

2 0 0 7 W I N T E R E D I T I O N

S.T.E.P. NEWS

Bringing you stories and information from around the office and our community.

AB 1427: What Is It? And Why Is It?

By Jacquie Dillard-Foss

S.T.E.P. and many of you, employees, parents and stake-holders have opposed this legislation. We thank you for your letters and phone calls. AB 1427 is focused on the premise that our system provides poor training and therefore leads to high turnover rates for providers. As you may or may not know I am the Co-Chair of the California Supported Living Network, C.S.L.N. In 2006 we conducted a statewide survey of SLS providers across state and we found the turnover rate to be at 29% statewide, S.T.E.P is currently at 24%, on average, well below the National average of 41%. From my perspective and from the research I have done, the intended outcome of this bill is nothing but a regurgitation of part of the mandate of SLS from the very beginning. We are very disappointed that through our efforts on calling and sending letters and even personal visits, that Senator Darrell Steinberg and Assemblymember Dave Jones still voted yes on this legislation. The part that frustrates me the most is that this legislation has no impact on their constituents and if anything hurts our efforts to ensure wage increases for the employees of STEP and throughout the Sacramento Region. I am hoping to schedule tours with Senator Steinberg and Assemblyman Dave Jones to show them our programs, the people we support and the quality staff S.T.E.P. employs. I believe if they are able to see for themselves the extensive training we do, the community integration that occurs daily, and the relationships that are being developed they will see that the best avenue to ensure longevity and quality is to pay the people directly.

The targeted programs, ILS, SLS and Supported Employment are the most integrated services provided in California, yet they are the targets of the bill? I would rather fight for funding to come directly to the service provider to give wage increases to their staff directly without the middleman. If the legislature feels we are not providing these outcomes, which are already regulated, then place the onus of accountability back on DDS and the Regional Center through their Quality Assurance programs.

UPDATE: Governor Schwarzenegger Vetoes AB 1427!

In the last hours of the last day to take action on legislation passed during the first year of the session, Governor Schwarzenegger vetoed AB 1427 (Krekorian). The message that accompanied the veto said:

To the Members of the California State Assembly:

I am returning Assembly Bill 1427 without my signature.

While I support the intent of the measure to increase staff training, improve services and reduce staff turnover in programs serving persons with developmental disabilities, I cannot support this bill. California's continued budget challenges have required system-wide temporary cost containment measures that maintained rates for many service providers at their current level for five consecutive years. The pilot program established by this bill would provide rate increases to a select group of providers during a time when continued fiscal constraints require that we continue important statewide cost containment measures.

Our state budget challenges cannot allow for the significant resources needed to implement this pilot program. For this reason, I cannot sign this bill.

*Sincerely,
Arnold Schwarzenegger*

This has been an extraordinary effort by a large group of people to state clearly and forcefully that we support higher wages and quality training, but that there are more direct and effective ways to reach those goals.

Throughout this effort, some have said that it is more satisfying to support something than to oppose something. We agree. In coming weeks, CRA's full legislative proposal for 2008 will be fleshed out and we will have a package of proposals that we can fully get behind.

But we also have to deal with issues and legislation that comes to us from other sources. Some we will like and we should support. But others, such as AB 1427, are counterproductive and waste scarce and valuable resources on unnecessary or poorly designed solutions. We have to oppose such measures and we will.

Make no mistake about it – this effort to oppose AB 1427 was joined by many statewide organizations, hundreds of local agencies, and literally thousands of consumers, family members, and direct care staff. But at its center, CRA was a leader.

Congratulations to all of you for your dedication and hard work.

Dwight Hansen
Hansen & Associates
Phone: (916) 449-9549
dhansen@hansenassociates.org

Carl London
Rose & Kindel
Phone: (916) 441-1034
clondon@rosekindel.com





Now Open!

Have you had a chance to visit our newly painted North of the Line Café (formerly Joe's Joint)? We hired muralist Valerie Krist to express some of our philosophies and values on the walls of the back room which is now converted to the North of the Line Café. We hope you will stop by to enjoy something tasty and relax in the space we've created for you!

Exciting Training Opportunity!

Dr. Tom Pomeranz will be coming to S.T.E.P. February 25-28, 2008. Dr. Pomeranz is a nationally recognized authority, trainer, clinician and consultant in the field of services for people with disabilities. He is the highly acclaimed creator of Universal Enhancement, which teaches strategies promoting community participation and supporting people to have a quality life. Additionally, he is noted for his innovative approach to leadership and management training. In past newsletters we have talked about the GEM theory- is it Good Enough For Me? This is a concept Tom Pomeranz coined. While he is here, Tom will visit a few people receiving services to observe how we are providing support and will provide suggestions to the team afterward. We will have two public seminar days, one focused on employment and one geared to ILS Instructors and SLS Coordinators. We are very excited to have Tom coming to Sacramento and he is dynamic and really challenges us to be better.

S.T.E.P.'s website address has changed!

Our new website is www.stepagency.com. We have been working to overhaul the site and we are very excited about how it is coming together. We hope to debut our fantastic new and improved site soon. S.T.E.P. email addresses have changed as well to @stepagency.com instead of the old @stepsite.com. Please make the necessary changes in your address books. S.T.E.P. also has a new logo that will debut with the new website. Watch for information coming your way soon.



Effective January 1, 2007:

- California State Minimum Wage increases to \$8.00/hour.
- S.T.E.P. Live-In Attendant rent increases to \$451.89/month.

It is that time of year again

OPEN ENROLLMENTS:

FOR MEDICAL/DENTAL/VISION/LIFE

November 29, 2007.

Times to be announced soon!
Location to be announced soon!
CHECK YOUR MAILBOXES FOR
MORE INFORMATION!

401k
OPEN ENROLLMENT
DECEMBER 17 AT 11:00AM
AT STEP OFFICE

Happy Birthday!

NOVEMBER

Sharlene Ishii	1-Nov
Angel Hildebrand-Sanchez	2-Nov
Jan Lepisto	2-Nov
Anna Channell	3-Nov
Allen Webster	3-Nov
Roger Miller	3-Nov
Linda Nicholson	3-Nov
Daniel Quinones	4-Nov
Natalie Hulbert	4-Nov
Debbie Wines	5-Nov
Fred Seghetti	5-Nov
Jason Perdew	6-Nov
Doug Findlay	6-Nov
Pamela Conner	7-Nov
Nicole Abshire	7-Nov
Tamara Mann	7-Nov
Kimberly Evans	8-Nov
Debbie Smith	9-Nov
Noe De los Santos	10-Nov
Dianne Olafson	10-Nov
Rebecca Gill	11-Nov
Paul Vetterli	12-Nov
Amanda Hinks	12-Nov
Sonia Smith	12-Nov
Chad Aurich	14-Nov
Michelle Noschese	14-Nov
Kathy Vessels	14-Nov
Stuart Tallmon	15-Nov
Acacia Chastain	15-Nov
Eric Castro	15-Nov
Randy Hayden	16-Nov
Tom Sontag	17-Nov
Melissa Sparks	17-Nov
Sharon Shidler	18-Nov
Doris Harris	19-Nov
Leslie Harris	20-Nov
Martha Baxter	20-Nov
Lawanda Lee	20-Nov
Sarah Nixon	20-Nov
James Potter	21-Nov
Melanie Bazile	21-Nov
Angela Olson	21-Nov
James McCracken	22-Nov
Robert Johnson	22-Nov
Sandy Jones	22-Nov
Angelique Mack	22-Nov
Shurie Corral	23-Nov
Kimberly Bracamonte	24-Nov
Annette Boyd	24-Nov
Christopher Hudson	24-Nov
Mark Newton	25-Nov
Laura Godfrey	25-Nov
Michael Menefee	26-Nov
John Stoddard	26-Nov
Jacquie Staley	26-Nov
Peter Chapman	27-Nov
Natalie Collins	28-Nov
Zipporah Gaines	28-Nov
Ryan Stamm	28-Nov
Scott Wirth	29-Nov

NOVEMBER

Bertha Nyamadzawo	29-Nov
Rachel Braaten	30-Nov
Daniel Harvey	30-Nov
Nicole Kitchen	30-Nov

DECEMBER

Nancy Morales	1-Dec
John Krieger	2-Dec
Willis Abney	2-Dec
Jason Austin	2-Dec
Kristen Hart	3-Dec
Lisa Jackson	3-Dec
Claudia Chisholm	3-Dec
Christi Lessard	3-Dec
Thomas Alderman	4-Dec
William Fischer	4-Dec
Jeannie Russell	4-Dec
Kathy Rogers	5-Dec
David Bess	5-Dec
Guy Wooten	5-Dec
Luke Pardee	5-Dec
Bridget Kent	7-Dec
Deanna Brown	7-Dec
Shirley Schonewald	8-Dec
Shirley Schonewald	8-Dec
Armando Garzon	9-Dec
Rion Markley	10-Dec
Debbie Waters	10-Dec
Mike Martin	11-Dec
Kenneth Burk	12-Dec
Larry Taylor	12-Dec
Joseph Aguilar, Jr.	12-Dec
Sarah Wombold	13-Dec
Christy Schoneman	13-Dec
Leah Curtis	14-Dec
Patricia Mahony	14-Dec
Linda Lantz	15-Dec
Gloria Lyles	16-Dec
Vanessa Castorena	17-Dec
Ricky Fuller	18-Dec
Josephine Besozzi	19-Dec
Renee Mikbel	19-Dec
Alex Nero	0-Dec
Raymond Walker	20-Dec
Jermaine Murray	23-Dec
Robyn Fulton	23-Dec
Noel Harris	25-Dec
Pamela Jordan	25-Dec
Anna O'Brien	25-Dec
Ramon Vega	25-Dec
Karen Hicks	28-Dec
Billy Haddix, Jr.	28-Dec
Randy Dinsmore	28-Dec
Jermaine Johnson	28-Dec
David Mapinda	28-Dec
Opalene Theriot	28-Dec
Steven Stevenson	29-Dec
Alene Chocklin	30-Dec
Randall Merlo	30-Dec
Daniel Davies	30-Dec
Holly Stamm	31-Dec

JANUARY

Mai Vang	1-Jan
Walter Price	1-Jan
Robin Hanrahan	3-Jan
Linda Busher	3-Jan
Sammy White	4-Jan
Jordan Fields	4-Jan
Mindy Lee	4-Jan
Matthew Krafft	5-Jan
Marshall Ford	5-Jan
Gail Maes	5-Jan
Carol Nolan	5-Jan
Anna Johnson	6-Jan
Joshua Pinsky	7-Jan
Jeannette Morrison	8-Jan
Lavinia Copaciu	8-Jan
Vera Mosley	9-Jan
Jennifer Allen	11-Jan
Renee Nitzel	11-Jan
Matthew Clark	11-Jan
Lisa Collins	11-Jan
Cheryl Dub	11-Jan
Audra Granderson	11-Jan
Patricia Lee	12-Jan
Mia Hancock	13-Jan
Sophia Ellis	13-Jan
Mildred Bennett	14-Jan
Gary Thorpe	14-Jan
Karla Fischer	15-Jan
Joann Anderson	15-Jan
William Hendon	15-Jan
Paula Bryant	15-Jan
Ginger Timbol	16-Jan
Dana Bissell	16-Jan
William MacMonagle	16-Jan
Stephanie Piscitelli	16-Jan
Olaf Betts	18-Jan
Sam Holden	18-Jan
Luisa David	19-Jan
Sandee Nieves	19-Jan
Patty Genoa	20-Jan
Phylis Mayen	21-Jan
Judy Paulson	22-Jan
Deborah Miller	22-Jan
Candy Boston	22-Jan
Nicole Duncan	23-Jan
Gale Ellingwood	23-Jan
Linda Nesmith	23-Jan
Meridith Blake	24-Jan
Jane Simmons	24-Jan
DeDe Bryant	25-Jan
Sorella Romero	25-Jan
Jaime Ramos	26-Jan
Kaela Kelly	27-Jan
Helen Elliott	28-Jan
Donna Hernandez	29-Jan
Patrick Paolicelli	29-Jan
Dionne Scott	29-Jan
Steve Lantz	31-Jan

ILS/PARENTING



"Silver Bells (la la la)...Silver Bells...soon it will be..."



ILS welcomes the holiday season once more with good cheer and the most tacky White Elephant gift one can imagine! Who's been naughty and who's been nice has yet to be determined, but let's hope for candy and not coal in our stockings this year!

ILS is busy wrapping gifts and collecting non-perishables for our ANNUAL TOY & FOOD DRIVE beginning November 1st and ending December 17th. In years past this event has benefited not only our Parenting Unit and their children, but many STEP clients in need during the holiday season. This year after meeting with our Parenting group, it was collectively decided to make a few minor changes to this year's Toy & Food Drive. In keeping in line with our philosophy of building community relationships and giving back to one's local community, our Parenting Group has decided to take a portion of the donated toys this year and deliver them to a local community organization benefiting children who would otherwise go without this Christmas holiday.

Both our Parenting clients, their children and our staff will be delivering these toys in person to those less fortunate. Our hope is that we can share with our kids the true meaning of Christmas and the good feelings that come from helping out someone less fortunate than ourselves. In the spirit of "Giving Back to the Community" and spreading the Joy, we're asking for new unwrapped toys and non-perishable food items be delivered to the STEP office between Nov. 1st – Dec. 17th. Thanks again to each of you who have given of your time and money in supporting this event and making it such a success each year!

****Make sure to check out our Parenting kids' "Dear Santa Claus" letters posted next to our donation bins****

Our ILS Unit recently completed our annual RESPECT training on October 3rd. We covered all the regular "gems"- i.e., policy & procedure, the wonderful world of SSI/SSA, etc., and this year we added a review of diagnosis & medications presented by the ever lovely Lynn Frampton! A HUGE thanks to Lynn for providing an informative and fun presentation on medical diagnosis and it's effect on the human brain (you rock Lynn). We enjoyed some competitive team building, as well as multiple raffles ranging from Starbucks gift cards to a free one hour massage at the local Massage Envy. All in all it was good fun had by all. A special THANKS to Sarah Wade for providing her interpreting skills to our crazy bunch!

We'll continue our focus on Community Building over the next three months in preparation for Dr. Pomeranz, a nationally recognized authority in the field of disabilities, who will be presenting here at STEP in February 2008.

Our Yuba City office continues to grow and take on new referrals. Our team would like to congratulate Tracy Cummins on her recent promotion to Program Manager for the Yuba City STEP office! Congratulations Tracy--your hard work and commitment to providing quality services to our folks is greatly appreciated!

In November our Parenting Group will be putting together their Annual Thanksgiving Day Dinner, potluck style! Each year, this dinner has given us the time to come together and remember all that we have to be thankful for. It's always a great opportunity to sample everyone's food contribution (Annette--LOVE those mashed potatoes) and enjoy good company over great food!

Michelle Armstrong

COMMUNITY SERVICE OPPORTUNITIES

Thanksgiving Meals

Glory Bound Street Ministry

44527 Parker Ave
916-452-7078

Serves Thanksgiving dinner November the 25th at 6 p.m. Walk-ins allowed. Please contact for further information

St. Matthews Baptist Church

4809 Roosevelt Ave
916-451-8986

Will be serving Thanksgiving dinner November 25th from 11 a.m. - 1 p.m. Contact for further information.

Tender Loving Care Robertson Community Center

3525 Norwood Ave
916-566-6419

Will be serving Thanksgiving dinner November 20th from 12 noon - 3 p.m. Serving over 1800. Contact for additional information as for Mary Watts, Coordinator

Food Lockers--Photo ID Required

Capital City Adventist Community Services

6701 Lemon Hill Ave
Sacramento, Ca 95824
916-381-5353

Monday 12:00 noon – 1:30 p.m.

Oak Park Food Locker

3333 Third Ave
Sacramento, Ca 95817
916-456-1980

M-F: 10:00 a.m -1:30 p.m

Sunday: 12:00 to 2:00 p.m. bag lunch

Rancho Cordova Community Food Closet

10497 Coloma Rd

M-W-F 9:30 a.m. - 1:30 p.m.

River City Emergency Services Food

Box

1322 27th St

M-F 11:30 a.m. - 3:00 p.m.

Christmas Meals

Cordova Senior Center

3480 Roulrier Road
916-366-3133

Will be serving Christmas Breakfast on December the 4th from 8 a.m. to 10 a.m. Tickets for the meal will be sold at \$5 per person. Purchase tickets that morning. Contact for any additional information.

All Saints Episcopal Church

2076 Sutterville Road
916-482-6490

Will be serving Christmas Lunch on December the 9th from 1 p.m. to 5 p.m. Call for reservations, walk-ins allowed. Call for further information.

Glory Bound Street Ministry

4527 Parker Ave
916-452-7078

Serving Christmas dinner on December the 26th beginning at 5 p.m. Walk-ins only. Call for additional information.

Oak Park Community Center

3425 Martin Luther King Jr. Blvd.
916-808-6151

Christmas dinners will be held December 11th, 18th and the 23rd. Meals begin:

11th: 8 a.m. - 3 p.m.

18th: 11 a.m. - 4 p.m.

23rd: 8 a.m. - 4 p.m.

Please contact for further information.

Holiday Baskets and Toys

Twin Lakes Food Bank

327 Montrose Drive, Folsom
916-985-6232

No reservation required. Serves El Dorado, Folsom, Granite Bay and Orangevale. On Monday, November the 21st, there will be Thanksgiving turkeys.

Christmas baskets require reservations and they begin on November 21st up to December the 16th at the Food Bank. You will need to bring proof of address.

Stanford Settlement Neighborhood Center

450 W. El Camino Ave
916-927-1303

For Christmas Baskets sign-ups will begin on November 2nd. You will need to bring proof of address. Serves 95815, 95833, 95834, 95835 and 95838 zip codes.

Elk Grove Community Food Bank Services

8820 Elk Grove Blvd.
916-685-8453

They are located in a white and yellow trailer behind the church and they serve the 95623, 95683, 95893, 95768, 95758, 95759, 95823, 95828 and 95830 zip codes. There will be dinner box giveaways, which will include frozen ham and turkey on December 20th starting at 10 a.m. The sign-ups for these will be 4 weeks and will begin November 21st to December the 16th. When you come into sign-up, you will need to bring proof of address or current utility bill.

Darrell Dean Walker, 'toy maker'

Darrell "Dee" Walker was born on May 18, 1945, almost at the end of World War II, in Rincon, N.M, and died on September 12, 2007 in Eureka, California.

His parents, Doyle and Helen Walker, were told that he would die shortly after birth, but he had friends to make and wood to carve. He didn't care much about what others said he could or should do. He had his own ideas about living, and lived his life to the fullest of his abilities.

Dee was an artist, woodworker and nature lover. He loved flowers, sunsets, karaoke and babies, and was fanatic about music. When it came to the weather, he had an uncanny genius. Dee could look at the sky and tell you exactly what the next day had in store.

He spent most of his adult life in Southern Humboldt and attended Community Cornerstone in Redway where he liked to say he was a "toy maker." In 2004, Dee moved to Eureka with his mother and started a new phase of life

He found a wonderful friend in David LaRue from the S.T.E.P. program, which helps support developmentally disabled persons. With David by his side always saying "You can do it, Darrell!" he enjoyed going to the beach and adding to his extensive music collection. Every Saturday was rummage sale day, and he and David would adventure out to

come home with their CDs, tapes and other fun items they could share a laugh over.



If Dee wasn't laughing with David, he loved to visit with Jennie and Sarah Nixon, also from the S.T.E.P. program. He loved Cynthia Burn's biscuits and gravy and gardening with Wendy Brown, both from the S.T.E.P. program as well. He always knew he had a friend and advocate in Beth Winfield from Redwood Coast Regional Center. She was so patient and kind to him for more than 10 years. Dee never met a person who wasn't his friend and he made many at Community Cornerstone.

We will all miss Dee's beautiful smile and sense of humor. When you remember him, remember him this way:

Do not stand at my grave and weep

I am not there; I do not sleep.

I am a thousand winds that blow.

I am the diamond glints on snow.

I am the sun on ripened grain.

I am the gentle autumn rain.

When you awaken in the morning's hush

I am the swift uplifting rush

Of quiet birds in circled flight.

I am the soft stars that shine at night.

Do not stand at my grave and cry

I am not there; I did not die.

There was a graveside blessing, music and remembrance at Garberville Cemetery on Monday, September 17, at 2:00 p.m. and a celebration of Dee's life at Benbow Lake shortly thereafter. Friends were welcome at both.

He is survived by his mother Helen Walker of Eureka; his brother Doug Walker and his wife Virginia of Myers Flat; his sister Sandra Vogel and her husband Phil of Eureka; his niece Karie Walker Varner, her husband Jeff and daughter Beaudry of Myers Flat; his niece Meghan Vogel and her daughter Audrey of Blue Lake; and his nephew Kevin Walker, his wife Sharon and their children Kevin, Klayton, Amelia, Naomi, Calvin, Kolter, and Rebecca.

In lieu of flowers, please send donations to Community Cornerstone, P.O. Box 70, Redway, CA, 95560.

REMEMBERING ERNIE

And a Simple Cup 'o' Joe

by Michelle Armstrong



July 28th, 2007: I had heard in the background that weekend- nightly news... something about a train accident, an unidentified male body.

I received the call the next morning which tied it all together for me, Ernie was gone. A tragic ending to a life lived by a man I've known for years, spoke to only the day before and was scheduled to meet the week after.

Yet to speak only of his death would tell nothing of the man that I, as well as other staff, had come to know over the years.

He grew two small tomato plants outside his trailer; smoked too much; drank even more and smiled often.

He loved to fish, dancing to old country tunes and was never without a strong cup of coffee in the morning.

He was working towards owning that trailer he lived in, and could often be found cycling over to the local recycling center with self-made trailer in tow to exchange his cans for weekend spending cash.

As I looked through my scheduling book the week following, I ran across several future appointments Ernie and I had made plans for: a job interview, doctor's appointment, filing documents, and somewhere in between the lines was a Starbucks coffee (my treat),

a good joke and the overwhelming smell of cigarette smoke and drugstore cologne.

I'm reminded so often in this job that I learn far more than I could ever teach and that most life lessons are often taught by the most unlikely teacher at the most unexpected time.

Gratitude for the simple things in life- sun on your face, tomato plants blooming, new bicycle tires and sharing a cup of Joe in the early morning hours with friends; All of the seemingly mundane moments throughout each day, these are the things I find myself remembering most when recalling my time with Ernie.

SLS

DEAF UNIT UPDATE

The SLS Deaf Unit has had a very busy 3 months; here are some exciting announcements and things for you to look forward to in 2008!

We want to welcome 5 new consumers to our Deaf SLS Program, Steven Ramirez, John Hicks, Ben Gowans, Charles Firestone and Carl Poulin. We are excited to have them join our program please introduce yourself and make them feel welcomed by every one of us at STEP.

We also want to say we will miss Danielle Burrows. She is a wonderful lady and we learned so much from here as we hope she learned from STEP. She loved to come to STEP everyday to see everyone. She was a great teaser and made us smile all the time. She has decided to move back to be closer to her family. We are hoping for her to come to visit us. We wish her the best of luck and we let her know we will always be here if she ever needs our support in the future.

We want to thank our PA staff for focusing on the people they support, NOTHING ABOUT ME WITHOUT ME! Our mission is to meet the needs of those we support and guide them to meet all the goals in their lives. Do you know the person you support goals? If not ask them, get to know their dreams, what they want is not very different from your own goals.

The Management team and the consumers appreciate all of you for being there to support and teach everyday. Keep up the good work. Remember to FOCUS: Focus on Clients Not Us.

We wish you Happy Thanksgiving, Merry Christmas and Happy New Year of 2008.

Look for the PA training coming up in December. We will announce the time and location soon.

Diana Miller

HEARING UNIT UPDATE

As we approach the end of this year, we have time to reflect and ponder. This past year offered our unit many wonders and some sadness too. Many of our clients had the opportunity to travel. A few of the places some of our consumers had the occasion to visit were Disneyland, Tennessee, Las Vegas, and more locally, Antioch and Chico. These trips were a lot of fun! We have also gained some new consumers. Some have moved here from other cities such as Redding and Vacaville and others have moved, or will be moving, into their own apartments for the first time. Very exciting stuff!

The sadness that this unit, and agency, has felt has been over the loss of our dear friend, Henry Gibson. We don't, however, mourn for Henry. Instead we celebrate his life and the legacy of stories and memories he has left behind. Henry was a true self-advocate who inspired many people.

As we move forward into the coming year, we have the opportunity, both as a unit and as a company, to develop some tangible, quantifiable ways to support the agency mission of Building on a Foundation of Quality. It is our goal to provide the highest quality service to our clients. Consumer input, family input and employee input help us reach this goal. This unit values the feedback we receive from everyone and we strive to continually improve our services. When we define what the end in mind is for this unit over the next year, it is having stability for our clients, well trained staff who are passionate about their work, and clients who feel safe and secure in their lives.

We look forward to a most awesome year!

Sandee Nieves

Yuba City

Some of our Yuba City folks gathered at Mountain Mike's Pizza for a Pizza Party in October. Good food and fun times were had by all--just look at these smiling faces!



Frank



Todd



Rosa



Laura & Heather



Guy & Ellie



Billie & wife Angie



Sharon



Jennie



Deanna



Gilligan's Island

The TV show Gilligan's Island first ran from September 1964 to September 1967. For three seasons, seven castaways tried in vain to self-rescue off an uninhabited island near Hawaii. The show highlights some important truths which are often overlooked in emergency planning: perfect strangers may become part of your team; you may be away from your familiar location; you may be without supplies. Your priorities may have to rapidly shift. Use scenarios like these to brainstorm with your team and practice generating solutions. You could flex your capacity to: work in newly-formed teams; operate at a different location; find low-tech alternatives; or quickly re-evaluate your core priorities. And remember – always keep a radio with your supplies (coconuts may not do it).

Placer ARC Studio 700 Presents:

**Seasonal Celebration
Art Show & Sale
By individuals with special needs**

**Friday, November 9, 2007
6:00 PM – 9:00 PM**

**Saturday, November 10, 2007
10:00 AM – 3:00 PM**

**700 Douglas Blvd., Roseville
(916) 781-6911**

Please join us in supporting our wonderful, creative artists. All proceeds from sales, less 15% go directly to the artist.

The Polar Express™ Train Ride

THE POLAR EXPRESS™ Train Ride comes to life for its very first West Coast appearance in late 2007, at the California State Railroad Museum located at Old Sacramento State Historic Park.

All Aboard for a magical visit to the North Pole! Experience the magic of a train ride based on *The Polar Express™*, the classic children's book by Chris Van Allsburg. Enjoy hot chocolate and cookies while your very special train rolls along, and listen as the magical story is narrated once again. Watch the joy and excitement on everyone's face as the train arrives at the North Pole, where Santa Claus is waiting to greet the train. As the train begins its return trip from the North Pole, get ready because Santa Claus will be coming through, handing each child a very special gift!

Tickets go on sale to the General Public beginning Monday, October 1, 2007. Make this a family holiday tradition! Space is limited to only those who truly believe in the spirit of Christmas, and advance reservations are strongly suggested—so don't wait. Reserve your tickets today for this very special experience! Click below for further details and to purchase tickets:

POLAR EXPRESS DATES AND DEPARTURE TIMES

What Are The Dates and Departure Times for Polar Express Train Rides?

The Polar Express will operate three 3-day weekends in a row, beginning Friday, November 30. Below are listed the specific dates and all departure times scheduled for each day:

Fridays

November 30, December 7, December 14
3:00, 4:30, 6:00, and 7:30 p.m.

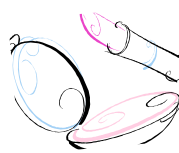
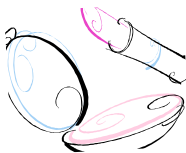
Saturdays

December 1, December 8, December 15
1:30, 3:00, 4:30, 6:00, and 7:30 p.m.

Sundays

December 2, December 9, December 16
1:30, 3:00, 4:30, 6:00, and 7:30 p.m.

Tickets for The Polar Express Train Ride go on sale to the public beginning October 1, 2007. You may purchase tickets online (recommended), by phone at (916) 445-8270 daily between the hours of 11 a.m. and 3 p.m., or in person every day from 11 a.m. to 3 p.m. at the Polar Express ticket office (located just west of the California State Railroad Museum's main entrance in Old Sacramento, in the Dingley Spice Mill Building). Note that for phone purchases and walk-up ticket sales, limited hours of operation apply.



Lisa B and her Glam Squad Present:
GLAMOUR DAY 2007

Wow, how time flies! It is already that time of year to celebrate the holidays, dust off those dancing shoes, and get dressed up for the Annual S.T.E.P. Christmas Party. As always, STEP clients are encouraged to come get a Mini-Makeover for this special occasion. There is no cost.

December 14, 2007

S.T.E.P. Office

11 : 00 AM to 3 : 30 PM

Class Room 1 and 2

Men & women welcome!

Services Offered:

- Nail painting & trimming
- Hair styling (Please make sure is clean and free of products before you arrive.)
- Make-up
- Facial plucking & waxing

Once again, I would like to say thank you for making this a night to remember for the people we support!



Lisa B.

Items Needed:

- Hair products (hairspray, gel, etc.)
- Bobby pins/clips etc.
- Combs & brushes
- Make-up
- Make-up remover
- Make-up brushes/applicators
- Nail polish & remover
- Manicure sets
- Mirrors
- Any other donations welcome

This year we do not need any volunteers, but will still need your donations to make this happen.

S.T.E.P. ANNUAL CHRISTMAS PARTY

**Friday, December 14, 2007
5:30 PM - 10:00 PM**

**Scottish Rite Masonic Center
6151 H. Street
Sacramento, CA 95819**

**S.T.E.P. Clients & Employees: Free Admission
Additional Family & Friends: \$10 Each
Children under 5 years: Free Admission**

**Please reserve your seat by November 15, 2007. Reservations made
after November 15 will have to pay \$10 admission fee!**



S .T .E .P., Inc.

Strategies To Empower People

5945 Palm Drive
Carmichael CA 95608

Phone: (916) 679 - 1555

Email: step@stepagency.com

Website: www.stepagency.com

Building on a Foundation of Quality.