

HRC NEWS & VIEWS

YOUR COMMUNICATION SOURCE

Volume 12, Issue 4

APRIL 2016

CONGRATULATIONS TO



Bryce Blecha, Youth Security Supervisor (YSS), was presented with the Employee of the Quarter Award for April, May and June 2016!

Bryce was presented with the award amongst his

peers during their weekly YSS Meeting. Bryce was recognized for this award because working with him is always enjoyable, and he is dependable. He comes to work with a positive attitude. He is a calming presence. He is willing to step up to the plate and help out whenever and wherever needed. He is a positive role model for the youth.

As a recipient of this award, Bryce will receive a certificate, the parking spot of his choice for the quarter and his photo displayed in the buildings.

Congratulations, Bryce, on this recognition!

PVC CHANGES BY JAMES SCHULTE

As you all may have noticed, there are some changes going on with the Pre Vocational Center (PVC) program at our facility. As you all know, youth who have their high school diploma or have earned all possible credits approved by their home school districts or have successfully completed their GED testing, will have the opportunity to advance to the Pre-

vocational Center. During designated school hours, youth participate in a variety of experiences both inside and outside the center to improve life and work skills. Youth learn about and practice skills required for independent living. Staff support youth as they focus on individual educational and employment goals. Youth will participate in a wide range of activities

including visits to local businesses and colleges, community service projects, group discussions, job interviews, and leadership opportunities. Youth will hear presentations from employers, college admission officers and instructors, and military recruiters. They will learn about banking, credit, and insurance is-

(Continued on page 2)

April is

- Alcohol Awareness Month
- Celebrate Diversity Month
- Garden Month
- Humor Month
- Occupational Therapy Month
- Keep America Beautiful Month
- 4/11—16 Health Information Privacy and Security Week
- 4/10—16 Volunteer & Library Week
- 4/24—30 Administrative Professionals Week

- 4/22 Earth Day
- 4/27 Administrative Professional's Day
- 4/28 World Day for Safety and Health at Work
- 4/29 Arbor Day Holiday
- 4/30 Honesty Day



THINGS ARE LOOKING GREEN BY MARJ COLBURN

Looks like we made it through March without the Farmer's Almanac prediction for a major snow storm coming true. I am NOT complaining!

Trees, bushes and grass on campus are starting to green up. The youth have already been out picking up fallen sticks and branches. At the end of April, we will celebrate "Keep America Beautiful Month" by doing some planting and additional clean up on campus. As always, the cemetery will need some attention following the winter storms, and we want to have it looking spectacular by Memorial Day.

You may have noticed new artwork on the walls in Building #3 in a variety of locations. This is part of the preparation process for Joint Commission. One of their expectations is that residential facilities have a homelike appearance. We have new paint on the walls in the hallways, and will get a fresh coat on the visitor rooms and other meeting rooms in preparation for their visit.

I don't have any new information to share related to the renovations to Building #3.

The Division of Behavioral Health Strategic Plan is progressing. At this point, there is no finalized version to share with all of you.

Our new reporting forms about special occurrences at HRC during the past 24 hours seems to be going well. I think the reporting form keeps us focused on important issues to be addressed by the treatment team. It is a good opportunity for us to continue to focus on safety and security issues within the program. Thanks to everyone who has had a hand in getting the shift reports completed and forwarded to Grant for inclusion in the daily review.

Last month, Marnie and the therapists introduced some changes in the rating process for the youth. The rating average will be shared across more areas than before, hopefully providing a more accurate evaluation of the youth's participation and engagement in the entire treatment program. There are still a few glitches with the recording of scores, but overall the process seems to be doing what we hoped it would.

We completed the Spring Break

from the school – an entire week! Thanks to James, Drew, and Steve B. for coming up with diversified activities for the youth during their school break.

The Restructuring PVC group is continuing to move forward with ways youth who haven't graduated from high school might be able to participate in PVC activities and get credit for doing so. Ms. Wiemer is looking at how the school is organized and what teachers can help in different areas to increase credit recovery for the youth. We hope to help them develop job skills that may be beneficial to them in the future. James and Steve are piloting the materials just with the PVC youth right now to see how it is received by the youth, and the teachers are working on curriculums to support the process for the youth still in school. Topics being worked on include home repairs, parenting, relationship building and several others.

As the weather improves, we are getting more visitors to the campus. Some do not seem to have a definite purpose in being on campus. Please continue to keep yourself and the youth safe if you are interacting with someone on the property.

PVC CHANGES CONTINUED

(Continued from page 1)

issues and resources. Youth may practice taking the driver's written test. Coaches provide assistance in completing FAFSA forms and applying for admission to college. Youth will practice life skills important for

successful transition to home, the workplace, and/or continued education. Some new classes offered in preparation to have a curriculum and working with the school are parenting class, basic home repair, The Dave Ramsey class and College and Career prep.

CURRICULUM TRAINING BY KELSEY ALCORN

The teacher's at the Nebraska Youth Academy had yet another training on March 29, 2016. They swear they were not skipping school, but instead learning the ins and outs of curriculum. Kristen Slechta and Jackie Ediger, from ESU 9, came out to teach about curriculum and guide us through a few of the curriculums that have been started for PVC. Some of the classes that will be offered include parenting, basic home repair, and financing. There

was a lot of discussion and questions, which they answered with ease and great expertise. Kristen stressed the importance of starting a curriculum with a general amount of information and, as the process progresses, it will become more specific. The reason behind curriculum is so anyone could pick it up and be able to understand and teach the information. The lessons themselves will be taught differently compared to each teacher's teach-

ing style, but the information being taught is all the same.

The teachers enjoyed the training, learning as well as teaching each other. They are excited to continue collaborating with James and PVC to get the first curriculum written and see how it works out!

YOU'RE A WINNER

- Thanks to Gary and Dennis for making a permanent barricade for the north side of the front steps. Hopefully it will keep everyone off of them and avoid a safety problem. *Marj*

- Thanks to Brenda for delivering mail to our office and to Jean for getting some photos taken while I was on vacation. *Corinne*

- To all those in the Wellness Challenge for participating in

the activities and challenges. *Jean*

- Thanks to Janet for offering to help with timekeeping. *Corinne*

YOUTH EXPRESSES APPRECIATION TO STAFF

The following comments were shared on a My Voice on 4/6/16.

To all of HRC staff. From December 29, 2015 to April 8, 2016, I have received support and respect here more than any placement I have been. I was guided in the right direction and given skills to help me succeed when home. This place

and it's staff has helped me change for the better and to appreciate people. I was feeling grateful and cared about. The support helped my self-esteem and I began to think of how much people care about me. Sometimes not the best, but eventually I realized they were trying to help me, and I am grateful. I would like everyone to know how

much I appreciate the help and how thankful and grateful I am for not giving up on me. Also for them to continue doing exactly what they have been in order to help more people the way they helped me.

A HJCDP Youth

NEWS FROM HOUSEKEEPING BY MARY ANN KOCH

Happy spring everyone! Let's hope that it's here to stay. Just a reminder that with warmer weather come bugs, and we have already had several reports of ants. Please make sure that food is in sealed containers and not leave anything sweet set out for too long. In March, I

managed to get the tunnel dusted and machine scrubbed. It was a dirty, dusty job that I am glad is done. Keep in mind spring showers also mean a wet tunnel, so be careful. Since February the Housekeeping department has been a little short staffed at times. Thanks to all

for bearing with us and allowing us to adjust our schedule.

Until next time, enjoy the warmer weather.

TORNADO DRILL AND SHELTER INPLACE SUPPLIES BY JEAN LUTHER

The tornado drill this year was postponed one day due to the bad weather that took place on the originally scheduled day. Brett Hopkins accepted the role of Incident Commander and executed the role well. He even went to the disaster drill

tote and used the Job Action Sheet in the Disaster Manual. Way to go, Brett!

I'm trying to get my "ducks in a row" for the Shelter In Place training. I've been looking in all the nursing station closets to see if the box-

es and supplies are all there. Two of the boxes on 81 South are missing. The others are intact and ready for training. If you know of the whereabouts of any of these lost boxes, please let me know.

KITCHEN UPDATE BY JEAN LUTHER

There have been a few menu changes on the four week cycle. Soup has been replaced with some of the more popular entrees. This was prompted by a request from the youth. We continue to distribute satisfaction surveys to the youth in order to improve the menus and the snacks. Peanut butter and jelly jammers were checked the most often as an item requested for snacks. They are more expensive than some of the other snack items, so we purchased a tool to create

our own jammers. They still rate high on the list of snacks, so the homemade ones are still a hit. We try to vary the snacks as much as we can. Some of them are not as popular, but they are not used as often in the month if they rate low.

As a result of a request in the Performance Improvement/ Risk Management meeting, the youth will plan a meal at their community meeting. Each month a different unit will plan the menu for a supper meal that will be for all units. The first

meal requested will include boneless chicken wings, macaroni and cheese, baked beans, kiwi and hot fudge sundaes.

There are some procedures planned to keep the cooling system in the kitchen in working order. I'm keeping my fingers crossed that all goes well for the staff in that building as it can get extremely hot if the cooling tower is not functioning appropriately.

NEW EMPLOYEE



Please welcome Layne Dowhower to HJCDP. Layne will be working the afternoon shift as a Youth Security Specialist II.

Welcome, Layne!



MAINTENANCE NEWS BY CHERI DELAY & GARY PEISIGER

Hopefully, there's no more snow in the picture – just mowing that we have to think about. Repairs on the kitchen air conditioner have been completed. We are just waiting for warmer temps to try it out. There are some boiler repairs to be completed on the small boiler used dur-

ing the summer months. As you can see by looking around the campus, there are still many trees to be removed. All I can say about that is that we are on the waiting list. We have started spraying for those little yellow flowers that are coming up all over, but between the cool

temps and the wind, it's an uphill battle. The kitchen will be getting some new lighting in the office area. Unfortunately, the old fixtures are not repairable.

The Bill of Responsibilities

The Authenticity Amendment

I will be true to myself, manage my ego and emotions so as to be civil and respectful to others, and shall not allow low self-esteem, self-limiting beliefs, or the negativity of others to prevent me from pursuing my authentic goals and dreams and becoming the unique individual I am meant to be.

The Integrity Amendment

Because integrity is the essential element of earned trust, I will tell the truth, keep my promises, live up to my commitments, and never violate my own integrity and the dignity of others by being judgmental or hypocritical.

The Awareness Amendment

Awareness being the essential element for personal happiness and professional success, as well as peace and harmony, I will pay attention to what is happening in the world around me, be empathetic to the needs and feelings of others, and monitor my emotional reactions to avoid becoming my own worst enemy.

The Courage Amendment

Because fear is a reaction and courage is a decision, I will make the commitment to stand up for what's right, stand up to those who do wrong, and do the things I know I need to do despite my fears.

The Perseverance Amendment

Every great accomplishment having once been the seemingly "impossible" dream of a dreamer who refused to quit, I will accept the inevitability of obstacles and roadblocks with good cheer and equanimity, learn from my mistakes and failures, and never quit pursuing my authentic goals when the going gets tough.

The Faith Amendment

My faith in myself, in other people, and in the future will shine through in my attitudes and behaviors, and in open-hearted acceptance of those with beliefs that are different than mine.

The Purpose Amendment

I will commit to a purpose bigger than "what's in it for me" goals and define an overarching purpose to give meaning to my work and life.

The Vision Amendment

I will contribute to creating a common shared vision for a better world, and commit to action that will help to transform the good intentions of today into the reality of tomorrow.

The Focus Amendment

I will be a good steward in how I spend my time, energy, and financial resources in order to concentrate on achieving the goals and dreams that really matter, and that help to make the world a better place for current and future generations.

The Enthusiasm Amendment

I will approach my days with a positive attitude, seek to discern the best in every other person and situation, do my work with a spirit of mission, and seek to restore the passion of youth with curiosity, humor, and a smile.

The Service Amendment

I will help others in need, be generous in spirit and means, and take time to replenish my own spirit so that I may continue to serve others.

The Leadership Amendment

Because we all have the opportunity to be leaders, I will, through my example, set high expectations for myself and others, and seek to inspire and influence others to always do what is best for the common good.

The Bill of Responsibilities is adapted from the Values Coach Inc. course on *The Twelve Core Action Values™*.

Values Coach Inc., Jordan Creek Plaza, PO Box 490, Solon, IA, 52333

CELEBRATING YOU

LIBRARY WORKER'S DAY APRIL 12



HRC appreciates Brenda Vap who keeps the Library books and movies in order. Thank you, Brenda!

APRIL IS OCCUPATIONAL THERAPY MONTH



Jennifer Bangs, OTD/OTR/L for assessing and helping the youth set their goals. We appreciate all you do!

ADMINISTRATIVE PROFESSIONALS WEEK APRIL 24—30



Cheri Delay, Brenda Vap, Corinne Jensen, Peg Weseman and Carolyn Johnson (not available) provide support to keep the Program running smooth. Thank you for all you do!

VOLUNTEER APPRECIATION MONTH

This month is Volunteer Appreciation Month. We would like to take this time to thank a few volunteers who have really dedicated their time to helping our youth. **Joe Marino** and **Sean Amen** for Youth Fellowship; **Scott Peace**, **Andrew Harris**, **David and Kellie Antle**, **Trena** and **Terry Boshart**, **Keaton and Megan Friesen**, **Erin and Jacob Ondrak**, **William Ondrak** for C.O.R.N.; **Betsy Hermann** for planned parenting; **Zach Hunt** for Farm Bureau Insurance, and **Richard Mayo** for NA, AA and 12-Step. Thanks for your support!

CELEBRATE DIVERSITY MONTH



James, Connie, Grant, Randy, Pam, Cheri and Chris (not available) help us to recognize, encourage, utilize, and value people's similarities and differences to carry out our mission to help people understand other cultures. Thank you!



Without even coordinating, James, Grant, Brett and Drew had folks seeing double!

SPECIAL EASTER DESSERT



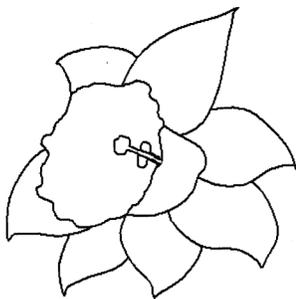
These edible "bunnies and eggs" made from cake mix were created and prepared by Renee Coe for the youth to enjoy on Easter. Nice job, Renee!

Find all the words in the Search Puzzle below and submit your answers to Corinne Jensen by 4/25/16 to be entered in the drawing for a prize. Good luck!

Spring
Word
Search

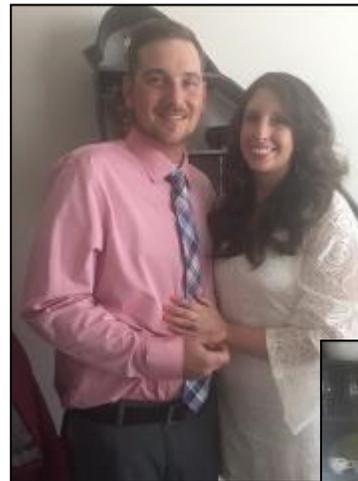
O M G Q R A I N B O W S T H G
 E N I H S N U S F Z Y P E S Y
 J D A L V B N J C K S O K A S
 G N I T L E M I P V T R C L P
 E M I T G N I R P S O D A P R
 G A D A F F O D I L O N J S O
 G N L S E I Y W Z H B I M E U
 R R I L P H Q A E T R A T C T
 Z E O N E I I I L M E R A J E
 F G W W E R L H T R B Z V J E
 H E D O T D B U Y A B H F L G
 U U Q V L H R M T W U M D R I
 S E E D S F K A U O R D E J R
 O R N D M C T Z G V U E A N F
 Q F I Z W Y E Z Y P N A F Z P

DAFFODIL
 FLOWER
 GARDENING
 GREEN
 GROWTH
 JACKET
 MELTING
 PUDDLE
 RAINBOW



RAINDROPS
 RUBBERBOOTS
 SEEDS
 SPLASH
 SPRINGTIME
 SPROUT
 SUNSHINE
 TULIPS
 UMBRELLA

CONGRATULATIONS!



David and Cassie Wells were united in marriage on March 2nd in Fort Collins, CO. David is the son of Jane Wells. Jane was able to join in the happy celebration. Best wishes to the couple and mom!

THE MAGIC IS IN THE CHOICE BY RON CULBERSON, MSW, CSP, CPAE

Have you ever made a decision and then later thought, “What was I thinking?”

It happened to me once when I ate a Cinnabon at a roadside service center on Route 95 in Maryland. About an hour after I inhaled it, I felt as if I had eaten a large wheel of dense sugar-laced putty and that it might not pass through my digestive system for several years. And yet, when I was considering my choices for a quick snack, I somehow picked the Cinnabon over other options. And for the record, there were plenty of other options. Yet, the seductive smell of cinnamon, the allure of an instant sugar high, and the anticipation of serotonin coursing through my system led me to a bad choice. Welcome to my immediate gratification world.

This type of thing happens to me on a regular basis. So, I expect that I will make more bad decisions this year. Ironically, and this will come as no surprise, all it takes to make a good decision is the right choice at any particular moment in time. *Duh*, you say.

Let me explain.

One year, when I was hoping to exercise more, a friend, who is also a psychotherapist, said, “When you wake up in the morning, you have a choice. You can either roll back over and sleep or get up and exercise. The outcome depends on the choice you make at that instant.” He went on to explain that I’d have plenty of time to sleep after I’m dead. That unnerved me a tad.

In theory, the getting-up choice sounds so easy. But in those early morning moments, the warm blankets and the soft pillow seem to convince me that exercise is not all that it’s cracked up to be and might very well be perpetuated by sadists.

Yet, in the long term, exercise is healthier and more satisfying. And as one who has logged in hours of snooze-button pressing, I can attest to the short-lived rush of dozing off as compared to the long-term discomfort of inflexible joints.

It seems that every moment of every day is filled with choices. For example, I had to choose to write this blog. When it came time to put words onto paper (or computer screen as it were), I had to choose to do it. But there were many other choices I could have made. I could have cleaned my desk. I’m a neat person and don’t like clutter. I can almost always tidy up something. I could have explored the fridge for something to eat that I neither wanted nor needed but that would help me avoid the task at hand. And of course, I could have checked my Facebook page. I can never get enough of my friends’ updates on pets, sandwich choices, and angry rants that would get them arrested if they said them out loud. It was all about the choice.

Therefore, when it comes to our New Year’s resolutions, perhaps the greatest goal we can set for ourselves is to simply be present enough to make good choices in any given situation. Here are a few examples of the choices we can all make.

Health — When making choices about our health, we should consider the long-term benefits rather than the immediate pleasure (this principle holds true with many things, by the way). An apple is a better choice than a candy bar even though the candy bar tastes much better for the very short time that it lasts. A walk is better than sitting in front of the television and after you’ve walked, you can still sit in front of the television (just saying). Additionally, you must determine what works for your particular body

in order to make the right choices. You may need more fiber, less fat, or more cowbell (a shout out to the SNL fans). The more you know, the more informed your choices will be.

Stress — As someone who was trained as a therapist and who has worked my entire life to reduce stress, I think stress management might be the single most important skill we develop. The first choice related to managing stress is to avoid situations and behaviors that create more stress. For example, arriving at the airport late is stressful for me. I don’t want to run through the crowded concourse to get to my flight. So, I choose to get to the airport earlier than most people and then relax with a cup of coffee, thus reducing my stress. Avoiding the choices in life that create more stress should be easy and yet we have a hard time doing it. Try to choose calm over stress whenever possible.

The second stress choice we can make is to see alternatives to those things that appear stressful. For instance, if a man steps in front of you in the grocery line, don’t assume that he is an evil person and did this on purpose. While that might actually be true (but not likely), perhaps he just didn’t see you. By choosing to give him the benefit of the doubt, you are choosing to see the less stressful alternative. If we kept track of the times we chose to see the stressful option over the less stressful option, it would really stress us out! So remember, the less stress you see, the less stress you experience.

Relationships — Probably our most neglected choices pertain to relationships. This is because they are so imbedded in our daily routine and can be so emotionally charged. For instance, with one simple word, we can have a positive or negative

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THE MAGIC IS IN THE CHOICE CONT.

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impact on our relationships. When my wife does something “normal” and within her typical role in our relationship, it’s easy to ignore her behavior because it’s part of our typical routine. However, if I acknowledge her contribution, I can make her ordinary day less ordinary. If, on the other hand, I choose to only point out the things she doesn’t do, I’ve made a choice to inflict discomfort rather than show support. Our tone, our words, and our timing are all choices we make

in either strengthening or weakening our relationships. It’s not always easy to communicate truth and love but it works just like exercise — it may be uncomfortable in the short term but in the long term, we’re better off.

In 2016, I wish you a year full of life, love and laughter. I also hope that you make your choices a bit differently so that the outcomes of your choices lead to greater success.

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

NHA CAREER SCHOLARSHIP PROGRAM

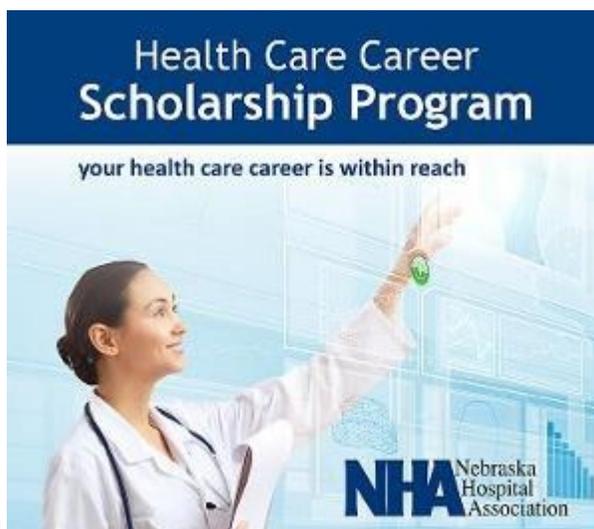
Considering the importance and the need for high-quality health care in today’s society, it is critical for bright, talented people to be encouraged to pursue professions in the field. With that in mind, the Nebraska Hospital Association (NHA) Research and Educational Foundation offers the [Health Care Career Scholarship Program](#), designed for students interested in a career in health care and advancing their health care education. These scholarships support the future health care leaders and clinical professionals in their efforts to earn a high-quality education.

Graduate Studies Tuition Aid Program

This scholarship is awarded to students pursuing a graduate degree in health care at an accredited college or university or an accredited institution offering online degree programs. The purpose of the scholarship is to assist with tuition

and academic expenses in the form of a one-time award of \$3,000 for an academic year for eight individuals.

Undergraduate Health Care Career



Scholarship Program

Considering the importance and complexities of high-quality health care in today’s society, it is critical for bright, talented people to be encouraged to pursue professions

in the field. With that in mind, the NHA Research and Educational Foundation offers the Undergraduate Health Care Career Scholarship Program, designed for students interested in a career in health care. These scholarships support the future leaders in their efforts to earn a high-quality education. This one-time scholarship is available to any student enrolled in an accredited program leading to a degree in a health care career.

The brochure and application form can be found at www.nebraskahospitals.org/education/hc_careers/