

HRC NEWS & VIEWS

Volume 9, Issue 7

JULY 2013

END OF SCHOOL YEAR BREAK

Plenty of activities were planned for the Summer School Break which took place from June 22 through July 4. Here are just a few photos that capture some of the staff who helped make the events more fun and challenging!



Shannon ready to swing!



Sufian keeps the slip-n-slide wet.



Staff supporting their team from the bench.



Heather looks for the sign.

August is

Air Conditioning Appreciation Days 7/3 to 8/15

Anti-Boredom Month

Cell Phone Courtesy Month

Family Reunion Month

Freedom From Fear of Speaking Month

National Grilling Month

National Ice Cream Month

National Hot Dog Month

National Make a Difference to Children Month

National Recreation & Parks Month

Social Wellness Month

2nd Week Therapeutic Recreation Week

7/1 Second Half of the Year Day

7/2 I Forgot Day

7/2 Made in the USA Day

7/3 Stay Out Of The Sun Day

7/4 Independence Day / Fourth of July Holiday

7/7 Chocolate Day

7/7 Tell The Truth Day

7/8 SCUD DAY (Savor the Comic, Unplug the Drama)

7/13 Grunted Workers Day

7/15 Global Hug Your Kid Day

7/20 Toss Away the "Could Haves" and "Should Haves" Day

7/23 Gorgeous Grandma Day

7/23 Hot Enough for Ya Day

7/28 Parents Day

THE PROJECT MOVES ON BY MARJ COLBURN

On July 15th Bill, Scot, Marla Augustin, Public Information Officer, and Bryson Bartels, Legislative Coordinator, were on campus to assist with a tour requested by Voices for Children. While there was a short tour of the building and program, the representatives for Voices for Children were more interested in hearing about the program, how we admit youth into the program and what type of youth we serve. This group was sincerely interested in the services we provide and interested in how we could partner to improve services to the youth.

There was discussion between Mr. Baisinger and our visitors related to the GED changes and how he felt about them. We found we were all on the same page – that not allowing our youth to pursue a GED may ultimately interfere with a youth's education, especially those youth who have not been to school for many years or have an enormous amount of credits to recover to graduate.

Bill and Scot emphasized that HJCDP is a program of last resort – we don't take youth into the program who have not had multiple failures in the community and other treatment programs. This is consistent with the Voices for Children philosophy of treating youth in the home or as close to home as possible for as long as possible.

We distributed packets of information including the program Handbook, statistics from last year regarding the youth, a pamphlet addressing how the school operates, a Connections article and other items we thought might be of interest to our visitors. Scot also presented a copy of the approval for renovations to Building #3 and the detailed plan of changes we are anticipating over the next few years.

After meeting with the tour group and a quick lunch, Bill and Scot met

with staff to talk about the renovation plans and next steps. Although we have a document of what the building will look like, the selection process of an architect and engineer has not been completed. Once selected, that group will have the opportunity to come into the building, review the plan we came up with, make some adjustments possibly and then the project will start. We don't anticipate a lot of changes in the plan, but new eyes may also see some things we didn't see and offer some suggestions for changes we may like.

The message was also given that we will not go through a lay-off process. This project will be approximately a three year event. During that time, life goes on for people – some move on, some retire, or some may have catastrophic events in their lives. Even as the number of staff goes down as the plan indicates, anyone working for HRC will have the opportunity to continue employment. It may be in a different role, but it will be continued employment. Over the course of the next few months, you will see changes in what some people are doing and how we are doing business. The ONLY focus at HRC from this point on is maintaining the HJCDP program. Positions will be moved around as needed to support the program. There will be a sincere effort to redistribute the workload among staff to provide additional support to the program. I am hoping people will see this as a positive step to maintain jobs, and work towards the Program of Excellence that we all talk about with HJCDP.

The overall message is that for the next three years or so as this project moves on, HRC will be chaotic. We will have some big equipment working on major renovations to the building while we are still managing youth and the program. We are going to have to move youth and staff from place to place as

units and offices and classrooms are renovated. We will be thinking about job assignments and how to get the best bang we can out of the staff we have. We will have to think about meals once work on the Kitchen area starts and where are we going to feed the youth. Building 5 will be the last to be occupied before everyone is in Building 3. We will need additional space for people to go when areas are being renovated (I wouldn't want to try to work in HR when a gym is being constructed over their heads every day) and there are things we just don't want to get covered with dust and debris during the process (medical records, the computer system).

Next month, Bill and I will be working with DAS on interviews for the selection of an architect. I will keep you posted on that process and how it plays out – this will be new ground for me, I've never interviewed an architect/engineer before! Once the selection is made, we should start seeing activity on campus again with DAS people and construction people walking through the building, measuring, knocking on walls and all the other fun things architects do.

HRC has been receiving good news on a regular basis for a few months now and it's exciting. I am disappointed that within 48 hours of Bill and Scot's visit we have staff saying it's all a lie - a new governor will shut us down and we will all be laid off. Nothing like that was said during the presentation or to me personally by anyone. In fact everything said was just to the contrary.

It's always interesting to me that some staff feel administration doesn't share information with them, but when an honest attempt is made to share all the information currently available, there are those with the need to foster negativity



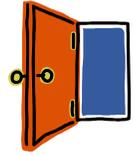
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and create rumors, twisting the information given. I guess people make that choice in their own minds to be negative and undermine the good things that are happening. I encourage you to walk

away from the negative rumor mongers. They obviously aren't going to ask questions and get the facts because their stories are far more agitating and titillating. I hope your positivity makes you want to find out the real story and not buy into the rumor of the day.

I am certainly open to visiting with anyone who has a genuine desire to find out what is really happening. My door is always open.



HOW TO DEAL WITH HEAT EXHAUSTION AND HEAT STROKE BY JEAN LUTHER

"It's not the heat, it's the humidity!" You may be the one saying this or you may be slightly sick of hearing it, but the fact is humidity does make a difference when dealing with high temperatures. When the air temperature is high it's difficult for the blood circulating in our body to lose its heat. Sweating is the body's way of cooling off, but only if the humidity is low enough to allow evaporation AND fluids and salts are replaced.

If the body cannot get rid of excess heat the body's core temperature rises. Heat exhaustion or even stroke can happen. **Heat exhaustion** is the body's response to loss of water and salt from heavy sweating. Signs include headache, nausea, dizziness, weakness, irritability, thirst, and heavy sweating. **Heat stroke** is the most serious form of heat-related illness. Sweating stops and the body can no longer rid itself of excess heat. Signs include confusion, loss of consciousness, and seizures. **Heat stroke is a medical emergency that may result in death!** Call 911 immediately.

The body temperature must be lowered immediately by moving the person to a cooler area; removing some clothing; placing cold compresses to their torso, head, neck or groin; or placing them in a cool bath. Wrapping the patient in wet towels or clothes can actually act as insulation and increase the body temperature. A fan may be used to aid in evaporation of the water.

If such measures fail to provide relief within 30 minutes, contact a doctor because untreated heat exhaustion can progress to heat

stroke. After you've recovered from heat exhaustion, you'll probably be more sensitive to high temperatures during the following week

Heat-related deaths and illness are preventable. Important ways to reduce heat exposure and the risk of heat-related illness include air conditioning and ventilation (including wind or a fan), work/rest cycles, drinking water often, and providing an opportunity to build up a level of tolerance to working in the heat (this may take 10 to 20 days).

Take additional precautions when exercising or working outdoors. The general recommendation is to drink 24 ounces of fluid two hours before exercise, and consider adding another eight ounces of water right before exercise. During exercise, you should consume another eight ounces of water every 20 minutes even if you don't feel thirsty.

Substances that inhibit cooling and cause dehydration are alcohol, caffeine, stimulants, and medications. Other conditions related to risk include age, obesity, fever, dehydration, heart disease, mental illness, poor circulation, sunburn, and prescription drugs including diuretics, sedatives, tranquilizers, stimulants, some heart and blood pressure medications, and medications for psychiatric conditions.

There are several things you can do to lessen the effects of the heat:

- Wear a wide-brimmed, ventilated hat to keep your head and face cool. Baseball caps provide little protection except to the face. A hat

should protect the neck, face and ears.

- Wear a long-sleeved shirt at all times. It should be light colored and loose fitting except when working around machinery.
- Take drinks frequently—every 15 minutes.
- Take frequent breaks in the shade or in a cool environment during the hottest times of the day.
- Adjust gradually to working in the heat over a period of 10-20 days.

Light, loose-fitting clothing will allow perspiration to evaporate and cool the body. Clothing must be permeable; that is able to "breathe." Clothing impermeable to sweat can actually contribute to heat stress. Cotton is a very popular choice due to its lightweight and breathability. The drawback is that if you are wearing cotton while sweating, the cotton will trap the sweat and weigh down the fabric

One of the most popular summer fabrics is linen. It is known for its durability and quick drying ability. Due to its absorbency, it will help remove sweat from the skin.

Microfibers are synthetic fibers used to create many things, most notably athletic clothing. Microfiber is designed to wick away sweat from the body, keeping the wearer cool. You won't find any type of formal clothes made with microfiber. Microfiber is frequently listed under other names such as CoolMax and Dri-Fit.

NEWS FROM HUMAN RESOURCES BY CAROLYN BROWN

Randy Coil set up and arranged a Job Fair on June 28 in Building 3 of HRC. Randy would like to send a big thank you to Chris Martin, Diane Powell and Heather Sidders for their help with the Fair.

You should have gotten an email by now, effective July 1st, Deer Oaks will be the new EAP provider for the State of Nebraska. This is a FREE confidential service to all DHHS employees and their family members. They provide confidential help with personal issues including stress, depression, anxiety, workplace difficulties, substance abuse, marital problems, family or parenting conflicts, grief, violence, and

unhealthy lifestyles. Confidential crisis and professional counseling services are available 24/7, 365 days per year by calling 1-866-792-3616. Counseling services are based on a 5 meeting per instance model which can be scheduled as face-to-face or telephone sessions.

Here are just a few of the services that they offer:

- * Childcare Resources
- * Disaster Assistance
- * Elder Assistance
- * Employee Training
- * Health & Wellness

- * Legal & Financial Services
- * Online Will Preparation
- * Retirement Assistance
- * Work/Life Services
- * Discussions & Chat
- * Supervisor Training
- * And Many More Services

Check the web page out at www.deeroaks.com and log in using ID and Password: Son.



HOUSEKEEPING UPDATE BY MARY ANN KOCH

It's hard to believe that it is already July, hope everyone had a good 4th Holiday! The girls have been working in the school area while the boys have been out of school. They have thoroughly washed all the furniture, and the carpets got shampooed on the east end classrooms. They also machine scrubbed the library and burnished the tile. All things that are hard to do while school is in session. I was able to get the PVC classroom machine

scrubbed and polished as well as the PVC kitchen. Looking to get some other projects lined up between vacations.

I would also like to remind everyone that the curtains are not to be sent in the laundry to Tecumseh. Recently we have gotten back a couple and they are ruined, their procedures are just too harsh for the fabric. If you need some washed, please give them to the Housekeepers in your area, and we will wash

them. We have also noticed that some of the new beds needed to be moved. Please work together to figure a way to do so without scratching the floors. I know they are heavy and hard to move, however, it is also hard for us to wax these areas. Any help or feedback would be appreciated.

Have a great July!

MAINTENANCE NEWS BY GARY PEISIGER

Summer is here and the grass is slowing down. Work on the new med room has started and is under way with cabinets, sink and a fresh coat of paint. General maintenance continues in all the buildings. Repairs are ordered for the AC in the kitchen and, hopefully, it will cool again. Jerry Dierfeldt and I attended continuing education training in Sutton for our Water Operator license.

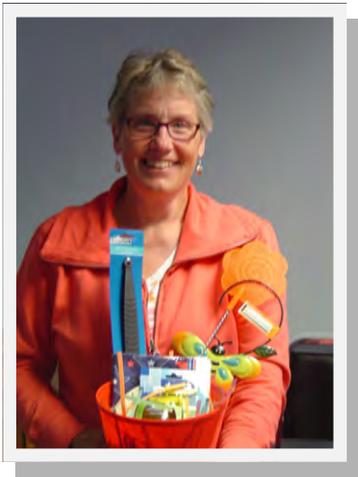
CROCKPOT BEEF SANDWICHES WITH AU JUS SAUCE FROM THE KITCHEN OF CAROLYN BROWN

- 2 - 3 pound roast
- 1 Can Beef Broth 10.5 oz.
- 1 Can Beef Consume 10.5 oz.
- 1 Can French Onion Soup

Cut up roast in chunks. Put meat and all ingredients into the slow cooker on low for 8 - 10 hours. Use spoon to shred meat. Spoon meat onto rolls and top with cheese. Serve with the juice in the slow cooker. Easy and very good.

WINNER IS

Congratulations to Micki Schamens winner of the prize for best shirt depicting the great outdoors!



PICTURESQUE VACATION

Nebraska Youth Academy Teacher, Richard Johnson shared several photos from his trip to Switzerland in June. Richard was one of about 200 people on the tour that included 170 Nebraska high school music students. The photo at top is The Great Matterhorn located near Zermatt. The photo at the bottom is a view from Crans-Montana. Thanks for sharing, Richard!



LANDSCAPE IN NEBRASKA



Dave Baisinger's back yard.



Rose grown by Peg Weseman.

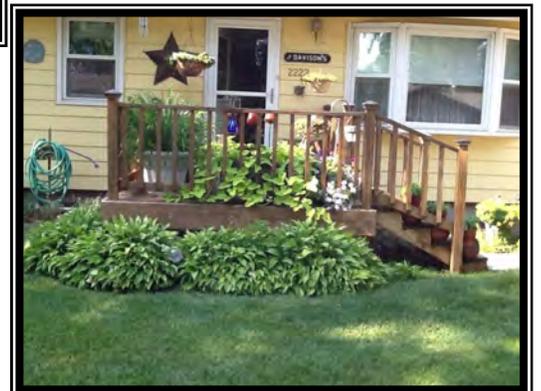


Mary Lou Haberman's flowers in bloom.



Pond decorating Pam Schwabauer's lawn.

These photos were submitted by staff to share their talents. We hope you enjoy the photos!



An array of green plants greets visitors at Robin Adams' house.

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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

YOU'RE A WINNER . . .

- The Managers and Supervisors did a great job of reminding their employees to complete their Open Enrollment process!
- The parking lot stripes painted by the youth and Pre Vocational Center staff look fantastic! You did a great job. Thank you!

Share your thanks for a job well done or for extra help with any work that needed to be done!



6' Regular pick up box liner, black, like new, came out of Ford Ranger. New they are \$225.00 Asking \$175.00 or best offer.

2 black back packs. Used 12 days while on a trip. Asking \$10.00 each.

New mans suit/shirt carrier made of heavy luggage material on one side. \$10.00 or best offer.

For these items, contact Wanda Yoachim at 308-380-4720 or Ext. 3161 for details.

"Be the change that you wish to see in the world." *Mahatma Gandhi*

DO IT WELL MAKE IT FUN BY RON CULBERSON, MSW, CSP

Bob Ross was an iconic figure from the public television world. Maybe not *Sesame Street* iconic or *Mr. Rogers* iconic but his show *Joy of Painting* was the most watched and most recognized art show in the history of television. It ran for 25 years with 403 episodes. But it was not the art, the technique, or the fame that made Bob Ross so appealing.

It was simply Bob Ross.

The first time I watched the show, I did not expect to like it. Here was a middle-aged man with an afro the size of small house who was painting what appeared to be dime-a-dozen oil paintings while talking to the viewers as if we were kindergartners. This was not a combination of elements I expected from a hit show. Just saying.

But I couldn't stop watching. Turns out, it was this odd combination of qualities that made Bob Ross so compelling.

While Bob died at the early age of 52, the impact of his work lives on - especially among those of us who watched his show. For those who did not, here are some wonderful principles that Bob Ross embraced.

He created his own joy. Bob was perpetually happy. His happiness did not seem to come from an inau-

thentic place but was instead his approach to painting and assumedly, life. When he painted, he continually reminded the viewers that in the art world, you can create anything you want and so why not create a happy place on the canvas. We can do the same thing when we see our life as a canvas and realize that we have the ability to paint our own scenes.

"Maybe in our world there lives a happy little tree over there."
- Bob Ross

His mistakes didn't cripple him.

Bob's painting technique was somewhat unique because it involved wet-on-wet oil painting. So, as he created his landscapes, he would remind viewers that if they made a mistake in their own painting, they could simply work around it or completely cover it up with a new idea. This is not to suggest that we should cover up our mistakes, but instead, that we can use the experience of our mistakes to take us to a better place.

He had confidence in his skills. Bob would repeatedly tell his viewers to believe in what they could do. This suggests that he not only had confidence in his own abilities but that

anyone could if they simply believed in what they did. Often, the critic in our heads convince us that if we try new things or pursue new goals we're likely to fail. It seems that Bob did not view it that way but instead wanted us all to believe in our potential as a way to realize it.

He was who he was. Bob's style and appearance was very understated. Yet, his calm demeanor and positive outlook was almost like therapy as viewers watched him create amazing art from a blank canvas. He did not try to be more gregarious or more salable because that would have been incongruent. In today's television world, extreme seems to be the name of the game. If you're not outlandish, controversial, or stupid, you won't appeal to the television audience...supposedly. Bob stayed true to who he was and had a lasting impact. I doubt that Jersey Shore or Storage Wars will have the same longevity.

We can learn a lot from Bob Ross as to how we should live our lives and pursue our work. From a Do it Well, Make it Fun perspective, he fits the bill perfectly. He did his job very well but he also enjoyed the process and made it joy-filled and fun for the viewers.

www.RonCulberson.com