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Rachelle A. Abbott, President & CEO

Lycoming-Clinton Counties Commission for Community Action (STEP), Inc.

The STEP Difference: Why Choose Us?

*Lycoming-Clinton Counties Commission for Community Action (STEP), Inc. has been serving the community for nearly 60 years. As part of the Community Action Network, STEP has a long history of providing programs to support needs identified through its Community Assessment. Being a part of STEP, makes **you** part of something much bigger - **people helping people and building stronger communities!** Are you desiring to make a positive impact on peoples' lives?*

- ✓ Mission-Driven Organization: STEP's mission is to engage diverse individuals, families, and communities in the pursuit of social and economic success.
- ✓ The foundation of STEP is based on its values: *Integrity, Vision, Progressiveness, Professionalism, Dedication, Collaboration, Comprehensiveness, Cultural Sensitivity, Responsiveness, and Compassion.*
- ✓ Competitive salaries are reviewed regularly for internal equity and external market analysis. Cost of living and/or merit (satisfactory performance) raises offered most years. Competitive benefits, based on hours worked, like earned vacation and sick time, health, vision, and dental care, short- and long-term disability, life insurance, and more!
- ✓ Up to 5% retirement (403(b)) STEP match starting first day, fully vested after one year.
- ✓ On-the-job training for all positions. Opportunities for continued professional development through access to trainings and conferences, for most programs.
- ✓ Assistance in enrolling in the Federal Student Loan Forgiveness Assistance Program.
- ✓ Potential educational reimbursement, based on position.
- ✓ Appreciation Events, including Goodies Day, Holiday Meal, Summer Event, etc.
- ✓ Ability to engage in agency-level work and decisions through various committees, including, STEP Engagement, Retirement, and Safety.

Updated 2025

Pathways to Success

Early Learning Housing Options Workforce Development Community Collaboration Independent Living