

## VISION

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

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

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

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



# STEP NEWS

May 2004 Volume 3 Issue 5

## Fishing Story

The Japanese love fresh fish. However, the waters close to Japan have not held many fish for decades. So to feed the Japanese population, fishing boats got bigger and went farther than ever. The farther the fishermen went, the longer it took to bring in the fish. If the return trip took more than a few days, the fish were not fresh. The Japanese did not like the taste.

To solve this problem, fishing companies installed freezers on their boats. They would catch the fish and freeze them at sea. Freezers allowed the boats to go farther and stay longer. However, the Japanese could taste the difference between fresh and frozen and they did not like frozen fish. The frozen fish brought a lower price.

So fishing companies installed fish tanks. They would catch the fish and stuff them in the tanks, fin to fin. After a little thrashing around, the fish stopped moving. They were tired and dull, but alive. Unfortunately, the Japanese could still taste the difference. Because the fish did not move for days, they lost their fresh-fish taste. The Japanese preferred the lively taste of fresh fish, not sluggish fish.

So how did Japanese fishing companies solve this problem? How do they get fresh-tasting fish to Japan? If you were consulting the fish industry, what would you recommend?

“Man thrives, oddly enough, only in the presence of a challenging environment.” -- L. Ron Hubbard. To keep the fish tasting fresh, the Japanese fishing companies still put the fish in the tanks. But now they add a small shark to each tank. The shark eats a few fish, but most of the fish arrive in a very lively state.

The fish are challenged. Instead of avoiding challenges, jump into them. Beat the heck out of them. Enjoy the game. -Melanie Bazile-Fernandez

# STEP STARS

*Thank you to Karel for figuring out the VCR- you made us really happy!*

*William M for handling an emergency on the weekend so professionally.*

*Mike Jones for helping in a time of urgent needs and being committed to our folks.*

*Rob Hilliard for a fantastic job to coordinate Atif's transition.*

*Cheryl Dub for being professional and patient with one of her client's with behavior crisis.*

*Rachel Allen-Coldwell for assisting two of her clients through their relationship crisis and give up her time to support her clients, too.*

*Michelle Noschese to handle clients' moving and making sure they are comfortable in their new home.*

*Sam Holden for supporting Rob with Atif.*

*Jacquie Dillard-Foss for helping us through with Deaf clients' crisis lately. It shows that she is very supportive, reliable, creative, and follows STEP Vision and Values, Thanks JK.*

*Judy McDough and Stacy Phillips, for all of your patience and your effort with Tina.*

*Christy Schoneman, welcome to STEP as Sarah's roommate.*

*Corianne, thank you for taking up extra hours with Sarah during the week.*

*Terry Terioff, thank you for taking up hours with Scott and taking the bus to JJ is excellent!*

*Heather and Denis Strella, your concern with Valerie's health is so valuable. Keep up the great communication and teamwork with your supervisor!*

*Debbie Smith, your patience with Valerie's rough days and trying to create ways to keep positive is appreciated!*

*Matt Waters for continuing to follow through with Olaf's' life. That shows you are following visions and values of STEP.*

*Lydia D. for your patience with the roommate situation. Greatly appreciate how much you are involved in interviews and feedback. Thanks for your patience and support.*

*Mike Dyda for working hard with NEXT STEP and dealing with job coach changes. Good job on improving your health with gym and changes with eating habits. Whoaa!!*

*Mel for always having your office door open and giving up your time for suggestions and ideas. Look forward to having you involve with house meetings. Many thanks!!*

*Patti Dixon for taking the time and willing to do orientations and making calls at last minutes....(smile)*

*Stephanie Sgro for willing to work O/N during last minute changes with other coordinators.*

*John Cogswell for following through with medications and open communication with other staff and supervisor. Good job!!!*

*David Wade for continuing to work with Olaf through roommate changes. Thank you for all your support with Olaf.*

*Thank you MaryAnn Dyda for all your support with your son Mike Dyda. We admire how you show love and commitment to Mike.*

*To all the office staff: Thank you for maintaining such professionalism with*

*Cheri.*

*Happy*

*Birthday*

Brian Parr 5/1

Rachel Allen Coldwell  
5/2

June Klock

Becky Byng 5/3

Sally Gomez 5/3

Donta' McColl 5/5

Amy Brooks 5/7

Angela Frazier 5/7

Keifer Douglas 5/7

Kimberly Merrell 5/8

Stellina Nava 5/8

Jeff Thompson 5/9

Gary Croker 5/11

Andrea Pettus 5/14

Charlene Rhodes 5/14

Alesia Jepsen 5/17

Alexander Vasquez 5/17

Jamie Wallis 5/17

Cheryl Eden 5/18

Christina Douglas 5/18

Jessica Harmon 5/18

Suzane Sarrette 5/19

Stephanie Sgro 5/20

Jamie Christopher 5/21

Donna Wymer 5/25

George Myers 5/27

Pamela Longhurst 5/27

Rochelle Tambornini

5/28

Kirsten Carmichael 5/30

Mary Sampson 5/31



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## *SLS- Deaf*

We can see this month is a busy month for all of us in the Deaf Unit: we been busy with new clients, hiring new pa staff, helping getting client's TAX in before the deadline, having Step ten year party, arranging the PA meeting that is coming up and preparing for all the Rally that is happening this month. As it was mention earlier about us hiring PA staff, we would like to spread the word around that we are hiring for good PA staff, and hoping with your help you will spread the words around, and inform others that they have an a chance to work at a GREAT place at S.T.E.P. Be sure if you find a friend, or referral a person to the STEP to fill out an application, remember to tell them to add your name on the application for referral purpose so that way you can have a chance to earn \$25.00 if the person stays as an employee at S.T.E.P. for more than 3 months.

Want to remind you guys not to forget to attend to the Deaf PA staff meeting that is happening on Monday on the 26th of April at 6:00p.m. to 8:00p.m. at S.T.E.P office. It's important you let the other PA staff who works in the Deaf Unit know about this meeting, and spread the words out. For those who are working, please still come to the office, and bring your client with you. The Deaf SLS coordinator will be keeping out folks busy while you guys get to enjoy two hours at the meeting. The meeting will be fun, so please be on time, and encourage other to do the same.

Also wanted to take the time to let you guys know that we have a new client who happens to be a new friend to our community. His name is Atif Sahbbair, and he's 21 years old. He just came from another program, Atif is hard of hearing who has some signing skills and we happy to tell you his living situation seems to be going wonderful since he's been part of our program. We encourage you to meet our new friend, and introduce yourself and as well get to know him. If you have any question please feel free to contact the Deaf Unit and we be more than happy to answer any of your questions.

## *SLS- Hearing*

Coralee is back from Germany and Czech and was successful getting out of the country when there was a sudden raid. Coralee traveled all the way to Europe to see snow, the highlight of her vacation! Ed and Jason went kayaking at Natomas Lake. LaSheena you are so funny with your April fools joke. Wait until next year! Meridith, you told some good April fool stories too! Thank you David and Rickie for opening your home to several visitors from DDS and DHS. You two have a lovely home. The SLS team is anxious to get the new Program Manager on board (Team Leader name has been changed to Program Manager).

## *Human Resources*

Sterlent Credit Union has discount coupons available for Credit Union Days at Great America. Save 60% off General Admission tickets. Good for the following days: April 24 and 25, May 29-31. Please see Patti Dixon if you would like a coupon.

Employee Assistance Program: STEP offers an Employee Assistance program to its eligible employees which offers a wide range of information including legal, financial, parenting and personal/work related issues. As well as providing resources and referrals, this is a completely confidential service. More information on this program is available from Human Resources.

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## *Attention all Employees:*

There is a new Policy going in to effect on May 1, 2004. This new policy is called, "Rehiring Policy". There is a copy for each of you in your mailbox here at STEP. You are expected to be familiar with this policy so please take the time to read it.

This policy is to be inserted in your Employee Handbook in the Separation from Employment section. Please contact Sandy if you have any questions about this or any other Policy.

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# ILS

Let's get geared up for the upcoming Rally's! It is time to make sure we are heard and seen. It is important for all of our folks and ourselves to be involved to ensure the services are maintained.

We would like to welcome Jennifer Allen, Dayonna Wells, Paul Archer, Brian Clark, Rena Cloyd, Stefon Craig, and Joseph Amado. Also Vicki Henson is going to be moving down to Sacramento in the next month or so from Lake Tahoe. Congratulations Vicki!

Parenting Support Group will next meet again on May 20th at the STEP office from 3:30 to 5:00pm. Topic is "First Aid/CPR."

It's not enough  
to be busy. The  
question is: What  
are we busy  
about?

-Henry David  
Thoreau

## About Bananas

Bananas contain three natural sugars- sucrose, fructose and glucose- combined with fiber, a banana gives an instant, sustained and substantial boost of energy. Research has proved that just two bananas provide enough energy for a strenuous 90-minute workout. No wonder the banana is the number one fruit with the world's leading athletes. But energy isn't the only way a banana can help us keep fit. It can also help overcome or prevent a substantial number of illnesses and conditions, making it a must to ass yo our daily diet.

According to a recent survey by MIND amongst people suffering from depression, many felt much better after eating a banana. This is because bananas contain tryptophn, a type of protein that the body converts in serotonin, known to make you relax, improve your mood and generally make you feel happier.

Anemia: high in iron, bananas can stimulate the production of hemoglobin in the blood.

Blood pressure: high in potassium yet low in salt.

Constipation: high in fiber, including bananas in the diet can help restore normal bowel action.

Hangovers: banana milkshake sweetened with honey is one of the quickest ways to cure a hangover.

Ulcers: the banana is used as the dietary food against intestinal disorders because of its soft texture and smoothness.

Stress: Potassium is a vital mineral, which helps normalize the heartbeat, sends oxygen to the brain and regulates your body's water balance. When we are stressed, our metabolic rate rises, thereby reducing our potassium levels.

# For Johanna

I may appear different, however we share many things in common...

I need food to nourish my body and love to nourish my soul...

I require shelter for my body in order to survive, my heart feels the pain of loss and my skin the comfort of a touch... just as you...

I may not see you physically or hear your voice, but I can Braille your face with my hand, and I can sense your presence and feel your voice resonate upon my finger...

I may not speak with a voice, but my words float upon the air in beautiful artistry, conveying my emotions only to those who know and understand my world...

For I may appear different, but if you learn my language, and as friends you will see...We share many things in common...Even though I appear different...

Kathy Vessels

Any articles, announcements, STARS, and resource information is welcome. The deadline for the next newsletter is 5/15/04.

The next Deaf PA Training will be on April 26, 2004 from 9:30a to 11:30a at the STEP office.

The SLS-Hearing PA's will meet with Deaf PA's on May 10th for a teambuilding in the park from 9:30 to 11:30a.

## Jen's Trivia Question

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

Name 5 Deaf MAJOR LEAGUE baseball players.

All happiness depends on courage and work. - Balzac

Joe's Joint is now offering a music and performing class every week on Thursdays from 4:40p to 6:00p. Contact Angela Olson for more information.

June 27-July 3, 2004 is Deaf/Blind Awareness Week and the 40th anniversary of Rubella. During this week, STEP and Joe's Joint will be sponsoring several awareness activities. If you have ideas or would like to get involved, contact Becky Byng, Bree Klock, or Melanie Bazile-Fernandez.

# STEP SPOTLIGHT

## Todd Drake

Todd Drake said he has been receiving services from STEP for almost 9 years. He really has a thirst for learning new things and especially how things work. He attends Next Step and recently started working at Hands On Video Relay Services in Rocklin and he said he really likes it. Todd is a great conversationalist. Todd also loves to tease and play with people and he's very friendly. He collects lighthouses. Todd is a great fan of car racing, Monster Garage, and of course, the Kings! Todd's dream job would be to buy and remodel a house so he can see the "before and after".

Congratulations to Todd on his recent testimony at an Assembly budget hearing at the State Capitol. Todd's comments were focused and made good sense. Thanks Todd for your presence at the rally and for standing up for your rights!



# H.E.L.P.

HELP completed our SmartPath and committee members are working towards the goals we established (thank you Melanie and Jacquie for your commitment to assisting us with the process, sharing the responsibility of completing the goals and holding us accountable for following through). SmartPath goals include a STEP health policy, health education classes, health resource database, health support network, health success examples/recognition, health plans, health questionnaires, addiction prevention/treatment classes, funding sources, health resource website, whole person assessment training, healthy cooking/eating classes, motivation strategies and a food coop (if you or someone you know is interested in becoming involved in the implementation of the preceding goals, please contact Jaimie Dillard at 916-679-1555 ext 103 or jaimied@stepsite.com).

## Organizing Tips When You're On The Road

Get five plastic file folders, each one a different color. Carry them with you in your car. Label the files:

**IN:** All the pieces of paper you collect go here-receipts, notes, mail,etc-you'll go through this later.

**OFFICE:** Things you have already dealt with or taken care of that just need to go back to the office.

**READ/REVIEW:** Things you will want to read later when you have more time.

**ACTION:** Things you need to follow up on, make a call about, finish, etc.

**DATA ENTRY:** Things you need to enter into your computer, pager, rolodex, etc.

## S.T.E.P. STARS CONTINUED

Charlene Rhodes: Thank you for your support of the ILS unit. We really appreciate it.

Angela O: Thanks for taking

Jason P grocery shopping on short notice.

Melani R: Thanks for your flexibility with changes in your caseload.

Gloria G: Thanks for working so hard as Michelle's ASL tutor.

Diane B: Thanks for your flexibility with your caseload.

Anna and Heather: Thank you for being such helpful and supportive Directors.

June K: Thanks for your flexibility and being so positive.

Gloria G and Charlotte B: Thanks for watering Anna's plants and keeping them alive while she was on vacation.

Heather C and Michelle A: Thanks for overseeing and keeping things going while Anna was on vacation.

Annette B: Thanks for taking on yet another challenging client.

Rachel A-C: Thanks for keeping an eye on Vicki H while she was here visiting.

Mike Partee for helping at Allen's,

Thank you Randy C, Jeanlina A and Sandee N for covering Coralee's clients while she was in Europe,

Renee for treating Theresa really nice,

Sadie for filling several shifts on short notice,

Nicola Brock for helping out with a quick response to an emergency: having a "what can I do to help" attitude,

All of Coralee's staff for helping out while she was away,

Dee Hill for filling in on short notice,

Mariska has been a great advocate for her client to eat healthy,

Donyea your extreme patience is

appreciated,

Annette Boyd for advocating for her client,

Emilita you are so cool and helpful, thank you,

Kim Henry for advocating for your client and helping them look for a job,

Darvis H for being flexible and filling in on short notice,

Sharon Wildee for being new you sure have been helpful to the hearing team,

Nikita I for filling a weekend shift,

Lorraine R-you have been hanging in there and it is appreciated,

Tammy Smith you were awesome helping us cover some shifts at last minute,

Carol N for being the only Team Leader,

Cecilia Q for covering a sudden change,

Sandy Goodsell for being very supportive during a crisis,

Sandee N for coordinating a very difficult case.

Allen W- thank you for welcoming the many new staff into your home.

Brian C for all of the changes in your life you are great.

Shelly you have been a great advocate.

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## **NUTRITION GUIDELINES: LOW-SODIUM TIPS**

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### **Milk, Yogurt and Cheese**

#### *Good Choices*

Milk, yogurt, low-sodium cheeses

#### *Foods to Limit*

Buttermilk (limit to 1 cup per day)

Malted and chocolate milk

Regular and processed cheese, cheese spreads and sauces, cottage cheese

#### *Special Tips*

Dairy foods have moderate amounts of sodium. Keep in mind that milk and yogurt are lower in sodium than most cheeses.

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### **Vegetables and Fruits**

#### *Good Choices*

Fresh, frozen, and low-sodium canned vegetables and fruits (and fruit juices)

Low-sodium and salt-free vegetable juices

#### *Foods to Limit*

Regular canned vegetables, vegetable juices, sauerkraut and pickled vegetables

#### *Special Tips*

Season vegetables with herbs, spices or lemon juice instead of salt, bacon or salt pork.

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### **Reading Labels**

Find the sodium content per serving

For entrees: choose 500 mg or less sodium

For other foods: choose 300 mg or less sodium per serving

In the ingredients list, look for salt, sodium, monosodium glutamate (MSG), sodium chloride, and any words with the word "sodium"—if in the first three ingredients, avoid this food

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### **Soups, Sauces and Gravies**

#### *Good Choices*

Low-sodium or sodium-free homemade or canned soups

Sauces and gravies prepared with low-sodium ingredients

#### *Foods to Limit*

Regular canned soup, dry soup mixes, bouillon cubes

Instant sauce or gravy mixes

#### *Special Tips*

Choose soups or broths that contain 300 mg or less sodium per serving

Flavor soups, sauces and gravies with vegetables and herbs

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### **Seasonings, Condiments and Snacks**

#### *Good Choices*

Fresh or dried herbs and spices, sodium-free herb blends (such as Mrs. Dash), garlic/onion powder

Plain vinegars, lemon and lime juice

Low-sodium catsup and barbecue sauce

Unsalted snack foods (chips, pretzels, crackers)

#### *Foods to Limit*

Salt, garlic/onion salt, seasoned salt, monosodium glutamate (MSG), soy sauce, seasoned vinegars

Regular catsup and barbecue sauce

Salted snack foods

Commercially prepared softened water

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