



STRATEGIES TO EMPOWER PEOPLE "THE KEY"



Quick Blurbs

CRAFT FAIR & BAKE SALE COMING SOON!

Are you a master of DIY? A wizard in the kitchen? We want YOU to be part of our fantastic Craft & Bake Sale this November! Gather your craft supplies, dust off those baking pans, and get ready for a day of fun, creativity, and deliciousness.

Flyer coming Soon with Dates!
Start getting ready!!!!



STEP is an Employee Owned Agency! What does that mean? It means Employees have a direct financial investment in the company, where you are basically getting a retirement plan that requires no out of pocket contribution from employees, which will enhance your retirement along with your 401k savings”

October 2023

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Employee Recognition

HeartRight: Going Above and Beyond

At Strategies to Empower People, we are committed to providing exceptional care and support to individuals with intellectual and developmental disabilities. Our employees are dedicated to making a positive impact in the lives of those we serve, and we are proud to spotlight our outstanding team members.

In the heart of September, we celebrated something truly special – Direct Support Professional Recognition Week! This week was not just a time to acknowledge, but a moment to applaud and express our gratitude to the amazing individuals who stand at the core of Strategies To Empower People.

Our Direct Support Professionals are the unsung heroes, the everyday champions who make an enormous impact on the lives of our community members. With boundless dedication, compassion, and patience, they empower others to reach their fullest potential. Their kindness knows no bounds, and their efforts, often quiet but immensely powerful, shape the very essence of our community.

During that week, we took a moment to reflect on the incredible work they do, the lives they touch, and the positive changes they bring about. To our Direct Support Professionals, your commitment and caring spirit do not go unnoticed. You are the pillars of strength in our community, and we are immensely grateful for the difference you make every day.

Thank you for your unwavering dedication. You are the heartbeat of Strategies To Empower People, and we celebrate you not just during that week, but every single day.



New Talent Joins STEP!

We have some thrilling news to share with you all. Strategies to Empower People (STEP) is growing, and we're delighted to welcome new members to our team! These individuals bring valuable expertise and a deep commitment to our mission of empowering people and making a positive impact in our community.

Please join us in welcoming:

Maria T	Kaitlyn F	Mariza R	Chad B	Keimoni L	Cassandra B
Tyler D	Divinity R	La-Teisha T	Miranda D	Keshia G	Kimberly F
Reginia R					

Celebrating Dedication and Success

Congratulations on reaching another milestone with us as we celebrate your anniversary at STEP Agency. We want to take this moment to express our appreciation for your unwavering dedication and remarkable contributions to our team's success.

As you commemorate your anniversary, it's also a time to remind yourself of another exciting achievement - your vested amount in our Employee Stock Ownership Plan (ESOP) could be increasing! Through our ESOP, you have a unique opportunity to share in the company's prosperity and success.

Jolene W- 16YR	Sandra S- 8YR	Hanna C- 4YR	Angelena J- 3YR
Veronica C- 15YR	Jamie H- 7YR	Benjamin J- 4YR	Mikhail M- 2YR
Elizabeth B- 15YR	Milinda L- 6YR	Kayla R- 4YR	Keshawn B- 2YR
Lori Doyle-O- 13YR	Timothy S- 5YR	Donald C- 4YR	Jason C- 2YR
Garrik D- 11YR	Diamond S- 5YR	Alejandra R- 4YR	Cierra J- 2YR
Joseph P- 11YR	Jennifer Z- 5YR	Lacy De La Fuente- 3YR	Royce P- 2YR
Angelica W- 10YR	Eric L- 4YR	Christina R- 3YR	Jayne C- 1YR
Arlene Q- 10YR	Immanuel H- 4YR	Mary P- 3YR	Madianna G- 1YR
Michael S- 9YR	Shavonne T- 4YR	Luis A- 3YR	

To Learn more about our ESOP visit our website at www.stepagency.com or reach out directly to our HR department for more information 916-679-1555

Employee Spotlight

By: Jacquie Foss



Claudia has been employed by STEP since 2005 but she has been a key part of the team since 1999. Claudia has brought to STEP sound financial practices that have shown to be the gold standard across California for service providers. As an employee you know Claudia as the person who makes sure you get your paycheck, and for her that has always been the most important task she has done. She lets her team know that supporting the DSPs and making sure that they are accurate with your wages, well for her nothing matters more than that.



Claudia has decided to now be a financial consultant for STEP and to support our finance team to continue with that NorthStar of excellence. John Angelonides is our CFO and he will follow in the big shoes of Claudia, she will be there to guide, support and hold accountable the business practices she has developed over her 24 years with STEP.

Besides her financial acuity here are other fun facts about Claudia, she is a masterful seamstress, she is a scrapbooker extraordinaire and shes an amazing photographer.

But to me, she is my friend, through all these years she has guided me, supported me and stood by me on our path to always being HeartRight always for the employers and employees of STEP.



I cannot imagine that STEP would be where we are today without her support and vision of financial excellence. I am honored to call her my friend and I am awed by her professionalism in all that she does. If you get a chance please stop by her office and say thank you, she is humble and I know this message will embarrass her a little bit, but please help me to embarrass her a lot and say, I see you and I thank you..

A FOND FAREWELL



It is with mixed emotions that we announce the departure of our esteemed colleague, Stacy S, who has been an integral part of our Strategies to Empower People family since 2009. For over a decade, Stacy has dedicated herself wholeheartedly as the Program Director of our North Services, shaping the lives of many and leaving an indelible mark on our organization.

Stacy's unwavering dedication, passion, and innovative spirit have not only enriched our programs but have also inspired everyone around her. Her commitment to empowering individuals and communities has been the driving force behind numerous successful initiatives and projects throughout the years.

As we bid farewell to Stacy, let's celebrate her remarkable journey with us. Her leadership, creativity, and boundless enthusiasm have set a high standard for excellence that will continue to guide us in the years to come. While we will miss her dearly, we are excited to see the incredible impact she will undoubtedly make in her future endeavors.

Thank you, Stacy, for your dedication and the positive impact you've had on our organization. We wish you nothing but the best in your exciting journey ahead.



To honor Stacy's legacy, we will be organizing a farewell gathering on October 6th at 6544 Lonetree Blvd, Rocklin, CA (2pm- 6pm), where we can express our gratitude and share our best wishes for her future. Please join us to celebrate the extraordinary contributions of this exceptional individual who has played an invaluable role in the growth and success of Strategies to Empower People.

Stacy, your legacy here will endure, and your influence will continue to inspire us. We wish you every success, happiness, and fulfillment in your new adventures. Thank you for your unwavering dedication, and remember, once a part of our family, always a part of our family.

Camera, Lights and Inclusion!

Hold onto your seats because September was a whirlwind of excitement for our Production Team! We hit the road and immersed ourselves in the vibrant atmosphere of the 35th Annual Deaf BBQ in Stockton, capturing the spirit of inclusion on camera. Employers and employees, fueled by passion, teamed up with the amazing Pat to showcase how inclusion is not just important; it's the heartbeat of our community access!



But that's not all – these incredible videos aren't just for show! They're shaping up to be powerful training tools, lighting the way for future and current individuals in this field. Imagine the impact, the change, the empowerment! The event was nothing short of magical, with every moment sparking joy and connecting us with familiar faces.

We owe a massive shout-out to NorCal Services for Deaf and Hard of Hearing for not just hosting the event, but for throwing wide their doors and inviting us to film. Their warmth and openness turned this project into a blockbuster success!



Stay tuned for the grand premiere of our inclusive masterpiece. Together, we're redefining what community means, one frame at a time!

CAMP COLLINS ADVENTURE



We're still buzzing with excitement after our incredible 3rd Annual Camp Collins adventure at Collins Lake this September! What a weekend it was, filled with laughter, camaraderie, and unforgettable moments. Our employees and employers alike embarked on a thrilling camping escapade, creating memories that will last a lifetime.

Imagine picturesque sunsets, crackling campfires, and the soothing sounds of nature—this was our home away from home at Collins Lake. Tents dotted the landscape, forming a colorful tapestry of camaraderie beneath the starlit sky. We shared stories, roasted marshmallows, and embraced the simple joy of being in the great outdoors.

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During the day, our Camp Collins explorers ventured into the heart of nature. Hikes along scenic trails, birdwatching, and leisurely strolls allowed us to connect with the beauty of the wilderness. We marveled at the wonders of the natural world and reveled in the serenity of the forest.



Most importantly, Camp Collins was a testament to the strong bonds within our community. Employers and employees came together as one big family, reinforcing the spirit of unity and support that defines us. Friendships were forged, and teamwork was celebrated, making this weekend not just an outing but a true community-building experience.

CAMP COLLINS ADVENTURE



A huge thank you to everyone who joined us for this adventure, making it a resounding success! Your laughter, enthusiasm, and positive energy made Camp Collings 2023 an unforgettable chapter in our Empowered People story.

Stay tuned for more exciting events and adventures on the horizon. Until next time, keep the campfire of empowerment burning brightly within you!

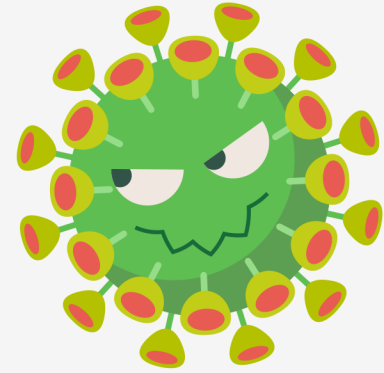


SHARE YOUR EMPOWERING STORIES

Your experiences shape our community's heart and soul. We want to hear your stories! Have a moment of triumph or kindness to share? Email us at Social@stepagency.com with your story and name. Let's inspire each other.

Navigating Health and COVID

We hope this newsletter finds you in good health and high spirits. As we continue to navigate the ongoing challenges posed by COVID-19, it's essential to stay informed and vigilant. Your well-being is our top priority, so we've compiled some crucial health precautions and updates to keep you safe and informed.



****1. ** COVID-19:**

Current Status Stay informed about the latest COVID-19 updates, including vaccination progress, variants, and safety guidelines. Understanding the current situation is key to making informed decisions for yourself and your community.

****2. ** Vaccination Updates:**

Learn about the latest developments in COVID-19 vaccines, including booster shots, vaccine efficacy, and where and how to get vaccinated. Your health and safety are paramount, and staying informed about vaccinations is vital.

Mask Up!

Wearing masks remains one of the most effective ways to prevent the spread of COVID-19. Ensure your mask covers both your nose and mouth snugly, especially in crowded or indoor settings. Let's keep each other safe by embracing the power of masks.



Hand Hygiene:

Your Superpower Wash your hands frequently with soap and water for at least 20 seconds. If soap isn't available, use a hand sanitizer with at least 60% alcohol. Good hand hygiene is a simple yet powerful tool to protect yourself and those around you.

Social Distancing Saves Lives:

Maintain a safe distance of at least 6 feet from others, particularly in public places. Avoid close contact with people who are sick, and be mindful of your surroundings. Social distancing is our collective responsibility to curb the virus's spread.

Healthy Habits for a Strong Immune System

A balanced diet, regular exercise, and sufficient sleep are essential for a robust immune system. Focus on nourishing your body to enhance your overall health and resilience against illnesses, including COVID-19.



Be Mindful of COVID Symptoms

Familiarize yourself with common COVID-19 symptoms, such as fever, cough, and loss of taste or smell. If you experience any of these symptoms, even if they are mild, get tested and follow local health guidelines to prevent further spread.

Remember, each action we take to protect ourselves and others matters. By following these precautions, we contribute to the well-being of our communities. Stay safe, stay informed, and together, we will overcome these challenging times.



HOROSCOPES

By: Michelle Kebabjian

ARIES MAR. 21 - APR. 19

Look beyond what catches your attention at eye level. Perspective is necessary now, so pay attention to what is going on around you and at your feet.

TAURUS APR. 20 - MAY. 20

The warmth of the sun is a powerful form of expansion, opening the flowers every day, all around the world. You, too, possess the power of expansion; shine your light on your goals and watch them materialize.

GEMINI MAY. 21 - JUNE. 20

The Universe, and your guides, want the best for you, even though it may not seem like it when times get hard. The lessons coming in the next few weeks will only prove this to be true for you.

CANCER JUNE. 21 - JULY. 22

If it feels hard to make decisions lately, watch your dreams for messages, symbols, and signs. Answers can appear in magical ways you'd never expect.

LEO JULY 23 - AUG. 23

Take pride in your unique ability to serve others from your heart. The abundant love you have to give is a gift to this world, as well as yourself.

VIRGO AUG. 23 - SEP. 22

Things can seem to be moving too fast right now, Virgo. Trust in your ability to be flexible, nimble, and take everything in stride.

LIBRA SEP. 23 - OCT. 22

What are you holding onto that only holds you back, Libra? Know that it is safe now to let these issues come to the surface to be nurtured and healed.

SCORPIO OCT. 23 - NOV. 21

Taking time to stand still and engage your physical senses will replenish your imagination and creative fire. Brand new ideas are out there, just waiting to surprise you!

SAGITTARIUS NOV. 22 - DEC. 21

The past is the past, so allow yourself to feel the loss and grieve if you must. For now, let yourself feel your emotions, then release them to make room for joy that awaits you.

CAPRICORN DEC. 22 - JAN. 19

When you forgive yourself as well as others, you will discover your authentic voice and a new path will emerge. Old wounds don't have to become scars, if you just let them heal.

AQUARIUS JAN. 20 - FEB. 18

If there's something important you need to express, take the time to go within and find the right frequency and vibration before you speak. Remember- you create your reality through your thoughts, words, and actions.

PISCES FEB. 19 - MAR. 20

The coming days will bring excellent opportunities to release that which no longer serves you. Just as trees drop their leaves in the fall, you are being called to drop old ways of thinking, and outdated beliefs.

Please join us for a
Farewell
PARTY

In honor of
Stacy Sisson

October

6

FRIDAY

2pm to 6pm

6544 Lonetree Blvd
Rocklin, CA 95765

RSVP: Social@stepagency.com

Questions/Concerns: 916-209-3590

RENO TRIP

WHEN: October 14th, 2023

TIME: 8am - 8pm *Bus leaves at 8am, Arrive at 7:30am

COST: \$50 per seat & \$2 tip for Driver

MEET LOCATION: 2330 Glendale Ln, Sac, CA 95825

CONTACT: DesMalone@stepagency.com

OTHER: Please bring snacks/drinks and personal spending money for the trip. Cost only covers transportation



DEADLINE: Pay for seat by Oct 1st, pay to Finance Department.
After Oct 1st, payments are non-refundable



happy HALLOWEEN



OCTOBER
20th

SCOTTISH RITE CENTER
6151 H STREET
SACRAMENTO, CA 95819

STARTING 4PM
PPE MASK REQUIRED

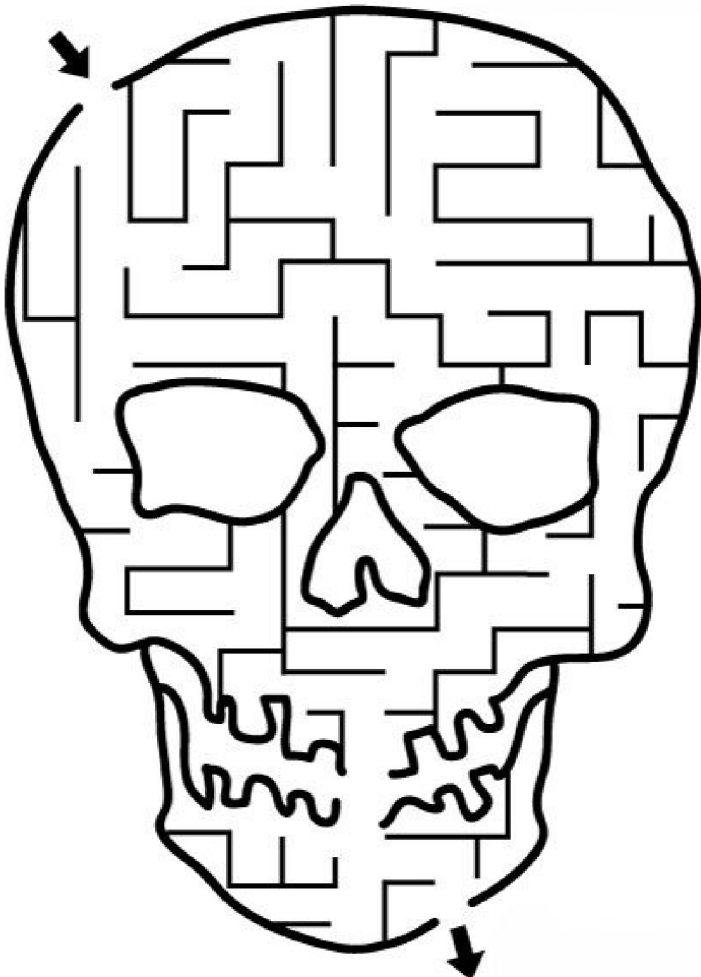


FOR QUESTIONS OR CONCERNS: [SOCIAL@STEPAGENCY.COM](mailto:social@stepagency.com)
RSVP TEXT COMING SOON!

WORD SEARCH - Find the words below

A Q S C O M M U N I T Y I X B Y V N
M D F T E M P O W E R M E N T O J H
O N V R R D C I Z A P E L I D B C O
M Y S E I A I J N A W U I G B S Z S
U X R P N E T V E C O A M R B S N T
D R X K O T N E E H L L R P P T K M
O M E G Y O U D G R E U V E K D Q Q
I Y U N H D K R S I S A S E N I G N
P P T J W H E Y E H E I L I W E N U
H A L L O W E E N K I S T T O T S S
L X A A C C E S S D V P Y Y H N R S
I X I M E C O N N E C T I O N W N K

ACCESS
ADVENTURE
AWARENESS
COMMUNITY
CONNECTION
DIVERSITY
EMPOWERMENT
FRIENDSHIP
HALLOWEEN
HEALTH
INCLUSION
LGBTQ
PUMPKINS
SPOOKY
STRATEGIES



IN HOME SCAVENGER HUNT

Send a image in of all the below items to be entered into win a gift card



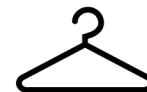
Hat



Battery



Pen



Hanger



Book



Rock



Money



Tooth
Brush



Shoe



Water

October



SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
	INTERNATIONAL DAY OF NON-VIOLENCE			DARE TO DREAM PROFESSIONAL DRIVE 2-3PM	STACY'S FAREWELL PARTY ROCKLIN OFFICE 2PM GERMAN AMERICAN HERITAGE DAY	
8	9	10	11	12	13	14
INTERNATIONAL LESBIAN DAY	INDIGENOUS PEOPLES DAY HAPPY LIFE EDUCATION DAY	WORLD MENTAL HEALTH DAY	COMING OUT	HAPPY DIWALI DARE TO DREAM PROFESSIONAL DRIVE 2-3PM	PAY DAY!	
15	16	17	18	19	20	21
BLIND AMERICAN EQUALITY DAY				DARE TO DREAM PROFESSIONAL DRIVE 2-3PM	LGBTQ+ SPIRIT DAY HALLOWEEN PARTY SCOTTISH RITE CENTER 4PM	
22	23	24	25	26	27	28
	A SEXUAL AWARENESS WEEK	UNITED NATIONS DAY		DARE TO DREAM PROFESSIONAL DRIVE 2-3PM	PAY DAY!	
29	30	31				



EVENT INFO



DARE TO DREAM:
ENGAGES IN EMPOWERING DISCUSSIONS COVERING A RANGE OF VITAL TOPICS, INCLUDING SAFETY, BUILDING HEALTHY RELATIONSHIPS, AND MASTERING SELF-ADVOCACY.

HALLOWEEN PARTY:
OPEN TO ALL EMPLOYEES AND EMPLOYERS. DO NOTE THAT PPE MASKS ARE REQUIRED

NOTES

ALL EVENTS ARE OPEN TO ALL EMPLOYEES AND EMPLOYERS

HINDU: NAVRATRI 10/15-10/24

