



## Looking forward to 2009

The news from the state of North Carolina continues to be grim. During this season that we wish everyone “Happy Holidays” or “Merry Christmas and a Happy New Year!” the letters that Monarch is receiving from funding bodies are full of notices of cuts. In some situations, the cuts reach \$250,000 for a program, or 60% funding for an individual. All around us, agencies are cutting programs or going under.

At Monarch, we have been working hard to maintain the quality of services that we currently provide, while determining what sorts of cut backs we can experience without hurting the people we support. In the coming weeks, we will be appealing for funds, usually for specific areas. We are working hard to upgrade our website so that we can accept donations online. In the meantime, if you have not sent that last donation check and would like to make a donation to Monarch, any amount is appreciated. As we learned from the Obama campaign, donations of \$25 and \$50 can add up to making a significant difference. Please consider an end of year donation, and mail it to Monarch, 350 Pee Dee Avenue, Albemarle, NC 28001. Even if you cannot make a donation at this time, please know that we appreciate each and every one of you, and wish you all the best of the New Year, whatever it brings! Peggy Terhune, Ph.D., CEO, Monarch.

## Leadership Graduation

Each year, Monarch devotes many hours to providing leadership training to direct support staff who desire promotion. Candidates are screened, and a limited number are accepted. In exchange for attending all of the ten full days of training and doing the homework assigned, Monarch promises to promote these candidates into the next available management position. In our last class, almost all candidates have already been promoted. On December 9, the candidates shared what they had learned from shadowing senior management staff.



The candidates talked about the role of a manager, and what they had learned. The graduates were treated to a special luncheon. To the left is Janice Hiser, giving her talk.

## Want your voice heard?

In 2009, we will have a new President, a new legislature, a new state Governor, and new faces in Raleigh. Some of those people will know and understand our issues, but many will not. Elected officials tend to prioritize what they know the needs of their constituency to be. So how do we let them know?

In spare time over this holiday season, visit the national website of The Arc of the United States at [www.thearc.org](http://www.thearc.org). On the main page, near the bottom right, you will see the Federal Legislative Action center (link below):

<http://www.thearc.org/NetCommunity/page.redir?target=http%3a%2f%2fcapwiz.com%2fthearc%2fhome%2f&srcid=183&rid=0>

Click on that icon and put your zip code in the box. You will immediately be taken to a page that has the elected officials that represent you. If you click on the tabs on the top, you can find the current issues being debated or proposed, as well as canned “emails” that you can send. Please become familiar with this page. We will be using it a lot this year!