



Kris Augustine is the September 2015 Employee of the Month



Congratulations to Kris Augustine, Morton School Teacher, for being the September 2015 LRC Employee of the Month. Kris began working for the State of Nebraska in August of 2011. She has taken a lead role in the education of the youth at Whitehall. She has shared creative and new ideas to engage the youth and make them want to learn. She has taken the lead in getting hands-on learning tools for the youth and leading science projects for the youth.

Kris treats everyone with respect and dignity. She is an upbeat smiling person with high energy for working with the youth. Kris empowers others to learn, be creative, and to “think outside the box.” She empowers the youth to learn and does this by providing them with a variety of learning experiences, which helps them “connect the dots.”

Shannon Clark is the October 2015 Employee of the Month



Congratulations to Shannon Clark, RN, for being the October 2015 LRC Employee of the Month. Shannon began working for the State of Nebraska in August of 2014. Her approach with the patients is always calm, therapeutic and fair. She is on top of situations before they become a problem. She consistently does more than meet her daily job expectations and consistently helps her coworkers. Shannon volunteers for extra overtime. She has great communication skills. Her knowledge of all patients on the unit and their needs is outstanding. She is the “go-to” person in regards to the patients.

Shannon always has a smile on her face and a positive attitude. She takes on any project that needs to get done without complaining. She is firm, fair, and consistent. Even when she was in her last month of pregnancy, Shannon went the extra mile, completing extra duties and working overtime without complaining!

Todd Schave is the November 2015 Employee of the Month



Congratulations to Todd Schave, LMHP, for being chosen as the November 2015 LRC Employee of the Month. Todd began working for the State of Nebraska in December of 2005. Todd is described as having helpful and creative ideas to enhance the lives and treatment of our patients. He responds to patients and staff in a kind and thoughtful way, and provides encouragement to others, giving them a sense of hope. Todd has adapted to his role as a floating therapist by promptly responding to multiple requests for coverage from other therapists. He is always willing to step in and provide coverage for any group and in any building. Many treatment groups would be cancelled if it were not for Todd. He is responsive to the needs of therapists. He offers suggestions and ideas for group activities, and always provides useful feedback after covering a group for someone. He encourages patients, treats them with respect, and empowers them to believe in themselves and in the hope for recovery. He maintains communication with numerous coworkers and follows through on his agreements to assist others.

Thank you for your continued commitment to providing the opportunity for recovery to our patients. Two weeks ago Courtney Phillips, the DHHS CEO, pulled a team together to prioritize our agency's work over the next year. I will share more about our division news and the outcome of that planning session in all Division emails in the next couple of weeks. But one thing I did want to share was a common theme that came out of the session. The phrase is simply, better together. In order for us to break out of our silos, it takes intentional teamwork to move forward. Better together.

Today, I will participate in the length of service award presentations as I have in other parts of the state. So many of you have committed years and years to serving individuals with behavioral health challenges. While you might be called by your personal passion, in visiting with the length of service honorees, they also love feeling part of a team. Better together.

I am grateful that during this time of transition and challenges that so many of you believe in our journey to truly become the behavioral health authority in the state, to be the "go to state" in the nation for quality services, and to be the best place to work. We are just beginning the journey. We have to be in today with all of our challenges but continue to see tomorrow. We will only achieve great things as a team. Better together.

One of the greatest blessings is for our team to pull together and support each other. I am reminded of a story in a leadership class that illustrates the importance of team.

Once there was a man who was lost while driving through the country. He accidentally drove off the road into a deep muddy ditch. Though not injured, his car was stuck. So the man walked to a nearby farm.

There he saw the farmer and asked for help. The farmer replied, "Warwick can get you out of that ditch," pointing to an old mule standing in a field. The man looked at the old run-down mule and then looked at the farmer.

The man figured he had nothing to lose. The two men and Warwick made their way back to the ditch. The farmer hitched the mule to the car. With a snap of the reins he shouted, "Pull, Fred! Pull, Jack! Pull, Ted! Pull, Warwick!" And the mule pulled the car from the ditch with very little effort.

The man was amazed. He thanked the farmer, patted the mule and asked, "Why did you call out all those other names before you called Warwick?"

The farmer grinned and said, "Old Warwick is just about blind. As long as he believes he is part of a team, he just keeps pulling."

We can do so much more together than we can ever do alone. Please share your ideas with me and with your teams about how we can be better together.



October is notable for many things including Mental Illness Awareness week, so to me, it's even more significant that our employee recognition events are also primarily in the month of October. In October, the Woods Award ceremony recognized several Security Specialists for their excellence in service as you will see listed later in this newsletter. I was sad to miss it this year! I don't usually miss out on it, but this year I happened to be at a Joint Commission conference so I was unable to attend but know that I was there in spirit! I am proud of the winners and the accomplishments they achieved to be recognized. The Years of Service Awards were held the last week in October. LRC had 36 employees on the list that had the opportunity to be recognized, 10 for 10 years; 6 for 15; 6 for 20; 2 for 25; 4 for 30; 4 for 35; and 2 for 40 years of service and 1 for 45 years. That is an accumulative 785 years of service which is amazing! I was also very proud to attend the Employee and Supervisor of the Year celebrations with John Sweazy and Dave Nicklas. It was great and both men are very deserving of this honor! The Governor commented in his speeches at the Capitol and at the Employee and Supervisor of the Year celebration on how important you are and how important the work you do is. He said that he recognizes how you are working with the state's most vulnerable, that you are working holidays, and that you are working when people are sleeping, and he does not take that for granted. It was very humbling to hear his remarks of gratitude and appreciation.

Simon Reynolds, a contributor to Forbes, did a great article titled, "Appreciation: The Key to High Performing Employees." He talked about the Gallup research that has been done over the years on employee satisfaction and performance and how it relates to absenteeism; however, he points out what he thinks is an even bigger dilemma. He says that the bigger issue for companies is a problem called "presenteeism." This is where employees are physically at work but their heart and mind are not at work. He states in his article that this "phenomenon is costly." Gallup estimates that employees who do not bring their whole selves to the work place cost the economy hundreds of millions of dollars each year in lost productivity. Think about what that could cost us at LRC. If our hearts and minds aren't really in the game, there are a lot of really bad things that could happen.

First and foremost, you or your fellow coworkers or the patients could get hurt. Your safety and the safety of the patients is first and foremost and if you aren't truly "present," it could cause you and the people around you a great deal of harm. If anyone of us are lax in our duties, if a cook or a maintenance person leaves out a tool or a utensil, or a housekeeper leaves cleaning solutions within a patient's grasp, that seemingly small lapse of judgment could cause a great deal of harm. That's why we tell people to come to work prepared and alert like you are driving on a freeway---constantly alert of what is going on around you. If you remember from driver safety courses, they always tell you that you need to not just be concerned about yourself and your driving but also of those driving around you. Same concept here. You need to help each other, watch out for each other, and

if you are feeling like you are not on top of your game, let your coworkers know that you may need a little extra help today.

The Culture of Safety Survey is now in full swing and this would be a great opportunity for you to share your expertise and ideas on what you think could help improve safety and the culture, and help people not just be more present, but also consider when you are present, what tools and resources do you need to be more efficient. Take a moment to empower yourself and have your voice be heard! Just like most contests where you have to be present to win, in the survey, you have to be present to fill it out and put solid meaning and content in your answers! We look forward to your results and helping LRC improve!

As supervisors and leaders our role can be as simple as providing praise and appreciation. In Mr. Reynolds' article, he listed what he called three "powerful techniques." One was to follow a "three to one ratio" of three positive interactions with your team members to every negative interaction. He believes that if you follow this rule, your team will end up performing better and being happier than other teams. The second rule is that if you haven't seen your team for more than two hours, enter the room and the area they are in with an upbeat and positive demeanor and show them that you appreciate them by talking with them and being fully present in the first few minutes of entering the room. The third rule is to praise them in public and in front of others. He states that praising your team members in front of others is so much more uplifting and motivating that it makes a much more powerful difference.

It was very inspiring to see those of you honored for your years of service, and those who received the Employee and Supervisor of the Year being honored. It is humbling to hear the State's top officials, the Governor, the Lieutenant Governor, and Courtney Phillips, DHHS CEO, talk about how proud they are of the work we do. I am humbled working with you as well and when I hear them use the words of our vision of rebuilding people's lives and how we are active participants in helping our State be great---that to be me is powerful and truly an honor! I like how Ms. Phillips says we are better together, because it's absolutely the truth, we are better together and we are LRC!

Finally, I want to thank all of our staff who are Veterans and all of our staff who are currently, and who have in the past, served in our military! You are heroes! Thank you for defending our country and allowing us our freedom! Have a great Thanksgiving holiday!



Kudos—Now That's PCC!

- ◇ **Kudos to Marilyn Olsen** for recording video for me—Abby Hawthorne.
- ◇ **Kudos to Perry Holmgren** for sealing and posting letters for me to prepare for the Woods Award ceremony.—Tary Paris.
- ◇ **Kudos to Tom Schmidt** for remembering a book I wanted to read and sending it to me as a surprise.—Tary Paris.
- ◇ **Kudos to Peggy O'Toole** for doing such a wonderful job of meeting with a patient's guardian and describing the excellent care he is receiving. -Ann Alberico.
- ◇ **Kudos to Becky Roberts** for providing additional training to me in September.—Stacey Wiltshire
- ◇ **Kudos to Tiffany Fitzpatrick-Gutierrez** for preparing the brochure for the Mental Health Awareness Walk this year.—Stacey Wiltshire
- ◇ **Kudos to Michael Smith** for encouraging Building #9 staff to walk on their breaks.
- ◇ **Kudos to the Safety Specialists** who helped the Compliance Specialists with medication runs. —Abby Hawthorne
- ◇ **Kudos to Diane Ellis** for covering the EMR Committee for me when I was on a mini-vacation! -Leah Becker
- ◇ **Kudos to Vicky Buchholz and all of the Medication Aides in Building #14** who have been passing meds, completing competencies and demonstrating PCC. —Shannon Black
- ◇ **Kudos to Teresa Hansen and Brenda Dickinson** for all their assistance in getting the med aides ready for Building #14.—Shannon Black
- ◇ **Kudos to Andrew Penneck**, from Building #3 for helping cover my groups whenever he can. He goes above and beyond to help out his co-workers! -Sarah Worley
- ◇ **Kudos to Cyndy Reece and her Volunteer Patient Group** for creating the wonderful decorations for the Woods Award Ceremony.—Tary Paris.
- ◇ **Kudos to Carolyn Nash** for jumping in to help a new Dietary staff serve when they needed the help! - Janae Hood
- ◇ **Kudos to Corinne McColy and Jerri Anderson** in Building #10 for their amazing work in creating decorations with the patients for our Fall Festival. I am so appreciative of your willingness, eagerness, and efforts to help make this project a success! - Katelyn Glasgow
- ◇ **Kudos to Tyler Fahrnburch** for preparing a sick tray in the dining room of Building #5 at the spur of the moment.—Cindi Hunter
- ◇ **Kudos to Dawn Barnes and Denae Bently** for quickly acting on a light safety issue.—Cindi Hunter
- ◇ **Kudos to the Building #14 T.R. Staff and other T.R. staff on grounds** for being so welcoming to the Activity Specialist candidate from Wisconsin. Thanks to their hard work, we will have a new Activity Specialist, Jessica Anderson, joining us at LRC in November.—Cindy Dykeman
- ◇ **Kudos to all of the Security Specialists in Building #14 who are now certified Medication Aides!** We appreciate your hard work. —Cindy Dykeman
- ◇ **Kudos to Dr. Judson and Dr. Darrow** for assisting me in the interview process for the Activity Specialist position in Buildings #10 and #14. —Cindy Dykeman
- ◇ **Kudos to the Team Leaders in Building #14** for your continued hard work and dedication to our program. You all make life easier. Thanks! - Cindy Dykeman.
- ◇ **Kudos to Vicky Buchholz** for her hard work as a nurse trainer. You have done an outstanding job with helping to get the Medication Aides up and running. Your attention to detail is awesome and really pays off in the end. —Cindy Dykeman
- ◇ **Kudos to Joanna Johnson** for helping a youth clean the conference room at Knight House each Wednesday before team. —Lori Gressley
- ◇ **Kudos to Emily Claussen** for helping me become trained as an AHA trainer. -Lori Gressley
- ◇ **Kudos to Brian Kokesh** for helping get Whitehall positions filled. —Lori Gressley
- ◇ **Kudos to all of the staff who responded to a recent emergency in Building #5**, cared for the patient and staff, and cleared the safety hazards. It truly took a team effort. The staff on this campus are the BEST!
- ◇ **Kudos to Les Adams** for helping with the cameras. —Marilyn Olsen
- ◇ **Kudos to all the staff working the weekend of October 17.** There was lots of overtime and minimal incidents campus wide.—the Risk Management Team
- ◇ **Kudos to Steve Collins** for helping with Pharmacy runs. Marilyn Olsen and Abby Hawthorne.
- ◇ **Kudos to Craig Cooper and Irene Hirschman** for being the great leaders they are, and for always being there to help us as needed. We want to let you know you are not taken for granted, and you are appreciated! -Scott Collier
- ◇ **Kudos to all the staff** that have either volunteered or have had to do overtime shifts on a more consistent basis.—Scott Collier
- ◇ **Kudos to Stacey Wiltshire** for being the backbone of the Building #5 HIM Office and the go-to gal! —Tiffany Fitzpatrick-Gutierrez

Kudos—Now That's PCC!

- ◇ **Kudos to Teresa Hansen** for training a bunch of new Medication Aides. She is patient, shares tips, and gives lots of encouragement. —Susan Wesche
- ◇ **Kudos to Bonnie Edison n Staffing!** She just started and is doing a great job of helping people prearrange overtime shifts and not have mandatory overtime. —Samatha Gossard
- ◇ **Kudos to Karen Brocksmith, RN, and Patty Osterhaus, RN,** on completing nursing paperwork in a timely manner for two short notice discharges.—Jennifer Moran.
- ◇ **Kudos to Jenna Beckner** for assisting with delivering patient belongings that had been forgotten at discharge. - Jennifer Moran.
- ◇ **Kudos to Laurie Reinsch, LMHP,** for volunteering to transport a Building #14 patient to a funeral in Omaha so additional coverage on the unit was not needed. Great teamwork! - Shannon Black
- ◇ **Kudos to Marilyn Olsen** for all the help she does by getting videos, filling out PIC forms, helping on the unit when needed, taking medical appointments so people are not taken off of the unit, and for also fixing the picture boards in Building #10 that were outdated.—Chad Hohenstein
- ◇ **Kudos to Grant Schulman, Psychology Extern,** who is doing a great job with behavioral planning for youth with special needs in the Whitehall program.—Dan Ullman
- ◇ **Kudos to Michael Shiver, Morton School Teacher,** for doing a great job of providing compassionate care while also holding each youth accountable.—Dan Ullman
- ◇ **Kudos to Sue Childress,** who is emotionally supportive of her coworkers and also known for sharing tasty and healthy snack food.—Dan Ullman
- ◇ **Kudos to Teresa Hansen.** In spite of our RN shortage, an increase in patients with medical issues, and training staff to be Medication Aides, Teresa is patient and positive. We are fortunate to have her on our team. —Sandy Findley
- ◇ **Kudos to Kris Augustine, Michael Shriver, Jim Tucker, Patty Stoki, and Leanne Wiemer** for planning, organizing, and running the first ever Whitehall Olympics. It was a great success!—Lori Gressley
- ◇ **Kudos to the following Building #14 Medication Aides on the 3-11 and 11-7 shift** for their hard work and dedication as the program moves forward with expanding Building #14 SSII's role to include Medication Aide duties! As a trainer, I really enjoy working with you and look forward to working with future SSII staff who will be going through the Medication Aide training: Great work, Matt Ahlstedt, Violet Crane, Ron Duffy, Tray Henricksen, Michaele Johnson, Gary McNeill, Jay Steward, Jason Swedlund, Lisa Timberlake, John Trotter, Charles Afuh, Matthew Anderson, Manuel Gamez, Charles Underhill. Building #14 started using 3-11 Medication Aides in all the medication rooms as of 9/28/15.
- ◇ **Kudos to Brenda Dickinson, RN,** who helped me with the Medication Aide training! - Vicky Buchholz
- ◇ **Kudos to Janae Hood, Building #14 Team Leader,** who has been super positive about the Medication Aide Role which will be starting in the future on the 7-3 shift. Janae has been working with the SSII staff she supervises to help them be more comfortable with this new role. —Vicky Buchholz.
- ◇ **Kudos to LRC staff for their great work during a Licensure investigation survey completed the week of October 14, 2015.** Licensure surveyor, Candy Stevens, RN, found no deficiencies during her license investigation and stated that LRC staff are doing a great job of taking care of a difficult patient population.
- ◇ **Kudos to the Woods Award winners:** Violet Crane, SSII, Building #14, Eric Howard, SSII, Building #10, Stephanie Pinkston, SSII, Building #5, and Dusty Trosper, Youth Security Specialist II, Whitehall.
- ◇ **Kudos to all staff in Buildings #5, #3, and #10.** Despite being at capacity, having 100-plus overtimes the weekend of October 10, and many very challenging acute cases, there were ZERO incidents of seclusion and restraint in Building #5 from 10/6/15 to 10/12/15 and ZERO client-related staff injuries as a result. Building #3 had only 3 incidents and Building #10 had 4. That is amazing. You should all be incredibly proud of yourselves. Hang tight and keep the faith! There will be success in the near future with new hires coming on board. You are all doing great! - Stacey Werth-Sweeney
- ◇ **Kudos to all SSII staff, RNs, and LPNs:** We know how hard you are all working right now . It has not gone unnoticed. The LRC HIM Staff.
- ◇ **Kudos to the LRC HIM Department** for providing and preparing yummy meals for the SSII and RN staff the last few weeks. What a true act of PCC Kindness towards your fellow coworkers and a morale booster! - Craig Cooper



LRC Success Stories!

In October 2015, Ann Alberico received the following thank you note from parents of a Building #10 patient, thanking her and all LRC staff who helped their son:

Hello Ann,

We would like to thank you and the LRC staff for all you have done to help our son in this last year. The staff has been patient and kind with him - very professional and compassionate. We are grateful, as the care taken has literally saved his life.

We appreciate how hard everyone has worked to get him into a secured housing transition. Our son is very relieved, and we can really sense it in him; he was quite uneasy about living alone. He mentioned to us that he hopes he will eventually be able to live in a smaller community. He thinks that being at a distance from Omaha in a smaller, quieter community would be a good thing. This is a great sign, as he recognizes the real triggers that Omaha has for him. More recently, he is expressing a desire to start a new life away from drugs as opposed to glorifying the use of them. Thanks for all you do.

Great Job, Building #10 Staff! Keep doing what you are doing to rebuild lives!

Blessing of the Stone Ceremony Held

On October 2, 2015, LRC held a “Blessing of the Stone” ceremony to honor a former patient, Dr. Rodman Stoddard Gee, (October 2, 1822 to January 30, 1891) whose great-great-great niece, Margaret Gee Stewart, has placed a marker on his grave in the LRC Cemetery. This ceremony was held on the 193rd anniversary of Dr. Gee’s birth with Spiritual Coordinator, Rachel Johnson, officiating. In life, Dr. Rodman Stoddard Gee was a homeopathy medical doctor, a brother, a husband, and the father of three children. He was a man who was described as “freely offering his gifts to others.” He was admitted to LRC 125 years ago after suffering a stroke and died within a few months after admission. The service held on October 2, 2015 commemorated his life, and reclaimed dignity for him as well as the thousands of other people whose graves remain nameless in psychiatric hospital cemeteries across the world. We thank Margaret Gee Stewart for placing the stone and helping us remember Dr. Gee on this day. Ms. Stewart wasn’t able to attend the ceremony but listened to it on speaker phone, and she was sent a videotape of the service.



The Staffing Office is the Team of the Quarter 3rd Quarter 2015



Congratulations to LRC's Staffing Office employees, Char Hurbert, Bonny Edison, Heidi Fahrnbruch, and Traci Haynes, for being selected as the Team of the Quarter for the 3rd Quarter of 2015. The Staffing Office has had to manage a tremendous amount of staffing needs due to increased vacancies with both nurses and SSII staff. The Staffing Office employees have also been working with annual posting requests and requests for days off around the upcoming holidays. Bonny is a new member to the Staffing Office and has been learning her new role "by fire." She comes in early to work and stays late as do all members of this team. Traci and Bonny are constantly phoning for pre-arrangement of staffing needs to avoid mandatory overtime shifts. Heidi provides transportation for dozens of off campus visits each week. Char coordinates all of the Staffing Office activities and responsibilities

to make operations go smoothly.

The Staffing Office now provides weekend service, which has allowed the RNs to focus on their duties. The Staffing Office prearranges as many shifts as they can to fill staffing needs and avoid holding staff for mandatory overtime. The Staffing Office attempts to work with staff in any way possible to provide for time off and to try to grant vacations and other requests in spite of the numerous vacancies we have had.

Community providers have given positive feedback, stating they enjoy working with Heidi. She is professional and knowledgeable, and works very effectively to act as liaison between patients and community providers. Char has been corresponding with staffing agencies, nurses from NRC, and other agencies to provide RN coverage. Positive feedback has been received from many regarding Char's positivity and professionalism. Bonny is very friendly and welcoming when corresponding with anyone on the phone. She is adapting very well to her position and is a wonderful asset to the Staffing Office. Traci is and always has been extremely positive and approachable to everyone. Even during these extremely stressful times with high staffing demands, Traci has remained positive and comes in early and stays late to provide service. She has also done an amazing job of mentoring Bonny to acclimate her to her new role.

Les Adams is the 3rd Quarter Supervisor of the Quarter

Congratulations to Les Adams, for being selected as LRC's Supervisor of the Quarter for the 3rd Quarter 2015. Les began working at LRC in September of 2005. Over the past few months, Les has solely taken on the role of training SSII staff, clinical staff, on-call staff, housekeeping staff, facilitators, and many more employees on Mandt fundamentals. He provided realistic training with high risk scenarios. He played out real life scenarios to help staff have a better understanding of the Mandt philosophy. He teaches proper stance, balance, body positioning, proper holds, and what to do if a situation results in patients staff on the floor. LRC has seen a decrease in staff injuries and in patient injuries, as well as an increase in the level of confidence of staff who completed Les' training. Staff are communicating better in tough situations and they are thinking before acting.

Les took on this physical and mental challenge, and made the training a success for LRC. After completing the real life scenario training, staff feel more confident to manage incidents on the units. The dialogues and perspective taught in Les's role-playing has been outstanding. Les has empowered staff to think outside of the box. He has done all of this while maintaining his role of supervising the Housekeeping department. LRC is fortunate to have such a caring and dedicated supervisor!



2015 DHHS/LRC EOY AND SOY CEREMONY

Congratulations to John Sweazy, Pharmacist, for being selected as the DHHS/LRC Employee of the Year for 2015, and to Dave Nicklas, Grounds Supervisor, for being selected as the DHHS/LRC Supervisor of the Year for 2015. John and Dave attended the annual Governor's EOY/SOY Recognition Ceremony on October 29, 2015.



John Sweazy was selected for this award for his diligence in making sure medication therapy at LRC is safe, effective, and individualized, and for his assistance with the implementation of RxConnection, the electronic medication order entry system for LRC. John also stepped up as Interim Pharmacy Director over the past year until a new Pharmacy Director was hired. John genuinely cares about the success of LRC and is dedicated to the patients we serve. He has a consistently positive attitude that results in a positive work environment for his co-workers, and a strong work ethic.

Left to right: Stacey Werth-Sweeney, LRC Facility Operating Officer, Division of Behavioral Health Director, Sheri Dawson, John Sweazy, Pharmacist, and Pat Weber, DHHS Chief Operating Officer



Left to right: Gordon Tebo, LRC Facility Maintenance Manager, Division of Behavioral Health Director, Sheri Dawson, Dave Nicklas, Grounds Supervisor, and Pat Weber, DHHS Chief Operating Officer

Dave Nicklas has worked at LRC since May 8, 1972 and has dedicated his career to making the grounds of the Lincoln Regional Center a prominent landmark. LRC's 107-acre campus is an accredited Arboretum with over 400 species of plants and trees, a nature path, and extensive wildlife that promote and foster a peaceful and beautiful environment for care and treatment. Dave and his crew work with the Patient Employment program teaching our patients necessary job skills so that they can successfully transition into the community. Part of the care of our grounds involves two patient cemeteries. In the past two years, we have had two families place markers for their ancestors in the cemetery. Dave went out of his way to guarantee that the markers were placed and that the grounds were ready for the families to celebrate the placement of their stones. Dave's pride in his work is evident in his genuine manner and the meticulous care and concern he has for the grounds. When storms happen, Dave responds immediately to ensure that staff and patients are safe and that exits, sidewalks, and roadways are clear. Dave is supportive of his team and the entire Maintenance Department, and he demonstrates loyalty and high regard for others.

Congratulations to John and Dave!

Woods Award Ceremony

LRC held its 64th annual Thomas C. Woods Psychiatric Technician Awards Ceremony on October 6, 2015. Thomas C. Woods began this award 64 years ago and it has continued with the multi-generational support of Lincoln's Woods family. Outstanding SSII staff at LRC receive this annual recognition. Nominations for the awards are made by staff, patients, and family members, and the award selections are made by a committee of involved citizens with input from LRC Nursing Leadership.

The Woods Award ceremony occurs during National Mental Health Awareness Week in October. Director Sheri Dawson participated in this year's ceremony, along with guest speaker, Dr. Helen Fagan, a Leadership and Diversity Scholar and Practitioner. Dr. Fagan acknowledged the great work of the award winners and stated that similarly qualified professionals had benefited her in life. Previous award winners were invited to attend and were recognized as well. Supervisors for the 2015 winners spoke about the winners and highlighted their skills and accomplishments!

Congratulations to this year's winners—Stephanie Pinkston, SSII, Building #5; Dusty Trosper, YSSII, Whitehall; Violet Crane, SSII, Building #14; and Eric Howard, SSII, Building #10! Thank you for all that you do for LRC patients! Special thanks to Tary Paris for coordinating the award ceremony this year, and to Cyndy Reece and her Volunteer patient group for making the lovely decorations for the ceremony. Very special thanks to Wayne Svoboda from the Woods Award Committee for taking these wonderful photos!



LRC's Mental Health Awareness Walk

On Friday, October 2, 2015, LRC held its 6th annual Mental Health Awareness Walk. Attendance may have been the highest ever on this beautiful fall day! Dean Settle, from Metro Art Gallery in Lincoln, Nebraska, was this year's guest speaker. In previous years, Dean was the director of the Lancaster County Community Mental Health Center, and also the director of the former agency, LOMR. He has spent his life serving people in behavioral health services and collecting art along the way. Mr. Settle spoke about the importance of people taking care of themselves, staying involved, and not isolating themselves. He also spoke about how art is therapeutic for all people and gave us information about "Artists on the Edge," and "Writers on the Edge" workshops that are open to anyone in the community.

During the Walk events, the LRC Wellness Committee also presented LRC employee, Sandy Findley, LMHP, with the 2nd annual Wellness Person of the Year Award for 2015. Sandy is a therapist at LRC who has made a commitment to living a life of fitness and staying healthy. Sandy participates in several 5K runs throughout the year, eats healthy, promotes living a healthy lifestyle, and is a positive role model for all!

Guests at the Walk were Alanon/Alateen, Carol Coussons de Reyes from Office for Facilitation of Recovery (FOR), Friendship Homes, Planned Parenthood, the Kim Foundation, Mary Helen Peters, Matt Talbot Kitchen, Paul Zanderholm, the Vitamin Shoppe, and Domesti-Pups. Domesti-Pups brought a four-year old Great Dane/Lab mix named Jake who provides assistance to his owner. Jake and LRC's very own Envy were trained together through Domesti-Pups and had a friendly reunion.

A lunch of slider hamburgers, chips and salsa, and cookies was provided at a small cost to customers by LRC's very own Canteen Gourmet Chef, Kelsey Kester. Many thanks to all of the vendors who participated, and to the several vendors for their donations for the event. A special thank-you to Casey's General Stores, HyVee, Russ's Market, and Valley Vending for providing raffle prizes and water and refreshments for the event! *Photos taken by Lori Gressley and Linda Henslee*



More Walk Photos



Fall Festival Held in Building #10.....by Lindsey Gonzales



Building #10 staff and patients participated in a Fall Festival Day. The day started out with watching the movie, "Hocus Pocus" during which the patients enjoyed popcorn, candy corn, and soda. The patients then painted large pumpkins that are now on the first floor for visitors to enjoy. For dinner, there was a cookout of hot dogs, potato chips, fruit salad, potato salad, and M and M's for dessert. After that, everyone watched "Hee Haw" in the Nebraska room, got their pictures taken with the scarecrow, and played games in the activity center. The last activity was a game of cash bingo.

Many thanks to Rachel Johnson for taking these photos!



Here's a photo of everyone's favorite pooch, Envy, telling secrets and spreading some puppy love with SSII staff member, Christian Sawyer. Envy sure has a knack for making everyone's day brighter, doesn't she?

Photo taken by Rachel Johnson



Strut Your Wellness Stuff Winners.....by Becky Meulemans

Congratulations to the August Strut Your Stuff Winners—Lisa Laurell, Chelsea Piening, Sara Banset, Becky Meulemans, Todd Falter, Marcy Guinane, Katelyn Glasgow, and Kylie Jesionowicz. From April to July 2015, the LRC Employee Wellness Committee collaborated with Good Life Fitness for their 100 day challenge. 31 employees took part in the challenge, but the August Strut Your Stuff Wellness Award went to all the employees who completed the requirements for the challenge. The minimum requirements that they completed were: Food logs 3 days per week; body composition testing at Good Life at the beginning, 50-day mark, and at the end; 70 workouts in 100 days; and pre- and post-fitness assessments of a timed one mile run, one-minute maximum push-up and one-minute maximum sit-up. LRC employees found ways to get to Good Life for their high energy group classes and boot camps as well as working out on their own. Several of the participants teamed up with a partner which really helped with motivation to show up for those early 6:00 a.m. classes. Good Life's convenient location made it tough to make excuses not to stop there either on the way to or from work, and it was great to see many familiar faces there. For some, the food logs were the hardest part but it helped people to pay attention to what they were eating and how it affected the way they feel. Way to strut your wellness stuff to all the participants. Keep up those awesome habits you worked so hard to develop!



Congratulations to September's Strut Your Wellness Stuff Award winner, Cyndy Reece! As many employees know, Cyndy's husband, David Reece, passed away in January 2014. Since then, Cyndy has been coping with the grief and pushing forward in life. Most of us have no idea what it's like to experience the loss of a spouse and although Cyndy strives to put on a smile and continue her work, she describes that it has been surprising how truly devastating the loss has been on her life. However, Cyndy reported that about a year after Dave's death, she was sitting in a chair, staring at the TV in her pajamas at 2:00 in the afternoon, and it struck her, "What am I doing?" In that moment, she realized that she was truly waiting for her turn to go as well. She was reminded of a quote from the movie, *Shawshank Redemption*, "you can either get busy dying or get busy living." She decided that she was going to get busy living. In the past year, Cyndy picked up playing the guitar again which she hasn't done since she was a teenager. She has made a connection with her neighbor who is her "guitar mentor," and they practice together.

Her son helped her get set up with an electric guitar which she never tried before. Cyndy made a decision to keep active and go to the gym and has made a new friend who helps her with exercise. Additionally, Cyndy has begun taking Korean lessons! Her teacher tells her she is a natural and in just about 7 months, Cyndy is picking up the language extremely well. She has been able to connect with a sister-in-law who is also from Korea. She was also blessed with meeting another new friend by chance when she had a hairdresser from Korea. The two have become friends and are even planning a trip to Korea for 2017. She has found a new passion for listening to K-pop (Korean pop music) and practices her Korean writing and speaking often. Cyndy still finds that it takes conscious effort every day to cope with the grief of losing her husband. She has been shocked by the amount of support she received from friends, and has found that the new activities in her life have helped her to focus on something new and helped her find who she is again. Cyndy has a powerful story and has exemplified wellness in the past few months.



Congratulations to October's Strut Your Wellness Stuff winners: Lori Gressley, Sandy Findley, Stacey Werth-Sweeney, Brian Kokesh, Michael Smith, Scott Fosler, Sue Lassek, and Stacey Wiltshire. These LRC employees were participants on Team Izak for the Bryan Health Run to Overcome. The Run to Overcome is a 5K/10K fundraiser and mental health awareness event for Bryan Health's behavioral health programs, which offer care to people facing mental health and substance abuse challenges. Lori, the T.R. Supervisor at Whitehall, along with her husband, Darrell Gressley (a former LRC employee) formed Team Izak in memory of Darrell's son who was lost to suicide in 2013. The Gressleys have greatly appreciated the outpouring of support after Izak's death as well as friends from LRC taking the time to support the Gressley family as well as well as other families dealing with

mental illness and the loss of loved ones to suicide. Participating in this event promotes wellness in multiple ways. Lori explains how the attendees focused not only on the physical wellness of the event, but in understanding the emotional health people need and where to get support when they need it. Lori believes that shows how much these individuals want to educate and encourage others to take care of themselves in all aspects. Congratulations to Lori Gressley and all the LRC attendees for earning October's Strut Your Wellness Stuff Award for supporting and getting involved with this significant event!

LRC Employees Achieve Years of Service Milestones

10 Years

Les Adams
Kathleen Barrett
Kathy Dobesh
Michel Knaub
Merilyn Olsen
Laura Paswaters
Todd Schave
Jay Schmitz
Liz Stebbins
Mark Townsley



15 Years

Tim Elario
Irene Hirschman
Tami Krontz
Thom Marsh
Scott Rasmussen
Stephanie Wolf



20 Years

Marilyn Bailey
Shannon Black
Jeff Polage
Kim Ramsey
Mike Roberts
Chris Silvey



25 Years

Kurt Anderson
Terri Harmon



35 Years

Dan Dilla
Steve Petersen
Charles Wooldridge
Sharon Ziers



40 Years

Klaus Hartmann, MD
Joanna Johnson
Tom Schmitz



30 Years

Bradley Campbell
Bill Jennings
Andy Miller
Rhonda White



45 Years

Paul Day



Governor's Years of Service Recognition Ceremony



Les Adams, 10 Years of Service



Merilyn Olsen, 10 Years of Service



Todd Schave, 10 Years of Service



Jay Schmitz, 10 Years of Service



Mark Townsley, 10 Years of Service



Tim Elario, 15 Years of Service



Scott Rasmussen, 15 Years of Service

Governor's Years of Service Recognition Ceremony



Marilyn Bailey, 20 Years of Service



Mike Roberts, 20 Years of Service



Marilyn (Terri) Harmon, 25 Years of Service



Richard (Andy) Miller, 30 Years of Service



Rhonda White, 30 Years of Service



Dan Dilla, 35 Years of Service

Governor's Years of Service Recognition Ceremony



Charles Wooldridge III, 35 Years of Service



Sharon Ziers, 35 Years of Service



Klaus Hartmann, MD, 40 Years of Service



Joanna Johnson, 40 Years of Service



Tom Schmitz, 40 Years of Service



Paul Day, 45 Years of Service

Wellness Committee Holds Annual Chili Cook-Off on November 5

Thanks, everyone for a great Chili Cook-off this year! We had 10 cooks and 67 chili-eaters. There was a TIE for first place, therefore the proceeds will be divided 50/50 between the charities chosen by those two participants. With the admission price and the donations (votes) towards everyone's favorite chili, a total of \$266.11 was raised. The two employees who tied for first place were Kelsey Kronhofman with her Boiler Maker Chili, and Diana Dakan with her Pollo Blanco Chili. Kelsey's charity was the Cat House in Lincoln, NE, and Diana's was St. Jude's Children's Hospital. Thank you to all of the chili contest cooks: Kelsey Kronhofman (Boiler Maker Chili), Diana Daken (Pollo Blanco Chili), Becky Meulemans (Chili con Fuego), Linda Henslee (Texas Red Chili con Carne), Anthony Kelly (Good Chili), Marcy Guinane (Wild Side Chili), Nicki Harrison (Kickin' Chili), Leslie Guthrie (Tex-Mex Vegetarian Chili), Stacey Werth-Sweeney (Turkey Chili), and Andrew Pennock (Black Heart Chili). Hooray for all the caring participants who cooked, ate and donated!



Diversity Committee Quotes

November is National Native American Heritage Month 2015 in the United States – and the period of Nov. 8-14 is the worldwide “Rock Your Mocs Week” in which Native peoples stand together and show their Native pride by wearing their moccasins, which are original and unique to native Americans. Below you will find several websites that are true to that heritage.



“The earth is the mother of all people, and all people should have equal rights upon it.” — *Chief Joseph*

<http://nativeamericanheritagemonth.gov/>

<http://www.ncai.org/events/2015/11/01/native-american-heritage-month-2015>

Check Out These New Booksby Tom Schmitz

- | | |
|--|--|
| 1. <i>Cracked But Not Broken</i> —by Kevin Hines | 6. <i>Stretching</i> by Bob Anderson |
| 2. <i>Saying Grace</i> by Sarah McElwain | 7. <i>A Celebration of Home</i> by Julienne Bennet |
| 3. <i>The Freedom from Depression Workbook</i> by Les Carter and Frank Minirth | 8. <i>Writing on the Edge, Volume X</i> |
| 4. <i>Gratitude, A Way of Life</i> by Louise B. Hay | 9. <i>The Soul Beneath the Skin</i> by David Nimmons |
| 5. <i>The E Q Difference</i> by Adele B. Lynn | 10. <i>Great Lakes Indians, A Pictorial Guide</i> , by William J. Kubiak |
- Here is a link to the LRC Resource Center Catalog:

<http://bf200s62/quest/servlet/presentquestform.do?site=105>

Please add his link to your desktop shortcuts and send your requests to me. - Thanks, Tom

The Resource Center in Building #10 is open Monday through Friday: 9:00 to Noon, and 1:00 to 5:30.

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

Its been a busy fall for the Policy Committee who worked on revising the following policies!

- | | | |
|---|---|--|
| <ul style="list-style-type: none"> • EC-Emergency-02 (Whitehall) Emergency Weather Policy • EC-Fire & Life Safety-09 (LRC) Holiday Decorations • EC-Miscellaneous (LRC) Traffic Safety • LD-01a (LRC) Near Miss/Critical Incident | <ul style="list-style-type: none"> • HR-23 (LRC) Employee Dress Code • PC-04b (LRC) Patient Safety Precautions • RI-01 (LRC) Patient Rights & Responsibilities • RI-04 (LRC) Ethics Committee • RI-14 (LRC) Visiting Policy • RI-40 (Whitehall) Youth Money Management • PC-02 (LRC) Seclusion and Restraint | <ul style="list-style-type: none"> • PC-37 (LRC) Patient Employment Program • CC-01 (LRC) Discharge Planning • CC-04 (LRC) Placement of Patients with Developmental Disabilities • IM-28 (LRC) Documentation Guidelines • MM-03 (LRC) Physician Medication Orders |
|---|---|--|

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



Diane Adelman,
LMHP, Bldg 3



Amir Akot, SSII, Bldg 10



Jordan Anderson, SSII,
Bldg 10



William Awur, SSII,
Bldg 5



Broderick Baker, SSII,
Bldg 10



Kirsten Berg, Activity
Specialist, Bldg 5



Candida Bivens, LPN,
Bldg 3



Aaron Bright, SSII,
Bldg 5



Kevin Cavitt, SSII,
Bldg 3



James Chase SSII, Bldg 5



Craig Condello, SSII,
Bldg 5



Ben Costello, SSII,
Bldg 3



Diana Duffy, House-
keeping, Bldg 3



Casey Eppembach,
SSII, On-Call



Nicholas Farleigh, SSII,
Bldg 3



Amy Floyd, RN,
Bldg 3



Matthew Franck, SSII,
Bldg 5



Charles Heikes. SSII,
Bldg 10



Rebecca Holdridge,
Pharmacy Technician



Curtis Huskey, SSII, On
Call

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



Brandi Jeffery, SSII, On Call



Rachel Jones, SSII, Bldg 5



Matt Keller, Groundskeeper



Sarah Klotz, SSII, Bldg 3



Sandra (Sonnie) Kroon, Secretary II, Bldg 10



Debora Kyomugisha, LPN, Bldg ##



Allison Lehman, Word Processing, Bldg 9



Andrew Lighthall, SSII, Bldg 5



Heather Loschen, SSII, Bldg 3



Joe Madison, SSII, Bldg 5



Charles Marti, SSII, Bldg 5



Ellen Mead, RN, Bldg #5



Sheena Meidt, SSII, Bldg 5



Angelica Mendoza, SSII, Support Pool



Miranda Mitchem, Pharmacy Technician



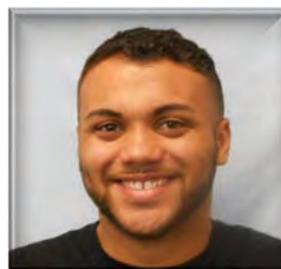
Cordero Monaghan, SSII, Bldg 3



Kim Moorhouse, SSII, Bldg 5



Amber Morgan, SSII, Bldg 3



Kameron Neeman, SSII, On Call



Amanda Patton, SSII, Bldg #3

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



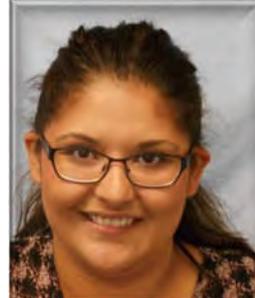
Kerry Sanchez, SSII,
Bldg 5



Najeeb Shekaib, RN,
On Call



Veronica Smith, SSII,
Bldg 3



Whitney Speer, SSII,
Bldg 3



Shauna Stallings



Lindsey Sunderman, SSII,
Bldg 5



Brian Terrill, SSII, Bldg 5



Josh Walden, SSII, Bldg 5



Daniel Zak, Social Worker,
Bldgs 5 and 10

Please join us in welcoming all new employees,
and please welcome Deena Johnson back to LRC!
Deena has returned to LRC as an on-call RN!



International Day of Tolerance is November 16.



“Tolerance is a fundamental principle of life in society, stemming naturally from respect for human rights and human dignity.”

The United Nations Organization for Education, Science and Culture’s central message is guided by the conviction that lasting peace must be constructed in the minds of men and women, by nurturing the principles of tolerance and mutual respect through education, the dialogue among cultures and intellectual cooperation. In this globalizing world, it is no longer enough to live side by side, in passive indifference -- tolerance requires active vigilance, renewed each day, against xenophobia, discrimination and hatred. Below I have listed

several excellent websites devoted to this important day and most important message.

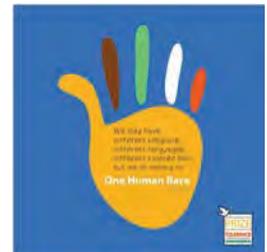
<http://www.unesco.org/new/en/unesco/events/prizes-and-celebrations/celebrations/international-day-for-tolerance/>

<http://webtv.un.org/watch/international-day-for-tolerance/2820552078001>

International Day of Tolerance Quotes from the Diversity Committee:

"Toleration is good for all, or it is good for none."

Edmund Burke



"Human diversity makes tolerance more than a virtue; it makes it a requirement for survival." - Rene Dubos

“We can find common ground only by moving to higher ground .”

Jim Wallis

"Tolerance isn't about not having beliefs. It's about how your beliefs lead you to treat people who disagree with you."

Timothy Keller

"Tolerance is the ability to forgive those who tend to speak before thinking."

Catherine Pulsifer

“If a profound gulf separates my neighbor's belief from mine, there is always the golden bridge of tolerance.”

Author Unknown

“We may have different religions, different languages, different colored skin, but we all belong to one human race.”

Kofi Annan

"Toleration is the greatest gift of the mind; it requires the same effort of the brain that it takes to balance oneself on a bicycle."

Helen Keller

Roasted Sweet Potato and Cranberry Salad

Ingredients

- One large sweet potato cubed and roasted
- 2 red or green peppers chopped
- 2 green onions sliced
- 1/2 cup of dried cranberries
- 1/2 cup of pumpkin seeds



Maple Dijon dressing

- 1/4 cup extra virgin olive oil
- 1 Tbsp maple syrup
- 1 tsp Dijon mustard
- 2 tsp white wine vinegar (or red wine vinegar or just white vinegar)
- Salt and pepper

Directions: 1. Mix the salad ingredients in a large bowl. Whisk, blend, or shake the dressing ingredients together until they are well mixed. Use your hands to cover the salad with the dressing. You will probably have a bit more than you really need. 2. Note: when you are roasting the sweet potatoes, test them often, you want them to be cooked but not mushy or they will just fall apart in the salad.

Pumpkin Cookie Mini Cheesecakes

Ingredients:

- 1 package of Pillsbury pumpkin cookies with Cream Cheese flavored chips
- 1 8-oz package cream cheese, softened
- 1 egg (at room temperature)
- 1/2 tsp vanilla extract
- 1/4 cup plus 2 Tbsp sugar
- 12 cupcake liners
- Muffin tin



Directions: 1) Preheat the oven to 350 degrees F. Fill muffin tin with liners. 2) Cut the balls of cookie dough in half, and press each half into the bottom of the liners (I only used 6 of the pre-cut cookies). Stick these in the oven to bake a bit while you make the cheesecake mixture. 3) Beat the room temperature cream cheese until smooth. Mix in the room temperature egg, and then the vanilla. Finally, mix in the sugar. 4) Put about 2 Tbsp of the cheesecake mixture on top of the cookie crusts and bake for approximately 30 minutes. 5) Let them cool (hardly!) before eating.



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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: Director Sheri Dawson, Becky Meulemans, Lori Gressley, Cyndy Reece.

One More Recipe

Minestrone Soup

Ingredients:

- | | |
|---|--|
| 1/4 cup olive oil | 3 cloves garlic, minced |
| 1/2 cup chopped onion | 1 cup diced potato |
| 1/2 cup diced carrots | 1/2 cup diced red or green bell pepper |
| 8 cups chicken broth | 1/2 cup tomato sauce |
| 1/2 Tbsp dried basil | 1/2 cup garbanzo beans |
| 2 cups dry pasta | 1/2 cup fresh green beans, cut into 1-inch lengths |
| 2 Italian sausages, cooked and sliced thin (we like the hot kind) | |

Directions: In large stockpot, heat oil until shimmery. Add garlic and onion and saute until translucent. Stir in potato and carrots, and saute for about 5 minutes. Add bell pepper and saute for another minute. Stir in chicken broth, tomato sauce, and basil. Bring to a slow boil. Stir in garbanzo beans and pasta. Bubble for 5 minutes. Stir in green beans and sausages. Simmer another 5 minutes.

Happy Fall! Enjoy.

