremy Liebman
- Jesus Ink Printing
- Jo Ann McFall
- Joan Kennedy-Hughes
- John Evan Cash Foundation
- John Sczomak
- Joseph Tanke
- Josh Porta
- Jude Ayorinde
- Judson Center
- Karen Moore
- Karl Kostrzewa
- Ken Beauchamp
- Kendra Scott
- Keylee Ravida
- Kim English
- Kim Kramer
- Kristin Donnelly
- LaFontaine Automotive Group
- LaRon Moore
- Laura LeBlanc
- Lead Human
- Library Street Collective
- Lincoln Bowmen Archery Club
- Linda Levesque
- Lindsay Casetta
- Lisa Adcock and Family
- Lisa Varnier
- Livonia-Westland Chamber of Commerce
- Lorraine Stringfellow
- Lynn Adams

- Lynn Meyer
- Marcia Feighner
- Margaret Ross
- Maria Dismundy
- Marissa Burrell
- Mary Jennings
- Michael Dickerson
- Michael Dudash
- Michael Kreutzman
- Michael S. Finn P.C.
- MiSide Community Impact Network
- Monica Sharf
- Najla Aabed
- Nancy Stauder
- Nankin Transit Commission
- Nazarina Mwakasege
- New Horizons Rehabilitation Services
- Nichole Hillers
- North Coast Strategies
- OnPar
- Progressive Art Studio Collective
- Patricia L. Ford
- Paycor
- PCE Systems
- PNC
- Portia Lockett
- Priority Health
- Rebecca Lentjes
- Renee Sturdivant
- Repair Once Tire & Auto
- Rick Bonifas
- Robert Frank
- Robin Wagner
- Ronald & Demetrye English
- Russell Dayton
- Sally Savasky
- Sandra Davis
- Schwartz Greenhouse
- Sharon and Mark Lamirand
- Sharon Zuccarini
- Sherie Sharpe
- Sherry Bourque
- Shonda Wilson
- SMART
- Sonya McVay
- Southern Wayne County Regional Chamber
- Southgate Community Players
- Staci White
- Stan's Garage
- STEP Thrift Store and Donation Center
- Stephani Field
- Stephanie Webb
- Stonecrest
- Susan Im

- Susan Werner
- Sydney Gore
- Talisa Norton
- Teresa Harris
- Terey DeLisle
- Terrance Campbell
- Terrance Reed
- Teryl Watch
- The Andrews Group
- The Arc of Northwest Wayne County
- The Wayne Dispatch
- Theodoto Ressa
- Timothy Cooke
- Tina Gabbara
- Todd Culver
- Tony Catalina
- Trader Joe's - Northville
- Tri C Club Supply Duffy's
- UHY
- United Metal Products
- Valencia Warner
- Vella Group
- Veronica Vargas
- Vianey Espinoza
- Vickie Lyons on behalf of AFSCME
- Village Ford
- Village Picture Framing & Art Gallery
- Wayne Center
- Xerox

Employee Partners

- American House
- BASF Corporation (Cellasto Plant)
- Bundled
- CH Enterprise
- City of Southgate
- City of Taylor
- City of Wayne Courthouse
- Detroit Quality Brush
- Detroit Wayne Integrated Health Network
- Display Group
- DQB-Detroit Quality Brush
- Duffy's Tri-C Club Supply
- Emagine Theaters
- Faygo
- Federal Aviation Administration
- Flat Rock Library
- Ford Senior Center
- Fresh Coast Bakery
- Globe Component Products
- Hellenic Cultural Center Westland
- Henry Ford Museum
- Kroger
- LaFontaine Automotive Group
- Lincoln Bowman
- MDOT
- Michigan Department of Natural Resources (Maybury State Park)
- MJS Packaging
- Plymouth Canton Community School District
- Pratt Ind.
- Secret Recipes
- Sizzle Salon Allen Park
- Source America
- St. John's Episcopal Church
- Stonecrest Center
- Tri-C Duffy Supply
- United Metal Products
- Wyandotte Industries, Inc.
- Zatkoff Seals & Packings

Grants Received

- Dontavious Drake Pathways Grant (NRAEF)
- Flagstar Foundation
- Ford Philanthropy
- Incompass
- Jacques Pe'pin Foundation
- MGM Resorts Foundation
- NeighborHubs
- Small Business Association
- The Andy Warhol Foundation for the Visual Arts

Volunteer Sites

- Capuchin Soup Kitchen
- Fleece and Thank You
- Full Gospel Temple / Lighthouse Mission
- Harvest Bible Church
- Meals on Wheels
- Plymouth Library



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

Progressive Art Studio Collective (PASC):
PASC Detroit at LANTERN, Studio and Gallery
 9301 Kercheval Ave., Suite 2, Detroit, MI 48214
 313-267-9797

PASC Southgate, Studio and Gallery
 13721 Eureka Rd., Southgate, MI 48195
 734-250-8695

PASC - Westland Studio
 450 S. Venoy Rd., Westland, MI 48186

What's Cooking at STEP:

What's Cooking at STEP - Detroit
 4700 Beaufait, Detroit, MI 48207

What's Cooking at STEP - Westland
 450 S. Wayne 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

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

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

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