

VISION

To open up the world to people to encourage them to experience everything it has to offer; to communicate effectively; and to be as healthy, safe, and financially secure as possible.

For people to feel good about themselves and their relationships with others, to have fun, be happy, and have meaningful things to do.

For people to live in safe and decent neighborhoods where they are accepted, valued, and respected including their cultural preferences.

To guide people on their journey to discover their abilities, talents, and desires by empowering them to be interdependent; to encourage people to make their own choices and decisions so they will have control over their own lives, and over the services and supports they use.



It Matters

Why do we do what we do? Do we do it for a paycheck? Do we do because its a job? Do we really understand the impact of what we do?

These are all the questions I have asked myself and also those I employ over the years. Why do this job? Well, sometimes it is a lot of fun, the people I have met, both consumers and staff, have been really neat and many have had a profound impact on how I look at life. Why do I do what I do? I began in this field when I was 23 years old and I wanted to work with Deaf people; I did not get that the people were also Developmentally Disabled. I had never really met any one with a Developmentally Disability on a personal level. I knew Deaf people: my sister, my brother, my grandmother, my grandfather and now nieces and nephews that are Deaf, so that was the easy part.

The first person I met with a Developmental Disability was Valerie when I began work in her group home. She is with STEP now so that means we have known each other for about 16 years. When I met Val she was not a happy camper: she was mad at someone and letting them know that through her "behaviors". I, being a very naïve 23 year old, did not quite get why she was doing what she was doing and to tell you the truth it scared me a little bit at first. Then I got to know Val and her humor, her laughter, and that if you knew her, you could redirect her sometimes and other times you just had to leave her alone when she was mad. What I figured out during that time was that although Val showed her anger in a different way, she was not so unlike me on what made her mad. I did not get much training when I began in the group homes in 1988; it was more like you will work these hours and Good Luck. My luck was that David Ruiz was there as the first staff person I would work with. He really liked the people he worked with, he showed me compassion, he showed me that we could indeed have fun, and that sometimes the folks we would be working with would have bad days and our job was to be supportive and not judgmental.

So, why do I do what I do? Well I really like what I do, I love the people I work with and the folks I support. Do I do it for a paycheck? The job I had before this made me more money when I started, but the pay I have gotten from the relationships far exceeds any monetary gain. Do I do it because it is a job? No, it has always been since the first time I began working at the group home what was right for me. It still is to this day right for me; the people, the environment, the whole package, it is right for me. Do I understand the impact of what we do? Everyday it becomes more and more clear that what I do does matter, not to everyone but to some. I can make a difference. I have to remember that when everything is a little bit crazy, that I can make a difference and that is my choice. I have the choice of my attitude, my motivation, my commitment. When do I know I matter? When someone we support shows me they have the power of choice, the power over their life and they have people who support them that are passionate and that know that what they do matters. Why do we do what we do? Because what we do have an impact that lasts longer than our employment at STEP or any other agency. Our treatment, our attitude and our motivation will remain with that person long after we are gone.

16 years later Valerie is still my friend, she does not have to get as angry as she used to because she knows she has power, she has choice and that she matters. She lives in her own home, the people in her life are passionate about her and they know how they treat Valerie matters. What you do, how you do it and how you treat others, it matters and that is what I tell myself daily.

IT MATTERS.

STEP News

July 2004 Volume 3 Issue 7

STEP STARS

S

Robbie Wheller thanks the following people for helping out while he was gone: Michelle N, Ted W, Bree K, Gene C, Rob H, Sam H, Diana M, Steve L, Darin M, Corinne P, Mel F. I must express them I say THANK YOU ALL SO MUCH!!

WONDERFUL JOB to Stephanie P. with haircuts for three clients. The clients love it! They look very nice with your styles.

Thank you Stacy Smith & Stacy Young & Stacy Phillips for working extra hours.

Henry S. -Many thanks for willing to work with Josh during the week especially when you are working on top of your primary job. Whoa!!

THANK YOU Matt Call for your consistency with your work and always there for Mike Dyda. His parents recognized your input in Mikes' life.

Thank you Stephanie Sgro for making the patio nice & clean. Your roommate John Tusing really likes the way you set it up nicely.

Whoaa Sam!! Thank you so much for putting extra efforts on coordinatoring with Tracy due to budget crisis with John & Barry. And for the other consumers.

Special THANKS to BROOKSIDE APTS for welcoming all the clients to rent on your properties. You make the lives of the consumers very comfortable and stress-free with accepting them.

Clayton Hibben, you are doing a great job working on the weekend and your enthusiasm to work with other clients. You follow the VISIONS & VALUES very well.

Greatly appreciate Lynn V for the team-work regard John Tusing. Your medical knowledge is awesome!!

John Cogswell, good luck in your future with your new job, we will miss you!

Cheryl Dubb for the team work with Mike/Josh's home.

Dennis Lauraya for your motivation working with John and taking extra hours to work other clients. Good job!!

Thank you for Melaine F. for sharing your story regarding life insurance. You are very right about because I learned from my experience and I'm feeling your feeling.

Diana Miller- I appreciate your strong advacory for my clients and your feedbacks is very important to me. Keep it up with your positive communication openly with your coordinators and me as well.

Steff Piscitelli- I appreciate your care and support of Scott regarding to Zackie(Lizard) over the weekend while he was gone on his vacation.

Matty S- I appreciated your assistance with Scott prep for camping and attend to Dr. Garcia office. Keep it up with your positive skills.

Thank You Grisdreas "Tina" for helping Sofia go through her clothes for Goodwill.

Thank you Christi & Betty for being there for Michelle's to keep excrise daily.

Thank you, Bree, Cheryl, Rob and Des for taking KB's clients while KB is out.

Thank you Anna O'Brien to keep Bibiana's faith to excrise at gym and walking daily.

Thank you Melani R for working hard with Bibiana's health issues.

Thank you Sam for taking #2 team out Chili's resturant then visiting Tom C's house.

Thank you so much Stephaine S for great with Joe's Joint calendar.

Thank you Clay H for staying overnight at BiBi's.

Thank you Anissa F for taking Sub with Leah last minute notice.

Thank you Ada T working with Leah lately, Leah is luckily having you.

Thank you Bree K working sub with Bibi on weekend.

Thank you Jerry H for picking up TV Shelf & bring to Michelle's.

Thank you PA staffs (week end) & cleints who went to RiverCats baseball game. It was wonderful & had good time with fireworks.

E

P

T

*Happy
Birthday*

Gary Austin 7/2
Mary Davis 7/2
Jennifer Jones 7/2
Tom Frederick 7/3
Deanna Gross 7/3
Gerald Schrader 7/3
Danielle Caplinger 7/5
Desiree Pollard 7/6
Wendy Ralston 7/7
John Tusing 7/7
Brenda Burns 7/10
Anissa Fernandes 7/12
Vicki Henson 7/12
Ada Torres 7/12
Donyea Elmore 7/13
Robert Kilmer 7/13
Henry Solis 7/13
Dee Adkins 7/14
Susan Thompson 7/15
Sheila Warren 7/15
Denise Chamberlin
7/16
Brian Teeters 7/17
Wendy Bugge 7/18
Leigh Penny 7/18
Darren Jorgensen 7/20
David Ruiz 7/20
Mark Peterson 7/22
Joseph Ruelas 7/23
Michelle Armstrong
7/24
James Hadley 7/24
Melinda Hadley 7/25
Brian Cox 7/26
Renee Difuntorum 7/26
Brian French 7/27
Wesley Rushing 7/27
Shannon Rasmussen 7/28
Melissa Long 7/29
Jason Sciba 7/29



S

SLS- Deaf

Hello everyone, are you guys enjoying the HOT Weather? Just want to remind the PA staff who works in the DEAF unit that your PA meeting has been changed to June 28th instead of June 21st, so please be sure to show up for the meeting, if anyone is interested in helping with the meeting please e mail Diana Miller at Dianam@stepsite.com and if planning to help out with the meeting please contact before June 22nd. The PA meeting will be at Carmicheal park from 11:30a to 1:30p. Please show up on time. We will have team building, food would be provided and most of all we're gonna have FUN. So please be sure to encourage others to be on time, and if you do not know where the meeting is located, please ask you supervisor for directions.

Also DEAF unit is looking for PA staff. We have many positions that need to be filled as soon as possible. If you know anybody who is looking for work, and has the heart to work in this kind of work, please refer them S.T.E.P. If the person is hired and still working after three months you will get a referral bonus-CASH\$\$!

SLS- Hearing

The hearing SLS unit continues to grow and evolve. We would like to say welcome to our new coordinator Lisa Langley and we are glad to have Carol back after being on vacation for more than a week. We are also happy to welcome Sandee Nieves on board as a new Program Manager, partners in crime with Carol Nolan. We are bringing in new clients and helping to make positive changes for the clients we already service. We would like to congratulate LaSheena J. for becoming proactive with her health and making more choices about her nutrition. We would also like to say Bon Voyage to Amy B. as she leaves STEP to embark on a new journey in her life. The unit continues to aim for stability for our clients and coordinators and to laugh a lot along the way.

ILS

Thanks to everyone who attended the ILS/SLS teambuilding day. The lecture given about services available through Legal Services was very informative. Lynn did a great job with the art project. It gave us a chance to show all our art skills and show them off to everyone.

We will be taking on several new clients over the next month or so. We would like to welcome Michele Johnson, Luke Pardee, Manuel Rowan, Tommy Neeley, and Daniel Sevall. Congratulations to Stefon who will be moving into his own home with Brad B! Stefon also graduated from High School last week! Way to go!! Also, we would like to welcome Jeremy Watkins who will be starting with ILS soon.

Parenting Support Group will next meet again on July 15, 2004 at the STEP office from 3:30 to 5:00pm. There will be a guest speaker coming to talk about "Car Seat Safety."

P

Human Resources

T

401K OPEN ENROLLMENT MEETING ON JUNE 29 AT 1:00 PM. ALL ARE WELCOME, PLEASE COME!

Payroll/ IHSS CORNER

Attention All Staff!

Effective June 1, 2004, any replacement checks for lost, stolen, or misplaced checks that are reissued to employees/clients will be charged the \$20.00 stop payment fee per check. The stop payment fee will be taken out of the replacement check issued.

Note: When removing your checks from employee boxes, be sure you are removing your check from your box.

If your check is mailed to you for any reason, it is your responsibility to make sure that your current address is on file and on your check. Any changes must be submitted on correct form to the payroll department prior to payroll to assure information inputted on time.

All payroll/ paycheck questions must be submitted in writing and allowed 3 business days to solve problem. Please do not call Robin or Lisa with these issues- written submissions only. Thank You!

E

EAP

I know that in the past, we have reminded all of our staff about our EAP program. EAP stands for Employee Assistance Program, also known as the Life Balance program. The theory behind this type of program is that if we can help you with your personal life, in a way that doesn't reveal your personal business to us, then you can focus better on your job with us. This helps you, our company, and our clients.

This is my favorite benefit as it covers so many things that happen in our lives and make it so difficult to come to work and do our best job. It is ABSOLUTELY confidential and offers too many services to list here. We have included a flyer with the newsletter and I want to really encourage everyone here to read the flyer and try this service. I have used it more than once myself and I am happy to recommend it to everyone at STEP.

Try it--you'll LIKE it!!

Day Program

Next Step

Next Step is growing. We have several clients on our waiting list. We are looking for more staff to start Day Program in both Extra Step and Next Step.

Welcome Sarah Gee to our program.

Next Step has many new clients with great skills so we are opening another house cleaning crew. If you want your house to be cleaned, please contact Debbie Waters at 679-1555 ext. # 110 or please page 916-590-4501@myairmail.com or e-mail Debbiew@stepsite.com.

Extra Step

July is National Ice Cream Month! No one is really sure who invented Ice Cream. One story is a Roman Emperor named Nero ordered his servants to bring ice from the mountains and mix it with fruit. Another story says a Chinese Chef thousands of years ago mixed Milk and Ice to make sweat treats. Any way you look at it we are happy someone invented it. Did you know that people in Sacramento eat more ice cream per person than any other City in the USA? It's true! The following are the top 15 ice cream flavors courtesy of the International Ice Cream Association. 1) Vanilla, 2) Chocolate, 3) Butter Pecan, 4) Strawberry, 5) Neapolitan, 6) Chocolate Chip, 7) French Vanilla, 8) Cookies and Cream, 9) Vanilla Fudge Ripple, 10) Praline Pecan (my personal favorite), 11) Cherry, 12) Chocolate Almond, 13) Coffee, 14) Rocky Road, and 15) Chocolate Marshmallow. What is your favorite Ice Cream?

In honor of National Ice Cream Month, Extra Step would like to invite you to join us for an Old Fashion Ice Cream Social! It will be held at STEP on Friday July 23rd from 11:00am to 1:00pm. YUMMY, I CAN'T WAIT!!!

Extra Step would like to like to acknowledge some of our outstanding Job Coaches and inform you of some changes taking place in our department. Holly Ahrens has accepted a promotion to become the Program Activity Developer for both Extra Step and Next Step. Becky Byng has accepted and additional position of Deafblind Activity Developer...I am so excited to see her new and creative ideas! Katrina Parham and Brent Cogswell are the new Job Coach team working with our newest client Atif Shabbir. I am so proud of the way the demonstrate STEP's Values everyday! Gene Cochrane has been a valued employee here at STEP for many years and has worked in many positions; Job Coach, Personal Attendant, Roommate, and SLS Coordinator. He will be relocating to Bakersfield in August as his wife Jennifer has completed her Masters Degree in Audiology and has accepted a position

Southern Chicken Salad

6 servings/serving per size: 1 cup

Preparation time: 15 minutes

This salad is a Southern classic. It makes a wonderful main dish for a brunch, luncheon, or supper meal.

3 cups chopped, cooked chicken (skin removed)
1 cup seedless grapes (about 1/2 lb.)
1/2 cup chopped celery
1/3 cup slivered almonds, toasted
1/3 cup lite mayonnaise
1/3 cup plain, low-fat yogurt
1 Tbsp lemon juice
1/4 cup raisins or currants
1/8 tsp. pepper
Lettuce leaves
Curry powder

1. In a large bowl, combine the chicken, grapes, celery, and almonds. Whisk together the remaining ingredients except the lettuce leaves and curry powder.

2. Add the dressing to the chicken mixture and toss well. Cover and chill. Spoon onto lettuce leaves and garnish with curry powder to serve.

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|--------------------------|----------------------|
| Fruit Exchange....1 | Cholesterol....69mg |
| Lean Meat Exchange....3 | Sodium....181mg |
| Fat Exchange....1 | Carbohydrate....16g |
| Calories.....273 | Dietary Fiber.....2g |
| Calories from Fat....117 | Sugars.....12g |
| Total Fat.....3g | Protein.....23g |

You can find more great recipes like this one in our resource library. Check out "Southern Style Diabetic Cooking" by the American Diabetes Association.

S.T.E.P. STARS CONTINUED

Jude de la Concepcion: Thanks for all the support you give Kenny and taking the time to notice he needed a new bed and making sure he got one.

Stephanie Tate: Thanks for taking the time and caring enough so Jeremy could write a letter to SSI.

Melani Rogers: Thanks for seeing that Jeremy wanted a hair cut and being willing to take him on such short notice, even though he had not started with ILS yet.



STEP SPOTLIGHT

Bonnie Fuchs

Bonnie Fuchs is currently employed at STEP as our Front Office Coordinator. She has worked at STEP before as early as 1996 as a PA, Job Coach and ILS Instructor. She says she likes her current position where she works for everyone and she likes helping out wherever she can. Before this most recent STEP employment, Bonnie worked for a mortgage company. She's also worked before as a waitress, in a travel agency and at Albertsons.

Bonnie is excited to be married this coming weekend so she has wedding brain this week. Bonnie is a native Californian who feels like STEP is home to her. She has a son, Tyler who is 9 years old, a dog and two turtles. Bonnie's personal goal is to go back to school. She love to work in nursing with infants or possibly as a sign language interpreter. Bonnie likes that her job has an effect on people and she helps at least one person a day. She loves that here at STEP she can sign all day.

Bonnie loves to shop and of course, to spend time with her family. And it is a rather large family as Bonnie is the last of 15 children! She also likes camping and going to the beach. Bonnie's son, Tyler, is into sports so that consumes much of her time.

When asked what she would do if she came into a lot of money, she said she would buy her parents a big house. Then she would buy a big home for her and her partner with a baseball field in the backyard for Tyler. She'd also love to travel and give money to the Children's Home and Hospital.

Welcome back Bonnie.



Any articles, announcements, STARS, and resource information is welcome. The deadline for the next newsletter is 8/15/04.

Character is doing what's right when nobody's looking.

J.C. Watts Jr. Politician

Jen's Trivia Question

Be the first person to visit Jen Jones's office with the correct answer and receive a prize:

Last Month: Name 5 Deaf MAJOR LEAGUE baseball players.

Answer: George Leitner, William Deegan, William Hoy, Edward Dundon, and Luther Taylor.

Although Gene gave 2 other names that were not on the article I used & was correct:

Dan Morgan & Matthew Lynch. Gene was the only person to submit answers & was correct, he won 2 gift certificates to Fresh Choice.

Next Question:

Who was the only U.S. President to be born on Independence Day? (4th of July)

Life is one big canvas; throw all the paint on it you can.

Danny Kaye (1913-1987)

S.T.E.P. STARS CONTINUED

Thank you , Karrie being there for Leah's difficult time. You handled yourself professionally.

Thanks to Anna V for interpreting for Sofia's eyes appointment.

Brenda Burns for all your hard work and weathering through changes and challenges.

Nicola Brock for your dedication and commitment to your clients.

Jennifer Macdougall for being so flexible and willing to help out wherever we need you.

Mariska Brinkley for advocating for your clients health and helping them make healthy choices for an improved lifestyle.

Mike Partee for doing double duty when we were so short staffed, THANK-YOU, THANK-YOU, THANK-YOU!

Nicole Kitchen for your excellent communication.

Nikita Ivy for all your creativity and dedication to your clients.

Brian Britt for your flexibility and willingness to fill in at the last minute.

Sharon Jones for taking shifts on a moments notice.

Holly Bloesser for being so flexible and willing to work whenever we need you.

Jason S, Stephanie T and Rob H: For taking up and checking on folks for June.

Chiristy S: Thanks for getting Vicki settled into her new apartment and familiar with her new area.

Annette B: Thanks for taking Carol to the doctor. Even if you did get lost!

Mike K: Thanks for putting in all the effort with Paul A. to help him get his life stable. Even if he doesn't seem to want his life stable.

Charlene B: Thanks for really being there, all your support and energy for Jeff through a tough time and his hospital stay.

Gene C: Thanks for all your support and energy you put in with Jack!(We sure will miss you!)