



QUICK BLURBS

June 2024

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!



BREAKING NEWS

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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!

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:

Lily H.	Brayden G.	Jamariah M.	Sarah J.	Bethanie T.
Wendy P.	Jillian McS.	Debra D.	Jasmine H.	Juan G..
Mac M.	Cassandra S.	Jaraya J.	Dennis S.	Jacqueline R.
Brenda A.	Daniel G.	Leon S.	Sulama H.	Adrianna W.
Andrew G.	Shelby S.	Kloie C.	Micole L.	

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.

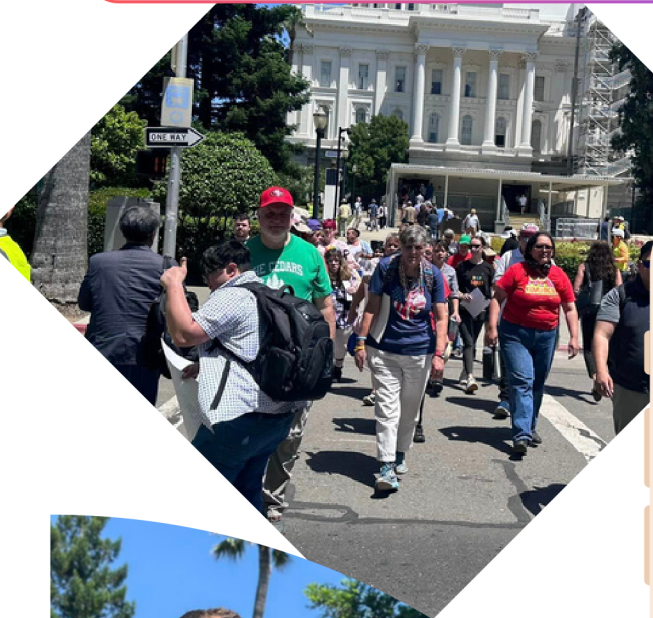
As you commemorate your anniversary, it's also a time to remind yourself of another exciting achievement - your vested amount in our Employee Stock Ownership Plan (ESOP) could be increasing! Through our ESOP, you have a unique opportunity to share in the company's prosperity and success.

Donna W - 26 years	Ricky F - 7 years	Kathy H - 3 years	Dawn Z - 2 years
Tammy S - 23 years	Svitlana J - 7 years	Tyshay L - 3 years	Delilah N - 1 years
Candy B - 23 years	Anna K - 7 years	Marissa M - 3 years	Miguel R - 1 years
Terry G - 22 years	James T - 7 years	Tammy K - 3 years	Quishayla F - 1 years
Mahnaz N - 19 years	Ramon L - 6 years	Zuleika M - 2 years	Valencia L - 1 years
Sherry E. P - 15 years	Susan S - 6 years	Moses E - 2 years	Clyde R - 1 years
Melody A. C - 15 years	Rebecca L - 6 years	Velma F - 2 years	Alexandria A - 1 years
Imelda G - 15 years	Unique B - 6 years	Alexa B - 2 years	Dena M - 1 years
Mukhtiar S - 15 years	Vittorio S - 6 years	Ernesto V - 2 years	Elva Giselle R - 1 years
Manuel C - 12 years	Adam C - 5 years	William B - 2 years	Angela S - 1 years
Juan A - 11 years	Kristina M - 5 years	Brenda W - 2 years	Cesily C - 1 years
Alyssa A - 10 years	Marquawn H - 4 years	Candace C - 2 years	Nicole K - 1 years
Marissa C - 9 years	Ravneet D - 4 years	Tonya H - 2 years	Monet J - 1 years
Angelica E - 8 years	Farida M - 4 years	Michelle K - 2 years	Sierra G - 1 years
Samuel D - 8 years	Angel G - 4 years	Jennifer M - 2 years	Sheryl B - 1 years



MAYDAY

Mayday



HONOREE



We are thrilled to announce that Jacquie Foss, Founder of Strategies to Empower People (STEP), has been honored with this year's Champions for Diversity, Equity, and Inclusion award by the Sacramento Business Journal. With over 30 years of unwavering dedication, Jacquie Foss has been a trailblazer in promoting livable wages, fostering inclusivity, and creating opportunities for those often overlooked by society.

Under her visionary leadership, STEP has become the largest employer of deaf individuals, offering positions from entry-level to director roles. Additionally, Jacquie has championed LGBTQ+ representation across all organizational levels, including executive positions. Jacquie's legacy is one of profound compassion and inclusion, leaving an indelible mark on our community and beyond. Her work has inspired countless others to embrace diversity and strive for equity in their own spheres of influence.

Message from Jacquie



When I became the leader of STEP in 1994 I never expected the glorious journey I would embark on, to have a diverse team of employees, from DSPs to the executive management team reflect what the ideal is for our Nation brings me such PRIDE! I am so proud of the DEAF team, they have shown all that when we provide services for the Deaf by the Deaf then inclusion happens. I was honored to be recognized but I stand shoulder to shoulder with the entire STEP team.

A D V O C A C Y

LET'S RALLY FOR ADVOCACY

It's time to don your superhero capes and get ready to make some noise! Our mission? To ensure that the hardworking Direct Support Professionals (DSPs) get the recognition and support they truly deserve.

ACTION ALERT!



Contact your Representative:

SIGN THE LETTER!

Use this link, to send a letter to the Governor!



Governor Gavin Newsom has proposed delaying a \$1 billion investment in critical supports and services for Californians with developmental disabilities. Our community has suffered from decades of underfunding, weakening the direct support workforce and making it harder for people with disabilities and their families to access reliable services. State leaders recognize the urgency of stabilizing the disability services system, which is why they planned a funding increase this year. Delaying this funding effectively cuts services.

This delay is one of the largest proposed in the Governor's 2024-25 state budget. It is unacceptable and will devastate the disability services safety net, undermining the promise of the Lanterman Act to 458,000 Californians with disabilities and their families.

Today, the Legislature released its budget proposal, supporting our community and rejecting any delays or cuts to funding for disability services and supports. We need everyone in the disability community to SIGN THE OPEN LETTER PETITION TO GOVERNOR NEWSOM letting him know that any delays in funding will be detrimental to the quality of life for people with disabilities and their access to a lifeline of services. Funding can't wait!



HOROSCOPES

By: Michelle Kebabjian

ARIES

Mar.21 - Apr. 19

It's very important to invest some time in clearing and decluttering your personal space, Aries. By intentionally sweeping away any obstacles, you'll be better able to see your next move.

TAURUS

Apr. 20 - May. 20

Make some time to savor a taste of the good life, Taurus, whatever that looks like for you. Treating yourself to some luxury and beauty will be spiritually uplifting.

GEMINI

May. 21 - June. 20

If your emotions seem amplified lately Gemini, delve into some shadow work. Acknowledging the darker parts of yourself is the first step in being able to bless them with Love or choose to let them go.

CANCER

June. 21 - July. 22

Prioritize making time to seek solace in some quiet moments, Cancer. With increased clarity, you will find your true voice, and strengthen your ability to hear what is unsaid.

LEO

July 23 - Aug. 23

These days may feel like a transition for you as you begin a new phase. Pair up with a friend to talk about your experiences; you may find some surprising insight or inspiration.

VIRGO

Aug. 23 - Sep. 22

The feeling of being aligned with your true purpose is magical, Virgo! Tap even deeper into your intuitive gifts and be open minded to what is revealed to you.

LIBRA

Sep. 23 - Oct. 22

The impermanent nature of Life can feel heavy this month, Libra, but don't let it weigh you down. Appreciate the beauty in endings and you'll find a new start again.

SCORPIO

OCT. 23 - NOV. 21

Your bravery and dedication to yourself may be misunderstood by some but is very influential to others! Your heart is urging you to remain steadfast in your unwavering faith in your abilities.

SAGITTARIUS

Nov. 22- Dec. 21

Your intuition is on point right now Sagittarius, so trust your gut! Your third eye is wide open and not about to miss a thing.

CAPRICORN

Dec. 22 - Jan. 19

This is a time of new horizons and possibilities, Capricorn. Keep going, keep being brave, and watch as the obstacles just move out of your way like magic.

AQUARIUS

Jan. 20 - Feb. 18

This month Aquarius examine the suppressed desires and hidden dreams you don't share with anyone else. By doing so, you'll be better prepared to face what lies beneath.

PISCES

Feb. 19 - Mar. 20

Trust yourself this month, Pisces. You have within you all that you need to navigate choppy waters and stormy conditions.

WORD SEARCH

Find the words below

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

Diversity
 Inclusion
 Equity
 Juneteenth
 Pride
 Equality
 Justice
 Freedom
 Celebration
 Heritage
 Acceptance
 Unity
 Respect
 Rights
 Visibility
 Empowerment
 History
 Culture

SUDOKU

1			8			9
	5		6	1		2
			5	3		
	9	6	1	4	8	3
3			6			5
	1	5	9	8	4	6
			7	5		
	8		3	9		7
5				1		3

HAPPY
 JUNE
 TEENTH



JUNE

Juneteenth

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>2</p> <p> Duro to Rican Day Parade Indian Citizenship Act of 1924</p>	<p>3</p>	<p>4</p>	<p>5</p>	<p>6</p>	<p>7</p>	<p>8</p>
<p>9</p> <p> Race Unity Day</p>	<p>10</p>	<p>11</p>	<p>12</p>	<p>13</p>	<p>14</p>	<p>15</p>
<p>16</p> <p> African Day Father's Day Martin Luther King Jr. Day</p>	<p>17</p>	<p>18</p>	<p>19</p>	<p>20</p>	<p>21</p>	<p>22</p>
<p>23</p> <p> Dentecost UN Public Service Day International Women in Engineering</p>	<p>24</p>	<p>25</p>	<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p>
	<p>25</p> <p> Benji Michelle Moore See Flyer</p>	<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p>	<p>30</p>
	<p>24</p> <p> St. Jean-Baptiste Day Monday of Holy Spirit</p>	<p>25</p> <p> Battle of Little Bighorn</p>	<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p>
	<p>23</p> <p> St. Peter & St. Paul Day</p>	<p>24</p>	<p>25</p>	<p>26</p>	<p>27</p>	<p>28</p>
	<p>22</p> <p> All Saints Day</p>	<p>23</p>	<p>24</p>	<p>25</p>	<p>26</p>	<p>27</p>
	<p>21</p> <p> Helen Keller Deaf/Blind Awareness Week</p>	<p>22</p>	<p>23</p>	<p>24</p>	<p>25</p>	<p>26</p>
	<p>20</p> <p> Versailles Treaty Day Stonewall Rebellion</p>	<p>21</p>	<p>22</p>	<p>23</p>	<p>24</p>	<p>25</p>
	<p>19</p> <p> National Indigenous Peoples Day</p>	<p>20</p>	<p>21</p>	<p>22</p>	<p>23</p>	<p>24</p>
	<p>18</p> <p> Summer Solstice World Refugee Day</p>	<p>19</p>	<p>20</p>	<p>21</p>	<p>22</p>	<p>23</p>
	<p>17</p> <p> Ascension Day International Albinism Awareness Day Juneteenth</p>	<p>18</p>	<p>19</p>	<p>20</p>	<p>21</p>	<p>22</p>
	<p>16</p> <p> D-Day Invasion World Transplant Day</p>	<p>17</p>	<p>18</p>	<p>19</p>	<p>20</p>	<p>21</p>
	<p>15</p> <p> World Environment Day Shavuot Loving Day</p>	<p>16</p>	<p>17</p>	<p>18</p>	<p>19</p>	<p>20</p>
	<p>14</p> <p> Fears of the Sacred Heart</p>	<p>15</p>	<p>16</p>	<p>17</p>	<p>18</p>	<p>19</p>
	<p>13</p> <p> Flag Day</p>	<p>14</p>	<p>15</p>	<p>16</p>	<p>17</p>	<p>18</p>
	<p>12</p> <p> Popsday</p>	<p>13</p>	<p>14</p>	<p>15</p>	<p>16</p>	<p>17</p>
	<p>11</p> <p> The Hall</p>	<p>12</p>	<p>13</p>	<p>14</p>	<p>15</p>	<p>16</p>
	<p>10</p> <p> Global Parents Day</p>	<p>11</p>	<p>12</p>	<p>13</p>	<p>14</p>	<p>15</p>
	<p>9</p> <p> NATIONAL CARIBBEAN AMERICAN HERITAGE MONTH</p>	<p>10</p>	<p>11</p>	<p>12</p>	<p>13</p>	<p>14</p>
	<p>8</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>9</p>	<p>10</p>	<p>11</p>	<p>12</p>	<p>13</p>
	<p>7</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>8</p>	<p>9</p>	<p>10</p>	<p>11</p>	<p>12</p>
	<p>6</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>7</p>	<p>8</p>	<p>9</p>	<p>10</p>	<p>11</p>
	<p>5</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>6</p>	<p>7</p>	<p>8</p>	<p>9</p>	<p>10</p>
	<p>4</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>5</p>	<p>6</p>	<p>7</p>	<p>8</p>	<p>9</p>
	<p>3</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>4</p>	<p>5</p>	<p>6</p>	<p>7</p>	<p>8</p>
	<p>2</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>3</p>	<p>4</p>	<p>5</p>	<p>6</p>	<p>7</p>
	<p>1</p> <p> JUNE IS NATIONAL MEN'S HEALTH AWARENESS MONTH</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5</p>	<p>6</p>

4th Annual

JUNETEENTH

Extravaganza



Strategies To Empower People
2330 Glendale Lane
Sacramento CA 95825

12-4pm

18

JUNE

Join us as we celebrate the end of slavery with a bright and prosperous future

**Hopscotch
Hustle**

**Double
Dutch**

Music

BBQ



Save the Date

SPECIAL SCREENING

Hosted By



Crest Theatre
1013 K street Sacramento, CA 95814



June 25, 2024

SAVE THE DATE

Event Schedule

**4:30pm Wine and
hors d'oeuvres
reception**

5:00pm Film

**6:20pm
Intermission**

6:30pm Q&A Panel

For Information: (916) 397-2977

Social Security Benefits Training for Individuals and Families

Open to STEP Employee and Employers Only

**July 24, 2024
6:00-8:00pm**

This is a basic training geared toward individuals and families covering how work and benefits interact, and how to find or use resources related to it.

**Free
admission!**

Donations welcome



SCAN QR CODE
TO REGISTER



**Progressive
Employment
Concepts**

Presented by:

Pam Haney
Community Work Incentive
Coordinator

Location:

S.T.E.P. Office
2330 Glendale Ln,
Sacramento, CA
95825

Questions? pamh@progressiveemployment.org