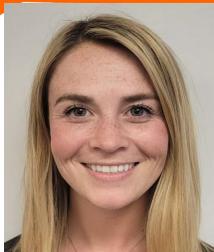


SHOUT OUT!



Positivity is the act of training your brain to think and respond to situations calmly and optimistically. It takes time and a little effort every day, but the rewards can be life-changing. Especially the impact on patients and co-workers. This month's winners exude positivity

This month, our grand prize winner was Samantha, Reception (Sonora Medical) for "always having a positive attitude"

The first runner-up was Hilary, RDH (Jackson Dental): "thank you for being cheery".

The second runner-up was Christina, Reception (Sonora Dental): "keep up the good work! You rock!"

From the Desk of

John Alexander

Executive Director

"Here's to a new year— past successes, new milestones, and a delightful journey each step of the way. Happy New Year!"

WANTED

YOU asked and WE listened!

We are opening our recruitment incentive award to the public!

A couple of years, our Board agreed that instead of paying recruiters to find recruits, we would be better off paying our employees to refer people they know/liked to MACT for jobs. It makes sense if you think about it because (1) they already live or work in the foothills, (2) their families are comfortable here, and (3) people rarely refer individuals unless they like them and know they will do a good job. The project worked so well that the Board **DOUBLED** the payout for referral rewards last year! Recently, when I shared the idea of this program at a community meeting, I was asked "why don't we allow community members to refer – we know a lot of good people too!" So after discussing it with the Board, it was agreed that effective 1/1/2023, we would open up the program to anyone who successfully referred a new employee to MACT. The rewards are as follows:

Physicians, Dentists and mid-levels	\$10,000.00
Registered Nurses and Hygienists	\$6,000.00
Medical Assistants & Dental Assistants	\$2,000.00
Receptionists and other positions	\$2,000.00

Your friend/colleague must apply online and list YOU as the person who referred them. If they are hired, you will receive half of the reward at their ninetieth day of employment and the other half on their one year anniversary. Before funds are dispersed our Human Resources department will request a W9. Please note: Funds are considered taxable income and you will receive a 1099.



Looking back on 2022

Before we jump into another exciting year of projects and plans, we need to take a moment to celebrate what the MACT Health Board has accomplished in 2022. In January, we hired Dr. Christopher Jones, OB/GYN, and created our Women’s (OSA) Health Center in Sonora. The Board also implemented our sports scholarship program. In February, the Board hired a videographer, and we began collecting stories and interviews from our Honored Elders. We hope to incorporate this information into the Miwuk Cultural Center and Museum to be built in Angels Camp. We completed construction on our first pharmacy in March, and we supported the walk for federal recognition in Mariposa. In April, we posted a billboard in Mariposa to show what the future Dental site will look like when it is completed. May began “Fair season,” and not only did we purchase animals of native children at the livestock auctions, but our staff was present and displayed the Mobile Medical Unit, donated by the Lone Band of Miwuk Indians. In June, we took almost 30 Native American children to our annual Kid’s Camp at Asilomar on the California Coast. During the summer, the Board made a road trip through Alpine County (the newest addition to our Service area) and searched for spots to deploy the Mobile Medical Unit on an as-needed basis. In September, we celebrated the ten-year anniversary of the fantastic work relationship between the Board and its Executive Director, John Alexander. In October, we shut down all sites for one day for an all-staff meeting at Ironstone Vineyards. We hadn’t had a gathering like this since the pandemic began in 2020. In November, we enhanced our massage therapy program and provided Native American children warm winter coats. December will be spent giving thanks for all our blessings and working to clarify and re-prioritize our goals for the balance of the fiscal year. Our mission has never been so clear!



Parmesan & Lemon Pepper Tilapia

- 4 tilapia filet's about 4 oz each
- 3/4 cup grated Parmesan cheese
- 1/8 teaspoon salt see note
- 1 tablespoon lemon pepper
- 1 tablespoon chopped parsley
- 1 tablespoon olive oil
- 1/4 cup shredded Parmesan



Preheat the oven to 400F.
 Mix together the grated Parmesan, lemon pepper, parsley and salt.
 Drizzle the tilapia with olive oil, then coat with the cheese mixture, pressing it in lightly with your fingers to make sure it sticks. sprinkle lightly with shredded Parmesan. Transfer to foil lined baking sheet.
 Bake until the fish is opaque in the thickest part, about 10 minutes.
 To brown further, broil for about 5 more minutes until cheese crust is slightly crispy (watch carefully to make sure fish doesn’t burn)
 Top with green onions and serve with lemon wedges, optional.

Upcoming Events & Holidays

January 1
New Years

Our offices will be closed January 2

*Warmest thoughts
 and best wishes for a*

