

HRC NEWS & VIEWS

Volume 6, Issue 4
April 2010

NATIONAL VOLUNTEER WEEK APRIL 18—24 BY SHERRY BLOCK

OUR VOLUNTEERS. These dedicated volunteers come to HRC to lead two sessions of Youth Fellowship each Monday evening. From time to time they invite guest speakers, but these folks are the “regulars.” We thought you might like to know a little more about them.



CHUCK SKARIN and STACEY FILLEY are getting married April 10th. Chuck has been a Youth Fellowship leader for 3 ½ years. He has celebrated 8 years of sobriety. He is the director of Hastings High School Campus Life and of fund raising for Juvenile Justice Ministries. His hobbies are snowboarding, lifting weights, and running. Stacey likes exercising and outdoor activities, too. She completed her college course work in 2007 and is an interpreter for the deaf. She says it’s humbling to work with the youth. “They are often more open than people who don’t have such problems.” Chuck said the youth have amazing stories. He admires and respects the HRC staff. The couple will be moving to Lincoln this summer so we’ll miss them. Chuck will continue his Campus Life work at South East High School.

PAM LAY has been a Youth Fellowship volunteer for 2 years. The Ganow’s inspired her to get involved. She says she likes to push her limits, learn about ways to manage negative emotions, and explore wellness and healing. She likes to travel and has spent time in Ireland and Romania. She attended UNL College of Pharmacy and has worked at Allen’s pharmacy for many years. Her son is an optometrist in Lincoln and her daughter is a sophomore at UNL.



BEN DUMAS was on leadership teams at his high school in Castle Rock, Colorado for 4 years, working closely with youth pastors. A student at Hastings College, he has a double major: religion and peace, justice and social change. He’s been a part of Youth Fellowship for 6 months. The boys share incredible stories and Ben’s amazed at the progress some have made. He enjoys music, snow boarding, anything out doors and spending time with his friends.

SONNY BIRNEY and KRISTY HORTON were married in March. Sonny has been involved with Youth Fellowship since 2008. Kristen has recently joined the other volunteers. We’ll look forward to seeing them frequently once Sonny completes his mechanics classes at CCC and takes time out from coaching his church’s softball team.



WAYNE and CELIA GANOW have been working with prison ministries for over 30 years. In the 80’s, Celia worked with girls at Geneva and started a women’s group at the York facility. Some of her other volunteer work has included the Daughters’ of Destiny, Steven’s Ministry, and church and YWCA activities. Dr. Ganow has served on area and national boards for Prison Fellowship since 1978. The Ganow’s led Bible study at the Hastings Corrections facility for 18 years. Celia was studying to become a teacher, and Wayne was at the Dental College when they met at UNL. They recently celebrated their 52nd wedding anniversary. The couple has traveled extensively, visiting their son, daughter and their families, and for Dr. Ganow’s responsibilities on examining boards which license dentists. Celia enjoys walking 2 to 3 miles a day. Even though Wayne teaches part-time at CCC, he still finds time for racket ball and photography.

KAREN BAISINGER is our volunteer librarian. For 36 years, she’s worked in libraries in Kansas, Ohio and Nebraska. Each Wednesday afternoon she puts our library back in order. She catalogs new additions to the inventory, repairs book covers and movie cases, and orders new books as Title One funds allow. Karen and her husband, Dave, who happens to be our school principal, have 2 daughters and 2 grandchildren. Karen likes quilting, sewing and knitting. They enjoy traveling and just returned from watching a tennis tournament in Florida.



We certainly thank these devoted volunteers for their time and talents.

Time Flies (When You're Having Fun) by Bill Gibson, CEO



I am sure everyone has heard the adage that time flies when you're having fun. That saying seems appropriate this year because it feels strange to me that it is almost the middle of April and that 2010 is already 25% over. Maybe it is because the snow has stuck around so long that it doesn't seem like this year should be going by this fast. But it is and as of April of this year, I will have worked for the State of Nebraska for nine years starting in 2001 at HRC. I will have been at NRC for three years. The month of March marked my five year anniversary at LRC. It sure doesn't seem like it has been that long.

When I started working for the State in 2001 at HRC, I told Ron Ross, who was the Agency Director at the time, that I would do this job for a "couple of years" until my daughters were out of high school. My youngest daughter will graduate from law school next month. So, time really does fly when you're having fun.

Not that every day of the last three, five and nine years has been fun with all of the challenges we have had to endure at all three locations. But, when I add up all the plusses and minuses, the net result is that the last nine years have been a rewarding experience for me which is why I continue to try to make the Regional Centers better places for you to work and better places for our patients to heal.

I want to take this "anniversary opportunity" to make sure you know three things. First, I know that I don't come to HRC and NRC very often. Some people may say that I don't come often enough. However, it is not because I don't care about those operations or the employees there. The fact of the

matter is that I have complete trust in Ty Bauer and the management at NRC as well as Marj Colburn and the management at HRC. I am on the phone with Marj and Ty at least three or four times a week about current issues. If there was a problem that I didn't think we could solve over the phone or that I couldn't walk them through, believe me I would be on the road to Hastings or Norfolk. The reality is that they are my "eyes and ears on the ground" at NRC and HRC. If there is a sticky situation that needs other members of management's input, we conference call and have been able to resolve the problem over the phone.

Second, the fact that I don't have to come to HRC and NRC very often is a testament to the quality of work that all of you do at both locations. The focus at HRC is pretty specific with having just the young men from Kearney there. The focus at NRC is almost as sharp now that almost all of the mental health patients have been discharged or moved to LRC. That sharpness of focus at both locations has all of you at each location working toward a singularity of purpose. That focused purpose results in efficient utilization of resources towards a common goal. In contrast, there are several programs at LRC and, like it or not, there is competition for limited resources and that creates conflict. So more of my attention is needed at LRC and the fact that I don't have to spend more time at HRC or NRC is critical to keeping all three locations running smoothly.

And finally, in today's electronic, instantaneous response working and living environment, efficient communication for problem solving "electronically" is a must. I probably could not do this job,

or not do it as well, if I had to do it in person at all three locations. For one thing, I would be spending an inordinate amount of time in a car driving between sites. Things would happen much slower and opportunities would be lost. So part of my not being on site is just the reality of the age we live in. But that doesn't mean I don't know what is going on at NRC and HRC. And it surely is not an indication of a lack of interest or caring.

In closing, I want to thank all of you for all of the wonderful work that you do. Most people would not be interested in doing the jobs that we do; most people would not even think about it. I am amazed when I meet someone in Lincoln and they ask what I do and I tell them, and they don't even know what or where the Lincoln Regional Center is. And I'm not talking about people who are new to Lincoln; I'm talking about people who have lived here for 10 or 15 years! I know that's not the case in Norfolk and Hastings because of the smaller size of the communities, but once you get outside those communities, how many people really know what we do? I can tell you this, the people that do know what we do, are thankful that we are there for them.

Keep up the good work and thank you!

**HUSKER FOOTBALL FANS!
RED/WHITE SPRING GAME
APRIL 17
GO BIG RED!**

NEW EMPLOYEES BY BETH BARTELL



Alysia Stevens started work in HJCDP in early March. Alysia recently graduated from Central Michigan University in Mount Pleasant, Michigan, with a degree in Criminal Justice and Psychology. Alysia completed an internship with the Michigan Department of Corrections, with a focus on adult probation.



Monty Shultz began employment in HJCDP in March 2010. Monty is a Provisional Licensed Mental Health Practitioner.

YOU ARE INVITED By Cheri Delay

All staff are cordially invited to an International Luncheon on April 13, 2010 in the Educational Services area in Building 3 from 10:00 a.m. to 1:30 p.m. sponsored by the Employee Wellness, Appreciation and Diversity Committee. To show the diversity of our HRC staff, all employees are asked to bring an ethnic dish to share. Beverages and tableware will be provided.

We know family recipes have been handed down from generation to generation representing our ethnic heritage. We are hoping you will share one of your favorites by preparing it and bringing it to the luncheon. It would be an excellent idea to bring along the recipe in case it becomes a favorite of someone else. We look forward to seeing you there. Here are some ideas of foods to share.

Mexican
Mexico – tacos, burritos, salsa, chalupas, chili con carne, enchiladas, gorditas,

German – pfeffernusse cookies, reubens, spareribs and sauerkraut, pretzels, liverwurst, bratwurst, stollen, spatzle

Greece – Greek: olives, gyros, pitas, ratatouille, baklava

Native American – fry bread, corn pudding, squash, succotash, cornbread, hominy, jerky

Cajun/Creole – gumbo, jambalaya, shrimp creole, shrimp bisque, quiche, dirty rice, beignets

Irish—Ireland: Irish stew, bangers (sausage), colcannon (potatoes and cabbage), soda bread, corned beef

Italian
Italy –minestrone, pizza, cannelloni, lasagna, ravioli, linguini, risotto, spaghetti,

Czech Republic – kolaches, pork and dumplings, duck,

American – apple pie, hamburgers, hot dogs

French—France: bouillabaisse, crème brulee, éclairs, fondue, crepes, baquettes, pecan pie

Asian—Asia: fried rice, duck, orange beef, sweet and sour chicken/pork, chow mein, wontons, chop suey, egg rolls, rice

STAFF DEVELOPMENT ACCESS BY SUZI NEWSOME

As one of Staff Development’s yearly tasks, we would like to inform you of our efforts in providing information during non-office hours. Some of the information you can check out through the HRC S-Drive/Staff Development folder. Listed below are the sites for the most frequently requested information, but there is much more.

1. Staff Development video list - hyperlink is <S:\Staff Development\2010 Educational Services Videos.xls>
2. Staff Development’s class room and car schedule - hyperlink is <S:\Staff Development\Calendars>, then click on the schedule you want to look at. If you need to reserve a room or Staff Developments’, aka Susan’s State car, just call Beth Bartell at 3291 or Suzanne at 3441.
3. Staff training compliance list - hyperlink is <S:\Staff Development\2010 Training Requirements>, then click on the training you want to look at.

If you have any questions, just give Beth or Suzanne a call.

APRIL SPECIAL RECOGNITION DAYS BY CHERI DELAY

PET OWNER’S DAY – APRIL 18

Dog and cat owners take off from work and the pets go to work in their place, since most pets are jobless, sleep all day and do not even take out the trash. Owners get to stay home all day and lie around on the back of the sofa.

See special poem on Page 8.

ADMINISTRATIVE PROFESSIONAL DAY - APRIL 21

This day is an unofficial secular holiday observed in the U.S. on the Wednesday of the last full week in April to recognize the work of secretaries, administrative assistants, receptionists, and other administrative support professionals. It has been

around since 1952 when it was called National Secretaries Day. The name changed to the current name in 2000.

EARTH DAY - APRIL 22

Earth Day was founded by Senator Gaylord Nelson who believed that education is the key to changing

(Continued on page 6)

CREATING A CULTURE OF WELLNESS – FOR OUR CHILDREN, FOR OURSELVES

BY DR. JOANN SCHAEFER, NEBRASKA'S CHIEF MEDICAL OFFICER

As Nebraska's Chief Medical Officer, I am always happy to see Public Health Month make its appearance.

Focusing on creating a culture of wellness can draw attention to and bring awareness of things that can make our health better. We can change the future for our children and increase the quality of our lives.

For wellness in the home, it's simply a reminder of all the things that people and families can do to keep themselves and their kids active and their food choices healthy.

Being active on a regular basis is important. Communities across this state have continued to look at options and work with local health departments and other organizations to increase outdoor activities. Bike trails, walking trails, events to get families outside and active are things communities can do to help create wellness. Wear a pedometer and make sure you take 10,000

steps a day.

The benefits of exercise are obvious. Heart and lung health improve, in addition to the wonderful mental health benefits you get from it. Exercise can also enhance the quality of your sleep and reduce your stress level.

Spring has sprung, so get outdoors and make the most of it with the physical activity of your choice.

Besides the importance of physical activity to wellness, there's the need for good nutrition. Part of good nutrition is getting enough fruits and vegetables.

Eating fruits and vegetables is a practice that is developed at a young age, and kids learn what they live. There are very few life-long eating behaviors that pay off as well as the development of a taste and zest for fruits and vegetables, so start them young!

Fruits and vegetables are nearly magical in the vitamins, photochemicals, and fiber they provide us with each serving. This single eating habit can combat many cancers, Alzheimer's, heart disease and diabetes over one's lifetime.

And finally, make sure you get those all-important screenings—breast, cervical, colon, high blood pressure and cholesterol. Not only could they save your life, they can also give you peace of mind.

The message is clear, wellness works, and together we can create a culture of wellness throughout the state.

The Nebraska Department of Health and Human Services Web site, www.dhhs.ne.gov, is a great resource for more information on healthy living.

Nebraska Educators of Students At-Risk (NESTAR) by Dave Baisinger

NESTAR is a professional association committed to enhance educational opportunities for students in out-of-home placement and alternative school settings. That's the mission statement of a new educational organization made up of teachers and administrators who work with students in non-traditional settings.

On any given day there are approximately 1000 Nebraska students in out-of-home placements and attending school at places like our own Nebraska Youth Academy, the YRTC's in Kearney and Geneva, Epworth Village, Uta Halee, various youth detention centers, and about thirty others.

What we do at our schools is so

different from traditional schools that none of the organizations that serve public and private school teachers and administrators address our situations. So, we are in the process of establishing NESTAR. A "formation" group made up of twelve people, including Kelsey Johnson and Dave Baisinger from NYA, has been formed in an attempt to make the unofficial group into something that will be valuable to all of us who work with and teach these youth. The formation group first met in Lincoln while our second meeting was held here at HRC on March 23. We meet next in Madison.

Along with the mission statement, a teacher at the Northeast Nebraska

Juvenile Services in Madison is designing an interactive website that will provide information about our facilities and how we work with youth. Plus, there will be calendars, training opportunities, and ways in which to open communications with each other. With more than thirty Interim-Program Schools in emergency shelters, juvenile detention facilities, and residential programs plus the state's six Special Purpose Schools, there is a need for collaboration and support. Hopefully, NESTAR will provide answers for at least some of those needs.



Becoming the Poet Laureate by Marj Colburn

I was told that April is National Poetry Month and the News and Views Editorial Board challenged me to write my article as a poem. I'll just apologize in advance!

The ever present question
When working for the State
Is "how's the budget looking?"
And just what is our fate.

We hear of budget shortfalls
(Though we manage ours just fine).
As money keeps getting tighter
Will we be on the line?

We've tightened belts and cut way back
Just getting what we need.
Will what we've done be enough?
Or will we have to plead?

Our focus is on treating
The young men in our care
And we can't be distracted
By the rumors in the air.

There's a lot of talk we're hearing about
Layoffs, cuts and furloughs
But nothing official has come our way
To put us in the know.

We'll focus on the here and now
And wait for the next news brief.
Providing the best program possible
Should eliminate future grief.

We've gotten good at getting by
And working within our budget.
We'll keep working towards the goal we have -
Keeping HJCDP a valuable state asset!

THE HUNT IS OVER!

It didn't take long to find the 24 eggs that were hidden out and about in the common areas of Buildings 3, 4, 5 and 8. From the sounds of those who partook in the hunt, fun was had by all! Special thanks to Marj who provided the eggs and golden egg prize. Congratulations to Jessica Gard who spotted the **GOLDEN EGG** in Building 3! *See below in photo.*

The winners were:

Pat Adrian, Micki Schamens, Robin Adams (4), Shelly Cantrell, Shelley O'Connor, Donna Hartzell, Kelly Hoelting (2), Charlene Gentert, Mary Ann Koch, Steve Fielder, Kris Sorensen, Marlene Petr (2), Carol Harrenstein, Maria Alloway, Diann Schmidt, Wanda Yoachim and Sheila Monnier



Look forward to more fun later in the fall!

SPRING DECORATING

BY JEAN LUTHER

Have you ever thought the front of the buildings needed more "curb appeal"? During the Christmas season there was a large wreath hanging in the front window of Building 3 and it looked great. Maybe we need another spring or summer wreath, some large heavy pots with plants or something else you think will add to the look of the building.

We're looking for ideas and people to donate these items after approval of the idea by the Steering Team Committee. Please submit your ideas to Jean Luther or Marj Colburn and get into the decorating mode.

FOR SALE

Black Fiberglass Topper for Pickup Truck, with aluminum clamps. Fits Ranger full size box. \$225 or reasonable offer. Call Wanda @ 402-845-2055, if no answer leave message.

Size 22W Wedding Dress, attached 5 foot train, with hoop. Empire waist, short sleeves, sweetheart neckline, clusters of pearls/crystals around neck, on sleeves, on back and train. Worn once, has been cleaned and in bag. \$500.00 or reasonable offer. Call Wanda at Ext. 3161 or 402-845-2055

KEEPING IT SAFE BY MARJ COLBURN

We have had quite a few incidents lately where unlocked doors have created a problem for us. We need to be aware at all times that when the youth are given an opportunity, they usually take it. Here are a couple of the basics about locked doors at HRC:

- When you enter an area and the door is locked, relock it when you leave the area.
- Shower room doors must be locked and only one youth allowed in the shower area at a time.
- The youth's rooms need to be locked unless the youth is actively using his room.

- The bathrooms, side rooms, program rooms, the units and the classroom hallway doors are to be locked.



Be sure that doors are pulled tightly closed so the locking mechanism on automatic locks can engage.

It's the responsibility of everyone on campus to make the environment as safe as possible for the youth, staff and visitors. We need to control access to areas where incidents can occur and safety can be compromised.

APRIL SPECIAL RECOGNITION DAYS CONT'D.

(Continued from page 3)

people's attitudes about the environment. The idea of Earth Day started to evolve in 1962. In 1970, Senator Nelson proposed the first nationwide environmental protest "to shake up the political establishment and force this issue onto the national agenda."

In 1970, vast amounts of leaded gas was being used in vehicles, "industries belched out smoke and sludge," and air pollution was commonly accepted – for some people this has not changed in 2010. For others, they are deeply concerned for their children and grandchildren.

ARBOR DAY - APRIL 30

Arbor Day was the idea of J. Sterling Morton who was a Nebraska journalist and a politician. He felt Nebraska's landscape and economy would benefit from the planting of trees. The first Arbor Day took place on April 10, 1872 when more than 1 million trees were planted. It was made a legal holiday in 1885 in Nebraska, and in 1970, the last Friday in April was declared National Arbor Day.

NATIONAL NURSES DAY – MAY 6

National Nurses Week begins each year on May 6 and runs to April 12 which is the birth date of Florence Nightingale. It recognizes the contributions and commitments nurses make and educates the public about the work they perform.

HRC is lucky to have three registered nurses on staff.

Kelly Hoelting and Pat Adrian meet the medical and health care needs of the youth, transport youth to referral care, provide youth educa-

tion on health and chemical dependency issues, interact with other treatment staff, educate Mental Health Security I's and II's on med aide functions and participate in on-call coverage. Marj Colburn assists with nurse duties and coverage as needed in addition to her roles as the Facility Operating Officer and Director of Risk Management..

Arlene Harper provides nursing care to the clients in the Bridges Program.

Thank you for your contributions!



Arlene Harper, RN



Pat Adrian, Marj Colburn, Kelly Hoelting

Open Enrollment by Carolyn Brown

APRIL 2010

SU	MO	TU	WE	TH	FR	SA
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Open Enrollment will begin on April 19 at 7:00am to May 14, 5:00pm. The benefits will be effective July 1, 2010. Now is the time to make sure you have your password ready to go. Don't wait until the last minute.....be prepared to go when the Open Enrollment first starts so that you don't

take the chance of the systems being overloaded or even down. Once the end time arrives, Open Enrollment is done with no exceptions. Full-time employees will do their Open Enrollment on-line as they did last year and part-time employees will use a paper copy as last year.

A new feature this year is that Open Enrollment meetings will be available to view on-line. You can also view the "Options" on line. Because of the costs of printing them, there will be very limited copies available.

Rates will be available the week of 04/12/10 so keep your eyes open. It is important to check your emails as information will be posted regularly during this time period.

If you have any questions, you may contact Human Resources.

Severe Weather Awareness By Jean Luther



Nebraska Severe Weather Awareness Week was March 22-26, 2010. It's a good time to review HRC's policies and procedures for severe weather events. HRC participated in the County-wide drill in April of 2009 and also on March 24, 2010. We participate during the drill to test our plan and procedures for severe weather and tornadoes. The objectives are:

- To test the procedures and locations for safe areas
- To ensure the equipment and materials are gathered, appropriate and staff know where they're located.

The storm carts are located in Room 0008 near the school copy room. There are blankets, flashlights, batteries and weather radios.

After the drill in 2009, it was decided that all staff and youth in Building 3 would proceed to the ground floor. This would ensure enough staff available to help with youth if necessary.

As part of the standards for emergency management, an evaluation of the drill is to be performed. A request is sent to staff for any strengths or weaknesses they noted in the plan or procedures. Corrections or additions can then be incorporated into the plans. These plans and/or procedures are then tested during the next drill. Your participation in this drill is appreciated.

LOL! April is National Humor Month by Linda Weber

When was the last time you laughed hard? National Humor Month was founded in 1976 by humorist Larry Wilde, Director of The Carmel Institute of Humor and kicks off with April Fool's Day. The goal is to raise awareness on how laughter can improve health, boost morale, increase communication skills and enrich our lives.

L = Laugh long and loud. It speeds up the heart rate, improves blood circulation, accelerates breathing and increases oxygen consumption.

A = Admit you're human and laugh at yourself. It helps create bonds and friendships.

U = Up your daily laughter allowance. Laughter is just as important as a healthy diet. Statistics show that children laugh on average 400 times a day whereas adults only laugh about 17 times a day.

G = Good humor at the workplace can increase the level of trust and teamwork among co-workers. It doesn't mean you don't take your job seriously.

H = Help yourself succeed! Humor can relieve tension, stress and job burnout.

REMEMBER: Healthy humor is never harmful, hurtful or hateful.

I am thankful for laughter, except when milk comes out of my nose. ~Woody Allen

For more fun and ideas, go to <http://www.humormonth.com>



PET RULES shared by Marj Colburn

To be posted **VERY LOW** on the refrigerator door—nose height.

Dear Dogs and Cats:

The dishes with the paw prints are yours and contain your food. The other dishes are mine and contain my food. Please note, placing a paw print in the middle of my plate of food does not stake a claim for it becoming your food and dish, nor do I find that aesthetically pleasing in the slightest.

The stairway was not designed by NASCAR and is not a racetrack. Beating me to the bottom is not the object. Tripping me doesn't help because I fall faster than you can run.

I cannot buy anything bigger than a king sized bed. I am very sorry about this. Do not think I will continue sleeping on the couch to ensure your comfort. Dogs and cats can actually curl up in a ball when they sleep. It is not necessary to sleep perpendicular to each other stretched out to the fullest extent possible. I also know that sticking tails straight out and having tongues hanging out the other end to maximize space is nothing but sarcasm.

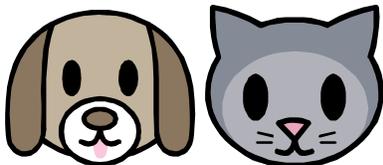
For the last time, there is not a secret exit from the bathroom. If by some miracle I beat you there and manage to get the door shut, it is not necessary to claw, whine, meow, try to turn the knob or get your paw under the edge and try to pull the door open. I must exit through the same door I entered. Also, I have been using the bathroom for years — canine or feline attendance is not mandatory.

The proper order is kiss me, then the other dogs and cats. I cannot stress this enough!

To pacify you, my dear pets, I have posted the following message on our front door:

TO ALL NON-PET OWNERS WHO VISIT & LIKE TO COMPLAIN ABOUT MY PETS

1. They live here. You don't.
2. If you don't want their hair on your clothes, stay off the furniture. (That's why they call it 'fur'niture.)
3. I like my pets a lot better than I like most people.
4. To you, it's an animal. To me, he/she is an adopted son/daughter who is short, hairy, walks on all fours and doesn't speak clearly.



TASTY CALIFORNIA BLEND VEGETABLES

- 2 bags California Blend Vegetables
- 2 cans Cream of Mushroom Soup
- 8 oz. Sour Cream
- 1 ¼ cups Swiss Cheese
- 1 can Dried Onions
- Salt and Pepper

Mix vegetables, soup, sour cream and half the cheese and onions together in a 9 x 13 pan. Season with salt and pepper. Cover with foil and bake 30 minutes at 350°. Remove from oven and top off with remaining cheese and onions. Bake 5 minutes more uncovered.

Corinne Jensen challenges Carolyn Johnson to submit a recipe in May.

JUMBO WORD created by Carolyn Brown

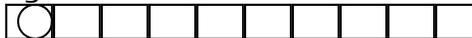
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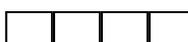
timmeedia feeurg



verese motrs nagniw



Unscramble each of the clue words. Take the letters that appear in  boxes and unscramble them for the final message.



First employee to submit the puzzle completely correct to Corinne Jensen wins a Gift Certificate for a 6" Cookie from Eileen's Cookies. Good luck!