

HRC NEWS & VIEWS

YOUR COMMUNICATION SOURCE

Volume 12, Issue 5

May 2016

SPRUCING UP THE GROUNDS

It was a warm and sunny day on May 6 making it perfect to plant some flowers. Staff and youth that participated were treated to a brownie and ice cream treat in appreciation for helping out. Thanks to those who donated the plants, who dug in and provided the treats!

Thanks to Sue who worked on her own time pulling weeds and planting flowers in the flower bed at the Southeast entrance.



May is

- National Barbeque Month
- National Salad Month
- National Smile Month
- National Pet Month
- National Mental Health Month

- Teacher Appreciation Week 1-7
- National Medical Transcriptionist Week 18-24

- 5/1 School Principal's Day
- 5/3 National Teachers Day
- 5/5 Cinco de Mayo
- 5/6 National Nurses Day (week 6-12)
- 5/8 Mother's Day
- 5-11 National Night Shift Workers Day
- 5-11 Receptionist Day
- 5/25 National Missing Children's Day
- 5/30 Memorial Day Holiday**
- 5/31 World No Tobacco Day



CLOSER AND CLOSER, EVERY DAY BY MARJ COLBURN

It's 8:30 in the morning on a cool September day. I hear the front door of the Administration Building bang shut, then voices talking softly in the hallway. Pretty soon Pam comes down the hall screaming "The surveyors are coming"! Overhead we hear the official announcement "HRC welcomes Joint Commission surveyors Bob and Tom to the facility". And so we are off and running, the Joint Commission has arrived to complete its review of HRC.

Almost immediately phones across campus will start ringing as everyone alerts everyone else that the Joint Commission is here. Rooms will be checked to see how much stuff the boys have left on the floor. A few final areas to spiff up will be managed. Some staff will be checking the documents and policies that the surveyors will review to make sure they are all there. Refrigerators will be checked to be sure we haven't mixed youth and staff items in there (and maybe even clean out some of the green goo that grows in there).

Fortunately for us we are under 100 beds in the facility and for the past 2 surveys have received 10 days' notice that the Joint Commission will be coming. Keep in mind the Joint Commission can make unannounced visits at any time to any facility, so we always have that possibility.

HRC believes in a state of continued readiness for the Joint Commission survey. In years past, we knew that we would be surveyed every 3 years. In that final third year, all of the policies, procedures and fix up to the facility would take place. A lot of the accumulated junk in the buildings and old file drawers would suddenly find their way out of the building. There was almost a count-down to when the survey would begin. Now the Joint Commission expects facilities to be survey ready at all times, and we do a pretty good job of that.

Cheri Delay constantly updates the JC notebooks for us. Any policies that they routinely request will be in their most recent revision in the notebook. Notebooks also contain a year's worth of minutes from Infection Control, Safety, and Leadership that surveyors review at every visit. A document called the Statement of Conditions contains current information about the condition and needed/completed repairs to the buildings we use for the program. A summary of all of the incidents on campus during the past year is available. Staffing plans will be reviewed along with HR input about licenses, trainings, and certifications for staff.

A change with the Joint Commission survey is the way standards are scored. It used to be you passed or failed. While you can still do that on some significant incidents, most of the surveyors now are willing to talk with staff about what is happening on campus, what their concerns are and where we are in the process of change and moving forward in the program.

The best part of the Joint Commission is that it is an educational experience, and it wasn't always like that. Staff used to feel "grilled" by surveyors just waiting for an opportunity to pounce and document what was wrong in the program. Surveyors today have a more collaborative attitude, willing to listen to what you are doing and why, and maybe offer suggestions for ways to improve what you are doing. After all, these surveyors survey many facilities in a year's time and get to see some of the best-of-the-best. It never hurts to hear how we could improve what we do and make a better program for the youth.

There is usually a Life Safety person along as a surveyor. This is the person who has the ladder, climbing up into the ceilings, looking for holes and breaks in the fire walls on the units.

They are checking areas for trip hazards and unsafe areas in the building and on the grounds. They will be looking at employee incidents, looking for trends and patterns in what happens at the facility.

The biggest challenge for us is not being prepared for the survey, it is being prepared for the surveyor. Everyone has their own way of interpreting the standards. Some standards are fairly black and white, but others leave some wiggle room in them and can be interpreted in more than one way. In my experience, being able to talk with the surveyor about what we are doing and why, making sure we understand where the surveyor is coming from and asking for, and being sure we are confident about the information we are sharing are all key to presenting the program in the best light possible. They may disagree with the way we are doing something, may have suggestions on ways to improve the process, or may just agree with what we have told them about why we are doing it our way. We never know exactly how that will play out. It's not supposed to become an argument with the surveyor. It is looking at different perspectives and being open to input from someone from the outside who sees the program maybe a little differently than those of us here every day see it.

During the last survey in 2013, the surveyor provided us with a list of suggestions, things that he didn't cite us for as a deficiency, but things he thought were worth us taking the time to review and discuss. Once we were compliant with the actual deficiencies, the Leadership group did go through each of the suggestions we were given. There were several changes made in process as the group realized some of these ideas would be good for the program. Some things we didn't change, but we documented why we didn't want to go in that direction.

(Continued on page 3)

CLOSER AND CLOSER EVERY DAY CONT'D.

(Continued from page 2)

Everyone is on a different level when it comes to survey time. Some of us have been through more surveys than we care to count. Others will have their first experience come this fall. If you really want to know what that is like, talk with Carol Staples. She was a brand new employee, practically her first day on the job, and the surveyor picked her to talk with about the program. She did an excellent job – she told them what she had learned in orientation, what she had observed on the unit, and (this is really important) what she didn't know, she knew where to get the information or who to ask.

Our goal is to have everyone as prepared as possible for this event. It's stressful, no doubt about it. It's like hav-

ing someone coming to your home and going through your closets! Grant and I will be doing a presentation about the survey process. Staff will be involved in mock-interviews regarding some of the day-to-day things they are responsible for. Leadership will be meeting to discuss their presentation to the surveyors and deciding what key points we want the surveyors to know about our program.

It takes a village to raise a child. It takes everyone on staff to get us through to a successful survey report. Participate in trainings. Ask questions about things that you aren't sure about. As you continue to learn in your role in the facility, keep filing away important information that you may need to know if asked by a surveyor. Use tools that are available to help you remember things – safety card on the back of your badge, youth

intervention cards in their ID badges. You will be receiving the Frequently Asked Questions booklet as part of training – a wealth of information about some of the details of how we do business.

We are all in this together, and we all need to work together for a positive outcome. Come to work with your game face on and ready to take on the challenge of explaining what you do and why to someone who has no real prior knowledge of who we are and what we do. The payoff for all of us is huge!

CAMPUS VISITORS PHOTOS BY GRANT JOHNSON & PAM SCHWABAUER



Woodchuck is pondering where to go in front of the Administration Building.



A fox and her two cubs roaming the grounds by the Administration Building one evening.



NEW EMPLOYEE



Please join us in welcoming Nichole Shafer to Hastings Juvenile Chemical Dependency Program! Nichole will be working the afternoon shift as a Youth Security Specialist I.

Welcome, Nichole!

HORTON RECOGNIZED



Kris Horton (third from right side)

Congratulations to Kris Horton, Licensed Mental Health Practitioner, who was recipient of the Outstanding Young Woman Award presented by the Church Women United.

WELCOME BACK CHRIS! BY JEAN LUTHER

The kitchen has a new face in the office of Building 15, a non-client care building. Chris Martin is working 3 hours per day in the morning Monday through Friday. We needed someone to revise the inventory system so this is a win-win situation for us.

She is helping to set up an inventory system in the department that has been almost non-existent for several years. This should help give us a better picture of the items we have on hand and how much product we are using for meals.

Thanks, Chris, for helping in this area as it has been in need of some extra effort to make it user friendly and give us a better idea of how to make the department more cost effective.

CONGRATULATIONS TO OUR RETIREES!



Betty Hert, YSS I
1/22/02 to 06/04/16



Paula Thompson, YSS I
03/12/90 to 05/22/16



Teresa Wynn, YSS I
10/30/72 to 06/02/16



Kay Hoshaw, Housekeeper
07/16/79 to 04/14/16

Thank you, Betty, Paula, Teresa and Kay for all your service to the programs throughout the years!

A TIME TO LOOK BACK WITH ADMIRATION AND A TIME TO LOOK FORWARD WITH ANTICIPATION.

YOU'RE A WINNER!

- Thanks to Crosier Park Pharmacy staff for going out of their way after hours to make sure our youth had a medication following an asthma attack.
Trista Williams
- Thanks to Gary, Steve F. and Dean for overseeing the tree removal project. Staff are glad to have those parking spots back without branches and bark falling on them.
Marj Colburn
- Thanks to Shannon and Shane for their dedication and hard

work during a challenging work weekend on April 23rd and 24th. They made the weekend run as smooth as possible given the situation. Great work!
Trista Williams

- Thanks to James, Grant and Drew for recognizing the safety risk of the dead tree and getting things moving to have it removed. *Marj Colburn*
- Thanks to everyone who was a part of the REVIVE Run/Walk—HJCDP was awesome and looking good in our T's! *Drew Scott*

- Thanks to everyone who donated plants and greenery for the planter in front of Building #3.

Marj Colburn

- Thanks to Gary for picking up the remains of the fox's buffet in front of Building #5. Gross!
Marj Colburn
- Thanks to Pam Sch. for going to Zumba class with me! *Marj Colburn*

CELEBRATING DIVERSITY BY RANDY COIL

Thank you to everyone who was able to participate in the Cinco de Mayo celebration on May 5, 2016 in the South Dining room put on by the Wellness/Recognition/Diversity Committee. We wanted to summarize the results of the educational quiz while you were enjoying the wonderful nachos served by Drew and Grant. First, Cinco de Mayo means "May Fifth" in Spanish. Cinco de Mayo is not Mexico's Inde-

pendence Day. That is celebrated on September 16. Cinco de Mayo is a celebration of Mexico's victory over France in 1862. The French army encountered heavy resistance from the Mexicans close to Puebla. Therefore, the name Battle of Puebla.

The leader of the Mexican army was General Ignacio Zaragoza. The French invaded Mexico because

they were not paying their debts.

Finally, the largest Cinco de Mayo celebration in the United States is held in Los Angeles. Please congratulate Pam Schwabauer on having a perfect score on her Cinco de Mayo quiz. Also, please ask her about the Mexican Coca-Cola she won from the committee.

Thanks again for supporting our goal.



CELEBRATING YOU

SCHOOL PRINCIPAL'S DAY MAY 1 & TEACHERS DAY MAY 3

**SAM
MINNE,
LMHP**



**CONGRATULATIONS ON
COMPLETING YOUR 3,000
HOURS OF SUPERVISED
EXPERIENCE AND RE-
CEIVING YOUR MENTAL
HEALTH PRACTITIONER
LICENSE!**



HJCDP appreciates our teachers and principal: Kay, Teresa, Kris, Leanne, Richard, and not pictured Kelsey and Brittany. Thank you for all you do!

RECEPTIONISTS DAY MAY 11



We miss our Carolyn who normally greets and assists our visitors, but we are fortunate to have Brenda, Cheri, Corinne, Pam and Peg to fill in. Thank you, ladies!

NURSES WEEK MAY 6 -12



Providing nursing care and more for the program are: Carol, Trista, Marj and Pat. We appreciate all you do!

CELEBRATING YOU

**MEDICAL TRANSCRIPTIONIST WEEK
MAY 18- 24**



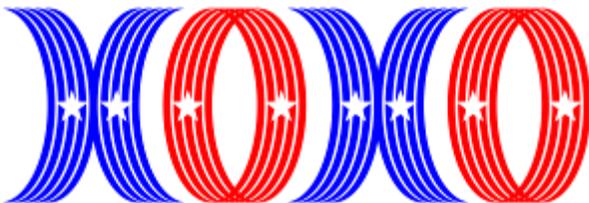
Pam and Ruth keep our dictated health information transcribed and in order. Thanks for keeping our records organized!

**NIGHT SHIFT WORKERS DAY
MAY 11**



Pictured here are just a few of our staff who keep things rolling through the night: Kathi, Betty, Joann and Leeann. Not featured are Randy, Paula, Scott, Janet, and Teresa. We appreciate all you do throughout the night and early morning hours!

Remembering on Memorial Day
Thank You, Veterans!



THE FIRST DRAFT OF HEAVEN BY JOE TYE, VALUES COACH

When I'm in the Grand Canyon, I'm often struck by the fanciful thought that this could have been God's first draft of heaven. If, to paraphrase John Milton, it's our choice on earth to make heaven of hell or hell of heaven, then experiencing The Canyon offers some great heaven lessons, such as:

Silence: The modern world conspires to drown us in cacophony - traffic, television, cell phones - no matter where you go, there's the drone of man-made noise. The ambient racket crowds out meaningful reflection. In the Grand Canyon, the silence is so vast that it invites you to shut up the yapping of ego so you can listen to the soft voice of soul. That is, I imagine, what it would be like in heaven.

Simplicity: I do not imagine that in heaven we will all be trying to be happy, and impress our neighbors, by accumulating an ever-larger collection of stuff. When I'm alone in

The Canyon, I'm truly grateful for such simple things as a spring filled with flowing water, shoelaces to keep my boots from falling off, and Advil for my sore knees. Having the latest gadget would just be more deadweight in the backpack.

Timelessness: The rocks at the bottom of the Grand Canyon are nearly two billion years old. The Canyon was there long before, and will still be there long after, humans in any form close to the currently recognizable form walk the earth. In The Canyon, the endless reach of time and space instill a spirit of humility that I would guess is as pervasive in heaven as it is lacking on earth.

Awe: If you take the letters "ak" out of the word "awake," you get "awe." I think the reason that I always feel so awake in The Canyon is that I'm in an endless state of awe. If we were all really awake, we would be in a never-ending state of awe - with every thunder-

storm, with every autumn harvest, with every baby's smile. It won't be like on earth, where we tend to take all these things for granted.

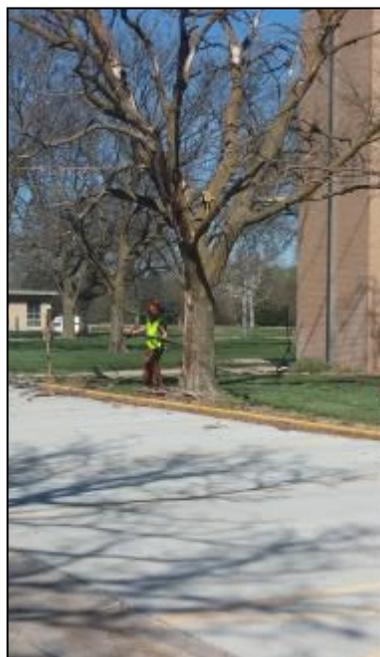
In his book *The Man Who Walked Through Time*, Colin Fletcher (the first man to hike solo across the Grand Canyon) wrote that before you can truly appreciate your significance as a human being, you must first accept your individual insignificance in the scheme of the universe. I imagine it would be the same way in heaven. There will be no place for ego, for arrogance, for self-righteousness and finger-pointing. We'd all be too busy being in awe to engage in such human pettiness.

Think about how you can find a bit more silence and solitude, a bit more awe and a bit less awful, a bit more soul and a bit less ego. Perhaps you'll get a glimpse of that proverbial heaven on earth - right where you live.

AND THERE IT GOES

After many years of strong winds and storms, another tree has lost its life on campus. Back in its day, this tree was a great provider of shade over a popular parking spot to many employees. Recent strong winds caused large limbs to fall which was adjacent to the parked cars making it necessary to remove the tree before a commercial tree service could do it.

Thanks to the crew of Drew, Dean, Grant, Steve and Gary for getting it down to free up parking and avoiding damage to vehicles. Job well done!



LIFE'S IN-BETWEENS BY RON CULBERSON, MSW, CSP, CPAE

What are you doing with your in-betweens?

I'm not talking about the cream in between the wafers of an Oreo. And I'm not talking about the commercials in between television shows. I'm not even talking about the curious ball of lint you find in between your toes.

I'm talking about those moments in life that only seem to be filling the time in between more important experiences.

You may be familiar with the poem called "[The Dash](#)" by Linda Ellis. If not, check it out. The essence of this beautifully written piece is that our lives are represented on a tombstone by a birth date, a death date and a dash in between. The poem makes us wonder what we are doing with the dash since that *is* the essence of our lives. I suspect that when we get to the end of our lives, it will make perfect sense. Yet, right now is when we should be considering our dashes.

If we take that concept one step further, we will notice that much of our time is spent in seemingly insignificant moments I call in-betweens. When we're driving home from work, the in-between happens from the point we leave the office until we get home. When we go to the doctor, the in-between occurs in the waiting room. When we buy a lottery ticket, the in-between lasts from the minute we pay until we lose. And every in-between, just like our overall dash, is important.

As a kid, one of the hardest in-between for me was from dinner-time on Christmas Eve until 7:00 a.m. on Christmas Day which was

my parents' absolute earliest approved wake-up time. During that in-between, I was a mess. I'd fall asleep dreaming of luxurious gifts I would never receive only to wake up 20 minutes later and realize that I still had hours to go until morning. The misery came from lying in my bed where the only thing I could do was lie in the bed and think about the fact that the only thing I could do was lie in the bed and think.

One summer, I worked as a flagman on a road construction crew. I stood on secluded back roads for ten hours at a time. Some days, I would only see one or two cars pass all day. The in-between on those days felt like an eternity as I stared at the road, threw rocks at the fence, and had extended conversations with turkeys in the woods. In case you're wondering, I do a spot-on turkey impression. Just saying.

In life, our in-betweens often feel boring but sometimes they're painful. Several years ago, my wife was experiencing some abdominal discomfort. After a series of tests, the doctor diagnosed several possible causes, including cancer. The only way to figure out the cause was to perform surgery. Unfortunately, the surgery could not be scheduled for six weeks. This in-between was excruciating for my wife. All she could think about was the possibility of cancer. Luckily, the surgery revealed endometriosis instead of cancer. And while she still had a few challenges to overcome, the absence of cancer was certainly a relief.

We encounter many in-betweens in life. In fact, they probably take up more time than the events on either side. And what we do with those in-betweens determines the depth

and richness we experience. To prevent missing these opportunities and to truly make the most of them, we must examine the in-betweens along the way rather than simply seeing them in our rear view mirrors.

I suggest there are two ways to make the most of our in-betweens. The first is through attention and the second is through action.

Attention is where our focus lies. For instance, if I'm sitting on the beach engaged in a conversation with my wife and an attractive woman in a skimpy bikini walks by, my attention better be on the conversation with my wife. Yet, it's easy for us to become distracted by, well, the many distractions in our lives. We're distracted from our families by work demands. We're distracted from intellectual enrichment by reality television. And we're distracted from wellness by unhealthy habits. Distractions are everywhere and it's usually easier to see them *after* we've been distracted.

The key to attention is to maintain our presence in every moment — to be aware of where our focus is. Unfortunately, we tend to function through habits and routines. For instance, when I go to the dentist, I usually grab whatever magazine is available. And by "whatever", I mean *People*. There are very few intellectual, psychological or social benefits to this magazine. As an alternative, I could strike up a meaningful conversation with one of the other dental cases waiting with me. Or, I could bring reading material of my own. Or I could use my laptop to finish the blog that was due last week. Attention means being

(Continued on page 10)

LIFE'S IN-BETWEENS CONTD.

aware of the opportunities rather than just functioning on habit or mindlessness.

Action, on the other hand, means using our attention to do something. For instance, if we're worried about upcoming test results or about a meeting for which we don't feel prepared, it's easy to let our worrisome thoughts fill our day rather than taking advantage of the time we have to do something worthwhile and productive. The thoughts distract us from more positive thinking and lead us to a less productive experience.

I recently attended a presentation

where the speaker suggested that we have five seconds to take action on an idea or thought. If we delay and don't take the right action, then we risk avoiding the more beneficial outcomes such as getting some exercise or eating a carrot instead of a Snickers bar.

If we embrace the idea that we have control over our thoughts *and* our actions, we then have the ability to change our experiences. And that's pretty darn cool. But, we must practice this to be effective. It's tough to train our minds to do things differently. Meditation, therapy, and self-help books are tools that can help us. As Nike says, we

have to "just do it."

The in-betweens in life often appear as momentary windows of time and if we're not careful, we'll see them as insignificant experiences. However, these experiences add up to an important part of our lives and can ultimately define our existence. So, with a little focus and an investment in every experience, the in-betweens become more significant and make our lives richer.

So, I suggest that instead of running around our in-betweens, we make a *dash* to embrace them.

STOMP OUT ADDICTION BY KELSEY ALCORN

What do people do on a cold, rainy, April Saturday morning? Run/walk a 5K or do a mile fun run, of course! On Saturday, April 30, 2016, Revive Ministries and Horizon Recovery & Counseling held its second annual STOMP OUT ADDICTION 5K & 1 Mile Walk/Run at Brickyard Park. This is not your typical 5K though, because it is literally completed inside of Brickyard Park, lots of hills and grass. Due to the rain and yucky weather, the hills were avoided as much as possible, but not the mud and puddles.

STOMP OUT ADDICTION was set up to bring awareness to the problems of substance abuse. 100% of the registration fees went to help those in need of treatment. Their motto is "a hand up not a handout" and is a great source for those who need help finding treatment or support. Registration was at 8:00am and the run started at 9:00am. Participants were also encouraged to bring paper products to donate to those in need, and, in doing so, were eligible for prizes at the end of the race.

As the whistle blew to get the race under way, everyone was off and running for a great cause. Those doing the one mile made it look easy and fun. Huge puddles of water and mud made our socks and shoes almost unbearable, but the participants finished with a smile cheering and encouraging those who wanted to give up on that great cold, rainy day. Many can't wait for next year's third annual STOMP OUT ADDICTION 5K & 1 mile Walk/Run!



Participating from HRC: Drew, Carol, Marj, Pat, Heather, Amy, Kelsey and supporters Ayden, McKenzie and Trinity. Not pictured Trista.

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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

WINNERS!

Congratulations to our February and April Word Search winners, Marsha and Vicki!

We hope you enjoy your prizes! Look for more opportunities to win in future *News & Views* issues.



PROUD GRANDPARENT MOMENT

Chloe Callan, granddaughter of Sue Callan, was nominated to attend the *National Youth Leadership Forum: Advance Medicine & Health Care* to be held on the campuses of Johns Hopkins University and the University of Chicago this summer. Chloe is 15 years old, and has expressed interest in pursuing a career in the medical field.

WANTED

Out grown or worn out **Nebraska Husker shirts** and **blue jeans** for sewing project. Pat Adrian.



Prayers and condolences to the family of Richard Forrester who was killed in an automobile accident near HRC grounds on April 23rd.

If you have any questions about anything related to HRC, or any suggestions for improvement, please contact Marj Colburn, Facility Operating Officer, Ext. 3166.

CELEBRATE BARBECUE MONTH!

MAY 24
11:00AM—1:00PM
ROOM 007

**PULLED PORK
SANDWICH
PROVIDED**

**BRING A SALAD OR
DESSERT TO SHARE!**