



STRATEGIES TO EMPOWER PEOPLE "THE KEY"



Quick Blurbs

'Tis the season of joy, and with the holidays upon us, we're keeping things short and sweet this month to let you fully embrace the festive spirit!

In the spirit of the season, our December newsletter will be a bit shorter, allowing you to focus on what truly matters – the joy of the holidays and the much-anticipated Reflections Holiday Party! 🎉

Expect a brief update highlighting key events, celebrating our achievements, and, of course, details about the upcoming holiday festivities. We want everyone to have the time to enjoy the season with loved ones and colleagues alike.

Wishing you all a wonderful holiday season filled with warmth, laughter, and the joy of reflection.



DECEMBER 2023

Page 2: Referral Bonus

Page 3: Employee Recognition

Page 4-5: Meet the Poet

Page 6: Celebrating a Milestone

Page 7: Apple Hill

Page 8: Ornaments Galore

Page 9-10: Weather Hazards

Page 11: Horoscopes


Page 12-13: Event Flyers


Page 14: Activity


Page 15: Calendar



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:

Daisy T	Danielle D	Lauren H	Caitlin S	Mario R
Brandi W	Alvonnda J	Austin M	Courtney D	Sheri M
Athena O	Robert M	Nickolas T	Yvonne H	Shantay R
Alonzo R	Dajah T	Gennavieve K	Kamea P	Marlenne S
Patrick H				

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.

Lydia E - 25 years	Tina F - 9 years	Mallory G - 5 years	Sam I - 2 years
Kathryn N - 17 years	Don C - 9 years	Jessica R - 4 years	Katalena C - 2 years
Philip B - 16 years	Adriana F - 7 years	Miguel C - 4 years	De'Antwanee T - 1
Deborah R. - 13 years	Sharday W - 7 years	Sarah G - 4 years	years
Nataliya M - 12 years	Thomas S - 7 years	Robert L -4 years	Alyssa D - 1 year
Gabriel S - 12 years	Darian R - 6 years	Sayra J -3 years	Shaunte R -1 year
Kimberly P - 11 years	Emily W - 5 years	Joaquin S - 2 years	Alyssa W -1 year
Kateryna K - 10 years	Eric H - 5 years	Shonna P - 2 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

Meet The Poet



Lynn F.

Employer at Strategies to Empower People

Enter the vibrant world of Lynn F, an individual with a eye for poetry! She loves to listen to music, watching sports and not lets not forget writing. Whether she's at her computer crafting a personal biography, weaving poetry or penning short stories, Lynn's creative sprit knows no bounds.

This months Poem make you see the changes of the seasons and what may come.

It has been a beautiful few weeks and we are returning to our normal schedules; which include, spending time with family, friends, coworkers and others from the scene.

Our hopes are high for the coming season and year that follows. Must haves that we tucked in the back of our minds, to be filed away for next year, are replaced by new, possibly better ideals. Maybe, we should omit what we leave behind, quite possibly, seeing our lives in a newer, much better light.

Some see it as developing a higher consciousness'. Others may see it as a trade, often thought of as a mere bargain or an opportunity for higher growth.

Meet The Poet



Monique C.

Employer at Strategies to Empower People

Enter the vibrant world of Lynn F, an individual with a eye for poetry! She loves to listen to music, watching sports and not lets not forget writing. Whether she's at her computer crafting a personal biography, weaving poetry or penning short stories, Lynn's creative sprit knows no bounds.

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Holidays, what are holidays? Holidays are a time for giving, sharing,
caring and for dreaming and scheming

Holidays are for intermingling, dancing, laughter, standing up,
holding on, sharing, caring and holding onto a warm fuzzy feeling
that only comes on the holidays.

Holidays are a time for giving, a time for holiday, a time to ask
someone do you see what I see on this holiday? Family and Friends,
as well cooked a meal prepared by friends and family on this very
special day.

Celebrating a Milestone: John's 77th

We're thrilled to share a heartwarming celebration that took place right here in our local Rocklin office! Employer, John, recently marked a significant milestone – his 77th birthday, and what better way to commemorate it than with a gathering of friends.

The area was buzzing with laughter and camaraderie as John's friends joined together to share stories, celebrate, and, most importantly, have a great time. The festivities took a creative turn as the group embarked on a delightful crafting activity, decorating picture frames with seashells. The office transformed into a hub of creativity, with shells, glue, and laughter filling the air.



As each frame took shape, so did the memories being made. The seashell-decorated frames became not just a creative expression but also tangible tokens of a day filled with joy and friendship.

It's moments like these that make our company more than just a career – it's a community. Join us in extending our warmest wishes to John on this special occasion, and here's to many more celebrations that bring us together as a work family.

Wishing John a fantastic year ahead filled with joy, good health, and continued success!

Sweet Escape- Apple Hill

Hope this message finds you well and gearing up for the festive season! We're excited to share a delightful adventure we recently embarked on – a trip to High Hill Ranch in Placerville, CA, as a team-building excursion.

Nestled in the heart of Apple Hill, High Hill Ranch proved to be a treat for the senses. From the moment we set foot on the sprawling 155-acre orchard, the air was filled with the sweet scent of apples and the promise of a day well spent.



Our adventure kicked off with great views of the orchard, where we explored the best of Apple Hill desserts, sampled the largest apple pies, and indulged in the top-selling apple donuts – an absolute must-try! The flavorsome crisp apple ciders added the perfect touch to our taste bud journey.

High Hill Ranch's on-site restaurant and bakery became our haven for some delectful lunch offering not only delicious meals but also a cozy ambiance to savor the experience. The restaurant overlooks the picturesque lake,

making it a perfect spot for some quality bonding time with fellow employers and employees.

As we strolled through the area and engaged in some retail therapy, we couldn't help but appreciate the camaraderie and connection fostered by our day at Apple Hill. It was more than just a team outing; it was a shared experience that brought us closer together.



Ornaments Galore

Guess what? Our creative sparks flew like confetti as a bunch of spirited individuals came together to embark on a wild ornament-making spree! Picture this: a whirlwind of laughter, glue guns, and glitter as we transformed everyday items into magical, one-of-a-kind decorations.

From paperclips to pinecones, nothing was off-limits! We dived headfirst into a sea of creativity, turning the ordinary into the extraordinary. The result? A kaleidoscope of ornaments that will soon bedazzle and delight!

But here's the real kicker – these dazzling creations aren't just for show and tell. Oh no! They're destined for something grander. Drumroll, please... 🥁



That's right! Our masterpieces will take center stage as they adorn the trees at the DDS office and the Alta Regional Office.

But let's not forget these are also for taking home, displaying proudly to bring in that holiday Cheer!

How can we not forget while decorating, sweet drink and cookies were part of the day.



Navigating Weather Hazards

As we embrace the changing seasons, it's crucial to address a topic that impacts each of us daily: weather and its impact on driving safety. Our column this month is dedicated to keeping you informed and prepared as we navigate through various weather conditions.

Whether it's raindrops tapping on your windshield, the sun casting its brilliance, or snowflakes gently falling, each weather element poses its unique challenges on the road. Remember, safety starts with awareness.



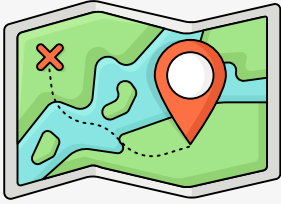
Top Tips for Safer Driving:

1. **Rainy Days:** Reduce speed and increase following distance. Ensure your headlights are on for visibility.
2. **Sunny Days:** Keep sunglasses handy to reduce glare. Be mindful of sunspots on the road.
3. **Snowy/Icy Conditions:** Equip your vehicle with winter tires and drive at a safe speed. Increase following distance significantly.
4. **Foggy Weather:** Use low-beam headlights and fog lights if your vehicle has them. Maintain a safe speed, and be cautious at intersections.



Check Your Vehicle:

Regular maintenance checks become even more critical during seasonal transitions. Ensure your tires are properly inflated, brakes are functioning well, and all lights are operational.



Plan Ahead:

Before hitting the road, check the weather forecast and road conditions. If severe weather is predicted, consider delaying your trip or finding an alternative route.

Emergency Kit Essentials:

Prepare for the unexpected by having an emergency kit in your vehicle. Include items like the below to be prepared:

1. **First Aid Kit:** Basics like bandages, antiseptic wipes, pain relievers, and any necessary personal medications.
2. **Flashlight and Batteries:** A reliable flashlight can be a lifesaver in low-light situations. Ensure the batteries are fresh and working.
3. **Blanket or Warm Clothing:** In case of a breakdown or unexpected delay, having something warm can provide comfort.
4. **Non-Perishable Snacks:** Granola bars, nuts, or dried fruits can keep you nourished in case of a prolonged wait or emergency.
5. **Water Bottles:** Stay hydrated with a couple of bottles of water. Remember to check and replace them periodically.
6. **Multipurpose Tool or Knife:** A versatile tool can prove handy in various situations, from cutting seatbelts to opening packages.
7. **Jumper Cables:** Ensure you can jump-start your vehicle or assist others in need.
8. **Reflective Warning Triangles or Cones:** Enhance your visibility on the road, especially in low-light or adverse weather conditions.
9. **Basic Toolkit:** A small toolkit with essentials like a screwdriver, pliers, and adjustable wrench can be useful for minor repairs.
10. **Emergency Contact Information:** Keep a list of emergency contacts, including roadside assistance and insurance information.

Remember, safety is a shared responsibility. Let's prioritize caution, mindfulness, and preparedness as we navigate the roads during this season of change.



HOROSCOPES

By: Michelle Kebabjian

ARIES MAR. 21 - APR. 19

Take some time to reflect and be honest with yourself about what you need to grow, Aries. Your intuition is trying to get a message to you that will benefit your highest good, so listen closely & don't miss it!

TAURUS APR. 20 - MAY. 20

You're being called to meditate on thoughts of abundance, and all that you are thankful for. Acknowledging the riches you have now will open the door for more to flow in.

GEMINI MAY. 21 - JUNE. 20

As the year draws to a close, consider reconnecting with your spiritual practices, Gemini. Now is the time to receive guidance that will carry you into a new era of possibilities.

CANCER JUNE. 21 - JULY. 22

Messages from the Divine come in many forms, Cancer- dreams, meditations, or synchronicities that seem too good to be true. Be aware, be receptive to insight, and keep your eyes and ears open for what your next right steps should be.

LEO JULY 23 - AUG. 23

Giving to others is one of your greatest talents, Leo. Spirit's message for you- give anonymously so as not to sully that gift by expecting acknowledgement for the act.

VIRGO AUG. 23 - SEP. 22

Perfectionism and high expectations are holding you back from experiencing the magic of a little messiness, Virgo. Lean into creativity, get your hands dirty, and experience a little much-needed joy.

LIBRA SEP. 23 - OCT. 22

Some unusually potent emotions and/or memories might take you by surprise this month, Libra. Release any uncertainty to the Universe and move forward knowing that your own power alone is a force to be reckoned with.

SCORPIO OCT. 23 - NOV. 21

The wisdom of small children and animals can provide some cool new insights for you, Scorpio. Spend some time being present with these little messengers, and surprise yourself with what you learn.

SAGITTARIUS NOV. 22- DEC. 21

Some intentional grounding practices will benefit you greatly in the next weeks, Sagittarius. Put your bare feet on the earth and allow the power and serenity to flow into you, strengthening you to your core.

CAPRICORN DEC. 22 - JAN. 19

Capricorn, you've done too much work to let the fears of others be a distraction to you. Own your power, trust your intuition, and distance yourself from those who would rather you play small.

AQUARIUS JAN. 20 - FEB. 18

If the past few weeks have felt emotionally dense, there is light at the end of the tunnel, Aquarius. Your commitment to being patient will soon pay off with valuable insight into a tough situation you've been worrying about.

PISCES FEB. 19 - MAR. 20

You'll soon be faced with the task of being "The Strong One" for someone you care deeply for. Embrace this opportunity to help them find their shine again, Pisces- it'll do the same thing for you, too.

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**



Seasons Giving's

COME MINGLE WITH FELLOW FRIENDS AND SHARE
THE HOLIDAY CHEER

EMPLOYERS COME GET YOUR GIFT CARD FROM JACQUIE

CRAFT

SWEET

HOT

CHRISTMAS

TABLES

COOKIES

CIDER

MUSIC

12/19/2023 - 2 PM - 5 PM

2330 GLENDALE LANE
SACRAMENTO, CA 95825

12/20/2023 - 1 PM - 4 PM

6544 LONETREE BLVD
ROCKLIN, CA 95765

12/21/2023 - 11 AM - 3 PM

950 THARP ROAD SUITE B
YUBA CITY, CA 95993



HOUSING MIXER

HOSTED BY: FIRST STEP HOUSING ACCESS SERVICE

Dec 14th,
2023

1 PM
3 PM

1722 Professional Dr,
Sac, CA 95825

An event for adults who may be interested in finding a roommate, or maybe a new friend.

Come mingle, socialize, and enjoy light refreshments.

Transportation is not provided.
Questions: 916-679-1555 Ext.133



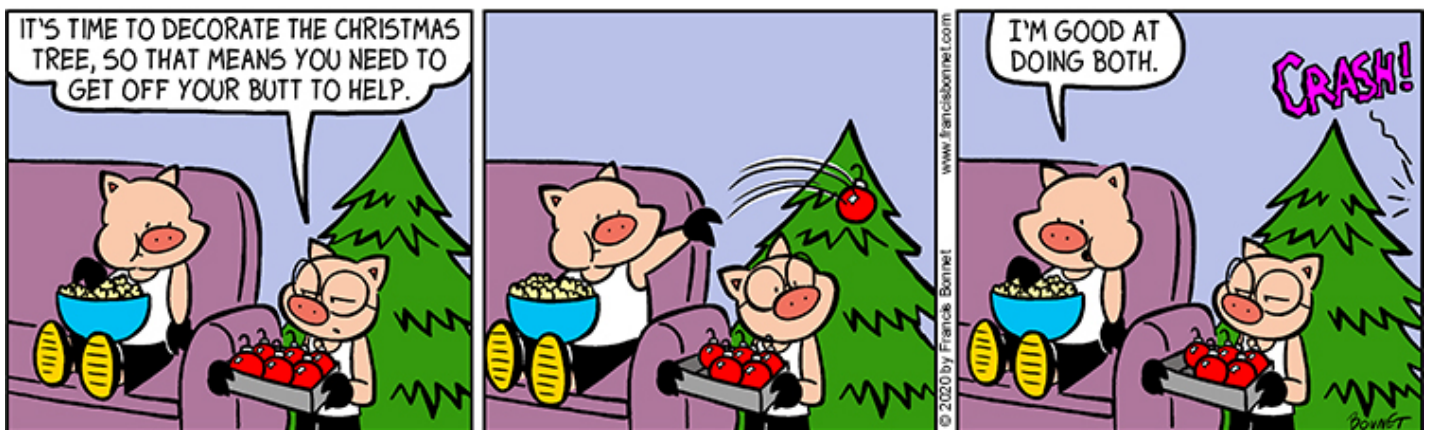


WORD SEARCH

Find the words below

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

- Blessings
- Celebration
- Christmas
- December
- Diversity
- Family
- Hanukkah
- Holiday
- Kwanza
- Memories
- Ornament
- Prosperous
- Reflections
- Reindeer
- Sleigh
- Snow
- Stockings
- Winter
- Yule



DECEMBER 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

					1  WORLD AIDS DAY	2  INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY DECEMBER 2
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3  International Day of Persons with Disabilities Advent Begins	4	5	6	7  Bosni/Bosnia	8 PAY DAY	9
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10  HUMAN RIGHTS	11	12	13	14 	15  INDEPENDENCE DAY	16
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17	18	19 SEASON GIVINGS: Gift Card Get Together Central Office 2-5pm	20  International Human Solidarity Day	21	22 PAY DAY	23
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24 Christmas Eve	25  MERRY CHRISTMAS "Office Closed"	26  IVANZA St. Stephen's Day	27	28	29	30
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31
New Year's Eve

Open to All Employers and Employees only. 4pm-7pm
Scottish Rite Center
Dress up a lil, come in your best duds!

Reflections: Holiday Party



Scan QR Code to get be taken to the RSVP
Questions to concerns:
Social@stepagency.com