



IMPACT REPORT

2025

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Thank you to our amazing community,

On behalf of our organization, we proudly present our impact report for 2025. This report showcases the collective impact we've achieved together. As I reflect on the past year, there is an incredible amount of pride and gratitude for the impact we've made together in serving children and families across our communities here in Maine.

In 2025, Courageous Steps experienced another year of significant growth, marked by notable milestones and meaningful achievements. In 2025, we grew by 150.2%. We re-structured our major programs under a new but familiar name, the Step Forward Center. This strengthened our offerings, and helped us re-brand our major programs under one umbrella. We continued to grow our home and community programs that have served children in 13 communities in Eastern Maine. Early Childhood programs saw significant growth as well, through the launch of our extended day programming. We continued expanding our Wishlist Initiative to serve rural schools and students in 7 counties, benefiting students in rural areas especially. **Our total reach significantly increased, with 21,709 Maine children in 2025. An updated data-driven report will be shared this Spring with our donors and partners.**

Through your support and commitment, we were able to take those important steps forward, but we have more to do. To do this, we are implementing an updated strategic plan this Spring to guide our mission and work forward for the next 5 years. This plan includes building our capacity on all fronts, further expanding our reach through a plethora of expansion efforts, and making strategic investments that are data-driven, efficient, and that demonstrate sustainable and long-term results. This plan will not only move us forward, but it will set the stage for decades to come, something that is top priority for our organization to move into the future.

We extend our deepest gratitude and thanks to every member and partner of our community for your continued support. Your belief in the work that we do continues to drive our success forward, ensuring that every child has a bright path forward, regardless of their abilities or challenges. We will need that continued support going forward and look forward to engaging further with you well into the future.

Together, we can tackle the big challenges and opportunities that lie ahead of us and ensure that we are continuing to open doors for every child and young adult.

It continues to be a privilege and honor of my life to continue serving you.

With Profound Appreciation,

Connor J Archer

Connor J. Archer, MBA
Founder, President & Chairman/CEO
The Courageous Steps Project



"I'm going to do everything in my power to make sure every child has what they need to grow, to thrive, and to succeed, just like I did."
- Connor Archer



Meet Our *Leadership Team*



Connor J. Archer, MBA
Founder, President
& Chairman/CEO



Lisa Hussey
Director of Development
& Service Excellence



Sarah Sinclair, MSN
Director of Home
& Community Services



Olivia Schanck
Director of
Early Childhood Programs



Jasmine Hutchings
Home & Community
Programs Coordinator

Meet Our *Board of Directors*

Connor J. Archer, Chair

Maylinda Boynton, Director

Jessica Archer, Vice Chair

Tonya Brown, Director

Matthew Bailey, Secretary

Tara Frazier, Director

Steve Villett, Treasurer

Zack Haynes, Director

Heather Martin, Events Chair

Mathy Terrill, Director

Michael Archer, Director

Our *Mission*

The Courageous Steps Project supports children and young adults with various abilities and challenges to ensure their success in school and in life.

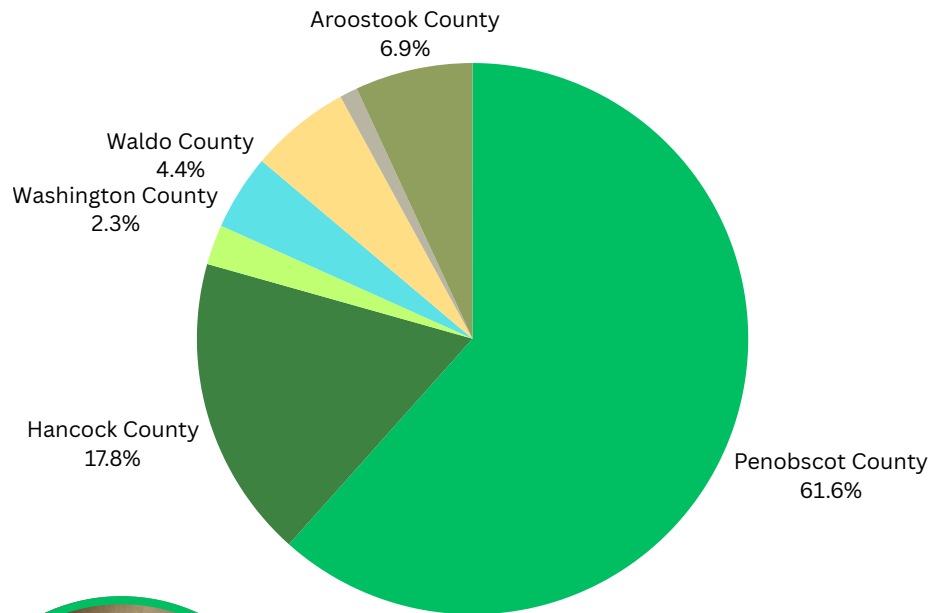


Your Support Matters!

Proudly Serving
Communities in

Aroostook County
Hancock County
Penobscot County
Piscataquis County
Somerset County
Waldo County
Washington County

See the Numbers *Our Impact in Maine!*



Highlights *of the Year*

- \$8,000 in Wishlist Grants to 23 schools
- \$2,000+ for School Supplies to 25 schools
- Children served from 13 communities in Preschool & Home/Community Services
- Connected with 80 families in 2025 to navigate various services and essential needs.
- Reached 21,709 Maine children and students through all our initiatives.





Taking Steps Forward!

Proudly Providing 4000 Hours
of Service in Homes & Community for 2 dozen families



3500 Hours
of Professional Certification for college students going into related field

8 Communities
served around Eastern Maine in 2025

Serving Children 3+ Years
waiting for services off of waitlists

75% of Children
received financial assistance/support/services



Serving 43 Children/Families
through Inclusive Early Childhood Education/Intervention

Collaborated with Schools
to improve inclusive learning & student success in 48 schools across 7 ME counties



Scholarship Applicants
from 11 high schools/towns in 2 Maine counties



Creating that BrightPath for Every Child.

Our focus remains on delivering high-quality, personalized care tailored to the unique needs of each child/family we serve. By integrating evidence-based interventions, we ensure that our approach is both effective and grounded in proven practices while also exploring new innovative interventions that are up and coming with proven success. Partnerships with community organizations are also a key priority, as they help us expand resources and create a broader network of support.



Stepping Toward Purpose!

We have the privilege of making a difference with other organizations around our state and region. It helps us make a greater impact beyond our doors and expand our efforts locally while having a greater impact where possible too. Checkout some of what we were up to in 2025!



Connor was the recipient of two awards in 2025, one as a MaineBiz 40 Under 40 Honoree, and FUSION:Bangor's 2025 Leadership and Vision Award recipient.



Our growth by 150.2% has all been possible because of the growth of our team, and the new partnerships that have been developed to increase capacity to serve more children across Maine.



Sarah was nominated and selected to join the American Nurses Association Maine Board of Directors as Treasurer last fall. We are proud of Sarah and all of her accomplishments.



We were pleased to welcome Jasmine Hutchings to our leadership team in September to support our growing programs and initiatives all over the region and state.



Lisa traveled around to see partners in our region to thank them for their generosity and support in 2025. This work helps build stronger relationships and connections to increase our impact across Maine going forward.



Engaging *Our Community!*

42 Volunteers

Helping with our events, projects,
and overall organization
throughout the year.



70 Business Partners

Supporting our programs
& initiatives across Maine.

21,709 children

supported through all programs
and initiatives expanding our mission
across Maine.





Stepping Toward Excellence!

*Inspiring
our Future!*

Letting our children grow and learn together from the start!



“My son thrives in their program and their staff are wonderful.”

Tianna M. from Old Town



Help Us Step Forward!

Get Involved!

It's never been easier to
get involved and donate!



We continue to be thankful for
our growing partnership with
Darlings Auto Group!

Ways to Donate

Become a
Monthly Donor Online

Ask about planned giving

Support us at our annual
events/fundraisers

Fulfill a Wishlist Request

Scan to Get Started!

