



LRC REALITY CHECK

Heidi Fahrnbruch is the June Employee of the Month



Congratulations to Heidi Fahrnbruch, SSII, for being selected as the LRC Employee of the Month for June 2013. Heidi has been employed at LRC since September, 1988. Her co-workers state that she is always willing to do whatever is needed for our patients. She drives the van and stays with patients for their appointments when necessary. She is also willing to stay with patients during medical hospitalizations. In addition to this, she works on the units, and picks up and delivers mail packages to the patients. Her many duties also include obtaining meals for staff who are working overtime, sending helpful reminders of patient appointments, and ensuring that all of the necessary paperwork for off campus ap-

pointments is completed and signed. In addition, Heidi helps schedule off campus appointments for the patients.

Heidi is described as always being positive, friendly, helpful and kind to both patients and staff members. Her many years of working at both BSDC and LRC are a reflection of her caring service. Heidi's co-workers describe her as someone who provides compassionate care with heart.

Congratulations, Heidi, and thank you for all that you do! In appreciation of her hard work, Heidi is receiving a gift card to Sakura China Restaurant!

Leah Becker is the July Employee of the Month



Congratulations to Leah Becker, Staff Assistant II, for being selected as the July Employee of the Month. Leah has worked for LRC since March of 1986. Her co-workers state that she has been a key figure in getting assessments and documents set up in Avatar with the eventual goal of implementing a completely electronic medical record. Employees consider Leah a resource for training and assistance in maneuvering through the Avatar system, and the individual attention she provides is very helpful. Leah consistently look for ways to improve and develop information through the Avatar system, which results in report formats that are used not only at LRC but also by other 24-hour facilities. She was involved in getting the RxConnect (Pharmacy) system up and running in Avatar and she continues to be a resource for this. Leah is thorough, reliable, and efficient in responding to requests and meeting timelines. She looks for

ways to improve HIM processes and reports, and is meticulous in making sure reports are accurate.

Leah serves as part of a work group that developed the batch scanning process and training materials for scanning medical records into the Avatar system. She willingly assists and provides coverage in HIM areas as needed, such as helping with the admission processes, taking minutes, doing coding, and providing reception area coverage. Leah has a friendly demeanor and she supports her co-workers, not only in daily job functions but in their daily lives. She was very encouraging to staff participating in the Live Healthy Challenge. Leah continues to be an overall positive influence for co-workers who desire to live healthier lives. She offers helpful suggestions and support when problems arise in the work environment. She is friendly and helpful to customers on the phone and in person. She is a positive role model for her co-workers. Her work ethic is exceptional and she always comes to work "ready to work." In appreciation of her hard work, Leah is receiving a gift card to Lazlo's.

Summer Time

Last year at this time I was really sick. I almost died. On July 12, 2012 I went into the hospital and ended up having a 5 hour surgery on a Thursday afternoon. After surgery, the surgeon told my wife, the next 24 to 48 hours will tell whether he lives or dies. Well, I lived but I had a colostomy. Now, 12 months later, the colostomy is gone, my weight is back and I'm back to playing golf and working full time. I still have digestive challenges that will continue for a while but these are manageable. I've been able to get out and around to some of the buildings and it has been good to see you all again. It is good to be back.

And already here we are at the midway point of 2013. As you know we have three main priorities for this year. First, we can expect a visit from the Joint Commission for our triennium survey any time after July 1. The last time they were here was in January 2011 so we can probably expect them in January 2014. Stacey and others are readying us for the survey. We have about six months to tune up for the survey. Dr. Richard Fields was here the last week in June to run a mock survey to assess our readiness for our survey. He has recommended several areas for us to focus on for the next six months. Many activities are already underway. Stacey has distributed the FAQ booklet. Please review it and keep it with you. We are completing training for the Team Leaders on the Leadership standards. Many Environment of Care scans have been completed and work is underway to correct problem areas. One area of focus from our last survey was active treatment in our patient schedules particularly on weekends and evenings. We have done a lot of work in this area in the past year and Dr. Fields recognized that.

Second, our use of restraint and seclusion is still too high. Dr. Fields identified this as an area where we need to do a lot of work in the next six months. He thinks the Joint Commission will hone in on this. We have been saying we need to reduce the number of hours our patients spend in restraint or seclusion. However, we are not making much progress on reducing restraint and seclusion. Less than 25 of our patients account for the majority of our restraint and seclusion. This has been true for the last several years. Nonetheless, we have got to find a way to manage this relatively small group of patients and their aggression. We have got to address this group of highly complex patients. If we do, we could almost be a restraint free facility.

Third, we are continuing on our journey on our Person Centered Care initiative. We have almost completed the education and awareness portion of the WE CARE behaviors. This month

in the Reality Check, we are spotlighting where we are on our PCC journey after three years of intense work. We are highlighting how PCC has benefited the hospital. We are providing interviews of staff on how PCC has benefited them personally at work. We have summarized positive initiatives taken at LRC such as an increase in the number of Kudos recognized and an increase in participation in work-community related events as a result of PCC.

Having been gone for a good bit of last year, I can readily see significant change in how we operate as an organization. There are communal events like March Madness and the Cinco de Mayo festival that celebrate our relationships and camaraderie. There are hundreds of examples of how we have changed as a community. You might not be able to see the breadth of this change because it is a culmination of many smaller incremental changes. But, if you are gone for a while like I was, you immediately notice something different when you return.

Some noticeable changes I have witnessed over the last couple of years, and in particular since I have been back since March, include increased teamwork, improved efficiency of meetings, Kudos boards recognizing your fellow employees, improved communication between departments, better staff morale and less negativity, people smiling, many physical and equipment improvements as a result of operating more efficiently, at least a dozen internal promotions of staff to supervisor positions, less silos, more wellness activities and more unity as an organization which all results, I think, in better patient care. In general, the environment just has a better feel. People from outside the organization have commented to me about how the organization has changed. I asked a couple of them from out of state how they could possibly know that? They said that they read our newsletter and they noticed that the articles were much more positive and progressive.

In new employee orientation, I ask new employees why they want to work here. More and more, I hear that they heard that this was a good place to work. That speaks volumes for the progress we have made as an organization. Are we perfect? By no means but we are much better today that we were five years ago.

In closing, like I said last month, it is really good to be back at work and to be working with such a fine collection of colleagues. I hope all of you have a safe and enjoyable summer and that you get out and enjoy the sunshine and warm weather!

Champions

In my last article, I concluded it by stating that I believe your roles here at the hospital to be comparable to heroes. Since then, the new Superman movie has hit the theaters bringing back memories of the “old” Super Hero cartoons, television shows and movies. Who remembers the shows Batman and Robin, Wonder Woman, Bionic Man and Bionic Woman? I have to say, even though I may be dating myself, that I loved those shows and have fun memories being a kid playing my favorite hero with my friends. The power and strength they had to help their communities and the people who needed them was admirable and something that most people aspire to do whether it is in your employment, family, neighborhoods etc...



This article is focusing on some true life LRC heroes. Hero is defined as somebody who is admired for outstanding qualities or achievements, someone with great courage, and strength of character. Hero is also defined as a CHAMPION! Everyone listed in this article that has been promoted is definitely a champion.

Person Centered Care helps us to acknowledge these champions, to help provide an atmosphere where people can grow, be successful and achieve goals. Not just the patients we serve, but the employees that work here. All of these employees have demonstrated bravery in taking the initiative to make that step to be promoted. Some have pursued and furthered their education for that next step. All of them have shown that they have outstanding qualities to meet the challenges of the new roles that they have taken on. Finally, everyday they are challenged to show strength of character, to put out fires, be proactive, and demonstrate worth and empowerment with everyone they come in contact with. As the Facility Operating Officer, I am proud of the Department Heads in my area as all of them were promoted from within! All of them, Tom Nider, Anne Regelean, Gordon Tebo, Diane Ellis, and Todd Falter all had remarkable qualities before their promotions, which made them wonderful candidates for these roles.

Just like the danger of Superman being exposed to Kryptonite, our heroes also have their own vices and things that can hinder their strength and abilities. Complacency is one that I believe can cripple us and has the most damning effect on the units. We all have the tendency to get too comfortable and to let our guard down which puts us at risk for danger.

As one of the Steering Team Members I am proud to point out that we have been meeting with the Team Leaders and doing rounds with them since December of last year. We consider all of the Team Leaders champions and want to help build their confidence, provide them an opportunity to discuss and ask questions on ways to improve the environment and work related issues. We also strongly believe in how critical their role is in this organization and want them to know how much we admire and support the role of them as a working supervisor.

Since December, several issues were brought to our attention during these rounds that we were able to address and help find resolution. Here are a few that we can point to and we encourage as this process continues to help be proactive and help identify solutions that you feel would benefit the work you do. Empower yourself to speak up and demonstrate accountability by acknowledging these issues not just when we are around, but every time you see them or witness a situation that may be problematic or could be more efficient.

In Building 5 for instance, staff pointed out there were issues with the wooden tables so new tables were ordered and these were replaced. Several new office chairs were also replaced helping staff to be able to sit at computer desks and get their work done more efficiently and comfortably. Also in Building 5, the S5 ward has a printer only available in the Medication Room. This issue/concern was brought up in two different monthly rounds and since then, a printer has been ordered to assist them in being able to be more efficient in getting their items from a printer in the event an RN is not available. In Building 10, they discussed the importance of having more patients with on grounds privileges. They were encouraged to verbalize these issues with team members and since then, several men in 10 have been granted on grounds privileges. In Building 3, Team Leaders and their staff noted that they wanted more programming on the units and they worked with the ADON, Psychology and Programming staff to get that accomplished. In addition, the Team Leaders requested more technology to help them communicate more effectively with their staff and to have items readily available for training so they received some bigger flash drives and an additional notebook computer. Because of this, B5 also received an additional notebook.

We don't expect that we will be able to “fix” all of the issues identified and these rounds are not for “fixing” items/concerns. They are designed to demonstrate to you that we support you, give us the opportunity to become more acquainted with you and your living environments, and to trouble shoot areas that can be improved. In fact, positive comments received from Team Leaders are that they feel the Steering Team Rounds have resulted in improved communication, teamwork has improved, that the environments are cleaner, and the new purchases have helped morale and efficiency. As leaders we will teach versus tell as many times as able and we look forward to our next visit on the units. Meeting and getting to know the champions on the units is something we are all anticipating!

Kudos to these PCC Employees

Kudos to all of these employees for being an example to us all and demonstrating these excellent PCC behaviors and activities!

- **Building #5 staff** who responded to an emergency situation with a patient in late May. They all worked together great and deserve recognition!! - From Craig Cooper, ADON.
- **Kudos to all LRC supervisors** who helped Human Resources remind employees to complete their Open Enrollment.—From Scott Rasmussen.
- **Jeanann Jelinek** for doing an awesome job on May 29 during the Lancaster County tornado warning. Everything went smoothly, and if Jeanann was afraid or confused, no one would have ever known. She was cool, calm, and in charge, and everyone felt safe. It was comforting to know she had everything in control.—From Barb Onnen.
- **Louise Stone** for providing individual therapy in Building #10. The work that she does with her patients in Building #10 increases the patients' self-esteem and improves their treatment progress. We really appreciate the good work she is doing. - Sandi Waldron.
- **Kudos to Kim Behrens**, Building #3 Housekeeping staff, from the Wellness Committee. She was a huge help during the Health Fair. She had all the spaces cleaned and ready to go without being asked.
- **Kudos to Jeff Van Lent and the Maintenance Crew** that helped set up the Health Fair. The Wellness Committee appreciates your flexibility and heavy lifting. The Health Fair could not be held without you guys!
- **Kudos to Makayla Campbell and Crystal Buhrmann** for all your hard work and flexibility. I couldn't ask for better office mates, co-workers, and friends! -Nina Anderson-Trumble.
- **Kudos to Karen Thaut** for providing HIM coverage for a co-worker on medical leave at Whitehall and for doing a great job with the discharge charts. - Becky Roberts and Diane Ellis
- **Kudos to Leah Becker, Meloni Lines, Melissa Lockwood, Linda Henslee and Stacey Werth-Sweeney** for taking on additional duties during Diane Ellis' extended leave.—Diane Ellis
- **Kudos to the Whitehall staff** for rearranging the Whitehall HIM office to accommodate Sue Childress' return to work.—Diane Ellis
- **Kudos to Bruce Rafferty** for his fantastic help in Building #5 on May 22. This was a very active day and Bruce was on the S4 unit helping with some paperwork when he volunteered immediately to help with an admission. Bruce was familiar with the patient being admitted and this patient reacted very calmly to him. Bruce made a huge difference with his help on this rough day.—Cindy Huelsdonk.
- **Kudos to Brittany Thue, Logan Hargrave, and Sandy Holmes** for their assistance in coverage for programming while Nicole was on vacation. - Nicole Zimmerman
- **Kudos to Kyle Diefenderfer, Team Leader.** A patient submitted a "My Voice" to Scott Loder with praise for Kyle, stating that Kyle's concern for him is appreciated. He said that Kyle noticed he was having a rough time recently and that Kyle checked on him and asked how he was doing, and this made all the difference for him. He said Kyle's concern for his welfare made him feel genuinely cared for and his thoughts took a positive turn. The patient felt that Kyle made efforts to go out of his way on this patient's behalf.- Scott Loder.
- **Kudos to Jim Reinsch in Maintenance** for his assistance in cleaning up a messy situation in the basement of Building #14.—Cindy Dykeman
- **Kudos to all of the LRC employees who donated blood** in the LRC Blood drive held in June. 11 donors donated blood and 9 units of blood were collected for people in Lancaster, Saline, Seward, Polk, York, and Jefferson counties. Kudos to Makayla Campbell for coordinating the event!
- **Kudos and special thanks to Bill Jennings, Caitlin Curran, Diana Walker, Marilyn Bailey, and Janae Hood** for their help in organizing a Family Open House in Building #14 on June 8. 68 guests from the community including 10 former patients participated. Clinical and unit staff assisted in supervision and food service for patients and their guests.— Shannon Black.
- **Kudos to Mark Townsley and LeRoy Dinslage**, LRC Groundskeepers, for locating a grave in the Yankee Hill cemetery behind Building #5, for relatives passing through town wanting to visit a former patient's gravesite.



PCC & Me

This is a new section of the LRC Reality Check that will feature LRC employees expressing what they have gotten out of the PCC initiative at LRC!

“Although I think much of the PCC training is geared towards employees with direct contact with patients, I think there are valuable things to be learned from these sessions. Learning effective communication skills and how to relate to others is something that we can use not only at work but in all areas of our lives. Personally, I enjoy the PCC sessions. It gives me the opportunity to get out of the Admin. Building and interact with employees across LRC’s campus. It gives me the opportunity to learn a little bit more about them and the issues they face every day. Anytime you can get staff members together to bounce ideas off each other and have a little fun, that’s a good thing.” - Nicki Dixon

“All people and all relationships are important. We need everyone to make LRC run.” - Sheryl Oberheu

“The biggest thing I got out of PCC sessions is that this is a unified effort where everybody is involved with creating a good work culture at LRC.” - Mark Vaske

“I see a more open environment and people greeting each other more.” - Sheryl Olson

“PCC has been a great reminder to all the staff at LRC, and it has especially helped me to remember the basic core values, morals, and ethics that I was raised with.” - Kari Christner

“I have felt extremely empowered and privileged to be part of LRC’s PCC Facilitator Team. I’ve been involved with the work we are doing with Gail Scott since the beginning of its development and this has meant a lot to me and I feel honored to be a part of it all.” - Rachel Johnson

“I have always tried to approach people with this type of attitude throughout my time at LRC. But the repetition and the classes reaffirm what is the right thing to do and I find I catch myself when my attitude is not as positive as it should be and I find someone to vent to.” -Sandy Holmes

“I’ve learned how to be a positive team player and how to positively interact with co-workers and patients in a way that reflects equality, kindness, and integrity.” - Rachel Nygard

“As a new employee, I was made to feel very welcome by the people around here.” - Kate-lyn Glasgos

“It has helped me to have positive interactions with co-workers, patients, families, and community providers.” - Jennifer Moran

“I learned how the strengths of different people although diverse can be melded into strength for the entire team.”

-Robert Fahrnbruch

*“We all work together as a team and if there are problems, we can work through the chain of command. We are also focusing on patients coming first and focusing on their safety.—
Kathy Dobesh.*

*“People are friendlier in general.”
- Rick Whiting*

“I am a newer employee and have only been to one PCC class that was on Communication. It was interesting and it touched upon some different and better ways to communicate more effectively with people in general.” - Tenna Towne

“PCC has given me the opportunity to meet a lot of people in the hospital I may not have met otherwise. As either a Steering Team member on rounds or as a PCC Facilitator, I get to interact with different people with different skills from all areas of the hospital. I get to learn from them and enjoy their company and hopefully they do the same with me. I like how it allows us to all get to know one another and helps build a more cohesive team that we can rely upon when needed to help and support us when we struggle, and to celebrate when we are doing well. Lastly, it is fun!” - Randy Willey

Hurray for These LRC Stars!

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



Congratulations to Daniell Moore, who has worked exceptionally hard over the past three years to advance her career. Daniell had been working as an SSII staff member on the 11-7 shift while working towards her Master's degree from Doane College. Daniell completed her 1,000 hours of internship and graduated in May. Daniell was chosen by her fellow students and professionals to receive the Dean's Award for 2013. Daniell immediately started applying for therapist jobs at LRC so that she could move off of the 3rd shift. Due to her knowledge and competency with our patients, Daniell is joining the therapist team and will be working in Building #5. Congratulations, Daniell!

Hoorah

Sue Lassek started her employment at LRC in September of 2011. She had been assigned for the entire length of her employment in Building #14, but worked occasionally in Buildings #5 and 10. She was promoted to a Team Leader position in August, 2012. She has done a great job in her new role. She has brought new ideas and perspectives to the position. Sue stated that the opportunity to advance was rewarding on several levels. She feels the promotion is a commendation for work already done, and an opportunity for new challenges, growth, and for greater involvement in the program. She says she is grateful for the support she has received from hospital Leadership and especially from the other Team Leaders. Building #14 employees are happy to have Sue as a Team Leader on the 11-7 shift and are glad she is on their team!



Allyson Headrick completed her graduate internship at LRC in Building #5. When she completed her Master Social Work degree, she was hired on as a full time social worker at LRC in July 2012.

POW!

Kari Christner was initially hired as a SSII at LRC while completing her Master Social Work degree. She was hired as an MSW at LRC on November 7, 2011. Within the social work department, many social workers are hired with provisional licensure as MSWs. Once they obtain their licensure, they are promoted to Certified Master Social Workers (CMSWs) which includes a pay raise. This is a nice perk at LRC because many agencies will not work with or provide supervision for provisionally licensed folks!



KABOOM



Cyndy Reece has been with LRC since December of 1988. When she began, she worked in the Adolescent and Family Services program in Housekeeping. In January of 2001, she moved to the CTP Program as a PTII. In January of 2003, Cyndy became an SSII and began working in the Sex Offender transition unit. This past May, Cyndy accepted the position of Activity Assistant and now heads the Patient Employment Program in Building #14. Cyndy feels that being able to change jobs and stay with the State at LRC is a good thing. She feels that sometimes employees want to try something different and challenge themselves, while keeping their benefits as a long time employee. She stated that being able to change positions makes you feel that a positive attitude and good work ethic pay off. She is excited for the different aspects of her new position and the opportunity to use her creativity.

More LRC Stars!



Jenny Jennings began her employment with LRC in October of 2007 as a Certified Master Social Worker in Building #14 working with the Sex Offender population. Jenny received her Masters of Social Work from the University of Wyoming shortly before coming to LRC. She was a valuable asset to the Sex Offender Services Program, was eager to learn the clinical aspects of her new role and developed positive relationships with her co-workers. Jennifer has consistently demonstrated professionalism, flexibility, and a great sense of humor while earning respect of those around her. Jennifer was promoted to her current Social Work Supervisor role in July of 2012. She has had to learn many new systems of care in this role in addition to her new supervisory expectations. She has managed this transition well while pursuing her personal desire for growth and development. She quickly earned the respect and positive working relationships of those she supervises. Jenny leads by example and exemplifies person centered care behaviors and core values.



Jenny leads by example and exemplifies person centered care behaviors and core values.

Hoorah



Kathy Borg began working at LRC in October of 2010 as a Secretary in our HIM department under the supervision of Vickey Bulin. Kathy came to this position with many talents including her passion as a teacher to be involved providing education and knowledge to our patients. She devoted some of her secretarial time to initiating GED classes for the patients while in Building #5. She was promoted in July of 2012 to the position of "Activity Specialist—Educator" and was able to devote her full attention to classroom education, which was her passion as a certified teacher and educator. She has developed GED classes, English as Second Language classes, Adult Education Classes and most recently, keyboarding classes for the patients in Buildings #3, 5, and 10. This is a great opportunity for our patients who

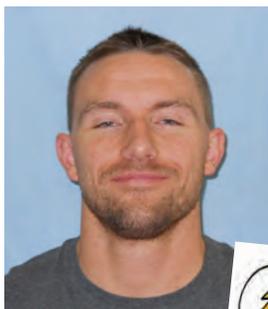
enjoy learning and growing from the passionate educational classroom content that Kathy is able to provide.

POW!



Gordon Tebo was promoted to Facility Maintenance Manager II in this past year. Gordon started at LRC in August of 1988 and worked as part of the team on the Grounds Crew. Gordon later moved into a Facility Maintenance Technician position where he worked evenings and weekends for the entire campus. His educational background in welding, ability to trouble shoot and identify problems assisted him and the crew in ensuring that maintenance issues were effectively managed. Gordon's personality and good nature helped him to earn respect and to have a good reputation with his teammates and with the staff at LRC. Knowledge of the campus, the buildings, the grounds and the history of the issues and fixes that have been done have made him a great resource for the Maintenance team and gave him the ability and knowledge to move up in this Department.

SHAZAM



Luke Meier started working at LRC in May of 2012 as an SSII, and was promoted to a Team Leader on November, 2012. What he likes about being a Team Leader is serving as a liaison between the direct care staff and the clinical staff. He also is glad that he can give the direct care staff a voice for their concerns and ideas. Luke has proven to be a great addition to the Building #5 team. He stays on top of all issues as they arise and he is a great team player.



Let's Hear it for These Heroes

While we are focusing on LRC heroes and champions this month, let's remember that real heroes don't wear capes, they wear dog tags. As America celebrates our freedom in July, let's hear it for LRC employees who have served in the military to protect our freedom!

Kevin Anderson, Therapist, U.S. Marines

Kurt Anderson, Maintenance Supervisor, U.S. Navy

Marty Boomgaarden, YSII, U.S. Army

Karen Brocksmith, RN, Air Force Veteran

John Bruns, RN, U.S. Army

Dillon Bryant, SSII, Army National Guard

Brad Campbell, SSII, Air Force Veteran, 6 years at Kirkland AFB in New Mexico and at Travis AFB in California

Chris Coulter, Compliance Specialist, U.S. Marines

Paul Day, Maintenance Specialist, U.S. Marines

Kyle Diefenderfer, Team Leader, Army National Guard, Served in Iraq

Larry Dedrickson, YSII, U.S. Army

Ron Duffy, SSII, Army National Guard

Maurice Egan, SSII, U.S. Navy

Tim Elario, SSII, U.S. Navy

Ellie Friesen, ADON, U.S. Air Force

Scott Fosler, SSII, Marine Corp Veteran, 1981-1985

William Garreans, Food Service Leader, U.S. Army

Natisha Giombetti, SSII, Army National Guard

Laurie Good, RN, Army Guard Veteran, 21 years, Jordan, Kuwait 2003-2004

Jeff Henning, SSII, Army Reserves

Klaus Hartmann, MD, Army Reserve (8 years) and Air Force Reserve (19 years)

Marijo Herman, RN, U.S. Army Reserves

Chuck House, SSII, U.S. Air Force

Marvin Jiskra, Boiler Room Supervisor, U.S. Navy

Robert Jones, Pharmacy Technician, U.S. Air Force

Jodi Kehler, Social Worker, National Guard

Andrea Keller, RN, Air Force

Dante Lee, SSII, Army National Guard

Ashley Lindeman, SSII, Army National Guard (OIF, 2009-2010)

John McCoy, SSII, Coast Guard

Gary McNeill, SSII, Marines

Luke Meier, Team Leader, Air National Guard

Y. Scott Moore, MD, U.S. Air Force, 1958-1960

Dave Nicklas, LRC Grounds Supervisor, National Guard

Stephen Paden, MD, U.S. Air Force, 1982-1986

Willie Parks, YSII, Air Force

Bob Petersen, SSII, U.S. Air Force

Steve Petersen, SSII, U.S. Army

Casey Sanders, YSII, U.S. Army Veteran

Nick Schmidt, SSII, Air Force Veteran, Served in Iraq and Afghanistan

Tom Schmitz, Librarian, Nebraska Air National Guard

Angela Sharp, SSII, Air National Guard Veteran (served in Iraq during Operation Enduring Freedom)

Mark Townsley, Groundskeeper, U.S. Marine Corp, 1985-1989

Matt Wehrbein, SSII, Air Force Veteran, Served in Iraq

Charles Wooldridge, Whitehall Manager, U.S. Navy

Laura Yeramysheva, SSII, Army National Guard

THANK YOU



PCC and Respect for LRC's Past

Jeanne Walsh called LRC on June 20 and asked for help locating her great-uncle's grave. Her great-uncle was Amsiriah Cook. Ms. Walsh told LRC that she began researching the Cook family many years ago and found microfilm of the Shelby Sun newspaper of Polk County, NE in 1976. The newspaper stated that Amsiriah Cook had been admitted to the Lincoln State Asylum (now the Lincoln Regional Center) in 1897. In 1978, Ms. Walsh contacted LRC and was told by our then Coordinator of Volunteer Services, Shirley Roby, that Amsiriah had been admitted to the Lincoln state hospital in 1897. Ms. Walsh was told that Amsiriah had been an artist and a painter. He had worked in the kitchen at the hospital. He was described in the records as kind, helpful and pleasant. He died on June 23, 1899 and was buried that day in the hospital cemetery.

Ms. Walsh thought of attempting to find his grave many times and finally decided to ask if it could be located. She called LRC on June 20, 2012 and spoke to Stacey Werth-Sweeney, Facility Operating Officer, who agreed to locate the grave and mark it. LRC Groundskeepers, Mark Townsley and LeRoy Dinslage, found the grave and marked it with a decorative wooden cross. Ms. Walsh, along with her son and daughter-in-law who were here from Maryland for Ms. Walsh's 88th birthday, visited LRC on July 2 and found the grave identified by the cross. Ms. Walsh reports that she and her family were pleased to see the cemetery grounds so well-kept and were happy to see the "peace garden," which was installed in the LRC cemeteries in 2012. The family took photos of Amsiriah Cook's grave and posted them on the Ancestry.com and Find A Grave websites. Jeanne Walsh thanks LRC for taking the time and effort to find and mark the grave after more than 100 years had passed since Amsiriah Cook's death. She believes she is the only family member ever to visit his grave, as his immediate family was either deceased or had left the area when he died in 1899.

Many thanks and Kudos go to Mark Townsley and LeRoy Dinslage, LRC Groundskeepers, for their work in locating this grave. LRC also thanks Eagle Scout, Ethan Cecava, who is creating a kiosk with names of people buried in the LRC cemeteries to make it easier for relatives to locate these graves.



Let's face it, life can be stressful with many unexpected twists and turns along the journey.

Whatever you are facing, the Employee Assistance Program can help you find your balance. [Deer Oaks](#) is the new EAP provider for the State of Nebraska. EAP is a FREE confidential service to all DHHS employees and their family members. Deer Oaks provides completely confidential help with personal issues including, but not limited to, stress, depression, anxiety, workplace difficulties, substance abuse, marital problems, family or parenting conflicts, grief, violence, and unhealthy lifestyles. Confidential crisis and professional counseling services are available 24/7 by calling 1-866-792-3616. You can meet with a counselor face to face or talk with one on the telephone. Additional information is available at www.deeroaks.com. *-Submitted for the LRC Newsletter by Dianna Seiffert, DHHS Public Information Officer.*



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



Congratulations to Rachel Nygard, LRC's June "Strut Your Wellness Stuff" winner. Rachel graduated this spring from Doane College with a Bachelor's Degree in Human Relations. She is continuing her education at UNMC to pursue a Master's Degree in Public Health Administration. Currently, Rachel works in Building #5. She has worked at LRC for nearly six years. She hopes to continue working here and using her education to help improve the lives of the patients. Rachel would like to one day use her degree in the Administration department at LRC. When asked why she does it, she said to put it simply, she enjoys working with people and helping people

Way to go, Rachel! Good luck as you continue on in grad school.

SAND VOLLEYBALL TOURNAMENT

DATE: Saturday, August 24

Play will begin at 10:00 a.m.

WHERE: Spikes Beach Bar & Grille

WHAT: 6 X 6 CO-ED Recreational Tournament

No more than 3 guys on the court at one time



\$30 per team

Pool Play and
Single Elimination
Tournament

Family and friends
are welcome!!

CONTACT:

Nicole Zimmerman by email for registration. Sign up and registration deadline is August 16th!

PRIZES

PCC & LRC

The following is a list identifying improvements occurring at LRC since the PCC initiative began!

- ◇ Patient On Grounds Walks are occurring more often.
- ◇ Better patient care
- ◇ Increased participation in Mental Health Awareness Walks
- ◇ Increased participation in Wellness Committee and Diversity Committee events
- ◇ More active treatment hours are available for patients
- ◇ More fresh fruits are being offered to patients by Dietary
- ◇ WE Behaviors are outlined in New Employee Orientation
- ◇ Performance Evaluations and Employee of the Month Selections focus on PCC
- ◇ Building renovations and equipment purchases
- ◇ Steering Team Rounds are occurring
- ◇ Campus-wide case conferences held
- ◇ Quarterly Success Reports are published once a quarter to highlight LRC successes and employee accomplishments
- ◇ “Good Deeds, Indeed” Boards in each building
- ◇ “Just the facts, ma’am” — increased numbers of Kudos are being submitted to the newsletter! 79 Kudos were submitted for this newsletter throughout 2011, averaging 9.8 Kudos per newsletter. In 2012, this increased to 137 Kudos submitted for the newsletter throughout the year, averaging 17.1 Kudos per newsletter. Thus far in 2013, 124 Kudos have been submitted for the newsletter, with an average of 24.8 Kudos submitted per newsletter edition!! **Kudos to everyone submitting Kudos!!!**
- ◇ 50% weekend commitment positions are available
- ◇ People are thanking each other more
- ◇ Phone etiquette has improved
- ◇ Job applicants report they have heard LRC is a great place to work!
- ◇ 30 Day Improvement plans have been completed
- ◇ More participation in All Supervisor Meetings
- ◇ Employees have a We Can attitude
- ◇ LRC has a more welcoming atmosphere
- ◇ Employees have easy access to meeting minutes
- ◇ More Efficient Morning Meetings in Building #5 and Building #3
- ◇ More people are greeting each other with a smile
- ◇ Kudos have been added to meeting agendas
- ◇ More teamwork and unity in patient buildings
- ◇ PCC Facilitators have completed 4 PCC workshops for LRC staff: Worth, Empowerment, Relationships, and Communication!
- ◇ PCC Education Team members provide monthly coaching tools to LRC supervisors at the All Supervisor Meetings.
- ◇ New patient groups such as Horticulture Groups and “Music as Therapy” are occurring.
- ◇ A new Activity Room in Building #5 has a Recreation area, a Spiritual Room, Occupational Therapy, and a library. Plans are in the works for a similar area in Building #3.
- ◇ Additions such as rocking chairs have been added to the patient Comfort Rooms.
- ◇ Artist of the Arboretum displays in Administration and presentations by the artists for LRC staff and patients. These give everyone a sense of hope and awe, and allow LRC to participate in a great community event.
- ◇ Activities such as the Summer Solstice Celebration in Building #3 and the upcoming Talent Show for Patients and Employees in Building #5 are occurring. The Talent Show is being held at the request of Building #5 patients!
- ◇ In addition, due to our more efficient way of doing business with LRC since PCC was initiated, several new items of equipment were able to be purchased over this last year, like this new John Deere 400xLoader tractor that Dave Nicklas is driving, which will help him maintain our beautiful grounds!



June Artist of the Arboretum



Rodger Gerberding is the featured Artist of the Arboretum for June, 2013. Mr. Gerberding gave LRC employees and patients a presentation on his art on June 7. He returned to LRC the week of June 24 to provide his art students from Community Alliance a tour of our Arboretum.

Mr. Gerberding studied at the Art Institute of Chicago, the Chicago Academy of Fine Arts, and the Goodman School of Drama at DePaul University. His gallery work has been widely exhibited throughout the U.S. in numerous groups and over fifty one-person shows. Venues have included: The Artemisia, Studio View, Koehnline, Corsch, ARC, University of Chicago/Smart Gallery, Art Institute of Chicago galleries, Wired Gallery in New York City, the Walker Art Center, Bloomington Art Center, Northfield and Minnesota State Museum galleries, the Medusa Project, Thirteenth Street, Fluxion, Avenue, Fused, Bemis Center for the Arts, John Neihardt, and Caesium galleries (Omaha). He is currently represented by the Noyes gallery of Lincoln NE.

Mr. Gerberding has illustrated or decorated over 60 books to date in a variety of categories and media. He has published criticism articles, poetry, and biography in numerous magazines. He has acted professionally throughout the Midwest, most recently at the Omaha Community Playhouse. He also teaches art, writing, and drama at Community Alliance in Omaha. His art has been awarded numerous prizes, and has been collected by the Art Institute of Chicago, the Minnesota Historical Society, the August Derleth Society, the University of California/Fritz Leiber Collection, and numerous private collectors. Rodger Gerberding may be reached by email at rodgergerberding@yahoo.com or rgerberding@commall.org.

LRC Game of Clue

<p><u>The Conservatory Clue</u> – This Team includes people from several different departments.</p>	<p><u>The Library Clue</u> – This Team has been the Team of the Quarter on two occasions</p>
<p><u>The Billiard Room Clue</u> – There are 11 people on this team.</p>	
<p><u>The Kitchen</u> We have learned a lot from this creative Team.</p>	<p><u>The Ballroom Clue</u> – This Team really knows how to communicate.</p>

1. This person has ancestors who were tied to the Mafia.
2. This Team member was born with two front teeth.
3. This person was a ship’s librarian.
4. This Team member was a bridesmaid in 15 weddings.
5. This Team member was a homecoming queen.
6. This person was in “Ripley’s Believe It or Not.”
7. This person’s first car had a “naked lady” ornament on the hood.
8. This Team member has had two “holes in one” in his lifetime.
9. This person went to a one-room country school for Kindergarten and 1st grade.
10. This person was the smallest kid in his elementary school class.
11. This Team member met “Larry the Cable Guy” at Scheel’s.

This is LRC’s Game of Clue! Guess who the mystery “Team” is and answer the questions to the right to win a prize. Send your answers to Jane Ahl in Building #3.

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



Kofi Amevor, SSII, Bldg 3



Matt Anderson, SSII, Bldg 5



Timothy Cleary, SSII, Bldg 14



Daniel Davis, SSII, Bldg 5



Patricia Dillard, RN, Bldg 3



Katelyn Glasgow, Activity Specialist, Bldg 5



Christopher Green, SSII, Bldg 5



Nicole Harrison, SSII, Bldg 3



Tray Henricksen, SSII, Bldg 14



Michelle Huber, RN, Bldg 3



Amanda Kuehn, SSII On Call



Michelle Melvin, SSII On Call

More New LRC Employees



Katelyn Parish, SSII, Bldg 3



Ember Paulson, SSII, Bldg 5



Michael Richmond, SSII, Bldg 3



Lisa Savage, SSII, Bldg 5



Nancy Schueth, RN, Bldg 5



Venito Taylor, SSII On Call



Darleen Warren, Food Service Cook

Welcome Back!!

LRC welcomes back Matt Ryan, SSII in Bldg 5. Matt left LRC earlier this year to take another position within DHHS. He returned to LRC this month.



Diversity Quotes of the Month



June was National Gay Pride Month. There were many celebrations and Pride Parades in towns and cities across the USA. In recognition of this fact, the LRC Diversity Committee has selected the following quotes:

The white light streams down to be broken up by those human prisms into all the colors of the rainbow. Take your own color in the pattern and be just that.

~Charles R. Brown

The individual has always had to struggle to keep from being overwhelmed by the tribe. If you try it, you will be lonely often, and sometimes frightened. But no price is too high to pay for the privilege of owning yourself. ~Friedrich Nietzsche

Never be bullied into silence. Never allow yourself to be made a victim. Accept no one's definition of your life; define yourself. ~Harvey Fierstein

The Diversity Committee is also offering two videos/DVDs that complement this month's Diversity theme. They are available for check out from the Resource Center.

Stonewall Uprising

An American Experience Film

Milk

Multi-Academy Award winning film of the life of Harvey Milk

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

1. *A New Earth, Awakening to Your Life's Purpose* by Eckhart Tolle
2. *I Want to Change My Life* by Steven Melemis
3. *Low Fat Country Cooking* by Taste of Home
4. *Torn* by Justin Lee
5. *I Am a Man* by Joe Starita
6. *Zentangle Basics* by Suzanne McNeill
7. *The ARRL Ham Radio License Manual* by Ward Silver
8. *Mario Lopez's Knockout Fitness*
9. *Landscape Painting Secrets* by Jerry Yarnell
10. *Treasury of Great Cat Stories* by Roger Caras

Book Reminder: It has been a month since the Wellness Committee Health Fair. Several employees checked out LRC books during the Health Fair. For those of you who did, please return the books you checked out or call the Resource Center at 5475 to renew. Thank you!

Around the Web.....by Tom Schmitz

Summer Solstice was June 21 and officially the first day of summer.

There are many sites on the internet that promote good health and safety during the summer months. I am listing a couple that may prove useful for the family outings and cookouts that you may be planning.

[Healthy Grilling Tips for Summer Barbecues](#)

http://www.nlm.nih.gov/medlineplus/news/fullstory_137656.html

[Best sunscreen: Understand sunscreen options](#)

<http://www.mayoclinic.com/health/best-sunscreen/MY01350>

LRC Recipe Box.....by Teresa Hansen

Grilling Recipe: Honey Chipotle Wings

Ingredients:

- | | |
|---------------------------------------|----------------------|
| 3 lb chicken wings (18 wings, cut up) | 1 Tbsp baking powder |
| 1 Tbsp ancho chili powder | 1 tsp. kosher salt |

For the glaze:

- | | |
|----------------------|---|
| 3 chipotles in adobo | 1 Tbsp of the adobo sauce |
| 1/2 cup honey | 2 Tbsp fresh lime juice |
| 2 Tbsp soy sauce | 1 Tbsp chopped fresh cilantro for garnish |



Directions: Pat the chicken wings dry with paper towels. Place the wings in a large bowl and sprinkle with the baking powder, chili powder, and salt and toss to evenly coat. Arrange the wings in a single layer on wire rack placed over a baking sheet. Refrigerate uncovered for at least 8 hours. Place all the ingredients for the glaze in a blender and puree until smooth. Pour into a small bowl and set aside. Light a chimney 3/4 full of charcoal. When charcoal is fully lit and covered in gray ash, pour coals out and arrange them on one side of the charcoal grate, keeping the other side empty. Clean and oil the grilling grate. Place the wings skin side up over the cool side of the grill, cover, and cook until skins are crisp and starting to brown, about 30 to 40 minutes. In the last 10 minutes of cooking, brush the glaze all over the wings. Brush the wings with the glaze again and move to the hot side of the grill until they just begin to char, about 1 to 3 minutes. Remove the wings to a plate, sprinkle with cilantro and serve.

Bacon Wrapped Asparagus Bundles

Ingredients:

- 1 1/2 lb asparagus spears, trimmed 4 to 5 inches long tips
- Extra virgin olive oil, for drizzling
- A few grinds black pepper
- 4 slices center cut bacon or pancetta
- Chopped chives or scallions, optional garnish



Directions: Preheat oven, if using, to 400 degrees F. Lightly coat asparagus spears in extra-virgin olive oil. Season the asparagus with black pepper. Take a quick count of the spear tips. Divide the total number by four. Gather that number of spears and use a slice of bacon to wrap the bundle and secure the spears together. Repeat with remaining ingredients.

To grill, place bundles on hot grill and cover. Cook 10 to 12 minutes until bacon is crisp and asparagus bundles are tender. For oven preparation, place bundles on slotted broiler pan and bake 12 minutes.

Best Mud Pie

Ingredients:

- | | |
|--|--|
| 1 (6 oz) package of chocolate sandwich cookie crumb crust | 1 quart coffee ice cream |
| 1 (12 oz.) package miniature chocolate chips | 1 (12 oz.) jar hot fudge topping |
| 1/2 (18 oz.) package crushed chocolate sandwich cookies, divided | 1 (8 oz.) container frozen whipped topping, thawed |
| 3/4 cup chocolate syrup | |



Directions: 1) Freeze the crust until firm, about 30 minutes. Place half the coffee ice cream into a bowl, and let it stand about 10 minutes to soften. Return remaining ice cream to the freezer. Mix softened ice cream with the mini chocolate chips. Spread the ice cream and chips into an even layer over the frozen crust. Cover with plastic wrap, and freeze for 2 hours. 2) Heat the topping in the microwave on low until warm and easy to pour, 30 seconds to 1 minute (do not let the sauce get very hot). Pour into a bowl. Set aside 2 Tbsp cookie crumbs for garnish; stir remaining cookie crumbs into the fudge topping. Remove the pie from the freezer, and layer the cookie crumbs and fudge topping mixture over the ice cream with chips. Cover with plastic wrap, and return to the freezer for 2 hours. 3) Take the remaining frozen coffee ice cream out of the freezer, and allow to stand for about 10 minutes to soften. Layer the ice cream over the layer of cookie crumbs and fudge topping. Cover with plastic wrap, and return to the freezer for 2 more hours. 4) Remove pie, and frost the top of the pie with the whipped topping. Top with the reserved cookie crumbs. Cover with plastic wrap, and return to the freezer for 2 more hours to freeze the whipped topping layer. Cut the pie into serving pieces, and drizzle each serving with about 1 Tbsp of the chocolate syrup. HINT: If you can freeze overnight before serving, it is better.



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



It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: Rodger Gerberding, the Diversity Committee, the Wellness Committee, Becky Meulemans, Rachel Nygard, Teresa Hansen, Daniell Moore, Allyson Headrick, Kari Christensen, Sue Lassek, Cyndy Reece, Kathy Borg, Jennifer Jennings, Gordon Tebo, Luke Meier. Special thanks to all LRC employees serving in the military, past and present.



May Reality Check Game of Clue Answers.....by Jane Ahl

1. The featured department in the May Game of Clue was the **LRC Human Resources Department**.
2. **Scott Rasmussen** has gone bungee-jumping, overseen a lawn-mowing crew in high school, and enjoys woodworking.
3. **Sharon Ziers** grew up in a round house and has hiked a mountain in the Southern Alps in New Zealand and is immune to small-pox.
4. **Brian Kokesh** has lived in Japan, has a twin, and can instruct people in Tae Kwon Do.
5. **Nichole Newland** is named for a soap opera character, collects garden gnomes, and sings Bennie and the Jets.
6. **Lisa Holz** has been to Bermuda, plays golf left-handed, and has a Pom-a-poo for a pet.

Congratulations to Sheryl Oberheu who won last month's Clue Game!!

