



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



When we learn to manage our emotions long enough to stop and shift our attention to the quieter message of the heart, we can gain a wider perspective on any situation, often saving ourselves from hurt, frustration and pain.
~ Doc Childre

To a happy person, the formula for happiness is quite simple: Regardless of what happened early this morning, last week, or last year - or what may happen later this evening, tomorrow, or three years from now - now is where happiness lies.
~ Richard Carlson

Since you get more joy out of giving joy to others, you should put a good deal of thought into the happiness that you are able to give.
~ Eleanor Roosevelt

December 8, 2008

Randy's Note

Thanks to everyone who donated to Marc Center's United Way campaign. We improved last year's numbers and even added some donors to Valley of the Sun United Way. The improvement from last year's donations is a tribute to the caring of Marc Center employees.

By now, everyone has received their gift cards for the holidays. On behalf of the Board of Directors, please accept their, and my, sincere thanks and appreciation for the agency's success in 2008. I am very proud that Marc Center was able to continue the tradition of thanking employees with a nice gift during this season.

I know that you might be anxious about the future given the continuing bad news. I remain confident that Marc Center will be fine because I continue to hear of the efforts to control costs and manage resources. We must continue this effort, of course. As we all approach the New Year, please keep in mind that your efforts directly affect our organization. Together we can make a difference for the people we serve and meet our budget objectives.

Once again, please accept my warmest regards for this holiday season.

Proud to Be Involved at Marc Center

It has been a privileged to serve as President of Marc Center's Board of Directors for the past three years. Marc Center is a proven example of staff working together and enriching people's lives! I had the opportunity to spend time getting to know the management team and learn about their programs. It was amazing and contagious to see how they all cared about their jobs and to see the loyalty, dedication and commitment of so many people.

I joined Marc's Board in 1988 after my Father, Maynard Schneck asked me to get involved with this great organization. Maynard, Board Member Emeritus, was President of Marc's Board in 1979. During my tenure, it has been remarkable to see the past growth in our annual budget as follows:

- 1976 - \$250,000 (Maynard's first year; serving 50 customers)
- 1988 - \$3.2 Million
- 2005 - \$18.0 Million
- 2008 - \$22.8 Million (serving over 3,200 customers)

2013 - \$30 Million (projected)

I must personally thank Randy Gray, our President & CEO since 1979, for his excellent vision, leadership and the assembly of a great staff. I can only imagine what the growth at Marc Center will be five to ten years into the future.

To the members of the Board of Directors, I thank you for your hard work and the support you gave to me.

Dad, thanks again for asking me to get involved with Marc as I have loved every moment of it!

To the staff and our consumers at Marc Center, I'm proud of all of you and wish you all a happy, healthy and successful 2009.

Regards,

Chris A. Schneck

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November's Employee Anniversaries

25 Years

Becky Stroble

22 Years

Cherie Vance

18 Years

Terry Wideman

16 Years

Dan Eulante

13 Years

Jacqueline Chapman

10 Years

Matthew Frahm

7 Years

Demetra Lindsay

6 Years

Maria Clark

Eve Lawson

Nathan Sutherland

5 Years

Scott Ford

4 Years

Larry Fry

3 Years

Michael Franczak

Maria Larsen

Mafileo Mafua

Kristie Paulus

2 Years

Christine Chu

Tessa Duncan

Brian Sutton

1 Year

Arturo Arellano

Elizabeth Beltran

Katherine Hughes-Cheney

Yancy Julian

Sarah Mangino

Michael Aaron

Misti Reynolds

Welcome

November New Hires

Allen, Shane R

Macias, Juventino

Wilford, Cory R

Rodriguez, Maria P

Meyer, Collenzo A

Saxon, Ceairrah N

Bonit, Michael

Saxon, Flavia T

Kniola, Brian

Colvin, Donna

Meyer, Aida D

Smith, Rachel

Newton, Exavies

Diaz, Charlotte A

Robertson, Diamond

Liguori, Christopher R

Schroeder, Leanne

Pedersen, Brandon J

White, Rosetta

Bledsoe, Desere

Brown, Ashlee E

Grover, Debra

Hopkins, Jennifer J

Ronan, Urshel

Keyes, Kelcee M

Lewis, Stephen W

Gardoni, Delores A

King, Jimmie W

Spann, Terrance E

Romero, Magnolia

Underwood, Brian J



SAFE & HEALTHY LIVING

STRESS-LESS TIPS FOR THE HOLIDAYS

Provided by NSU's Office of Recreation & Wellness

This time of year is particularly hectic, and along with all the hustle and bustle of getting ready for the holiday season, comes tension and stress. For this reason, December is nationally recognized as Stress Relief Month, because there are several things we can do to minimize stress so that we can enjoy the holidays and our families.

Make a list of all the things you and your family like - and dislike - about the holidays. Build your own traditions around the highest-scoring "likes."

Take care of your body.

- Get at Least 30 minutes of brisk exercise every day
- Stop eating when you are full— but don't skip meals either
- Allow yourself a few holiday treats, but don't overdo
- Get Plenty of sleep
- Of course, DO NOT drink and drive
- And remember to fasten your seatbelt.

Take care of your spirit. Give yourself at least a couple of days to do what you want to do.

Realize that you are not solely responsible for making the holidays special for everyone else.

Don't accept every invitation you receive, or you'll run yourself ragged. It's OK to send your regrets.

If this is your first holiday after ending a relationship, getting a divorce, or the death of a loved one, remove yourself from reminders of the past. Give yourself new memories by doing something you've never done before.

Give time and friendship rather than presents. Share yourself with family, friends and the community by volunteering at a homeless shelter, or driving a housebound friend/neighbor around the neighborhood to see the holiday decorations.

Keep your sense of humor. If the soufflé looks like a pancake, it's not the end of the world. Actually, you will probably laugh about it....next year.

Count your blessings.

Source: This information has been adapted from Hope Health Letter, Vol. 20, No. 11, November 2000.



Marc Center Trip Reduction

This month's winner is..

Cheryl Calvert



Christmas Spirit

When I think of Christmas

I think of snow on the ground

And marshmallows on top of hot coco



When Christmas comes

Presents are wrapped and Families arrive

The trees are decorated and the houses light up

Now as we get older and wiser

We receive the gift of knowledge

To realize it is not the material things in life

That make us happy it is the memories

We have lived and the memories we are going to make

That warm feeling we feel around friends and loved ones

But most of all it is the time to remember that

We are all human and we will make mistakes and

Learn to love and forgive all over again

That is the Christmas Spirit an the

Spirit of Jesus to whom we all love

So peace on earth and good will toward man




Written by

Aaron J Ball

Dedicated to my grandparents

Floyd & Marylou Anderson

Maria & Juniper of HRD
are starring as Nuns in
The Sound of Music



at
Desert Stages Theater
in Scottsdale
Jan. 9, - Feb. 1, 2009

For more information feel free to call
Maria (ext. 257) or Juniper (ext. 219)
or go to: www.desertstages.com
Please mention our names when you
purchase your tickets



Thanksgiving at the Village

Fun at Park!

West Village has been enjoying active Friday's at the park. We have a football, softball equipment, and a soccer ball. We play kick ball, softball, and touch football. I am so surprised at how many people play. There are members that don't actively participate in most things, but can't wait for Fridays and become vocal and smile, and run etc. I think it's a wonderful thing. We not only teach them how to eat healthier via cooking classes and groups, but now they are getting a good amount of physical activity every week. I have seen it do wonders to their self esteem with being part of a team and having other people rely on them. I bring a cooler and the staff have been working together

to get water and drinks together to bring. The members pack lunches and we make it a whole day event. The weather is beautiful and I think it's a great way to get people up and moving. We play at Kiwanis in Tempe. The field is huge, there are bathrooms, and places to sit. So come and join us at the park!



Submitted by

Jennifer Brittan

Marc Center Holiday Parties

CDS Christmas Party

December 17, 2008

10:30 am – 1:30 pm

924 Day Program

ERS Rock'in Christmas

December 18, 2008

10:30 am - 2:00 pm

234 S. Extension

We welcome family and friends to join us for
these special events

GRANDMA B'S SWEDISH COFFEE CAKE

6 cups flour
1 cup dark raisins
16 to 18 pods Cardamom, ground
2 cups milk, scalded and cooled
 $\frac{3}{4}$ cup sugar
 $\frac{1}{4}$ cup margarine
1 tsp, salt
2 eggs, beaten
2 pkgs of yeast
Cinnamon and sugar, mixed
Egg and milk

TOPPING:

Margarine
Flour
Sugar



Combine the flour, (raisins), cardamom, milk, sugar, margarine, salt, two eggs, and yeast to form a dough. Let rise until it doubles then knead the dough.

Roll the dough out thickly. Cover with a layer of cinnamon and sugar (and the raisins if your using this method). Roll and place in cake pan.

Crumb together the margarine, flour and sugar. Brush the top of the bread with a mixture of egg and milk. Then cover the cake with the topping. Bake at 350 °F until the cake is brown*.

Submitted by Anna Kalusa

On The Spot Awards



Randy & Gloria



Tina & Billy



Tina & Melissa

Sheila, John, Rhoda, & Laura



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:

Robin Anderson of BHS

and her supervisor Donn DeCarlo

They each receive a \$100.00 Visa Gift Card



Brain Buster Trivia

I have decided to change brain buster trivia just a little bit. Everyone who submits correct answers by the 15th of the month will be put into a drawing and the winner will receive movie tickets. You can submit your answers by telephone (ext. 257) or by e-mail maria.larsen@marccenter.com.

1. December was originally which month in the early Roman calendar?
2. In December of 1782, a certain line was drawn on the map of the United States. What is the name of this line?
3. In December of 1803, what did the United States buy from France?
4. What singer was born on Christmas Day, December 25th, 1946?

Good Luck!

Marshmallow Brownies

- 2 cubes softened margarine
- 2 cups sugar
- 1 ½ cup walnuts, chopped
- 4 eggs
- 1/3 cup cocoa
- 1 ½ cups flour
- 1 tsp vanilla

Beat all ingredients together and spread on a greased jelly roll pan (11 x 16). Bake at 325 degrees for 25 minutes. Remove from oven and sprinkle large (10 oz) package miniature marshmallows on top. Place in oven 3 minutes. Cool for one hour and frost with:

- 2 cups powdered sugar
- 1/3 cup cocoa
- 1 tsp vanilla
- ½ cube margarine softened

Cream and add about 1/3 cup milk to proper spreading consistency.

Cut into bars or squares.

Submitted by Joyce Randolph

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. Randy Gray and Pat Gilbert presented these employees their plaques and gift catalogs, congratulating and thanking them for their years of dedication



Matt & Pat



Pat, Becky, Scott, & Randy

Fudge

- 3 cups sugar
- 3/4 cup (1-1/2 sticks) margarine
- 2/3 cup evaporated milk (small can)
- 12 oz package semi-sweet chocolate chips
- 7 oz jar marshmallow creme
- 1 c. chopped nuts
- 1 t. vanilla

Make sure you use a large enough bowl, as the mixture will boil over at the end of the cooking stage. Microwave margarine in 4-quart bowl or casserole on HIGH 1 minute or until melted. Add sugar and milk; mix well. Microwave 5 minutes or until mixture begins to boil, stirring after 3 minutes. Mix well; scrape bowl. Continue microwaving 5-1/2 minutes, stirring after 3 minutes. Gradually stir in chips until melted. Add remaining ingredients; mix well. Pour into greased 13 X 9" baking pan. Cool. Cut into squares.

Submitted by John Atkinson

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

