



Tenna Towne is the June 2015 PCC Employee of the Month



Congratulations to Tenna Towne, Accounting Clerk, for being selected as the June 2015 PCC Employee of the Month.

Tenna began working for LRC in September of 2012. Her co-workers state that Tenna checks every avenue possible to find information to help process purchase requests, and other requests. Tenna is very helpful in answering any questions regarding purchasing, payment of invoices, using the Enterprise One System, or when answering any other requests for information. If she does not know the answer, she happily directs people to someone who does know the answer. She promptly responds to all email requests. Tenna provides friendly customer service over the phone and in person, regardless of her busy workload. She also willingly helps cover the switchboard and reception area in the Administration building at LRC whenever needed. Tenna is a very positive, friendly, and helpful co-worker!

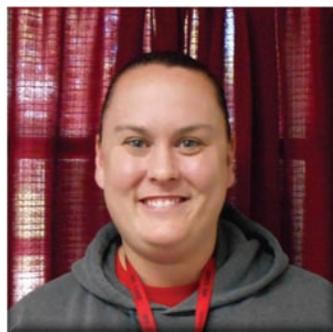
Sandi Waldron is the July 2015 PCC Employee of the Month



Congratulations to Sandi Waldron, Social Worker, for being selected as the Employee of the Month for July 2015. Sandi began working for the State of Nebraska in February of 1981. Her co-workers state that she works diligently to provide the best treatment, care and advocacy for each individual she serves. She is a discharge planning champion. When faced with barriers or challenges, she perseveres. Sandi utilizes complex resources to facilitate hopeful outcomes so that people have opportunities to live healthy, meaningful lives. She demonstrates an acute understanding that every life matters and complacency is not an option.

Sandi has completed a number of recent challenging discharges. On one specific discharge, Sandi had to advocate for the patient's discharge plan on multiple levels. She did so with passion and professionalism, and ultimately championed the plan which provided an opportunity for the patient to live in the community. Sandi encounters challenges with a "Yes we can" attitude. She is quick to assist others and provides feedback when asked. Sandi believes in the worth of every person and she demonstrates through her respectful, warm, and friendly ap-

Erin Johnson is the August 2015 PCC Employee of the Month



Congratulations to Erin Johnson, YSII at Whitehall, for receiving the Employee of the Month Award for August. Erin began working at LRC in September of 2009. Whitehall youth and staff state that Erin is very helpful. She is a good listener who lets other people finish their thoughts before sharing her point of view or giving feedback. Erin helps the youth problem solve and come up with their own conclusions while guiding them to the best choice. She is a role model and a leader for the youth and for her co-workers. She greets everyone with a cheerful smile. Erin has been attending the monthly PCC Leadership courses and is a regular participant. She completes necessary

LRC trainings in a timely manner. Erin leads by example. She is professional and communicates disagreements privately. Erin treats everyone with respect and dignity and treats each day as a new day with a clean slate. She helps the youth prepare for discharge so they know what to expect when their discharge occurs. One Whitehall youth described Erin as a good person who sees the good in everyone!

Director's Note.....by Director Sheri Dawson

My passion to implement system change on behalf of individuals with behavioral health challenges makes me incredibly excited to serve the Governor and the DHHS CEO as the Director of the Division of Behavioral Health. Thank you so much for the warm welcome in the midst of change. I've appreciated the notes and calls. I value each of you as team members. I've appreciated so many of you sharing ideas and solutions to help us move forward.

Some of you may know I worked at LRC from 1988-1992. You may remember me as the Associate Director of Nursing (ADON) for Nursing In-service and Quality Improvement or as a member of the very competitive K-Building softball and volleyball team! It is a pleasure to serve again so many years later. My schedule has been challenging but we are working to find times I can meet as many of you as possible. Stay tuned for the meet and greets. In the meantime, please feel free to email me with questions and suggestions.

We are in the process of hiring a CEO for LRC and a Deputy Director for DBH. These are extremely important leadership positions. I am anxious to get folks on board but I thank you in advance for your patience as we work through the hiring process. During the time I served as Acting Director, I did not wear rose-colored glasses. We have challenges to work through. I see those challenges as opportunities. You have my commitment to ensure leadership actively works a data-driven plan to find short-term and long-term solutions. I invite you to be part of the solution and welcome your ideas and strategies. I thank you for the quality care you provide in this challenging transition.

One of the greatest opportunities we have as a Division is to integrate the work of central office and the regional center system. We have functioned in silos and we must do better in order to improve outcomes for those we serve. I look forward to building a culture of ownership across our division. I have a few ideas for breaking the silos but am anxious to hear from you.

With the help of Dr. Donovan, Stacey Werth-Sweeney, and Carol Coussons de Reyes, we will be taking a step toward integration by developing and implementing a Peer Bridger program pilot at LRC. The UNL Public Policy Center will be a key partner in this project. Each of us must embrace the essence of recovery for this to be successful. This program will allow individuals with "lived" experience with receiving mental health services in a psychiatric hospitalization to help bridge patient transitions into the community. We are in the very beginning stages of planning so look for more information in September.

Communication is an essential part of navigating transition. Let's take time to build trust, treat our patients and our team members with respect, and stay positive and hopeful about this journey. Thank you again for embracing our mission and for helping shape a new vision. We need to be present today but see and plan for tomorrow. Thank you for helping people live better lives.

Charitable Giving Campaign Activities for LRC



Here's Envy looking over the contestants in LRC's Annual Charitable Giving Pet Parade! Envy knows it will be a close race because all of our pets are SO ADORABLE. Employees paid \$3.00 per photo to enter pictures of their pets to raise money for the Charitable Giving Campaign. Employees then voted on their favorite contestants. Winners will be announced soon!

Other Charitable Giving Fund-Raising Activities at LRC include a "Dress Up as Your Favorite Cartoon and Super Hero" Day and a potluck day where recipes will be exchanged!

The Campaign officially ends on August 28, 2015. You may still turn in your pledge cards after this date to Sharon Ziers in Human Resources.

By now most of you should have had information shared to you relative to the recent PCC Survey Results. Overall, we were very impressed with the fact that 328 employees took the time to complete the survey. Most impressive was that communication ranked 3.92 on a scale of 1-5, with the highest rated behavior being, “We protect confidentiality.” The overall combined average of the six WECARE (Worth, Empowerment, Communication, Accountability, Relationships, and Education) ranked 3.74 on a 5 point scale. That’s a great response rate! The lowest area was empowerment and the question that scored the lowest was, “We challenge rules and policies that make it difficult to be involved.” This question was similar to the question on the 2013 Culture of Safety Survey that stated, “Staff feel free to question the decisions or actions of those with more authority.” As leaders, we are challenged to find a way to help you with these areas and we would appreciate any thoughts/ ideas or suggestions from those of you impacted by these areas. It is also important that we identify what we can do to help you understand how you can empower yourself.

What does empowerment really mean? I think it may be rather confusing for some as empowering yourself doesn’t mean that you have to take on the brunt of all actions of those around you, and it doesn’t mean that you will always get the answers you may want. What it means is that you have ownership for yourself, and that you feel effective and that what you do matters. In a recent course I was able to participate in with the DHHS Center for Professional Learning, they instilled how we really do want to be a part of something bigger than ourselves and we want to make a difference. That’s why so many people choose this career. We are working to help very vulnerable people and that is a powerful thing, being a part of helping each individual rebuild his or her life to be successful and ultimately return safely to their community. That takes every one of us pulling our weight and being influential in our jobs---no matter what position you hold. When you feel empowered it motivates you to be productive, creative, and to be solution oriented.

The question referring to challenging rules and policies that make your jobs difficult should be one that you feel comfortable to do and to know who you could take your concerns to. One area could be just knowing what the various committees do, who is on them, and how you can get your input heard. On the Share Drive there is a folder titled: [S:\LRC COMMITTEES\COMMITTEES1.docx](#) This folder will tell you the names of the variety of committees across campus, who represents this committee and a brief synopsis of what the committee is charged with. In response to the survey, we developed a Committee Suggestion form, also located in this folder. This is an avenue that you can take to have a specific committee address a concern or review an idea that you have that would assist in making your job more efficient, or just to add meaning to what you already do. It’s also a way to effectively challenge why we have some of the rules and policies we have in an appropriate and assertive fashion. Please take a moment to review those items. Getting your ideas on paper and to the right

people is a great way to empower yourself!

In an article written by Alfred Sarkissian with Demand Media, titled, “How Does Empowerment Affect an Employee’s Motivation and Performance,” it pointed out the impact that empowerment has on employees’ level of commitment, productivity and motivation. The article stated, “Motivated employees are the most important factor in the long-term success of any business. Empowerment positively impacts motivation, and motivation leads to better performance.” The article stressed the correlation of employees who feel in control, that they are influential and that if they feel their job has meaning they will also be motivated to be productive, creative and committed to the organization. It’s up to us as Supervisors to provide you the tools and coach you to instill collaboration and provide context for what we should or could be doing in our roles. If you have ideas or thoughts on what would help inspire you or your team how would you share those thoughts or ideas? You could share directly with your supervisor, you could bounce ideas off your team mates, or you could put them in writing to your supervisor or other members of management. As managers, it is our responsibility to ensure you are heard, so please share your thoughts.

As part of our DHHS Values and Core Competencies, empowering yourself fits all 5 Values in one way, shape or form. If you are demonstrating a constant commitment to excellence, you are empowering yourself by looking for and embracing opportunities for the organization to improve. Being truthful and using good judgment in bringing your concerns forward demonstrates a high personal standard of integrity. When you open yourself up to challenges of unfamiliar tasks and problems and support coworkers and your teams when you are going through them, you are demonstrating an openness to new learning and a positive and constructive attitude. Furthermore, empowering yourself to be productive, motivated and influential in your job is showing that you are dedicated to the success of not just yourself, but for your team and the patients you work with.

Each and every one of you has a great amount of impact in this organization. What may seem like just your average day-to-day interactions, job processes, assigned tasks etc...has great impact on those around you. It’s important to feel good, feel effective, and feel like we are really doing something great...because if no one has told you this lately---YOU ARE a part of something really great! You are a part of our mission and vision to Help People Rebuild Their Lives! That’s a great thing and something you can go home every day feeling proud of! Have a great rest of the summer!

Kudos—Now That's PCC!

- ◇ **Kudos to Building #10 staff** who responded quickly and efficiently when a Building #3 patient had a medical emergency while in their building.—Sarah Worley
- ◇ **Kudos to the Building #3 Core Treatment Team** for working very well together to collaboratively address treatment needs of the patients. - Barry Berumen
- ◇ **Kudos to the Building #3 SSII staff** who show their commitment and dedication every day to the ladies in Building #3. The tremendous amount of patience and skill you show does not go unnoticed. Your daily work is the catalyst that brings everything together and helps our ladies heal and move forward in their lives. -Barry Berumen
- ◇ **Kudos to the Building #3 Social Workers: Jennifer Moran, Jessica Codr, Jenny Jennings, and Kari Christner.** Your patience and ongoing commitment while managing a great deal of assignment changes has not faltered. Your diligent work has led to multiple discharges, some of which were complicated and difficult. -Barry Berumen
- ◇ **Kudos to Chad Hohenstein, Team Leader,** for keeping close tabs on every single patient in Building #10, and getting things done. -Lori Anderson, MD
- ◇ **Kudos to Dr. Michael Judson** for his wisdom and talent for discussing difficult but necessary topics in Building #10.—Lori Anderson, MD
- ◇ **Kudos to Karen Thaut, HIM Secretary II,** for running Building #10 HIM Office with efficiency. -Lori Anderson, MD
- ◇ **Kudos to Andrew Pennock and Sarah Worley** for helping me set up and get organized for the Women's Social in Building #3.—Tary Paris
- ◇ **Kudos to May Asuoha, RN** on the 11-7 shift. She officially passed her Psychiatric Mental Health Nurse certification exam.—Vicky Buchholz
- ◇ **Kudos to the HIM staff helping with word processing.** Thank you, Mel Lines, Becky Roberts, Leah Becker, Diane Ellis, Trisha Lamblin, Stacey Wiltshire, and Tiffany Fitzpatrick-Gutierrez. Go Team! - Tami Ernst
- ◇ **Kudos to Marilyn Bailey** for her help with the "little things." - Compliance Specialist Team
- ◇ **Kudos to Chad Hohenstein and Bevin Flynn** for getting beds moved in Building #10.—Compliance Specialist Team
- ◇ **Kudos to Les Adams** for all his work training SSII staff in Mandt techniques.—Team Leaders
- ◇ **Kudos to Jim Reinsch** for changing the spark wires on the golf carts and making them drivable. -Compliance Specialist Team
- ◇ **Kudos to Marilyn Bailey** for always lending a hand. –
Marilyn Olsen
- ◇ **Kudos to Andy Miller** for fixing my glasses.—Marilyn Olsen
- ◇ **Kudos to Charlene Hurbert, Kris Hoover, and Traci Haynes in the Staffing Office.** They work so hard to ensure the buildings are staffed and prepared for the next shift.—Violet Crane
- ◇ **Kudos to Andrew, the new Recreational Therapist in Building #3.** He is a team player, professional, and respectful to others. -Linda Marcy
- ◇ **Kudos to Marcy Guinane, Schyler Pham, Tami Krontz, and Tricia Kutschkau** for being a really fantastic support team in the Pharmacy. -Sara Steele
- ◇ **Kudos to Bob Barker** for always being willing to help create and update ward documents as needed, and making them easy for everyone to understand.—Chad Hohenstein
- ◇ **Kudos to all staff in Building #3.** SSII and RN staff are doing a great job with a difficult patient population, and are able to assist group leaders whenever needed. You are amazing.—Sarah Worley
- ◇ **Kudos to Kim Widicker** for the multiple discharges she has coordinated in Building #14. Some of these were tough and one even included setting up out of state services. Great job, Kim! -Glenn Evans
- ◇ **Kudos to Joanna Johnson and Tamara Welch** for the great job they did during a Whitehall elopement drill.—Lori Gressley
- ◇ **Kudos to Stephanie Wolf** for providing holiday groups for the youth on the 4th of July.—Lori Gressley
- ◇ **Kudos to Sue Childress** for always making sure staff have donuts on Fridays at Whitehall.—Lori Gressley
- ◇ **Kudos to Leanne Wiemer** for her enthusiasm in joining the Whitehall team.—Lori Gressley
- ◇ **Kudos to Brandon Frye** for volunteering to take a youth to Omaha for an appointment. -Lori Gressley
- ◇ **Kudos to Whitehall staff** for adjusting schedules to help cover in the mornings.—Lori Gressley
- ◇ **Kudos to Scott Casper** for his enthusiastic attitude taking the youth to Food Net each Tuesday.—Lori Gressley
- ◇ **Kudos to Patty Stoki** for taking team notes on 7/8/15. –Lori Gressley
- ◇ **Kudos to Leslie Guthrie** for the great job she is doing teaching yoga over the noon hour. - Corinne McCoy
- ◇ **Kudos to Jo Kelly** for teaching her first yoga class. She did an awesome job.—Corinne McCoy

Kudos—Now That's PCC!

- ◇ **Kudos to the Building #3 Housekeeping staff, Dwayne,** who performs above and beyond the call of duty. –Mary Scherling.
- ◇ **Kudos to Tony Prue and Korena Prue** for reporting the intruder armed with a cross bow on the LRC campus. – Abby Hawthorne
- ◇ **Kudos to Zack Rodriguez and Ed Uhart** for responding quickly when a patient fainted. –Abby Hawthorne.
- ◇ **Kudos to Maintenance, Housekeeping, Nursing Services, Marc Ostrander, and many others** who assisted in the set-up and movement of patients back to S1 in Building #5. – Jennifer Cimpl Bohn.
- ◇ **Kudos to Mel Lines, Becky Roberts, Leah Becker, and Tenna Towne** for covering extra shifts at the front desk. – Shannon Muffly.
- ◇ **Kudos to Zach and Jordan, 1st shift SSII staff in Building #5** for graciously volunteering to help RT staff grill for the patients' 4th of July cook-out. Your support was greatly appreciated! -Katelyn Glasgow
- ◇ **Kudos to Ed Yeager, Paul Day, Mark Townsley, and Jim Reinsch** for saving the day when my back window was broken out by a tree branch. They cleaned up the broken glass and covered it with plastic so I could get home! Thank you so much! -Kathy Howard
- ◇ **Kudos to Marvin in the Boiler Room** for his help in jump-starting my car in the evening when I had left my lights on earlier on a cloudy day. -Linda Henslee
- ◇ **Kudos to Building #3 staff** for being very welcoming and always ready to answer questions when I float. This includes other nurses, SSII staff and Team Leaders. Building #3 works quite well as a team. The psychiatrists, APRNs, psychologists, social workers and EVERYONE are all so involved in their patients' care and know exactly what is going on with all of the patients. One provider typically attends report between 1st and 2nd shift which helps clear up patient care questions. The providers are readily available to answer questions and address concerns and I always have a positive experience with all Building #3 staff when I float. Thank you! -Kari Sausaman, RN (and don't get me wrong, I love Building #5 too).
- ◇ **Kudos to LRC Nurses!** With several RN vacancies and a few sick calls over the weekend of June 27, the nurses on duty continued to provide great patient care and had great attitudes! Several nurses had to work overtime shifts and they deserved a HUGE round of applause and a big Thank You! Shannon Clark, Karen Brocksmith, Mary Gallagher, Sheryl Olson, May Ashouha, Teresa Hansen, Renee Ziegler, Larry Cook and John Bruns! -Irene Hirschman
- ◇ **Kudos to Dave Nicklas and Adam Wegner and the Building #14 patient employees** on the grounds crew for the great work they did cleaning up after the July 25 storm. Several tree limbs were down across our campus and they spent the day on July 27 cleaning up!
- ◇ **Kudos to the team of people who planned for and coordinated activities to manage the power outages scheduled for Building #10 on July 22 and July 29.** Linda DeVore obtained extra flashlights and sunscreen and other necessary items. Gordon Tebo and the Maintenance team managed the shutdown with speed and gave everyone sufficient time to plan. Joan DeVries and the Safety Specialists considered this a real live emergency drill and made sure everyone followed the plan. Marilyn Olsen came over and supported the Safety Officers. Rachel Johnson led an activity. Sheryl Olson and the 11-7 shift prepared for the event ahead of time. Dave Nicklas and the Grounds Team fogged the patio area. Shannon Clark, RN, served as Incident Commander. Building #5 and #14 ADONs, Team Leaders, Program Managers and Program Directors prepared contingency plans for shelter. Anne Regelean and the Dietary team provided "good eats." Much appreciation to the Building #10 nursing team of Steve, Peggy, Bob, Angie, Robert, Cheri and Dan, and the treatment provider team of Jo, Don, Jerri, Corinne, Scott and Lindsey for providing care and activities for the patients. Despi Gallardo and Chad Hohenstein prepared for and managed the very few issues that arose.
- ◇ **Kudos to Anne Regelean, Linda DeVore, and Kelsey Kester** who provided bowls and blended fruit for Occupational Therapy staff during the power outage on July 29. As a new employee here, it is comforting to work with a great group of people who work together to take care of the clients and lighten the load for one another. You just chipped in and made it happen. -Jerri Anderson
- ◇ **Kudos to Ed Yeager, Maintenance Specialist,** for helping me with four dead go-carts! - Abby Hawthorne
- ◇ **Kudos to NRC Staff Nurses, Dawn Collins, Lori Strong, and Peggy Hanneman,** who are assisting LRC with RN coverage during our RN vacancy crisis. Thank you very much, NRC Nurses!
- ◇ **Kudos to Ann Alberico, Chuck Darrow, Kari Christner, Barry Berumen and Jennifer Moran** who received thank you notes from recently discharged patients. See Page 6 of this newsletter!
- ◇ **Kudos to all LRC Staff.** Surveyors completed a State Licensure and CMS Federal Condition of Participation survey at LRC the week of August 19 through August 25. LRC passed both surveys with flying colors and no deficiencies! Many thanks to all who participated. The surveyors had high praise for the care LRC provides and for the helpfulness of staff throughout the surveys.

LRC Success Stories!

In June and July 2015, LRC received the following three thank you notes, two from recently discharged patients, and one from a parent of a discharged patient.

Here is an excerpt from the first letter: “Our son was in your facility from last fall until his discharge on Monday, June 22. His caseworker, once he got to Building #10, was Ann Alberico, LCSW, LADC, Social Worker. I just wanted you to know what a blessing Ann was to us. We have nothing but praise and respect for this woman’s professionalism, caring, and support. From the beginning of this difficult situation, Ann was kind and knowledgeable. She responded promptly to phone calls and emails. I can’t tell you how much this meant to us. Like many others, we have experienced a lot (understatement!) dealing with our son’s mental illness. It was so refreshing to work with someone like Ann. She is a special woman and the light we needed to continue this journey. We are also thankful for the referral of our son to his discharge placement.”

Summarized Letter from a Discharged Patient: “I was a patient recently discharged (June 24) from the Building #3 women’s psychiatric program. I wanted to send you (Stacey Werth-Sweeney) an email giving my core treatment team kudos for the help they provided me. Dr. Charles Darrow was my primary psychologist and individual therapist during my 13-month stay. He refused to let me give up by refusing to give up himself. He saw my potential and refused to let me deny it. He worked diligently with me on DBT despite my outright refusal at times. He offered essential education about my diagnosis and DBT to my parents who are my core support. Above all, he treated me with dignity and respect even in my worst moments.” Barry Berumen was my APRN from September until my discharge. He served as a liaison for me with the rest of the team because he made himself very approachable and was very validating and empathetic. He “test drove” taking me off of medications to see which were necessary and which might be making things worse. His compassion and kindness was always first and foremost in how he dealt with me. I felt safe in my interactions with him. He constantly reminded me that I was capable of a successful recovery and that life would go on after the LRC. Kari Christner was my primary Social Worker throughout my stay. She was very supportive in helping me see things with discharge realistically. She allowed me to vent openly but never listened to irrational complaints. She was validating yet stern. Her no nonsense way of handling me helped me to stabilize and grasp the reality of my situation. She saw my potential and my strengths and used them to build a foolproof discharge scenario. She helped me feel confident in my ability to lead a successful life, which is immeasurably the greatest gift these three professionals could assist me with.”

Letter from a Building #3 Discharged Patient: “Dear Jen (Jennifer Moran): How are you? I love RFD! Thank you for helping me find such a good place. I’m doing physical therapy for my back. It’s going ok so far. I love the staff at the house. The studio is going ok. Not every day is perfect for me. Just wanted to say that I’m staying out of the hospital. If you want, you could write me back.”



This patient also wrote a letter to Envy, who was an important part of her treatment at LRC over the past year: “Hello Envy!! How are you pooch? I miss you so much. I miss 1:1 with you. I miss everybody there. I would like to hear from you or anybody.” Here is Envy receiving her note from this patient. Envy will be writing back!

Kudos to Ann Alberico, Chuck Darrow, Barry Berumen, Kari Christner, Jennifer Moran, Envy, and all of the Building #10 and Building #3 staff members who have made a difference in rebuilding the lives of these three patients!! The work you do and the care you give does make a difference and it does not go unnoticed!

6 SYNERGISTIC LISTENING TIPS:

More than the sum of the communication parts

How much are we learning while speaking? Probably not as much as when we are actively engaged in the listening process. Listening is not the time to pre-plan what you intend to say next. Listening is not waiting for your turn to speak. Listening is made up of much more than hearing. Effective listening communication looks like a supportive atmosphere of trust that is built on non-judgment. Listening = learning + interacting + the following 6:

1. Listening from the Heart

Being open creates learning opportunities and builds rapport. Giving both of your ears to those who are speaking adds a tremendous amount of value to interactions. Others will express differing viewpoints - some of which may be absolutely offensive. Ask questions to enhance clarity. Ask if this is a vent. If so, listen without judging the content or their credibility on the subject matter. Hear their position. It gives them a sense of value. Avoid giving unsolicited advice. Knowing it's not your job to fix their problems gives you complete freedom to listen from the heart, which will enhance your rapport with this person.

2. Listening with your Eyes

What are the non-verbals showing and telling? Good listeners watch if speakers' facial expressions match their verbal output. Have you ever noticed someone telling you how much they enjoy something while their head is nodding from side to side? Did you believe them?

Does the speaker believe their own message? Is there congruence between their words and actions? Be careful to not judge the many factors causing a person to look down while they speak or avoid eye contact. These behaviors may signal they need space, to keep the exchange short, as the future may be a better time to make any decisions. They may not be at their best and signaling your support is needed. Many signs tell the listener how the speaker is actually feeling. This can help you show support. Much more may be going on than the verbal content.

3. Listening with your Mindful Self

Be fully present and in the moment when listening. Practicing mindfulness keeps you open to many nuances of conversation including asking thoughtful questions that are spontaneous and thought-provoking. Many a mind wanders in the last hour of work while wondering what to make for dinner: enjoy the interaction instead! Breathe deeply and settle in to actively listen and participate in their sharing process. Be careful to not audibly sigh, which can be interpreted as boredom. Speakers sensing your disengagement are likely to change what they wished to say and cut it short. You might miss out if you subconsciously control the interaction. Watch your own non-verbal cues too.

4. Listening with Creativity

Brainstorm up a storm of new ways of looking at the same issues. Break work groups into smaller sub-groups to reconfigure interpersonal dynamics, encouraging everyone's contribution. Be the note-taker as the smaller groups report their ideas to the larger group. Establish an honor code that there are no bad ideas as some can be recombined or act as the catapult to the best ideas.

5. Listening with the Obstacles

Knowing what gets in your way names it. Then you can work around, or through it. Agreeing to disagree when it's not possible or unnecessary to agree preserves the relationship. Preparing your points with potential objections and probing questions in mind makes you look unfazed by road blocks. Multi-tasking when distractions win out keeps up your momentum. Anticipating outcomes gives you a Plan A and B. Translating what you heard contextually as compared to what was said keeps the speaker moving forward. Forward onward!

6. Listening with Curiosity

Curiosity keeps your mind open to the message. As tempting as it can be to finish another's sentences when you are in a hurry, slow down. The time invested in listening is a good investment. To approach listening with the curious perspective of not knowing what will be said next makes you a more enjoyable listening partner. It shuts the speaker down if you appear to know it already and that's a bad relational investment. When you participate with interested facial expressions and a well-placed "oh?., tell me about that..." you will learn something other than what you anticipated. Promise.. and that something may be about yourself.

Some ideas act as the seeds of other ideas. Like a seed that grows into a tree, communication is so much more than talking or listening planted on their own. Relationships are enhanced, and rapport is built as the power of synergy grows thoughtful exchanges in communication. The past is vast, and the future is even wider. Focusing on another in the present is small and manageable -- so make it meaningful! Lean into them.



Team of the Quarter: DBT Team in Building #3



Congratulations to the DBT (Dialectic Behavioral Therapy) Team in Building #3 for being selected as the Team of the Quarter for the 2nd Quarter of 2015. These team members are Chuck Darrow, PhD., Building #3 Program Director, Sarah Worley, Activity Assistant, Ashlee Reed, Activity Assistant, and Christa Brown, PhD. The DBT Team has given their commitment and hard work to training staff in the DBT curriculum. They quickly and efficiently implemented highly structured programming to better meet the needs of patients in our care. This has involved holding routine meetings to work through educational and training materials while planning, developing, and beginning to implement DBT group formats, expectations, and curriculum. Ongoing collaboration with group facilitators resulted in continued program development and delivery.

This team brought new, fresh and legitimate curriculum proven to provide positive success for our patients. The education they continue to provide to support and programming staff allows for carryover from patient groups to the living unit, and finally to the community. It provides continued practice of skills for the patients. These four team members, Dr. Darrow, Dr. Brown, Ashley Reed, and Sarah Worley have utilized DBT in specialized groups and individual therapy in Building #3. One patient who participated in DBT was recently discharged and sent a thank you note to her treatment team members (see page 6 of this newsletter)!

Congratulations to the DBT Team, and many thanks! Keep up the great work!

Supervisor of the Quarter—Kurt Lockard



Congratulations to Kurt Lockard, Team Leader, for being selected as the Supervisor of the Quarter for 2nd Quarter, 2015. In the 2nd quarter, Kurt stepped up and facilitated the Mandt Training subcommittee. This involved implementing several changes to policies, and training and educating staff on the changes. In the first month since the Mandt subcommittee implemented policy and training changes, LRC saw the following improvements: reduction of serious staff injuries, staff reporting increased confidence in their roles, and staff reporting an overall positive experience in the new training techniques.

The needed revamping of the Mandt training was a controversial topic but Kurt did not let that intimidate him. Instead, Kurt went to bat so that realistic training could be developed that would benefit all, not just the patients, but also the employees who are required to do the Mandt holds and floor techniques. Kurt's leadership and his focus on making things happen helped LRC make a great amount of positive change in a very short period of time.

Kurt's initiative showed his Constant Commitment to Excellence (a DHHS Core Value) by embracing the chance to help improve the hospital's care and services as well as looking for and eliminate potential hazards and mistakes. As a Team Leader, this is an exceptional quality and although this may have been an uncomfortable task at first, Kurt demonstrated his Openness to New Learning and Dedication to the Success of the Nursing Services team. This was a great demonstration of these DHHS Core Values as well as LRC's PCC WE CARE behaviors.

Great job, Kurt!

2015 DHHS/LRC EOY AND SOY WINNERS ANNOUNCED!



Congratulations to John Sweazy, Pharmacist, for being chosen as the DHHS/LRC Employee of the Year for 2015! John has been a Pharmacist for the LRC since December of 1998. He works diligently at making sure the medication therapy for LRC patients is effective, safe, and individualized. John has been instrumental in assisting LRC with changing to RxConnect, an Electronic Medication Order Entry system. He helped get the system operational and volunteered to help others learn the system. John is always searching for ways to make sure the system works as efficiently as possible, not just for the Pharmacy Department but also for the Nursing and Medical Staff as well. In the past year, he stepped up to be the Interim Pharmacy Director while LRC recruited a full time person to replace the previous Pharmacy Director. Although John was not interested in the position, he willingly stepped up and assisted the entire hospital ensuring that the wait between the old and new Pharmacy Director did not negatively affect the care and delivery of medications to our patients at the hospital or the LB95 medication program that several

people in the community depend on in order to stay well and out of the hospital. John's willingness to do this job, along with assisting the new Pharmacy Director shows how he genuinely cares for the success of the hospital and reflects his dedication to the patients we serve. John plays a large part in the day to day functioning of the Pharmacy and leads his co-workers in his supervisor's absence. John regularly attends treatment team meetings in Building #10, providing advice to team members regarding drug therapy that is in the best interest of the patients. He participates in the Infection Control Committee and the Medication Error Committee, sharing not only the Pharmacy perspective but also a common sense attitude to get things done. In addition, John coordinates the procurement of the influenza vaccine each year, which can be quite challenging some years! John displays a consistently positive attitude that results in a positive work environment for his co-workers. While John naturally exhibits WE CARE behaviors, he also brings the tools, concepts and theories he has learned in PCC workshops to the Pharmacy work environment. By doing so, he helps others see the benefits of PCC which spreads throughout all of LRC and into the community.



Congratulations to Dave Nicklas, for being chosen as the DHHS/LRC Supervisor of the Year for 2015! Dave has worked at LRC since May 8, 1972 and has dedicated his career to making the grounds of the Lincoln Regional Center a prominent landmark. The LRC campus, due to Dave's efforts, has been an accredited Arboretum since 1984. LRC's 107-acre campus has over 400 species of plants and trees, a nature path, and extensive wildlife that promote and foster a peaceful and beautiful environment for care and treatment. According to the Nebraska Statewide Arboretum website, *"The arboretum at the Lincoln Regional Center focuses on the relationship between landscape plants and mental health. While at the facility, patients actively maintain and improve plantings and exhibits as a part of reorganizing their lives. Visitors to the center will enjoy a wide collection of plant material, including over 400 species of woody plants, one of the largest collections in the state."* The Arboretum over the years has won several awards and recognitions. Dave is

highly regarded by people in the community who work with him to ensure our landscaping and species are well cared for and in the proper climate and soil. Dave exhibits the qualities of person-centered care and all of the DHHS Core Competencies through his genuine loyalty and dedication to ensuring the success of our grounds. Dave and his crew work with the Patient Employment program teaching our patients necessary job skills so that they can successfully transition into the community. The patients report how great it is to work with Dave and his crew, highlighting how much they learn and the confidence they build in doing the jobs that he teaches them to do on our grounds. Part of the care of our grounds involves two patient cemeteries. In the past two years, we have had two families place markers for their ancestors in the cemetery. Dave went out of his way to guarantee that the markers were placed and that the grounds were ready for the families to celebrate the placement of their stones. Dave's pride in his work is evident in his genuine manner and the meticulous care and concern he has for the grounds. When storms happen, Dave responds immediately to ensure that staff and patients are safe and that exits, sidewalks, and roadways are clear. Dave is supportive of his team and the entire Maintenance Department, and he demonstrates loyalty and high regard for others. It is evident that he cares about the people with whom he works and the people who are served at LRC.

Congratulations to John and Dave! John and Dave will be recognized at the Governor's EOY/SOY Ceremony in October, along with Employees and Supervisors of the Year chosen from each DHHS Division and other State of Nebraska agencies. Many thanks to Scott Rasmussen, LRC HR Manager, for taking the above photos.

Whitehall Youth Go on Fishing Adventure at Wagon Train Lake

The following is an article and photos submitted by a Whitehall youth. Whitehall staff took the youth on a fishing outing to Wagon Train Lake by Hickman, NE. The three-pound catfish in the photo was caught by one of the Whitehall youth! Photos were taken by this youth and by Whitehall Activity Assistant, Stephanie Wolf.



Sitting in a chair by a warm fire was only the start of this long, but interesting fishing trip. Taking pictures was something that I thought would be fun, so I decided that I wanted to get some pictures of the wild life that was at the lake. I looked around trying to find what was all around of me, I saw that there was a heron, and not just one, but there was two of them, what I presume to be a male and the other was a female. They were fighting over which bird was going to get the fish. While in the middle of this long ordeal, a duck decided that he was going to come and get the fish from them. I thought that they were going to fight back but the herons both moved away from one another.

Watching the duck (I had never in my life seen how a duck goes under the water to get his fish), it was amazing how he was so well adapted to what was going on around him. Not having a care in the world, he just kept going and wanted to get more food. He would do a head first move and then he would come back up without a problem... which was something that I and some of the other people that were with me said was very different. I thought that it was amazing that they are so capable of doing something that is so hard.

It was a fun trip and we were able to learn some new things about nature. The way that animals interact. How amazing is it to see that there is more than just what is going on in our everyday lives which stops many people from going and enjoying nature, I never knew how amazing it was until that day when I went fishing.— “Photobomb” (Whitehall youth)



Update on Birdhouses.....by Dave Nicklas

Joe Littell, a Master Naturalist, and Brooke Kotick, both from the Wild Bird Habitat Store of Lincoln, were our guests at LRC on June 10. They came to evaluate the campus for proper Bluebird Box placement. 19 Bluebird houses that were so colorfully painted and well decorated by our LRC patients were judged for the Arbor Day art contest. They have now been installed along the Nature Trail by Haines Branch Creek and at various other locations throughout the LRC grounds.

Joe was very complimentary of our Arboretum and stated that the many trees, shrubs, and vines make for great avian habitat. During their short visit, we observed chickadees, a northern flicker, and an Eastern Wood Pewee, to name a few of our native and migrating birds. Hopefully, we will soon be observing bluebirds amongst the beautiful nature setting our Arboretum provides! The birds and the well-decorated houses will add even more character to the campus. *Many thanks to Mark Townsley, Paul Day, and Adam Wegner for their help in installing the birdhouses, and to Joe Littell and Brooke Kotick for their help in finding the right locations for the bluebird houses and for their contributions to this article!*



Brooke Kotick, Joe Littell, and Mark Townsley (LRC Groundskeeper)



Mark Townsley and Adam Wegner, Groundskeepers, installing the bluebird houses

Wellness Committee's 10th Annual Health Fair Highlights

The Health Fair was held on June 3, 2015 from 11:00 to 3:00 at LRC in the “Ballroom” and garden level conference rooms in Building #3. This year, we achieved an attendance of 140 staff. A total of 36 vendors participated in the event. Here is a taste of some of the vendors the Fair had to offer: Valhalla Bee Farm, NE Tourism Commission, Midwest Myotherapy, Akins, Capital Humane Society, Complete Nutrition, Goodlife Fitness, Red Dirt Running Company, Pathways to Compassion, South Lincoln Dermatology, Vitamin Shoppe, YMCA, and LRC's Safety and Emergency Management Team.

Complete Nutrition did body composition measurements for anyone interested. A variety of vendors supplied free samples and handouts of food items. Vendors provided quality information concerning their facility or products and of course, FREE PRODUCTS!

Raffle prizes were provided by attending vendors and donations. Winning recipients included the following LRC employees: Pam Love, Patty Osterhaus, Marcy Guinane, Sherri Browning, Mary Chirside, Pam Conroy, Jordan Pieper, Rich Schmidt, Lisa Webber, Jessica Flowers, Adam Raswon Amy Jappert, Trish Lamblin, Sue Lassek, Tony Jacobs, Jim Reinsch, Anthony Kelly, Tanner Mitten, Stacey Werth-Sweeney, Brandy Kreifel, Sarah Worley, Heidi Fahrnbruch, Keith Blackburn, Joan DeVries, Andrew Pennock, Glenn Evans, and Cindi Hunter!

Here are few of the gracious quotes the Wellness Committee received:

- Staff: “Liked the addition of the Emergency Safety Booth—fun games—enthusiastic workers!”
- Staff: “Very helpful.” “Overall better vendors” and “Love it every year.”
- Vendor: “You have a very well-attended event.”
- Vendor: “The folks coming through were so nice and grateful. It was a change from a lot of others I have done.”

The Wellness Committee would like to extend our sincerest thanks to the Grounds and Maintenance Departments for all their hard work and assistance with the Health Fair! Please see the next page for more Health Fair photos!



Photos submitted by Diana Dakan

More Health Fair Pics!



*Photos submitted
by Marilyn Olsen
and Abby Hawthorne*

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

Congratulations to last month's Strut your Wellness Stuff Award Winners! The winners were Shelby Juries, Kari Christner, Julia Dreamer, Ashlee Reed, and all others who have earned their certifications or licenses in their field or who are continuing their education.



Shelby Juries



Kari Christner



Julia Dreamer



Ashlee Reed

Kari Christner, Social Worker in B3, recently took her licensure exam and became a LCSW (Licensed Clinical Social Worker). She believes "starting" is the hardest part and she recommends that if someone wants to advance their degree, they should just get started taking classes. Shelby Juries, a Building 5 Therapeutic Recreation Specialist, recently passed the exam in May to become a CTRS (Certified Therapeutic Recreation Specialist). When asked about any advice she might offer people who are thinking about continuing education or working toward certification in their field she recommends that somebody sticks to it and "if you are wanting to do something, do it." She encourages that you don't accept defeat when it comes to bettering yourself and education!

Congrats again to the individuals recognized in this month's "Strut your Wellness Stuff" and to the many LRC Employees who are also becoming certified, licensed, or continuing their education. You are awesome and should be proud of your hard work and accomplishments!



Doris Sotelo

Congratulations to this month's Strut your Wellness Stuff Award Winner, Doris Sotelo! Doris is a Dietary Specialist in Building 14 and is being recognized for her commitment to living a healthy lifestyle and for not wasting time by making her daily tasks a workout. She makes sure to engage her core and sides when using the dish washer and while mopping. You just might see her curling the garbage on the way to the dumpster or doing a twist with cans of vegetables. She's constantly power walking her way around Building 14 and motivates those around her to stay active throughout the day. Doris says that it's important to her to keep herself in good health. In addition to being active on the job, she walks and runs in the evenings with her dogs. Way to go Doris, keep strutting your wellness stuff!

Summer Retirements

Debbie Roberts

Congratulations to the following LRC employees who retired this summer! Debbie Roberts retired on June 4, 2015 after 34 years of service. Judy Vana retired on June 22, 2015 after 10 years of service, and Mary Chirnside retired on August 7, 2015 after 11 years of service with the State of Nebraska.



Judy Vana

Mary Chirnside





Good Catches



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



- Kyle Mitchell, SSII, found a hole in a patient’s pillow in Building #3 where contra-band could be hidden.
- Stephanie Goodnight, SSII, prevented a patient from ingesting a non-food item in Building #3.
- Scott Collier, Team Leader, implemented the Incident Command System and protected staff and patients when a person was driving erratically on campus.
 - Bob Barker, SSII, found a fire door malfunctioning in a patient area and reported it.
- Sue Wesche, SSII, assisted in getting a car moved that was blocking the fire lane and the driveway entrance to Building #14.
- Rhonda White, SSII, found a light frame in a patient’s room that was altered. A piece of wood surrounding it had fallen.
 - Casey Pratt, SSII, had good RADAR and kept a patient from hitting a staff person with a dictionary.
 - Zach Rodriguez, SSII, quickly assisted a patient in physical distress.
 - Ed Uhart, SSII, quickly assisted a patient in physical distress.
- Tony Prue and Korena Prue, Food Service Workers, used their RADAR and recognized and reported an intruder on campus armed with a crossbow.



Congratulations to Kyle Mitchell and Tony and Korena Prue for winning these Good Catch Awards!



Diversity Committee Quotes

July 2, 2015 was the 50th anniversary of the Civil Rights Act. This is a time to celebrate our civil rights and the freedoms we have to appreciate and accept our American diversity.

“Doing difficult things like passing marriage equality, passing the Dream Act, doing common sense things that allow new immigrants to fully participate, pay their taxes, play by the rules and take care of their families. That’s the inclusive America that I believe all of us want to move to.” -Martin O’Malley

“No union is more profound than marriage, for it embodies the highest ideals of love, fidelity, devotion, sacrifice, and family. In forming a marital union, two people become something greater than once they were. As some of the petitioners in these cases demonstrate, marriage embodies a love that may endure even past death. It would misunderstand these men and women to say that they disrespect the idea of marriage. Their plea is that they do respect it, respect it so deeply that they seek to find its fulfillment for themselves. Their hope is not to be condemned to live in loneliness, excluded from one of civilization’s oldest institutions. They ask for equal dignity in the eyes of the law. The Constitution grants them that right. The judgment of the Court of Appeals for the Sixth Circuit is reversed. It is so ordered.” Supreme Court Justice Anthony Kennedy

This nation will remain the land of the free only so long as it is the home of the brave. –Elmer Davis

We become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.” - Jimmy Carter

“You have freedom when you’re easy in your harness.” -Robert Harness

Patient Art in Building #3



Many thanks to Marilyn Olsen for submitting these photos of patient artwork displayed in Building #3. Keep these photos coming!!!

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



Ann Allen, Word Processing



Jerri Anderson,
Occupational Therapist



Audrey Back, SSII
Bldg 10



William Becker, LMHP,
Bldg 14



Danae Bentley, SSII,
Bldg 5



Robin Cox, Food Service
Cook



Mary Cramm, LPN,
Bldg 3



Robert Gentry,
SSII, Bldg 5



Lanise Hill, SSII
On Call



Creston Hittle, SSII,
Bldg 3



Phillip Janssen,
Food Service Cook



Emily Karnish, SSII,
Bldg 5



Carman Keyser, SSII
Bldg 3



Kayla Kolts, SSII,
On Call



Chelsea Kortan, SSII
Bldg 5



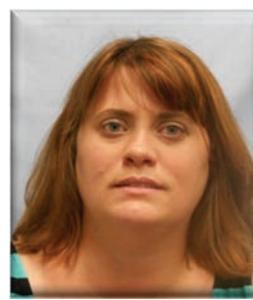
Lydia Madlock, SSII,
On Call



Echo Marti, SSII, Bldg 5



Madison McAndrew,
SSII, On Call



Molly McCree, Activity
Assistant, Bldg 5

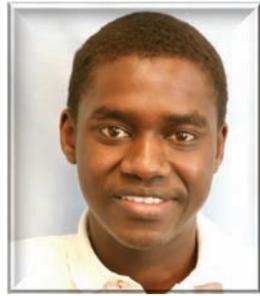


Monet McCullen, SSII,
On Call

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



Corey Miller, SSII,
Bldg 5



Mohammed Mohammed,
SSII, Bldg 5



Bryan Patrick-Bate,
Food Service Cook



Todd Patriquin, SSII, Bldg 5



Heather Perkins, RN
On Call



Rhonda Petrie, SSII,
Bldg 3



Dawn Remmenga, LPN,
Bldg 5



Gabriel Reyes-Quiroz, SSII,
Bldg 10



Christian Sawyer, SSII,
Bldg 10



Michael Shriver, Teacher,
Whitehall



Alan Sinnett, SSII,
Bldg 3



William Slattery, SSII,
Bldg 5



Cynthia Trainor, CMSW,
Bldg 5



Katherine Tulppo, SSII,
Support Pool



Leanne Wiemer,
Principal, Whitehall & HRC

The Healthy Net.....by Tom Schmitz

July 28 was World Hepatitis Day. 400 million people worldwide are living with viral Hepatitis and over 4,000 people a day are dying with this entirely preventable disease. The World Hepatitis Alliance is a patient-led and patient-driven organization dedicated to education and prevention of hepatitis worldwide. Here is a link to their current campaign, 4000 Voices.

<http://www.worldhepatitisalliance.org/en>

Check Out These New Booksby Tom Schmitz

1. *America Looks Up* by Max Lucado
2. *What Do You Say After You Say Hello?* By Eric Berne
3. *Better Than Before* by Gretchen Rubin
4. *America's Heroes* by Joseph Bannion
5. *A Curious Mind, The Secret to a Bigger Life* by Brian Grazer
6. *Black Belt Patriotism* by Chuck Norris

7. *The Big Book of Conflict Resolution Games* by Mary Scannell
8. *Thunder Dog* by Michael Hingson
9. *The Longest Trip Home* by John Grogan
10. *The American President* by P. Kunhardt

Here is a link to the LRC Resource Center Catalog:

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

Please add his link to your desktop shortcuts and send your requests to me. - Thanks, Tom

The Resource Center in Building #10 is open Monday through Friday: 9:00 to Noon, and 1:00 to 5:30.

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

Its been a busy summer for the Policy Committee who worked on revising the following policies!

- EC-Security-08 (LRC) Patient Body Search
- EC-Security-18 (Whitehall) Security System
- EC-Hazard-06 (LRC) Chemical Spill, Gas Release, or Unknown Vapors
- EC-Safety-10 (LRC) Clinical Alarm Systems
- EC-Safety-02 (LRC) Plastic Bag Use and Control
- EC-Safety-04 (LRC) Pond on Campus
- HR-27 (LRC) Children of Employees in the Workforce
- HR-08 (LRC) Exit Interview
- HR-22 (LRC) Employee Non-Participation in Patient Care
- HR-31 (LRC) Employee Recognition
- HR-36 (LRC) Employee Elective Activities at Work
- HR-42 (LRC) Court Appearance and Deposition Procedures
- HR-50 (LRC) Background Checks
- HR-23 (LRC) Employee Dress Code
- HR-26a (LRC) Cell Phone and Electronic Media Use
- IM-15 (LRC) Retention and Disposal of Protected Health Information
- PC-04c (Whitehall) Youth Safety Precautions
- PC-27a (Bldg 14) LRC Staff Supervision of Bldg 14 Patients with On Grounds Privileges
- PC-33c (Bldg 14) Yard Policy
- PC-56 (LRC) Hand Off Communication
- PC-69 (LRC) Hand Hygiene
- PC-70 (LRC) Standard Precaution
- CC-02 (LRC) Transfer of Patients between DHHS Facilities & Between LRC Buildings
- PC-28 (LRC) Off Grounds Discharge-Related Activities without LRC Staff Supervision for Bldgs 3, 5, and 10
- PC-30b (Bldg 14) Staff Supervision of Patients Outside the Program Off Grounds
- PC-11 (LRC) Unusual Occurrences
- PC-53 (LRC) Hair Care/Salon Services
- PC-55 (LRC) Patient Access to Electronic Media
- PC-02a (LRC) Safety Stabilization Procedure & Floor Restraint
- PC-02 NS (LRC) Restraint Application
- PC-02 (LRC) Seclusion and Restraint
- MM-12 (LRC) Medication Disposal
- MM-14 (LRC) Medication Labeling
- MM-11 (LRC) Anticoagulation Management
- MM-08 (LRC) Medication Reconciliation
- RI-12 (LRC) Patient Concerns, Grievances, and Recognition
- RI-14 (Bldg 14) Visiting Policy
- RI-17 (LRC) Funeral Attendance and Visitation of the Critically Ill
- MM-13 (LRC) Medication Aide
- MA-04 (LRC) Patient Activity Fund

Fresh Blueberry Pie with Lemon Pastry

Ingredients

Filling:

6 cups blueberries	2/3 cups sugar
1/4 cup cornstarch	1/4 cup cold water
2 Tbsp lemon juice	1/4 tsp nutmeg

Crust:

1 1/3 cup all purpose flour	6 Tbsp unsalted butter, chilled & cut into small pieces
1 Tbsp powdered sugar	2 Tbsp vegetable shortening
2 tsp grated lemon zest	4 to 5 Tbsp ice water



Directions:

Crust: Place flour, powdered sugar, lemon zest and salt in the bowl of a food processor and pulse until combined. Add butter and shortening and pulse until mixture resembles course crumbs. Add water, one tablespoon at a time and pulse just until dough comes together (be careful not to over mix). Pat dough into a disk and wrap in plastic wrap. Chill at least 30 minutes. Roll out dough on a lightly floured surface to a 12-inch circle. Gently transfer dough to a 9 1/2-inch pie plate. Fold under edge of dough and crimp to make a decorative crust. Chill at least 30 minutes in the refrigerator. Preheat oven to 400 degrees F. Line pie shell with aluminum foil or parchment paper and fill with pie weights or dried beans. Bake 20 minutes, remove foil and weights and continue to bake about 10 minutes or until lightly golden.

Filling: While pie shell bakes, make filling. Place 3 cups blueberries and sugar in a medium saucepan. Stir cornstarch and water together until blended and add to blueberry mixture. Heat to a boil over medium-high heat, stirring frequently to prevent scorching. While blueberries cook and soften, mash about half of the berries with a potato masher or a fork. Boil one minute, stirring constantly. Remove from heat. Stir in lemon juice, nutmeg, and remaining 3 cups of blueberries. Spoon blueberry mixture into baked crust and let sit at room temperature for 2 hours to set.

Avocado Crab Salad:

Ingredients:

1 medium Hass avocado	4 oz lump crab meat
3 Tbsp chopped red onion	1 1/2 Tbsp fresh lime juice (one lime)
1 Tbsp chopped fresh cilantro	2 grape tomatoes, diced
1/2 tsp olive oil	1/4 tsp salt and fresh black pepper
2 leaves butter lettuce (optional)	



Directions: In a medium bowl, combine onion, lime juice, cilantro, tomato, olive oil, 1/8 tsp salt and fresh pepper, to taste. Add crab meat and gently toss. Cut the avocado open, remove pit and peel the skin or spoon the avocado out. Season with remaining 1/8 tsp of salt and fill the avocado halves equally with crab salad. Makes two servings. Serve on butter lettuce leaves if desired.



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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: Director Sheri Dawson, Becky Meulemans, Marilyn Olsen, Diana Dakan, Dave Nicklas, Joe Littell, Brooke Kotick, and Teresa Hansen.

One More Recipe

Baked Chicken Parmesan

Ingredients:

- 4 (about 8 oz each) chicken breasts, fat trimmed, sliced in half to make 8 pieces
- 3/4 cup seasoned breadcrumbs (I use whole wheat)
- 1/4 cup grated Parmesan cheese
- 2 Tbsp butter, melted (or use olive oil)
- 3/4 cup reduced fat mozzarella cheese (I used Polly-o)
- 1 cup marinara



Directions: Preheat oven to 450 degrees. Spray a large baking sheet lightly with spray. Combine breadcrumbs and parmesan cheese in a bowl. Melt the butter in another bowl. Lightly brush the butter onto the chicken, then dip into breadcrumb mixture. Place on baking sheet and repeat with the remaining chicken. Lightly spray or brush a little more oil on top and bake in the oven for 20 minutes. Turn chicken over, bake another 5 minutes. Remove from oven, spoon 1 Tbsp sauce over each piece of chicken and top each with 1 1/2 Tbsp of shredded mozzarella cheese. Bake 5 more minutes or until cheese is melted.