



LRC REALITY CHECK

Justin Major, SSII, is the January Employee of the Month



Congratulations to Justin Major, SSII, for being selected as the January 2012 Employee of the Month. Justin was hired at LRC on June 19, 2007. Since then, he has proven himself to be a valuable employee. Justin's co-workers who nominated him state that he carries himself in a manner that exudes the core values of LRC's mission and vision. He interacts with both staff and patients with a smile, and a calm demeanor. He maintains a therapeutic rapport during patient interactions, especially in escalating situations.

Justin treats all people with respect and shows a genuine interest in their wellbeing. He communicates with your co-workers on a professional and personal level. He shows a caring attitude towards the patients, and works hard to involve them in activities and conversations. He does not dwell on the negative. Instead, he makes sincere and positive comments. Justin's professional, therapeutic demeanor sets an exemplary standard for patient care among his co-workers. Justin is a valued member of the Building #3 team. His positive attitude makes it a joy for his co-workers to work with him.

Marilyn Bailey is the Employee of the Quarter



Congratulations to Marilyn Bailey, Administrative Assistant, for being selected as the Employee of the Quarter for the 4th Quarter of 2011. Marilyn was hired at LRC on September 5, 1995. Her co-workers who nominated her state that she is diligent in all aspects of her work. Marilyn has great problem-solving skills which she puts to use on a daily basis. She plays a key role in making sure that Building #14 runs smoothly. Her sense of humor and good people skills are reflected in the way she corresponds with other agencies. Marilyn is confident in her role as Administrative Assistant and she keeps the management staff of the SO program well informed. She manages medical records for the SO program, is well versed on HIPAA regulations, and protects the patient record and patient confidentiality.

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

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

Here We Go (Again)

I love the TV commercials this time of year during the NFL football playoffs leading up to the Super Bowl. There's one for Bud Lite that has a rallying call of "here we go!" I'm still not sure where they are going; to the game, to get another beer, to play football? But, "here we go!" seems to have a common understanding by people of movement to a better place. It involves several people, otherwise it wouldn't be "we." "Here I go!" doesn't create the sense of communal interest in making a change. "Here we go!" also connotes a focus; everyone that is "going" knows where the group is supposed to "go." "Here we go" must be to a good place, otherwise, people wouldn't be eager to "go." So, as we begin a new year, "here we go!"

At the beginning of each year I like to take a moment to highlight the accomplishments of the past year. I do this as a way to make a bridge from the past to the future. We tend to keep building on the activities from the past year as this is a continual process of progress as in "here we go!" So, in that spirit, last year we:

- Replaced the windows in Building 3,
- Upgraded the heating and ventilation system in Building 10,
- Installed a new roof on Building 14,
- Demolished the old annex and replaced it with a new structure,
- After nearly a year and a half of work, completed the ADA project in Building 5,
- Successfully completed a three year Joint Commission Accreditation Survey and resolved all citations,
- Added additional Recovery Specialists so that there is one in each building every day of the week,
- Reduced the census in Building 10 once the ADA project in Building 5 was complete in order to reduce noise and activity in Building 10,
- Added additional Team Leaders,
- Installed upgrades to Avatar, and
- Launched our Person Centered Care initiative.

As in years before, this list is just a partial list of things that have happened during the year. These are the major milestones that stick out on the calendar. There are many other things that have happened that contribute to our success.

So what does the new year bring? Usually I have a list of construction projects we are continuing or that we expect to start. However, this year, the only construction projects we anticipate will be finishing the replacement of the roof on the gymnasium in Building 5 and the replacement of the roofs on Buildings 9 and 10. Those of you that have been in administration during a heavy rain know we have a less than desirable "waterfall" feature that pours out of the skylights and must be fixed. Building 10 has some pretty significant leaks in several areas also. There will no doubt be other renovation projects in years to come because of the age of our buildings, but for now we have kind of a reprieve from construction.

Our focus this year should be on three areas. First, last year at this time we had a visit from the Joint Commission. The surveyors arrived on campus on January 10th and spent 4 ½ days at LRC West Campus and Whitehall. When it was all said and done, they had about two dozen citations which we needed to address. One of the citations had to do with not providing enough active treatment in our patient schedules on weekends and evenings. We have done a lot of work in this area in the past year and our focus in 2012 will be to continue to work on improving active treatment.

Second, our use of restraint and seclusion is increasing. We need to reverse that trend. We were making good progress on this but have slipped the last two years. We had 1,862 incidents of R&S from January 2010 to December 2011. That is a significant increase from 1,236 for the same 24 month period from January 2009 to December 2010. There is good news associated with this, however. Only 38 patients were involved in 76% of these R&S events and 10 patients accounted for 46.7% of all R&S events. This was true for the prior period of January 2009 to December 2010 also. In addition, 62% of all R&S events are Mandt holds or seclusion. We have got to find a way to manage this relatively small group of patients and their aggression. If we do, we could almost be a restraint free facility.

Third, we will continue our journey on our Person Centered Care initiative. We are through the WE behaviors and this year will move on to the CARE behaviors. We will begin informational meetings with all staff this summer. Every day I see positive results of this effort around campus. We need to keep that momentum going. So, as the man says, "here we go!"

Mark Craft is the Supervisor of the Quarter



Congratulations to Mark Craft, Facility Maintenance Manager, for being selected as the Supervisor of the Quarter for the 4th Quarter of 2011.

Mark joined the LRC Team in February of this year, transferring here from the Norfolk Regional Center. Throughout the past year, he has been faced with a tremendous workload with all buildings being under some type of major construction project. In addition, there were numerous Fire Marshall and Joint Commission Life Safety deficiencies which required Mark's immediate attention. At the beginning of this year, Mark also continued to support and assist the Norfolk Regional Center in the building and installation of their new power plant. He has welcomed his new role at LRC, been a positive leader, and has demonstrated a positive attitude. He has done a great job and his can-do attitude is much appreciated.

Mark has helped develop the plans of correction and completed major projects, doing so with a positive attitude. When there was a major water leak due to storms in Building #14 on a Sunday night, he came to the campus in the middle of the night to get things under control. He later announced afterwards how positive and great the staff were to work with on the unit that night. This is the kind of attitude and positive spirit that Mark exudes.

Mark has helped to create a team spirit with the Maintenance Department and has demonstrated a willingness to assist and find new, alternative ways to make the units at LRC safer, cleaner, and a more comfortable place to live and work.

Building #14 T.R. Staff are the Team of the Quarter



Congratulations to the Building #14 Therapeutic Recreation Staff for being selected as the Team of the Quarter for the 4th Quarter of 2011. Team members are Caitlin Sabatka, Leslie Guthrie, Diana Walker, and Bill Jennings. As a team, they developed and implemented numerous new therapeutic recreation groups to meet the needs of the patients in Building #14. This team planned and organized an open house and a holiday party for the patients and their families. This required spending several hours shopping, decorating, and preparing food. They also organized tournaments and games to assist the patients to develop the skills they need to live a healthy, balanced life. The T.R. Department has worked hard to help the patients recover reasoning abilities, build confidence, and socialize more effectively.

The Building #14 T.R. staff always consider what they can be doing to further help the patients. They are an optimistic, energetic, and creative group of individuals who look for solutions to problems instead of complaining. They go above and beyond the call of duty. They assess the patients and are willing to listen to what the patients want and need in order to be successful in treatment. Each one of them offer encouragement to the patients and treat them with respect and dignity. These team members consistently demonstrate the philosophy of Person Centered Care when dealing with patients, staff and customers. They are respected by their co-workers and are valued members of the SO clinical team. They are often called upon to assist other disciplines and help with projects in different areas of the program.

One of the Building #14 T.R. team members, Diana Walker, presented her thesis at NeRPA conference. Her thesis is now being submitted to the National Therapeutic Recreation journal for publication. All of Building #14 T.R. staff are very involved in the Nebraska Recreation and Parks Association. The T.R. staff in Building #14 developed the "Step Into Fitness" program this past year, which has gotten the patients excited about increasing their walking. One of the motivating factors was to purchase and supply the patients with pedometers to help them track their steps and see results. The T.R. staff and the work that they do with the specialized population in Building #14 is greatly appreciated and worthy of recognition.

Kudos—Now That's PCC!

- ◆ **Kudos to Susie Brown, HR**, for helping out the BSDC HR office for 3 weeks in January. She pitched in and did an awesome job, and now we are glad she is back with us at LRC!
- ◆ **Kudos to Steve Peterson, SSII**, for collecting baseball gloves for children in the Dominican Republic.
- ◆ **Kudos to Building #14 Therapeutic Recreation staff** for being selected as the Team of the Quarter for the 4th Quarter of 2011.
- ◆ **Kudos to Marilyn Bailey** for being selected as the Employee of the Quarter for the 4th Quarter of 2011.
- ◆ **Kudos to Mark Craft** for being selected as the Supervisor of the Quarter for the 4th Quarter of 2011.
- ◆ **Kudos to Terri Harmon** for doing a great job on the floor in the patients' clinic on the 1st floor of Building #14. It shines!
- ◆ **Kudos to Shivan Tahir, Shawn Selph, Lynn Beistline, Suzanne Hart, and Joy Buchanan**. During a therapeutic community exercise on team building and communication with the patients in Building #14, these staff jumped right in and participated. The extra help, discussion, and especially the enthusiasm that you each brought was greatly appreciated. This helped the patients want to engage in the activity, and the patients had fun doing the exercise. Good role modeling for the patients!
- ◆ **Kudos to Ava Jo Kelly** for her efforts to encourage group participation by taking time to visit with patients who have been resistant to groups, and describing the activity and content for that day. This is starting to pay off. Good work!
- ◆ **Kudos to Corinne McCoy** for using her Horticulture group to enhance our surroundings with new plants.
- ◆ **Kudos to the LRC Social Workers!** A community provider called to compliment the Psych Services Social Workers, most recently Kerry Held, regarding how thorough, precise, and accurate their discharge paperwork is. The provider said that he could find everything he needed in a very timely manner which is rare from any organization. The provider stated that he was very impressed and wished more organizations were like the LRC Social Workers with their discharge paperwork. A lot of work goes into discharging a patient—job well done!
- ◆ **Kudos to Kurt Anderson, Gordon Tebo, and Steve Urban in Maintenance** who listened, cared, and acted on a big concern and project for the Dietary Department. This is not the first time they have been so helpful. They are great team players. Thanks so much from Sherry and her main kitchen crew.
- ◆ **Kudos to Centralized Staffing** for being patient with the recent changes that have taken place as well as for their patience every Kronos Monday and the two Kronos Tuesdays we have had this year.
- ◆ **Kudos from Corinne B. and Mike G.** to all of the nurses who “tech” for us in Building #5 on the 11-7 shift.
- ◆ **Kudos to the Whitehall 3-11 shift staff** for taking on the new programming curriculum and making several changes with the new schedule. Great work!
- ◆ **Kudos to Carol Wierda** for making form changes and working diligently to get the new 3-11 schedule up and running at Whitehall.
- ◆ **Kudos to Dr. Dan Ullman** for consistently running groups at Whitehall on Saturday and Sunday. These are both good groups that have helped in the treatment of our youth.
- ◆ **Kudos to the 3-11 shift staff in Building #10** for working so good as a team and doing a great job de-escalating patients.



Diversity Quote

This is a new feature in the LRC Reality Check newsletter brought to you by the LRC Diversity Committee. The Diversity Committee will be sharing a quote with you each month that is a reflection on the diversity of all people.

Here is January's quote:

“Our deepest calling is to grow into our own authentic self-hood, whether or not it conforms to some image of who we ought to be. As we do so, we will not only find the joy that every human being seeks — we will also find our path of authentic service in the world.” - Parker J. Palmer

Strut Your Stuff Winner.....by Anne Regelean



The Wellness Committee would like to recognize Teresa Hansen as our Strut Your Wellness Stuff Winner!! Teresa was nominated for the major healthy lifestyle changes she has made. Teresa is a New Year's resolution success story! For New Year's in 2011, Teresa decided to make some lifestyle changes to become more healthy...and she is still practicing those changes today. She is now exercising daily. She enjoys walking, swimming and playing volleyball and is sure to find time in her day to do at least one of these activities. Teresa also is watching portion sizes and tries to make healthy food choices. However, Teresa was sure to say that she doesn't deprive herself of her favorite foods and still allows herself to eat anything. Eating in moderation and making smart food choices the rest of the time allows her to do this. And the benefit of her new lifestyle??? Feeling better... an increase in energy...and looking great! Teresa's goal is to continue to be aware of what she's eating and to stay active. Congratulations Teresa!

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

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

Julie Valencia	50 miles
Sharon Ziers	150 miles
Lisa Holz	204 miles
Jennie Schmidt	214 miles
Laurel Hadley	330 miles
Lori Wieneke	263 miles
Amber Stanard	375 miles
Kevin Crable	325 miles
Emily Rokusek	1221 miles
Susie Brown	1943 miles
Crystal Buhrmann	4205 miles





LRC Bowling Night

It's that time of year again! All LRC employees and their family and friends are invited to participate. Bowling Night will be held on February 24, 2012 at Sun Valley Lanes.

Sign up your teams of 5 or 6. If you do not have a team, contact Nina Trumble and she will see if there is space for you on another team.

For a Team of 5: Cost is \$13 per person for two games and shoes

For a Team of 6: Cost is \$11 per person for two games and shoes



If you have your own shoes, the cost will be \$3 less. Be sure to let Nina know if you have your own shoes when you sign up.

Contact Nina Trumble for sign up and payment at x5006 or Antonina.AndersonTrumble@nebraska.gov

Sign up and payment are due by February 9th at 3:00 p.m.

Give to Kids.....by Nina Anderson-Trumble

The Wellness Committee would like to support Steve Petersen, SSII staff member in Building #14, in his efforts to collect baseball gloves for under privileged children in the Dominican Republic.

Steve will be traveling to the Dominican Republic in March and would like to take baseball gloves with him to donate to the children.

Donations will be accepted through March 1st and can be given to Steve Petersen in Building #14 or Nina Trumble in Building #5.



WELCOME

These New LRC Employees.....Susie Brown and Perry Holmgren



Ashley Lindemann, SSII, Bldg 3



Cami Lubken, SSII, Bldg 3



David Krogman, SSII, Bldg 5



Debra Davidson, Therapist



Donna Densberger, RN



James Thompson, SSII, Bldg 5



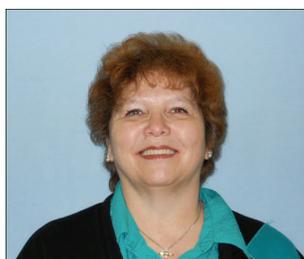
Melissa Robinson, SSII,
Bldg 3



Penny Rotthaus, Medical Care
Reviewer



Travis Beck, SSII, Bldg 5



Jeanann Jelinek, RN



Jerome Rohde, RN



Mark Lackey, SSII, Bldg 14



Christopher Coulter, Compli-
ance Specialist



Eden McClain, SSII, Bldg 10



Michael Mathies, SSII, Bldg 5

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Please welcome these new LRC employees who started Orientation in January! This feature in the LRC Reality Check will now feature new employee photos. Many thanks to Perry Holmgren, the photographer!

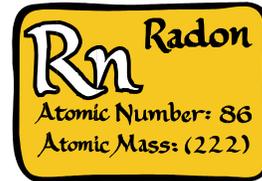
Around the Web.....by Tom Schmitz

The Environmental Protection Agency (EPA) has designated January as National Radon Action Month. Radon is an odorless, invisible and radioactive gas that can seep into homes. Radon kills 21,000 Americans each year. This would be an ideal time to learn more about this deadly gas and get your homes tested. For updated information, go to this EPA webpage:

<http://www.epa.gov/radon/pubs/citguide.html>.

Please also check out our own DHHS radon website at:

http://dhhs.ne.gov/publichealth/Pages/radon_index.aspx.



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

The following books are new for January:

- | | |
|--|--|
| 1) The Path to Love by Deepak Chopra | 7) Dolphins and Porpoises by Louise Quayle |
| 2) Strong Women, Soft Hearts by P. Rinehart | 8) Marley and Me by John Grogan |
| 3) The Joy of Work by Scott Adams | 9) His Bright Light by Danielle Steel |
| 4) Unconditional Love and Forgiveness by Edith R. Stauffer | 10) Tiger Tiger by Margaux Fragoso |
| 5) Men of the Bible by Anne Spangler | |

The Resource Center is open Monday through Friday from 8:30 to Noon and 1:00 to 5:00 p.m. in Building #10



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

It's the middle of winter with limited daylight hours but the Policy Committee plugs on, reviewing and revising our LRC Policy Manual. Here is a list of policies being revised in January:

Revised Policies:

- EC-Security-17 (LRC) Camera Surveillance
- LD-13 (LRC) Non-Employees (Students/ Interns/Externs)
- PC-16 (LRC) Treatment Planning Process
- PC-02 (LRC) Seclusion and Restraint
- PC-30 (LRC) Supervision of Patients Out-

- side the Program—Off Grounds with LRC Staff Supervision
- PC-66 (Whitehall) Staff Expectations for Supervising Youth
- PC-04 (LRC) Assault Precautions
- PC-06 (LRC) Suicide Prevention
- PC-04a (LRC) Highly Restrictive Status
- PC-04b (LRC) Patient Safety Precautions
- MM-02 (LRC) Medication Brought Into the Hospital by Patients or Their Families
- MM-03 (LRC) Physician Medication Orders

- MM-04 (LRC) Medication Inventory
- MM-05 (LRC) Pharmacist Review of Prescriptions and Medication Orders
- MM-11 (LRC) Anticoagulation Management
- MM-13 (LRC) Self Administered Medication Program
- MM-17 (LRC) High Risk (High Alert) Medications
- RI-05 (LRC) Research

Deleted Policy:

- EC-Security-15 (LRC) Role of the Security Guards

LRC Employee Recognition Ceremony to be Held Feb. 14

On February 14, 2012, the LRC Employee Recognition Committee will hold its annual Employee Recognition Celebration to honor LRC employees who reached the years of service milestones of 5 to 45 years.

In order to receive an invitation to this event, you must have reached your years of service milestone in 2011. 2011 Employees of the Month, Employees of the Quarter, Supervisors of the Quarter, and Teams of the Quarter are also invited, as well as the DHHS/LRC Employee of the Year for 2011. The Employee of the Year for 2011 and the Team of the Year for 2011 will be announced at the end of the ceremony.

Please join us if you are being honored. The celebration will be held in the Administration Lobby from 2:00 to 4:00 p.m. on Tuesday, February 14.



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

Even though we've had a very mild winter, we thought we'd feature trivia questions on resorts for winter getaways. Send your answers to Jane in Bldg. #3.

- 1) With golf, tennis, and biking, where is Hilton Head located? a) Florida; b) Puerto Rico; c) South Carolina; d) California
- 2) No cars or motorcycles are allowed. Only carriage tours and bicycles are seen at Mackinac Island. Where is it? a) Florida; b) Michigan; c) New York; d) Mexico
- 3) With an ocean view, where is Outrigger Waikiki on the Beach? a) Hawaii, b) California, c) Washington; d) Bahamas
- 4) This resort has a spa, four distinct golf courses, and tennis. Where is Barton Creek Resort? a) Florida; b) Texas, c) Nebraska, d) California
- 5) At Diamond Head Beach Resort and Spa, you can paint coconuts, dine at Chloe's or rent equipment for water sports. Where is it? a) Florida, b) Texas, c) Tahiti, d) California
- 6) You can swim up to the bar at five places at Azul Fives Hotel. Where is it? a) Florida; b) South Carolina; c) Mexico; d) Michigan
- 7) This historic resort is located on a lake where you can ride horses, boat on the lake, or fish and swim. Mohonk Mountain House is where? a) Michigan, b) Wyoming, c) New York, d) Montana
- 8) There are breathtaking scenic drives, golfing, fly fishing, snow skiing. Where is Teton Springs? a) Montana, b) Colorado; c) Idaho; d) Wyoming
- 9) Where can you dine at River Rock, golf, relax at a spa, and ride mountain bikes at Skamania? a) Washington, b) Wyoming, c) Colorado, d) Arizona
- 10) How many Ritz-Carlton Hotels and Resorts are there? a) one; b) 30; c) 52; d) 74.



Annex and Pond Reconstructions are Complete

*The new annex is complete and people have moved in.
Here are some photos of the new offices!*



Dr. Jennifer Cimpl-Bohn in her new office



New Conference Room



Dr. Rajeev Chaturvedi in his new office



Therapeutic Recreation Office

And on another happy note, the ducks have returned to campus to frolic in the newly renovated pond.



Low-Fat Yogurt Granola Parfait

This is not so much a recipe and more of a way to prepare a nutritious, low fat, high-energy breakfast. I use strawberries, blueberries and bananas with my yogurt and low fat granola, but you can use any fruit that takes your fancy, and top it with some almonds or chopped walnuts.

Ingredients:

- 1 cup sliced strawberries
- 1 large sliced banana
- 1 cup low fat vanilla or strawberry yogurt
- 2 cups low fat granola
- 2 cups of blueberries



In four glasses, alternately layer strawberries, bananas, yogurt, granola, and blueberries, finishing with a light sprinkling of nuts on top. Chill or eat immediately. Serves 4.

Cheesy Spinach and Bacon Dip

What You Need:

- 1 package (10 oz) frozen chopped spinach, thawed, drained
- 1 lb (16 oz) Velveeta cheese, cut into 1/2-inch cubes
- 4 oz (one-half of 8-oz package) of cream cheese, cubed
- 1 can (10 oz) can of diced tomatoes and green chilies, undrained
- 8 slices of cooked bacon, crumbled



Microwave ingredients in microwaveable bowl on high for 5 minutes, or until Velveeta cheese is completely melted and mixture is well blended, stirring after 3 minutes.

Easy Sausage and Vegetable Skillet Recipe

Ingredients:

- 1/2 lb Italian sausage links
- 1 Tbsp canola or olive oil
- 1 cup cubed yellow summer squash (3/4-inch pieces)
- 2 garlic cloves, minced
- 1/2 cup chopped green onions
- 1 1/2 cup chopped fresh tomatoes
- 2 tsp Worcestershire sauce
- 1/8 tsp cayenne pepper



Directions: In a large skillet, cook sausage over medium heat in oil, then drain. Cut into 1/2-inch slices. Add the sausage, squash and onions to the skillet; cook for 3-4 minutes or until vegetables are tender. Add garlic; cook 1 minute longer. Stir in the tomatoes, Worcestershire sauce and cayenne pepper; heat through. Yield: 2 servings.



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Reality Check Mission Statement:
Publish an employee-generated newsletter that is interesting, entertaining, and promotes open communication at LRC.



It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to this month's contributions go to: Teresa Hansen, Anne Regelean, and Nina Anderson-Trumble



December Trivia Pursuit Answers.....By Jane Ahl

1. The book, “The History of Snowmen,” was written by **Bob Eckstein**.
2. **A magic hat** made Frosty the Snowman come to life.
3. The first cookie cutters were made in the **1700s**.
4. In the Charles Dickens’ book, “A Christmas Carole,” Scrooge’s business partner is **Jacob Marley**.
5. If you are making cut out sugar cookies and the dough becomes sticky, you should **refrigerate it quickly**.
6. **Cocoa powder** is not an ingredient in fudge.
7. Gingerbread was originally brought to Europe in **992**.
8. The reindeer whose name begins with “V” is **Vixen**.
9. Marsh Whort is similar to **cranberry sauce**.
10. The first cookie associated with Christmas was **gingerbread**.

