

THE SOURCE

NRC's 3rd Annual Employee Recognition Reception

By NRC Employee Recognition Committee

NRC's 3rd annual Employee Recognition Reception was held on Wednesday, February 25th, honoring 46 employees who reached milestone years of service during 2014, as well as announcing NRC's awards for Supervisor of the Year, Employee of the Year, and Burney Pohlman Memorial Award.

This year's Employee of the Year award was presented to Bryan Bretschneider, Facility Maintenance Specialist; the Supervisor of the Year award went to Dianna Mastny, RN; and the Burney Pohlman Memorial Award was presented to Marsha Nelson, Certified Master Social Worker.

TyLynne Bauer, Facility Operating Officer, presented the awards. Light refreshments were served following the ceremony.



Congratulations to all honorees!!

We're proud of you!!



Photos: Melodie Nielsen

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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.

NRC Employee Recognition Reception

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Marsha Nelson, CMSW
Burney Pohlman Memorial
Award Recipient



Dianna Mastny, RN
NRC Supervisor of the Year



Bryan Bretschneider,
Facility Maintenance Specialist
NRC Employee of the Year

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 February-April:

- ☺ Code Black — Disaster
- ☺ Code Silver — Armed Intruder
- ☺ Code Yellow — Bomb Threat
- ☺ Incident Reports — Behavioral
- ☺ Two-Way Radio Operation
- ☺ Movies
- ☺ Contraband Search
- ☺ Dietary Services
- ☺ Health Services & Medical Consultations
- ☺ HR: Personal Appearance
- ☺ Payment for Services
- ☺ Pharmacy — Medications Brought Into the Hospital
- ☺ Safety & Security Management Plan
- ☺ Near Critical Incidents
- ☺ Fall Prevention & Management Plan
- ☺ Abbreviations, Unapproved
- ☺ Abbreviations & Symbols, Recommended

Brandy Boschult and Tracy Cullin-Culligan Are March "Job Well Done" Recipients

By NRC Employee Recognition Committee

Congratulations to Brandy Boschult, Human Services Treatment Specialist II, and Tracy Cullin-Culligan, Staff Assistant I, for being selected as the March 2015 "Job Well Done" recipients.

Brandy Boschult has been employed at NRC since December



2010. Her co-workers stated in her nomination that she deserves this award because she is very creative in developing new programming ideas. She recently developed and implemented two alternatives for daily programming. After successfully piloting the new activities on a unit, she implemented them on all of the

mainstream units.

Brandy also researches various topics for patient discussion and various short educational videos for patient viewing and discussion. The materials are well organized and ready to use. She works with patients and staff on how to implement these activities. She follows through and sporadically attends activities to spot check how it is going and to assist patients and staff with any questions. She easily works across the disciplines. Both patients and staff enjoy the new activities.

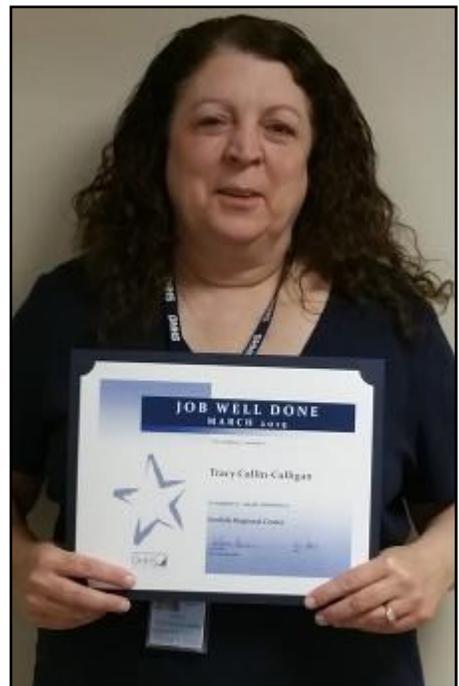
On a related note, Brandy was instrumental in working with IT and the electrician to get a hospital-wide TV channel that will allow all the units to watch the same educational video. This is a definite improvement in hospital programming and staff efficiency.

Brandy also readily assists in covering the living units so nursing staff can attend training and covers SO groups when co-workers are absent. She also organizes and schedules treatment planning for the three mainstream units. She completes this tedious and de-

tail-oriented work very well.

Thank you, Brandy, for all you do!

Tracy Cullin-Culligan has been employed at NRC since February 1977. Her co-workers stat-



ed in her nomination that she deserves this award because she always has a smile and a pleasant attitude. She is very helpful with faxing and scanning numerous documents. She is prompt with the afternoon mail and always has the print room stocked with the needed materials.

Thank you, Tracy, for all you do!

John Kroll and Byron Blain Are April “Job Well Done” Recipients

By NRC Employee Recognition Committee

Congratulations to John Kroll, RN, Director of Nursing, and Byron Blain, Facility Maintenance Specialist, for being selected as the April 2015 “Job Well Done” recipients.

John Kroll has been employed at NRC since June 1976. His co-workers stated in his nomination that he deserves this



award because on February 5, 2015, he received a call from

an employee asking for an emergency vacation day for a personal emergency. John listened with a caring attitude and granted the emergency vacation. John played a part in saving the employee's friend's life by granting the request, which was greatly appreciated. John's job is difficult and he has to make difficult decisions on a daily basis, and he does it with dignity and respect for the employees at NRC.

Thank you, John, for all you do!

Byron Blain has been employed at NRC since January 2003. His co-workers stated in his nomination that he deserves this award because he should be recognized for all of the things he does in and out of Building 16. He helps paint, lay tile, lay carpet, and helps fix/patch holes in walls. He helps to redo complete rooms and helps in the power house with

the boilers as needed. Byron also helps outside on the grounds, whether it be picking up sticks, trash or any other



items. He weeds the flower beds and helps mow when needed. Byron can also be found helping the mechanic. These are just a few of the reasons why Byron deserves this award.

Thank you, Byron, for all you do!

Please Welcome New NRC Employees



Bruce Kimball
Mental Health
Security Specialist II



Amy Hancock
Compliance Specialist



Vanessa Wong
Mental Health
Security Specialist II



Timothy Mastny
Mental Health
Security Specialist II (PRN)



Christopher Andal
Mental Health
Security Specialist II



Jack Denker
Mental Health Security
Specialist II – Guard



Luke Backer
Mental Health Security
Specialist II – Guard



Kelcie Lieswald
Mental Health
Security Specialist II



Cody Hansen
Custodian/Housekeeper
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Please Welcome New NRC Employees

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Caitlin Matthews
LPN



Conner Stickley
Mental Health
Security Specialist II



William "Jerry" Hamik
Mental Health
Security Specialist II



Samantha Hart
Food Service Assistant



The Bulletin Board

I would like to thank the Employee Recognition Committee for selecting me for "Employee of the Year." I am both humbled and honored with this award.

Bryan Bretschneider

Dear NRC employees:

Thank you so much for the retire-

ment party and the gift certificate. I'm getting disability from work which I took out when I started — didn't think I would ever need it. I've been sick since September, doesn't seem possible I've been sick that long. I don't remember a lot of the events since I've been sick. My short term memory is very poor. My

husband keeps me up to date on my appointments, housekeeping and making meals. I've started knitting again. I keep busy just getting up, eating and taking a nap, always so tired.

Thanks so much.

Monica Schomaker

What's Cooking at NRC

LEMON-BLUEBERRY BUNDT CAKE

3 c. flour	2 c. sugar
2 tsp. baking powder	2 tsp. grated lemon zest
1/2 tsp. salt	4 lg. eggs, room temperature
1/2 c. lemon juice	2 c. blueberries
1 tsp. vanilla extract	1/2 c. buttermilk
16 T. (2 sticks) unsalted butter, room temperature	



Preheat oven to 350°F. Grease a 12-cup Bundt pan with melted butter, add a few tablespoons of flour and rotate pan to evenly coat, tapping out excess. Sift 3 cups flour with baking powder and salt into a large bowl. In a small bowl, combine lemon juice, vanilla and buttermilk. In a second large bowl, beat butter, sugar and lemon zest until light and fluffy. Add eggs, one at a time, beating well after each. Add about 1/4 of flour mixture, followed by 1/4 of buttermilk mixture, mixing just until incorporated. Repeat, alternating dry and liquid ingredients, until batter is thoroughly combined. Gently fold in blueberries. Transfer batter to pan, spreading evenly. Bake until a tester inserted into center of cake comes out clean, about 1 hour. Let cool in pan on a wire rack for 10 minutes, then unmold cake.

Icing:

2 c. confectioner's sugar	2-4 T. lemon juice
1 T. buttermilk	

Mix confectioner's sugar, buttermilk and 2 T. lemon juice in a bowl, stirring until smooth. Glaze should be pourable; if it's too thick, add lemon juice, 1 tsp. at a time, until it reaches desired consistency. Pour half of glaze over warm cake. Let cool for 1 hour, then pour remaining glaze over cake and serve.

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

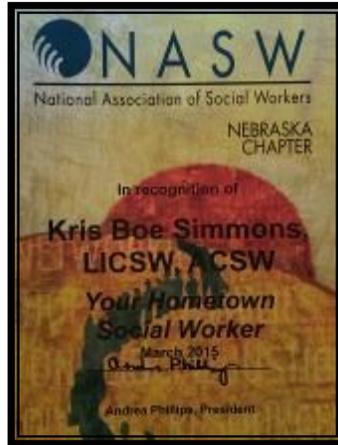
Kris Boe-Simmons Receives Outstanding Social Worker Award

Submitted by TyLynne Bauer, Facility Operating Officer

This is the second year the Nebraska Chapter of the National Association of Social Workers recognized outstanding social workers with a *Hometown Social Workers* recognition in six cities across Nebraska (Omaha, Lincoln, Norfolk, Grand Island, North Platte, and Scottsbluff). NRC's Kris Boe-Simmons was recognized as one of two social workers receiving this award for northeast Nebraska, with a reception at Black Cow, Fat Pig

on April 10, 2015.

Pictured at right: Kris Boe-Simmons with co-workers Shanna Wright and Cheri Heimann



TyLynne Bauer Achieves Emergenetics Associate Certification



TyLynne Bauer, NRC's Facility Operating Officer, recently achieved certification with Emergenetics International as a Certified Emergenetics Associate. This certification maximizes the potential of any organization by giving certified associates the knowledge, skills and tools to facilitate Emergenetics' signature Meeting of the Minds workshops in the workplace.

Since 1991, Emergenetics In-

ternational, through its growing network of certified associates and partners operating in 45 cities around the world, has been helping individuals, teams, and organizations realize their potential through revealing thinking and behavioral preferences.

The Emergenetics Profile reveals your brilliance — the way you prefer to think and behave. It helps people and organizations thrive by giving them a

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Dr. Daryl Stephenson Celebrates Retirement

Submitted by Joyce Hoferer, Human Resources Assistant, and Becky Inness, Medical Staff Assistant



A retirement celebration was held for Dr. Daryl Stephenson on Tuesday, March 10, 2015. He was joined by his family, many current and several former NRC co-workers to wish him well and thank him for his many years of service to NRC patients and families.

Dr. Stephenson provided psy-

chiatric services to NRC intermittently from 1962-1980, as a contract consultant from 1980-1999, and became a permanent employee in 1999. He served many years as president of the Medical Staff.

Comments from

his co-workers cited his knowledge of the history of the NRC facility and psychiatry, which he shared with others. He is particularly skilled, and artful, in medicating the persistently mentally ill and did an exemplary job of doing so when NRC was the area's hub of care for those individuals. Dr. Stephenson is forever to

be remembered for his zany humor! Only when the observer takes the time to understand the complexity of Doc's approach do they see the rationale and reason for his interview and interaction style. He will be missed for the wide scope of medical knowledge he possesses. His ongoing thirst for knowledge and for reading every medical journal made him the "go-to" guy for many staff at NRC.

Congratulations, Doc!! Enjoy your retirement!!



Amazing Uses for Hydrogen Peroxide

Here are a few creative uses for hydrogen peroxide:

- Use it as an alternative to bleach in your laundry.
- Use it as a stain remover for blood, wine, and yellow sweat stains.
- Cure foot fungus by spraying a

50-50 mixture of peroxide and water onto your feet and letting it air-dry.

- Use it as an effective mouthwash, or mix it with baking soda to make toothpaste (do not swallow).



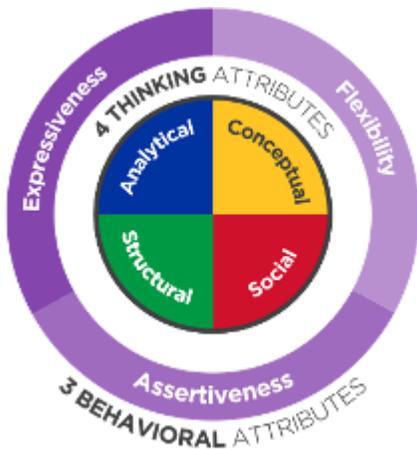
- Clean glass and mirrors without smearing, and spray it on shower walls to remove mold and mildew.
- Use it as a toilet bowl cleaner.
- Water plants with a 1 oz. hydrogen peroxide to 1 quart water blend for enhanced root development.

TyLynne Bauer Achieves Emergenetics Associate

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simpler, easier way to understand themselves and others, and builds interpersonal strategies that drive performance. Emergenetics products bring results such as increased employee engagement, more effective leadership, and high-performing teams.

Emergenetics is rooted in the concept that who you are today is the emergence of your behavior, genetic makeup and life



experiences. Emergenetics provides a clear way to understand this intersection of nature and nurture through the Emergenetics Profile, built on four Thinking Attributes and three Behavioral Attributes that every person exhibits.

As individuals, we function in various capacities in our lives. We play multiple roles, depending on where we are. We could

be a mother at home; a leader in the company; a colleague amongst working peers; a volunteer at a non-profit — all at the same time. Regardless, we form relationships with people in whatever role we take. We communicate with them. We work with them. And we seek ways to make the communication and the work experience as positive as possible. Emergenetics helps you do just that, and more.

With TyLynne's certification as an Emergenetics Associate, she now possesses an in-depth understanding of the Emergenetics concepts and how they impact individuals and teams, as well as an understanding of the research behind the Emergenetics psychometric instrument. All NRC staff have completed a Meeting of the Minds workshop, and TyLynne is now qualified to deliver the workshop to new NRC employees or employees of any other organization or business.



Amy Hancock, Compliance Specialist, presents the perfect "social" office space during the April 1st Meeting of the Minds (MOTM) workshop.



Elizabeth Offner, LPN, presents the ideal "conceptual" vacation.



Osmany Fernandez, MHSS II, presents for his WE Team a grand finale of the MOTM workshop.

The Most Imposing Gates Are in Your Mind

From Joe Tye, CEO, Values Coach, Inc.

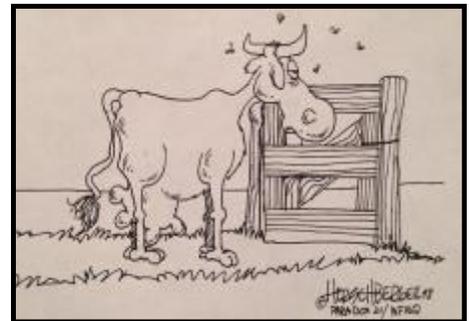


One of the newsletters I get is called *Daily Good*. It's a delightful alternative to the tragi-tainment the mainstream media calls news. A recent edition features a cartoon strip by Grant Snider called "Making the Leap." How often do we say, after we've gotten past all the excuses and finally taken some action, "what was I waiting for?"

It reminded me of a cartoon my good friend Vern Herschberger drew for me some years back, which you see here. It's a great metaphor for the

barriers that stop us. Too often all we see is the gate — and not the open field on either side of the gate.

This week, why don't you think about the "gates" that are stopping you from taking action. Are they really barriers, or are they just excuses?



Employees Leaving NRC

March 4, 2015
Sharon Jaeger, MHSS II

April 1, 2015
Nathaniel Carstens, MHSS II

April 27, 2015
Melodie Nielsen, RN

March 10, 2015
Dr. Daryl Stephenson,
Psychiatrist

April 6, 2015
Dr. Kevin Piske, Psychologist

May 5, 2015
Scott Krohn, MHSS II

March 20, 2015
Monica Schomaker, RN

April 19, 2015
Carolyn Small, Food Service Assistant

DHHS - NORFOLK REGIONAL CENTER

DHHS—STATE OF NEBRASKA

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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

Marilyn Stromberg - 370.3142



Be Wacky

Submitted by TyLynne Bauer, Facility Operating Officer

BE WACKY

We all have it in us. A free-spirited, wonderful wacky attitude

that makes our lives colorful, exciting, and fun.

It inspires us to write an upside-down, inside-out version of our own wacky fairy tale, filled with fascinating characters, plenty of action, and plots that twist and turn.

But sometimes we mistake that wild, unbridled energy for chaos and confusion and allow critics to cut out the best scenes in our story.

The whole process stifles our passions and dulls our sparkle,

and we no longer fully cherish our lives.

Well, not anymore!

This is the year, and now is the moment.
Rekindle your passions, and multiply your talents.
Embrace your inner wackiness, and redefine your world.

Stand up for something worth fighting for,
and confront the dragons of the world ...
especially if they scare you.

Make a difference in someone's life,
and in the process, you'll change your own.

Don't wait for "a better time." It's your life and your story.

So dare to be wacky ... and truly live a life worth loving!

- Suzy Toronto