

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Director of Operations

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

Clinical Director

Michael R. Neise, PhD

Consulting Psychiatrists

Michael Coy, MD
Monica Ghosh, MD

Human Resources/ Continuous Quality Improvement (CQI) Director

Dani Kessler

State Services Coordinators

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

State Services Supervisors (Omaha)

Tracy Hortman Rita Watson
Angela Ertzner (Escort)

State Services Supervisors (Lincoln)

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

I/FP Coordinator

Cinda Konken, Lincoln
Jutta Fournier, Omaha

Therapy Coordinator

Monica Zinke

Therapy/CTA Coordinator

Cheryl Turner, Lincoln

Foster Care/CTA Coordinator

Robin Chadwell, Omaha

Foster Care Coordinators

Rebecca Dacus, Lincoln (TFC)
Nanette Simmons, Lincoln (ABFC)

CTA Supervisor

Shelina Williams, Omaha

TFC Supervisors

Sharon Heckathorn, Omaha
Kellie Wadlund, Omaha
Deb Duerr, Omaha
Lynna McPhatter, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misty Crow, Omaha
Wyonne Harper, Omaha Andrea Jacobs, Omaha

Behavioral Learning Center Coordinator (A Lincoln-Based Program)

Jennifer Crank, Lincoln

CCAA Evaluator (An Omaha-Based Program)

Kevin Berryman, Omaha

A Visinet, Inc. Publication

December 2006

From the Directors Desks

Contributed by John Powers, CEO

Michael Wehling, CFO

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

WHAT DID VISINET, INC. ACHIEVE IN 2006?

In 2006 Visinet, Inc. directed many of its efforts on solidifying existing programs to ensure longevity and continued quality as well as added a few additional programs to its continuum of care. Throughout the year, administration asked feedback from all of its employees and external stakeholders as a way of gaining valuable information to improve service provision across programs as well as assess efforts that work in obtaining and retaining quality employees. In 2006, Visinet, Inc. had many successes that were a result of a collaborative effort by all of our employees, foster parents and multiple community supporters. Here is a highlight of some of our achievements:

1. Throughout 2006, Visinet, Inc. consistently served 2000 children and families per month.
2. We received notice that all of the agency had been accredited through the Council on Accreditation (COA). All of the hard work that went into this process paid off as we received the Accreditation plaques and can now call ourselves an accredited Human Services Agency. Please let your contacts in the community know this information as this is an achievement that we should all be very proud of.
3. We have reached the goal of recruiting, training, and retaining over 175 foster parents.
4. We expanded our continuum of care in the Central Service Area by hiring a Director of Operations, Jolene Herrell, and obtaining contracts to provide Intensive Family Preservation, Agency Supported Foster Care, and Escort/Transportation.
5. We added Crisis Response Services and Drug Screening to our continuum of care which have both proven to be huge successes in both the Lincoln and Omaha communities.
6. We added Emergency Foster Care for the new programs in 2006.

Visinet, Inc. appreciates all of its employees, foster families and community relationships and would like to thank each and every one of you for your part in improving the lives of children and families and making 2006 a great year for Visinet, Inc. Happy Holidays and best wishes in the new year.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

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."



VISINET, INC.

Eastern Service Area

Corporate Headquarters

11836 Arbor Street

Omaha, NE 68144

Phone: 402.898.8881

Fax: 402.898.8886

www.visinetinc.com

STATE SERVICES SOUND OFF

Contributed by Radiance Klein and Mindy Wall

The Holiday Season is here and we want to wish all of our staff a wonderful holiday season and a Happy 2007. We had a wonderful year and want to thank all of you for your hard work and dedication to Visinet throughout the year.

With the Holidays come vacations and time off. Please remember when having to reschedule a visit to contact all parties involved with the case. This would include foster parents, biological parents, your supervisor, and case manager. Visinet wants to ensure that children are not being left at schools or daycares without the appropriate parties being informed of rescheduled visits. If you have to cancel a visit you will need to make up that time to the family. We want to ensure all the families are receiving all of their visiting hours. If the parent cancels, you do not have to make up that time to the family unless it has been requested by the case manager.

Remember that in-services are a requirement of your position. With employee evaluations approaching, take this time to make sure that in-service verification documents are written up, and approved by your supervisor and placed in your personnel file. Employees are responsible for 1 in-service credit for each month of employment with Visinet. In January 2007 all employees will begin with zero in-service credit hours as these do not carry over. If you attend a Visinet sponsored in-service you are still responsible for completing the in-service verification document.

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. The dress code is explained in the Employee Manual. Along these same lines please make sure you are maintaining your vehicle's appearance inside and out. Many of the services provided through Visinet involve the use of vehicles; therefore the appearance of your vehicle must be appropriate at all times.

IFP POINTS TO PONDER

Contributed by Jutta Fournier and Cinda Konken

The IFP program would like to welcome Kim Arkfeld, our new Skill Builder in Omaha. Kim used to work part-time doing Family Support work while a state employee. Lincoln welcomes the new intern therapist James Tucci and BIG news for our new IFP office in Grand Island. The contracts have been signed in the GI/Hastings office to provide IFP services.

When documenting the goal statement it is important to focus on parenting skills, individual counseling needs, and domestic/community resources and should also include specific objectives in those three areas. The goal statement comes from the Master Treatment Plan or workable goals from the Pretreatment assessment. An example note is available if you need additional assistance in this area. Your program coordinator may be handing out a documentation review sheet if progress notes need to be corrected.

HAPPY HOLIDAYS to each and every one of you!

TREATMENT/AGENCY BASED

FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

We hope everyone had a happy Thanksgiving and are looking forward to the remainder of the holiday season and the upcoming New Year.

As the holiday season continues, we remind the Foster Care teams that this is a tough time of year for many of our kids. Please provide support and assist with problem solving to help our families and foster care youth through this fun, but sometimes stressful time of year. One area of particular importance is helping our foster families to plan for the upcoming holiday break from school and also to get their respite requests in early. This is also a great time of the year for Foster Care Specialists to utilize activities that focus on the holiday season. So, Foster Care Specialists this is a great time to utilize your creativity and have some fun!

The Lincoln office will have a holiday foster parent support group on December 19, 2006 from 6:00 p.m. – 7:30 p.m. This will be a special time for foster parents to support each other and for Foster Care teams to celebrate the season with our foster parents and kids. We plan to serve pizza and other holiday treats. We also plan some fun holiday activities. The Lincoln office looks forward to this event!

The end of 2006 is approaching and Foster Care teams please remember that foster parents are required to have 24 in-service hours per year. Please remind all foster parents to work toward meeting this goal and remind them to turn in the documentation for their in-service hours in a timely manner. One suggestion for obtaining in-service hours is involvement with organizations like Nebraska Foster and Adoptive Parent Association. Foster parents can earn in-service hours for reading the newsletter and being a part of NFAPA is an excellent way to obtain in-service training hours and receive support from other foster parents.

We continue to focus on recruiting new foster parents. Don't forget to spread the word about becoming a Visinet, Inc. Foster Parent! Referring qualified foster parents is a great way to help a child, help our programs grow, provide quality care for foster care youth and earn some bonus money as well.

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 Robin Chadwell, Cheryl Turner, Monica Zinke and Jenny Crank

CTA CONNECTION

The Holiday Season is upon us and CTA's should be looking to adjust schedules with the clients and their families (i.e., Christmas Break). Make sure you speak to your families about doing this.

CTA's should make sure they are taking care of themselves during this cold and flu season by getting plenty of rest, washing your hands frequently, dressing appropriately for the weather, maintaining healthy eating habits, and covering your mouth when coughing.

If you get sick during the work week., remember to reschedule the hours so you can make up as many hours as you can to keep your utilization above 85%.

Great News from Grand Island. Their CTA program now has 5 active CTA cases. YEAH!!! The Grand Island CTA program would like to Welcome: Barry Coslor, Faith Knoll, Melissa DeLeat.

The Omaha CTA program would like to Welcome: Cathi Dougherty, Heidi Ezell, Nefertiti Beck, Sherry Lammert, Rachel Ness.

The Lincoln CTA program would like to Welcome: Cindy Marshall.

Make sure that you do not go over on your authorized hours with your clients. Also, there is no overtime permitted without previous approval from your supervisor. Full time employees need to have 30 hours per week. If you are not able to attain these hours on the CTA side please get hours by doing on-call escorts or supervised visitation.

Everyone's utilization on cases needs to be at least 85%. If you are not able to meet this standard please explain why the utilization was not met on the back of your time cards.

Thank you to all CTA's for your continued dedication to providing effective services.

BEHAVIORAL LEARNING CENTER

Happy Holidays from the BLC. Christmas break is right around the corner. Christmas break for the youth will begin on Saturday December 23 thru Tuesday January 2. The youth will return back to school on Wednesday January 3. Note the BLC will provide services during these times. The BLC will be closed on Monday, December 25 and Monday, January 1 due to the holiday.

Last month the BLC youth made a variety of arts and crafts such as: turkey wreaths, pilgrims, cornstalks, and painted leaves. They also participated in several activities expressing what they are thankful for and what Thanksgiving is all about. The youth continue to work on their goals and objectives and try very hard each week to succeed in getting the weekly reward. Some of the weekly rewards include: banana split, movie/popcorn and a happy meal.

The BLC will be having Secret Santa and a Holiday Festival on Friday, December 22. Each child will draw a name and on the day of our Holiday Festival they will need to bring a \$5.00 gift for that child. There will be activities for the children to participate in; plus there will be juice and goodies provided. Parent/Guardians are encouraged to come and join in on the festivities.

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

The therapy program would like to welcome new members to our team! They are Andy Marquart (Lincoln), Joe Heywood (Lincoln) and Tina Bourland (Grand Island) and Karen Davidson (Omaha). The Grand Island office has openings for therapy cases.

Holidays are here, and that means changes to schedules! Please remember to check the school schedules, and to change the transportation arrangements accordingly. Also, if you are taking PTO, please remember to change your pager/phone message. If you are on vacation, or the clients are, please review safety plans and update them to include the plan for the holidays/vacation time if needed and suggest coping skills to use, etc.

Holidays and winter also mean inclement weather. Please review the PSM for details regarding policies for weather and accidents. Safety remains a top priority, and we encourage you to check forecasts and road conditions prior to leaving for sessions. Also, please remember that Visinet no longer has a snow day policy.

Due to a new requirement for insurance, all therapists will need to apply for their own National Provider Identifier (NPI), a number that will be assigned to each therapist specifically. The therapy coordinators will be giving you more information over the next few weeks regarding the application process.

Please remember to complete your required number of in-service hours per year. This may include some of the annual training (i.e. CPR/First Aid, MANDT) as well as outside trainings or conferences you attended throughout the year. You must submit an in service form even if you attended a Visinet course. Please contact your Coordinator if you need the form, and check the PSM for specifics regarding required trainings and number of in-service hours.

Happy holidays!

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln-First Aid/CPR:
December 9th (Sat)-9:30am-3:30pm



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

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

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

www.visinetinc.com
 Equal Opportunity Employer

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:

2 years
 Andrea Joyce
 Marc Simon
 Kimberly Wolfe

Lincoln Office:

6 years
 Leigh Loskill

5 years
 Cory Glause

GI/Hastings Offices:

No Services Anniversaries

COUNCIL ON ACCREDITATION (COA)

Foster parent surveys indicated that appropriate initial and ongoing training is provided, the individual needs of each child is provided, policy and procedures are provided, as well as being informed of rights and responsibilities.

An area of concern for foster parents was that often times the foster home is not within close proximity to the child’s biological home, as well as difficulty maintaining biological relationships. In an effort to minimize this issue, Visinet, Inc. is always recruiting foster parents in all parts of Nebraska, as well as, keeping connections to the foster child’s biological family to the best of our ability based upon the court order and or case manager’s case plan.

RISK MANAGEMENT

The Risk Management team met on Friday November 3, 2006. Some of the topics discussed were Incident Reports, fire/tornado drills and updating the Risk Management Manual. Please note the Drug Screening and Emergency Foster Care programs have been added to the Incident Report. Also, there is an extra line stating if the youth is involved in multiple programs. Please remember to take proper precautions to ensure the safety of you and your clients. This could include winterizing your vehicle, checking weather conditions and forecasts and having the cell phone charged.

HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)

The Omaha and Lincoln offices participated in “Buying a Casual Day.” Each employee who participated donated \$10 and the money was then donated to the City Mission in both cities. We are planning another one in December and the money will be donated to a Holiday Charity.

The Lincoln office is having their Lunch and Learn on December 4th and the speaker will be Rebecca Dacus—Treatment Foster Care Coordinator in Lincoln. She is speaking about Holiday Stress. Omaha will be having their Lunch and Learn in January.