

J U L Y 2 0 0 6

S.T.E.P. News

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

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DIRECTOR'S NOTES

"Mrs. Lee, a 48-year-old wife and mother, was admitted to the ICU with pain in her right side. She also had trouble breathing. Her Doctors found she had a recurrence of lung cancer that was incurable. As Mrs. Lee's breathing got worse, the physician's talked with her about treatment options. With no further treatment, her breathing problems would hasten her death. She could leave the hospital and receive supportive care at home. Or she could be attached to a breathing machine, an option that would let her live several days or weeks linger even though she would be completely dependent on the ventilator. With both options, her Doctors promised to help her breathe and ease her pain with medication. Mrs. Lee decided to use the ventilator, knowing that she would live her last days in the hospital and eventually die with a breathing tube in place as the cancer progressed.

Imagine yourself in Mrs. Lee's position. What treatment choice would you make? What values influence your position? Would you rather remain in the hospital or receive supportive care at home? If you were unable to speak for yourself, would a family member or a close friend know what decision to make for you?"

This scenario came from an organization called Sacramento Healthcare Decisions in a Quality of Life Bulletin. We all know we should make the time to think about our final wishes and put it in writing but few of us have done it. This organization has an Advance Health Care Directive form and instructions available on their website at www.sachealthdecisions.org as well as other end of life planning resources.

One of S.T.E.P's strategic goals for 2006 is "Health and Well-being" and we would like to explore resources to help us achieve our objective to promote a culture that inspires a commitment to healthy lifestyle choices. S.T.E.P. has ordered a few booklets from this website and added them to our resource library for your information. An Advance Health Care Directive (AHCD) is a way to make your health care wishes known if you are unable to speak for yourself or prefer someone else to speak for you and can be used in place of a Durable Power of Attorney for Health Care. We encourage everyone-staff, families, people receiving services- to take the time to express your wishes now so they can be honored when the time comes, often unexpectedly. You can use the AHCD to express your preferences about accepting or refusing life-sustaining treatment (like CPR, feeding tubes, breathing machines), receiving pain medication, making organ donations, indicating your main doctor for providing your care, or other wishes and values you have. We would like to have this form available at the time of ISP's so we are all thinking about these important decisions. We hope everyone will take advantage of the information

Melanie Bazil
Executive Director

Charles Betz

Charles Betz better known as Chuck and fondly referred to as "Chuckles" passed away on Monday morning June 26, 2006. Chuck was returning from a trip to Oregon where he had visited with long-time friends. Chuck had had a great trip and he was returning home on the train when he passed. We imagine that Chuck had a great view out his window and fond memories on his mind during his passing. For Chuck, it was a good day to say goodbye.

He will be greatly missed.

- Sandee Nieves



My Memories of Chuck

Chuck loved to fish and hunt.

Chuck loved to work on artwork.

Chuck had a wide variety of friends that he loved very much.

Chuck actively voiced his concerns at political rallies.

Chuck had a way to make people feel better through his sense of humor.

Chuck was a big Elvis fan.

Chuck loved his music.

- Sheryl Ann Jones

ANNOUNCEMENTS

DATES TO REMEMBER

July 4

Independence Day

The United States celebrates Independence Day every July 4. It is the anniversary of the day on which the Second Continental Congress adopted the Declaration of Independence, July 4, 1776. The Congress declared the American Colonies free and independent states.

- *Carole S. Angell, M.Ed., Teacher*

The STEP office will be CLOSED on Tuesday, July 4th.

Grizzly Camp

It is that time of year again to start saving money to pay for Grizzly Camp.

Camp is only three months away, so set some funds aside and get ready to have a great time in the forest.

"Ah, summer, what power you have to make us suffer and like it."

- *Russell Baker*

COMING SOON...

College of Direct Support

STEP will now be participating in the College of Direct Support, an internet-based learning program for Direct Support Professionals. Direct Support Professionals are those who directly provide services to our consumers- Personal Attendants, SLS Coordinators, Job Coaches, and ILS Instructors.

The College of Direct Support has courses with information related to the services STEP is providing but it is also a nationally recognized certificate.

Some of the courses include Safety at home and in the Community, Supporting Healthy Lives, Community Inclusion, Positive Behavioral Support, Teaching People with Developmental Disabilities, Medication Support, Cultural Competence, and Civil Rights and Advocacy.

You can visit the website at www.CollegeOfDirectSupport.com and check it out. STEP will be able to offer this training opportunity to all of our employees and successful completion of the program will qualify you to receive a bonus. What is even more exciting is that this program aims to offer the ability to complete a degree in this field in the future. Employees will be able to access this training program from their home computer or from the STEP office. We are very excited about this opportunity and would like to get everyone on board to begin in August.

More information to follow...

- *Melanie Bazile*

FEATURE

Save Money on Gas, for FREE!!!

Sound like an ad? It's not. Sure, you'd love to buy that shiny new hybrid or electric car. But how is that going to save you any money? You can't afford it, and you're stuck driving what you have. But you can still drive cheaper, even if it's in a gas-guzzling old tank.

Most of us don't have a choice about needing to drive, and we're stuck paying the going rate for gas, which is not expected to go down much this year. But if you do a few simple things, it's possible to make a big difference in the amount of gas you use. The higher gas prices go, the more you'll save by following the items below.

1. DRIVE THE SPEED LIMIT

Ouch! Sorry, that's one of the easiest ways to make a big dent in the amount of gas you use, especially on the freeway. Not only will you be less likely to get a ticket, but you can save noticeable amounts. More than 50% of the energy required to move your car down the road is used to push the air out of the way. It takes less energy to go slower. According to the Department of Energy, every 5mph you drive above 65 is equal to a 7% decrease in fuel economy. Slowing from 75 to a freeway-legal 65 saves you almost 15%! If you're paying \$3.20 a gallon, that takes you down to \$2.75.

Oh, but think of the time you'll lose! Not really. Unless you're driving cross-country, like Sacramento to L.A., you're not going to notice the time difference. In an everyday commute to work, for instance, you'll be lucky to save 3 minutes by driving faster. How much "money" is that "time" worth?

2. DRIVE EFFICIENTLY

This means smooth it out. The second-biggest place you can save is by easing up on not just the gas, but the brakes and steering wheel as well. Like to accelerate fast from every light? It'll cost ya. Accelerate gently. Look ahead and react earlier to slowing traffic by simply taking your foot off the gas. Simply backing off from the car in front of you (not following so close) can improve your mileage by 5 to 10%. In addition it will prevent a lot of accidents, as well as saving wear on your tires & brakes.

When driving in the city, nearly 50% of the energy powering your vehicle is used for acceleration. Unnecessary braking wastes that energy. Chill, breathe deeply. Drive smooth.

3. KEEP ENGINE TUNED AND MAINTAINED

Money spent on keeping your engine healthy translates to money saved on gas. A poorly-tuned engine can cost you up to 10-20% in fuel economy. Even something as simple as replacing a clogged air filter can save you up to 10%. Replacing a faulty oxygen sensor could save as much as 40%! Follow your car's maintenance schedule to keep it healthy.

4. HIGH GEAR/CRUISE CONTROL

If your car is a manual, make sure you're in your highest gear when you reach cruising speed. The higher the gear, the slower the engine is turning. This is always good unless you're going too slow for that gear, or up big

hills. Or, if your car has a "Sport" mode, avoid using it. The fun of its higher performance equates to more gas being used.

If you have cruise control, use it for cruising. It will deliver a very efficient flow of gas on the open road, except for in hilly situations. If it's hilly, work the gas yourself to use less, as cruise control can't anticipate the road ahead.

5. AIR CONDITIONING VS. WINDOWS

Running your air conditioning makes your engine work harder, and uses more fuel. But so does opening the windows, as they make the car less aerodynamic. The worse the aerodynamics, the more energy it takes to push the car through the air. So which is better? In general, the faster you're going the more sense it makes to close the windows. AC is best for the freeway, while if our Central Valley weather permits it, open windows use less energy at slower speeds.

6. A "CLEAN" CAR

Keeping your car clean also makes a difference in aerodynamics, which translates to fuel economy. One study reported a 7% increase in fuel economy between a clean and dirty car. If your old boat gets 15mpg, that would get you 16.

Aerodynamically clean also means not sticking stuff on the outside of the car. Though the effects of an antenna ball may be hard to measure, loaded roof racks can make a huge dent. If yours are removable and not being used, take them off. If you can avoid long trips with a rackfull of stuff on top of the car, it will make a big difference.

7. TIRE INFLATION

Keeping tires inflated only takes moments, and then you don't have to think about it while driving. Easy! Under-inflated tires take more energy to roll, not to mention causing them to wear faster. Proper inflation can save you about 3.3%. Your car will list the recommended tire pressure on a sticker either in the driver's door jamb, in the glove compartment, or inside the fuel filler door. Get a pressure gage (don't believe the one at the gas station) and check your pressure about once a month.

8. AVOID UNNECESSARY IDLING

Most cars these days do not need to be warmed up. Most cars today are fuel injected, and the best way to warm them up is to start driving. Don't leave your car idling for long periods, especially if you're not in it! There's nothing like "giving away" your car to the most unskilled thief! Remember, when the car is idling you're getting 0mpg.

9. COMBINE TRIPS

Think ahead. Maybe you can string several errands together. This saves not only gas and money, but your time as well. Also you can consider carpooling to work, or sharing rides elsewhere.

10. CONSIDER NOT DRIVING

Do you really need your 4000 pound car to pick up milk at the 7-11, or drop a bill in the mailbox? Think outside our Californian's conditioning to drive everywhere. Consider walking or riding a bike. Riding to work in the morning will see you arriving there refreshed, energized and wide awake! And it's good for you as well.

- *Unknown Author*

DEPARTMENT NOTES

ILS

Independent Living Services

The ILS department continues to work on implementing the 7 Habits training by choosing one habit a month to focus on and discussing it during ILS meetings. This month's habit was "Be Proactive". The entire ILS team would like to thank Mel for providing this recent training, as it has been helpful to us on a professional, as well as personal level. The ILS department will have it's annual RESPECT training at the end of this month, June 28th.

Our ILS Parenting Group took a field trip to the local Fire Station on June 15th. Important issues like fire and home safety, as well as to familiarizing our kids with "safe places" to go in the case of an emergency were reviewed by the firefighters and our ILS Parenting group.

***Next month, our ILS Parenting Group will be sponsoring a Barbecue on Wednesday, July 12th from 11am-1pm at the STEP office. Lunch plates will be \$5 each and include a hamburger, chips and soda. All money raised will pay for upcoming Parenting group educational field trips for our kids! ***

The entire ILS Team would like to welcome our most recent member, Ashley Snodgrass. Welcome!
You're in for a wild ride with our bunch!

Our ILS Yuba City group recently took on another SLS client and our ladies there, Tracy and Shelley, recently began Supervisor training. Thanks again ladies for all your hard work in keeping our Yuba office running successfully!

****CONGRATULATIONS** to our Yuba city staff, Megan, who gave birth to a healthy baby boy.
Welcome to the world, Roper!

- Michelle B. Armstrong

H-SLS

Hearing Supported Living Skills

How often do we truly begin with the end in mind? As SLS providers we often put out many fires and deal with crisis situations. It is difficult to look at the end picture of what we hope to achieve in the midst of chaos, but that is precisely the time to visualize the desired end. In the seven Habits, Stephen Covey introduces the reader to the technique of visualization. He explains that highly effective people are able to see themselves doing that thing that they are trying to achieve.

This is a compelling thought in regard to dealing with our clients day to day. When we have a circle of support meeting, are we able to help the client and staff see the goal of the meeting, the desired outcome? At an IPP meeting, do we help our client strive toward newer dreams and goals or do we simply recap the previous year? Each day do we help our clients reach toward a future they want to live? Do we as providers envision our end goal of each task upon which we embark?

These are the challenges of our varied, always changing environment in supported living, but learning this habit and applying it to the ins and outs of our job, can lead to truly outstanding results. I challenge our coordinators, staff and clients to SEE that outcome they wish to achieve. This is the first practical step in beginning with the end in mind.

- Sandee Nieves

Patti Uplinger Follows Her Dreams

The H-SLS unit would like to say goodbye to our fearless leader Patti Uplinger as she leaves STEP to pursue her own em-passioned endeavors with her Housing Now project. Good luck and thank you for your service and leadership. Carol Nolan and Sandee Nieves will move into the position of co-directors and will provide a smooth transition into a progressive future for the unit. They look forward to helping write a new chapter in the book of supported living at STEP.

Dear Friends,

The time has come for me to say good-bye to my friends at STEP. ACRC has funded Housing Now starting July 1,2006. Those of you close to me know that this is a dream I have been trying to make come true for several years. The outcomes for the project are as follows: assist with community living options for people leaving Developmental Centers and those at risk of being admitted to as DC, provide education about housing to consumers, families, SLS and ILS community facilitators, HN member agencies and property managers, conduct an assessment of the housing needs of the consumers served by ACRC, create and maintain a database of affordable and accessible housing options and work to expand those options, assist with disaster preparedness for ACRC consumers and continue to gather information on the feasibility to create a local housing trust fund. Sounds like a great deal of work! As I advocate for more affordable and accessible living options for people with developmental disabilities I may need your help. Please look for the new Housing Now website at www.housingnowresource.org (the web site is currently under construction).

Thank you STEP for the opportunity and support you have given to me. The sign of good leadership is when the leader leaves and the team is able to move forward, grow and continue to be successful!

Peace,
Patti U.

CAC

Consumer Advisory Committee

This Month's CAC'S Meeting

Well...To my dismay I've not much to write about because attendance was at a record low! May I remind the members of the CAC that this is a job that you get paid for. In order to get paid you actually have to do some work. Which means coming to the meetings and adding input. The members that were present at the meeting decided we should clarify the CAC and write a job description, so there will be more incentive and we will be anticipating your presence at the meetings. For our regular members who weren't able to be present because of some illness, you and your input were deeply missed! Because every opinion that you give carries weight and makes it a better cooperation.

Moving on, the attending members of the last meeting decided that even though attendance has been low, there will be meetings during the summer. If any of you have problems with transportation, thus far you can call paratransit. Which has a service, which will teach you how to ride the regional transit. I will be facilitating the next meeting and on the agenda is Leigh's participation at the Alta function she attended on the behalf of the CAC. We will also be speaking about the safety awareness and disaster preparedness. If I hear more from Sandy on the disaster drill I will attend on Saturday the 17th. We will also be working on our supervisor training class.

The next meeting is July 10 2006 from 1pm to 3pm at the STEP office. We hope all of you will come to the meeting so we can give our input.

- Tara Wood

Program Support

An Official Welcome !

The Program Support Team would like to officially welcome Nichol Sutherland to the STEP Family. As all of you know Nichol has been covering the front desk for the past several weeks as a temporary employee and has been doing a great job. We are thrilled to announce that she has accepted a permanent position with STEP.

WELCOME NICHOL !!!

- Ayren Gabrielson

Protect Yourself

It is getting hotter everyday. Please protect yourself and others. Stay cool and limit rigorous activities to the mornings or evening. Put sunblock on when you go outside. Be sure to check the A/C filter in your homes. And remember to water your grass regularly to prevent potential fires.

- Diana Miller

Summer Treats

Grilled Chicken with Tomato-Cucumber Salad

From Food Network Kitchens

Salad:

1 clove garlic
1 teaspoon kosher salt, plus more to taste
1 tablespoon extra-virgin olive oil
1/4 lemon, juiced (about 1 tablespoon)
1 cup pear tomatoes, sliced in rounds
1 kirby cucumber, unpeeled, quartered lengthwise and sliced
3 pepperoncini peppers, stemmed and minced
1 tablespoon chopped fresh dill
Freshly ground black pepper

Nutrition Information
Nutritional Analysis per serving
Calories 187
Fat 7 grams
Saturated Fat 1 gram
Carbohydrates 4 grams
Fiber 1 gram

Grilled Chicken:

4 chicken paillards (scaloppini), about 4 ounces each
Olive oil spray
Freshly ground black pepper

Smash the garlic clove, sprinkle with 1 teaspoon of salt and with the flat side of a large knife, mash and smear to a coarse paste. Put the garlic paste in a large bowl and stir in the olive oil and lemon juice. Add the tomatoes, cucumber, pepperoncini, and dill and toss. Give a couple of generous grinds of black pepper. Toss again, and set aside.

Preheat a grill pan or nonstick skillet to medium high. Spray the chicken paillards lightly with the olive oil and season with salt and black pepper. Grill the chicken, in batches if necessary, to avoid crowding the pan, turning once, until cooked through, about 2 minutes per side. Place each paillard on a plate and serve topped with the tomato-cucumber salad.

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Mango Pineapple Strawberry Smoothie

Recipe Courtesy of Cathy Lowe

1 mango, peeled, seeded and chopped
1/2 cup pineapple juice
1 cup strawberries, hulled and halved
2 scoops coconut sorbet or strawberry sorbet

In a blender process the mango, pineapple juice, strawberries and coconut sorbet until smooth.
Serve in a tall glass and garnish with strawberry

JULY Horoscope

ARIES (Mar. 21- April 20) Your luckiest events this month will occur on a Saturday.

Be tolerant, but don't let any one take you for granted. Put your efforts into being creative. Spend some time on yourself. Your dedication and fortitude when dealing with humanitarian groups will enhance your reputation.

TAURUS (Apr. 21- may 21) Your luckiest events this month will occur on a Tuesday.

You may be angry if someone tries to take credit for something you did. Short trips may be tiring but rewarding. Don't let the moods of those you live with get you down. Your sensitivity toward those you love will capture their hearts.

GEMINI (May 22-June 21) Your luckiest events this month will occur on a Saturday.

You'll find it easy to upgrade your environment by redecorating or changing your residence. Don't let an incident at work play on your mind. You can learn from those who have had similar experiences. Get friends to help you with the preparations.

CANCER (June 22-July 22) Your luckiest events this month will occur on a Sunday.

Take a close look at documents before signing on the dotted line. You may become rundown if you take on too much. Take a short business trip if possible. Your self confidence will attract members of the opposite sex

LEO (July 23-Aug 22) Your luckiest events this month will occur on a Wednesday.

Don't exhaust yourself or minor health problems will set in. Don't give out any personal information that you don't want spread around. Don't overspend or give too freely to others. You can make new connections if you play your cards right.

VIRGO (Aug. 23 -Sept. 23) Your luckiest events this month will occur on a Thursday.

You should want to feel good about yourself and your goals. Your emotional partner will push all the right buttons this month. Try to be understanding. Be quiet about your intentions or ideas that might bring added cash.

LIBRA (Sept. 24 -Oct. 23) Your luckiest events this month will occur on a Friday.

You may not be happy if members of your family are not pulling their weight. You will be appreciated for the competence you exhibit and for taking on responsibilities. You will be confused about the intentions of someone you work with. Investments are best left alone this month.

SCORPIO (Oct. 24 - Nov. 22) Your luckiest events this month will occur on a Wednesday.

Investments that deal with property will pay off but could cause conflict with some family members. You can accomplish a lot if you work out of your home this month. Take time to do some writing, whether it's correspondence, poetry, or keeping a journal. This will not be the best day to sign deals or to take care of other people's financial matters.

SAGITTARIUS (Nov. 23 -Dec. 21) Your luckiest events this month will occur on a Saturday.

Don't let those close to you get under your skin. You are best to put in some overtime rather than get involved in family gatherings. Real estate investments could be to your advantage. You mustn't make promises that you won't be able to keep.

CAPRICORN (Dec 22.- Jan. 20) Your luckiest events this month will occur on a Sunday.

Don't do something silly just to get back at your mate. Take time to help a friend who hasn't been feeling well. You can evade the issue as usual by being affectionate, fun loving, and far too active for your lover to catch on. Use your charm to get your own way.

AQUARIUS (Jan. 21 -Feb. 19) Your luckiest events this month will occur on a Thursday.

You need to lie back and enjoy a little rest. Digestive disorders will be a result of family squabbles. Don't let your emotions interfere with completing your chores. Someone may not be thinking of your best interests.

Your luckiest events this month will occur on a Thursday.

PISCES (Feb. 20-Mar. 20) Your luckiest events this month will occur on a Thursday.

You are best to concentrate on your professional endeavors. This is a great day to spend with family. Be careful disclosing information. Business trips will be more productive than trying to fight the red tape facing you.

This information was obtained on www.astrology-online.com.

* STEP STARS *

I want to thank **Nichols Sutterman**(front desk) for making phone calls and following through with job references. You have made my work easier this past week. You are awesome!

Matt Clark... I want to appreciate you for making sure that you are keeping the clients active and giving them choices with their activities. Good job!

Bree Klock... Thank you for making sure that my client got involve with the deaf-blind camp. Thank you for your support with looking for subs. You are a star!

- Deslin M

The ILS management would like to acknowledge the following individuals:

Jude- thanks for supporting Gary and all of his recent medical issues, while advocating for more support for him.

Stephanie- thanks for helping Tim get moved and assisting him with dealing with recent life stresses.

To the entire deaf ILS team for the awesome teamwork amidst ongoing client transfers recently.

Jaime- for your continued dedication in supporting Carol with her ongoing mental health issues.

Tracy- thanks for your follow through and for going "above and beyond" with supporting Laura.

Katrina- thanks for the ongoing help and support in doing mobility training with Alejandra and assisting Brian with managing his IHSS staff.

William- thanks for your support and patience over the last few years with Sunita and her entire family! She has greatly benefited from your involvement.

Doug- for taking on the recent SLS arrangement with Jason and ensuring he has the supports he needs in place.

Shelly & Jennifer- thanks for filling in for Megan while she was out!!

Jen's Tricky Trivia

A very special day is celebrated on
July 15th every year. It is...

*The first person to answer this question wins a PRIZE!
Please see Jen Jones and collect you winnings!*

Last month's Trivia: Which sport had its first game played on June 19th,
1845, in Hoboken, New Jersey?

Answer: BASEBALL - Winner: Stephanie Sgro

JULY BIRTHDAYS

Jennifer Jones 2-Jul
Shelly Taylor 2-Jul
Mary Davis 2-Jul
Gary Austin 2-Jul
Deanna Gross 3-Jul
Gerald Schrader 3-Jul
Anthony Cornejo 3-Jul
Danielle Caplinger 5-Jul
Desiree Pollard 6-Jul
Wendy Ralston 7-Jul
John TUSING 7-Jul
Sherrie Nichols 8-Jul
Jeanlina Austin 9-Jul
Paul Roberts 9-Jul
Christi Gattrell 10-Jul
Dale Kerr 10-Jul
Lavinda Trammell 11-Jul
Anissa Fernandes 12-Jul
Ada Torres 12-Jul
Vickie Henson 12-Jul
Olivia Talakai 12-Jul
Henrique Solis 13-Jul
Robert Kilmer 13-Jul
Don Weeks 13-Jul
Dee Adkins 14-Jul
Sheila Warren 15-Jul
Susan Thompson 15-Jul
Denise Chamberlin 16-Jul
Veronica Abraham 17-Jul
Wendy Bugge 18-Jul
Regis Gilchrist 18-Jul
Leigh Penny 18-Jul
Tameka Prudhomme 18-Jul
David (Tony) Ruiz 20-Jul
Thomas Kelly 21-Jul
Brent Frost 21-Jul
Araceli Vergara 22-Jul
Cheryl Smith 23-Jul
Joseph Ruelas Jr. 23-Jul
Michelle Armstrong 24-Jul
James Hadley 24-Jul
James Lewis 25-Jul
Melinda Hadley 25-Jul
Brian Cox 26-Jul
Ashley Snodgrass 27-Jul
Bryan French 27-Jul
Wesley Rushing 27-Jul
JoAnne Galloway 28-Jul
Shannon Rasmussen 28-Jul
Teresa Toniolo 29-Jul
Deanna Constant 29-Jul
Janine Hatcher 30-Jul
Silas Morrison 31-Jul
Todd Bishop 31-Jul

S T E P

Strategies To Empower People

5495 Palm Drive
Carmichael CA 95608

Phone: 916 679 - 1555

Email: step@stepsite.com

Website: stepsite.com



Building on a foundation of quality.

RESOURCE CORNER

Here are some community resources you may find helpful.

College of Direct Support

An on-line educational resource for individuals who work as support staff for people in need. Log onto **CollegeOfDirectSupport.com**

Food Network

Who does not love to eat?! On this cable channel you can find great recipes that are EASY and AFFORDABLE!!!
Don't have cable? Then log onto **www.FoodTV.com**