

HRC NEWS & VIEWS

Volume 7, Issue 10

October & November 2011

WEBER & JUDSON HONORED

On October 27, Linda Weber and Dr. Michael Judson were honored guests at the DHHS Employee and Supervisor/Manager of the Year ceremonies accompanied by their supervisors Kathy Ryder and Marj Colburn in addition to Bill Gibson and Scot Adams.

Since 1985, the State of Nebraska has sponsored a statewide recognition program which has been coordinated by the Administrative Services State Personnel Division, on behalf of the Governor's Office. The goal of this program is to show appreciation to State employees for their loyalty and professional excellence. Exceptional performers are recognized with an Employee of the Year award or Supervisor/Manager of the Year award. This program recognizes employees whose job performance has exceeded the highest standards and contributed to the overall effec-

tiveness of the agency. To date, 1147 State employees have received this honor. This year, Linda and Dr. Judson were added to the list of honorees.

The day began with the presentation of awards by Governor Dave Heineman at the State Capitol in the Rotunda followed by a reception at the Governor's residence. The afternoon included a DHHS Recognition Event with an awards presentation ceremony and desert buffet at Wilderness Ridge. During the ceremony, a video slide presentation of the honorees was shown along with the reading of the nomination narrative highlighting why the employee was selected to represent DHHS as an Employee or Supervisor/Manager of the Year.

The following is the narrative submitted for the nomination of Linda:

It doesn't matter if Linda

has incomplete projects on her desk or a new program to install, she never hesitates to assist with computer problems when they arise. Linda definitely puts her co-workers first, and goes above and beyond to make things work easier. Many times when you call her, she stops what she is doing, looks into the problem, and fixes any malfunctions in a short time. On those few occasions when the problem is above her level of expertise, Linda will seek to find the answer to accommodate the needs of the worker. She is prompt to get back to the requestor with an answer.

In addition to fixing a problem, detailed instructions are provided after the problem is solved. You can also rely on Linda to help with special projects or events when assistance is needed. She is committed to meeting the needs of not only staff, but also-



(Continued on page 4)

Change Your Attitude, Change Your Life BY MARJ COLBURN

Last month in the News and Views, I brought up the Pickle Pledge an issue that was addressed as part of the Values Coach Training Heather and I attended this summer. I'm not going to try to recreate all of the work that Joe Tye, the developer of Values Coach Training, put into his materials and articles – I'm just going to give him credit that this information is from him and his seminar, using his own words.

There are plenty of aphorisms to the effect that if you want an upside, you must also face the possibility of a downside.

No risk, no reward

No pain, no gain

No rain, no rainbows

Take the bad with the good

What goes up must come down

You have to kiss a lot of toads to find your prince

Of course, the reason these sayings are so enduring is that they contain great truth. The upside often does come packaged with the po-

tential of a corresponding downside.

Today though, I'm offering you an upside that has absolutely no downside: the opportunity to become a permanently more positive person by making a simple commitment to *The Pickle Pledge*.

If you make the commitment to turn every complaint into either a blessing (a delayed flight becomes an opportunity to read a good book) or a constructive suggestion (a delayed flight causing you to miss a connection becomes a suggestion to give yourself more time between flights), then you will be a happier, more productive, and more successful person.

You will get more done, you will reduce your dosage of anti-depressants, and you will live longer.

You will be a better parent, and you will do a better job of managing your time and your money (partly because you will have less need to treat your bad moods with a bout of shopping therapy).

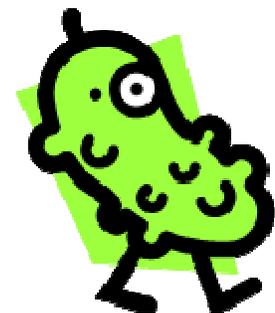
You will laugh more and whine less, and you will have more friends and fewer emotional vampires hanging around you.

Of all the tools and techniques I share in all the courses I teach, *The Pickle Pledge* has been the most profoundly life-enhancing for me personally, as it has for many of the participants in those classes. I think that's because the non-negotiable first step to a better life is eradicating toxic emotional negativity from your own persona.

The Pickle Pledge really is the upside that has no downside.

Next month, I will continue with more information from the Values Coach training. Heather and I plan to develop a training session talking about the Core Values and other points from the Joe Tye training.

"Trust me on this: You'll worry a lot less about what other people think of you if you will acknowledge how infrequently other people think of you!" Joe Tye, Values Coach



NEWS FROM HOUSEKEEPING BY MARY ANN KOCH

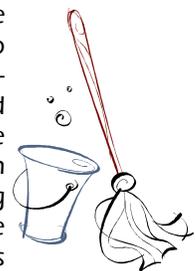
Thanks to all that remembered us during Housekeeping week. We appreciate your words of kindness, and I understand there were some tasty treats.

We have two employees who will receive employee recognition this year. Shelley O'Conner for 35 years of service and Carmen Novak for 30 years of service. Congratulations to

both of you, and the many others at HRC.

We have been keeping busy refurbishing the units while our census was low. As Tracy and maintenance finished their work, we were able to get in these areas and do some thorough cleaning. We got the insides of windows washed, screens wiped down, and light fixtures

cleaned. We were also able to get the bedrooms scrubbed and waxed. The finishing touch was getting some wax on the unit halls. Thanks to all who helped us accomplish this project.



THE HUSKER FLAG OF 2011 SUBMITTED BY NANCY HORSHAM

In case you've been wondering about the significance of the flag the football team has carried out each week...here's the explanation:

Jack Riggins is a veteran Navy SEAL from Fremont, Neb. His official title is "Executive Officer for Naval Special Warfare Unit." He spent the past decade in Afghanistan fighting terrorists. There are football heroes. Riggins is a real hero.

Riggins is currently back in Afghanistan, but last month Riggins was back in his native Nebraska. He was invited to speak to the Nebraska football team. He did. And how.

According to players who were in the room, Riggins' speech blew them away. He was brutally honest. He told war stories. Real war stories.

He talked about growing up a Husker fan. He compared some of the missions he served on to some of the great victories in Nebraska football history. He fired up the Unity Council, saying, "As the Unity Council goes, so goes the 2011 season." He fired up the whole room and by the end of it, the entire team wanted to follow him out the door.

Riggins left the Huskers one gift. An American flag. And not just any flag. He presented them the flag that he personally carried around Afghanistan for 10 years.

That's the flag you saw Jared Crick and Austin Jones carry out to the field the past two home games.

"He let us know that that flag bagged a lot of terrorists," said NU

senior safety Austin Cassidy, who helped carry the flag out for the season opener. "He told us to do what we wanted with the flag, just don't let it touch the ground."

The Unity Council met with Assistant Athletic Director Jeff Jamrog and decided to make the flag the Huskers' flag for 2011. The team will carry it out to the field in both home and away games. During games, it's on the team sideline, in a stand. During the week, it hangs in the locker room.

"It's a cool reminder that there are a lot bigger things going on," Cassidy said. "His talk was one of the best talks I've ever heard in my life. We have some very proud Americans on our team. They are very patriotic. That fired up everyone."

MAINTENANCE KEEPS ON REPAIRING BY CHERI DELAY

Maintenance staff have been busy in several areas keeping things running smoothly. The repairs on the pumps in the sewer lift station and boiler steam return in the power plant have been completed. This will help keep us warm this winter.

Repairs on the south well and the upgrade of the entire water system for the campus are expected to be-

gin very soon.

The repair of the elevator in the kitchen is scheduled to begin as soon as O'Keefe Elevator receives the parts and the repair to the kitchen floor will begin during the week of October 24.

I'm sure you've all noted the improvement in the south dining room after maintenance staff re-

moved the old floor tiles and replaced them with new ones. It made quite a difference, and they did an excellent job.

Thanks to maintenance staff the heat is on in most of the buildings and salt to toss on slippery steps and sidewalks will be placed in designated entrances in the next couple of weeks.

NEW EMPLOYEES AT HRC BY BETH BARTELL

Tracy Gordon is a Youth Security Specialist II on the afternoon shift, HJCDP. Tracy has a Bachelor's degree in Criminal Justice from the University of Nebraska at Omaha. Her past work experience



includes being a Correctional Officer with the Department of Corrections at Tecumseh, and employment with Cedars in Lincoln as a Visitation Specialist, a Case Aide, and a staff person in a group home for pregnant and parenting teen moms.

Justin Anderson is a Youth Security Specialist II on the afternoon shift HJCDP. Justin will complete a Bache-

lor's degree in Sports Management from Hastings College this December. Justin's past work experience includes being a Security Guard at Mary Lanning Memorial Hospital. Justin plays football with Nebraska Danger based in Grand Island.



WEBER & JUDSON HONORED

(Continued from page 1)

the youth's work towards their education using the computer.

Her pleasant demeanor makes a sometime frustrating and difficult situation less stressful. It is her dedication to serve and assist others that make her a quality employee deserving of the recognition of DHHS Employee of the Year.

The nomination narrative for Dr. Michael Judson contained the following:

Dr. Michael Judson is the Supervising Practitioner for the Hastings Juvenile Chemical Dependency Program (HJCDP) located at the Hastings Regional Center. Dr. Judson goes above and beyond his job description to meet the needs of the program. He makes himself available to the 40 young men in the substance abuse program any time they need to meet with him. You will find him in his office evenings, weekends and holidays, working with youth struggling to meet the objectives of the program or struggling with personal problems. His calm and accepting demeanor makes it easier for the youth to be open and honest with him about what is going on in their lives. He is truly crestfallen when youth do not succeed in the program or after discharge. He champions the follow up study of youth in educational endeavors following discharge.

Dr. Judson also works with all staff to assist them in becoming better at what they do. He identifies areas within the program that need improvement and organizes and participates in staff training. His objective is to have all staff working as a

team, creating an environment of consistency, accountability, and safety with the youth as the center of these efforts. Staff accept and appreciate Dr. Judson's involvement because they recognize his investment in the program as genuine and coming from a true commitment to the program, the youth and the staff. Dr. Judson worked to promote a therapy area in the building to focus concentration on therapy time and minimize distractions for the youth. He spearheaded the development of a Clubhouse – an area where the youth on a specific level can go for additional recreation and leisure time.

Dr. Judson is the glue that keeps the HJCDP program solid in moving forward and the whirlwind that continues to find innovative ways to enhance the program for continued successful outcomes. He truly deserves to be named a Supervisor of the Year.

Join in congratulating Linda and Dr. Judson for their contributions to the success of the Hastings Regional Center and the Hastings Juvenile Chemical Dependency Program.

Congratulations, Linda and Dr. Judson on this fine recognition!



NOVEMBER IS

- Child Safety and Protection Month
- Good Nutrition Month
- National Adoption Month
- Peanut Butter Lover's Month
- American Education Week
- 11/3 Sandwich Day
- 11/4 Candy Day
- 11/5 Donut Day
- 11/6 Daylight Savings Time Ends
- 11/8 USA Election Day
- 11/11 Veteran's Day
- 11/15 America Recycles Day
- 11/17 Take a Hike & Homemade Bread Day
- 11/21 World Hello Day
- 11/22 Stop the Violence Day
- 11/24 Thanksgiving Day
- 11/26 National Cake Day
- 11/30 Stay At Home Because You're Well Day



Dr. Judson guessed 48 WU & 24 NU at the tailgate party and was awarded chips & salsa. Here he shows off his new jacket he'll wear while walking to fulfill the 10,000 step challenge with the youth over football games.

EMPLOYEE RECOGNITION TEA HONOREES

35 YEARS

Joann Stromer

Sue Callan

Shelley O'Connor

Dave Haase

Dennis Stromer

30 YEARS

Carmen Novak

25 YEARS

Kelly Hoelting

Ruth Jeremias

15 YEARS

Dolores Kimminau

10 YEARS

Scott Stickels

Gene Wyse

5 YEARS

Greg Zoucha

Josh Albrecht

Lois Simcox

Dave Baisinger

Lynne Coates

5 YEARS

Kay Evans

Chinedu Uche

EMPLOYEE OF THE YEAR

Chinedu Uche

Congratulations to each of you and thank you for your service!



PVC staff and youth enclosed a corner of the northeast shelter to make a storage area for equipment used for Community Service projects. Numerous other projects have been completed thanks to their hard work. Great job!

EMPLOYEE OF THE QUARTER



Corinne Jensen, Administrative Assistant, was presented the Employee of the Quarter Award for the months of October, November and December at the All Staff Meeting on October 11.

The nomination form contained the following, "Corinne manages her many responsibilities very efficiently. Her pleasant demeanor and winning smile are assets as she communicates regularly with outside agencies as well as HRC staff. She helps us meet deadlines and keeps us on track. She deals with the details on contracts, helps prepare for surveys, takes minutes at meetings, and does an excellent job as editor of

the News and Views. Corinne supports staff however she can. She willingly tackles projects to help teams meet goals. She represents HRC well and certainly deserves to be recognized as Employee of the Quarter."

Congratulations, Corinne!

2011 HRC EMPLOYEE APPRECIATION TEA

SPONSORED BY THE HRC WELLNESS/RECOGNITION COMMITTEE



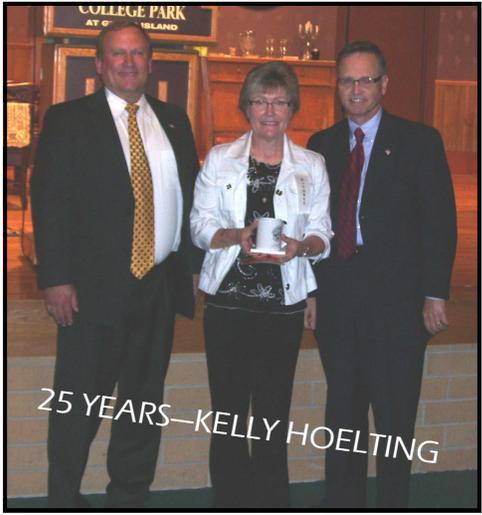
2011 DHHS YEARS OF SERVICE AWARD CEREMONY



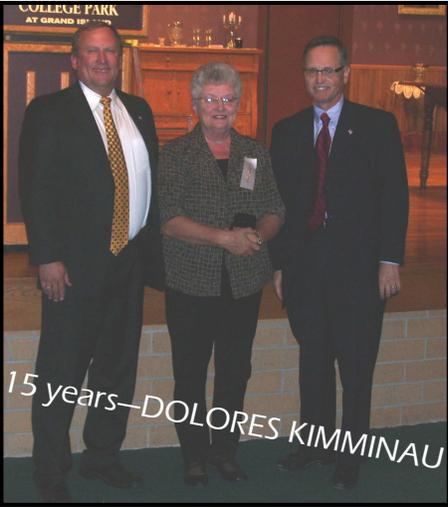
35 YEARS - SUE CALLAN

Employees pictured here were present at the DHHS Award Ceremony held in Grand Island on October 11. The afternoon included awards presentation by Kerry Winterer, CEO of DHHS and Scot Adams, Director of Behavioral Health. A reception with punch and cookies followed the ceremony.

Honored guests were presented a gift in recognition of their years of service.



25 YEARS—KELLY HOELTING



15 years—DOLORES KIMMINAU



DHHS EMPLOYEE RECOGNITION DAY OCTOBER 27, 2011



Governor Dave Heineman presents Linda and Dr. Judson each an Admiral of The Great Navy of The State of Nebraska certificate along with a special pen and holder in the shape of Nebraska. Each also received a \$500 bonus for this special recognition.



Fresh Peach Pie *from the kitchen of Kay Evans*

1 cup boiling water (You may want to use a glass measuring cup so you can reheat and dissolve completely.)

1 cup sugar

1 package peach Jell-O

1/2 teaspoon butter or almond flavoring

1/2 teaspoon cinnamon

Prebake and cool a pie crust. Fill with 6 sliced, fresh peaches (or 4-5 large ones).

Pour this mixture over the peaches and cool in the frig over night.

Top with cool whip!

This would make a large pie or two small pies. (I actually doubled the recipe and made 3 pies, putting in a lot of peaches.)

One Person Can Make a Difference

A man on the beach where thousands of starfish lay dying in the sun saw a girl tossing them into the sea, one by one. "Why bother?" he asked. "You wont make much of a difference." Tossing yet another starfish into the sea, the girl said, "I made a difference to that one."



Fall Word Search

Send your Word Search copy to Corinne with all the words found correctly and your name will be entered in a drawing for a prize!

Deadline is Nov. 14th!

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W D W R T S S C S Z L U N H P
I A E G E E T M A U Q G I A A
T O I C V B O A F N N P K L R
C M C A O T M D E I D P P L A
H D E T S R R E V R I Y M O D
Z L R U O E A I V E T C U W E
W A C D S B G T S O D P P E P
M G D S V S E Q I S N T G E Y
X H I S K C I R T O U L R N L
M N R N V T O J F R N L E M I
G H A R V E S T K J V S U Y M
M H C R A N B E R R I E S G A
T P I A A M Y O R A N G E N F
F E R B R Z C J Z G W P B F W
G G L W N E R D L I H C M C G
    
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CANDY
CUSTOMS
FAMILY
LEAVES
ORANGE
PUMPKIN
TRICKS

CHILDREN
DECORATIONS
HALLOWEEN
NOVEMBER
PARADE
THANKSGIVING
TURKEY

CRANBERRIES
DRESSING
HARVEST
OCTOBER
PIES
TREATS
WITCH

THE IMPORTANT THINGS LIFE TEACHES YOU

During the second month of nursing school, our professor gave us a pop quiz. I was a conscientious student and had breezed through the questions, until I read the last one: "What is the first name of the woman who cleans the school?" Surely this was some kind of joke. I had seen the cleaning woman several times. She was tall, dark-haired and in her 50s, but how would I know her name? I handed in my paper, leav-

ing the last question blank. Before class ended, one student asked if the last question would count toward our quiz grade. "Absolutely," said the professor. "In your careers you will meet many people. All are significant. They deserve your attention and care, even if all you do is smile and say hello." I've never forgotten that lesson. I also learned her name was Dorothy.



Only four more paychecks before Christmas!

THANK YOU!

We would like to thank everyone who remembered us during Housekeepers Week.

It was all very good!

Charlene, Donna, Shelley, Kay and Carmen

MISSION ACCOMPLISHED!

Tony Martin received a call from a youth weeks ago who was discharged from HJCDP after a couple of months due to turning 19. The youth shared that he promised to call if he was doing good. He reported that he has a job driving truck for a garbage company in Omaha and is making \$700 a week and has two kids. He says that he is through with the gang life and will not go back to it. He plans to finish his GED and contacted Mr. Baisinger for direction.

Tony praised him and encouraged him to continue improving!

Now that is a true sample of meeting our Mission Statement:

HJCDP redirects the lifestyles of young men and promotes skills to live substance free and successful lives.

Magnetic Door Upkeep

By Jean Luther

In July of this year the panel for the magnetic doors to the north end of the building on the ground floor failed, and badges did not work. The contractor replaced the aging batteries in the panel later that day and staff were able to access the area. Batteries for the remaining magnetic door panels in buildings 3, 4 and 5 were also replaced, so we're hopefully good for at least two years.

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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

Coach to Rec. Specialist

By Maurice Mansfield

Once a Coach and now a Recreation Specialist, my aim is still to be a role model for the youth, an ear to listen, someone who encourages, and positively challenges. The slight change is that the youth perceive me in a different light. I am not only a person who pushes them to be better people regarding behavior, but I am also someone who can aid them in learning how to enjoy physical activities and take care of their bodies. As a Coach I did lots of behavior redirecting and had limited opportunities to work with youth during scheduled recreation sessions. Being a Recreation Specialist, I now have the freedom and time to focus on developing the youth on different units during organized recreation and free time, while still having the availability to take on some characteristics of a Coach.

The transition between positions has been fairly easy. Josh Albrecht, the other Recreation Specialist, is helping me understand the new

duties that we are responsible for. As time progresses, I am confident that all the information will become second nature. I am looking forward to communicating with everyone and sharing ideas about how not only the youth, but staff too, can experience a better well being. I feel everyone in life takes different journeys and along the way gain knowledge and because of this we can learn from each other. So, I am always open to hearing thoughts from administration personnel, therapists, supervisors, and coaches.

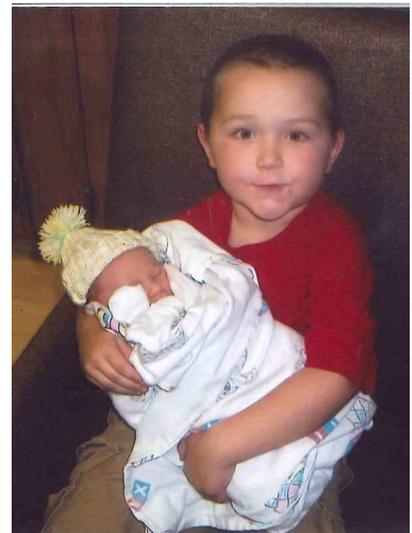
I plan to work with Josh to evaluate and assist the youth in reaching set goals. I am excited to do what I enjoy and bring my ideas to the table. I have recently created a "free weight stack chart" to help individuals put the proper weight on the bar while performing bench and squat exercises in the weightroom. My thought behind the chart is that it will be a step in avoiding injury and enhancing communication. For the future, I plan to work with Josh to come up with innovative ways to develop the HJCDP program.

"Thanksgiving dinners take eighteen hours to prepare. They are consumed in twelve minutes. Half-times take twelve minutes. This is no coincidence." — Erma Bombeck

NEWS FROM NUTRITIONAL SERVICES BY MINDY BLAIR

Welcome to Nutrition Services! A big Congratulations goes out to Dolores Kimminau for celebrating her 15 year anniversary of working at Hastings Regional Center! We went to Grand Island on October 11, 2011 in honor of her and other HRC staff. Congrats everyone! Birthday wishes go out to Dolores Kimminau on October 17 and Danita Boutin on November 12! Dolores, Doug, and I also went to the Thompson Food Show on October 5 & 6 and found some new products, great buys and excellent food! I was able to go to inventory training in Lincoln on October 13 & 14. It was a great way for me to

learn the new system. After being at HRC for three months, I've learned a lot and have seen improvements throughout the department. A big thank you goes out to maintenance for replacing the tiles in the dining room. It looks fantastic! We are gearing up for the Fall/Winter menu cycle which will begin in November. We are all very excited about our census going up and my staff has done a wonderful job with preparing delicious meals and keeping the kitchen clean. Thanks for all your hard work and dedication!!



Big brother Levi holds his little brother River who was born on 9/9/11. River weighed 7 lbs. 5 oz. and 22" in length. Proud Grandma is Pat Adrian!