

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Chief Operating Officer

John Hoffman, MSW

Clinical Director

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

Director of Safety & In-Home Services

Robin Chadwell, LCSW (all service areas)

Director of Behavioral Health Services

Sara Crandall, LCSW (all service areas)

Director of Out-of-Home Care

Sara Crandall, LCSW interim (all service areas)

Director of Human Resources

Melodae Morris, M.A., SPHR, APR (all service areas)

Director of OA/Training and Ongoing Edu Div.

Lynn Castrianno, Ph.D (all service areas)

Consulting Psychiatrists

Michael Coy, MD
Arun Sharma, MD

Safety Services Coordinators

Tami Nebesniak, ESA
Cinda Konken, SESA
Jennifer Warren, CSA

In-Home Services Coordinators

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

Continuous Quality Improvement Coordinators

Kate Golden (all service areas)

Escort/Drug Screening & Testing Coordinators (Adult)

Lisa Fisk, ESA
Karla Grove, SESA

Outpatient Services Coordinators

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

Treatment/Agency Based Foster Care Coordinators

Sharon Heckathorn, ESA
Lisa Pierce (Assistant Coord), ESA
Kadi Holmberg, SESA
Brooke Wright, CSA

Behavioral Learning Center Coordinator (SESA Only)

Jennifer Crank

CCAA Evaluator

Kevin Berryman, ESA

CFA Evaluator

Shane Berry, ESA

Human Resources Coordinator

Jill Wehling (all service areas)

Billing Coordinator

Natalie Applegate (all service areas)

A Visinet, Inc. Publication

May 2009

From the Chief Officers

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

Visinet is pleased to announce that we have been accepted into the final stages of contract negotiations regarding the Out-of-Home Care Reform Contract Initiative. After a lengthy, challenging process that consisted of research, creative and innovative approaches to serving children/youth and families through Service Coordination, Out-of-Home Care and In-Home Services—we began writing the program description that was submitted on March 23. The results that we received were overwhelmingly positive; for example, of the mean (average) scores that program descriptions and oral interviews were rated, Visinet scored the highest of all of the organizations that submitted program descriptions. (However, at this time we have not been chosen to participate in the Central Service Area. But, immediately after contract negotiations (or concurrent to) the areas of concern, the possible scoring discrepancies, will be addressed).

Please look for upcoming Paradigm Alignment Meetings (PAM) and Transition/Implementation and Steering Committees (TISC) dates to ensure that all levels of staff involvement are represented. The magnitude of this contract is enormous and it will take ongoing participation and dedication from each of you at all levels to make it successful. Please talk with your coordinator/director if you are interested in providing input and look for the numerous job postings that will be forthcoming. This is a new, exciting and unprecedented time in the State of Nebraska, specifically within the Division of Children and Family Services, therefore, we all have to exert our collective effort to ensure that children/youth and families are not slighted during this process, yet most importantly, that their quality of care is not compromised.

Visinet is excited to welcome Melodae Morris as our new Human Resources (HR) Director. Melodae brings years of experience to Visinet; most recently Melodae held director positions in HR, marketing and public relations during her tenure with former employers. Melodae holds certification as a Senior Professional in HR (SPHR) the highest certification within an HR position, while also having her Master's in Communication and being accredited in public relations (APR). We are very fortunate that Melodae chose Visinet as her option for employment and look forward to her advancing the HR Department as well as all of our employee relations to the highest level of standards. Please be patient with us as we implement new processes, functions, and documents, and look forward to progressive modifications to the employee manual and all policies and procedures handbooks (PSMs).

Current Job Openings

ADMINISTRATIVE POSITIONS

Billing Coordinator (ESA), Family Partners (ESA, SESA), BLC Teacher Assistant (SESA), Family Assistant (SESA), Family Learning Center Specialist (SESA), Community Treatment Aide (CSA), Safety Services Coordinator (CSA)

DIRECT CARE POSITIONS (All Service Areas)

Psychological Assistants, Foster Care Parents, Therapists,

Visinet, Inc. is an Equal Opportunity Employer

Family Centered In-Home Services



VISINET, INC.

Eastern Service Area

Corporate Headquarters

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SAFETY & IN-HOME SERVICES SOUND OFF

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

As many of you know Visinet has entered the last quarter of the Safety and In Home Services contract. It has been a tedious but very exciting year for Visinet and it will continue as the Out-of- Home Care Reform Contract is in negotiations hopefully being signed by May 1st. As we continue with this process please remember the commitment you have made to Visinet and the families we serve. We continue to be amazed by all of our field and office staff's dedication to the families we serve in all service areas.

The current Safety and In Home Services Contract includes Outcome Measures. These measures include outcomes related to safety, permanency and well-being and also information related to the Child and Family Services Review (CFSR). Incentives and penalties have been assessed through out the first three quarters of the contract. As we enter the fourth quarter of the contract penalties will be assessed for every report that does not meet content and quality standards. If you still have questions in regards to completing these reports please discuss them with your assigned team leader. Visinet has recognized that reports across all service areas often lack the teaching and skill acquisition piece. Teaching and skill acquisition should be included in all IFP and Family Support Reports.

Children's Mental Health Awareness Week will take place the week of May 3rd. Visinet will be partaking in activities to help bring awareness to this never ending issue. Each of you will be receiving information on how you can participate in this event. Visinet will be creating T-shirts that will be sold for \$10 and all of the proceeds will go to the Nebraska Federation of Families for Children's Mental Health (NEFFCMH).

The Southeastern Service Area would like to welcome new Team Leader Christy Aldag. Christy brings years of experience from working as a protection and safety worker at the department. Welcome Christy.

TREATMENT/AGENCY SUPPORTED FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Kadi Holmberg

The Foster Care team is continuing to recruit, train and license new foster parents. During the upcoming months, all foster parents will need to be retrained in Visinet's new model of care. These trainings will be happening during the late spring and into the summer. We are setting up dates and times in near future and will be sending out a letter as soon as they are available. There continues to be a great need for foster homes in all of the Visinet offices. Please contact Katie Korth/Pat Samuel in Omaha, Kadi Holmberg in Lincoln, or Brooke Wright in Grand Island/Hastings offices if you have someone to refer as a potential foster parent.

With summer time fast approaching, we are looking ahead for what the foster children will be doing. It is not too early to start preparing for when school is out for the summer. Please empower foster parents to make arrangements for where their foster child will be. There are a lot of options but they must sign the youth up early. The youth may be attending daycare, summer school, camps or other recreational activities. Please encourage foster parents to plan ahead. Summer will be here before we know it.

The Foster Care team should review with the foster parents the appropriate supervision of youth in the home and community. The foster parent should follow the team's recommendations. The team is looking out for the best interest of the child, and what is safe and appropriate for that child's specific needs.

The Lincoln office would like to welcome Amber Bartak and Jen Melton to the Foster Care team. Amber will be a Foster Care Specialist and Jen will be a Treatment Foster Care Supervisor.

Please remind foster parents that they are to have 24 hours per year (48 hours for two years) for in-service hours. Foster parents need to fill out the in-service forms as they complete their hours. We will be tracking all in-service hours as they are completed.

Benefits Information

Contributed by Human Resources

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 reschedule.

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
or dial 2-1-1.



BEHAVIORAL HEALTH SERVICES

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

CTA CONNECTION

The CSA would like to Welcome Margot Icenogle-Burns to their team!

As summer approaches remember to check with your families in regards to changes they may have with their children's schedules. Looking at summer activities may be a useful tool that will help alleviate stress for parents as we near the end of school. As your coordinators and supervisors get information in regards to summer activities they will pass them along to you so that you can share them with your families.

One common goal that we often see when working with clients is a goal to address anger. One resource that is available to you via your supervisor is [141 Creative Strategies for reaching adolescents with Anger Problems](#) [141 Creative Strategies for reaching adolescents with Anger Problems](#) by Tom Carr.

One example in the book is anger is a motivation. Anger is a very powerful emotion and can be used for positive change. If we look at anger as a way to change something about our life it can be a very useful tool. When looking at triggers for anger ask your clients what they would like to change about each situation and problem-solve on ways to change things that make them angry. For example; calling a family meeting to discuss consequences/privileges/rules of the house can be a positive way for clients and families to express their opinions appropriately and feel heard by other family members. This may be a useful way to facilitate change within the house.

Anger can also be used to illicit attention. When looking at the reasons why a child is angry think about what they are getting from being angry. It may be attention they are seeking. If this is the case staff with the therapist and work with the parents on appropriate ways adults in the child's life can give them attention when they are displaying positive behaviors.

This book provides useful examples and also has several worksheets to be used during sessions that are creative and helpful when working with clients that have an anger goal. Ask your coordinator/supervisor to check out the book.

IN-HOME THERAPY NEWS

The SESA would like to Welcome Lindsey Colburn and Shaun Connors, it's great to have you both!

Please keep in mind the change in wordage as we look at the Initial Diagnostic Interview and the Biopsychosocial Assessments.

As summer approaches and our families look to the changes this brings keep in mind this may cause more stress within the home. Summer can be a difficult transition for families as school is out and the structure and consistency that school provides is absent. Talk with your families about informal supports they can utilize during the summer and also research available programs within your community that may be useful to families. Talk with your coworkers to see if they have any information on free or low cost resources to access.

As we look more at family involvement and how to encourage our clients to become more involved with therapeutic services remember how important the therapeutic relationship is between client and therapist. The skills we learned in school are so valuable in regards to the alliance. We are providing a service to our clients and the time we spend with them is their time. Sessions should be a warm safe place to express feelings and talk about situations that are difficult. All clients should be treated with respect and met with unconditional positive regard. No matter what a clients opinions or feelings are they need to be met with acceptance and warmth. Getting back to the basics of looking at our therapeutic relationships with our families and looking at our own behaviors during sessions will help to ensure success during services. If your client is not moving forward in their treatment have you thought about your reactions/behaviors towards them?

The Lambert Research project is underway! We are very excited about this and the information we are provided with as therapists can be extremely useful in looking at your work with your families and clients. Please encourage every eligible client to participate in this study as it will be a very useful tool during services.

BEHAVIORAL LEARNING CENTER

The Behavioral Learning Center has been a very busy place over the past couple of months. With recent youth intakes and LPS days off of school, we have been at capacity with youth. Everyone is getting ready for the upcoming spring and summer weather and we have already incorporated group walks into the youth's schedules.

During the month of April: the youth have been focusing on the themes of Dr. Seuss, the circus, eating healthy, art, spring and things in the air.

During the next two months the curriculum focuses on: different kinds of pets, ocean life, growing and farming, along with fruits and how they grow.

The youth have been respondent to our reward system; and have been working towards their individual goals with efforts of earning Friday rewards. We are currently working on the summer schedule which will include outings for the youth as a reward for their individual achievements. The youth will also enjoy "park day", which will be every Wednesday of the week. On these days, there will be a specific physical activity planned where the youth will learn to play different sports and activities. At the BLC we focus on each youth as an individual and take time to get to know our youth's specific needs.

IN-SERVICE TRAINING OPPORTUNITIES

Omaha

May 2 CPR /First Aid 9a.m.-4p.m.

May 12, 23, & 28 CPI 9a.m.-4p.m.

May 26 CPR/First Aid (Challenge) 10a.m.-12p.m.

May 29 CPR/First Aid (Complete Class) 9a.m.-4p.m.

Lincoln

May 1CPR/First Aid (Challenge Jr) 1p.m.-3p.m.

May 26 & 30 CPI 9a.m.-4p.m.

Grand Island

May18 CPR 5p.m.-9p.m.

May 19 First Aid 5p.m.-9p.m.

May 28 CPI 9a.m.-4p.m.

Please note that all of the trainings are listed on the training calendar now available on the Visinet website.



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

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

ESA Office:

- 14 Years: John Hoffman
- 13 Years: Paula Gepson
- 12 Years: Dennis Scheffler
- 8 Years: Melissa Ibanez
Danielle Kessler
- 6 Years: Tracy Hortman
- 5 Years: Kate Ott
- 4 Years: Tabitha Buchholz
Valerie DuBoise
Ryan Vonderohe
- 3 Years: Marge McKenzie
Leanne Norviel
- 2 Years: Timothy Becker
Kira Kaltenbach
- 1 Year: Kelly Capron
Glory Jackson
Katherine Kendall
Michele Lowe
Theresa Roswell

SESA Office:

- 6 Years: Cally Keim
- 5 Years: Allison Arellano
Jacquie Winbolt
- 3 Years: Jamie Schriber
- 1 Year: Kelli Anderson
Alisa Edgerton
Kim Jolly
Zelda Lupsita
Linda Murphy
Denise Narciso
Tyler Newton
Kristin Poppens
Kalene Scherffius

CSA Office:

- 4 Years: Sandi Rodeman
- 1 Year: Samantha Minne
Alicia Oseka
Kathy Wiseman

RISK MANAGEMENT

The Risk Management Committee values your input and suggestions. Please feel free to contact any committee member as Visinet strives for excellence in safety and making this the best working environment for you and our clients.

Remember it is tornado season. The Risk Management Committee will conduct a tornado drill sometime in the 2nd quarter so be prepared. With the summer months ahead please refresh your knowledge of basic agency policy with regards to any injury and/or accident that may occur as a result of increased play outdoors.

Just a friendly reminder to always use your seatbelts and not to use cell phones while driving.

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

The Human Resources Department ask for your patience as we “remodel” the HR area. Please welcome Laura Green HR Specialist (focus area is benefits) we are excited to be a part of the changes that are occurring to fulfill our mission and create growth in the organization.

Celebration of staff birthdays is coming back with the enjoyment of cake each month, so watch for announcements about this.

Another change that has been made is that we are no longer doing pre-service orientation. Orientation for non-field staff will be held on Monday mornings to coincide with the employee’s first day. HR will be providing orientation for new field staff as a part of the Guiding Principle training.

The process of opening new positions and processing applicants through to the hiring process is being remodeled. One change that has already been made at the Omaha office is that applicants are now coming to the West building instead of the main building to apply and have initial interviews.

Monday, May 25 is Memorial Day. Offices will be closed in recognition of the Federal holiday.

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