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County Hospital Annex, 42nd and Woolworth, 9:00 to 4:00.

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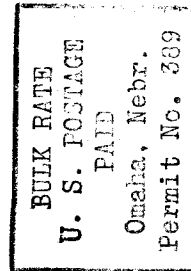
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885 So. 72nd Street
Omaha, Ne. 68114

update

ENCOR

PUBLISHED TWICE MONTHLY

VOLUME TWO
NUMBER ELEVEN

JANUARY 15, 1977

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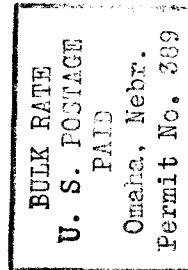
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ANOTHER MEETING?

In this day, when most organizations voice the complaint that communication, both internal and external, is a major problem and when most participants in meetings deplore the sterility of the many meetings they must attend, it is refreshing to report a meeting that both opened lines of communication and generated a plethora of ideas.

As a follow-up to the recent accreditation evaluation, AC/MR-DD, Tom Miller, Executive Director of GOARC; Patty Smith, Coordinator of Pilot Parents; Billie Cook, Coordinator of Poverty and Mental Health; and Carl Sullivan, Ombudsman, attended the weekly ENCOR Division Directors meeting 1/19/77 at 10:15 a.m.

The frank exchange of ideas during the meeting helped to lay the groundwork for continuing cooperation and active efforts to achieve maximum operational effectiveness.

As the meeting adjourned, all participants expressed satisfaction with the outcome.

Carl Sullivan commented "This was a good meeting and I really am hopeful that this kind of communication will continue. If it does, we can't help but do a good job."

The Senatorial Dinner has been rescheduled for Tuesday, February 8th. A special legislative workshop will be held during the afternoon from 1 p.m. For further information, contact GOARC.

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ENCOR update

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ENHSA BOARD ELECTS OFFICERS, SEATS NEW MEMBERS

The Eastern Nebraska Human Services Agency Governing Board, which governs ENCOR, elected officers for 1977 at the board meeting January 20.

Douglas County Commissioner Mike Albert was elected chairman. Dodge County Supervisor LaVerne Marquardt was re-elected vice-chairman. Cass County Commissioner Martin Zoz was chosen as secretary.

"The ENHSA chairmanship is a very important trust and responsibility," Albert said, "and I have a great concern for human services.

"ENHSA will continue to live within its budget and at the same time provide necessary human services."

Albert fills the chairmanship formerly held by Sarpy County Commissioner Norm Magnusson, who is no longer on the ENHSA board, since he did not run for re-election to the Sarpy County Board of Commissioners.

The ENHSA Board is made up of one member and one alternate from each of the five county boards in the area served by ENHSA.

At the January 20 meeting, the ENHSA board seated new members and alternates. Ray Lind and Blase Cupich are the new board member and alternate, respectively, from Sarpy County. Donald Claasen was seated as the new alternate from Dodge County. Robert Curttright, Jr., is the new alternate from Cass County.

Other county representatives on the ENHSA board are: Dan Lynch, Douglas County alternate; Floyd Triplett, Washington County member; and James Hancock, Washington County alternate.

TITLE XX MEETING

On Monday, January 31, the Nebraska Department of Public Welfare will hold a town hall meeting in Omaha on the state's Title XX social services plan. ENCOR receives about half of its funding from Federal Title XX funds.

The public meeting, at which any citizen may speak, will be from 4 to 8 p.m. at the Logan Fontenelle Multi-Service Center, 2211 Paul St. For more information, see the blue insert in today's Update.

ENHSA BOARD ACTION

The Eastern Nebraska Human Services Agency Governing Board passed a resolution at its January meeting requiring the payroll for all ENHSA employees (including ENCOR) to be in arrears by the end of this fiscal year (June 30).

Beginning a year ago, all new employees hired by the agency have been paid in arrears. That is, these employees are paid one pay period after they perform the work.

The pay-in-arrears system is followed by most private businesses. Until last year, all ENHSA employees were paid at the end of the pay period in which they had performed the work.

Since last February, the number of agency employees paid in arrears has grown to about two-thirds of the total ENHSA payroll. This includes newly hired employees and longer term employees who voluntarily began receiving their pay in arrears.

ENHSA Director Ray Christensen said that agency employees can still go into arrears voluntarily before June 30. Any employee who has questions can contact the personnel department, a Personnel Advisory Council representative, or Ray Christensen.

By the end of the fiscal year, the

arrears payroll will be in full operation.

In other action, the ENHSA board directed Christensen to study the costs of professional liability insurance to cover agency employees. The agency is currently self-insured.

The ENHSA board also approved two new ENCOR policies--one on individual program plans (IPPs) and one on mental health treatment and commitment.

ENCOR PERSONNEL - CHANGING FACES

Seventeen full-time and three part-time Residential Assistants were hired between December 6th and January 7th. They are Kathleen Albrecht, Sherry Bucknell, Corley Campbell, Denise Caviness, Laureen Christensen, Daisy Clark, Nancy Comfort, Vickie Hart, Michelle Le May, James Lewis, Mildred McGinnis, John Mixan, Michael Odom, Vikki Ost diek, Norma Schafer, Reginald Townsend and Junette Westphal - full-time and Joseph Browning, Disa Jones, and Sharla Ringler, part-time. Also hired were two Residential Associates, Vernessa Allen and Jonna Anderson and one Home Teacher, Myrna Brown.

Merlentene (Tina) Singleton was hired as secretary I at South ITC and Paula K. Gaboukiewicz was hired as program manager at the Fremont ITC.

Patty Gross has been changed from Assistant Residential Manager to

Community Planning Assistant and Sandra Osland has been promoted from Teacher Assistant to Teacher, CEEP.

KEN FANCOLLY APPOINTED AGING OFFICE DIRECTOR

Former ENCOR employee Ken Fancolly has been named director of the Eastern Nebraska Office on Aging (ENOA).

Fancolly worked for ENCOR from 1972 to 1975, first as an assistant trainer at the Benson Industrial Training Center, then as Northeast Residential Coordinator.

Since 1975, Fancolly has been with ENOA serving as nutrition director and deputy director.

Fancolly replaces former ENOA director Lawrie Robertson, who left the agency to work for an aging agency in Seattle.

ENOA is a program office of the Eastern Nebraska Human Services Agency (ENHSA).

INAUGURAL PUZZLE

ENCOR employees Peggy and Ray Szutu were invited to President Jimmy Carter's inauguration, but they're not sure why.

The Szutus, who live in Fremont, told a reporter from the Fremont Tribune that they have a friend who works in President Carter's Atlanta headquarters who might have slipped their name on the invitation list.

Whatever the reason for the invitation, they didn't go.

Peggy is an ENCOR advisor in Fremont. Ray is on an educational leave of absence from ENCOR.

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February 8, Normalization - PASS County Hospital Pavilion at 40th and Woolworth from 9 to 4.

February 17, Behavioral Analysis, Continuing Education building, 42nd and Dewey from 9 to 4.

February 25, Program Planning and Recording, East Conference Room, Central Office, 885 So. 72nd Street from 9 to 4.

THINK ABOUT IT

Be watching for an announcement of GOARC Awards nominations. Be thinking about whom you'd like to nominate for Volunteer of the Year, Citizen of the Year, Distinguished Citizen, etc. Help insure honors for your favorites.

By the Update's next publication date the nomination ballots will be ready for consideration.

January 28, 1977

Dear ENCOR clients, parents, staff and friends,

On Monday, January 31, the Nebraska Department of Public Welfare will hold a town hall meeting to solicit comments on the state's Title XX social services plan. State officials encourage any interested persons to attend this meeting, which will be at the Logan Fontenelle Multi-Service Center, 2211 Paul St., from 4 p.m. to 8 p.m.

The state Title XX plan, which is reviewed and updated yearly, determines how Federal Title XX monies will be spent in Nebraska for various services.

Title XX funds are providing about half of ENCOR's revenues for this fiscal year. But the proportion of the agency's budget supported by federal money has slipped since the federal funding mechanism was changed to Title XX. Under former federal funding programs, more than 90 per cent of the agency's clients could be certified for federal reimbursement of the agency's costs. Now less than three-fourths of ENCOR's total clients are certifiable under Title XX.

We are especially concerned about the Title XX certification requirements for children receiving ENCOR services. In the case of pre-school children, certification isn't possible if a family of two has an income over \$370 a month, or if a family of four has an income over \$490 a month.

There is a limit on the amount of Title XX money available in the state. This limited money must be shared by various services, such as aging and day care programs, in addition to mental retardation.

We feel it is important that state officials consider the following issues in this year's Title XX plan.

- Community-based mental retardation programs need more money from Title XX if they are to meet the needs of developmentally delayed persons in these inflationary times. But, at the least, the present level of Title XX funding for mental retardation must be maintained.
- The state Title XX plan's income eligibility levels should be raised, so that more clients can be certified for federal reimbursement, especially children.

If you are interested in these, or other issues concerning the Title XX plan, you may attend this public meeting and speak out.

Sincerely,


David M. Howard
Executive Director

GOOD WORK!!

Although the AC/MR-DD evaluation was over one month ago, we haven't had a chance until now to thank everyone who participated.

In opening the final Summation Conference, surveyor Ted Taylor said that ENCOR staff have retained the enthusiasm and dedication that the AC/FMR team noticed in 1974, and that the commitment to individualized programming was even deeper than before.

Mike Cook, another surveyor, expressed the team's interest in ENCOR's planning when he said that they would like to participate in the next survey two years hence, in order to see what has been done to implement the plans that have been made during the past six months.

To all the staff who worked hard in preparation for the survey, thank you! We learned a great deal about ENCOR's strengths and weaknesses during this process. Now is the time to concentrate on correcting those weaknesses and retaining those strengths. Thanks again to all of you!
--by Bonnie Shoultz & Chuck Martens

The ENCOR Advisory Council will meet on Wednesday, February 16th and the ENHSA Governing Board will meet on February 17th. Both meetings will be held at 7:30 p.m. in Second West, 885 So. 72nd St.

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HONOR FOR MAGNUSSON

A dinner to honor Norm Magnusson, former chairman of the ENCOR and ENHSA (Eastern Nebraska Human Services Agency) governing board, is being planned by the Sarpy County Chapter of the Greater Omaha Association for Retarded Citizens (GOARC).

The dinner is scheduled for Saturday, February 26th, at the Bellevue Ramada Inn. A social hour begins at 6:30 p.m. Dinner is at 7:15 p.m.

Tickets for the dinner cost \$3 a person. Paid reservations must be made by February 20th to: Bill Montooth, Chairperson, Sarpy County Chapter of GOARC, 504 Bellevue Blvd., North, Bellevue, Ne. 68005. Checks should be made payable to: SARPY CHAPTER OF GOARC.

Omaha psychiatrist Frank Menolascino, president of the National Association for Retarded Citizens, will be the guest speaker.

Dr. Menolascino and Magnusson are founding fathers of ENCOR. Until a month ago, Magnusson was the only governing board chairman the agency had ever known.

Magnusson left the agency's governing board when he chose not to run for re-election to the Sarpy County Board of Commissioners. The ENHSA board is made up of a representative from each of the five county boards in the agency's service area.

Montooth said that the purpose of the appreciation dinner is "to honor Norm Magnusson and to formally thank him for his years of service, dedication and leadership in the field of human services and advocacy for mentally retarded citizens.

"As Sarpy County Commissioner and governing board chairman of ENCOR and ENHSA, he has been instrumental in providing top quality services and opportunities for the mentally retarded citizens of this area."

ENCOR DIRECTOR SEARCH UNDERWAY

Now that Dave Howard has moved on to his new job with the state aging commission in Lincoln, ENCOR is temporarily without a director.

During the interim period, under the direction of ENHSA Director, Ray Christensen, the ENCOR Director's responsibilities will be carried out by Bruce Kai, Deputy Director, and Lois Rood, Planning Officer.

Kai will continue to direct the internal operations and direct services of the agency, will represent ENCOR at ENHSA office directors' meetings, represent ENCOR at meetings with Omaha Public School officials, meet with ENCOR consumers and head the agency's affirmative action, employee orientation and client appeal processes.

Rood, will be ENCOR's liaison with the Nebraska Association for Retarded Citizens (NebARC) Legislative Action Committee, and will share with Kai the responsibility for attendance at Regional Directors, advisory committee, governing board and county Association for Retarded Citizens meetings.

Kai will be responsible for public information activities, such as contacts with news media and tours.

Meanwhile, a search has begun for a new director. The Eastern Nebraska Human Services

Agency (ENHSA) governing board has appointed a search committee.

The committee includes Douglas County Commissioner, Mike Albert, chairman of the ENHSA governing board; Dr. Frank Menofascino, Associate director of the Nebraska Psychiatric Institute; Bruce Mason, attorney; Ray Christensen, ENHSA director; Shelton Duruisseau, director of the Eastern Nebraska Community Office of Mental Health; and Linda Esterling, former ENCOR employee, now working in special education for the Millard Public Schools.

Albert said that the job of the Search Committee is to get all available applicants as quickly as possible. The committee's task is to gather, not screen, applicants, he said.

"Once all the applicants have applied," Albert said, "it would then be the desire of the Search Committee for these candidates to have full-length interviews with important segments of the community and with those vitally concerned with whom the new ENCOR Director might be."

This would include the Greater Omaha Association for Retarded Citizens (GOARC) as a consumer representative.

Of course, the final selection of the new ENCOR Director will rest with the ENHSA governing board.

GOARC AWARDS NIGHT - 1977

Last May, there was a standing-room-only audience at GOARC's Annual Awards Night. Many awards were presented, thanks to all of those who cared enough to nominate and support candidates for the awards.

The biggest award every year is the Volunteer of the Year, received last year by Pat Henry and John Clark.

A nomination blank is enclosed with this issue of the Update. Do you know a volunteer, staff member or mentally retarded citizen whose contributions or growth have been outstanding? If so, please let the Awards Committee know. The Chairman this year is Bonnie Shoultz (444-6571), in case you have questions.

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STEVE PEW HEADS EDUCATION

Steve Pew has been named ENCOR's Director of Educational Services. He took over the job February 2nd.

Pew worked for ENCOR from 1971 to 1976 as a behavioral systems analyst, director of program development and training, and director of the behavior shaping unit.

He has a masters degree in educational psychology and measurements, and guidance and counseling. He is finishing work on his Ph.D. at the University of Nebraska at Lincoln, in Educational Psychology and Measurements, specializing in pediatric psychology.

Pew said that he is looking forward to directing the educational division, since his speciality in pediatric psychology gives him a special interest in preschool education.

Pew replaces Bruce Kai, who has been acting as Educational Director since his promotion to Deputy Director at ENCOR.

You history buffs may be interested in the fact that Bruce Kai, who hired Pew as Educational Director, first worked for ENCOR in 1972 as a teacher assistant at the Behavior Shaping Unit, where he was hired by Pew.

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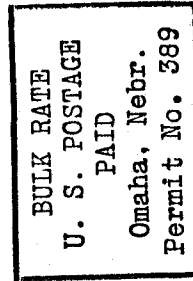
HOT LINE

Are you interested in going to work for ENHSA? Or are you already employed at ENHSA, but because you are interested in moving up to a more challenging position, you like to be kept current on job openings.

Either way, the information you need is available on a daily basis. Just call the ENHSA job line, 444-6582.

The ENCOR Advisory Council will meet on Wednesday, March 16th and the ENHSA Govering Board will meet on Thursday, March 17th. Both meetings will be held at 7:30 p.m. in Second West conference room, 885 So. 72nd St.

EASTERN NEBRASKA HUMAN SERVICES AGENCY
885 So. 72ND STREET
OMAHA, NEBRASKA 68114



ENCOR

update

PUBLISHED TWICE MONTHLY

VOLUME TWO
NUMBER FOURTEEN

FEBRUARY 28, 1977

GOVERNING BOARD APPROVES NEW SALARIES AND POLICIES

At the February meeting of the Eastern Nebraska Human Services Agency Governing Board, the board approved some residential salary increases and three new agency policies.

Effective March 1, the base salary for home teachers, residential associates and residential assistants will be \$532 a month. The new base salary for assistant residential managers is \$644 a month.

Residential employees in these job classifications who started at lower rates of pay will get raises in March. All new residential employees in these jobs will start at the same rate of pay, regardless of education or experience.

Residential Director Barry Lamont said the new salary scales are part of an ongoing salary equalization process in his division, designed to correct pay inequities within the agency.

The ENHSA board approved a new policy on consumer appeals and grievances, as well as two new vocational policies.

GOARC TO HEAR FROM ENCOR

ENCOR staff will talk about the agency's programs and plans on Thursday, March 3, at the GOARC General Membership Meeting at 7:30 p.m. at the First Federal of Lincoln building, 2101 So. 42nd St. in Omaha.

Melody Henn will preview her new slide show about the agency at this meeting.

If you'd like to know more about where ENCOR's at and where it's going, put the date on your calendar and be sure to attend.

NEW HOLIDAY POLICY

A new personnel policy on holidays goes into effect March 1, changing the method of computing holiday pay for some part-time employees.

ENCOR - "PEOPLE OF QUALITY"

"Oh, would the Lord the giftie
gie us
To see ourselves as others see
us."

When Robert Burns indited this bit of poetic introspection, he meant to remind us that such capacity to view ourselves through another's eyes might have a very sobering effect on our egos. He did not, correspondingly, assure us that if such a self-perception should happen to be flattering, it could be very gratifying, thereby encouraging the one so perceived to expend an even greater effort and commitment to prove worthy of the kudos.

Many of us were fortunate to become personally acquainted with Ethel Temby, MBE, Executive Officer of STAR, Victorian Association for the Retarded, Melbourne, Australia, when she visited Omaha in early July for the express purpose of observing and evaluating ENCOR to see whether the ENCOR concept could be adapted to the needs of her own country.

Following are some excerpts from an article she wrote after she returned home:

"Where the philosophy of normalization is fully appreciated and translated into the details of the service being provided, the focus of attention has completely shifted from a facility to a service, and the focus of interest (of those who will provide

the service) centres on the individual and his or her true needs; and by the use of this term 'true' I am referring to the needs as they are exhibited by the person to receive the service and not as they may be perceived by the providers of the service....

"This change in attention from providing a facility to devising a service to suit the individual, has revealed a great range of options to meet the great range of individual differences that exist in any population whether people are handicapped or not. In the opinion of the writer, confirmed by persons from various countries, with wide experience of services for mentally retarded people, the system of services available in Eastern Nebraska for persons handicapped by mental retardation is at this time the most comprehensive and effective to be found anywhere. The agency (government) responsible for these services is the Eastern Nebraska Community Office of Retardation, (ENCOR), serving five counties of Nebraska with a population of more than half a million....

"Funds are always short anywhere, but ENCOR puts the major part of its resources into the kind of services that can only be provided by people of quality. While the directors of the various divisions of ENCOR - Residential, Vocational, Family Sup-

port, Staff Training, etc., - are professionally as well as personally qualified for their positions, the majority of staff persons are selected for their personal qualities regardless of their background education or experience.

"The levels of enthusiasm and personal commitment in staff, and the impression that the pioneering spirit of six years ago is still inspiring the system of services of ENCOR, have convinced many enquiring visitors that this is a model to reproduce."

Although it behooves ENCOR employees not to bask on their laurels, it is pleasant for a moment to know that an objective observer looked us over and liked what she saw.

ENCOR PERSONNEL - CHANGING FACES

From January 10th through February 4th, ENCOR hired 15 Residential Assistants. They are: Christina Baumbach, Paul Bierman, David Cornwell, Michael Crawford, Lynda Drehsen, Edward Huddell, Carol Kuck, Vincent Mallory, Rosalee Neal, Carol Rettedal, Mark Ritzdorf, Cristine Robinson, Estela Stone, Juanda Thompson, and Vernessa Wilson.

Four Residential Associates, Rodney Belgum, Thomas Howeth, Arlene Osterloh and John Rice, and one Assistant Residential Manager,

Asalma Tait, were also hired. Three substitute teacher assistants, Judy Bovee, Cindy Deers, and Jack Robertson, one secretary, Elaine Edmunds, and the Educational Division Director, Steve Pew, also joined staff.

Those who have different positions are, Harry Naasz, who has been changed from AGS Advisor to Beatrice Intake Advisor and Billie Dawson from Central Office receptionist to Vocational Division Secretary II.

MAT WANTS TO KNOW

Being circulated by the Transit Advisory Committee in order to ascertain the problems people experience in regard to transportation services is a questionnaire.

If you ride MAT buses and have problems or if you do not ride MAT buses because the problems are insurmountable, now is the time to speak up and be heard.

Copies of the questionnaire are available at MAT, 2615 Cuming Street; at the GOARC office, 140 South 40 Street; and they will be published in the current issue of the GOARC Gazette, so you will be able to clip them out and mail them in.

There are many ways whereby MAT buses could be more responsive to citizens' needs. It is up to all of us to help them establish priorities for improvement.

EXPANDED RESOURCES

ENCOR is getting it together to provide to staff, clients, and other friends resources which will make services more widely known and more readily available.

Timelined to be operational or ready for dispersal on or before March 31 are a new administrative manual, which will be especially helpful to new staff to quickly brief them on operational procedures; an internal directory, which will detail to whom and where to go to avail oneself of the many resources ENCOR offers; a fascinating new film titled "What is ENCOR?", produced by Melody Henn; a new library and audio-visual aids system for sharing materials with GOARC but maintaining check-out records which will indicate, for instance, whether a book is available and at which facility it is at the moment; and an external directory, which will correlate with ENCOR to insure the most effective referrals.

If you have an idea for other resource materials you would like to see made available, turn in suggestions to Lois Rood, 444-6564.

DON'T PUT IT OFF

Don't let yourself be disappointed because your favorite nominee doesn't win a GOARC award. Fill in your nomination and mail it today. The deadline is March 17.

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Permit No. 389

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LEGAL ADVOCATE PLACED AT GOARC

Attorney Christine Smith has been hired by the Nebraska State Bar Association (NSBA), through its Committee on Mental Health, as a legal advocate for mentally retarded people. Ms. Smith, who began on February 1, is a graduate of Loyola University of Chicago School of Law. Her office is at GOARC, 140 So. 40th Street, Omaha, 68131.

Ms. Smith's primary job is to provide free legal services to mentally retarded citizens as a means of securing their legal rights. She may serve any mentally retarded person who needs her services and whose income falls within the guidelines established by the NSBA. If income guidelines are not met, a referral will be made to a private attorney who has indicated to the project that he has an interest in serving mentally retarded citizens. Her clients may request her services directly or may be referred.

Ms. Smith says, "If I accept a case, I will be representing only

the client's interests, and not those of the Nebraska State Bar Association, GOARC, or any other group or person. So that I may provide the client with the best representation possible, I must know what the client's wishes are regarding his or her case...all communications between me and a client (prospective or otherwise) are governed by the attorney-client privilege, which requires an attorney to keep all such communications confidential."

To augment the project's effectiveness, Christine will also be working on "Bar activation", provision of technical assistance to members of the private bar who are representing mentally retarded clients.

A third service to be offered through the project will be consultation and/or technical assistance to parents and staff of any agency serving mentally retarded citizens. To contact Ms. Smith, interested persons may call the GOARC office (551-9450) or write to the address given above.

STATE TITLE XX PLAN

Nebraska's proposed Title XX plan for fiscal year 1977-1978 will be published April 1. This is the state's plan for how to spend more than \$18 million in federal appropriations for social services (including mental retardation).

The money is appropriated under Title XX of the federal Social Security Act. This title includes money for day care, aging and family planning services, in addition to community-based mental retardation programs.

The state Title XX planning process this year has included input from consumers of services, and some agencies, through a series of local town hall meetings in January and regional committee meetings in February.

During a 90-day comment period before the plan becomes final July 1, anyone can comment on the proposed plan and make suggestions for changes.

Written comments can be mailed to Mr. Larry Nedrow, Chief, Division of Social Services, State Office Building, 301 Centennial Mall South, Lincoln, Nebraska 68509.

Mr. Nedrow is trying to arrange an educational television program during the comment period, when citizens will be able to phone in comments, questions and suggestions.

If you would like to receive a free copy of the summary of proposed Title XX plan, write to the address above. If you would like a full copy of the proposed plan, include a dollar. Be sure to include your name, address, and zip code.

MAGNUSSON AWARD

Norm Magnusson, former chairman of the governing board of the Eastern Nebraska Human Services Agency and ENCOR, was honored at dinner February 26th by the Sarpy County Chapter of GOARC (Greater Omaha Association for Retarded Citizens).

Magnusson received a plaque from the Sarpy Chapter of GOARC, commending him for his seven years of service to retarded citizens in the area.

Tom Miller, executive director of GOARC, presented Magnusson with a lifetime GOARC membership.

Robert Haworth, mayor of Bellevue, where Magnusson lives, presented him with a key to the city.

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SO LONG

Mark Stricklett, director of South ITC, and his wife Sharon, program supervisor at Benson ITC, will soon be leaving for Ventura, California, where he has accepted a new challenging position as Regional Coordinator to teach task analysis in all the facilities in his region as part of the California Project under Dr. Marc Gold.

All ENCOR staff will recall the film titled "Try Another Way" in which Dr. Gold demonstrates the training method that has evolved from task analysis.

Mark and Sharon will be very much missed by their many friends at ENCOR, and they are wished much success in their new venture.

In the meantime, Bob Salach will become director of South and Jim Lynch will be temporary director at Bellevue.

IN-SERVICE SCHEDULE

The following in-service sessions for ENCOR staff are also open to parents, advocates, and consumers. To make arrangements for attendance call: 444-6415, 444-6230, or 444-6297.

Residential Specifics will be March 16th at the Annex, 205 So. 42nd St. from 9 to 4. Behavioral Management will be April 6th, Normalization and PASS will be April 12th, and Program Planning and Evaluation will be April 28th. Orientation will be April 11th and 12th.

ENCOR PERSONNEL - CHANGING FACES

From February 4 to March 4, ENCOR hired 9 full-time residential assistants: Randal Byrd, Terry Edwards, Marla Evans, Raymond Hairston, Dale Hughes, Robert Humpal, Karen Merritt, Diane Oppliger, and Allison Willadson, and two part-time, Nan-see Hill and Delores Ward and four residential associates: James Betts, Pam Lang, Becky Masoner, and Dorothy Trader.

Also hired were two assistant residential managers: Elizabeth Looper and Alvin Stansbury; one home teacher, Jean Larson and one workstation in industry supervisor, Mary Vanfossan.

Two new secretaries joined the staff - Margaret Armstrong and Marge Soukup and Linda Johnson, L.P.N.

PAC HOTLINE

The ENHSA Personnel Advisory Council Hotline phone isn't operating in March. ENCOR PAC representative, Bill Lewis, said few employees took advantage of the opportunity to call their PAC representatives. Look for a PAC questionnaire soon asking for employee's suggestions.

SHARE IT

Deadline for submitting articles or information for the next issue of Update will be 2 p.m., March 24th. Call Dick Irving, 6534 or Mary McCoy, 6568. Don't keep the news to yourself.

EXPANDED RESOURCES

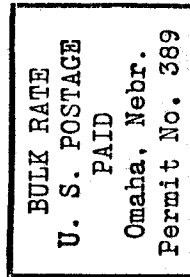
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WHAT ARE IPP'S? (INDIVIDUAL PROGRAM PLANS)

IPP's are written for each client receiving ENCOR direct services. The plans consist of written, specific objectives or goals in each area of developmental need.

The purposes of writing out a detailed plan are: to make sure that the training or educational programs meet the person's needs; to demonstrate that the person is making progress; and most importantly, to involve the client and family, as part of a team with professional staff, in deciding on the individual's plan.

ENCOR has just passed a new policy on Individual Program Plans, and a procedures handbook has been compiled. During March and April there will be 15 training sessions offered for all Agency staff, clients, parents, and other interested persons. Sessions will be offered at a variety of times and locations, both daytime and evenings.

We welcome any and all parents and clients to take part in this training. We feel it will be an excellent opportunity for clients and parents to learn more about being informed, aware consumers, and to give staff a better understanding of consumers' concerns.

Call Barb Jessing at 444-6591 for more information on dates, times, and locations.

OPPORTUNITIES FOR PARENTS

Since Lois Rood, Director of the Office of Planning, began the ENCOR Five-Year Plan and the First Annual Implementation Plan, it has been obvious that the effective development of ENCOR will depend in large measure on active and involved parents. If you have long wished that you could demonstrate your concern for the future of ENCOR, now is your chance to offer to serve on one of the Advisory Committees which will be responsible for determining the direction ENCOR will go. This duty will be a happy combination of obligation and privilege.

Other means of staying current on what's happening at ENCOR are tours, which you or your group are invited to take, call Bonnie Shoultz, 444-6571, to make arrangements, or staff training, most sessions of which are open to parents, call Sandi Ross, 444-6415, to verify times and places.

SHARE IT

The Update is now being printed in two editions. One is for ENCOR staff. This edition is geared to the special interests of parents and clients. So we can address your concerns, please share your information and story ideas with us.

Deadline for information for the next Update is 2 p.m., March 24th. Call Dick Irving, 444-6534 or Mary McCoy, 444-6568.

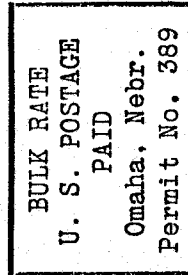
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The following in-service sessions for ENCOR staff are also open to parents, advocates and consumers. To make arrangements for attendance, call 444-6415, 444-6230 or 444-6297.

- April 6th - Normalization/PASS, Nebraska Federal Savings & Loan Building, 71st & Ames; 9-3
April 12th - Behavioral Management, University of Nebraska Medical Center, Continuing Education Building; 9-4.
April 18-19 - ENCOR Orientation, location to be announced.
April 20th - Residential Specific Orientation, Annex, 207 So. 42nd Street.
April 28th - Program Planning and Recording.
April 29th - Film Preview, Annex, 207 So. 42nd Street "Frustration and Aggression" "Self-Fulfilling Prophecy", 1-2:30 p.m.

The ENCOR Advisory Council will meet Wednesday, April 20. The Eastern Nebraska Human Services Agency (ENHSA) Governing Board will meet Thursday, April 21. Both meetings will be at the ENHSA central office, 885 So. 72nd St.

The deadline for news for the next Update is 2 p.m. April 12. Call Mary McCoy, 444-6568, or Dick Irving, 444-6534.



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MARCH 30, 1977

PROSPECTS BRIGHTER ONE YEAR LATER

Just a year ago, ENCOR was in serious financial trouble. The March, 1976, budget cuts were only part of a series of cuts that began more than six months earlier.

The 1975-76 financial crisis drastically reduced ENCOR services and staff, and threatened the future of community-based mental retardation services in our five-county area.

In May, 1976, ENCOR management put together a one-year plan to restore agency stability and services. Not all of the goals in that plan have been met, but we have made significant progress.

Client support services - physical therapy, speech therapy, occupational therapy, nursing and psychological services - which were reduced during the financial crunch, are now available to ENCOR direct service clients.

The crisis assistance unit was eliminated from ENCOR's residential budget. But short-term residential placements are now available on a

limited basis. We are looking for additional money to meet unmet residential crisis needs.

Training is now available for all ENCOR staff members. Training sessions are open to parents.

The agency hired a resource development specialist, who has prepared two grant applications.

ENCOR hasn't been able to restore recreation services for clients, but we are looking for new funding sources for recreation.

ENCOR has met most of the standards of the state Office of Mental Retardation, and is moving to comply with others.

The agency has reinstated merit raises, mileage payments and educational benefits for staff members. Salaries for some residential employees have been improved, but there has been no ENCOR cost-of-living raise for nearly three years.

ENCOR has been unable to keep all mentally retarded persons in this

region from going into institutions. Eight persons from our communities went to live at the Beatrice State Developmental Center last year.

The agency planned to bring back 20 individuals from Beatrice this fiscal year. Although only one has come so far, there will be more, but the total may not be 20 by July.

The agency has now reached financial stability for its current programs and present clients. ENCOR can continue its present service levels for the rest of this fiscal year.

For the fiscal year beginning in July, ENCOR can continue to serve its present clients at current service levels with the budget proposed by the governor.

The agency may be able to hire more advisors (needed to meet state standards) and to increase residential crisis services with surplus money being generated this year by slower than expected hiring of replacement employees.

But to restore more of the cut services, and to meet more unmet needs, more money is needed.

DOLLARS AND SENSE

ENCOR is operating on a budget of about \$5.5 million for this fiscal year. The agency doesn't expect to spend all of that because of delays that have occurred in hiring some replacement employees this year.

ENCOR's proposed budget for the next fiscal year was \$6.9 million. The increase was to cover inflation, salary adjustments for low paid employees, restoring all services lost or reduced in the budget cutbacks, and expanding some services to adequately serve those persons coming back to the community from Beatrice.

In the governor's state budget message, he recommended a \$5.85 million budget for ENCOR -- more than \$1 million less than we asked for.

The governor recommended that ENCOR's federal fund allocation be reduced to less than \$2.3 million, about \$200,000 less than this year's ceiling. (The agency isn't spending all of the available federal dollars this year, because of difficulties in certifying some clients for federal funds.)

Governor Exon recommended increasing ENCOR's state appropriation to about \$2.4 million -- nearly \$600,000 more than in this year's budget, but nearly \$800,000 less than we asked for.

ENCOR determined that a minimum of \$350,000 more was needed from the state than the governor recommended: \$100,000 of this was to hire more advisors to meet state standards; \$100,000 to provide more short-term residential crisis assistance; \$150,000 to provide services to keep persons now living in the community from going into institutions.

The legislative action committee of the Nebraska Association for Retarded Citizens (NebARC) has recommended to the state legislature that ENCOR receive this additional \$350,000.

The governor has recommended a new \$750,000 appropriation state-wide for next fiscal year to transfer people from Beatrice to community programs.

This fiscal year a total of \$1 million was available state-wide for that purpose. Due to problems which included start-up costs, all of this money isn't being spent this fiscal year.

The governor recommended that the legislature reappropriate up to \$500,000 of the unspent portion of this money. NebARC recommended that all of the unspent deinstitutionalization money be reappropriated.

The NebARC committee also recommended that, when a person moves from Beatrice to a community program, 80% of the \$3.00 a day contributed previously by that person's home county should be transferred to the community program for two years.

NebARC also recommended a reduction in the budget for the Beatrice State Developmental Center. This year's Beatrice budget is about \$11.7 million. The governor recommended nearly \$12.6 million for next fiscal year.

The NebARC committee noted that, with the Beatrice population dropping from 990 at the beginning of this fiscal year to 810-850 at the beginning of the coming fiscal year, the average Beatrice per client cost would rise by nearly \$4,000 next fiscal year.

Therefore, the NebARC Committee recommended a Beatrice budget of slightly more than \$11 million for next fiscal year -- one-half million less than this year's Beatrice budget, but allowing a 9% increase in the average cost per client.

DON MORAY DIRECTS VOCATIONAL

Don Moray has been named director of ENCOR's vocational services division. He fills the position left vacant last fall when Lois Rood became the agency's planning director.

Moray has been with ENCOR since the agency was founded. He started as a program manager at the Benson workshop in 1969, under GOARC. In 1970, he became workshop supervisor at the Benson workshop, which had been taken over by ENCOR.

From 1971 to 1974, Moray served as director of the Bellevue Industrial Training Center. Since 1974, he has been director of the Benson ITC.

Moray said his plans for the ENCOR vocational division are "to evaluate how we can assimilate more directly into the industrial community and to adapt current vocational models to fit those needs."

WANTED - ARTISTS

Spring is here! It's the time of the year when all of the world, along with Mother Nature, tries to clean up, spruce up and look good. Even the Update wants to get in on the act.

This is a call to all ENCOR aspiring artists. We need your talent.

We will be holding a contest to find a new, attractive banner for the Update. Deadline for your entry is May 20th. We want the Memorial Day edition of the Update to wear its new spring finery.

We welcome all entries. We promise our readers that the winner will be selected fairly, without favoritism, on talent alone.

Submit your entry to Dick Irving or Mary McCoy, Central Office, 885 So. 72nd Street, Omaha, 68114.

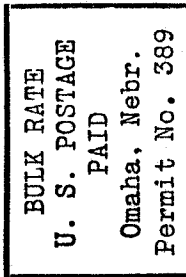
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April 18, 19 - ENCOR Orientation, MCRI, 444 South 44 Street.
8:30 a.m. - 5:00 p.m.

April 20 - Residential Specific Orientation, Annex, 207 South 42 Street.

April 28 - Program Planning and Recording, two sessions. One at Central Office, 885 South 72 Street, and one at the Annex, 207 South 42 Street (from 9:00 to 3:00).

April 29 - Film preview, Annex, 207 South 42 Street - "Frustration and Aggression", "Self-Fulfilling Prophecy", 1:00 to 2:30 p.m.



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STATE BUDGET NEWS

The state legislature's appropriations committee has recommended a state appropriation for ENCOR that is less than the agency asked for, and is also less than the amount recommended by the Nebraska Association for Retarded Citizens (NebARC).

ENCOR proposed a \$6.9 million budget for the agency for next fiscal year--\$1.2 million in local funds, \$2.5 million in federal (Title XX) funds, and \$3.2 million from the state general fund.

Governor Exon's proposed state budget allocated about \$1 million less than ENCOR asked for.

NebARC asked the legislative committee to increase ENCOR's recommended appropriation by \$350,000, to allow the agency to hire more advisors and to provide short-term crisis assistance and emergency residential services.

The governor's budget proposal had allocated up to \$1.25 million for deinstitutionalizing residents of the Beatrice state home for next fiscal year. NebARC recommended

that this spending ceiling be raised.

The legislature's appropriations committee eliminated the deinstitutionalization money and added about \$1 million to the state-wide mental retardation appropriation recommendation, divided among the six regions.

ENCOR (Region VI) would receive only about \$60,000 more than recommended by the governor under the committee's plan.

Unless the legislature changes the appropriation during final debate on the state budget, ENCOR's total budget for next fiscal year would be \$5.9 million. This year's ENCOR budget is \$5.5 million.

* * * * *

The ENCOR Advisory Council will meet Wednesday, April 20. The Eastern Nebraska Human Services Agency (ENHSA) Governing Board will meet Thursday, April 21. Both meetings will be at 7:30 p.m. at the ENHSA Central Office, in the Second West Conference Room, 885 South 72 Street.

SPECIAL SITTING SERVICES

Ben Cacioppo, social worker with the Nebraska Deaf/Blind Program at MCRI, says he never expected the response he has had when he started a ten-week training course to teach volunteer trainees the basics of babysitting for multi-handicapped children. He said the initial project was undertaken in response to the need expressed by parents, who indicated it was extremely difficult to find reliable, competent sitters for their children.

The usual young sitters who tend to be available in the neighborhood for ordinary babysitting are uncomfortable when they are asked to sit with a multi-handicapped child. The discomfort usually derives from their lack of knowledge and from their fear of doing the wrong thing. The special training course, which recruited people who expressed the desire to help, was designed to dispel the fears and to provide at least the basic know-how.

The program is intended to provide respite care, which is defined as short-term, for parents who need to spend a few hours or an evening away from their handicapped child. But since the program was completed, Cacioppo says he has found that babysitting is just the tip of the iceberg of people's needs to have occasional relief from the care of those they cannot leave alone, including some elderly persons and even some handicapped young adults.

Cacioppo says, "Many people must have been sitting in quiet desperation, waiting for someone to come along and recognize the need and do something about it."

He is planning a follow-up course but "Mother Time" has prevented it from materializing so far. However, besides the sitters training in the first course, Metro Tech is offering a two-year course for child technicians who will be specially trained to sit with handicapped children, and one of the unexpected and gratifying responses has come from parents, other relatives and friends of handicapped children who have called to say they understand the need for they have experienced it and to ask that their names be put on the list of available sitters.

Cacioppo says what he needs most now is cooperation from other agencies to help in the next training session and to assist in organizing a simple scheduling system to derive maximum benefit from available sitters, at the same time also recognizing the sitter's need for free time.

An updated list of babysitters will be available in the next issue of the Update, but in the meantime, if you need services, if you know of any individuals or agencies that would like to be involved, or if you would like to volunteer your own services in this worthy endeavor, call Ben Cacioppo, 541-4954.

TIGHT ANNEX PARKING

The parking situation is tighter than ever at the Eastern Nebraska Human Services Agency (ENHSA) annex on 42nd Street between Dodge and Farnam.

ENHSA shares a building with two doctors' offices which also share the parking lot. (ENCOR employees who go to the annex should be aware of a new division of parking spaces there.)

The western-most five parking spaces next to the north side of the building are reserved for the doctors and their patients.

All parking spaces on the east side of the building are now reserved for the doctors' patients. Signs are posted on the reserved spaces.

ENHSA employees' cars parked in the doctors' spaces at the Annex may be towed.

GOODBYE KAI

ENCOR Deputy Director Bruce Kai is leaving for the sunny southwest April 29. Kai has accepted a position as residential director for Phoenix mental retardation programs in Arizona.

Kai will be working for Brian Lensink, former director of ENCOR and ENHSA (Eastern Nebraska Human Services Agency), who is now state director of mental retardation services in Arizona.

ENCOR PERSONNEL - CHANGING FACES

From March 7 to April 1, ENCOR hired 9 full-time residential assistants: Jeanne Gaule, Jennifer Jerkovick, Dona Lee Johnsen, Laura Lee Koleno, Deb Lowery, Carol McCabe, Mark Ritzdorf, Grace Shoults, and Doug Young.

Seven part-time residential assistants were hired: Gerald Alberts, Anna Bolden, Lindy Fay, Ann Lucas, Barry Moore, Robert Noriega, and Ben Specht.

Susan Kline has been hired as home teacher for DMU and Lindy Beard and Mary Duncan have been hired as substitute teachers for CEEP.

Gladys Collins, residential assistant, has been transferred from DMU to Chicago Street and Barb Dalbey, head teacher, has been transferred from Fremont Adult Education to CEEP South. Cyndi Padilla has been promoted from head teacher, CEEP South to residential training specialist.

At Benson Industrial Training Center, Linda Fowler has been promoted from program manager to program supervisor; Laura Schulte has been promoted from secretary I to program manager, and Don Moray has left Benson as its ITC Director to be Vocational Division Director.

Robin Mahoney, Nancy Hoidal, and Dan McGee, residential assistants, have been promoted to be assistant managers.

AWARDS AND REWARDS

--by Bonnie Shoultz

As Chairperson of GOARC's Awards Committee, my enthusiasm for the work of human effort has been rekindled many times over. Many individuals were nominated for each category of awards for GOARC's awards night. Many of the nominators wrote movingly about the person(s) they were proposing for each award. Parents nominated staff members, staff members nominated parents and clients, clients nominated parents, staff, and each other, and all had good reasons for doing so! Many agencies and organizations were involved in the nominations, as were people from all over the greater Omaha area.

Awards night is Thursday, May 5 at 7:00 p.m., at First Federal Lincoln at 2101 South 42nd Street. Don't miss it - you might miss seeing a friend (or yourself) honored for outstanding contributions to mentally retarded citizens.

A TOKEN OF THANKS

Next time you're in Central Office, 885 So. 72nd Street, be sure to visit the ENCOR Director's office on 2nd floor. When Bonnie Shoultz sent some facts sheets to Tadao Nakamura, Osaka, Japan, at his request, he responded by sending "a small gift in appreciation".

He enclosed a beautiful handscreened silk handkerchief designed by the late Kiyoski Yamashita, who was mentally retarded. It is very beautiful. It is on display on the Director's window.

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update

ENCOR

PUBLISHED TWICE MONTHLY

VOLUME TWO
NUMBER SIXTEEN

APRIL 30, 1977

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Thanks to a grant from CETA (Comprehensive Employment and Training Agency), ENCOR was recently able to hire a recreation coordinator.

Fred Washington, who started on the job on April 15th, is the father of four children ranging to three years of age.

Fred has an extensive background in athletics and recreation; he is a former pro basketball player and was responsible, while in the Air Force, for setting up a large recreation program at Ramstein Air Force Base in Germany. This program served military personnel and civilians of all ages.

Fred is spending most of April and May in planning future recreation efforts. The recreation department, if one is developed, will be much smaller than it once was. ENCOR will be able to provide direct recreation services only to children and adults who are receiving other services from ENCOR. In order to help as many people as possible to find recreation options, and programs which meet as many individual needs as possible, generic recreation resources will be identified

and used. If needed, ENCOR will provide training to the staff of these programs. It is not known at this time whether recreation staff can be provided to supervise mentally retarded children and adults in these programs, but volunteers are now being recruited to help out.

Programs developed by the recreation coordinator will not replace the dances, bowling leagues, parties, and swimming programs now being held by parents and volunteers in the Region VI area. Instead, Fred hopes to stimulate more involvement by the community, by volunteers, and by parents, so that more people can participate in a wide variety of recreational activities.

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As more information is developed, Fred Washington will start sending a monthly newsletter detailing recreation events and programs to staff, clients, and parents. Any reader who would like to receive this newsletter may call and ask for Fred at 444-6500 or drop him a note at ENCOR, 885 So. 72nd Street, Omaha 68114. More specific news about recreation will be forthcoming in the next Update.

SPECIAL ATTRACTION

A special event you won't want to miss is planned for Monday, May 2nd, 7:30 to 9:30 p.m., at the amphitheater, Center for Continuing Education, University of Nebraska Medical Center at 42nd and Dewey.

Dolores Norley, national activist from Florida, is scheduled to speak, and if you haven't heard her before, you've missed a treat. Dolores always shares stimulating ideas and involves her audience in her own enthusiasm.

Of late, Dolores has been actively involved in developing training sessions for police, judges, and others across the nation in regard to mentally retarded offenders.

The mother of a retarded child, she has spoken to and shared her experiences with many parent groups.

Special arrangements have been made to be sure there will be plenty of parking available for this occasion. If you want further information, call the GOARC office, 551-9450.

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An important quality of industrial workers is the capability to maintain a clean work area, and the workers from ENCOR have given a superior performance.

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Please submit articles, ideas, or information to Dick Irving, 444-6534, or Mary McCoy, 444-6568, for possible inclusion in the next Update. Deadline is 2:00 p.m., May 11.

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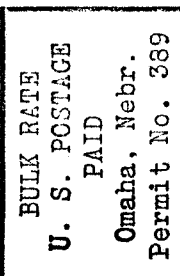
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CASS/SARPY AWARDS BANQUET

by Fred Zydek

Saturday, (the 30th of April) the Cass/Sarpy ARCs celebrated their fourth annual awards banquet at the Winterset Inn in Plattsmouth, Nebraska.

Ona Mayer, who has organized these important occasions (which are now known as the high point of the Cass/Sarpy social calendar) informs us that her goal this year was 125 persons in attendance. We are proud to report that there were 132 in attendance, 36 of whom were ITC employees or Chap School students.

This year \$1,000 was spent on trophies and food. Most of these funds came from the bowlers themselves who each paid a \$.50 trophy fund fee at each weekly session.

The banquet was an exciting affair for everyone who attended. Clients and staff, parents and friends - all looked and dressed for the grand ball. But probably no two people were more beautiful than Pauline Meyers and Karen Brown - both of whom looked as though they had just stepped out of Vogue Magazine.

This year all team members received trophies. Some were big and beautiful, some like Mr. Kopp's was the tail end of a donkey - but all were well received and a clear testimony to the heartfelt concern and joy everyone in Cass/Sarpy received from participating in the various recreational activities and attending the fourth annual awards banquet.

If that kind of evening sounds exciting to you - don't miss it next year.

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ENCOR

update

PUBLISHED TWICE MONTHLY

VOLUME TWO
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MAY 15, 1977

GOARC AWARDS TO THOSE WHO SERVED

So many deserving people were acknowledged at GOARC's Awards Night, May 5, that there simply isn't space in a single issue of Update to tell you about them. This issue will hit some of the high spots of the occasion, but next issue, we'll follow-up to give you additional details about the inspirational progress and dedication of those who were honored. The theme for the evening was "Work Is Love Made Visible". This theme was borne out by the recipients of the awards.

Three awards for Distinguished Service were given. One went to Anne Marie Aita Mulligan, who has given time and effort for many years in settings ranging from a local ENCOR residence to an international professionals' symposium. Anne Marie has been on the GOARC Board of Directors, the NebARC Board of Directors, and is the coordinator of a project associated with Planned Parenthood of Lincoln which offers training and counseling in the social and sexual development of developmentally disabled persons.

Another recipient of the Distinguished Service award was Robert Coleman, who was given the award for the thousands

of hours he has spent with GOARC and the Pilot Parents' Program. Robert has produced public service announcements, two slide shows and many other photographic exhibits and brochures for Pilot Parents.

Judy NicholSEN, who is a member of the NebARC Legislative Action Committee, also received a Distinguished Service Award. Judy was presented this award by Dave Powell, Director of NebARC. Dave cited Judy's tremendous dedication and ability in aiding the passage of Amendment 6 and the passage of a bill this year which will allow the public schools to contract with private schools and training programs for services.

Volunteer of the Year awards were given to two outstanding volunteers. Susan Bernard, a hair stylist, was presented with the "Volunteer of the Year" award by Becky Fritz. Becky explained that Sue has given free haircuts to mentally retarded children and adults for 4 1/2 years. Many of these children and adults could not be served in a regular barber shop or beauty salon. Susan has quietly given thousands of hours in this service. In addition, she has organized GOARC's Cut-a-Thon for the past few years. Sue has worked

IN-SERVICE TRAINING

well with clients with behavior problems and has given special attention to those who had poor self-images by helping them with their grooming. She has brought cosmetology students to the residences to educate them in working with handicapped people.

Mrs. Eddie Felix was also presented with "Volunteer of the Year" award by Billie Cook. Mrs. Felix has a family of five children and yet finds the time to be involved with GOARC's Poverty and Mental Retardation Committee, to be the Hartman School representative for her classroom, to serve on the Special Education Advisory Committee to the Omaha Public Schools, and to be an active advocate for mentally retarded citizens whenever she is needed.

AFFIRMATION OF AFFIRMATIVE ACTION

Pat Upchurch tells us that the response by staff to the opportunity to attend affirmative action training has been so "fantastic," she would like to be sure we get the word out to everyone who might like to participate.

Although attendance is mandatory for supervisory level staff, the training is open to any staff member who would like to attend, provided he calls Lezlie Greguska 6580 to let her know he plans to attend.

The May training calendar includes Interviewing in the 2nd West conference room on May 17th at 1:30 p.m., Disciplinary in the Chapel on May 18th at 3 p.m., and Orientation, also in the Chapel, on May 24th at 1:30 p.m.

Locations for in-service training for the rest of May have now been identified. Because of space limitations, pre-registration for these sessions is required. Call 444-6230, 444-6297 or 444-6415.

May 16/17 Orientation - Nebraska Savings and Loan, 7160 Ames, 8:30 to 4.

May 18th Residential Specific, Annex, 205 So. 42nd Street, 9-4.

May 24th Special Educational in-service behavior management of emotional problems MCRI, 444 So. 44th, 9-2.

An additional session of behavior management which had been planned has been postponed. Rescheduling information will be available both by memo and for the next issue of the Update.

RECREATION NEWS

In the last Update, we indicated that, as Fred Washington, the new recreation coordinator, gets the recreation program going, a regular newsletter will be forthcoming to keep you up-to-date on the many recreational options that will be available.

Especially now as the weather gets into a recreational mood, it is wise to get into a variety of activities to avoid the summer doldrums.

The recreation newsletter will be distributed with the Update. Be watching for it so you won't miss out on any of the fun.

A WORD TO THE WISE

A few weeks ago, an article in the Update reminded ENHSA employees who are involved in staff training or who go to the Annex for other reasons that the parking problem there is sticky and growing stickier.

It is wise for ENHSA staff to realize that there simply are not nearly enough parking slots available to accommodate staff who need them. To avoid towing charges, they should park on the lot only if there are empty slots on the north side.

If all slots on the north side of the lot are full, they had better rely on their own personal resourcefulness to find a safer legal parking off the lot.

Even if staff find it necessary to park some distance away and walk from a legal parking area, it is better to enjoy the walk, thereby keeping the waistline thin and the billfold fat.

Confucius say "It's better to stub toe on long walk than receive stub from tow car receipt."

NEW DIRECTOR AT BENSON ITC

John Mixan, currently with ENCOR Residential, has been appointed to be Director of Benson ITC. John has previously been at Benson (1970-71) as program supervisor. He has also served as a residential specialist and as coordinator for the entire children's program.

He has been a consultant for the Douglas County Mental Health Program as well as a national consultant for the Mental Retardation Program.

RESIDENTIAL ACTIVITIES

Future issues of the Update will include a residential activities calendar. Kip Reusing says it is her section's responsibility not only to promote and plan for residential recreation each month, but also to identify interesting events occurring in the community.

For instance, there will be two picnics and softball in May, the 14th and the 28th, from 12 noon, at Benson Park. If you want to participate, bring food to share and any softball equipment you have.

There will be a camp-out at Ponca Hills on the 20th, 21st, and 22nd. Reservations need to be made by May 16th. Sleeping bags, food, and transportation will also be necessary. Call Janelle Schlotman, 393-3714 for further information on either of these activities.

The calendar will also keep us abreast of what's happening at the civic auditorium, the Orpheum, and other recreational centers.

* * * * *

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HOW'S YOUR LUCK?

The GOARC membership committee has announced their membership campaign during the six weeks from May 16th to July 1, 1977. This year's prizes for those who excel in recruiting members are truly enticing.

All GOARC members who enlist 10 or more members by July 1 will get their own membership free.

All GOARC members who enlist 5 or more members by July 1 will be eligible for a drawing when numerous prizes will be given to lucky winners. The first prize will be a trip for two to a resort area.

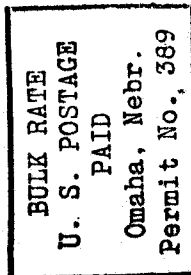
An all-expense paid weekend for 2 at the Crown Center Hotel in Kansas City, Missouri is the grand prize for the GOARC member who enlists the most GOARC members by July 1st.

If you are not now a member, it behooves you to become one so that you, too, can participate in this fabulous drawing.

Call or write the GOARC office for membership forms today! GOARC, 140 So. 40th Street, Omaha, Ne. 68131 (402)551-9450.

"WANT" AD

Update wants your news. Please submit articles, information, or news items for possible inclusion in the next issue to Mary McCoy, 444-6568. Don't keep the big news to yourself! Deadline for submission is June 10th, 2 p.m.



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Update

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TO THOSE WHO MADE LOVE VISIBLE

The event for the month of May was GOARC Awards Night May 5th. Although space limitations prevent recognition by Update of all those who were honored, it seems especially appropriate to mention some of the recipients who have demonstrated outstanding growth or who have been responsible for encouraging growth.

Ryan Johnson, a four-year old CEEP student, was the recipient of the "Outstanding Progress - Youth" award. Ryan is, according to his teachers, Peggy Olsufka and Rosarian Jackson, a good example of the CEEP concept that "children teach children." Ryan has learned over the past 1½ years to socialize with other children, to talk, and to share. Ryan, upon receiving the award, gave a smiling "thank you."

There were two recipients of the "Outstanding Progress - Adult" award. One was John Felton. John has been in Omaha since 1971 but has shown his greatest progress since 1974. Gene Loftis, his advisor, in presenting the award, explained that John has learned sign language in order to communicate with others. They hope that John will one day break through the sound barrier and will

be able to speak. Gene said that, "John knows he has friends now. He holds his head up and walks proudly among others."

Ed Trandahl, formerly a reporter for the Omaha World Herald, received the "Advocate of the Year" award. The presenter for this award was Tom Blackstone, whose advocate Ed has been for the past year. Tom thanked his friend, Ed, and explained how much Ed has meant to him.

The award for "Teacher of the Year" went to a Madonna School teacher, Marilyn Dodson. Mrs. Dodson has taught for many years at Madonna School. The parents of children in her classes have given high praise to Mrs. Dodson for the way that she motivates students and brings out the best in them.

The last award of the evening was presented by Ed Skarnulis. This award was the President's Award, given to John Clark for his two years of outstanding service as President of GOARC. Ed cited John's ability to confront, to compromise, to make decisions and carry them out, and to pull people together in a common effort.

SUMMER FUN

ENCOR PERSONNEL-CHANGING FACES

FIELD TRIPS FOR CHILDREN

The ENCOR recreation program, which was reactivated in April, has been extra busy assuring that mentally and physically handicapped persons will have a variety of leisure-time activities. Our goal is to make certain by providing information to the Update and various other media sources that every handicapped person is involved in some recreational program.

Please check the calendar on the following page and submit to me your name and the program or event you wish to participate in. Enrollment in almost all programs is limited and is on a first come, first served basis. Please sign up for your choices as soon as possible, but in no event later than June 6th.

Also, beginning June 18th at the North YMCA a program for severely and profoundly retarded children will be held for a very limited number of children from 11 a.m. to 3 p.m. five days a week.

A letter from officials of the Henry Doorly Zoo has indicated ENCOR clients may be granted free admission. Confirmation is expected shortly.

The ENCOR recreation department will act as a referral agent, keeping you informed on all the happenings. If you have any questions, please feel free to contact me at 444-6500.

During May, ENCOR hired eight residential assistants. They were: Rita Briggs, John Gibson, Marilyn Goodman, Joyce Linn, Mark O'Neil, Ladi Oredipe, Ramona Sanders, and Gabriel Scott, and one residential associate, Debbie Hammel.

Also hired were two part-time psychologists, John Gibson and Jim Moenssen, a part-time recreational aide, Myra Hoefker, and program manager, Stephanie Johnson.

Changing from part-time to full-time residential assistants were Glenetta Lue and Kim Smith and temporary to permanent advisor I was Jim Hunkins. Jeanette Bell changed from mental health drug counselor to placement specialist and Kathy Herro came from the Office of Aging to public education and information officer for ENCOR.

Promoted were Tom Moran, program manager to assistant resident manager; John Mixan, residential assistant to director of Benson ITC; Jackie Sampers from teacher to head teacher; Vernessa Allen from residential associate to residential assistant and Doug Young, residential assistant to program manager for South ITC.

The ENCOR Advisory Council will meet on Wednesday, June 15th and the ENHSA Governing Board will meet on Thursday, June 16th. Both meetings will be held at 7:30 p.m. in the Second West Conference Room, 885 So. 72nd St.

	Activity	(# can go)	Time Tour Begins
June 14	Northwestern Bell Tour	30	1:00
17	Henry Doorly Zoo		
23	KETV Tour	25	10:00 a.m.
25	Fontenelle Forest Field Trip	30	10:00 a.m.
	Arrows to Aerospace Field Trip	50	
29	Guys Foods	40	2:00
	(must be 6 years or older)		

SUMMER ACTIVITIES FOR YOUNG ADULTS

	Activity	(# can go)	Time Tour Begins
June 4	Dance at Benson Park	any #	7:30-10:30
11	Field trip to Desoto Bend Wildlife Refuge	50	
15	KETV Tour	25	3:00
18	Field trip to Lincoln		
21	Northwestern Bell Tour	30	1:00
25	Hummel Park Field Trip & Picnic		
26	Arrows to Aerospace Tour in Bellevue	50	
28	Union Pacific Museum	30	2:00

DAILY PROGRAMS FOR CHILDREN

Fun & Fitness - June 13-June 22 - 12:30-3:30 - \$13.50 per week - West Omaha "Y" - pool, arts, crafts, gardening, cooking, gym.

Christ Child Center Daily Program - June 18-August 1 - 10:00-2:00 - \$7.00 for entire program - K-6 - music, swimming, arts and crafts, gym.

Social Settlement - June 13-17 or June 20-24 - 9 a.m.-4 p.m. - \$10 per week or \$18 for 2 weeks - grades 3-9 - different activities each day.

Project Embrace - June 19-June 25 - 10 a.m.-3:00 p.m. - First Lutheran Church, 31st and Jackson Sts.

Lowe Avenue Presbyterian Church, 40th & Nicholas St.

Carter Lake Community Church, 9th St. & Ave "K".

Augustana Lutheran Church, 38th & Lafayette.

Various activities, sports, swimming, skating, field trips, etc.

by Fred Washington
