



2025

CALENDAR

Step By Step 2024 Annual Report | Published Winter 2024

"Providing support to children and adults with intellectual disabilities, mental health, and autism spectrum disorders since 1977."



Step By Step, Inc.™

Supporting Wellness, Inclusion & Opportunities

StepByStepUSA.com



A letter from our President & CEO

Dear Friends of Step By Step,

It is time to say farewell to 2024 and hello to 2025!

2024 was another great year for Step By Step as we continue to support people with services they need, in the communities they live, with staff that focus on the goal of supporting wellness, inclusion and opportunities.

Non-profit organizations, like Step By Step, rely on support from the communities we live and work in to continue the life enhancing work we do every day. People like you are essential in helping to achieve our critical mission and I would like to thank you for your support! A thriving non-profit, like Step By Step, understands that it is not just about receiving support from the community but also about giving back.

This year's calendar focus is on how Step By Step, its employees and people supported, gave back to the communities they call home. All over Pennsylvania our

1,500 employees and thousands of people served are active members of their communities. They live, shop, worship, vote, and donate their time and energies to make their communities a better place.

Step By Step encourages and helps facilitate this spirit of community engagement by listening to our employees and persons supported regarding the things that are important for them in their communities, whether it is a blood drive, food donations, volunteering at local organizations, or working on their Wellness Recovery Action Plans (WRAP), you will see in the following pages some of the many examples of how we engage with each other and our communities.

I hope this calendar inspires you as much as it does me. I am so proud to work for, and with, this amazing staff and to witness how the people we support are valued members of their towns and cities.

Thank you all again for your support, generosity, and kindness to Step By Step. We hope you find us a great community partner and asset and look forward to many more years of active community participation.

Warm Regards,

Eric Lindey

Eric Lindey, President/CEO

2025 JANUARY



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 *New Year's Day**	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 *Martin Luther King Jr. Day**	21	22	23	24	25
26	27	28	29	30	31	

Check Out Our Website

National Blood Donor Month

*Step By Step Recognized Holiday
** Step By Step Offices Closed



2025 FEBRUARY



WRAP Initiatives

Step By Step has actively promoted the benefits of the Wellness Recovery Action Plan (WRAP) at prominent conferences this year, including the PAR Conference, RCPA, Lifesharing Conference, and Alliance Conference. Our Individuals delivered powerful presentations highlighting WRAP's pivotal role in supporting their mental wellness.

In addition to these conferences, Step By Step has organized several WRAP retreats in partnership with community organizations. We are proud to announce that Step By Step is now a licensed AHP Advanced Level Facilitator WRAP Provider and an Advanced Level WRAP Recertification Provider. This accreditation enhances our capacity to deliver high-quality WRAP training and certifications to Individuals and organizations.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 Groundhog Day	3	4	5	6	7	8
9	10	11	12	13	14 Valentine's Day	15
16	17 *President's Day**	18	19	20	21	22
23	24	25	26	27	28	

Black History Month & American Heart Month

*Step By Step Recognized Holiday
** Step By Step Offices Closed



2025 MARCH



Community Support Initiatives

Step By Step employees and Individuals have spearheaded multiple initiatives throughout the year to support the community. These include a cleaning product drive benefiting the Children and Youth Pantry and a holiday gift drive organized by our Children's Behavioral Health Department to assist a local family in need.

Additionally, our Individuals actively contribute by donating cups to local nursing home residents and gathering blankets for nearby animal shelters. These efforts reflect Step By Step's dedication to giving back and supporting diverse community needs.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
Daylight Savings Time Begins						
16	17	18	19	20	21	22
	St. Patrick's Day					
23	24	25	26	27	28	29
30	31					

Intellectual Disabilities Month

*Step By Step Recognized Holiday

** Step By Step Offices Closed



2024 APRIL



Blood Drive

Step By Step proudly hosted its inaugural company blood drive in the Northeast Office, achieving remarkable results with 20 bags of blood and one PowerRed donation collected. Each donation has the potential to save three lives, underscoring the critical need for blood donations, which are used every 2-3 seconds to help those in need. This successful event exemplified the Agency's commitment to giving back to the community. Beyond providing life-saving donations, the blood drive brought employees together to champion a vital cause, highlighting the importance of public health and collective action.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 <small>April Fools' Day</small>	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22 <small>Earth Day</small>	23	24 <small>National Administrative Professionals Day</small>	25	26
27	28	29	30 <small>National Therapy Animal Day</small>			

Autism Acceptance Month & Alcohol Awareness Month

*Step By Step Recognized Holiday

** Step By Step Offices Closed



2025 MAY



Awareness Walks

Step By Step staff made a meaningful impact by participating in several awareness walks throughout the year. The Lewistown and the Northeast team joined the Juniata Valley Out of the Darkness Walk to raise awareness for suicide prevention and mental health. Meanwhile, staff from the Northeast and Lehigh Valley took part in separate walks for Mental Health Awareness. The Step By Step Children's Behavioral Health services participated in the Autism Awareness Walk. These initiatives showcased the Agency's steadfast dedication to supporting Individuals affected by mental health challenges, fostering a compassionate community, and advocating for greater awareness.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11 Mother's Day	12	13	14	15	16	17 Armed Forces Day
18	19	20	21	22	23	24
25	26 *Memorial Day**	27	28	29	30	31

Mental Health Awareness Month & National Pet Month

*Step By Step Recognized Holiday
** Step By Step Offices Closed



STEP BY STEP, INC.

51
GRAVEL
STREET



2025 JUNE



Community Champions

Brian and Jason, participants in Step By Step's Programs, are shining examples of dedication and community service. Brian volunteers at a local library during his day program and proudly assists the university football coach in his free time. Meanwhile, Jason balances multiple responsibilities, including volunteering at the fire department to ensure the firehouse and trucks are in excellent condition, holding a job at the Social Security Building, and running his own eBay business. Both gentlemen also generously contribute their time to deliver meals for Meals on Wheels, often taking extra shifts. Their outstanding commitment and service embody the spirit of giving back and making a difference.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14 Flag Day
15 Father's Day	16	17	18	19 Juneteenth	20	21
22	23	24	25	26	27	28
29	30					

National Safety Month & Pride Month

*Step By Step Recognized Holiday
** Step By Step Offices Closed



2025 JULY



United In Missions

The United in Missions group achieved incredible outcomes at three Step By Step Mental Health Homes. At the new Madison Street location, they revitalized an overgrown courtyard, transforming it into a beautiful space with fresh flowers. At the Northampton Street and Market Street homes, they built raised flower beds to prepare for spring vegetable gardens. Spearheaded by Step By Step's Accounts Receivable Supervisor Debbie Shilanski, and these 50 dedicated youth, aged 13-18, traveled from six states to spend a week of their summer serving the Luzerne County community. Collectively, they completed 26 impactful projects for nonprofits and Individuals in need. Their efforts were truly inspiring, and we eagerly anticipate seeing how their work continues to flourish in the years ahead.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 <small>*Independence Day**</small>	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

*Step By Step Recognized Holiday
** Step By Step Offices Closed



2025 AUGUST



Step By Step Foundation Golf Tournament

The annual Step By Step Foundation Golf Tournament is a cornerstone event supporting the Foundation's mission. Participants enjoyed a day on the course while contributing to meaningful initiatives. A group of dedicated volunteers added a special touch by preparing and distributing refreshments, engaging golfers with friendly conversations, and creating a warm, welcoming atmosphere. Their efforts exemplified the spirit of community and showcased their dedication to advancing the Foundation's goals. The tournament remains a testament to the power of collaboration and shared purpose.

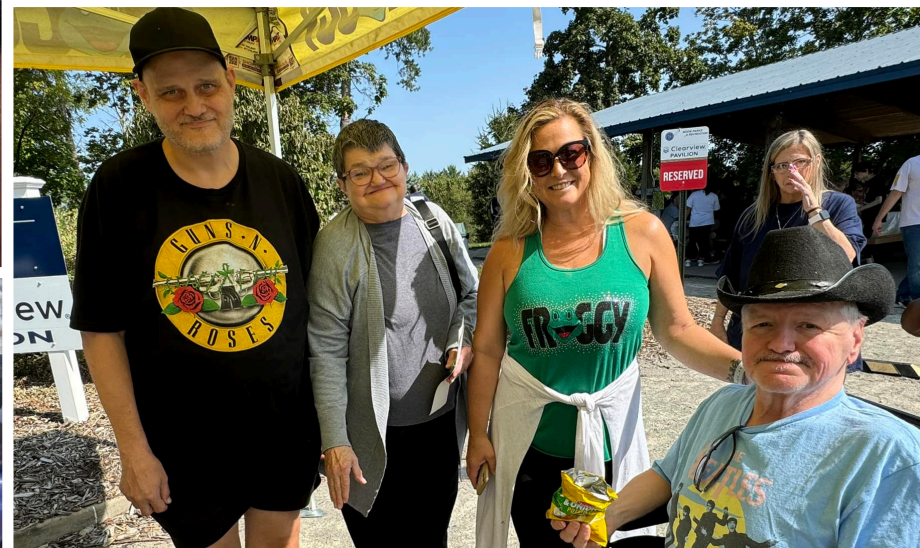


Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	Step By Step Foundation Golf Tournament					

*Step By Step Recognized Holiday

** Step By Step Offices Closed



2025 SEPTEMBER



DSP Week

During DSP Week, Step By Step took the opportunity to give back to our dedicated Direct Support Professionals by celebrating their hardwork and commitment. Special events and recognitions were held to show appreciations for their invaluable contributions in supporting Individuals with disabilities. These efforts highlighted the essential role DSP's play in fostering independence and well-being, while also expressing our gratitude for their dedication and care.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 *Labor Day**	2	3	4	5	6
7 DSP Week	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Direct Support Professionals Week, National Recovery Month, & National Suicide Prevention Month

*Step By Step Recognized Holiday

** Step By Step Offices Closed



2025 OCTOBER



Trunk Or Treat

Step By Step staff organized festive Trunk or Treat events across all regions to celebrate Halloween. These events provided a safe, inclusive space for Individuals to enjoy the season while fostering community engagement. Staff members went above and beyond by decorating their trunks, distributing treats, and creating a vibrant, joyful atmosphere. The turnout was fantastic, and the events highlighted the Agency's commitment to togetherness, creativity, and making cherished memories for everyone involved.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13 <small>*Columbus Day Indigenous Peoples' Day**</small>	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28 <small>Step By Step was Incorporated 1977</small>	29	30	31 <small>Halloween</small>	

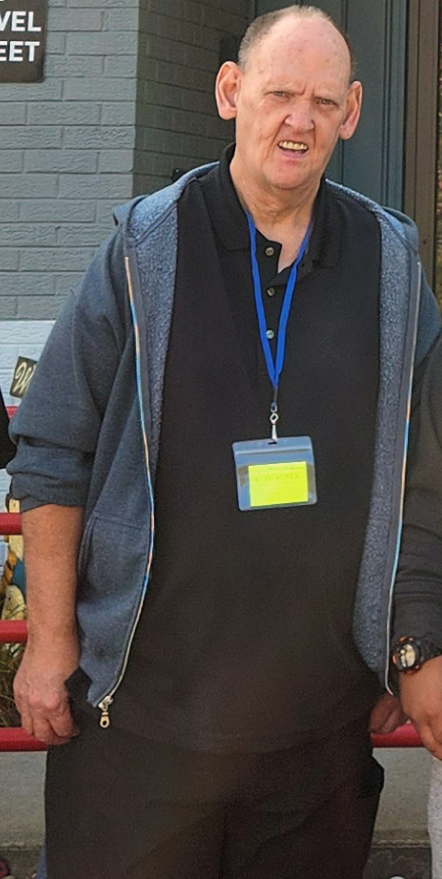
Lifesharing Awareness Month, Substance Abuse Awareness Month, Down Syndrome Awareness Month & National Disability Employment Awareness Month

*Step By Step Recognized Holiday
** Step By Step Offices Closed



STEP BY STEP, INC.

51
GRAVEL
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2025 NOVEMBER



Did You Know?

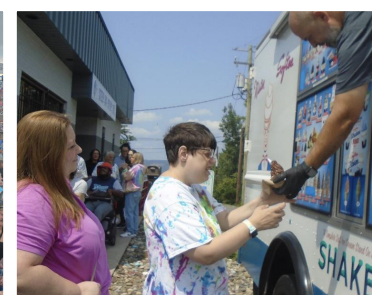
As a Pennsylvania Employment First State, the emphasis is on making employment a primary consideration for Individuals with disabilities. Step By Step's Individuals Drew, Donald, Eric, Kyle, and Robert are exemplary of this initiative. They hold competitive jobs in the community, working independently alongside individuals without disabilities and earning fair wages. Their success is supported by ACRE-trained job coaches from the Pathways and Gravel Street Programs, as well as the Agency's Supported Employment Program. These Individuals demonstrate the power of inclusion and the profound impact of meaningful employment in building independence and confidence.



Check Out Our Website

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 Day Light Savings Time End	3	4 Election Day	5	6	7	8
9	10	11 Veteran's Day	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30				*Thanksgiving Day**	*Thanksgiving Friday**	

*Step By Step Recognized Holiday
** Step By Step Offices Closed



2025 DECEMBER



Leave a Legacy

By leaving a legacy, you pave the way for independence and opportunity for generations to come. With your support Step By Step can continue to grow and make an impact for another 40 years and beyond. To learn more about how you can contribute call us at (570) 829-3477 or visit StepByStepUSA.com/donate

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7 Pearl Harbor Remembrance Day	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24 *Christmas Eve**	25 *Christmas Day**	26	27
28	29	30	31 New Year's Eve			



Check Out Our Website

*Step By Step Recognized Holiday
** Step By Step Offices Closed

F.Y. 2024-2025 Board of Directors

Atty. John Ellis, *Chair*
Ms. Paula Jump, *Vice Chair*
Mr. James Harowicz, *Treasurer*
Ms. Karen Friar, *Secretary*
Ms. Mary Beth Farrell, *Immediate Past Chair*
Mr. Greg Chaffee
Mr. Matt Mucci
Ms. Corny Romanowski
Ms. Tina McCarthy
Ms. Margaret Neville
Mr. Tom Freitas
Dr. Sandi Kislak
Mr. Eric Lindey, *President/CEO*
Ms. Patricia Blazaskie, *Assistant Secretary to the Board*

Executive Management Team

Mr. Eric Lindey, *President/CEO*
Ms. Lesley Corey, Ed. D, *Executive Vice President/Chief Operating Officer*
Mr. Justin Hymon, *Senior Vice President of Operations*
Mr. Joseph Sileo, Esq. *Chief Administrative and Legal Affairs Officer*
Ms. Susanne O'Donnell, *Chief Financial Officer*
Ms. Denise Cavanaugh, *ID/A Western Vice President of Operations*
Ms. Meg Lukaszewski, *Statewide Children's Vice President of Operations*
Ms. Janet Romero, *Statewide Mental Health VP of Operations*
Ms. Patricia Blazaskie, *Senior Executive Assistant/Manager*

Office Locations

Northeast, Central, and Administrative Office:

Cross Valley Commons, 744 Kidder Street, Wilkes-Barre, PA 18702
(570) 829-3477

Lehigh Valley Office:

2015 Hamilton Street, Suite 103, Allentown, PA 1810
(610) 867-0688

Southeast Office:

201 Marple Avenue, Suite 200, Clifton Heights, PA 19018
(610) 352-7837

Western Office:

Foster Plaza 7, Suite 400, 661 Andersen Drive, Pittsburgh, PA 15236
(412) 778-8034

2024 Golf Tournament Sponsorships

Aztac Inc.
Baker Tilly
Benco Dental
Bilbow Abstract
Borland and Borland LLP
Capp
Champion Builders
Cillo Plumbing
Community Bank
Dr. Cindy Charnetski
Dromana Realty Co
Eastern Alliance Insurance Group
Erosion Protective Services
FLS LLC Human Services Consulting
Friends of Senator Lisa Baker
GBM
Highmark
Hillman Security and Fire Technologies, INC
Hope Enterprise
ICU Surveillance Service
John Schenck
Johnson Kendall Johnson, Inc. - *Food & Drink Sponsor*
Latcon
Luzerne Bank
Marianne Lyons
Marilyn Glogowski
MITC Software Solutions
Motorworld
Northeastern Security Systems
One Point
Pat Sentner - Colliers
Philadelphia Insurance Companies
PNC Bank
Professional Office and Medical Supply
Sandy & Richard Russell
Sandy and Joseph Brown
Sidal Mechanical Group LLC
Susie O'Donnell
Uffberg and Associates LLC
Wilkes-Barre Scranton Penguins
Willetts Tech - *Tournament Sponsor*
Yard Card Queen

2024 Golf Tournament Donations

Patti Blazaskie
Bob Blazaskie
Holly Curran
Step By Step Fiscal Department
Step By Step Property and Risk Department
Mary Beth Farrell
Paula Jump
Eric and Laura Lindey
Tina McCarthy
Step By Step Lehigh Valley Regional Office
Jim Qualters
Corny Romanowski
Marbee Sulitka
Donna Zalora

Foundation Donors

Joseph And Sandra Brown
Columbus Medical Services Llc
Don Glasser
Jane Gritman
Kenneth Koch
George And Mary Rable
Brian and Angela Dziubek
Colliers - Patrick Sentner, Cody Sharik, and Meriel Curry
In Memory Of Robert Samuels
Madison And Martin Barry
The Bonneau Family
Joseph And Sandra Brown
Barbara And Nicholas Cirelli
John And Norina Conden
John Kasteleba Jr
Jerry And Joan Ogurkis
Mary Ann Samuels
John And Judy Thomas
Carol And Thomas Yezilski
Barbara, Kim, Rick Jurosky
In Memory Of Billie Jo Vital
Samuels Family
In Memory Of Sara Tinsley
Deloitte
Recognition Of The Honesdale Team
Terri White

Corporate Auditors

Baker Tilly, LLP

Legal Counsel

Borland and Borland, LLP



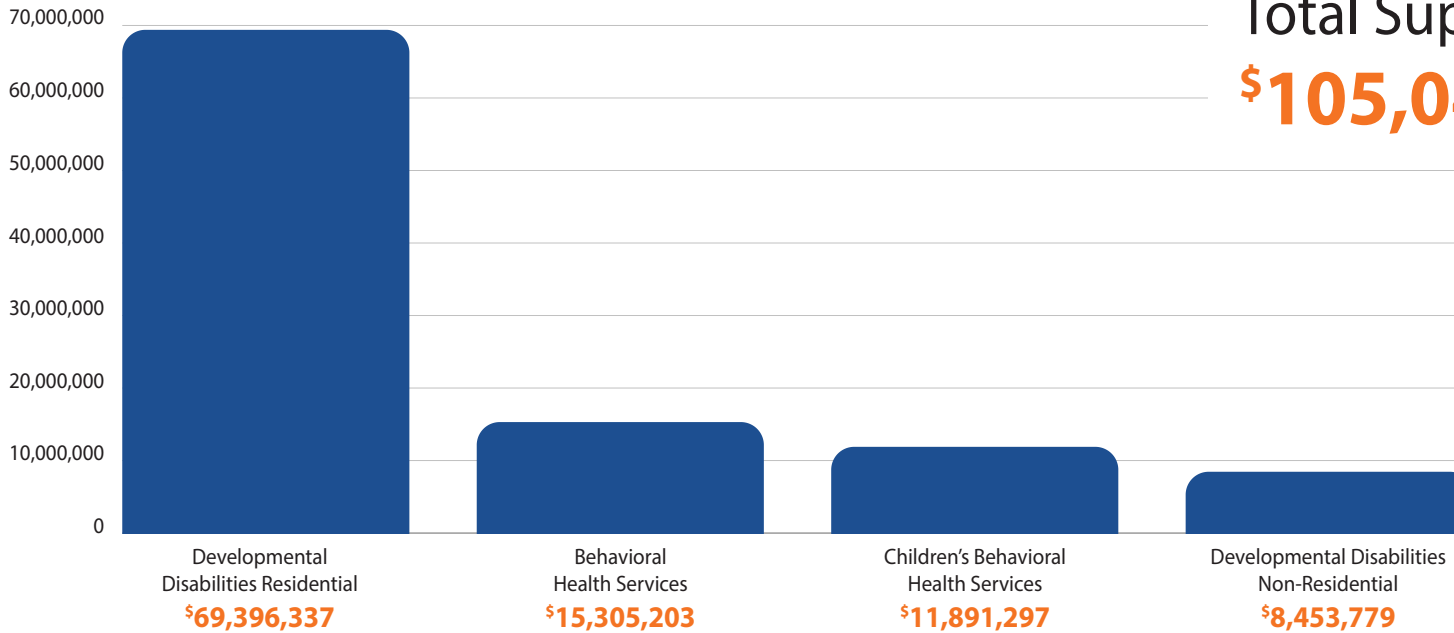
**CARF International awarded to
Step By Step, Inc. for the following services:**

Behavioral Consultation Services - ASD
Childrens and Adolescents
Community Housing -ASD Adults

2023-2024

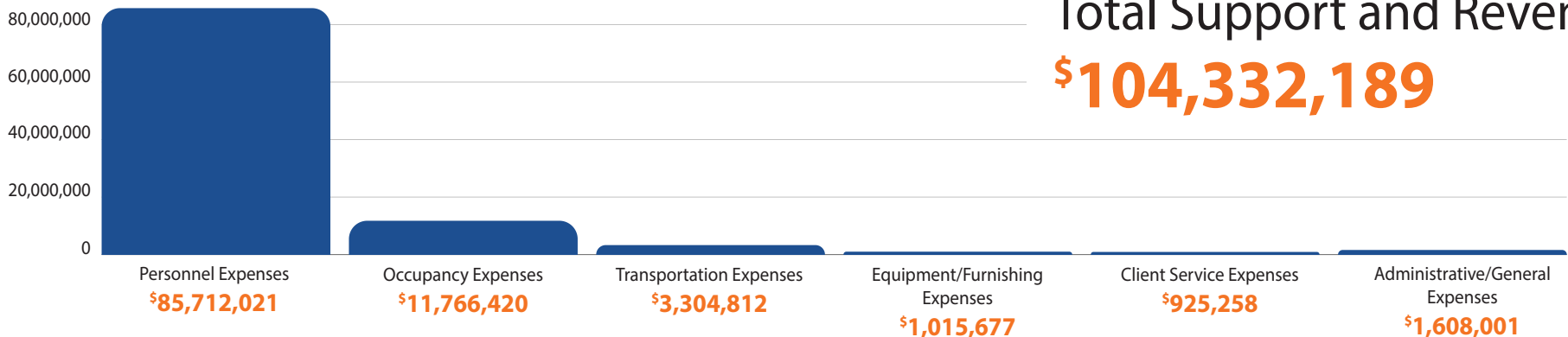
Fiscal Unaudited Services

Revenue by Program Service Segment



Total Support and Revenue:
\$105,046,616

Expense Categories



Total Support and Revenue:
\$104,332,189



Step By Step, Inc.™

Supporting Wellness, Inclusion & Opportunities

ADMINISTRATIVE OFFICE

Cross Valley Commons

744 Kidder Street

Wilkes-Barre, PA 18702

Address Correction Requested



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@StepByStepUSA