



Marilyn Bailey was the October 2011 Employee of the Month



Congratulations to Marilyn Bailey, Administrative Assistant, for being selected as the October 2011 Employee of the Month. Marilyn was hired at LRC on September 5, 1995. Her co-workers who nominated her state that she is diligent in all aspects of her work. Marilyn has great problem-solving skills which she puts to use on a daily basis. She plays a key role in making sure that Building #14 runs smoothly. Her sense of humor and good people skills are reflected in the way she corresponds with other agencies. Marilyn is confident in her role as Administrative Assistant and she keeps the management staff of the SO program well informed. She manages medical records for the SO program, is well versed on HIPAA regulations, and protects the patient record and patient confi-

dentiality.

Marilyn attends many meetings and takes notes. She leads the treatment team discussions regarding patient requests. She is responsible for purchasing items for the program and works closely with the Program Director and the Program Manager to stay within budgetary guidelines. Marilyn also provides notary public services to all patients and staff. She has great computer skills and helps everyone with their computer needs. She often attends trainings and is available for trouble-shooting. She also offers to help staff with their open enrollment.

Marilyn goes above and beyond for her co-workers. She is always willing to lend a hand to those in need, and sometimes she does not need to be asked. If she sees that someone is struggling, she just helps. Marilyn is so reliable that people can rest assured that when she says she will something, it will get done. She is a true role model for Person Centered Care. She is friendly, kind, considerate, professional, honest, hardworking and dedicated. Marilyn always puts the individuals we serve first. She always has a smile on her face and never complains.

Tom Mahloch is the November Employee of the Month



Congratulations to Tom Mahloch, Maintenance Worker, for being selected as the November 2011 Employee of the Month for LRC. Tom has been employed at LRC since March 30, 2009. Tom is described by his co-workers as being courteous and respectful of patients and their needs. He helps the patients and assists them to have a comfortable and positive stay at LRC.

Tom is always positive and helpful to patients and staff, whether he is acting in his Maintenance role, or as a friendly, helpful team member. Tom is energetic, helpful, understanding, and willing to "go the extra mile." Tom has helped to keep Building #5 running smoothly throughout the many months of construction in the ADA project.

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

It's Finally Done

By the time you read this the ADA construction project in Building 5 should be done. For the past 6½ years it seems like every article I have written involved providing an update on some construction project that was happening on campus. And these aren't your weekend home remodeling projects either. These have been full-blown major renovations or code compliance improvements. This month I want to recap the journey we have been through as many of you are new and may not realize the extent of changes at LRC these past six years. For those of you who have been here through the whole ordeal, consider this a final chapter.

It all started in January 2006, when we had to move the adolescents in Building 3 to Hastings in order for a sprinkler system to be installed. That project took about eight months. As soon as we finished Building 3, we began work on Building 14. We had to move half of the 40 patients out of the first floor so that we could replace the heating and ventilation system. These 20 patients moved to Building 10 and some of the patients who were in Building 10 and close to discharge moved to Building 3. At the same time we increased the number of general psychiatric beds from 83 to 100. Building 14 was practically gutted in order to make these changes to the heating and ventilation system and in addition, a new unit was built on the west end of the second floor. Once the west end was completed we moved all of the patients on the east end of both floors to the west end. This entire project took 18 months.

Once the Building 14 project was complete, we were able to relocate all of the sex offenders into Building 14. To do that, we had to move the rest of the psychiatric patients out of the first floor of 14 and put them in Buildings 3 and 10. We also reduced the number of general psychiatric beds to 90. Somewhere about this same time we also made the decision to put all of the women in Building 3 and all of the men in Building 10. Then we began the window replacement project in Building 5. That project took six months.

With the sex offenders all relocated to Building 14, we were able to begin the ADA renovation project in Building 5. To do this project we had to have one empty unit available in the building for the contractor to work on. As each unit was completed, we leaptfrogged the patients to the next unit until, at last, the final unit should be complete this month. While this work was going on inside, we also replaced the front walk to the parking lot, redesigned the entrances around the building to make them wheel chair accessible and installed an elevator on the outside of the building. This project has also taken about 18 months.

While the work in Building 5 was progressing, we also had three

other major projects on campus. This summer we replaced the windows in Building 3, upgraded the heating and ventilation system in Building 10 and put a new roof on Building 14. In addition, we torn down the old annex and replaced it with a new facility.

In case you are wondering, this is what all of this cost:

Building 3 sprinklers	\$1,000,000
Building 14 ventilation system	\$2,500,000
Building 5 windows	\$1,000,000
Building 3 windows	\$1,000,000
Building 14 roof	\$500,000
Building 5 ADA project	\$1,500,000
Building 10 ventilation system	\$500,000
Annex	<u>\$300,000</u>
Total	\$8,300,000

So the state of Nebraska has made a sizeable investment in our campus over the last six years. And these are only the major projects listed here.

During the first week of December, we will relocate some staff and patients from Building 10 to Building 5. The total number of beds at LRC will not increase from our current staffed amount of 220. We will be decreasing the number of beds in Building 10 by 11 to 26 and adding a second admitting unit of 11 beds on S4. All male admissions to LRC will go to Building 5 on either S5 or S4. Mental health board committed patients would move to Building 10 from Building 5 as soon as they are well enough and then be discharged from there. How we go about reassigning staff is a nurse staffing and Human Resources decision. Cheryl McMurry has this planned out and will share that with you soon.

I want to again recognize and commend all of you for your patience over the last six years. Your jobs are incredibly difficult and all of these changes add additional challenges to our everyday routines. The fact is that because of all of these changes our campus is more efficient and safer. We have nearly 300,000 square feet of buildings on this campus and it is a monumental task to keep everything running smoothly. So let the maintenance guys know you appreciate them and understand when something breaks. And tell Dave and the guys thanks for continuing to plant trees. Happy Thanksgiving, everyone!

Liz Stebbins is the Employee of the Quarter



Congratulations to Liz Stebbins for being selected as the Employee of the Quarter for the third quarter of 2011. Liz has done an excellent job as the new leader of the Canteen in Building #10. She has made great changes to the menu, and has increased the amount of time the Canteen is open. Through her work in the Canteen, Liz helps patient employees learn employment skills. She is positive, upbeat, and she is committed to the process of running the café. Her positive, caring spirit is very much appreciated.

Having a functional café gives staff and patients a nice place to eat and enjoy themselves while on break. Liz has collaborated with the LRC Wellness Committee to implement Healthy Option Punch Cards for employees to use when purchasing healthy menu items at the café. This will encourage employees to choose healthier lunch options while saving some money! The café was used twice this year for catering jobs for PCC facilitator and supervisor trainings. Everyone who participated in the workshops commented on a job well done.

Liz recently remodeled the Canteen with the assistance of LRC Maintenance. The new colors she picked out for the walls gives a bright, happy updated look to the Canteen!

Liz has worked very hard to make the new café work, and it is now making a profit, which benefits the Patient Welfare fund at LRC. Liz is a very dependable and valued employee. In appreciation of her hard work, Liz is receiving a gift card to WalMart.

Rich Schmidt is the Supervisor of the Quarter



Congratulations to Rich Schmidt, for being selected as the Supervisor of the Quarter for the 3rd quarter of 2011. Rich was hired as the Therapist Supervisor for Psych Services on September 13, 2010. Employees who nominated Rich state that he takes a respectful and affirming attitude toward his staff, which naturally flows into interactions with co-workers and patients. Rich works hard at creating rapport with patients. Whenever he visits the unit, patients line up to talk to him. Patients who have had Rich as their individual counselor make statements such as, "I trust him," and they tell other patients to "try to get Rich for individual therapy." It is not unusual to see a patient or a staff member laughing with Rich as he uses his sense of humor to create a positive environment.

Rich entered his position during a time of stressful transition in programming at LRC. He put himself in the position of "student" even when entering into the role of supervisor. Rich actively sought out opportunities to visit with and observe each of the people he supervises to learn about their individual needs, concerns, and areas of responsibility. He is described as being gentle and compassionate towards his employees even when notifying them of changes in the system or of needed improvements in performance. He listens to employees, validates what they are saying, and acts on what he hears. Rich then goes a step further, and reports back to his staff on the outcome of their concerns.

Rich informed his staff "ahead of the curve" of required schedule changes, and sought to empower them to ask for their preferences rather than have their schedule changes mandated. He also delivers "tokens of appreciation" when he knows his employees are under stress or facing challenging times. Rich is generous in his encouragement and verbalizes appreciation for the work that his employees do. Rich's employees appreciate the respect he shows them and appreciate how he demonstrates confidence in them. Rich is a strong advocate for training students and has recruited therapy interns to work at LRC. He believes in the concept of a teaching hospital, knowing that education enhances all of our lives. In appreciation of his hard work, Rich received a gift card to Kohl's.

Psych Services Therapists Are the Team of the Quarter



Congratulations to the Psych Services Therapists, Rich Schmidt, Therapy Supervisor, Ava Jo Kelly, Crystal Nagorski, Corinne McCoy, Don Holmquist (not pictured), Jessica Scharffenberg, Barb Rebentisch, Todd Schave, Patty Jones-Gatto, Sandy Holmes, for being selected as the LRC Team of the Quarter for the 3rd Quarter of 2011.

As a team, the Psych Services Therapists have increased the number of treatment hours for patients in Buildings #3, 5, and 10. They have increased the number of groups they offer, and they work to keep the group rosters full.

The Psych Services Therapists have developed new group curricula to meet the needs of the patients, and expand the group offerings so

they are interesting and appealing to the patients, in efforts to improve group participation. The therapy team has become ever more flexible in meeting treatment needs by looking at the needs of the patients in the three different psychiatric buildings. When there is a need for more groups or there is a specific treatment focus in another building, members of this team are willing to extend themselves and provide groups in multiple buildings, even though this adds to the complexity of documentation and monitoring of patients. This team has made significant contributions in the efforts being made to reach treatment goals for Psych Services.

The Psych Services Therapists have shared the curriculum for different groups to help each other between the buildings. They communicate and work together to determine which of them is most suited to cover different responsibilities or groups. The substance abuse counselors share the responsibility of completing chemical dependency evaluations when ordered, even if the patient is from a different building. Patients are not only receiving treatment through groups specific to their mental health needs, but they are also able to participate in groups and classes that address other areas which impact their life. This helps them improve their relationships, self-care, and life skills, which will all prepare them for a return to the community.

DHHS/LRC Employee of the Year Award Goes to Phil Jefferson



Congratulations to Phil Jefferson, for being selected as the DHHS LRC Employee of the Year. Phil was honored with other State of Nebraska employees at annual EOY/SOY Recognition Ceremony held on October 28 at the State Capitol. As a Training Specialist, Phil is very conscientious about how he teaches new employees and he ensures that they are well equipped to do their job. Phil always takes time to take a personal interest in patients on the units. Employees who have contact with Phil are always encouraged by his caring, positive demeanor. He has a way of exuding care and concern for everyone he interacts with. Phil takes a personal interest in the well-being of his co-workers, and makes time to genuinely listen and talk to people. His smile and signature laugh always brighten the day!

LRC Employees Celebrate Their Years of Services

LRC congratulates the following employees on their years of service. They were recognized by Governor Heineman on October 20, 2011. These employees have a combined total of 875 service years with the State of Nebraska!!

10 years of Service

Vijay Dewan, MD
Maurice Egan
Karen Friday
Bill Gibson
Darrell Gressley
Kim Henggeler
David Lane
Gary McNeil
Tracy Prenosil
Jason Swedlund

15 years of Service

Robert Comiskey
Kandy Eisenbarth
Abigail Hawthorne
Jean Ramsey
Lyle Schmidt
Lori Wieneke

20 years of Service

Kimberly Brown
Patricia Byrd
Steven Carter
Joann Fisher
Marvin Jiskra
Thomas Nider
Patricia Osterhaus
Jon Torkelsen
George Westendorf

25 years of Service

Leah Becker
Barry Berumen
Brenda Jones
Randal Pester
Jana Stoner
Carol Wierda
Herman Yeager

30 years of Service

Marc Ostrander
Debbie Roberts
Glen Thummel
Steven Urban
Sandra Waldron

35 years of Service

Diane Ellis
Jerald Hanley
John McCoy
Elizabeth Willey

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40 years of Service

Vickey Bulin

Join us in February 2012 when we hold the LRC Employee Recognition Ceremony to celebrate the achievements of these employees and more!

Governor's Recognition Ceremony for Years of Service

10 YEARS



Vijay Dewan, MD

Bill Gibson

Darrell Gressley

15 YEARS



Lyle Schmidt

Kandy Eisenbarth

20 YEARS



Joann Fisher

Tom Nider

Governor's Recognition Ceremony for Years of Service

25 YEARS



Jana Stoner



Debbie Roberts

Steve Urban

30 YEARS

35 YEARS



Diane Ellis

Jerry Hanley

John McCoy

40 YEARS

Vickey Bulin



Woods Award Ceremony Held on October 4

Congratulations to Jay Schmitz, Emily Wills, Shannon Steinmetz, Janae Hood, and Maurice Egan for being selected as the 2011 Woods Awards winners. Honorable Mention recipients were Christy Buell, Rick Kaiser, and Dave Reece. The Woods Award Ceremony was held on October 4, 2011. The Woods Award Committee was organized in 1952 by Mr. Frank Woods. The purpose of the award is to recognize and dignify the position of Security Specialists at LRC. Winners are determined on the basis of the following qualifications: outstanding service on behalf of our patients, skill, initiative and imagination in the performance of duties; kindness and devotion to patients in their care, and good work habits and work attendance.



Janae Hood



Emily Wills



Jay Schmitz



Maury Egan



Shannon Steinmetz



Christy Buell



Dave Reece



- ◆ ***Kudos to Wendall Roberts and Craig Cooper*** for answering a stress call to help Building #3 on 11/15/11.
- ◆ ***Kudos to Chris Jobman and Rob Uttecht*** for their continued support in helping patients in Building #3.
- ◆ ***Kudos to Emily Claussen and Phil Jefferson*** for the great Kudos board they created in Building #14.
- ◆ ***Kudos to Rachel Johnson*** for thinking of our community during the stressful holidays.
- ◆ ***Kudos to the PCC Service Champions: Rachel Johnson, Emily Claussen, Melissa Lemmer, and Marilyn Olsen*** for participating in the November 9 workshop with Gail Scott. The information and perspective each of you share and bring to the table is an important piece of the PCC work we are doing!
- ◆ ***Kudos to Linda DeVore*** for working hard each fall to make sure everyone gets the calendars they need. She pays great attention to details to make sure people start the new year out right and keep us on the “right page.”
- ◆ ***Kudos to Dr. Roy*** for his strong leadership and devotion to the SO program in Building #14. He has set the bar high for years in terms of his expectations of all staff who work in this program. His direction has helped build a strong, solid team!
- ◆ ***Kudos to Scott Johnson*** for helping set up tables on Saturdays for the Smoking Cessation groups.
- ◆ ***Kudos to all LRC employees who helped make Dietary's Bake Sale in October the best one ever!*** Because of all of you who supported this sale, Dietary will be able to donate \$300.00 for the patients' Christmas fund again this year. Together we did it. Together we are Person Centered Care!! ***And Kudos to Dietary*** for holding this morale-boosting event twice a year each year!
- ◆ ***Kudos to Heidi Fahrnbruch and Char Hurbert*** for the great work they did organizing the Woods Award Ceremony. ***And Kudos to Rachel Johnson*** for delivering a great speech at this ceremony.

We are blessed this holiday season to have each other as co-workers at LRC!!



Your PCC Support and Reinforcement Committee held a contest in late October for LRC employees to “Name the Kudos Board.” Congratulations to Dale Huddle, SSII, in Building #14. Dale came up with the winning name for all of the Kudos boards on campus! And the new name is.....

Good Deeds, Indeed!

Dale has won a \$10 gift certificate to the Building #10 Café.

Remember to recognize your co-workers on any of the “Good Deeds, Indeed” Boards across campus.



Patient Advocates Now Called Recovery Specialists.....by Annette Murrell



LRC's Patient Advocates have a new title: Recovery Specialists. The name change more accurately reflects the duties performed by Sandy O'Meara, Melissa Lemmer, Scott Loder, Amanda Owen-Doerr, and Annette Murrell.

The Recovery Specialists team teaches peer-based and trauma-informed wellness programs and practices to our patients, which is a vital part of their treatment. They are also actively involved in Person-Centered Care initiatives, and they will continue to investigate and resolve patient grievances. In addition, they will play an active role in making LRC a restraint/seclusion free hospital—a change many psychiatric hospitals across the country have succeeded in doing.

Recovery Specialists are one type of peer support specialist. Over the past thirty years, there has been a growing body of evidence demonstrating that peers working with peers (in conjunction with mental health clinicians) has a significant impact in helping those who struggle with mental health and substance use issues heal and live successful lives in their communities.

In fact, peer support specialists play such an important role in patient recovery, that many hospitals across the country have made them a part of patients' treatment teams. The State of Nebraska believes peer specialists are so important that it has implemented a certification program for Peer Support and Wellness Specialists.

But what exactly is a *peer*, and what does *peer support*, *trauma-informed care*, and *wellness* mean?

Peers are people who share a special connection because they have traveled down similar paths in their lives. While there are differences in the details of their individual stories, peers relate to each other in ways that non-peers cannot because they do not define themselves or each other by their psychiatric diagnosis; rather, they see each other as complex individuals.

Peer Support consists of peers creating safe, healing, equal, honest, and ethical relationships with each other based on their mutual desire to move toward constructing a life built upon a foundation of wellness and hope. Peers also recognize that people who struggle with mental health and substance use issues have also experienced significant trauma in their lives; thus, the term *trauma-informed care*." This means that instead of asking a person, "What's wrong with you?", a peer asks, "What happened to you?"

Wellness means living in a manner that allows you to experience personal growth in order to thrive and contribute positively to your family, supporters, and community. Wellness means you love, value, and respect yourself despite your struggles.

Recovery Specialists are peers who have taken many hours of intensive and specialized training to provide their peers recovery support, and evidence-based wellness education. They also model to their peers and the community at large that people who have been debilitated by mental health and substance use issues, regardless how severe, can recover and live healthy and productive lives.

The Recovery Specialists team reflects the positive changes taking place here at LRC. The Recovery Specialists are a resource for both patients and staff. While they have offices in specific buildings, each one has a presence throughout the entire campus. You can reach them at 5589. They'll be glad to hear from you.

In The Pink



On October 21, 2011, your PCC Awareness Committee sponsored a "Wear Your Pink" Day for Breast Cancer Awareness. Pictured here are Rich Schmidt, Stacey Wiltshire, Diane Ellis, Linda Jiskra, Todd Falter, Lisa Holz, Kathy Borg, Audrey Kelly, Susie Brown, Vickey Bulin, and Sharon Ziers, showing their support for PCC Awareness and for Breast Cancer Awareness!



Strut Your Stuff Winners: Boot Camp Participants at LRC

The October Strut Your Stuff winners are the LRC Boot Camp Participants! Body Innovations has been hosting on-site boot camp classes here at LRC for the past few months with great results for regular attendees. In an attempt to reach an even wider range of health enthusiasts, we have decided to offer a new specialty fitness class for the month of December. So if the name Boot Camp scared you off in the past, or if you just weren't sure what it was all about, try ending the year off on a good note with this new specialty fitness class brought to you by Body Innovations!

We have seen great results from our regular attendees like Crystal, who has found boot camp to be a great challenge and an even better next step to helping her reach her wellness goals! "I find the most challenges with push-ups, sliders, and mountain climbers, so I have been trying to improve on those. I also thought the running was helpful, because I would like to be able to run for longer periods of time."

In the past two years, Crystal has lost 65 pounds simply by walking and improving her diet. However, she knew she needed to step things up in order to reach her goals of losing another 35 pounds. Body Innovations on-site boot camps were the first group classes she had ever taken, and she is seeing the results. "It was pretty hard at first, but it is definitely getting easier and I am starting to see results. Specifically I can tell my arms are stronger and I have more energy in general. I like the class because it is on campus and I don't have to join a gym. I don't know the proper exercises to do on my own, so I like the directions on what to do."

Our regular boot campers like Crystal have seen great results and now you can too! Please join us on December 6th for a new specialty fitness class that will feature up tempo cardio work, a target muscle group for each class, and a strong focus on core work! So if you want to keep those holiday pounds from creeping up on you, and have fun in the process, please join us for this great class! Hope to see you Tuesday, December 6th at noon!!



More Wellness Committee News

The Wellness Committee would like to remind all LRC employees that Staff Development offers CPR training/renewal to ALL employees. Talk to your supervisor and contact Staff Development to schedule your training!



The Wellness Committee is collecting shoes for Soles4Souls.

Donations of new and gently used shoes would be greatly appreciated!



The charity distributes shoes to people in need, regardless of race, religion, class, or any other criteria. Since 2005, Soles4Souls has delivered over 16 million pairs of new and gently worn shoes. The shoes have been distributed to people in over 127 countries, including Kenya, Thailand, Nepal and the United States.

Collection will take place now through December 12th. Collection barrels can be found in all of the buildings.



Also this holiday season, remember to help us give to those in need in our own LRC Community. Our patients are in need of clothing items. Men's clothing items are needed for Building #5. Women's clothing is always needed also. Winter gloves, hats, and coats are needed this time of year too. Clothing donations for LRC patients can be left with Sue Childress, in the HIM Office in Building #3.

The Wellness Committee sponsored a blood drive at LRC on October 13, 2011 and met 100% of its collection goal. There were 13 employees who donated, which amounts to 13 units of blood. These units of blood could possibly help people from Lancaster, Saline, Seward, Polk, York, and Jefferson Counties! Thank you to Jessica Osborn for coordinating this blood drive. The next LRC blood drive is scheduled for Wednesday, December 14, 2011. Appointment times will be in 15-minute increments from 11:00 a.m. to 3:00 p.m. Please email Jessica Osborn at Jessica.osborn@nebraska.gov with any questions and to sign up for an appointment time.

LRC Gives! LRC is PCC.



More Wellness Committee News: Hockey Night Photos

LRC Hockey Night took place on November 18. Here are some photos of LRC employees and their family members. Come join in the fun next time!!



Walk This Way.....by Nina Anderson-Trumble

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

Julie Valencia	50 miles
Sharon Ziers	150 miles
Lisa Holz	204 miles
Jennie Schmidt	214 miles
Laurel Hadley	330 miles
Lori Wieneke	263 miles
Amber Stanard	375 miles
Kevin Crable	325 miles
Emily Rokusek	1221 miles
Susie Brown	1943 miles
Crystal Buhrmann	3450 miles



All Saints Day Celebration Held on November 1, 2011

To honor all former patients buried in our cemeteries on the LRC grounds, Rachel Johnson, Spiritual Coordinator, led an All Saints Day service in the cemetery behind Building #5. To honor those buried here, LRC employees and patients placed hand-made pin-wheels in rows throughout the cemetery.



Gail Scott Workshop Held November 8-9 with LRC Supervisors & PCC Service

Gail Scott provided a workshop to the LRC Supervisors on November 8 and 9th at the State Office Building. PCC Service Champions joined the workshop on November 9. The purpose of the workshop was to discuss how to eliminate barriers and obstacles to PCC, and increase accountability, as well as to redefine the purpose of the six PCC Subcommittees: Awareness, Education, Support and Reinforcement, Barriers, Feedback and Measurement, and Behaviors. In addition, coaching activities for the supervisors took place. One activity involved pairing each other up with a partner. One person was blind-folded, while their partner instructed them how to make a structure using straws, toothpicks, and gum drops. This structure had to be the right size to support a small bowl, but also be the right shape for the small bowl to pass through it. Amazingly, everyone came up with a different shaped structure, and each team learned how to direct the activity, sell their ideas and coach, participate and facilitate, and learned how to “let go” and empower! Here are some photos of the activity!



Building #5 Construction Photos

The ADA project and Annex construction in Building #5 are drawing to a close this week. Building #5 staff members are preparing to open the new unit to start admitting psychiatric male patients during the week of December 5. The annex will be ready for employees to move into after the patient moves occurs. Here are some photos of the annex-in-the-making, and of the bathroom remodeling and the new ramp on S2.

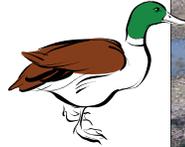


What Do The LRC Pond and the LRC Café Have In Common?



Answer: They are both getting makeovers!!!! The LRC Café was recently renovated in bright new colors thanks to Liz Stebbins, Canteen Manager, and the LRC Maintenance Department. See photos below of the bright new décor in the Canteen.

The pond renovation will take a little longer. State Building Division is providing funding to repair the pond. The pond has now been drained. Some of the pond will be filled in with dirt to allow for better flow of water. This will prevent the scum from building up on top of the water. In addition, the pond liner will be repaired. When this project is done, the pond will be much prettier, and our fowl friends will return to the campus.



Canteen Photos



WELCOME These New Employees.....by Susie Brown

- ◆ Raven Frickey, SSII, On-Call
- ◆ Emily Jensen, SSII, Building #5
- ◆ Kevin Crable, SSII, Building #5
- ◆ Jenny Rappley, SSII, Building #3
- ◆ Faeza Osso, Food Services Cook
- ◆ George Jackson, SSII, Building #5
- ◆ Lindsay Ward, SSII, Building #5
- ◆ Charles Afuh, SSII, Building #5
- ◆ Kurt Lockard, Team Leader, Building #5
- ◆ Natisha Giombetti, SSII, Building #3
- ◆ Susan Lassek, SSII, Building #14
- ◆ Kara Hoeman, SSII, Building #3
- ◆ Lonny Hall, SSII, Building #10
- ◆ Kiki Martin, SSII, Building #14
- ◆ Tenisa West, SSII, Building #5
- ◆ Duane Remmers, Housekeeping, Building #5
- ◆ Karen Parks, Team Leader, Building #5
- ◆ Michele Seymour, Nurse II, Building #5
- ◆ Nyamal Mesfin, SSII, Building #10
- ◆ Jennifer Fine, SSII, Building #10

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

- | | | |
|--|--|--|
| 1) Saying Grace by Sarah McElwain | 6) Thirteen Moons on Turtle's Back by Joseph Bruchac | 10) Benjamin Franklin, An American Life by Walter Isaacson |
| 2) Kitchen Table Wisdom by Rachel Remmen | 7) Once Upon a Town by Bob Greene | |
| 3) Artful Work by Dick Richards | 8) Seventh Heaven by James Patterson | |
| 4) Chicken Soup for the Dental Soul | 9) Hero of the Underground by Jason Peter | |
| 5) The Potted Herb by Abbie Zabar | | |



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

The Holidays may be here but the Policy Committee continues to plug away at the policy manual, determining which policies need to be revised or updated! Here is a list of policies reviewed in October and November:

- | | | |
|--|---|---|
| EC-Safety-08 (LRC) Temperature Logs—Refrigerators and Freezers | R1-23 (LRC) Patient Money and Deposits After Hours | PC-70 (LRC) Standard Precautions |
| EC-Security-07 (LRC) Room & Building Search | IM-28 (LRC) Documentation Guidelines | PC-25 (LRC) Laboratory, Pathology, Critical Lab Values and Medical Services |
| EC-Medical Equipment-03 (LRC) Medical Equipment Maintenance Procedures | HR-20 (LRC) Staff Patient Relationships | PC-56 (LRC) Hand Off Communication |
| EC-Security-11 (LRC) Security Psychiatric Emergencies (SPEs) | HR-47 (LRC) Therapeutic Environment | PC-63 (LRC) Fall Precautions |
| PC-06 (LRC) Suicide Prevention | HR-21 (LRC) Maintaining Professional Relationships | MM-17 (LRC) High Risk/High Alert Medications |
| PC-16 (LRC) Treatment Planning Process | HR-48 (LRC) Maintenance Call Back Person Procedures & Management | MM-08 (LRC) Medication Reconciliation |
| R1-14 (LRC) Visiting Procedures | HR-49 (LRC) Stationary Engineer Procedures for Call Back | SC-03 (School) Academic Advancement Plan |
| R1-14b (Bldg 14) Visiting Procedures | CC-02 (LRC) Transfer of Patients between DHHS Facilities and between LRC Programs | SC-06 (School) Certified Administration |
| R1-18 (LRC) Legal Access | IC-01 (LRC) Infection Control | SC-10 (School) High School Credit |
| | PC-02 (LRC) Seclusion and Restraint | SC-13 (School) School Attendance |
| | PC-17 (LRC) Behavior Improvement Plans | |
| | PC-69 (LRC) Hand Hygiene | |





What: Holiday Reception for LRC Employees

When: Wednesday, December 14

Time: 2:00 to 4:00 p.m.

Where: Administration Lobby

Holiday treats provided by the LRC Leadership Team and the LRC Medical Staff.



Reality Check Trivial Pursuitby Jane Ahl

Pumpkin season is almost over except for some leftover Thanksgiving pie, but before it's completely gone, we have some pumpkin trivia for you!

- 1) The tradition of carving pumpkins came from which country where they carved turnips for lanterns? a) Spain; b) Ireland; c) Mexico; d) China
- 2) What year did the TV show, "It's the Great Pumpkin, Charlie Brown" come out on TV? a) 1970; b) 1978; c) 1966; d) 1981.
- 3) Which character on the Great Pumpkin Charlie Brown show plays the piano? a) Linus; b) Violet; c) Schroeder; d) Charlie
- 4) Jack of Lanterns: The legend of Jack-o-Lantern comes from Stingy Jack. As the legend goes, Jack tricked the Devil into climbing an apple tree, and once he was up there, Jack quickly carved something into the bark, so that the Devil couldn't get down. What was it? a) Crosses, b) Skulls; c) Pumpkins; d) Horseshoes
- 5) The largest pumpkin on record as of 2011 is a) 102 lbs, b) 508 lbs, c) 824 lbs, d) 1,818 lbs.
- 6) What is pumpkin chucking? a) a competition where children line up and roll pumpkins across a line; b) pumpkin carving; c) the term used for cleaning the insides out of a pumpkin; d) where teams compete to build mechanical devices to throw a pumpkin as far as possible.
- 7) What ingredient is not in pumpkin pie? a) ginger; b) cloves; c) cinnamon; d) dill
- 8) What vitamins and minerals do pumpkins have? a) Potassium and Vitamin A; b) Zinc and Vitamin C; c) Potassium and Vitamin D; d) Zinc and Vitamin A
- 9) How long does it take to grow a pumpkin? a) 85 to 125 days; b) 14 to 60 days; c) 30 days; d) 7 days
- 10) What kind of music did they "Smashing Pumpkins" play? a) alternative rock; b) polka; c) classical; d) folk



Peanut Butter Blossoms

Ingredients:

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| 48 Hershey's Kisses | 1/2 cup shortening |
| 3/4 cup Creamy Peanut butter | 1/3 cup granulated sugar |
| 1/3 cup packed light brown sugar | 1 egg |
| 2 Tbsp. milk | 1 tsp. vanilla extract |
| 1 1/2 cups all purpose flour | 1 tsp baking soda |
| 1/2 tsp. salt | granulated sugar |



Heat oven to 375 degrees. Remove wrappers from chocolate. Beat shortening and peanut butter in a large bowl until well blended. Add 1/3 cup granulated sugar and brown sugar; beat until fluffy. Add egg, milk and vanilla; beat well. Stir together flour, baking soda and salt; gradually beat into peanut butter mixture. Shape dough into 1-inch balls. Roll in granulated sugar; place on ungreased cookie sheet. Bake 8 to 10 minutes or until lightly browned. Immediately press a chocolate into center of each cookie; cookie will crack around the edges. Remove from cookie sheet to wire rack. Cool completely. Makes around 4 dozen cookies.

Holiday Chicken Salad

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| 4 cups cubed, cooked chicken meat | 1 cup mayonnaise |
| 1 tsp. paprika | 1 1/2 cup dried cranberries |
| 1 cup chopped celery | 2 green onions, chopped |
| 1/2 cup minced green bell pepper | 1 cup chopped pecans |
| 1 tsp. seasoning salt | ground black pepper to taste |



In a medium bowl, mix together mayonnaise with paprika and seasoned salt. Blend in dried cranberries, celery, bell pepper, onion, and nuts. Add chopped chicken, and mix well. Season with black pepper to taste. Chill one hour.

Pumpkin Pie Cake

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| Cooking spray | 2 Tbsp. all-purpose flour | 2 large eggs |
| 1 cup granulated sugar | 1/2 cup packed brown sugar | 1/2 cup egg substitute |
| 1/4 canola oil | 1 15-oz can unsweetened pumpkin | 1 tsp. baking powder |
| 1 tsp baking soda | 2 cups all purpose flour | 2 tsp pumpkin pie spice |
| 1/2 tsp salt | | |



Frosting: 2 Tbsp butter, softened; 1 8-oz package cream cheese; 3 cups powdered sugar; 2 tsp fresh orange juice; 1/4 cup chopped pecans, toasted.

Preheat oven to 350. To prepare cake, coat two 8-inch round cake pans with cooking spray. Dust pans evenly with 2 Tbsp. flour. Combine 1 cup granulated sugar, brown sugar, and oil in a large bowl; beat with a mixer at medium speed 2 minutes or until well blended. Add egg substitute and eggs; beat until well blended. Add pumpkin, beating until blended. Lightly spoon 2 cups of flour into dry measuring cups; level with a knife. Combine flour, baking powder, and next 3 ingredients (through salt) in a medium bowl. Gradually add flour mixture to pumpkin mixture, beating just until blended. Spoon batter into prepared pans. Bake at 350 degrees for 30 minutes or until a wooden pick inserted in center comes out clean. Cool in pans 10 minutes on a wire rack. Remove cake from pans; cool completely on wire rack. To prepare frosting, beat butter and cream cheese at medium speed until creamy. Gradually add powdered sugar; beating until blended (do not overbeat). Add juice, stirring until blended. Place one cake layer on a serving plate. Spread one cup frosting over layer, and top with remaining cake layer. Spread remaining frosting over top of cake. Sprinkle with pecans.



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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: Teresa Hansen, Anne Regelean, Annette Murrell, LRC Boot Camp Participants, Crystal Buhrmann, Nina Anderson-Trumble, Rachel Johnson

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

1. A blue moon is an extra full moon that occurs in a season.
2. The first manned walk on the moon occurred in 1969.
3. The rocket that carried the first man to the moon was Apollo II.
4. The first men to walk on the moon were Neil Armstrong and Buzz Aldrin.
5. A harvest moon occurs close to the autumn equinox when there is no long period of darkness between sunset and moonrise following these full moons.
6. NASA stands for National Aeronautics and Space Administration.
7. The moon moves away from the earth at 115 inches per year.
8. The B-52s sang a song called "There's a Moon in the Sky."
9. The Apollo missions brought back 842 lbs. of moon rocks.
10. The Johnson Space Center is in Houston, Texas.