


CREATING FUTURES WITHOUT LIMITATIONS



SERVICES TO ENHANCE POTENTIAL
2006-2007 ANNUAL REPORT



**The Services To Enhance
Potential Annual Report
2006-2007**

This report marks thirty-five years of service to the Detroit metropolitan area.

We are proud to be the foremost agency of its kind as we create a legacy of assisting persons with disabilities in this area to become confident, responsible, contributing citizens.

LIVING WITHOUT LIMITS



It is our MISSION to support individuals as they pursue THEIR chosen goals in THEIR communities as THEY achieve personal satisfaction in their lives. That MISSION continues to lead our organization as together we pursue new opportunities for meaningful community relationships, valued roles, successful living and working – in the community each individual considers THEIR community.

So many individuals remind us daily of the importance of our shared MISSION and work. Their stories, their dreams, their hard work, their successes, their challenges are truly the driving force behind all that STEP has kept and will continue to keep as the heart and soul of all we do.

Together with these individuals, and our many other partners and friends, we remain focused on providing the supports each person wants and needs as they shape their preferred future. Together we will continue being the catalyst and the champion for full, meaningful community life for all individuals in spite of the barriers – and not accepting artificial limits.

Marianne Williamson, American Author and Lecturer, reminds us and many others, *“In every community there is work to be done. In every nation there are wounds to heal. In every heart there is the power to do it.”* That is the exciting future ahead for us all – *“Living Without Limits”!*

Thank you for living our Mission with us!

Alma Handy-Simmons

Alma Handy-Simmons,
Chairperson, Board of Directors

James E. Grice

James E. Grice,
President & CEO



WHEN MIKE'S MARKET IN DETROIT ACQUIRED THE STORE FROM A LARGE CHAIN THEY WISELY KEPT THE POSITION OF BAGGER. THIS KEPT MATTHEW HAWKINS' STRING OF (18) EIGHTEEN CONTINUOUS YEARS AT THIS LOCATION INTACT. MR. HAWKINS PERSONIFIES THE STORE'S SPIRIT AND CUSTOMER SERVICE.

ELIZABETH KETCHUM: POTENTIAL PERSONIFIED

Beth is a very proud employee of the Ginopolis Restaurant located in the Compuware Sports Arena in Plymouth. For over fifteen years prior to her hire she had been very productive and could do any job assigned to her.

Beth always showed the capabilities of maintaining competitive employment, but was always afraid to make the change. When the opportunity for a position at Ginapolis became available she finally decided to go for it. She told everyone she was afraid but still wanted to try.

Now Beth is one of Ginopolis' finest and is so happy she made the decision to work here. She recently made a presentation, doing a fine job of speaking at a Board of Directors meeting about how she made the transition to community employment. She summed it up best by saying emphatically, "I was afraid, but I just stepped out there and did it!"



THE YEAR IN REVIEW **OCTOBER 2006** All staff attend a seminar by Derrick Dufresne of Indiana, Transitioning Organizations from Facility-Based to Person-Centered Supports: The Journey to Self-Determination.

DECEMBER 2006 Dearborn South relocates program to the building next door on 15200 Mercantile Drive in Dearborn without interruption to services.

Fund raising for the United Way campaign exceeds our goal due to generosity of staff and others.

MARCH 2007 We become affiliated with AbilityOne, the organization which administers the Javits-Wagner-O'Day Act. AbilityOne assists in obtaining work under federal contracts.

We celebrate Developmental Disabilities Awareness Month with activities throughout the agency.

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 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.



ERIC SMITH: SMART BUSINESS



Eric is the successful owner of Doughboy Enterprises. He started out with a couple of vending machines, learned how to order the product, stock the machines, and sort the money with the help of his father. They decided that it would be more profitable to eliminate the middle man and purchase his own vending machines. They developed a business plan and Eric obtained funds from MRS to help purchase vending machines.

Eric now has vending machines in two locations and soon to have a third in a school. He has developed relationships with his banker, vending machine products supplier, and customers.

Eric has learned the value of money and saving for his business expansion, so he can make more money. He also likes to spend his money on clothes, CD's, and traveling – he went to Hawaii last year.

We are presenters at the CARF International Conference in Tucson, Arizona. Our topic is how well we gather information from persons involved with us.

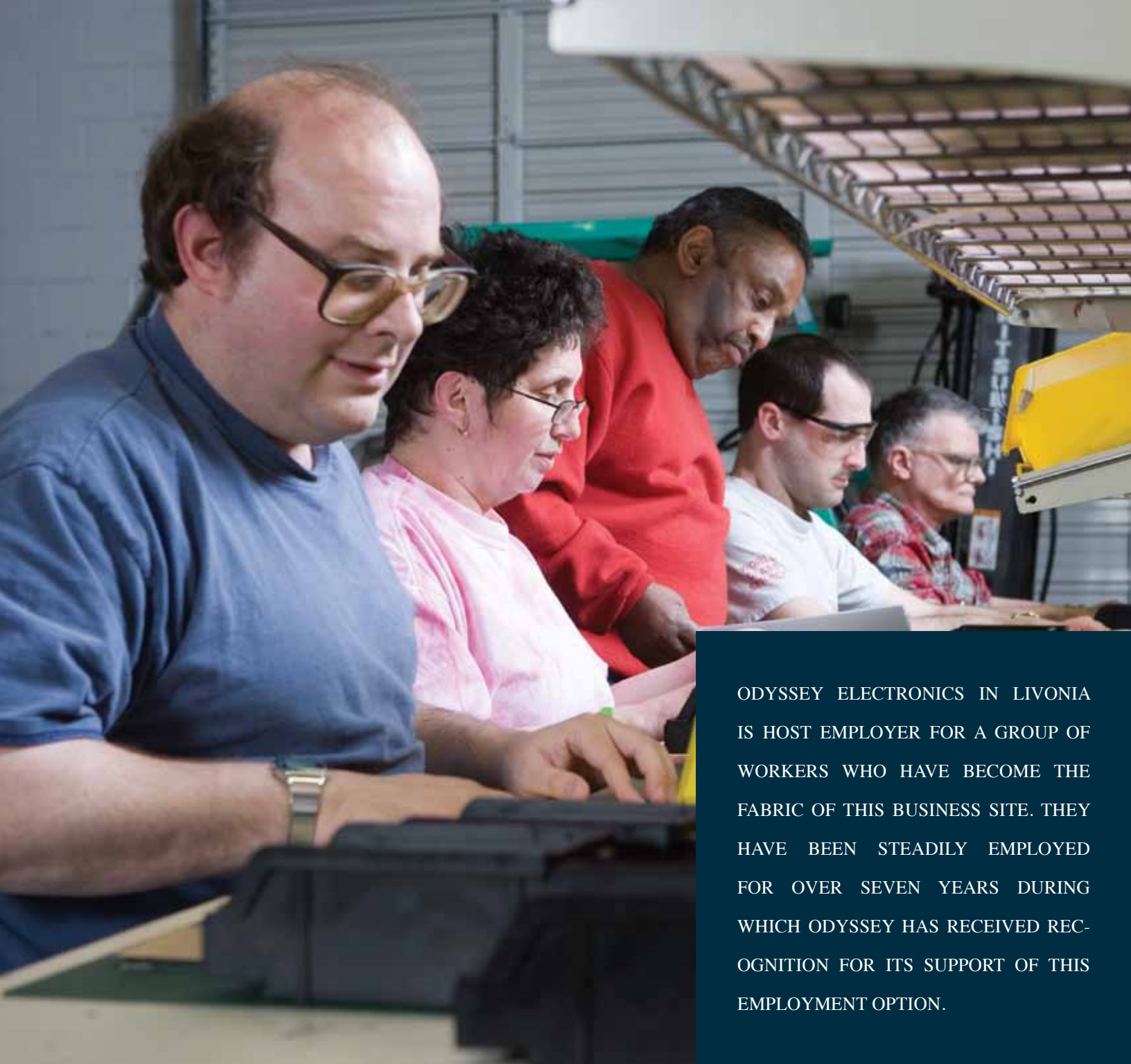
MAY 2007 Our existing Self Determination Plan is updated and published.

JUNE 2007 Gateway Community Health agrees to fund our start up and ensure continuing support for the Recovery Through Employment program, which will utilize the Evidence-Based Practice for Supported Employment for persons with mental illness.

We celebrate our 35th Anniversary “Living My Dream” by recognizing the personal accomplishments of persons we support at a Saturday luncheon attended by hundreds of persons.

JULY 2007 ETS Testing Solutions Equipment provides volunteers to clean up the grounds and flowerbeds and paint a room at the Dearborn Resource Center and plant trees at the Western Wayne Resource Center.

The Tried & True Thrift Store celebrates its Grand Opening. Fourteen (14) new jobs are created for



ODYSSEY ELECTRONICS IN LIVONIA IS HOST EMPLOYER FOR A GROUP OF WORKERS WHO HAVE BECOME THE FABRIC OF THIS BUSINESS SITE. THEY HAVE BEEN STEADILY EMPLOYED FOR OVER SEVEN YEARS DURING WHICH ODYSSEY HAS RECEIVED RECOGNITION FOR ITS SUPPORT OF THIS EMPLOYMENT OPTION.

LINDA CRAIG: PERSISTANCE PROSPERS

Linda shares her dad's love of working at crafts and only needed a little inspiration. She got it from her Employment Representative who gave her a hand-held knitting tool and taught her how to knit hats and scarves for stuffed bears. Linda struggled a bit at first but soon became quite adept at weaving hats and scarves.



She dresses her bears for “success” and attends several craft shows that result in many sales. Her father made her some display stands and her mother helped her expand her bear boutique into Ballerina Bears, Red Hat Ladies Bears, Pregnant Bears (bought for a Baby Shower) ... and the ideas continue to flow.

Linda's Bears have been a great success. She gets a lot of private sales in addition to larger market shows. Linda really loves being her own boss and sharing this with her parents. She smiles a lot when she sells her products, feeling very good about her newly found success.

persons with disabilities. The business was purchased and completely overhauled to establish our first ever social enterprise, a business whose primary purpose is to provide employment opportunities to persons with disabilities.

We have our own booth at the prestigious Plymouth Art in the Park showcasing merchandise from several Micro-Enterprises.

A Customer Service Representative department is established, primarily to help individuals enroll into and navigate the mental health system.

SEPTEMBER 2007 The Community Advocacy Committee is initiated which will assist with our goal of increasing the awareness of self-determination among the individuals and families we support.

All staff begin a series of training about mental illness by Dr. Richard Rizzo.



A SOCIAL ENTERPRISE EXISTS TO PROVIDE EMPLOYMENT OPPORTUNITIES FOR PEOPLE WITH DISABILITIES. THE TRIED AND TRUE THRIFT STORE WAS ACQUIRED AND TRANSFORMED INTO SUCH A PLACE. FOURTEEN POSITIONS ARE FILLED WITH PEOPLE WHO LOVE WORKING AND WELCOME YOU TO STOP IN.



TRIED AND TRUE THRIFT STORE

The Tried & True Thrift Store in downtown Wayne, Michigan is the first social enterprise venture for Services To Enhance Potential. A social enterprise is a business started for the purpose of providing employment for persons with disabilities.

Tried & True was previously owned and operated by a church group and individuals from STEP used to volunteer there as part of the community integration program. When the business became available for sale, we decided to go for it.

After a lot of cleaning, planning, organizing and learning, Tried & True opened its doors for business in June 2007. Today it is a thriving business in downtown Wayne. Fourteen (14) employees with disabilities make up the heart of the Tried & True's staff. Pay is better than minimum wage, morale is high, and people are connecting with their community in many new and exciting ways.

Leah Cooley, Tried & True's manager, has her employees working at all aspects of running the store from sorting and maintenance, to customer service, retailing and marketing. Volunteers are always welcome.

Goods are received through donations from the public and are tax deductible. The merchandise is then cleaned and readied for resale. Trendy and high quality clothing, house wares, small appliances, sporting equipment, children's and infant items, and furniture can all be found in the store. Items that do not make the sales floor are recycled. At least one micro – enterprise has been spun off, providing yet another individual with a disability some added income.

Tried & True has enjoyed great support from the disability community and the public at large. Located at 35004 Michigan Avenue West (just east of Wayne Rd.) store hours are 11am to 6pm Monday through Saturday.

Please visit! You will find a pleasant environment with a friendly diverse staff ready to meet your shopping needs. Items are of excellent quality, and priced lower than the competition's.



STEP ANNUAL REPORT FINANCIALS 2007

Sources of Funds

Managed Care Networks	12,945,030
Industrial Contracts	3,587,069
Community Mental Health	229,711
Other	340,162
Fundraising and Donations	23,921
Total Sources of Funds	17,125,893

Uses of Funds

Skill Building	5,739,632
Supports Coordination	1,846,866
Integrated Employment	2,551,339
Production	4,057,910
Administration	939,686
Total Uses of Funds	15,135,433

BY THE NUMBERS

1,403: Individuals provided supports and services

170: New job starts

348: Jobs held during the year

30: New Micro-Enterprise starts

116: Micros held during the year

DONORS – *Thank you for supporting our mission with your generous contribution*

John Adamus

Mary Agusti

Jeff Bachynski

Danuta Baczewski

Myron Beard

Kathleen Bidolli

Robert & Tracye Blum

Gary Boguslawski

Sharon Bondy

David Bourque

Joyce Bridgeforth

Dorothy Bush

Linda Bush

Carmen V. Cabrera

Core Concrete Construction, Inc.

Daniel Craite

Melvin S. & Jean Dickson

Sharon Driver

Homer & Janet Edmonds

F & M Cement Company, Inc.

Frank & Karen Frabotta

Ken & Jane Garner

Ritta Ghastine

Richard & Geraldine Gorham

Kimberly Gough

James Grice

Richard & Joan Hamilton

Edwin & Eva Hammar

Alma Handy-Simmons

Theodore & Barbara Held

Richard Henningsen

John & Antoinette Hilber

Rita Hissong

Al & Veronica Holden

Hope Holloway

Kenneth & Joyce Holmes

Matthew & Candace Holowicki

Marilyn S. Horn

Pat Houlihan

Joann Humphreys

Mark & Shirley Hutchins

Thomas & Christine Jakubek

Ronald & Ellen Jones

Kreigh V. Jones

Jamie Kling

Karl J. Kostrzewa

Norman & Thelma Kubitskey

Jessie & Eula Lollie

Susan Markovitz

Jennie McBaine

Ernice McReynolds

Edward & Mary Mercieca

William & Barbara Murray

National Block Company

Emily Niethhammer

Northwest Resource Center

Julius & Sharon Otten

John & Sydnee Paul

Aaron & Heather Pishalski

Bethesda Points

Nancy G. Polinski

Josephine J. Randall

Daniel & Lottie Rice

Delbert Ritter

Nawall & Abadala Rizqalla

Christine Roy

Joan Schrader

Beverly Siler

Eleanor Siler

James & Antonietta Tocco

Dennis & Cheryl Toles

Blair Treglown

Marcelo & Virginia Valadez

Walter & Gail Vachine

Kathleen Walsh

Celeste Waltz

John Wangler

Donald & Carol Weaver

Robert Wells

Marnette Whittaker

Rose Williams

Raymond & Lois Yenkel

EMPLOYERS – *Thank you for providing opportunities to work!*

A & W, Westland	Farmer Jack, Westland
American House, Westland	Food & Nutrition Services Department, Dearborn
Ann Arbor Dog Daycare, Ann Arbor	Fox Run, Novi
Applebee's, Ypsilanti	Full Circle Community Center, Ypsilanti
Approved Aircraft Accessories, Romulus	Ginopolis Restaurant (Compuware Sports Arena), Plymouth
Arby's, Redford	Grosse Pointe Public Schools, Grosse Pointe
Arc Downriver, Wyandotte	Grosse Pointe War Memorial, Grosse Pointe Farms
Blockbuster Video, Ann Arbor	Henry Ford Village, Dearborn
Bob Evans, Roseville	Hiller's Market, Ann Arbor
Boston Market, Dearborn	Hollywood Video, Ann Arbor
Buddy's Pizza, Dearborn	Hollywood Video, Ypsilanti
Buffalo Wild Wings, Ann Arbor	Hyatt Regency Hotel, Dearborn
Ca One Services, Inc Irish Pub, Romulus	Kentucky Fried Chicken, Detroit
Champs, Southfield	Kroger, Dearborn
Chelsea Hospital, Chelsea	Kroger, Grosse Pointe Farms
City of Detroit Recreation Department, Detroit	Kroger, Redford
CVS, Detroit	Kroger, Westland
Damon's Grill, Ann Arbor	L & L Packaging, Livonia
DAPCO Industries, Dexter	Little Caesars, Wayne
Dearborn Hills Golf Course, Dearborn	Long John Silver's, Warren
Denny's Restaurant, Belleville	Marshalls, Canton
Department of Human Services CFS – Western Wayne, Taylor	Marycrest Manor, Livonia
Detroit Quality Brush, Livonia	Marywood Nursing Center, Livonia
Dominick's Restaurant, Ann Arbor	McDonald's, Dearborn
EMU Hoyt Convention Center, Ypsilanti	McDonald's, Dearborn Heights

McDonald's, Detroit	Rakestraw Animal Hospital, Detroit
McDonald's, Farmington	Rite Aid, Ann Arbor
McDonald's, Harper Woods	Rite Aid, Garden City
McDonald's, Highland Park	Salvation Army, Ypsilanti
McDonald's, Inkster	Showcase Cinemas, Ypsilanti
McDonald's, St. Clair Shores	Source Personnel, Ann Arbor
McDonald's, Taylor	Star Theater Fairlane, Dearborn
McDonald's, Warren	Super Land Market, Detroit
MDOT, Metro Executive Office, Southfield	Sword's, Taylor
Meijer, Ann Arbor	Taco Bell, Clinton Township
Meijer, Belleville	Target, Dearborn
Meijer, Livonia	Target, Livonia
Meijer, Southfield	The Arc of Western Wayne County, Westland
Meijer, Sterling Heights	The Children's Place, Ann Arbor
Meijer, Westland	The Gilbert Residence, Milan
Michigan Ladder Company, Ypsilanti	The Henry Ford, Greenfield Village, A Taste of History, Dearborn
Nate's Market, Grosse Ile	The Henry Ford, Henry Ford Museum, Michigan Café, Dearborn
Odyssey Electronics Inc., Livonia	U of M, Bursley Dining Services, Ann Arbor
Olive Garden, Livonia	University Club, Ann Arbor
Parade Company, Detroit	US Farathane, Plymouth
Parisian, Livonia	Waltonwood of Canton, Plymouth
People's Community Baptist, Westland	Wendy's, Livonia
Pet Supplies Plus, Ann Arbor	Wendy's, Wayne
Pizza Hut, Garden City	Wholesale Property Resources, Detroit
Pizza Hut, Taylor	Zingerman's Deli, Ann Arbor
Pizza Hut, Wayne	

VOLUNTEER SITES - *Thank you for sharing the opportunity to help in some way!*

Arts & Scraps, Detroit	Mills Race, Northville
Capuchin Services Center, Detroit	New Faith Chapel, Romulus
Cory Elementary School, Romulus	Plymouth Library, Plymouth
Consuming Fire Worship Center, Westland	Plymouth Museum, Plymouth
Dearborn Animal Shelter, Dearborn	Redford Meals, Redford
Dearborn Public Library, Dearborn	Romulus Public Library, Romulus
Detroit Parade Company, Detroit	Sacred Heart Church, Dearborn
Dorsey Community Center, Westland	Southgate Community Christian Church, Trenton
First STEP, Taylor	Southgate Library, Southgate
First United Methodist Church, Dearborn	St. Andrew Church, Livonia
Focus Hope Eastside Food Center, Detroit	St. Vincent de Paul (North), Westland
Focus Hope, Inkster	St. Vincent de Paul (South), Inkster
Focus Hope Main Campus, Detroit	St. Vincent DePaul, Southgate
Four Chaplains Nursing Care Facility, Westland	The Arc Detroit, Detroit
Greenmead, Livonia	The Nature Center Zoo (Belle Isle), Detroit
Henry Ford Hospital, Wyandotte	VA Medical Center, Detroit
Holy Spirit Church, Livonia	Veteran's Haven, Wayne
John Bolder Memorial Depot, Wayne	Wayne County Library / Blind, Westland
Light House Mission, Westland	Wayne Family Center, Westland
Livonia Baptist, Livonia	Wayne Public Library, Wayne
Livonia Meals, Livonia	Women's Shelter
Livonia Recreation Center, Livonia	World Medical Relief, Detroit
Meals on Wheels, Lincoln Park	YWCA of Western Wayne County, Inkster
Meals on Wheels, Westland	YWCA Summer Day Camp, Taylor
Michigan Humane Society, Westland	

BOARD OF DIRECTORS - 2006-2007

Alma Handy-Simmons, Chairperson Frances Fay, Vice Chairperson

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Lawrence Joseph, Karl Kostrzewa, Lynn Meyer, Richard Smith, Ceretta Willis

Jim Grice, President/CEO

ACCREDITATION

The Commission on Accreditation of Rehabilitation Facilities has accredited the following programs at Services To Enhance Potential.

Community Services:

Case Management/ Services Coordination, Community Integration

Employment Services:

Job Development, Job Supports, Job-Site Training, Employment Services

Coordination, Organizational Employment Services, Self-Employment Services



WE ARE A SERVICE PROVIDER FOR:

Detroit-Wayne County Community Mental Health Agency (D-WCCMHA)

The Managers of Comprehensive Provider Networks (MCPNs) under the Detroit-Wayne County Community Mental Health Agency (D-WCCMHA): CareLink, Community Living Services, ConsumerLink, Gateway Community Health, Synergy Partners, LLC.

Washtenaw County Health Organization (WCHO)

Michigan Rehabilitative Services (MRS)



Services To Enhance Potential is funded in part by the Detroit-Wayne County Community Mental Health Agency.

RESOURCE CENTERS

Dearborn North, Administrative Offices
2941 S. Gully Road, Dearborn, MI 48124
(313) 278-3040 Fax: (313) 278-8671
TTY-800-649-3777

Dearborn South
15200 Mercantile, Dearborn, MI 48120
(313) 827-0764 Fax: (313) 827-0767

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

Downriver
4210 13th Street, Wyandotte, MI 48192
(734) 283-3355 Fax: (734) 283-6677

Eastern
17910 Van Dyke, Detroit, MI 48234
(313) 368-5200 Fax: (313) 368-0992

Northwest
32229 Schoolcraft, Livonia, MI 48150
(734) 261-7530 Fax: (734) 261-4192

Washtenaw
3800 Packard, Ste. 110, Ann Arbor, MI 48108
(734) 794-7026 Fax: (734) 794-7027

Western Wayne
35000 Van Born, Wayne, MI 48184
(734) 722-1000 Fax: (734) 722-0368

Tried and True Thrift Store
35004 W. Michigan Avenue, Wayne, MI 48184
(734) 728-9777 Fax: (734) 713-0411

Open Monday thru Friday 11am-6pm;
Saturdays 11am-5pm

Call for Information
Customer Service Representative
info@stepcentral.org
(313) 278-3040 ext.4 (313) 267-9777 ext. 208

Limited English Proficiency Assistance
(734) 722-1000 ext. 203

Please visit our website at www.stepcentral.org

“It is the nature of man to rise to greatness
if greatness is expected of him.”

- John Steinbeck



OUR MISSION IS TO
SUPPORT INDIVIDUALS IN THE PURSUIT OF THEIR
CHOSEN GOALS AND THE ACHIEVEMENT OF
PERSONAL SATISFACTION IN THEIR LIVES.