



HOLIDAYS

First Day of Winter—12/21

Christmas Eve—12/24

Christmas Day—12/25

Hanukkah—12/26

New Year's Eve—12/31

ANNIVERSARIES

Barbara Leos—5 years

Angelina Sebastian—4 years

Jeffery Downs—2 years

Marquee Crawford—2 years

Safia Hussein—1 year

Drew Stephens—1 year

MARK YOUR CALENDARS—UPCOMING EVENTS

HOLIDAY OPEN HOUSE

12/09/2016 — 11AM-2PM — 3250 N San Marcos Pl. Chandler, AZ 85225

Celebrate holiday festivities with Chandler/Gilbert Arc!

Event is FREE and includes food and entertainment!

SPROUT FILM FESTIVAL

03/17/2017 — 9AM, 12PM, 7PM — 1825 E Elliot Rd, Tempe, AZ 85284

Celebrating the lives and creativity of individuals with intellectual and developmental disabilities through art and film.



December 2016

REFERRAL BONUS

Chandler /Gilbert Arc employees will receive a bonus for each new hire referred to and hired by Chandler/Gilbert Arc. After the referred new hire completes training, the employee will receive \$100. Once the new hire has been employed for 6 months, the employee will earn an additional \$200.

Note: All bonuses are contingent upon the employee's continual employment with Chandler/Gilbert Arc at time of bonus payout.

OPEN ENROLLMENT

Open enrollment is taking place 12/05, 12/06, and 12/07.

Please attend your scheduled date and time. Schedules were sent to managers, coordinators, and directors of each department. If you have questions about what day you were scheduled and/or cannot attend your scheduled timeslot, please contact Nicole in HR as soon as possible.

If you miss your benefits meeting, please contact Nicole or Ezra before 12/31. You will need to either sign a waiver or we may be able to get you in touch with our benefits person.

RAFFLE

Each person who attended their benefits meeting and/or signed a waiver *prior to* the meeting will be entered into a raffle for prizes!

If you miss your meeting, you are NOT eligible for the raffle!

Prizes include Harkins' theatres merchandise (movie tickets, cup, t-shirts, etc.) and gift cards! Grand prize will be a Samsung tablet!

Drawings will take place in the office and the results will be emailed and posted within one week of the benefits meetings. If you are one of the winners, please stop by the office to pick up your prize!

HEROES

Did you know we have heroes among us? In addition to the valuable service that is provided on a daily basis to our members, on November 17th four staff members from two departments demonstrated their additional heroic skills. The level-headed, decisive, competent individuals ensured the safety and survival of a DTA member. Acting efficiently and effectively, they performed excellently in all facets of their emergency response: they immediately contacted emergency services, ensured the safety for all additional members and provided CPR until the paramedics arrived. We are indeed fortunate to have these not-so-everyday heroes as our colleagues. Please offer your warm commendation for being willing to engage in a difficult situation – and eliciting such a remarkable and desirable outcome. On behalf of Chandler Gilbert Arc, let me say thank you to Alessa Britt, Shandee Burtis, Mike Grounds and Halli Romero. You are indeed heroes!

This situation serves as an excellent reminder to all staff members of the importance of completing your training and then, reviewing, if not rehearsing, the skills learned. It is easy to become complacent and desensitized and even minimizing the importance of the training received. Perhaps you've even felt the training is irrelevant to your position or responsibilities. However, the event of November 17th is a reminder, that one never knows when, where, or under what circumstances an individual may be called into action. Your training will give you the tools necessary to be prepared and potentially be another of our heroes.

Sincerely,
Michael Miller
Director of DTA

From the Office of the Executive Director

From the Desk of the Executive Director

Greetings and Happy Holidays, CGArc team members!! I want to express my sincerest appreciation to you for choosing to work for Chandler Gilbert Arc. In my role as Executive Director, I feel both excited and compelled to maintain my focus on our Company Mission and I use it to guide my values, decision-making, and the actions on behalf of this great company. I thank you in joining me in this commitment



to our Mission, *facilitating growth for people with disabilities through choice, experience, guidance, and respect.*

As we move into 2017, we look optimistically at the many changes that have taken place on the political landscape and see these as opportunities to both celebrate the efforts of our lawmakers and citizens, while also preparing ourselves responsibly for the impact these changes bring to the agency and our communities in general.

One such issue is Proposition 206: this initiative raises AZ minimum wage of \$8.05 to \$10.00 in 2017, \$10.50 in 2018, \$11.00 in 2019 and \$12.00 in 2020. While I wholeheartedly agree that this issue represents a great opportunity for Arizonans to earn a reasonable living wage, it also presents a challenge to CGArc and every other provider in Arizona, as our funding is fixed, and our primary funding source, DES/DDD, does not currently have a plan to address this change.

The picture above is one taken of me after meeting with AZ Congresswoman Kyrsten Synema to discuss this issue. I have also joined with other Executives throughout the state provider community to represent CGArc with the Governor and other political representatives advocating for budget changes, and feel optimistic that our efforts will result in positive changes.

I thank you again, and encourage you to join us in our efforts to advocate for the people we support by making this issue a part of your conversation and your advocacy efforts.

Sincerely,
Billy Parker
Executive Director