



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

"How did it get so late so soon?
Its night before its afternoon.
December is here before its
June. My goodness how the time
has flown. How did it get so late
so soon?"

Dr. Seuss

"Christmas is coming, the geese
are getting fat.
Please put a penny in the old
man's hat.
If you haven't got a penny, a half
penny will do.
If you haven't got a half penny,
then God bless you."

Traditional English Christmas
rhyme

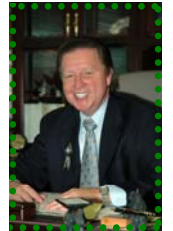
December Randy's Note

Here we are half way through another fiscal year and nearing the end of 2009. Where did the time go? For the last 35 years, I have felt truly blessed to be able to work for such a great organization. Despite the economic downturn, Marc Center has experienced a good year in terms of our ability to be responsive to the needs of consumers and their families. Of course, this is all made possible because of the commitment and dedication of all of our employees. We are truly indebted to each and every one of you for your contributions.

The recent glimmers of hope for an improved financial outlook do not reduce my continuing concerns about the state budget crisis. The State's deficit continues to grow, not shrink. While I do not think we will see additional cuts for this fiscal year, I believe that fiscal 2010-2011 will see the Legislature reanalyzing the prior year reductions across the entire social/human service spectrum. We must begin now

to try and plan and prepare for even the most dire scenarios.

Marc Center continues to pursue additional program growth as an alternative to the budget cut disease. I intend to seek short-term financial help by spending a good deal of my personal time in grant writing and fundraising. Obviously, there is only so much that we can cut. New revenues, without increasing our administrative overhead (which we haven't), is another way to help us weather the economic illness.



All of this cannot and should not dominate the season and holidays ahead of us. It is my wish that everyone one of us experience the joy of time with our families, good health, and a brighter future. To those of you in direct services helping our customers to enjoy this holiday, thanks so much – you really make a difference!

The best of the season and New Year.

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Marc Center and TCH Team Up!

Marc Center and TCH are teaming up to run the restaurant and coffee shop at Banner Health's headquarters. This project will benefit both organization's clients, as well as the 800+ employees currently working at Banner's new headquarters, formerly Mesa Lutheran Hospital.

On Wednesday, December 2nd, Marc Center and TCH management pitched in to cater Banner's Christmas party. Over 1000 meals were served and Banner employees were given a sneak preview of the high quality dining that they will experience in the near future.

Over 1000 meals were served and Banner employees were given a sneak preview of the high quality dining that will be coming their way in February.

Pictured: Pat Gilbert, Scott Hutchings (TCH) and John Moore show off their salad preparation skills.



November's Employee Anniversaries

26 Years

Rebecca Stroble, Accounting

6 Years

Scott Ford, CLS

1 Year

Stephen Lewis, ERS

23 Years

Cherie Vance, ERS

5 Years

Lawrence Fry, BHS

Christopher Liguori, CLS

Juvento Macias, CLS

19 Years

Terry Wideman, CDS

Christopher Osborn, CLS

Brian Underwood, IT

Kelcee Keyes, CDS

17 Years

Daniel Eulate, ERS

Maria Larsen, CSS

Flavia Saxon, CLS

Desere Bledsoe, CSS

14 Years

Jacqueline Chapman, CSS

Michael Franczak, BHS

Donna Colvin, HR

3 Years

Debra Grover, CSS

8 Years

Demetra Lindsey, CLS

Brian Sutton, ERS

Brian Kniola, BHS

Aida Meyer, BHS

7 Years

Nathan Sutherland, CLS

2 Years

Yancy Julian, CLS

Urshel Ronan, ERS

Leanne Schroeder, BHS

Eve Lawson, BHS

Elizabeth Beltran, CLS

Rachel Smith, CLS

Katherine Hughes, BHS

Terrance Spann, BHS

Rosetta White, BHS

Welcome

November New Hires

Louis Armstrong, BHS

Delia Evora, CDS

Katiana Hilario, BHS

Debbie Holm, BHS

Dyanne Jackson, ProMarc

Enrique Maynez, CLS

Keziah Njuguna, CLS

Vicki Portillo, Accounting

Wendee Ray, CDS

Abigail Sierra, CLS

Melissa Weber, BHS

Donna Wells, CLS

Deborah Wilson, CSS



SAFE & HEALTHY LIVING

Help for Life's Challenges

The economy, money, work, family and holidays can be sources of stress in everyone's life. The stressful times we all learn what we are made and perhaps will make us stronger. Having strong coping strategies can be a great help.

Watch for unhealthy habits. During stressful times, it's easy to make negative choices, and stumble along the way. We may overeat, abuse alcohol, prescription drugs, which are signs of not coping with the stress in our lives.

Don't isolate yourself and don't be afraid to ask for help; talk with your friends; keep a journal and write your thoughts and feelings down. Your personal journal allows you to explore and quietly vent your negative feelings.

Marc Center offers all employees an Employee Assistance Program; contact 1.877.757.7587 or log onto www.eapadvantage.com. You don't have face life's challenges by yourself.

OFFICE ERGONOMICS

Do you ever wonder what we did without the computer; e-mails, and the internet?

Do you know most American adults can spend 2-12 hours in front of a computer each day?

Give your work area a once over with this checklist:

Clean your screen

Position the monitor 20-26 inches directly in front of you

Monitor should be at eye level when seated

Keep flat on the floor

Avoid sitting for long periods of time

Keep the keyboard and mouse close to you

Reduce overhead lighting and glare

Blink your eyes

Shift your vision away frequently

Stretch your wrists, shoulders and back

Take a break and walk briskly to increase your circulation

Remember only you can keep yourself healthy and safe.



Marc Center Trip Reduction

This month's winner is..

Donna Wells



BHS Kickball Tournament!



Kathy Williams implodes the kickball!



Kathy shows intensity as she dives for the ball.



Steve Hilger, Umpire extraordi-



Safe at home! Another run for Marc Center.

Last month, the annual Behavioral Health kickball tournament was held. Marc Center's West Village staff and clients fielded a team that competed against Partners in Recovery, Magellan, Choices and other Behavioral Health providers.

Congratulations to all involved in this great BHS outreach.



West Village stops another run.



What is ProMarc?

ProMarc – Smart Property Management Services is a for profit subsidiary of Marc Center which began in July 2009. ProMarc is a full service property management and real estate sales company. Kay S. Moore is the broker for ProMarc which also employs two property managers, Nancy Thomas and Dyanne Jackson. ProMarc contracts with real estate sales agent Kimberly Hansen who assists buyers and sellers with their real estate purchases and sales. ProMarc currently manages 18 units of property and will soon manage more than 80 units of property for various customers. ProMarc has a goal of more than 100 properties to manage at the end of the first year of operation. ProMarc anticipates that with the coordination of property maintenance our maintenance employees will expand to handle the increase in property responsibilities. One way to expand the maintenance crew is to develop an enclave for maintenance where those we serve could become maintenance employees or trainees. Many new exciting options will abound in ProMarc's future as we enter into the new year. Feel free to ask Nancy, Dyanne or Kay about ProMarc and its future.

Safe Driver Award

We would like to say thank you to all of you that do your best to make sure that you and the consumers are safe when you are transporting.

This quarters safe driver award goes to:

Kyle Misialek





Marc Center is an equal opportunity employer.

Brain Buster Trivia

1. What popular singer was born on Christmas day, 1946?
2. Who was Ebenezer Scrooge's dead business partner?
3. What country started the Christmas tradition of exchanging gifts?
4. What US state is bordered by 8 other states?
5. What nation's 90-man army is the world's oldest, dating back to 1506?

Good Luck!



DRIVING WITH A CLUE

By Richard Broch

Ho ho ho. That's Santa with his familiar laugh at Christmas time. Ho ho ho. What's he laughing at anyway? Oh.....He is laughing at all the clowns out driving during the holiday season who think they're being good.

So, bottom line – “bad drivers will find a lump of coal with their name under the tree Christmas morning.

Hello! Don't you be a clown too, unless you like playing with lumps of coal.

Here's a little advice to stay on the good side of Mr. Clause:

Whether you have 4, 6, or 8 reindeer under the hood, hold them down to speed limits. Yes, you have a lot of shopping, baking, parties, and errands to run. And you say hurrying is necessary. That's not a good excuse.

Look at all the stops in the world that Santa has to make in one night. You will just have to plan better and start earlier on your missions.

Also, maybe there are red lights on your decorations. Fine. Remember there are red lights of the traffic variety that require you to stop. No photos please.

Finally, Santa likes his good little drivers to be courteous and friendly, even when performing clowns are “doing their thing”.

Merry Christmas to all.....and to all – a good experience of defensive driving.



H1N1 Vaccinations Offered

Marc Center will be providing H1N1 (Swine Flu) vaccinations for employees only on December 16th 9am-11am and December 18th 9am-11am. These immunizations are free of charge, but everyone must sign a consent form.

You may schedule with Cindy Nollen at cindy.nollen@marcenter.com or ext 213; or Fran Fogle-song at fran.foglesong@marcenter.com, ext 212

If there are departments that may find these days and times a challenge, it is imperative you contact Fran or Cindy.

Please do not wait to schedule and we will do our best to meet the needs of the employees.

The Human Resources Team
Would like to wish all of you
A very safe and happy Holiday Season!



- Trivia Answers
1. Jimmy Buffet
 2. Jacob Marley
 3. Italy (Romans)
 4. Tennessee
 5. Vatican City