

M A R C H & A P R I L  
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# S.T.E.P. News

*Bring you stories and information from around the office and our community.*

## Table of Contents:

<b>PAGE 1</b>	Director's Notes
<b>PAGE 2</b>	Director's Notes "Once Upon a Time..."
<b>PAGE 3</b>	<b>ANNOUNCEMENTS</b> Dates to Remember "Fifty Dollar Bonus!!!"
<b>PAGE 4</b>	<b>FEATURE</b> "Jermaine Murray"
<b>PAGE 5 - 7</b>	<b>DEPARTMENT NOTES</b> ILS Eureka H - SLS CAC
<b>PAGE 8</b>	STEP Stars Birthdays
<b>PAGE 9</b>	<b>FUN &amp; YUM</b> Jen's Tricky Trivia Word Sleuth Recipe
<b>PAGE 10</b>	<b>RESOURCE CORNER</b>

## DIRECTOR'S NOTES

As I drive through the back parking lot at the office I see a diverse mix of vehicles. Some are older and appear lived-in and some are new, the product of much thought and consideration to be the best they can be- the top of the line with all the latest features. Recently, STEP looked at our Vision and Values resulting in a new Vision, Mission and Values we believe will help STEP be top of the line with important features of movement in our field.

The first Value we explore is that of Interdependence. This is not one of the more lived-in values we are familiar with. The concept of interdependence requires us to read the owner's manual, to get to know how to use it and work to change the way we view our support of people with disabilities and our entire community.

Al Condeluci, author of several books on the topic of Interdependence and Cultural Shifting points out that the professional community has focused on what could be done to make the person with a disability more functional. He says, "They were thinking microscopically about the person. But, the problem is: How do you get the community to change, not the person with the disability? Social change has always been driven by the oppressed person. But, this is slow and tedious. It's not going to happen overnight. It's only when you get a critical mass of the

culture shifting that its opinions that you have true change.” With that in mind, STEP will be focusing much effort this year and for years to come on understanding our role in Interdependence.

A basic concept of Interdependence is that it is our long term relationships with people that make our lives rich. If someone asked you what things in your life you valued most, I’m sure partners, friends and family would be toward the top of your list. Sociologists refer to friendship as “Social Capital.” The term “capital” is used to describe resources that can advance or promote a profit. Capital is often used in reference to things like land or machinery or money. Al Condeluci says that, “ “Human capital” is often thought to be the people needed to do the work to create the goods or services. Social capital, however, pushes the concept beyond its traditional roots and suggests the connectedness among and between people.” The more social capital we have in our lives, the better our lives become. If we look with a critical lens at people we are supporting, we see that many are isolated. If we look even closer, we see we are sometimes contributing to that isolation even though we had the best of intentions. In an article in the UCP Pittsburgh newsletter, AL Condeluci stated, “Some estimates are showing that people with significant disabilities have nearly two-thirds less – yes 66% less – social capital than their able-bodied peers!” We can agree that all people are better when they have more social capital – people with disabilities have less social capital – how can we help people (all people, with and without disabilities) develop more social capital? We have a lot of work in building bridges to Interdependence but I know it is work we can embrace and become leaders in.

- *Melanie Bazile, Executive Director*

For more information about **Al Condeluci** and his writings visit [www.ucppittsburgh.org](http://www.ucppittsburgh.org).

**Once Upon a time  
there were two cats.**

One black and one white.  
The black cat’s name was  
Peter and the white cat’s  
name was Mary.  
Peter and Mary always  
like going bowling.  
Peter and Mary  
like to wear their  
bowling outfits once a week.  
They were good bowler too.  
They scored 200 or more  
points each game.

They had a little boy and  
his name was Paul.  
Paul didn’t like bowling  
like his mom and dad.  
Paul like to play baseball.  
Paul had a special  
baseball outfit.  
He always made home runs.

Paul would like to play for  
the River Cats.  
Paul had to leave on a  
jet plane to go  
500 miles to sign a contract  
so he could play baseball.

Paul is playing baseball.

- Deborah L. Miller

# ANNOUNCEMENTS

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## DATES TO REMEMBER

### MARCH 15

#### **Dance for Fitness**

Every Wednesday at STEP  
5:30 - 7:00 pm

### MARCH 17

#### **St. Patrick's Day**

Follow your personal rainbow  
and watch your wealth grow!

### MARCH 20

#### **First Day of Spring**

Too late to plant bulbs but never too late  
to clean your house!

### MARCH 22

#### **Pay Day!!!**

#### *LUNCH MONEY*

*Don't ask dad, he never has any.  
Grandma's purse has a nickel and a penny.  
Mom has a ten, but the car needs gas.  
Here's a dirty quarter someone  
found in the grass.  
Checked all our pockets, nothing but gum.  
Piggy bank, piggy bank, here I come!  
- Carol Diggory Shields*

### APRIL 10 - MONDAY

#### **H-SLS PA TRAINING**

9:30 - 12:00 pm at STEP

### APRIL 17 - MONDAY

#### **CAC MEETING**

1:00 - 3:00 pm at STEP

## **FIFTY DOLLAR BONUS !!!**

We are very pleased to announce that, effective March 1, 2006, our referral bonus amount will increase from \$25 per "approved" referral to \$50. An "approved" referral means that the person has successfully completed their 90 day introductory period in good standing. Hopefully, this will motivate you to refer the best people you know to our program.

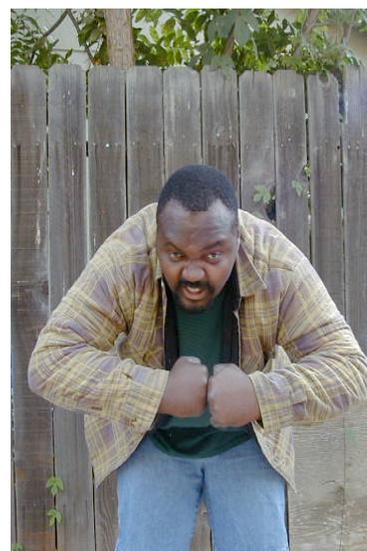
In order to make this process more consistent, you will no longer be responsible for tracking your referred person, filling out forms, and getting the appropriate signatures. We have a new system to take care of this for you! You will want to make sure that any person you refer here uses your first and last name on their application. This way we can track it for you and take care of all those pesky details. If a situation comes up where you feel you did not receive your referral bonus, or it seems to be taking much longer than expected, please ask either Patti Dixon or Sandy Goodsell about it.

We hope that you continue to find good people that you know to work with us and we are happy to increase your incentive to do just that!

# FEATURE

*The FEATURE page is reserved for articles pertaining to a selected client and staff here at STEP.  
This month's FEATURE article is special because the spotlight story is on one person  
that represents both client and staff.*

**Jermaine Murray** is a single 34 year-old man that grew up in Los Angeles, California. He is not married, but is seeing a nice young lady. Jermaine is a loyal fan of the Sacramento Kings and the San Francisco 49ers! He loves to watch the "World Wrestling Federation" on T.V. When Jermaine goes to the movies he enjoys action, comedy, and films about hip hop culture. One of Jermaine's favorite things to do is play paintball with the guys. His favorite food is Bar-B-Que. He loves the color red. Jermaine will tell you his Best Friend is Roger Miller. His favorite thing to drink is Mountain Dew. Jermaine likes to eat at Hooters Restaurant – for obvious reasons (he is a man that likes looking at beautiful ladies)!



*Jermaine on the job.  
He is a professional landscaper.*

Did you know Jermaine plays the position of forward on the American River basketball team? This is the local team that represents Sacramento in the North Western Athletic Association of the Deaf. They compete against other teams from Northern California, Oregon, Washington, Idaho, and Nevada. If you get a chance to see them play you will really enjoy it!

*- Lynn Vaughn, Director  
Vocational Support Services*

# DEPARTMENT NOTES

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## ILS

### Independent Living Services

The ILS team welcomes **Jamie Young** and **Charlene Beck** who recently joined our team, WELCOME! We have also recently taken on ten ILS/Parenting clients in the Sacramento area and we continue to take on new referrals monthly. This month's Parenting class will be focusing on "Positive Relationships" and will take place on Thursday, March 30th from 3:30 to 5:00 pm.

Please take a moment to check out our ILS Unit board featuring this month's "Spotlight Clients" **Jaime Johnson** and **Charlotte Barnes**.

Our Yuba City ILS Team welcomes three new ILS clients and our first SLS client to our program. We would also like to welcome **Megan Warner** and **Joanne Galaway**, our new PA staff in Yuba. We would most especially like to thank both **Tracy Cummins** and **Shelly Taylor** for all the extra hard work and energy they have put into making our ILS/SLS unit in Yuba City such a success.

## Eureka Office

### ILS / SLS

The Eureka office is growing again! We would like to congratulate and welcome the newest members of the STEP team:

**Cynthia Burns**

**Zach De Mario**

**Shullie Steinfeld**

**JJ Gross**

**Becky Horn**

The collaborated efforts of all the employees here at the Eureka office has helped to ensure that we can continue to provide quality service to this area. We would like to remind everyone that your role as an employee is critical in fulfilling our mission and we look forward to your input and participation in the growth and expansion of the Eureka office. We are excited about the future of STEP and your involvement in it. Welcome Aboard!

# H-SLS

## Hearing Supported Living Skills

Hello everyone! First I would like to start out by saying thank you to the SLS unit for the teamwork and continuing support that they show each day to encourage their clients to have meaningful and diverse lives. Hip, hip, HOORAY!!! to our outstanding Personal Attendants for their continuing efforts to do all they can do for the clients they serve. We know there have been a lot of changes and we appreciate your flexibility. Way to go team!

On the weekend of March 3rd, 4th, 5th some of our clients adventured out to do some skiing with the ETC group in beautiful Arnold, California. The first day we arrived it was time to get snuggled in and relax. With the help of our guides we got started in getting our bunks and organizing every little detail for the next day in Bear Valley. Bear Valley was a blast with most people attempting skiing for the first time. **Mason**, on the other hand, was the ski expert, flying in the air with the greatest of ease (LOL). The group included **Mike M., Alesia, Alex, Scott, Cindy, Allen, Donald, Tina, Thurston, Carl, Angela, Lisa, Stephanie** and **Lucy**. Some of the group were out in force trying to stay up on their skies while others were just enjoying the white powder. It was beautiful!



The SLS Hearing unit would like encourage the Personal Attendants to attend the PA Trainings. It is important for all of our team to get together and bring information or concerns to the meetings to assist one another and create a unit of support. It is also important to attend these meetings to get information on current happenings in our unit. Please make note of the next **PA Training on Monday April 10 from 9:30 am to 12 noon.**

We would also like to encourage all PAs to support and recognize their fellow peers in the work that they do by filling out STEP Stars. The STEP Stars are for everyone to use in recognition of actions that go above and beyond! So fill out those stars!

*- Angela Olson, SLS Coordinator*



Consumer Advisory Committee

## **An update about the January CAC Meeting**

After a short hiatus, the CAC was reacquainted with each other; news flew around the table like wildfire. Topics ranged from new cousins, new boyfriends, and even a new consumer who joined us in our meetings. On behalf of the rest of CAC, I welcome this new consumer and their new ideas that may arise in future meetings. We as a group always encourage people to bring outside perspective so we will work with ease and productively.

Getting on with business, Melanie pulled out the list with tasks we had all promised to do before the break. I believe that after the lists was read, we all felt somewhat badly for having slacked on our duties whether we were sick or starting school; there was a hushed ashamed silence over all us. We were willing to put more effort into this because it will be our class we will be teaching and we need to put noteworthy work in teaching new clients to speak up for themselves in different topics, our goal is to tackle two topics a meeting.

All of us are tremendously proud of the group we built; we spent adequate time getting to know each other. Truth be told I consider all of my CAC colleagues like a second family. Speaking of family, I think that the agency should be extremely grateful to these family members of people with disabilities who are part of the Disability Caucus: **Barbara S. Matthews, Ross Bogh, Fran Pavely, and Betty Karnette** for composing a letter to Governor Schwarzenegger that involved making our attendants pockets a little heavier and making our quality of life as disabled people just a little easier. If anyone would like a copy of this letter who is not part of the CAC, please contact **Melanie Bazile** at the office.

The next meeting of the CAC is on Monday, APRIL 17 from 1:00 - 3:00 pm.  
So more to come soon!

*-Tara Woods  
H-SLS Client*

# \* S.T.E.P. STARS \*

\* I appreciate Des and Darrell who have been helping cover staff. I appreciate Diana who has been there to help me with training. I appreciate Michelle who trained me about job interviews. I appreciate Diana and Sam who have helped me a lot about everything about being an SLS Coordinator. - Wendy

\* Idris Osbourne is recognized for his consistent work and striving to empower his client with visions and values. The family also recognized him and love having him around. - Des

\* Deanna Lemus is appreciated for her dedication in working with variety of clients and alsowhen Barry visited his family. Want to recognize her motivation with working with different people. - Des

\* To Jennie and Sarah Nixon for their devotion to quality, and going above and beyond to support the consumers in Eureka. And that was the best medication chart I have ever seen! - Mel

\* Ashley S. for helping David Bess become healthier and educated with diabetes. - Darrel

\* Heather and Anna would like to thank the entire ILS unit for the flowers and cards of appreciation! "It brought a tear to our eyes."

\* Kristin Hart, I appreciate your willingness to interpret for me at the CAC meeting. you really understand the group and you helped me to understand as well. Thanks! - Mel

## Michelle N. appreciates the following people:

\* Tracy Taylor, thanks for bringing Scott and Alex to STEP and working with both of them for an hour. I appreciated that.

\* Janice Reid, your concerns and your time with your client is greatly appreciated. Your motivation is important to STEP. Keep up the good work.

\* Amanada Marlow, thanks for your assistance with Sofia and your patience is most important at STEP. Sofia appreciates you!

\* Shirley Schonewald, thanks for your time and your assistance with your client. You're greatly appreciated!

\* Melissa Knight, thanks for your last minute coverage with working with my client.

\* Cheryl Dub, thanks for your concerns and your teamwork at the house. It is appreciated.

\* Regis Gilchrist, thanks for all of your work and time with clients. It is appreciated.

\* Matty Spanton, thanks for taking Scott to the medical lab and food shopping while I was out sick. Thanks again!

\* Dianne Olafson, thanks for all of your energy with Sarah Gee to encourage her out with community activities. Keep it up with Sarah!

## MARCH BIRTHDAYS

Katherine Cavanaugh	3 - 1
Mike Emory	3 - 4
Matt Scott	3 - 4
Patricia Johnson	3 - 4
William Marks	3 - 5
Brad Boulger	3 - 6
Cesiah Cuadra	3 - 7
Raquel Valdez	3 - 7
Troy Hadley	3 - 7
Dominic Adams	3 - 8
Hugh Long	3 - 8
Kelly McGurran	3 - 11
Anna Venteicher	3 - 13
Wendell Dondonayos	3 - 14
Todd Nascimento	3 - 16
Bobbie Jean Smith	3 - 18
Tina Harris	3 - 19
Jose Guilar	3 - 20
Sarah Gee	3 - 20
Beth Engle	3 - 21
Jude de la Concepcion	3 - 22
Yukari Kurashige	3 - 23
Lorriane Richards	3 - 23
Desaree Esquibel	3 - 23
Charlotte Barnes	3 - 24
Ruby De La Cruz	3 - 24
Pauline Ballard	3 - 24
David Wade, Jr.	3 - 25
Laura Tighe	3 - 25
Patti Dixon	3 - 26
Katrina Robinson	3 - 26
Chuck Betz	3 - 26
Matt Callaghan	3 - 27
Nicole Duncan	3 - 29
Larry Bartman	3 - 30
Tom Cavalieri	3 - 30
Atif Shabbir	3 - 31

# FUN & YUM!

## Jen's Tricky Trivia

The very first WHAT was held in New York City on March 17, 1762 ?

## Word Sleuth Challenge

A O E C D R E S S I N G J I K B  
F G Y E X F H R H K O P L H A O  
B A C O N U G H J K L P V I U Y  
T R E W Q A S D F V O X Z B G  
H G Y J M K L M H C A Q W X Z  
D T R F G H J E A U Q A C B S E  
A M G B N V N E K C I H C U G  
L W Q P A V O C A G O V R E G  
A P O I Q A S W E P C V S A S  
S D O T A M O T K I S L P C X Z  
A S D F R E W T Y H U J K R E K

CLUE: There are seven words you will find in the puzzle. All of which can also be found in this...

BOBC ADSAL

## COBB SALAD

### Recipe Summary

**Difficulty:** Easy

**Prep Time:** 30 minutes

**Cook Time:** 4 minutes

**Yield:** 4 servings

3 slices bacon, cut in half  
1 ripe avocado, split, pitted, and diced  
2 ripe tomatoes, diced  
2 hard-cooked eggs, chopped  
Salt and freshly ground black pepper  
8 cups salad greens  
2 cups shredded cooked chicken  
1/2 cup blue cheese dressing, homemade, recipe follows

- Spread the bacon out on a paper towel on a microwave safe plate.
- Cover with another piece of paper towel, cook at full power in the microwave for 3 to 4 minutes or until crisp. Cool.
- Meanwhile, in a large salad bowl, layer the avocado, tomato, and eggs, seasoning them with salt and pepper, to taste, as you go.
  - Top with the salad greens, then scatter the chicken on top.
  - Crumble the bacon over the salad.
- Bring the salad to the table and toss with the dressing so all the ingredients are evenly mixed together.
  - Serve.

### Nutrition Information

**Nutritional Analysis** per serving

**Calories** 136

**Fat** 14 grams

**Saturated Fat** 4 grams

**Carbohydrates** 1 gram

**Fiber** 0 grams

**Protein** 2 grams

**Net Carbohydrates** 1 gram

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# S T E P

## Strategies To Empower People

5495 Palm Drive

Carmichael CA 95608

Phone: 916 679 - 1555

Email: [step@stepsite.com](mailto:step@stepsite.com)

Website: [stepsite.com](http://stepsite.com)

*Building on a foundation of quality.*



## RESOURCE CORNER

*Here are some community resources you may find helpful.*

**[www.pdrhealth.com](http://www.pdrhealth.com)** - has pictures of the medication along with information about side effects and it is easy on both the eyes and brain.

**[www.medid.com](http://www.medid.com)** - a great website for personalized emergency cards.

**CADA Capitol Area Development Authority** - affordable housing in the downtown district. They just reopened their affordable housing waiting list! Get on board now before they close it again.

**[www.cada.org](http://www.cada.org)**  
**(916) 322 - 2114**