



SteppingStone Filling Senior Staff Positions

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SteppingStone is in the process of filling four senior staff positions, two of which are entirely new. In part, this is because of new programs that enhance the agency's work, but also to increase staff resources during the ongoing public health emergency.

"The pandemic disrupted our traditional operations and made it difficult to plan next steps. Consequently, we delayed beginning some new programs and some new hires. I did not want to add even more changes during a turbulent time. Now that the Centers have reopened and circumstances stabilized, we are increasing services and need senior staff in place to support these endeavors." Dan Gallagher, Executive Director



Director of Services and Outreach, Diana Almanza

This position is the second most senior at SteppingStone, overseeing the delivery of services and outreach efforts of the agency. Assuming the position is Diana Almanza, who had been the Program Director at the Mission Creek Center.

"Diana brings great expertise, knows SteppingStone well and has strong relationships with the senior staff across the agency. Diana has long committed to reaching underserved communities, which aligns with SteppingStone's outreach efforts to serve hard-to-reach populations and connect them with services." Dan Gallagher, Executive Director

In overseeing SteppingStone's delivery of services, this position works directly with the Program Directors of the four Centers to support their needs. The Program Directors will report to Diana, as will the Alzheimer's Day Care Resource Center Coordinator and the Outreach Coordinator.

Beyond her experience leading Mission Creek Center, Diana has extensive experience with organizations serving vulnerable populations. For some years, Diana worked with homeless San Franciscans including operating one of the largest shelters in the city for over a decade.

"We all know the last 21 months have brought worries and struggles but I have had the privilege to witness and be a part of the courage, resilience, hope, and innovative approaches SteppingStone chose to undertake so that we could

continue to provide services during this tumultuous time. My goal is to continue to mirror this approach as we develop new programs and enhance existing ones that will benefit the seniors we serve. I also bring my decades of professional experience of working with the unhoused and people who have experienced physical and sexual trauma.” Diana Almanza, Director of Services and Outreach

**Mission Creek Center Program Director,
Jimmy Goh**

Each of SteppingStone’s four care centers are unique, catering their care programs to best serve the needs of their program participants. Managing all operations and supervising all staff at each Center is the Program Director, who leads their team in ensuring that their clients are well served. Mission Creek Center has a diverse client population, which is served in two care shifts, one in the morning and one in the afternoon. The Center also houses distinct programs, one of which is just beginning: the Alzheimer’s Day Care Resource Center.



Jimmy Goh, RN, MSN, is stepping into this position after serving as a nurse at the Center for over a year. Before becoming a nurse, he was a teacher and worked in the tech industry.

“My past work experience had me overseeing classrooms at the high school level, professional software QA and development teams as a supervisor and manager. In all of the settings that I have worked in, the most telling point to me was that it really centered upon relationships, developing them and encouraging their growth to a desired pathway.

“I see the Mission Creek site as a wonderful reflection of our community in San Francisco, so diverse and varied culturally and, most important of all, inclusive. As Program Director I am responsible for honoring the community we have established here, both with the staff and participants to assure that they receive high quality care, services, support and companionship.” Jimmy Goh, Program Director, Mission Creek Center

Daniel Gallagher, SteppingStone’s Executive Director, summarizes the decision to select Jimmy:

“Mission Creek Center is challenging. It is our largest Center with multiple programs housed within it and we are about to open a major new program, the Alzheimer’s Day Care Resource Center. Jimmy brings expertise, experience and passion to the position. He is known and well respected by the Center staff already, having working there as a nurse for over a year. I am sure he will do a great job leading a well-established team.” Dan Gallagher, Executive Director

**Alzheimer’s Day Care Resource Center,
Program Director**

Nearly half of SteppingStone clients have some form of dementia, making the agency one of the most experienced dementia care providers in San Francisco. However, traditional adult day health care is not ideal for people with more severe illness, as they require different and more individualized methods of care. To address this need

SteppingStone sought, and has been awarded, a four-year contract with the SF Department of Disability and Aging Services (DAS) to operate an Alzheimer’s Day Care Resource Center (ADCRC), which will be based



at Mission Creek Center.

The ADCRC will be led by a Project Coordinator, managing a small staff to provide care for participants with moderate to severe dementia. Filling this position is now in the final stages as the application process is complete and lead candidates are being interviewed. It is expected that the new ADCRC Program Director will start before the end of the year.

"The Alzheimer's Day Care Resource Center is about enhancing care for our clients, so that those with more severe dementia are well cared for. The new Project Coordinator will create the ADCRC and be responsible for meeting the goals set forth in our contract with the City. It is a challenging and wonderful opportunity for the right person, but they need both experience and passion for the work. We look forward to making the selection and seeing this important program move forward."
Dan Gallagher, Executive Director

SteppingStone Outreach Coordinator

SteppingStone has always worked to provide adult day health care to underserved populations. In recent years, the agency has operated formal outreach to recently housed San Franciscans and members of the LGBTQ community.

Prior to the beginning of the pandemic, we sought to build on these efforts with an outreach program to reach both homeless residents of San Francisco and people living in single-room occupancy units (SROs). Many people in these populations could benefit from adult day health care and other services, but they are among the hardest to reach groups in the city.

SteppingStone sought and received multiple grants to begin this effort, but were stopped for nearly two years by the pandemic. With the reopening of our Centers and the lifting this summer of the shelter-in-place orders, we are now confident that we can move forward.

The Outreach Coordinator position will lead these efforts, devising strategies, developing materials and helping each Center recruit new participants. The coordinator will work closely with other senior service organizations, referring clients to them as well as receiving referrals for people that need adult day health care.

SteppingStone will formally advertise this position in the next few weeks, with the expectation that it will be filled quickly. The announcement will be made on multiple platforms including on SteppingStone's home page. (Anyone interested in receiving this announcement should email LeeAnn Barone, Human Resource Manager at leeannbarone@steppingstonehealth.org.)

"Although the details of the job announcement are still being finalized, we certainly will be looking for candidates with experience in social services and a passion to reach underserved populations. This outreach effort will provide real benefit to people that urgently need access to care and requires a project leader that is creative, committed and eager to make it succeed." Dan Gallagher, Executive Director

Photos:

- (1) Diana Almanza, Director of Services and Outreach
- (2) Jimmy Goh, Program Director, Mission Creek Center
- (3) Daniel Gallagher, Executive Director, SteppingStone

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