



LRC REALITY CHECK

Fernando Sotelo is the August Employee of the Month

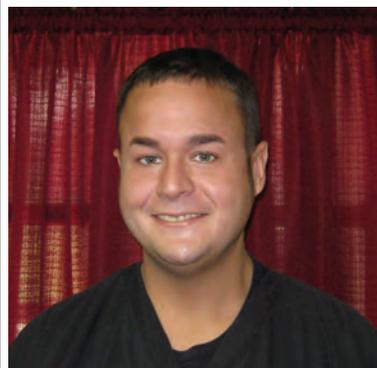


Congratulations to Fernando Sotelo, Housekeeper, for being selected as the August 2013 LRC Employee of the month. Fernando has been employed at LRC since August 9, 2004. His co-workers state that he goes out of his way to ensure a very clean environment for the patients as well as for employees. He always has a great attitude, and always makes others smile. He is the embodiment of going over and above. People never have to ask him to do something. Fernando just sees what needs to be done and he does it. He consistently cleans the employee break rooms, especially after a luncheon, without complaining and without being asked.

Fernando comes to work with a great attitude and will take the time to joke and make others laugh. He is a very humble person who makes sure that others are taken care of. His co-workers describe his job as being the face of "PCC." Fernando makes sure that we all have a clean and sanitary working environment and living environment. His job is all about caring for others. It is often a thankless job and one of the most taxing, but he does it with a smile on his face. Fernando is a hard worker who is dependable, reliable, and a self-starter!

In appreciation of his hard work, Fernando is receiving a gift card to the Olive Garden. Congratulations again, Fernando, and thank you for all that you do!

John Weyer is the Supervisor of the Quarter



Congratulations to John Weyer, for being selected as the Supervisor of the Quarter for 2nd Quarter. John has contributed to active treatment on the Whitehall campus by supervising the social skills program. Due to his influence, the social skills program has been more effective. For example, all of the youth are now earning high social skill ratings, and obtaining scores that have never been achieved in the past. This positive outcome is being demonstrated on a consistent basis. John demonstrates positive role modeling by interacting with the youth during various activities, maintaining professional boundaries, and setting clear expectations.

John contributes to the work of the Youth Security Specialists by reinforcing their use of Mandt and de-escalation skills with the youth. He has been a Mandt instructor, and those skills have been most useful in his work as a Whitehall supervisor mentoring the 3-11 shift and other staff members. John is easy to approach, willing to go the extra mile, and he listens to the concerns of the Youth Security Specialists.

John's conduct on the Whitehall campus reflects the PCC principles of treating everyone with respect and dignity. He is patient with co-workers and with the youth. He shows respect of others by addressing concerns in private with them whenever possible. He encourages others to resolve problems at the lowest level and to use their assertiveness skills. John's former experience as a Compliance Specialist has been helpful in maintaining a safe and productive milieu. When approached with concerns, he looks at the situation from every angle.

In appreciation of his hard work, John received a gift card to Wal-Mart. Congratulations again, John, and thank you for all that you do!

Organizational Realignment

As you probably are aware by now, we are undertaking some organizational realignment in an effort to continue to improve programming at LRC. In case you didn't see my announcement, here is a summary of what is happening.

As we continue to make LRC a better place to heal and work, there are two areas of sustained emphasis that we must place a high priority on; active treatment and restraint and seclusion. These were areas of concern in our last Joint Commission survey and remain areas of needed improvement. That is not to say that we haven't made progress in the last four years; we have. We have integrated the programming function between buildings 3, 5 and 10 at a hospital level of care. We have focused treatment in Building 14 on the needs of the sex offenders once we finally got all the sex offenders in one building. Whitehall continues to improve its programming as demanded by the change to the PRTF standards. But we can and should do more.

Effective September 9, the following organization realignments will take place:

- The programming staff (therapists, activity assistants, and activity specialists) in Building 3 will report to Dr. Mette Brynolf to better focus programming and active treatment for the women reflective of the particular needs of this population
- The programming staff (therapists, activity assistants, and activity specialists) in Building 10 will report to Dr. Michael Judson to better focus programming and active treatment for these men reflective of the particular needs of this population
- The programming staff (therapists, activity assistants, and activity specialists) in Building 5 will continue to report to either John Andreini or Rich Schmidt as they do now but John and Rich will report to Dr. Jennifer Cimpl-Bohn to better focus programming and active treatment for these men reflective of the particular needs of this population
- Social Work will continue to report to Jennifer Jennings who will continue to report to Debbie Roberts
- Occupational therapy will report to Dr. Michael Judson
- The Recovery Specialists will report to Debbie Roberts
- All of the psychologists will continue to report to Dr. Dan Ullman however Dr. Ullman will now report to Stacey Werth-Sweeney, FOO, instead of myself as CEO
- All of the psychiatrists will continue to report to me with help from Dr. Moore as acting Clinical Director until we recruit a full time Clinical Director
- All other reporting relationships will remain the same

I believe these changes will more precisely focus the programming in Buildings 3, 5 and 10 on the specific needs of each particular patient population instead of our current approach of trying to make everything uniform across different patient populations. We have seen that some groups being held appeal to some patients and not others. We need to more accurately align our programming with each patient's treatment needs to improve the expected outcomes from our active treatment. I think this realignment will allow the treatment teams in each building to function at a higher level. Better, more engaging active treatment should lead to less restraint and seclusion usage.

You will notice that I specifically used the word realignment instead of restructuring or reorganization. I did this deliberately because I think we have a good organization and I didn't want to imply that we needed to make radical changes to how we do things. I remember when I first came to LRC eight years ago and after a couple of years we reorganized the management structure. We have had several reorganizations through the years as our needs and priorities have changed. The changes that we are making now are more "fine tuning" to address our two most important priority areas.

Along similar lines with these changes but slightly different, Dr. Fields visited in late June and conducted a mock survey. He has recommended several areas for us to focus on. Many activities are underway. We are completing training for the Team Leaders on the Leadership standards. Many Environment of Care scans have been completed and work is underway to correct problem areas. Dr. Fields will return in October for a recheck for final preparations for our survey.

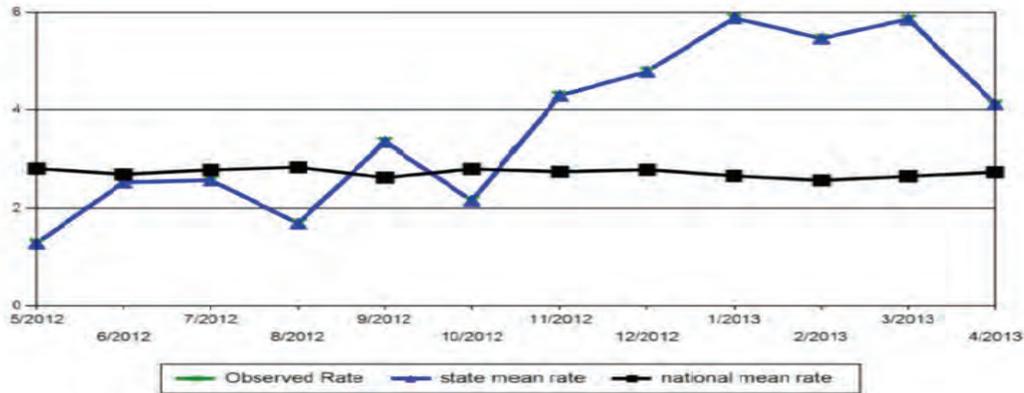
And finally, Gail Scott will also return in October for the next installment of the WE CARE behaviors; accountability and service recovery. We have also hired our new PCC coordinator, Tary Paris who started August 19th. She will be working with Debbie Roberts as we enter the next phase of our service excellence initiative.

I hope all of you had an enjoyable summer. I can't believe that schools are back in session and it's almost time for football. Go Big Red!



FOO Forumby Stacey Werth-Sweeney

Over the past two months, I have helped facilitate the implementation of the Task Force on Restraint/Seclusion Reduction. Patient Rights with Centers for Medicaid and Medicare and the Joint Commission are clear, that patients have the right to be free from Restraint and Seclusion. While we know this to be true, we also know that when patients are demonstrating dangerous, imminent behavior to themselves or others, we have to intervene. Consistently for the past several years, our facility's use of restraint/seclusion has been statistically higher than other like facilities across the United States. Our ORYX data shows that the percent of the clients we seclude is much higher in recent months than 150+ hospitals across the nation:

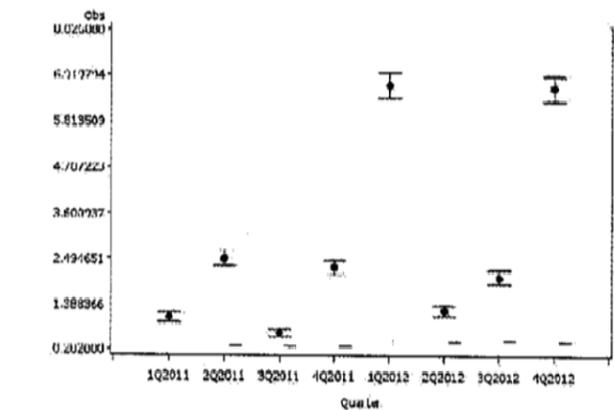
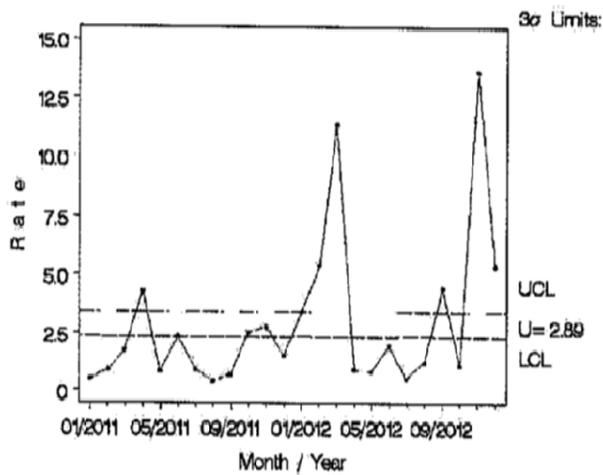


In addition, our Joint Commission data tells us via a stop sign warning that the four areas we are measured on in relation to Restraint and Seclusion are “statistically undesirable.” These four areas are:

Physical Restraint - Adult (18 through 64 years) (HBIPS-2d)	1/1/2011	No		
Physical Restraint - Older Adult (greater than or equal to 65 years) (HBIPS-2e)	1/1/2011	No		
Physical Restraint - Overall Rate (HBIPS-2a)	1/1/2011	No		
Seclusion - Adult (18 through 64 years) (HBIPS-3d)	1/1/2011	No		
Seclusion - Older Adult (greater than or equal to 65 years) (HBIPS-3e)	1/1/2011	No		
Seclusion - Overall Rate (HBIPS-3a)	1/1/2011	No		

Numerator: Total Number of hours of physical restraint

Denominator: Number of psychiatric inpatient days



LLGLNB: Dot or triangle = Observed (actual) rate/value; Left Interval = Observed confidence interval; Right Interval/Dash = Target range/value; X=No comparison analysis; Triangle = Small number of cases. NOTE: Data with small number of cases (triangles) should be interpreted with caution.

(Continued from page 3)

What does this mean? Bottom line is that we need to make a concentrated effort at reducing restraint and seclusion. We hear that programs and staff think that as Administrators we are “only concerned with the numbers.” That could not be farther from the truth. The fact is that the numbers tell us that the incidents are happening, who they are happening with, and which units we may need to focus on and provide assistance. In the past year the Team Leaders have all been trained in Mandt and have become experts at knowing when the criteria for imminent threat and danger is met. We believe that this additional training and the investment made in this training will help, not just the patients but also staff.

In the past decade, research has shown repeatedly that restraint and seclusion should be interventions of last resort and that all hospitals and facilities should do what they can to reduce the use. The Restraint and Seclusion Management Guide written by Stephan Haimowitz, Jenifer Urff, and Kevin Ann Huckshorn, states the following:

In evaluating the potential legal risks associated with the use of restraint and seclusion, risk managers should understand this emerging consensus as critical to a determination about whether a particular use of these interventions reflects “the exercise of professional judgment.” This should be considered in the context of the following factors:

- *Each use of restraint or seclusion poses an inherent danger, both physical and psychological, to the individual who is subject to the interventions and, frequently, to the staff who administer them.*
- *The decision to use restraint or seclusion nearly always is arbitrary, idiosyncratic, and generally avoidable.*
- *Many inexpensive and effective alternatives to restraint and seclusion have been developed and successfully implemented across a broad range of mental health facility types.*

With the training that you receive in Mandt and our Person Centered Care concepts in place, the hope is that the majority of the decisions made to utilize these interventions are methodical and logical rather than arbitrary. The use of the Post Intervention Guide is designed to help you and your team walk through the process of what happened and determine if anything could have been done differently, or if you had certain resources, could this have been prevented. One of the hopes of the Task Force is to rejuvenate the programs to enlist new ideas that are “out of the box” and to get the teams to think of creative ways to help assist patients without having to put your hands on them. Staff safety is crucial. Each time hands are placed on a patient, the patient and the staff become vulnerable.

The Restraint and Seclusion Management Guide further states, “To minimize these risks, all mental health facilities should develop a risk management strategy that includes the following components:

- *Review your facility’s current policies and practices regarding restraint and seclusion;*
- *Advise top management that legal exposure is increasing and that reducing the use of restraint and seclusion demands their attention;*
- *Establish a facility-wide task force including top management, staff, union representatives, and consumers to develop a plan to reduce restraint and seclusion that includes a public commitment to the goal of reduction, a strategy for workforce training, and the use of data to set outcomes targets and evaluate progress; and*
- *Maintain the priority of constant reduction in the use and duration of restraint and seclusion.”*

The Task Force was implemented after our recent Mock Survey with Dr. Fields. His recommendation was that we take a serious look at our use of restraint and seclusion and make a concerted effort to decrease the incidents. The Task Force consists of 7-9 staff from across the campus. Joan Stepan, Jennifer Bennetts, Kurt Lockard, Dr. Hartmann, Dr. Dan Ullman, Allyson Headrick, Craig Cooper, Linda Henslee, Tanner Mitten, and I are all active members of the Task Force. In addition, we have had a patient from B3 attend and provide us input. Some of the activities we have generated have been the new and improved Post Intervention Conference form. This form has more in-depth questions and is required to go to the Special Treatment Plan Review for a drill down by the Treatment Team on each episode of Restraint and Seclusion. The luvsac chairs were determined to be a huge success with women in Building 3 as well as some of the males in Building 5, so more have been ordered. In September, Jennifer Bennetts will be providing the Team Leaders with training on UROK kits and we suspect that these tools and resources could have a resounding effect and impact on the units and we look forward to this implementation. We have a folder on the Share Drive that has our minutes and a timeline of the various activities/suggestions we have made. Please feel free to review. Each quarter, the Task Force will bring in two new members to replace two current members. This move will help to keep the committee fresh and to assist in the continuation of fresh eyes and new ideas. If you have a desire to be on this committee, please let one of the current members know.

In closing, our efforts at reducing restraint and seclusion have to be measured so looking at numbers is one of the ways that we will know that the incidents are going down. Our most important area of focus however, is that our staff and our patients are safe from harm. Restraint and seclusion hurts people and we want to make an impact and help you and our patients to be safe because WE CARE.

“Many of the great achievements of the world were accomplished by tired and discouraged men who kept on working.”
Author: Unknown

DHHS/LRC Supervisor of the Year for 2013



Congratulations to Tom Nider, PharmD, LRC Pharmacy Manager, for being selected as the DHHS/LRC Supervisor of the Year for 2013.

Tom has been instrumental in helping the LRC Medical Staff in the treatment of our patients by having a Pharmacist available to attend treatment team meetings to answer questions about medications, and educate treatment team members on

the benefits and potential side effects of the variety of medications our patients are prescribed. Tom and the pharmacy staff have in the past few years worked to streamline the LB95 medication process. When the Hastings Regional Center was no longer able to distribute LB95 medications, the LRC Pharmacy took over this responsibility to ensure that people across the state received needed medication. In addition, Tom and his staff created a website providing details on the LB95 medication program. This website informs people how to apply for and receive funding for needed medications, which ultimately will help them maintain their wellness and recovery.

Tom has also been instrumental with the implementation of our e-MAR (Electronic Medication Administration Record) system and the Physician Order Entry system. LRC has been

the pilot facility for the new electronic medical record system for all of the DHHS 24-hour facilities. Knowing this, Tom has kept his eyes on the larger picture to determine how the progression of the new electronic medical record will help not only LRC, but the pilot of it will provide the opportunity to work out all the bugs. Tom has worked very hard to collaborate with the LRC Nurses and Medical Staff to ensure that a seamless process is in place.

Tom's colleagues state that Tom is calm, and has a great nature about him. He is team-oriented. He is concerned about the Pharmacy staff working as a team and he works hard to ensure that their work is done and done well. Tom's employees state that that one of the best things about Tom is his consistent demeanor. They know they can count on him being the same from day-to-day. Coupled with that is his willingness to lead his department in progressing as a pharmacy. Tom's co-workers and staff state that what stands out in their mind about Tom is that he tries to keep a positive outlook on any situation that arises. He does not make snap decisions and instead thinks things through. Tom emulates how to build and support positive working relationships and is a positive role-model for serving our patients and the State of NE with excellence. Tom is a genuine, hardworking and loyal employee and he is very deserving of this great honor.

PCC Education Committee is the Team of the Quarter



Congratulations to the Team of the Quarter for 2nd Quarter—the PCC Education Team! Education Team members are: Vicky Buchholz, Emily Claussen, Todd Falter, Darrell Gressley, Abby Hawthorne, Janae Hood, Phil Jefferson, Zeb Moseman, Marilyn Olsen, Rich Schmidt, and Carol Wierda. The PCC Education Team meets on a monthly basis to plan educational opportunities for LRC supervisors. The focus of this education is on how supervisors can apply PCC core values and concepts to strengthen their teams. The Education Team is available to work with supervisors on an ongoing basis through special requests. The Education Team is now providing follow-up to lessons learned at previous All Supervisor meetings by asking the supervisors at the next meeting to report how they used and applied the tools they were taught. The Education Team members work together within the group and in smaller teams to create approaches to meet their customers' needs, including developing fun teaching videos and role-playing situations.

The Education Team is playing a key part in LRC's PCC environment by promoting work satisfaction through building stronger and more cohesive teams. LRC staff benefit from leaders who build self-esteem in the workplace and empower employees to make decisions and be responsible and accountable for the patient care they provide. This has a positive impact on the treatment provided to our patients. It improves communication and enhances team work. New employees in Orientation are stating that they have heard that LRC is a great place to work. The PCC Education Team is doing their part to make the work environment positive!

Kudos—Now That's PCC

- **Kudos to Nicole Zimmerman** for spear-heading the Building #5 Patient Talent Show! Kudos to everyone who helped with this (*Nina Anderson-Trumble, Makayla Campbell, Crystal Buhrmann, John Andreini, Logan Hargrave, Katelyn Glasgow, Brittany Thue, Sandy Holmes, Erin Bain, Allyson Headrick, Jodi Kehler, Christy Rupe, Stan Wiegert, Jennifer Bennetts, Sara Hoff, Jennifer Cimpl-Bohn, Helen Trotter, Daniel Brynolf, Dr. Edward Kelly, Dr. Klaus Hartmann, Todd Shave, Barb Onnen, Jay Schmitz, Don Holmquist, Cory Rabe, Sherri Browning, Rachel Johnson, Daniell Moore, Steven Diefenderfer, Scott Collier, Cindy Huelsdonk, Haron Kohestani, Luke Meier, Marc Ostrander, Kathleen Barrett, Rich Schmidt, Craig Cooper, James Bayless, Sarah Lyon, Megan Bang, Lindsey Gonzales, and Brooke Sixta*). You all helped to make the talent show held on July 31 a success. The treatment teams met with the patients to approve their talents. The nurses and SSII staff assisted the patients in practicing their talent acts on the living units. The recreational and occupational therapy staff obtained supplies for the patients. Staff helped set up and take down chairs for the event, created a judging panel, and/or suspended their own programming groups to allow patients to attend. Many thanks also go to the staff who attended and showed their support. This meant a lot to the gentlemen participating.
- **Kudos to the entire Pharmacy staff.** Dr. Kelly notes that the Pharmacy Department is uniformly helpful, professional, prompt, and pleasant!
- **Kudos to Vicki Bowles and Karen Brocksmith** for test-piloting the initial Nursing Assessment in Avatar and coming up with great suggestions for it.
- **Kudos to Jimmy Thimsen, Team Leader,** for the wonderful difference he is making as a Team Leader on the 2nd floor of Building #3. The women are enjoying music and various activities in the center area when not attending group. Jimmy treats the women with respect and believes in talking and listening to them when they are having a hard time. He lives PCC. The ladies like and respect him in return.
- **Kudos to the therapists and 7-3 shift Team Leaders in Building #14** for the presentations they give for the Bryan-Health Student Nurses. Your continued support and willingness to help educate the students about the sex offender program is greatly appreciated.
- **Kudos to Andy Miller and Jim Reinsch** for all the follow-up work they completed on EOC Maintenance issues identified in the Building #14 EOC tour.
- **Kudos to Andy Miller, Jim Reinsch, Steve Urban, Kurt Anderson, Dave Nicklas, LeRoy Dinslage, and Mark Townsley** for their work in building the new kiosk in the Calvert Street Cemetery. Your work on this was a great help to Boy Scout, Ethan Cecava, in his Eagle Scout project. The kiosk is a very valuable addition to the LRC campus, and will help people locate graves of their relatives.
- **Kudos to Marilyn Bailey, Administrative Assistant,** for all the things she does to help keep things on track in Building #14.
- **Kudos to Joann Fisher** for always being a consistent and active staff in Building #5. The Team Leaders can go to her and ask her questions about the patients on the unit and she knows right away what is going on!
- **Kudos to John Sweazy, Pharmacist,** for taking time to explain a new medication to a patient and easing the patient's anxiety about this.
- **Kudos to the two Team Leaders on 2nd shift in Building #3.** Jimmy Thimsen has worked very hard to create an awesome team on 2nd shift. He has a lot of positive enthusiasm that shows on that shift. The shift is working as a cohesive team. The new Team Leader on 2nd shift, Craven Carvalho, is also a positive addition. He has jumped right in with both feet and has been making a lot of positive suggestions and changes since he started.
- **Kudos to the Building #3 Nurses and Team** for making July a record breaker for a HUGE reduction in seclusion and restraint use. Way to go!!
- **Kudos to Cheryl McMurry, DON,** for being so supportive of staff and of the ADONs, and for always having a positive attitude.
- **Kudos to the Building #3 Social Workers (Jennifer Moran, Kari Christner, Jessica Codr, and Jenny Jennings)** for working so hard and getting some difficult clients discharged over the last few months.
- **Kudos to Dr. Mette Brynolf and Mary Scherling, APRN,** for all of their hard work going on the units to train staff, and for their positive attitudes which have been significant in reducing seclusion and restraint use in Building #3.
- **Kudos to Building #14 staff** for working to provide seamless care to a forensic patient placed in their program. The Building #14 staff have done an excellent job communicating their concerns, requesting clarification, and providing hand-off communication to the Forensic Team.
- **Kudos to Andy Miller and Jim Reinsch** for adjusting the Wayne George Training Room doors to accommodate the new LRC Logo mat. Kudos to Andy and Jim for also taking care of several Staff Development conference room needs.

Kudos Kontinued

- **Kudos to all Building #10 staff working on Saturday, August 17, and to Maintenance staff Jim Reinsch, and Sherry Nielsen and her staff in Dietary.** Building #10 had some sewer issues that day and had to move patients to the basement until the problem could be resolved. The patients were evacuated within 5 minutes! Jim came over from Maintenance right away and went through the entire building. Unit staff jumped right in, got the patients downstairs into the Canteen and out to the yard. A staff from Building #3 came over to help get patients to the restroom and to assist during lunch breaks. Sherry Nielsen came over and got sack lunches set up for the patients in the Canteen. Group leaders ran groups down in the OT area, and everything went SMOOTHLY! Patients were back on the unit by 12:30 p.m. Way to go Team!
- **Kudos to Robert Barker, Michele Smith, Steve Purdie, Corvus Diaz, Tom Edwards, Deena Johnson, Billie Thompson, Sherry Nielsen, Jim Reinsch. Thanks for all your help! Kudos to Dietary staff Tony Prue, Korena Helder and Michael Marquis. Kudos to Irene Hirschman, ADON, for covering Building #10 during these Maintenance issues.** Everyone pulled together and things went well. Kudos and thank you to everyone who pitched in to give such great care to the patients!
- **Kudos to Building #10 3-11 staff on August 17: Jared Brass, Eric Howard, Chris Milching, Jacqueline Kincannon, Jennie Depeel, and Laurie Good** for helping out when the sewer smell returned that afternoon along with two floods in the building! Thank you for all your help cleaning up the floods and opening up the drains! Way to go!
- **Kudos to Christine Stevenson, Brenda Kahny, and Phil Jefferson for facilitating worship services in Buildings #3, 5, 10 and 14 while Rachel Johnson was on vacation.**
- **Kudos to all LRC employees who donated blood** on Thursday, August 22. Great job, **MaKayla Campbell**, for coordinating the blood drive!
- **Kudos to the Task Force on Seclusion and Restraint for getting a beanbag chair for a Building #5 patient.** He is doing tremendous and has these comments on the beanbag: “When I get upset, I can just sit there and relax and think about stuff.” “It makes me feel special.” “I sleep a lot better now.”
- **Kudos to the LRC Licensed Mental Health Practitioners!** August is designated as LRC Therapist Month by the PCC Reinforcement and Support Committee. **Kudos to all LRC Therapists: Ted Bailey, Ava Jo Kelly, Sandy Findley, Don Holmquist, Laurie Reinsch, Barb Onnen, Jim Ruppelt, Daniell Moore, Kathy Ogle, Todd Schave, Anthony Kelly, Charles Ramsey, Kevin Anderson, Debra Davidson, Kandy Eisenbarth, Joan Stepan, Linda Marcy!**
- **Kudos to Zeb Moseman** who came through for Nursing Service to provide Advanced Skills for the 11-7 Mandt recertification. Zeb is always willing to help with Mandt recertifications, but this time he went above and beyond in teamwork by coming in several hours before his shift to assist with this mandatory training.
- **Kudos to Terri Harmon** for cleaning the carpets on the third floor of Building #14.
- **Kudos to Nicole Zimmerman** for the wonderful job she did organizing the volleyball tournament!
- **Kudos to Building #10 staff** responding to the patient medical emergency on August 22. The SSII and nursing staff involved did an extraordinary job in a very difficult situation.
- **Kudos to Julie Hendricksen, Staff Assistant,** for keeping everyone in the loop on the status of the LRC parking lot projects in her nice, informative emails!
- **Kudos to the Team Leaders** for their work in maintaining a great Environment of Care. The patient living areas are looking good and patient rooms are looking great. **Kudos to SSII staff** for completing deep-cleaning tasks when patients move out of a room.
- **Kudos to Gordon Tebo, Facility Maintenance Manager, and to Kurt Anderson, Facility Maintenance Supervisor,** for all the work being done around campus, including the recent concrete work. The campus is looking great!
- **Kudos to John Trotter** for coming back into work to help us when we were short staffed even though you had plans. Thanks so much!
- **Kudos to the Dietary department** for having Building #14 cook out food organized and ready for us every time this summer. You guys do amazing work!!
- **Kudos to Matt Ahlstedt** for his idea in Building #14 to purchase birdfeeders and have employees sign these for our co-workers, Maurice Egan and Dave Reece, who are battling serious illnesses. **Kudos also to the Building #14 staff members** who have thoughtfully taken over filling the Building #14 bird and squirrel feeders, a favorite task of their co-worker, Maury.



Kudos to LRC Therapists

In appreciation of LRC Therapist Month in August, patients were asked “*what do you value about the therapists that work with you?*” and “*How have your therapists helped you.*” The following are a few of the responses!

Building #10:

- ♥ They are great people.
- ♥ They have really given me great support.

Building #3:

- ♥ I like her personality and sense of humor.
- ♥ She has a kind way of getting her point across.
- ♥ They do a good job. They give us good groups.
- ♥ They are very nice and helpful.
- ♥ I like their insight on things.
- ♥ She helped me learn to draw better, and gives us a chance to do art.

Building #5

- ♥ They wouldn't be here if they didn't care.
- ♥ They are caring, and really helped me over the years.
- ♥ They are patient and help me learn new things.
- ♥ She is helpful, she cares, her classes are not boring. I like that she adds humor to our meetings, she means and does what she says.
- ♥ His classes are challenging, although he has a lot of work for us to do. I know he cares. He takes time out to talk with you when you are feeling down or lost. He is respectful.
- ♥ He'd been there towards the start of my stay. I appreciate his help. I'll never forget him. I'm sure there is a special place for him on the walls here at LRC. He is very inspirational—if you really listen (with all your heart) to what he's saying.
- ♥ I feel good about her as a therapist. She is here because she wants to make a difference. She is helping me do just that. I hope that she is here until I get out and I hope that is soon.
- ♥ Helpful
- ♥ Consistent.

- ♥ I don't know her well yet. She does well as a professional. She is encouragement in the right direction. She seems to be interested in helping us get where we want to be.
- ♥ Very intelligent, laid back and easygoing.
- ♥ She takes time out to talk to me when I'm having a bad day.
- ♥ She doesn't use a lot of fancy words which is nice because I can understand the material better.
- ♥ Overall feedback: Groups are needed for structure and the therapists in 5 provide that. Lately it has been very difficult to focus....my reading comprehension is awful and I easily give into others' problems when I should be focused on my own. These therapists have worked with me the best they can. Kudos to Barb, Daniell and Todd.

Building #14

- ♥ I think all the therapists in Building #14 help all the peers. They are there to vent to. Thank you for your help.
- ♥ He helps me reason through issues.
- ♥ I want to thank them for making me feel as though I can trust others. I want to thank them for helping me step out of my comfort zone and become more assertive. They got me to look at life and its opportunities with an open mind and they have really helped me challenge my thinking to assist me in becoming a better person.
- ♥ They don't give up on me.
- ♥ They are trustworthy and treat us as people, not problems.
- ♥ She has a great sense of humor and is dedicated to her work and to her patients.
- ♥ I appreciate his guidance and understanding and patience.
- ♥ They show me what it is like to have someone that cares and is willing to help. They show me a better way of life.
- ♥ They are people who care about me.
- ♥ They assist me to the very best of their ability and I don't think they will give up on me. They have helped me see that I can become and am becoming a safer person.
- ♥ I feel that he does a good job by trying to help me be a better person.
- ♥ She always has a smile on her face. She can get me to see things and get information out of me that I have not shared before. She helps me believe that I can make healthier choices and have a better life.

Hurray for these LRC Stars!



This is an ongoing new feature of the LRC Reality Check newsletter where we will highlight LRC employees who have taken advantage of new job opportunities at LRC! There are several employees who have accepted an advanced position or a new role or position of interest to them that we will feature over the next few months. If you or a co-worker would like to be featured, contact your supervisor or a newsletter editorial board member for an interview. Let's give a shout-out to these champions and superstars for hitting the mark and excelling at what they do!



Jimmy Thimsen was hired as a Youth Security Specialist on 7/1/2010. He transferred from YSS to be an SSII staff at LRC on 8/6/2012 and was promoted to a Team Leader position in Building #3 on the 3-11 shift on 2/18/2013. Jimmy is doing a great job with the Building #3 women showing his positive enthusiasm and building a great team!



Hurrah



Craven Carvalho was hired on 4/22/2013 as an SSII staff. He was promoted to a Team Leader position on 7/15/2013 in Building #3 on the 3-11 shift. Craven and Jimmy have formed a dynamic duo team in Building #3 and are doing several new activities in the dayhall with the female patients. Craven has jumped right in learning the ropes and has new ideas and positive suggestions for change!

Top Notch Teamwork



Corinne Bowles began her employment at LRC as an SSII in August 2006 in Building #5. She then transferred to SOSR in Building #14 in 2009. She began working on advancing her education while working full time as an SSII. She received her Bachelor's degree in Psychology in 2007. She continued her education and received her Master's Degree in Health Care Administration in 2011. Corinne left to work at the DHHS Division of Developmental Disabilities but came back to LRC to take a Team Leader position in June 2010. She does a great job in her role as Team Leader. She has helped to create a more positive work environment by ensuring staff are rotated throughout the units to prevent burnout. She lets the staff know her expectations and is consistent in how she handles issues or concerns. Corinne states, "I love my work and working the night shift. I have worked all three shifts but I love working night shift the best. The reason is because I can work more closely with my staff." The 11-7 Building #5 staff are happy to have Corinne as one of their Team Leaders and on their 11-7 team.



Anne Regelean started her employment with LRC in November 2004 as a Dietician in the Food Service Department. In May of 2012, she was promoted to the position of Food Service Director II. In both roles, Anne has completed all of the Nutritional Assessments on our patients here at LRC. Anne has throughout her career at LRC been involved in a variety of committees and activities, such as Wellness Committee, Patient Grievance Committee, Patient Wellness Committee, and she is one of our PCC Facilitators. Anne's friendly demeanor, and genuine and kind nature are ways she emulates the PCC concepts. She does a fantastic job empowering her employees, incorporating new menu ideas and new ways of being efficient in the Dietary Department. Anne's promotion to the Department Head of Dietary has benefited LRC's patients and the quality of care they receive.



PCC & ME

This is a new Reality Check feature that began in the last edition which we plan to continue. It will feature employee quotes on what PCC is doing for them!

It has given me the opportunity to visit with people from other departments that we normally don't get to see.—Sue Wesche

"It has helped our team and our building focus on being respectful to each other especially during meetings, but also in day to day interactions. This benefits everyone and helps everyone's day be better and more productive!" -Sandi Waldron

"It has helped me communicate with the patients better and in a more positive way. It has helped me be less critical and more understanding of my co-workers." - Michelle Meidt

"It reinforces the Golden Rule: to treat others as you wish to be treated."—Ann Alberico

"It made me look at whether I feed into negativity, reflect on my own behavior, and draw others' attention to PCC and non-PCC behaviors when they happen." - Marc Ostrander

"The workshops have helped me to be a better listener. It has also helped me respond better to patients who are upset to give them some space." - Karissa Dunkin

"My PCC workshops have reminded me just how important it is, in my job, to think about the person on the other side of the counter—whether they are a visitor, employee or potential employee. It has helped me see what I do and how I do it from the perspective of the other person." - Perry Holmgren

"PCC has renewed energy into an environment that needed change."—Cindy Dykeman

"The workshops have benefitted the hospital to become a much better environment to work, less hostile." - Roly Bretos

"We have learned to approach our patients in a more client-centered manner." - Ted Bailey

"The PCC initiative has made some improvements in treating people with dignity." -Anthony Kelly

"The thing I got out of the PCC initiative is that communication can be better. I think that has improved since the initiative began." - Jim Ruppelt

"Co-workers are more apt to introduce themselves to new "faces" on the unit, and are more willing to help others, and treat each other with respect." - Marilyn Bailey



Speaking of PCC, please welcome our new Person Centered Care Coordinator, **Tary Paris**, to LRC. This is a new position that was created to serve as our PCC implementation leader to fine-tune the Person Centered Care "WE CARE" behaviors, maintain our program and work with us as we continue on our journey. Tary brings the skills necessary to rally individuals and teams to create spark in others! She will help move us beyond what we imagine possible as we all embrace our ever evolving organization in our quest to provide Person Centered Care. Tary comes to us with previous experience in the DHHS system and personally played a role in the establishment of the DHHS "Serving People with Excellence" program while serving as a FISH facilitator to roll this information out. She will graduate with her master's degree this year. Tary successfully ran her own company for several years. She will be able to hit the ground running and is very excited to begin her work with us. Tary has completed her LRC Orientation and will begin introducing herself to all of you and familiarizing herself with us. - *Debbie Roberts*

Welcome These New LRC Employees.....by Nichole Newland



Angok Alwir, SSII, Bldg #3



Jeremy Baker, SSII, Bldg 5



Jennifer Black, RN, Bldg #5



Caitlin Bartman, Activity Specialist



Shelby Clayton, SSII, On Call



Porfirio Casarez, SSII, Bldg #5



Stormie Coleman, SSII, Bldg 5



Chelsea Frisbie, RN, Bldg 5



Chelsea Griffith, SSII, Bldg 3



Lori Harner, RN, Bldg #5



Ronald Jones, SSII, On-Call



Tammy Kazebeer, SSII, Bldg 3



Alexandra LaMendola, RN



Matthew Nicholson, SSII



Adam Ortmeier, SSII, Bldg #10



Tary Paris, PCC Coordinator

Welcome These New LRC Employees.....by Nichole Newland



Chuck Ramsey, LMHP II,
Building #5



Roger Reynolds, SSII, Bldg 5



Carol Ryan, Office Clerk III,
Building #14



Megan Skiles, SSII, Bldg #3



James Stricklans, SSII, On-Call



Anastasia Thorell, SSII, Bldg 14



Mollie Topil, SSII, Bldg 14



Daniel Widders, SSII, Bldg #3

LRC Game of Clue.....by Jane Ahl

The Conservatory:

Clue: They meet several people each month.

The Billiard Room: Clue – Two of these people are PCC Facilitators

The Kitchen:

Housed in Bld 14

The Ballroom: Without them, we wouldn't know what to do!

The Library:

They know how to run the Proxima

In our own LRC Game of Clue, your job is to try to figure out from the clues what Department or team it is. Then check the fun fact questions to investigate your fellow employees and find out who they are! Call or email Jane Ahl with your answers.

1. Last year, this person's birthday was on 12/12/12, the last repeating number date of the century.
2. This employee's first spoken language was Spanish even though the family was not bilingual. This person also played in Civil War and Spanish American forts as a child.
3. This person lettered in Varsity Shot Put Throw in high school.
4. This person has sisters named Shebra, Sheena, and Sahlee.
5. This employee visited Australia, saw the famous Sydney Opera House and the Australia Zoo, home of the Crocodile Hunter.
6. While working for the Nebraska Department of Revenue, this employee reviewed the last income tax return filed by Elvis Presley after Elvis' Lincoln concert in 1977.
7. The grandparents of this employee were to come to America on the Titanic but this employee's grandmother had an eye infection and the couple was not allowed on the ship.

Strut Your Stuff Winner.....by Becky Meulemans

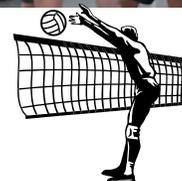
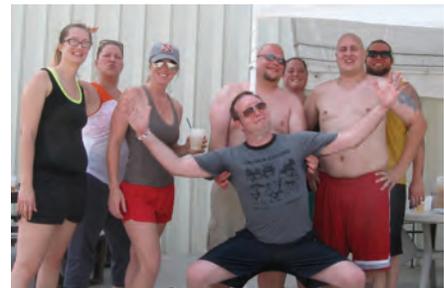


Congratulations to the July Strut Your Wellness Stuff Winner, Mr. Bill Gibson! As most employees know, in the past year Mr. Gibson has battled numerous surgeries and complications. Last July, he was diagnosed with a colovesical fistula and a year later he is being recognized for his "Wellness Stuff". He explained that his recovery wasn't as much wellness as it was survival. He has traveled a long road and still notices that each week gets a little better as his "internal plumbing adjusts itself". He explained how amazed he has been by the human body's ability to adjust without certain parts of the digestive system. He said that he still tires easily, but he has been able to get back to golfing and lifting some weights. During his recovery he spent a lot of time walking in his neighborhood, and he has also quit smoking. He says, "It's just survival," but the motivation to continue getting up each morning, allowing his body time to adjust, and spending a cumulative 48 days and 20 hours in the hospital to then come back to LRC – that's wellness. That's a message to all of LRC that the troubles we face will pass, although at times we want to give up and quit.

When asked what he thought might help LRC staff who are facing or supporting someone who is facing a life threatening medical problem, he wanted to share three important messages. The first being, "Something like this can happen to anyone." The odds of getting a colovesical fistula are 1/100,000 and yet, Mr. Gibson who was perfectly healthy, other than smoking a few cigarettes a day was that one person in 100,000. Secondly, "Complications can happen." As after his first surgery, there were problems with scar tissue that led to more surgery and therefore, more complications. When things seem to be getting better, there may always be something unexpected that happens and has to be faced. Finally he said, "Don't give up hope." During his recovery, he read blogs from a national association for ostomy recipients and explained how he has come to the realization that even when you're faced with something, there's always someone worse off who hasn't given up. He has found hope from reading the stories of other survivors, and perhaps the employees of LRC will find hope from hearing Mr. Gibson's story.

Volleyball Tournament.....by Nina Anderson-Trumble

The Wellness Committee would like to thank everyone who participated in the annual volleyball tournament. It was a hot and humid day, but everyone had a great time. We had four teams participate in a double elimination challenge. Random prizes were given out during the tournament and the winning team members each won \$15 gift card to Target. Thanks again for your participation and continued support of the wellness committee.



More Wellness Committee News

We are excited to announce the Lincoln Industries Cycling Classic at the Pinnacle Bank Arena, a two day celebration of cycling featuring events for all ages. All proceeds will go to benefit the Boys & Girls Club.

- ⇒ Saturday, September 28 will feature the Lincoln Industries Gran Fondo. A Gran Fondo is to cyclists what a Marathon is to runners. There are three routes that offer different levels of challenge, providing cyclists of all levels the opportunity to participate. Following the rides, stick around for the festival and enjoy food, music, exhibitors and kids' activities, including a bike stunt show featuring Chris Clark.
- ⇒ The Lincoln Industries Cycling Classic concludes with the Capital City Criterium, Sunday, September 29. This fast-paced cycling event will feature races for all ages and abilities culminating with the best talent across the Midwest battling in the Elite Women and Men competitions.

For complete information visit www.lincolncyclingclassic.com or contact greg.howe@lincolnindustries.com



The Wellness Committee wants to remind LRC employees that CPR Training and recertification is available here on campus. Call Staff Development to sign up!



STEP UP FOR DOWN SYNDROME WALK

It's the time of the year where I get to update everyone on a special little boy named Ben. As you can see he is like most other boys. He plays T-Ball with his friends and is excited for his first day of Kindergarten. As you may also remember Ben has Down Syndrome.



Once a year the Down Syndrome Association for Families of Nebraska (D.S.A.F.) raises money to help children and families with education and resources to understand the challenges and blessings of people who have Down Syndrome. This year the Step Up for Down Syndrome Walk is on **Saturday, October 5, 2013** at Antelope Park in Lincoln.

In case you forgot Ben is my youngest son and he is a very special little boy. If you would like to help the DSAF please contact me at extension 5244 so I can tell you how. Thank you for your support!



Diversity Committee Quotes

August is Diversity Awareness Month 2013

“Different roads sometimes lead to the same castle.” — [George R.R. Martin, *A Game of Thrones*](#)

While throughout the year, there are a wide range of admirable diversity observances that acknowledge the contributions and unique traditions of certain segments of the population including African Americans, Hispanic people, Asian people, Native Americans, women, gays and lesbians, and those who are disabled, among others, until now, there has been no specific time designated to celebrate the wide range of diversity that not only includes these groups, but goes beyond them and reaches out to everyone.

Diversity Awareness Month is all about opening dialogues that foster an appreciation of the differences that separate us as well as the similarities that unite us. By setting aside a period of time to better understand and strengthen that which binds us despite our differences, we will gain a deeper understanding of each other and develop a greater sense of connection—creating the energy among us needed to positively change our world. The following video which we shared with you previously in October 2012 is a reminder of the joy of our universal humanity. We love it so much that we are sharing it again. Take a few moments to watch it again or for the first time if you missed it last year.

<https://www.youtube.com/embed/Pwe-pA6TaZk?rel=0>

“Never judge someone
By the way he looks
Or a book by the way it's covered;
For inside those tattered pages,
There's a lot to be discovered”
— [Stephen Cosgrove](#)

“At bottom every man knows well enough that he is a unique being, only once on this earth; and by no extraordinary chance will such a marvelously picturesque piece of diversity in unity as he is, ever be put together a second time.” — [Friedrich Nietzsche](#)

The Diversity and Wellness Committees want to remind all employees to mark their calendars for 4th Annual Mental Health Awareness Walk which will be held on Friday October 4, starting at 11.00 am in the Administration parking lot.

We expect about 30 vendors including the Nitro Burger food truck

(<http://nitroburgerbomb.com/index.html>) along with many members from the community. We hope to see you there too!



Charitable Giving Campaign Pets on Parade...by Rachel Johnson

"Love this contest! So hard to decide...they're all cute!! :)"

That pretty much sums up the comments from this year's LRC Pet Parade. LRC Employees donated \$3.00 per pet photo for this year's Charitable Giving Campaign (CGC) Contest!

Twenty individual dog entries, 9 cats and 1 critter squared off paw to paw via survey monkey and email vote to claim bragging rights as this year's cutest pet. A run off held the week of August 26-30 featured finalist dogs Huritt, (Algonquin for "handsome"), Tank and Xmas Dog. The feline finalists were Bob, Maddie and Penelope.

The winners are.....(drumroll please).... for doggies—**Huritt**, and for kittycats—**Penelope!** The bottom line is that all of these cuties are winners with loving homes and proud owners! And the real winners of course are the employees who contributed to the Charitable Giving Campaign and the Charitable Giving Campaign foundations who will receive the donations. Please remember to turn in your pledge cards if you have not already done so.



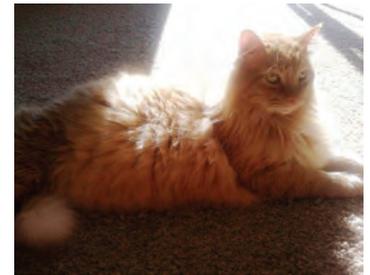
Kramer



Mavis



Penelope



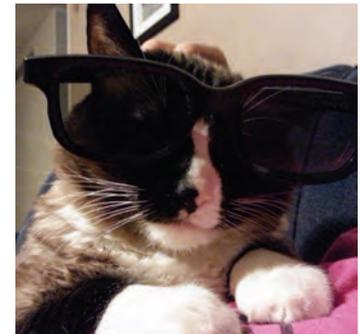
Luke



Fred & Phoenix



JR



Maddie



Bob



Marco

CGC Doggies!



Bilbo



Milo



Huritt



Spice



Rudy



Curly Sue



Kibby



Yoda Mogwai Puffinstuff



Nanuq



Tank



Jazzman



Lucy



Stout



Leea and Raea



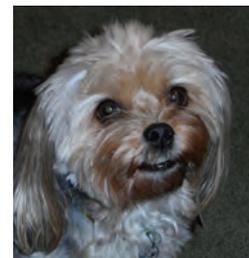
Mya



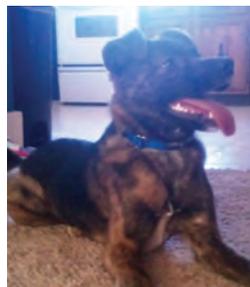
Wiley



Roscoe



Izzabelle Maureen



Ziggy



Xmas Doggy

Eagle Scout takes on LRC Cemetery Project.....by Linda Henslee



Over the last few months, 15-year-old Ethan Cecava completed his Eagle Scout project, which involved creating a kiosk of names of people buried at the Calvert Street Cemetery at the Lincoln Regional Center. Ethan read the Lincoln Journal Star article from July 2012 about the family from Ohio who researched their great-grandfather's life, and found out he was buried in the Calvert Street Cemetery at LRC. After reading this family's story, Ethan wanted to do a project that would make it easier for people to find their relatives' graves at LRC. Ethan's project involved reviewing the LRC cemetery map to create a large spreadsheet with the names and dates of people buried in the cemetery on the LRC grounds, and designing a kiosk to display the names. The Calvert Street Cemetery was operational at LRC from 1872 to 1927.

On Saturday, August 3, Ethan, along with his parents and several other volunteers, set up the kiosk and worked in the cemetery to flag and uncover several grave markers. Over time, many of the grave markers have sunk and the volunteers worked to unbury the stone markers that they were able to find. Ethan and his father, Scott Cecava, and the volunteers set up the kiosk, and placed the list of names in the cemetery kiosk. Years ago when people were buried in the LRC cemetery, the grave markers could only identify patients by a number. The kiosk now displays the name of each patient and the date of death, and maps out the location of each grave in the cemetery. This will make it easier for people to find the graves of their deceased relatives, and give honor and dignity to the people buried here.

Many thanks to Ethan Cecava and his father, Scott Cecava, for their work on this very worthwhile project, and to all of the volunteers who assisted them. Thank you also to Kurt Anderson, LRC Maintenance Supervisor, Andy Miller, Maintenance Specialist, and Mark Townsley, Groundskeeper, for their help in building the kiosk. Kudos to Cindi Hunter, LRC Compliance Specialist, for taking these wonderful photos!



Around the Web.....by Tom Schmitz

Psoriasis Awareness Month

Each August, the National Psoriasis Foundation sponsors Psoriasis Awareness Month to raise awareness, encourage research and advocate for better care for people with psoriasis. Psoriasis is the most prevalent autoimmune disease in the U.S., affecting as many as 7.5 million Americans. It occurs when the immune system sends out faulty signals resulting in painful red, scaly patches on the skin that bleed and itch. Psoriasis has been linked to other serious conditions, including psoriatic arthritis, cardiovascular disease and stroke. Here is a link to the latest information on Psoriasis:

<http://www.psoriasis.org/>

National Immunization Awareness Month

August is also National Immunization Awareness Month, which makes it the perfect time to promote vaccines and remind family, friends, and co-workers to get caught up on their shots. Vaccines (shots) help prevent dangerous and sometimes deadly diseases. We can all use this month to raise awareness about vaccines and share what we know with our community. Here is a link to an excellent information toolkit that you can share with others:

<http://healthfinder.gov/NHO/PDFs/AugustNHOToolkit.pdf>

Check Out These New Books.....by Tom Schmitz

1. *Lean In* by Sheryl Sandberg
2. *Trauma and Recovery* by Judith Herman
3. *The Butterfly Effect* by Andy Andrews
4. *The Boy Who Was Raised as a Dog* by Bruce Perry
5. *The Joy of Zentangle* by Suzanne McNeill
6. *Running and Walking for Women Over 40* by Katherine Switzer
7. *CBT Skills Workbook* by Barry Gregory
8. *Just Labs* by Steve Smith
9. *The Lazy Days of Summer Cookbook* by Jane Watson Hopping
10. *See No Evil* by Robert Baer

The Resource Center is open Monday through Friday, 9 to Noon and 1:00 to 5:30.

Reminder: If you checked out library books at the Health Fair, it's time to return them!



More Policies for Your Perusal..... Linda Henslee

.....by

The dog days of summer are here and the LRC Policy Committee is working their tail off making sure all policies are updated and accurate. Here is a list of July and August policy revisions.

- PC-04a (LRC) Highly Restrictive Status
- PC-02 (LRC) Seclusion and Restraint
- RI-15a (Whitehall) Youth Telephone Use
- HR-23 (Whitehall) Employee Dress Code
- HR-16 (LRC) Worker's Compensation
- HR-03 (LRC) Primary Source Verification
- PC-16 & PC16a Treatment Planning Policies
- PC-04 (LRC) Assault Precautions
- MM-18 (LRC) High Alert Medications
- PC-54 (LRC) Patient Restitution for Property Damage
- LD-07 (LRC) Victim Notification
- IM-17 (LRC) Hardware & Software Use
- IM-07 (LRC) Public Information
- IM-26 (LRC) Disability Rights Nebraska
- IM-35 (LRC) Monitored Phone Calls for Release of Information
- IM-01 (LRC) Medical Record Content

LRC Recipe Box.....by Teresa Hansen

Melon Cooler Smoothie

Ingredients:

3/4 cup fat free half & half
1/2 small(2 cups) cantaloupe, cut into 2-inch chunks
1 tsp vanilla
3 cups vanilla ice cream
Mint sprigs, if desired
Melon wedges, if desired



Combine fat free half & half, cantaloupe and vanilla in b-cup blender container. Cover and blend at medium speed 30 to 60 seconds or until well blended. Scrape down sides of container and add ice cream. Cover and blend at medium speed 10 to 15 seconds or until smooth. Pour into individual glasses. Garnish with mint sprigs and melon wedges, if desired. Serve immediately.

Bow Tie Pasta & Beans

Ingredients:

4 oz (1 1/2 cups) uncooked dried bow-tie pasta	1 Tbsp butter
1/4 cup chopped fresh basil leaves	1/4 cup finely chopped onion
1 lb green beans, cut in half	5 roma tomatoes, quartered
1/4 tsp salt	1/4 tsp pepper
1/4 cup freshly grated Parmesan cheese	



Directions: Cook pasta according to package directions. Drain and set aside. Melt butter in 12-ounce skillet until sizzling. Stir in basil and onion. Cook over medium-high heat, stirring occasionally for 1 to 2 minutes or until onion is softened. Stir in green beans. Continue cooking, stirring occasionally for 5 to 6 minutes or until heated through.

Stir in cooked pasta, tomatoes, salt and pepper. Continue cooking, stirring occasionally, 2 to 3 minutes or until tomatoes are heated through. Sprinkle with Parmesan cheese.

Santa Fe Brunch Pizza

Ingredients:

1 (10 to 12 oz round pre-baked thin crust Italian bread shell	1/3 cup taco sauce
4 oz (one cup) shredded Monterey Jack cheese	4 oz (one cup) shredded Cheddar cheese
8 oz bulk chorizo sausage*	6 eggs, beaten
1/2 cup chopped red bell pepper	1/2 cup chopped green bell pepper



Directions: Heat oven to 400 degrees F. Place pizza crust onto ungreased baking sheet and spread with taco sauce. Combine cheeses in a small bowl. Sprinkle 1/2 cup of the cheese mixture over taco sauce. Heat 10-inch skillet over medium-high heat and add sausage. Cook, stirring occasionally for 8 to 10 minutes or until sausage is no longer pink. Drain and set aside. Reduce heat to medium. Pour eggs into the same skillet. As eggs begin to set at the bottom and the side, gently lift cooked portions with a spatula so that the thin uncooked portion can flow to the bottom. Do not stir. Cook 4 to 5 minutes or until eggs are set throughout but still moist. Top crust with cooked eggs, sausage, peppers and remaining cheese mixture. Bake 10 to 12 minutes or until cheese is melted.

**Substitute pork or Italian sausage.

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Reality Check Mission Statement:
Publish an employee-generated newsletter that is interesting,
entertaining, and promotes open communication at LRC.



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 and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: Ethan Cecava and his family, Rachel Johnson, LRC Employee Pet Owners, the Diversity Committee, the Wellness Committee, Becky Meulemans, Nina Anderson-Trumble, Teresa Hansen, Bill Gibson, Stacey Werth-Sweeney, Jimmy Thimsen, Craven Carvalho, Corinne Bowles, Anne Regelean, the PCC Education Team.



July Answers for the LRC Game of Clue.....by Jane Ahl

1. The featured Team was the **PCC Facilitators**.
2. **Merilyn Olsen** has ancestors with ties to the mafia.
3. **Rachel Johnson** was born with two front teeth.
4. **Charles Wooldridge (Wooly)** was a ship's librarian.
5. **Emily Claussen** was a bridesmaid in 15 weddings.
6. **Anne Regelean** was a homecoming queen.
7. **Debbie Roberts** was in "Ripley's Believe It or Not."
8. **Phil Jefferson's** first car had a "naked lady" ornament on the hood.
9. **Randy Willey** has had two "holes in one" in his lifetime.
10. **Dale Huddle** went to a one-room country school for Kindergarten and first grade.
11. **Darrell Gressley** was the smallest kid in his elementary school class.
12. **Scott Loder** met "Larry the Cable Guy" at Scheel's.

