

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Director of Operations

John Hoffman, Omaha
Shelly Hart-Keller, Lincoln/Hastings/G.I.

Clinical Director

Michael R. Neise, PhD

Consulting Psychiatrists

Michael Coy, MD
Monica Ghosh, MD

Continuous Quality Improvement (CQI) Coordinator

Cinda Konken

State Services Coordinators

Radiance Klein, Omaha Mindy Wall, Lincoln
Peggy Michalski, Hastings/G.I.

State Services Supervisors (Omaha)

Andrea Jacobs Tracy Hortman
Angela Ertzner (Escort)

State Services Supervisors (Lincoln)

Leigh Loskill Brent Fuhr (Escort)
Michelle Hartman Emily Wesseln (Escort)
Sarah Stoddard (Hastings/G.I. Office)

IFP Coordinator

Cinda Konken, Lincoln
Sandip Singh, Omaha

CTA Coordinator

Deb Duerr, Omaha

Therapy Coordinator

Dani Kessler, Omaha

Therapy/CTA Coordinator

Jolene Herrell, Lincoln

Foster Care Coordinators

Robin Chadwell, Omaha
Rebecca Dacus, Lincoln (TFC)
Nanette Simmons, Lincoln (ABFC)

TFC Supervisors

Sharon Heckathorn, Omaha
Kellie Wadlund, Omaha
Monica Zinke, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misty Crow, Omaha
Wyvonne Harper, Omaha Lynna McPhatter, Omaha

Behavioral Learning Center Director (A Lincoln-Based Program)

Jennifer Baum, Lincoln

CCAA Evaluator (An Omaha-Based Program)

Kevin Berryman, Omaha

ICCU Supervisor (Lincoln)

Julie Mason

A Visinet, Inc. Publication

June 2006

From the Directors Desks

Contributed by John Powers, CEO

Mike Wehling, CFO

Shelly Hart-Keller, DO Lincoln/Hastings/G.I., John Hoffman, DO Omaha

Administration would like to take this opportunity to address the issue of gas prices and mileage reimbursement, as this has been a hot topic of concern over the past few weeks. Some of you know that we have been performing certain analyses within the programs by asking employees to track mileage in different ways. We would like to take the opportunity to inform you that the reasoning behind this effort is to assess if there are more mutually effective cost efficient ways of reimbursing you all a higher mileage rate or even paying some programs a door to door mileage rate.

Please continue to be patient with us as we finalize these assessments. Although it appears as though the fuel spikes are in a current lull, we want to be prepared to offset the issue in the future if another increase occurs. We have decided however, that if per gallon prices remain under \$3.00 we will keep the mileage reimbursement at the current rate of \$0.37.

We appreciate your continued dedication to the agency and trust that each of you are aware that we are doing our best to address this matter. Additionally, I would like to take the opportunity to thank all of you that have been asked to perform extra work in tracking this information, as "real life" scenarios are the best ways for us to make well-informed, fiscally responsible decisions.

As we approach the summer months, we look forward to staff enjoying more flexible scheduling as youth are out of school. Please take this time to ensure that utilization remains in alignment with referral requests and if you or your clients will be vacationing that extra efforts are put in place to ensure that sessions are made up ahead of time (most preferable option) or that substitutions are sought. New time sheets have been created for employees to explain lower than expected utilization on their cases. Please use this document effectively to report this information and assure that the next billing period the sessions are made up.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

SALARIED POSITIONS

Family Support Workers

NON-SALARIED POSITIONS

Foster Parents

Therapists

Supervised Visitation Specialists

Community Treatment Aides

Mental Health Transportation Workers/Escorts

Family Support Workers

"Visinet, Inc. employees are responsible for the information contained in this newsletter."

Family Centered In-Home Services



VISINET, INC.

Eastern Service Area

Corporate Headquarters

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STATE SERVICES SOUND OFF

Contributed by Tracy Hortman and Mindy Curtis

Summer is finally here. We would like to congratulate all of our field staff who have graduated from college this past month. Please talk with your supervisor if you are interested in additional hours or applying for other positions offered at Visinet. Visinet offers several opportunities to grow within the agency.

Just a reminder with summer finally here that Visinet receives various requests to do visits in the community. Please remember that Visinet does not allow visits to occur at swimming pools. Always contact your supervisor if you have questions in regards to where you are authorized to do visits, and if Visinet allows it to occur there.

Please remember appropriate work attire, Visinet wants you to be comfortably dressed during escorts and visits but please make sure you are always dressed professionally and appropriately. A reminder to all staff that hats are prohibited during working hours. The Visinet dress code is explained in the Employee Manual.

We are already half way through the year 2006; please remember to continually look for in service opportunities. If you have been employed with Visinet for over a year you are required to have 12 hours of in service a year. If you began in the year of 2006 you are required to have 1 hour of in service for every month of work. If you are not clear if something will count towards your in service hours please check with your supervisor. And always try to take part in the Lunch and Learns that are offered quarterly at Visinet.

All Visinet Inc. employees have access to an on-call supervisor for each program. Defining an emergency situation and understanding when to utilize the on-call supervisor is clarified in the following information. An emergency is defined as a potentially life threatening situation. This includes: involvement in a car accident, threats of physical violence, any situation which requires contact with the Hotline, allegations of abuse, or a situation which an immediate response is required. If you have questions in regards to when to contact an on-call supervisor, please discuss this with your supervisor in your weekly meeting.

IFP POINTS TO PONDER

Contributed by Sandip Singh and Cinda Konken

IFP program welcomes five new employees in both Omaha and Lincoln offices. Omaha office is thrilled to have Robin McDowell as a full-time skill builder and Angie Champion as a part-time skill builder transitioning from FSW/VS to IFP program. Lincoln office has added two part-time therapists (Pam Bennett and Renee Van Gerpan) and a part-time skill builder (Jodi Haag). The program continues to grow in both offices maintaining consistency with the volume of referral sources, and would certainly like to hold the reputation of "the best service provider" in the community.

Please be advised to communicate and inform of other programs at Visinet to the community and the referral sources. Remember to ask for both strengths and concerns of the program/agency from the referral sources, so that we could focus more on improving the concerns with the help of the identified strengths. Please note that the customer/referral source satisfaction surveys are due by July 1st, 2006. This is the feedback that we would like to get for the continuous quality improvement process.

TREATMENT/AGENCY BASED

FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

Welcome to Summer!

The Visinet, Inc. Foster Care teams are feeling the thaw of the winter months. This is shown through the kids' anxiety or excitement at being out of school, an increased activity level and some struggles with managing themselves. Remember, this is not uncommon as our children do not manage change well. As foster parents and staff we need to be patient with the children and thorough with our work. We need to work together to help the children manage their excitement and stress levels. It is equally important to support the foster parents and to remind them of the issues the children face during times of transition. Make sure all the youth have summer plans. In accordance with this, help the foster parents to devise backup plans in case the children become ill or disrupt from their summer programs. There are many programs in the community for our youth. Be thorough and research the available programs so as to find one that best meets your child's needs. Hopefully by being thorough, supportive and by continuing to teach we will minimize disruptions and help the children enjoy their summers. Specialists, take some time to have fun with your children this summer. There are a number of activities that you can enjoy with your client's while teaching them the skills that they need to learn.

The Foster Care Team in Omaha would like to welcome Lynna McPhatter as our new ABFC Supervisor and Trevor Nelson as our new Foster Care Specialist. We would also like to thank Kellie Wadlund for assisting the Treatment Foster Care team while Tiffany Redmond is on maternity leave.

The Foster Care program is anticipating some additional growth during the summer months with the addition of an Emergency Foster Care program. This will be an exciting new addition to the consistently growing Foster Care program. Remember, there is a \$100 bonus for any foster parents referred to Visinet, Inc. who get licensed and take placement of their first child. Don't miss out on this opportunity to spread the word about foster care while earning a little extra bonus.

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 service coordinator for more information, see if you qualify and find out the requirements.

OUTPATIENT SERVICES

Articles contributed by Dani Kessler, Deb Duerr, Jolene Herrell and Jenny Baum

CTA CONNECTION

Coping Strategies for Teens

Spend time with family and friends.	Get involved with after-school Activities.
Volunteer – you have a lot to offer.	Think and plan your future. Set realistic goals
Try to be open with your feelings.	Write your feelings and thoughts in your journal or diary.
Read books and subjects that uplift you.	Laugh – keep your sense of humor.
Consider the importance of spirituality in your life.	Accept other's thanks, compliments toward you, and praise for you.
Eat right --- Chocolate is good!!	Exercise regularly.
Do not tolerate physical, emotional, or sexual abuse from anyone. Get help immediately!	Seek help if you feel overwhelmed or troubled.

CTA Reminders:

Fulltime CTAs schedule supervision weekly with your supervisor.

Part-time CTAs schedule supervision every other week with your supervisor.

Bring all of your documentation to your supervision.

Customer satisfaction surveys are due by July 1, 2006.

School is almost over – begin planning with family summer activities for clients.

BEHAVIORAL LEARNING CENTER

This month at the Behavioral Learning Center, we will be at maximum capacity with children enrolled. With school out for the summer, our goal is to keep the children as busy as possible. We have many field trips planned to fun sites around Lincoln. We continue to encourage our children to work on improving their behaviors and rewarding the positive behaviors.

The BLC is focusing on activities to open the children's imaginations, such as puppet shows, card board houses, castles, and a barn to play farm. We have found that separating the children into small groups, improves their overall behavior, in efforts to limit the amount of aggressive behavior towards staff and each other. Through working with each child, their strengths and weaknesses are identified and the groups are then determined.

During the summer months, the children will be divided by age and ability to maximize their experience at the BLC. Activities will also be age specific which will assist in productive outings.

All Visinet, Inc. field 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.

IN-HOME THERAPY NEWS

Exception Request for Multiple Levels of Care or Mixed Service Protocols is required for any client receiving two types of outpatient services (individual or family) by two different providers. The following must be gathered and submitted before authorization will be granted:

After gathering all routine clinical information, including diagnosis, etc. document the following in the case notes:

1. Provide clinical rationale/need for services requested. Identify levels care, frequency, duration of treatment and agency/therapists involved. Provide detailed explanation of how treatment is coordinated. Specifically address frequency and content of communication between treating clinicians.
2. Identify the supervising practitioner who will be responsible for approving and directing this treatment plan.
3. Provide an integrated treatment plan that outlines treatment goals and approaches. Treatment plan must be signed by treating clinicians, supervising practitioner and patient. Treatment plan must have measurable, clear, achievable, and time limited.
4. Explain how treating clinicians will avoid contradicting each other and double binding the patient as these goals and approaches are implemented.
5. Identify how much of a time commitment this treatment plan represents for the patient. Include travel, time in session, and between session assignments. Address the patient's response to making this time commitment to treatment.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Omaha

First Aid/CPR:

Friday, June 16th —9am-3pm

MANDT:

Thurs, June 1st AND Tues, June 6th—6pm-9pm (Must attend both nights)

MANDT Hands On Modules:

Thursday, June 8th—6pm-9pm



VISINET, INC.

- Treatment Foster Care
- Agency Based Foster Care
- Intensive Family Preservation
- Individual and Family Therapy
- Outpatient Psychological Services
- Outpatient Psychiatric Services
- Comprehensive Assessments
- Behavioral Learning Center
- Community Treatment Aide
- Crisis Intervention
- Family Support
- Supervised Visitation
- Escort/Transportation

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:

<p>7 years Carmen Chaney</p> <p>5 years Leslie Epstein</p> <p>4 years Anton Champaigne Sherri Doll Wyvonne Harper</p> <p>2 years Pat Almeida-Brown Esenam Amezotchi Melissa Podkovich</p> <p>1 year Stacie Vazzano</p>

Lincoln Office:

<p>6 years Deb Mabon</p> <p>5 years Carol Brehm</p> <p>2 years Candee Hulten Lona Thies</p>
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GI/Hastings Offices:

<p>No June Anniversaries</p>

COUNCIL ON ACCREDITATION (COA)

Visinet will have one Advisory Board beginning June 1st. The Advisory Board members will be Captain Brian Jackson-Lincoln Police Department, Marcia Little-GAL and Attorney, Maria Fritz-Therapist, Michaela Hahn-Special Education Teacher and Foster Parent, Karen Jordan-Anderson-ARC, Kevin Brown-Business/Insurance, and Tara Stutzman-Family Member. The next meeting will be June 6th, and Advisory Board members will be coming up with long-term goals and suggestions for the policy and procedure manual.

A reminder that all Foster Parent, Customer, and Referral Source satisfaction surveys are due July 1st. The results of these surveys will be in the August newsletter. The input from our customers, foster parents and referral sources will help Visinet strive for quality improvement within the organization. Visinet welcomes any feedback and has a suggestion box located in each office for customers as well as employees.

RISK MANAGEMENT

The Risk Management Team's next meeting is on June 22nd. A topic of discussion will be what steps to take should any Visinet, Inc. staff choose or need to use physical intervention of any form with a client. This seems to be an area that requires further discussion and planning. The Risk Management Team will also be reviewing the outcome of the first quarter incident report analysis to discuss potential follow up on the incident reports generated during the first quarter. The Risk Management Team would like to see a decrease in critical incidents wherever possible.

Remember to always be prepared for fire drills and tornado drills by having critical program information handy and easy to obtain so that you can take it with you. With the summer months ahead, please refresh your knowledge of basic agency policy with regard to any injury and/or accident that may occur as a result of increased play outdoors. Have a safe and fun summer.

HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)

The HRRR Committee will meet again June 9th. Lincoln and Omaha are finalizing details for the upcoming Lunch and Learns scheduled for June. Lincoln's topic will be Domestic Violence and Omaha's will be the Chicano Awareness Center.

Recent \$50 gift cards for referring a new employee have been awarded to Angela Clemons and Angela Wilkason in the Lincoln office and to Elaine Blickenstaff and Ryan Vonderohe in the Omaha office.

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