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### LENSINK SUBMITS RESIGNATION

Brian Lensink submitted his resignation September 15, as Director of the Eastern Nebraska Human Services Agency.

Lensink said he will look for another job in the human services field either in Omaha or elsewhere. He said he is studying several opportunities and he hopes to decide on a new job within 30 days.

"I just decided it's time to move on," he said. "I have been considering resigning for some time."

Lensink's letter to ENHSA Board Chairman Norman Magnusson said his resignation from the \$21,500-a-year job is effective October 15.

Magnusson said he has "never received a letter I hated to receive as much as this one."

Lensink said that he is not resigning because of the initial unfavorable response of some board members to recommendations for improving the agency which he recently made.

The Board requested that Lensink act as a Consultant for ENHSA until December 15.

Lensink, 28, has headed the agency since it was started about 1 1/2 years ago. Before that, he was Douglas County Human Services Director and Executive Director of the Eastern Nebraska Community Office of Retardation.

### BOARD RESCINDS PAYROLL RESOLUTION

The ENHSA Board of Governors rescinded their resolution to put the payroll in arrears at the September 18, Board Meeting.

The Directors indicated that because of the larger number of concerned employees who contacted them, it was imperative that they re-evaluate their plans for placing the payroll in arrears.

Norman Magnusson, Board Chairman, has discussed the "arrears" issue with ENHSA's auditors. The auditors will make suggestions for moving the payroll into arrears in such a way as to ease the impact for ENHSA employees.

### OFFICE DIRECTORS ACT AS MANAGEMENT TEAM

At the September 18, 1975 Governing Board meeting of the Eastern Nebraska Human Services Agency, the Board regretfully accepted a letter of resignation from Executive Director, Brian Lensink. Brian stated he wished to pursue some new challenges and responsibilities in the human services field. The Board also approved proceeding with an evaluation of program delivery and support services of the Eastern Nebraska Human Services Agency by the University of Nebraska at Omaha. Until this 3-month study is completed, a 4-member committee -- Dr. Frances Campbell, Ray Christensen, Linda Glenn and Dave Howard -- was approved to act as one in directing the affairs of the agency.

ENHSA STAFF PARTICIPATE IN  
UNITED WAY CAMPAIGN

To: ENSIGHT READERS

After reading the responses from the August "72nd St. Rag" questionnaires, it became obvious that it would take a lot more than a budget cut and a new name to meet employee's reading needs.

Nearly all responses had these two complaints in common: (1) employees want to read more about the people we serve - clients; (2) employees are tired of reading gripes.

I want to be as responsive as I can to these concerns, but I really can't do much without employee support.

The obvious answer to "not enough" client stories is for staff to start submitting these kinds of stories and for supervisors and staff to keep us informed of programmatic changes.

What I really would like to see is for the folks who complained about the lack of client information (or anyone interested) to volunteer to serve as reporters. If we had even one from each division of the agency we could do a much better job of keeping staff "informed" and this might make the morale a little "higher" (and maybe we'd get less gripes).

The "In-Basket" is a forum for employee opinion; it was not intended to be a "gripes only" column. However, if employees send in only complaints and negative viewpoints, that's all that we can print. The solution (short of me acting as a censor) would be for employees to start submitting letters about positive experiences with this agency.

Again, let me stress that we need assistance from staff in all program areas. Anyone interested should call me at 444-6597.

Cindy Dohe, Editor

The United Way campaign was officially "kicked off" at ENHSA September 22, 1975.

P.J. Morgan, United Way Chairperson for government offices, met with ENHSA's Chairpersons to offer his help in any way that might make ENHSA's campaign more successful.

Chairpersons also viewed a 9 minute film that showed how last year's contributions were put to use, including various tornado relief projects. This film will also be showed at various ENHSA locations to help promote the campaign.

ENCOR/EMPLOYMENT PROGRAMS  
HAS SUCCESSFUL YEAR

Despite rising unemployment, fiscal year 74/75 was a successful one for ENCOR's Employment Programs.

Seventy-three people were moved into Work Stations in Industry to complete their final stages of training. Eight people were placed into jobs from Work Stations. Sixty percent are still successfully employed, and 25 percent have held jobs for longer than six months.

The majority of the people who are not successful in competitive employment are taken back into Work Stations so the problems they had on the job can be corrected. Hopefully with this type of support their next jobs will be successful.

In addition to Work Stations, Employment Programs also placed 39 people into jobs in the Omaha area and 14 people from the Fremont Industrial Training Center and community.

In total, eighty-one people were placed into competitive employment and over 50 percent are still working and financially self-supportive.

## 10 CALL FOR ELIMINATION OF NEWSLETTER

Of the 50 "Rag" questionnaires returned, 10 respondents felt the newsletter should be eliminated completely, while others preferred various changes to reduce production cost.

The most frequently cited changes were "reduced size to four pages", "mimeograph", and "eliminate photographs". Eight of the ten questionnaires calling for the elimination of the "Rag" were returned, paper clipped together, none were answered in full.

The other two respondents commented that, "The averse innuendo in this issue, makes it truly a RAG", and "most of it is not that interesting."

Of "likes" sighted were "verbal fist fights among the ladies in the pages", "the issue's getting racier", "the total publication", "client success stories", "happenings with ENHSA, In-Basket", sports, around ENHSA, information about other offices and programs, political actions and interactions, the calendar, the newsletter, name, and letters to the editor.

Negative letters from staff members was the most frequently cited "dislike".

Two persons expressed their dislike of the editors smart comments; while one called for more critical commentary.

The majority of respondents felt the newsletters fosters communication among employees and liked the format.

Many persons felt less space should be devoted to opinion and more to client and programmatic stories.

A change in format would not make a difference in most respondent's reading habits, although fold-outs would make it more readable for one.

Another would read the "Rag" more if it had more words per page.

Although eliminate photograph was one of the three most frequently cited items to cut production costs, others made positive remarks about photography with some persons calling for more.

Three persons said they would consider paying a small subscription fee; one of whom said \$.05 a copy.

## RAGS BUDGET CUT OVER TWO-THIRDS

"The ENHSA 72nd Street Rag's" new look will cost approximately \$60 per issue in comparison to \$400 previously.

Mary Porto, former editor, said costs are being reduced by having copy typed in-house rather than set by the printer, reducing the number of pages by one-half to four per issue and eliminating the photos.

She explained that pages will be delivered photo ready to the printer and the headlines will not be set.

Earlier issues were posted up by the printer and all headlines were set.

Porto said that the in-basket section of the Rag will be mimeographed and circulated in-house rather than printed and mailed to the public.

The newsletter name has also been changed to the ENHSA ENSIGHT to comply with a special request from Brian Lensink, Executive Director.

## BEATRICE POPULATION REDUCTION RESULTS IN INCREASE FOR COMMUNITY-BASED PROGRAMS

With the reduction in population at the Beatrice State Home there will be an increase in the number of persons cared for in community-based programs.

The out-of-court settlement in the Beatrice State Home Case filed recently in Federal District Court calls for a reduction in the home's population from 1,000 to 250 over three years will also be set up.

A five member panel will prepare a plan of care for the retarded in Nebraska.

Pending since September, 1972 proceedings began Monday July 21 in the class action suit.

As a community-based program information regarding ENCOR was reopened (see July's issue of the Rag).

The 21 page agreement, signed on behalf of the State by Governor J.J. Exon and Attorney Gene Paul Douglas, must be approved by Federal Judge Albert G. Schatz.

A public hearing on the settlement will be held sometime during the first week of September, according to Mary Slaughter, Coordinator of Children's Guidance Services (ENCOR).

The agreement stipulates that no persons will be admitted to Beatrice unless regional retardation officials say no services are available locally.

Some other points of the agreement:

-Mentally retarded persons have federal constitutional rights to treatment on an individualized basis in the least restrictive setting, based on their needs and abilities.

-Discipline, denial of privileges or exclusion from programming shall not

be done unless a person is provided due process rights and unless such actions can be shown to be therapeutic.

-All mentally retarded who perform work shall be paid at rates set for such work by federal regulations.

-All institutionalized persons who can appropriately be cared for in community-based programs "shall be transferred to such programs as expeditiously as possible" Such transfer depends on their needs and availability of programs.

-Budgets requests from the governor's office shall reflect terms of the agreement, including expanded community-based facilities. No dollar amount was mentioned.

-Joint evaluation teams shall evaluate each institutionalized retarded person to determine the appropriateness of his placement, and if and when he should be discharged to community facilities.

-A five member Nebraska Mental Retardation Panel reflecting all parties to the lawsuit, will be formed to submit a plan to the governor including standards for retardation facilities, a survey of existing programs and suggestions for increasing existing community program.

-The panel will establish a seven-member Consumer Advisory Board that will work on goals and other plans for the retarded. The panel is to have its plan to the governor within 5 1/2 months.

-If Exon rejects or wants to modify the plan, he has to provide written reasons. The federal court shall settle any differences.