



**Marc Center provides opportunities for people to be actively involved in determining where and how they live, learn, work, and play**

"Special Olympics athletes are spokespersons for freedom itself - they ask for the freedom to live, the freedom to belong, the freedom to contribute, the freedom to have a chance. And, of all the values that unite and inspire us to seek a better world, no value holds a higher place than the value of freedom." ~ Eunice Kennedy Shriver

"The right to play on any playing field? You have earned it. The right to study in any school? You have earned it. The right to hold a job? You have earned it. The right to be anyone's neighbor? You have earned it." ~ Eunice Kennedy Shriver

"In ancient Rome, the gladiators went into the arena with these words on their lips. 'Let me win. But if I cannot win, let me be brave in the attempt.' . . . Let us begin the Olympics." ~ Eunice Kennedy Shriver (Spoken in July 1968 at Chicago's Soldier Field to an assembled group of 1,000 intellectually disabled athletes and 100 fans from 26 states and Canada. These words are now the Official Oath of the Special Olympics.)

August 12, 2009

## Marc Center Job Satisfaction Survey Results

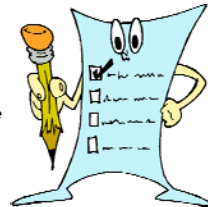
For the last month and a half, Human Resources has been asking employees to give feedback regarding the work experience at Marc Center. We have received a record amount of responses and many great comments. Here is a sampling of some those responses:

### How can Marc Center make your job more satisfying?

- Improve Pace to make it faster and more efficient
- Reduce the paperwork
- Pay more
- More outings
- I don't think I would change anything

### What do you like most about working at Marc Center?

- Providing services and activities for our consumers
- The friendly staff
- The mission
- The family atmosphere
- Flexibility
- Seeing that the families are happy with us



### If you could change one thing about your job, what would it be?

- The pay
- For other departments to realize we all work for Marc Center
- Less paperwork
- More flexibility
- More time with consumers
- Nothing I can think of

### What are your thoughts about Marc Center's "Spot Award" program?

- It's a great idea
- It's a wonderful way to recognize people
- Its nice but there isn't enough of it
- I have never heard of it
- Excellent!

We would like to thank everyone for their open and sincere responses to the survey. Detailed results from this survey have been shared with all department directors. Keep up the good work and know that your voices are being heard.

Remaining survey results are located on page four.

## Inside this issue:

Employee Survey	1
Farwell to Eunice Shriver	
July Anniversaries	2
July New Hires	
Health Tip	2
TRP Winner	
Employee Tenure	3
Safe Driving Tip	
Why I Come to the East Village Program	3
Employee Survey Results	4

## Farwell to a True Advocate for Individuals with Disabilities



On August 11, 2009, Eunice Kennedy Shriver, the sister of former President John F. Kennedy and Founder of the Special Olympics, died. In a statement, her family said: "She set out to change the world and to change us, and she did that and more. She founded the movement that became Special Olympics, the largest movement for acceptance and inclusion for people with intellectual disabilities in the history of the world. Her work transformed the lives of hundreds of millions of people across the globe, and they in turn are her living legacy."

Here are only a few highlights from the life of this remarkable woman:

In 1962, she was a key founder of the National Institute of Child Health and Human Development (NICHD), a part of the National Institutes of Health; and she helped to establish numerous other health-care facilities and support networks throughout the country. In 1968, she founded the Eunice Kennedy Shriver National Center for Community of Caring at The University of Utah, Salt Lake City, Utah.

In 1984, she was awarded the nation's highest civilian award, the U.S. Presidential Medal of Freedom by U.S. President Ronald Reagan, because of her work on behalf of those with mental retardation. In 2002, she received the Theodore Roosevelt Award, an annual award

given by the National Collegiate Athletic Association. In 2008, the U.S. Congress changed the NICHD's name to the Eunice Kennedy Shriver National Institute of Child Health and Human Development. On May 9, 2009, the Smithsonian's National Portrait Gallery in Washington, D.C., unveiled an historic portrait of Eunice Kennedy Shriver, the first portrait the gallery has ever commissioned of an individual who had not served as a U.S. President or First Lady.

For more information about this wonderful lady or to make a contribution to Special Olympics in honor of her memory, go to:

[www.eunicekennedyshriver.org](http://www.eunicekennedyshriver.org)

## July Employee Anniversaries

### 28 Years

Mark Tompert, Facilities

### 19 Years

Margaret Alpers, ERS

### 18 Years

Shelia Davis, CLS

### 17 Years

Kyle Misialek, CLS

Deliah Shockman, ERS

### 16 Years

Michael Myers, Maint

Tyler Thorstad, ERS

### 15 Years

Kimball Colling, CLS

### 13 Years

Teresa Laferty, CLS

Kathy Pounders, CLS

### 10 Years

Jolene Upshaw, BHS

### 9 Years

Anna Hernandez, CLS

Ortensia Carter, CSS

### 7 Years

Brittany Davis, CLS

### 6 Years

Robert Fashbaugh, BHS

### 5 Years

Dan Martz, CLS

Sarah Hilger, CDS

Natalie Hinchliff, CLS

### 4 Years

April Labor, CLS

Michelle Harrington, BHS

### 3 Years

Fantasia Arbuckle, CLS

Mona Prohaski, BHS

Jamie Sullwold, BHS

Lisa Wrobel, Executive

Pat Gilbert, CAO

James Hughes, CLS

### 2 Years

Cheryl Decker, CLS

Beverly Hanning, ERS

Russell Risland, Maint

Sonia Rodriguez-Santillanes, ERS

Jennifer Mueller, ERS

Elaine Chen, CLS

Alaina Barrick, CSS

Kengne Fosso, CLS

Kristy Johnson, BHS

### 1 Year

Rosa Crespo, CDS

Mark Wilson, BHS

Elizabeth Harrison, CSS

Carrie Clayton, CLS

Ashley Harris, CLS

Gwendolyn Begay, BHS

Cynthia Campbell, CSS

Luis Estrada, CSS

Brenda Featherstone, CLS

Michael Grund, CDS

Burnice Duran, CDS

Jessica Jones, CSS

Christine Hanson, BHS

## Welcome July New Hires!

Sandy Alcayde, CLS

Luis Belteton, CLS

Taisha Brown, CDS

Gina Busch, BHS

James Carmody, BHS

Yaralyn Carvajal, CLS

Amelia Clark, CLS

Lawrence Collins, CLS

Alonso Contreras, BHS

Patricia Esterly, BHS

Renee Goodyard, CLS

Melvin Hawkins, BHS

Charles NGong, CLS

Michael Parker, BHS

Michelle Thompson, CLS

Janaya Williams, CDS

Jamie Yohe, BHS

Norma Zamora, ERS

Karen Kerby, CDS

Jessica Kruse, ERS

Samuel Kuyateh, CLS

Aaron Labor, CLS

Vanessa McGee, CDS

Sonya Montoya, CDS

Deborah Myers, CDS



### Health Tip - Why is Exercise so good?

#### Mental Health Benefits

Recreation is "re-creation." It gives us an opportunity for meditation and relaxation. Regular exercise can reduce tension and mild depression, and increase mental alertness. The increased flow of oxygen to the brain and the release of endorphins. Adrenaline, and serotonin along with taking a break from the books help. Elevate your mood.



#### Immunity

Moderate amounts of regular exercise can

increase immunity to infectious disease. Exercise reduces the risk of heart disease, diabetes, hypertension and cancer.

#### Losing or Maintaining Weight

Body composition can be improved by making regular exercise and good nutrition a part of your routine. Because exercise helps burn fat and build muscle, you will look and feel better.

Combining aerobic exercises and strength exercises works the best. Aerobic exercise burns calories while strength exercises



build muscle. Increased muscle increases the metabolism.

#### How to Stay Motivated

Realistic Goals

Add Variety

Start Slowly

Forget the expression "no pain, no gain!"

Convenience

Support

Make it Routine



Even exercise should be done in moderation!

Exercise is a way to keep our bodies and minds healthy.

Exercise should not be used to achieve the "perfect body," aiming for such is detrimental to our mental and physical health.

*Everybody's Body is different. Value your uniqueness!*

Taken from: [http://www.okanagan.bc.ca/administration/students/campus-health/Health\\_Tip\\_of\\_the\\_Month.html](http://www.okanagan.bc.ca/administration/students/campus-health/Health_Tip_of_the_Month.html)

For more info about TRP

Go to:

[www.valleymetro.org](http://www.valleymetro.org)



### Marc Center TRP!

The winner for last month's TRP is...

### Cheryl Calvert

Thanks for all you do to help keep our Air Clean!

# Marc Center Employees Recognized for Tenure

Committed, loyal employees are a company's greatest asset. They are at the heart of efficient business operations. Marc Center understands this and appreciates employee loyalty and commitment. Marc Center also believes that employee recognition is important. Letting workers know they are appreciated reflects Marc's pride in their hard work, dedication and tenure. John Moore, Chief Financial Officer, presented these employees their plaques and gift catalogs, congratulating and thanking them for their years of dedication.



Right to Left: Joy Mullins, John Moore , Loretta Zerilli, Daniel Martz, & Sarah Hilger

## Getting the picture about defensive driving

In following Defensive Driving techniques we are told to "aim high in steering and get the big picture." This will ensure a comprehensive knowledge of what's happening around our vehicle, so we won't be surprised by anything.

However, sometimes drivers mess up and get the "big picture". Check out this clown:

The guy was driving when he saw the flash of a traffic camera. He figured his picture had been taken for exceeding the limit, even though he knew he was not speeding.

Just to be sure, he went around the block and passed the same spot, driving even more slowly; but again, the camera flashed.

Now he began to think this was quite funny. So he drove even slower as he passed the area again; but the traffic camera again flashed.

He tried a fourth time with the same result.

He did this a fifth time and was now laughing when the camera flashed as he rolled past, this time at a snail's pace.

Two weeks later, he got five tickets in the mail for driving without a seat belt.

So remember, pay attention and get the (right) big picture.



**Remember:**  
*No trip is so important,  
And no time so urgent,  
That we cannot strive to  
Arrive Safely.*

## Reasons I Come to the East Village

**Written by: Members of the East Village & Staff**

**I like using the computers.**

**I can be myself when I come here.**

**I like making others' day a little better than the day before.**

**Because the members help me with my daily life and you teach me something every day.**

**Because I am a people-person.**

**I enjoy teaching people how to take care of themselves.**

**I like being a part of people's recovery.**

**Because I feel comfortable here.**

**When I come here, I eat healthier than what I do at home.**

**I enjoy making others laugh.**

**The people are friendly here.**

**I like that I get to do things I would not get to do.**

**I like being with my friends.**

**I like the groups!!**

**I am in recovery.**

**I don't like walking the streets.**

**I like the socialization.**

**I don't have to be alone.**

**I like being a good friend.**

**I like to be able to dance.**

**Most of the people get along.**

**I can learn different skills.**

**I smoke less here than I do at home.**

**I feel safe here.**

**I feel accepted.**

**When I come here, I dress better so I feel better about myself.**

**When I come here, I keep myself busy and occupied so I respect myself more.**

**Because of the connection with others on outings.**

**I like that people will listen to me talk.**

**I like being treated like everyone else.**

**I feel good about myself.**

**Because the people are friendly.**

**Because I can do my laundry.**

**I enjoy making others laugh.**

**I get inspired by the members I see every day.**





# Employee Survey Results



Question	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
My experiences during the hiring process at Marc Center was positive.	66.5%	25.1%	7.8%	0%	0.6%
Orientation and in-service training I received has enhanced my job performance...	46.1%	29.9%	17.4%	5.4%	1.2%
After my initial hire, I was able to use my training to be able to do my job well	41.6%	38.6%	12.0%	6.6%	1.2%
My benefits meet my needs.	19.6%	31.3%	28.2%	11.7%	9.2%
Employees in my department are appreciated and respected.	38.2%	28.5%	13.9%	14.5%	4.8%
The physical working environment allows me to complete my job responsibilities and benefit individuals receiving services.	47.0%	33.5%	10.4%	7.3%	1.8%
Quality performance is recognized with spot awards, promotions, verbal and written commendations.	37.3%	27.7%	19.3%	7.2%	8.4%
The discipline process is fair and equitable and positively contributes to performance improvement.	24.4%	31.1%	26.2%	11.6%	6.7%
The salary or hourly wage I receive for the position I currently hold is fair.	14.5%	27.9%	17.0%	21.8%	18.8%
Important information is communicated to me by the organization.	40.4%	39.8%	9.6%	7.2%	3.0%
I have a clear idea of what my job duties are and what is expected of me on a daily basis.	61.1%	26.3%	4.8%	6.0%	1.8%
Do I know what is expected of me at work?	64.5%	23.5%	6.0%	5.4%	0.6%
Do I have the materials and equipment I need to do my work right?	35.5%	41.0%	10.2%	9.6%	3.6%
In the last seven days, have I received recognition or praise for doing good work?	37.6%	18.8%	15.2%	9.7%	18.8%
At work, do I have the opportunity to do what I do best every day?	47.3%	31.1%	11.4%	5.4%	4.8%
Does my supervisor, or someone at work, seem to care about me as a person?	64.6%	17.1%	11.0%	4.3%	3.0%
Is there someone at work that encourages my development?	47.3%	26.9%	14.4%	7.2%	4.2%
At work, do my opinions seem to count?	36.5%	31.1%	16.8%	11.4%	4.2%
Does the mission/purpose of my company make me feel that my job is important?	60.8%	22.3%	11.4%	4.2%	1.2%
Are my co-workers committed to doing quality work?	36.5%	36.5%	17.4%	6.6%	3.0%
Do I have a best friend at work?	18.7%	18.1%	36.1%	7.8%	19.3%
In the last six months has someone at work talked to me about my progress?	33.1%	26.5%	15.7%	9.0%	15.7%
This last year, have I had the opportunities at work to learn and grow?	45.8%	26.5%	18.1%	6.6%	3.0%