

An eye for eye only ends up making the whole world blind.

- M.K. Gandhi

We are often so caught up in our destination that we forget to appreciate the journey. Especially the goodness of the people we meet along the way. Appreciation is a wonderful feeling, don't overlook it.

-Author Unknown

Whatever the mind can conceive and believe, the mind can achieve.

-Dr. Napoleon Hill

January 7, 2009

Randy's Note

When I look back to the events of 2008, I am amazed at how quickly the year passed; it seems like yesterday when we started this year with fresh ideas, hopes and challenges.

Looking forward to 2009, we all face the most serious economic crisis in the memory of most of us. Of course, the Great Depression transcends today's catastrophes, but the bad news seems to be unrelenting. In fact, Arizona's budget crisis continues to worsen, and nonprofits in all service sectors must face the possibility of across the board 10% cuts in funding. This is a decidedly difficult task. Consequently, we must continue the rigorous efforts to control costs everywhere. I recently received a report from a program area detailing the cost savings accruing from the change in buying habits. I applaud this and all efforts to stretch our operational dollars as far as possible. There is no effort too small when it comes to managing our expenses.

As you know, I made the decision to cancel the agency's annual banquet because I felt that we should avoid the costs connected with the event. Likewise, I have cancelled our employees' picnic. I am convinced that the investment in Spot Awards, for example, is the most appropriate use of the agency's resources. Similarly, I have emphasized and will continue to emphasize the commitment to rewarding outstanding performance with merit increases for direct staff members while continuing the salary freeze of all upper management.

I am optimistic about the state and nation's economic future. I am absolutely sure that Marc Center will continue to meet its budget and service objectives and goals. It is frankly the tough times that remind me the most of what a privilege it is to work here. I wish each of you Happy New Year!

Inside this issue:

- Randy's Note
Donation for ERS **1**
- December Anniversaries
December New Hires **2**
- Health Tip
TRP Winner **2**
- Prescott Marc News
Spot Awards
Marc Center Holiday
Celebration Pictures **3**
- BHS Employees of the
Year **4**
- Brain Buster Trivia
Village member wins
Computer **5**

Randy Gray accepts a \$1,000 donation check from Linda Hart representing the East Valley Firefighter Charities. The donation is to support the Grand Opening of Marc Center's new vocational training facility.



Randy and Linda Hart

December Employee Anniversaries

22 Years

Janey Durham, ERS

20 Years

Sally Bahrtiba

16 Years

Andrew Acosta, CLS

12 Years

Susan Witcombe, ERS

8 Years

Ronelle Dongmo, BHS

7 Years

Benjamin Daniel, BHS

6 Years

Felecia Walker, BHS



3 Years

John Marlatt, ERS

Tim Owen, IT

Maryann Smith, CLS

Joan Sanders, CLS

Destiny Markham, BHS

2 Years

Sheala Thompson, HCBS

Michael Yabroff, BHS

Christine Van Dyke, ACCT

1 Year

Carl Baker, CLS

Destiny Moore, BHS

Kenneth Mack, BHS

Brian Burke, CLS

Melodee Wagner, BHS

Welcome December New Hires!

Alan Chamberlain, CLS

Penelope Cullen, HCBS

Kevin Francis, BHS

Chris Freand, ERS

Jennifer Haner, CLS

Cynthia Ingalls, BHS

Linda Jenkins, CDS

John Kane, CLS

Gloria Labor, CLS

Unis Lusby, HCBS

Jemel Maclin, CDS

Annette McCarey, ERS

Khadija Moss, CLS

Mavis Nsowaah, CLS

Teresa Ortega, CDS

Leonor Rivera, HCBS

Lisa Robinson, CLS

Ashley Savage, CDS



Any way you say
it means...



Health Tip

Instead of making vague New Year's resolutions like getting fit, losing weight, stop smoking or saving money, decide to do just one small, positive thing every day.

Change doesn't happen overnight, but little changes every day could add up to a major overhaul by the end of the year. Pick simple, specific things that will help you progress towards a challenging but achievable goal, such as:

- Make mornings less stressful by getting up a half-hour earlier.
- Eat a healthy breakfast. A high-fiber cereal such as oatmeal and fruit, or an apple with cheese is quick and easy.
- Walk five minutes in one direction, and then give yourself permission to turn around. You may decide to keep going.

- Put all your change in a piggy bank earmarked for savings.
- Stay off the couch and go for a walk after dinner.
- You can get help if you want to stop smoking. Go to www.cancer.org and design your own personal quit plan; www.ashline.org is another website that can give you the support you need.
- Count your blessings at the end of each day; write down the things for which you are grateful for. By keeping track of the good things in your life, you can reduce anger, resentment, regret and other unhappy feelings, according to Dr. Robert Emmons, author of The Psychology of Gratitude.

If you are in need of professional help, Marc Center offers an Employee Assistance Program for all employees; you can call 1-877-757-7587 24 hours a day, 7 days a week.



Marc Center TRP!

The winner for this month is.....

Unis Lusby

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



Prescott Valley

Marc Center Family News!



Dora & Sheree

The Prescott Valley staff has been busy getting the word out about Marc Center and its services in Northern Arizona. They participated in the Prescott Christmas Parade and in the Chino Valley Hometown Christmas Event at Heritage Middle School in Chino Valley. We appreciate their hard work as they spread the word about the Marc Center Family this Christmas.



Sheree & Flor



Holiday Celebrations at Marc Center



On The Spot Awards



Denise & Zac



Joanna & Fran



Debbie & Fran



Brett & Sheila



Brett & Wade



Debbie & Fran



Cory



Jamie



Rose & Mark

BHS 2008 Employees of the Year

Behavioral Health Services Department highlights seven employees as their 2008 Employees of the year. Congratulations to Jamie Sullwold, Tanya Owen, Ellen Rose, Mark Wilson, Sue Magee, Kelly Calvert, and Cory Niemeier. Thank you for your hard work and dedication throughout the year.



Tanya



Sue



Kelly & Tina



Brain Buster

This month's trivia is dedicated to the Edward & Bella fans (Twilight Book Series) at Marc Center. 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.

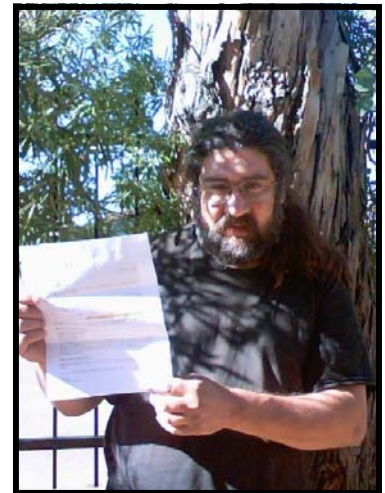
Marc Center is an equal opportunity employer.

1. In the Twilight book what is the full name of the main character?
2. What is the name of the town that the main character moved from to Forks? (Twilight)
3. When Bella is in the meadow and talks to Laurent, she hears Edward's voice. After Laurent asks if the Cullen's visit often, what does she imagine Edward saying? (New Moon)
4. Alice tells Bella to keep asking for the Palazzo dei Priori. What does this mean in English? (Eclipse)
5. The Cullen's were planning to go to Brazil to visit a tribe. What was the name of this tribe? (Breaking Dawn)

Good Luck!



Chris Rizzo
of the Village program
was the happy winner
of a new computer from Magellen!



Yummy Recipe

Triple Chocolate Cake

- 1 chocolate cake mix
- 4 eggs
- 1 small box chocolate pudding mix
- 1 cup sour cream
- 1/2 cup water
- 1/2 cup oil
- 1 cup chocolate chips
- Powdered sugar

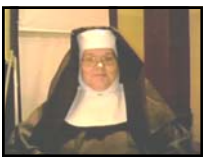
Mix cake mix, eggs, pudding mix, sour cream, water & oil in bowl with mixer.

Add chocolate chips last.

Pour into a well greased and floured bundt pan. Bake at 350 degrees for 50-55 minutes.

Cool for 10 minutes and turn out onto a plate. Cool completely and sprinkle with powdered sugar.

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