



STRATEGIES TO EMPOWER PEOPLE "THE KEY"



Quick Blurbs

November 2023



With the arrival of inclement weather, it's essential to prioritize your safety while driving. Rain, snow, fog, and icy conditions can make roads hazardous, but with a few precautions, you can reduce the risk of accidents and ensure a safe journey for yourself and others.

As we prioritize safety within our organization, it's crucial that all employees who are required to drive as part of their job responsibilities are up to date with their driving credentials. This includes having a valid driver's license, insurance, and any other necessary certifications.

Please turn in any updated documents to HR.

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Why refer someone to STEP?

 **Join Forces with the Best:** STEP is more than just a workplace; it's a family where innovation, support, and growth thrive. By bringing your loved ones and friends on board, you're giving them the chance to be a part of a fantastic team.

 **Earn and Celebrate Together:** Imagine celebrating with your loved ones as they embark on their journey with us. Your referral not only enriches their lives but also adds a spark to yours with that extra money in your pocket!

 **Empower Others:** By referring someone, you empower them to contribute to our mission of making a difference. It's a win-win situation – they find a fulfilling job, and you earn a bonus!

How does it work?

1. Refer: Simply refer your family, friends, or acquaintances to join STEP.
2. They Join: Once your referral becomes a STEP employee and completes a successful 90 days, you earn your \$100 bonus.
3. Gain that \$250 bonus if the referred employee exceeds 1 year of employment in good standing
4. Celebrate: Celebrate your successful referral and enjoy the extra cash!

Let's spread the word and make our STEP family even more vibrant, diverse, and supportive. Together, we can create a workplace where everyone feels valued, inspired, and part of something incredible.

Thank you for being a crucial part of STEP. Get ready to refer, earn, and celebrate the spirit of togetherness!

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:

Kristine B	Hlee V	Allyssa L	Ashley P	Naturii A	Sherrin J
Jackisha H	LaShanail B	Julianna D	Virgil J	Linda B	Michaela P
Juan M	Zoey 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.

Miles N - 21 years	Tadd A - 6 years	Roya E - 4 years	Jason S - 2 years
Ada T - 20 years	Mouang S - 6 years	Phillip R - 4 years	Maria G - 2 years
Jessika L - 11 years	Tami N - 6 years	Samuel B - 3 years	Danielle L - 1 years
Jeff B - 11 years	Jaylah M - 5 years	Sharnae C - 3 years	Deidra B - 1 years
Katy E - 10 years	Alan M - 5 years	Briana T - 3 years	Michael L - 1 years
Melissa M - 9 years	Juliette M - 5 years	Osric O - 3 years	Jerlisha W - 1 years
Jacqueline C - 8 years	Ayeasha C - 4 years	Steve L - 2 years	Brigid W - 1 years
Salina C - 6 years	Joseph F - 4 years	Katey M - 2 years	Laduana J - 1 years
Ernest C - 6 years	Kayla F - 4 years	Crystall S - 2 years	Richard R - 1 years

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

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.

So here we will spotlight those employee's whom have gone above and beyond our HEARTRIGHT Mission, which may include recognition, shout out and promotion.



We celebrate Eddreanna S for her outstanding achievement in being promoted to DSP4. Since joining STEP in 2015, Eddreanna has exemplified dedication, commitment, and excellence in her role. Her unwavering passion and hard work have not only defined her career but have also inspired those around her.

We extend our warmest congratulations to Carolyn H on her well-deserved promotion to DSP4. Since joining STEP in 2022, Carolyn has consistently demonstrated exceptional dedication, unwavering commitment, and exemplary professionalism in her role. Her positive attitude and strong work ethic have truly set her apart.



We are delighted to extend our heartfelt congratulations to Angelica R on her well-deserved promotion to PCSF. Angelica, your promotion is a testament to your skills, determination, and the positive energy you bring to our team.

It is with great pride and joy that we congratulate Wendy S on her well-deserved promotion to Enhanced PCSF. We are immensely proud of your accomplishments and have no doubt that you will continue to excel in your new role.



Employee Spotlight



We are thrilled to announce a significant achievement within our ranks. With great pleasure, we share that Jessika L has been promoted to the esteemed position of Program Manager. Jessika's journey with us has been defined by unwavering dedication and a profound passion for our Heartright Mission, qualities that have distinguished her as a true leader.

We are delighted to share a moment of great pride and excitement within our organization. It is with immense pleasure that we announce the promotion of Nikki B to the role of Program Manager. Nikki brings to this new role a vibrant spirit, a bright outlook, and an incredibly positive attitude. Regardless of the challenges that come her way, Nikki approaches each issue with resilience, determination, and a smile.



We are excited to share some wonderful news within our organization. It is with immense pleasure that we announce the promotion of Jennifer Z to the esteemed position of Program Manager. Jennifer's dedication, expertise, and exceptional leadership have earned her this well-deserved promotion. In addition to her new role, we are pleased to inform you that Jennifer will be relocating to the North Area to extend our services to that region.

We are thrilled to announce that Des M, a dedicated member of our team, has taken on a new role as Program Manager for Enhanced Services! With his wealth of experience and deep connection to our organization, Des brings a fresh perspective that will undoubtedly transform the way we tackle challenges. Des's many years in the field have honed his expertise, making him well-equipped to navigate any hurdles that come his way. We are confident that his passion and innovative thinking will lead our Enhanced Services program to new heights.



Farewell Colleague

We are excited to celebrate the retirement of another of our employee owners!!!

Dennis S, who has been an invaluable part of Strategies to Empower People since 2000! Dennis's dedication and versatility have left an indelible mark on our organization.

From the cozy confines of clients' homes to the bustling job sites, Dennis has exemplified the spirit of flexibility. His ability to handle any challenge thrown his way, combined with his unwavering professionalism, has made him an asset to the organization. Starting in the SLS Program moving to ILS then Extra STEP, Dennis has been able to assist with so many things within the company. His dedication to excellence shone brightly, leaving an indelible mark on every project he touched.



Beyond his exceptional work ethic, Dennis also had a remarkable talent for brightening up the room. His infectious smile and warm demeanor ensured that everyone around him felt valued and appreciated.

As Dennis embarks on this new chapter of life, which includes to start a small business selling Antiques and that includes Indian Supplies; we extend our heartfelt gratitude for his years of service and wish him a retirement filled with relaxation, adventure, and all the joy he deserves.

Please join us in celebrating Dennis's incredible journey and in wishing him a well-deserved and happy retirement!



HALLOWEEN BASH



Greetings, party enthusiasts and ghostly gourmands! We're bubbling over with excitement to share the spine-tingling highlights from Strategies to Empower's spooktacular Dia de los Muertos Halloween Party! Hold onto your broomsticks because this year, the eerie extravaganza was unlike anything we've ever seen before!

The venue was transformed into a bewitching wonderland, adorned with marigold flowers, colorful Balloons, and a Ofrenda (altar); where photos of loved ones who have passed were displayed proudly. The air buzzed with excitement as guests, decked out in their most enchanting Dia de los Muertos costumes, scary, custom and all typed of costumes swirled around the dance floor.

After a night of haunting deliberation and eerie anticipation, our judges unearthed the most creative, the spookiest, and the downright magical costumes that graced our Halloween extravaganza this year! Get ready to be amazed, because these winners have truly taken the art of Halloween dressing to otherworldly heights!



Master of Disguise: The award for the best mystery costume went to Angela D who pulled off a jaw-dropping Dia de los Muertos Skelton look ensemble, complete with custom face paint with bright colors!

Spookiest Costume: A chilling monster apparition of Laughing Jack played by David B swept away this category with their Sinister presence, sending shivers down everyone's spines.

Funniest Costume: Laughter echoed through the room as a hilarious bunch of Clowns by the name of Rick and Bibiana claimed the title for the funniest costume, leaving everyone in stitches.

HALLOWEEN BASH



Best Group Costume: A squad of characters from a popular video game and movie Super Mario Bros including Princess Peach was obtained by Olaf B, and staff! Their synchronized act and attention to detail were truly commendable.

Pumpkin Patch Perfection: Last but certainly not least, the Best Overall Costume award was granted to a Sidney M, who arrived as The madhatter, making sure to remind people “It’s always tea time!”

The winners didn't just receive applause and admiration – oh no! They walked away with \$25 or \$50 gift cards, ensuring they could continue their Halloween celebration even after the party ended. But that’s not all – the Best Group Costume winners scored a pizza lunch that had everyone's mouths watering in anticipation.



A huge thank you to everyone who attended and made this Dia de los Muertos Halloween Party an unforgettable night of magic, mystery, and memorable moments. Until next year, when we'll summon even more enchantment and thrills! Stay spooky, dear readers, and keep the Halloween spirit alive!

Reno or Bust!

We've just embarked on a journey that will be etched into our memories forever – the Sacramento to Reno Road Trip! Picture this: a lively group of employers and employees, bubbling with excitement, boarded a charter bus at the Sacramento office, and off we went, venturing towards the vibrant city of Reno, Nevada! The atmosphere was electric, the anticipation palpable; our hearts were pounding with the promise of adventure!

As the wheels of our bus rolled, the air buzzed with the infectious enthusiasm of our fellow travelers. Employers and employees alike shared their plans for our time in Reno, their eyes gleaming with excitement. Some planned to explore the renowned food scene, savoring every bite of the culinary delights Reno had to offer. Others eagerly anticipated the glitz and glam of the city's legendary shows, ready to be entertained in ways only Reno knows how. And, of course, there were whispers of daring souls, feeling lucky, ready to try their hand at a little bit of gambling in the city's famous casinos!



Once in Reno, our taste buds embarked on a delightful journey of their own, exploring a myriad of food options that tantalized our senses. From sizzling steaks to exotic cuisines, every meal was a celebration of flavors. The shows we attended were nothing short of spectacular – a feast for the eyes and ears, leaving us in awe and wonder. And oh, the thrill of a little gambling! Some tried their luck at the slot machines, while others tested their poker faces at the card tables. Whether we were hitting the jackpot or sharing laughs over friendly bets, the experience was nothing short of exhilarating.



Reno or Bust!



As the road trip came to an end and we boarded the bus for our return to Sacramento, the atmosphere was a beautiful blend of contentment and excitement. The bus was abuzz with animated storytelling, each tale more extraordinary than the last. Laughter filled the air as we relived our Reno escapades, creating cherished memories that would be recounted for years to come. Amidst the lively chatter, some of us found solace in the rhythmic hum of the bus, catching a few Z's after the whirlwind of excitement. Dreaming, perhaps, of the next adventure that awaits us, fueled by the unforgettable experiences of this incredible journey.

And so, dear readers, our road trip to Reno was not just a travel escapade; it was a symphony of excitement, camaraderie, and endless possibilities. Until the next adventure calls our names, we carry the spirit of this trip with us, reminding us that the thrill of the unknown is what makes life amazing!



Stay tuned for more tales of adventure and excitement from our incredible team at Strategies to Empower People!



GOLF TOURNAMENT



Amidst the lush greens of Serrano Country Club in October, the 14th Annual Knights Charity Through Golf Tournament unfolded, weaving a tale of community, compassion, and generosity. The mission was clear: unite the community to support those facing significant challenges.



This year's event, a thrilling 4-person scramble, echoed with the clinks of golf balls and the laughter of volunteers eager to make a difference.

With every swing, the golfers propelled funds toward the HeartRight Foundation and the Veterans Golf Tournament, organizations dedicated to empowering lives. The day was more than just a tournament; it was a testament to the collective spirit of giving. The event was not just a game; it was a symbol of unity and purpose.

Lunch, refreshing drinks, and the thrill of contests filled the day, creating an atmosphere charged with excitement. From the longest drive to the precision of the putting contest, every moment echoed the spirit of competition blended with camaraderie.



Amidst the competition and joy, the HeartRight Foundation's story served as a poignant reminder of the tournament's purpose. Founded in memory of Joe, a remarkable soul whose life was cut short due to a lack of community connections, the foundation had grown over the years. Initially focused on fostering connections and growth for people with Intellectual and Developmental Disabilities (I/DD), their mission had expanded. Now, they extended a helping hand to I/DD adults, ensuring they had access to basic necessities that many of us often take for granted.

GOLF TOURNAMENT



The Veterans' Golf Program provides veterans suffering from PTSD and physical disabilities with camaraderie and peace. This program gives these veterans

an opportunity to go from a dark place to one filled with hope and light. The Veterans' Golf Program at Mather Golf Course serves approximately 200 men and women veterans of the United States armed forces. The VGP's priorities for its members are food, shelter, transportation, and referrals for the medical and psychiatric services that they need. The veterans' needs are addressed through stress-free fellowship as they learn the rules, etiquette and techniques of golf. There are no charges for participants, who are coached by a staff of volunteers and, in many cases, provided the equipment they need.



As the sun dipped below the horizon, the tournament culminated in an Awards dinner, where the air was thick with anticipation. Golfers eagerly awaited to hear whose name would be called, a testament to their dedication and skill. The clinking glasses and the applause were not just sounds; they were echoes of change, reminders that together, a community could create a brighter future for those in need.

Pumpkin Patch Perfection

On a crisp autumn day, a group of cheerful employers and their excited employees embarked on a delightful adventure to Bishop's Pumpkin Farm in Wheatland, CA. As the sun shined, painting the sky with warm hues of orange, the group gathered around a rustic wooden table; taking in the views of the Farm. Pumpkins Galore, Food aroma in the air, laughter from every corner surely the day was going to be filled with laughter, memories and so much more.



Next on the agenda was a thrilling ride on the BPF Line, a park train that chugged along the farm's scenic routes. The employees waved excitedly as they passed fields of pumpkins, their vibrant hues standing out against the backdrop of the clear blue sky. After the ride, everyone gathered for a hearty lunch featuring hand-dipped golden corn dogs paired with crispy garlic fries, a savory delight that satisfied both young and old.



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Throughout the day, the employees watched with delight as their employers embraced the magic of Bishop's Pumpkin Farm. Bonds were strengthened, friendships formed, and memories created that would be cherished for years to come. As the day came to an end and the group gathered one last time, they exchanged stories of their adventures, their faces glowing with happiness and contentment. The group bid farewell to Bishop's Pumpkin Farm, their hearts full of gratitude for a day filled with laughter, camaraderie, and the simple joys of life

In Loving Memory



Kimberly B.

Family and Friends, we bid our final goodbye to Kim recently. Kim has been a cherished member of our STEP family for 15 years, Kim's strength and fighting spirit were truly remarkable. Her enduring smile, unwavering positivity, and resilience in the face of challenges were an inspiration to us all. Kim will be deeply missed and remembered fondly.

May she rest in paradise, forever in our hearts.

Your Shield of Protection

As the chilly winds of autumn herald the arrival of flu season, it's essential to arm ourselves against the invisible enemy that lurks among us - the influenza virus. The flu, with its deceptive beginnings, can swiftly turn a bustling life into days of discomfort, fever, and missed opportunities.

But fear not, for in this battle, we have a powerful ally: the flu shot. Much like a shield, the flu vaccine offers robust protection, fortifying our immune systems and significantly reducing the risk of falling victim to the flu's grip.

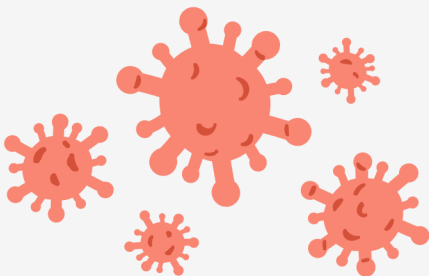


Health Impacts of the Flu:

- The flu can lead to severe complications, especially in young children, the elderly, and individuals with underlying health conditions.
- It can result in hospitalization and, in some cases, be fatal.
- Flu-related complications include pneumonia, bronchitis, sinus infections, and ear infections.

Importance of Getting the Flu Shot:

- The flu vaccine is the most effective way to prevent the flu and its complications.
- Getting vaccinated reduces the risk of illness, hospitalization, and death related to the flu.
- The vaccine also helps protect vulnerable populations who cannot receive the vaccine, such as infants under six months old.



Imagine a world where the sniffles and sneezes of flu season are mere echoes of the past, where our collective immunity forms an impenetrable barrier against the flu's intrusion.

Annual Vaccination:

- The flu virus can change from year to year, making annual vaccination necessary.
- It is recommended to get the flu shot before the flu season starts, typically in the fall, to ensure immunity during peak flu activity.



Public Health Measures:

- In addition to vaccination, practicing good hygiene, such as frequent handwashing, can help prevent the spread of the flu.
- Staying home when sick and avoiding close contact with infected individuals further reduces flu transmission.

Consulting Healthcare Professionals:

- Individuals with concerns about the flu shot, including its suitability for specific health conditions or age groups, should consult healthcare providers for personalized guidance.
- Healthcare professionals can address questions and provide accurate information to promote informed decision-making regarding flu vaccination.

So, dear reader, let us unite in this endeavor. Let us champion the cause of health, for ourselves and for one another. Let us make the choice to get vaccinated, for it is in this collective action that we find strength, resilience, and the promise of a healthier tomorrow.

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

The coming days may feel strangely, even uncomfortably familiar as you encounter people or situations from your past. Enjoy the difference in perspective you now have- you worked hard to earn it.

TAURUS APR. 20 - MAY. 20

Always being a caring, supportive friend will pay off in a surprising way soon. Be gracious and savor allowing yourself to be the one on the receiving end.

GEMINI MAY. 21 - JUNE. 20

A hard decision you needed to make may have left you feeling a little tender, and that's okay Gemini. It's a chance to regroup, recalibrate, and approach your life a whole lot wiser this time.

CANCER JUNE. 21 - JULY. 22

New beginnings can be wonderful AND scary, Cancer. Consequences and ultimatums weigh heavy on your mind but it's the peace in your heart that will provide guidance.

LEO JULY 23 - AUG. 23

Place a little extra emphasis on the folks closest to you this month, Leo. Making someone's day will ultimately make you feel like a million bucks!

VIRGO AUG. 23 - SEP. 22

You've been doing so well with looking after others Virgo, but it's equally important to look after yourself, too. Make yourself a priority this month with quality rest and relaxation.

LIBRA SEP. 23 - OCT. 22

Noticing and celebrating the little things now will lead to big things to celebrate down the road. Appreciate what you have, and watch it grow into so much more.

SCORPIO OCT. 23 - NOV. 21

Clearing your personal space of clutter and needless distractions will open your eyes to a new opportunity, Scorpio. It's literally hidden in plain sight, so you better get digging!

SAGITTARIUS NOV. 22- DEC. 21

Impulsive, feisty & restless describes you well, right Sagittarius? A weekend getaway will help you scratch the itch for adventure, but be prepared to come back home.

CAPRICORN DEC. 22 - JAN. 19

A wise man once said, "the calmest person in the room is also the most powerful". Remember this as we head into the potential chaos of the coming holiday season.

AQUARIUS JAN. 20 - FEB. 18

Feeling like you want to run away and live alone in the woods, Aquarius? It's fine to pretend but be realistic- you'll be tired of your own company in no time at all.

PISCES FEB. 19 - MAR. 20

This month, be especially alert when others are speaking around you, Pisces. An offhand comment contains the truth of a situation you've been thinking about.

Reflections Celebration

Advocacy
Resilience

Heart Right

Commitment

Introducing the next Generation

**SCOTTISH RITE CENTER
6151 H STREET, SACRAMENTO CA 95819**

**DEC 22nd | 4PM
7PM**

**QUESTIONS OR CONCERNS:
SOCIAL@STEPAGENCY.COM**

World KINDNESS DAY

Join us as we celebrate World Kindness Day, by giving thanks to someone in your life that YOU appreciate

LIGHT SNACKS &
REFRESHMENTS
AVAILABLE

ITEMS PROVIDED BY
STEP, INCLUDING
POSTAGE



Write, Decorate, and customize cards that will be send out to those special people we'd like to show our gratitude for!

*** NOVEMBER 13TH, 2023 ***

935 CLINTON STREET, NAPA, CA

1:00PM - 4:00PM



www.stepagency.com
Social@stepagency.com





HOLIDAY CRAFT DAY

HOT COCOA, COOKIES, MUSIC,
PAINTING OF CARDS,
DECORATIONS OR ORNAMENTS

12 p.m. - 4 p.m.

Nov. 21th, 2023

2330 Glendale Lane,
Sacramento, CA 95825

FOR MORE INFORMATION:
SOCIAL@STEPAGENCY.COM



Friends giving

LET'S CELEBRATE TOGETHER
JOIN US FOR A
THANKSGIVING POTLUCK

Nov
22nd

11:30am - 3:00pm

6544 Lonetree Blvd
Rocklin, CA 95765

BRING A DISH TO SHARE, SHARE
CULTURAL DISHES, STORIES

PLEASE RSVP FOR THIS EVENT:
[KIM.PORTER@STEPAGENCY.COM](mailto:kim.porter@stepagency.com)

Sweet Treats Decorating

Come Join us for Sweet
Treats, Refreshments

FROSTING

RICE CRISPY

SPRINKLES

COOKIES

CANDY

DEC
1ST
12PM
4PM

STEP SATELITE OFFICE
1722 PROFESSIONAL DRIVE
SACRAMENTO, CA 95825

FOR QUESTIONS AND CONCERNS:
KYANNA.SMITH@STEPAGENCY.COM

KEEP AN EYE OUT FOR THE RSVP TEXT TO YOUR RED
PHONE!





Seasons Giving's

COME MINGLE WITH FELLOW FRIENDS
NEW AND OLD AS YOUR SHARE IN THE
HOLIDAY CHEER

CRAFT
TABLES

SWEET
COOKIES

HOT
CIDER

CHRISTMAS
MUSIC

DECEMBER 8TH, 2023

12PM-4PM

2330 GLENDALE LANE

SACRAMENTO, CA 95825

EMPLOYERS COME GET
YOUR GIFT CARD FROM
JACQUIE!



WORD SEARCH - Find the words below

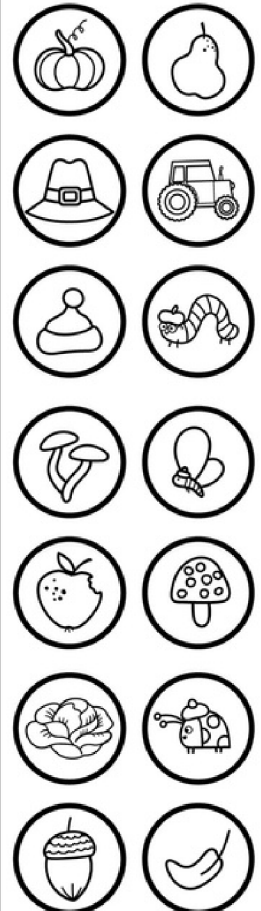
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 F U X G M N R X M X E J T X U R R C I V Q N B R I
 N R F Q V P J E S K K G T U A Q I E E I I Z M A H
 G P T O C N L E S S T S E T F W K I L V I P C N S
 O A W H C G I B G S F K E C Q F H Q I R O P N B D
 V G T A N R Y N Q O E F I D W P I G B V S Z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

- Blessings
- Dessert
- Grateful
- Potatoes
- Seasons
- Turkey
- Celebration
- Friendship
- Gratitude
- Prosperous
- Stuffing
- Winter
- Cranberry
- Gathering
- Memories
- Pumpkin
- Thanksgiving



THANKSGIVING SEEK & FIND

find the objects in the picture





November 2023



Sunday

Monday

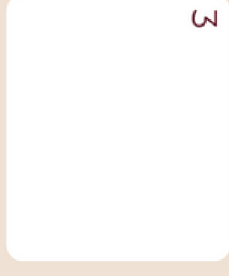
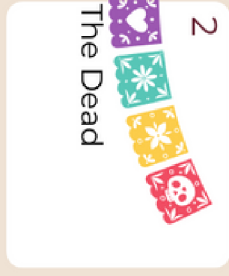
Tuesday

Wednesday

Thursday

Friday

Saturday



5 Disney on Ice
12pm

6 Arcade Mall
2pm

7 Bowling Country Club
3-5pm
 Election Day

8

9 World Freedom Day

10 Starbucks Social
look at notes
PAY DAY

11 Veterans Day

12 Diwali

13 Arcade Mall
2pm
 Transgender Awareness Week
Kindness Day
1-4pm (Napa Office)

14 Bowling Country Club
3-5pm

15 December Activity Calendar
1pm

16 Starbucks Social
look at notes
International Day for Tolerance
Dutch American Heritage Day

17 Closed office

18 NATIONAL ADOPT MONDAY
COURTESY OF THE NATIONAL CENTER FOR PET ADOPCTION

19 Men's Day

20 Arcade Mall
2pm

21 Bowling Country Club
3-5pm
 Holiday Craft Day
12pm-4pm (Central)

22 Friendsgiving Rocklin Office
11:30-3pm

23 Thanksgiving
Closed office

24 Closed office
PAY DAY

25 INTERNATIONAL DAY for the ELIMINATION OF VIOLENCE AGAINST WOMEN

26

27 Arcade Mall
2pm

28 Bowling Country Club
3-5pm

29 Winter Lent

30 MANGO STEP Central
3-5pm
Sweet Treats Professional
12-4pm

Blank calendar cell with decorative pumpkin and leaves at the bottom.

STARBUCKS SOCIAL: (3pm-4pm)

2345 Arden Way, Sacramento CA 95825
Come out and socialize! Grab a coffee

ARCADE MALL : 2pm

1689 Arden Way, Sacramento CA
Come hang out, shop, relax

BOWLING: (3pm-5pm)

Country Club Bowling
2600 Watt Ave, Sacramento, CA 95821
Funds needed to play, come join us

