



Calendar 2026

Step By Step 2025 Annual Report
Published Winter 2025

Expanding *Our Reach,* Enhancing *Our Impact*



www.StepByStepUSA.com



Dear Friends of Step By Step,

Another year has passed, and 2025 was certainly a busy and productive one at Step By Step as we continue to focus on keeping the folks we support happy, healthy, and safe. Our staff continues to focus on quality, life-enhancing services that promote wellness, inclusion, and opportunities. They are the foundation that has built an amazing support system for so many, going on 50 years! My heartfelt THANK YOU to them.

The 2026 calendar showcases our growing services, the resilience of those we support, and the dedication of our staff and supporters who make Step By Step's life-changing work possible.

As you go through the calendar, I hope it gives you the same satisfaction as it does me, knowing that Step By Step is doing great work for amazing people day in and day out, a true resource for our communities.

None of this critical support is possible without the dedication of so many. Our board of directors, employees, professional and clinical partners, and most certainly our community supporters who are always ready to assist us as we fulfill our mission.

Thank you again for always being there for us, and I hope that 2026 brings you and your families great joy, peace, and prosperity.

Warm Regards,

Eric V. Lindey

Eric V. Lindey, President/CEO

2026 JANUARY



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
National Blood Donor Month				1 <i>*New Year's Day**</i>	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19 <i>*Martin Luther King Jr. Day**</i>	20	21	22	23	24
25	26	27	28	29	30	31

Behavioral Support Services

Step By Step offers Behavioral Support Services for adults 21 and older. This program helps people with Intellectual Disabilities/Autism and Behavior Health learn new skills, feel more confident, and handle everyday challenges in healthier ways.

Services can take place in Individual's home, a Day Program, or Community. Our staff works closely with families, caregivers, and support teams to create a plan that fits each person's needs. We get to know the Individual, learn what's difficult for them, and figure out what will help them succeed.

Our team teaches helpful skills, shows caregivers how to support the person, and builds long-term support in the community. We focus on each person's strengths and the things that make them unique.

The goal is to help people stay calm, communicate better, and handle tough moments. This can include learning social skills, coping strategies, ways to manage frustration or anger, and how to move comfortably from one activity to the next.

Overall, Behavioral Support Services is about helping adults feel supported, safe, and ready for the next steps in life.

For more information and/or to make a referral, contact:
bssreferral@stepbystepusa.com



2026 FEBRUARY



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 <i>Groundhog Day</i>	3	4	5	6	7
8	9	10	11	12	13	14 <i>Valentine's Day</i>
15	16 <i>*President's Day**</i>	17	18	19	20	21
22	23	24	25	26	27	28

Black History Month
American Heart Month

ID/A Services

Step By Step has always been dedicated to helping people with Intellectual Disabilities/Autism live safer, happier, and more independent lives. Everyone we support has different needs, but our goals are the same: more independence, a better quality of life, and a safe, supportive environment.

Our ID/A services include In-Home and Community Support, Lifesharing, Respite, Intermediate Care Facilities, and Community Homes.

In-Home and Community Support helps Individuals who live on their own or with family and may need extra help during the day. Our staff can come into the home or community to give support as needed.

Lifesharing gives Individuals the chance to live with a host family that provides a caring, stable home and helps them grow and become more independent.

Respite offers short-term, temporary care when families or caregivers need a break or something unexpected comes up. It gives families peace of mind knowing their loved one is safe.

Intermediate Care Facilities are homes for up to eight adults who need more support. These homes help Individuals build independence while having medical and daily support available.

This year, Step By Step also opened four new Community Homes. Each home supports one to four adults and provides individualized services with 24-hour supervision. These homes help people learn, grow, and enjoy meaningful everyday experiences.

At Step By Step, we remain focused on helping every person live a full and meaningful life.



2026 MARCH



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8 <i>Daylight Savings Time Begins</i>	9	10	11	12	13	14
15	16	17 <i>St. Patrick's Day</i>	18	19	20	21
22	23	24	25	26	27	28
29	30	31	Intellectual Disabilities Awareness Month			

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Children's Services

Children's Services, in collaboration with area school districts, began a program in Autism Support Classrooms in 2009 that allowed us to work with more than one child at a time in a group format. The program began as a pilot project and has grown substantially since then. What started as 2 elementary classrooms and one Early Intervention Program has grown to include 7 school districts and 76 classrooms in both the Northeast and Pocono areas. New locations that started in the 24/25 school year include elementary classrooms in the Hanover Area School District and Wilkes Barre Area School District, and several Early Intervention rooms in Pittston and Dallas. For the 25/26 school year we are approved and will be starting classrooms at the Hazleton YMCA Early Learning Center in the Hazleton Area School District. The success of the program is due to the well trained, amazing staff that work in these programs, the collaboration and support of the school districts and the consistency of the interventions provided in these classrooms.



2026 APRIL



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<i>Autism Acceptance Month</i> <i>Alcohol Awareness Month</i>			1 <i>April Fools' Day</i>	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19 <i>Lehigh Valley Designer Bag BINGO</i>	20	21	22 <i>Earth Day</i> <i>National Administrative Professional's Day</i>	23	24	25
26	27	28	29	30 <i>National Therapy Animal Day</i>	<i>Earth Month</i> <i>National Counseling Awareness Month</i>	

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Certified Personal Medicine Coaching

Personal Medicine Coaching created by Dr. Patricia Deegan, emphasizes, hope, resilience, and recovery rather than chronicity or hopelessness. Individuals who use Personal Medicine over time become more engaged in their own self-care, leading to improved overall health outcomes. Since 2020, our agency has incorporated Certified Personal Medicine Coaching for our staff and with over 65 Certified Personal Medicine Coaches who have gone through the 12 week certification course to become experts in supporting Individuals in their recovery journey.

Mental Health First Aid

Mental Health First Aid (MHFA) equips Individuals with the skills to recognize, understand, and respond to signs of mental health or substance use challenges. MHFA teaches participants to respond to non-crisis and crisis situations and support people in need, whether they're adults, youth or teens. Over the last decade, extensive research has shown how MHFA improves mental health outcomes across the U.S., transforming workplaces, classrooms, community programs and more. Step By Step is proud to have over 16 certified Mental Health First Aid Instructors implementing this training within our communities.



2026 MAY



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mental Health Awareness Month National Pet Month					1	2
3	4	5	6	7	8	9
10 <i>Mother's Day</i>	11	12	13	14	15	16 <i>Armed Forces Day</i>
17	18	19	20	21	22	23
24 31	25 <i>*Memorial Day**</i>	26	27	28	29	30

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Personal Care Homes

The McKinley St. Residence offers a supportive and engaging environment for eight Individuals with mental health challenges. As a Specialized Community Residence (SCR) and licensed Personal Care Home, it emphasizes creating a true home where residents feel safe, valued, and empowered to enjoy life alongside their peers.

Step By Step was thrilled to integrate this service into Step By Step's array of mental health services beginning July 1, 2025. The program is a success because of its dedicated team and strong partnership with Franklin County, which creates a supportive and engaging environment.



2026 JUNE



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14 <i>Flag Day</i>	15	16	17	18	19 <i>Juneteenth</i>	20
21 <i>Father's Day</i>	22	23	24	25	26	27
28	29	30	National Safety Month Pride Month			

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Vocational Services

Step By Step's Day Options Program gives Individuals the chance to take part in meaningful activities in the community. The program is all about personal growth, helping people build confidence, explore interests, volunteer, and learn through real-life experiences in a supportive environment.

Our Supported Employment Services helps Individuals find and keep jobs in the community. Staff provide guidance with job searching, job training, and ongoing support so each person can succeed at work.

Our Adult Training Facilities helps Individuals build everyday skills and get involved in community activities that match their interests and abilities.

In the Northeast Service Area, our Day Options Programs, Compass and Pathways, offers a wide range of skill-building opportunities, encouragement, and resources to help individuals grow and reach their goals.

In the Western Service Area, Step By Step offers an Older Adult Senior Center for people ages 60 and older with developmental or cognitive disabilities. This program provides a creative, welcoming space where participants can enjoy activities such as creative movement, memory games, group discussions, gardening, and arts and crafts.

The Western Service Area is also expanding its vocational services with a new Adult Training Facility opening next year, giving Individuals even more opportunities to learn, build skills, and take part in their communities.

Step By Step remains committed to helping every person learn, engage, and experience meaningful moments each day.



2026 JULY



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<i>Disability Pride Month</i> <i>National Minority Mental Health Awareness Month</i>			1	2	3 <i>**Step By Step Offices Closed</i>	4 <i>*Independence Day*</i>
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 Annual Golf Tournament

The annual Step By Step Foundation Golf Tournament continues to be a signature event in support of the Foundation's mission. Participants enjoy a beautiful day on the course while helping to fund meaningful initiatives that make a lasting impact. A team of dedicated volunteers go above and beyond, preparing and distributing refreshments, connecting with the golfers, and creating a warm, welcoming environment. Their enthusiasm and commitment truly reflected the spirit of community and the Foundation's mission in action. Thank you to our wonderful sponsor's who make this event a true success!

**Thank You
Johnson
Kendall
Johnson**



2026 AUGUST



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<i>National Wellness Month</i> <i>Don't Be a Bully Month</i> <i>National Golf Month</i>						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24 <i>Step By Step Foundation Golf Tournament</i>	25	26	27	28	29
30	31					

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Direct Support Professionals Week

During DSP Week, Step By Step takes the opportunity to give back to our dedicated Direct Support Professionals by celebrating their hard work and commitment. Special events and recognitions are 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.



2026 SEPTEMBER



Step By Step, Inc.®
Supporting Wellness, Inclusion & Opportunities



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Direct Support Professionals Week		1	2	3	4	5
6	7 *Labor Day**	8	9	10	11	12
13 Direct Support Professionals Week	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	National Recovery Month National Suicide Prevention Month		

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Disability Employment Awareness Month

October is recognized as National Disability Employment Awareness Month, a time to celebrate the contributions of workers with disabilities and to promote inclusive employment practices. At Step By Step, we're proud to highlight the many Individuals we support who are thriving in their workplaces and making a positive impact on their communities. Through our Vocational Services, we help Individuals discover their strengths, develop job skills, and find meaningful employment opportunities that foster independence and success.



2026 OCTOBER



Step By Step, Inc.®
Supporting Wellness, Inclusion & Opportunities



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<i>National Disability Employment Month</i> <i>Lifesharing Awareness Month</i> <i>Substance Abuse Awareness Month</i> <i>Down Syndrome Awareness Month</i>				1	2	3
4	5	6	7	8	9	10
11	12 <i>*Columbus Day</i> <i>Indigenous Peoples' Day**</i>	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28 <i>Step By Step was incorporated in 1977</i>	29	30	31 <i>Halloween</i>

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Lifesharing

Lifesharing is a long-term arrangement in which an Individual becomes a valued member of a family's household. As a Lifesharing provider, you open your home and heart offering support, companionship, and the stability of family life. In return, providers receive a tax-free stipend. This unique arrangement gives Individuals the opportunity to build independence, develop important life skills, and form lasting connections. This year Step By Step celebrated a significant milestone to three of our Step By Step Lifesharing families as they celebrate 20, 25, and 30 year anniversaries as Lifesharing families. Step By Step is especially proud to share that we are welcoming several new Lifesharing families, expanding our network of homes dedicated to creating inclusive and supportive environments for the individuals we serve.



2026 NOVEMBER



Step By Step, Inc.®
Supporting Wellness, Inclusion & Opportunities



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 <i>Daylight Savings Time ends</i>	2	3 <i>Election Day</i>	4	5	6	7
8	9	10	11 <i>Veterans Day</i>	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26 <i>*Thanksgiving Day**</i>	27 <i>*Thanksgiving Friday**</i>	28
29	30	<i>National Gratitude Month</i>				

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

Leaving A Legacy

When you leave a legacy, you help ensure that Individuals supported by Step By Step have the tools and opportunities to thrive for generations. Through legacy planning opportunities such as estate planning, trusts, insurance planning can help Step By Step thrive for another 40 years. Together, we can keep making a difference. Visit StepByStepUSA.com or call (570) 829-3477 to learn more on how you can donate.



2026 DECEMBER



Step By Step, Inc.®
Supporting Wellness, Inclusion & Opportunities



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Universal Human Rights Month		1	2	3	4	5
6	7 <i>Pearl Harbor Remembrance Day</i>	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24 <i>*Christmas Eve**</i>	25 <i>*Christmas Day**</i>	26
27	28	29	30	31 <i>New Year's Eve</i>	Safe Toys and Gifts Month	

www.StepByStepUSA.com

*Step By Step Recognized Holiday

** Step By Step Offices Closed

F.Y. 2025-2026 Board of Directors

Atty. John Ellis, *Chair*
Ms. Paula Jump, *Vice Chair*
Mr. James Harowicz, *Treasurer*
Ms. Karen Friar, *Secretary*
Mr. George Rable
Ms. Jill Herron
Mr. Matt Mucci
Ms. Corny Romanowski
Ms. Tine McCarthy
Ms. Margaret Neville
Ms. Annmarie Andrejko
Dr. Sandi Kisan
Mr. Eric Lindey, *President/CEO*
Ms. Patricia Blazaskie, *Assistant Secretary to the Board*

Executive Management Team

Mr. Eric Lindey, *President/CEO*
Ms. Lesley Corey, *Vice President/COO*
Mr. Joe Sileo, Esq., *Chief Administrative & Legal Affairs Officer*
Mr. Justin Hymon, *Senior Vice President of Operations*
Ms. Susanne O'Donnell, *Chief Financial Officer*
Ms. Denise Cavanaugh, *ID/A Western VP of Operations*
Ms. Meg Lukaszewski, *Statewide Children's VP of Operations*
Ms. Janet Romero, *Statewide Mental Health VP of Operations*
Ms. Jan Giordano, *ID/A Eastern VP of Operations*
Ms. Sheila M. Ressler, *Vice President of Behavioral Support*
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 18104
(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



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

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

Corporate Auditors

Baker Tilly, LLP

Legal Counsel

Borland and Borland, LLP

2025 Golf Tournament Sponsorships

Baker Tilly Advisory Group
Senator Lisa Baker
Benco Dental
Bob Blazaskie
Capp
Champion Builders
Cillo Plumbing
Columbus Medical Services
Community Bank
Dromana Realty Co
Dr. Tom Kisan/ Hazleton Eye Specialist
Eastern Auto Leasing
E. K. McConkey, Inc.
Energy Technologies
ESSA Bank & Trust
E W Bilbow Abstract
Friel Lakuta LLC
Golden Business Machines
Highmark BCBS
Hope Enterprises
Johnson Kendall Johnson, Inc.
Justin Eck
Karen Friar/Benco Dental
Keefer's Army & Navy
Keller Wheelchair Lifts
Latcon
Luzerne Bank
Marianne Lyons
McCarthy Tire
MotorWorld
Northeastern Security Systems
Susie O'Donnell
OnePoint
Representative Eddie Day Pashinski
PNC Bank
Professional Office and Medical Supply
R & M Construction Services Inc.
Sandy & Richard Schwab
Skiro Lawn Center
Ufberg and Associates
Wilkes-Barre/Scranton Penguins
Willets Tech - *Tournament Sponsor*

2025 Golf Tournament Donations

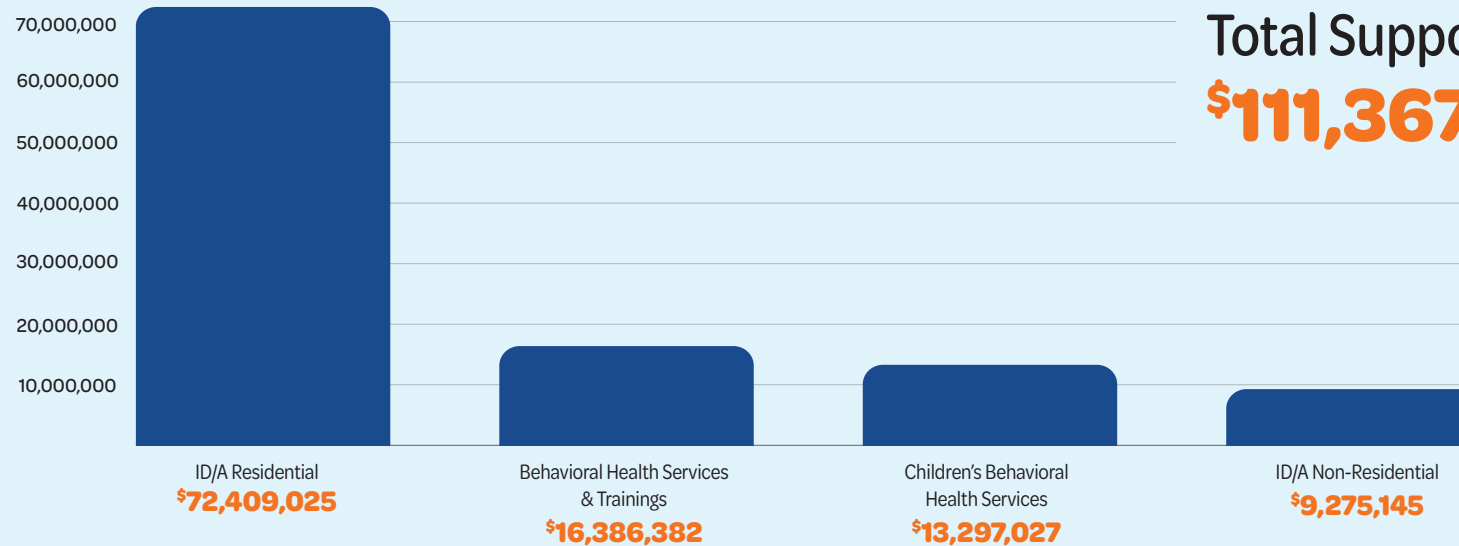
Patti Blazaskie
Holly Curran
Eric and Laura Lindey
Step By Step Fiscal Department
Paula Jump
Step By Step Property and Risk Department
Dr. 's Tom & Sandy Kisan
Step By Step Lehigh Valley Office
Jim Qualters
Marbee Sulitka
Donna Zalora
Joe Sileo
Step By Step Children Services
Keefer's Army & Navy
Ranch Wagon
Bob Blazaskie
Colleen Reese
Mary Beth Farrell
Tina McCarthy
Corny Romanowski

Foundation Donors

Benco Dental Community Boosters/Benco Family Foundation
Joseph and Erma Paglianite Charitable Foundation
Mr. John Durr (MileoneCares Fund)
Colliers/ Patrick Sentner
Don Glaser
Jane Gritman
Marbee Sulitka
Steven and Andrew Weber
In Memory of Michele Bradley
Mr. and Mrs. Brian Bartkus
Mr. and Mrs. Charles Benton
Alexandra Bradley
Karen Ferguson
In Memory of Mary Krieger
Charlotte and Jim Christopher
Mary and Jim Christopher
Alison Marchioni
Scott Jenkins
Judith Krieger
In Memory of Diane Samuels
Barbara Jurosky
Bradford Bushnell/ Judith Thomas
Mary and Michael Daley
Mr. and Mrs. Rick O'Donnell
Jerry, Joan Ann Ogurkis and Madison Barry
Mr. and Mrs. John Thomas
Carol and Thomas Yezilski

Fiscal Year 24-25 Unaudited Services

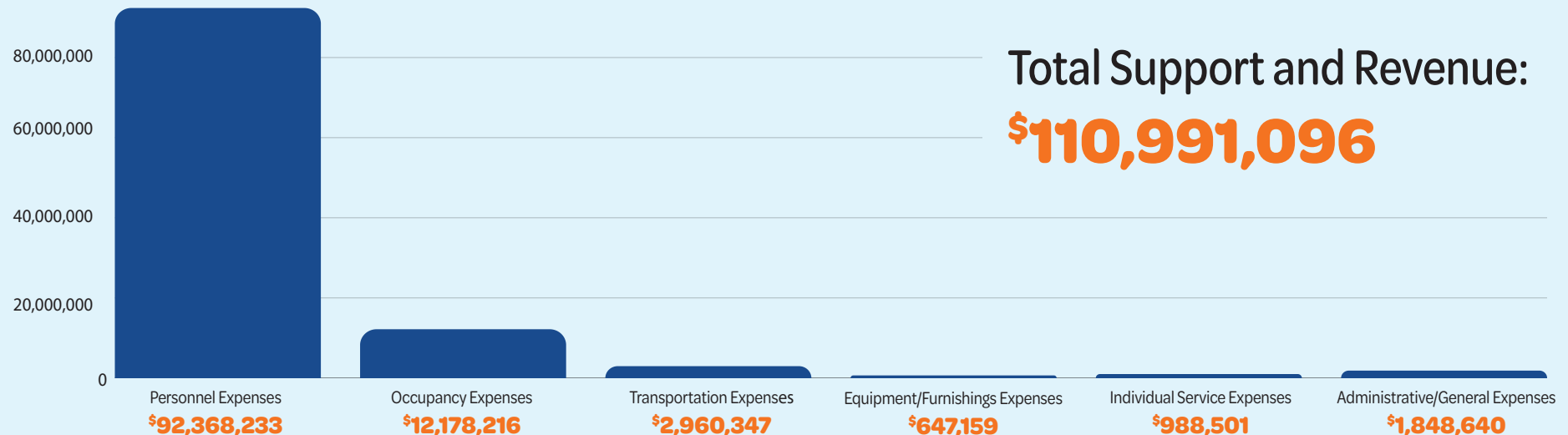
Revenue by Program Service Segment



Total Support and Revenue:

\$111,367,579

Expense Categories



Total Support and Revenue:

\$110,991,096



ADMINISTRATIVE OFFICE

Cross Valley Commons

744 Kidder Street

Wilkes-Barre, PA 18702

Address Correction Requested



CONNECT WITH US:
@StepByStepUSA