



Quick Blurbs

The newsletter is calling for your participation!

Employees and employers, do you have an extraordinary story you're itching to share? Perhaps a memorable community event you recently attended, or an outstanding achievement that deserves recognition? How about a special shoutout to someone who has gone above and beyond?

Your experiences make our community vibrant, and we want to feature them in our newsletter! Share your tales and accolades by sending them to Social@stepagency.com. Let's make this newsletter a reflection of the amazing stories within our STEP community. Your voice matters!

FEBRUARY 2024

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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:

Melody O
Lee N

Sienna M

Carlos S

Lee'Ann B

Teja J

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.

Darius M - 1 Year

Anthony M - 1 Year

Clarisa B - 1 Year

Jose M - 1 Year

Brenda A - 1 Year

Jerrell W - 1 Year

Ashley W - 1 Year

David H - 5 Years

Millicent O - 5 Years

Evelyn P - 5 Years

Regina R - 5 Years

Xochitl R - 5 Years

Shauntanika L - 6 Years

Daniel R - 6 Years

Kristina Z - 6 Years

Kristina N - 6 Years

Steven R - 6 Years

Ebrahim M - 7 Years

Kathleen C - 7 Years

Jeffrey B - 7 Years

Pamela H - 9 Years

Jerdan C - 9 Years

Stephanie C - 9 Years

James M B - 10 Years

Karen H - 10 Years

Artrud T - 10 Years

Kankaya T - 12 Years

Farid D - 13 Years

Cody C - 16 Years

Georgie P - 17 Years

Anissa F - 22 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

Vision Boards



A group of employers from Strategies to Empower People gathered eagerly in January for a unique New Year's activity. The room was filled with vibrant decorations, and piles of magazines and colorful paper were scattered across tables, creating an atmosphere of creativity and anticipation. The room hummed with the rustle of pages and the rhythmic snip of scissors as each participant immersed themselves in the magazine stacks, searching for images and phrases that resonated with their aspirations.

Tables soon became canvases of inspiration as the employers carefully cut, arranged, and glued their visions onto personal boards. Images portraying professional success, personal growth, and well-being emerged, forming a tangible representation of their goals for the upcoming year.

As the vision boards took shape, the room buzzed with excitement. Participants exchanged glimpses of their dreams and offered words of encouragement, creating an atmosphere that blended creativity, positivity, and collective energy.

Beyond being colorful collages, the vision boards symbolized commitment and motivation. The employers left the room with a renewed sense of purpose, ready to translate their visions into reality in the coming year. The group had solidified their bonds, laying the foundation for a year of growth, collaboration, and empowerment.





Building Strong Foundations: A Guide to Healthy Relationships

In the intricate tapestry of life, relationships form the threads that weave together our experiences. Nurturing healthy connections is vital for our well-being, contributing to emotional fulfillment and overall happiness. This column explores the key elements of cultivating and maintaining healthy relationships, offering insights into communication, mutual respect, and the importance of fostering strong emotional bonds.

Communication is Key:

- **Active Listening:** Emphasize the significance of active listening in fostering understanding and empathy within relationships. Provide practical tips for honing this skill.
- **Open and Honest Communication:** Explore the benefits of transparent communication and the role it plays in building trust. Discuss techniques for expressing feelings and thoughts openly and respectfully.



Mutual Respect and Boundaries:

- **Setting Boundaries:** Discuss the importance of establishing and respecting boundaries in all types of relationships. Provide guidance on effective communication when negotiating and communicating boundaries.
- **Cultivating Mutual Respect:** Explore how mutual respect forms the foundation of healthy relationships, promoting a sense of equality and appreciation for each other's individuality.





Quality Time and Connection:



- **Importance of Quality Time:** Highlight the significance of spending meaningful time together to strengthen emotional bonds. Share ideas for fostering connection, such as shared activities and experiences.
- **Digital Detox in Relationships:** Discuss the impact of technology on relationships and the benefits of unplugging to nurture face-to-face connections.

Building Trust:

- **Trust-Building Actions:** Explore the actions and behaviors that contribute to building and maintaining trust in relationships. Discuss the impact of consistency, reliability, and honesty.
- **Rebuilding Trust:** Offer insights into rebuilding trust after it has been broken, emphasizing the importance of accountability, communication, and forgiveness.



Healthy relationships are a cornerstone of a fulfilling life, enriching our experiences and providing a support system in times of joy and challenge. By investing time and effort into effective communication, mutual respect, emotional intelligence, and trust-building, we can cultivate relationships that stand the test of time.



HOROSCOPES

By: Michelle Kebabjian

ARIES

MAR. 21 - APR. 19

The winds of change are blowing around you, but in the most positive way! New opportunities to release toxic people and situations from your life will bring a welcome breath of fresh air!

TAURUS

APR. 20 - MAY. 20

If your emotions have rattled you recently Taurus, this is your call to try a more logic-driven approach. Careful reflection, viewed through the lens of reason, will allow you to access your deep, inner strength.

GEMINI

MAY. 21 - JUNE. 20

You're being called to accept beautiful things now- experiences, connections, synchronicities, and blessings. Open yourself to receive these gifts and ponder the ways you can 'gift' others, too.

CANCER

JUNE. 21 - JULY. 22

Cancer, there may be a moment coming soon that will test your ability to surrender your need for control. Trust yourself to let go, and you'll see that you still, and always will, have choices.

LEO

JULY 23 - AUG. 23

Commitments and promises you've honored faithfully will be rewarded now, Leo. The dedication you've shown has worked to set a positive example to others, too.

VIRGO

AUG. 23 - SEP. 22

Special attention should be paid to how you're feeling physically at this time, Virgo. Giving some extra care to eating well, moving more (especially out in nature!) and getting quality sleep will protect your energy and help avoid burnout.

LIBRA

SEP. 23 - OCT. 22

Now is a wonderful opportunity for you to practice looking, feeling, and thinking about your life in a new way. Explore new reading materials, documentaries, and music to provide fresh new ideas and inspiration.

SCORPIO

OCT. 23 - NOV. 21

If you're feeling unaligned or out of sync Scorpio, remember that it's okay to "get lost" sometimes. It can even be beneficial, as new experiences and adventures can be a powerful way to strengthen your sense of wonder.

SAGITTARIUS

NOV. 22- DEC. 21

You've always been a powerful manifester, Sagittarius, and that's never been truer than right now! Just remember to carefully consider all possible outcomes and align your intentions with the Highest Good for all.

CAPRICORN

DEC. 22 - JAN. 19

It's time to stamp your foot in defiance to anything past or present that is stopping you from growing into the 'wise old owl' you truly are. By standing strong, you declare to the world that you are the Wisdom Keeper others are waiting to turn to.

AQUARIUS

JAN. 20 - FEB. 18

A sense of unease about finances and material stability can derail you from pursuing long-held goals you have for yourself. But never fear- everything you need will arrive at exactly the right moment, just like it always has.

PISCES

FEB. 19 - MAR. 20

Brilliant ideas and strokes of genius are coming to you with increasing speed, Pisces. Look for ways to share what you're learning, with an eye open for collaborators eager to help you.

WORD SEARCH

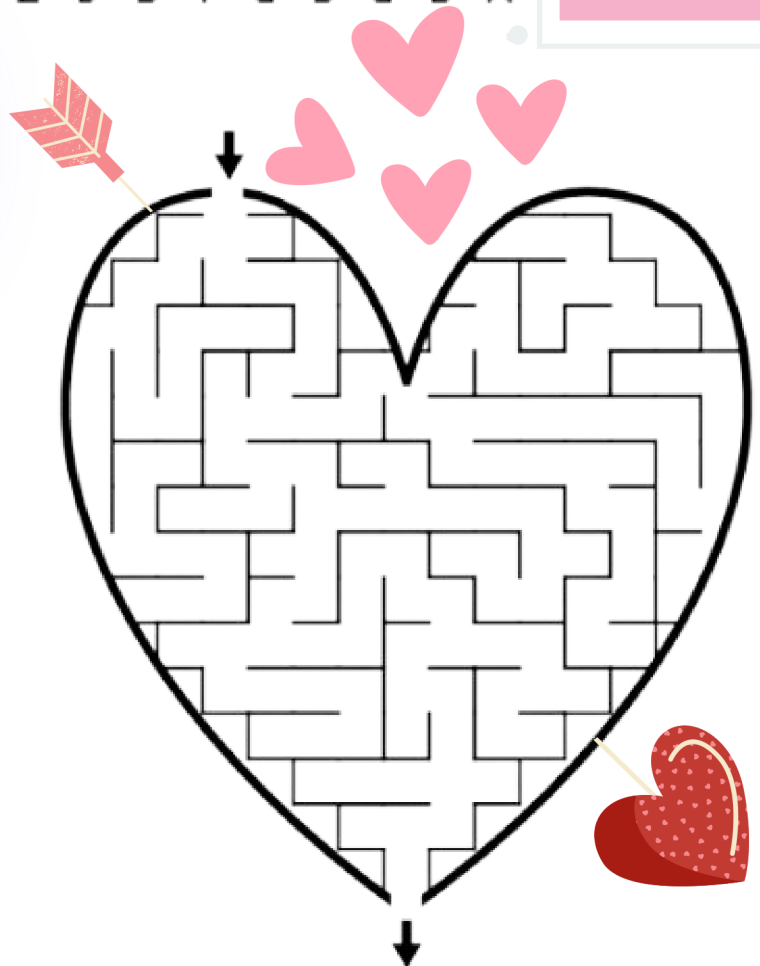
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 G H P A L R Y U I D C E E O G L W Y O J
 Y C M C V A T M M D O B R L H E A R T S
 N O I T C E F F A I L E S D R N X K W Z
 R J B G F H Y S U U A J N S O E H P P X
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- Affection
- Chocolates
- Couples
- Cupid
- Cute
- Flowers
- Happiness
- Hearts
- Joy
- Love
- Lovers
- Passion
- Romance
- Roses
- Sweetheart
- Valentine

SUDOKU

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STEP HOSTED

Valentine's Day Mingle & Munchies

<p>13 FEB</p>	<p>Strategies to Empower People</p> <p>2330 Glendale Lane Sacramento, CA 95825</p>
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Singles Only Meetup from 2-4 PM
Followed by an Open Dance From 4-6 PM

*This Invitation is open to all Adults
receiving services from
Alta California Regional Center & North Bay
Regional Center.*

MUST RSVP BY February 6, 2024
Or, will be turned away at the door

RSVP or QUESTIONS HERE:
✉ Diversity@stepagency.com

Allergy Warning: Food may contain or come into contact with dairy, eggs, peanuts, soybeans, sugar, tree nuts and/or wheat.





BINGO

BASH

Get ready to shout "BINGO!" and win some amazing prizes at this fun-filled event.

Pizza & Drinks Included!



FEB 16TH

2:30PM-4:30PM

935 CLINTON ST

NAPA, CA 94559



FOR MORE INFORMATION
Social@stepagency.com



Alta California
Regional Center

Dental Services & Accessibility

Presented By:

Shannon McConnell, RDH, BSDH

ACRC Dental Coordinator

Feb 29th, 2024 2330 Glendale Lane,
10am-11am Sacramento, CA 95825

Come learn about the dental services and support ACRC provides to employers. Discover how to access these services, navigate the system, and handle denials if they occur.

Denials

Supporting individuals in navigating the system following a denial to ensure they receive the necessary services.

Accessibility

Ensuring accessibility in the dental field involves making dental care and facilities inclusive and easily available to all, regardless of their abilities or disabilities.

Services

Connecting individuals in need with dental care services to ensure accessibility for all.

For Questions or concerns:
Social@stepagency.com

ASL Interpreters In-person & Zoom

Join VIA ZOOM
Scan here

Meeting ID:
896 6534 6419

Passcode:
799622



SCAN ME

GCLN ACTION ALERT!

- #ProtectTheProgress
- #KeepingPromises
- #RateReformNow
- #WhatsMyWorth
- #WorkforceCrisis
- #DontDelay
- #DSPs

ADVOCACY



Join us here →

- Together we are stronger -



Follow us @GCLN5Ps on "X"
(formerly Twitter)



Like ♥ & Retweet
our tweets!



Tag CCLN in your own
advocacy tweets @GCLN5Ps


















REPEAT!



FEBRUARY

2024

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4 Rosa Parks Day 	5	6	7 	8	9 Happy Groundhog Day 	10
11 International Day of Women & Girls in Science 	12 Lincolns' Birthday 	13 Mingle & Munchies Central Office *See Flyer*  Mandi Gras 	14 Valentine's Day 	15 Nirvana Day 	16 Bingo Bash 2:30-4:30 NB Office  National Caregivers Day 	17
18	19 Washingtons' Birthday 	20	21 International Mother Language Day 	22	23	24
25	26 Washingtons' Birthday 	27	28	29 Dental Services Presentation 10am-11am Central Office 		

World Interfaith Harmony Week
Feb 1st - 7th

Black History Month

Leap Year Month
Month has 29 days happens every 4 years

FEBRUARY 29