

# J.E.A.M. CENTS

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"The Official Newsletter of Cinco de Macayos"

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**MAY CALENDAR OF EVENTS**

- 5/1: Payday in 111. 4p-6p.
- 5/3: Luis Miguel @ DSP
- 5/4: Styx / REO @ DSP
- 5/5: Cinco de Mayo
  - All Macayo Restaurants
  - EdgeFest @ DSP
  - Mill Avenue Crews
- 5/6: Seis de Mayo
  - Ice Cube @ DSP
  - Mill Avenue Crews
- 5/7: Siete de Mayo
- 5/12: Mill Avenue Crews
- 5/13: Mill Avenue Crews
  - Blink 182 @ Coliseum
- 5/14: Mother's Day
- 5/15: Payday in 111. 4p-6p.
- 5/19: Mill Avenue Crews
- 5/20: Mill Avenue Crews
  - Advance training in 111. 1p-5p.
- 5/26-27: Mill Avenue Crews
- 5/29: Memorial Day
  - Payday in 111. 4p-6p.

As we get busier, you will need to start keeping track and/or writing down your schedules. This helps you to keep track of where and what times you are scheduled to work. Always keep track of your work days, locations and hours. May is just the beginning, so let's start keeping those personal records!

**T.E.A.M. BIRTHDAYS**

- Chris Bartlett 5/1
- Nels Van Peurse 5/3
- Raymond Kilroy 5/4

- Frankie Torres 5/4
- Laura Orsini 5/8
- Chris Malast 5/9
- Jimmie Johnson 5/10
- Joseph Ayala 5/14
- Sam Kahoiwai 5/15
- Richard Campbell 5/19
- Max Pinnock 5/26
- Rafael Martinez 5/27
- Shaun Anderson 5/30

Happy Birthday to all of our May employees. Let's celebrate in a fun and safe way.

**T.E.A.M. ANNIVERSARIES**

- 1 year: Scott Walrath 5/26
- 2 years: Andy LaFave 5/20
- Bill Selby 5/27
- 3 years: Masroor Syed 5/7

Congratulations to the above employees for hanging in there. Party at Bill's!

**FELIZ CINCO DE MAYO**

By Chris Casias

The Mexican holiday known as "Cinco de Mayo" is widely misconstrued in this country, even by people of Mexican descent. Other people do not seem to care about the origin and cultural significance of *Cinco de Mayo*, they simply see it as an opportunity to go out and get drunk on Mexican beer at reduced prices. Despite its commercialization, this holiday is of importance to many people. This column will attempt to clarify the meaning of this holiday and return some significance to a day that has lost most of it to the advertisement industry of this country.

The biggest misconception about *Cinco de Mayo* is that it commemorates Mexico's Independence Day. That holiday

is, in fact, celebrated on September 16. On that date back in 1810, Father *Miguel Hidalgo* issued a proclamation known as "*El Grito de Dolores*" that united the many different rebellions going on against Spain into one cohesive struggle. *México* achieved its independence from Spanish rule in 1821. *Cinco de Mayo* is actually a commemoration of a victory by Mexican troops in *La Batalla de Puebla* more than fifty years later, on May 5, 1862.

The origination for Cinco De Mayo, *The Fifth Of May*, commemorates the defeat of the French army by the Mexicans at The Battle Of Puebla in 1862. It is primarily a regional holiday celebrated in the state capital city of Puebla and throughout the state of Puebla, but is also celebrated in other parts of the country and in U.S. cities with a significant Mexican population. Though there is recognition of the holiday throughout the whole country, it's nothing like that found in Puebla.

Celebrating Cinco de Mayo has become increasingly popular along the U.S.-Mexico border. Today's holiday is a celebration of Mexican culture, of food, music, beverage and customs unique to Mexico.

Commercial interests in the United States have also been quite successful in additionally promoting the holiday, with advertising and marketing focused on Mexican food, beverage and restaurants. Border towns in Mexico catering to a festive American consumer are also more than happy to provide a venue, so that Cinco de Mayo is becoming adopted into the holiday calendar of more and more people every year. Let's all have a safe and fun Cinco de Mayo!

**RAISES, RAISES, RAISES**

By Chris Casias

Many of you have brought up the

question of: How do I get a raise? Well, there are a few different ways that your rate can be increased. So if you have been with the company for more than six months and have not received a raise, pay attention.

When you are hired here, you are hired at a one of three basic rates- staff, parking or security. You then go through the initial training (orientation). At this class you are informed that you are a probationary period. In order for you to complete your probationary period you must, a) work a minimum of one hundred hrs. b) complete all advance training classes and work a parking shift all within the one hundred hours. If you have not done the above, we recommend you do so.

The first step is completing all advance training classes. These classes are given every three weeks on Saturdays from 1pm to 5pm in 111. Look for future dates in the newsletter or flyers. If you can not make it to these classes on a Saturday contact me and I will make some arrangements for you. Some topics that are covered in this training are: ID checking, searches, report writing, radios and others.

Once you complete these classes and pass all tests, within 100 hours you will then receive an automatically .50 cent raise.

When you have worked an additional one hundred hours you may schedule a performance evaluation with me. Evaluations are only done on Wednesdays from 3pm to 9pm. Once you do come in for an evaluation, depending on your past performance, you will receive a raise. Raise amount are dependent on your performance, attendance and skills. After your initial evaluation you are eligible for an evaluation every 200 hours worked. Up until 800 hours and after that its every six months. So make sure you keep track of your hours.

Other ways to receive a raise are: 1) take on a permanent schedule. What this means is that you commit to a weekly schedule of a minimum of three shifts. Doing this will give a .50 cent raise. 2) get a security license. When you do get licensed you get moved up to \$6.50 if you start out unlicensed. Another benefit of being licensed is that you are eligible to work any event or shift we have here at T.E.A.M. which means more hours for you. 3) if you were hired as a parking attendant, you are eligible for a \$1.00 raise after working 10 parking shifts without

canceling or being late. Any and all questions regarding rates or raises should be directed to me. Feel free to contact me at 111 during business hours.

### **BONUSES, BONUSES, BONUSES**

By Chris Casias

Let's talk bonuses now- there are two types of bonuses we give out:

1) Referral bonuses- every time you refer a potential employee to us it will be documented. If that person does get hired, they work a hundred hours, and then you automatically get a \$25 bonus on your next paycheck. So start sending employees our way.

2) If you complete all of your probationary period, all advance training classes within four hundred hours you will receive a \$100 bonus on your next paycheck. So remember to keep track of your hours and come in to the next advance training classes.

One other thing, if you do get a security license after being hired, you will be reimbursed the \$34 you spent on the license after completing six hundred hours.

Any questions regarding bonuses feel free to contact me in 111. Thanks and let's start keeping track of those hours.

### **WWW.BS.COM**

By Bill Seby

Yes, gang it is me again. I just want to welcome all of our new employees. Mike and myself are trying to get everyone into their own shirts. Because it is nice to see you come into work with your shirt ready to work. Also it saves us on trying to get you the right size shirt. You are also responsible for keeping your shirt clean. So please get with Mike or myself to get the proper paper work done.

When working on Mill Ave. please remember that we have a lot of patrons on the sidewalks, if you are responding to a code 3 you do not need to run. If you are posted in an area- stay in your area unless you are told to respond. There have been too many times that we have all of our employees in one area and nothing is covered. While I am on the subject- if a supervisor or a manager is tied up with an incident, please direct your questions to another supervisor, manager or dispatch. Once the situation is code 4 please get back to your areas of responsibility. The reason for this whole thing on responding to code 3's & 2's is, we are having too many employees hang around when it is not necessary. So please, don't run and watch who is around because you or the other person could get hurt.

If you are on Mill Ave when you are not working, please do not hang around with employees that are. If we find anyone we will write up both employees. Do not get involved with any code 2's or 3's while off the clock. T.E.A.M. is not responsible for your actions or injuries. So please ask questions if you are not sure about something.

Please come and see me or call me at 10-93 in the evening hours. That's all folks from Wild Willie or Bill for short.

### **SIKORA SAYS...**

By Mkel Sikora

I am writing this after our first night back working at Desert Sky. I'd like to thank all of you that helped make that night a success. I know some of you had heard stories about that place. I personally enjoyed myself there. I was proud to be a part of T.E.A.M. as well as proud to have you as co-workers. This is just the beginning of a very busy event season. Did I say event season? It seems that we are always busy with something, so there isn't really an event season.

I would like to thank all of you that have put deposits on shirts. This makes it easier on all of us. It also ensures that you always have a shirt that fits and is clean. Those of you that do not have a shirt yet, please contact me so we can get you set up with a shirt. The deposit is \$15.00, this amount can be deducted from your paycheck in the amount of \$7.50 for two paychecks. A reminder for those of you that have a shirt issued to you, you must bring your shirt to the shift you are scheduled for. Failure to do so could cost you up to \$5.00 per shift. Another reminder is that everyone needs to have a flashlight. If you use one of our flashlights it could cost you \$1.00 per shift. There are very few exceptions to not having a flashlight or the shirt you have been issued. The supervisor can determine if your reason for not having your shirt or flashlight is acceptable.

Enough of me talking about equipment. Let's all have fun at the events we work at and most of all BE SAFE.

### **RECRUITER'S REQUIEM**

By Stacy Woolf

As Scottie put it best in a meeting, "I Will Survive." I haven't even been privileged to be here a full month yet and I can already say what a crazy place this is. I am slowly but surely meeting people, so when you come in to the office next make sure to stop by and introduce yourself. To those of you whom I have met, please bare with me, I am horrible with names.

I have observed the Lowrider Truck Show and the Jimmy Buffet concert since my stay at T.E.A.M. I am amazed at how well everyone works together to get

the job done. As crazy as some people get at events, it is comforting knowing that you all can handle each and every situation.

Hopefully I have prepped everyone for what is up and coming. Since every employee knows exactly what type of people we need to do the job, I am asking for your help. I would like each and every T.E.A.M. member to refer at least one qualified person. (Remember, each person you refer that works 100 hours is \$25 for you.) For those of you employees who have been referring people, thank you very much.

I would also like your help in training the new employees. Most of the people I have been hiring do not have any security background. I'm sure the new Teamsters would appreciate any advice you may have. That goes for me as well, don't be afraid to let me know how I can improve the recruiting department. All suggestions are welcome.

Have a great month and don't be shy, come stop by!

### **HAPPY MOTHER'S DAY**

By Chris Casias

The earliest Mother's Day celebrations can be traced back to the spring celebrations of ancient Greece in honor of Rhea, the Mother of the Gods. During the 1600's, England celebrated a day called "*Mothering Sunday*". Celebrated on the 4th Sunday of Lent (the 40 day period leading up to Easter\*), "*Mothering Sunday*" honored the mothers of England.

In the United States Mother's Day was first suggested in 1872 by *Julia Ward Howe* (who wrote the words to the Battle hymn of the Republic) as a day dedicated to peace. Ms. Howe would hold organized Mother's Day meetings in Boston, Mass ever year.

While many countries of the world celebrate their own Mother's Day at different times throughout the year, there are some countries such as Denmark, Finland, Italy, Turkey, Australia, and Belgium which also celebrate Mother's Day on the second Sunday of May.

From all of us here at T.E.A.M. we want to wish all mother's a Happy

Mother's Day. Here's a poem I came across and thought you'd enjoy:

**M - O - T - H - E - R**

"**M**" is for the million things she gave me,

"**O**" means only that she's growing old,

"**T**" is for the tears she shed to save me,

"**H**" is for her heart of purest gold;

"**E**" is for her eyes, with love-light shining,

"**R**" means right, and right she'll always be,

Put them all together, they spell

"**MOTHER,**"

A word that means the world to me.

Howard Johnson (c. 1915)

### **THE WINDSOR CASTLE CREW**

By Mike Windsor

"The richest person is the one who is content with what he has." – Robert C. Savage

When I was thinking about what to write about, I decided to write about something a little different. Instead of writing about sign-in sheets and payroll errors, I am going to share something more personal.

Too often in our everyday lives, we get caught up in life's everyday stresses such as work or school. We tend to forget about the finer things in life. We all are trying to better our lives one way or another, but in doing so we forget about the riches that we have in our lives right now. Many times I caught my self-saying, "I will be so much happier when I finish school and have a high paying job." I was so caught up in what I was going to do in the future, I forgot all about the things in my life that make me a rich person. I am blessed with a wonderful supportive family, a beautiful and loving girlfriend, and loyal friends. It isn't about what I will obtain; it is about what I have had all along. These are the things that give me true happiness. In the song "Right Now", by Van Halen, the lyrics say, "right now, there's no tomorrow." What if there was no tomorrow? Would the people you care about most know how much

April 19 and April 20 were the

anniversaries of two of the most tragic events in recent history in the United States. The Oklahoma City bombing and the Columbine High School murders were two events where the unexpected happened. The families of the victims planned on seeing their loved ones at the end of the day, but they didn't. Their chance of telling their loved ones what they meant to them was gone. My point is, we should be grateful for the people in our lives. We should take advantage of telling those we love what they mean to us every day. Recently I lost an uncle to cancer. He was very close to me, and taught me a lot about being a man. It wasn't until I found out that he had cancer, that I told him how much he meant to me, and what kind of influence he had on my life. I wish that I had told him these things under different circumstances.

We can not predict the future; therefore we can not expect the unexpected. I urge you to take time in your busy lives to tell those you love, what they mean to you. When they are gone, they are gone forever. We all have more riches than money can buy; we just don't realize it until it is too late.

### T.E.A.M. TOP TEN LIST

By Chris Casias

From our home office at Desert Sky Pavilion comes our list this month. Category is.. "Top Ten Things Overheard at the Jimmy Buffett Concert"....

10. "I have a 311 Paul on the lawn"
9. "I have a 311 Paul on the east wall"
8. "I have a 311 Paul in the bushes"
7. "I have a 311 Paul in section 205"
6. "I have a 311 Paul at the gates"
5. "I have a 311 Paul on the stage"
4. "I have a 311 Paul at sign-out"
3. "I have a 311 Paul backstage"
2. "I have a 311 Paul on a patron"

... and the number one thing overheard at the Jimmy Buffett concert is..."I have a 311 Paul on an E-staff member!!"

### FROM ACCOUNTING

By Bret Rowley

Greetings from the accounting department. All continues to go well. We

appreciate all of the hard work that you are doing. We are currently having a change in the starting rate at which DPS licensed personnel are paid. The new starting rate is \$6.50 per hour. Also, all of those people who are licensed and were making below \$6.50 per hour got a raise to \$6.50. We are doing this to emphasize the importance of being licensed as many of our clients require that the personnel working are licensed. So if you are currently making below \$6.50 and are DPS license eligible, speak with Chris Casias and he will help you get a raise. Now back to creating your paychecks.

### COOMER COUNTRY

By Joe Coomer

Desert Sky Pavilion, America West Arena, Bank One Ballpark, Veterans Memorial Coliseum, Mill Ave, et al. . . Notice any pattern here?

These are the top venues in the state of Arizona. Here is the best part, T.E.A.M. is the company that provides the event security for these venues. Other companies drool over having just one of these places in their back pocket. We have a great opportunity in being a great dynasty in the valley.

Now I want to take it to you, I want to challenge each and everyone of you. Why do you think we have the supervisors and the roamers that we do? Because they have worked these places for many years, they have worked posts for many years, and they are highly respected and commanded by the directors of these facilities.

This is where you come in. You can't always expect that you're going to work the best spot at a concert or an event. You have to know what is going on first. Roamers and Supervisors have worked these spots and that is why they can answer all the questions if certain information is needed. So, now it is up to you guys, call into schedule, take the hours you can work, work what you can. Schedulers remember what things people take on, and they do remember which ones that cancel and no call/no show.

People believe that there is a perfect world out there. There isn't, but we have a chance to be a part of something great if you want to be. We have a lot shows and events coming up and I want all of you to be successful. Take care and be safe.

### BOUNTY-HUNTER

By Scottie Beattie

Thanks to everyone who covered shifts for your co-workers who called off. Special thanks to Charles Showers who showed up and stayed to cover three shifts for three different people. Just remember, when a scheduler calls you to cover a shift please be as helpful as possible. Things happen in life that requires us to take time from work, that's understandable. Remember you **must call** the scheduling pager or a scheduler four hours before your shift. We need time to find your replacement. This common courtesy gives the person replacing your shift time to adjust their schedule to help you out.

We need all available T.E.A.M. employees for the first week of May. Remember Cinco De Mayo falls on a Friday this Year. Make this a safe and fun event for everyone. Call your scheduler to confirm your schedule. We like hearing from you!

Welcome to "Desert Sky" – to all the new people and the regulars we appreciate your understanding and patience with this new venue. Just remember that our operations managers are knowledgeable in their placement of you.

We do not have "initiation test" for new hires nor do we forget where we have posted people. As a scheduler the main issue I see with our big events are our co-workers who do not show up for events or call off at the last minute. This makes it difficult for those of you who are responsible and committed to doing an excellent job. Kudos to all of you!

### MEMORIAL DAY

By Chris Casias

**Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in our nation's service.** There are several stories as to its actual beginnings, with many cities, including Boalsburg and Waterloo both laying claims to being the birthplace of Memorial Day, with Waterloo being Officially declared as the birthplace by President Lyndon Johnson in May 1966.

Whatever the beginnings (and it may have had many separate beginnings) it was first proclaimed on 5 May 1868 by General John Logan in his General Order

No. 11. and was first observed on 30 May 1868, when flowers were placed on the graves of Union and Confederate soldiers at Arlington National Cemetery. The South refused to acknowledge Decoration Day, honoring their dead on separate days until after World War I. It is now celebrated in almost every state on the last Monday in May (passed by Congress in 1968 to ensure a three day weekend for Federal holidays), though several southern states have an additional, separate day for honoring the Confederate war dead.

Memorial day is on May 29. Our corporate offices will be closed until 4pm. We will be open from 4pm to 6pm to hand out paychecks. Have a safe weekend.

### THE ROYAL REVUE

By Billy Royal

“The best index of a person’s character is (a) how he treats people who can’t do him any good, and (b) how he treats people who can’t fight back” –Abigail Van Buren

This past month I’ve been working closely with the Recruiting Department and have come to realize that recruiting is only half the story. Retention is as important if not more so than the actual hiring process. Once we find someone that has the character and work ethics that we are looking for and can offer them a schedule that works, we need to keep that individual’s needs a high priority, whether it’s a break during an event or sometimes just a sympathetic ear to vent to. I don’t mean to suggest that we become baby-sitters, but all too often we forget that we’re human beings and need each other to make this work. The bottom line is we’re always looking for good people, but we’re also constantly looking for new ways to keep those good people.

I want to thank those of you that have called with suggestions, but we need more input. Please feel free to call me anytime or leave a message on my extension #223. Also don’t forget our \$25 referral program. If you know one person, that knows one person. Ask as many people as you can in a course of a day, they may have a cousin, nephew, sister, brother, friend, neighbor, mother, father, roommate, co-worker, supervisor, boss, etc. Get the idea? If you introduced 10 people to T.E.A.M. and they stayed with us for 100 hours, that’s \$250! We need your help.

A recurring problem seems to be missing or incomplete paperwork. It is imperative that all of it is turned in on time and is complete. Let me know if you have any suggestions on simplifying or streamlining. We’re always listening!

Have a great month and remember, every day is a holiday!

### MICK’S MEMO

By Mick Hirko

Ok, after two months of taunting and teasing, I would hope that you all now know what the big account is that we could not talk about. If you still don’t know - you need to put down the newsletter, and answer your phone or pager, because we are trying to call you, and schedule you for Desert Sky. Now, if you still don’t know, please turn in your uniform, and schedule yourself for an exit interview. Sorry for all the secrecy. I know it started quite a few rumors. I told you it was a big account, and here are some of the rumors I heard that you thought the new big account was:

1. The new dating service For Zach McFall (sorry, we ran out of female employees)
2. The Friday-night-five-minutes-before-I am-supposed-to-work-for-T.E.A.M. excuse writing Company
3. The factory that builds the caskets for all the dead grandmothers (see #2)
4. The take-Sherri Sprau-to-work car pool lot
5. Fixing all of Derek Boice’s Mess-ups
6. The Bill Selby Baby Breeding Cafeteria
7. The Eddie Cano Ego Restoration & Glamor Clinic
8. The black hole where all our missing Patrol Logs and IR’s go
9. The Mason Jar
10. And the one I heard the Most - Guadalupe

Alright, I guess now you know why Chris does the top ten list, and not me.

I would like to sincerely congratulate Derek Boice on his being awarded the employee of the Quarter - Derek, we really are not saying that you are being rewarded for all your mess-ups. Rather, we are recognizing your constant hard work, your desire to do a good job, and your unshakable spirit and good attitude. Keep up the good work, and we won’t talk about the rest. No, I am not giving you a hug.

As we go into the long, hot summer months, make sure you always prepare yourself, by drinking plenty of water, bring sun screen and try to stay cool. In the next couple of months, we will be printing little reminder tips of proper care during the hot summer months. We make every effort at events, to make sure that we give everybody plenty of breaks, but especially

at the large calls, it is very hard to get to each and every person on a regular basis. We strongly recommend that you bring either a small cooler or plastic water container with you, that way when you get a chance to get water, you have a bit of reserve. I was told on Tuesday after Jimmy Buffett, that one of our employees was posted all night, never saw a roamer, and nobody gave him a break. He couldn’t leave his post, and it is commendable that he continued on. We appreciate the dedication, but that this happened is unacceptable! Guys and gals - we depend on each other. You need to check on each other, make sure everybody is ok. If you are working an area, make sure you know who else is there, so these things don’t happen. I realize the stress and hectic environment, but the welfare and health of our own has to come first. There is nobody to blame for this having happened. Let’s just all make sure we think about it in the future, so it does not happen again, especially when it gets hotter.

There are a ton of events coming up. Make sure you keep up to date on all the upcoming concerts, special events, etc. A good, current list can be always found on our website: [www.teamsecurity.net](http://www.teamsecurity.net). Just go into “Upcoming Events”, and all major events are listed. Thank you all for a great job at Desert Sky for Buffett. You all rock! It makes me very proud to see us all come together, and just take care of business in such a professional, competent way, especially when dealing with more drunk, obnoxious attorneys that at the Arizona Bar Association Annual Slimiest, lowest-forms-of-life awards banquet. You are the best. Keep up the good work.

### CHRIS’ S FINAL THOUGHT

By Chris Casias

I wanted to take this time to look back at my last six years here at T.E.A.M. This month will mark my sixth year with the company and looking back to where we were back then and where we are now, it is a very large step in the right direction.

I want to take all of you back to the year 1994- where we had two small offices in the Mill Avenue Shops. In one office was scheduling and operations, the other office with Mick and payroll. Back then management consisted of only five

employees. Needless to say we were all putting in 12-15 hour workdays, seven days a week. Things could only get better.

Things did get better, while mainly only working on Mill Avenue we did start working other accounts away from the avenue.

When I started working with T.E.A.M. it was one of three part-time jobs that I had while going through college. I started out as DMB weekend supervisor and then later moved into the daytime DMB week supervisor. Back then things were a lot simpler than they are now. To be honest I really haven't been keeping up with the changes on the avenue. Maybe because back then I spent all my time on the avenue. With working DMB during the week and on weekends during the day and at night.

My next step was taking on the challenge of scheduling. I did share my duties with another scheduler, but it still was, and still is a very tough job to take on. Although we didn't have all the accounts that we have now, we were still busy and we still got all the same excuses we get now. Like I said we were still small and between the five of us we shared the responsibilities of recruiting, personnel, equipment, operations and scheduling. I even spent a couple of years as the parking manager.

I have put my time in here at T.E.A.M. I have gone from scheduling, parking manager, recruiting, office manager to human resources. I have met hundreds of people that have walked through our door. Some of them good, some of them bad. I have made many friends here also. Some still call once in a while, whether they're out of state or at another company.

I have been in the security industry for the past twelve years. From military security forces to uniform security here in the valley, to loss prevention manager for UPS. It wasn't until I went to a concert here in the valley that I realized what "peer security" was. Once I looked into it, I decided that this is what I wanted as another part-time job. The more I worked with T.E.A.M. the more it became a full-time job.

I have had the privilege of working with many management teams for the past years, and believe me, there were many. At times our strength was our management team and at times we were the weakest. I

am glad that I did stick around or that I even survived through some of our worst management staffs. I have learned many things as a manager at T.E.A.M. The most important one is respect.

Another opportunity that T.E.A.M. has given me is being a big part of the newsletter. Writing has always been my passion, my one thing in life that I know I will always have. I have been writing the newsletter for the past five years, and truly do enjoy it. This newsletter gives me the opportunity to express myself and improve on my writing skills. In the past five years I have put together over seventy-five issues and working towards one hundred.

One of my dreams is to write a book, with my health failing and with other commitments, I'm not sure if I can accomplish this goal of mine at this moment. But I am trying- both to reclaim by body and to accomplish my goals. I get a lot of encouragement from close friends, those who care the most. And to them I tell them "thank you" for having faith in me and most of all for caring. At times I may seem stubborn about some things, but deep down inside it matters that you care. At the same time I think back to when I have helped others reach their goals or work towards their dreams, and I never thought that I would be the one being pushed in the same manner.

Each of us has dreams for our future, hopes for things to come, and visions of what we long to come to pass. Some of these dreams and visions are projections of our own desires. Others I believe, are inspirations we receive. In either case, I believe it is important to pay attention to our dreams and visions for the future, to understand them, and to wisely consider how they draw us toward (or away from) the options life presents to us.

Following dreams and visions is tricky business. We always need to consider the ramifications of our actions. Is a dream practical, healthy for us, respectful of others? Sometimes, we find that a dream or vision is so strong and draws us so intensely that we seem to have no other option than to throw caution to the wind and make a leap of faith in an unknown future. We hope that the dream will sustain us and that all will be well because of our faith. But there are no guarantees that we will be right or wrong on our course of action. Only time will tell.

What will time demonstrate about our

dreams? R.Tagor says it poetically: "Night's fetters will be broken and dreams will vanish in the light of day". Following our dreams will lead us somewhere. But where? Often, it is surprising where we find ourselves. My experience tells me that in the light of day, when I can see the place where my dreams have led me, I'm not exactly where I thought I would end up. That's not necessarily bad.

To make this concrete, let me share from my own experience. About eight years ago, I decided to leave the military and move back home to Arizona. Something inside convinced me that being here in Arizona was the right place for me. There were some words of encouragement from others and several promises of things that would happen by moving back home. Here I am today, in Arizona, mostly enjoying the life I've made for myself here. I mostly followed the dream and paid close attention to the vision. In the move, I risked a great deal. Yet, my life bears little resemblance to the life I thought I would lead here. Many promises made to me before I moved were broken. Whether intentionally or not, a few people seriously let me down and I had some scrabbling to do because of it. As life has unfolded, I have found I really am where I am supposed to be. It's not what I expected, but it's proven to be very good.

Had I clung too tightly to the dreams and vision, the day light would have dispelled the night and I would have been disappointed. Instead, I was able to look again and see that while dreams and vision led me, other things have sustained me for the long haul.

My experience is not unique. In many ways each of us feel drawn into the future by dreams and visions. Our movement forward into the future depends on our willingness to explore those dreams and, at times, make the leap of faith. No matter what the dream, the day light comes and we discover that it was only a dream. Dreams bring us forward to new places where the goodness of life can be embraced and celebrated in unique and different ways. So dare to dream. But appreciate the life circumstances that are the places your dreams lead you.