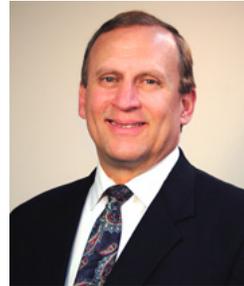


THE SOURCE

A Message from Scot Adams



I know how easy it is to be focused on daily work and not realize what other parts of the Division are working on. I'd like to move a little beyond the Regional Centers and talk about some exciting developments.

Nebraska's recent three-year federal Suicide Prevention Grant gives DHHS \$500,000 per year to increase awareness of suicide as a preventable public health problem, as it works to make measurable decreases in Nebraska's young adult suicide rates.

LB 603, passed by the Legislature in 2009, is resulting in development of additional services and professional resources for Nebraska families with children

and youth with behavioral health and other needs.

- DHHS received \$500,000 in state funding for FY09-10 and \$1 million for FY10-11 for behavioral health services for children under age 19. This will help expand programs like Professional Partners and services provided using a sliding-fee schedule.
- We're contracting with Boys Town to operate the state-wide **Nebraska Family Helpline at (888) 866-8660**. The Helpline began on January 1st and received 122 calls in the first month. It's available 24/7 for families facing

a behavioral health crisis and is staffed by professionals trained in mental health assessments.

- Helpline operators can connect eligible families with **Family Navigator Services** within 24-72 hours of the referrals to identify existing community services and provide family peer support. Eleven families were referred in the first month.

It's encouraging to see these new resources in place.

Thank you for your work in Nebraska's Regional Centers.

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The Norfolk Regional Center is a progressive system of innovative adult services that promotes rehabilitation, education, research, and consultation to maximize the quality of life ...

*Working Together,
Giving Our Best,
Making a Positive
Difference*

March is Social Work Month

Submitted by Kris Boe-Simmons, LICSW, ACSW

The White House officially recognized National Professional Social Work Month in 1984.

- ◆ Social Work is a profession of hope, grounded in practical problem solving expertise. Social Workers operate from values that recognize each person as relevant to society and believe that, when needed, society should help each person achieve his or her fullest potential. A focus is on working to resolve systemic issues that negatively affect a community. A commitment to inclusion and an interest in seeing others succeed by removing personal and public barriers, distinguishes Social Workers from other like-minded helping professionals. These values — coupled with tangible social science skills — have led Social Workers in history to create essential safety net programs such as unemployment insurance, health insurance, income assistance and child protection services, and to fight for a range of human and civil rights in the United States.

- ◆ Clinical Social Workers assess and treat individuals with behavioral health problems. Such services include individual and group therapy, crisis intervention, social rehabilitation, and teaching skills needed for everyday living. Social Workers provide services to improve the social and psychological functioning of the individual and their families. They help plan for supportive services to ease the client's return to the community.

- ◆ There are more than 600,000 professional Social Workers in the United States. You can find Social Workers in hospitals, schools, police departments, mental health clinics, private practices, military facilities, and corporations. There are hundreds of Social Workers in national, state, and local elected office, including two U.S. Senators and six U.S. Representatives. Nebraska has one State Senator who is a Social Worker.

- ◆ Social Workers have advanced educational preparation and practice experi-

ence. A Master's in Social Work (MSW) is the predominant Social Work degree for licensed Social Workers.

Taken from National Association of Social Workers

At NRC, we have the following Social Workers:

Social Work Department

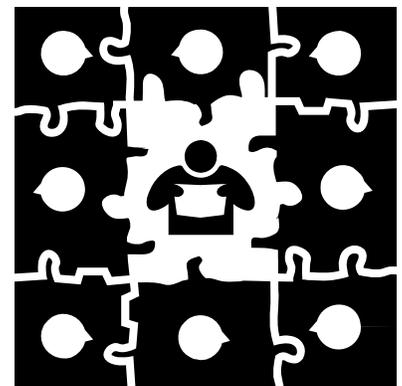
Kris Boe Simmons, LICSW, ACSW
Mike Gettman, LICSW
Marsha Nelson, LCWS
Toni Hoefler, MSW, PLMHP

Psychology Department

Michelle Kment, LCSW

Also in the Social Work Department at NRC are:

Susie Kohlhof, BS
LuAnn Eddy, BS
Donna Baumann, Secretary



What's Cooking at NRC



BRAN MUFFINS

These cure what ails you! They have some calories, but are very satisfying.

2 c. all-purpose or whole-grain flour	1/4 tsp. salt
1 1/2 c. millers bran	1 1/4 tsp. baking soda
1-2 T. grated orange rind	2 tsp. sugar

Have all ingredients at room temperature. Preheat oven to 350°. Combine above ingredients and stir well.

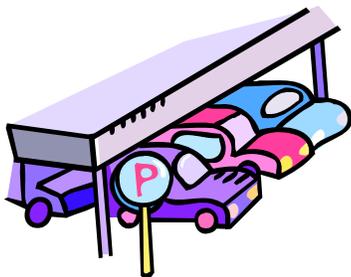
Beat:

2 c. buttermilk	1/2 c. molasses
1 beaten egg	2-4 T. oil or butter

Combine the dry and liquid ingredients with a few swift strokes. Fold in before the dry ingredients are entirely moist: 1 c. of a mix of chopped pecans and raisins (or Craisins) and one ripe banana (well-mashed). Bake for 25 minutes.

(Submitted by Dr. Daniel Sturgis, and he challenges Kris Boe-Simmons to submit a recipe for the next issue of *The Source*.)

Parking Lot Lottery



Winners for the month of March are:

1. Judene Mewis
2. Patti Leise
3. Cheryl Nielsen
4. Brian Planer
5. Kristy Goetsch

March Birthdays

- 1 - Patricia Brand
- 4 - Laura Gorham
- 6 - Judene Mewis
Dianna Timm
- 8 - Michael Mejstrik
- 11 - Ginger Jensen
- 17 - Jay Hledik
Terry Ward
- 22 - TiAnne Morse
- 23 - Steven Daniels
Mike Jones
Anthony Uttecht
- 25 - Barbara Papstein
- 29 - Toni Hoefler



March Anniversaries

- 3 - Cheryl Nielsen (2 years)
- 5 - Ginger Jensen (26 years)
Diane Charles (3 years)
- 8 - Brian Planer (3 years)
- 10 - Toni Hoefler (10 years)
- 11 - Bonnie Long (8 years)
- 12 - Donald Brandenburg (3 years)
- 13 - Kristine Hunt (6 years)
- 14 - Susan Reifenrath (16 years)
- 16 - Barbara Fox (1 year)
- 17 - Deborah Held (2 years)
- 21 - James McElfresh (5 years)
- 24 - Adrianna Hildebrand (24 years)
- 25 - Laree Kubes (8 years)
- 29 - Daniel Haycock (3 years)
- 30 - Kevin Piske (18 years)

The Bulletin Board

Thank you so much to everyone for your prayers, thoughts, support and rainy day \$ during the passing of my mother. Especially for your support while she was still with us, trips to the ER, etc. ... I'm very grateful for our amazing NRC family!

Kristy Goetsch

Leave of Employment

February 11, 2010
Walt Rogat, MHSS II



Spotlight on Performance Improvement — Environment of Care (EOC) Committee

Submitted by TiAnne Morse, Quality Assurance Coordinator

The Norfolk Regional Center's EOC Committee monitors and evaluates the facility's Safety and Security, Fire Safety, Hazardous Material and Waste, Emergency Management, Medical Equipment and Utility System programs.

The committee meets the last Wednesday of each month to address environment of care issues and to evaluate patient/staff injuries, incident reports, abuse/neglect, fire drills, facility maintenance, infection control, and periodically facility and patient EOC surveys. The committee utilizes the information from reports and makes recommendations for improvement in programs, training and policy and procedures. The committee's activities and recommendations

are documented in meeting minutes, which staff can access on the "S" drive in the Meeting Minutes folder starting in 2010.

EOC members provide a wide cross-selection of disciplines and expertise within the organization and includes administrative, clinical and support personnel. Members of the committee are:

TiAnne Morse, Chair

Juleen Brand, Environmental Services

Mark Craft, Maintenance

Tony Uttecht, Pharmacy

Hollie Frye and Brian Planer, Compliance Specialists

Lori Rector, Dietary

Joyce Hoferer, Human Resources

Bonnie Bergland and Dan Divis, MHSS II

Greg Sterner, Medical Staff

Joy Wieseler, Infection Control

Luann Kathol, RN

Sheryl Hansen, Staff Development

Donna Baumann, Staff Assistant

If you have recommendations in making NRC a safer place to work and live, please forward that information to one of the committee members.



New MANDT Trainers

Submitted by TiAnne Morse, Quality Assurance Coordinator

Please join me in congratulating Brian Planer and Hollie Frye, Compliance Specialists, on completing MANDT Trainee Certification. This training was completed in Grand Island, NE, the week of 2/1-2/5/10. NRC appreciates the commitment these employees are giving to the organization as MANDT trainers. MANDT and Advanced MANDT Instructor class will be held at NRC the week of 3/22-3/26/10.



Haiti Denim Day at NRC

Submitted by TyLynne Bauer, Facility Operating Officer, and Diane Schumacher, PA-C



On January 12, 2010, Haiti endured a devastating earthquake of a 7.0 magnitude. This quake left an estimated 200,000 dead and 1.2 million homeless, many of which are children. They are also experiencing a tremendous deficit in health care supplies and workers.

The University of Nebraska Medical Center has organized multiple groups of volunteers to go to Haiti to assist with medical care. The UNMC Foundation has launched an outreach fund to assist with volunteer expenses and supplies.

NRC took this opportunity to show our support to our fellow health care workers, along with extending our condolences to Haiti regarding this devastating and life-changing event, by declaring Thursday, February 4th, as Haiti Denim Day.

All NRC staff were invited to contribute a free will donation and wear denim on that day to raise funds for UNMC's volunteers and supplies to help Haiti. Diane Schumacher, PA-C, spear-

headed the fundraising effort and collected all donations. Through the generosity of many staff, \$586 was raised in this one-day event. **Thank you all!!**

UNMC Haiti Donors List

Kathy Herian
Kandi Lange
Julie Beutler
Becky Inness
Barb Maas
Joy Wieseler
Sandy Bogue
Laura Gorham
Marilyn Blunck
Diane Schumacher
Susie Kohlhof
Amy Vollbrecht
Patti Leise
Luann Kathol
Tracy Cullin
Kris Boe-Simmons
Monte Middleton
Darlene Porter
Bonnie Long (in honor of grandchildren)
Sue Reifenrath
Jim McElfresh
Karen Ehlers
Marsha Nelson
Sheryl Hansen
Patty True

Kathy Arends
Victor Van Fleet
Donna Baumann
John Kroll
JoAnn Henrickson
Denise Uhing
Tonya Mauldin
Jacque Orvis
Tony Uttecht
Mary Andersen
LuAnn Eddy
TyLynne Bauer
Jeanne Jensen
Marg Hipp
Stephanie Love
Rick Kluender
Eric Henning
Jessica Klopper
Cheryl Nielsen
Chris Dinslage
Diane Nelsen
Donna Young
Anonymous

\$586



An Order of Morale, To Go Please

From *HRC News and Views*, by Susan Kotas

I can't count the number of times that someone (including myself) said something like, "As long as I have a job, I can deal with it." Those of us here now do have jobs, but our memories seem short and again it seems that comments about the negative aspects we perceive about our jobs/worksites/conditions outnumber the positives. It seemed like a good time to run this article and reconsider our individual comments and actions about our work.

My three favorite "training" requests include the following:

Come teach them/us how to ...

- Come to work on time
- Be a team/play nicely together
- Have good morale

Sometimes people ask for training to solve another type of problem. Do people really not know how to come to work on time, or are other factors involved? And while you can teach people concepts about teams and how they develop

and work together, you can't train a team into being.

My new favorite is the concept of morale. "Morale here is the worst it's ever been. THEY need to do something about it."

What is morale? And who are "they"? My dictionary says morale is "an individual's state of mind".

The morale at any location is a cumulative result of what each of us say and do each day. If I stand in line at the grocery

store and complain about how awful it is to work here, everyone else in line and everyone they talk to will pass that on. Doesn't that reflect poorly on me? If it is such a bad place to work, I must not be doing a good job. How many people do I complain to before I make myself believe it is a bad place to work? And once I believe it is not a good place to work, does the quality of my work deteriorate?

Each day I have choices to make — do I go to work or not? Do I go on time? Do I go in with a positive attitude, or try

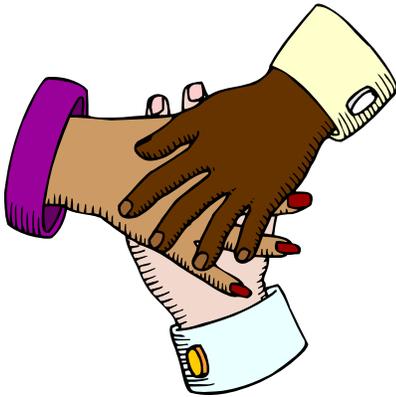
to find the problems with everyone and everything?

I recently saw a cartoon in the paper where the Grim Reaper was on a couch with a psychiatrist sitting next to him taking notes. The Reaper is saying, "It's just horrible, Doc. I'm constantly plagued by pleasant thoughts of happiness and joy." Do you know anyone who thinks and speaks like this? I challenge each of you to spend 48 hours identifying positive aspects of YOUR workplace. There are many here if we are willing to see them.

You can't order up morale like a Big Mac and fries. It can't be packaged, sold, or taught. It can only be developed one person, one comment, one action at a time. Each of us has to decide if the time and effort required to help our workplace be successful is worth the investment.

"Be pleasant until ten o'clock in the morning, and the rest of the day will take care of itself."

- Elbert Hubbard



Madison County Day at the Capitol

Submitted by TyLynne Bauer, Facility Operating Officer



The Annual Madison County Day at the Capitol was Wednesday, February 24,

2010. The agenda was a busy one, as we boarded our bus at Allied Tour and Travel at 8:30 a.m., and off to Lincoln we went. The constituents that attended were allowed to view the Legislature from the balcony. We were joined by a couple of schools as well. This was a very interesting process. Several of the senators gave support for the bill, while others opposed, asked questions and deliberated the facts.

Next we went to the US Bank to have lunch with Speaker Mike Flood and several other senators. Following lunch, Madison County constituents had a special session with Speaker Flood, Governor Heineman and Senator Fulton.

Some of the "hot" topics Speaker Flood wanted to share with our group as priorities include:

1. The Nebraska Budget: Our state is 2nd only to North Dakota in the lowest unem-

ployment rate, at 4.7%. Nebraska has been able to accomplish this without raising taxes at this point. Speaker Flood states the next three years will also be tough, with fewer services as a result of funding, fewer state services available and fewer highway projects. He also recognized the importance of 24/7 health care facilities, such as Norfolk Regional Center, having funding for the delivery of care in a safe manner.

2. Wind Energy: This is an up and coming natural resource that Nebraskans need to explore and promote. Speaker Flood describes Nebraska as an energy zone. There can also be revenue such as taxes gained from these towers, similar to radio tower and cell phone tower taxes.

3. Juvenile Services: Speaker Flood states we need to do a better job of getting these kids out of JDC and into their communities to be more productive. Madison County has truant and disruptive children that may allow the schools to tap

into the JDC-mandated and court-ordered school program.

4. Medicaid for Prenatal Care of Illegal Immigrants: Speaker Flood's position on this bill is that Nebraska needs to continue to provide prenatal care, as these babies will be born as American citizens. Additionally, many conditions can be caught during regular prenatal visits that could prevent catastrophic birth injuries and defects that would cost additional monies.

Governor Heineman also shared the following with the Madison County constituents:

1. He states that if we think he is tight regarding the state budget and spending, we could ask his mother and she would tell us he still has the first penny that was given to him.

2. He states he just returned from the Governor's Association meeting, and Nebraska is the model for the country. He describes us as the envy of other states and reiterates that our unemployment rate is 2nd lowest in the nation.

Madison County Day at the Capitol (cont.)

3. He states that in the 12-day special session held in November 2009, the legislature was able to cut spending and did not raise taxes to do so. He describes the current legislature as one that works together to resolve issues and feels that because of this our financial strength is stronger than any other state.

4. He also speaks about strengthening Nebraska's

educational system. The P-16 committee (Preschool through four years of college) that he chairs has an action-oriented agenda. They are reviewing curriculum and preparing kids for the technology of the 21st century. Better education = better jobs.

There was time given for questions and answers for each speaker, and the group was thanked many times for attending this legislative event. I

would encourage each of you to attend next year. This experience, for me, was rewarding, intriguing and certainly educational. I was very proud to represent our hospital at Madison County Day at the Capitol.



NRC Physician Celebrates Birthday

Submitted by Reba Middleton, RN

On January 27, 2010, staff at Norfolk Regional Center helped to celebrate the 75th birthday of Dr. Daryl Stephenson. Dr. Stephenson has been a psychiatrist at NRC for 11 years, and we are happy to have him as a part of our staff/family!

**Happy Birthday,
Dr. Stephenson, and
Thank You for your
dedicated service!!**



Beyond Facebook: Social Networking Gets Really Personal — What Parents Need to Know

Submitted by Sergeant Michael Bauer, Norfolk Police Department

Facebook and other social networks connect kids online. But a new form of social networking takes connecting a step further — to face-to-face meet-ups. New programs called social mapping applications use geographic information to connect people to specific places, as well as to each other. You may have heard of some of the most popular ones: Loopt, foursquare, and Gowalla. Once you join up, these applications track every movement you make.

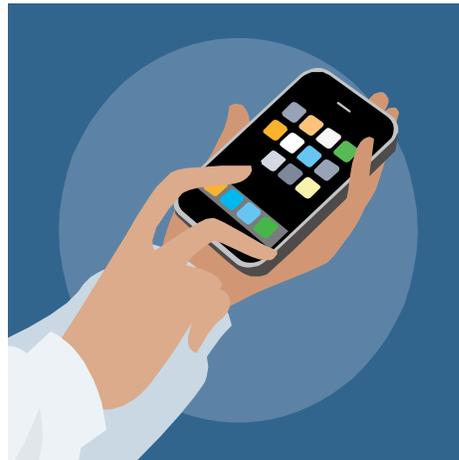
And that's what makes social mapping a no-go for kids and teens. These programs bring up two big issues: safety and privacy. Since they follow your location, they expose your kid's whereabouts to anyone they "friend" — or, in some cases, to any other user of the program. Also, advertisers are already using social mapping to target users with ads and incentives to visit their businesses (most of which are bars and restaurants).

Foursquare is probably the most popular of these programs. Here's how it works: When you sign up, you import contacts from other programs

like Facebook, Twitter, and Gmail. Using foursquare's mobile website or its smartphone app, you "check in" — send a message saying where you are and what you're doing — and the program alerts your friends to tell them where they can find you. (Foursquare does allow you to hide your location, so you can check in without revealing it.) Foursquare uses a gaming motif, which makes it especially appealing for kids: A recent deal between Bravo and foursquare created a kind of giant treasure hunt where users are required to visit certain places and collect virtual badges.

Gowalla works very much the same way as foursquare, with a gaming aspect that rewards people for visiting certain places and doing interesting things (including, in foursquare's case, "staying out late on a school night"). Unlike four-

square's more finely customizable privacy settings, Gowalla's privacy settings are either on or off — allowing people to view you or not. But Gowalla retains certain features that are publicly available even if you've checked "off". For example, if you recommend something, your recommendation appears under your user name.



Another popular program in this category, Loopt, is currently only available as a downloadable app with phones using GPS. It's also geared more for singles looking for

relationships — the personal profile asks you to check boxes indicating your relationship status and what type of relationship you're looking for. Like Facebook, Loopt gives its users the ability to send messages to friends, and while its ability to connect people face-to-face is highly targeted, it does offer fairly customizable privacy settings, including the ability to hide your location and block

Beyond Facebook: social Networking Gets *Really* Personal — What Parents Need to Know (cont.)

people.

What Parents Need to Know

1. These programs aren't for your kids. Ignore the "ratings" you may see online. The apps must be downloaded, and even though they're free, you'll get a receipt for it, so you'll know whether it's been installed. Either way, check your child's phone for these apps. You need to know what they're doing.
2. If you think it's OK for

your kid to use one of these apps, then you must make sure that their privacy settings are set to the strictest options (as in, designated "friends only"). That said, there are no guarantees that your child will be 100% protected from strangers or unwanted advertisers.

3. Since the programs allow users to post directly to Facebook or Twitter from any location, questions of safety and responsible be-

havior must be addressed. You don't want someone telling everyone about a party at someone else's house.

4. Finally, don't our kids have enough ads in their lives? These programs have the ability to send highly targeted ads — to your kids' favorite store at the mall, for example. Constant advertising has a tendency to give people the "gimmies". Reinforce the fact that they can use the word "no".

Answers to January Puzzles Challenge

VOWEL PLAY

C	O	A	C	H		C	H	I	L	L
A		Q		U		H		V		A
F	L	U		S	K	I		Y	E	T
E		E		K		L				H
	P	O	N	Y		D	O	W	S	E
A		U						E		R
F	U	S	S	Y		B	E	A	K	
F				A		O		R		P
I	R	K		C	O	G		I	L	L
R		E		H		U		N		U
M	I	G	H	T		S	I	G	H	S

Winners for January are:

Barb Buettgenbach
 Janice Oswald
 Myron Wagner
 JoAnn Henrickson
 Lynn Briard

MOBILE CODE

1. Knife
2. Spoon
3. Ladle
4. Sieve
5. Peeler
6. Spatula



What Goes Around Comes Around

Submitted by TyLynne Bauer, Facility Operating Officer

One day a man saw an old lady stranded on the side of the road, but even in the dim light of day, he could see she needed help ... So he pulled up in front of her Mercedes and got out. His Pontiac was still sputtering when he approached her.

Even with the smile on his face, she was worried. No one had stopped to help for the last hour or so. Was he going to hurt her? He didn't look safe; he looked poor and hungry.

He could see she was frightened, standing out there in the cold. He knew how she felt. It was that chill which only fear can put in you.

He said, "I'm here to help you, ma'am. Why don't you wait in the car where it's warm? By the way, my name is Bryan Anderson."

Well, all she had was a flat tire, but for an old lady, that was bad enough. Bryan crawled under the car looking for a place to put the jack, skinning his knuckles a time or two. Soon he was able to change the tire, but he had to get dirty and his hands hurt.

As he was tightening up the lug

nuts, she rolled down the window and began to talk to him. She told him that she was from St. Louis and was only just passing through. She couldn't thank him enough for coming to her aid.

Bryan just smiled as he closed her trunk. The lady asked how much she owed him. Any amount would have been all right with her. She already imagined all the awful things that could have happened had he not stopped.

Bryan never thought twice about being paid. This was not a job to him. This was helping someone in need, and heaven knows there were plenty who had given him a hand in the past. He had lived his whole life that way, and it never occurred to him to act any other way.

He told her that if she really wanted to pay him back, the next time she saw someone who needed help, she could give that person the assistance they needed, and Bryan added, "And think of me."

He waited until she started her car and drove off. It had been a cold and depressing day, but he felt good as he headed

home.

A few miles down the road the lady saw a small café. She went in to grab a bite to eat and take the chill off before she made the last leg of her trip home. It was a dingy-looking restaurant. Outside were two old gas pumps. The whole scene was unfamiliar to her. The waitress came over and brought a clean towel for her to wipe her hair. She had a sweet smile, one that even being on her feet for the whole day couldn't erase. The lady noticed the waitress was nearly eight months pregnant, but she never let the strain and aches change her attitude.

The old lady wondered how someone who had so little could be so giving to a stranger. Then she remembered Bryan ...

After the lady finished her meal, she paid with a \$100 bill. The waitress quickly went to get change, but the old lady had slipped out the door and was gone by the time the waitress came back. The waitress wondered where the lady could be; then she noticed something written on the napkin.

There were tears in her eyes



What Goes Around Comes Around (cont.)

when she read what the lady wrote: "You don't owe me anything. I have been there, too. Somebody once helped me out, the way I'm helping you. If you really want to pay me back, here is what you do: Do not let this chain of love end with you." Under the napkin were four more \$100 bills.

Well, there were tables to clear, sugar bowls to fill, and people to serve, but the waitress made it through another day. That night when she got home from work and climbed into bed, she was thinking about the money and what the lady had written. How could the lady have known how much

she and her husband needed it? With the baby due next month, it was going to be hard.

She knew how worried her husband was, and as he lay sleeping next to her, she gave him a kiss and whispered, "Everything's going to be all right. I love you, Bryan Anderson."

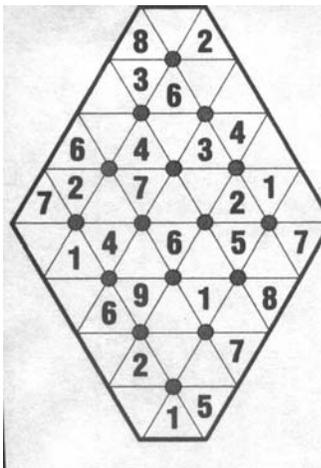
Puzzles Challenge

Submitted by Judy Burnett, Switchboard Operator

Entries may be left at the switchboard/mail room through March 19. Again, please remember to **sign your name**.

SIX PACK

Can you place digits in the empty triangles, so the numbers in each hexagon add up to 25? Only single digits between 1 and 9 can be used, and no two numbers in any hexagon may be the same.



HERE COMES THE SUN

There are 23 words that can follow "SUN" to make new words or phrases to be found in the grid. Can you find them all?

F	N	E	S	I	R	E	B	T
O	B	R	X	C	D	F	E	H
O	T	D	U	A	R	I	D	G
R	R	E	H	B	M	E	A	I
S	E	S	S	A	L	G	E	L
B	W	C	E	T	N	S	P	N
L	O	B	A	H	H	Y	A	D
O	L	N	K	I	S	S	E	D
C	F	H	N	N	D	E	C	K
K	S	E	A	G	L	A	M	P
E	K	O	R	T	S	P	O	T

THE SOURCE

DHHS—STATE OF
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The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.

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!

NRC Editorial Board

Marg Hipp - Editor - 370.3315

TyLynne Bauer - 370.3328

Susie Kohlhof - 370.4313

Marilyn Stromberg - 370.3142

Recipe for St. Paddy's Day

Happy St. Patrick's Day



March 17th

IRISH TEA CAKE

1/2 c. butter	1/4 tsp. salt
1 c. sugar	1/4 tsp. nutmeg
1 egg, beaten	1/4 tsp. cinnamon
1 c. sour cream (not commercial - may use buttermilk)	1/4 tsp. baking soda
2 c. sifted bread flour	1 1/2 tsp. baking powder

Cream butter and sugar. Add egg. Mix in remaining ingredients. Put in greased 7 x 11 pan. Sprinkle with chopped nuts, powdered sugar, and cinnamon. Bake at 350° for 45 minutes.