



## Backgrounder



**Our mission is to support individuals in the pursuit of their chosen goals and the achievement of personal satisfaction in their lives.**



1. Services To Enhance Potential (STEP) is a non profit organization which provided supports and services to over 1,400 persons with disabilities and other mental health needs in Wayne and Washtenaw counties in 2008.
2. Employment, volunteer, and other opportunities are offered to each individual promoting self determination, choice, and the development of meaningful roles in the community.
3. A major goal of Services To Enhance Potential is to increase the number of persons who are employed, self employed, and volunteer in their communities. STEP provides and supports a variety of employment and self employment options.
4. STEP supported over 400 **community-base jobs** and their employers in 2008 including American House, Burger King, Burlington Coat Factory, City of Detroit – Recreation Dept, Detroit Quality Brush, Fox Run, Henry Ford Village, Hyatt Regency, JEET Inc, Kroger, McDonald's, Meijer, Odyssey Electronics, The Parade Company, Pizza Hut, Rite-Aid Pharmacy, State of Michigan, Target, and many more.
5. STEP supported over 100 **Micro-Enterprises** in 2008, that is persons who are self employed and earning income, in such areas as food service, vending, arts & crafts, shredding, poetry, music, delivery services, furniture refinishing, etc.
6. STEP was incorporated in 1973 to unite four programs then operated by the Dearborn, Detroit, Downriver, and Western Wayne Arcs.
7. The **Board of Directors** of STEP is reflective of a majority of primary and secondary consumers of its supports and services.
8. STEP operates seven Resource Centers: Two in Dearborn, two in Detroit, Livonia, Wayne, and Wyandotte.
9. STEP owns and operates the **Tried and True Thrift Store**, a social enterprise located at 35004 Michigan Avenue in Wayne, Michigan. Twelve (12) persons with disabilities are employed here.
10. In 2008 STEP implemented its **Recovery Through Employment (RTE)** program in partnership with Team Mental Health Services and made possible through funding by Gateway Community Services. RTE uses the Evidence-based Practices for Supported Employment for persons with mental illness.



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11. In 2009 STEP implemented its **Center for Entrepreneurial Development (CED)**. Made possible by direct funding from D-WCCMHA, the CED will be a business development & support resource for individuals receiving mental health services in Wayne County.
12. The following programs at STEP are accredited by CARF, the Rehabilitation Accreditation Commission: **Community Services**: Case Management/Services Coordination; Community Integration. **Employment Services**: Job Development; Job Supports; Job-Site Training; Employment Services Coordination; Organizational Employment Services; and Self-Employment Services.
13. STEP is active within and maintains membership in several local Chambers of Commerce.
14. In the fall of 2002 STEP adapted to the emerging managed care environment and has since established and maintained good working relationships with all of the Managed Care Provider Networks (**MCPNs**).
15. In FY 2002-2003 our **mission statement** was revised to reflect our commitment to individuals with disabilities. More than being reviewed and approved by the board on an annual basis, it has become the mantra and rallying call of the organization.
16. In 2002 our Northwest Resource Center transitioned to a community-based supports and services program.
17. In July 2005 the organization incorporated the Family Neighborhood Services program which opened the door for expanded services to persons with mental illness.
18. In April 2006 the organization expanded its services into Washtenaw County with the establishment of a Resource Center in the city of Ann Arbor. Services were ended in 2009 due to funding shortfalls.
19. In June 2007 the organization celebrated its **35<sup>th</sup> anniversary** with a celebration of the achievements and accomplishments of the persons we serve.
20. STEP's long range **strategic plan** and a new statement of its vision and values was approved in August 2007 after several months of deliberation.
21. As a 501 (c) 3 non profit organization your contribution in support of STEP is tax deductible.