

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Chief Operating Officer

John Hoffman

Operations Coordinator/Recruiter, Licensing, Trainer Coordinator

Robin Chadwell, Omaha

Clinical Director

Michael R. Neise, PhD

Consulting Psychiatrists

Michael Coy, MD

Arun Sharma, MD

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

Dani Kessler

State Services Coordinators

Radiance Klein, Omaha Mindy Wall, Lincoln

Jennifer Warren, Grand Island

State Services Supervisors (Omaha)

Rita Watson Jamie Lnenicka (Escort)

Heidi Ezell Michaela Zegers

Lisa Fisk (Drug/Alcohol Screening)

State Services Supervisors (Lincoln)

Leigh Loskill Brent Fuhr (Escort)

Michelle Hartman Emily Wesseln (Escort)

Karla Grove (Drug/Alcohol Screening)

Outpatient Services Coordinator

Jolene Herrell, Grand Island

IFP Coordinators

Cinda Konken, Lincoln

Shane Berry, Omaha

Therapy/CTA Coordinators

Monica Zinke, Omaha

Cheryl Turner, Lincoln

CTA Supervisor

Mindy Hinton, Omaha

Treatment/Agency Supported Foster Care Coordinators

Rebecca Dacus, Lincoln Ellen Shafer, Grand Island

Sharon Heckathorn, Omaha

Assistant Foster Care Coordinator

Wynonne Harper, Omaha

TFC Supervisors

Laura Gervase, Omaha

Lori-Sue Walker, Omaha

ABFC Supervisors

Megan Forgue, Lincoln Paula Gepson, Omaha

Stacy Wilkinson, Lincoln Duncan Evans, Omaha

Misti Crow, Omaha Rachel Lukehart, Omaha

Andrea Jacobs, Omaha Stacy Machmueller, Omaha

Trever Nelson, Omaha Ryan Vonderohe, Omaha

Behavioral Learning Center Coordinator (Lincoln-Based Program)

Jennifer Crank, Lincoln

CCAA Evaluator (Omaha-Based Program)

Kevin Berryman, Omaha

A Visinet, Inc. Publication

December 2007

From the Directors Desks

Contributed by John Powers, CEO, Michael Wehling, CFO

John Hoffman, COO

WHAT DID VISINET, INC. ACHIEVE IN 2007?

In 2007 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 2007, 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 2007, Visinet, Inc. consistently served over 2000 children and families per month.
 2. We continued our Continuous Quality Improvement Process (CQI) and Strategic Planning as we consistently carry out our Council on Accreditation (COA) Plan and prepare for reaccreditation which will actively begin in 2008.
 3. We have reached the goal of recruiting, training, and retaining over 215 foster parents. Additionally, we received approval for a Treatment Foster Care program in the Central Service Area (Grand Island Office) as well as an Agency Supported Foster Care Contract.
 4. We expanded our continuum of care by adding/proposing additional programs. Currently, Parent Partnering is being marketed in the Omaha and Lincoln offices, we are in the final stages of becoming a Certified Substance Abuse Treatment Center in the Corporate Office, a Developmental Disabilities application has been submitted and received and approved for review, a Home Health Aid Application has been submitted to provide lower level Personal Care Services or the higher lever Home Health Aid Services.
 5. We sponsored our 4th annual Visinet, Inc. Conference Homebuilders Workshop: *Improving Decision Making Through Critical Thinking* which we offered free for the first time to the community and was a huge success.
- Visinet, Inc. appreciates all of its stakeholders: employees, foster families and community relationships. We would like to thank each and every one of you for your part in improving the lives of children and families and making 2007 a great year for Visinet, Inc. Happy Holidays and best wishes in the New Year.

Stakeholder Suggestions – Please utilize the suggestion boxes located in the office lobbies. Your suggestions are always welcome and will be reviewed.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

ADMINISTRATIVE POSITIONS

State Services Supervisor (Omaha)

Chart Auditor (Omaha)

DIRECT CARE POSITIONS (All Locations)

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 here-in."



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STATE SERVICES SOUND OFF

Contributed by Radiance Klein, Mindy Wall and Jennifer Warren

Visinet State Services has once again had a great year and we attribute that to all of our great Family Support Workers, Visitation Specialists, and Escort Drivers. The State Services Coordinators along with all of the State Services Supervisors would like to say THANKS to all of you. We realize being out in the field can be a challenging experience but we appreciate all of your hard work each and every day. We have had great feedback from clients and referral sources about the services that we provide.

We made it through the Thanksgiving holiday and are fast approaching Christmas. The same expectations apply. Remember, field staff are not required to work on Christmas Day, but should make every effort to make up any missed time to the families ahead of the Holiday if possible. If you are going to be on vacation or out of town, make sure your supervisor is aware of this and that a PTO request form has been filled out and turned in.

Visinet Omaha would like to welcome our newest State Services Supervisor, Lisa Fisk. Lisa previously worked in the field for our Lincoln office but has officially transferred to Omaha and accepted a promotion. Lisa will be supervising the Drug Screening Program as well as some of the Family Support and Supervised Visitation caseload. If you haven't already done so, please stop in and introduce yourself.

We would also like to congratulate Kayla Zeggars on the arrival of her new Baby Boy. Kayla is currently a supervisor in the Omaha office. We are overjoyed for her newest addition, but are looking forward to her return after the holidays.

During this Season we wish you all a safe, relaxing, family filled Holiday. Thanks again to all of you for your dedication to the agency. We wish you all of the best in 2008.

IFP POINTS TO PONDER

Contributed by Cinda Konken and Shane Berry

A warm and happy holiday wish goes out to all staff as we prepare for the New Year. Please remember to make arrangements with your families in consideration of any anticipated time off or shortened work weeks. Additionally, it is being foreseen that IFP will undergo some modifications in 2008. These changes will be communicated with IFP staff in the weeks to come.

A noted trend within the IFP program has been seen by all in the recent reduction of referrals over the course of the past month. While it is recognized that the State workers have been involved in the Safety Model training, please be mindful that your dedication to making weekly contact, staffing, and quality reports being provided to referral sources is just another pivotal component in the representation of Visinet Inc. It is an expected responsibility that all Visinet staff market their respective program(s) in which they are employed. A \$25 referral bonus will be awarded to any field staff employee who generates a new referral to the program and are specifically requested by the referral source.

The IFP Coordinators would like to take this opportunity to thank you all for your efforts and welcome any feedback or suggestions you may have in an effort to continually seek out new referral sources and grow those relationships established.

TREATMENT/AGENCY SUPPORTED

FOSTER CARE FACTS

Contributed by Sharon Heckathorn, Rebecca Dacus and Ellen Shafer

We hope that 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 a difficult 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 exciting but stressful time of the year. This is a great time for the foster care specialist to utilize activities to focus on the holiday season. Being creative and thinking outside the box may also be a way to help the foster children cope with being away from their biological families during this season. Specialists please also remember to try to have some fun!

One area of particular concern during this holiday season is helping our foster families plan for the upcoming holiday break from school. It is also important to remind our foster families to get their requests in for respite early as many people are busy during this season and are not available to assist in providing respite care. Visinet Inc. requests that foster families include their foster children in holiday activities. Therefore they should not be placed in respite on Christmas Day. If you are going to be out of town and the foster children cannot go with you, please make your request for this early as it is difficult to find respite during that time.

The end of 2007 is quickly approaching; Foster Care teams please remember that foster parents are required to have 24 in-service hours per renewal period. 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 NAFAPA. This 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 quality foster parents is a great way to help a child, help our programs grow, and earn some bonus money as well. This incentive applies to both foster parents and to Visinet Inc. employees.

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 Omaha office would like to welcome new CTA's: Heather Ackerson and Trish Taylor to our team. We would also like to wish the Lincoln CTA Coordinator Cheryl Turner good luck on her new endeavor. Thank you for all of your hard work and dedication to working with families. We will miss you!

Happy Holidays! As the holidays quickly approach, please remember to be mindful of schedule changes. Make every attempt to accommodate the busyness of the holiday season. This is often a hard time of year for the client population we serve. Many of our clients are in foster care and may not have the opportunity to spend time with their biological families. This can cause an increase in stress and negative behaviors. One way both biological and foster parents can assist children in making constructive choices with behavior is to concentrate on positive reinforcement. Parents often get into the habit of focusing on negative behaviors. In order for positive reinforcement to work most effectively, specific behaviors that need to be recognized should be identified. As a CTA you can facilitate this process by helping parents make a list of things their child does well.

Tips for positive reinforcement:

Once in a while ignore the negative.

Frame each statement with positive terminology – for example (Jimmy gets ready for school easily and gets along well with his sister during family activities). Then, provide opportunities for parents to practice making positive statements about their children.

Notice how behavior is mostly positive even in children that seem to have a significant amount of negative behaviors. Keep it very specific. "I noticed you worked for an hour on your homework."

Effort counts. Encouragement can be given even if the results don't turn out so well. Focus on improvement. "Your free throws have gotten much better since starting basketball practice."

Stay positive and be consistent.

BEHAVIORAL LEARNING CENTER

Happy Holidays from the BLC!! This month the BLC youth will make a variety of arts and crafts such as: Holiday trees, wreaths, picture frames, snowflakes, holiday charm bracelets, snowmen and many other fun things too. The preschool youth had the opportunity to visit Santa Claus. Youth sat on Santa's lap and told him what they want for Christmas.

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 for this month include: decorating Holiday cookies, making a ginger bread house, and a pizza party.

Please remember the BLC will be closed on Monday December 24 and Tuesday December 25, but will be open on Wednesday December 26. Also, please remember that school is out for Lincoln Public Schools starting on 12/24/07 and they will resume back on 1/3/08. So, during Christmas break the BLC will be busy with 12 full-time youth attending the center. The BLC staff will continue to follow the regular schedule during this time.

We would like to announce the new BLC Supervisor, Angela Wilkason. Angela has worked for Visinet for 5 years and has worked at the BLC for 2 years, so we are very excited to promote her to the Supervisory position.

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

As the winter, and the holidays, approach, please remember to check school schedules for vacation days and plan ahead with your families regarding your or their vacations. Be sure to change any transportation requests that involve school or a change in appointment times.

If you are taking vacation, please make sure a safety plan is developed with the family, that you change your pager and that the Coordinator is aware of the days you will be on vacation for coverage purposes. Also talk to the Coordinator about any cases that may need a coverage therapist, such as clients recently out of the hospital or others with severity of symptoms or behaviors. Please also be sure to inform case workers or other involved parties of your vacation and the coverage plan so that everyone is aware of an effective safety plan.

Please remember to complete all of your required trainings for the year. Talk to the Therapy Coordinator at your site if you are uncertain what needs to be completed.

As always, if you have any marketing ideas, or ideas for trainings or speakers, please tell your Coordinator. Thank you!

We wish Cheryl Turner best of luck in her next endeavor! Thank you for all of your work with the Therapy and CTA programs at Visinet, Inc.

We welcome Courtney Procter as the new Outpatient Services Coordinator in this office. She will begin on Dec. 10, 2007.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln- Mandt Training

Dec 11 (Tues) Verbal 9:00 am-3:00 pm
Dec 12 (Weds) Physical 9:00 am-1:00pm

Lincoln-CPR/First Aid Training

Dec 7 (Fri) 9:00 am-2:00pm
Dec 18 (Tues) 9:00 am- 2:00 pm

Omaha - Mandt Training

Dec 4 (Tues) 5:00pm- 9:00 pm
Dec 6 (Thurs) 9:00 am -5:00 pm
Dec 28 (Fri) 9:00 am-5:00 pm

Omaha—CPR/First Aid Training

Dec 5 (Weds) 9:00am—4:00pm
Dec 26,27(Wed/Thurs) 5:00pm—9:00pm

Foundations Training

Lincoln Dec 3-7
Omaha Dec 10-14



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:

3 Years

Andrea Joyce
Kimberly Wolfe

1 Year

Carrie Bell
Catherine Rollerson

Lincoln Office:

10 Years
Kelly Hubbard

8 Years
Leigh Loskill

1 Year
Pamela Brady

GI/Hastings Offices:

1 Year

Tina Bourland

COUNCIL ON ACCREDITATION (COA)

We are looking for field workers to be part of the HRRR committee. If you are interested, please contact Matt McCoy at 898-8881, ext 1030 or Dani Kessler at ext 1024 for additional information. Human Resources, Retention and Recruitment (HRRR) committee promotes Continuous Quality Improvement suggestions to upper administration and will communicate policy changes to employees in the Visinet Advisor. HRRR meets to discuss diversity and equal employment opportunities to promote and assure best practices.

RISK MANAGEMENT

The Risk Management Committee would like to remind everyone to be safe over the winter. The snow and ice combined with less daylight make conditions more hazardous. It is recommended that you have a winter safety kit in your vehicle, which could include items such as a blanket, extra gloves or clothes, an ice scraper, cell phone charger. Lists of suggested items are available online at various sites as well as at many auto stores. Safety of employees and clients is of high priority, so please talk to your supervisor if you have any concerns. If you do have an accident or are injured while working, you must report it to your Supervisor immediately.

Please note that the Incident Report form as well as the critical incident review process is being assessed and changes are likely. Supervisors and Coordinators will advise of any changes once they are finalized.

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

As you all know, there have been several changes within the HR department over the last month. The main change being all HR functions are being conducted through the corporate office in Omaha. Although it will take time to adjust to the new arrangements, Visinet, Inc. is hoping these changes will be efficacious in nature. We are trying to streamline the process so that your requests can be processed in a timely manner. However, please be patient with your requests. Although the department will do their best to accommodate all requests in a prompt matter, some requests require research which will require more time to process.

Please remember during inclement weather, all employees are required to wear slip resistant shoes. During inclement weather employees will not wear high heels or leather soled shoes. If an accident or injury occurs while on the job, please see your supervisor immediately to fill out an accident investigation report..

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