

J U N E 2 0 0 6

# S.T.E.P. News

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

## Table of Contents:

|                   |   |
|-------------------|---|
| <b>PAGE 1</b>     | Director's Notes  |
| <b>PAGE 2</b>     | Director's Notes Cont.<br>"Spring Time"<br><i>by Deborah L. Miller</i>  |
| <b>PAGE 3</b>     | <b>ANNOUNCEMENTS</b><br>Dates to Remember<br>Human Resource             |
| <b>PAGE 4</b>     | <b>FEATURE</b><br>CA State Budget                                       |
| <b>PAGE 5 - 7</b> | <b>DEPARTMENT NOTES</b><br>ILS<br>H - SLS<br>D - SLS<br>Program Support |
| <b>PAGE 8</b>     | <b>CONSIDER THIS</b>  |
| <b>PAGE 9</b>     | STEP STARS<br>Birthdays<br>Jen's Tricky Trivia                          |
| <b>PAGE 10</b>    | <b>RESOURCE CORNER</b>  |

## DIRECTOR'S NOTES

### *Time is not always on our side*

I recently facilitated a conference in San Diego to discuss Supported Living Services and issues across the state. During a "meet and greet" I sat down and began to talk to Margaret Anderson, the manager of SLS for the Department of Developmental Services. Upon meeting her initially, you have to move away from her labels, what she does, and how her job as the overseer of SLS at the State level could impact STEP, and just get to know the person. What we both learned is that we had attended a very small elementary school outside of Marysville, around Olivehurst, called Arboga Elementary school. That was what made us laugh the most; you start with Marysville and if you know where that is - you move them south to where you grew up in a itty bitty town. That got us both talking about childhood memories of the area.

We then began to talk about folks with Developmental Disabilities and knowing their story and making those connections and how if the time is not spent with them to know their story it can be lost forever. I relayed to her an ELP meeting, Essential Lifestyle Plan,

that had been done with a man we serve in SLS within the Deaf unit, how the meeting had gone and that it had indeed been a very intense process since the consumer was not able to verbalize his story. About how lucky we were to have his mom and a family friend to tell us his childhood story, his favorite foods, and the things he loved and the stuff he just hated. That meeting was wonderful, very long, but I got to know this man on a new level. What motivates me to tell this story is this; as we were talking I was impacted by the fact that had we not done that meeting, spent that time, got the history - it would have been lost for good, because soon after this meeting, his mother developed Alzheimer's. She can no longer share with us what makes her son unique, what he loves, what he hates, where he lived. But we know, we were there and we heard her stories. It is now written down; it is his story and he can have that for the rest of life because a group of people took the time to **listen, laugh and learn.**

We have more of these stories: one young man recently lost his father to cancer but we have his father's story about his son. We have also lost opportunities. We do not have some others' stories and that person that was the connection in the persons life is gone and we can't go back to listen and learn. There is no re-scheduling, just the knowledge we were too late. So, time is not always on our side and we need to commit the time, write it down and let the story of the person be told and remembered. Take those pictures, write those memories for yourself and for those you support.

It matters. The past mattered. The present matters. And the future could well depend on what we learn today.

*Jacquie Dillard-Foss*  
*Executive Director*

## **SPRING TIME**

*by Deborah L. Miller*

The trees and flowers were blooming. It was a warm day. The neighbor lady thought it would be nice to give her son a birthday cake and ice cream. The children and I were four and five years old. All the children got around and sang happy birthday to him. The neighbor gave each kid a cup cake with a candle on it and some ice cream.

Little did I know that a boy put a candle to my hair. I didn't know my hair was on fire. My mom and sister came running and stuck me under the water facet. I asked why they did that and they replied, "Your was on fire!"

Then they asked me what I wanted and I replied, "My cupcake and ice cream."

My recommendation is don't give children who are four and five years old a cup cake with a candle on it until they are older.

# ANNOUNCEMENTS

## DATES TO REMEMBER

**June 10**

**STEP Yard Sale!**

9:00 am - 5:00 pm

Open to all staff, clients, and anyone wanting to sell their crafts, foods, and things you want to get rid of.

Bring your own table.

Contact : Jen Jones

**jenj@tmail.com 257-8463**

**June 18**

**Father's Day**

Sonora Louise Smart Dodd of Spokane, Wash., got the idea to set aside a special day to honor fathers in 1909, after listening to a sermon on Mother's Day. Through her efforts, Spokane celebrated the first Father's Day on June 19, 1910. Over the years, many resolutions to make the day an official national holiday were introduced. Finally, in 1972, President Richard M. Nixon signed Father's Day into law.

*Contributor: Sharron G. Uhler, B.Phil., Archivist,  
Colorado Springs Pioneers Museumf.*

**JUNE 21**

**401 K Enrollment**

Wednesday

1:00 pm

STEP Office

**JUNE 21**

**Summer Time**

The first official day of summer.

Be sure to check out page 8 for great summer health tips.

## HUMAN RESOURCE

### 401 K ENROLLMENT

June 21, 2006

1:00 pm

STEP office.

Requirements for participation:

1. Must have completed a year of service by July 1st 2006
2. Must be 21 years of age
3. Must have worked 1000 hours in the last year (averages to 20 hours per week)

Anyone is welcome to attend, even if not yet eligible. Come and learn about this GREAT benefit provided to you by STEP!

We look forward to seeing you there!

### UPDATE FORM

Many thanks to those of you who turned in your annual Update Forms. For the rest of you that have not yet done so, please turn them in soon (there are more in **Patti Dixon's** office if you misplaced yours). It is very important that we have current and up to date information on you. Also, if your phone number changes, it is your responsibility to inform HR about the change. We must have a way to contact you. Thank you for helping to keep our records up to date!

# FEATURE

## 2006 - 2007 State Budget

### A Strategic Opportunity To Do Better!

**Write your letters**, if you are not sure ask any of the Program Support staff and they will assist. The proposal made it out of the Assembly with an additional 59 million, that would ensure a 3% pay increase for all staff, when it got out of the Senate it had the initial 3% and not the guarantee for an actual 3% pay increase for staff. With only an additional 8 million for Supported Employment. The State of California can do better for it directs service workers and we need to let them know, to do better is TODAY!

- Jacquie Dillard-Foss

*From Dwight Hansen of Hansen and Associates, lead Lobbyist for California Rehabilitation Association: CRA*

**BACKGROUND** – From the passage of the cutting edge Lanterman Act in the 1970's, California is now 49th in the nation in per person spending on our fellow citizens with the most severe disabilities. Some would have us believe that we can't afford to support people with disabilities. California's current budget deficits resulted from decisions made by Governor Davis and the Legislature in the mid-1990's when they approved huge tax cuts and dramatic funding increases based on revenue that has since disappeared. But Californians with disabilities weren't included in the largesse. In fact, some of the more startling facts that have resulted from this chronic lack of funding includes:

**Only one in four Californians with a developmental disability has a job.** Since funding cuts in 2003, three thousand people with disabilities have lost their jobs.

**The average wage for a direct care worker in the community is less than \$25,000 per year.** More than 4 out of 10 workers in agencies serving Californian's with disabilities leave their jobs every year, most to find better pay. The loss of experience and continuity of care is devastating.

We've let the system languish too long to reverse these trends in one or two years. But we can do better! We thank Governor Arnold Schwarzenegger for his proposed 3% rate increase in a wide range of services and supports. We will work with his Administration to take advantage of additional opportunities.

We also thank a bi-partisan group of Legislators; parents or siblings of adults with disabilities, including Assembly Members Barbara Matthews (D- Tracy), Russ Bogn (R-Beaumont), Fran Pavley (D-Agoura Hills) and Betty Karnette (D-Long Beach). They are leading a coalition in support of the lives of people with disabilities, have welcomed a partnership with the Governor and are pushing for broad support from their fellow Legislators.

**PROPOSAL** - We can do better! Adding to the Governor's 3% increase, CRA proposes:

**Employment for People With Disabilities:** Apply the Governor's 3% rate increase to a comprehensive rate reform proposal for Supported Employment that will reverse the loss of 3,000 consumer jobs since 2002, create at least 600 jobs in 2006-07 and 1,200 jobs in 2007—08 and beyond. And add funds to the Governor's 3% proposal for Work Activity Programs to help recover lost job opportunities for consumers in center-based work environments and produce a 3% wage increase to enhance the ability to attract, retain and train qualified staff able to assist people with developmental disabilities to perform meaningful work.

**Day, Infant, Independent Living, Supported Living and Respite Programs;** Add to Governor's 3% rate increase to fund a 3% wage increase for direct care staff to enhance the ability to attract, retain and train qualified staff able to support the lives of people with developmental disabilities to achieve their goals and aspirations.

**Add funding** to permit programs stuck since 2003 at "temporary rates" to apply for permanent rates, correcting a technical problem to allow programs that started since 2002 to secure rates that better reflect their costs of operations.

An investment of an additional \$67.6 million will make important progress to secure meaningful employment for people with developmental disabilities and secure a long-term, qualified and motivated direct care staff. Your support is critical. We need your help! For more information on how you can get involved, please contact:

DWIGHT HANSEN  
Hansen and Associates  
[dhansen@hansenassociates.org](mailto:dhansen@hansenassociates.org)

# DEPARTMENT NOTES

---

## ILS

### Independent Living Services

#### CLIENT SPOTLIGHT

Millie Bennett first came to STEP in 2002. Millie is 41 years old. Millie lived a hard life before coming to STEP. Millie did not know sign language and was not able to read and write. She lived only by communicating in home signs and verbal communication her own way that only her family could understand. Millie had no awareness of the world out there that's open for her to explore and make friends. Millie became an ILS client in 2002. It was difficult for Millie to adjust to changes to her life. She was given a new home and learned she had the freedom of making her own decisions in her life. Millie has been happy with her life here in Carmichael and takes pride in her independence and responsibilities. Millie has since learned to use the community bus for transportation and has learned that she is able to take herself to the emergency room if necessary. She has learned to take responsibility for herself in caring for her home, taking care of her personal needs, going to the bank, and grocery shopping. Millie has made a tremendous improvement over the recent years in taking responsibility for herself and enjoying her independence.

- Stephanie Tate

## H-SLS

### Hearing Supported Living Skills

Pearl Buck, the author of *The Good Earth* (one of her many novels) is once quoted as saying, "You cannot make yourself feel something you do not feel, but you can make yourself do right in spite of your feelings."

As coordinators begin their 7 Habits training this idea will be a paramount part of their training. Part of being proactive means that between action and reaction we have a choice. We may feel all kinds of emotions but our emotions do not have to rule our response to a situation. This is certainly easier said than done but with practice it can become a habit.

The day-to-day stresses of SLS can be many. Being faced with challenging experiences and handling them successfully contributes to our evolution as a professional caregiver and to our growth as a human being. It is also an excellent way to model appropriate ways of dealing with stressful situations to all the people we come in contact with, every day, as representatives of STEP. Our primary function to our consumers is as teachers and what a wonderful and empowering idea to impart!

- Sandee Nieves

# D-SLS

## Deaf Supported Living Services

We wanted to say "Happy Summer!" and hope you are all enjoying the beautiful SUN. It's really important that we remind everyone to make sure they have sun screen on to prevent sun burn. We strongly encourage our staff to sit down and discuss the problems your clients can face if they are out in the sun with out sun screen.

We would like to take the time to inform the PA staff that in June there will be a PA meeting at the Carmichael Park and it will be mixed with the Hearing Unit. As soon as the date is decided we will quickly let you know and give you enough notice to attend to the PA meeting.

Also, can you please help spread the word that we are still looking for a new paid roommates. If anyone is interested please encourage them to apply. If they are already an employee, then contact Sam [samh@stepsite.com](mailto:samh@stepsite.com) or Diana [dianam@stepsite.com](mailto:dianam@stepsite.com).

There are quite a few DEAF events going on for the month of June and July:

### 'Sworl deaf Social'

**When:** Every other month, 3rd Thursday  
**Time:** 6:00 p.m.- Closing  
**Where:** Jamba Juice / Starbucks / Cold Stone  
Town & Country Village (corner of Fulton & Macrconi)

### 'Ice Cream Social'

**When:** June 7 - Wednesday, July 13 - Thursday, Aug 9 - Wednesday, and Sept. 21 - Thursday  
**Time:** 6:00 p.m. to 9:00 p.m.  
**Where:** Ben & Jerry's Ice Cream  
In Market Square, 1735 Arden Way (Next to California Pizza Kitchen)

### 'Deaf Disc Golf'

**When:** June 3 & 4, 2006  
**When:** More information please visit <http://frisbeeca.tripod.com> or [www.norcalcenter.org](http://www.norcalcenter.org).  
**Where:** Shady Oak Disc Golf Course, 7208 Hazel Ave, Orange-vale, Ca

- Sam Holden

# Eureka Office

ILS / SLS

The Eureka office would like to welcome the newest member of our team, Brienne DeMario.

Now that school is out many families will be looking for summer activities for their children. The local parks and recreation departments have a variety of summer camps and other activities available. Contact the parks and recreation nearest to you for a list of summer programs.

Arcata Recreation Division  
736 F St., Arcata, 822-7091

City of Blue Lake  
Prasch Hall, Perigot Park, 668-5932

Eureka Recreation Division  
1011 Waterfront Dr., Eureka, 441-4240

Fortuna Parks & Recreation  
5 Park St., Fortuna, 725-7620

Manila Recreation Programs  
1611 Peninsula Dr, Manila, 445-3309

McKinleyville Activity Center  
1656 Sutter Rd., McKinleyville, 839-9003

Many of these programs have scholarships available. Make sure and ask about scholarships when you call. Your ILS Instructor can help you with this.

- Sarah Nixon

## Program Support

I would like to extend a huge welcome to **Amanda Lee**. Amanda has been hired as our new Program Support staff. She has already made great strides in our client file room and is very determined to keep it organized and pretty. She will also be taking over the "Safety" board, mail boxes, staff forms file cabinet, and not to mention quite a few other projects. She is very interested in learning ASL and has already learned some signs. I am confident Amanda will be a great part of our team.

**Welcome Amanda!!!**

- Ayren Gabrielson

*"A journey of a thousand miles must begin with a single step."*

- Lao Tzu

# CONSIDER THIS

## Cubicle Etiquette

Poor cubicle etiquette - from talking too loudly to eating smelly meals at one's desk - can lead to low worker morale and productivity. Although working in cubicles may make people feel a sense of camaraderie with their office-mates, people may also develop a false sense of privacy, which can lead to rude behavior. Some forms of rude behavior include hovering over a person who is engaged in a phone call until he or she is finished, congregating with a group of noisy colleagues just outside someone's cubicle, and glancing at each person's computer screen as you walk down the aisle.

### Telephone Manners

- o Keep your voice as low as possible.
- o Avoid using your speakerphone.
- o Keep your personal cell phone on silent or vibrate.
- o Avoid discussing confidential and/or personal matters over the phone or find an appropriate space to do so.

### Privacy and Space Issues

- o When someone is using the telephone, do not try to get his or her attention by gesturing or mouthing something.
- o Similarly, do not hover over a person on the phone until he or she finishes.
- o Keep your workspace clutter-free.
- o If a colleague looks too busy to talk, come back later.

### Other Manners Hygiene/Food Issues

- o Have group conversations away from the cubicles.
- o Don't wear heavy perfume or aftershave, which can trigger allergies.
- o Don't brush or comb your hair, use hairspray, paint your nails, or apply heavily perfumed lotions in your cube.

The general rule of thumb is to treat your coworkers' cubicles as though they are enclosed offices with doors. And if someone at your office is engaging in particularly egregious behavior, consider speaking to your supervisor or the office manager.

- Harris Rothenberg International LLC

## Summer Time Tips



- \* **Drink plenty of water.**  
Your body needs water to prevent dehydration during warm summer days. Be sure that infants and toddlers drink enough water because they dehydrate more easily than adults.
- \* **Watch for the daily air quality reports.**  
If you have asthma or other respiratory problems don't forget to take your inhaler or other medication with you when you go out.
- \* **Take a rest or nap.**  
Don't push yourself beyond your physical limits.
- \* **Wear Sunscreen.**  
Sunburn is painful and unhealthy. Use a sunscreen that is right for your skin.
- \* **Stay Cool.**  
Wear light wight clothing. Limit rigorous activities during the warmest hours of the day.
- \* **Wear Sunglasses.**  
Sunglasses protect your eyes from the sun's UV rays.
- \* **Maintain your energy.**  
Limit your intake of fat and sugar; focus on fruits and vegetables.
- \* **Know your body.**  
If you are feeling ill, see a doctor. An average of 400 people die each year in the U.S. due to extreme heat.

Borrowed from MAMA'S HEALTH.COM

# \* STEP STARS \*

I want to appreciate **Idris** for following the emergency procedure and for following our visions & values with our philosophy. Thank you for your patience and calmness during a recent incident.

Thank you **Jacque** and **Mel** for setting up workshops and seminars to help us improve our quality of work. I see a growth in our company & future.

I appreciate **Katrina** for continue to look after her roommate and making sure he looks neatly for day program. Your concern and suggestion is appreciated.

Thank you to J. Staley for setting up crafts & ceramics for our clients with autism. They really enjoyed your experience & activity.

- Des Malone

I'd like to express my appreciation to **Jacque** for always encouraging growth for not only our company and clients, but also for ourselves.

Thank you to **Melanie** for facilitating a wonderful 7 HABITS workshop that helped open my mind to a different way of seeing and doing life.

- Jude

## Jen's Tricky Trivia

Which sport had its first game played on June 19th, 1845, in Hoboken, New Jersey?

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

Answer to last month's trivia: St. Patricks Day Parade.  
Winner: Ayren Gabrielson

## JUNE BIRTHDAYS

|                       |        |
|-----------------------|--------|
| Marsh, Kevin          | 4-Jun  |
| Gonsalves, Howard     | 4-Jun  |
| Collier, Hermon       | 5-Jun  |
| Manning, Diana        | 5-Jun  |
| Stancill, Dennis      | 5-Jun  |
| Haley, Michelle       | 6-Jun  |
| Harris, Patrick       | 6-Jun  |
| Taylor, Tracy         | 8-Jun  |
| Leland, Mason         | 9-Jun  |
| Stevens, Brian        | 9-Jun  |
| Buckley, William      | 10-Jun |
| Martinez, Michelle    | 11-Jun |
| Miller, Diana         | 11-Jun |
| Warner, Megan         | 11-Jun |
| Moore-Battle, Lakesha | 11-Jun |
| Barrows, Lisa         | 12-Jun |
| Cromwell, Sadie       | 15-Jun |
| VueKa, Ying           | 15-Jun |
| Waters Jr., Charles   | 15-Jun |
| Lavell, Sandra        | 15-Jun |
| Jones, Sheryl         | 16-Jun |
| Forde, Wendy          | 16-Jun |
| Spanton, Matty        | 18-Jun |
| Winkle, Stanley       | 18-Jun |
| Pinkerit, Deborah     | 19-Jun |
| Crose, Scott          | 19-Jun |
| LaRue, David          | 20-Jun |
| Scott-McGee, Gracie   | 20-Jun |
| Brennan, Dennis       | 20-Jun |
| Cummins, Tracy        | 21-Jun |
| Ferguson, Lucy        | 21-Jun |
| Sanford, Leslie       | 21-Jun |
| Ballard Jr., Jesse    | 23-Jun |
| Martinez, Sarah       | 24-Jun |
| Stokes, Casey         | 24-Jun |
| Estrella, Alex        | 25-Jun |
| Dickinson, Doug       | 26-Jun |
| McDonough, Judith     | 26-Jun |
| Bernard, Quinton      | 27-Jun |
| Howse-Motley, Sheila  | 28-Jun |
| Jefferson, Willona    | 28-Jun |
| Simmons, Sarah        | 28-Jun |
| Viney, Dante          | 28-Jun |
| Welts, Laura          | 28-Jun |
| Garcia, Joseph        | 29-Jun |

# S T E P

## Strategies To Empower People

5495 Palm Drive  
Carmichael CA 95608

Phone: 916 679 - 1555

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

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



*Building on a foundation of quality.*

## RESOURCE CORNER

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

**Mama's Health** A website that has simple health tips and easy to follow guides.  
Log onto **[MamasHealth.com](http://MamasHealth.com)**

**Sacramento News & Review** A FREE weekly publication that provides a listing for events and activities in the Sacramento area. Pick one up at a news stand or log onto **[Sacramento.NewsReview.com](http://Sacramento.NewsReview.com)**