Kelsey Kester, Food Service Leader, was the September Employee of the Month! Kelsey began working for the State of Nebraska in November of 1985. His co-workers state that he is always seeking to please our customers, both employees and patients. He is quick to make repairs that make life at LRC more comfortable and pleasant. He ensures that everything is working properly, works to make the environment and structure of Building #14 better, and helps with any projects.

Andy has a desire to always do a good job. He makes sure to grab the laundry carts in the entrance and deliver them to their rightful place. He seems to be smiling almost all the time. Andy always uses kind manners and displays integrity in his work and in his words. He shows accountability by seeing problems through to the end and taking responsibility for the maintenance of Building #14. Andy has very good communication skills. He shows this by keeping people informed and making sure they understand what he is saying. Andy is good at making people feel welcome and is always approachable. He is a hard worker and this shows in all that he does!

Jessica Gartner-Barrientez, SSII, was the October Employee of the Month! Jessica began working at LRC in January of 2013. Her co-workers state that she maintains a positive outlook and attitude no matter what, and is always helping the patients. She goes above and beyond to meet the patients’ requests. She is always doing 1:1s with the Building #14 patients.

Jessica volunteers to do many activities, including helping patients with their food orders and helping with cookouts. She always makes sure the patients get out for walks, and have outdoor and gym time. She is always smiling and laughing. She is welcoming to float staff and to staff working overtime. She greets float staff with a cheerful smile. She coordinates food days with other staff to help build team unity and improve morale. She always does her best to ensure patients have a positive shift. Jessica shows special skills in being able to help people in crisis. Congratulations, Jessica, and thank you for all that you do!

Kelsey Kester, Food Service Leader, was the September Employee of the Month! Kelsey began working at LRC in April of 2015. His co-workers state that not only does he deliver high quality product as the LRC Canteen Manager, but he does so with a pleasant, humorous and spirited personality which almost begs a visit for lunch or dinner. He has created a fresh menu and he highlights amazing specials.

Kelsey has welcomed the opportunity to work directly with select patients hired as patient employees. In this role, he fulfills documentation requests so program notes are written. More importantly, Kelsey has identified and implemented unique opportunities to further these patients’ skill sets, which has increased their confidence and helped them gain an identity beyond being a patient. Kelsey collaborates with, motivates, and supports individuals in this capacity above and beyond what is expected. Kelsey also remembers special details about how his regular customers like their meals prepared. That kind of attention to detail shows that he listens to his customers and takes pride in his work!
Kris Hoover, Housekeeper, was the August Employee of the Month. She began working for the State of Nebraska in June of 2002. Her co-workers state that Kris has a positive attitude about her position in Housekeeping. She goes the extra mile to make sure the environment is clean and sanitary. She takes the initiative on many projects and is very energetic and proactive with your tasks. Kris has a can-do and a “get the job done” work ethic. Her enthusiasm about her job is contagious. She challenges others on her team to do their very best. She is a very welcome asset to the Housekeeping team. She takes initiative on many projects in both patient care areas as well as staff areas to keep things clean for everyone to enjoy. Kris has become a real leader for her Housekeeping co-workers as well as for other staff members.

Duane Remmers, Housekeeper, was the July Employee of the Month. Duane began working for the State of Nebraska in October of 2011. His co-workers state that Duane approaches his work with a positive attitude. He is willing to address additional needs on the unit. He is thorough and detail-oriented in his work. He consistently exceed expectations, is always willing to lend a hand when necessary with cleaning tasks so nursing staff can address the needs of the patients. He creates a positive work environment with his positive attitude and willingness to do more than expected. Since he started working in Building #10, there have been several cleaning projects completed that have led to an overall higher level of cleanliness of the unit on a day to day basis.

Jerri Anderson, Occupational Therapist, was the June 2006 Employee of the Month. Jerri began working at LRC in June of 2015. Her co-workers state that she has brought a new level of Occupational Therapy services to Building #10. She is knowledgeable about her profession and assessments. She improves the specific and overall care to the patients. She is kind but firm and is able to motivate patients in the area of personal care in a number of ways mentally and physically. Building routine into a person’s life is paramount to overall recovery and she has been successful in doing this in a number of cases. She has been particularly helpful with medically fragile patients regarding falls and has found ways to help them improve their mobility.

Jerri has been tireless in the pursuit of appropriate clothing, apparatuses, beds, alarms, alternative therapies, and whatever it takes to assist the patients to have a better quality of life. She does this as well when working individually with patients, taking them into the community as necessary, and when managing building jobs and teaching groups. She makes it a point to meet with other team members to either find out information, give important information, or brainstorm solutions. She provides inservices to SSII staff on patient specific programming to promote not only fluid implementation but also increase positive relationships and decreased stress in these areas. Jerri is kind and thoughtful in interactions with co-workers. She listens carefully and then checks back to make sure she accurately heard what was said. She offers solutions and is willing to take on responsibility for making the solutions happen. If she doesn’t know the answer, she searches until she find out. She seeks out ways to make things better for everyone. She exudes a CAN DO attitude that is infectious. Just meeting her in the hallway often brightens a person’s day as she always has a smile and a kind word. Thanks, Jerri!
I was speaking to a group of student nurses recently. A member of the audience asked me, why do you do what you do? Without pause, I responded. I am driven by both a personal and organizational mission. I believe there is no health without behavioral health. With one in five of us experiencing behavioral health illnesses, we have important work to do. I want all of us to become behavioral health ambassadors so that no matter where we are, we talk about mental illness and substance use disorders. Families and neighbors easily talk about a person’s cancer, their heart disease, the medications they take, the professionals they see for care, but that is generally not the case for mental illness and substance use disorders. We have to make these illnesses part of everyday conversation. I also shared with them that I very much believe in the DHHS mission to help people live better lives. The best work happens when you know it’s not just work, but something that will make a difference to improve people’s lives.

About a week after my speaking engagement, I received an email from an audience member. She thanked me for my time and message. She went on to say that her mother has struggled with depression for as long as she could remember. She was always ashamed to talk about her mother to others. She said she wants to become part of the solution to overcome the fear and discrimination that happens with people we serve in the Division of Behavioral Health (DBH). She shared that she always wanted to become a nurse but she said now I want to become a behavioral health nurse.

As a team member of DBH, I am here for the same reason I think most people join our team - to provide the opportunity for recovery to individuals with mental illness and substance use disorders. Our work is complex, difficult, engaging and rewarding all at the same time. I am grateful to serve with so many compassionate caregivers who have chosen a professional career of promoting recovery. The best work happens when you know it’s not just work, but something that will improve people’s lives. We care about our patients; we’re here for our patients; and we do everything possible to make sure that our patients get the best care possible. This is not easy work especially when there are staff vacancies. I want to thank you for sharing your time and talent with DHHS DBH.

Just like the student nurse did after my presentation, we need to challenge our thinking. No matter where or even why you work in our division, we have to constantly rethink what we do. What did we learn today that will make us better tomorrow? Every one of us can take ownership in doing our best work and help drive change. We sometimes underestimate what we each can do to make things happen and overestimate what others need to do to move us forward.

There are about 800 employees in our division. I have not had the privilege of meeting every one of you. While some of us only know each other electronically through emails and newsletters, I ask that each of us continue to identify solutions to the challenges we face. I want you to provide feedback to each other as teammates, to your managers, and to me. I expect that every day our teams create a safe environment to have difficult conversations about how we overcome our challenges and push the Nebraska’s behavioral health system to become the national standard.

I need your help to overcome our communication and staffing challenges. Because we provide a critical and unique service to Nebraskans, our patients need us to be innovative and creative. In your team meetings over the next month, I ask that you take a few minutes to discuss the following:

1. How can DBH ensure that all 800 employees know what is happening on an ongoing basis? What are the top 3 strategies we should utilize to improve communication within our division and within the DHHS?

2. What are the top 3 reasons you work at DBH? What are 3 things we should do to ensure we retain talented people?

I very much look forward to sharing the list of strategies and ideas with you. I am grateful you chose public service. I greatly value the positive difference you make in our patients’ lives. #bettertogether #teamDBH

#bettertogether #teamDBH
Commitment to Excellence

One of our five DHHS Values is that we have a Constant Commitment to Excellence. The descriptors include that we take timely action in regard to tasks and information, that we look for and embrace the opportunities presented to improve, that we actively provide prompt, efficient and courteous service and that we show initiative. How do you do this? I ask myself how we can be winners. How can we continually be the best we can be? How can we continue to meet and exceed expectations and set the stage to be a Top Performer, not just by Joint Commission standards but by our own? How can we help each other to be the best we can be?

This past year I was invited to attend my 30th High School Reunion. I couldn’t believe it has been THIRTY YEARS! That’s a different newsletter article. However, the reunion made me think about where I have been, what I have done, and where I am today. Our Class Motto in May of 1986 was, “Looking forward to looking back.” Made me think about LRC and when I was younger and started working here, how that motto may apply. I do look back fondly on the past; the changes we have been through, the staff I have had the pleasure to get to know and work with, and the thousands of patients all of you together have helped. That’s something to be proud of. Last week at the Woods Award ceremony I put together a slide show, with the help of Tary Paris and Rachel Johnson of all of the past winners whose names are on the wall and are still working here. There were over 40 people in the slides. It was great to see!

We have to use our past, and our experiences and our current challenges to embrace how we can improve. We have turnover, we aren’t retaining employees the way that we would like, so how do we change that? We currently have a Retention Strategies Committee with focus groups facilitated by Rich Schmidt and Brian Kokesh, where we are seeking your input, your advice on what we can do to improve and be more efficient in our staffing. We would like to know what keeps people here, and how we can keep more staff here to build their career at LRC rather than leave. Your involvement in these types of activities demonstrates a commitment to excellence. It helps us learn why things may be the way that they are, what the possibilities are, and how we can move forward. Your input on these committees is essential! Please see the email that talks about meeting times/dates. Rich communicates the suggestions directly to Steering Team each week, so even if we are unable to sit and talk with you personally, please know that Rich and Brian are our liaisons and helping with this situation.

In an article on Forbes.com titled, “The Top 9 Things that Ultimately Motivate Employees to Achieve” written by Glenn Llopis, it looked at studies on what motivates employees. These were the 9 things that ultimately motivate employees to achieve and the article asks that as you read them, think about how you can relate to each of the topics and how you can commit yourself to excellence.

#1: Trustworthy Leadership. The article discussed how leaders need to look out for the best interest of their employees and have their back. Trust and transparency are key.

#2: Being Relevant. It is critical as Leaders we emphasize the significance of our roles here at the hospital. ALL positions here are critical to our work of helping patients rebuild their lives. Staff need to know and need to be told how they contribute to this vision and how significant their role is. Remember when we started our person centered care journey and we had each Department share what they did? This helped all of us to understand each other, understand how we all contribute, and to emphasize how imperative it is that everyone respect and understand each other. Employees in each area also need to understand how their team is impacted when they are gone unexpectedly. We are seeing in the Nursing Services area in particular how critical sick calls, work injury leaves, medical leaves, unexcused absences have a detrimental effect on the people left to pick up the slack. Loyalty to your work group is key. If you don’t feel that connection with your team, then perhaps you need to talk with your supervisor about this and see what options there are.

#3: Proving Others Wrong. Sounds a little off, but embracing new ideas, innovative thinking, and helping people use their talents and abilities is key to motivation in the work place. We know that we have some very talented and educated employees who would love to use their skills they were taught. We need to hear from you, need to hear what your thoughts are on engaging your skills with the patients that we work with.

#4: Career Advancement. This is an area that we see frequently on Exit Interviews and in other surveys. There are a variety of different advancement opportunities for some of our classifications. If you are struggling with this, please discuss this with your Supervisor or Human Resources. There may be opportunities you have not realized are here. That said, if you have tried once, twice, even more to move up into a position and it hasn’t happened yet—don’t give up! If you think it is possible that you need some interview skills, again—call Human Resources, namely Brian Kokesh and he can assist. OR talk with your supervisors. Some of us haven’t interviewed in a very long time and those skills are hard to master at times. Again—don’t give up!

(continued on next page)
#5: No Regrets. The article states, “An employee that doesn’t believe will never achieve.” It’s personal to all of us what our aspirations are, what we dream of in our life and our careers, but it is also important to have someone you can share these thoughts with to see if they are realistic and to come to terms with what you would need to do to help make those aspirations a reality. Career advancement and a successful job experience is a two way street. First, we have to realize where our personal responsibility lies and if we have been depending on others to make it happen for us, then I am sure you will face times of disappointment. If you have goals and are unsure how to achieve them, again, talk with your Supervisors and see if they can guide you to the appropriate resources.

#6: Stable Future. When we address the waiting lists, the need for beds here at the hospital to the community providers, and how we have had in the past year increase our capacity to help ease this demand—I qualify it in our Supervisor Meetings by telling them WE ARE NEEDED! That’s stability. We know we provide a very important service to our State and our communities and we need to be grateful that we have this opportunity to help. Your role again is critical to the success at helping the community and the patients we serve.

#7: Self-Indulgence. While this is listed in the top nine, the article says that self-indulgence and being motivated for selfish reason to achieve can have short term benefits but potential long term repercussions.

#8: Impact. Employees want to contribute and as many of us who participated in the Lessons in Leadership Class know, we want to be a part of something greater than ourselves. Well the good news is that here at LRC—YOU ARE! Your role is instrumental in the care and treatment of our patients. Without each and every one of you, we would not be able to provide the care that we do. Take pride in that! You are significant!

#9: Happiness. Don’t take things so seriously that you make yourself miserable. Take time to have fun, enjoy yourself and your team. Camaraderie and teamwork make work time something to look forward to. Help each other, look out for one another, and think about how your dependability is critical in a 24 hour setting. If you don’t come to work, someone will miss you. Whether it is a group of patients, your co-workers or BOTH!

In closing, I know that it’s been a tough year with the vacancies and the overtime. We are trying to examine possibilities on helping find relief for this situation. We ask for your patience and help in identifying some solutions that are viable to help correct the issue. All of our jobs here are significantly important in our vision of helping people rebuild their lives! October was Employee Appreciation Month and I want you to know that I do truly appreciate all that you do. I am sorry that there are not enough hours in the day for me to get out there and see you face to face and let you know this personally. I have that as a goal to get out more and spend more time on the units. I hope all of you have a great month and for those of you being recognized, thank you for your Commitment to Excellence!

Congratulations to Lacey Deterding, for being selected as the DHHS/LRC Supervisor of the Year! She was presented this award at the November 2, 2016 Governor’s State of Nebraska Employee of the Year/Supervisor of the Year Ceremony. Lacey has worked hard to make a difference not only in the Pharmacy but with the working relationship with nursing care staff and overall patient care. Lacey has implemented ideas that help towards reducing mistakes and increasing workflow production. She continues to make sure staff have input into daily tasks by holding weekly meetings. Lacey is one of the most caring, understanding, and flexible people. She makes it enjoyable to come to work each day!
Kudos—Now That’s PCC!

◊ **Kudos to Sue Childress, Secretary II at Whitehall.** She is always willing to help where she can! - Brandy Kreifel

◊ **Kudos to the Building #3 staff** for their daily efforts at keeping our patients and each other safe each and every day. –Dr. Darrow

◊ **Kudos to Roni Koenig, Building #3 ADON, for her leadership and willingness to adapt to difficult situations.** It is very much appreciated. –Dr. Darrow

◊ **Kudos to my colleague, Laurie Reinsch,** for supporting me as a blossoming clinician. She has gone above and beyond in giving me words of wisdom, helping out with extra tasks when I run out of time. Her laughter is so therapeutic. She has been a very safe space for me in the midst of so many changes, and I truly appreciate this from my office buddy! - Rachel Oxley

◊ **Kudos (and cookies) to Tenna Towne** for being such a supportive co-worker. Her helpful attitude and her wealth of knowledge is a great asset to our team. We wouldn’t be able to do our work without her. –Kevin Young

◊ **Kudos to Stacey Wiltshire, Building #5 HIM staff.** Due to a staff vacancy, Stacey has taken on additional duties to keep the office running smoothly! - Diane Ellis

◊ **Kudos to Karen Thaut, Building #14 HIM staff,** for assisting in Building #5 HIM due to a staff vacancy. – Diane Ellis

◊ **Kudos to Becky Roberts, Staff Assistant,** for volunteering to do additional chart audits in Building #5 in September. -Diane Ellis.

◊ **Kudos to Bobby Hunter, SSII, for great observations and body placement during yard observations while working overtime in Building #5.** A big safety thank you! – Cindi Hunter

◊ **Kudos to Teresa Hansen, RN,** for always being willing to help and listen! - Maggie Copple

◊ **Kudos to Randy Becker and Andy Miller** for tiling the floor in Building #14. –Merilyn Olsen

◊ **Kudos to Marilyn Bailey** for helping with an audit. – Merilyn Olsen

◊ **Kudos to Building #5 S5 staff** for working diligently with a difficult patient for the past two weeks. –Merilyn Bailey

◊ **Kudos to Team Leader, Jade Richtarik** for coming to work with us, being patient with us during transitions and making our work environment a positive place! - Rachelle Brouillard

◊ **Kudos to Brian Kokesh!** When I get requests to put together interview packets, Brian is always right there with the pre-interview forms I need so the packets are complete and ready and time! - Perry Holmgren

◊ **Kudos to all LRC Social Workers** who are working very hard to manage their caseloads with vacancies and people on leave.

◊ **Kudos to Scott Loder, Jennifer Ihle, Tary Paris, and all other staff who helped register people to vote at LRC.** Disability Rights Nebraska continues to rock the voter registration at LRC! This year, a record was set! 11 voters registered in Building #5 including two staff who needed to register due to address changes. 15 voters registered in Buildings #3 and #10. In total, 26 voters registered and 31 early voter forms were distributed!

◊ **Kudos to Cyndy Reece and her volunteer group in Building #14** for working on the decorative tree and birdhouses for the October 5, 2016 Woods Award Ceremony!

◊ **Kudos to Rick Whiting, Team Leader,** who came in at 4:30 p.m. to work a mandatory overtime shift for an employee who was leaving at 5:00 a.m. for two months, and her young son was at home. Way to go, Rick. This is demonstration of a true leader. – Traci Haynes.

◊ **Kudos to Mollie Topil, LMHP,** for helping to cover the units in Building #14 several times a week.

◊ **Kudos to all of the SSII staff** who are working several overtime shifts this fall and for the hard work you do each and every day. You are key to our patients’ success and your hard work never goes unnoticed and is always appreciated.
New Books this Fall..............by Tom Schmitz

1. Strengths Finder 2.0 by Tom Rath
2. Courage to Change by Al Anon
3. Responding to Anger: A Workbook by Lorraine Bilodeau
4. Virtually Normal by Andrew Sullivan
5. Living in the Light Shakti Gawain by Russell Grant, Illustrated by V. Emptage
6. Master and Commander by Patrick O’Brian
7. Cracked, Not Broken by Kevin Hines
8. Here’s What We’ll Say by Reichen Lehmkuhl
9. How Full is Your Bucket? By Tom Rath
10. Forever Red by Steve Smith

The Resource Center in Building #10 is open Monday through Friday, 9-12; 1:00 to 6

Diversity Person of the Year 2016 is Allison Evens

Each year the Diversity Committee recognizes an employee for outstanding service and achievement in cultural awareness and acceptance. This candidate is one who is supportive of diversity issues, a person who has helped others feel comfortable, and one who furthers cultural awareness and acceptance at Whitehall/Lincoln Regional Center.

This year’s recipient is Allison Evens, Diversity group leader at Whitehall.

She was presented with the 2016 Diversity Award on Wednesday, October 26, 2016.
LRC had grand weather yet again for its 6th Annual Mental Health Awareness Walk on September 30, 2016. Guest speaker was Executive Director of the Orchard, Ken Timmerman, who spoke about his own recovery journey and opportunities for people in recovery to have peer support and social activities at The Orchard. The Diversity Committee thanks everyone for participating in this great LRC community event!
On October 5, 2016, I had the pleasure of coordinating what was previously described to me as “the best employee appreciation activity on campus!” Surprised, I asked why they felt that way. Their response was this activity is all about the backbone of our workforce, our most numerous staff position, those with the most contact hours with the people we serve – our SSIs and YSSIs.

On Wednesday, October 5, 2016, LRC honored 10 individuals for their outstanding service at the annual Thomas C. Woods Psychiatric Technician Awards Ceremony. The celebration was first held in 1952 to celebrate the position of Security Specialists and Youth Security Specialists. It is now held annually during Mental Health Awareness Week – the first week of October.

Stacey Werth-Sweeney was the Master of Ceremonies and showed a slide show depicting each of the past award winners. Sheri Dawson, Director of Behavioral Health, provided the Welcome. Dr. Dana Miller, Doane University faculty member and Director of the Developing Leader Coaches capstone program for the Master of Arts in Management program gave the address, entitled “Life Lessons: Becoming the Best Version of Ourselves.”

A beautiful table decoration of a giving tree was created by patients in a volunteer group led by Cyndy Reece, as well as two birdhouses. A cake and punch reception followed with staff, family and friends in attendance.

Here is some history of the Woods Award from their member recruitment brochure, “For the first three years, the award was presented to one technician. In 1955, it was decided to recognize two technicians due to the closeness of the voting. From 1956 to 1972, a Special Student Recognition Award was granted. From 1973 to 1975, a technician from each of the units was recognized. This year, one staff member from each of five programs was selected, as well as five Honorable Mentions due to the great number of excellent nominations received from staff and patients alike.”

Those honored are voted on and selected by the Woods Psychiatric Technician Award Committee. This year there were four voting members. The committee is made up of persons from the mental health community that may also have been past LRC staff members. Associate Directors of Nursing from each program are invited to the meeting to participate as advisors, yet without voting privileges. This award is from the community to the employees of LRC! The Woods Award recipients received an engraved crystal award, a certificate, and a check. The committee also chose 5 Honorable Mention awards, for the runners-up. They each received a certificate and a check. They said the voting was so close that many of our qualified and capable staff could have been selected on any given day and they wished they could have chosen more than 10 recipients of these honors. I hope you’ll keep on making a difference in the lives of those you serve – and good luck next year!
2016 Winners: (left to right) Thomas Day, Building #3; Christa Lemmer, Building #10, Manuel Gamez, Building #14; Kay-la Kolts, Building #5, and Jeff Oxford, Whitehall. Photographer: Wayne Svoboda, Woods Foundation
Diversity Quotes for Autumn

Don't judge each day by the harvest you reap but by the seeds that you plant. -Robert Louis Stevenson

I believe that diversity is a part of the natural order of things—as natural as the trillion shapes and shades of the flowers of spring or the leaves of autumn. Diversity is not something unusual or bizarre. It is the natural order of things. Sameness is what is unnatural. Moreover, diversity is not just normal, it’s desirable. It is nature’s way of finding solutions to problems. -Gene Griessman

Winter is an etching, spring a watercolor, summer an oil painting, and autumn a mosaic of them all.—Stanley Horowitz.

Fall Retirements

Billy Haughton, Food Services Aide, retired after 54 years of service on October 13, 2016 (also his birthday!). The Dietary Department held a reception for him with a cake and lots of goodies home-baked by his co-workers!

Kathy Ogle, LMHP, retired after 18 years of service on Tuesday, November 1. Her co-workers in the SO Program held a potluck lunch for her with cake and punch.

Barb Daniels, Food Services Worker, retired after 10 years of service on November 4. The Dietary Department and the Whitehall program held a reception and potluck lunch for Barb.

Thank you, Billy, Kathy, and Barb for your service to LRC. Enjoy retirement!
Gearing Up for the Holidays

I don’t know about you, but it’s been hard to get into the holiday spirit with this unseasonably warm weather we are having! But the snow could be just a few days away, so the LRC Leadership Team and Medical Staff are gearing up to wish all LRC Employees a happy holiday season.

Once again, the Leadership Team and Medical Staff will sponsor an all-LRC Holiday Reception on December 14, 2016 from 2:00 to 4:00 p.m. in the Administration Building lobby. Supervisors will be asked to help cover the units so the SSII staff have a chance to attend. This is a great time to spend a short break away from your daily tasks to celebrate the season, meet and greet co-workers, and partake in some great food! Hope to see you there!

Do you have any new or used magazines to donate to the Building #3 women??? If so, Rhonda White would like them sent or delivered to her attention. She will remove the staples and put them on the units for the women to enjoy! Please send some her way.
Each October, State of Nebraska employees are recognized for their years of service, starting with 10 years of service and for every 5-year milestone after that! Congratulations to these LRC employees for achieving the following years of service. Thank you for all that you do each and every day.

10 Years of Service
- Sherri Browning
- Ryan Crilly
- Barb Daniels
- Steven Demers
- Diane Heithoff
- Jeffrey Henning
- Perry Holmgren
- Peggy O’Toole
- Linda Paulson

15 Years of Service
- Timothy Cleary
- Karen Friday
- David Lane
- Gary McNeil
- Jason Swedlund

20 Years of Service
- Kandy Eisenbarth
- Abigail Hawthorne
- Jean Ramsey
- Lyle Schmidt
- Lori Wieneke

25 Years of Service
- Kimberly Brown
- Patricia Byrd
- Steven Carter
- Joann Fisher
- Marvin Jiskra
- Yolanda Medina
- Patricia Osterhaus
- Jon Torkelsen

30 Years of Service
- Leah Becker
- Barry Berumen
- Brenda Jones
- Randal Pester
- Jana Stoner
- Ed Yeager

35 Years of Service
- Marc Ostrander
- Steven Urban
- Sandra Waldron

40 Years of Service
- Diane Ellis
Perry Holmgren, 10 Years of Service

Kandy Eisenbarth, 20 Years of Service

Lyle Schmidt, 20 Years of Service

Joann Fischer, 25 Years of Service

Jana Stoner, 30 Years of Service

Diane Ellis, 40 Years of Service
Supervisors of 2nd and 3rd Quarter

Diane Ellis was the LRC Supervisor of the Quarter for the 2nd Quarter of 2016. Diane was instrumental in assisting the Steering Team this summer when the Administrative Assistant was out on leave. In addition to doing her own duties and training a new staff member in HIM, she filled in to cover meetings for the Steering Team, Leadership Team, Corrections/LRC meetings, and several others! She was readily available, did not complain and tackled the extra duties with a smile on your face. Diane is a role model of what it means to step up and help out, especially when co-workers need help and assistance. She is a genuinely kind and generous person so this act of kindness was seemingly a part of her nature. Diane contributes to the morale of her department and to those around her. She expects others to work hard and demonstrates that through her own behavior. Diane was also instrumental earlier this year in researching and developing PQRS reporting measures for LRC, which was no easy task! LRC is fortunate to have Diane as a valuable resource.

Kyle Malone was the LRC Supervisor of the Quarter for 3rd Quarter of 2016. Co-workers who nominated Kyle stated that the Building #14 patients find him very approachable to discuss their concerns. He listens to their issues and requests, and also engages them in conversation when they just want to talk. Kyle frequently conducts CLS groups, leads Formulation Committee and facilitates cookouts and other events on the units. He advocates for the patients in treatment team meetings, with OT and RT staff, and with the grounds crew. He is also very talented at talking with patients in a therapeutic manner about accountability. The patients listen to him. Kyle demonstrates willingness to assist the SSII staff in their job duties and provides them with the resources they need to do their jobs effectively. He leads by example and does what it takes to get the job done with his team each day. He encourages his SSII staff and sets expectations. He is accessible to his employees and works with them. Kyle plays to the strengths of his team members, is fair when assigning new employees, and listens to his team. He also expresses his opinion and holds his team members accountable in a straightforward manner. One of Kyle’s employees stated that a fine example of his excellence as a supervisor has been the mentorship he has provided in the Medication Aide program. Kyle has assisted SSII staff to learn to pass meds and he actively assists them to do this in a timely and efficient manner.
Sweet Potato Casserole with Marshmallows and Coconut Crumble

Ingredients:

- 3 lb sweet potatoes
- 1 cup evaporated milk
- 4 large eggs
- 3 cups packed light brown sugar
- 2 tsp vanilla extract
- 1 tsp ground cloves
- 2 tsp nutmeg
- 1 tsp salt
- 2 cups chopped pecans
- 1 cup all purpose flour
- 1 lb marshmallows

- Cooking spray
- 1 cup sweetened condensed milk
- 2 sticks unsalted butter
- 2 Tbsp ground cinnamon
- 2 tsp ground allspice
- 1 tsp ground ginger
- 2 cups unsweetened coconut flakes
- 1 lb marshmallows

Directions: 1) Preheat oven to 425 degrees F. On an ungreased baking sheet, arrange sweet potatoes (prick the large ones with a fork first). Bake until tender, 45 minutes to 1 hour. Set aside to cool. 2) Reduce oven temperature to 350 degrees F. Coat two 8-inch square casserole dishes with cooking spray and set aside. Peel cooled potatoes and in a large bowl, mash with a fork. Add evaporated milk, condensed milk, eggs, melted butter, 1 cup light brown sugar, cinnamon, vanilla, allspice, nutmeg, cloves, ginger, and salt. Stir to combine. Divide mixture between the prepared casserole dishes. 3) To make the crumble, combine pecans, coconut, flour, and the remaining butter and light brown sugar until crumbly in a medium bowl. Crumble the mixture evenly atop both dishes of sweet potatoes. Top with marshmallows. Bake until marshmallows are deep golden brown, 30 to 45 minutes.

Cheddar and Chive Pumpkin Cheese Ball

Ingredients: Food coloring

- 16 oz. cream cheese (2 8 oz packages)
- 1 1/2 cups shredded cheddar (or cheddar/jack blend)
- Square cheddar slices for pumpkin ribs
- Egg wash: 3 eggs plus 1 Tbsp water

- 1/3 to 1/2 cup finely chopped chives
- 1 package crackers
- 1 pie crust, unbaked
- 1 pretzel rod for pumpkin stem

Directions:

1. Let the cream cheese soften at room temperature and add the chives and shredded cheddar. Mix well and form into a pumpkin shape. Lay out a large piece of cling wrap, add the cheeseball to the center and wrap. Chill for several hours until firm.

2. For the pie crust leaves: lightly flour counter top. Lay out the crust and cut into small shapes using a leaf cookie cutter. Transfer cut outs to a baking pan that has been lined with parchment paper. Create indentations on each leaf.

3. Preheat oven to 400 degrees F. In a bowl, combine 3 eggs and 1 Tbsp cool water and mix well. Divide up the egg wash into smaller containers to use for different colors. Add food coloring and mix well. Use a clean paint brush and start with lighter colors such as yellow or light orange and paint the pie crust leaves. Add darker colors to the inside area to highlight the ribs. Make sure all areas are colored before baking. Bake for 6 to 8 minutes until remove from oven before browning occurs.

4. For garnish: take the chilled cheese ball out of the fridge. While still in cling wrap, reshape it if necessary and create the ridges that go down the sides of the pumpkin. Use your thumb and drag it up and down the sides to create the ridges. Remove the cling wrap and place on a platter. Cut your square pieces of cheddar into thin slices and lay them into the ridges gently. Break off a piece of a large pretzel rod and add to the top for the stem. Add a variety of crackers around the cheeseball. Gently lay the pie crust leaves on the platter, adding a few to the pretzel stem.
Thanksgiving Turkeys

Ingredients:

1 cup semisweet chocolate chips  
6 chocolate sandwich cookies, such as Oreos  
6 malt balls  
1 cup Red Frosting:

1/2 stick butter at room temperature  
2 Tbsp milk  
1 1/2 cups powdered sugar  
1/2 tsp vanilla extract

Red food coloring

Directions: 1) Place the chocolate chips in a medium glass bowl and melt over a saucepan of simmering water. Cook until chocolate has melted about 4 minutes. 2) For each turkey, push 5 candy corns, tip side down, into the cream filling of a cookie to make the feathers for the turkey. Lay the cookie on a work surface. 3) Dip the flat, larger end of a peanut butter cup in the melted chocolate. Place the malt ball onto the cookie above the peanut butter cup to make the head of the turkey. 4) Dip the flat end of the white candy corn tip in the chocolate. Place on the malt ball to make the turkey beak. Refrigerate until the chocolate has set. 5) Place the red frosting in a piping bag. Cut a small opening in the end of the piping bag. Pipe a small piece of frosting under the malt ball to make the turkey’s beard. 6) Place a cookie with the top half removed on a platter. Stand the turkey upright in the cream filling. Repeat with remaining ingredients.