



LRC REALITY CHECK

Phil Jefferson is the January Employee of the Month



Congratulations to Phil Jefferson, Training Specialist, for being selected as the January 2010 Employee of the Month. Phil's co-workers who nominated him stated that he is very conscientious about how he teaches new employees. He teaches in such a way that keeps the patients in mind at all times so that they are treated with respect by new employees.

Phil is thorough about the material he presents to new employees so that when they are on the wards, they are well equipped to do their job of helping the patients improve.

When Phil is on the units, he is careful to always take a personal interest in the patients with whom he is interacting.

Phil has been described as never having met a stranger. Employees who have had contact with Phil are encouraged by his caring, positive demeanor towards them. He has a way of exuding care and concern for anyone who makes contact with him. He naturally takes personal interest in the well-being of his co-workers. Phil makes time to genuinely listen and talk to his co-workers. He creates a positive work environment by simply being positive. His smile and signature laugh are helpful in brightening the day.

Congratulations, Phil, and thank you for all of your hard work!

Cyndy Reece is the Employee of the Quarter



Congratulations to Cyndy Reece, SSII in SOSR, for being selected as the Employee of the Quarter for the 4th quarter of 2009. Cyndy's co-workers stated that she treats clients fairly, is always willing to listen, and provides feedback to the clients as needed. She stays calm, cool, and collected during stressful situations.

Cyndy treats the SOSR clients with respect and dignity and is always willing to help her fellow co-workers. She is described as an excellent team player. Cyndy assists her co-workers and the SSIII staff with daily tasks. She took on the responsibility of ordering weekly supplies for the unit.

In addition to all this, Cyndy's co-workers state that she makes an excellent carrot cake, which of course, is a boost to employee morale!

Congratulations, Cyndy, and thank you for all that you do!

The Beginning of Yet Another Year



As we begin yet another year, the first thing I want to do this month is thank all of you who went the extra mile during the December snow storms and especially during the Christmas holidays. There are countless stories of those of you who put your personal plans aside and made tremendous sacrifices during the Christmas blizzard. Many of you got stuck at LRC and many others braved the elements to get to and from work. I cannot thank you enough for your efforts when the Nebraska winter threw its worst at us.

Every year when I sit down to write my first article of the year, I look back at some of the major activities we have accomplished in the past year. While I just talked about these in December, it is important to remember what we have accomplished in the last year as we consider what lies ahead for the next year. This past calendar year, we:

- Passed both a CMS A-Tag (patient rights and patient safety) and a B-Tag (active treatment) survey
- Consolidated the CTP Program into the rest of General Psychiatric Services to improve operating efficiency
- Moved all of sex offenders to Building 14
- Reduced the census on the units in Building 5 to make them more manageable and safer
- Established a separate unit in Building 3 for our more difficult to manage women patients
- Continued to adjust our operations in response to Behavioral Health Reform
- Continued to improve staffing by filling vacancies and reducing overtime
- Converted all the Psychiatric Technician positions on West campus to Mental Health Security Specialists
- Created the Team Leader positions

There are many other things that have happened that contribute to our success. When I think about where the organization was five years ago and where we are today, the changes are incredible. We completed major renovations in several of the

buildings to include a new sprinkler system in Building 3, a new heating and air conditioning system in Building 14, renovated and new living units in Building 14, a new education center in Building 14, and new windows in Building 5. Renovating the buildings is one thing, but when I start to think of all the changes we have made to the organizational structure, policies and procedures that have been revised, the relocation of patient populations, recruitment of staff and filling vacancies, reductions in overtime, and improvements in safety, the changes are impressive. Each individual change doesn't seem like that big of a deal but when you put them all together and look at the whole picture, the difference is remarkable. And we did all of this within the budgets we were allocated each year.

This year we have several initiatives we want to accomplish:

- Finish the renovations to the security center in Building 5 which will allow for all of the security cameras across campus to be monitored in one place
- Begin the ADA renovations to Building 5 to include the installation of an elevator to the second floor, renovations to the patient living units and renovation of the front entrance to make the building ADA handicap accessible
- Fill the Team Leader positions by the end of April
- Prepare for our next Joint Commission survey which will take place anytime in the next 18 months
- Improve upon how we provide active treatment in all of the programs, and
- Continue to improve safety.

While we just passed a CMS B-Tag survey on active treatment last September, we have room for improvement in this area. We have enlisted the services of Dr. Richard Fields to help us take our active treatment efforts to the next level. You may remember that Dr. Fields worked with us a couple of years ago to address issues raised in surveys by CMS and the Joint Commission. While there is nothing wrong with our active treatment protocols, we have to ask ourselves, can we do better.

Over the years you have heard me refer to the changes at LRC using an analogy of an aircraft carrier or a football team. The changes we have made make the LRC carrier run smoother and the LRC team function more efficiently. 2010 is a year to make things even better.

Les Adams is the Supervisor of the Quarter.....



Congratulations to Les Adams, Security Chief, for being chosen as the Supervisor of the Quarter for the 4th quarter of 2009! Les' employees who nominated him stated that he is a leader and a mentor to all of the Security Officer staff and a person that those around him look up to. Les is always positive and upbeat. He always takes time to talk to patients and help them resolve specific problems that they might have.

Les helps his employees with many different problems and situations that they come across, and does so in a positive and timely manner. He is always willing to listen. He is sensitive to the needs of others and goes out of his way to make sure that things get done. Les works with his employees as a team and as individuals. He always compliments them for work well done and lets them know where they need to improve in a way that does not demean or degrade the individual. Les holds his employees to the same

standards that he holds himself accountable to. He always strives to promote professionalism and excellence in the workplace.

Congratulations, Les! In appreciation of his hard work, Les received a gift card to The Texas Roadhouse!

Security Officers are the Team of the Quarter.....



Congratulations to the LRC Security Officers: Les Adams, Rick Whiting, Frank Reavis, Jeremy Baker, Daniel Brunsen, Rob Uttecht, Brad Phares, Travis Curry, Kristopher Jobman, and Krystal Sherwood! The LRC Security Officers are the Team of the Quarter for the 4th quarter of 2009. The Security Officers have done an outstanding job of providing care, quality, and effective services to the patients at LRC. The concept of having security guards was difficult to move forward and hard for some staff to accept. This group of individuals helped ease staff into the process of using security guards and they have shown professionalism and respect to the staff and patients. In an email to the Facility Operating Officer, these observations were noted: "I have had many opportunities to observe the Security Officers interact with patients, and problem solve

with the patients on their individual concerns. I have visited personally with the Security Officers about their work and their philosophy of care. I can tell you that I have been impressed over and over again with their insights into patient needs. They continually reflect sympathy and understanding about patient history and treatment, which is reflected in their demeanor and in their interactions with even the most difficult of people. I have seen these officers extend themselves on the job in ways that relay respect, care and encouragement of patient safety and ongoing treatment. I have to say that I was skeptical about having security officers within a therapeutic environment, but to this date, I can honestly say that the integrity and insight of these officers is more therapeutic than I believe they are given credit for."

The Security Officers have been flexible and responsive to the needs of the patients in all of the programs at LRC. Initially this team was to work on the S5 unit and since they began, they have been tasked with offering staffing to Building #3 on a consistent basis as well as responding to crises in Buildings #10 and #14. Staff report feeling "at ease" with their presence and feel that their presence has contributed greatly to a safer environment. This would not have been possible if the officers on this team did not extend themselves to the staff and the patients in the way that they do.

In appreciation of their hard work, the Security Officers received \$100.00 in cash, which they used to purchase a refrigerator for their office!

From the Director.....By Scot Adams



We're starting a new year, with its chance for a new beginning. I belong to the Oprah Winfrey mind set on this topic: Let's give a cheer to the New Year, because it's another chance for us to get it right, both at work and in our personal lives.

It's important for me to know what Regional Center employees like best about working to improve the lives of consumers, what they don't like....and more importantly, why. Feel free to send me an e-mail if you have suggestions on how to improve services, or on cost-cutting measures that can make a difference as we manage the finite Regional Center budget.

As we move into 2010, let's take the time to look at our talents, and how to use them in every way possible. It's important not to look for our flaws, but to always keep focused on our potential and especially on keeping a positive attitude.

The motivation to help people live better lives has to come from within each person. I believe that most Regional Center employees are motivated to provide the best services possible to consumers, and you are doing a wonderful job.



The Benefits of LRC Yoga Classes.....by Nina Anderson



Since April, 2009, your Wellness Committee, along with Elizabeth Merey, yoga instructor, have made free yoga classes available to you. Classes are held on Tuesdays and Thursdays from 12:00 to 12:45 in the K-Building. The average class size is 11 participants. No long term commitment is required to join.

If you are interested in learning more about the free yoga classes at LRC, feel free to contact Courtney Hall at 5221 or any Wellness Committee member for more information.

Read what some of the current participants have to say about what yoga has done for them:

- ◆ "Yoga has been a great stress reliever for me. It offers a needed break to focus on relaxation and time to refocus myself to go back to work. The stretching feels good and I can feel the benefits of it." - Tricia K., Pharmacy
- ◆ Yoga has been a wonderful way for me to relieve stress and feel good about myself! - Courtney Hall, CTRS
- ◆ "I am grateful that Lis takes times to come out to lead us in yoga twice a week. She exemplifies the spirit of yoga and works to help impart that spirit in us. I look forward to yoga "lunches" and find that it helps me stay focused with my work (and stress in general). I love the physical challenges paired with relaxation." - Kathy Foster, CMSW
- ◆ "I rarely miss yoga class on Tuesday and Thursday. Often I have to argue with myself about going—I have too much to do, I don't feel like working out, etc. But once I am there, I can feel the knots of stress working themselves loose as we go rapidly through the Sun Salutation. And I always feel better after the practice. I know that I am much more flexible than when I started in April, and that I am gaining strength. So, I will continue to win the argument with myself about attending. I will continue to push myself to greater levels. I will continue to love yoga." - Nancy Goff, HSTS
- ◆ "I started yoga in November and in just this short time I have noticed a difference in my flexibility. I enjoy how no two classes are the same. Lis does an excellent job of mixing things up and introducing us to new poses." - Nina Trumble.



Kudos.....

Snow Kudos

We want to take a moment to thank all of you for your efforts during the Christmas holiday snowstorm. Words like valiant and heroic come to mind with some of the stories we have heard about your contributions during the storm. There are many, many stories out there, but we want to just take a moment to recognize some people who went above and beyond the call of duty.



- * **Kevin Crable, Dru Strawn, John Trotter, and Brian La-Salle** helped get people to and from work in a safe and timely manner.
- * **Brandie Bruner and Paul Masters** received mandatory overtime at the last minute on 12/26/09 and went to their assigned buildings with a positive spirit and good will.
- * **JJ Mower, Justin Major, and Kayla Puhmann** stayed over to work Christmas night along with many others.
- * **We had at least 50 staff volunteer** to do overtime so mandatory overtime could be minimized. Several employees in all LRC programs worked some form of overtime to cover for those who could not get in to work.
- * **Melinda Diaz, RN**, 1st shift, Building #3, took the staffing job by the horns on Christmas Day and was able to handle the sick calls that came in for the next shift. Melinda also volunteered to stay for second shift on Christmas Day to cover a last minute nursing sick call in FMHS and slept here so she would be available for her next morning shift.
- * **Andrea Keller, RN and Mel Davis, RN**, 1st shift FMHS, worked out the sick calls in FMHS on Christmas Day and made the necessary arrangements for coverage.
- * **Roger Glenn, SSII, FMHS**, stayed Christmas night on S3 to ensure he would make it in to work the next morning. Then he volunteered to stay for overtime for the second shift.
- * **Dan Slavik, RN**, volunteered to come in and work overtime for a nurse sick call.
- * **Jeff Henning, SSII**, 1st shift FMHS, who in the last snow storm, got stuck coming in from Beatrice and ended up with some frostbite on his hand from falling in the snow, decided on Christmas Day to do his best to again drive from Beatrice to get to work. It took him until 11:00 a.m. but he made it.

- * **Dennis Derr** who helped deal with staffing issues and offered to cover the units.
- * **Tony Egeberg, RN**, who helped us figure out how to cover staffing needs and even came in early to help cover the units.
- * **Rachel Peters** had a calm demeanor and was willing to go to any unit and worked as a team player.
- * **Shelly Potter, RN Supervisor**, came in every day to help with evening and night staffing, and deal with some very frustrating situations regarding staffing.
- * **Teresa Hansen, RN**, assisted Shelly Potter with coordinating staffing for Security and for sorting through overtime needs.
- * **Security** helped cover shifts across campus.
- * **Dietary staff** somehow got through the storm and reported to work to prepare the food.
- * And of course, **Maintenance and the Grounds Crew** for the great job they have done with snow removal over the last several weeks, and especially the week of January 8 with the extremely cold temperatures! Not only did Maintenance keep the parking lots and roads plowed, but they have also kept the entrance ways and walks between the buildings cleared, making sure that salt was available at every building. They did this in addition to all of their other work, like fixing at least two water line breaks! This also involved working all night during the snow storms to ensure the roads were clear so staff could make it to their buildings. Several people have mentioned how much they appreciate the efforts made by Maintenance and Grounds since winter began, and how their work has made their lives bearable this winter!

Other Kudos:

- * **Kudos to Jeremy Baker and Brad Phares, and all of the Security Officers.** All of the Security Officers played a part in getting the Building #5 patient storage area cleaned up, cleaned out, and organized under the direction of Les Adams. Jeremy Baker and Brad Phares, in particular, played a major role as they worked the majority of the hours consumed by this project. Thank you so much, Jeremy, Brad, and Les and all of the Security Officers for tackling this major project!





LRC Walking Program.....by Nina Anderson-Trumble

Do you take walks on campus during your breaks? Why not join the Walk for Wellness Walking Program located on the LRC campus! Get a group together and become each other's motivation. You can also count any healthy exercise activity that you participate in in your home or community. When you sign up, you will receive a log book, an LRC map, and information on walking/staying active. The first 30 people to sign up will receive a free LRC pedometer. Once you have reached the goals outlined in the log book, you will be recognized for your hard work in the LRC newsletter! To sign, up contact Nina Trumble at 5279 or Antonia.andersontrumble@nebraska.gov.

Julie Valencia	50 miles
Susie Brown	175 miles
Sharon Ziers	150 miles
Lisa Holz	204 miles
Barb Rebentisch	250 miles
Lori Wieneke	263 miles
Kevin Crable	325 miles
Emily Rokusek	375 miles
Crystal Buhrmann	400 miles



So clip on your pedometer and report your "mileage" to Nina Anderson or Courtney Hall. Get your feet movin' and get your name on the milestone achievement board! Good luck catching up with these folks!



Bowling Spectacular



Friday, February 26th - 9:30 p.m.

Sun Valley Lanes at 321 Victory Lane

Friends and Family Welcome!

Only \$9.00 for 2 games plus shoes per person

Payment deadline is February 19th at 2:00 p.m.

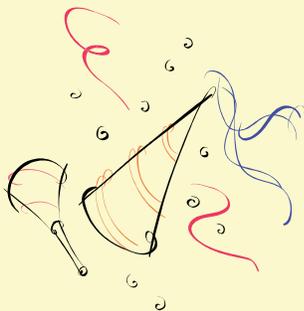
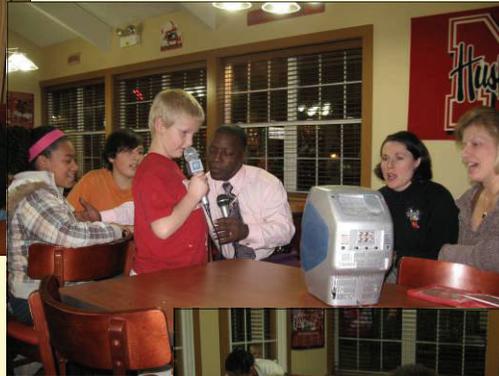
Contact Courtney Hall at 5221 to sign up and pay!

****This is an LRC Elective Activity.**



Holiday Party Pics.....

Thanks to everyone who came out for the 3rd Annual LRC Holiday Party at the Golden Corral on Dec. 18. Good friends and family are our best gifts of the holiday!



LRC Want Ads.....

Needed: Donated musical instruments for LRC patients. There is no keyboard or piano in Building #3 and some of the patients would enjoy playing one. Perhaps if enough instruments are donated, there could be a traveling set of instruments that the buildings could share. We are also looking for anyone who may be interesting in volunteering music lessons!



WELCOME

New LRC Employees.....by Susie Brown

Please join us in welcoming these new employees to LRC

- ◆ Chuol Dak, SSII, Building #5
- ◆ Shane Durham, Nurse II, On-Call
- ◆ Jessica Piske, SSII, On-Call
- ◆ Ashley Vanek, SSII, Building #3
- ◆ Sara Madson, SSII, Building #10
- ◆ Katie Andrews, PTII, Whitehall
- ◆ Tiffany Prester, LPN, Building #5
- ◆ Julie Cain, SSII, Building #5
- ◆ Kelly Johnston, Clinical Pharmacist, Building #3
- ◆ Joshua Jacobsen, Food Service Cook, K-Building



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

Check out these new books in the Resource Center during these gloomy winter days!

- | | | |
|---|---|---|
| 1) Seven Mountains by Marilyn Mason | 5) American Greats by Robert A. Wilson | 10) The Final Adventures of Sherlock Holmes by Sir Arthur Conan Doyal |
| 2) Redefining Diversity by R. Thomas Jr. | 6) The Sound of Wings: The Life of Amelia Earhart by Mary S. Lovell | |
| 3) The Story of Philosophy by Bryan Magee | 7) How to Paint Flowers by Jose Parramon | |
| 4) Basic Concepts of Psychiatric Mental Health Nursing by Louise Shives | 8) Peace Like a River by Leif Enger | |
| | 9) Mysteries of the Unknown by Time-Life | |

The Resource Center is open Monday through Friday from 8:30 to 12:00 and 1:00 to 5:00 p.m. in Building #10.

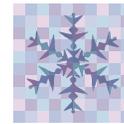
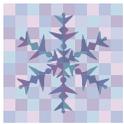


LRC Reality Check Trivial Pursuit.....By Jane Ahl



It's Martin Luther King, Jr. trivia this month!! Send your answers to Jane Ahl.

- | | | |
|--|--|--|
| 1) In what year was Martin Luther King, Jr. born? A) 1929; b) 1958; c) 1919, d) 1962 | Lutheran, d) Catholic | 1929 gangland killing in Chicago's north side; c) mob and police violence against demonstrators at a civil rights march to Montgomery, Alabama; d) the Kent State shootings. |
| 2) In what city was Martin Luther King, Jr. killed? a) New York City, b) Baton Rouge, c) Memphis, d) Los Angeles | 5) What politician ordered Martin Luther King, Jr.'s phone to be wire tapped? A) Nelson Aldrich; b) Robert Kennedy; c) Ramsey Clark, d) George Wallace. | 9) What was the Jim Crow law? A) Requirement to attend school until age 16; b) law segregating of blacks and whites in all public facilities; c) law requiring registration of guns; d) law prohibiting drinking of alcohol. |
| 3) What was Martin Luther King, Jr.'s wife's name? a) Margie, b) Coretta, c) Florence, d) Lois | 6) What year was Martin Luther King, Jr. assassinated? A) 1934; b) 1956, c) 1968, d) 1975. | 10) Which one of these awards did Martin Luther King, Jr. not receive? A) The Nobel Peace Prize; b) Medal of Freedom, c) Congressional gold medal; d) the Oscar. |
| 4) What church denomination was Martin Luther King, Jr. a pastor with? A) Methodist, b) Baptist, c) | 7) What hymn did Martin Luther King, Jr. request be played the night he was shot? A) Holy, Holy, Holy, b) Amazing Grace; c) Little Brown Church in the Dale; d) Take My Hand, Precious Lord. | |
| | 8) What was Bloody Sunday? A) San Francisco bank robbery by the Symbionese Liberation Army; b) | |



The LRC Arboretum in Winter

Photos taken on one of our MANY January foggy mornings this year!



And some sunnier day pictures to highlight the snow we've had on campus and the work of our Maintenance crew!!





Off the Record.....by Audrey Kelly

- ◆ Congratulations to Alan Hajek and his wife on the birth of their new baby girl, Gwendalin Kiyali-Noelle Hajek, born on December 29, 2009 at 9:59 a.m. in Crete NE. Gwendalin weighed 9 lb, 12. oz, and was 21 1/4 inches long.



Gwendalin Hajek



Payton Kniss

- ◆ Congratulations to Deb McTee on grandbaby #2 born on January 15, 2010. Baby Girl Payton Kniss weighed 7 lbs, 11 oz. and was 20.5 inches long.

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

The LRC Policy and Procedure Committee continues their illustrious monthly study of the LRC Policy Manual. The month of December brought the following revisions to this work in progress:

REVISED POLICIES:

- ◆ EC-Life Safety-01 (LRC) Fire Safety
- ◆ EC-Security-14 (LRC) Code Gray Protocol for Missing or Lost Keys or ID Badges

- ◆ HR-41 (LRC) Kronos
- ◆ LD-06 Tarasoff

DELETED POLICIES:

- ◆ GO-01 (LRC) Governance of the Regional Centers

Watch for monthly distributions of revised and new policies. These packets show the changes that have been made to the policies. It's a good read.



Flu News.....by Joel Trausch

No new cases of H1N1 have been reported. H1N1 vaccine is still available. All LRC staff are encouraged to receive the H1N1 vaccination even during low activity both within the Regional Center campus and community. I encourage you also visit the DHHS Influenza website located at the DHHS Intranet site at <http://www2.dhhs.ne.gov/>.

Supervisors, please continue to use the Unauthorized Absence form when you are taking a sick call. List only one DOMINANT illness symptom and inform the employee that they will need to

see an LRC nurse when they return to work to be screened for illness. If you miss work for any illness, infectious or not, do not return to your work area until you are screened. Nurses, please use the staff illness assessment form and document the staff member's temperature. Once the assessment form is complete, please send it to me in Administration.

If you have a temperature of 100 degrees F or higher, please do not come to work, and use the usual sick call procedure. Remember, if you are ill

and you report to work with a temperature over 100 degree F, you will be sent home to recover.

All staff should continue to use standard precautions ([S:\LRC Manuals\LRC POLICY MANUAL\PC-69 \(LRC\) Standard Precautions.doc](S:\LRC Manuals\LRC POLICY MANUAL\PC-69 (LRC) Standard Precautions.doc)) when providing patient care and use good handwashing techniques as mentioned in policy: [S:\LRC Manuals\LRC POLICY MANUAL\PC-68 \(LRC\) Hand Hygiene.doc](S:\LRC Manuals\LRC POLICY MANUAL\PC-68 (LRC) Hand Hygiene.doc).

Let's keep LRC well!!!!

Around the Web.....by Tom Schmitz

January and February have American holidays, and February is Black History month. Here are some excellent resources for these celebrations!

1. Martin Luther King Jr., Day: Join Education World this January as we celebrate Martin Luther King, Jr. Day. There are MLK Audio Clip recipes, African-American recipes, family recipes, and other activities listed at www.educationworld.com.
2. The Official Website of the Abraham Lincoln Presidential Library. Welcome to the Official website of the Abraham Lincoln Presidential Library and Museum at www.alplm.org.
3. George Washington—1st President of the United States: The website at www.presidentsusa.net/washington.html identifies National Historic Sites and landmarks to visit. The George Washington Birthplace National Monument is in Westmoreland County, Virginia.



Announcements.....

The Wellness Committee's Annual Health Fair is being held this week on January 27!!
See photos of this event in next month's Reality Check newsletter!



The Employee Recognition Committee is hosting its annual Employee Recognition Celebration on February 9, 2010 from 2:00 to 4:00 p.m. in the Administration Lobby to recognize years of service for LRC employees, and the 2009 Employees of the Month and Quarters. An Employee and Team of the Year will be announced!



LRC wishes a Happy Retirement to:

- ◆ **Charlie Sams, SSII**, who retired January 1, 2010 after 29 years of service.
- ◆ **Billy Cox, SSII**, who retired January 4, 2010 after 17 years of service
- ◆ **Lynn Swanson, Maintenance**, who retired January 15, 2010 after 24 years of service.

In honor of Martin Luther King Jr. Day, we are printing the following Southern-style recipes. Martin Luther King, Jr. was a leader in the American civil rights movement, a Baptist minister, a Nobel Peace Prize recipient, and a lover of Southern food. His favorite sweet Southern dish was pecan pie.

Hot Tempered Chicken Strips

- | | |
|-------------------------|----------------------|
| 1/2 cup flour | 1 tsp. paprika |
| 1 tsp. onion powder | 1 tsp. garlic powder |
| 1/2 tsp. salt | 1/4 tsp. pepper |
| 1/4 tsp. cayenne pepper | pinch chili powder |



1-2 lb boneless, skinless chicken breasts, cut into 1 inch strips

Canola oil for frying, about 1/2 cup or more

Combine the flour and spices in a zipper type plastic bag and shake to mix spices. Add the chicken strips and close the bag. Shake to coat evenly. Heat a large skillet until a drop of water skittles across and evaporates. Add the oil to the pan and heat through. Add the strips in a single layer and cook over medium high heat until golden. Turn and cook through. Remove to paper towels to drain. Continue until all the chicken is cooked, adding more oil as needed. These are sauteed, not deep fried, so don't use a lot of oil.

Southern Pecan Pie

- | | |
|-------------------|-------------------------------|
| 3 eggs | 1 cup brown sugar |
| 1 tbsp. flour | 1 cup corn syrup |
| 2 tbsp. butter | 1 tsp. vanilla extract |
| 1 1/2 cups pecans | 1 nine-inch unbaked pie shell |



Preheat your oven to 350 F. Place pie shell in a 9-inch pie pan. In a medium bowl, gently beat eggs. Stir in sugar and flour, then the syrup, butter and vanilla. Fold in pecans. Pour mixture into pie shell. Bake for 50 to 60 minutes; knife inserted in the center of the pie should come out clean.

Baked Tomatoes, Zucchini and Cheese

- | | |
|---|-------------------------|
| 1/4 cup canola oil | 2 cloves garlic, minced |
| 4-5 small to medium zucchini, sliced | 1/2 tsp. oregano |
| 1/4 tsp. basil | 5 medium ripe tomatoes |
| 1/2 cup breadcrumbs | 2 tbsp. melted butter |
| 3/4 cup grated or shredded cheddar cheese | |



Heat a large skillet. Add the oil and the garlic and mix for a few seconds. Add the zucchini slices and sauté for about 3-4 minutes. Set aside. Peel the tomatoes and slice them. To peel them, immerse in boiling water for a few seconds until the skin splits. Remove them to cold water and they will peel easily. Mix the oregano and basil in a small cup. Grease a one-and-a-half quart glass casserole and place a layer of the zucchini in the bottom. Sprinkle with a bit of the seasonings and alternate layers of zucchini, seasonings, cheese and tomato slices. Repeat layers. Mix the melted butter with the breadcrumbs and sprinkle over the top. Bake at 350 degrees for 30 minutes.



LRC Editorial Board

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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 contributors: Nina Anderson-Trumble, Mary Gallagher, Deb McTee, Alan Hajek, Joel Trausch



December Reality Check Trivial Pursuit Answers.....by Jane Ahl

1. "Joyful, Joyful, all ye nations, rise...." is in the song, "*Hark the Herald Angels Sing.*"
2. "She thought I was tucked up in my bedroom fast asleep," is from the song, "*I Saw Mommy Kissing Santa Claus.*"
3. "Don't know if there'll be snow, but have a cup of cheer," is from "*Holly Jolly Christmas.*"
4. "Our finest gifts we bring," is from "*Little Drummer Boy.*"
5. "The true characters of patience, religion, friendship, and women," is from "*Mangal Bhavan Amagal Hari.*"
6. "Whom angels greet with anthems sweet, while shepherds watch are keeping," is from "*What Child is This?*".
7. "And if you ever saw it, you would even say it glowed," is from "*Rudolph the Red-Nosed Reindeer.*"
8. "Above thy deep and dreamless sleep," is from "*O Little Town of Bethlehem.*"
9. "Long lay the world in sin and error pining," is from "*O Holy Night.*"
10. "I hope I get a harmonica on this lovely lovely Hanukkah," is from "*The Hanukkah Song.*"

