DHHS - NORFOLK REGIONAL CENTER

Volume 7, Issue 3

June-July 2015

THE SOURCE

Inside this issue:

"Job Well Done" Recipients 2-3

New Employees, What's Cooking at NRC 4-5

Superhero Squad Unites, Bulletin Board 6

Bulletin Board (cont.), Policy Reviews 7

Sitting is the New Smoking Article 8-9

The Be Today, See Tomorrow Paradox 10

Dr. David Mitchell and Lori Nelson Are May's "Job Well Done" Recipients

By The NRC Employee Recognition Committee

Congratulations to Dr. David Mitchell, psychologist, and Lori Nelson, LPN, for being selected as the May 2015 "Job Well Done" recipients.

Dr. Mitchell has been employed at NRC since

September 2009. His coworkers stated in his nomination that he deserves this award because he took a major role in developing the current level scoring system and computerizing it. He makes sure that scoring is current and maintains the system. Dr. Mitchell also made a major presentation at the Minnesota Sex Offender Providers organization about the scoring system. He has taken a leadership role on the Team One treatment team and plays a major role in team decision-making. In addition to his other duties, Dr. Mitchell often provides educational programs for the department and does orientation programming for new employees.

Thank you, Dr. Mitchell, for all you do!

Lori Nelson has been employed at NRC since November 2012. Her coworkers stated in

(Continued on page 2)

Nebraska Sex Offender Treatment Program

Mission: *Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.*

Vision: *Helping people rebuild their lives with no more victims.*

Dr. Mitchell and Lori Nelson Are May's "Job Well Done" Recipients

(Continued from page 1)

her nomination that she deserves this award because she is very dependable and flexible wherever she is needed. She sometimes even covers two units. Lori is also very good at de-escalating patients who are upset or have behavior problems. She is always pleasant and has a good attitude toward patients and staff in every unit where she works.

Thank you, Lori, for all you do!

Corey Banks and Byron Myers Are June's "Job Well Done" Recipients

By The NRC Employee Recognition Committee

Congratulations to Corey Banks, MHSS II — Guard, and Byron Myers, MHSS II, for being selected as the June 2015 "Job Well Done" recipients.

Corey Banks has been employed at NRC since September 2012. His coworkers stated in his nomination that he deserves this award because he had to engage in a physical intervention twice in one week with the same patient. In both occurrences, Corey remained calm and intervened effectively and professionally, maintaining safety for all parties involved. He gave clear directions to his team and is a true asset to Team NRC.

Thank you, Corey, for all you do!

Byron Myers has been employed at NRC since December 2008. His coworkers stated in his nomination that he deserves this award because his mature demeanor is welcomed, especially when there is a need to go "above and beyond" normal duties. He is always a pleasure to work with, a team player, a great teacher and is always willing to help when asked. His fellow employees

(Continued on page 3)

Byron Myers and Corey Banks Are June's "Job Well Done" Recipients

(Continued from page 2)

appreciate his efforts, and nursing supervisors appreciate his willingness to be flexible and helpful. He sacrifices himself to accommodate others. He is always pleasant, willing and available, never has a negative attitude and always has a smile on his face and in his voice. Byron helps with overtime so other staff do not get held over and comes in early to transport patients when staffing is short. Comments from coworkers include: "There needs to be more Byrons in this world," and, "He gives 120% and deserves the JWD more than anyone in the building." These are just a few of the reasons why he was nominated for a "Job Well Done" award.

Thank you, Byron, for all you do!

Stephanie Koenig and Julie Batenhorst Are July's "Job Well Done" Recipients

By The NRC Employee Recognition Committee

Congratulations to Stephanie Koenig, MHSS II, and Julie Batenhorst, RN, for being selected as the July 2015 "Job Well Done" recipients.

Stephanie Koenig has been employed at NRC since July 2013. Her coworkers stated in her nomination that she deserves this award because she discovered the 11-7 shift had no baseline and/or CLS sheets for the next week. She was able to print these for the two units involved. Stephanie is always willing to learn new things and to help others, and this is very much appreciated.

Thank you, Stephanie, for all you do!

Julie Batenhorst has been employed at NRC since October 1995. Her coworkers stated in her nomination that she deserves this award because she is a calm, quiet leader. She assists with observation duties in the day hall when necessary. She handles difficult and tense situations calmly and confidently without further escalation. Julie also offers help and support to her co-workers.

Thank you, Julie, for all you do!

Please Welcome Our New NRC Employees

Etta Hansen
Registered Nurse

James Shearer
Mental Health
Security Specialist II

Amanda Kahny
Mental Health
Security Specialist II (Temp)

Andrew Engle
Mental Health
Security Specialist II (Temp)

Robert Flint
Mental Health
Security Specialist II

Margaret Donovan
Psychologist

Leslie Rinaldi
Registered Nurse

Daphne Darter
Mental Health
Security Specialist II (PRN)

Holly Delzer
Mental Health
Security Specialist II

Please Welcome Our New NRC Employees

(Continued from page 4)

Kassandra Jackson
Mental Health
Security Specialist II

Lori Armitage
Scheduling Coordinator

Kolton Neuhaus
Mental Health
Security Specialist II — Guard

What's Cooking at NRC

BUTTERFINGER DESSERT

2 c. graham cracker crumbs	1 1/2 c. milk
1/2 c. butter, melted	1/2 gallon vanilla ice cream
1 c. soda cracker crumbs	cool whip
2 sm. pkgs. vanilla instant pudding	3 Butterfinger candy bars

Combine graham cracker crumbs, melted butter and soda cracker crumbs. Mix well. Save 1 cup of this mixture for topping and press the remainder into a 9 x 13 inch pan. Place the pan in the refrigerator while you mix together the instant pudding, milk, and ice cream. Pour the mixture onto the cooled crust in your 9 x 13 inch pan. Let set in the refrigerator until firm. Spread half of the container of cool whip on top and top with crushed candy bars and the remaining 1 cup of topping. Cover and chill in freezer. Thaw slightly to serve.

(Submitted by Julie Batenhorst, and she challenges Adri Hildebrand to submit a recipe for the next issue of *The Source*.)

Superhero Squad Unites

Submitted by Amy Hancock and Amy Bethards, Compliance Specialists

On July 2nd, six brave NRC staff members dared to unite as the Superhero Squad and bring peace and justice to all at NRC. The Superhero Squad's goal is to promote safety, security and teamwork throughout NRC.

The Superhero Squad invites all staff to join them on July 29th, 2015, at the Charitable Giving Campaign Kick-Off Picnic hosted by the Spark Plugs. ALL staff are encouraged to wear their favorite superhero uniform and help us give back!

Enlist in the Superhero Squad on July 29th and help support the Children's Advocacy Center!!!

The Bulletin Board

Thanks to all the people who sent cards, memorials, emails, and offered condolences at the time of my mother's passing. All was greatly appreciated.

Neil & Nyla Heese

Vernon & Sue Heese

———————————

Thanks to all of you who contributed cash, gift cards and cards for my retirement. Thank you to all who came to my retirement party. I miss all of you, but how do you thank people for making you feel like you have a family at work? I am missing you all, but I still feel that I am just on vacation. If you see me out and about, please say "hi!" Let me know how you are doing. Thank you again to all of you for all of the years of friendship.

Marilyn Stromberg

(Continued on page 7)

The Bulletin Board

(Continued from page 6)

The Hoefler family wishes to convey our sincerest appreciation for your support, thoughts and prayers during our mother's passing. Thank you so much for your thoughtfulness, the generous memorial gift, stamps, cards, phone calls, for remembering us, and sending your words of encouragement. Thank you for your heartfelt condolences. Your words are not only a comfort but a source of strength for my family and me during this difficult time. I am overwhelmed and touched with the many expressions of sympathy and support. God bless you for all your kindness, which will never be forgotten. Cherish your loved ones every day; you never know when it will be your last. Keep us in your thoughts and prayers during our time of grief. Again, your generosity and thoughtfulness are sincerely appreciated.

Sincerely,

Antoinette Hoefler & family

Policy Reviews Via LINK

Submitted by Barb Maas, RN, and Karen Johnson, Training Specialist

All updated or revised policies are distributed monthly to each staff member via LINK. Staff are required to review and acknowledge receipt of the policies within 30 days of receipt of the email advising of the assigned curriculum.

The following policies were assigned in May and June:

☺ Behavioral Management Plan

☺ Safety and Security Operating Principles

☺ Transport Restraints

☺ Non-behavioral Restraint Policy

☺ Spiritual Services

☺ Cell Phone (Personal) and Use of Other Electronic Devices

☺Employee Participation in Facility-Sponsored Activities

☺ Escort of Patients Within the Building

☺ Human Sexuality

☺ Infection Control Plan

☺ Legal Access for Patients

☺ Media Relations

☺ Officer of the Day

☺ Patient Electronics

☺ Tours

Sitting Is the New Smoking: 22 Tips for Sitting Less and Moving More

Submitted by Kathy Arends, Food Service Director and Clinical Dietitian

Sitting for prolonged periods of time has been called the "new smoking" due to the increased health risks it causes.

According to a study in the 2015 *Annals of Internal Medicine*, "Prolonged sedentary time was independently associated with deleterious health outcomes regardless of physical activity." Outcomes associated with sitting for prolonged periods of time included an increased incidence of heart disease, diabetes and cancer.

The Canadian researchers' conclusions were based on pooled data from 41 international studies.

"More than one-half of an average person's day is spent being sedentary — sitting, watching television or working at a computer," said Dr. David Alter, Institute for Clinical Evaluative Sciences, and senior author of the study.

Exercising for a half-hour daily helps, however, it isn't enough if we're inactive for the remaining 23 plus hours. The effect was most pronounced in people at lower levels of physical activity than at higher levels.

Here are some tips to get you started sitting less and moving more. Check those you could do. You may be surprised how easy it is to add more activity to your day.

- Take a 1-3 minute break every half hour or so during the day to stand and move around. You could fit this in with some of the activities cited below. For example, taking the stairs, walking during a break or noon time, etc.
- Pace during phone calls.
- Walk over to your colleagues' desk to talk versus emailing, instant messaging or calling them. Stand once you get there.
- Schedule a regular 5-10 minute physical activity break into your day, such as 10 minutes of activity at 10 a.m. and again at 2 p.m.
- Drink more water — it's good for your body and you'll walk more going to the restroom. Use the bathroom farthest from you.
- Have standing meetings. An added benefit is standing meetings are usually shorter and more to the point.
- Use some type of fitness tracker that counts your steps or miles. Work up to 10,000 or more steps (about 5 miles), a guideline recommended by several health organizations.
- Set a timer to remind you to get up and move. There are several apps (both free and at a slight cost) that signal when a time you designate has passed. Also, some wearable fitness trackers remind you when to move. Use your favorite search engine to locate some possibilities, using such phrases as: "apps that encourage moving more" or "fitness trackers that encourage moving more."

(Continued on page 9)

Sitting Is the New Smoking: 22 Tips for Sitting Less and Moving More

(Continued from page 8)

- Use a wearable fitness tracker or smartphone app that lets you form a group with friends on your device (tablet, computer, smartphone). The motivation of others moving may motivate you also.
- Participate in physical activities with your children, such as bike rides, Frisbee throws and walking the dog together.
- Walk up and down the soccer or football field while your child is playing.
- Change channels on the TV manually. Get up and move during commercial breaks on television. Stand up part of the time while watching TV.
- Park your car farther from your destination.
- Use the stairs.
- Cook more of your meals — you'll move more than getting your meal at a drive-through restaurant or sitting in a restaurant. Plus, you may save some money and eat healthier.
- Tidy up your house more often. Vacuum more and keep your carpet cleaner. Mop that kitchen floor before your feet start sticking to it. Scrub down your bathroom — clean floorboards, wash windows, remove grime that sticks around faucet joints.
- Pack a sack lunch and save some time during your lunch break for a walk.
- Buy a jogging stroller and jog or walk with your child.
- Sit on an exercise ball and fidget while you work.
- Walk down every aisle at the grocery store whether you need to or not. But stick to the grocery list of healthy foods.
- Wear comfortable shoes that encourage walking.
- Form a work group for walking — maybe take a stroll to the library over your lunch break.

The bottom line: This isn't an issue to be taken sitting down!

Source: Alice Henneman, MS, RDN, Nebraska Extension Educator

Employees Leaving NRC

May 22, 2015

Antoinette Hoefler, MSW

June 3, 2015

Marilyn Stromberg, Scheduling Coordinator

Vanessa Wong, MHSS II

June 4, 2015

Douglas Moats, MHSS II — Guard

June 5, 2015

Conner Stickley, MHSS II

June 8, 2015

Tim Schaefer, MHSS II

July 10, 2015

Kayla Hrabanek, MHSS II

July 12, 2015

Peggy Paustian, Food Service Assistant

DHHS - NORFOLK REGIONAL CENTER

DHHS—STATE OF NEBRASKA

Norfolk Regional Center
1700 N. Victory Road,
Bldg. 16
PO Box 1209
Norfolk NE 68702-1209
Email:
marg.hipp@nebraska.gov
402.370.3315

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

The Be Today, See Tomorrow Paradox

By Joe Tye, Values Coach, Inc.

Be Today, See Tomorrow is the ultimate secret to happiness and success. I realize what an audacious statement that is, but it is true.

Be Today means keep your attention in the present. See the world as it really is — not as you wish it were, as you think it should be, or as you fear it might become — but as it really is. This often means taking off the rose-colored glasses and being honest with yourself about what is not working, about what changes you need to make, and about the excuses you have been making to avoid making those changes.

See Tomorrow means keeping your vision in the future. And not just any future, especially not the one being predicted by some people in the entertainment business. It means to put on rose-colored binoculars and defining your future by your hopes and not by your fears, by your dreams and not by your memories. It means being so clear about that ideal future that it is no longer a mere hope, wish, goal, or dream — it becomes your Memory of the Future.

The Be Today, See Tomorrow principle applies to your own work in creating that memory of the future, but it also applies to your work as a leader in your organization and in your family. Because isn't that the ultimate responsibility of leadership? To help us realistically face up to the challenges at hand and do the work required to deal with those challenges, but also to give us a vision for the future and the hope that, however severe the challenges of today might be, we can see that Memory of the Future unfolding in a better tomorrow.