



The VISINET Advisor

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Chief Operating Officer

John Hoffman

Director of Operations

Robin Chadwell, 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 Charles Reece
Jamie Lnenicka (Escort) Rita Watson

State Services Supervisors (Lincoln)

Leigh Loskill Brent Fuhr (Escort)
Michelle Hartman Emily Wesseln (Escort)
Karla Grove (Drug/Alcohol Screening)

IFP Coordinators

Cinda Konken, Lincoln
Jutta Fournier, Omaha

Therapy/CTA Coordinators

Monica Zinke, Omaha
Cheryl Turner, Lincoln

Treatment/Agency Supported Foster Care Coordinators

Rebecca Dacus, Lincoln
Sharon Heckathorn, Omaha

CTA Supervisor

Shelina Williams, Omaha

TFC Supervisors

Stacey Doan
Deb Duerr, Omaha
Laura Gervase, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misti Crow, Omaha
Wyvonne Harper, Omaha Andrea Jacobs, Omaha
Lisa Auberry-Adams, Omaha
Trever Nelson, 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

May 2007

From the Directors Desks

Contributed by John Powers, CEO, Michael Wehling, CFO

John Hoffman, COO

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

Across the United States, the month of May is recognized as National Foster Care Month. Foster care is described as a system by which a certified, stand-in "parent(s)" cares for minor children or young people who have been removed from their biological parents or other custodial adults by state authority.

Visinet believes foster parents do not get enough thanks or recognition for their efforts. We would like to take this opportunity to thank those who have dedicated their lives to assisting children and young people with a safe and stable environment. By opening their home, foster parents play a vital role to those who need stability in their life.

Visinet commends individuals who have faith in themselves and in children, who believe they can make a difference and who are willing to take a chance on a child. We would like to thank all of you who extend your family, your home, provide opportunities for love and encouragement and hope to children and families in need.

Administration also recognizes the hard work and dedication of our foster care team. This team is comprised of a coordinator, supervisors and specialists who work vigorously to meet the individual needs of every youth in our care. This foster care staff spends countless hours supporting children and foster parents with identified difficulties. Thanks to all of you for your continued efforts!

There is an ever growing need for foster parents in your community. If you or someone you know would like to be a foster parent, please contact your local Visinet office and ask for the Foster Care Coordinator.

May is also Mental Health Awareness month. Millions of American adults and children suffer from a diagnosable mental disorder each year. Observing Mental Health Awareness Month during May is a good initiative to educate families, friends and co-workers about the effects of mental illness on our daily lives. Our job is to be sensitive to the diverse needs of those around us and educate ourselves to better understand those with a mental illness.

JOB OPENINGS

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

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

Phone: 402.898.8881

Fax: 402.898.8886

www.visinetinc.com

STATE SERVICES SOUND OFF

Contributed by Radiance Klein and Mindy Wall

With summer approaching, 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 visits to occur there.

We understand that schedules will be changing with the summer months approaching. If you would like more hours or need to change your time management sheet, please meet with your supervisor. We would like to make the transition into the summer schedules as smooth as possible and we appreciate your assistance in making this happen.

If you plan on taking vacations in the summer months, please remember to communicate with your supervisor about when you are requesting time off. It is the employee's responsibility to cover their cases. This includes all cases- family support, supervised visitation, state escort, or Magellan escort. Also, remember to fill out the Vacation Leave Forms. The Vacation Leave Forms are important for the Visinet Supervisors to know who is covering on cases in the event there are any changes or cancellations. It is crucial that individuals do not abuse the rescheduling and substitution policies for their own convenience. It is important to establish and maintain a regular schedule with each client family.

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 work hours. Also remember to wear appropriate tank tops, shorts, and skirts. Also we ask that you do not wear flip flops during your work day. The Visinet dress code is explained in the Employee Manual.

We want to take a moment to thank all of our staff for your hard work and dedication to Visinet. We continue to do quality work because of our field staff. A big thank you to all of you.

IFP POINTS TO PONDER

Contributed by Cinda Konken and Jutta Fournier

At the time of discharge please make sure to have the families complete a Customer Satisfaction Survey and case managers complete a Referral Source Satisfaction Survey. This can be filled out at the discharge meeting and turned in to the IFP Coordinator. Please be diligent and follow up on the completion of the surveys so that any program positives can be identified and concerns can be addressed in a timely manner. Feedback is a very important part of program enhancement and development.

The IFP Intake packets have changed and the new forms will need to be implemented immediately. At intake, The IFP Therapist will need to obtain HIPPA, Consent to Treat, Client Rights, and Releases for everyone in the family. Please make sure to have a copy for the family so they will be able to review the forms that they sign. These forms will need to be turned into the IFP Coordinator after they are completed. If you have any questions about the new intake packets, please feel free to ask the IFP Coordinator.

Remember in order for you to receive credit for attending any in-service hours, you must fill out an in-service summary sheet. These forms are placed in your file and are used to determine your raise at the end of each year. Each employee needs to attend 12 hours of ongoing education each calendar year.

TREATMENT/AGENCY SUPPORTED

FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Rebecca Dacus

May is Foster Care Month!

The Month of May is designated as Foster Care Month across the nation. This is an excellent opportunity to honor our foster parents and foster families. This is also an opportunity to recruit more families that are willing to open their homes to the more than 518,000 children nationally in foster care. We do 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. If you would like to refer a potential foster parent, please contact Nanette in Lincoln, Darin in Omaha and Jolene in Grand Island. Let's also remember during the month of May to thank our foster parents for the hard work that they do!

Another reminder that summer time is near and we again encourage foster care staff to assist foster parents in planning ahead for the summer. Let's all work together to empower our foster parents to plan for appropriate child care and summer activities! If any staff knows of new summer resources, please let your co-workers know.

Specialists, please remind foster parents that it is their responsibility to transport foster care youth to medical, dental and therapy appointments. In special circumstances, foster care staff is willing to help out, but let's work together to empower our foster parents in this area as well.

Please let foster parents know that the NFAPA conference is scheduled for June 16-17 at the Cornhusker Hotel in Lincoln and June 30-July 1 at the Midtown Holiday Inn in Grand Island. This is a great opportunity to obtain in-service hours and to network with other foster parents. The theme for the conference this year is *From the Inside Out*. The Key-Note speaker is Nancy Thompson.

Visinet Lincoln would like to welcome Paula Patocka to our foster care team. Welcome Paula!

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 Cheryl Turner, Monica Zinke and Jenny Crank

CTA CONNECTION

The Lincoln, Omaha and Grand Island offices would like to welcome a few new CTA's: Jayda Wiebe, Jill Pokorny, Paul Christiansen, Cindy Mclean, April Faubion, and Sara Chappell (Lincoln), Ruweida Rauschitz and Michael Horne (Omaha), and Julie Landreth (Grand Island). Each one brings new skills and ideas to the CTA team and we are looking forward to having them join our team. As a CTA it is very important to be proactive in helping clients research and utilize community resources. This time of year can be difficult for many of our clients to find community resources to utilize for summer programs. Please utilize the community resource books available to you (Lincoln and Omaha) as well as the community pages for your area. Let's be proactive and help these families help themselves. Please ensure that all documentation you are using is the most recent and updated. If you have documentation that you utilize on a disk or flash drive, please ensure you have downloaded the most recent versions. Just a reminder that all intake paperwork must be completed yearly and kept up to date. Please utilize the case update forms available from your supervisor to keep your cases up to date.

All CTA's are required to meet with your supervisors on a consistent basis. All full time employees must meet on a weekly basis in addition to monthly supervision. All part time employees must meet monthly in addition to monthly supervision.

Our first round of quarterly reviews appear to have gone well. A few helpful hints for the next set of reviews:

Please ensure you complete the CTA quarterly review form in its entirety **PRIOR** to meeting with Dr. Neise. Please ensure you are on time for your scheduled meeting, there are many cases that must be reviewed and your timeliness helps us to ensure everyone has the appropriate amount of time per case. When completing the form prior to your meeting you must get an update on the diagnosis and the medications from the appropriate providers. If you are having problems obtaining this information please contact your supervisor. Within the sections concerning the progress on goals please ensure you include "as evidenced by..." and support your measurable progress you have noted. If you are unsure of the appropriate way to do this, please speak to your supervisor.

BEHAVIORAL LEARNING CENTER

Spring has sprung at the BLC. The BLC youth have been enjoying the wonderful weather, and having the opportunity to play outside. They enjoy playing with the bug catchers, bubbles, bikes and sidewalk chalk. Playing outside is a huge motivator for the youth, so having nice weather is definitely a plus, and helps minimize the youth's behaviors.

The BLC youth enjoyed all the activities that were offered during the week before Easter. The BLC youth love arts and craft time and enjoy making different projects. Some of the art projects they got to make include: Easter Baskets, Easter Bunnies and coloring Easter eggs. On Friday, the last day of the week, the youth got to participate in an Easter egg hunt which was inside due to the cold weather. The Easter egg hunt was an absolute success, as the youth loved hiding and finding the Easter eggs!

It is hard to believe, but summer is quickly approaching us. The BLC Coordinator and Director of Operations are working diligently to ensure care for all of the youth that attend the BLC. Those who are not offered summer care will be referred to a community resource. The BLC staff will be integrating field trips/outings into their summer schedule.

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 Lincoln, Omaha, and Grand Island offices would like to welcome a few new therapists: Don Holmquist (Lincoln), Van Nguyen (Lincoln), Tia Willis (Omaha), Brooke Wright (Grand Island), and Kathy Molhom (Grand Island) We look forward to having them as part of our therapy team!

It's spring time and the summer months are right around the corner. An important reminder to start looking at scheduling changes now, and ensure we are able to continue to provide quality services throughout the summer months. In addition, this time of year can be difficult for many of our clients to find community resources to utilize for summer programs. Let's be proactive and help these families.

Please ensure that all documentation you are using is the most recent and updated. If you have documentation that you utilize on a disk or flash drive please ensure you have downloaded the most recent versions.

All MSE's will need to be scheduled within the same week that intake is completed, please be sure to schedule these once your intake session is scheduled. All Treatment Plans must be signed by the client prior to them being turned in to your supervisor. Treatment plans turned in without a signature will be returned to you.

If you have not completed your National Provider Number (NPI) yet, this needs to be completed and given to your supervisor immediately.

All provisionally licensed therapists are required to meet with Dr. Neise monthly to review your cases. Please come to these supervisions prepared and ensure that your information is organized and complete. Please review the Treatment Case Review form prior to your supervision.

Upcoming CEU's:

"Suicide and Self Mutilation, Stopping the Pain" featuring Jack Klott, MSSA, LISW, CSW. Thursday May 10, 2007 (Lincoln) or Friday May 11, 2007 (Omaha). To register go to www.pesi.com.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln-Verbal Mandt Training

May 2nd and May 4th (Wednesday and Friday) 8:30am-12:30pm

May 22nd and May 23 (Tuesday and Wednesday) 8:30am-12:30pm

Lincoln-Physical Mandt Training

May 9th (Wednesday) 8:30am-12:30pm

May 12th (Saturday) 8:30am-12:30pm

May 30th (Wednesday) 8:30am-12:30pm

Lincoln-CPR/First Aid Training

May 26th (Saturday) 9:30am-2:00pm



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:

6 years
Melissa Ibanez
Dani Kessler

4 Years
Kate Ott

2 Years
Tabitha Ross

1 Year
Kristiane Hooper
Tracy Kaiser
LaTosha Marisett
Cynthia Petrovich

Lincoln Office:

4 years
Cally Keim

3 years
Jacqueline Winbolt

GI/Hastings Offices:

6 Years
Jo Abbott

1 Year
Melissa DeLaet

COUNCIL ON ACCREDITATION (COA)

As you all should be aware, Visinet, Inc. policy regarding car insurance is as follows: Employees will be required to retain auto insurance with \$100,000/\$300,000 liability limits on the vehicles that are used for work purposes at all times. Every employee within the company will be the primary insurance holders on their vehicles while performing work functions. If there is difficulty retaining insurance with your own insurance companies as a result of this job, the suggested statement to your insurance agency would be that “providing in-home services is the main function of the position and that transportation is only a secondary if not tertiary component of the position”. You will be required to provide proof of your insurance policy to assure this policy is being followed. Please oblige with the retrieval of this information. If for some reason you do not have the appropriate limits, please contact your insurance agency immediately to be in accordance with our guidelines and provide a copy of your new policy to your supervisor or HR Director.

The new policy regarding moving violations will now be: more than three moving violations in three years will disqualify a potential employee for hire.

RISK MANAGEMENT

The Risk Management Committee will be meeting in May. Some agenda items to be discussed will include: follow up with tornado drills, safety walk through and workers compensation. Please feel free to notify a Risk Management Committee member or your supervisor if you have any questions concerning the above agenda items. Please continue to fill out incident reports accurately and in a timely manner. The first quarter is done, so all incident reports will be aggregated. Please continue to keep up the hard work.

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

The HRRR Committee had their quarterly meeting on April 20, 2007. They continue to promote and assure best practices. Upper Administration is always open to reviewing suggested policy changes and hearing employee issues and concerns. The next Lunch and Learn is scheduled for June.

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Omaha, NE 68144
Phone: 402.898.8881
Fax: 402.898.8886

Southeast Service Area
3940 Cornhusker Hwy, Suite 600
Lincoln, NE 68504
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South Central Service Area
1020 W 2nd St.
Grand Island, NE 68801
Phone: 308.398.4662
Fax: 308.398.4665