



You named it

The "72nd St. Rag"—you named it.

The name, 72nd St. Rag, submitted by Steve Pew, ENCOR, was chosen by a majority vote of the editorial board, according to Helga McCamley, editor.

She said "72nd St. Rag" was chosen on the basis of its originality and appropriateness as well as its imaginativeness from approximately 50 entries.

Pew will be awarded a dinner for two at Nasr's Restaurant, Ames at 65th St.

Mrs. McCamley said that there were many "good, unique and far out" entries submitted. Some of the entries were the ENHSA Echo, Omni, Tripod, Quixote, Non-Quixote, Express and Brian's Song.

BULLETIN

Norman A. Magnusson, Sarpy County commissioner and chairman of the ENHSA governing board, has been named a finalist in the selection of the United Community Service Volunteer of the Year. See next month's edition of the "72nd St. Rag" for further information.



Any takers?

Moving day becomes a reality for many ENHSA employees as a "For Rent" sign goes up on the old ENCOR building, 116 S. 42nd St. Moving day was pushed back several times because of delays in renovations.

April 21st—

Task Analysis Pricing System's a reality

TAPS—for months now you have been hearing those four letters. April 21st Task Analysis Pricing System (TAPS) became a reality, Jack Stovall, personnel director announced.

Office directors were presented then with preliminary results of the project which they will soon be diceminating for use in budget planning. The actual implementation of TAPS will begin July 1, 1975 in conjunction with the new budget year Stovall said.

He said that TAPS will provide a unified wage and salary system for all ENHSA staff. Each position was analyzed over the past three months by a team of 16 ENHSA employees involved in the project, and each position was reduced to its major tasks. These tasks were then measured according to a set of factors developed and weighed by a group of over 100 employees from across the organization.

Wage and salary surveys were conducted for many positions, Stovall said, and pricing data was gathered for all ENHSA

positions. The result is a classification of positions according to five occupational groupings along with starting salaries based on local and national salary levels.

Far from done

"We are far from done," cautioned Stovall, "although initial ground work has been completed and starting salaries have been determined for all positions we still must develop a method for equitable salary increases, an appraisal system, a wage and salary manual, task descriptions for all positions, and of course train agency staff on their use. No employee will receive a salary decrease as a result of the study."

The wage and salary system is just a start, according to Stovall. He said input for staff training, job development, career ladders, and applicant screening will also be available.

"As we move into the second year of ENHSA the Staff Development Department of Personnel will be active in 'debugging' TAPS and developing additional programs," he added.

Lensink asks for input, work, support

To all staff:

I am very pleased to be able to comment in this second edition of the Eastern Nebraska Human Services Agency newsletter. I feel it is extremely important that we have a free flow of information throughout our agency. To work together as a solid unit and provide maximum service, we need to communicate effectively with each other.

This newsletter can be one part of the communication process. General items of interest will be presented monthly, but the newsletter is also intended to give staff members an opportunity to express their feelings candidly and openly.

I would like to thank all of the ENHSA staff for assisting during the last nine months to bring the various human services of eastern Nebraska together into this new service delivery system. As you know, we all share a common purpose, one which has recently been clarified by the Planning Committee. The purpose statement they have agreed upon is:

Assist citizens in supporting themselves in the educational, vocational, residential and other social environments available to the general public.

Further to go

As we work together to further clarify our objectives and look at what administrative arrangement of services would best meet our stated purpose and objectives, we will need your continued

hard work and support. We have come a long way in a brief time, but we certainly have further to go before we are providing comprehensive human services to the citizens of eastern Nebraska.

I would like to urge each of you to follow the efforts of the Planning Committee closely. Ask your supervisor for copies of meeting minutes and current planning efforts, attend the planning meetings or contact one of the committee members for further information.

Committee members from the various offices are: Doug Ware, Chuck Holt, Shelton Duruisseau and Marie Tillman from Mental Health; Sister Mary Gabriel, Dwight Bailey and Ray Clark from Youth; Charlie Galloway, Karen Faison, Dan Delong, and George Armstrong from Retardation; Dorothy Brunt, Ray Kalinski, Dick Bennett and Adelaide Turner from Aging.

Other members

Also on the committee from ENHSA administration are: Larry Mazzotta, Deb McCollister, Jack West and Dr. Frank Menolascino. Camie Allen, Retardation, is a resource person on the committee.

Your input is needed and will help to make for a successful new agency. Please contribute openly and without hesitation.

Brian R. Lensink
Executive Director

Mary Smith really does work here

Maybe Mary Smith doesn't work at ENZZAH.

John Jones is still trying to reach her. Once again, he called ENZZAH's super information operator.

"Super Info, can I help you?" the operator answered cheerfully. "No, I was trying to call ENZZAH," John said and hung up somewhat perplexed.

John was under the impression that the Offices of Arthritis, Mental Help and Youth Serve Us were all components of ENZZAH. He'd heard that ANCHOR had something to do with ENZZAH but he wasn't sure what. John decided to try the Office of Arthritis.

"Arthritic Assistance," the operator answered. John hung up because he hadn't played tennis since last year and his elbow wasn't bothering him.

ANCHOR was next on John's list. John dialed and the receptionist answered after 17 rings "Good afternoon—Can I help you please? —HOLD." John said no, hung up and redialed.

"Good afternoon, ANCHOR," the receptionist said this time.

"I wanted ENZZAH," John said, "not nautical supplies."

John then called Mental Help.

"Encome," the secretary drawled. John didn't have much money so he dialed again.

This time the secretary told John he could reach Mary at Youth Serve Us. By this time, John was bewildered. He thought Youth Serve Us had been phased out three weeks ago.

"Youth Serve Us," the receptionist answered. John figured they hadn't gone out of business after all and asked for "Mary Smith please."

"Dial 444-6442" ...BANG, the receptionist retorted.

John dialed and a deep, male voice answered "Mental Help." At this point, John didn't know what was going on so he dialed again.

"See and e-e-e," the voice boomed into the phone. John again asked for Mary.

"She's out to lunch" ...CRASH, the male operator responded.

Nevertheless, John was elated to find that someone finally recognized the name Mary Smith.

A uniform method of answering phones would alleviate many of the problems occurring throughout ENZZAH. With greetings such as "ENZZAH — Office of Arthritis," "ENZZAH — Office of Mental Help," "ENZZAH — Office of Retardation," John would have known that he was indeed reaching ENZZAH. Maybe, he would've also figured out that ANCHOR is equivalent to Retardation

and that the Youth Serve Us Agency doesn't exist anymore.

Poor John, Mary Smith really does work at ENZZAH.

Mary Porto
Mental Health

ENHSA Newsletter
Mental Health
ENCOR
Youth Services
Aging

Brian R. Lensink — Executive Director

The ENHSA Newsletter is published on a monthly basis for the employees of the Eastern Nebraska Human Services Agency. The deadline is the second Monday of each month.

Editorial Staff
Helga McCamley - Editor
Mike Charles
Mary Porto
Judie Williams
Joyce Kotrba
Tom Langdon
Debbie McCollister
Charles Holt



Inquiry and Referral isn't all phone work

Last autumn, the Inquiry and Referral (I and R) concept was repeatedly cited as a priority service need by citizens who attended public forums on the establishment of mental health services. That priority request is now a reality. The number for our new I and R Center is 444-6444.

Citizens of eastern Nebraska may call for information about available services or assistance in securing some type of human service support.

An Inquiry Specialist will connect the consumer with a staff member from the appropriate ENHSA facility or another community agency through the magic of the Centrex Telephone system.

One central number

One of the major purposes of having one telephone number supplemented by the Centrex system is to reduce the "tossing syndrome" or the referral of consumers to number after number. Yet, I and R services should be flexible enough to meet the individual's needs.

Persons with mental retardation problems will most frequently call to request service information. Persons with mental health problems will more than likely have a broader need than just service information. They may request advice regarding specific problems or support during crises.

Again, the Inquiry Specialist will be able to connect the consumer with a staff member from the appropriate facility. At the same time, the specialist will have to

respond effectively to the consumer's needs until the appropriate staff member can be brought to the phone. Thus, the role of the inquiry specialist becomes broader than merely that of information provision.

More than phones

The inquiry specialist will also be able to deal with the special needs of senior citizens and in turn, connect them with an aging staff counselor.

Youth requests will probably be even broader than any of those in the above areas. Young callers may not identify problems or concerns in terms of specific programs. Here, the inquiry specialist must be able to talk with the caller, analyze the situation and determine what community service can best meet the individual's needs.

When existing services cannot meet the youth's needs, staff may have to move outside the Center to assist the youth themselves. This function, of course, would be subject to the approval of the director.

The I and R Center is now operating during working hours in Douglas and Sarpy Counties. Jack West, director, is ironing out the details of making the service 24-hour, with toll-free service for Cass, Dodge and Washington Counties. If you have questions or suggestions, contact him at 444-6444. The requests of citizens are indeed becoming a reality.

Deb McCollister
ENHSA administration

All for onehood please stand up

To the editor:

A major portion of my job consists of reading over position papers, memos, narratives, reports and the like. Most of these are generated by persons in our own little bureaucracy, or within that of the intertwined legal/human service systems of our community. I keep running across the phrases "his or her", "her or his", "he/she", "s/he", and there are more.

I'm sure this sexualinguistic battle was fought and resolved aeons ago in the history of the English language: before the Equal Rights Amendment (E.R.A.), before the Suffragettes, even before I was in college. Now I "accept" the rights amendments, but when one writes amendments, "he or she" frequently can avoid the monumental task of specifying gender (and that task is unnecessarily redundant) by using the universal possible pronoun "one's." For example: "...one's potential..." instead of "...his or her potential..." Or "...one's interests..." or "...one's right to freedom of expression." Yessir, one's own little "GOD"given ONE: you got one, I got one...

All this is just to say that the English language is full enough of inconsistencies, and that we need not let the E.R.A. era confuse and complicate us syntactically for the mere sake of flaunting (their, your, my, hers, its, his, our) gender. So Let's hear it... All for one, and one for ... uh ... her ... no ... his ... er ... maybe just all for one another.

Mike Charles
ENCOR

Mother says thanks

To all staff:

I would like to take this opportunity to thank everyone for their concern and help during my son Kelly's illness. After three weeks of hospitalization, he's back home and lookin' good. Prognosis is excellent in that the meningitis and secondary arthritis has caused no permanent damage.

Mary Kohl
ENCOR

Thanks ENCOR

To ENCOR staff:

The Social Work students who have been with ENCOR during the past nine months would like to thank you for providing a rewarding, learning experience.

Jackie Broderich plans to continue working at Harney Women's Residence and will graduate in May with her B.A. in Social Work. She has worked hard finding the right staff for the clients, developing working patterns and staff schedules.

Candi Brown is off for a three-week tour of Africa after graduation in August with her B.A. in Social Work. Candi feels that she has learned much at ENCOR but that she has much to learn about client social worker relationship.

Jean Ann Weinstein has completed her first year in Practicum Placement. Her future includes working with children, hopefully in a mental health clinic.

Stephanie Prouty will graduate with her MSW in May. Her experience at ENCOR has provided insight into the complex dynamics of a large community-based service program. She has worked with individual clients and with groups during her practicum experience. She will continue looking for job opportunities within the Omaha area.

Ron Buhman will graduate with his MSW in May. His feeling is that ENCOR has offered an experience that will provide benefits throughout his professional career.

While all has not been perfect throughout our experience at ENCOR, each of us has developed the confidence and professionalism to start our working careers with eagerness.

Ron Buhman
ENCOR residential,
Practicum Student

PAC—'it's about time'

The story on the Personal Advisory Council (P.A.C.) in the March newsletter was inaccurate, according to Jack Stovall, personnel director. The policy revision of 3.80 "Personnel Action Form" had not yet received P.A.C. approval.

The P.A.C. has suggested several revisions in the policy and the Office Directors have agreed. Under its present form, retroactive PAF will be processed to begin the current pay period unless prior approval is obtained by the ENHSA Executive Director. If the policy receives P.A.C. approval, it will be effective April 30, 1975.

All proposed personnel policy revisions follow this pattern, Stovall says: 1) Proposal presented to P.A.C. 2) P.A.C. reviews policy, gets employees input, and proposes policy to Office Directors. 3) Office Directors review and approve or revise the policy. 4) The final draft policy is distributed to agency supervisors for insertion in the Supervisors Personnel Manual.

Calendar

National Senior Citizens' Month

May 3 John Denver, Arena, 8 p.m.

3 "Day of Discovery" Maggie Kuhn, National Grey Panthers, Central Presbyterian Church

13-14 Henry Fonda in "Darrow", Orpheum, 8 p.m.

16 "Carpenters" in Concert, Arena, 8 p.m.

20-22 "Senior Citizen Celebration Days," UNO, Student Center

30 Lawrence Welk Show, Orpheum, 7:30 and 10:00 p.m.

Random notes—

Tickets still available

Tickets for the Lawrence Welk Show at the Orpheum on May 30th are on sale daily at all Brandeis ticket centers for \$10, \$15 and \$25 each.

Carpenter's

Tickets for the Carpenter's concert on May 16th are on sale now at the Arena box office for \$5, \$6, or \$7.

John Denver

The only tickets remaining for the John Denver concert are \$3.50 seats behind the stage. The view of the stage will be obstructed by a large screen but the concert can be heard. Those tickets are on sale at the Arena box office.

Meeting rooms listed

A listing of available meeting rooms, whether they be schools, churches, motels, restaurants or overnight retreat areas, etc. with their facilities and costs is available through Media Relations. 558-7746.

Credit union elects members

Three ENHSA staff members have been named to various representative positions with the Heart of the Midlands Federal Credit Union.

Jack Stovall, personnel director, explained that the Heart of the Midlands Federal Union recently held its first annual meeting and elected a board of director, supervisory committee, and a credit committee.

Of the total committee membership of 13, three are ENHSA staff members.

Representatives

Lois Rood, director of Employment Programs (ENCOR), was elected to a two-year term on the credit committee which approves loan applications.

Jim Guretsky, accounting supervisor for ENHSA, was elected to the supervisory committee which assures that funds are handled correctly and serves as a checks and balance system on the board of directors.

Stovall (ENHSA) was elected to the board of directors for a three-year period.

Free enrollment

The Credit Union Board of Directors

also authorized an extension of the free enrollment period for ENHSA staff to May 15, according to Stovall. After that date a one dollar administrative cost will be charged for each new membership.

Stovall says that the Board meets

monthly to approve all Credit Union expenditures and to approve service changes.

To help answer a few questions that have already come up, please refer to the sample application reprinted below.

NAME JOE CREDIT ACCT. NO. X

Payroll No. [REDACTED] Soc. Sec. No. 123-45-6789

"HEART OF THE 'Midlands'" CREDIT UNION

TO: PAYMASTER E. N. H. S. A.

I hereby authorize you to deduct the following amount from my pay

☐ each payroll period OR ☒ Monthly - 30th

until further notice from me, and deposit same currently in the above named credit union.

Start ☒ Change ☐ \$ 1.00

Date 4-30-75 Effective Date 5-1-75

Signature of Employee Joe Credit

Albert tours ENCOR sites



Photos by Tom Langdon



Clockwise from top left:

Ivy Allard, head teacher, introduces Mike Albert, Douglas County commissioner, to the West Developmental Center, 9416 Pacific St.

Ms. Allard and Linda Glenn, ENCOR office director, explain the program to Albert.

Albert joins in with his crayolas.

Albert and his assistant, Judy Johnson, meet Karen Ihrig, director of the Early Learning Place, 5524 N. 99th St.

Albert demonstrates some of his vote-getting techniques to client Chris Wolf.

Albert participates in student activities.



Age 71—

RSVP volunteer specializes in aqua therapy

Approximately 30 hours per week are spent in the water or in water safety instruction (WSI) classes by Mrs. Mary Volcek, age 71.

Mary is a Retired Senior Volunteer Program (RSVP) volunteer, and hasn't the time to feel those 71 years. Her face is familiar to many persons in eastern Nebraska as she has instructed over 5,000 persons in various levels of water safety during her quarter of a century in Red Cross service.

Possibly the oldest active (WSI) trainer in the United States, she has trained one-half of the other eight WSI instructor trainers working in the Douglas/Sarpy Red Cross Chapter.

Enjoys her work

Mary says she enjoys working with physically handicapped persons most of all. She started aqua therapy and special swimming instruction in the 50's during the great polio epidemic and has been working with handicapped persons since. She finds special enjoyment working with students on a one-to-one level.

One of Mrs. Volcek's teaching techniques when working with handicapped and non-handicapped persons is her "magic touch" approach to building a student's self-confidence. She said this involves holding the student firmly below the shoulders. As the student advances in



Past prime?

71-year-old Mrs. Mary Volcek, RSVP volunteer and WSI instructor, teaches a student to float.

skill and confidence, she eases her grasp until she is just touching him.

Mary is presently teaching Water Safety Instruction at Montclair pool, several senior citizen classes, and classes for the physically handicapped at the Christ Child and Jewish Community centers. Her services for ENHSA programs can be arranged by phoning RSVP at 444-6596.

The deadline for all letters and articles for "The 72nd St. Rag" is May 12. Please submit material to your program representative.

NARC offers \$500 prizes in writing contest

The Research Advisory Committee of the National Association for Retarded Citizens (NARC) has authorized up to five \$500 prizes to the writers of outstanding papers reviewing or reflecting recent mental retardation research in the following priority areas:

- 1) Alternative Residential Models for Mentally Retarded Persons
- 2) Preventive Behavioral Research in Mental Retardation
- 3) Preventive Biomedical Research in Mental Retardation
- 4) Home Training Methods for Mentally Retarded Persons
- 5) Dynamics of Voluntary Associations.

The purposes of the paper writing competition are two-fold:

- 1) To stimulate interest in the above areas by young persons preparing themselves for careers in the field of mental retardation; and
- 2) To provide the NARC membership with a highly readable, interesting account of present developments in mental retardation research.

In view of these goals, the Research Advisory Committee prefers that the writers be thesis or dissertation level students, but all papers submitted will be considered for review. The most important criteria by which the papers are to be evaluated will be "readability" by a non-professional audience.

Directions

Papers should be typed, double-spaced, and approximately 10-15 pages in length, excluding references. All papers must have a detachable cover sheet with the following information: 1) author's name; 2) address; 3) zip code; 4) phone number (include area code); 5) social security number; 6) description of student or professional status; 7) priority area; and 8) paper title. In addition, the following signed and dated statement should appear on the cover sheet:

"The contents of this paper represent my own work only and have not been previously published or submitted for publication. NARC may publish this paper in part or in whole."

The social security number should be typed at the top center of each page of manuscript. No other identification should appear in the text. Papers should be submitted no later than May 30, 1975 to be eligible.

The original manuscript and four copies should be submitted to:

**Research Department-Research Papers
National Association for Retarded Citizens
P.O. Box 6109
Arlington, Tex. 76011**

Five-year plan's underway

A series of nine task force meetings are now underway in the development of a five-year plan for mental health, alcohol and drug services in Region VI.

Joanna Nelle, director of ENHSA's planning and evaluation department, explained that persons representing both agencies and consumer groups have been meeting since March to cite problems with existing services and propose solutions.

Persons attending the meeting for drug abuse services cited 73 problems while those for alcoholism services came up with 94. Problems included administration, public information, community involvement, funding and interagency relations — "the whole gamut," Ms. Nelle said.

Gaps within services

She noted that the focus of the meeting seemed not to be on the need for new services but on gaps within existing services.

"The general feeling was that we need better cooperation between existing services," Ms. Nelle said.

The results of the task force meetings will be presented at public meetings in Douglas, Cass, Sarpy, Washington and Dodge Counties during May, according to Ms. Nelle.

Due in June

She said that the five-year plan is due in June and will be published and available to the public later.

It will be used as guidelines by the regional board for the dispersal of funds and the coordination of services and by agencies for program priorities and proposals for LB 302 funds.

It will also be presented to the Department of Public Institution's mental health and alcohol departments and the state drug commission, Ms. Nelle said.

West MH Clinic moves

The West Omaha Family Mental Health Clinic is now located at the Oak Park Professional Bldg., Suite 221, 7377 Pacific St. The phone number is 393-5750. Clinic Coordinator Roland Hulstein said these facilities will be temporarily used for the next few months.

Educational programs guaranteed for Nebraska children by LB 403

LB403 became effective across the state of Nebraska in July, 1973. In essence, the bill assures all school-age children between ages 5-18 an educational program regardless of handicapping conditions.

Under the guidelines of the bill, school districts can provide direct educational services or contract with private or public agencies for this service.

The impact of LB403 on the Office of Mental Retardation (OMR) regional programs has been very notable from a number of standpoints. Public schools began to accept multiply handicapped students previously ineligible for the traditional public school special education programs in Region VI during 1974-75.

Non-ambulatory students

Many non-ambulatory students moved to public schools as did students denied acceptance due to deficits in the self-care skills such as independent feeding and toileting.

More than ever before, parents of severely retarded children became excited about public school placement for their children. For the first time a child with many needs did not have to be segregated in a separate building away from "normal" children. Parents' renewed concern for good programming has grown.

It is the joy and pride of saying, "My child attends such and such elementary school" as opposed to "a developmental program in a church," that has been so gratifying to many parents.

Teachers

As more students began attending public schools, teachers have expanded skills and attitudes toward retarded children and young adults. The fear and hesitancy of working with multiply handicapped youngsters have decreased; the growth of children moved to public schools is positive proof of this.

With the advent and planning for LB403, the needs of handicapped children have been brought before the public eye. Public awareness of children with special needs and the availability and unavailability of programs for these children is more generally known, thanks to LB403.

Much positive planning cooperation have developed between OMR agencies and public schools. With various schools and agencies working together for the implementation of LB403, the programs and ultimately the children and parents will be benefactors.

Linda Esterling
Coordinator of developmental programs
ENCOR

Poem— Requiem for a 14-year-old

In Goderich town
The sun abates
December is coming
And everyone waits:
In a small, stark room
On a small, hard bed
Lies a small, pale boy
Who is not quite dead.
The cell is lonely
The cell is cold
October is young
But the boy is old;
Too old to cringe
And too old to cry
Though young --
But never too young to die.
It's true enough
That we cannot brag
Of a national anthem
Or a national flag
And though our vision
is still in doubt
At last we've something
To boast about;
We've a national law
In the name of the Queen
To hang a child
Who is just fourteen.
The law is clear
It says we must
And in this country
The Law is just.
Sing heigh! Sing ho!
For justice blind
Makes no distinction
Of any kind;
Makes no allowance
For sex or years,
A judge's feelings,
A mother's tears;
Just eye for eye
And tooth for tooth --
Tooth for tooth
And eye for eye:
If a child does murder
The child must die.
Don't fret -- don't worry ...
No need to cry
We'll only pretend
He's going to die;
We're going to relieve him
Bye and bye.
We're going to relieve him
(We always do),
But it wouldn't be fair
If we told him, too.
So we'll keep the secret
As long as we can
And hope that he'll take it
Like a man.

Editor's note:

Pierre Berton, traveling through the town of Goderich in southern Ontario in 1959 was horrified to learn that a 14-year-old boy had been sentenced to hang for murder.

He wrote this poem.

YSA phased out

The Youth Services Agency (YSA) has been phased out as a separate component of the Eastern Nebraska Human Services Agency as of April 15, according to Sister Mary Gabriel, former director.

Programs for youth will be continued through the Office of Mental Health, according to Brian Lensink, executive director of ENHSA.

Lensink said the change is to provide youth work with a more stable funding base than it has had and to avoid duplication with work of the Office of Mental Health.

Programs go on

Sister Gabriel said she will stay for a few more months to help evaluate and plan programs for ENHSA. She plans to return to school later.

YSA programs such as youth conferences, a youth council and efforts to improve recreational and employment opportunities for young people will be continued by the Office of Mental Health, according to Sister Gabriel.

Lensink said YSA employees are being transferred to other ENHSA offices.

He also said that youths in crisis situations will be aided by the Inquiry and Referral Center where many former YSA employees are placed.

Summer programs set

Plans to use city-wide resources in Mental Health's summer recreational program are now underway.

Steve Kennedy of the 10-member planning committee, said that clients from all components of Mental Health will be plugged into recreational programs such as those at Creighton University and the University of Nebraska at Omaha and city-sponsored swimming, tennis and bowling lessons.

He explained that formerly summer program activities were limited and that clients from only the group homes were allowed to participate.

Donna St. John, committee chairman, noted that the program needs volunteers for transportation and supervision.

She said application forms will be distributed to staff members for the clients they wish involved.

Harvey uses his expertise in law

Mr. Harvey Schneider, coordinator of specialized residential services for ENCOR, recently was admitted to the Nebraska Bar Association.

Schneider, who came to ENCOR from Lexington, Ky., and Detroit, Mich., says he was attracted to ENCOR because of the Structured Corrections Grant.

Schneider received his B.A. in education from Western Michigan University in Kalamazoo and his M.A. in special education at Wayne State University in Detroit. In addition, he completed his Juris Doctorate at the University of Kentucky in Lexington in 1973.

Work with handicapped

Before coming to Nebraska, Schneider worked as the State Director of Developmental Disabilities in Kentucky. At the present time he is working with the Juvenile Court and plans to continue work in that area. Schneider says he would like to act as a resource person for attorneys who have handicapped clients and continue to use his expertise in handicapped law.

Schneider has even been known to get on a stage and do a little acting now and



Harvey Schneider...attorney

then. His last performance was last Fall when he played both the part of the "player king" and the "gravedigger" in "Hamlet".

"I'd like to get back into it again maybe next Fall," he said.

Schneider plans to stay with ENCOR to continue in specialized services and develop an Adult Multi-handicapped Service. Under his supervision now are the Developmental Maximization Unit, Structured Correctional, Adoptive Behavior Services, Crisis, as well as staff support to the rest of the Residential Division.

CEEP enrollments up: 4-87

In two short years Coordinated Early Education Program (CEEP) has grown from an enrollment of four children to the present total of 87, reported Phyllis Chandler, Director of CEEP.

CEEP's integrated preschool and home training programs are familiar to many ENHSA staff, Phyllis Chandler said.

In addition to providing services to young children, a grant from the federal Bureau of Education for the Handicapped (BEH) mandates CEEP to do far more. As a "model demonstration project," the services offered by this program are merely the first step.

The major purpose of the BEH grant is dissemination of the project's key components, resulting in their replication elsewhere throughout the state and nation.

The CEEP objectives must include not only services to children, but a program plan for parents, staff training, and replications as well, says Linda Glenn, ENCOR Office Director.

"An innovative program for children is just the beginning," Ms. Chandler said.

"As we complete our second year as a BEH project, our goal is to maintain this quality program as well as to implement the activities related to our 'outreach' objectives."

Promotions listed

Bill Montooth - to Program Supervisor at Bellevue Industrial Training Center (Encor)

Maureen Walsh - to Motor Advisor at South Developmental (Encor)

Bea Watkins - to Assistant Manager at Developmental Maximization Unit (Encor)

Connie DeBord - to Teacher aide (Encor)

Tom DiConstanzo - to Director of Residential Alternatives (Mental Health)

Teddi Ring - to Itinerant Teacher at West Developmental (Encor)

Gloria Nelson - to Resource Teacher at Olive Crest Day Care Center at Coordinated Early Education Programs (Encor)

Inside this Issue

Your opinion	page 2
One-way streets	page 2
Anonymous letter	page 3
Affirmative action	page 4
Lynch	page 5
MH consultants	page 6
Coloring books	page 7
"The scourge"	page 8
Vote again	page 8

Budget not effected by TAPS

The Task Analysis and Pricing System (TAPS) will have "little if any effect on the fiscal year 1975-76 budget," according to Deb McCollister, administrative assistant.

She said that TAPS has been reviewed by the division directors during the past few weeks and they have discussed the mechanisms of the system and have approved it.

Additional discussion will center on the weighting and market pricing of the system and administration of TAPS to date.

She predicted that these topics may have to be "further explored and refined" and "that some positions may have to be reevaluated."

"However," McCollister said, "efforts to bring closure on the TAPS issue will continue so that an equitable system for categorizing jobs is available before we enter the next budget period."

 the enhsa



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No cigars---

3½ years at ENHSA haven't grizzled McCollister

By Chuck Holt

You expect an administrative assistant to be a grizzled, war-weary veteran of backroom, political campaigns and covert deals. You'd also expect him to be very male.

But that's not the way it is with Deborah Way McCollister, ENHSA administrative assistant. She doesn't smoke cigars, she's clearly not male, not even a little bit, and if she has battle scars, she hides them well.



McCollister . . . leaving

Anyone who has known her during her three and one-half year tenure, first with

ENCOR and now with ENHSA, also knows that she is capable and probably as tough as her mythical male counterpart.

Two weeks

Now in her last two weeks with the agency before she resigns to return to graduate school to complete her Masters of Public Administration (MPA) she reflects on what originally brought her into human services. "I was convinced that there were a few essential basics in life and one was the concept that people should help other people.

"That's why I was so pleased to begin with ENCOR, a system in which ideology played such an important role.

"I saw a staff committed to high quality service and they assumed an attitude that people, traditionally those removed from society, should have the opportunity to live with dignity in the larger community."

'Exciting'

McCollister further noted, "Having come from ENCOR, an agency that filled a total void in the community, it is really exciting to see that the offices of Mental Health and Aging are continuing the original ideology and are moving very rapidly to meet additional community needs."

When asked to comment on some basic agency changes she has seen over the years, she said "There has been a significant shift from an emphasis on direct services to the encouragement of other generic agencies to develop needed services on their own.

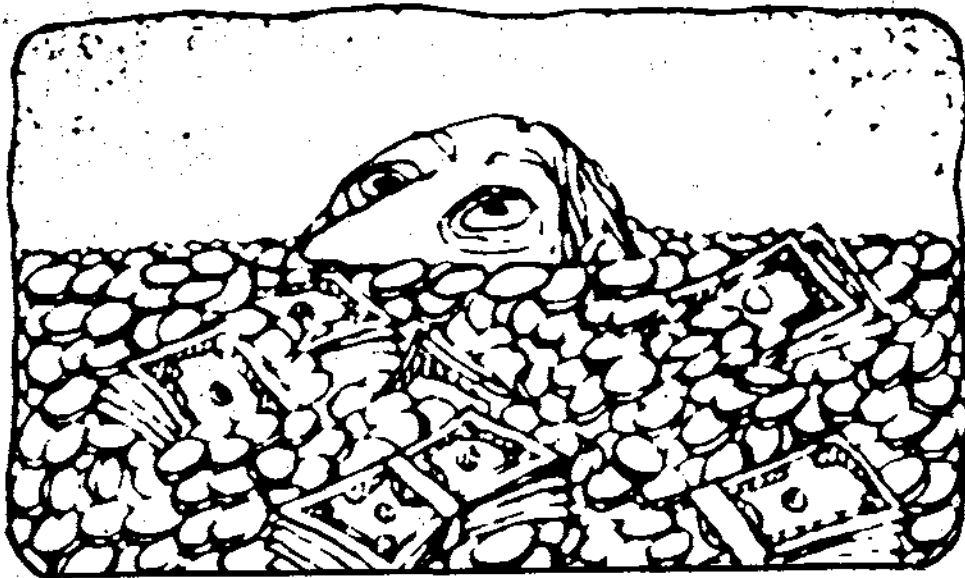
"ENCOR was especially successful in stimulating program development by other providers, and it is really gratifying to see that Aging and Mental Health assumed an even stronger orientation toward community in the planning and coordination of services."

Plans

What are Deb McCollister's long-range, personal plans? "That's easy," she says. "I'm hooked on what I've been doing. When I finish in the middle of next year, I'll head back to human services."

In a sense, this long-limbed, young woman has done it all. She began as volunteer coordinator with ENCOR in late 1971, later became the administrative assistant, and when the need occurred served as unofficial coordinator for the Office of Aging until the new director was hired.

That's pretty impressive, and ENHSA will miss her skills and energy. Now if she would just learn to smoke cigars . . .



"What about the budget?"

Newsletter name gets revote

The "ENHSA 72nd St. Rag" was chosen as the name for the newsletter by a vote of the majority of the editorial board.

Former Editor Helga McCamley said the "72nd St. Rag" was chosen on the basis of its originality and appropriateness as well as its imaginativeness from approximately 50 entries.

The Personnel Advisory Council (PAC) questions whether the Board's selection is in reality the "most original, appropriate and imaginative of all entries."

Whether or not "The ENHSA 72nd St. Rag" is the "most original, appropriate and imaginative of all entries" it was selected by a majority vote of editorial board members representing all of ENHSA's offices.

However, the editorial board decided to go along with PAC's request for a revote for the following reasons:

One, PAC has been designated as a spokesman for ENHSA employees.

Two, the newsletter's primary purpose is "to promote communication and to assure employee input and the resultant feeling of involvement."

To simplify a revote, please vote for one of the three top vote-getting entries listed on page eight. Detach the blank and return it to your PAC representative by July 7.

Mary Porto
Interim Editor

One-way streets are deadends

Communication ain't a one-way street.

An ongoing process complete with a feedback system, true communication requires both senders and receivers.

Information is received and sent, received and sent, received and sent and so on.

True communication is like Interstate 80—going around and around with both input and output.

As noted above, this newsletter's primary purpose is to "promote communication and to assure employee input and the resultant feeling of involvement."

If used correctly, this newsletter might achieve its primary purpose.

It should not be a vehicle to air personal gripes.

Neither should it be an alternate to spoken communication.

Nor should it promote the spread of rumors by avoiding the issues.

It should not cover the issues in a facade of administrative gobblegook.

In short, this newsletter should inform, entertain and express opinion while reflecting the true spirit of communication. The truth hurts, but that's where it's at.

However, we can only send what information, what truths, we receive. If we don't receive it, we can't send it. And half-truths aren't better than no truths.

Let's get off this one-way street and onto Interstate 80. Let's communicate.

Mary Porto
Interim Editor

Your opinion---

Noise, safety cited as concerns of staff

Opinions of the Newberry Building, ENHSA's new facility located at 885 S. 72nd St., are as varied as the individuals housed there.

However, many employees questioned cited the noise level and lack of a safe refuge as problems.

Both Jane Mainelli, secretary, and Phyllis Olson, secretary, said they feel that individual needs should be given more consideration.

Awful noise

Olson said that the Newberry Building is "better than I thought it was going to be" but that "there is an awful noise problem."

Mainelli likes the location but said she thinks there was discrimination in office allocation.

A personnel employee said that their new offices are definitely much better than the old but that the noise level was bad.

Fantastic parking

Larry Rocklin, administrative assistant, thinks "parking is fantastic" but said he "can't get any work done" because of phones ringing. He also noted that an action plan in case of a disaster is needed.

Rose Sherman, bookkeeping, pointed out that the walls are not set in concrete and said, "We're not safe."

Phones

Lenie Wiechleman, secretary, said she likes it at the Newberry Building but can't get to all the phones she's responsible for answering.

Fannie Claxton, intake coordinator for the chemical dependency program, (housed at 3929 Harney St.), asked when questioned about the Newberry Building, "Where, oh where, are my black folks?"

ENHSA Newsletter Mental Health Retardation Aging

Brian R. Lensink — Executive Director

The ENHSA Newsletter is published on a monthly basis for the employees of the Eastern Nebraska Human Services Agency. The deadline is the second Monday of each month.

Editorial Staff
Mary Porto - Interim Editor
Mike Charles
Judie Williams
Joyce Kotrba
Tom Langdon
Debbie McCollister
Charles Holt
Cindy Dohe



July, 1975

Civil Defense issue suggestions for safety

To the Editor:

In answer to the editorial appearing in the last issue of the "72nd Street Rag" Steven Lee, of the Omaha-Douglas County Civil Defense Office, visited the Newberry Building and made the following recommendations:

- 1—If a tornado warning is issued all personnel should go to the lowest level of the building and seek shelter in the rest-rooms, storage closets, and small offices which run at an east, west direction in the center of the building.
- 2—Assign someone to listen to a radio when weather conditions begin to look unstable, or when a tornado watch has been issued.
- 3—Consider allowing concerned personnel to go home during a tornado watch only when conditions seem to be worsening, as your building does not lend itself to serve as an adequate shelter. However, under no circumstances should anyone leave the building once a warning has been issued.

**Judie Williams
Media Relations**

Editor's Note:

It should be noted that the local civil defense offices will be very willing to inspect each and every one of the ENHSA facilities and make recommendations to assist in the provision of the safety of our employees. All that is needed is a phone call to your local Civil Defense Office.

Bill Kyles speaks out affirmative action's late

To the Editor:

For well over a year some of us in ENHSA have been very concerned that ENHSA has failed to formulate an affirmative action policy and to put one into effect.

There have been many conflicts around such issues but no such policy is in sight. Federal laws say policies must be enacted but we have none.

As a human service agency which is in the forefront of many innovative endeavors, we should be one of the first to enact and follow such a policy. Why, then are we at the tail end?

**Bill Kyles
Director of Intermediate Care
Mental Health**

Anonymous letter cites all employee's rights

To the Editor:

I've always thought this agency was created to serve people. Apparently this is not so. Our clients are our first priority. On that everyone should agree.

But what of the rights of the employees, all employees? What about the unpainted walls in one family service office, the nailed shut door in another. Or the holes in the walls of a residence, bare wires showing in another?

I have heard Central being referred to as "the castle" because of the money spent on remodeling the building. Don't put the "royalty" label on all who office here. We don't like it anymore than you. (particularly after the recent tornado in which we had no protection). We did not choose this office. However we did choose the job and that's what matters.

You have a right to good, even great, working conditions, but don't go about that right with name calling. I for one am tired of apologizing for "officing at Central". Stop and think of how your image is coming across as a complainer.

Insist on your rights, but not with your fangs showing.

You administrators, how about giving other office staff all the support they deserve? Fill those maintenance requests that have been out for so long. And do it now.

Let's get back to serving people—clients and staff—together.

Name withheld upon request

Information is power, Should be distributed

To the Editor:

With Watergate and now the CIA, it is clear that the people are confirming their right to basic information about what their publically funded agencies are doing. Implied in that right is the privilege of approval or disapproval.

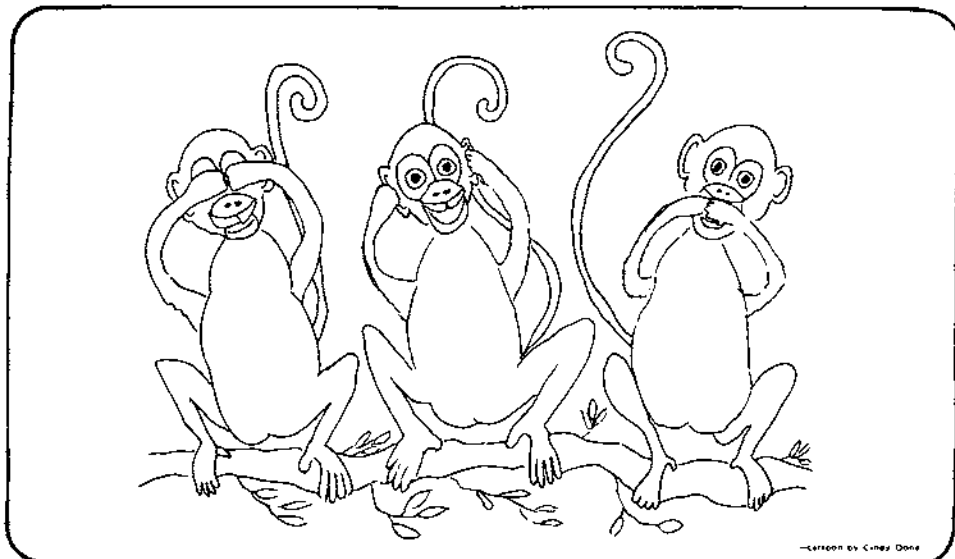
That's what an open society is about, and it is often distressing to perceive the constant filtering of information and events by our public officials. But that's part of the dichotomy.

Information is power and to disseminate that information is to distribute power. Which is contradictory to a liberal assessment of Parkinson's first law, "Those with power ain't about to give any or all of it to anybody for any reason whatever at any time."

The issue, then, is to whom should this knowledge, this power, be rightfully invested? We think it should be with the people, that it should be shared with the many and not controlled by the few.

And ironically, as the few control, they also separate and isolate themselves from their human community of peers. That's unfortunate because it means that they become points to attack rather than support. Because they control communication, they lose the support that's inherent in shared information. They lose what could so easily be theirs—trust, approval and allies. The ironic dichotomy.

Name withheld upon request



"Would you consent to an interview for 'The ENHSA 72nd St. Rag?'"

Committee named---

Affirmative action policy proposal's underway

Only 17 per cent of ENHSA employees are minorities. Although federal laws do not require an affirmative action program at this point, plans are underway.

An affirmative action policy proposal is being drawn up by a committee of representatives from each office, according to Pat Upchurch, coordinator of employment services and acting committee chairperson.



Upchurch . . . affirmative action

The policy proposal which should provide guidelines against discriminatory hiring practices and underutilization of minorities and females will be completed and submitted to the administration, governing board and PAC by June 30, she said.

Committee members

Committee members include: Bill Kyles and Terry Picard, Mental Health; Lois Rood, Retardation; Fanny Goodwin,

Aging; Carl Sullivan, Diane Proulx and Jack West, ENHSA.

Upchurch explained that ENHSA currently submits an annual EE04 report (a statistical report of minorities in different job categories based on sex and salaries) to the federal government.

Based on her expectations that ENHSA will be required by federal law to establish an affirmative action program within 2-3 years, she said, "We'll be ready. The only logical reason that we aren't required to establish one now is that they just found out about us."

Federal laws

Federal laws require that an affirmative action program include the following: a statement of company commitment to an affirmative action program, an analysis of the work force to identify areas where minorities and females are underutilized and an analysis of employment procedures to ensure fair hiring.

Also required are: attainable goals with target dates, procedures for making management accountable to meet goals and a reevaluation of job descriptions and hiring criteria to see that they reflect actual job needs.

Once problems are identified and it's ascertained that more minorities should be hired, the development of training programs and a system for measuring progress is required.

Personnel Department

Upchurch said that the personnel department will review and revise all employment procedures to see that they

don't have discriminatory affects.

"Implementation will take an agency-wide rethinking process and an active, ongoing outside recruiting mechanism---close contact with outside agencies specializing in minority employment.

Applicants

"Management is used to hiring the most qualified applicants. In the future less qualified but trainable minorities and females will be hired."

Upchurch also noted that an affirmative action program doesn't prohibit discrimination just through hiring but includes firing, working conditions, promotion and compensation.

She said she hopes to make provisions for handicapped persons and senior citizens in ENHSA's policy.

Funds

ENHSA will have to provide the funds to implement the affirmative action program if so required by law, she pointed out.

Upchurch added that any employee is welcome to look at data, review the policy or give input during the planning stages.

Statistics --- June, 1975

	Percent Minority
Overall ENHSA	17%
Administration	6%
Aging	22%
YSA	62%
Mental Health	27%
Retardation	15%
Average age	25.3
Age 40 - 65	14%

Poem---

Social History

August, 1973
Lander, Wyoming

Her name is 'Betty Lou'.
Her home is 'the school'.
Her job is 'to take care of the babies'.
Her new baby is 'Patty'.

Patty is three.
Betty Lou is forty-two.
Betty Lou doesn't remember
when she came to the institution.
Will Patty ever know?

Bertine Loop
Retardation
July, 1975

14 PAC representatives named by 304 ballots cast in election

The Personnel Advisory Council members have been elected for the upcoming fiscal year by a total of 304 ballots cast. Members will serve from July 1 until June 30, 1976. Their first meeting will be held July 9th, at which time the committee chairperson will be elected. If anyone has anything they would like to discuss with them or present to them, they can get ahold of the following people:

Aging (14 ballots received)

Patty Long
Jim Lyon
Alternate: Dick Bennett

Sue Livingston
Mary Pape
Marsha Reed
Alternate: Jan Jones

ENHSA Administration (25 ballots received)

Helen Schaefer
Helen Schaefer
Jack West
Alternate: Donna Broyles

Retardation (192 ballots received)

Tom Greener
Dave Henn
Barb Jessing
Tom Miller
Jim Moenssen
Phyllis Olson
Alternate: Ken Jones

Mental Health (73 ballots received)

Dwight Bailey



Workshop ---

At the recent American Association on Mental Deficiency (AAMD) National Convention, held in Portland, Oregon, Douglas County Commissioner Dan Lynch reflected on the historical development of a community-based service system for the mentally retarded. Participating in a high-powered workshop consisting of Frank J. Menolascino, M.D., and Linda Glenn, Retardation director, Lynch is shown discussing local governments involvement as a casual relationship in the development of the Retardation office, with newly elected AAMD President Sue Ann Warren, PhD., of Boston University.

ENHSA staff shoots to 798 total

ENHSA had grown to 798 employees by May 31, according to Jack Stovall, Personnel Director.

Included in this total are 662 full time (FT) and 136 part time (PT) employees. The breakdown according to offices at that time was:

	FT	PT	TOTAL
Mental Health	129	8	137
Mental Retardation	434	110	544
Aging	17	8	25
Youth	14	3	17
Administrative services:	68	7	75

Editor notes monthly newsletter deadlines

Deadlines for "The ENHSA 72nd St. Rag" are the second Monday of each month. The deadline for the August issue is Monday, July 14. Please turn articles into either Cindy Dohe, Personnel, or Mary Porto, Mental Health.

June article "Moves completed" was inaccurate

The article in the June issue of "The ENHSA 72nd St. Rag" stating that Transportation, Aging Information and Referral, Employment, Consultation and Education, Inquiry and Referral Center, and Inservice Training, Mental Health, have moved was inaccurate.

Employment and Transportation moves are completed. The other departments are yet to be moved.

(800) 642-8999
INQUIRY & REFERRAL
ENHSA

444-6444
INQUIRY & REFERRAL
ENHSA

Around ENHSA—

Open Monday nights

The personnel office will be open every Monday evening until 8:00 p.m. beginning July 7, 1975.

Personnel is hoping that by extending their hours, residential staff will be able to handle personnel related problems during their normal work hours. Jack Stovall, director, said.

Booklets available

An information booklet on the ENCOR/GOARC ombudsperson position has been developed and distributed throughout ENCOR and GOARC. Anyone who would like to have one should contact their supervisor or any of the following: any FRS office, GOARC or Carl Sullivan at 551-9450.

Volunteers needed

Volunteers who have a Senior Lifesaving certificate or a Water Safety Instructor (WSI) are needed to help us on Wednesday afternoons from 3:00-5:00 P.M. to supervise our swimming activities at MCRI. Contact Carol Schrier, 444-7770.

P, D & T Trains

Training in public speaking will be available in July to ENHSA employees through the Office of Retardation's Program Development and Training Division, according to Carol Dennison, Coordinator of Public Education.

She said training will consist of a general session on "Tips for Speakers," and "Use of Media Equipment." Training on specialized topics will be provided by speakers who are skilled in various areas such as "Precision Teaching," "Myths and Perceptions of the Retarded," and "Overview of Services."

A package of speaker aids will be provided to speakers at the end of their training, Ms. Dennison said. Other incentive systems are being planned.

Pay increase policy's effective June 1, 1975

A change in policy for all pay increases has been approved by the office directors. This following change was required under the federal grants that ENHSA operates under in part:

"All pay increases will become effective the first day of the pay period following the effective day of the pay increase. Thus, should an individual's anniversary date be June 7, 1975, and a PAF is initiated for an increase in pay, the increase would become effective the 16th of June. If it happens on the 20th of June, the increase would become effective July 1, 1975."

July, 1975

South---

ITC workers perfect production of picnic tables

Some people visit the SAC museum. Others visit the "picnic table museum" at the South Industrial Training Center (ITC), 3902 "Q" Street.

During the summer of '74, the South ITC ran out of contract work, according to Dick Dykes, director. He said one of the alternative activities involved the construction of a 5' x 5' work table.

Steve Lee, the program supervisor, said he saw this table and decided he wanted the clients to build him a small picnic table.

The first table, made of scraps, had major design flaws in it, Dykes said. The major design flaw was that it resembled a rocking horse that dismounted its riders everytime they sat on it.

Sherman Tank

He said that the second table was a full size six-foot model also built of scraps and weighted about the same as a Sherman Tank (bolts not included).

Neither of the first two tables were sold and currently are on exhibit at the South ITC "picnic table museum".

The third table he financed himself, Dykes said. He said the table was



Perfection---

Steve Wilcox and Jim Kelly give picnic table its last coat of stain. To inquire about purchasing a table, call 733-4977.

"Not only have the clients learned a useful trade, but it gives them a sense of pride seeing the finished product," he said.

Dykes explained that the recent tornado has sky-rocketed the prices of materials, he said; but, they are still selling at the low price of \$49.95 at the South Industrial Training Center.

designed by the clients, and serves as a basic prototype of the tables being constructed at the workshop. The current models incorporate a double bracing system.

Clients

The clients at South ITC construct the tables with the supervised help of the staff, according to Dykes.

NPI honors MH consultants

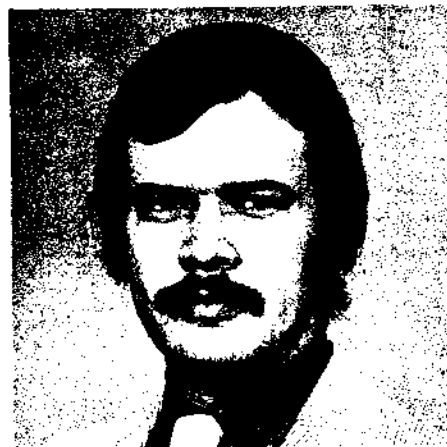
Two of Mental Health's consultant psychiatrists were recently honored for excellence in teaching by resident physicians at the Nebraska Psychiatric Institute (NPI).

The award for excellence in clinical instruction went to Dr. William C. Bruns, who was with NPI until January. Dr. Bruns now maintains a private practice fulltime as well as acting as a consultant for Mental Health.



Fine . . . consultant

Dr. Paul M. Fine received the LaVern C. Strough Award, named for NPI's acting director from 1964-68. It is given to an Omaha psychiatrist for teaching achievement.



Bruns . . . consultant

Dr. Fine is an associate professor at Creighton University and a volunteer faculty member at NPI as well as a consultant to Mental Health.

Dr. George W. Bartholow, NPI's assistant director of adult inpatient service, was also honored.

MH joins in opening of Papillion's center

The Office of Mental Health has joined other agencies in a multiservice center recently opened in the new Sarpy County Courthouse in Papillion.

The center is funded by United Way of the Midlands (formerly United Community Service), coordinated by Jim Crumwine, and administered by Family Service of Omaha-Council Bluffs.

Crumwine said that a number of agencies including Big Brothers-Big Sisters, Family Service, the Office of Mental Health and United Catholic Social Services are alternating services on a rotating schedule.

Thursday

Representatives from the Office of Mental Health will be there on Thursday, according to Joan Cofield, community services coordinator for the Sarpy County Human Services Center.

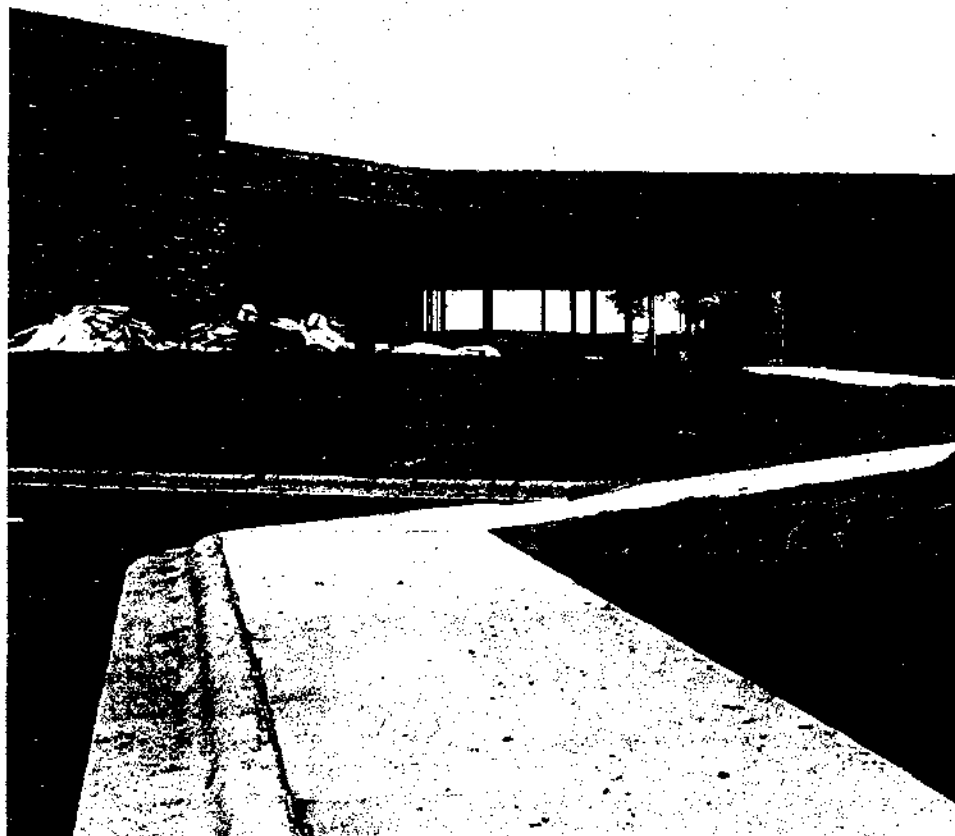
She said Norm Magnusson, chairman of ENHSA's governing board and Sarpy County Commissioner, officiated at a ribbon cutting ceremony May 29.

Nancy Duhnke, center supervisor for Family Service, said persons with questions about which agencies will be on hand at what times should call 339-2544.

It's possible more agencies soon may start providing services there, she said.

July, 1975

ENHSA staff may be housed in SONA building



Under construction ---

The South Omaha Neighborhood Association (SONA) Community Center is now under construction at 31st and Q Sts. Completion is set for October.

Staff members from ENHSA may be lodged in the South Omaha Neighborhood Association (SONA) Community Center upon its completion in October.

The proposal is at this point that approximately one person from Mental Health, 14 from Retardation and two from Aging will staff a human resource center in the SONA Community Center,

now under construction at 30th and Q Sts., according to Larry Mazzotta, director of supportive services.

SONA, directed by Velma Hill, is an organization of South Omaha residents dedicated to improving their community.

Funds

Seventy-five per cent of the funds for construction are supplied by the federal government and 25 per cent by local government, according to Ms. Hill.

Administrative costs will be supplied by rental of building space to community services agencies. In addition to ENHSA, these include Douglas County Social Services, Opportunities Industrialization Center, Legal Aid, Adult Education, Planned Parenthood and the University of Nebraska Family Practice Clinic.

With the completion of the neighborhood facility, Hill said that SONA will become a self-supporting organization and will be able to go on to other projects.

Free pamphlets available

The National Institute of Mental Health, a component of HEW's Alcohol, Drug Abuse, and Mental Health Administration, has published a pamphlet titled Facts About the Mental Health of Children, which gives helpful information and advice for raising mentally healthy children.

Free single copies of Facts About the Mental Health of Children can be obtained by writing to the Public Inquiries Section, National Institute of Mental Health, ADAMHA, 5600 Fishers Lane, Rockville, Maryland 20852.

Tornado---

Children work through fears with coloring book

Over 38,000 coloring books, "What is a Tornado?" have been published and distributed to schools and social services agencies in the Omaha area by the



quality service and they assumed an attitude that people, traditionally those removed from society, should have the opportunity to live with dignity in the larger community."

'Exciting'

McCollister further noted, "Having come from ENCOR, an agency that filled a total void in the community, it is really exciting to see that the offices of Mental Health and Aging are continuing the original ideology and are moving very rapidly to meet additional community needs."



nd Michelle Ross load coloring books into a schools and agencies.

July, 1975



McCollister . . . leaving

Anyone who has known her during her three and one-half year tenure, first with

Some people bowl to beat heat

An air-conditioned bowling alley is a good way to beat the summertime heat. And that's just where you'll find several bowlers from the Office of Retardation this summer.

Terry Ray, Allen Ludlow, and Ron Peck bowl on a three man team in a Thursday night league at 8:30 p.m. at Vinton Bowl.

Presently, their standing is in seventh place of 11 teams, but we're expecting to see them move up very quickly. Terry Ray has improved his average 10 points over last year, and Allen Ludlow is proving to be quite an excellent league bowler.

'Tuesday Dozen'

Jack Conrad and Brenda Rose bowl with David Holwerda and Cammie Allen on Tuesday evening in the 6:45 p.m. "Tuesday Dozen" League at Ames Bowl. "Holy Cross" is their team name, and they now stand in fifth place of 12 teams.

Vicky Haulery has been bowling for Brenda Rose recently, and Vicky has improved her score with every game she has bowled.

Jim Richeson and John Brady also

bowl at Ames Bowl in the "Friday Nighters" League with Minnie Berry and Janice Youngblood. Their team is sponsored by Carriage House Furniture, and they bowl every Friday evening at 8:45 p.m. Their team rating just keeps rising, and it's hard to say where they'll end up. Right now, they are in fourth place of 11 teams.

John Brady is rolling more strikes than ever, and when it comes to picking up spares—Jan Youngblood just never misses.

NIMH announces new survey of services

The first comprehensive survey of the use of mental health services by women has been announced by the National Institute of Mental Health of HEW's Alcohol, Drug Abuse, and Mental Health Administration.

Harvard University is collaborating with NIMH to learn whether mental health services are meeting women's special mental health needs, and whether there is a need for new or modified services, or a change in the way services are provided.

Marcia Guttentag, PH.D., Harvard professor of psychology, is in charge of the project, which is designed to assist NIMH and other health planners to evaluate and improve mental health service systems.

Softball---

'Scourge of a Monday night league' plays tonight

By Kurt Rheinheimer

Normally, I guess, articles about amateur ball teams have to be written somewhat tongue-in-cheek, both to make sure it's clear that the folks playing don't take it too seriously, and to cover up the fact that the team is really pretty lousy.

But you just can't do this with the Office of Retardation's 1975 softball team, scourge of a Monday night industrial league. Just too tough.

I mean, consider the talent. Mark Westphalen bats lead-off, plays shortstop the way a cat goes after yard, and gets on base 67 percent of the times he comes to bat.

Co-Coach

Co-Coach Kurt Rheinheimer (can the modesty) bats second, plays leftfield, has an on-base percentage of .791, and leads the team in hits, runs scored, and losing count of the outs.

Jerry Newville, the man with the rifle arm, plays flawless center field, bats third, has been on base at .430 and never yells at anyone.

Dave Andros, former Morningside College pitcher, scoops out low throws at first, hits the longest home runs of anyone, and gets on base 69 percent of the times he gets up.

'World-class sprinter'

George Anderson, only a world-class sprinter, plays short field, hits home runs when he doesn't like the pitcher's looks and gets on base at .625. Co-Coach Greg Jacobson, off-injured, but always-ready

third baseman, works his chalk-shot down the leftfield line to occasional perfection and reaches base at .315.

Ellord Steen, plate blocking catcher is third on the team in on-base percentage at .683 and gets hits no matter where he bats in the line-up. Bill Hassel has found a home, as they say, at second base, gets on at a .400 clip and brings along a pretty lady to keep score. Jim Lynch, who said a word or two last game, plays right field and gets on base 50 percent of the time.

Pitching duties are shared by big John Aase, on base at .444 and always ready to take advantage of the lifting of the 10 foot rule, and Roger "Mr. Scienc" Harms, whose quick pitches, halting delivery and directions to outfielders amuse everyone but himself. Roger is on base at .400.

Long ball

Dave Holwerda, who unloads a long ball now and again, has been on base at

.677 and played well in right field. Bob Wennihan, still recovering from winter basketball coaching ("We're shooting at the other basket, Bob") plays the outfield, moans at the coach for not playing enough, and gets on at a .416 clip. Rich Wien, some-time performer at first, has been able to make only two games, but has gone three for four.

I mean is there a question to that talent. A 6-0 record so far... an average of over 14 runs scored per game while limiting the opposition to but 4 and a half... mastermind coaching... great speed... a team which has had to play the full 7 innings only twice... what class!

After all that build-up, come out and see us blow one. Next game is tonight (Monday, June 30) at Adams West at 7:15 p.m. Come see us. We have no place to go but down.

facade of administrative gobbledygook.

In short, this newsletter should inform, entertain and express opinion while reflecting the true spirit of communication. The truth hurts, but that's where it's at.

However, we can only send what information, what truths, we receive. If we don't receive it, we can't send it. And half-truths aren't better than no truths.

Let's get off this one-way street and onto Interstate 80. Let's communicate.

Mary Porto
Interim Editor

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Mary Porto - Interim Editor
Mike Charles
Judie Williams
Joyce Kotrba
Tom Langdon
Debbie McCollister
Charles Holt
Cindy Doh



July, 1975

Inside this Issue

Lensink's request	page 2
Affirmative action	page 3
Anonymous writer	page 4
Photos	page 5
Anniversary	page 6
ENCOR grant	page 7
Campbell: budget	page 7
Questionnaire	page 8

'The Rag' faces budget cut

"The ENHSA 72nd St. Rag" may have a new look in later issues.

The administration is considering cutting the Rag's budget, according to Deb McCollister, administrative assistant.

One possibility, she said, is to continue "The Rag" in a new and cheaper format.

'Save'

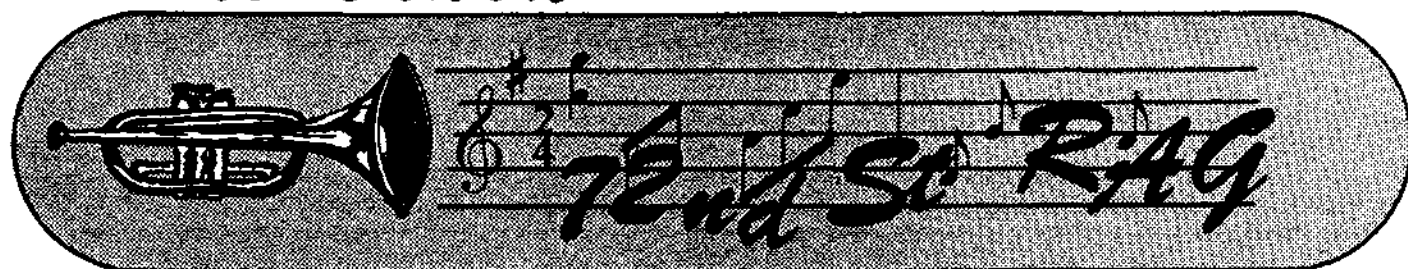
"In a time when everybody is cutting budgets," McCollister said, "this is an area we could save some expenses in."

She said that Executive Director Brian Lensink is interested in employees' opinions of "The Rag" and whatever changes it may undergo.

Interested readers are asked to fill out the questionnaire on page 8 and return it to the Personnel Department by Monday, August 5.

"The information will be utilized in making a decision," McCollister said.

 the enhsa



Vol. 1, No. 5

August, 1975

\$99,965---

Disaster grant awarded to MH

A six-month, \$99,965, National Institute of Mental Health grant has been awarded to the Office of Mental Health to provide counseling to tornado victims.

Three community crisis counseling centers located in Ralston, Westgate and Benson will be manned by teams composed of community outreach workers, mental health professionals and secretaries, according to Frances Campbell, office director.

Individual and group therapy will take place at the crisis centers, she said, while other activities such as workshops and presentations to community groups will occur elsewhere.



Robinson . . . supervisor

Staff

Campbell said that Gay Robinson of the South Omaha Family Mental Health Clinic, has been appointed project

supervisor and Meg Oleson, formerly of the Consultation and Education Department, has been appointed mental health educator.

The crisis centers will be open during usual working hours plus one or two evenings a week and one-half a day on Saturdays, according to Campbell.

She said the crisis centers will be tied into the Inquiry and Referral center phone lines as well.

Campbell said that other staff members will be hired or placed from within the agency and the crisis centers will be fully operational by the end of the month.



Oleson...mental health educator

Newsletter remains 'The 72nd St. Rag'

"The ENHSA 72nd St. Rag's" format may not remain the same but its name will. (See above article.)

The Editorial Board has decided against a new name for the newsletter, according to Mary Porto, interim editor.

She said that only 13 ballots were returned in the recent revote suggested and sponsored by the Personnel Advisory Council.

Some of the recent suggestions were: The Sinking Ship, The Oedifice Complex, The Tripod, The ENHSA Exchange, The Omni, the ENHSA Other, The Echo, and "The Anything."

MH staff cut

Eleven Mental Health staff members have been reduced in force, according to Frances Campbell, office director.

She also said five vacated positions were not refilled: two persons were transferred to positions under the National Institute of Mental Health grant: three and one-half persons were transferred to positions under the Disaster Relief grant: and two new positions were deleted.

Unless Douglas County provides funds for Myott and Hartman Houses, she said that 10 additional staff members may have to be cut August 1.



"Welcome to the wonderful world of unemployment."

Brian asks support in crisis

Over the last several years, the Eastern Nebraska Human services Agency, or its various components, have enjoyed stable and steady funding in order to develop a comprehensive system of superb services. This year, for the first time, we are hit with a large number of crises causing major funding problems to our agency.

I believe that this is symptomatic of the times, for it is going on, not only in our agency, but in other agencies and companies throughout the country.

At the present time, we have a deficit of \$711,000 in the area of mental health and a potential for severe funding problems in the area of mental retardation. We are working actively to find alternative methods for funding.

Due to the large deficit, we have had to implement staff reductions. These staff reductions are definitely going to cause severe problems for our agency and the people we serve, let alone the employees involved in the reduction.

This is a painful and difficult procedure to follow, but there is absolutely no alternative when the money is not there to fund the needs of our present operation. We are trying hard to stabilize this situation so as to cause the least upheaval and the least concern among all of the excellent employees of this agency.

We are trying to be fair in the way we reduce staff and the positions that are reduced. Of course, in a staff reduction situation, very little seems fair to the individuals actually involved.

We will be doing everything we can to find other positions as they become available within the agency, and, of course, if the situation changes in the near future or in the next year's funding, we will be anxious to talk with any of our present employees about new positions that would become available at that time.

Hopefully, we can overcome these problems, and your support and assistance would be appreciated.

Brian Lensink
Executive Director

PAC scolded for 'Rag' revote

What's in a name? Not much.

The Personnel Advisory Council (outgoing) recently requested a clarification of the editorial board's choice of "The ENHSA 72nd St. Rag" as a newsletter name.

They also "strongly" urged "that all ENHSA employees be allowed to vote for a more representative name."

We clarified the reasons for our choice and ran a ballot last month.

Responses in the revote totalled 13 while over 50 ballots were cast in the first election. (A dinner for two as Nasr's was offered as a prize in the first election.)

Maybe ENHSA employees need a prize as an incentive to vote. More than likely, the PAC was really off base and the newsletter's name isn't that important.

In short, the newsletter's name is a small thing in the minds of employees during this time of budget cutbacks and employee layoffs.

Hopefully, the newly elected PAC will tackle things of larger significance than newsletter names.

Mary Porto
Interim editor

In-basket—

Term 'trainable' heard often around ENHSA

To the Editor:

Regarding the quote from the affirmative action article in the July issue: "Management is used to hiring the most qualified applicants. In the future, less qualified but trainable minorities and females will be hired."

Tsk, tsk, ... and all this time I thought our innovative, exemplary conglomerate of agencies knew that minorities and females were often "most qualified", just hired less often.

"Trainable," indeed. I wonder where I've heard that term before...

Sharon Doyle
Retardation

Community programs: slated for conference

September 21-24 are the dates for the second annual conference on community-based programs for the retarded. Sponsored by the Manpower development and Training Station (MDTS), this conference is tailored for out-of-state professionals in mental retardation charged with the responsibility of establishing and refining community services.

Karen Hoffman from MDTS will soon be calling ENHSA staff to solicit their talents for the upcoming conference. Anyone with questions or ideas about the seminar can call Karen at 541-4533.

FYI

The opinions expressed and implied on these pages are not necessarily those of the editorial board but are those of the individual writers.

ENHSA Newsletter
Mental Health
Retardation
Aging

Brian R. Lensink — Executive Director

The ENHSA Newsletter is published on a monthly basis for the employees of the Eastern Nebraska Human Services Agency. The deadline is the second Monday of each month.

Editorial Staff:
Mary Porto - Interim Editor
Mike Charles
Judie Williams
Joyce Kotrba
Tom Langdon
Debbie McCollister
Charles Holt
Cindy Dohe



Upchurch quote: chided, criticized, rephrased

To the Editor:

In reference to the July "ENSHA 72nd St. Rag" article, "Affirmative Action Policy Proposal's Underway," we feel the necessity to comment on the following quote: "Management is used to hiring the most qualified applicants. In the future less qualified, but trainable minorities and females will be hired."

In an agency which purportedly adheres as closely as possible to the philosophy of normalization or humanization of minority peoples, it shocks these readers that such a statement was attributed to a representative of our Personnel Department.

The article, did emphasize one point that is noteworthy, (at least to some staff of the Office of Retardation). That is, we were subjected to one of the same dehumanizing labels that our clients have been subjected to for years: trainable!

Diane Kratochvil
Eileen Hogan
Office of Retardation

Remarks incriminate Personnel Department

To the Editor:

After reading the article in the July issue of the "Rag" entitled "Affirmative Action Policy Proposal's Underway", I feel that as a representative of Personnel, Ms. Upchurch's remarks were incriminating to the entire department.

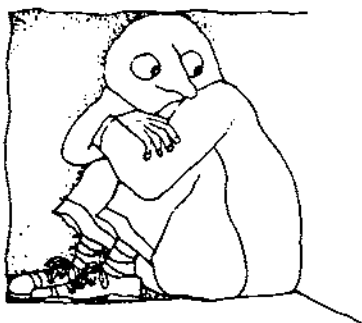
I took particular exception to the paragraph referring to "less qualified but trainable minorities and females who will be hired". That remark implied paternalism, degradation, and racism, to say the least.

It is a known fact that affirmative action is not a racial issue. It is a plan that insures all employees the right to training programs and staff development that will enable them to be promoted and moved upward through the ranks of their respective places of employment.

It is especially beneficial now to minorities and women because they have suffered probable discrimination, and promotions and better paying positions were not as accessible.

I feel that Ms. Upchurch needs to explain further her remarks and intent, because presently, she is reflecting an attitude that may influence her hiring practices which could be damaging to any "trainable minority" or "female" who walks through the personnel departments door.

Marla McKain
Mental Health



---cartoon by Joe Ferris

"Am I next?"

Take this simple test to get RIF quotient

Answer the following questions either yes or no, and see if you are likely to be a selected member of the ENHSA RIF'ees.

Do you:

- ___ 1. Show initiative in your work?
- ___ 2. Possess a high degree of integrity?
- ___ 3. Place a high degree of concern on the welfare of clients?
- ___ 4. Have the ability to communicate effectively?
- ___ 5. Show competence in your work?
- ___ 6. Make over \$400 per month?
- ___ 7. Trust fellow employees and supervisors?
- ___ 8. Have good working relationships with your co-workers and peers?
- ___ 9. Make effective decisions without undue procrastination?
- ___ 10. Believe in deinstitutionalization?

Score yourself one point for each "yes" answer.

- 10 points - you're already gone
- 7-9 points - you're on your way
- 4-6 points - you might have a chance till October
- 1-3 points - you should be safe, but you never know
- 0 points - nothing is what they're looking for

Editor's note:

This, of course, was submitted anonymously.

Upchurch explains; rephrases remarks

To the Editor:

In June I was interviewed by one of your staff members about the affirmative action program proposal. As a result of that interview an article appeared in last month's newsletter.

The interviewer and I both realized at the time that the story was lengthy and would have to be edited as there is only so much space available. However, I was not given the opportunity to review the article in its final form before it was printed.

I was quoted as using the phrase "Less Qualified But Trainable Minorities and Females". I resent its implications. All minorities are not less qualified than white applicants; all females are not less qualified than males; and minorities and females are not classified as "trainable".

The statements actually made were that affirmative action may possibly mean to our agency the establishment of training programs and job analysis to insure that individuals of the affected classes are not being screened out by higher standards than are necessary.

Pat Upchurch
Personnel Department

Editor's note:

We regret that Ms. Upchurch feels she was misquoted. The individual who is given the opportunity to review an article in its final form before printing is rare.

Newsletter chided for info on staff — not clients

To the Editor:

We work for ENCOR at a children's residence and would like to share our news with you.

Kevin, age 15, recently learned to ride a bike. Although he was discouraged at first, we kept working with him. He is doing pretty well now, but still needs more practice. He has been going to Boy's Club camp outs.

Jeff, age 8, is going to summer school and attending a day camp in Papillion. Jeff has learned to walk around the block without a staff member holding his hand. This may seem like a little thing, but is a great improvement considering he used to run into the street when you let go of him.

Mike is going to summer school and camp with Jeff. Mike enjoys riding a "Hot Wheel" and is pretty active. He is getting better at sleeping all night instead of getting up at various hours.

Diane went to Christ Child Camp this summer. When Diane first came to the residence she grabbed food from the refrigerator and off the cabinets. We are really proud that she no longer does this.

We have a newcomer to our residence and his name is Donovan. He recently got braces and we are working on leg exercises and walking so that his legs will strengthen and he will one day walk on his own.

I know our residence would be happy to hear from other areas in ENHSA about the people they work with, since service is what it's all about.

Bellevue Children's Residence

Anonymous writer gets careful editing

TO: Whom it may concern (who shall be nameless pending a priorities appraisal of that position—Is he qualified—who needs him?)

FROM: Those who already have the word, those who got it immediately after the July 1 reduction in force policy change, and those who expect to be deracinated in the future reducing procedures.

Since the proclaimed reason for this ongoing eradication of personnel seems to be a lack of adequate funds, some of which are (or were) State and Federal, we submit the following suggestion.

Why not have a detachment of the Nebraska Employment Agency move into one of the increasingly vacant office spaces right here in our very own building? As one is phased out, one could simply step into the next office to apply for unemployment compensation with forms already in hand.

We feel this would not only be a savings for the State, but think what it would do for the sagging morale of the "who gets it next" remaining employees.

It would assure them their beloved administrators have only their best interests in mind.

A new division could also be initiated to provide for human services to the ex- and soon to be ex-employees of the Human Services Agency.

'Charitable donations' are compulsory to 32

To the Editor:

On the subject of donations to assorted fund drives, we fully appreciate that we employees are given an opportunity to contribute what we can. These are worthwhile causes, we all agree.

It's a wonderful thing to take part in the war against the major diseases that have plagued mankind from the beginning. But we resent being "put on the spot" when it comes to "charitable donations".

If and when someone is inclined to contribute or not to contribute is a private matter between themselves and their favorite charity. It is unfair to pass out receipts (names and numbers already filled in) along with a "request" to contribute and a paycheck. Not only that, but the receipt must be turned in, donation or not.

We may be wrong, but we've always thought that "charitable donations" were optional, not compulsory.

All 32 names withheld upon request

Sports---

'Tipping pitchers' builds arms of ladies' team

Well, after two weeks of byes and four different rainouts the ENHSA ladies' softball team, sponsored by the Holiday Inn Beauty Salon, is off to a roaring start. Their 4 wins-2 loss record is indicative of their ability both on the field and at Sortino's Pizza Parlor.

I keep wondering how the girls get such powerful arms, but after watching them tip a few pitchers at Sort's, the reason is obvious.

It's a good thing no one had to work on July 3rd!

And now for some vital statistics: (down boy, down!) Sunny Howard, pitcher, is leading the team in hitting (.700), tied for most hits (14), and tied for most doubles (3). Donna Broyles, outfield, is leading in runs batted in (15) and home runs (3).

'Legs'

Sue "Legs" Herbst, outfield, leading in runs scored (14) and tied for most doubles (3), with the team's only grand slam homerun. Mary Jacox, outfield, tied for most hits (14). Coni Marr, shortstop, is leading the team with 4 triples.

Sally Gress and Chris Jaudegis tied for the most bases on balls.

page 4

And, of course, Janie Barna leading the team with most at bats. (Why not? She's the coach's wife and her mother sponsors the team!)

Others

Rounding out the team are Cindy Dohe, first baseperson, "Tough" Toni Yokabitus, catching, Rita Vendetti, outfield, Michele "The Crest" Wright, outfield, Phyllis Snyder, catcher, Sue Hanlon, outfield, and Mary Kenworthy, outfield.

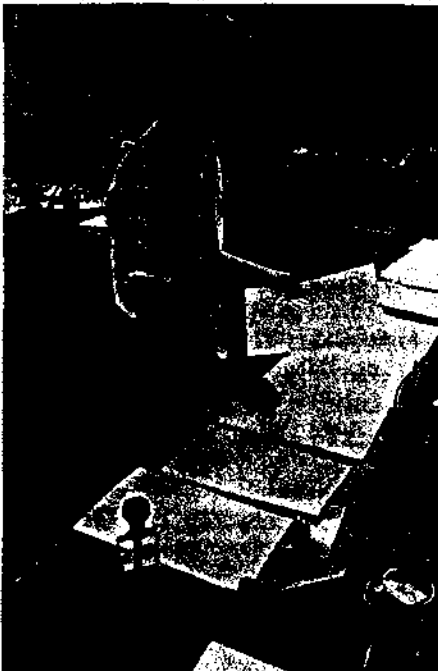
With a team like this, if we don't win the league Championship, we're bound to win a few beauty contests. And the coaches aren't bad either. Head coach "Mean" Neil Barna is assisted by Mr. Donna "Rich" Broyles and Lloyd Hayes.

With three players from the Records Department, we're considering the possibility of getting our game plan from the Douglas County Computer Center.

Games are on Wednesday nights, so if anyone would enjoy observing ENHSA's female jocks (and celebrating the victory afterwards) contact a team member for the time and place.

August, 1975

ENCOR staff prepares for Beatrice lawsuit



Art Peabody, Attorney, prepares documentation

A good two weeks, in June were spent pouring over approximately 2,700 files by Office of Retardation staff members in preparation for the class action suit against the Beatrice State Home.

Sue Elliot of the support and planning team, explained that Director Linda Glenn was subpoenaed by the Justice Department and the State of Nebraska for agency information.

Case issues are whether a person committed to a mental institution has a right to treatment and whether a person adjudged mentally retarded has a right to treatment in the "least restrictive setting."

As a community based program, information regarding ENCOR was subpoenaed, Elliot said.

Subpoenaed information included "any and all memoranda, letters, reports or other writing within possession, control or custody" dealing with such things as behavior controlling drugs, injuries, policies regarding restraints and seclusion, hiring and termination dates of staff, complaints regarding the program, moral incidences, etc.

Pending since Sept., 1972, proceedings began Monday, July 21 and were adjourned in an attempt to settle out of court. At the time this issue went to press, no decision had been made.



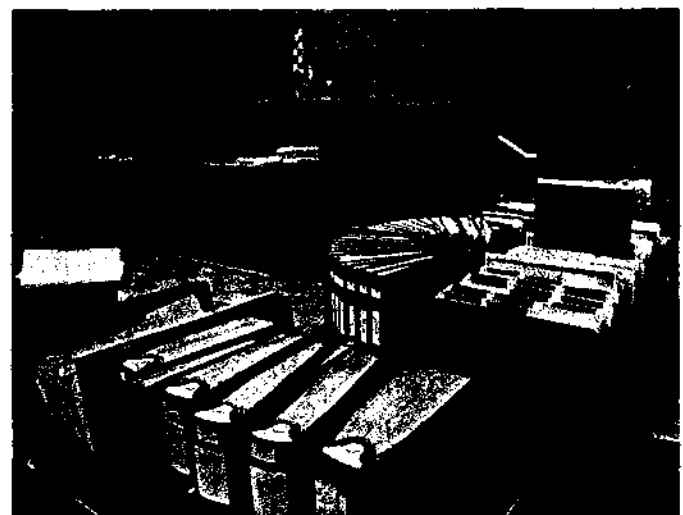
Outside U. S. District Court No. 1 at the Federal Building in Downtown Omaha.



Dr. Frank Menolascino, Mental Health Consultant, and ENCOR Office Director Linda Glenn in U. S. District Court No. 1.



Cammy Allen, ENCOR, goes through files at Central Office.



Inside U. S. District Court No. 1

Happy fifth anniversary, Office of Retardation

Happy fifth anniversary ENCOR.

The first of ENHSA's three components, the Office of Retardation began programming in 1970 with the support of county commissioners, state officials and consumers.

Programming for mentally retarded citizens was almost nonexistent during the sixties. Today, clients in a five county area receive services from more than 80 different facilities under the Office of Retardation.

Many persons in Cass, Dodge, Douglas, Sarpy and Washington counties feel as one West Omahan, mother of a three-year-old boy with cerebral palsy.

"I don't know what I'd do or would have done without ENCOR," she said.

The following statistics show ENCOR's growth during the five year period.

SCHOOL Placements

Year	No. of children
Before 7/69	45
1969/1970	47
1970/1971	50
1971/1972	69
1972/1973	37
1973/1974	34
1974/1975	52

Services for 1970

No. of people served	No. of facilities
RESIDENTIAL 55	3 training residences 3 apartments
VOCATIONAL 8 92 15	1 work station 1 Industrial Training Center competitive employment
DEVELOPMENTAL 180	4 Developmental centers
RECREATION 100 per month	
TRANSPORTATION 80 per month	
SPEECH AND LANGUAGE 25 through generic services	
PSYCHOLOGICAL SERVICES 30 per month	

Services for 1975

No. or people served	No. of facilities
205	11 training residences 42 child ALUs 85 adult ALUs 1 DMU 1 Crisis Assist. 3 Structured Corr.
66 202 53	5 workstations 5 ITCs competitive employment
97 50	3 Developmental centers 2 Adolescent Educ. Related Vocational
222 per month	
497 per month	
263 per month	
122 per month	

Number of persons residing at the Beatrice State Home

County	1970	1975	Children	Adults
Cass	13	7	2	5
Dodge	34	14	3	11
Douglas	417	264	48	216
Sarpy	22	8	7	1
Washington	17	6	1	5
Total	503	299	61	238

Mental Health---

Director foretells results

Despite budget cutbacks and staff layoffs in the Office of Mental Health, Office Director Frances Campbell foresees some positive changes in the near future.

She predicts: one, priorities will be set. Campbell explained that no longer will staff be able to "do anything anyway anyone wants" but will use "the best methods to get the best results."

Two, programs and staff will become more consolidated.

Expansion

"Expansion has been rapid and somewhat haphazard," she said. "We'll be more conscious of the kind of expansion and be cost accountable. We'll plan for expansion. In short, we'll have a clean, neat, tightly run program."

Three, community resources will be relied on more and more.

"We'll make more referrals to other agencies," Campbell said. "We'll be forced to cooperate with and rely on community resources."



Campbell...Mental Health

Together

Briefly, Campbell feels that the Office of Mental Health will become more consolidated and together in the upcoming year.

"We're already developing a closeness and starting to communicate," she said.

Review---

Book guides reader in 'roughing it' skills

By Shelia George

Dian Thomas recently appeared as a guest on the "Tonight Show" to talk about her new book, "Roughing It Easy." This book is designed to be used as a guide in outdoor education programs for campers of all ages.

It is written in easy, step by step stages and presented in such a way that even the most inexperienced camper will find that learning basic, survival skills can be an exciting experience.

In her book, Ms. Thomas discusses such topics as planning an outing, setting up a campsite, fire building, methods of cooking, outdoor recipes, and first aid. Her simple procedures are especially geared toward teaching inexperienced hands these basic skills.

Such camping activities lend themselves to opportunities for everyone to build human relationships, find outlets for creative energy and enjoy relaxing, leisure time.