

ANNUAL ACTIVITY REPORT 2024-2025



School & Vocational Community for
Individuals with Special Needs



Step Together Association

School & Vocational Community
for Children and Adults
with Additional Needs

هاتف ٠٣ - ٣٨٠ ١٠٥
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Acronym	Step Together
Legal Entity Sheet Number	Ministerial Decree 1856
Nationality	Lebanese
Legal Status	Non-Profit Organization
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Stepping Together despite ongoing challenges: When the Community Embraces All Abilities

Despite the many challenges we continue to face—political instability, economic hardship, and the ongoing wars shaking the Middle East—there is a quiet yet powerful transformation unfolding in our community. A shift in perspective. A move from exclusion to inclusion. And most importantly, a growing belief that every individual, regardless of their abilities or challenges, has something essential to offer.

In the shadow of war and crisis, we could have chosen despair. But instead, we chose resilience.

Our students—once on the margins—are more accepted today. This acceptance is not merely symbolic; it is rooted in understanding. Society is beginning to recognize a fundamental truth: that every human being holds within them both abilities and limitations. These do not define their worth, but rather shape their unique way of being in the world.

What is beautiful and encouraging is that disability is no longer hidden, feared, or misunderstood. It is identified with clarity—not to label or isolate—but to understand and support. Thanks to the tireless efforts of our donors and the multidisciplinary team—educators, therapists, caregivers, and families—we are now more ready than ever to meet the real needs of each individual. We no longer ask, “How can this person fit in?” but rather, “What does this person need to thrive?”

In times of peace, this work is already complex. But in a region deeply affected by war, displacement, and trauma, it becomes even more urgent. The impact of conflict on mental health, education, and social integration is undeniable. Yet, we persist—because we believe in the dignity of every person, regardless of their circumstances.

Interestingly, what we call a “disability” is often contextual. Age-related changes that once might have been seen as unfortunate are now widely accepted. We adapt spaces and attitudes for everyone without judgment at any stage of life.

This is why we say: despite the challenges, we are stepping together. It is not only about inclusion—it’s about co-creation. When a community builds itself on empathy, purpose, and shared responsibility, disabilities no longer seem like obstacles. They become part of the community's rhythm—shaping it, softening it, humanizing it.

Even in the face of war and displacement, we can choose to build communities that are safe, nurturing, and inclusive. As we move forward, we dream of a world where disability does not limit opportunity. A world where each person is recognized not for what they lack, but for who they are.

And that world begins here—where we are learning, growing, and stepping together.

- Dr. Valy Merhej and Dr. Rim Mouawad



Mission

Step Together Association is an internationally recognized non-profit organization and diversified institution that believes in the power of education to develop change through several programs. It provides an ecological, holistic, and inclusive environment where each and every person is respected as a unique individual. It aims to improve its students' quality of life through love, acceptance, equality, and individualized instruction and therapy. Its educational principles, inspired by Rudolf Steiner's, are designed to enhance the holistic capabilities of students by helping them develop their social, cognitive, emotional, and physical skills, thus, equipping them with the necessary tools to be active citizens in their communities. Step Together interfaces directly with the parents through regular engagements providing them with family support and specialized trainings.

Vision

Step Together is a place to learn, heal, live, and work. It values each individual's unique abilities and strives to provide an inclusive and welcoming environment for everyone. It aims to empower its students and enable them to join and contribute equally to society. Step Together expands educational-holistic inspiration and creativity to institutions, parents, and teachers in Lebanon and the region.



Dr. Valy Merhej
Step Together Founder

Gratitude from the Heart

We are deeply grateful from the heart for the incredible efforts of our team, supporters, and donors. Your dedication and support have been the foundation of our success, turning our vision into reality and enabling us to touch countless lives.

Founding Members

Abou Ghazaleh, Maher & Chadia

Barhoum, Hind

Freij, Faraj & Odette

Ftouni, Jamal Dr.

Khartabil, Samia

Matta, Georges & Denise

Mattar, Madleine

Nakhleh, Hala

Social Committee

Abi Karam, Tania

Bassil, Marie Simone

Chalfoun, Tania

Daou, Patricia

Faddoul, Zeina

Haykal, Rula

Jabbour, Maha

Majdalani, Lorna

Merhi, Lina

Naamani, Samar

Nakhleh, Hala

Nashabe, Leila



Scholarship Group Fund

Fatouma Al Zabin & Anwar Al Mulla

Fakih Rafik & Samira

Freij Faraj & Odette

Doumit Adriana

Smadi Aboud & Rim

Nakhleh Fouad & Hala

El Zein Madiha

Daouk Kamel

Koussa Karine

Anonymous Donors

Organization Benefactors

Ajyalouna

Friends of the Waldorf Education

Give a Child a Brighter Future

Ruskin Mill Trust

Open Minds

DROSOS Foundation

Saint-Gobain



drosos (...)



Navigating a Year of Challenge and Care

The 2024 to 2025 academic year unfolded during a time of growing uncertainty in Lebanon. The conflict that broke out in the fall disrupted everyday life across the country and left a heavy impact on many within our community. Although our campus remained physically untouched, the emotional weight of the crisis was deeply felt by students, families, and staff alike. In those difficult weeks, we worked hard to maintain a steady rhythm, offering consistency, calm, and care when it was needed most.

In the middle of the crisis, Step Together's team quickly came together to support not just our students but families across the region. With the help of the Friends of Waldorf Education - Emergency Pedagogy, we launched the Emergency Response Project, which provided both food aid and emotional support for displaced families and children. Rather than pause operations, our production unit shifted its efforts entirely toward the emergency response, preparing and distributing meals to over 300 families in need. At the same time, outreach teams visited five schools to deliver emergency pedagogy sessions, helping children and educators process the emotional toll of the conflict through rhythm, movement, and therapeutic care.

This immediate response was strengthened by the Together We Heal and Stronger Together initiatives, made possible by the generous support of the DROSOS Foundation. These efforts focused on the long-term emotional well-being of children, parents, and educators. Children were given safe spaces to express themselves and regain a sense of calm. Parents, many quietly carrying their own stress and fear, were supported with tools to create more nurturing and stable home environments. And educators received formal training in emergency pedagogy, gaining confidence in how to care for children during moments of trauma and uncertainty.

With support from Give a Child a Brighter Future, we were also able to deepen the impact of the Calm Corners Project. This work focused on children with special needs and others affected by the war, offering daily sensory regulation activities and access to therapeutic spaces. Many of the families reached through this project had never been connected to any form of support before. For them, it was a first step toward healing, connection, and a reminder that they are not alone.

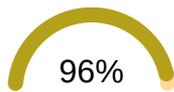
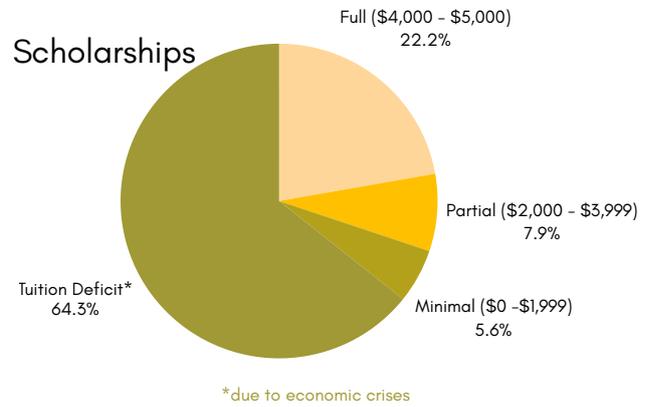
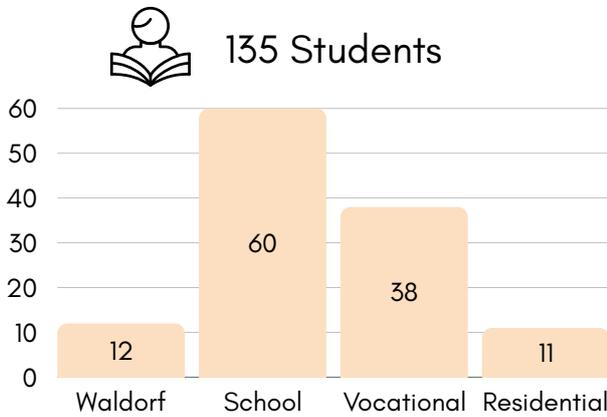
Even as we navigated the demands of emergency support, the day-to-day financial strain remained a constant challenge. Lebanon's ongoing economic uncertainty continued to make long-term planning difficult. Inflation, tax pressures, and shifting regulations placed more stress on our budgeting. And as the war unfolded, several families were unable to complete tuition payments. Some students had to withdraw. These gaps in funding came at a time when costs were rising, and we were forced to make difficult decisions, including reducing a few staff roles to keep things going.

The impact was also felt in our production unit. With its regular activities slowed, sales declined, and the training rhythm for vocational students was interrupted. But even through this, our teams stayed committed to the bigger picture—reorganizing priorities, protecting essential services, and doing everything possible to maintain the support our students rely on.

What carried us through was not the absence of difficulty, but the strength of response. Across departments, people stepped in, worked together, and made things possible. Our focus on care, on human connection, and on steadying each other through uncertainty shaped the year in meaningful ways. While the challenges were real, so was the progress. And more than anything, this year reminded us what it means to stand together—with resolve, with compassion, and with hope for the future.



Current Personnel and Beneficiaries

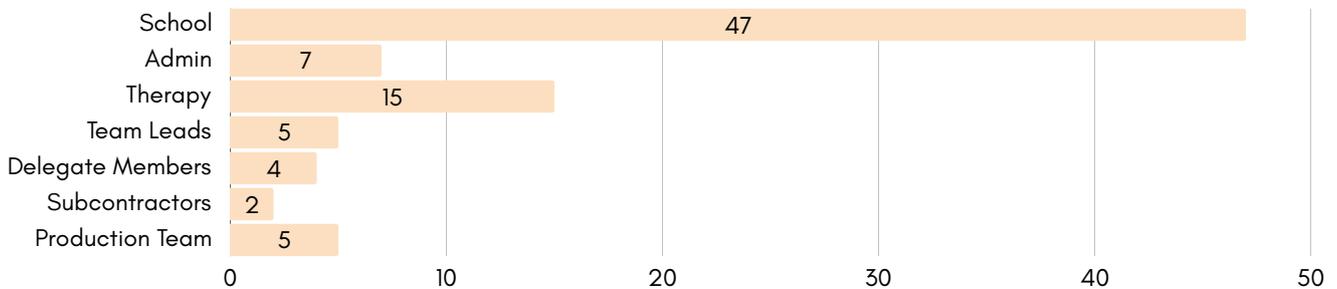


Special Needs



Access Therapy

85 Staff Members



Current Representatives of Step Together	Qualifications
<i>Dr. Rim Nashabe Mouawad</i>	Executive Director & School Principal PhD in Special Education emphasis Teacher Development
<i>Abeer Hammoud</i>	Team Lead of the Residential Section Certificate in Curative Education, Certificate in Rhythmical Massage, Certificate in School Health Practitioner, Certificate in Emergency Pedagogy
<i>Samar Boulos</i>	Team Lead of the Vocational Section Diploma in Sociology, Certificate in Curative Education, Certificate in Emergency Pedagogy
<i>Sandra Rouhana</i>	Team Lead of the School Section Masters in Educational Psychology, Diploma in Special Education, Certificate in Curative Education, Certificate in Emergency Pedagogy
<i>Carole Tedy</i>	Team Lead of the Waldorf Kindergarten BA degree in Psychology, Certificate in Curative Education
<i>Joelle Farhat</i>	Head of the Therapy Department Speech and Language Therapist

Our Work in Action

Across Step Together, every department plays a part in shaping the life of our community. From the classroom to the therapy room, from workshops to administration, each area brings its own energy, purpose, and achievements. This is where ideas take root, where care turns into action, and where creativity drives change.

WALDORF KINDERGARTEN

This year, the Waldorf Kindergarten stayed grounded in its familiar rhythm, offering a warm and steady space for young children to grow through movement, play, and story. The team continued to support each child with care and attentiveness, nurturing emotional, social, and sensory development.

Although enrollment was lower than expected, the department used this time to focus on training and explore new directions. Teachers expanded their work with different age groups, strengthened summer offerings, and began offering outreach to share the Waldorf approach more widely. These steps helped open the door to new possibilities while staying true to the heart of the work.

Alongside these changes, the team focused on two efforts that aim to connect more families and educators to the Waldorf values at the heart of their work:

Mommy & Me

A new Waldorf-inspired program for toddlers and their caregivers is currently in development, with plans to launch in the coming year. Mommy and Me will introduce families to our rhythms and values through gentle movement, sensory experiences, and shared routines. By creating a calm and connected space, the program will help foster emotional growth while building a bridge between home and school life.



Waldorf in Public Schools

Waldorf educators also began supporting public school teachers who are interested in integrating our principles into their classroom in this new pilot program. Through shared planning, classroom visits, and coaching, we are introducing elements like rhythm, presence, and sensory learning into public school settings. Still in its early stages, the pilot reflects a growing interest in inclusive, child-centered education across different school communities.

SCHOOL

This year, the School Department entered with a renewed sense of openness, working to stay steady in a changing environment while building deeper collaboration within and beyond Step Together. Despite the uncertainty brought by the national crisis in the fall, the school remained fully operational, delivering its complete curriculum and retaining its student cohort. These efforts reflected the team's determination to offer consistency, care, and belonging in a time of instability.

Daily activities focused on student presence, experiential learning, and a culture of exchange. Class trips and community visits allowed students to explore new spaces and connect with others, while visits from external schools brought new perspectives into the classroom. These interactions became moments of mutual inclusion, where Step Together's values were both expressed and expanded.

Staff Development & Cross-Training

Professional growth was a key focus this year. Teachers advanced in Early Childhood, supported by **IASWECE**, and Curative Education programs, while a new cohort began Emergency Pedagogy training through the *Stronger Together Project* funded by **DROSOS**. Staff also joined conferences and cross-departmental exchanges in therapy, vocational training, and administration, fostering stronger communication and broader perspectives.



Together We Heal

In response to the year's conflict, we delivered Emergency Pedagogy interventions in schools through the *Together We Heal* project with support by **Friends of the Waldorf, DROSOS, and Give a Child**. Sessions helped children process emotional effects of war through movement, rhythm, and therapeutic play, while also giving educators practical strategies to extend this support in their classrooms. Creating safe, stabilizing spaces and strengthening care in communities most in need.

VOCATIONAL

This year, the vocational department at Step Together entered a period of focus and transformation. Building on its commitment to sustainability and long-term inclusion, the team reviewed workshop structures and daily routines to better prepare students for meaningful employment. The aim has been to create spaces that teach practical skills while fostering responsibility, confidence, and a strong work ethic.

Workshops such as herb cultivation, creative production, and baking were reorganized to follow clearer processes, ensure quality, and create a stable rhythm for students. Collaboration with other departments deepened the program's reach, weaving ecological awareness and real-world responsibility into the curriculum. These developments are part of a wider effort to make each student's learning journey purposeful, supported, and connected to pathways for independence and inclusion.

From Skills to Sustainability

Vocational workshops are being reshaped to create a structured, real-world environment within Step Together's production unit. Students take part in gardening, soap and candle making, toy production, and food preparation, guided by clear timelines, teamwork, and seasonal routines, with environmental sustainability at the core through composting, seed saving, planting for pollinators, and using low-energy drying methods.



I Can Be Productive

With support from **Open Minds**, the *I Can Be Productive* program extends vocational training through internships and supported work beyond Step Together. Students take on roles in bakeries, libraries, flower shops, and other community businesses, as well as at our Work Together coffee shop. These placements help participants apply skills, build confidence, and strengthen pathways to inclusion and employment in the wider community.



RESIDENTIAL

At Step Together, this is a place that feels like home. It is where those with long term support needs can live with dignity, safety, and genuine care. It is not just about having a room to sleep in, but about being part of a community where each person is known, supported, and encouraged to grow at their own pace.

This year, the focus stayed on keeping life steady and familiar. Shared meals, morning routines, and quiet moments in the evening all became opportunities to connect and bring comfort. Even the smallest gestures, a friendly smile, a calm word, or a familiar routine, built trust and a sense of belonging. Residents are part of the wider Step Together community, taking part in events, helping out, and sharing daily life. These moments turn residential living into a model of what care can look like when it is rooted in respect, love, and the belief in each person's worth.

A New Behavioral Therapy Approach

This year brought in a new way approach in behavioral therapy. It is all about giving each person the tools to share their needs, express themselves, and communicate in a way that works for them. The goal is to help residents feel more independent and confident, and to cut down on moments of frustration. The change has been clear. We have seen residents grow more engaged, more expressive, and more sure of themselves in their daily lives.



Holistic Assessment Training

Staff in the residential program took part in Holistic Assessment training led by Dr. Peter Gruenwald. The training explored how to better understand each resident's needs and provide tailored support. Under his guidance, the team refined the way they use therapeutic approaches such as eurythmy, rhythmic massage, and art-based exercises, ensuring they are adapted to each individual for the greatest benefit.

THERAPY

The Therapy Department continues to be a steady anchor in Step Together's approach to care, working side by side with teachers, vocational trainers, and caregivers so each student receives thoughtful, individualized support shaped to their needs, abilities, and personal goals. The work is grounded in building communication, and in adapting therapeutic plans to match the natural pace and rhythm of each student's development. These efforts create safe and supportive spaces where emotional regulation, functional independence, and confidence can steadily grow.

Even with shifting demands and limited resources, the team's commitment has not wavered. Collaboration across departments remains a defining strength, with therapists refining processes, sharing insights, and strengthening the bonds that hold our community together. This spirit of connection ensures that care stays at the heart of everything done.

Calm Corners

The sensory room, made possible with support from ***Give A Child A Brighter Future***, has become one of the most valued and in-demand spaces, offering a safe, calming environment where students explore, regulate, and reengage with confidence. Its impact has been remarkable in reducing anxiety, strengthening focus, and improving emotional balance for many. Its success is so significant that we are now preparing to expand with a Snoezelen room to meet the growing needs of our community.



Assessment Unit Development

Plans to open a dedicated assessment unit moved into action, with procedures refined and collaboration with teachers and families deepening. These steps are creating a stronger foundation for accurate and meaningful assessments, paving the way for more tailored therapeutic goals and timely interventions that reflect both professional expertise and a close understanding of each student's daily experience.

PRODUCTION

The production unit is one of the most lively and creative spaces at Step Together. It is where meaningful work and learning come together, and where students can see their ideas take shape through soaps, candles, textiles, herbal blends, baked goods, and more. Every item we make carries more than just its practical use. It holds the presence, care, and values of the person who created it.

This year, we focused on making the flow of work smoother and more consistent so students can stay engaged from the first step to the last. These changes are part of the bigger vision we share with the vocational program, turning the unit into a space that feels like a real workplace while keeping the warmth and flexibility that define Step Together. It is not only about producing quality items, but also about building confidence, connection, and a sense of purpose in everyone who works here.

Signature Product Identity

Step Together is shaping a clear, recognizable identity for everything we make. The aim is a unified look and feel, from soaps to baked goods, that reflects quality, care, and inclusion. This work also opens space for simple storytelling, so that every product can carry our mission with it and meet people with warmth and dignity. By strengthening this identity, we create a lasting impression that helps our products stand out and deepen their connection with the community.



Work Together by Step Together

Our café, facilitated by **Bellevue Medical Center**, remains a key part of our vision for supported employment, giving graduates a space to practice and grow their skills. This year, the team has explored ways to make it more inviting, planning seasonal events, and considering customized options. These steps are an effort to shape the café into a place that offers quality service while reflecting Step Together's values of inclusion, connection, and shared purpose.

ADMINISTRATION

This year was about keeping things steady and connected across Step Together. From admissions and finance to communication, coordination, and daily logistics, the team made sure everything ran with rhythm, care, and responsibility, freeing others to focus on students. They strengthened links between departments, improved communication, gave program leads better tools, and set up systems that kept daily operations smooth and reliable.

Much of the focus was on building stronger bonds with families. There were more chances for open conversations, opportunities to share feedback, and ways for parents to feel included in their child's learning and daily life. Whether planning events, supporting outreach, or helping shape new ideas, the team worked with care and purpose, keeping Step Together steady and moving forward.

Outreach Sessions

With the support from **DROSOS** we took new steps to involve families more meaningfully in the life of Step Together. Alongside the parent committee's work to strengthen dialogue and encourage shared decision making, we also provided direct support through family therapy sessions. Helping deepen connections between families, their loved ones at Step Together, and the community as a whole, creating space for understanding, trust, and mutual care.

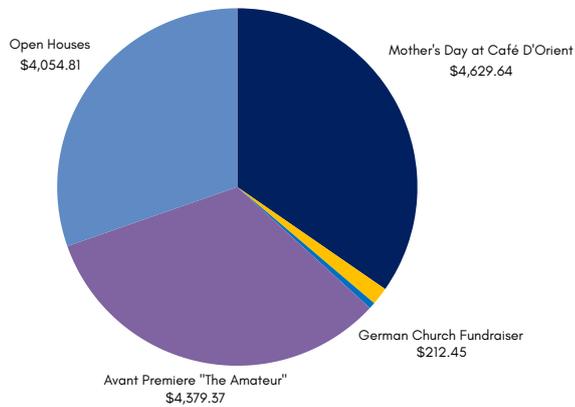


Gathering Together

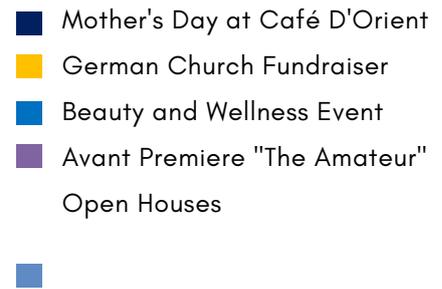
We hosted a range of community events that opened our doors and brought people together. From the Christmas celebration and Mother's Day gathering to open house tours and a film premiere, each event offered moments of warmth and connection, while also the chance to share our handmade products, promote inclusion, and build new relationships. The enthusiasm and turnout spoke to the growing connection with our mission.

Sustaining Our Mission

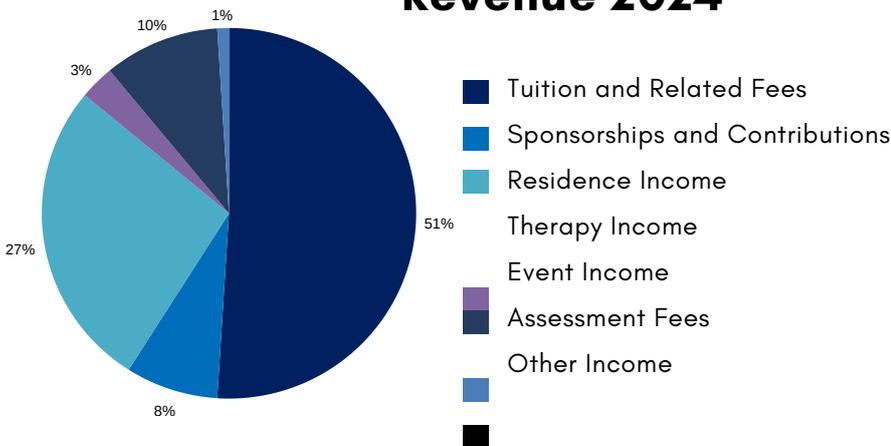
Gatherings throughout the year not only brought our community closer, they also provided meaningful support for our work. The figures below reflect how these moments, along with other contributions, have helped sustain our programs and keep our mission moving forward.



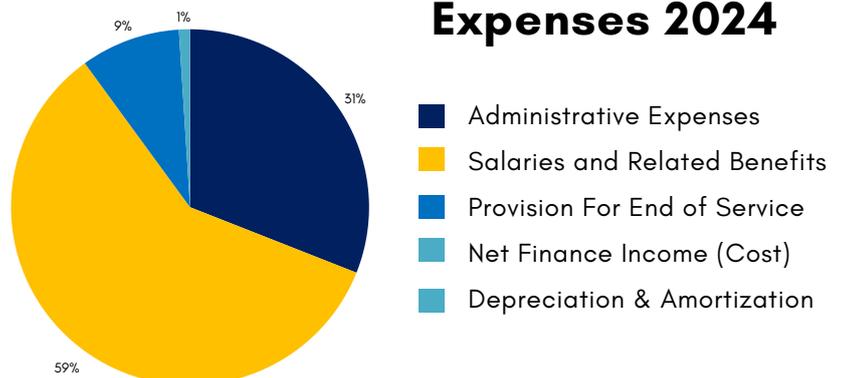
Event Revenue



Revenue 2024



Expenses 2024



Financial Summary

Revenues	2024 - 2025	2023 - 2024
<i>Tuition and Related Fees</i>	LL 70,005,015,130	LL 81,795,645,471
<i>Sponsorships and Contributions</i>	LL 11,125,639,390	LL 13,087,136,385
<i>Residence Income</i>	LL 37,382,938,170	LL 15,041,429,000
<i>Therapy Income</i>	LL 4,274,516,420	LL 1,295,784,000
<i>Summer Camp Income</i>	LL 7,784,651,195	LL 4,227,971,000
<i>Event Income</i>	LL 13,475,999,785	LL 64,080,000
<i>Assessment Fees</i>	LL 183,117,000	N/A
<i>Other Income</i>	LL 689,418,500	LL 5,936,294,076
Total	LL 137,136,644,395	LL 121,448,339,932

Expenses	2024 - 2025	2023 - 2024
<i>Administrative Expenses</i>	LL 45,975,602,260	LL 33,390,553,797
<i>Salaries and Related Benefits</i>	LL 88,315,591,905	LL 69,897,560,833
<i>Provision For End of Service</i>	LL 13,773,544,325	LL 4,043,288,602
<i>Net Finance Income (Cost)</i>	LL 540,203,205	LL 207,687,157
<i>Depreciation & Amortization</i>	LL 896,428,420	LL 430,546,787
Total	LL 149,501,370,115	LL 107,969,637,176

Our Strategic Journey Ahead

As we look ahead to the coming years, we do so with a fresh sense of purpose and a clear idea of where we want to go. Our new strategic plan will guide us for the next five years. It is not just a set of pages to follow, but a shared commitment to what we believe in and the future we want to create together.

We are focusing on three big priorities that really capture who we are and what matters most to us: *Quality Holistic Education, Sustainability, and Inclusion, Equity, and Diversity (IED)*. These are the core of how we will grow, how we will improve our programs, and make a lasting difference for our students, their families, and our wider community.

Quality Holistic Education is about more than lessons in a classroom. It is about giving every student the chance to grow, while also giving our team the tools, skills, and support they need to keep getting better. *Sustainability* is our promise to take care of the resources we have, to protect the environment, and to build the financial stability that allows our work to continue. *IED* is about creating a place where everyone feels welcome and valued, and where everyone has the chance to be seen and heard.

In practice, this would mean expanding vocational opportunities so students can explore new skills, and weaving more ecological practices into our daily routines so sustainability is not just taught but lived. Building stronger partnerships with other schools, organizations, and businesses to give our students more opportunities to connect with the world outside our campus. Looking to create more spaces for families to be part of the learning journey, sharing in the growth and progress we see every day.

Each of these priorities comes with clear goals and actions that will help us turn vision into reality. Whether raising the quality of learning, giving students more opportunities to develop their skills, weaving environmental care into everything we do, or making sure every person coming through our doors feels like they belong. We will take steps forward every day.

The years ahead will bring challenges and changes, but they will also bring opportunities to grow stronger as a community. This is the path we have chosen together, and we will walk it with care, with purpose, and with the belief that the best of Step Together is still ahead of us.

THE PILLARS GUIDING OUR FUTURE

Quality Holistic Education

Educational Advancement



We will use personalized plans, nature based methods, and coordinated therapeutic support to grow confidence, communication, and independence.

Professional Development



We will invest in staff learning through structured training, mentorship, and supervised practice that strengthens classroom quality and employability pathways.

Sustainability

Economic Sustainability



We will strengthen revenue streams, improve production efficiency, build donor partnerships, and keep clear budgets with sensible reserves.

Ecological Sustainability



We will expand renewable energy, reduce waste through composting and material cycles, and care for soil and water across our gardens and workshops.

Inclusion, Equity & Diversity

Therapeutic Services



We will enhance assessment, refine therapy tools, and maintain crisis response so children and adults receive timely emotional and developmental support.

Inclusive Engagement



We will deepen community participation, expand inclusive practices in schools and workplaces, and create supported pathways to education and employment.

Step Together Donation Circles

"I give best when I give from that deeper place; when I give simply, freely and generously, and sometimes for no particular reason. I give best when I give from my heart."

~ **Steve Goodier**

The Circle of Light

● Friend	100\$/ year
● Supporter	500\$/ year
● Guardian	1500\$/ year
● Angel	3000\$/ year

The Circle of Hope

Full Sponsorship:

Tuition (7,000\$/year) for a very needy non-paying student.

Partial Sponsorship:

Tuition (3,500\$/year) for a very needy non-paying student.

For your donations:



- By a Bank Deposit

Bank: GLS Bank Berlin IBAN:

DE47430609670013042010 BIC: GENODEM1GLS

Details: 6030 Fista/Step Together Association-Lebanon

Bank: Banque BEMO Sal Beirut - Lebanon IBAN:

LB8000930000003507254366 Details : STEP

TOGETHER ASS.RIVERSIDE STAR CENTER FOR

THERAPEUTIC EDUCATION

