

AUGUST 2006

S.T.E.P. News

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

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DIRECTOR'S NOTES

This last month has been very busy and the coming months will prove to be just as exciting (which I suppose we should expect that of summer). I wanted to use this month's column to update everyone on some important happenings.

The news with the most significant impact is the passing of the State budget, on time I might add, which included a 3% cost-of-living rate increase for STEP's programs. Supported Employment and Day Programs will receive an additional increase of at least 2%, though the exact number is not yet known.

This is the first time in 20 years that the state has committed substantial funding increases for the developmentally disabled community. Calling themselves the Family Caucus, Assembly member Barbara Matthews (D-Tracy) was joined in her quest for additional funding by Assembly members Russ Bogh (R-Beaumont), Betty Karnette (D-Long Beach), and Fran Pavley (D-Agoura Hills).

STEP employees and consumers recently attending a Senate Committee Hearing on AB2536, a law that could potentially impact our consumers consistency of support by eliminating the over time exemption provided by Wage Order 15. If AB2536 passed in its original form, shifts would have to be no longer than 8 hours a day and no more than 40 hours in a week which would mean 2-4 additional staff in the consumer's home each week.

“The Impossible Will Take a Little While”

by Paul Rogat Loeb

... Think of the Billie Holiday lyric and World War II Army Corps of Engineers motto that inspired the book's title: "The difficult I'll do right now. The impossible will take a little while." It's from the song "Crazy He Calls Me," by Carl Sigman and Bob Russell. Sigman, himself a bit of a social activist, wrote it after seeing the phrase on the wall of his barracks. It suggests that if we do our work well, our efforts will not only address critical immediate challenges, like trying to win an election or stop a war, but also build an engaged community for the long haul. Even goals we think might be impossible — say, bringing about global justice — are no more so than the seemingly unreachable ones of the past, like ending slavery or getting women the vote. They may simply "take a little while." As the voices I've gathered remind us, history isn't some inevitable pendulum. It's contingent on the hope that enables us to act.

*An excerpt from the original essay
“The Impossible Will
Take a Little While”.
Borrowed from **Powells.com**.*

We believed that the author of the bill was not aware of the potentially disastrous effects this could have on our consumers and our testimony really made a difference. The Chairperson of the Committee clearly appreciated our testimony and made comments at the close of the hearing that demonstrated a new found understanding for the inner-workings of the DD funding system as well as the desire for continuity of care for individuals receiving services.

Thanks to all those who attended- this was grassroots advocacy at its finest and you were a part of that!

Now for something that will be coming your way soon- STEP is proud to announce our partnership with the College of Direct Support- an internet-based learning tool that provides courses in subjects applicable to the support STEP provides.

The College of Direct Support offers a nationally recognized certificate, college credits and possibly an opportunity for a national credential. STEP is paying the cost to provide this training to all of our employees and is also offering a bonus of \$300 to those employees who successfully complete the online training.

Each course has a pre and post test as well as a final exam that must be taken at the STEP office. Employees will be able to access the courses from their home computer with a high-speed internet connection or from one of the computers at the office. Watch for your invitation to begin classes soon.

If you want to learn more about the College of Direct Support- visit them on the web at :

www.CollegeOfDirectSupport.com

We are very excited about this opportunity!

*Melanie Bazil
Executive Director*

ANNOUNCEMENTS

SELF DEFENSE

The Step program will be sponsoring two self-defense classes for consumers to help reach our 2006 Health and Well-Being goal.

The instructor, Shihan Joel Everett, has more than 20 years experience in martial arts. He has trained in Japan with a Grandmaster and currently holds a 10th degree black belt master title. Mr. Everett is as excited about the opportunity to work with STEP as we are to work with him.

1st Class (Deaf)	2nd Class (Hearing)
8/3/06	8/10/06
5:30-7:30 PM	5:30-7:30 PM

Please contact Ayren at 679-1555 x117 ayreng@stepsite.com.

CAMP GRIZZLY



David Gehri "hanging" out

It's Camp Time! STEP and Joe's Joint will be sponsoring a week at Grizzly Creek Ranch camp in Portola again this year. Last year we had a total of 93 people head up to Grizzly Creek and people are still talking about all the fun. According to feedback from people who went last year their favorites were the Ropes Challenge Course, swimming

in the accessible pool, fishing, kayaking, crafts and activities.

We will be adding more active things to do this year for those who are interested in hiking and traditional camp lawn games. If you are interested in being a "camper" or working during the week at camp (it really is a blast), contact Melanie Bazile 679-1555 x.108 melanieb@stepsite.com.



Mike Menefee preparing for flight.

DATES TO REMEMBER

August 3

Deaf - Self Defense
5:30 - 7:30 at the STEP Office

August 7

Pay Day

August 10

Hearing - Self Defense
5:30 - 7:30 PM at the STEP Office

August 14

CAC Meeting
1:00 - 3:00 PM at the STEP Office

August 22

Pay Day

AUGUST is the official month to celebrate the following :

- *American Artist Appreciation*
- *Black Business Month*
- *Family Meal Month*
- *Foot Health Month*
- *Happiness happens Month*
- *National Canning Month*
- *National Catfish Month*
- *National Golf Month*
- *National Inventors' Month*
- *National Parks Month*
- *Peach Month*
- *Water Quality Month*

FEATURE

David Martin

& the U.S.A.F.

Many of you will recognize one of the gentlemen in this picture, Yep you guessed it.... It is our very own Mike Martin from the ILS department.



David & Mike Martin

Mike Martin is very special to us, however our spotlight goes to the other man in the picture, Private First Class David Martin (Mike's Son). Private First Class Martin was here in Sacramento for a brief visit with his family and friends and would be returning to Ghazni, Afghanistan seven days after this picture was taken and will be there until February of 2007. Pvt. Martin is also an MP (Military Police). When he returns to Afghanistan he will be training Afghan soldiers as part of his duty. When he was asked if our company could send anything to the soldiers in his squad, his requests were very simple (list to follow). So we are asking you as a company, as a team, as a squad to help support the men and women who do so much for us.

Below is a list of items that would benefit the soldiers greatly. All you have to do is bring the items to the office and we will send everything we can in a care package from all of us. Thank you all for your support.

THANK YOU PRIVATE FIRST CLASS MARTIN AND SQUAD FOR EVERYTHING YOU DO..... WE APPRECIATE EACH AND EVERY ONE OF YOU!

Items to send:

Liquid soap, shampoo, chap stick, eye drops, trail mix, sunscreen, pre-packaged non-perishable snacks (such as tuna or canned meat with easy opening lid that do not require a can opener) beef jerky, DVD's etc...

If you have a friend or family member serving our country LET US KNOW! We are happy to support our troops in the Armed Forces.

*- Ayren Gabrielson
Office Manager*

Effie Yeaw

Living History

With California's population of 37 million projected to double by the year 2040, protecting the state's natural habitats could become even more difficult. Already, California has lost 99 percent of its native grasslands, 80 percent of its coastal wetlands and 94 percent of its interior wetlands. At least 73 native plants and animals are extinct and more than 150 animals and 280 plants are listed as endangered, threatened or rare. Only 4 percent of the native vegetation that grows along riverbanks in California's Central Valley remains.



Effie Yeaw

For nearly 45 years ago, a gentle mother and grade-school teacher worked to preserve nature with the simple method: Show children the wonders of the American River. In 1955, Effie Yeaw began her tours, leading groups of children and adults on nature walks, introducing them to the jewels of the "forest" near her home in Carmichael. Sightings of deer, coyotes wild turkeys, rabbits, snakes, hawks and waterfowl became much sought-after tour highlights, and with every "ooh" and "aah," she added to a group of citizens concerned with preserving the river's ecosystem.

Yeaw died in 1970, but her conservation efforts resonated with those who remembered her tours. She had helped form the Save the American River Association and established the American River Parkway. In 1972, Sacramento county voters approved a bond measure that included funding for an interpretive center. The Effie Yeaw Nature Center was formally dedicated on June 19, 1976.

Today, the nature center serves nearly 100,000 visitors annually who come to see the interactive exhibits relating to the natural and cultural history of the Sacramento region. Three self-guided trails meander among the riparian and oak woodlands, shrub lands, meadows and aquatic habitats located on the surrounding 77-acre nature preserve.

Summer Fun Days, when children spend many hours experiencing nature by hiking the trails and watching wildlife, is one of the center's most popular programs, according to center director Marilee Flannery. "We have has some wonderful comments from the parents of the children enrolled in these programs. Some have thanked us for opening their children's minds to nature and more than one have said their child watching less TV and is now reading books about nature," says Flannery. "I believe Effie Yeaw would be very proud to see that the nature center named in her honor has made this kind of difference in a child's life."

The Effie Yeaw Nature Center is located inside Ancil Hoffman County Park in Carmichael. Call (916) 489-4918 or go to www.effieyeaw.org.



The Effie Yeaw Tree located in front of the STEP office.

- Dawn Blank
Sacramento Magazine
July 2006

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 discuss during ILS meetings. We continue this month with - “Be Proactive”. The ILS unit recently completed their RESPECT training on June 28th, as part of STEP’s ongoing commitment to improve the quality of services provided, as well as maintain a standard of professionalism amongst our staff.



ILS Retreat - William Marks

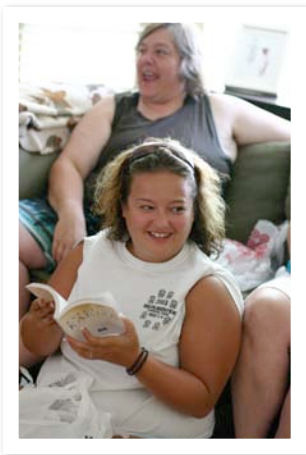
We also had our annual ILS Retreat on July 14th, which consisted of team building, a fabulous potluck and an opportunity to get to know each other on a more casual basis.

Our Parenting Group will be taking a trip to the Sacramento Zoo next month to visit all the exotic animals and go toe to toe with the resident lion!

The entire ILS Team would like to welcome our most recent member, Nicola Brock to our team, “WELCOME Nicola !!!”



ILS Retreat - June Klock



*ILS Retreat - Ashley Snodgrass
Christy Schoneman*

Our ILS Yuba City group recently took on another SLS client and our ladies there, Tracy and Shelley, recently completed their supervisor training course with flying colors! Thanks again ladies for all your hard work!

Special Congratulations to our Instructors: Doug, Shelley and Tracy who had the highest scores in the recent Supervisor Training Test! Congrats!

******Lucy Z, June, Ashley- Our thoughts are with your and your families during this difficult time.******

- Michelle B. Armstrong

H-SLS

Hearing Supported Living Skills

We continue to review the 7 Habits of Highly Effective People. The 5th habit says "Seek first to understand then be understood". How often do we jump into a conversation, interrupt and add our 2 cents? Perhaps the interjection has caused us to miss a very important point or something someone needed to hear. Our clients face this frustration everyday of their lives. Does someone else complete their sentence or presume to know what's best for them? Even those of us who work here at STEP who truly believe in our client's voice and advocacy abilities, get caught up in thinking we understand what is "best" for them. I had the recent opportunity to reflect upon the 5th habit when one of our clients asked to make some changes in their life. How many times had this client said they wanted these changes but the requests went unheard? Was anyone really hearing what this client was saying? Could we remain quiet long enough to understand their needs? By seeking first to understand, we were able to listen well and make the changes. Since then I've seen nothing but smiles and humor from this client!

- Sandee Nieves

CAC

Consumer Advisory Committee

There was a Consumer Advisory Meeting held in July with only four people in attendance. We looked at some information on the DDS website explaining the DDS CAC. We decided to print some of the information related to responsibilities and send out to all the STEP CAC to review. We also discussed the need to recruit some new CAC members due to the lack of attendance in the last 6 months. If you are interested or know someone receiving STEP services that might be interested working with the CAC, please contact Melanie at the STEP office.

The next CAC meeting will be Monday August 14, 2006 from 1pm to 3pm at the STEP office.

- Melanie Bazil

HR

Human Resource

And the Oscar for Best Dramatic Performance goes to.....

All of the clients and staff that helped out this Saturday by volunteering to be victims in the first Disaster Response Drill for the Sacramento area.

This was called Operation Delta Breeze and involved all of the Sacramento city and county law enforcement agencies, professional rescue personnel such as Firefighters, EMTs, etc. Also involved were many Community Emergency Response Teams such as American Red Cross, Sacramento City, Sacramento County, Los Rios

Community College District, etc. This major operation took over 20 different agencies more than 3 months to plan and is mandated by Presidential Directive. Every large city in America must have a Disaster Response plan in place and they must practice for it so that if a real emergency happened, everyone involved in rescuing us civilians knows what to do.

We were asked to participate as “evacuees” in the mock disaster. The scenario was that a levee had broken and people had begun to show up at the evacuation center and were being helped by the “Professional” response teams, meaning Firefighters, Police and Sheriff’s officers. Shortly after this, a second levee breaks, and the volunteer agencies have to be called in to help. While all of this is happening, and the victims are gathering at the evacuation center --- BOOM!!!! --- there’s a big explosion at the center, and now they have a great big bunch of injured people to help.

So our group, Leigh Penney, Lavinia Copaciu, Debbie Moreno, Angela Olson, Lucy Ferguson, Donald Lystrup,



Team STEP - “the Evacuees”

Eric Dates, Kim Oliver, Alex Nero, Laura Tighe, Laura Danti, Tina Harris and Damira Bechtel showed up to participate. We decided that for the sake of no one getting lost in the shuffle that whatever “injury” was assigned to the client would be the same for the staff so that they would not be separated in triage.

I must say at this point that I had NO idea of what great actors we have in our agency! There was limping and moaning, complaints of how bad the “pain” was, and cries for help. One of the scenarios we were assigned was an obnoxious drunk. Who would’ve ever thought that Miss Leigh Penney, a lady by anyone’s

standards, could ham it up so well as a lush? She did a great job and it was very entertaining listening to her and her staff, Lavinia, singing loudly, “99 Bottles of Beer on the Wall” over and over! It was hilarious!

All of the staff and clients played their parts so well and right on cue. Alex Nero may get the Oscar this year for Best Drama Performance. He and Laura Tighe had a terrible “bruise” on the lower back and he really hammed it up every time the rescue teams came near. “It hurts! I can’t walk. The pain is so bad!” It was great. Laura was really talented with her acting skills as well. Tina Harris was the picture of pitiful cradling her “broken” arm. One of the high points for me was Debbie Moreno’s dying act. “I’m dying..... I’m gonna die!” Point the cameras, Hollywood! We’re ready for the cameras to roll. There was a lot of media coverage so maybe some of you caught us on the news. We took a lot of pictures ourselves so we could share with everyone here.

After we were “rescued” and sent to triage for treatment, we were given a really nice lunch. We actually met a couple of signers that are volunteers for one of the CERT groups and that was nice. There were also pets playing parts so that Noah’s Wish could practice their pet rescue skills. I was very impressed with a couple of dogs that endured the long, hot day and stayed calm and friendly throughout.

On a more serious note, we have begun the earliest stages of Disaster Planning for our agency and this was a great opportunity for us to meet people involved in emergency response and start to form relationships. Over the next year, we will be putting together a comprehensive Disaster Preparedness plan for our clients and staff to help ensure the safety of all of our people here. I look forward to knowing that we have done all we can as an agency to prepare for any disaster.

- Sandra Goodsell

VSS

Vocational Support and Services

Proactive Problem Solvers!

The price of gas this summer is affecting everyone. I am trying to help by driving less, and keeping my car in good shape. However there are some folks in the Vocational program that are setting bold examples on how they can help STEP, California, and the Planet!

Monday through Friday every week for the past 7 years Ted Welsh, Vocational Coach, has been picking up his crew – Monica Soares, Jeremy Watkins, and David Bess. All four together drive Downtown Sacramento to work as the Janitorial Team for the Sacramento Youth Hostel at H Street and 8th Street. This team took it upon themselves to learn and use Regional Transit. Now every morning you can find them catching Bus # 25 to the Lightrail station at Marconi Ave, and then riding the Train to K Street and 10th. Together they walk the three blocks to the hostel. Well Done!!!

Another “Forward Thinker” in STEP Vocational is Steve Lantz. Steve has a unique position. Steve picks up his first crew at 4:00am in the morning. They all drive to Rocklin to be the Janitorial Crew at Hands on Video Relay. By 9:00am they are finished working and on their way back to Carmichael. That can add up to a lot of miles and a lot of gas. Last month when Steve was looking to buy a new car he made the choice to buy a hybrid. Steve bought a Toyota Prius, which is priced a few thousand dollars higher than same sized non-hybrid car. Here are the basics on how the car saves gas. The car has a gas engine and an emissions-free (no pollution) electric motor. As you drive in town, every time you step on the break the electric battery recharges it’s self. Most of the time as you stop and go – you only use the electric motor , thus saving gas. On longer trips on the freeway you will use the gas motor. The car changes which motor it uses automatically. Steve says he fills the 20 gallon tank about every 2 weeks! Other interesting things to note; You can take tax deductions for buying a “Green Car” (good for environment) on your California and Federal Tax returns. Right now in California you can use the car pool lanes no matter how many people are in your “Green Car”. Driving a hybrid also gives you the benefit of paying \$0 on all bridges with toll!



Wow, I will be studying Steve and his new hybrid car to see if that will be my next car purchase too.

- Lynn Vaughan

Try This . . .

KICK START YOUR HEALTH

Borrowed from FoodNetwork.com

1. Start every day with a healthy and sensible [break-fast](#).
2. Plan your meals ahead of time--it's too easy to make bad choices when you're hungry.
3. Include a first course with your lunch or dinner. Start with a high water-content food like [salad](#) or a broth-based soup, and then have a smaller main course.
4. When serving yourself, first fill half your plate with [vegetables](#), then add the meat and starch.
5. Keep a big bowl of ripe seasonal [fruit](#) within easy reach.
6. Reconsider that high calorie drink. Juices and sodas pack a lot of calories without making you feel any fuller.
7. Upgrade to [whole grains](#) whenever possible--you'll get more vitamins, minerals, fiber and it'll be easier to control your weight.
8. Be calorie savvy! Read nutrition labels and know how to spot hidden diet-busters, like unrealistic portion sizes, sugars and fats.
9. Select reduced-fat items in the dairy section. The calories are similar between reduced fat and fat-free, but reduced fat usually tastes better.
10. [Snacks](#) are part of a healthy diet. It's a long time between lunch and dinner, so add a mini meal, like a piece of fruit and cheese, a handful of nuts or a high fiber snack bar.

For more information regarding food education and recipes check out <http://www.foodnetwork.com>.

Jen's Tricky Trivia

August was made longer by adding a day from another month.
From which month was it taken?

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

Last month's Trivia: A very special day is celebrated on July 15th of every year. It is . . . ?
COW APPRECIATION DAY
Winner: Tim Fischer

Brain Teaser

At the recent [STEP] downhill mountain bike race, four entrants entered the challenging slalom event. [AYREN] came first. The entrant wearing number 2 wore red, whereas [JACQUIE] didn't wear yellow. The loser wore blue and [MEL] wore number 1. [NICHOL] beat [MEL] and the person who came second wore number 3. The entrant in yellow beat the entrant in green. Only one of the entrants wore the same number as their final position. Can you determine who finished where, the number and colour they wore?

#	Name	Wore	Colour
1	AYREN	2	red
2	NICHOL	3	yellow
3	MEL	1	green
4	JACQUIE	4	blue

© Kevin Stone [Protected Puzzle] - BrainBashers.com

* STEP STARS *

The ILS management would like to acknowledge the following individuals:

Stephanie- thanks for volunteering to take up Ashley's entire caseload while she was away.

Tracy- thanks for all the support you provided to Laura!

Katrina- for supporting Alejandra in her decision to take the RT independently and helping her to successfully complete this goal!

Melani- for supporting Tim and advocating for him in light of recent events- thanks!

Gloria, Ashley, Christy- thanks for taking up on short notice for June during a rough time.

Doug and Mike B- thanks for all the continued support of Jason. Whether he says so or not, I am sure he appreciates it.

Jamie- Thanks for not giving up on Carol.

For questions, comments, or to submit an article and/or pictures to the STEP Newsletter, please contact our editor:



J. A. (Jude) de la Concepcion
judec@stepsite.com

AUGUST Birthdays

Matt Waters	1-Aug
Edward Stover	3-Aug
Tara Palmerton	6-Aug
Oscar Cerrato	7-Aug
Henry Gibson	7-Aug
Rob Hilliard	7-Aug
Randall Powell	7-Aug
Cynthia Yahuaca	8-Aug
Irene Helton	9-Aug
Duane Johnson	10-Aug
Annette Butler	10-Aug
Amanda Marlowe	10-Aug
Andrea Foxx	11-Aug
Romilda Jones	12-Aug
Ekuah Ramsey	13-Aug
Angel Clokey	15-Aug
Bruce Smith	15-Aug
Sharon Wildee	15-Aug
Mathew Simmons	16-Aug
Emma Payne	16-Aug
Linda Shames	16-Aug
Claudia Loveless	16-Aug
Sunita Kumar (Prasad)	17-Aug
Lisa Allen	18-Aug
Jennie Nixon	18-Aug
Kim Evans	19-Aug
Sandra Price	19-Aug
Susan Parker	19-Aug
Jacquie Dillard-Foss	20-Aug
Tim Fischer	20-Aug
Shayana Mendes	22-Aug
Deloris Hill	22-Aug
Jyl Strong	22-Aug
Ayren Gabrielson	24-Aug
Christopher Funk	26-Aug
Anna Dubach	26-Aug
Derek Winton	26-Aug
Pamela Norman	27-Aug
Stefon Craig	27-Aug
Brenda Brown	27-Aug
Orwins Cunill	27-Aug
Da'Cheish Barley	28-Aug

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.

- Web MD** The leading source for trustworthy and timely health and medical news and information. Log onto www.WebMD.com
- Sacramento Magazine** Sacramento Magazine is your daily access to Sacramento dining, events, and lifestyle. Covers people, businesses, and events in the greater Sacramento area. Log onto www.SacMag.com
- Effie Yeaw Nature Center** Located inside the Ancil Hoffman County Park in Carmichael. Call (916) 489-4918 or log on to www.effieyeaw.org.