



# LRC REALITY CHECK

## Becky Meulemans is the January Employee of the Month



Congratulations to Becky Meulemans, CTRS, for being the January 2015 LRC Employee of the Month. Becky has been employed at LRC since August 2012. Her co-workers state that she gives 100% in her job and strives for individualized treatment. She is fair and firm, and brings positive energy to her programming. She completes all duties as assigned, and encourages patients to do their best and get the most out of their groups. Becky is active in the Therapeutic Recreation Department and active in the LRC Wellness Committee. She volunteers for overtime when the T.R. Department is short-staffed. Becky is always asking how she can be of assistance to the program or to her colleagues. She is an active member of the treatment team who demonstrates effective communication and asks questions when needed. She takes a leadership role and is a role model for Person-Centered Care. She demonstrates Person Centered Care components on a daily basis. She is efficient in completing documentation, active in programming discussions, and works to learn something new each day. She attends continuing education sessions. The way that Becky presents herself, treats others, and serves our patients helps the patients work towards rebuilding their lives, and gives worth to everyone with whom she interacts. She is a valued member of the Sex Offender program and her co-workers state that they feel blessed to work with her.

## Erin-Ann Scott is the December 2014 Employee of the Month



Erin-Ann Scott, Therapist for the Whitehall program, was the December 2014 LRC Employee of the Month. Erin-Ann has been employed at LRC since April 2014. Erin-Ann's co-workers state that she works well with youth and families. She facilitates and co-facilitates evidence-based groups. Erin-Ann has taken on a leadership role in working with the youth in their treatment. She has provided the youth with different approaches to their treatment. No matter what the situation is or where the youth are in therapy, Erin-Ann is able to meet them at their level and work with them and their families. Erin-Ann was hired as a therapist at Whitehall, but she has learned how to complete Master Treatment Plans on Avatar to serve as a "back-up" for the HSTS staff. When the HSTS position was vacant, Erin-Ann became the interim HSTS while also helping to cover for a peer who was out on medical leave and continuing her own therapist duties.

Erin-Ann willingly helps others without question. She treats everyone with dignity and respect. She greets everyone with a smile and a cheerful "good morning" or a "hello" and asks others how they are doing. People feel that she is asking them how they are to really know and not just to make conversation. Erin-Ann offers encouragement and hope to the youth, staff, and families. She treats everyone respectfully and works on empowering the youth and their families. She educates youth on what they need to know to be successful in treatment. She demonstrates accountability by doing what she says she will and she holds others accountable as well. Erin-Ann communicates with the treatment team, with families, youth and co-workers regarding what is going on. She takes the time to thank others for their input. Erin-Ann has quickly developed healthy relationships in a professional manner with the youth and quickly became a valued member of the Whitehall team.

**It Comes and It Goes**

First off, Happy New Year. Do you believe we're into a new year already? And with the Legislature back in session and with a new Governor in office, this will be an interesting start to the year. I have worked for the State for almost fourteen years and this is only the second administration I have experienced because before, when Mike Johanns was Governor, Dave Heineman was Lieutenant Governor. When Governor Johanns left to go to Washington, DC to become Secretary of Agriculture, Dave Heineman became Governor and it felt like the same administration. This time it will be completely different. And to make things really interesting, we have 18 new individuals in the Legislature that are mostly new to public office and will have to get to know one another along with the returning 31 Senators. Before term limits, people would stay in the Legislature for years. Now, you are limited to no more than two consecutive four year terms. There are so many new faces, it's hard to keep track of who's from where. Don Walton, the political pundit for the Lincoln Journal Star should have a field day as he covers the State Capitol and highlights the proceedings for us.

Secondly, I hope everyone had happy holidays. However, I am sad that they are over. Did you ever look forward to something happening? You can't wait for the big day or event to get here. And then, it's time. And then, it's over. That's what the holidays were like for me. My daughters both came home from San Diego and Kearney and stayed all week. It was good to see them, especially the one from San Diego who I only see about two or three times a year. The house was filled with music and laughter and then they were gone and it was quiet again.

This past year I had the opportunity to see James Taylor three times; once here in Lincoln in June and twice in November. Now, I'm not a big concert going kind of guy. In fact, I don't think I had gone to a concert in twenty years. But James Taylor in June in Lincoln. How could I not? We got our tickets a couple of months before the concert. I couldn't wait to see him. My wife Pat and I are big James Taylor fans. We had pretty decent seats, James Taylor is still a great performer even at 66 and we had a lot of fun. The show lasted a little over two hours. And then, it was over.

We had so much fun at the Lincoln concert in June, that in early November, when he was in Des Moines, we drove over for another show. Again, I couldn't wait to see the concert. And I wasn't disappointed. It was the same experience; good seats, a great two hour show and we went out to dinner at a great restaurant. And then, it was over.

But, just when I thought it was over, I checked his website and there were two seats in the front row, at center stage at another

show in late November. But the show was in Richmond, VA. But front row, center stage, just feet from James Taylor. How could I not do this? I checked the airlines and I was able to get round trip tickets at a pretty reasonable price and there was a Marriott right next to venue with availability. I couldn't wait to see him again. Let's do this! So we did. And we had another great time. And then, it was over. And when it's over, all you have left are memories. You can't go back and redo it all over again. Magical moments only happen once or in this case three times. So enjoy them when they happen.

Last month I reported that we were about to get underway with a number of projects that we have been looking forward to for quite some time. If you have been to the east side of Building 10, you know that the kitchen relocation project is well underway. Anne Regelean and the kitchen crew can't wait for it to be done. The new fences for Buildings 5 and 3 are being installed. New air conditioning units for Building 5 have been installed. The new exhaust hood for the canteen in Building 5 has been installed. The staff in Building 5 couldn't wait for these improvements to be done. And, the Building 5 interior renovation upgrade is gearing up and the patients have been moved to make way for the construction. New flooring has been installed in Building 10 and the second floor was painted. Despi Gallardo and the staff in Building 10 couldn't wait for these upgrades to be done. The elevator project in Building 14 has begun but we won't actually see construction for several more weeks. Everybody who uses the 3<sup>rd</sup> floor education center can't wait for it to be installed.

Things are getting pretty busy around campus which means we need to be extra careful of safety issues as we move into the new year. Some of these projects will test our resolve because they will involve moving patients, extra safety precautions and just down right inconvenience. But then, they too will be done and over with and we'll be on to something else. However, unlike a James Taylor concert or having family home for the holidays, the facility improvements that we make will be tangible and observable for many years to come.

Finally this month, I want to ask that all of you be especially careful when outside walking around campus. The maintenance department does a good job of trying to keep our sidewalks clean and ice free. However, with Nebraska weather, there is always the high likelihood that there are going to be some slick spots. We have already had a few of you fall down. We don't want anyone to get hurt from a fall. So please be careful and report any dangerous spots to maintenance right away. And here's looking forward to another great year.

A new year brings on new hope and ideas for changes and goals for the future. Unfortunately resolutions tend to be negative focused, looking at things we haven't done well and a promise to do better this year! The fact is, that to stay relevant and to stay focused on why we really do what we do here, is that change is constant and we have to continue to dream big. Looking at the past year, there are things we have done that one or two years ago someone, maybe even me, would have said, "We can't do that." We have new systems in place, new policies, a new dog, and new positions that over a year ago, were not even thought of.

Changes even good changes are difficult. They are difficult to embrace, admit that it's needed, employ, and to sustain. Our Person Centered Care culture continues to be one change that we are consistently thinking about how it is progressing, and are we doing enough to sustain it? Are we as committed as we once were to the WECARE philosophy and what does that mean to you personally? I hope that you learned in the workshops snippets on how you can take ownership for your role here in the hospital. That you have learned how to emulate the concepts of accountable responsible behaviors at work. Do you know how important you are to the facility and the patients that depend on you? And, how do you show respect and dedication not just to the patients we serve but to your team?

As Supervisors, we are constantly challenged to ensure our teams are performing optimally. That our team members are at work, aren't abusing leave, are here on time and engaged in their role, and that our team is following the rules and policies so that things run smoothly. When things are chaotic, it's our responsibility to find resolution and ways to help and resolve the issues. We cannot, and should not throw up our hands and give up. In an article written by Haim Peikel, titled "How to Commit and Change Your Life", he says that there are three reasons people quit: "Perfectionism, lack of faith, and general inability to keep commitments due to a history of failures." He states, "All three are bound to each other. The more you fail, the less committed you become. If you're less committed, you have less faith. If you don't have faith in what you're doing, every non-perfect condition can break your resolution. It's that simple. Fight Perfectionism, fight lack of faith (whether in you or in others) and fight history to stop it from repeating itself!"

This leads to what we were taught with PCC Behaviors and how does that relate to change?

Worth: Foster a positive environment not a "perfect" environment.

Empowerment: Challenge rules and policies that make it difficult for people to be involved so that the history of failures does not repeat itself.

Communication: We stay informed, communicate the goals/processes we are changing or want to change and take the time to see if our teams understand.

Accountability: We follow through on opportunities to improve problems, change the course by owning our issues, identifying the problems and intervening as necessary.

Relationships: Build win-win partnerships to create win-win solutions so that we can improve, make necessary changes and not get stuck in the "we have always done it this way" mode.

Education: Our commitment to excellence and realizing that this means we know we aren't perfect, but that we can learn from those opportunities and be better because of them.

As we look forward to the coming year, we are starting January off with a new and improved team that will spend their time concentrating on safety and security issues of the campus. The Risk Management Department is in the process of hiring the final 3 candidates to be the Safety Specialists assigned to each building. Joan DeVries was promoted to Safety Coordinator and will assume the supervision of the 4 Safety Specialists and will be the Safety contact for Building 14. Building 5, will have two Safety Specialists, one on day shift that has been employed by Cindi Hunter, and one on the evening shift that is still in process of being hired. Buildings 10 and 3 will each have one Safety Specialist that will be on campus 11 a.m.-8 p.m. each day to assist with the safety/security issues in those buildings. According to new standards, and to ensure we are in compliance with EOC Standards that state all injuries are to be investigated, these positions will be investigating and completing reports on all injuries to staff and patients. We hope that these investigations will help us to identify ways that we can improve the safety and security of our programs. If you see things that you have a concern about, talk with them! Report it and give them your ideas on what could make your job safer and more productive! I am looking forward to the positive impact these positions will have on our care and treatment here at LRC! This change won't be perfect but my hope is that they build faith in everyone that this is a safe and positive place to work. Here's to a great 2015!

**They must often change, who would be constant in happiness or wisdom. ~Confucius**



## Kudos—Now That's PCC!

- ◇ ***Kudos to the Housekeeping Department*** for cleaning and getting patient rooms ready for the transfers from Building #5 to Building #10.—Marilyn Olsen
- ◇ ***Kudos to the HIM staff*** for all they do to get charting and documentation ready for the patient transfers.—Marilyn Olsen
- ◇ ***Kudos to all Building #5 and Building #10 staff*** for the fantastic work they did during the patient moves the week of January 5. On Monday, January 5, five patients moved over to Building #10 and another 24 patients were moved to different units within Building #5. On Tuesday, January 6, another five patients were moved to Building #10. All of this was done without any major incidents. The rest of the week went VERY smooth. A special KUDOS goes to the Team Leaders who coordinated the moves with the ADONs to get all of this done: Kyle Diefenderfer, Rick Whiting, Scott Collier, and Chad Hohenstein! Way to go, everyone! GREAT WORK! - Irene Hirschman
- ◇ ***Kudos to Marilyn Olsen*** for being Compliance Specialist and EOC Subcommittee Chair Extraordinaire! - Jane Ahl
- ◇ ***Kudos to all of the staff who are managing the inconvenience of having no elevator in Building #14*** and for communicating well to problem-solve issues as they arise. Everyone is doing a great job of working together and I have not heard a single patient or staff complaint.—Shannon Black
- ◇ ***Kudos to the grounds crew*** for working so hard in the cold temperatures on snow removal to keep our sidewalks and campus safe.
- ◇ ***Here is a Kudos and a thank you from a family member: Thank you to Building #3 staff*** for the wonderful time we had on the 18th. Holidays can be particularly difficult when you have a loved one who is not able to be with family. We miss her very much. The Christmas party gave us a chance to have a normal holiday moment which is something we have not had very often in many years. Please let everyone know how much this meant to us and how much we appreciate the time and effort given.
- ◇ ***Kudos to Dan Wade, Bruce Raffety, and Abby Hawthorne*** for being such a huge help and relieving staff on December 18 to enjoy the pizza party. You are appreciated. - Jimmy Thimsen
- ◇ ***Kudos to Michelle Bedke, Chad Hohenstein, Les Adams, Larry Birkett, Dr. Anderson, Diane Ellis, Julie Anderson, Dr. Donovanick and all other staff*** who helped out in an emergency situation in Building #10 on December 17. Their observation, skills and knowledge helped prevent an emergent situation from becoming critical. - Despi Gallardo
- ◇ ***Kudos to the following*** for making a patient's birthday visit with his family very special: Stacey Werth-Sweeney for approving the cake; Anne Regelean for having the cake ready; Rhonda Arena and Larry Birkett for getting plates and forks together and glasses of water; Caitlyn Bartman for a glass of apple cider; Scott Loder for providing Crystal Light and supervising when I obtained water; Jennifer Bennetts for bringing in games, crayons and Play Doh for the kids visiting, and to Corinne McCoy for helping me clean up afterward. I wish you all could have seen the smiles on the patient's face and his family's faces! - Sandi Waldron
- ◇ ***Kudos to Heidi Fahrnbruch*** for making a point to take time out of her busy schedule on a Friday to purchase Crystal Light for Building #3 for a patient's Behavior Expectation contract.
- ◇ ***Kudos to Jennifer Bennetts and Envy the therapy dog!*** After a patient was anxious about completing an interview with a community provider, Jennifer B. took time out of her busy Friday afternoon to sit with the patient to help her calm down. Envy did a great job cuddling with the patient and helping her calm down as well.—Kari Christner
- ◇ ***Kudos to Corinne McCoy*** for adding festive holiday decorations to our plants in Building #10.—Sandi Waldron
- ◇ ***Kudos to Denise Den*** for always getting audit information to the Compliance Specialists on time.—the Compliance Specialist Team
- ◇ ***Kudos to the HSTS staff*** for a mass improvement on getting Special Treatment Plan Reviews entered and to the weekend nurses for getting the STPRs copied and to the Compliance Specialist Team on time.
- ◇ ***Kudos to Andy Miller*** for always being willing to help others.—Marilyn Olsen
- ◇ ***Kudos to Nate Nedley, RN*** for devising a list of hotline numbers to have easily available on the ward in case people outside of LRC call for help.
- ◇ ***Kudos to these SSII staff: Stephanie Pinkston, Wesley Pinkston, and Brent Nelson*** for their excellent documentation on two patients for the weekend of 11/29/14. During the STPR meetings, the treatment teams noticed these staff members' attention to behavioral details in their notes which described the weekend quite well. -Kathleen Barrett
- ◇ ***Kudos to 3-11 staff in Building #3*** for their generosity and caring attitude when my car battery died. Every employee offered me a ride home and some even offered to stand outside with me to wait for the ride I had arranged. Also, I wanted to show my gratitude to all of the 7-3 and 3-11 staff during my orientation. Everyone has been very welcoming, friendly, and approachable. They all made me feel like a valued member of the team. Thank you! - Jennifer Vogt

# Kudos—Now That's PCC!

- ◇ **Kudos to Lindsey Gonzalez** for doing an outstanding job of scheduling meetings and completing Master Treatment Plans for the new patients.—Ann Alberico
- ◇ **Kudos to all the Building #10 clinical staff and SSII staff** who have had to absorb more clients into their daily case-load.
- ◇ **Kudos to the Whitehall staff** for moving the youth from Warner House to Family Life Center. Great teamwork!
- ◇ **Kudos to Mel Lines** for always being there and helping me get into the building to attend HIM meetings. —Sue Childress
- ◇ **Kudos to Nate Nedley, RN**, who made sure discharge paperwork was completed in the absence of another nurse! - Jane Ahl
- ◇ **Kudos to all Whitehall employees** for the hard work you do, for adjusting to the youth cottage moves, and for helping each other out as needed.—Tara Beaman.
- ◇ **Kudos to Tim Elario**. He stopped and called 911 and reassured me when I was involved in a car accident on January 1, 2015. He was wonderful and I needed that.—Maggie Copple
- ◇ **Kudos to Corvus Diaz and Zach Rodriguez** for helping set up for the football party in Building #5.
- ◇ **Kudos to the Building #5 ADONs** for all the support and encouragement you give to staff.
- ◇ **Kudos to Building #5 7-3 shift staff** on January 1, 2015. You all worked together so the units had activities and snacks for the patients on New Year's Day.
- ◇ **Kudos to the Maintenance Department** for all their work in decorating the campus for the holidays!



The Leadership Certificate is a comprehensive, year-long certification program designed for new managers or supervisors or experienced supervisors interested in improving their effectiveness. Created by state government for state government, this program is truly unlike any other. A combination of instructor-led and self-selected curriculum, we have combined the accumulated knowledge of nationally recognized providers and our own internal experts to deliver skills and tools that are both current and practical. Currently Todd Falter, Jeanann Jelinek, Gordon Tebo, and Anne Regelean are enrolled. Stacey Werth-Sweeney recently completed the course.

Content areas to be covered include:

- Championing Diversity
- Customer Service in Government
- Effective Performance Management
- Hiring Right
- Lunchtime Learning
- Personnel Rules and Contracts
- Safety and Risk Management
- Team Building and Morale
- Computer Skills Suite
- Effective Communication for Leaders
- Ethics in Government
- Human Resource Topics of Interest
- Managing Organizational Change
- Project Management Essentials
- State Government Overview
- Time Management and Productivity



## On Being Grateful, Not Hateful.....by Tary Paris



What can you keep after giving it to someone else? That's right; I've asked you a riddle and the answer will be imbedded somewhere in this article. What, you say? A gimmick to get you to read this all the way through? Yep, I'm not above trickery to keep you engaged long enough to read one more piece about being thankful as we begin the new year.

Dianna asked me to share with you some thoughts about gratitude. I think Oprah has covered this topic so well that I seriously wondered how I could top her Attitude of Gratitude slogan. So I flipped through the collection of pictures I have taken as I have enjoyed walking across our beautiful arboretum: The Lincoln Regional Center campus.

When I saw this one, it jumped right out at me. When I see something beautiful, I usually choose to take a picture of it. When something else comes through in the picture that I didn't originally see, it is of particular delight to me.

Whenever I see pictures like this, I think of my son. He passed

away four and a half years ago. I am grateful for his life. While many of us have mourned losing a very well loved and charismatic member of our family, and think of what could have been, or what we lost, I think of what we gained.

In his nearly 20 years here, he gave us so much. He taught us so much. I am grateful every time I think of him, and do even more so when I see beautiful things in nature that make me feel like he's right here. Sometimes when a single leaf falls close to me, or a squirrel nearly drops an acorn (or walnut!) on my head, I think, "Thanks Max, I know you are here."

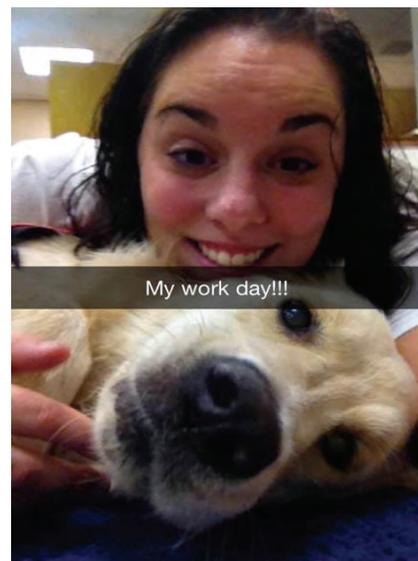
When we are grateful instead of hateful, I think it fills our hearts enough to have more to give. In health care, particularly regarding mental illness, we are faced with a lot of "What if's". What if my son didn't choose to ride a motorcycle on such a windy day? What if I choose to hug my surviving children a little harder, listen to their myriad silly questions that I've heard three times before? What if I give more patience into the world than take from it?

Recently I read about the Positive Post-It Project. A student chose to do something positive instead of being defined by a negative experience she'd had. She and her friends decided to share "put-ups" around school instead of put-downs. She asked "What if" I shared encouragement with others. What if I posted a sticky note on everyone's locker with random inspirational messages? What could happen? Check it out on Google or Tumblr and you too can see the power of gracious words.

True to my word, I give you the answer to my opening riddle, which is "your word". You can both give and keep it. When giving throughout the year, I hope you consider what you can give that isn't necessarily monetary, yet has tremendous value: part of yourself, your word.

### Envy's Favorite Monday morning office stop.

*Photo taken and submitted by Rachel Johnson. Send us your favorite Envy photos!*



## Teams of the Quarter



### 3rd Quarter 2014

Congratulations to the LRC Diversity Committee for being selected as the Team of the Quarter for 3rd Quarter 2014. For several years, the Diversity Committee has been active on campus, encouraging and facilitating an understanding of and a value for the many cultures and variations among all people here at LRC. The Diversity Committee has done that through poster displays honoring a variety of diverse populations in buildings across the campus, and by sponsoring outside speakers and musicians to share their talents with both patients and staff. The Diversity Committee has sponsored the annual Cinco de Mayo celebration for several

years, and co-sponsored the annual Mental Health Walk for the past five years. Both of these events bring the LRC campus together for a time of fun, food, music, fellowship, and education. The Diversity Committee also sends out Diversity-themed videos and quotes to the campus via the Reality Check newsletter and has purchased a variety of videos for the campus video library that address important cultural events and issues in the United States.

Thank you, Diversity Committee, for all that you do! LRC Diversity Committee members are: Phil Jefferson (Chair), Rachel Johnson, Scott Loder, Tom Schmitz, Allyson Headrick, Diana Walker, Stacey Wiltshire, Stacey Werth-Sweeney, Lisa Holz, Stephanie Wolf.

### 4th Quarter 2014



**Congratulations to these 2014 Holiday Party Planners for being chosen as the 4th Quarter Team of the Quarter:** John Andreini, Marilyn Bailey, Caitlin Bartman, Jennifer Bennetts, Kathy Borg, Debbora Day, Katelyn Glasgow, Leslie Guthrie, Bill Jennings, Rachel Johnson, Shelby Jurries, Kelsey Kronhofman, Charyl Lentz, Scott Loder, Becky Meulemans, Corinne McCoy, Sarah Owen, LisaMaria Robertson, Mike Satterly, Brittany Thue, Anna Walker, Diana Walker, and Darleen Warren with honorable mention to Envy, Therapy Dog.

The Christmas parties in the programs were a HUGE success this year. Many family members commented on how great the food was, as well as the music and decorations. In addition, family members appreciated having the availability of a photographer present to take family photos. Very heart-warming, genuine comments were re-

ceived this year from family members and patients on how nice the holiday parties were. Not only did each of these team members plan, prepare, and organize the events, they put a lot of creative thought, positive energy and great enthusiasm into the parties. They made the families and patients feel welcome, cared for, supported, and they helped make the holidays special for them. Having the patients and their families come together for a common purpose and to help them feel supported shows that recovery is happening. This team emulated LRC's culture of Person Centered Care. To hear that the parties were a success, that family members were pleased and happy, that the patients had a great time and the food was spectacular is a testimony to how much this team cared that the parties not be just another event but a special occasion for all.

The families that attended wrote thank you notes and spoke about their delight in participating. Here is one family note received: *"I wanted to say thank you to the staff for the wonderful time we had on December 18. Holidays can be particularly difficult when you have a loved one who is not able to be with the family. We miss her very much. The Christmas party gave us a chance to have a normal holiday moment which is something we have not had very often. Please let everyone know how much this meant to us and how much we appreciate the time and effort given."*

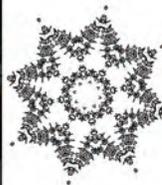
Thank you, 2014 Holiday Party Planners!! What a great, wonderful thing you achieved helping our patients and families have a special holiday.

# Annual LRC Holiday Reception Photos

On December 17, 2014, the LRC Leadership Team and Medical Staff members sponsored a holiday reception for all LRC employees. Good food and holiday merry-making were the order of the day. Treats were taken to each patient building after the event for 11-7 shift staff to enjoy. Thank you to everyone who attended to make this a fun afternoon for all, and Kudos to the LRC Leadership Team and Medical Staff for providing the food. Here are some photos of the reception.



# More Holiday Reception Photos



## More Fun Campus Photos



LRC Dietary Morale Committee members pose by a holiday inflatable decoration on their way to deliver treats to LRC patients. Left to right: Cathy Beckman, Korena Helter, Sherry Nielsen, and Kim Brown. *Photo taken by Anne Regelean*



Envy's First Christmas at LRC. *Photo taken by Rachel Johnson*



Building #5 employees celebrating Ugly Holiday Sweater Day: Sherri Browning, Kelsey Kronhofman, Stacey Wiltshire, Sara Banset, and Sarah Owens. *Photo taken by Tiffany Fitzpatrick-Gutierrez*



Holiday inflatables going up!  
*Photo Taken by Merilyn Olsen*



Frozen LRC Fountain Becomes  
Duck Washing Station  
*Photo taken by Tary Paris.*  
*Kudos to Maintenance for*  
*Suggesting the Photo!*

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



Congratulations to this month's Strut your Wellness Stuff award winners, Jennifer Blankenship and Leslie Guthrie! Leslie and Jennifer are being recognized for their selection to receive training as yoga instructors for LRC patients. Jennifer and Leslie were selected after submitting an essay about why they want to teach yoga. The training will be approximately seven months long, but afterwards, they will be certified yoga instructors!

Leslie, a Building 3 Therapeutic Recreation Specialist, has coordinated a volunteer yoga instructor for the females in Building 3 and has also facilitated sessions herself. In the past, she has practiced yoga over her lunch hours when it was offered on LRC's campus. Once she is certified she will be able to help further promote wellness through yoga in Building 3 and will be a resource for LRC.



Jennifer, a therapist in Building 5, feels that this is an incredible opportunity and looks forward to the training sessions and learning about herself in the process. She finds that yoga is a way to practice getting in touch with her body and feelings. In her interactions with others, yoga helps her to have increased awareness and enables her to not be so reactive. Jennifer often has incorporated mindfulness techniques in therapy groups, but explained how beneficial yoga will be for patients in Building 5. Congratulations to Leslie and Jennifer and keep strutting your wellness stuff!

**Become a Hero, Donate Blood:** The Wellness Committee is holding the next LRC Blood Drive on Wednesday, January 28, from 11:00 a.m. to 3:00 p.m.. There are several appointment times available. The blood mobile will be parking in the parking lot between Corrections and Building #5. Did you know? The average adult has 10 to 12 pints of blood in their body. Someone needs blood every two seconds. 43,000 pints is the amount of donated blood used each day in the U.S. and Canada. One donation can help save the lives of up to three people. Contact Anna Walker at 479-5471 or [anna.walker@nebraska.gov](mailto:anna.walker@nebraska.gov) to sign up to donate!!

The LRC Employee Recognition Committee is busy planning the annual Employee Recognition Ceremony to be held this year on Tuesday, February 17, 2015 from 2:00 to 4:00 p.m. in the Administration Lobby. If you achieved a Years of Service milestone in 2014 or received an Employee of the Month, Supervisor of the Quarter or Team of the Quarter Award in 2014, look for your invitation!! Employee of the Year and Team of the Year Awards will be announced and Years of Service awards given.





# Good Catches



The Compliance Specialists are keeping track of ‘GOOD CATCHES’ on a spreadsheet. All of the names of people with Good Catches at the end of the month will have their names thrown in a fishbowl to win a ‘Good Catch’ patron of the month award. Here are the good catches the Compliance Specialists found in November and December.



- Jade Ricktarik used great RADAR in maintaining patient safety on 11/19/2014.
- Haron Kohestani used great RADAR in maintaining patient safety on 11/20/2014.
- Mike Quinby used great RADAR to maintain patient safety on 11/21/2014.
- Sam Smith used great RADAR to maintain patient safety on 11/22/2014.
- Eric Howard used great RADAR to maintain patient safety on 11/23/2014.
- Tim Elario noticed products not having SDS sheets in the UROK kits and followed through on this with the EOC Committee in November.
  - Brooke Sixta followed up on a safety concern with the shower locks on 11/17/14.
  - Melinda Diaz used great communication with staff when she had to leave the unit for training on 11/3/2014.
- Stan Wiegert was seen to respond in the area where a Mandt hold was being performed and he removed a patient not involved out of the area for his safety on 12/9/14.
- Louise Stone had her RADAR on when she walked onto the 2 West unit in Building #3 during an incident and picked up a pen that had fallen out of a staff member’s pocket.
  - Thomas Day displayed good infection control in cleaning the carpet.



**Congratulations to Eric Howard, SSII for winning the November Good Catch Award and to Louise Stone, Psychology Assistant for winning the December Good Catch Award.**



## Michael Judson is the Supervisor of the Quarter for 4th Quarter



Congratulations to Michael Judson, PsyD, Building #10 Program Director, for being chosen as the Supervisor of the Quarter for 4th Quarter 2014. Employees who nominated Dr. Judson state that he has brought structure, peace, and programming to Building#10. Through his creative processes, Building #10 now has several patients regularly participating in programming. Dr. Judson has reframed deficits to positives that all staff can understand and subsequently provide better patient care. He thinks outside of the box and has given hope with results to patients who previously were stuck. Personal Choice Programming has been developed in Dr. Judson's program. Patients are now offered choice activities and have options available that they did not previously have. Patients are asking to guest into groups that they never did before and they are excited about the new program.

Dr. Judson has found a way to restructure Building #10 while continuing his duties at the Hastings Juvenile Chemical Dependency Program, providing psychology assessments and therapy, attending several meetings, and serving on various committees. He has brought staff in Building #10 together and mediated differences in a safe environment. He has provided the leadership for the treatment team to run in an increasingly efficient manner. Dr. Judson has scheduled therapy groups in such a way that all providers are comfortable with their schedules yet groups are available during the evening hours and on weekends. This has greatly improved staff morale and in turn, patient care.

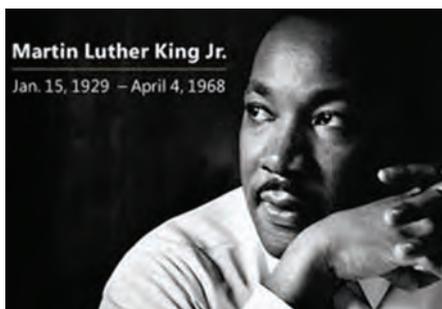
Dr. Judson role models professionalism and a non-judgmental and respectful attitude, and he is upbeat, which gives hope to patients and staff. He has been described as having the uncanny ability to find a person's strengths and then enhance them. He is incredibly busy but never appears frustrated or dismissive to others who stop by to talk. He is a problem-solver. Others easily buy into his belief that "we can do it." Dr. Judson always keeps the safety of patients and staff in mind. The Building #10 environment is very PCC. Staff are very willing to help one another and cover for each other. Dr. Judson holds weekly meetings with programming staff to help inform, motivate, support and encourage them to provide the best treatment they can. He is a fair, open and honest manager who leads by example and who is compassionate about his work. Dr. Judson supports and welcomes new ideas from his team and he demonstrates PCC on a daily basis.

## Mark Vaske Retires

After 40 years of service, Mark Vaske retired on December 12. A retirement ceremony was held for Mark on December 12. Mark ended his 40-year career by becoming an Admiral in the Great Navy of the State of Nebraska. This award was presented to him by his supervisor, Tammy Foley, and Alex Garcia, Director of DHHS Human Resources and Development presented Mark with his 40-year Service Certificate. Thank you, Mark, for all that you have done for LRC!



## Diversity Committee Quotes: January



*This month's quotes are attributed to Martin Luther King, Jr, whom we celebrate on Monday, January 19, 2015, and to the Makar Sankranti which is a Hindu seasonal celebration recognizing the increasing length of days. This celebration fell on January 15 this year and is said to have a very profound spiritual significance for the New Year.*

“I look forward confidently to the day when all who work for a living will be one with no thought to their separateness as Negroes, Jews, Italians or any other distinctions. This will be the day when we bring into full realization the American dream — a dream yet unfulfilled. A dream of equality of opportunity, of privilege and property widely distributed; a dream of a land where men will not take necessities from the many to give luxuries to the few; a dream of a land where men will not argue that the color of a man's skin determines the content of his character; a dream of a nation where all our gifts and resources are held not for ourselves alone, but as instruments of service for the rest of humanity; the dream of a country where every man will respect the dignity and worth of the human personality.” -Martin Luther King, Jr

“The sun signifies knowledge, spiritual light and wisdom. Makar Sankranti signifies that we should turn away from the darkness of delusion in which we live, and begin to joyously let the light within us shine brighter and brighter. We should gradually begin to grow in purity, wisdom, and knowledge, even as the sun does from this day.” -Swami Sivananda



### Diversity Committee DVDs

The Diversity Committee is also offering the DVD: “DEPRESSION: Out of the Shadows.” The National Institute of Mental Health reports that approximately 18.8 million American adults have a depressive disorder. The disease is not discriminating, seeping into all age, race, gender, and socioeconomic groups. Depression stalls careers, strains relationships, and sometimes ends lives. The DVD is available for all programs and groups in the LRC DVD Library. For more information, please go directly to the PBS website:

<http://www.pbs.org/wgbh/takeonestep/depression/about.html>

January is National Volunteer Blood Donor Month



Since 1970, the month of January has been marked as a tribute to regular blood donors, and a time to encourage others to donate. Organized by the Wellness Committee, there are several blood drives each year on the LRC campus. Resolve to give blood or platelets regularly in 2015, beginning with the LRC Community Blood Drive on January 28. For more information and stories, go to the Red Cross website:

<http://www.redcross.org/news/article/Red-Cross-Celebrates-National-Blood-Donor-Month>



January is also the month designated to raise awareness of glaucoma symptoms, treatment, and prevention. National Glaucoma Awareness Month is an important time to spread the word about this sight-stealing disease that affects 3 million people in the United States and 60 million worldwide. For more information, go to this website:

<http://www.glaucoma.org/news/glaucoma-awareness-month.php>

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

- |  |   |
|--|---|
| 1) <i>The Way of the Wizard</i> by Deepak Chopra                   | 7) <i>Strength Training for Women</i> by J. Peterson  |
| 2) <i>Live Out Your Life</i> by Max Lucado                         | 8) <i>Cultural Diversity</i> by Jerry V. Diller       |
| 3) <i>Virtually Normal</i> by Andrew Sullivan                      | 9) <i>Touching My Father's Soul</i> by Jamling Norgay |
| 4) <i>God, Creation, and Tools for Life</i> by Sylvia Browne       | 10) <i>For the Love of the Game</i> by Michael Jordan |
| 5) <i>The Wildlife Year</i> by Reader's Digest                     |   |
| 6) <i>Wouldn't Take Nothing for My Journey Now</i> by Maya Angelou |   |

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.

Here is a link to the LRC Resource Center Catalog:

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



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

2014 ended along with the Policy Committee's complete review of policies dated 2011. Each policy in the Policy Manual is reviewed every 3 years based on their origin date or date of last review. In addition, other new policies and needed revisions are developed! Here are the policies revised in November and December!

- |   |  |   |
|---|--|---|
| <ul style="list-style-type: none"> <li>• EC-Security-17 Camera Surveillance</li> <li>• IM-26 Disability Rights Nebraska</li> <li>• PC-13b Absent Without Authorization</li> <li>• PC-02c (Whitehall) Crisis Management De-Escalation</li> </ul> | <ul style="list-style-type: none"> <li>• LD-14 Case Review and Consultation Committee</li> <li>• ER-Security-13 (Whitehall) Push to Talk Cell Phones</li> <li>• EC-Security-14 Code Gray Protocols for Missing/Lost Keys &amp; ID Badges</li> <li>• EC-Security-19 Electronic Monitoring</li> <li>• HR-23 (LRC) Employee Dress Code</li> <li>• HR-35 Employee Use of Exercise Facilities and Activities</li> </ul> | <ul style="list-style-type: none"> <li>• HR-47 Maintenance Call Back Procedures</li> <li>• HR-48 Stationary Engineer Call Back Procedures</li> <li>• PC-30b Supervision of Patients Outside the Program</li> <li>• PC-54 Patient Restitution for Property Destruction</li> <li>• MM-02 Medication Management for Medications Brought into the Hospital by Patients or Family</li> </ul> |
|---|--|---|

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

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Alishia Boecker, SSII, Bldg 5



Andrew Broers, SSII, Bldg 5



Rachelle Brouillard, SSII, Bldg 3



Joe Churilla, SSII, On Call



Chalice Closen, Team Leader, Bldg 14



Dylan Cruz, SSII, Bldg 5



Erin DeFruiter, RN, Bldg 3



Lacey Deterding, Pharmacy Manager



Khoi Dinh, SSII, Bldg 3



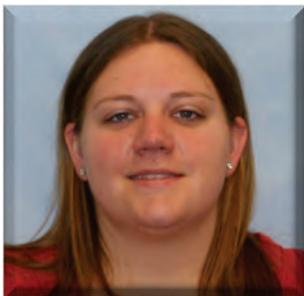
Christina Ebel, SSII, Bldg 10



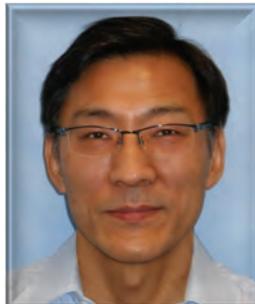
Lacey Gleim, SSII, Bldg 5



Debra Green, SSII, Bldg 3



Marcy Guinane, Pharmacy



Jasung Kim, MD, Psychiatrist, Bldg 5



Veronica Koenig, RN, Bldg 3



Denise Lagge, Secretary II, Bldg 14

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

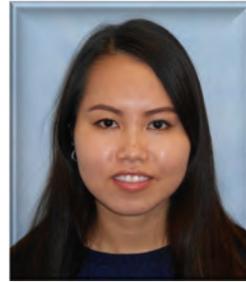
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Pamela Mikkleson, SSII,  
Bldg 3



Carrie Patnode, RN, Bldg 5



Schyler Pham, Pharmacy Tech-  
nician



Gabrielle Robinson, SSII, Bldg  
14



Hannah Tielk, SSII, Bldg 3



Anastasia Whisenhunt, SSII,  
Bldg 14



Melanie Young, SSII, Bldg 3

LRC welcomes these employees and welcomes back these  
two returning employees!!



Michelle Calhoun-Ferro, SSII,  
On Call



Mollie Topil, LMHP, Bldg 14

## Spinach and Artichoke Dip

### Ingredients:

- 8 oz cream cheese (reduced fat is okay)
- 16 oz sour cream
- 1 stick unsalted butter
- 1 1/2 to 2 cups shredded Parmesan cheese
- 14 oz quartered artichoke hearts, drained and coarsely chopped
- 10 oz frozen spinach (thawed and drained)
- 2 to 3 garlic cloves, pressed



**Directions:** 1) In a medium heat, melt together 8 oz cream cheese, 16 oz sour cream, one stick butter and 1 1/2 to 2 cups parmesan cheese, stirring frequently until melted and an even consistency. It should start to bubble. 2) Stir in coarsely chopped artichoke hearts and spinach (I use my hands to squeeze spinach over the sink to remove excess water). Finally, stir in two to three pressed garlic cloves. 3) Serve hot with chips or crackers or toasted baquettes.

## Crockpot Beef and Mushroom Pot Roast

### Ingredients:

- |   |   |
|---|---|
| 4 1/2 lb beef bottom round roast              | 2 cups (1/2 lb) peeled and thick sliced carrots or baby carrots |
| 1 lb fresh mushrooms, thickly sliced          | 1 large onion, finely diced                                     |
| 1/2 head of garlic (six cloves), pressed      | 1/3 cup all purpose flour                                       |
| 1 oz Onion Soup or Dip mix                    | 1/2 Tbsp Mrs. Dash  |
| 2 cups reduced sodium vegetable or beef broth | 1/2 cup red wine  |
| 1 cup heavy whipping cream                    | 2 tsp salt  |



**Directions:** 1) Line the bottom of the slow cooker with thickly sliced carrots. 2) Heat a large, heavy-bottomed skillet over very high heat and swirl in 4 Tbsp of cooking oil (I used extra light olive oil since it has a high smoke point). Once the skillet is blazing hot, sear and brown all of the sides of your beef roast (2 to 3 minutes per side). Watch out for splatters and wear an apron! Transfer the roast to a slow cooker. 3) Saute your thickly sliced mushrooms and finely diced onions in the same skillet over medium/high heat until soft (5 to 7 minutes), then stir in the pressed garlic and saute another minute before removing from heat. 4) In a medium sauce pan, whisk together 2 cups broth, one cup heavy cream, one packet onion soup mix, 1/2 Tbsp Mrs. Dash, 1 tsp salt, and 1/3 cup flour. Once it is whisked together, heat on medium/high whisking until you have a gravy consistency. 5) Stir mushroom/onion mixture into the gravy, whisk in the wine and bring to a simmer. 6) Pour mushroom gravy over the meat in the crockpot, cover with lid and cook on high heat for 6 hours. 7) Just before serving, transfer the beef to a serving dish and pull it apart with forks. Pour the gravy over the beef right after it's shredded while it is hot so it can absorb some of the gravy. Add more salt to taste.



Linda Henslee—Editor—479-5388

Perry Holmgren—479-5207

Tom Schmitz—479-5475

Jane Ahl—479-5464

Nichole Newland—479-5432

Tary Paris—479-5110

**DHHS- LINCOLN REGIONAL CENTER**

Lincoln Regional Center  
PO Box 94949  
Lincoln NE 68509-4949  
linda.henslee@nebraska.gov  
(402) 479-5388

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: Becky Meulemans, Rachel Johnson, Jennifer Blankenship, Leslie Guthrie. Photo in box on front page taken by Tary Paris.*



## One More Recipe

### Barb's Kahlua Bundt Cake

#### Ingredients:

Betty Crocker Chocolate Fudge cake mix, 15.25 oz (with pudding in the mix)

2 eggs

1/2 cup Kahlua

1/4 cup vegetable oil

1 pint sour cream

12 oz chocolate chips

Optional: add any fruit to the side or sprinkle with powdered sugar

Instructions: 1. Preheat oven to 350 degrees. 2. Beat together all ingredients except chocolate chips. Add chocolate chips when batter is smooth. Pour into well-greased and floured Bundt pan. Bake 40-50 minutes. 3. Cool about 10 minutes and turn out onto cake plate. Sprinkle with powdered sugar when cool.

