



**April 2011**

**April is...**

2nd—World Autism Day

22nd—Good Friday

24th—Easter

Autism Awareness Month

National Child Abuse Prevention Month

Stress Awareness Month

Prevention of Animal Cruelty Month

National Alcohol Awareness Month

National Cancer Control Month



Frog Month

Cranberries and Gooseberries Month

Grilled Cheese Month



To All Employees:

I have very good news to report. Effective Monday, April 4, 2011, our new HR Director will be Jim Liberty. Within Marc Center's organizational structure, Jim will report to me. I can't tell you how excited I am to add such an experienced HR professional to the management team. Jim has an MBA degree and vast international HR experience. Jim also has ongoing involvement with a number of nonprofit agencies and is excited about using his experience with HR best practices to guide Marc Center on its ongoing quest to continuously improve our agency and the outcomes we produce for the people we serve.

~ John Moore, Chief Financial Officer



**Jim Liberty**

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| 5. Hope In A Box / Driving With A Clue | 10. Weight Loss / Ads / ProMarc       |

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

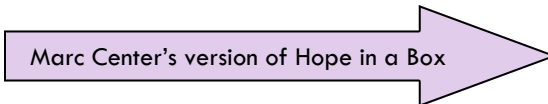
# HOPE IN A BOX



Beginning in 2007, the Center for Mental Health Services (CMHS) awarded Services in Supportive Housing (SSH) funds to fourteen grantees nationwide for the purpose of providing intensive services to prevent or reduce chronic homelessness. In 2009, the SSH program received an additional \$16 million to fund forty-three additional grantees. The exponential reach of this expansion promises to enhance the lives of many more individuals and families experiencing chronic homelessness. As the program moves forward, it will continue to build on the experiences gained since 2007.

SAMHSA awarded Arizona Behavioral Health Corporation, Piurek & Associates and Marc Center, in partnership, a grant to provide wrap-around services to people who are considered “chronically homeless” so that they may receive the supports and services they need in order to succeed. The grant was received in January of 2010 and will run for five years. Prior to these services, statistics indicate that the drop-out rate (people losing their housing) for the prior year was approximately 50 to 60 percent. After the Hope team’s first year, the drop-out rate was approximately 5.311 percent showing that significant improvements have been made.

As part of this grant, SAMHSA’s review team spent March 29 and 30 of 2011 with the various aspects of the program, from administration to spending time with those receiving these services, speaking with recovery coaches and watching the team in action. In addition, we provided them with a binder containing 500 hundred pages describing what we have done over the past year – we call it ‘Hope in a Box’. The overall review went extremely well and we received very positive feedback from the reviewers. One of the reviewers, Sherry, said “I believe this program will be a national model!”. I would like to take this opportunity to thank Ted Williams, Michael Franczak, all of our partners and the Hope team itself. Great work everyone!



Gary Lenzo

## BHS and ERS/BHS

Magellan Health Services recently conducted a certification audit of our five Community Service Agencies, the East and West Villages, In-Home Support for Adults, Employment Services West and ERS/BHS. Magellan reported that we had 100% compliance on our staff files and exceptional performance on our clinical records. Marc Center BHS and ERS/BHS services consistently have scored well on this critical audit and we done so again. Special thanks go to Nicole O’Neal, Olga Placencio, Jennifer Brittain, Paula Fernandez, Joy Mullins, Cheryl Anderson, Michelle Harrington and to the staff at each of these programs.

~ Dr. Michael Franczak

## The Fruit of Your Labor

By Dionna Reeb, M.Ed, Site Supervisor, Holly St.

As BHTs you may not see the fruit of your labor and often think, "Am I doing any good? Do these people ever get any better?" From the bottom of my heart, as a once frequent utilizer of BHT services, I want to say "YES, you are doing good...and YES we do get better!"

Being in the trenches you rarely get to see the end result of your work, so I want to share a snippet of my life so you can see that you are in a recipient's life for a reason, probably at the most vital point in their life, and yes, you play a big part in what eventually will be a beautiful life. So in gratitude for the hundreds of BHT hours on my behalf, and for the many workers who played their vital roles but never got to see the end result, here it is:

In passing, many of you may say, "Oh, I'm just crazy..." When I say it, I can say it with meaning and add, "Certified in 4 states!" We often joke about behaviors we have or that our friends have, but when behaviors, or thoughts of behaviors become extreme, it can become downright scary. I have had nearly every psychiatric symptom in the DSM-IV-TR and been given strings of diagnosis...does that make me who I am? NO. It just means I have a vast amount of experience.

Yes, I understand what it is like to experience deep pain, to the point of suicide attempts. I understand hearing voices, talking to people not there, seeing things not there and feeling my skin crawl. I understand the difficulty of being on every psychiatric medication known to man and the various side effects that go along with it. I understand the stigma of being labeled "mentally ill." I know what it is like to not have a place to live or where my next meal was coming from. I understand abusive relationships and being taken advantage of and being lied to and being stolen from. I understand shock treatments and court ordered treatment. I understand ASH and revolving door psychiatric facilities.

However, I also understand the benefits of 1:1 and group therapy, and the challenges along with it. I also understand the healing power of true friendships, short-term and long-term. I understand the benefits of responsibility and education and the joy of graduating with not only my BA but my M.Ed. I not only understand but have experienced true love and the joy of a loving relationship. And I understand the power of taking my life and making something of it!

Our consumers have the power to live a life beyond where they currently are, and your job as a BHT is to help them get there. Yes, it is hard, it is tedious. And the likelihood is that you won't see the end result. But know, there is an end result for some of our recipients, and you are a HUGE part of that process! Keep up the hard work and know your work is not in vain! THANK YOU!

## Recovery Is A Process...Not A Destination

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## EMDR

By Kelly Finn, LCSW and Adalesa Meek, LPC

"Eye Movement Desensitization and Reprocessing (EMDR) is a psychotherapy approach developed by Francine Shapiro, Ph.D. This therapy involves using bilateral stimulation such as the eyes moving back and forth, beeps back and forth from ear to ear, taps back and forth from one side of the body to the other while the person recalls traumatic events cognitively, physiologically and emotionally. EMDR has been shown by research to be effective at ameliorating symptoms of post-traumatic stress disorder and acute stress disorder.

The process begins with making sure that a consumer has the skills necessary to cope with any unexpected emotions or images that can come up during the processing. It then processes through the trauma, starting with what happened in the past, moving to current triggers, and ending with how to cope with triggers in the future. An EMDR counselor will process each major trauma this way until the consumer no longer feels disturbed by the memory or the cues that formerly brought up intense emotions."

Note: Marc Center has three EMDR Certified clinicians who make this therapy available for people with a serious mental illness at various PNO locations and one clinician certified at the outpatient clinic in Mesa. In addition, we have two counselors currently in training to become EMDR Certified Clinicians.

# HUMAN RESOURCES

## EMPLOYEE REFERRAL PROGRAM

Marc Center encourages present staff to refer quality people to the organization and rewards successful referrals.

- When the employee refers a candidate to Marc Center, the employee is required to complete a referral card which includes the employee's name and the name of the candidate who is being referred. Referral cards may be obtained in the Human Resources Department. The card must be attached to the candidate's application or completed within one week from the date of hire of the new candidate.
- All recommendations should be routed to the Human Resources Department regardless of job postings. If two people refer the same candidate, Human Resources will review the referral to determine who qualifies for the referral award.
- The referral candidate cannot have been recommended through anyone who has a recruiting/hiring role, or higher than Direct Support Provider position on any Marc Center organizational chart.
- The total reward will occur six months after the hire date of the new employee. Both the new employee and the referring employee must be actively employed at the time the award is paid.
- The reward will be paid according to the payroll period under which the six-month anniversary date falls under. The referring employee will receive as much as \$100 reward for the referred employee.
- The Referral Program is for first time hires and not rehires.

## N.A.M.I. WALK



**Team Marc**



*Angela Cohen and her friend, LeeLoo, were among the many participants of the N.A.M.I. Walk.*

In 2011, thousands of concerned citizens in over 80 communities across the nation will walk together to raise money and awareness about our country's need for a world-class treatment and recovery system for people with mental illness.

On March 27<sup>th</sup> at Tempe Town Lake, Team Marc, for the 6<sup>th</sup> year, took part in this event with approximately 40 team members made up of employees, families and friends. Oh, and we must not forget our four-legged friends who also walked with us. It was a wonderful day filled with laughter and some blisters. Our team raised approximately eight hundred dollars. I would like to thank everyone who participated and I hope to see you again next year with even more family and friends walking the walk with us.

From its inception in 1979, NAMI has been dedicated to improving the lives of individuals and families affected by mental illness. NAMI offers an array of peer education and training programs, initiatives and services for individuals, family members, health care providers and the general public. NAMI's education and support programs provide relevant information, valuable insight, and the opportunity to engage in support networks. These programs draw on the lived experience of individuals who have learned to live well with mental illness and have been extensively trained to help others, as well as the expertise of mental health professionals and educators.

# Fran's Health Tips

## HEALTHY LIVING

First, the Human Resources Department would like to thank everyone who participated in the free blood pressure check. Congratulations, you have taken a major step toward taking control of your health. Keep up the good work. Remember, LaRue is here for you, so feel free to consult with her on any questions you may have. Your information is confidential with her.

Every month LaRue will be here to check your blood pressure and answer any questions you may have. If you started this important part of healthy living last month, please continue to meet with her. LaRue has stated many times how great all of you are. She wants to assist anyone who is interested in becoming healthier.

The next blood pressure check is April 6, 2011 at 11:30am in the HR Department or at Extension and Guadalupe (CLS) at 1pm; sign up by contacting Cindy at [cindy.nollen@marccenter.com](mailto:cindy.nollen@marccenter.com) or at Ext. 212.

## HEALTH RISK ASSESSMENT

Employees who completed the Health Risk Assessment, ventured out and took the first step to becoming healthier. Listed below are the results from the Assessment (please remember your identity is not known by Marc Center):

- 61.1% of the employees are overweight
- 30.8% are stressed
- 28.8% have high blood pressure
- 21.6% do not relax
- 20.2% smoke

Add all of these up and it equals a heart attack. Are you willing to change your behaviors?

Also high on the list was allergies, back pain, high cholesterol and heartburn/acid reflux.

Let's take a close look at preventive health services:

- Flu shot: 62.5% have not received a flu shot in the past 3 years
- Colon cancer screening: 53.8% have not had this screening
- Tetanus shot: 23.1% do not remember when they had this immunization
- Mammogram: 18.8% age 40 and older have not been screened in the past 2 years (remember MOM is coming in

September and it's free with your health insurance)

- Pap test: 16.5% have not been screened for 3 or more years

## Ready to Change Statistics

77.4% want to lose weight

63.5% are ready to learn to cope with stress

61.5% would like to lower their cholesterol

The question to everyone is what do you need and how can we help? Please let Fran know at [fran.foglesong@marccenter.com](mailto:fran.foglesong@marccenter.com) with your ideas, questions, issues and/or concerns.

## WHERE ARE YOU GOING FOR MEDICAL TREATMENT

Have you used the Emergency Room at any of the local hospitals? Remember the Emergency Rooms are for life threatening emergencies, i.e. chest pains, profuse bleeding, etc.

You can use Urgent Care Centers, mini clinics at Walgreen's and CVS. Keep in mind these facilities cost less than the \$300 deductible for the Emergency Room.

If you have questions, issues/concerns or challenges, there is help for you.

Remember the Employee Assistance Program number is 1.877.757.7587 or visit [www.eapadvantage.com](http://www.eapadvantage.com).

Remember Only You Can Control Your Health

Let's Work Together

## WORKING SAFELY

### Good News

Marc Center has won the Best of the Best Award for safety. This award is given only to 21 companies within the State of Arizona. The award is based on safety in the workplace (injuries), and the Safety Committee that consists of all departments being represented. This is the first time in Marc Center's history that this award has been given. As we receive more information we will e-mail. But for right now, Great Job for staying safe and keep up the good work.

The Safety Mantra is "You see it; you know it, so report it".

# AWARDS

## TRP

### AMBER MARINO

Congratulations to Amber Marino of BHS for winning \$30 in February's TRP drawing. Amber entered the contest as a carpooler.

To be entered into the drawing, fill out the TRP form and turn it in to Janelle at the front desk of Building #1 at the 924 by the end of each month in which you qualify.



## SAFE DRIVER

### DONNA MCGRAW

Donna McGraw, of CLS, was the winner of February's Safe Driver Award. For her conscientious driving, Donna won \$100.

Donna's name was randomly selected from all qualified Marc Center drivers. She had no moving violations and no Safety First complaints.

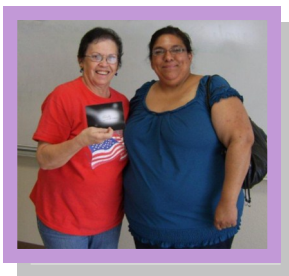
Congratulations, Donna.!



## SPOT AWARD



Elaine Ashcroft (left, Accounting) receives spot award from Fran Foglesong of HRD.



Emily Cottle (left, CLS) with Ana Rios from (CDS).



(From left) Katrina Ulrich, Anne Margaret Zazycki, Darlena Root of Hope.



Kathy Pounders (left) and Stephanie Despain from CLS.

## DRIVING

By Richard Broch

Has anybody noticed that the price of gasoline is going up faster and higher than a shuttle flight to the space station? Don't blink your eyes cause it'll raise six cents.

This situation is another hurdle to hustle for Marc Center operating expenditures. But, never fear. Some Marc drivers have come up with a solution to the problem: Don't go into a gas station. DON'T BUY ANY GAS. The plan sounds easy enough. If we don't purchase any fuel, we'll be saving a lot of money.

Wait a minute. No gas = no driving. No driving = no day programs, no work shop, no outings, no anything. No driving = consumers sitting around group home 24/7.

Hmmm, maybe not such a good idea after all. Okay, forget it. We'll try plan B: Is this trip really necessary? If possible, turn engine off when idling, at least until the heat sets in. We're open for suggestions.

Meanwhile, back at the ranch, all drivers who have been carrying on a personal boycott from gas stations with their Marc vans must fuel-up if the gauge reads below half-full. If you remember, this was covered in Vehicle Safety Class. If you don't remember, arrangements can be made for you to take the class again with the newbies. It's just a requirement for an authorized driver to follow. And, if we see you in class, we won't make too much fun of you...not too much.

# Shout Outs!

The following employees are being recognized by their co-workers for doing a remarkable job. If you would like to send a Shout Out to a deserving Marc Center employee, please send the staff's name, department and site, your name (anonymous is okay) and the reason you feel they should be honored to [lisa.wrobel@marccenter.com](mailto:lisa.wrobel@marccenter.com).

## RICK VAUGHAN

"Congratulations to Rick at The Brake Shop. He and his wife just had a baby girl."

~ Kathy Williams

## CHERYL ANDERSON

"For providing West Village with another 12-passenger van to do our job more effectively."

~ Kathy Williams

## MICHELLE HARRINGTON

"Thank you so very much for updating our forms for RSS."

~ Cheryl Anderson

## BARBARA SMITH-ODUM

### CHERYL CALVERT

"Thank you very much for the wonderful work you did on creating our pamphlets RSS is very grateful."

~ Cheryl Anderson

## DAVID ALDRIDGE

"For watching over our aluminum recycling program and taking the cans to the recycling center to help raise funds for our CDS program. Thank you David for the extra things you do."

~ Marilyn Heckman

## CCs PLACE STAFF

"For the awesome job you all did planning and making this year's St. Patrick's Day party a great day for our consumers. Fun was had by all."

~ Marilyn Heckman

## AMBER HAYES

"For stepping up when I needed her to help me locate, organize, print up calendars, paperwork and taking on the fundraiser snack project."

~ Tracy Hilliker

## JEAN VASQUEZ

"For her skill and knowledge of jewelry making and her willingness to share and teach her knowledge to us."

~ Tracy Hilliker

## FREESTONE CDS STAFF

"For for picking up extra van runs when we have a need for runs. Also, everyone has been very helpful with assisting me with whatever I might need while we are short staffed and I am learning this new job."

~ Tracy Hilliker

## DARLA RISLAND

"For assisting Amber with all things bake sale related and participating in the TEAM by being willing to do anything that is needed."

~ Tracy Hilliker

## KATHY FOWLER

"For taking her personal time to check on me to make sure I got my tire filled with air. It was a nice feeling to know that someone was watching out for me."

~ Tracy Hilliker

## BILL NARDOZZI

"For helping us out when we were having problems with our speakers and PA system during our St. Patrick's Day celebration."

~ Marilyn Heckman

## JUNIPER HOLMES

"For furnishing entertainment by singing to us during our St. Patrick's Day celebration. You have the voice of an Angel."

~ Marilyn Heckman

## DONNA BOYCE

### BILL NARDOZZI

### JOSH MARTIN

"For helping me out when I had a problem with my printer. I appreciate our IT Department for their patience and all you do to make my job easier."

~ Marilyn Heckman

## VARIOUS STAFF

"I would like to thank Derek, Nick and Tammy for all of your hard work in getting Marc Center's Health and Wellness Centers going. I would also like to thank John, Christine, Chris, Lisa, Mark and the maintenance department, Norm and the IT department, and Mike for their support and assistance."

~ Cheryl Anderson

## LYNNETTE SEEGER

"You are the BEST. Watching over two CDS sites, no matter how full your plate is, when there's a need, you're always there - taking some consumers outside for a break to play basketball and football (you're a pretty good player), singing with a consumer to help calm her and everything else you do on a daily basis. You always have a beautiful smile and positive attitude. Thank you."

~ Marilyn Heckman

## ALL THOSE INVOLVED IN CSA AUDIT

"Due to your hard work and dedication, our CSA Audit was very successful. Thank you goes to Olga, Amy, and East Village Staff, Nicole, Lucy, Jennifer, Kathy, West Village Staff, and of course Michelle QM. You all did an amazing job and I truly appreciate it."

~ Cheryl Anderson

## DAVID

"For coming in to support us for transportation even though you were feeling ill. That's TEAMWORK!"

~ Sarah Hilger

## Shout Outs!

### MARIE DONNAT

"For being so dedicated to us and your job that you come in on your day off."

~ Sarah Hilger

### LISA WROBEL

"I just wanted to say what an impressive job you've done with the employee news letter. You have obviously put a lot of thought and care into each issue. Watching it evolve from a 2 page snoozer, LOL, to an all out informative, fun to read publication. Thank you!!

For all the time and dedication you've put forth for the employee of the Marc Center.

Please keep the fresh ideas coming! It's now something to look forward to each month!"

~ Sallee Hill

### DONNA WELLS

"For referring Alissato the TecMarc Technical Training Institute for the SharePoint class. Thank you Donna!"

~ James Plotnik

### FABIAN TERAN

"For being such a good friend and always being so helpful!"

~ Veronica Sanchez

### PAULA P.

"To Paula P. in janitorial for coming in early to clean our stove area prior to our new stove being installed and also for coming in early to clean chairs."

~ All of the 924 Building #1 staff.

### ROY PRIETO

### JOSIE MARISCAL

"For helping out a co-worker when needed. THANKS!!"

~ Fabian Teran

### MISS MARILYN

"For being so willing to help me scan in my homework? What would we do without you?!"

~ Sarah Hilger

### WADE BURNS

"For referring Anthony to the TecMarc Technical Training Institute for the Share-Point class. Thank you Wade!"

~ James Plotnik

### KATHY POUNDERS

"For referring Krystle to the TecMarc Technical Training Institute for the Share-Point class. Thank you Kathy!"

~ James Plotnik

### BARBARA SMITH-ODUM

"For all her help and expertise with our 1<sup>st</sup> quarter CDS Newsletter. I appreciate all you do. "

~ Marilyn Heckman

### VERONICA SANCHEZ

"For being a great co-worker and helping me through some stressful times."

~ Fabian Teran

### DAPHNE LOTHLEN,

### JOSIE SOTO

### LYNNETTE SEEGER,

### JOSIE MARISCAL

### ROY PRIETO,

### ELOY PLIEGO

### RUPERT GAMMAGE

### KENDRA PARRA

"For being helpful and working as a TEAM!!! Thanks, you guys!!! Co-workers for life!!

~ Fabian Teran

### ANA RIOS

"For always being so understanding when I call to say I can't make it in."

~ Sarah Hilger

### PAULA FERNANDEZ

"I've been meaning to send you this message for a while now. Everytime I go to wickenburg, it's Paula! Paula! Paula! Marc Center! Marc Center! A real fan club. So today when Randy Gray was out to the Wickenburg campus, I made sure he met Colleen and a few of your fans....it was Paula! Paula! Paula! Marc Center! Marc center! Randy was delighted. And you should be proud of the real difference you are making. THANK YOU!"

~ Christy Dye

### MARC CENTER'S N.A.M.I. WALK TEAM

"I would like to Thank everyone who came out and joined the Marc Center Team as we walked with NAMI. I believe that everyone had a wonderful time. Your support was wonderful. I would also especially like to thank Steve Hilger for getting up earlier and assisting me with setting up our beautiful Marc Center table. Steve you have been a great co-captain over the past 6 years. Thank you also should go out to Tina for her donation of the fruit, it was enjoyed by many people. I hope to see more of you, next year!"

~ Cheryl Anderson

### GARY LENZO

### DEREK FINLAYSON

### KATRINA ULRICH

### TRACI McALLUM

### ANNE MARGARET ZAZYCKI

### DARLENA ROOT

"Congratulations for being such wonderful ambassadors for the SAMHSA Review Team. Your compassion and dedication to the people in the Hope program is truly why there are such positive results for the people whose lives you touch."

~ Cheryl Anderson

## March Employee Anniversaries

<b>18 Years</b>	Darleen Taylor	<b>1 Year</b>	Jessika Munoz
<b>13 Years</b>	Melany Taylor		Susan Stanfill
<b>11 Years</b>	Travis Cade		Pamela Stuart
<b>9 Years</b>	Christine Kouame		Cheryl Hagren
<b>8 Years</b>	Claudia Avila		Amanda Wells
	Diane Stithem		Barry Ramey
	Steven Hilger		Jane Ndungu
	Alice Wilkinson		Raymond Burch
<b>6 Years</b>	Orest Krawec		Christopher Antonio
	Michael Hughes		Helen Begay
	Denise Covey		Thomas Covington
<b>5 Years</b>	Richard Broch		Derrick Smith
<b>4 Years</b>	Rose Donnat		
	Michael Reeves		
	James Davis		
<b>3 Years</b>	Janelle Vollertsen		
	Elaine Tchakounte		
	Juniper Holmes		
	Kendra Parra		
	Michelle Pressley		
	Carol Pendleton		
<b>2 Years</b>	Thomas Contreras		
	Richard Post		
	Norma Hanson		
	Karla Mickelson		
	Shawna Barber		
	Roxanne Brown		



## March New Hires



<b>BHS</b>	Matthew Cunningham
	Antionette Keel
	Alissa Babcock
	Emma Hertzell
	Daniel LaFave
<b>BHS/RSS</b>	David Lavish
<b>CDS</b>	Alex Sierra
<b>CLS</b>	Berdella Pahona
	Valerie Evora
	Yvonne Johnson
<b>CSS</b>	Antonietta Gonzalez
	Mechelle Gruwell
	Brenda Martin
	Diana Taylor
	Martha Wright
<b>ERS</b>	Sheryl Moon-Spafford
<b>HR</b>	James Liberty
<b>ProMarc</b>	Debra Bustos
<b>TecMarc</b>	Loren McGrew
	Ann Miller

### DID YOU KNOW?

Marc Center has an official font. It is Tw Cen MT. This font is to be used on all Marc Center documents and correspondence.



# WEIGHT LOSS SUPPORT GROUP

The CDS-led weight loss support group is well on their way to living happier, healthier lives. There are currently 13 Marc Center staff members participating. The group combined to lose a total of 45 pounds in the month of March. They have received some great suggestions and are excited about seeing the results. The members are proud of their accomplishments and encourage each other every step of the way.

Keep up the good work. WAY TO GO!

If you are interested in joining this group, or if you would like more information, contact Marilyn at (480) 969-3800 ext. 201 or send an email to [marilyn.heckman@marccenter.com](mailto:marilyn.heckman@marccenter.com)



## CLASSIFIED ADS



### ADOPTABLE

Betty – Female short-haired cat. Approximately 1 ½ years old., spayed, all shots current. Loves to cuddle. Gets along well with cats and dogs. For more information, contact Juniper at [juniper.holmes@marccenter.com](mailto:juniper.holmes@marccenter.com)



## Available ProMarc Rental Properties

### HOT SHEET

WEEK OF 4/3/11 through 4/9/11



<u>Square feet</u>	<u>Available</u>	<u>Rent</u>
<b><u>756 S. MESA DR., MESA, 85210 PROPERTIES (1) AVAILABLE UNIT</u></b>		
2BD/1 BA 850	3/18/2011	\$500.00
<b><u>418 S. HALL, MESA, 85204 PROPERTIES (1) AVAILABLE UNIT</u></b>		
2BD/1 BA 860	3/1/2011	\$595.00
<b><u>421 S. WILLIAMS, MESA, 85204 PROPERTIES (1) AVAILABLE UNIT (PENDING)</u></b>		
2BD/1 BA 860	4/1/11	\$595.00
<b><u>519 W. 9TH, MESA, 85201 PROPERTIES (4) AVAILABLE UNIT</u></b> <b><u>INCOME LIMITS - \$23,000 TO \$32,000 (HUD) IMPACTED AREA</u></b>		
2BD/ 1BA 800	4/1/2011	\$655.00 Utilities included
<b><u>303 S. DORAN, MESA, 85204 PROPERTIES (4) AVAILABLE UNIT</u></b> <b><u>INCOME LIMITS - \$23,000 TO \$32,000 (HUD) IMPACTED AREA</u></b>		
2BD/ 1BA 800	3/21/2011	\$655.00 Utilities included
<b><u>8800 N. 107TH AVE., PEORIA, 85345 PROPERTIES (1) AVAILABLE CONDO</u></b>		
950	4/1/2011	\$825