

# The VISINET Advisor

## Staff Directory

### Chief Executive Officer

John Powers

### Chief Financial Officer

Michael Wehling

### Chief Operating Officer

John Hoffman, MSW

### Director of Safety & In-Home Services

Robin Chadwell, LCSW (all service areas)

### Director of Behavioral Health Services

Sara Crandall, LMHP (all service areas)

### Clinical Director

Michael R. Neise, Ph.D. (all service areas)

### Consulting Psychiatrists

Michael Coy, MD                      Arun Sharma, MD

### Director of Finance/Administration/Continuous Quality Improvement (CQI)

Dani Kessler, MS (all service areas)

### Safety Services Coordinators

Michelle Moline, ESA                      Cinda Konken, SESA  
Jennifer Warren, CSA

### In-Home Services Coordinators

Angi Allphin, ESA                      Mindy Wall, SESA  
Jennifer Warren, CSA

### Team Leaders

<b>ESA</b>	<b>SESA</b>	<b>CSA</b>
Kim Arkfeld	Kelli Anderson	Kris Horton
Korina Cove	Stephanie Bonnema	Julie Landreth
Stephanie Jacobs	Sarah Palmer	Kelley Mast
Rechelle Lewis	Becky Siecke	Lisa Soto
Melissa Podkovich	Candace Sturgeon	
Adam Stouffer		

### Escort/Drug Screening & Testing Coordinators (Adult)

Lisa Fisk, ESA  
Karla Grove, SESA

### Outpatient Services Coordinators

Mindy Hinton, ESA                      Jacquie Winbolt, SESA  
Brooke Wright, CSA

### CTA Supervisor

Tabitha Ross, ESA

### Treatment/Agency Based Foster Care Coordinators

Sharon Heckathorn, ESA                      Kadi Holmberg, SESA

### Assistant Foster Care Coordinator

Lisa Pierce, ESA

### TFC Supervisors

Karla Ahl, ESA                      Jeni Rouse, SESA  
Laura Fischer, ESA

### ABFC Supervisors

Misti Crow, ESA	Megan Forgue, SESA
Duncan Evans, ESA	Stacy Wilkinson, SESA
Alexis Hobbs, ESA	Jaimie Schriber, SESA
Andrea Jacobs, ESA	Kristen Poppens, SESA
Jamie Rankin, ESA	Autumn Zgambo, SESA
Shawn Riddle, ESA	Helen Kaufman, CSA
Deb Tuttle, ESA	

### Recruiter, Licensing, Training Coordinator

Paula Gepson (all service areas)

### Behavioral Learning Center (SESA Only)

Jennifer Crank (Coord)

### Family Learning Center Supervisor (SESA Only)

Angela Wilkason

### CCAA Evaluators

Kevin Berryman, ESA

### Human Resources Coordinator

Jill Wehling (all service areas)

### Billing Coordinator

Natalie Applegate (all service areas)

### Administrative Assistant Supervisor

Sara Collins, ESA

A Visinet, Inc. Publication

November 2008

## From the Chief Officers

Contributed by John Powers CEO, Mike Wehling CFO, John Hoffman COO

Visinet, Inc. is excited to be welcoming a new program that will be another way to continue assessing and meeting the needs of families. Shane Berry, LMHP, began to administer Comprehensive Family Assessments (CFA) the week of 10/27/08. The purpose of the CFA is to provide a comprehensive family system assessment to determine if any mental health or substance abuse treatment needs exist within the family, primarily with the adult caregivers in the home. The recommendations of the CFA will be utilized by Children and Family Services Specialists in conjunction with their safety assessment to determine how the children can remain safely in the family home.

The CFA program will be focused on adults within the family. CFAs must be completed within the family home in order to give a more "comprehensive" illustration of the family, their daily lives and activities. CFAs must be completed within a fourteen (14) day time-frame. The assessment will also encompass collateral contact information that will be gathered from other services that the family has been or is currently involved with. This will allow for a clear and complete depiction of the family's past services and successes. This program will be beneficial for identifying family strengths and areas in which they may need to focus on building additional skills. The CFA may also establish and recommend additional evaluations and/or services that the family may believe is useful to them or that may support in keeping their children in a safe environment.

The CFA is an excellent opportunity for Visinet, Inc. to gain further knowledge and resources for families and their children. This program can be utilized to help families identify any number of services that may benefit them and continue to remain with the least intrusive services possible. These ideals are vital functions of Visinet, Inc.'s Family Centered Practice core training principles interrelated to its Mission, Philosophy and Goal. Always keep these central elements at the foundation of your service provision when serving children and families.

## Current Job Openings

### ADMINISTRATIVE POSITIONS

Billing Specialist (ESA), Foster Care Supervisor (ESA), BLC Specialist (SESA), Behavioral Specialist (SESA), Family Learning Center Specialist (SESA), Foster Care Supervisor (SESA), Team Leader (SESA), File Clerk (CSA), Outpatient Services Coordinator (CSA), Team Leader (CSA)

### DIRECT CARE POSITIONS (All Service Areas)

Psychological Assistants, Foster Parents, Therapists, Community Treatment Aides, Mental Health Escort Specialists, Family Facilitators, Family Partners, Family Assistants

*Visinet, Inc. is an Equal Opportunity Employer*

Family Centered In-Home Services



**VISINET, INC.**

**Eastern Service Area**

Corporate Headquarters

11836 Arbor Street

Omaha, NE 68144

Phone: 402.898.8881

Fax: 402.898.8886

[www.visinetinc.com](http://www.visinetinc.com)

## SAFETY & IN-HOME SERVICES SOUND OFF

Contributed by Shane Berry, Angi Allphin, Cinda Konken, Mindy Wall and Jen Warren

As we move into the fifth month of the new Safety and In-Home Services contract we have seen numerous changes and will continue to experience change as we all work to make this a successful transition. We want to congratulate and send out a big welcome to the new Team Leaders Kris Horton CSA and Beckie Siecke SESA. We also want to congratulate Shane Berry in his transition to the CFA program and send out a big thanks for all he has done for the Safety and In-Home Services.

With all changes come fear, uncertainty, anxiety, stress, anger and a whole list full of other thoughts and emotions. As we are all overwhelmed during this time we find ourselves putting things on the back burner and then hesitating to complete tasks at the end of a long day. We wanted to share with you some ideas to assist you in keeping up with your work. Select one idea from the list below and make a commitment to yourself to create a new habit by making it a part of your daily routine. These are also great ideas to pass on to your families that you serve when they are experiencing the sense of being overwhelmed due to the changes in their lives.

1. How do you eat an elephant? One bite at a time! Break larger projects into manageable "bites" and create a timeline for you to accomplish these smaller tasks.
2. Remember that each project expands to the time allotted to it, so set a limit for yourself. "I am going to return all my phone calls in one hour." "I will spend 15 minutes picking up around the house." Set a timer. You will be amazed how much you can get done when you focus your time.
3. Check your self-talk. Do you frequently say, "I gotta....," "I should....," or "I have to....?" Replace this self talk with "I choose to....." and recognize that you are at choice about what you do.
4. Tackle the task you have been putting off, one that's hanging over your head. It will lift an immense load and you will feel much more productive.
5. Relieve yourself of the stress caused by all of the clutter in your work area/house by setting up some system to manage the paper in your life.
6. When planning your time include both urgent and non-urgent but important activities in your plan. An example of an urgent activity might be a meeting or incident report. A non-urgent activity might be gathering new activities, dusting your work area, etc.
7. Take 15 minutes at the end of each day to put things away and look at the calendar for the next day. Gather what you need ahead of time so you will be prepared for tomorrow.

Again we want to say thank you for all of your hard work and dedication to the families we serve.

## TREATMENT/AGENCY SUPPORTED FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Kadi Holmberg

The foster care programs in all service areas are looking for foster parents. If you know anyone interested in providing foster care, please call Bob in Lincoln at 464-8866, Pat in Omaha at 898-8881 X 1010 and Jen in Grand Island at 308-398-4665. Visinet offers a \$100 referral bonus to the employee or foster parent who refers the foster parent to Visinet Inc. Our foster care team offers an excellent support system to foster parents. Word of mouth is our best resource for recruitment and informing everyone about the quality foster care program at Visinet Inc. We would like to spread the word to foster parents who may be providing care to children but may not be satisfied with their current agencies and to those who have never fostered but are interested in providing care to children. There is always a need for more foster homes to accommodate the children who are in out of home placements.

It is not too early to start looking ahead for when youth will be out of school for various breaks. Most schools post a calendar on their website or have it posted somewhere so that you can plan a significant time in advance. During these breaks from school, the foster care team needs to ensure that there is appropriate supervision of the youth in the home and community. This supervision level should be based in the team's recommendation. Discuss with the foster parents what level of supervision is required for the youth and where the youth will be going. There are also breaks from school around the holidays, Thanksgiving and Christmas. The holidays will be here before we know it, so let's plan ahead. It is better to have these arrangements made in advance in order to reduce the stress for both the youth and their foster parents.

Just a reminder, foster parents are required to have 24 in-service hours per year. Please remind foster parents to fill out the in-service forms. All the forms must be filled out prior to re-licensing. All foster parents must be Mandt, CPR, First-Aid certified. In-service hours can be completed by various workshops, videos, books, classes etc... Please check with the foster care staff if you are not sure what can accommodate your in-service hours. If you know of any workshops that are available and would be beneficial for our foster parents to attend, please inform the foster care staff to spread the word to the other foster parents. The end of 2008 will be here before we know it, so let's get the in-service hours done as soon as possible.

### Benefits Information

Visinet, Inc. offers a complete full-time benefits package including medical, dental and life insurances, 401(k) plan with company match, paid time off and more. Contact your coordinator for qualification requirements and any other additional questions you may have.

All Visinet, Inc. employees are required to attend a 30-minute weekly meeting with their supervisor. Employees in a dual role will attend weekly meetings with each supervisor. If you cannot attend your scheduled weekly meeting, you must call your supervisor in advance to re-schedule.

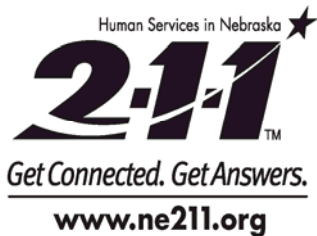
These weekly meetings should discuss case issues/concerns, appropriate interventions, Visinet, Inc. mission, goals, and philosophy and on-going training on PSMs/EM and Family/Person Centered Practice. Additionally, CFSR and DHHS trends should also be discussed to keep staff abreast of community state changes.

Visinet, Inc. employees are responsible for the information contained herein.

## Not sure where to find the right human services in your area?

Now "getting the 2-1-1" is easier than ever—with access to statewide information on services such as mental health, housing, and legal assistance.

Search the comprehensive human services database at [www.ne211.org](http://www.ne211.org) or dial 2-1-1.



# BEHAVIORAL HEALTH SERVICES

Articles contributed by Sara Crandall, Jenny Crank, Mindy Hinton and Jacquie Winbolt

## CTA CONNECTION

In efforts to maintain quality care for our clients it is imperative that we are utilizing all of the hours that are authorized for each client. If you know that you are going to be gone, please be sure that you are making every effort to make up those hours before you leave. Also, encourage your clients to let you know in advance if they are going to be gone.

As the school year continues, we may see the need for more interventions regarding appropriate school behavior, attendance, grades, etc. Here are some suggestions for helping your clients be successful in school:

1. Help them utilize a calendar for keeping track of what assignments they may have, when they are due, and when they plan to study.
2. Encourage parents/caregivers to keep in contact with school officials, teachers, or anyone else that may be involved in their child's academic success. This will help keep the parents up to date on the child's behaviors and/or grades to make sure they are on track. It will also let the child know that the parent/caregiver cares about their performance in school and that the parent/caregiver will know when things may not be going so well. When parents are involved from the beginning, any behaviors that may come up can then be addressed immediately to help avoid bigger problems in the future.
3. Praise children for good school behavior, grades, etc. so they will be more inclined to continue this behavior, even if it seems small. Praise can be a very big motivator for children to succeed.

We want to thank all the CTA's for their hard work and dedication. There are many children out there who need your support to get through some tough times and you can make a big difference in the lives of these children.

## BEHAVIORAL LEARNING CENTER

The BLC youth enjoyed participating in the Halloween Festivities on Halloween Day. They participated a variety of things such as: listening to scary music, watching a fun Halloween video, playing games and doing art activities. In the afternoon they were able to dress up in their own costumes and participate in the parade through Visinet to show off their costumes. Lastly, they picked their favorite goodie bag to take home to enjoy with their families.

It's hard to believe but the holidays are right around the corner. In the month of November the youth will learn all about Thanksgiving and what it means to be thankful. The curriculum will provide all sorts of learning activities to help them express what they are thankful for. They will also get to do a variety of art projects to show what things in their life are special to them and how thankful they are. The youth love story time, so staff will incorporate several different Thanksgiving books to help them better understand what Thanksgiving is all about.

Just a reminder that the BLC will be closed on Thursday November 27 and Friday November 28 to recognize Thanksgiving.

Lastly, we would like to welcome Lindsay Godfrey to our team at the BLC.

## IN-HOME THERAPY NEWS

Congratulations to Brooke Wright the new Outpatient Services Coordinator in Grand Island. We would like to welcome the following therapists to Visinet: Jeff Harvey, Kimberly Grubb, Bob Brockemeier and John Casiello (Omaha); Erica Alvarado and Alyssa Edgerton (Lincoln); and Kristy Judds (Grand Island).

Documentation Reminder: Remember that all clients need to have an Intake Packet. This consists of the Intake Demographic Data, Consent to Treat, Client Rights and Responsibilities, Notice of Privacy Practices, Release of Information and Magellan Rights and Responsibilities. Any clients that are wards of the state need to have their Intake Packet signed by their Case Manager. This can be done by faxing the forms directly to them. Please also remember that any individuals involved in treatment need to have these same forms signed. For example, if you have a client and family therapy is authorized any family member participating in the service needs to have an intake packet completed for them as well.

Discipline Tidbits for Parents: Parenting a child that has been diagnosed with ADHD/ADD can be difficult. Here are some positive discipline strategies that you can assist parents in utilizing with their children: 1. Be "firm and kind" in discipline. 2. Be careful not to discipline a child when his misbehavior is the result of confusion or misunderstanding. 3. Use discipline for teaching not punishment. 4. Never discipline when feelings are out of control. 5. Show disapproval of the behavior not the child. 6. Stay calm and unemotional while disciplining – remember that children often try to get a rise out of authority figures. 7. Have well-thought-out consequences to certain behaviors ahead of time. Anticipation is the key! (Excerpt taken from Healing ADD: The Breakthrough Program that Allows You to See and Heal the 6 Types of ADD, Dr. Daniel G. Amen, M.D.

As the Holidays quickly approach, please remember to notify your Coordinator if you are going to be taking any vacation at least two weeks in advance. Make every attempt to reschedule your sessions.

## IN-SERVICE TRAINING OPPORTUNITIES

### Omaha

November 3 MANDT 9:00-5:00  
November 4 & 6 MANDT 5:00-9:00  
November 14 CPR/First Aid 9:00-3:00  
November 15 CPR/First Aid 9:00-3:00 (Saturday)  
November 21 MANDT 9:00-3:00  
November 22 MANDT 9:00-3:00 (Saturday)  
November 24 CPR/First Aid 9:00-5:00  
November 25 CPR 5:00-9:00

### Lincoln

November 1 CPR/First Aid 9:00-4:00

### Grand Island

November 12 Verbal MANDT 9:30-4:30  
November 19 CPR/First Aid 9:30-4:30



# VISINET, INC.

- Treatment Foster Care
- Agency Supported Foster Care
- Intensive Family Preservation
- Individual and Family Therapy
- Outpatient Psychological Services
- Outpatient Psychiatric Services
- Comprehensive Assessments
- Behavioral Learning Center
- Community Treatment Aide
- Crisis Response Team
- Family Support
- Supervised Visitation
- Escort/Transportation
- Drug/Alcohol Screening
- Parent Partnering
- Substance Abuse Assessment/Treatment

Eastern Service Area  
 11836 Arbor Street  
 Omaha, NE 68144  
 Phone: 402.898.8881  
 Fax: 402.898.8886

Southeast Service Area  
 3940 Cornhusker Hwy, Suite 600  
 Lincoln, NE 68504  
 Phone: 402.464.8866  
 Fax: 402.464.8879

Central Service Area  
 1020 W. 2nd Street  
 Grand Island, NE 68801  
 Phone: 308.398.4662  
 Fax: 308.398.4665

## PHILOSOPHY

Visinet, Inc. believes that working with the entire family within their natural environment is essential. Service design must be individually tailored to suit each family in order to implement the most effective methods, thereby reducing significant barriers. Visinet stresses the need for culturally competent professionals that have the ability to assess clients within the family's own cultural and social context. We believe that everyone receiving services will develop best within the framework of respect, accountability, and open communication.

## MISSION

Visinet's mission is to provide families and individuals with a stable, nurturing and secure environment for the promotion of healthier family functioning. We encourage people to be self-sufficient; utilizing community resources when necessary. Every effort should be made to prevent extended out of home placement and maintain the least restrictive environment possible.

## GOAL

Visinet's goal is to provide families and individuals the skills necessary to improve their quality of life.

## SERVICE ANNIVERSARIES

Omaha Office:	Lincoln Office:	Grand Island Office:
10 Years: Stephanie Jacobs 4 Years: Deb Newsome 2 Years: Lisa Fisk Shekenna Wright 1 Year: Amanda Rasch	5 Years: Darlene Nickell 4 Years: Laurie Consbruck Katie Hauptman 3 Years: Jenny Crank 2 Years: Diane Decker	1 Year: Lisa Gragg Amy Weddingfield

## SUGGESTIONS

No suggestions were submitted this month.

## RISK MANAGEMENT

The Risk Management committee assesses and monitors potential risk and safety factors as well as reviews incidents that occur. With winter approaching, please take precautions to ensure the safety of yourself and your clients. This could include winterizing your vehicle, checking weather conditions and forecasts in advance and having your cell phone charged. Please ensure that you are following the dress code policy with regards to appropriate footwear during inclement weather. Please also take a few moments to review policies regarding inclement weather and accidents. Talk with your supervisor if you have any questions about these policies.

## HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

When inquiring about 401K issues (for existing participants) please contact 1-800-772-2182. It is up to the consumer to make changes to their existing demographic information. If you elect to change your participation percentage, please contact the HR department to fill out the appropriate paperwork. Percentage changes can be made on the first of every month.

If you have any discrepancies with your paycheck, please contact your supervisor first. The supervisor will determine if the payroll department needs to be contacted for further clarifying information

After fielding several concerns regarding the high cost of health insurance, Visinet, Inc. has lowered the health insurance premiums. The following premiums will go into effect on 11/1/08.

- Employee Only = \$100 per month/ \$50 per pay period
- Employee + Spouse = \$200 per month/ \$100 per pay period
- Employee + Child(ren) = \$200 per month/ \$100 per pay period
- Family = \$250 per month/ \$125 per pay period

