

# HRC NEWS & VIEWS

Volume 9, Issue 9

September 2013

## IT'S STARTED! BY MARJ COLBURN

Staff from Alley, Poyner, Marchietto Architecture along with DAS staff arrived on the HRC campus Thursday September 5<sup>th</sup> to meet and greet our staff and talk about plans for the facility. Grant, Heather, Jean, Mr. Baisinger, Gary and I were in attendance with Corinne taking minutes to keep us on track. We talked a lot about youth and staff safety and security needs, contraband issues on campus and our hopes for the gymnasium and Kitchen area.

We proceeded on a tour of the building and outside area immediately around Building 3. There were some new ideas presented by APM (too long to type out their whole name again!) about things we could do that we hadn't thought

about. I have a feeling that when we see their layout of the building it will look similar to what



was proposed last fall, but I also expect some new and different ideas about our plans. Of course I had to get in a plug for using the Penthouse!



We were reminded several times by DAS staff that the program statement

and funding applies to a 24 bed program and funding will only be used to support that mission. We all agreed that the client spaces will be our priority with the funding allocated. It was also shared that the demolition of the old buildings will likely not start until near the completion of work on Building 3.

While all of this is happening, Dr. Zoucha and I have been attending meetings and webinars hosted by Probation concerning the changes coming when they begin to assume responsibility for our youth starting on October 1<sup>st</sup>. Some of the youth coming to us from Kearney will be in transition into the Probation arena, but we will be getting youth from the community who will be Probation youth right off the bat. We are learning

*(Continued on page 2)*



September is .....

- All American Breakfast Month
- Atrial Fibrillation Month
- Happy Cat Month
- International Strategic Thinking Month
- National Alcohol and Drug Addiction Recovery Month
- National Fruit and Veggies Month
- National Prosper Where You Are Planted Month
- National Preparedness Month
- Self Improvement Month
- September Is Healthy Aging Month
- National Nutrition Week: 1-7
- International Enthusiasm Week: 1-7
- Housekeeping Week 8-15
- Suicide Prevention Week 8-16
- National Clean Hands Week: 15-21
- National Dog Week: 22-28
- National Keep Kids Creative Week: 22-28
- Remember to Register to Vote Week: 22-28
- Labor Day Holiday: 2**
- International Literacy Day: 8
- National Grandparent's Day: 8
- World Suicide Prevention Day: 10
- Libraries Remember Day: 11
- Patriot Day: 11
- International Chocolate Day: 13
- Positive Thinking Day: 13
- National Respect Day: 18
- World Water Monitoring Day: 18
- International Day of Peace: 21
- World Gratitude Day: 21
- Ice Cream Cone Day: 22
- First Day of Autumn: 22
- Family Day – A Day to Eat Dinner With Your Kids: 25

## IT'S STARTED CONTINUED

*(Continued from page 1)*

about vouchers for service, timeliness in billing for services and the entire process of working through applications and requirements. It will be quite a change, but like anything else, we will figure it out. Dr. Zoucha has a very good rapport with Probation staff and Magellan staff due to his work with their committees and workgroups. These contacts will definitely help us move forward into this new venue of service delivery.

We are also moving forward with changes within the facility. As you may be aware, starting September 23<sup>rd</sup> Housekeeping will start working from 8 – 4:30, Monday through Friday with one housekeeper assigned to work 12 – 8:30 each weekday as well. This will give us better housekeeping coverage to manage some of the problems that pop up later in the day and evening. Mary Ann is working on a schedule to make sure everything is covered with minimum inconven-

ience to staff working with the youth. Thanks to this group for managing this change so well.

We will continue to make changes and alterations in other departments to better meet the needs of the youth and the program. My goal is to have all changes in place by December. I want as little disruption as possible occurring as we get closer to the Joint Commission survey scheduled for January.

You will start seeing trainings being offered to help all of us get ready for the Joint Commission survey. Attendance at these trainings will be mandatory for all staff, since the surveyors can interview any staff they chose to talk with about the program and services offered. We will be conducting Mock Interviews for processes where the surveyors will be interviewing an entire team of staff – things like Leadership, Infection Control, and Environment of Care. Members of those committees will be required to attend these

pre-interview sessions.

There is a lot going on right now. It may get a little chaotic, but we are small enough that we should be able to maintain adequate communication between ourselves to keep everything on track. The most important thing is to keep breathing! Today's crisis will pass and we will move on to some new crisis tomorrow – we can just plan on it being that way for a while.

HRC has pulled together as a solid team on more than one occasion and come out on top. We can do this – **WE ARE THAT GOOD!**



## HOW WILL YOUR CHILD OR LOVED ONES FIND YOU IF DISASTER STRIKES? BY JEAN LUTHER

September is Emergency Preparedness month and there may be some questions you need to answer with your family before an emergency takes place. You're probably thinking nothing ever happens in Nebraska, but...what if it did? Do you know what the emergency plans are for the school or workplaces of family members? Do you know how or when they would contact you?

Talk with your family and make a

plan for responding to different situations like fire, severe weather, hazardous spills or terrorism. Designate a primary and alternate meeting site if something happens. You may need to identify an out of town contact as it is often easier to call out of town than within the area of the emergency. Post emergency numbers at home and also put them in your cell phone.

What about your pet? If you had to leave your home and seek shelter,

the shelter may not accept pets so you should know in advance where they would go.

You should also have enough food, water, medication and hygiene supplies for at least three days. There are several sites on the internet with good information on what you should have in your emergency kit. So what are you waiting for ...the next big emergency to happen here? Are you prepared?

# CHARITABLE PEOPLE EXIST AT HRC BY JEAN LUTHER

The Charitable Giving Campaign this year was fun, exciting and very successful. I was able to witness people taking an idea and building on it to make it fun for all. We collected a total of \$513.32 with the three activities that we chose. Sixty-seven campaign envelopes were turned in to personnel and 27 employees donated with cash, checks or deductions for an additional \$2,313 for a total of over \$2,826 dollars. **Wow!**



The Blue Jeans day collected \$72. One person even paid the \$3 fee to wear a suit as he normally wears

jeans to work. I heard he looked really nice. The garden and bake sale made \$93. And our crowning achievement was the "Kiss the Pig" contest. This contest kept the excitement building for a whole week with the meters posted in a central location and people checking often for the lead-



er and guessing who would win or who was stuffing the buckets. After the contest the pig even sent us a thank you card! Thanks piggy for coming out and making it fun for us.



HRC was awarded the Governor's Recognition of Superior Service award for the Kiss the Pig Contest. Scot Adams presented the award on Tuesday, September 24. Way to go, HRC!

# HOUSEKEEPING UPDATE BY MARY ANN KOCH

Where has the summer gone? September will be full of activities for Housekeeping. We will take advantage of the low census by doing some deep cleaning on the vacant ends of the units. Curtains have been taken down and will be laundered. When maintenance gets the

screens down, the girls will be washing windows and walls that won't get painted. We will also re-coat the floors with wax when the work is all completed. During the last couple of weeks, the girls have been cleaning a lot of light fixtures and washing walls in the office are-

as. We will be starting our new hours September 23, so you will be seeing us around later in the day. Have a great month!

# MAINTENANCE NEWS BY GARY PEISIGER

Mowing is beginning to slow down. The touch up of the housing units for the boys has started. Paint, floor tiles and furniture repair are some of the items to be taken care of. Dave has retired after 37 years of service, and Marv is retiring October 1 after 39 years. We will miss both of these men.

## CONGRATULATIONS, RETIREES!

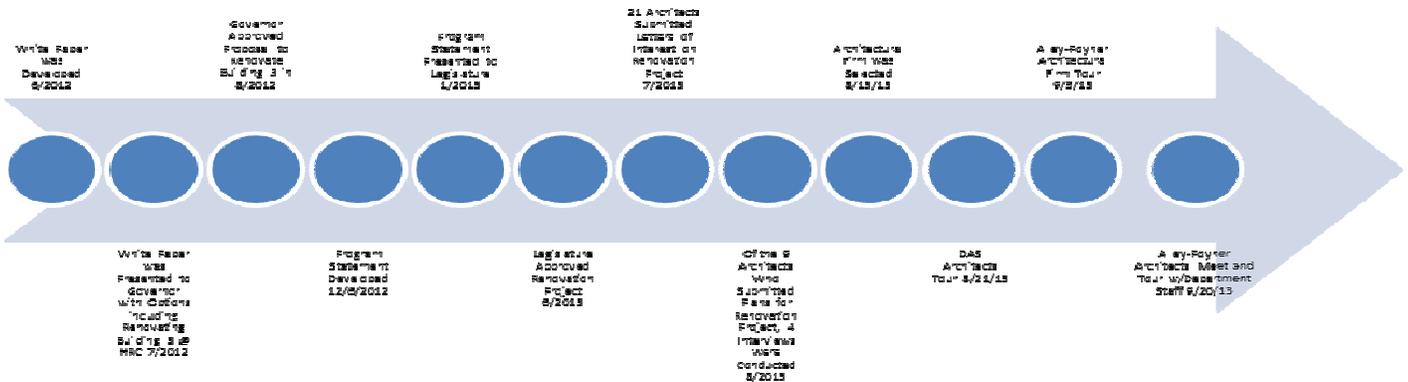


**BEST WISHES**  
**Dave Haase**  
**&**  
**Marv Colburn**



Thank you for all your years of service!

# POSTIVE CHANGE TIMELINE



## MY JOB IS REWARDING BECAUSE . . .

We work together as a team.

The staff are awesome!

I get to watch these young men progress and mature.

I get to try and help the youth learn to make better choices to help them be successful.

I get to wear many different hats.

I get to do so many different things and learn new things.

I get to learn new things! Keeps it interesting! *Ruth*

Every day is different!!

There is room for collaborative creativity and thinking "outside the box".  
*ML*

I get to go on scavenger hunts.  
*Travis*

I feel like I am supported in anything I do.  
*Jessica*

People want to hear my ideas.  
*Shannon*

I get to work with positive staff. *Henry*

I get to see young men making positive changes, learning and growing.  
*Tami*

I like the boys and my co-workers.  
*Robin*

I am seldom bored!

I enjoy the people I work with. *Debbie*

Many surprises! Never boring! Sadly, not all surprises are good.

I have great co-workers. I enjoy working with youth in hopes that they take something they have learned and can/will use it in the future. *Kennetha*

## AN INTERESTING STORY BEHIND THIS PIN BY PEG WESEMAN



Crystal Weeks, who was a secretary in Building #7, hand-

made these pins and distributed them to her co-workers the day after the Terrorist attacks on 9-11-2001. We wore our pins every day for several weeks to show our sup-

port for the united states.

For the past 12 years, I have worn this pin every September 11<sup>th</sup>.

### NEW EMPLOYEE



Please join us in welcoming Dawn Weddle, Youth Security Specialist II to HJCDP!

Welcome, Dawn!



Stainless steel bowl with measuring spoons and cups. \$10.00



Mini crock-pot. \$10.00



Oster food steamer, 6.1 Quart, in original package. Regularly \$49.99. Can be yours for \$20.00!

All items for sale by Carolyn Johnson. Contact her at ext. 3287.

Home-raised white Pekin ducks. About 6lbs dressed. Around \$24.00 a duck. \$5.00 off if you want to purchase it alive

Home-raised white Emblem geese. \$4.50 per lb. Will be available mid to late October. Great for the holidays!

Contact Travis Harms at 402-380-1451 or Bernard Harms at 402-693-2753

**SUPPORT UNITY DAY**  
**OCTOBER 9, 2013**  
**WEAR ORANGE - CASUAL DAY**



Make it orange and make it end!  
 Unite against bullying!!

### SEPTEMBER IS HAPPY CAT MONTH

Most people know that pets can enrich our everyday lives. Some folks feel that cats are the *purrfect* pet! We are happy to share the following cat photos submitted by employees.



Cuddles is the *purrfect* pet of Corinne Jensen.



The *purrfect* pet for Pam Schwabauer is Miss Kitty.



At left is Serina, and below is Rum purrfect pets of Shelly O'Connor.



# SUPERIOR SERVICE AWARD

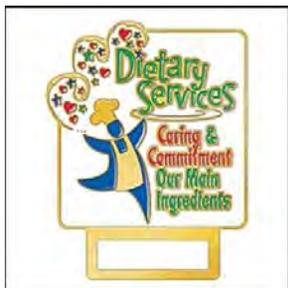
The Hastings Regional Center was recognized during the Governor's Recognition Picnic on September 20 as the Divisional Champion of Creativity for the Kiss the Pig Contest held to raise funds for the 2013 Charitable Giving Campaign. Pictured at right is Scot Adams, Director, Division of Behavioral Health along with Marj Colburn presenting the certificate to Jean Luther, 2013 Charitable Giving Campaign Coordinator. Great job HRC!



# NATIONAL NUTRITIONAL WEEK



HRC recognizes the Nutrition Services department for their contributions to the success of HRC. Pictured left to right: Jean L., Renee B., Shelly C. Chris K., Dolores K and Marsha U. Not available for photo: Doug B. and Vicki M. Thank you for all your hard work!



# HOUSEKEEPING WEEK



The housekeepers at HRC are recognized for their contributions to the success of HRC. Pictured left to right: Shelley O., Mary Ann K., Carmen N., Charlene S., Donna H. and Korena H. Thank you for all your hard work!

"Opportunity is often missed by most people because it comes dressed in overalls and looks like work." Church sign.

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## WHAT ARE YOU MISSING? BY RON CULBERSON, MSW, CSP

Several years ago, on my way to return a rental car, I went to fill up the gas tank. I casually mentioned to the colleague who was riding with me, "I wonder what side of the car the gas tank is on?" He casually said, "The gas gauge will tell you."

I was shocked. I've been driving cars for 35 years and had no idea that the gas gauge had that capability. I felt totally auto-impaired. Immediately, I looked and sure enough, right next to the little drawing of a gas tank was an arrow that pointed to the driver's side of the car. But is that really what it means? I was skeptical. So, I quickly jumped out of the car (after it stopped rolling, of course) to check. And it was right. Who knew?



Now, every time I get in a car, I check to see if the arrow is there. Turns out, it is in most cars. When did this happen? And what else am I missing because I don't look or I don't even know to look?

I suspect this happens to all of us. There are opportunities we miss because we're not looking in the right place. Great sales people can walk into any room and figure out a way to make money. I've bought coupon books for things I don't even want from some of those great sales people. To them, everything everywhere is a potential op-

portunity. Some of you, however, pass these opportunities by because you have your focus elsewhere. And some of you are so easily distracted by everything around you, you can't focus clearly on anything. And some of you are just not that observant and routinely walk into things.

I believe that seeing opportunities requires a type of peripheral vision that keeps our minds focused on the task at hand while being open to things in our surroundings. It's the same principle that allows you to drive while talking to people in your car or listening to music.

So, how do you improve your peripheral opportunity vision? Try these techniques:

**Change your pattern.** When you're in a situation in your personal or work life, try changing the way you do things. If you always drive to work the same way, try a different route. If you sit by the same people in meetings, try sitting somewhere else. My friend, George Walther, orders items in a restaurant based on the date. If it's May 23rd, he will order the 23rd item on the menu. He feels it gives him new culinary opportunities!

**Look at your connections differently.** At a networking event, we often look for the people who can help us in some way. But what if we look for other attributes such as common interests, intriguing jobs, or just someone who is not attracting

the attention that the extroverts are attracting?

Recently, I connected with someone who I thought had an interesting business, but who was not the typical prospect for the other entrepreneurs in the room. He was very niched and semi-retired. Turns out, we had several mutual friends, a lot of common interests, and we are now working on a project together. The connection would have never happened if I had only looked for someone who could help get me business.

**Ask yourself, "What am I missing?"** To improve your peripheral opportunity vision, constantly ask yourself what you might be missing. As you walk around the office, look at the environment with new eyes. As you talk to your spouse or children, think about what might be behind the words. As you finalize your report, think about what might give it a fresh look or fresh perspective.

Malcolm Gladwell is an "opportunity artist" in that he is constantly looking at data with fresh eyes. As a result, he is a bestselling author that engages his readers. He does the work for us by asking, "What am I missing."

It's very easy to get into habits and routines that lead us down a boring and uneventful path through life. If we change the way we approach our daily routines, there is no limit to the opportunities we may see.

What are you missing?