



Strategies to Empower People

Where every moment has potential

# 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](mailto:Social@stepagency.com). Let's make this newsletter a reflection of the amazing stories within our STEP community. Your voice matters!



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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:

David E	LaKeena B	Turpnisha T	Jasmine H	Calvin W
Shanna M	Tiffany W	Stacy H	Major R	Kristina K
Tesha W	Daijuhae W	Regynold J	Wilson S	
Kendy C	Jorge A	Tracy V	Tiana V	

# 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.

Nicole R - 23 yrs	Cynthia G - 9 yrs	Cole D - 3 yrs	Mai Lee V - 2 yrs
Ann J. M - 17 yrs	Cheryl W - 9 yrs	Ashley B - 3 yrs	Amina B - 2 yrs
Deslin M - 15 yrs	Tamira A - 9 yrs	Jordin R - 3 yrs	Danielle M - 1 yrs
John F - 15 yrs	Lidia G - 9 yrs	Latonya H - 3 yrs	Nyhoni F - 1 yrs
Tatyana I. S - 15 yrs	Tania C - 7 yrs	Johnnie A - 3 yrs	Shontay S - 1 yrs
Michael G - 15 yrs	Rebecca R - 7 yrs	John A - 2 yrs	Michael R - 1 yrs
William M - 13 yrs	Bradley M - 6 yrs	Gail R - 2 yrs	Samantha R - 1 yrs
Jeffrey G - 12 yrs	John U - 6 yrs	Mariaelena B - 2 yrs	Alecia C - 1 yrs
Steven S - 12 yrs	Delaney L - 5 yrs	Bryanna G - 2 yrs	Michelle H - 1 yrs
Bonnie F - 12 yrs	Justine M - 4 yrs	Muhammad A - 2 yrs	Earl L - 1 yrs
Luz O - 11 yrs	Larry W - 4 yrs	Carolyn H - 2 yrs	Mariah T - 1 yrs
Michelle S - 10 yrs	Kalaya F - 3 yrs	Lakyea W - 2 yrs	Ashinda V - 1 yrs
Irina S - 10 yrs	Bonnie W - 3 yrs	Peyton H - 2 yrs	

# 30TH ANNIVERSARY



As we raise our glasses to toast to three decades of unwavering commitment, passion, and resilience, we cannot help but feel an overwhelming sense of pride and gratitude for all that we have achieved together. With each passing year, our community has grown stronger, more vibrant, and more united, thanks to the dedication and support of each and every one of you.

To our esteemed employers, we extend our heartfelt thanks for your unwavering belief in our mission to provide the best quality of life support. Your trust and confidence in us have been the driving force behind our success, inspiring us to continuously innovate, evolve, and strive for excellence in everything we do.

A special shout-out to our dedicated Direct Support Professionals (DSP), Personal Care Support Facilitators (PCSF), managers, and administration teams. Your dedication and commitment to our cause have been the backbone of our organization, ensuring that we can continue to provide unparalleled support and care to both our employers and employees.

As we reflect on the past 30 years, it's clear that our journey has been filled with triumphs, challenges, and countless memorable moments. And what better way to celebrate this incredible milestone than with a jubilant extravaganza that brought our community together like never before?

The 30th Anniversary Celebration was a sight to behold, filled with laughter, joy, and an overwhelming sense of camaraderie.



From thrilling carnival games to larger-than-life inflatables that captured the imagination of young and old alike, there was never a dull moment at this unforgettable event.

And let's not forget about the mouthwatering BBQ that tempted our taste buds and left us craving for more. The tantalizing aroma of grilled delicacies filled the air, creating the perfect backdrop for an evening of indulgence and celebration. And to top it off a mouth water Ice Cream Truck!

But perhaps the highlight of the evening was the mesmerizing Talent Show, where members of our community showcased their extraordinary skills and talents for all to see.

From John F's jaw-dropping juggling act on his unicycle to the Penelope's spirited Hawaiian dances that transported us to the shores of paradise, the Talent Show was a true testament to the diversity and talent that exists within our community.



As we look ahead to the next 30 years, we do so with renewed determination and a sense of optimism for what the future holds. Together, we will continue to build upon the strong foundation that we have laid, empowering individuals, fostering inclusivity, and creating a world where everyone has the opportunity to thrive.

Thank you once again to each and every one of you for being part of this incredible journey. Here's to 30 years of empowerment, and to many more years of success, growth, and community spirit!

# DEAF DARTS NIGHT



In a thrilling display of talent and camaraderie, several employers from our community joined the Deaf Darts Night at Hard Times creating a vibrant atmosphere filled with friendly competition and applause. Among the sea of participants, Gene showcased remarkable skill and determination, securing an impressive 4th place. His precision and focus were truly commendable, earning him well-deserved recognition and admiration from all who attended. Nataliya, a dedicated employee of STEP, also made her mark on the event by clinching the 3rd place position. Her prowess at the dartboard was a testament to her dedication and commitment, bringing pride and joy to both herself and her colleagues.

It was particularly gratifying to witness STEP employers actively engaging in Deaf Events, demonstrating their support and solidarity with the Deaf community. Their enthusiastic participation not only fostered inclusivity but also served as a powerful reminder of the importance of community involvement and collaboration.

As we celebrate the success of our employers and employees at Deaf Darts Night, let us continue to embrace opportunities for connection, collaboration, and celebration within our community. Together, we can create a future filled with inclusivity, empowerment, and mutual support for all.



# CELEBRATION OF LIFE



It is with heavy hearts that we share the news of John Krieger's passing. John was not just a member of our community; he was a pioneer, a friend, and an inspiration to us all.

As one of the first individuals supported by STEP back in 1992, John played a pivotal role in laying the foundation for person-centered supports. His zest for life was infectious, and his love for photography, bicycling, recycling, and travel knew no bounds. John had a remarkable ability to connect with others, and his warm personality meant he never met a stranger. His encounters often resulted in a cherished Polaroid moment, capturing the joy of the moment for all to remember.

In honor of John's legacy as a trailblazer in independent living and an extraordinary individual, we have decided to rename The Training Room #2 to The John Krieger Room. It is our hope that this gesture will serve as a lasting tribute to his memory and the impact he had on all of us.

Rest in peace, dear friend. You will be deeply missed.

# 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!

We've hit a roadblock, folks. The Governor has suggested delaying the final step of rate implementation, which spells bad news for our dedicated DSPs. But fear not! We hold the power to change this course. How? By reaching out to our legislators TODAY!



#### Contact your Representative:

[findyourrep.legislature.ca.gov](http://findyourrep.legislature.ca.gov)



Send them a message, your message is simple but powerful. Here is a simple message you can use to contact your representative.

"I/We strongly urge you to Protect the Progress and #dontdelay full implementation of service provider rate reform! Californians with I/DD and their families deserve better. The DSP workforce deserves a competitive, living wage for the vital work that they perform every day! #MakeUsWhole #FullyFundCommunityServices"

The shortage of DSPs has hit a critical breaking point. People are waiting far too long for essential services, or worse, going without. Providers are struggling to attract new talent to this crucial field. We can't let this crisis escalate further!

We're not about waiting around here! The rate study delay directly impacts wages, and that's simply not acceptable. Every voice counts in making it crystal clear: #KeepingPromises means no more delays!



# HOROSCOPES

By: Michelle Kebabjian



## ARIES

Mar.21 - Apr. 19

Aries, you might be feeling the pull of excitement associated with taking a significant risk, but you're being advised to step back and wait. Tread carefully now, as the "big payoff" you're imagining isn't exactly what you think it is.

## TAURUS

Apr. 20 - May. 20

Pluto goes retrograde today, causing you to question your ambitions. You need direction. Desiring authority can't be your only motivation!

## GEMINI

May. 21 - June. 20

Questioning your beliefs? Pluto goes retrograde today, inspiring you to ask the big questions. What do you stand for?

## CANCER

June. 21 - July. 22

As Pluto goes retrograde, consider how you've navigated change since March 23. Have you met it with composure or fear?

## LEO

July 23 - Aug. 23

Navigating endings or beginnings? Transformation-planet Pluto goes retrograde today, causing you to reflect on recent relationship upheavals.

## VIRGO

Aug. 23 - Sep. 22

Protocol overhaul? Pluto goes retrograde today! Reflect upon transformative work or health situations you've experienced since March 23. What's changed?

## LIBRA

Sep. 23 - Oct. 22

Dangerous obsessions? As Pluto goes retrograde, reflect upon intense interests which have consumed your attention since March 23.

## SCORPIO

OCT. 23 - NOV. 21

Upheavals at home? Whether moving out, moving in, or navigating family drama, change is brewing as Pluto goes retrograde.

## SAGITTARIUS

Nov. 22- Dec. 21

Reassessing the facts? Transformation planet Pluto goes retrograde today, calling conversations, motivations, and collaborations into question.

## CAPRICORN

Dec. 22 - Jan. 19

What has value to you? Possessions? People? Principles? Check in with yourself as transformation planet Pluto goes retrograde!

## AQUARIUS

Jan. 20 - Feb. 18

Understanding your influence? Transformational Pluto goes retrograde today, causing you to reexamine your relationship to authority.

## PISCES

Feb. 19 - Mar. 20

Psychological subtext? You must face repressed fears and anxieties as Pluto goes retrograde. Otherwise, you'll be at their mercy!

# WORD SEARCH

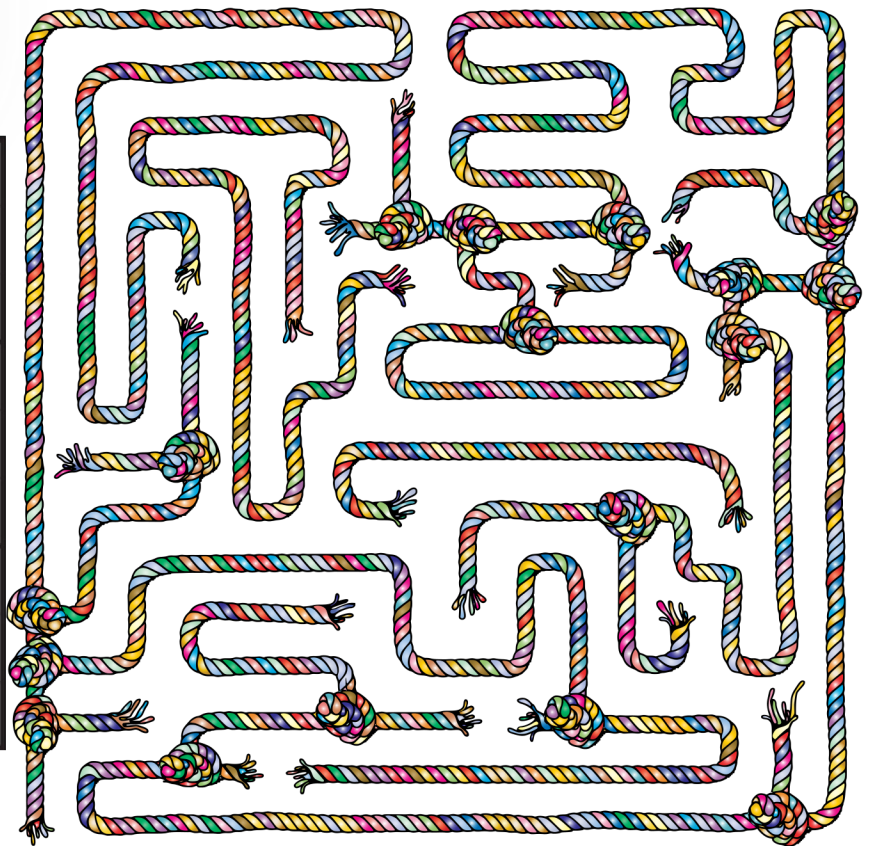
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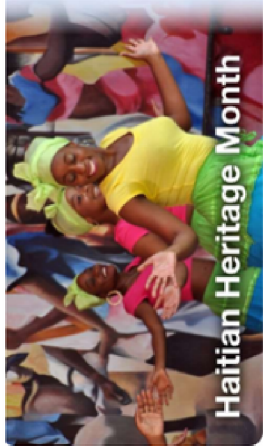
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# SUDOKU

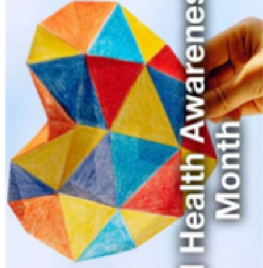
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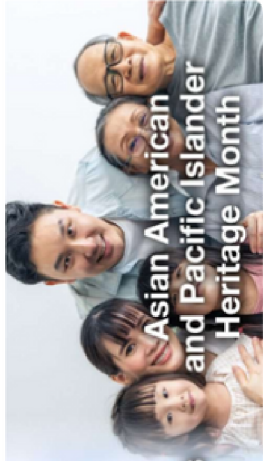
# MAY 2024



Haitian Heritage Month



Mental Health Awareness Month



Asian American and Pacific Islander Heritage Month

SUN	MON	TUE	WED	THU	FRI	SAT
5 Easter Cinco De Mayo Family Equality Day	6 Holocaust Remembrance Day	7	8 Labor Day Beltane	9 Holy Thursday National Day of Prayer	10 PAY DAY Day of the Cross	11 Holy Saturday
12 Mothers Day	13 Ascension Day	14	15 Buddha's Birthday	16 Global Accessibility Awareness Day	17 Military Spouse Appreciation Day	18 Armed Forces Day
19 Pentecost Agender Pride Day	20 Whit Monday Asian Gold Ribbon Day	21 World Day for Culture Diversity Development	22 Vesak (Buddha Day) Declaration of the Bab	23 Pansexual and Panromantic Awareness	24 PAY DAY Day against Homophobia, Transphobia and Biphobia	25 Feast of Corpus Cristi
26 Trinity Sunday Lag BaOmer	27 WE'RE CLOSED Memorial Day	28 Ascension of Baha'u'llah LGBTQ Domestic Violence Awareness Day	29 International Day of UN Peacekeepers	30	31	

# MAYDAY MAYDAY DON'T DELAY!



**California State Capitol**  
10th and L Street, Sacramento, CA  
**May 21st, 2024 - 10am**

**\*Map on Back\***

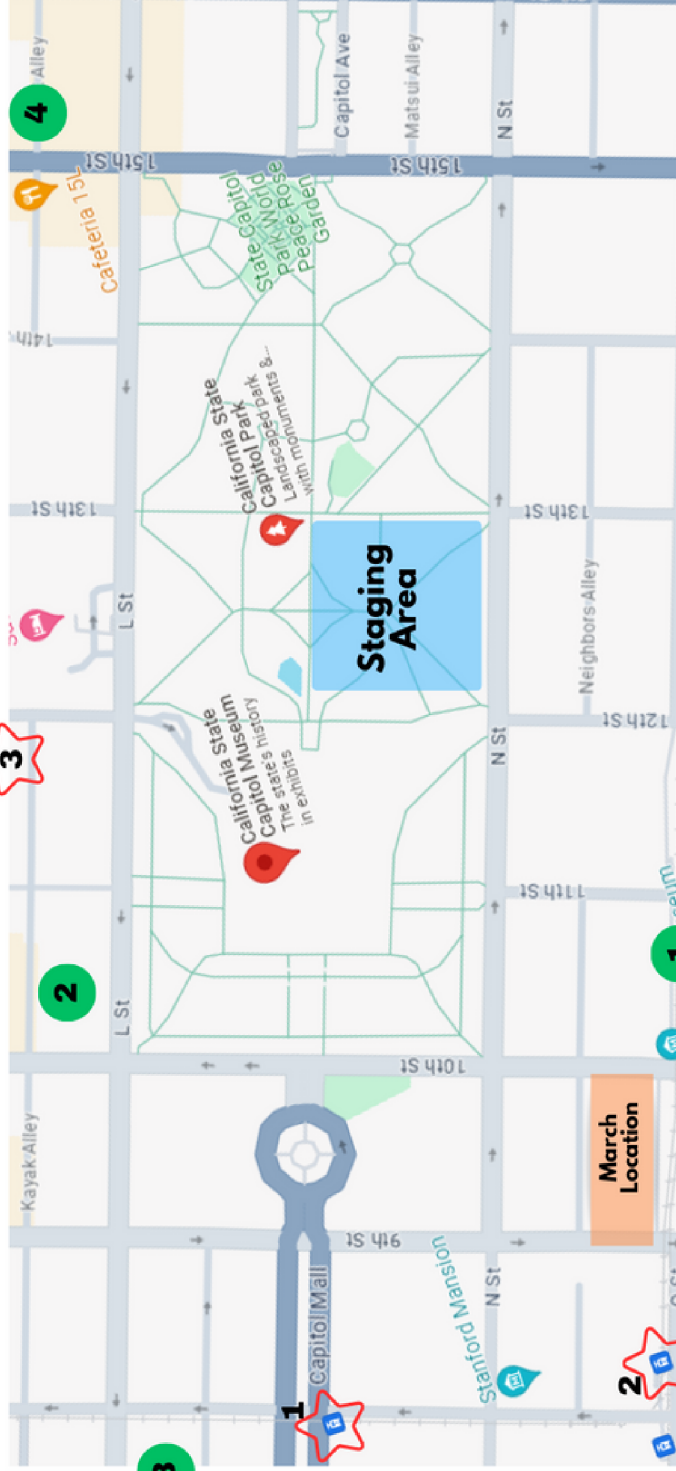


# MAYDAY MAYDAY DON'T DELAY

10am Staging will be in Area 27 - (Highlighted in the Blue)

10:30am - Speakers begin

12:00pm - March to Swing Space (Highlighted in Orange)



## Closest Light Rails

- 1 8th & Capitol Station (WB) .4miles
- 2 8th & o (WB) .5 miles
- 3 Cathedral Square station (EB) .4miles

## Parking Garage Locations

- 1 DGS Parking Garage (.4miles)  
1500 10th Street, Sacramento, CA
- 2 1000K Street Parking Garage (.3miles)  
1125 10th Street, Sacramento, CA
- 3 S&P Parking Garage (.3miles)  
1209 L Street, Sacramento, CA
- 4 1500 K Street Parking Garage (.5 miles)  
1500 K Street, Sacramento, CA