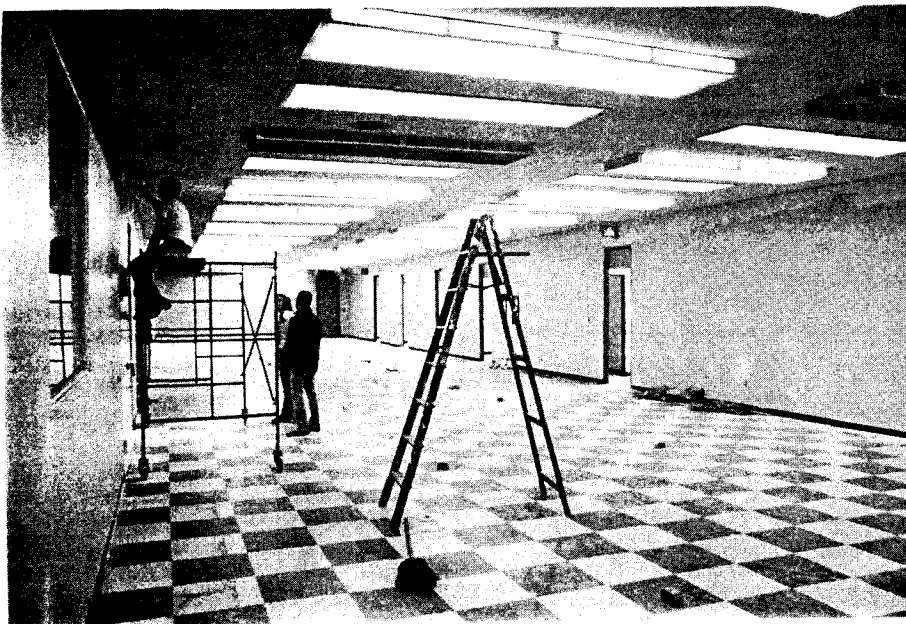


YOU NAME IT

4-75



New facilities — workmen put finishing touches on the second floor office area of the new Human Services Agency facilities at 885 S. 72nd Street.

Occupancy set for April 16

ENHSA's new facility, the Newberry Building, 885 S. 72nd St., has been undergoing extensive renovation for the past month and the planned completion date is set for April 1 with occupancy for April 16, according to Larry Mazzotta, director of supportive services.

The office provides 21,000 square feet of usable space. Approximately 6,000 square feet of this represents two large central areas to be occupied by supportive staff. Mazzotta says the Agency is utilizing "a unique concept" in that the two open areas will contain modular office units to provide both functional working space and a degree of privacy.

Mazzotta said that as of this time "we are expecting occupancy date of April 16 and unless the unforeseen should occur we feel this is reasonably accurate."

Other moves

Along with the move to 72nd St., various other ENHSA facilities are also being moved. Walden Study Center, the motor pool and maintenance staff, and adolescent girls' group homes under the Office of Mental Health are now in new facilities.

Walden Study Center, the motor pool and maintenance staff are housed in the old Rawson-Datsun Bldg., 4101 Cuming St.

The motor pool and maintenance staff quarters are in the basement.

The two group homes, Walden Center and Mary House, are now located at 510 S. 38th Ave. and 4814 Davenport St.

You name it

Name ENHSA's newsletter and win a dinner for two at Nasr's Restaurant, Ames at 65th St.

Entries should be submitted in writing by Friday, April 11 to any member of the editorial board, according to Editor Helga McCamley.

Board members are Deb McCollister, ENHSA Administration, Joyce Kotrba, Aging; Helga McCamley, ENHSA Personnel; Mary Porto, Mental Health; Mike Charles, Mental Retardation, Judy Williams, ENHSA Media Relations, and Meg Oleson, Youth Services and Charles Holt, Mental Health.

Helga said that the winning entry would be chosen by vote of the editorial board. Entries will be chosen on the basis of their originality and appropriateness.

Clinics hold open houses

Open houses during January and February marked the beginning of services in South Omaha, Cass and Sarpy Counties.

South Omaha Family Mental Health Services, 1315 Deer Park Blvd., held an open house Tuesday, Jan. 28. Clinic Coordinator LaVonne Daniels said approximately 75 persons attended.

An open house was held at Cass County Mental Health Services, 2110 Holdrege, Plattsmouth, on Sunday, Feb. 22. Clinic Coordinator Denny Clark said approximately 125 persons attended.

Over 200 persons attended the open house and ribbon-tying ceremony at the Sarpy County Human Services Center, 1318 Federal Square, Bellevue, on Friday, Feb. 21. The Human Services Center houses staff from the Offices of Mental Health, Mental Retardation and Aging.

The Children's Center, 4102 S. 13th Street, also held an open house Tuesday, March 4. Although this was their second open house, Director of Intermediate Care Bill Kyles said about 75 persons attended.

Editor asks for feedback

Our organization recognizes the importance of keeping employees continuously and accurately informed on agency growth policies, people and events. To promote this communication and to assure employee input and the resultant feeling of involvement, an ENHSA newsletter will be published on a monthly basis.

We would like to see these feature areas covered on a regular basis:

1. Changes — Any policy, function, and agency objectives changes and how they effect the employees will be featured for better communications among all segments of the agency.
2. A sports column will be included. For those employees active in sports outside or within the agency let us know what you do for fun.
3. Free Press — This is to enable individuals to express their opinions in their own words about anything that they may have on their minds regarding all or any part of the agency. We will welcome praise as well as criticisms. Please submit these articles with your name. We will print the article without your name if requested.
4. A regular feature we would like to see is "Questions to the Management." Any questions you may have for the management can be sent to the staff. We will make an effort to find the person with the appropriate answer and print the question along with the answer in the following issue.
5. "Tomorrow's calendar" will give you a rundown of dates, events, meetings, etc., for the entire agency. If you are aware of a special speaker or a meeting of interest to other employees, make sure that the information is submitted in time for publication.

If you have anything that you would like to see in the newsletter, contact staff representatives. All information should be submitted by the second Monday of the month in typed form. --- Helga McCamley, Editor

Info. sheet gives employees right to express opinions

An agency newsletter like this one usually includes among its nebulous purposes a phrase like "...to facilitate greater understanding among employees of divers components of this agency by providing a medium of communication through which employees may share common concerns germane to their work environment..." etc., etc., ad barfium.

The purpose of this new newsletter is explained somew-ere-in for your edification and to encourage your participation to the best of your writing ability. And if you do, you'll have a publication you can enjoy and consume with pride and respect -- show it to mom, the boss, the kids!

The inevitable problem with this approach to a newsletter is that contributors tend to respond just like we ask them to: quickly, happily, candidly, honestly, creatively, far-out-ly, too-truthfully, angrily, pitifully, personally, bitterly, confoundedly, yet seriously.

And the editor's response, when questioned as to why the contribution was not printed, goes something like: "Well we can't put something like that in print! This newsletter goes out to the public, to politicians and important people. Now I'm sorry, but..."

You've heard the rest.

The editor has a valid point. He has to be careful about publicly abusing politicians, who ultimately fund his organization. This is the case with the Eastern Nebraska Human Service Agency, and this publication.

While this newsletter's editorial policies do not exactly eschew some lofty purpose, the need is recognized for another medium through which any staff member may share her (or his) honest opinions, concerns, needs, uppers, bummers -- anything short of libel and vulgarity. Well, maybe vulgarity...

So here is a proposed alternative: submit to us all articles, brickbats, epithets, and shall we say, "uninhibited" forms of writing, drawing, cartooning, photography or whatever any reader/employee feels he (or she) would like to share with fellow employees. It must be signed by the "creator," who really should be a real person with a name and telenumber. Naturally, contributors will be encouraged to allow their names to be attached to their "creations," but in cases where one feels publication to be a threat to her (or his) job, anonymity in print may be arranged.

Many concerns expressed may be useable in this ENHSA monthly newsletter, and in those cases permission to publish therein would be solicited. But there are employees in this system who do not have the privilege of writing and routing a memo to selected (or all) employees. This "underground" infosheet is intended to serve that need, and will be issued when there is enough material to type up a page or two and run it off. It also will not be mailed, but will be available for pickup at key offices around the system, thereby giving employees primary access.

Your response to this proposal, preferably in writing, will be appreciated. Send or bring material to Mike Charles at The Annex, 207 South 42nd Street, 68131. No response will be interpreted as "no need." --- Mike Charles

In basket

Glenn sets up monthly forum

To all staff:

Have you ever had an idea about how you think something might be done differently in this agency? Have you ever had an idea about how something new and innovative might be started in this agency? Perhaps you have said to yourself, "Well, maybe nobody is interested" or "Maybe it's really not that good of an idea" or "I know it's really smashing, but what do I do with it?"

Recently, several creative ideas from our staff have begun to surface and develop into reality, such as the volunteer change proposal. This was the result of a staff person who felt that the program she was involved with could better address itself to agency philosophy by changing.

We, as agency staff, need to not only stimulate creative thinking, but encourage and assist wherever possible the expression of all ideas. The process of growth in any system depends upon continuous examination of the "now," and commitment to the belief that "we can do it better." This change process often starts with the question, "Why are we doing it this way?" Questions such as these need to be heard because they act as the catalyst for change.

All of our questions and ideas need a "way" to be heard. Consequently, I am establishing the third division director's meeting each month to be a "Forum for Ideas." Staff may present their questions or ideas verbally or in writing at this meeting. All questions and ideas will be fully explored. If the questions or ideas are deemed valid and feasible, we will provide assistance and support in solving the problems or formalizing the new concept and finally, making the change a reality.

Remember — none of us is as good as all of us. The division director and myself look forward to your input.

Linda Glenn
ENCOR Office Director

ENHSA Newsletter
Mental Health
ENCOR
Youth Services
Aging

Brian R. Lensink—Executive Director

The ENHSA Newsletter is published on a monthly basis for the employees of the Eastern Nebraska Human Services Agency. The deadline is the second Monday of each month.

Editorial Staff
Helga McCamley-Editor
Mike Charles
Mary Porto
Judie Williams
Joyce Kotrba
Tom Langdon
Meg Oleson
Debbie McCollister
Charles Holt

Douglas County — 700 Attend 2nd Annual Youth Conference

Youth and adults from all parts of the Douglas County area participated in Omaha's second annual Youth Conference March 24 - 25 at Technical High School.

An estimated 700 persons attended the conference designed to bring youth and adults together for communication and entertainment.

Hubert Brown, a junior at Central High School, and Mr. Kermit Hansen, President of U. S. National Bank of Omaha, co-chaired the conference which was a Youth Council project coordinated by the Youth Service Agency (YSA).

The conference was climaxed with the appearance of Joseph N. Sorrentino, California attorney, during a banquet at the end of the two-day session. Sorrentino went from the labels of a "high school dropout" and "dishonorably discharged Marine" to those of a "Harvard Law School graduate" and "member of the U. S. Justice Department."

The Conference was held to create a free expression situation, establish a communication system through the Youth Council, identify service gaps in youth



Sorrentino . . . speaker

programming and offer solutions, further inter-agency communication, and promote youth representation on decision-making bodies, according to Brown.

Hansen is a regent of the University of Nebraska, Councillor of Ak-Sar-Ben, state chairman of the United Service Organization (USO), trustee of Omaha Industrial Economic Situation and director of Banco Northeast.

Brown "active"

Brown is former president and co-founder of GOCA North Area Youth Council. He was involved in organizing the YSA Youth Council, and currently is an active

member of it. He was a delegate to the Nebraska Model United Nations Conference at UNL in June 1974, and has been active in youth work since August 1973.

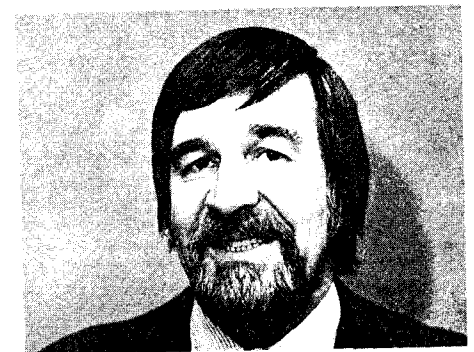
One of the high points of the conference was presentation of YSA awards during the banquet according to Meg Oleson, YSA. John Hoich, a student at Westside High School in Omaha, was named Outstanding Youth, Mrs. Inez Swift was named Outstanding Parent, and Mrs. Ruth Herman was named Outstanding Adult.

Recognition

Recognition plaques were given to Douglas County Commissioners and Omaha Mayor Edward Zorinsky.

Conference activities included a wide variety of workshops ranging from youth rights topics to alcoholism, a play, a dance and the banquet Ms. Oleson said. Commissioner George Buglewicz and Brian Lensink, director of ENHSA, also made speeches during the event.

Installation's April 27



Bunn . . . pastoral consultant

Wayne Bunn, alcoholism and family counselor at Cass County Mental Health Services, will be installed as a pastoral consultant at 7 p.m., Sunday, April 27.

A potluck dinner will precede the ceremony at St. Paul's United Methodist Church in Elmwood.

Bunn explained that he is an "ordained clergyman" of the American Lutheran Church and has been "called to a specialized ministry by the church at large." His parish will be Cass County.

He said that he will be working closely with his fellow ministers as a link between the clinic and his parishioners.

Besides spending time at the clinic, Bunn maintains office hours on Wednesdays from 1 - 5 p.m. at Dr. Knosp's office on Main Street in Elmwood and leads a rap group of ministers there.

Bunn said the installation service will be printed in advance and distributed.

Why don't you call ENZZAH?

Mary Smith, where are you?

John Jones met Mary Smith at a decision-teaching workshop. He wanted to call her. He was glad she'd told him that she worked at ENZZAH.

John called ENZZAH's super information operator to find out where to reach Mary. Super info told him to call the Office of Arthritis.

John call Arthritis.

"Mary Smith doesn't work here," the operator said. "Why don't you call ANCHOR? ANCHOR has a staff directory."

The ANCHOR operator looked in her directory and couldn't find Mary Smith. Since her directory was last updated in '68, she said "there is a possibility that Mary Smith was not included." She suggested that John call Mental Help.

John then called Mental Help. The secretary couldn't find Mary Smith in her directory because she had only A-R. S-Z had been lost in the inter-office mail for the last six months. She said they were still tracking it down and to try Youth Serve Us.

The Youth Serve Us receptionist asked John: "One, is Mary under age 18? Two, is she in trouble?"

"If your answer is no to any of the above, she will not be listed in our directory," she said.

John Jones never reached Mary Smith. He would have, had he known she worked at one of the ANCHOR hotels. An ENZZAH directory listing all staff members and facilities would expedite inter-agency communications as well as contacts with the public.

Mary Porto
Mental Health

Employees get representation

The Personnel Advisory Council (PAC) offers a means for employees to express their problems concerning personnel policies and procedures, according to Ray Kalinski, PAC member.

Formed in July of 1974, the expanded PAC includes members from ENCOR, Aging, Mental Health and Youth Services Agency. All voting members are elected by an employee vote and serve on the Council for a term of one year.

Kalinski said PAC's basic responsibilities include three areas: interpretation of personnel policies and procedures, review of individual personnel problems and assistance in identifying, developing and improving the working conditions for all employees.

The 15-member Council, including the director of personnel as a non-voting member, meets bi-monthly and is open to all employees.

More information about the PAC can be provided by contacting your representative. They are:

Mental Health Services

Don Stafford - 451-4236
Donna St. John - 444-6231
Michael Durr - 451-6664
(alternate)
Mary Pape - 558-3139

Aging Services

Clarissa McGruder - 444-6598
Ray Kalinski - 444-6597

Mental Retardation Services

Jane Mainelli - 558-1115
Larry Rocklin - 558-1115
Diane Proulx - 558-1115
Barb Jessing - 451-1773
Lynn Williams - 451-1773
Roger Harms - 345-9717

Youth Services

Dwight Bailey - 444-6420
Marla McKain - 444-6442

The PAC encourages any ideas or comments from employees on things in which they feel the Council could be involved, Kalinski said. Things the Council has been involved in are designing a questionnaire seeking feedback on employee concerns and helping to organize outside activities for employees.

Employees are invited to attend regularly scheduled PAC meetings and can obtain a calendar of meetings and locations by contacting Diane Proulx at 558-1115.

Lawyer turns to ENHSA



Sturek . . . alcoholism counselor

Why would an Omaha attorney give up his practice and turn to alcoholism counseling for ENHSA?

Steve Sturek of the Sarpy County Human Services Center has an answer.

"Alcohol programs in the Omaha area, I feel, have been too fragmented and ENHSA offered the best opportunity to provide needed centralized program direc-

tion," he said. "The alcoholic's problems usually are a multi-faceted web involving, variously, domestic relations, economic, criminal, juvenile, and employment, which curiously enough are all legal areas."

Practicing Lawyer

Sturek obtained his B.S. from Iowa State University at Ames in 1962 and was graduated from Creighton University School of Law in 1965. He worked as a law clerk during school with the firm of Weinberg and Fiedler and practiced with them for five years after graduation.

He was in his own law practice for the next two and one-half years and started at ENHSA in November, 1974 because he wanted to "get into an alcoholism counseling and programming field."

"I feel that my background enables me to feel comfortable in working with the alcoholic and his or her problems," he said. "As a recovering alcoholic myself, I have walked in his or her shoes."

Letterman

Besides spending time at the center, Sturek spends one-half day a week at Cass County Family Mental Health Service.

The father of two children, he is interested in sports of any kind---both as "a participant and a spectator." Playing football for 12 years, Sturek was a three-year varsity letterman as an end and back at Iowa State.

Aging's services offered to meet elderly's needs

Under the Eastern Nebraska Office on Aging, The Information and Referral Services, The Nutrition Program and several supportive social services, The Retired Senior Volunteer Program (RSVP) offer services to help meet the needs of older people living in Douglas and Sarpy Counties.

With cooperation from existing agencies and clubs, as well as the Senior Citizens Council, the overall program is designed to act as a clearinghouse for all services to old people.

Federal, state and local funds combine to offer the direct and indirect program services with the ultimate purpose of preventing institutional care and offering the older person an opportunity to be an active member of the community.

Services offered include Charter Bus, Senior Minibus Transportation, Homemaker Service and Home-Handiman Service.

Counseling staff concern themselves with the housing, employment, nutrition, legal and financial needs of older persons and provide direct support by assisting citizens in securing available community services.

The Nutrition Program provides persons over 60 a hot, nutritious, noon meal. This service is available at 12 sites in Omaha and Bellevue and currently serves approximately 550 meals daily. The program serves another purpose as it is a valuable source of socialization for older persons.

The Retired Senior Volunteer Program (RSVP) provides unique opportunities for older persons to become involved in worthwhile volunteer activities in their community. The program provides insurance and reimbursement for meal and transportation expense.

We at the Aging Office are proud of what we are doing, and are happy to be a part of the ENHSA team. Stop in and see us soon.

Feds visit Mental Health

Federal and state officials are visiting The Office of Mental Health to ensure compliance with state and federal regulations.

Ellis Barham, mental health consultant for the Alcohol, Drug Abuse and Mental Health Administration (ADAMHA), and Walt McCoy, program evaluator for the Department of Public Institutions, (DPI), will visit facilities Thursday, April 3, and Friday, April 4.

Dr. Frances Campbell, director of the Office of Mental Health, said they are interested in obtaining a "statistical overview" and "ensuring compliance with the children and adolescents' grant."

Acting Medical Director of DPI Franklin Masters visited Mental Health's facilities March 25-26.

"His purpose was to check the Office of Mental Health's compliance with LB 302, essentially to see if we're providing the five basic services - inpatient, outpatient, consultation and education, intermediate care and emergency," Dr. Campbell said.

Gallup: fear of retarded persists

Recently a news release from PCMR (President's Committee on Mental Retardation) was received and it was of enough importance that we thought we might replicate it here, "A Gallup Poll commissioned by the President's Committee on Mental Retardation finds that most Americans express accepting attitudes toward their fellow citizens who are retarded, but some fear and lack of confidence persists."

On the positive side, 85 percent would not object to six mildly or moderately retarded occupying a home on their block and 91 percent would not object to having such a person employed where they work (In the first case, the retarded persons were described as "educated to live in the general community," and in the second as a "trained worker.")

The Committee also found it encouraging that 94 percent of the respondents thought that only some retarded people have to live in institutions, compared to 1 percent who believe that all do.

It saw as unfavorable the belief reported by 49 percent that most mentally retarded people are not able to support themselves and lead independent lives, and that 14 percent thought there was reason to fear mentally retarded people.

Regarding the causes of retardation, the Poll said that 76 percent believed that only some forms of mental retardation are inherited, 12 percent didn't know and 3 percent said that all form are inherited.

In analyzing the responses, the Gallup Organization noted that the more the concept of special training is introduced, the more people are likely to accept retarded persons as fellow workers. Thus, while 14 percent think there is reason to fear mentally retarded people only 5 percent would object to working with mildly or moderately retarded people trained for the job.

It also points out that although "it is almost universally recognized that institutionalization is not required for mentally retarded people" only "33 percent think that most mentally retarded people are able to support themselves." The Committee has stated that most retarded adults can, with training, work in competitive employment and lead independent lives.

The Gallup Poll is part of the Committee's research for a report to the President on the national needs of mental retardation through the year 2000. It plans to submit the report in December, 1975.

Ralph Ferrara, chairman of the Committee's Public Awareness workgroup, said of the poll, "The Gallup findings indicate that efforts by the Committee and others during its eight years of activity have increased public understanding." It points up areas, however, where continued education is needed to create a climate of opinion in which retarded persons can achieve full development.

GALLUP POLL

The question: Here are some questions about mental retardation. There are four degrees of mental retardation, from the least severe to the most severe. They are -- mild, moderate, severe, and profound.

		<u>All Adults%</u>
1. Suppose mildly or moderately retarded persons have been educated to live in the general community. Would you object to six of them occupying a home on your block, or not?	Would object	9
	Would not	85
	Don't know	6
		100
2. Would you object to having a trained worker who is mildly or moderately retarded employed where you work, or not?	Would object	5
	Would not	91
	Don't know	4
		100
3. To the best of your knowledge, do all mentally retarded people, or only some, have to live in institutions?	All	1
	Only some	94
	Don't know	5
		100
4. To the best of your knowledge, are all forms of mental retardation, or only some, inherited?	All	3
	Only some	76
	Don't know	21
		100
5. Do you think there is reason to fear mentally retarded people?	Yes	14
	No	74
	Don't know	12
		100
6. To the best of your knowledge, are most mentally retarded people able to support themselves and lead independent lives?	Yes	33
	No	49
	Don't know	18
		100
Number of interviews		796

Rip us off

"RIP US OFF" Take this section, rip it off and write on it. Write all over it and send it to the ENHSA Newsletter editor. What do you want to know about ENHSA? What would you like to see in it? What do you think of the paper?

Agencies meet on child abuse

Over 300 persons participated in a conference entitled "Child Abuse: Omaha, Where Are We?" at the Holiday Inn March 13-14.

The conference was sponsored by the Continuing Education Project of Nebraska Psychiatric Institute (NPI). It was based on the evaluation of a child abuse conference held last spring, according to Dr. Marjorie Hook, director of the project.

Participants concentrated on learning about Omaha agency child abuse programs including such things as statistical data, legal implications and ethical concerns, according to Miriam Mathura, a mental health educator with the Consultation and Education Department.

Mrs. Mathura was involved in the planning of the conference.

Among main speakers were Dr. Frances Campbell, director of the Office of Mental Health, and Dr. Frank Menolascino, professor, Department of Psychiatry and Pediatrics, NPI.

Kathy Pinson, director of outpatient services, discussed the Office of Mental Health and its programs.

poem for the young psychologist

i was going to take a bath and mommy said dont overload the tub dont take too many toys dont eat the soap and the tub began to leak i took too many toys froze to death and chewed on the soap and when she asked where did you ever get ideas like that i said i just dont

we went to stay with grandma and i said oh i forgot my lucky dog mommy said dear its old and its hair is gone and anyway you musn't be so dependent sleep without him and i said well you are old and daddy still sleeps with you

one day i took a rock and threw it at mommy and it hit the window which broke daddy raised his hand to hit me but mommy said don't she'll get a complex and daddy said dear sometimes you are just too damned progressive

i was playing trucks with jimmy when daddy said she should play with dolls not trucks mommy said let her be she is self motivated and he said no and she said yes and they argued a lot so i went to ask for a doll so they would stop

we were eating when daddy came home from a long tiring day and started complaining how come the food wasnt hot and the steak was no good and the house was all dirty and he turned to me and opened his mouth and i said baby dont take your frustrations out on me

Anonymous

NOTE: Some years ago, during my teaching days, one of my students gave me these poems. I don't know if he wrote them, and because he was called a "special education" student, my associates doubted that he was capable. He was interesting, though, and is presently trying to get into graduate school after his forthcoming graduation from college, which isn't a bad feat for a "special education" youngster.

Chuck Holt

Age 4 - Michael finds real parents

A four-year-old boy has found a normal alternative to institutionalization. Michael Hart was placed in a temporary foster home after he was relinquished at birth to Family and Child Service according to Mary Slaughter, Child Guidance Service, Coordinator, Instead of placing Mike in the Beatrice State Home, she said that he was made a ward of the state and a developmental home was found for him with Charles and Elsie Pfeiffer in Fremont who accepted Mike as a part of their family as naturally as their own children.

Foster care's "Batting 1,000"

Perfection is hard to find, but, according to Tom DiConstanzo, coordinator of the foster care program for the Office of Mental Health, the new adolescent program is "batting 1,000."

DiConstanzo said that Ira Combs, foster care worker since January, has been primarily responsible for the success of this Law Enforcement Assistance Administration funded program, which has allowed the placement of seven adolescents in the last three months.

DiConstanzo feels that the success of all foster care programs is directly attributable to his other worker, Andy Mentis, and the continuing support of psychiatrists Frances Campbell and Paul Fine.

No men allowed at conference

Women staff only are invited to attend a mental health conference Friday, April 11 at the College of St. Mary's Provincial House, 72nd St. and Mercy Rd.

The day-long conference is sponsored by Catholic Social Services and the Omaha Chapter of the National Association of Social Workers.

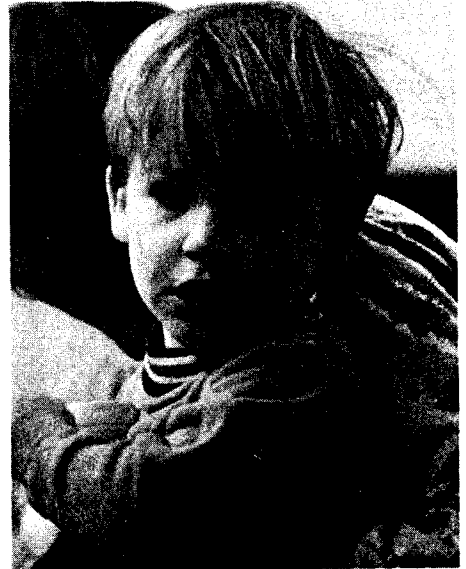
Ann Becker of Catholic Social Services, said the conference is a "take off" on Phyllis Chessler's book "Women and Madness."

She said some of the topics are "Sexuality," "Women and the Health System," "Single Women," and "Are Women Really Mad?"

Dr. Frances Campbell, director of the Office of Mental Health, is one of the featured speakers.

Interested women should leave their names and addresses with the Catholic Social Services at 558-3533.

This past December Ms. Slaughter said the Pfeiffer family applied for adoption so that Mike might legally become one of the family. They are still waiting.



HART . . . ENCOR client

Mike is now involved in the Coordinated Early Education Program (CEEP) at Whitcomb's Professional Child Care Center in Fremont where he and other youngsters are being prepared for entrance into a normal school.

Mike was fortunate; he found the best alternative to institutionalization: real parents, she said.



444-6444

ENHSA

Inquiry and Referral Center
24-hour generic and
in-house referral

Sexuality policy called for

If a task force of ENCOR employees accomplishes its purpose, a proposed policy on sexuality in human growth and development of mentally retarded persons will be presented to ENCOR Directors for consideration.

Based upon needs expressed by ENCOR, many direct service staff and clients, a workshop on human sexuality was recently conducted for about 40 ENCOR staff members. It was designed jointly by Deb Bujarski and Randy Climer of ENCOR and Dave Bones and Marian Williams of Planned Parenthood.

The primary product of the workshop was the formation of a "task force" on human growth and development to 1) propose that the agency develop and adopt a policy on sexuality as it relates to mentally retarded persons, and 2) to discuss staff and client sexuality training needs and determine how they should be met. ENCOR employees in virtually all

direct service programs report that they frequently encounter mentally retarded individuals who either display inappropriate sexual behavior, or express a need for an acceptable outlet for natural sex drives.

In many cases, the staff person lacks accurate basic sex information, the self-assurance to discuss sex matter-of-factly with another person, or even the permission, direction or moral support from supervisors (i.e., the agency) to teach sex information or technique that most of us learned while growing up.

During the wrap-up session of the workshop, about 25 participants agreed to continue meeting periodically as a "task force".

A proposal and position paper regarding an agency policy on sexuality and education for staff and clients will be presented to the ENCOR Division Directors within the next two months.

Mike Charles
ENCOR

Credit union's a reality

Beginning April 1st, 1975, ENHSA Employees are eligible for participation in the Heart of the Midlands Federal Credit Union. This is a federally chartered credit union made up of employees of Human Services Agencies throughout the Greater Omaha area. During April all ENHSA staff may join the credit union free of charge. After that period a one dollar administrative fee will be charged.

To join, just complete the membership card enclosed with today's paycheck. You may save through payroll deduction (complete enclosed payroll deduction card) or you may deposit your funds directly at the credit union office located at 4315 Frances St. in Omaha.

Benefits to members include a means of savings through payroll deduction. You may save as little as one dollar per month using the payroll deduction plan. Dividends on your savings will be declared annually by the Credit Union Board (elected annually by the total membership). Also low interest loans (one percent per month on the unpaid balance) are available. Because the credit union is new, it must build up its assets prior to making large loans. Therefore, present maximum loans are \$1,400—but credit union officers project full car loans will be available by summer.

In order to borrow funds, you need only have a five dollar balance in your savings. All savings are insured up to \$20,000 by the National Credit Union Administration. Memberships may be extended to any family member. As long as a five dollar balance is held you or your family may use all credit union facilities regardless of where you are employed or where you may live.

Read the credit union material and join today by completing the membership and payroll deduction cards. Get them to the Personnel Department or visit the credit union office personally.

It's about time

Two personnel policies have been changed and approved by the Personnel Advisory Council (P.A.C.)

According to Jack Stovall, Personnel Director, the first change involves time records (policy 3:40). This policy is revised to state that any time sheets not received by accounting at the end of a pay day, will not be processed until the next pay period. This means a 2 week delay in payment.

The second change concerns Personnel Action Form (P.A.F.) (Policy 3:80). Stovall says, PAF's requesting retroactive increases will not be accepted. Accounting will issue a notice of the supervisors violation to the appropriate division director and the supervisor file. PAF's will be processed to be effective in the pay period during which they are received.

Replacement policies will be issued for your Supervisors Manual.

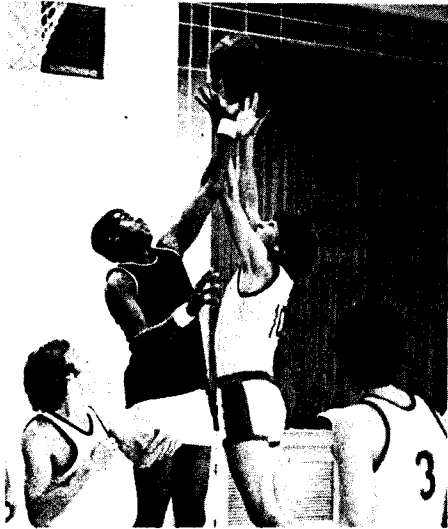
Calendar

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|-------|-------|---|
| April | 3 | Margot Fonteyn - Ballet at the Orpheum Theater - 8 p.m. |
| | 3 | Advanced BA Seminar - 2-4 p.m. - Annex |
| | 4 | Buddy Greco Concert at the Orpheum Theater - 8 p.m. |
| | 6 | Kings vs. Cleveland at the Arena - 7:30 p.m. |
| | 7-8 | General Encor Orientation - Annex - 8:30 - 4:30 p.m. |
| | 8 | Jazz Festival at the Orpheum Theater - 8 p.m. |
| | 8-10 | General Encor Orientation - Annex - 6:30 - 9:30 p.m. |
| | 10-11 | Death and Dying Conference at Ramada Inn |
| | 11 | Women's Mental Health Conference at College of St. Mary's Provincial House - time unknown |
| | 11 | Nebraska Parents of Multi-Handicapped at New Tower Motel 9 a.m. - 3 p.m. |
| | 11-13 | Motor Sports Show at the Arena and Exhibition Hall noon to 11 p.m. |
| | 16-20 | Shrine Circus at the Arena - call for times |
| | 24-26 | "La Perichole" opera at the Orpheum Theater - 8 p.m. |

Backyard ball players win 4 of 13

By Bob Wennihan and Kurt Rheinheimer

"Over the long haul, the breaks even out. We'll get our share." With those classic words, ENCOR Basketball player coach "Bullet" Bob Wennihan summed up his teams chances for the balance of the IBL season.



Stan Logan . . . Jumps for ball

"We started with a bunch no names," the modest coach said. "And now almost everybody knows everybody else's name. There is that one guy, though." The team has completed 13 games with a sparkling 4-9 record. Paced by the high scoring duo of "Radar" Stan Logan and Mac "The Knife" Shumate, the ENCOR five have

recently won four of its last six. Accolades from NBA and ABA scouts have been pouring out in the other local press, so there's no need for further comment here.

Calling his team "Nine Guards and One Forward", Wennihan cited the fantastic efforts of "No Show" Aase, "Shouda Done" Hassel, "Crazy" Ray Weinberg, "Hatchet" Lee, "No Shot" Rheinheimer and himself in maintaining scoring averages ranging between 2.0 and 3.7 points per game. "Balanced scoring, eh?" The coach pointed out.

High scoring

"Mr. Technical", Dennis Womack, has gotten his inside game in gear in recent games, and "Gimmie it, I'll Shoot It" Steen, has ably augmented the high scoring of Shumate and Logan.

Calling playoff pressure "part of the game" Coach Wennihan said "wait'll next year," "On any given night, any given team...blah blah blah..." Wennihan said that the area's top teams are shaking in their sneakers" at the possibility of being knocked out of the playoffs by "a buncha crumbs like that."

One idea of the coach's thorough and amazing knowledge of the game can be provided by a recent game incident. The opposing team began the game with only 3 men. When two more were inserted into the lineup, coach Wennihan immediately called time and asked the referee "Geez, can we bring in another guy or two?"

Wennihan summed up his rewards by making it clear that he wished no credit for taking a group of "backyard ball players" and turning them into whatever

they are now.

NOTE: Bob Wennihan is Placement coordinator for ENCOR's Employment Programs. Bob has been with ENCOR since May of 74 and is coach for the ENCOR basketball team.

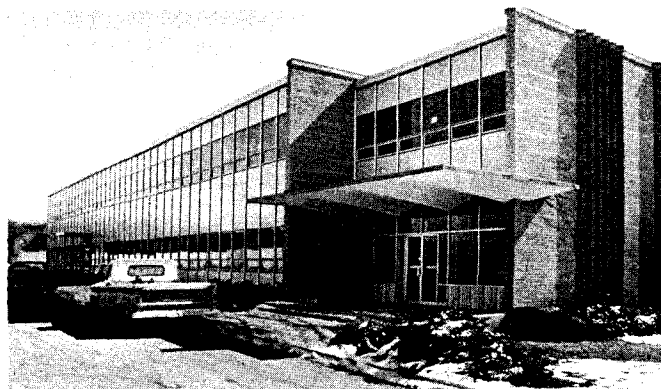
Kurt Rheinheimer is at ENCOR's North Industrial Training Center as a Program Supervisor. He has a background in journalism and communications. It shows. Kurt coaches ENCOR softball in the summer.



Name of team members include: standing: — Elford Steen, Raymond Weinberg, Dennis Womack, Stan Logan; kneeling: — Bill Hassel, coach— Bob Wennihan, Kurt Reinheimer, MacKinley Shumate. Not pictured are John Aase and Steve Lee.

Inside Newberry, work goes on

Below: main entrance and reception area is overlooked by Lensink's office.
Upper right: electrician, Roger Davis installs conduit in a first floor office.
Lower right: Exterior view of new 72nd Street offices.
Far right: Lou Bozak spackles walls prior to painting.



Photos by Tom Langdon