

F A L L 2 0 0 7

S.T.E.P. *News*

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

DIRECTOR'S NOTES

It has been a busy summer so far at S.T.E.P. We hosted Community Day on June 28, 2007 and two workshops on June 19, 2007 with Al Condeluci, both successful and thought-provoking. Al spoke to us about community connectedness and social capital, giving us tips on how to foster both in our community—for ourselves and the people we support. Social Capital describes the connections and relationships that develop around community and the value people feel and receive as a result. This made me think about the difference between integration and inclusion. Being integrated suggests you are there but, being included refers to being a part of it all and valued. Al mentioned the importance of finding similarity in developing relationships and that regularity of opportunity makes a difference. Four steps were outlined: 1) Find the passion or point of connection 2) Find the venue or the play point 3) Understand the elements of culture and 4) find or establish a gatekeeper. As I listened, it made sense and I thought of my own experience with participation in a local fitness group.

At the end of last year, I decided I needed to really focus on improving my health and that I needed to get moving. I began thinking of ways to do this and many ideas were either unappealing or had failed for me in the past.

Enter Michelle Armstrong. She suggested I try SacFit, a group of people interested in the same thing but with a focus on fun and friendships. It sounded interesting and I decided to give it a try. Here is the first illustration of Social Capital. My relationship with Michelle yielded the value of an opportunity I would not have known about otherwise. The point of connection for me and the other members of SacFit is a common interest in improving our health and having fun along the way. The Venue was William Pond Park every Saturday. I showed up on the first Saturday and I felt a little unsure and lost. There were a lot of people who already knew each other and for a while I felt like I was the only one who didn't belong. At this point I was integrated but not fully included. Michelle was not there but I survived the first Saturday. The first few times, I was quiet and observed the Elements of Culture in the group. These elements included the way people dressed (comfortable exercise clothing and fancy shoes from Fleet Feet), pace groups, watches, jargon (SVP, no pendulum arms, 5K and half-marathon—how far is that anyway?) and the coaches. My Gatekeeper was Michelle. When she came the next week, she made me feel comfortable and introduced me to some people there. She helped me fit in and connect with others. Eventually I was comfortable on my own and connected with others and have found some great walking partners. Another illustration of Social Capital is that these connections motivate me to come back the next week and chatting with someone helps pass the time while I am walking. Pretty soon I have walked seven to nine miles and had a great time while doing it.

I think we all know that it is our relationships that truly make us wealthy. I encourage everyone to give this some thought and to spend some time thinking about how we can help the people we support forge relationships.

- Melanie Bazile

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Heat Emergency Tips

- Outdoor workers require special precautions during excessive heat conditions, and employers must follow California's heat illness prevention regulations (www.dir.ca.gov/oshsb/heatillnessoalttext.doc).
- Children up to age 4, people taking certain medications, persons with disabilities, and seniors age 65 and over are particularly less able to cope with hotter weather and should be monitored throughout the day for signs of heat-related illness.
- Regardless of your activity level, drink more fluids—especially water—and more than you think you need. Your body needs water for many crucial functions and dehydration can lead to serious health effects.
- Make sure clothing is lightweight and comfortable and—if you're planning to be outdoors—avoid the hottest parts of the day by scheduling activities during cooler hours (generally mornings and evenings). Also be sure to wear a hat and use sunscreen because sunburn affects the body's ability to cool itself.
- Don't over exert. Stay cool indoors by turning on an air conditioner or evaporative cooling system. If you don't have access to air conditioned space at home, visit a local shopping mall, senior center, public library, community center, or other facility that is open to the public.
- Do not rely only on electric fans during a heat wave. When the temperature is in the 90s or above, a fan will not prevent heat-related illness. A cool shower or bath is a better way to beat the heat and keep body temperatures a safer levels.
- Use common sense. Avoid hot meals and heavy, spicy foods when the weather gets hot. Eat smaller meals more often.
- Never leave infants, children, or pets unattended in your vehicle, not even for a moment.
- If you, or someone you know, may be at risk for heat-related illness, talk to a doctor or pharmacist.
- And call 911 in the event of a true health emergency

Visit www.dhs.ca.gov or www.redcross.org for comprehensive guidelines about staying healthy in hot weather.

SACRAMENTO COUNTY COOLING CENTER LOCATION

CAL EXPO
1600 EXPOSITION BLVD
SACRAMENTO, CA 95815
(916) 263-324

***If your consumers' air conditioning goes out, contact your supervisor immediately!**
***Arrangements will be made for the consumer and repair will be scheduled right away.**

Treating Summer Heat Illness



Heat stroke happens when the body can no longer control its temperature. The body's temperature rises fast. The body cannot sweat and is unable to cool itself. Warning signs include red, hot, dry skin; very high body temperature, dizziness, nausea, confusion, strange behavior or unconsciousness, rapid pulse or throbbing headache. Heat stroke can cause death or disability if treatment is not given. What to do:

- Get medical help quickly.
- Get the victim to a shady area.
- Cool the person off with a cool shower, garden hose, etc.
- Do not give the victim fluids to drink.
- If emergency medical personnel are delayed, call the hospital for further instructions.

Heat exhaustion is a milder illness that happens when the body has lost too much water and salt in sweat. Warning signs include heavy sweating, cramps, headache, nausea or vomiting, paleness, tiredness, weakness, dizziness and fainting. If heat exhaustion is not treated, it can turn into heat stroke. Get medical help if the symptoms are severe or if the victim has heart problems or high blood pressure. Help the victim cool off with:

- Cool, nonalcoholic beverages,
- Rest, lying down,
- Cool shower, bath or sponge bath,
- Air-conditioning,
- Lightweight clothing.

Heat cramps are muscle pains and spasms due to heavy activity. They usually involve the stomach muscles or the legs. It is generally thought that the loss of water and salt from heavy sweating causes the cramps. If you have heart problems or are on a low-sodium diet, get medical attention for heat cramps. What to do:

- Stop. Sit quietly in a cool place.
- Drink clear juice or a sports beverage.
- Rest for a few hours to avoid heat exhaustion or heat stroke.
- Get medical help if heat cramps do not stop after one hour.

Sunburn is when skin becomes red, painful and unusually warm after being in the sun. Sunburn should be avoided because it damages the skin and could lead to more serious illness. What to do:

- See a doctor if the sunburn affects an infant younger than one year old or if the victim has fever, blisters or severe pain.
- Stay out of the sun.
- Bathe the sunburned area with cool water.
- Use moisturizing lotion on sunburn, do not use salve, butter or ointment.
- Do not break blisters.

For more information...

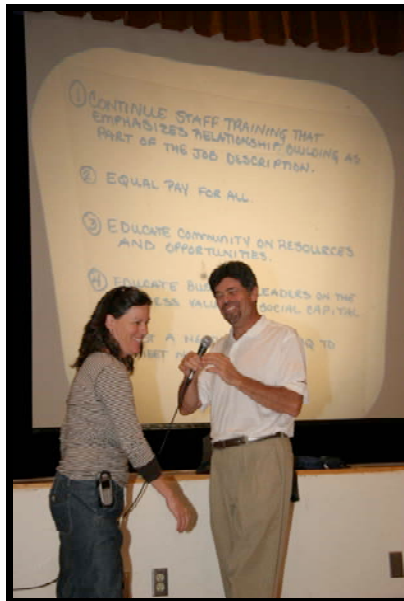
Call CDC for info in English or Spanish:
800-CDC-INFO (800-232-4636)
888-232-6348 (TTY)
Or visit: www.cdc.gov
www.bepreparedcalifornia.ca.gov

Building A Vision For Community Making Our Community More Inclusive & Welcoming Facilitated By: Al Condeluci

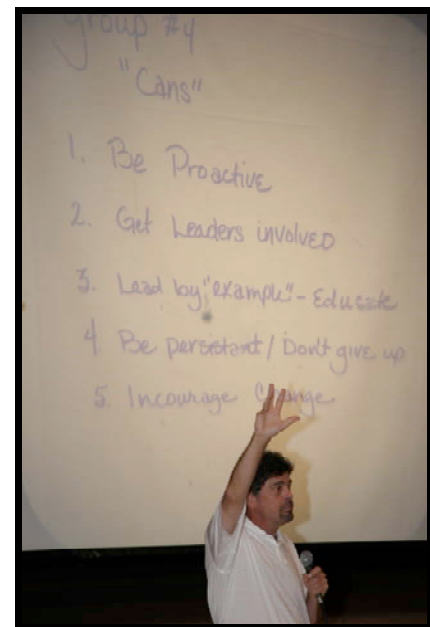


On June 28, 2007, STEP hosted our first Community Day, facilitated by Al Condeluci. Al has been an advocate and catalyst for building community capacities and understanding culture since 1970. Born and raised in the steel town of McKees Rocks, PA, and still makes his home there, Al received his Bachelors degree in Psychology from Youngstown State University, his Masters in Social Work and Ph.D. in Education from the university of Pittsburgh. Along with his work at UCP/CLASS, Al is associated with the University of Pittsburgh's School of Social Work and School of Health and Rehabilitation Science and Robert Morris University Graduate School of Business. In these academic roles Al teaches, supervises students, and serves as advisor and consultant.

Since 1975 Al has emerged as a national leader and consultant on human services and community issues. He speaks annually to national and international audiences reaching some 15,000 people each year. His books have won praises and awards for their thoughtful approach to culture and community and are now used at many colleges, universities and in-service meetings.

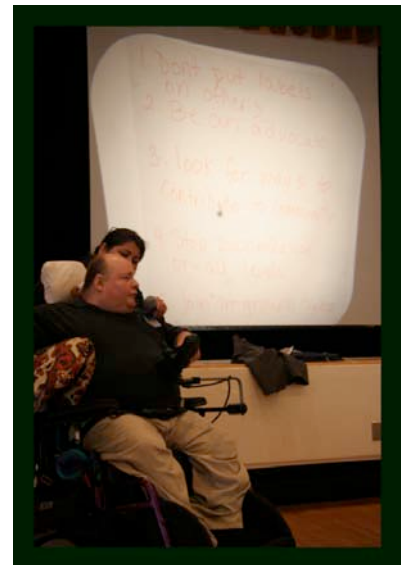


The topic of the morning session was Community Vision. Al spoke about exploring our current community practices and outcomes, speculating on reasons for discrepancies, and building a stronger community. He discussed the concept of culture and the notion of social capital. He defined and explored community and culture and talked about how people develop and maintain strong social networks. He also identified and examined four key steps in community building.





The topic of the afternoon session was Vision to Reality. We developed workgroups to identify and focus strategies and actions to building a more inclusive, welcoming community where people can develop the initial stages of social capital. Each group identified a spokesperson to report on the group's action and their plans for building an inclusive community. The latter part of the afternoon focused on the challenges that a new vision creates, resistances to change, and opportunities that unfold.



DAY PROGRAM

Birth Of A Business (Or Two)

Do you ever get that strong feeling that there is someone else looking after you without you even being aware? This for me has felt like one of those times...

Here in Vocational Services, we have made a commitment to make sure all of our consumers who are able to work are actively employed in some way every day. This has been our goal since our inception and on a very basic level we have been meeting that goal for quite some time.

This year we have looked at our goal and asked ourselves "Is this enough?" "Are we really doing everything we can?" "If it were me, would a part time volunteer job satisfy me?" The answers are different for everyone, but as we looked at how we have evolved over the last few years we found ourselves both proud, and not yet satisfied. At this point our discussion opened and continues; how can we do better? What would constitute true success for our consumers in terms of money and also the social capital gained from their work experiences? We discussed the possibilities of more concentration on micro businesses and how we could begin to make more and higher quality community connections.

Those of you who know me well know that I love to discuss the possibilities, discuss and discuss and discuss. But when it comes to actually moving forward with something new and a bit unknown, I can sometimes (in terror) get my feet stuck in the concrete I keep under my desk. Then as if someone were reading my thoughts and saying, "Well this will get her off her seat" our department received an RFP (Request For Proposal) from Alta California Regional Center, specifically to obtain start-up funding for consumer businesses. The proposals could be for any type of consumer-owned business and could offer from between \$2000 and \$40,000! Oh and by the way, they had to be turned in to Alta in less than six weeks!!!

The rest of the following six weeks are somewhat a blur at this point, there was research and several meetings and more research and lots of typing and a few late nights and one or two ancient family curses placed on computers in our department...and some more research. But on the day they were due, two beautiful completed proposals were dropped of at the Regional Center office and all involved breathed a sigh of relief "that "was over.

Alta had received about seventeen proposals and had narrowed it down to just six. Two of those six had come from STEP's Vocational department.

We called our wonderful consumers Suzane Sarrette and Debbie Moreno and told them to be ready for an interview the next day. Now let me tell you all that this day was one of the most humbling in my life. I was prepared to be asked many questions about the proposal I HAD WRITTEN.

And I felt the same for Lynn, that she would answer many questions and convince this committee that STEP was who they wanted to award this money to. (Even in this perfect process of empowering our consumers I had let myself forget for a moment why I was doing this). Well much to my joy and surprise this committee, directed almost every question they had to our consumers, who (to put it bluntly) just wowed them all. They answered every question about why they wanted to run their own businesses, what it would mean to their lives, what their goals were, what they would use any money earned for, and how they would find staff to assist them if anything were to happen to the people they now work with. I was so amazed and so proud to even have my named associate with these two very driven women. The committee was also very impressed as on Friday, June 20, they were both awarded the funding needed to start their businesses! Debbie Moreno (Awarded \$2000) will be starting her own consulting/public speaking/Advocacy business. Suzane Sarrette (Awarded just over \$35000) will be opening her own coffee cart in The Alta Lobby!

We are all so proud of both of these women for advocating to us and to others their need to live their dreams. We will be keeping you updated on how these businesses are going throughout the year.

- Stephanie Sgro



A few weeks later, when we had almost forgotten about the darn things, we received a phone call "We would like to see you and your consumers in our office tomorrow morning!"

ILS

ILS GROUP

***“What do we live for, if it is
not to make life less difficult for each other?”***
(George Eliot)

Our ILS group would again like to welcome our new ILS Instructors— Robbie Wheeler, Anissa Fernandes and Tammy Smith! Welcome aboard and don't forget to fasten your seat-belts—enjoy the ride!

ILS staff & supervisors will be participating in our annual RESPECT training at the end of this summer. Our primary focus will be on implementing the current “7 Habits” philosophy into our day-to-day work, as well as focusing on the “strengths” of our individual staff and utilizing those strengths to build a stronger ILS team.

We continue to focus on one of the “7 Habits” monthly, as part of our ILS meetings. We will be covering Habit 4- “Think Win-Win” (see above quote), for the month of August.

S.T.E.P. recently had the pleasure of hosting community advocate and international speaker Al Condeluci, who provided our staff with a one-day workshop entitled “Community and Social Capital”. Mr. Condeluci focused on “cultural shifting” and moving towards a community of inclusion, rather than exclusion, while providing us with concrete tools and plans to build and establish meaningful relationships with the greater community. The information we obtained in this workshop will no doubt be of great benefit to our agency, but more importantly, to the individuals we support, as we move towards building a community which embraces diversity and celebrates differences.

Our Yuba City office continues to grow at an astounding rate! None of this would be possible without our Yuba office staff and managers, who continue to demonstrate their commitment and dedication to the consumers we serve in the Yuba area—thanks to each of you. We would also like to congratulate Tracy Cummins on her recent promotion to part-time Program Manager! Tracy has been with the Yuba office from the very beginning and continues to provide quality services to the consumers and staff she assists. In addition, we would like to welcome back Donna Hernandez to our Yuba office...welcome back!

PARENTING GROUP

Our Parenting group will be doing their annual “Firehouse Tour” this summer. This trip is always good fun and very informative, as the children get to see firemen in full fire-fighting gear and familiarize themselves on what to do and expect if they are ever in a home fire. Thanks in advance to the Carmichael Fire Department for hosting our group and letting us ride in the big giant fire truck!

The Parenting group will be doing their annual Summer Pool Party in August and look forward to celebrating the summer before our kids have to return to school.

In September, we will be hosting a group of community members to come and speak at our monthly Parenting class, to inform our parents of various generic resources and services available to them. This will be a great opportunity for our parents and staff to start building a community relationship with the organizations and individuals they often come into direct contact with, while at the same time familiarizing themselves with the services available in our area.

October will mark our annual “Trick or Treat” Party here at the S.T.E.P. office and we look forward to all the little ghosts and ghouls that will join us! Thanks in advance to our entire office staff who have made this event such a success each year through their generosity and enthusiasm—ya'll rock!

-Michelle Armstrong

Appreciations

Anna Shands wishes to say, *“Thank you to my S.T.E.P. family for all the support, thoughts and kindness that you all gave to me during the recent loss of my father— it is greatly appreciated.”*

The ILS group would like to thank Jacquie for the “ILS Appreciation Barbecue” she hosted at her home, in June, for all of our staff. Your generosity and thoughtfulness left us speechless- thank you!

SLS

HEARING UNIT



Congratulations to Charles Hancock and Jennifer Camillo
on the birth of their daughter:

Kieran Genevieve Hancock
Born: June 21, 2007 at 10:39 PM
7 LBS, 6 OZ—20 INCHES



DEAF UNIT

Hello everyone, hope you all prepare for the heat this summer! We are currently looking for a new F.O.C.U.S. Manger for our Deaf SLS unit. This position stands for Focus On the Consumers, not US (F.O.C.U.S.). This position is to work synergistically with consumers, coordinators, and personal attendants to ensure all consumers' needs are met to the satisfaction of the consumers, and to ensure that lasting community connections are being made, by and for our consumers, utilizing whatever assistance is necessary.

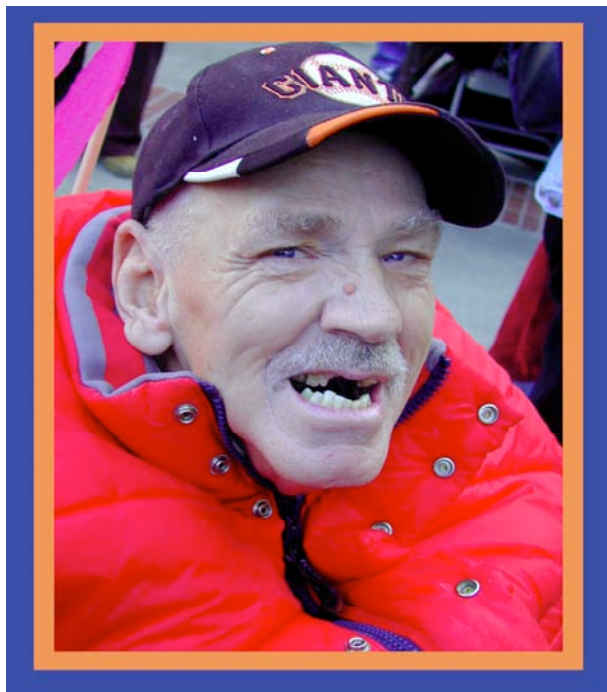
If you know anyone who you believe can do this job, please tell them about this position and to apply. If you believe you have the skills and feel like you can qualify, please apply. If you have any question about the performance expectations of this position, please feel free to contact the front desk and get a copy of the job description.

Deaf SLS Unit wants to welcome these new consumers just entering our program

- Charlie Firestone, who is coming from Porterville Development Center.
- Ben Gowans, who is coming into SLS from living with his family.
- John Hicks, who is coming from a hearing group home.

In closing, our Deaf SLS Unit would also like to welcome Christy Schoneman as the newest member of our SLS team. Keep up the good work and we're glad you're part of our team!

Thanks,
Sam Holden
Deaf Program Director



Henry Gibson
by Paula Rawlingson

They say that everything happens for a reason. I believe that. God gave me the opportunity of being touched by one of his Angels. He said to me, "This Angel shall teach you much about life!" Just at a time when I thought I knew it all, been there, done that, what can this angel possibly teach me? Much to my amazement, when it came time to meet him I guess I had visualized some kind of knight in shining armor with wings.

There he sat in his wheelchair, all 87 pounds of him. He looked up at me, but never spoke a single word. As time went by, every day that I saw him he would somehow get me to soul-search within myself, opening my eyes, getting off my own pity pot to start appreciating the gifts God gave me—the ability to walk, talk, eat, all the simple things that are taken for granted. Before I knew it, Henry Gibson had taught me so many things about how deep the soul really goes, how to pull up strength within, in times when it seems everything goes wrong. And the man never spoke a word. I will never forget Henry Gibson.

"I'm The Boss" – Henry's Mantra!
by Judy McDonough

Henry loved the smell of coffee, the sound of vintage country music, and the sight of Rachel Ray on TV. He loved his independence and freedom. He was full of fire and lived life to the highest possible degree. Henry was a girl watcher and loved the attention of women, but was faithful and true to his girlfriend & soul mate Toni. A moment that will always stay in my mind is when his wheelchair was put right next to Toni's in the van on the way to summer camp. He looked at her, his face softened as he lovingly put his hand on top of hers.

Henry
By Randy Cobb

I'd like to thank Henry, and I did, for the opportunity to assist him with the wants, needs and things to make his life comfortable and happy. When I would come to see him at his home the first thing he would say to me was "I mad at you." I would walk over to him, lean forward so he could pat me on one of my shoulders a couple times, then I would ask him if he felt better. He would sit back into his chair, smile and say "Yeah", then continue to let me know what his needs were. I want to thank his support staff who assisted him in his daily needs and who improved the quality of his life: Judy McDonough, Victoria Marell, Bertha Nyamadzawo, Paula Rawlingson, Renee Mikbel, Robert Johnson, Sophia Ellis, Mindy Lee, Nikita Ivy, Bobby Smith, Mike Bachman, Annette Butler, Shelly Pina, Lavinia Copociu and Sherry Day. Specific mention goes to Pam Jordan, who supported Henry for over 10 yrs. Pam was his personal attendant, his friend, his roommate and they became family. Thank you all for your devotion to Henry.

Henry Gibson
by Victoria Marell

I worked with Henry as his Day Coach for the past year. We would have celebrated our one-year anniversary 3 days after he died. I want to tell you what my younger sister said to me regarding Henry. She said that I helped to make the last year of his life memorable. Ours was not an easy relationship in the beginning. I told people that he rode me hard and put me away wet! After the State Fair last year, Henry changed his behavior towards me. I got to see his loving and kind side. He defended me and protected me to the best of his ability. It was difficult to watch his health decline over the past year. I knew we were losing him. I am so happy he had a personal relationship with God and that he is now in Heaven with his Father. No more pain, suffering or disabilities.

I had a dream a few months ago about Henry. A man came up to me and said hello. He looked vaguely familiar, but I did not know his name. When I asked who he was, He surprisingly said, "It's me, Henry!" He was perfect! He was standing, walking and talking. That is how he is now and will be evermore. The day after he died, I went to his home to help pack up his personal belongings. On the way into his apartment, a lovely yellow butterfly went past me and past Henry's apartment. I am sure it was Henry . . . freely flying as a butterfly. I asked him how it felt to fly.

I would like to think that I had an impact on his life, but the truth is he impacted my life. I called him my wild cowboy. We had talks about death and dying and he seemed ready to go to his maker. I am thankful for the time I had to work with Henry and to become a friend to him. I will never forget him. I hope he is there to greet me when my time comes to pass. Fly Henry, fly!



AUGUST

Ronald Tyler	3-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
Annette Butler	10-Aug
Amanda Marlowe	10-Aug
Derrick Smith	10-Aug
Andrea Foxx	11-Aug
Romilda Jones	12-Aug
Bonnie Fuschs	12-Aug
Frances Kollie	12-Aug
Ekuah Ramsey	13-Aug
Kurtis Rodman	14-Aug
David Miller	15-Aug
Naomi Moore	15-Aug
Bruce Smith	15-Aug
Sarah Wade	15-Aug
Sharon Wildee	15-Aug
Matthew Simmons	16-Aug
Emma Payne	16-Aug
Claudia Loveless	16-Aug
Sunita Prasad	17-Aug
Zulia Reyes	17-Aug
Lisa Allen	18-Aug
Patricia Morado	18-Aug
Jennie Nixon	18-Aug
Kim Evans	19-Aug
Jacquie Dillard-Foss	20-Aug
Tim Fischer	20-Aug
Sonja Jones	21-Aug
Jyl Card	22-Aug
Dee Hill	22-Aug
Cassandra Workman	22-Aug
Ayren Gabrielson	24-Aug
Christopher Funk	26-Aug
LeTwan Washington	26-Aug
Pam Norman	27-Aug
Stefon Craig	27-Aug
Brenda Brown	27-Aug
Orwins Cunill	27-Aug
Tiffany Mitchell	27-Aug
Sandra Price	29-Aug
Irene Helton	29-Aug
Bibi Alvarez	30-Aug
Janice Reid	30-Aug

SEPTEMBER

Frank Bracamonte	1-Sep
Kathleen Chapman	1-Sep
Mike Kelley	3-Sep
Nikita Ivy	3-Sep
Latoyia Shahid	4-Sep
Carl Weidman	5-Sep
Debbie Moreno	5-Sep
Eric Malone	5-Sep
Atlakea Scott	6-Sep
Cherryline Baxter	6-Sep
Kathryn Langston	6-Sep
Ken Hodge	6-Sep
Donald Lystrup	7-Sep
John Wood	7-Sep
Anthony Harris	8-Sep
Heath Conway	8-Sep
Moniqua Cornejo	8-Sep
Stephanie Tate	9-Sep
John Somaduroff	10-Sep
Annette Langston	11-Sep
Sylvia Sanchez	11-Sep
Tina Centeno	11-Sep
Charles McConnel	13-Sep
Ray Smith	13-Sep
Martha Baxter	14-Sep
Daniel Sevall	16-Sep
Melissa Knight	16-Sep
Libby Drake	17-Sep
LaSheena Johnson	18-Sep
Mahnaz Navabi	19-Sep
Martha Fry	19-Sep
Charlene Beck	20-Sep
David Nyamadzawo	22-Sep
Val Magby	22-Sep
Damian Papa	23-Sep
Denis Strella	23-Sep
Lisa Ogles	23-Sep
Johanna Egan	24-Sep
Larry Hopper	25-Sep
Monica Soares	25-Sep
Bahram Ghodsshowghi	26-Sep
Tara Wood	26-Sep
Erica Tweet	27-Sep
Ellie Jo Vikre	28-Sep
Griselda Contreras	28-Sep
Norman Constant	28-Sep
John Watkins	29-Sep
Maria Santillan	29-Sep
Brenda Ashford	30-Sep
Karla Pinson	30-Sep
Tim Glover	30-Sep

OCTOBER

Naghman Mushtaq	3-Oct
Darrell Utley	3-Oct
John Newcomb	4-Oct
Paul Lavender	4-Oct
Mike Dyda	5-Oct
Kathleen Acosta	5-Oct
James Collins	6-Oct
Keith Benson	6-Oct
Lydia Edinborough	7-Oct
Bonnie Fox	7-Oct
Judy Belotz	8-Oct
Bree Klock	9-Oct
Katrina Parham	9-Oct
Earnestine Douglas	10-Oct
PJ Goin	10-Oct
Weston Willey	10-Oct
Kachett Davis	11-Oct
Stephen Lee	11-Oct
Reyna Sanchez	11-Oct
Nicola Brock	14-Oct
Tatiana Dubrovina	14-Oct
Jaime Young	15-Oct
Jack Chesnut	15-Oct
Melissa Crisp	15-Oct
Michelle Davis	15-Oct
Sherry Day	16-Oct
Patrick Graham	16-Oct
Ronisha Jones	16-Oct
Anna Shands	16-Oct
Todd Drake	16-Oct
Jason Kowalski	16-Oct
Kimbar Warr	17-Oct
Gloria Goode	18-Oct
Jennifer Gross	18-Oct
Michael Partee	18-Oct
Robbie Wheller	18-Oct
Amy House	18-Oct
Joe Miller	18-Oct
Demond Jackson	19-Oct
Scott Navarro	19-Oct
Sanda Megyesi	20-Oct
Charlyne Morales	20-Oct
Gene Hull	20-Oct
Melissa Drake	21-Oct
Ophelia Smith	21-Oct
Rolinda Salinas	25-Oct
Wendy Spanton	25-Oct
Jennifer Velebit	25-Oct
Elizabeth Weis	26-Oct
Cathi Aurich	27-Oct
Gina Thayer	27-Oct
Laura Sowdon	28-Oct
Sheila Smith	30-Oct
Cecilia Queral	31-Oct
Michael Warner	31-Oct

Fun Stuff

MEDITATIONS ON LAUGHTER

BY LEIGH PENNY

Let's take time to laugh. It is so easy when you think about it. Laughter comes from the heart. It really comes from the soul, the deep down soul of your inner being. When you think about laughter, everybody has a different thing that they laugh about, but laughter is inevitable for nearly everyone.

Laughter can hide limits and pain. Laughter produces ease. When you laugh, you usually ease some kind of emotion. You can let an emotion go and let a strong feeling give way. This can be a happy feeling or a sad feeling, but it is a distinct feeling. Your ability to laugh is an ability to repress some kind of social or emotional problem.

Each of us needs to laugh and each needs to laugh with the other person. Sharing each other's laughter, sharing each other's joy, and understanding another person's laughter & getting the most out of the other person's laughter creates a sense of joy and a sense of belonging.

Just remember that sometimes when we laugh, we laugh to exclude something, to keep us from crying, or to keep us from feeling negative.

There is laughter everywhere we go, just like there are tears wherever we go. So laughter is the best medicine. Doctors have said this for years. When you laugh, you laugh because it heals you from your afflictions. I have always believed that if you can laugh once or twice or even three times a day, with a belly giggle laughter, then you will come a long way to getting your health back in gear. I know you will feel better once you start to laugh and have other people laugh along with you, seeing the humor in life rather than the tragedies of life. God knows there are plenty of those, but if we can laugh on a regular basis and see the humor in books, magazines and television, we will have won the game.



7 HABITS ANAGRAMS

This month's trivia is 7-Habits of Highly Effective People ANAGRAMS! Correctly unscramble all 7 anagrams related to the 7 Habits & either e-mail or submit on paper to Jen Jones (jenj@stepsite.com). One name will be drawn from all correct entries on 10/31/07. Good Luck!

1. RIG IS DAMP
2. SLIP PRINCE
3. COAT VIPER
4. STIFF TSHIRT GRIN
5. TENDERED NICE PEN
6. HAS STAR NEPHEW
7. I PIVOT CURLY CB

CARTOON BY MIKE MARTIN



S T E P

Strategies To Empower People

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Website: stepsite.com

Building on a Foundation of Quality.