

HRC NEWS & VIEWS

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FEBRUARY 2014

EMPLOYEE OF THE QUARTER



Zoucha!

This recognition came with the following recommendation: "Compassionate, dedicated, caring, intelligent and skilled are just some of the attributes of Dr. Zoucha. He shares these skills with whomever he comes in contact with. Since joining HJCDP in September, 2012, Dr. Zoucha has made vast improvements in the delivery of medical care to the youth. His knowledge has been instrumental in updating the infection control and medication policies that guide and direct the care

provided to the youth. His experience and dedication to make things work more efficiently resulted in a more modern and user-friendly exam room. Dr. Zoucha is a valuable member of the HJCDP Leadership team with making decisions on the administrative level and the medical level as well. It is very evident that the youth are comfortable with Dr. Zoucha and often seek him out prior to their discharge from the program. Dr. Zoucha is deserving of the recognition for Employee of the Quarter."

Great job, Dr. Zoucha!

The Employee Recognition Committee recently selected Dr. Ken Zoucha to be the Employee of the Quarter for January, February, and March 2014. Congratulations, Dr.

BLACK HISTORY MONTH BY CAROLYN JOHNSON

The Hastings African Awareness Committee for the last 16 years has developed a program depicting the history of the African American.

This year, Rev. Dr. James

Peters of Denver, Colorado will be the guest speaker sharing history from the 50s to the present. His speech will include his involvement in the march with the Rev. Dr. Martin Luther King Jr.

and other civil rights workers. Some of his awards include: Outstanding Service Award 1966 at the Southern Christian Leadership Conference presented by the

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FEBRUARY IS

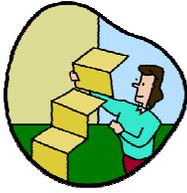
- American Heart Month
- Black History Month
- National Cherry Month
- Boost Self-Esteem Month
- Library Lovers Month
- Therapeutic Recreation Month
- Youth Leadership Month
- Friendship Week: 3-7
- National Freedom Day 1
- World Cancer Day: 4
- Wear Red Day: 7
- Laugh and Get Rich Day: 8
- Stop Bullying Day: 9
- Lincoln's Birthday: 12
- Organ Donor Day: 14
- Valentine's Day: 14
- Random Acts of Kindness Day: 17

President's Day Holiday 17

- Love Your Pet Day: 20
- George Washington's Birthday: 22
- Winter Olympics Closing Ceremony: 27
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A BUSY MONTH AT HRC BY MARJ COLBURN



It sure has been a busy month at HRC. We are getting more youth into the program. There have been changes in staffing.

We have had holidays and lots of youth visits and travel. People always say February is the slow month out of the year – tired of winter, but too cold to do much to get ready for spring. I'm thinking we will continue to have lots of activity to keep us warm!

⇒ The first round of monitoring for Joint Commission compliance was completed in December. Until April we must report monthly on these four topics - 1) OTR goals being on the treatment plan and measurable, 2) the formal suicide assessment being completed at the time of admission, 3) the condition of the freezer in the Kitchen and the youth's linens, and 4) the youth's history of physical/trauma concerns that might impact the use of physical holds. When reported out in December, all four topics had 100% compliance for completion. Good job everyone!

⇒ The renovation project is quiet right now. The last meeting with the architects was held in November, and they were working on finalizing some unit plans based on funding. I'm sure we will hear something when they have plans for us to look at again.

⇒ As our youth census took a rapid swing up, we are finding ourselves a little behind the curve in getting front line staff on

board. HRC is definitely recruiting for these positions. Interviews have occurred. In the meantime, we will again have other staff stepping up to be sure youth safety and security are managed until new employees make it through orientation.

⇒ HRC is actively recruiting for a therapist and a nurse. There are 8 candidates for the therapist position and 7 candidates for the nurse position. Interviews will be happening here shortly, so we hope to have those vacancies filled soon. Thanks to everyone who has stepped up to manage parts of those positions to keep processes moving.

⇒ LRC has hired a Medical Records Manager who will be overseeing HIM processes at HRC as well as processes at LRC. Tami Ernst was on the HRC campus on 1/29/14 getting to meet and talk with Ruth and Pam about what is happening out here and addressing concerns they may have. Tami is very willing to come to HRC and assist staff in any way that she can. She came to our soup luncheon on that date and hopefully many of you had the opportunity to meet her.

⇒ An Eagle Scout candidate approached Administration last fall about doing some beautification out at the cemetery as his project. When we first talked he hadn't decided on what he would like to accomplish, as he didn't think there would be the opportunity for much activity over the winter.



He has been back in touch with us and wants to start working on the cemetery as soon as the weather warms up. We did spend some time talking about timelines, and he is hopeful that he will have the cleaning/clearing of the stones and some planting done out there by the September memorial service held each year by the Consumer Advocacy group. Staff may be seeing some daylight activity occurring mostly on the weekends out at the cemetery.

⇒ We did have a boarded up window behind Building #7 kicked in and someone gain entry into the building. The Hastings Police and State Patrol were both notified of the event. In talking with both groups, they plan to increase their drives through the grounds after dark, so you may see more official vehicles on the grounds as well.

As a program we are continuing to move forward. I think it is an excellent sign that our numbers are going up again. Dr. Zoucha is interfacing well with Magellan, the JSOs and Probation to work his magic to get youth into the program. The changes in how things work has definitely been a learning curve, but it seems to be happening more smoothly now with fewer bumps in the road.

It's always stressful to go from the position of a lower census back up to full capacity. Our ratios remain the same no matter the census, but it's easy to get comfortable working with fewer youth, and then worry-

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BLACK HISTORY MONTH BY CAROLYN JOHNSON

late Dr. Martin Luther King, Jr.; special service award in 1973 State Conference of the NAACP presented by Julian Bond; Civil Rights Award—Anti Defamation League 1993 Mountain States; Best Sermon, 1997 by The Denver Post along with several books that can be purchased at Amazon and Barnes and Noble Bookstore.

The Hastings African Awareness Committee is a small group and without the support of the community, it would be very hard to put on

a program like this which has received positive feedback every year.

The event is scheduled for Saturday, February 22 at the Adams County Fairgrounds East Room starting at 3:00pm with the educational program and musical entertainment. The program is followed by a dinner buffet of BBQ ribs, BBQ chicken, ham, turkey, fish, hot dogs, macaroni and cheese, cornbread dressing, fried cabbage, collard greens, green beans, creamed corn, okra, red beans rice, frog eye salad, potato

salad and a variety of desserts including red velvet cake, sweet potato pie, buttermilk pie, and peach cobbler.

Join this group for an afternoon of education and fun. Tickets can be purchased for \$15 adults and \$7 for children 6–12 with children 5 and under free. Tickets are available from Carolyn @ 402-462-6173; Barbara @ 402-462-8176; Michele @ 402-469-3718; Jennifer @ 402-462-6655 or the YWCA @ 402-462-8821.

BIGGEST LOSER/BODY TRANSFORMATION BY JAMES SCHULTE

The Biggest Loser/Body Transformation Challenge is a way for everyone to jump start toward a new you for a new year!

At this time, we have 19 staff members who have accepted a 90-Day Challenge which began the first week in February and will end the last week in April. Although there is a prize for the person who shows the most improvement, accepting the challenge is the first step. Breaking old habits, eating healthier, being more active and sticking

to your goals is winning in itself.

Height, weight and measurements of the neck, hip and stomach were obtained at the start of the challenge. These same measurements will be conducted at the end of the challenge in April.

A Healthy Potluck will be planned to celebrate the completion of the 90-Day Challenge and to announce the most improved individual.

As the Recreation Specialist, I am available to assist with providing

suggestions to help you make healthy improvements. Remember, success doesn't come to you—you have to go get it!

Thanks to those participating and good luck! Your body can do anything, it's your brain that you have to convince.



A BUSY MONTH AT HRC BY MARJ COLBURN

(Continued from page 2)

ing about how we are going to manage a larger group. As our census has bounced around over the last couple of years due to changes in regulations and requirements, we have managed the stress well. It's important we keep supporting

each other, helping out wherever we can and getting over the hump together. With everyone helping out, we can do this. If you find yourself with challenges you are really concerned about, get ahold of your supervisor or a peer and brainstorm ideas of what we could do differently. That's how we con-

tinue to improve the services we offer to the youth and their families.

Thanks for everything each one of you are doing to keep us moving forward as a program and a great service for the youth of Nebraska.

THE SUCCESS OF PHYSICAL HOLDS BY GRANT JOHNSON

As I sat down to review the physical hold list from 2013, I was pleasantly surprised with the results that I found. In 2013 we had 30 total holds! Although, that may seem like a lot, many of those holds occurred during the same incidents, also two youth in particular accounted for over half of the holds for the year.

A major improvement Jean and I are trying to make is camera placement throughout the facility to optimize safety and security for both the youth as well as the staff. Cameras have been added and moved

to better suit the programs. With these improvements I was able to view 26 out of the 30 holds! Of those holds that could not be seen, three occurred on the football field outside and one near the south entrance of building 3. Here is where the numbers get even better! Of the 26 holds, I was able to view 24 holds that were done correctly, and to MANDT standards! The two that were not done correctly have been addressed, and the staff involved attended the next available MANDT class to touch up on their skills.

The last couple of years we have been implementing MANDT skills labs to keep the staffs' skills sharp as well as to answer any questions they may have. I believe these labs have made us stronger at completing physical holds correctly and safely.

I would like to thank all our MANDT instructors: Jessica, Josh, Heather, Tracy, Travis, and Greg for all the great work they have done and will continue to do to keep our staff and youth safe!

MSDS IS NOW SDS BY JEAN LUTHER

As of December 15th, 2013, the Material Safety Data Sheets (MSDS) will be called Safety Data Sheets (SDS). Not a big difference, but this is due to a worldwide adoption of the new Global Harmonization System for chemical labeling, safety data sheets and transportation. All manufacturers must have their labels and data sheets in place by June,

2015 and training is to be done immediately on the changes.

The new system will require enhanced labeling on containers and more information on the data sheets. The labels will have pictures to warn you of hazards, danger and hazard warning statements. The data sheets will have more information on hazards that can happen

with mixing the chemical with other things and more information on disposal and hazards to the environment.

Training has been given to the Housekeeping, Maintenance and Nutrition Services staff. Remaining staff will be trained on the changes during annual safety training.

CHANGES IN HUMAN RESOURCES BY CAROLYN BROWN

We would like to thank Maintenance, Linda Weber and Housekeeping for the great job they did once again for us in moving our offices around. It is such a pleasure to work with such awesome people!

Human Resources has made some changes in our office locations. We are still in the same area, but LaDene and Carolyn switched offices. We are making these changes

to make some job duty changes to keep up with the new scanning processes.

Room 0011	LaDene
Room 0010	Wanda
Room 0009	Randy
Room 076	Carolyn

LaDene can be reached at ext. 3117 (cell 308-390-0214) if you need an appointment with her.

Randy can be reached at ext. 3247 (cell 402-469-2481).

Wanda can be reached at ext. 3161.

Carolyn can be reached at ext. 3295.

We are always glad to be here to assist you in any way we can. Your payroll contact person is Pam Bretos and she can be reached at 402-471-9141.

HAPPY NEW DAY! BY RON CULBERTSON, MSW, CSP

OK, be honest. How many resolutions have you created for 2014?

Now, be really honest. How many have you already decided you'll put off until 2015?

This time of the year is full of possibilities. We'll lose 20 pounds. We'll exercise every day. We'll demonstrate a more positive attitude. And we'll finally cut the comb-over and embrace our baldness. (OK, that last one was just a blatant plea on my part.)

By the third week in January, most of us have settled into our same old routines and determined that it's OK to be an overweight, out-of-shape, cantankerous, comb-over-er who ridicules those who set resolutions as weak and flawed.

Interestingly, there are many experts who will gladly sell you tips and systems to help you keep your resolutions. And there are just as many experts who will tell you that it's not really helpful to create resolutions that you won't keep.

But maybe we're looking at this resolutions thing all wrong.

What if, instead of New Year's resolutions, we set New Day's resolutions - each and every day?

Instead of facing the uphill battle of losing 20 pounds, what if we make one good eating choice today? Instead of facing the overwhelming

and easily fallible goal of exercising every day for the next 365 days, what if we commit to doing one thing that involves physical activity today? And instead of trying to be positive 24 hours a day, 7 days a week for infinity, what if we offer one compliment to one person without any conditional qualifiers.

Doesn't this seem more reasonable?

Alcoholics Anonymous (AA) and Valerie Bertinelli have made "One Day at a Time" a household phrase. And for those of you who don't know that Valerie Bertinelli once starred in a television show called "One Day at a Time" about a single mother raising two girls by taking "one day at a time," then you *must* know that she was married to rock guitarist Eddie Van Halen. If not, don't worry about the television show but please, please, brush up on your classic rock trivia.

Alcoholics Anonymous and most addiction treatment programs know that someone who is addicted to alcohol can be overwhelmed by the prospect of never having another drink. That's why focusing on getting through one day without a drink is more reasonable.

Similarly, as a hospice social worker, I worked with grieving spouses who could not imagine living the rest of their lives without their husbands or wives. Those thoughts were overwhelming. But if they just tried to get through the day, it

could be possible.

The same is true for our self-improvement goals. We must pursue them in reasonable chunks or, one day at a time. Additionally, at the start of each day, we must turn our goal counter back to zero rather than piling on the unfinished goals because of the guilt we feel over what we didn't do yesterday.

I have electronic sticky notes on my computer that remind me of the basic goals I have for each day. They include things like writing this blog, sending an interesting article to a client, drinking 80 ounces of water, and applying plenty of moisturizer (Just kidding on that last one. I don't need a reminder for that because I know the moisturizer must go on before my foundation and blush.)

What goals would you like to achieve? Don't list hundreds of items on an exhaustive list for the entire year. It's too overwhelming. Instead, narrow it down to today. By focusing on today, you're much more likely to have achieved something by tomorrow.

So, in the spirit of this new perspective, I'd like to wish you a very Happy New Day. May your daily journey into 2014 be prosperous.

Dignity + Respect + Honesty = Trust

5 LESSONS FROM THE WEST VIRGINIA WATER “CRISIS”

BY JOE TYE, CEO OF VALUES COACH INC.

I was in Charleston, West Virginia last week at the (hopefully!) tail end of the chemical spill that contaminated the water of that city and surrounding communities. While I was there, I got to thinking about the communities affected and what they would take away from this unfortunate situation. Here are the five lessons I took away from the West Virginia Water “Crisis”:

Lesson #1:

Big challenges bring out the best in us. Arriving at the airport I heard people joking about not having had a shower in 5 days when ordinarily I'd be more likely to hear them complaining about a delayed flight. People I met from Charleston Area Medical Center told me stories of how employees had come together with a can-do spirit and very quickly improvised solutions to serious problems.

It's a story you hear all the time, isn't it - how emergencies bring us together and bring out the best in us? It also raises this question: How much better would work life be, how much more productive would our organizations be, if we didn't relapse into “attitudes as usual” after the emergency, but maintained that can-do “we're all in this together” spirit that hard times invoke?

Lesson #2:

Challenges like the West Virginia water emergency help us appreciate the things we ordinarily take for granted. In this country, we turn a tap and out comes hot-and-cold running water. It's cheap (in public places it's free) and almost always there. The closest most of us will ever come to real starvation is having the pizza delivery guy not show

up. A week of having to drive ten miles to find bottled water to drink, cook, and bathe will (or should) help one be more appreciative of the many ways that people living in the Western world are blessed with comfort and convenience.

Lesson #3:

A week of bathing in the sink and having to drive out of town to find bottled water will (or should) put other annoyances into a better perspective. A delayed flight isn't such a big deal after you've seen your house inundated in a flood or lost to a rampaging forest fire.

Lesson #4:

As the old saying goes, it's a shame to waste a crisis without making something good come of it - as anyone who's ever lost a job and ended up saying, “it was the best thing that ever could have happened” will testify. Hopefully the West Virginia water contamination emergency will motivate public policy makers everywhere to be more stringent in assuring the safety of our water supplies, and more generally, make all of us more aware of the fragility of the natural environment and more committed to its protection.

Lesson #5:

The grossly overused word “crisis” creates a miasma of hysteria and helplessness. Thanks largely to the news media (aka the tragi-tainment business), we have the crisis of the week. There is the healthcare crisis, the education crisis, the obesity crisis, the economic crisis (and within it the banking crisis and the debt crisis, and the unemployment crisis), the environmental crisis, and on and on. The contamination of the West Virginia water supply was not

a crisis, it was a problem - one that was handled stoically and creatively by the people of the region. The healthcare system certainly needs to be fixed, but it is not a crisis, it is a problem - one that is amenable to solutions, some of which will take time and strength of resolve to implement. Losing a job is not a crisis (though it feels like it at the time) - it is a problem searching for a creative solution.

Pearl Harbor was a crisis. Hurricanes Katrina and Sandy were crises. The two defining characteristics of a crisis are that it is overwhelmingly catastrophic and that it is beyond immediate control.

When we overuse the word “crisis” we run the risk of creating a mindset of high anxiety where we see the sky falling every day. Every time you hear yourself saying or thinking the word “crisis” (or one of its many synonyms including disaster, catastrophe, calamity, tragedy, etc.) change the word to “problem.” Then work on fixing the problem.

The mindset for a crisis is survival - the mindset for a problem is solution. Try to have fewer crises in your life and more problems. You'll be happier and a lot more productive.



PUZZLE CHALLENGE BY DR. JUDSON

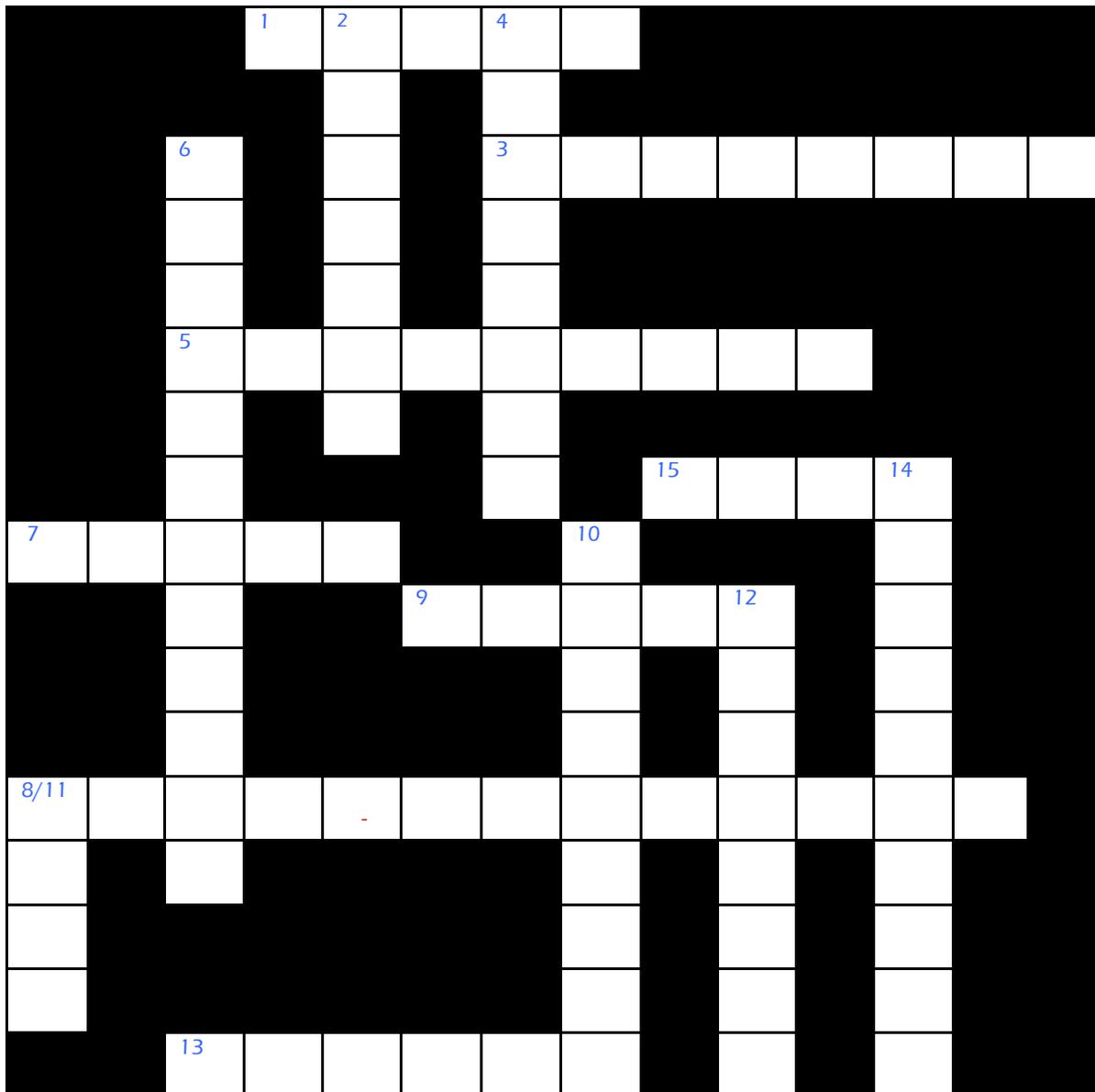
Here is an opportunity for some fun and a test of training provided to staff at HRC. Copies of the puzzle are in the breakrooms for your chance to complete and submit your answers to Corinne Jensen by 3/4/14. Puzzles submitted with all the correct answers will be eligible for the prize drawing. Rise to the challenge and good luck!

Across

1. "Love all, ____ a few, do wrong to none!" Wm. Shakespeare
3. There are many pathways to ____.
5. It is important to ____ the person's strengths.
7. At HRC, we strive to ____ in showing dignity and respect in all our relationships.
9. Dignity and respect are foundational to the ____ system of de-escalation we use at HRC.
11. Guided by oneself, especially acting on personal choices towards one's goals.
13. To receive or ____ gladly.
15. The *Sound of Music* is beautiful unless you are ____ deaf.

Down

2. Song written by Otis Redding.
4. In order to be helpful we cannot remain a ____.
6. Easy to meet or deal with.
8. A trauma informed environment is first and foremost a ____ environment.
10. When we are not actively listening it is easy to ____.
12. Coaching is an active form of listening.
14. ____ is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.



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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

GARBANZO BEAN SOUP FROM THE KITCHEN OF SANDRA WARFORD

6 slices bacon 2 cups cooked diced potatoes (not drained)
1 large onion, diced 2 cans garbanzo beans (not drained)
1/2 cup roast beef (fat removed) 4 each sliced polish sausage
1/2 cup ham (fat removed)

Fry bacon until crisp, remove from pan and crumble or cut up in pieces. Place diced onion into bacon grease and cook until clear, push aside and place sliced sausages in grease to brown. Place all items in crock pot. If using extra ingredients, you may add more liquid by adding ham base to water and pour into pot until desired liquid is achieved.

Recipe was from Sandra's mom who got it from Better Homes and Garden catalog years ago.

YOU'RE A WINNER!

- * Thanks to everyone who donated to help keep little kids warm with hats, scarves, mittens and gloves! We had 20 hats, 7 pair of gloves/mittens and 4 scarves. *Marj*
- * Thanks Rose for all of your help picking up shifts and keeping nursing running. *Marj*

Groundhog Day

Old Groundhog stretched in his leafy bed.
He turned over slowly and then he said,
"I wonder if spring is on the way,
I'll go and check the weather today.
If I see my shadow between eleven and noon,
I then will know that I'm out too soon.
I'll crawl back in bed for six weeks more,
Pull up the warm covers and snore and snore.
But if no shadow gives me a scare,
I know that spring is in the air,
I'll wake my friends and wish them cheer,
With glorious news that spring is here."
- Unknown

THERAPEUTIC RECREATION MONTH

HRC recognizes its recreational staff, Josh Albrecht, James Schulte and Steve Breault. Thanks for all you do!

CHERRY CHOCOLATE CAKE FROM THE KITCHEN OF MARJ COLBURN

1 box chocolate cake mix
1 can cherry pie filling
1 tsp. almond extract
2 beaten eggs

Combine the above with a fork, bake on greased and floured jelly roll pan. 350 for 25 minutes.

FROSTING:

1 cup sugar
5 tbsp. butter
1/4 cup milk

Combine, boil 1 minute, stirring constantly, remove from heat, stir in 1 cup chocolate chips.

