



JANUARY IS...

- 1st - Holiday (New Year's Day)
- 17th - Holiday (Martin Luther King, Jr. Day)
- National Poverty in America Awareness Month
- National Glaucoma Awareness Month
- Thyroid Awareness Month
- National Volunteer Blood Donor Month
- National Clean Up Your Computer Month
- National Mentoring Month
- Self-Help Group Awareness Month
- Shape up US Month

Inside This Issue

- 1 - Randy's Note / Winter Provider Fair
- 2 - Free to be Heathy / Weight Loss Update / The Spirit of Giving / Partnership with DI
- 3 - Safety in the Workplace
- 4 - HR / TTI / AFD / Jennifer Brittain
- 5 - Driving with a Clue / Fran's Health Tips / MarcUs Says...
- 6 - Contest Winners and Awards
- 7, 8 - Shout Outs
- 9 - Anniversaries and New Hires
- 10 - Ads / Winter Wonderland / ProMarc

Randy's Note



Happy New Year! Where did the year go? For that matter, where did the decade go? Looking back, the changes at Marc Center have been phenomenal, and I'm excited to think about what the next ten years might bring in the way of change; change offering rehabilitation, recovery and results for individuals receiving services at Marc Center.

It doesn't seem possible, but ten years ago, the technology now considered commonplace was imaginary. The shadow of world-wide terrorism and the cost in blood and treasure in Iraq and Afghanistan were unknown. The housing bubble was getting bigger, and no one really predicted the burst.

Throughout the turmoil of the past decade, Marc Center employees went about the daily work of making a difference one person at a time. We grew and expanded the places where people receive services. We innovated and established programs that are models for today. Indeed, we extend our appreciation and heartfelt thanks to each of you for our successes and accomplishments.

I hope during the time we have to spend with family and friend this season that you take a moment to reflect on the achievements and challenges of the past year and the past ten years. Marc Center makes a difference: working together...enriching lives.

Winter Provider Fair



Staff and members attended the RIAZ Winter Wonderland Provider Fair on Friday, December 10. Marc Center had the most festive table.

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

Free to be Healthy

The following was submitted by Tanya Owen of BHS.

Making healthy choices does not have to cost an arm and a leg.

In my journey to shed some weight and become more healthy, I have discovered the following tools and want to share them with my family, co-workers and friends.

- Keep a food journal. I have learned that counting carbs is easier and more effective than counting calories. I try to follow the diabetic diets as they are carb-conscious.
- Free food journal: www.livestrong.com is a great way to track your daily intake through the tool "my daily plate".
- www.calorieking.com is another free food journal.
- Free Fitness Boot camp for a month! Yes, it's true. Kick it into gear while you're waiting for Marc Center's fitness gym to open by attending a free boot camp through Robinson Fitness Boot Camps (home of the FREE four-week boot camp). www.robinsonfitness.com. There are several locations throughout the valley! Check it out!
- There are many websites that help with health assessments and healthy diet ideas – do a little research and you'll find what you are looking for! First look at the My UHC website. There is a lot of helpful advice and coaching on there. Utilize your family and friends who have a plethora of yummy healthy recipes and tidbits of advice from their own experiences (like *Weight Watchers*®). Need motivation? Find someone who will help keep you accountable. Find a workout friend!
- Don't judge your success by the scale, but by how you feel and how your clothes fit.

For the skeptics out there who wonder what I have to gain by sharing my little secrets with you, the answer is simple. I feel good about helping others!

I hope this helps you on your path to optimal health!

Weight Loss Group

The CDS-sponsored weight loss support group held their final weigh-in of the year last week. While their results weren't what they had hoped for (their group total was down just one pound), they aren't giving up. The good news is that, as a group, they have lost 367 pounds since January 19, 2010. That is an accomplishment to be proud of! Once the New Year gets going, they are going to come up with some ideas of what they want to do to increase their weight loss. The group continues to be positive and knows that they can improve with support from each other.

HAPPY NEW YEAR TO ALL - FROM THE CDS STAFF

The Spirit of Giving

As we all know, the state of Arizona is going through a difficult economic time. As a result, many areas within Human Services have incurred reductions financially. In the past, Marc Center and the Hope Network were able to provide individuals who are considered "chronically homeless" with a startup basket as they enter into their new home. In their basket were items that we all need when moving into our home. Because of the budget cuts, these are no longer available.

In the spirit of giving, the Pioneer Ward of the Church of Jesus Christ of Latter-day Saints has begun a project called "Homes for the Homeless". This project accepts donations that will assist our communities' efforts in helping the homeless acquire needed items as they begin their lives in their new homes. We at Marc Center are thrilled with the kindness and generosity of the people from the Pioneer Ward to take on such a project. They are gathering new and/or well-loved items such as bedding, blankets, pillows, pots, pans, small appliances, shoes, clothing, coats and kitchen utensils, just to name a few. In addition, new hygiene products and cleaning supplies are very much needed.

We would like to ask the dedicated employees of Marc Center to also show their spirit of giving. Please look around your home to see if there is something you might be able to donate to this worthy cause. We usually have various items that we are no longer using that could really benefit someone else. Or, next time you go shopping, pick up an extra bottle of laundry detergent or shampoo. Your donations can be dropped off at Marc Center's main office on M2. Or you can contact Derek Finlayson (480) 318-3548 derek.finlayson@marccenter.com, or Cheryl Anderson (602) 550-0158 cheryl.anderson@marccenter.com. We will be more than happy to come and pick up your donations.

Thank you for your continued support of Marc Center and the people we serve.

Partnership with DI

In November, the Hope Network, a program at Marc Center, collaborated with Deseret Industries (DI) and created a partnership to help assist those who are in need and who are homeless. Deseret Industries is a nonprofit, vocational rehabilitation facility and thrift store. The collaboration will assist people who are in need in receiving vouchers through Marc Center which they can spend at the DI thrift store. The total amount of the generous donation was \$10,020, which is good for one year. These vouchers will help assist those with basic needs, such as clothing, kitchen supplies and furniture. This is another exciting partnership that Marc Center has with the community. Thank you so very much to Deseret Industries.

Safety in the Workplace

From the desk of Fran Foglesong, Assistant Human Resources Director:

What a year 2010 was for workplace injuries. I am reviewing all of the employee injuries and the “near-misses”. Not many of you know this review is necessary in order to compile data for the annual OSHA report.

Looking at the injuries, I am thinking to myself, ‘why did these injuries happen?’ All employees are required to work safely, to ensure a safe work environment for self and others, and to report safety hazards and concerns. Safety is in everyone’s job description and we have a Safety Team. Why? What happened? Why were Marc Center employees hurt on the job?

I need everyone to understand how and when the injuries occurred, what the injuries were and, most importantly, what we can do as a team to prevent workplace injuries. Everyone needs this information in order to develop and understand why safety is an integral part of a safety culture at Marc Center.

Listed below is information which may help all of us to understand workplace injuries.

- 22% of our injuries happen on Monday; 19% on Tuesday, Wednesday and Thursday; 12% on Friday; 6% on Saturday; and 3% on Sunday.
- August and November are the two highest months with injuries.
- The 8:00am-10:00am and 10:00am-12:00pm time periods account for 20% of the injuries. 21% of the injuries occur from 2:00pm-5:00pm.
- Employees who have been with Marc Center up to one year account for 5% of the injuries, compared to employees who have been here 5 years or more account for 25% of the injuries.

Now, let’s look at some of the injuries and contemplate how they could have been avoided.

- There was water dripping from a dishwasher leaving water on the floor. The employee didn’t see it, slipped and fell, hitting the back of his/her head and injuring his/her back. Hmm, how could that have been prevented?
- The door of the dishwasher was open and the employee fell over it, injuring his/her knees.
- There was liquid on the floor, the employee slipped on the liquid and fell, bruising his/her knees.
- An employee sat on a dining room chair and it collapsed, injuring head, back and shoulders.
- Employees lifted consumers and/or objects by themselves and strained their lower backs.
- An employee lifted a consumer from a wheelchair to the changing table and the consumer stiffened, throwing staff off balance and causing a pull in the shoulder and/or back.
- Employees injured their hands and/or fingers while using a CIT maneuver when a consumer became aggressive.

These are just a few of the injuries, but I am thinking these injured employees initially came to work walking, talking, laughing and ready to do their jobs. Please help me understand what went wrong. What could have been done differently?

Do you know what saddens me? When I watch the employees come into my office, wincing in pain. They can’t move their head or shoulder(s), or they can barely walk. What could have been done to avoid the injury?

Let’s all work together on workplace injuries. Watch out for each other. Clean up spills. Make sure that when we lift someone or something we have given some thought to the lift. Know your consumers. Report to your supervisor anything that is unsafe.

Let’s all go home from work laughing, talking and ready to greet our families. Remember, be safe at all times and watch out for each other.

WORKERS COMP LIGHT DUTY

Do you know what to do when you have a workplace injury?

- Report the injury to your supervisor immediately, even if you don’t think you need medical care.
- Complete an Employee Accident Report, even if you require first aid only.
- If medical treatment is needed, your supervisor will direct you to the nearest **Banner Occupational Health Clinic**, where you will be drug tested and treated for your injury.
- If the healthcare provider recommends light duty, you will need to contact Fran or Neil in the Human Resources Department immediately.
- HR will arrange light duty so you can still receive a paycheck at your normal rate of pay.
- You will be encouraged to schedule medical and/or physical therapy appointments at the beginning of the day or at the end of the day.
- HR and your supervisor will keep in contact as necessary.
- Once you receive a full release (no restrictions), you and HR will contact your supervisor and arrange for you to return to your regular position.

If you have any questions, please contact the Human Resources Department at 480.969.3800 ext. 212 (Fran) or 210 (Neil).

HR Report



Sometimes we all need some outside help. Whether you need help with a financial or legal situation, you are feeling depressed or have anxiety issues, or think you may have alcohol or drug problems, Marc Center's Employee Assistance Program can help you. Your EAP can also assist you with parenting concerns, child or elder care and family/relationship problems as well. Your EAP can help you 24 hours a day, 7 days a week, will offer you confidential support and will guide you to the resources you need to help you solve a problem. The EAP is a free service and it is 100% confidential. When you call the EAP at (877) 757-7587 you will be talking to a professionally-trained clinician who will help you identify your problem and refer you to professional help. You can also access the EAP via the internet, visit www.eapadvantage.com, by using the password "connect".

The Employee Assistance Program is there for you when you need help. If you have any questions regarding this program, contact the HR Department. We are here to assist you.

TTTI Open House

TecMarc Technical Training Institute held its open house on Thursday, December 9.

TTTI, which is located at the corner of Extension and Guadalupe in Mesa, provides Marc Center staff with training in specific computer programs as well as general computer skills. The instructor at TTTI is Tracy Snyder, who was promoted to that position from the IT Department a couple of months ago.

Attendees of the open house were entered into a drawing for prizes. The winners of the TecMarc mugs were Barbara Smith-Odum, Marilyn Heckman, Cheryl Anderson and Andrew Owen. The grand prize, which was an IPOD Shuffle, went to Fran Foglesong.

Congratulations to all of the winners.

If you have not yet visited TTTI and would like to check out the facility, feel free to stop by.

For those of you who would like to learn a new computer program or would like to freshen up your skills on an old one, contact Tracy at 480-969-3800, ext. 262.



Advocates for the Disabled

Hi. My name is Chris. I'm with Advocates for the Disabled. Someone once asked me to talk about the work I'm doing with the homeless and one story comes to mind. Nine years ago, I was in the Case Management trailer and I was introduced to a thin, frail gentleman who I will call William. William left a distinctive calling card wherever he would go. One day I asked William if he has a family in the area. He stated that "the world became my family the day my family left me and I never looked back". William stated that on the holidays the world can be a cold and lonely place, or a place of magic and hope.

Soon afterwards, I helped my mother battle cancer and watched her die. I almost lost my sister several times. The only comfort that I had going through all that was William's words - magic and hope go a long way when faced with tragedy and remorse; the magic of a new day and understanding of life; the hope that all people experience both magic and hope this holiday season. Love to all.

~ Chris Foris

Praise for Jennifer Brittain

I am writing to you about something that I feel very proud to write. Jennifer Brittain has been enrolled in University of Phoenix for the past three years. She has already earned an Associate of Arts degree in Criminal Justice with a gpa of 4.0. She is continuing her education right now and will be finished in 2011, earning a Bachelor's degree in psychology. Jenny works full time, is a full-time mother and is planning an April wedding.

I am very proud of Jennifer's accomplishments and I thought that this might inspire others to continue their education as well.

~ Kathy Williams



DRIVING WITH A CLUE

By Richard Broch

When you were a child, was the boogie man under your bed a possibility that you didn't want to prove by looking under there? Or maybe there was a scary place that you wouldn't consider visiting?

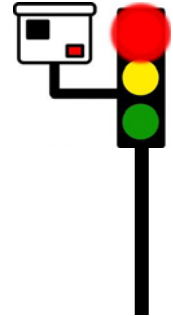
Speaking of scary places, how about Country Club Drive, or University Drive? Or (gadzooks!) where they come together?

These scary places probably bring in a large portion of Mesa's revenue generated by moving violations, thanks to civic-minded motorists, such as a growing number of Marc Center drivers.

Obviously, Marc staff regularly drive to 924 for the day program, workshop, administrative business and to attend the wonderful classes offered there. So, it stands to reason that these two thoroughfares are frequently utilized. And sooner or later, our drivers confront this intersection, although one driver refuses to enter that point, and always makes a wide detour to avoid experiencing it.

What are we to do? Just this – when you're driving in a scary place, which is everywhere and anywhere, ask yourself who needs the money, the city of _____ (fill in the blank), or my bank account", and you will know how to drive.

Remember, when you least expect it, you will see it. Smile, you're on "Traffic Camera".



Frans Health Tips

HEALTHY LIVING FOR THE NEW YEAR

2011

Here we are, counting down the days, hours and minutes that are left in 2010. We may be asking ourselves where did the year go, or maybe we didn't reach our goals or fulfill our commitments to others. Whatever happened or didn't happen, we can re-evaluate our lives and make 2011 better for ourselves and others around us.

Take a moment for your re-evaluation and ask yourself these questions:

- Were my goals realistic?
- Were my goals obtainable?
- Were my goals measurable?
- Did I develop steps to reach the ultimate goal?
- Were there unforeseen obstacles?

Once we decipher the questions and the answers, achieving our personal goals may be a little easier. Sometimes baby steps are better than no steps or one giant step where you fall off the edge.

A NOTE TO CAREGIVERS

Try to carve out an hour everyday when you go home from work that will give you pleasure and entertainment. As professional caregivers, we forget to take care of ourselves and that can eventually take a toll on us, especially when we leave the workplace and go home. Our caregiving responsibilities follow us into our personal lives as we take care of our families or a loved one who can no longer care for themselves. So take time for yourself, ask for help and remember all employees have access to the Employee Assistance Program at 1-877-757-7587, toll free.

Don't feel selfish about taking time for yourself. And remember, everyone around you will benefit.

Everyone take good care of yourself, drive careful and stay healthy.



MARCUS SAYS...

Just a reminder to all Marc Center staff that the parking lot at the 924 location is not a speedway. The posted speed limit is **5 mph**. Several staff members, as well as consumer transportation and some consumers themselves, have been spotted driving much faster than the posted limit. This puts at risk the consumers and staff who may be walking in or near the parking lot. Please observe the posted 5 mph limit.



TRP

The lucky winner of the TRP drawing for the month of November was Fabian Teran of CDS, who qualified for the drawing by carpooling. As the winner of the drawing, Fabian won \$30. Congratulations, Fabian!

Remember, you too can be entered into this drawing. If you carpool, ride the bus or bike to work, or if you telecommute, fill out the TRP form and send it to Janelle at the front desk of Building 1 at the 924 campus.



Safe Driver



November's Safe Driver Award went to Lisa Kelly of CLS. Lisa's name was randomly selected from among all of the qualified Marc Center drivers. The prize for the award is a \$100 gift card.

Way to go Lisa! Keep driving safely.



Spot Awards



Alice Brangan (left) receives a Spot Award from Tina Feeney.



Spot Award winner Megan Feeney (right) poses with Tina Feeney.

BHS Heart Work Award

BHS Community Living recognizes staff each month with an award called the Heart Work Award.

There is hard work and then there is Heart Work. Caring, compassion and a heart-felt need to provide quality services for the persons we serve is what is recognized in the team player selected for this award. The team member selected for the month of December is **Clentus Smith**. Clentus is a registry team member and has demonstrated the exceptional qualities to earn the Heart Work Award. Recipients of the award receive a certificate and a spot award.

Congratulations Clentus!



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.

FREESTONE CDS STAFF

"For adapting to change and becoming a wonderful, cohesive team. I am proud of you all!"

~ Alice Williams

SAVANNAH TYSON

"For her cheerful smile, positive attitude and wonderful creativity. Welcome to Freestone."

~ Alice Williams

AMBER HAYS

"For all the effort she has put into our activity calendar and for her willingness to do extra van runs."

~ Alice Williams

RICARDO AVILA

"For his creativity and all the wonderful photos he has taken of our Freestone CDS family."

~ Alice Williams

KATHY FOWLER

"For all the work she has put in with Ricardo and Savannah to create a holiday background for our Christmas photos. Also for the little extras you do - they don't go unnoticed!"

~ Alice Williams

KATRINA ULRICH

"Through her compassion, judgment, collaboration with outside agencies and hard work she was able to 'be there' for one her participants during a very difficult time. Her intervention was an invaluable assistance in helping her participant successfully resolve the problem. Great job!"

~ Gary Lenzo

IT DEPARTMENT

"For hosting a wonderful Open House."

~ Fran Foglesong

PROGRESS

"Shout it out for CLS, HCBS and TecMarc's new building!"

~ Fran Foglesong

CC's PLACE

"KUDOS to CC's Place staff for filling out the TRP survey forms and returning them the next day. Thank you."

~ Marilyn Heckman

CDS STAFF

"For the awesome decorating of the program for the individuals that we serve. Great job. You are all wonderful!"

~ Fran Foglesong

CATHY WARD

"For being so supportive when she fills in at Freestone in our CDS program."

~ Alice Williams

LYNNETTE SEEGER

ANA RIOS

LORI ANNALA

PHIL WITT

"For supporting me and answering my endless questions." 😊

~ Alice Williams

MARY WESTOVER

"For being so caring and jumping in to help at any time."

~ Sarah Hilger

DR. MICHAEL FRAN CZAK

ADALESA MEEK

CHERYL ANDERSON

"I have the privilege to work with some awesome people in our BHS program that help to lead an exceptional BHS program each day. It is a pleasure to come to work each day and work with this awesome team of people."

~ Steve Hilger

MARC CENTER

"I just wanted to say that when I received my safe driving award I was speechless and I know I did not express how honored I was to receive the gift. It couldn't have come at a better time for me. It is my desire to do my best to continue to maintain safe driving habits. Thank you, Marc Center, for all small and large things you do to maintain excellent employee relationship."

~ Deborah Cherry

EMILY MOEHLE

"For decorating the CDS front office. You did an awesome job. What a delight to walk in and see the decorations. Thanks again."

~ Marilyn Heckman

ROB FASHBAUGH

SUSAN BURNS

"There have a lot of changes lately and you two have definitely rolled with the punches. Your flexibility has definitely been noticed and appreciated. Thank you so much."

~ Olga Placencio
Pefer Alomepe
Amy Muscarello

KELLY FINN

STACY EGGSWARE

"Kelly and Stacy have gone above and beyond helping me in my health and change of life."

~~~~~

"I am very thankful for Stacy Eggsware and Kelly Finn. They are very supportive and helpful to me as I try to get better. I don't think I would have made it as far without them."

~~~~~

"Kelly does an amazing job and without him I wouldn't know what I would do. Stacy is a great teacher and a joy to be around."

~~~~~

"Kelly Finn and Stacy Eggsware provide an excellent constructive, informative and helpful DBT program compared to other DBT programs I have attended."

~ Various consumers

# Shout Outs!

## EAST VILLAGE

### WEST VILLAGE

"For all the extra hard work and special touches they do in order to make the holidays a joyous and special time for our members. Each and every person contributes a lot of their own time, money, and heart into the events."

~ Jennifer Brittain

## CORY NIEMEIER

"Thank you Cory for always being there. You are always ready to jump in where ever necessary. You are so appreciated!"

~ Karla Juarez

## DELILAH SHOCKMAN

"For keeping the lab up to date for her clients and providing a fun learning environment. Also for being patient with IT as we upgrade the lab."

~ Joshua Martin

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"For keeping the lab up to date for her clients and providing a fun learning environment. Also for being patient with IT as we upgrade the lab."

~ Joshua Martin

## SHANNON FISK

"You have always helped everyone no matter what department or circumstance. You are never too busy to assist when asked. No matter how bad situation is, you always know how to handle the situation in a calm manner. People are always busy and sometimes forget to show appreciation. So thank you for all that you do for everyone."

~ CDS, CLS and ERS

## FRAN FOGLESONG

### NEIL BOURQUE

### LORI VOGEL

"For their awesome support and encouragement. You made my days brighter!"



~ Alice Williams

## SHAWNNA BARBER

### THERESA TRIPLETT

"For teaching me and helping me learn the role of Group Home Supervisor and for always being there. I am now the Group Home Supervisor of Nassau. Thanks, Ladies, you are awesome!"

~ Donna Wells

## BHS REGISTRY TEAM MEMBERS

"These team members are the silent soldiers that are out in the field covering open shifts throughout the BHS housing program.

They work silently and diligently and seldom ask for recognition. This shout out is to recognize them and their team leader, Karla Juarez, and the exceptional work they do to ensure there is coverage at sites and quality services provided for the persons we serve. Thank you for a job well done!"

~ Steve Hilger

## STEVE HILGER

### CHERYL ANDERSON

### DR. MIKE FRAN CZAK

"For being here on the spot at the front desk when needed for surprise visits and interesting complicated phone calls." Many Thanks!

~ Janelle Vollertsen

## BURNICE DURAN

"For her willingness to be open to change, to grow and to keep our individuals' best interests first!"

~ Alice Williams

## CHARMAINE EWERS

"For stepping up to do van runs."

~ Alice Williams

## CHERYL CALVERT

### LISA WROBEL

"For covering front desk in order for HR to have their Christmas Party."

~ Fran Foglesong

## FRAN FOGLESONG

"I would like to send a Very Big Shout Out to Ms. Fran Foglesong (HRD) for always being there for any situation that arises. You are such a wonderful and caring person."

~ Sheila Davis

## STAFF WORKING AFTER HOURS AND HOLIDAYS

"For their dedication and commitment to the people we serve. Happy Holidays! And thank you for being a part of our members' lives during the holiday season."

~ Adalesa Meek

## CLS STAFF

"I would like to send a big Shout Out to all CLS staff that contributed to United Way!! Thanks for your Support!!!

~ Sheila Davis

## AMANDA GREEK

### DENISE HOPKINS

### ELLEN ROSE

"Thank you so much for your creativity in dealing with more challenging members and upholding the program rules. Your positive energy and focus on recovery is inspiring. We are lucky to have you."

~ Olga Placencio

Peter Alomepe

Amy Muscarello

## NICOLE O'NEAL

### LUCY GRAY

"Thank you so much for keeping the East Village organized. Your attention to detail and insights are much appreciated."

~ Olga Placencio

Peter Alomepe

Amy Muscarello

## MARILYN HECKMAN

"For your unwavering support assistance and encouragement. Wow! You're awesome!"

~ Alice Williams

## December Employee Anniversaries

|                 |                  |               |                     |
|-----------------|------------------|---------------|---------------------|
| <b>24 Years</b> | Janey Durham     |               | Leonor Rivera       |
| <b>14 Years</b> | Susan Witcombe   | <b>1 Year</b> | Devona Brown        |
| <b>9 Years</b>  | Benjamin Daniel  |               | Dominic Cota        |
| <b>8 Years</b>  | Felecia Walker   |               | Theresa Curry       |
| <b>5 Years</b>  | John Marlatt     |               | Andrew Henry        |
|                 | Tim Owen         |               | Melanie Hershberger |
|                 | Joan Sanders     |               | Barrie Krajeski     |
| <b>4 Years</b>  | Amber Hays       |               | Steve LHeureux      |
|                 | Sheala Thompson  |               | Clentus Smith       |
|                 | Chris Van Dyke   |               | Priscilla Teran     |
| <b>3 Years</b>  | Brian Burke      |               | Carole Woods        |
|                 | Kenneth Mack     |               |                     |
| <b>2 Years</b>  | Alan Chamberlain |               |                     |
|                 | Penelope Cullen  |               |                     |
|                 | Linda Jenkins    |               |                     |
|                 | Unis Lusby       |               |                     |
|                 | Jemel Maclin     |               |                     |
|                 | Annette McCarey  |               |                     |



## December New Hires

|                   |                      |
|-------------------|----------------------|
| <b>Accounting</b> | Enrique Rivera       |
| <b>BHS</b>        | Lindsay Amoroso      |
|                   | Daniel Jones         |
|                   | Estela Martinez      |
|                   | Tracy McCall         |
|                   | Amy Noling           |
|                   | Melva Sills          |
| <b>CDS</b>        | David Aldrich        |
|                   | May Pulliam-Croom    |
|                   | Tracy Hilliker       |
|                   | Michael Wolstenholme |
| <b>CLS</b>        | Angelito Beltran     |
|                   | Mary Ethelbah        |
|                   | Breanna Lothlen      |
|                   | Paula Smith          |
| <b>HCBS</b>       | Carla Daniels        |
|                   | Kathleen LaGrotta    |
|                   | Ingrid Munson        |

*WELCOME*



John Marlatt (left) and Tim Owen (right) receive their five-year award plaques from Pat Gilbert.



Randy Gray (right) hands Dr. Michael Franczak his five-year award plaque.

# CLASSIFIED ADS

## FOR SALE

For fine art photographs of the Southwest, go to Andrew Henry Photography, LLLC.

<http://www.ahp2010.zenfolio.com>

**Clearance Sale.** Marc Center cook-books. Come and get 'em. We still have an ample supply of these wonderful cookbooks. All recipes were provided by staff, family and board members of Marc Center. You can't beat the price - just \$5 each. It isn't too early to stock up on upcoming birthday gifts. All proceeds go to fund consumer activities. If you are interested in purchasing one or more of these books, send an email to [barbara.smithodum@marccenter.com](mailto:barbara.smithodum@marccenter.com) or to [lisa.wrobel@marccenter.com](mailto:lisa.wrobel@marccenter.com), or, better yet, stop by the third floor of Building 1 at the 924 campus and pick them up.



# WINTER WONDERLAND

On December 30, 2010, at approximately 1:20 pm. we were conducting business as usual at the outpatient clinic on Florian in Mesa. It started to rain lightly. Suddenly someone said, "it's snowing!!". People from the outpatient clinic and the Village program went outside in disbelief, yet hoping. Sure enough, it was not a joke. Real snowflakes were falling from the Southern Arizona skies. It immediately put smiles on everyone's faces. People took cell phones out to call their families to see the snow. Other people tried to take pictures or videos. Some just enjoyed the moment.

What a sight that was and how specially connected we were through the emotion of joy. This moment will stay with me for a long time, not just because of the snow, but also for one individual who was so very excited about having seen the snow today. This individual had a big smile and just put it in plain words by repeatedly saying, "this is so cool here in Arizona"

Happy New Year to all!!

~ Adalesa Meek



# ProMarc Janitorial

## Winner of ProMarc Janitorial free housecleaning

To celebrate the launching of their new website, ProMarc Janitorial Services recently had a drawing for a free housecleaning to one lucky Marc Center employee. The winner, drawn on December 10, 2010, was Beatrice Raymond. Congratulations to Beatrice. ProMarc Janitorial Services will have additional drawings in the future for free housecleaning services. ProMarc provides residential cleaning services and currently offers a 15% discount to all current Marc Center employees'. If you have any questions about your housecleaning needs, please contact Brian Dodge at [brian.dodge@marccenter.com](mailto:brian.dodge@marccenter.com) or visit their website at: [www.promarcjanitorial.com](http://www.promarcjanitorial.com).



# Available ProMarc Rental Properties

## HOT SHEET

WEEK OF 12/26/10 THRU 1/1/11



### 2240 E. BROADWAY MESA 85204 PROPERTIES (1) AVAILABLE UNIT

|              | <u>Square feet</u> |
|--------------|--------------------|
| 2BD/1 1/2 BA | 800                |

### INCOME LIMITS-(HUD IMPACTED AREA)

| <u>Available</u> | <u>Rent</u> |
|------------------|-------------|
| 10/8/10          | \$600.00    |

### 2242 E. BROADWAY MESA 85204 PROPERTIES (1) AVAILABLE UNIT

| 2BD/1 1/2 BA | 800 |
|--------------|-----|

### INCOME LIMITS-(HUD IMPACTED AREA)

| 10/08/10 | \$600.00 |
|----------|----------|