

# HRC NEWS & VIEWS

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February 2015

## BLACK HISTORY MONTH BY CAROLYN JOHNSON

On Saturday, February 28 at 3:00pm, the Hastings African American Awareness Committee will be hosting their annual banquet. This year's guest speaker will be Kathy Nelson from Stromsburg, Nebraska. Kathy will be talking about the first African American to play football for the University of Nebraska, Lincoln. The story is very unique when everything comes together through her research and eyes. Kathy will also be providing a small program to several elementary schools in the community on Friday, February 27th.

The program on February 28th will be held at the Adams County Fairgrounds. Providing entertainment for the evening will be the Willie Harris Gospel Singers from Chicago, Illinois. The program will conclude with a dinner buffet of BBQ ribs and chicken, ham, turkey, fish, macaroni and cheese, cornbread dressing, fried cabbage, collard greens, green beans, creamed corn, okra, red beans and rice, frog eye salad, potato salad and a variety of desserts including sweet potato pie and bread, peach cobbler and chess pies.

We want to remember our President, Barbara Smith who passed away on February 2nd, 2015. She will be missed.

Tickets can be purchased for \$15/adults; children ages 6-12, \$7, and kids ages 5 and under, free. For tickets contact: Carolyn at 402-462-6173; Michelle at 402-469-3718; Jennifer at 402-461-6655 or through the YWCA at 402-462-8821.

We hope you will join us for this event featuring history, music and a whole lot of good food!

## AMERICAN HEART MONTH FROM NATIONAL HEART LUNG AND BLOOD INSTITUTE

The Heart Truth is a national campaign to make women more aware of the danger of heart disease. If you think heart disease is a "man's disease," consider that heart disease is the number 1 killer of women, accord-

ing to the National Heart, Lung, and Blood Institute. In fact, 80 percent of women ages 40 to 60 have at least one heart disease risk factor. Unfortunately, women often wait longer than men to go to an emergency

room when having a heart attack. Learn more about heart attack warning signs for women. Check out the American Heart Association website at <http://www.heart.org/HEARTORG/> for more information.

### February is .....

- American Heart Month
- Black History Month
- Cherry Month
- Grapefruit Month
- Library Lovers Month
- Therapeutic Recreation Month
- Youth Leadership Month
- Canned Food Month

- International Friendship Week: 9 — 13
- Random Acts of Kindness Week: 9 — 15

14th: Organ Donor Day & Valentine's Day

16th: President's Day

17th: Random Acts of Kindness Day

20th: Love Your Pet Day

26: National Chili Day

27: Polar Bear Day

# MAKE BIG CHANGES IN SMALL STEPS

BY MARJ COLBURN



So, I had to mention *SNOW* last month. What was I thinking?!? I hope everyone who was worried about moisture has had their fill. Thanks to our Maintenance Staff and night staff for getting areas cleaned and safer for staff and youth to be outside. We did have a lot of employee falls related to the ice that melted, then refroze before it snowed again, covering it up. Make sure you filled out an incident report if you were one of the storm victims.

The architects have finalized their plans for Building #3 based on our staff's input. On February 25<sup>th</sup> the architects will be hosting a contractor meeting on campus. The contractors are allowed to look at specific areas in the building where they might be interested in bidding on the work. We will have our staff escorting them to various areas and letting them in to look around. I'm hoping by this time next month we are looking at the plans for when the project starts and what will be happening first.

There will need to be some extra safety factors in place during construction. It will be necessary to do walk-throughs of youth areas, and more fire drills related to construction. Jean and Grant will be on top of those risks and letting us know what the expectations will be.

There is an Infection Control process we have to follow related to construction as well. This is in an effort to keep anything that might be flying in the area as contained as we possibly can. Heaven only knows what dust, dirt, bugs and whatnot might be lurking in the walls. The Infection Control Committee will be working on that Risk

Assessment and sending out information to staff.

The Management Team has been looking at spending some of our excess funds to replace furniture and other items we will need for the renovated areas. If you have any suggestions, please let us know. We have ordered chairs for the youth, and new chart racks that will fit in the space allowed on the new units. We will have a lot of "stuff" around here that will get reused, but we need to plan ahead. I'm doubting that we will have a lot of excess funds at this time next year.

We are at about the half-way mark of our Joint Commission survey as well. They were due to arrive in January 2014, but surprised us in October 2013 with their survey. I'm guessing they will be back in the fall of 2016. There are some changes to the standards, and our construction project activates some additional requirements. Grant and I will start gearing up for training for staff, reviewing the new standards and getting information out to everyone about the process.

One of the steps we are taking to get ready for the survey is taking a look at everyone's job description. As we have downsized from 40 youth to 24, and moved some staff around, there may be changes needed in some individual job descriptions. The supervisors have been asked to review all of their staff's job descriptions as well as their own and suggest any changes that may be needed. They will be reviewed at the PI/RM Meetings, updated, and placed out on the "S" drive. If there aren't any changes needed, we will put a new "reviewed" date on it. Our goal is to

have all job descriptions reviewed or revised during 2015.

There are quite a few spring trainings coming up for the State Patrol in Building #7. I will get notices out close to the dates they plan to use the building. They are planning one evening event out on the grounds, and that will be an important one for everyone to know about.

I am aware that LB654 was proposed by Senator Seiler to fund the Corrections Building being located at HRC. At this point it is only a bill, not passed legislation.

The Planning Group for Required In-service for 2015 met and came up with a schedule of events. Based on staff input, we will continue with the Good Catch Awards, but will cut them back to 6 for the year. We are asking some new departments to help with the Good Catch Awards and bring awareness to others about how their department impacts the program.

The ceiling in the Video Conference Room took a dive from a water leak above it. Our Maintenance staff worked on it and got some assistance from Johnson Control to find the leak. It is fixed right now, but the area has been left open to let some drying take place before it is sealed up again. In the meantime meetings have been relocated from the Video Conference Room to other areas.

I will keep everyone posted on how things are progressing with renovations and any information I hear about our program or the Corrections program. Stay tuned.

## WHAT DOES THE JOINT COMMISSION SAY ABOUT SPACE HEATERS BY JEAN LUTHER

When I do Environment of Care inspections or surveys, everyone knows what the answer is when asked if we are allowed to have them. They have been prohibited in patient care buildings. But recently, the Joint Commission sent out a clarification on these troublesome pieces of equipment. They are not allowed in client sleeping and treatment areas because of the fire hazards. They are allowed in other areas and offices if the area is separated from a client sleeping area by a wall or a door.



I'm relieved to know we had some available for use when the heat was out in the building during a stretch of cold weather on a weekend. They came in handy as an alternate source of heat.

If you have one in your office,

please follow these safety tips:

- Place the heater on a level non-flammable surface.
- Place at least three feet away from any flammable materials.
- Turn the heater off if you leave the area.
- Do not use an extension cord.
- Must be approved by Underwriters Laboratory or equivalent and have a tip-over switch.

## YOU'RE A WINNER

- Thanks to everyone who pitched in with the snow/ice removal during the recent storms. *Marj*
- Thanks to Dean and Steve for working on that awful hole in the ceiling of the Video Conference Room. You fixed it and had it ready in a timely manner so it could be used for team meetings on Wednesday. *Marj and Jean*
- Thanks to Shelley and Mary Ann for cleaning up the video conference room after the water pipe leak. The clean-up work was done promptly to allow team meetings to occur on Wednesday. Looks nice too! *Corinne*
- Diane, Grant, Chris, Dennis and Dean reacted quickly to provide first-aid to Mary Ann when she fell on the ice. *Corinne*
- Thanks to the night shift staff for emptying the buckets of water from the pipe leak. *Jean*

## FEBRUARY GOOD CATCH BY MARJ COLBURN

February is Youth Leadership Month. HJCDP Leadership is sponsoring a "Good Catch" of sorts for the youth. All staff are asked to help nominate youth who demonstrate leadership in the program and in school. At the end of the month, we will be hosting an event for the youth who were nominated.

Nominations can be dropped in the box outside Carolyn J.'s office.

## GIVE THE GIFT OF LIFE! From the American Association of Blood Banks

According to a recent survey, most people donate blood to help others, and because it makes them feel good. This is not surprising since a blood donation truly is a "gift of life". In just one hour's time, a healthy individual can donate one unit of blood that could help save multiple lives in their community. On any given day, approximately 39,000 units of red blood cells are needed. The need is great, so consider being a blood donor and saving a life! Employees can donate blood on their own time every Thursday from 12:00 Noon to 6:00 pm at the First Congregational Church on Marian Road.

## GOSSIP: THE MOST INSIDIOUS FORM OF BULLYING

BY JOE TYE, CEO, VALUES COACH

Spreading rumors about a coworker is one of the most insidious and malicious forms of bullying because the person being gossiped about is not in a position to rebut the claims to share his/her side of the matter; it always creates the potential for negative judgments and labels to be applied to the individual being gossiped about; and than a culture that tolerates (and by tolerating, encourages) rumor mongering. Most important, damage done to someone's reputation by malicious gossip can never be undone.

Gossip is inherently dishonest because even if what the gossip is saying is factually correct, by the time it goes through the telephone game, it becomes warped into a falsehood. And people who talk about others behind their backs, prove themselves to be unreliable and untrustworthy—if you listen to the gossip spreading rumors about someone else, how can you trust them to not spread rumors about you?

Gossip also reflects a failure of courage. The gossip doesn't have the courage to directly confront the person being gossiped about to ask if it's true, and seek permission to share the news; the person listening to the gossip doesn't have the courage to stop the conversation or (better yet) to call the person being gossiped about and place him or her on speaker phone so they can participate in the conversation.

Before I go on, let's define what we mean by gossip. Here's the dictionary definition: **Gossip is idle talk or rumor, especially about personal or private affairs of others; it is rumor or talk of a personal, sensational or intimate nature.**

To tell someone that Joan is having a baby is not gossip, it's a statement of fact; to tell someone that you heard Joan is having an affair is

gossip, and it is dishonest, disrespectful, and a violation of integrity. To tell a responsible executive that you suspect John is embezzling money from the company is not gossip, it is fulfilling your duty of stewardship to the company (so long as that executive is the only person you tell); to tell someone else that you suspect John of being a thief is gossip.

Gossip can be a particularly insidious and malicious form of bullying and lateral violence (and no, that term is not too strong). Talking about a coworker behind his or her back, spreading rumors that inevitably become twisted into falsehoods, can do more to isolate and intimidate an individual than virtually any other behavior. And nothing can do more to foster divisiveness and create silos, harm morale, diminish productivity, and create hostile relationships in a workplace than a culture that tolerates gossip and rumor mongering.

In her article, "Navigating the Perils of Office Gossip" (*Psychology Today* April 8, 2013), Peggy Drexler wrote: "The weight of both research and the experiences of those who have been its targets .... Says clearly that gossip can hurt relationships, create a climate of fear and resentment, all of which feeds stress like humid air feeds a storm. And stress, multiple studies show, is one of the leading causes of a host of workplace issues—from a decline in productivity to a rise in illness and absenteeism."

In his book, *The Coming Jobs War*, Gallup CEO. Jim Clifton writes that if we could double the number of people who are engaged in their work (in other words, reflect positive instead of negative attitudes and talk with coworkers instead of talking about them behind their backs), it would do more than every federal stimulus program to boost

the U.S. economy.

He's right. Just think of the battle for the American automobile market back during the 1970's. It wasn't just that Japanese imports were cheaper and of better quality; the Big Three in Detroit were ineffective at competing because they were each mired in a swamp of toxic emotional negativity that stretched from the factory floor to the boardroom—a culture where the primary mode of communication was gossip rather than honest dialog.

A number of years ago, I gave a presentation for a group of insurance agents in North Carolina in which I encouraged the implementation of policies and practices to prohibit employees from spreading rumors and talking about coworkers behind their backs. About a year later, I was at another conference and someone who'd heard that speech told me that implementing a no-gossip policy had been the best thing they'd ever done for morale, productivity, and profitability in their agency.

Banning gossip by policy is a form of what I call **hierarchical accountability**—enforcing behaviors with mechanisms of reward and punishment. It is often where organizations must start. But imagine a place where people don't talk about others because it violates cultural norms—a place where as soon as Perry started talking about Jill, someone would call Jill up and put her on speaker phone so she could hear what Perry had to say about her. That is **cultural accountability**. Better yet, imagine a place where people did not talk about others behind their backs because they appreciated how gossip violates their own personal integrity, and the dignity and honor of the person being gossiped about. That is **personal accountability**.

## A DOSE OF HUMOR EACH DAY IS ... FUNNY

BY RON CULBERSON, MSW, CSP, CPAE

One of the common questions funny people get asked is, "How does the lint get into my belly button?"

This is a fair question. I'm not a doctor, but I believe it has something to do with our daily intake of fiber.

The most common question funny people get asked is, "How did you get to be so funny?"

In his classic standup routine, Steve Martin responded by saying that he puts a piece of bologna in each shoe. That way, he always "Feels funny."

There are, however, more practical ways of finding humor that require no abuse of lunchmeat or change in your fiber intake. Yet, you may wonder what value humor has beyond the immediate benefit of a laugh or two. That's an excellent wonder.

For years, we've all heard about the health benefits of humor and laughter. But, honestly, I think you might get the same results by eating more apples and whole grains. Psychologically, however, there are tremendous benefits from humor. I'd like to focus on one—the way it affects our perspective.

Seeing and appreciating the humor in our world allows us to understand the juxtapositions that are all around us. Watch any comedian and you'll see someone who paid attention to the things we all experience. It's not some kind of magical thinking; it's just attending to everything that comes our way.

My brother recently sent me a photograph of a sign he saw near the front door of a restaurant. It read, "All Deliveries in Rear."

Of course, we know what that sign means, but the grammatical implication is a bit more uncomfortable and funny! That's how we should

routinely look at our environment—with a different perspective that challenges the norm and sees incongruities that lead to new insights. Not only does this make our lives more entertaining, but richer as well.

If you're one of those people who isn't sure where to find the humor in your life, or just have trouble seeing it, perhaps I can offer some help. The following are a few places where you might find a regular dose of humor. By exposing yourself to others' humor, you'll become more aware of the humor in your own life. Remember, the more you see, the more you'll see.

**Google Alerts** — The internet has dramatically changed the world of humor. Now, jokes, comedy routines, television shows, etc. can be easily found online. This is good news for anyone who wants to enjoy humor. One way of bringing the humor into your day is to set up a Google Alert for the type of humor you want. Simply login to Google and set up alerts by choosing the appropriate keywords. Examples of keywords to find humor could be, "clean jokes" or "funny cat videos." Every day, you'll receive an email with links to articles, videos and websites based on your keywords. You may have to sort through some garbage to find the gems—but it's worth it.

**Twitter** — You can follow funny people and get a quick dose of humor every time they post something on Twitter. Recently, Jimmy Fallon posted this, "Thank you meat delivery trucks in Manhattan for driving a steak through the heart of the city." Not only is this funny, it's a beautifully crafted joke.

**Media Sites** — *USA Today* newspaper has two wonderful humor resources on their website. On the

Opinions page, they show daily clips from the late-night comedians. Additionally, they feature popular political cartoons. *The Washington Post* has a regular humor competition called The Style Invitational. Readers submit brilliant pieces of humor based on the theme for that week.

**Websites** — There are many funny websites today, and most are free. For instance, Jerry Seinfeld's *Comedians in Cars Getting Coffee* is a great video site where Seinfeld interviews different funny people in a relaxed setting over lunch or coffee. Also, you can find lots of hilarious content at *Funny or Die*, a video site that combines user generated material with its own exclusive material. Remember to bookmark your favorite sites so you can return easily.

**Television and Movies** — With Netflix, Amazon Prime, Hulu and other video subscription services, you can view movies and television at your leisure. This is a great way to watch funny shows, and get your daily dose of humor. Some of my favorite shows are *Modern Family*, *Big Bang Theory*, and *30 Rock*.

**Books** — Finally, don't forget the value of funny books. Authors like Dave Barry, Bill Bryson, and Anne Lamott are brilliant writers who are also hilarious. Their books are accessible and often contain stand-alone chapters that don't require reading the entire book in one sitting.

Humor is more than a punchline. It trains your brain to see the incongruities in our world thus forcing you to see a new perspective. And that's not just fun or funny, it's healthy . . . and requires no fiber.



## 10,000 STEPS UPDATE BY CHRIS MARTIN

Thank you to all who have signed up for the 10,000 Steps a Day Club. There are 13 people so far who are logging their steps in the copy room of building 3 for a total of 2,214,529 steps in three weeks. That is amazing! Everyone should be proud of themselves. Anyone can still sign up in the copy room at any time. Keep up the great job fellow walkers!

## SPRING FLING SALAD AND DESSERT BAR

WELLNESS COMMITTEE IS HAVING A  
**SPRING FLING SALAD AND DESSERT BAR**

TUESDAY, MARCH 17 in ROOM 007

Sign up in the Copy Room, Building 3 to designate what you will bring. The Wellness Committee will provide lettuce, plates, cups, napkins and silverware.

Bring your favorite toppings, dressings, and desserts.

Sign up by March 3rd!

Wear **jeans** and your **green** shirt!

## NEW EMPLOYEES

Join us in welcoming two new Youth Security Specialist IIs who joined HJCDP on February 2nd. Stephan Johnston and Kaitlyn Brooks will be working the afternoon shift following orientation.

Welcome to HRC!



## BY THE NUMBERS: 2014 PHYSICAL HOLDS REVIEW

BY GRANT JOHNSON

Last year, I sat down and dissected all the physical holds we had in the facility, and came up with some numbers and percentages of what we were doing right, and found out we were doing a lot right. I sat down and crunched the numbers for 2014, and came up with the same conclusion, we are doing a lot right when it comes to physical holds. MANDT philosophy teaches us that the only time we place a youth in a hold is when he is a harm to himself or others, and it should be the least used intervention with the youth. When I looked back at all 21 holds from 2014, I found both of those MANDT philosophies to be accurate here at HRC. Of the 21 holds we placed youth in, 18 were done as an intervention to

stop a youth from harming another youth. We also had three holds in which youth were a threat to harm themselves which necessitated the use of a physical hold. All 21 holds lasted for less than one minute! A lot of Kudos goes out to our MANDT instructors and their continuing devotion to making the facility a safer place when it comes to physical holds. I am very thankful to be part of a team of instructors who take their job of teaching MANDT seriously and keep both youth and staff safe. To end this article I'd like to throw some numbers at you to show our successes when it comes to physical holds. Of the 21 holds, I was able to view 18 of the holds on camera thanks to our proactive approach of adding

more cameras. That's 86% of our holds which is outstanding! The 3 holds that I was not able to view occurred in a youth's bedroom and outside the school area where there are no cameras. Of those 18 holds, 17 were done correctly for a 94% success rate. The hold that was done incorrectly was addressed by that staff's supervisor and that staff will go through another MANDT class as a refresher. The numbers are very similar to last year as I was able to view 86% of the holds on camera and 92% were done correctly. I hope that we have no more holds in 2015 but, if we do, I know we will keep both youth and staff safe thanks to our training and quick thinking staff. Great job everyone!

## CELEBRATING YOU

### THERAPEUTIC RECREATION MONTH - FEBRUARY



Thank you, Josh, James and Steve for teaching the youth therapeutic and recreational activities. Keep up the good work!

### February is Canned Food Month

We are having a Canned Food Challenge between the floors of Building 3 including staff from the adjacent buildings. The rules are simple!

Non-expired canned food items can be dropped off in the designated office on the floor you work as designated.

Ground Floor includes staff from House-keeping, Maintenance, H. R., General Kitchen, Administration and Supply Store. Drop off is: Carolyn Brown's Office.

1<sup>st</sup> Floor Staff includes staff from Unit 81 and individual office staff: Drop off is Peg Weseman's Office.

2<sup>nd</sup> Floor Staff includes staff from Unit 82, Nebraska Youth Academy and individual office staff: Drop off is Corinne Jensen's Office.

**The floor that collects the most pounds by 3/1/15 will have a free day in March to wear jeans!** All food donations will be given to the Adams County Food Pantry. So let's rack up those pounds!!



## EMPLOYEE IN THE SPOTLIGHT BY GRANT JOHNSON

Well here we are again folks, another employee who shines here at HRC, and has been chosen as the spotlight employee for February.



This month, Doug Bonham was chosen as the latest employee to be interviewed by me for his great work as our Food Service Leader.

Doug has been employed at HRC since 1994 when he started as a temporary part time dietary worker. Two months after Doug started at HRC, he became regular part-time, and then eventually moved to full-time. In 1998, Doug stepped into his current role as Food Service Leader. Doug was then asked to provide a typical overview of his day to me, and he reported, "I usu-

ally come in and work in the cafeteria during the morning. I set up for breakfast then return to the Kitchen in Building 15 to do daily paperwork. I order groceries for the Nutrition Services department and fill orders for other departments such as PVC and the

Wellness Committee. Some days I will also fill in to cook." Needless to say, Doug stays pretty busy throughout the day. I then asked Doug what task does he complete that us folks over in Building 3 might not know about, and he told me that he has to keep an eye on the paperwork in the kitchen to make sure it is all up-to date. This includes the cleaning lists, temperature logs, and other odds and ends. Doug then went on to share his most memorable moment at HRC with me and he said, "You should always pay attention to what peo-

ple are telling you. One time I had an employee, Nadine, tell me there was a little fire. I went around the corner, and saw the electrical outlet had flames coming out of it. I extinguished it, but it was a good reminder to listen to what people have to say." I then went on to ask Doug if he wanted to share any information about his life outside HRC, and he told me that he has three adult sons. Two of his sons live here in Hastings, and one lives all the way out in California! Finally I wrapped up my interview with Doug by asking him what words of advice he has for our new employees at HRC, and he said, "Come to work and do your job. Listen to those who have been here awhile, and have an open mind." Pretty good words to live by if you ask me. Doug would also like to thank all the people who have helped him out since he's started working here. Congratulations Doug on being selected as the spotlight employee!

## STOP BULLYING DAY— FEBRUARY 9

Employees were encouraged to wear pink and lapel signs in recognition of Stop Bullying Day on February 9th. Stop Bullying Day encourages you to try and stop the bullying in your environment or life, and to work together to eradicate bullying all together.

Pictured here are just several employees of many who participated in the effort to get the word out. Standing left to right: Charlene G., Donna H. and Peg M. Seated is Dr. Ken Z.



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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

### WANTED TO BUY

Stove, electric, smooth top.  
Small garden **rototiller**. Contact  
Jonathan @ ext. 3258

### OATMEAL DINNER ROLLS FROM THE KITCHEN OF MARJ COLBURN

2 cups water  
1 cup dry quick oats  
3 tbsp. butter or margarine  
1 pkg. dry yeast  
1/3 cup warm water  
1/3 cup packed brown sugar  
1 tbsp. sugar  
1 tsp. Salt  
4 3/4 to 5 1/4 cups flour

In saucepan, bring 2 cups water to boil. Add oats and butter. Cook and stir 1 minute. Remove from heat. Cool to lukewarm. In large bowl, dissolve yeast in 1/3 cup water. Add cooled oats mixture, sugars, salt and 4 cups flour. Beat until smooth. Add enough flour to form a soft dough. Turn onto floured surface; knead 6 to 8 minutes, kneading in more flour, until smooth and elastic. Place in greased bowl, turning once to grease top. Cover and let rise in warm place until doubled, about 1 hour. Punch down. Let rest 10 minutes. Shape into 18 balls. Place in greased 9-inch round baking pan. Cover. Let rise until double, about 45 minutes. Bake at 350° F for 20 to 25 minutes, until golden brown. Remove from pan to wire rack to cool.

A special valentine Zentangle created by Robin Adams.

ZENTANGLE BY ROBIN ADAMS

