

HRC NEWS & VIEWS

Volume 10, Issue 10

November 2014

EMPLOYEES HONORED FOR WORK

BY CORINNE JENSEN



Travis and his guest were provided lunch along with other honored employees from the Division of Behavioral Health. The afternoon concluded with a DHHS awards program featuring a dessert buffet.

Congratulations, Travis for this well deserved recognition!

HRC is proud of Travis Harms, recipient of one DHHS Supervisors/Managers of the Year awards presented on October 28 in Lincoln. The day included the award presentation and certificate for Admiralship, The Great Navy of the State of Nebraska by Lieutenant Governor John Nelson. Also present were, Kerry Winterer, DHHS CEO; Scot Adams, Director of Behavioral Health; Bill Gibson, Regional Centers CEO; Heather Sidders and Marj Colburn. The award presentation was followed by refreshments served at the Governor's mansion.



Congratulations to Brooke Wright who was recently awarded Employee of the Quarter for October, November and December, 2014!

Brooke was recognized by a co-worker with these words: Brooke was faced with adversity over the

past few months since her co-workers resigned. Brooke single handedly guided the therapeutic process at HRC while HRC + looked to hire more therapists. Brooke went above and beyond her job description and worked many hours to ensure HRC's therapy programs stayed afloat. Brooke is an excellent example of hard work and dedication to the mission of HJCDP.



Great job, Brooke!

Medical Director, Dr. Ken Zoucha was chosen as HRC's 2014 Employee of the Year. Congratulations on this deserving

- NOVEMBER IS . . .**
- American and National Diabetes Month
 - Child Safety Protection Month
 - National Family Caregivers Month
 - Peanut Butter Lovers Month
 - World Kindness Week 10-16
 - Games and Puzzles Week 23-29
 - National Family Week 24-30
 - Daylight Savings Time Ends 11/2
 - Election Day 11/4
 - Chaos Never Dies Day 11/9
 - Veterans Day Holiday 11/11
 - World Kindness Day 11/13
 - America Recycles Day 11/15
 - Clean Your Refrigerator Day 11/15
 - International Day for Tolerance 11/16
 - World Peace Day 11/17
 - Great American Smokeout 11/20
 - Thanksgiving Day Holiday 11/27
 - Thanksgiving Holiday and Black Friday 11/28





NOVEMBER REPORT BY MARJ COLBURN

It's hard to believe it is fall already and just a sort jump into the Christmas holiday season. As usual, HRC has been busy keeping things running.

Again, I want to say welcome and glad you are here to our new therapy group. Dr. Lisa Buchta is leading the team. Kris Horton, Brooke Wright, Taylor Kindig and Sam Minne are our therapist team. Jonathan Plohocky and Peg Mohlman compose our substance abuse counselor team. Dr. Judson was on campus for three days recently completing a transition training to make sure everyone is on the same page with roles, responsibilities and expectations. Lots of HJCDP staff participated in the presentation of material. Dr. Judson will be back in mid-December for a follow-up with their group and to address any concerns or problems that may have come up. From my perspective, it looks like we have a great team willing to work together and collaborate on issues. We are fortunate to have the positive energy team we have on campus!

We continue to work with the architects as they move towards final plans for Building 3. At the same time, our architectural group is working with the Corrections architectural group for plans for inmates

on campus. There have been several joint meetings of the groups, with Scot Adams, Bill Gibson and myself participating. An additional two day meeting is being planned towards the end of the month. The report is due to the Governor by mid-December regarding the feasibility of all plans, which will include cost.

Dr. Zoucha is working diligently to get more youth admitted to HJCDP. Knowing that he is taking his board certification exam for addiction medicine on November 15th, he is also trying to give himself some study time. It's expected that we should be back to full capacity of 24 youth by the Christmas/New Year's holidays.

So, now a little less business and a little more celebrate the season of Thanksgiving.

The Story

A female humpback whale became entangled in a spider web of crab traps and lines while swimming in the Pacific. She was weighed down by hundreds of pounds of traps that caused her body to struggle to stay afloat. She also had hundreds of yards of line wrapped around her body, her tail, her torso, and a line tugged at her mouth.

A fisherman spotted her just east of the Farralone Islands outside of the Golden Gate Bridge and radioed an environmental group for help. Within a few hours, the rescue team arrived and determined that she was so bad off, the only way to save her was to dive in and untangle her.

A very dangerous proposition—one slap of her tail could kill a rescuer.

They worked for hours with curved knives and eventually freed her. When she was free, the divers said she swam in what seemed like joyous circles. She then came back to each and every diver, one at a time, and nudged them, pushing them gently around—she thanked them. Some said it was the most incredibly beautiful experience of their lives. The guy who cut the rope out of her mouth says her eye was following him the whole time, and he will never be the same.

May you and all those you love be so blessed and fortunate—to be surrounded by people who will help you get untangled from the things that are binding you. And may you always know the joy of giving and receiving gratitude.



Be happy with what is. Let go of what was. Have hope in what is yet to be.

EMPLOYEE IN THE SPOTLIGHT BY GRANT JOHNSON

This month's spotlighted employee is our very own volunteer librarian, Karen Baisinger. Karen has been a volunteer



at HRC since her husband, Dave, became Principal in 2007. Prior to joining our team at HRC, Karen worked as a librarian in public schools including Hayes and Ottawa Kansas Schools. I had Karen

explain to me a typical day for her at HRC, and she shared with me that she usually comes in and grabs all the books and videos that have been turned in during the past week. She then takes them to her computer and checks them in and out so we can get a count of what books and videos are being used. She then catalogs and puts the books away. One thing folks may not know that Karen does is she creates the stickers and catalogs new books that HRC receives. I asked Karen to describe her most memorable moment and this is what she told me. "I was in the librarian office inventorying some books when I heard a knock on the door. I got up and opened the

door quickly and popped my head out which in turn scared the youth who had been knocking on her door. The youth had not expected anyone to open the door, so he jumped back a few feet once I opened that door!" Finally, I asked Karen to give some of our newer employees at HRC some words of wisdom and she said to be patient, these are just high school boys who got caught up doing the wrong things. So if you see Karen up in the library be sure to tell her thanks for all the work she does for HRC!

YOU'RE A WINNER!

- Thanks, Vicki, for doing such a great job on the porta wash room. It looks great and I know you worked very hard on it!!
Shelley
- Thanks, Dr. Judson, for your three day training to get all of our new therapists/counselors on the same page and up to speed. I appreciate all the time you took in preparation, includ-

ing others in your training, and really fostering a team effort. We look forward to your follow-up visit in December. *Marj*

- Thanks, Gary, for working with the contractor to get the new doors to the Chapel installed. They look great. *Marj*
- Grant did a great job in organizing New Employee Orientation

for Lisa on a short notice. *Corinne*

- I forgot to complete a sick slip a few weeks ago and Peg was quick to recognize, and correct it before payroll. Thanks. *Travis*
- Linda passed

DONATE YOUR CHANGE TO A GOOD CAUSE!

During the month of December, HRC will be honoring the late Rochelle Dixon by collecting change and donating it to the American Cancer Society in memory of Rochelle. So round up the change in your couch cushions and cars and donate it to the jar in Carolyn Johnson's office. We will be keeping a tally outside her office so we know

how much change we have collected. Also, a \$5 donation will allow you to wear jeans and a pink shirt on every Tuesday in December in memory of Rochelle.

Let's show the American Cancer Society how generous we can be while remembering one of our own!



OCTOBER GOOD CATCH AWARD WINNERS

The following employees were recognized for practicing healthy habits during the cold and flu season. Each employee was presented with a prize.

LaDene – for receiving a flu vaccine after 10 years

Josh & Teresa – for receiving the flu vaccine for the 1st time.

Micki – for good hand hygiene (washing her hands & using hand sanitizer). She also walks twice a day, eats well and works out during the week.

Robin – for good hand hygiene (washing her hands & using hand sanitizer). Walking twice a day.

Jeri C. – Making the nominee and the youth wash their hands a lot & use hand sanitizer.

Keep up the good work!

WHAT IS RED, NOISY, FLASHES AND IS IRRITATING?

BY JEAN LUTHER

Did you guess a child's toy of some kind or did you guess a fire alarm bell? If you work in Building 3, you probably knew immediately that it was the alarms.

Why are they so loud and why do we have to listen to them? The alarm devices must reach a certain decibel level to be in compliance with fire codes, and Joint Commission standards say we must test the detector and the alarms to ensure that they are working.

Testing is performed by an outside

contractor. They do this by holding a testing instrument near the detectors throughout the building and ensure that they activate those noisy things on the walls in the corridors. It happens twice a year, and it is something we have to put up with.

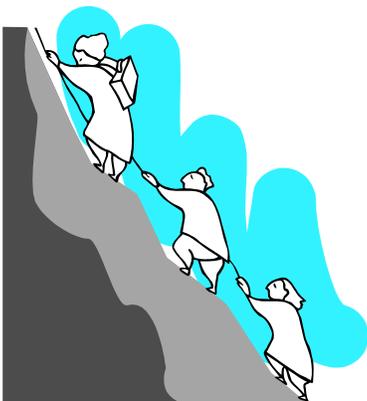
I know sometimes you have the urge to take a hammer to the bells or muffle them with Kleenex, cotton balls and tape. This is against fire code and HRC could receive a Life Safety deficiency from the Joint Commission. An official report would need to be submitted to the

Joint Commission indicating how we dealt with the problem, what training was provided to all staff, and how we will ensure that it would not happen again. Individuals who did not follow the training directives would be subject to disciplinary action.

How does a general hospital handle alarm testing? Just like us - they have to listen to it. If you need a pair of earplugs while they are testing, please let me know. I will gladly find a pair for you to use during this time.

GOOD CATCH FOR NOVEMBER— ULTIMATE SURVIVAL

BY MARJ COLBURN



The Good Catch for November is an Ultimate Survival Challenge. Each day a question is posted with possible answers. Indicate the date of the question on your answer sheet and see how well YOU would do if left to your own devices.

You're invited to participate in the 2014

SECRET SANTA

Names will be drawn for your Secret Santa on December 2nd and 3rd at 2:45pm in the Video Conference Room (next to Heather's office).

Secret Santa will go from December 3rd until December 22nd with your Secret Santa revealed at the Chili Cook Off.

Contact Jessica via email or write your name on the sign-up sheet if you would like to participate!



Happy Holidays!

WORKPLACE DIVERSITY BY PAM SCHWABAUER

Here at HRC not only are there employees from many different cultures, but also the youth we serve. The main focus in achieving a well-diversified workplace is establishing teamwork and mutual respect among staff members and our youth. Acceptance of individual differences is essential in creating a cohesive and caring work environment. Acceptance leads to respect.

Diversity in America is becoming more prevalent across the country. With improved technology and travel, diversity has increased in America and now a "second wave" of immigration is occurring.

Regarding the workplace, a common misconception is that the phrase "workplace diversity" defines meeting certain quotas in employee race or gender categories. In fact, "diversity" as it relates to human resources is a way of thinking and operating that encourages an entirely new and positive outlook among coworkers. Diversity in the work environment promotes acceptance, respect and teamwork.

When prejudice, racism, discrimination and a lack of respect creep into the workplace, conflict among em-

ployees becomes inevitable; much animosity in the workplace can turn explosive or even violent. Though one's personal life should typically not affect their job performance, lifestyle acceptance is sometimes an issue in the workplace. Sadly, some individuals harbor unfair prejudices against people of different colors, cultures, ethnicity or religion than their own. Firm policies and appropriate training help build acceptance and respect among a well-diversified employee body.

Harassment can sometimes be an issue in a diversified work environment, but should absolutely never be tolerated. Recognizing harassment is key in preventing and eliminating discrimination from the workplace. Even the slightest comment made in jest can be considered harassment if any – even remotely vague – any racial, sexual or discriminatory connotation is made. For example, "I love Asian women" or "We should have hired a man."

Even when no prejudice exists among employees, a diversified workplace can bring about certain communication issues. Hiring immigrants who speak little or no Eng-

lish can reduce productivity by creating a communication barrier among team members. Employing some form of communication training and hiring sufficiently bilingual workers helps encourage and improve staff interaction.

Inevitably, generation gaps can become an issue and the age in treating our youth. Bridging the gap between multiple generations of workers can sometimes become an issue for attempting to establish teamwork. Creating a fair and comfortable work environment for disabled employees is important in a diversified workplace.

Diversity training and practices are not just a course or exam that employees take. Consistency and a daily practice of company behavior policies is essential in molding a positive and productive workplace.

There will be an on-line Diversity training session for all HRC employees to complete the first week in December. An email will be distributed with additional information.

NEWS FROM HUMAN RESOURCES BY CAROLYN BROWN

In the last News & Views, I reminded you that you go into Employee Work Center (EWC) and update your own direct deposit information, address and other personal information on-line whenever you need to.

Also, you can go into the Payroll & Financial Center (PFC), State of Nebraska and check/print the following:

- Pay Stub Review and Print (always a good idea to check this to make sure your benefits are correctly coming out, check your hourly rate, hours, etc.)
- Leave Balance Inquiry (good place to check your vacation and sick leave balances)
- W-4 (good to check and make sure you have the deductions you want)
- Employee Print out of W-2 (previous years and very soon the new year)

We are always happy to help you with this, and of course, you can contact your payroll contact person in Lincoln who is Pam Bretos at 402-471-9141.

A BEAUTIFUL REMINDER BY RON CULBERSON, MSW, CSP, CPAE

Last weekend was one of the most beautiful three days I have ever experienced. The temperature was perfect and the color of the changing leaves made for a wonderful reminder of the beauty all around us here in the Blue Ridge Mountains of Virginia.

On Saturday, we went to a college football game. The rolling mountains surrounding the stadium made for a stunning backdrop to a terribly unstunning game. Metaphorically, it reminded me of life. Our team lost but there was still beauty around us. Similarly, in life we experience losses, but it does not mean that the joy around us disappears. It's just harder to see during difficult times.

On Sunday, I played golf with my son. There is great joy in experiencing a shared interest with my children and it's cool spending quality time with a college student who doesn't think I'm a total idiot. During our round, we saw colorful trees, rolling mountains and lots of really poor chip shots. Again, the beauty of the golf course could have easily been hidden by the ugliness of our game. But we didn't allow it.

Lastly, on Monday, I went for my morning walk up the leaf-strewn roads near my home where brilliant rays of sunlight streaked through the orange, yellow, and red autumn

trees. As I walked up the steep mountain incline, my lungs and knees reminded me that I had not exercised enough lately. They also reminded me that I'm getting older, balder, and slower and that it's easy to focus on the physical changes I'm experiencing rather than the loveliness all around me.

Simply put, life has ups and downs.

Artist Andrew Wyeth who once said that he was watching a beautiful duck floating on a pond when suddenly, a snapping turtle pulled it under the water and killed it. He was struck by the coexistence of joy and tragedy in that one incident, and said that he often tried to capture the same interplay of emotions in his art.

As I've traveled across the country for the past week, I continue to be amazed at the everyday interplay between joy and tragedy. Whether it's the gaping holes where the World Trade Center used to be as the new Freedom Tower climbs fantastically to the sky beside it, or the homeless person sitting on the streets of San Francisco in the shadows of the Golden Gate Bridge in the background, or the gloomy start to the rainy season in Portland, Oregon while the majestic Mt. Hood pokes out above the clouds, we must understand that both are a part of our rich life experience.

Sometimes, depending on what

we're experiencing, it's hard to see one because of the other. So, here are a few suggestions for accepting the balance in life.

Accept reality. Often when something difficult is going on, we wish we were someone else or somewhere else. But that's not reality. Reality is what it is. Once we accept that, we can deal with the situation more effectively. When we deny reality we prevent ourselves from seeing what's really there.

Embrace the bad. It's a cliché but bad things happen to good people, bad people and everyone in between. We don't particularly like it when bad things happen, but that's life, the same as it is when good things happen, and it's much worse when we fight it. If on the other hand we embrace the good, the bad, and the ugly, we won't also suffer from the struggle of not wanting to struggle.

Look hard for the beauty. Beauty is present in every situation. The reason we don't always see it is because of our reluctance to see the entire situation. Our automatic response is to often see the negative or the challenge while not seeing the gift of beauty right there beside it. So, we must look hard and look purposefully for the good.

Autumn is a reminder of the changes in life. However, the way it reminds us is beautiful. It's as if nature is telling us that we don't have to go through life avoiding the changes, but instead can face them brilliantly, realizing that this is part of the process. Now that's a beautiful reminder.

BIG THANKS

Thanks to everyone who participated in the therapist's training in October, relaying information about how the program works, and giving examples of things that can happen.

Your support of the program and our mission is greatly appreciated!

Dr. Michael Judson



Dr. Judson speaks to the therapist team during the three day training sessions.

A LUCKY COIN IS WHAT YOU MAKE OF IT

BY JOE TYE, CEO, VALUES COACH

Twenty years ago, I was unemployed, broke, and pretty seriously discouraged in just about every dimension of my existence. I was working on a book that had an intended audience of one person, the one I saw looking back at me from the mirror every morning. The frowning face I had come to know as YOWE—Your Own Worst Enemy.

That book, improbably enough considering the circumstances, ended up with the title *Never Fear, Never Quit*.

One day when I was about to chuck the manuscript (it was at the stage author Anne Lamott calls “the first sh@#*&ty draft”), when I happened to see a coin on the ground. I took it as a sign that I should write at least one more page.

Over the next several months, it seemed that whenever I got discouraged I’d find another coin (one time I was running and stopped a ten dollar bill blowing across the ground—I dubbed it the mother of all lucky coins). I eventually ended up writing a chapter in *Never Fear, Never Quit* called “A Lucky Coin Is What You Make of It.”

I also had a plaque made with a little brass plate at the top - A Lucky Coin Is What You Make of It. Any time I found a coin on the ground, I glued it onto that plaque as a visible reminder that the universe was

sending me signs to persevere and that everything would work out, so long as I didn’t quit. As a side benefit, it’s my supplemental retirement plan, right up there on the wall.

Once the plaque was filled, I reversed the flow of lucky coins. Now whenever I get change at the store, I drop it on the ground somewhere, along with a silent little prayer that it will be found by someone who is struggling with despair (or failing that by a little kid whose day might be made by finding a fistful of coins).

The day the flow of coins reversed was a pretty important milestone, because it wasn’t just about the coins. One of the things Rafe said in *Never Fear, Never Quit* was: “Whatever you most need in life, the best way for you to get it is to help someone else get it who needs it more than you do.”

Instead of looking for lucky coins, I now try to find places to deposit them; instead of wondering what someone else can do to help me, I try hard to ask how I can be of service to others (this is admittedly harder than dropping coins on the ground).

Earlier this year, I was giving a speech at an organization that’s been a regular client, and afterward a man told me that he’d shared the lucky coin philosophy with a friend

whose business was on the verge of bankruptcy. Having nothing to lose, the friend started dropping coins on the ground with his own little prayer that they would find their way into the hands of someone who needed that little boost.

Within the next several weeks, several new orders came in “from out-of-the-blue” and his business was back on track. The friend said he didn’t know or care if it was really cause-and-effect, but knew that for the rest of his life he would never have spare change in his pocket because as soon as he got it, he’d say his prayer and leave it on the ground.

I likewise cannot say that there is a cause-and-effect relationship between being generous with loose change, and being happier and more successful in life. But, I can ask you who serves as a better role model. Is it King Midas, the “money magnet” who turned everything he touched into gold, including his precious daughter, and ended up starving to death because he couldn’t eat golden apples?

Or is it Johnny Appleseed, the man who traveled the West planting apple seeds to grow trees that he would never see bloom, and yield apples for people he would never meet?

NEW EMPLOYEE



Please welcome Lisa Hatch, Office Clerk III to HJCDP!

DINNER?

Look who showed up at the front door last week!





New doors were installed the week of November 3rd at the Chapel/Recreation Building on campus. The doors provide a secure and bright entrance for youth and staff.

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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

THREE PAYCHECKS UNTIL CHRISTMAS!



A couple invited some friends to dinner. At the table, the mother turned to her six-year-old daughter and asked her to say the blessing. "I wouldn't know what to say," the girl replied. "Just say what you hear Mommy say," suggested her father. The little girl bowed her head and prayed, "Dear Lord, why on earth did I invite all these people to dinner?"

Richard Lederer

EAGLE SCOUT CEMETERY PROJECT



Thanks to the hard work and efforts of these individuals, the HRC Cemetery has a fresh, clean look. Numerous dead trees and bushes were removed, trees trimmed and memorial stones painted as an Eagle Scout project for Jonathan Roberts. Pictured back row, left to right: Rachel Roberts, Liz Chamberlain, Corey Roberts, Darrell Aldrich, Luke Chamberlain. Front row, left to right: Eric Aldrich and Jonathan Roberts. Not present: Tyler Kennedy. **Great job, and thank you!**

2014 ANNUAL RECOGNITION TEA SCRAPBOOK PAGE



Josh Albrecht & Dean Stromer



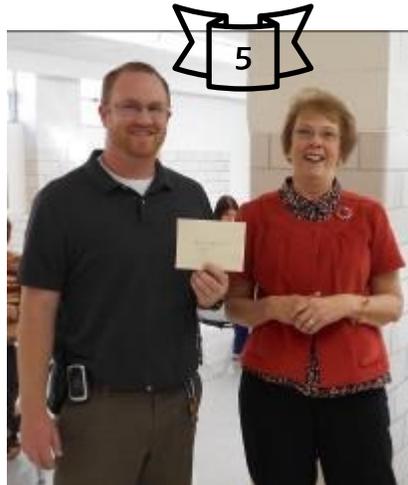
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Heather Sidders & Diane Powell

Thanks for all your years of service!