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1-15-74

VOLUME 2 | NUMBER 1

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

M E R G E R

by Brian Lensink

As most of you know, Jim Byrnes has left his job as Director of Vocational Services to take a new position as Program Director for the Utah Association for Retarded Citizens. This left a very large void in our Division Director leadership and some major decisions had to be made.

Several alternatives were discussed and the one which we felt most satisfied with was a merger of the Developmental and Vocational Divisions under the excellent leadership of Charles Galloway. As you know, the Family Resource Services Division serves both children and adults and is capable of insuring continuity of services. Likewise, Residential Services includes both children and adults. We felt that the strategy which complimented the continuity of service principle would be the most appropriate for this merger and therefore established the Developmental and Vocational Services Division. This would

allow for continuity of service between children's and adults' day programs resulting in services which were better coordinated than they had been in the past.

I have a tremendous amount of confidence in Charles Galloway and his ability to administer these new responsibilities and I know that he is interested in all the help he can get in the implementation of these new efforts. Many people get very concerned when major changes such as this take place. Personally, I feel that change, if properly thought out and properly accomplished, is healthy for a large organization such as ENCOR. It is very easy to get caught up in all of the existing administrative procedures necessary for efficient operation and to forget about looking at new ways of doing our jobs.

I am sure that this change, along with the others which have been made over the last several months, will stimulate new thought and creativity within the agency and will force us to examine

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There's legislation in the of-fing again. LB92, as you may remember from last year, is again being heard in the legislature. As the bill was passed then, a family could be reimbursed for any mileage after the first 4 miles, up to \$450.00 a year. The NebARC Legislative Committee has suggested that the four mile limit be removed (which imposes a hardship on families living in cities) and also that the upper limit be removed (which imposes a financial hardship on parents living in rural communities).

LB698 concerns Welfare's current foster care placing ability and would delete references to placing children "of sound mind." This would allow retarded children throughout the State to be eligible for foster services through Welfare offices. Now all handicapped and disabled citizens are not given the benefit of foster services and may instead be referred to state institutions.

There are two proposed versions of bills which would raise current AFDC payments (Welfare payments to dependent children). Presently a mother and one child receive only \$124.00 a month, with \$25.00 additional payment for each other child in the home. This amounts to only 60% of what the State in 1971 declared to be the minimal level need for families. Both of the proposed increases (one from the Governor for a basic floor of \$165.00 plus \$40.00 for each additional child and one from a sponsoring senator for a basic floor of \$175.00 plus \$35.00 for each additional child) raise the level to 80% of need.

If you're interested in becoming more active in legislative affairs, ask Tom Miller (558-1115) for some direction. A good place to start would be the Legislative dinner on January 30th (See FORUM below).

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Wednesday, January 30th. A cash bar will be available at 6:30. This dinner will give you an ideal opportunity to meet your senator on an informal basis and to inform him of your interest in retarded citizens. At last year's dinner, the majority of the senators and over 225 consumers were in attendance. If you'd be interested in attending and meeting your lawmaker face-to-face, please give me a call at the Central Office within a week so reservations can be made. (P.S. The meal served buffet style will cost \$6.00 per person, so bring a fat wallet. Also, feel free to bring your spouse and/or friend.

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You may have been hearing words floating around about a proposed Council of staff members and consumers to advise the division directors and executive director. Sue Elliott, Barb Jessing and Shirley Dean started the wheels rolling on this proposal. The thoughts behind this initiative are described in the paragraphs below.

Many client centered issues require ENCOR's attention and action. Often these issues necessitate study and broad input before any definitive action can

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MERGER

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dicate an employment relationship rather than mere therapeutic exercise. To hold otherwise would be to make therapy the sole justification for thousands of positions as dishwashers, kitchen helpers, messengers and the like."

The decision came as a result of a suit filed in March of 1973 by the American Association on Mental Deficiency, the National Association for Mental Health and three individual plaintiffs who reside in institutions.

forum

by Roger Harms
PAC Chairman

SAVE GAS - SAVE MONEY

The Personnel Advisory Council has been spending its time with other matters, now that the Personnel Policies and Procedures Manual has been completed. One of the first matters of our concern was to recommend to our executive director that the mileage reimbursement rate be increased to 12¢ per mile. While many of us have found that private auto transportation is mandatory to our jobs here, we've also experienced rapidly increasing costs for this requirement. We are not aware of the results of our recommendation as of yet, but we have taken

an additional step. Accompanying your check, you will find a memo detailing a small adjustment to your income tax and a form to initiate CAR POOLING. I believe that both are self-explanatory. Please make an effort to participate in the car pool project. Not only will your car be worth more a year from now (less wear and fewer miles) but the air might be cleaner and the petroleum might be diverted to an area of more urgent need than our private transportation. Thank you for your cooperation.

Any requests or questions relating to proposed changes or interpretations of personnel matters should be directed to myself or to your division's representatives on the Personnel Advisory Council. Our existence is based on your need for information and interpretation, as well as to suggest proposals--and we're always available.

Liz Dix (Central Annex, 556-7515) is looking for a female roommate who prefers a meticulously clean apartment. (I think that means somebody who'll do half the work!) If you are interested, give her a call.

1-30-74

VOLUME 2 | NUMBER 2

the **ENCOR** exchange

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GLENN CONFIRMED

Last Thursday night, the Governing Board announced their decision to hire Linda Glenn as the new Executive Director of ENCOR. Linda's employment will begin March 1st.

If you've been with ENCOR less than eighteen months, you may not have had the opportunity to work with Linda. She is presently at the University of Kansas finishing work for a Ph.D. in Educational Administration and Business Administration as well as serving as co-director of the Kansas University Affiliated Facility, Technical Assistance Component of Systems Technology. (And there's much more: she has also been named permanent consultant for the National Institute on Mental Retardation in Toronto and Developmental Disabilities Technical Assistance programs).

Linda first came to Nebraska in 1969 as the Coordinator of the SWEAT (Summer Work Experience and Training) program under Wolfensberger. She then served as Director of Research and

Planning for GOARC and later (when ENCOR was incorporated) served in that same capacity for our agency. She left Omaha during the summer of 1972 for the University of Kansas.

You might better know Linda through exposure to PASS. She and Wolfensberger first began work on PASS for the State of Nebraska when they were both still working in Omaha.

During the last several years, Linda has been a witness in several important court cases throughout the country. She testified in 1972 in the Wyatt vs. Stickney trial in Alabama, later in the Willowbrook trial in New York and more recently in the Welsh vs. Likins case in Minnesota against the Cambridge State Hospital. Her testimonies in these "right to treatment" cases have dealt with alternatives to institutional care as well as the cost effectiveness of community-based services.

Urban League Elects Two ENCOR Staff

Karen Faison and Gus Schoffner were elected to a two year term on the 36-member board of the Urban League of Nebraska. About 500 citizens, primarily from the greater Omaha area, are members of the Urban League. The heaviest emphasis of the League in recent years has been equal opportunity employment and housing conditions in the metropolitan area. Presently, of course, their attention is strongly focused upon the school desegregation suit.

If you have input which you feel might be important to the Urban League, you have two new inroads in Karen and Gus. Congratulations to them!

Position Changes

As a result of the merging of the previously separate Developmental and Vocational Divisions, services that share common purposes will be working under common direction. Consequently, Linda Esterline has taken the position as Director of Developmental Center programs. She is now responsible for providing direction and resources for all six Developmental Centers.

Because of some changing positions within the Developmental

Center programs, we now also have three Head Teacher changes to announce:

Annette Ferando is now the Head Teacher at South Developmental Center.

Lynn Rutledge, a former teacher at Fremont Developmental Center, is now the Head Teacher there.

Sharon Wein, also a former teacher is the new Head Teacher at Sarpy Developmental Center. Eileen Hogan has assumed a position in ENCOR's Training and Development section.

In addition, Vocational Services are also experiencing some changes in leadership.

Don Moray will be transferring from his position as Director of the Bellevue Vocational Services Center to Director of the Benson VSC.

Bob Salach has been selected to assume the position of Director of the Bellevue Vocational Center.

REGS STALLED

Almost a year ago now, we were all worrying about HEW's proposed Social Services regulations--regulations which would have severely hampered ENCOR's provision of services. In last minute action before the Christ-

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mas recess, Congress included an amendment to HR 11333 (a bill increasing Social Security payments by 11%), suspending the effective date of those HEW regs until January 1, 1975. All that letter writing really paid off!

MAINTENANCE

As you probably know, nearly four months ago Paul Anderson was hired as ENCOR's Maintenance Supervisor. He is responsible for insuring that Maintenance responsibilities on ENCOR facilities are met, whether by ENCOR's own Maintenance staff or through contracting with businesses in the community. And if you haven't seen the new pink and white form (the kind that magically carbons on the second sheet!) you might want to know what the procedure is for getting a broken pipe plugged, a television televising and a washer and dryer back on their cycles. A Maintenance Request Form is filled out much like a Purchase Request Form is--program directors can authorize repairs for under \$50.00, Division Directors authorize repairs for between \$50.00 and \$150.00 and Dick Lewis, anything over \$150.00. This form should go to the Maintenance mail box at the Central Office for scheduling.

A new Preventive Maintenance Program has been initiated in order to avoid problems before

they explode into major catastrophes. The Maintenance crew will visit all ENCOR facilities twice a year and automatically repair all visible needs. If you are in charge of a facility, it will be most helpful if you can have a list of those problems you know exist for the crew so that nothing will be overlooked.

If you'd like a copy of the policy, drop by the Central Office and pick up the new Maintenance Policy and forms from Bob Cieclora.

Right to Payment

The "peonage" class action law suit against the U.S. Department of Labor has been won! A federal district judge for the District of Columbia has ordered the U.S. Department of Labor to begin enforcing the Fair Labor Standards Act as it effects working residents in non-federal institutions for the mentally ill and mentally retarded.

"Economic reality is the test of employment," Judge Robinson said, "and the reality is that many of the patient-workers perform work for which they are in no way handicapped and from which the institution derives full economic benefit. So long as the institution derives any consequential economic benefits, the economic reality test would in-

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1. Clients
2. Parents
3. Funding sources
4. Community at large
5. Regulating agencies

Traditionally, higher level administrators have been the people that have the knowledge on many of the complicating factors, i.e., parents, funding sources, etc. This causes problems if I as an administrator make a decision which directly affects you without giving you all of the surrounding details.

I, as an administrator, should explain to you all of the details surrounding a decision. You, as a direct service worker, should ask me for more details if you do not understand the decision that has been made. These two actions alone could go a long way towards eliminating the "we" versus "they" attitude.

What if a decision is made that affects you and after you hear an explanation with all of the considerations that effected the decision, you still disagree with it? Use the energy that it takes to complain, feel angry, sad, etc., and put on paper your suggestion on how the decision should have been handled, including your rationale as to why it should be done in a particular way. Send a copy

of this letter to your direct supervisor, different coordinators that may be effected by the decision, division directors, etc.

ENCOR needs creative people in all levels. We need to realize that we are all trying to do the same thing, and come up with creative ideas and solutions to problems. Picking out deficiencies in anything is easy, figuring out ways to solve the problem is what we are really here for.

Furniture Needed

Anyone having extra/unwanted furniture that might be used in staffed apartments should contact Roger Harms (558-1115). Even leads on where we might tap such donations would be helpful.

calendar

Carol Dennison is now coordinating orientation sessions for new staff, parents and volunteers. The next session is scheduled for March 4, 5, and 6th. Call her for more information (558-7746).

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VOLUME 2 | NUMBER 3

the **ENCOR** exchange

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TARGET ACCLAIMED

by Wolf Wolfensberger

Reading in the December 14th issue of the ENCOR Exchange that copies of the normalization text have become the major target of well executed heists by an undercover mafia has filled me with deep satisfaction, and the acid test will come when the theft of normalization texts will rate on a par with cattle rustling and the illegal hoarding of fuel!

LB92, the bill that liberalized reimbursement for transportation of handicapped students to and from education programs, was recently passed! We have been straddled with a \$400 per year/per student maximum payment level, with reimbursement allowed only if the student traveled more than 4 miles to school. Parents will now be allotted 12¢/mile for each mile traveled to and from school, with no ceiling payment imposed. Great news!

forum

by Diane Kratochvil

Cindy Norall, a student at the University of California at Santa Cruz, worked three jobs last summer to spend three months with ENCOR as a full-time volunteer. Currently Cindy is in Europe studying mental retardation in Germany and Scandinavia. As a part of her volunteer work with the agency I asked her to write a synopsis of her experiences. If you are interested in reading the entire paper, I can provide you with copies. Here is a sampling of Cindy's thoughts:

While still in California I had heard only good things about ENCOR; how it was based totally on normalization, how hard the staff worked, and how well the five county area was accepting their clients back into the communities. I didn't have a whole lot of time to formulate a lot of expectations of the program; I sort of believed what I heard and was just curious to see how

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it was run. I had a lot of hopes for my own personal growth from the three months I was allowing myself. I had never worked for a program where I felt comfortable with the underlying philosophy (if they even had one) but I enjoyed working with people. This was a good chance to find out if, given a good program, I could feel comfortable with the work.

I felt very much up in the air for the first week and one-half with ENCOR. I think a lot of that had to do with leaving friends and school in California and not quite believing that I'd really had the nerve to do that - but also being plopped into Harney Hostel as a staff member, sharing a room with a client, not knowing what kind of responsibilities to take on, learning a lot of names, and touring the facilities, all added to my initial confusion.

It is interesting how fast things change at ENCOR; programs that were considered absolutely necessary and effective a few years ago are becoming obsolete because of other ideas and progress. It is really exciting... it keeps the staff questioning their effectiveness and challenging themselves everyday which I experienced as a very good, yet sometimes almost overwhelmingly tiring and difficult way to work.

So the first month was very unorganized for me but I felt like I learned more by having that time to float around than I could have if I'd gone directly into one certain program. I felt lucky to be in a hostel and experiencing that kind of living. It felt good to get to know the clients very well and feel close to all the staff working at the Harney Hostel.

The second month I started working as a full-time volunteer in South Developmental Center. It was so neat to work with kids, most of whom had never been institutionalized and would never have to be. It was a very encouraging experience to watch a five year old put on his own shoes correctly, which is a task a couple of women at the hostel still couldn't do independently and they were 15 to 20 years older.

My three months couldn't have been more rewarding or educational. It really was too short a stay...with more time one could gain a more complete experience of ENCOR and not feel too pressured for time. I was really glad that I was able to live in a hostel. Living in a staffed apartment would also have been a good experience, but I probably wouldn't have gotten to know so many staff people or had such a good sense of how hectic and difficult hostel living can be

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and how hard normalization can be when dealing with certain clients, parents, and administrators.

It had struck me as rather unusual that Omaha, Nebraska would have such a progressive and experimental program; but seeing and experiencing it - it's not unusual at all. The concern of the parent organization and the fine staff makes it possible in Omaha and I hope that this concern and awareness will radiate to other states - fast.

Cindy Morall

forum

by John Mixan

One of the most recurring--and I feel most damaging--problems that exists within all organizations (and this includes ENCOR) is that of Administrative Services versus direct services; i.e., Central Office staff versus Developmental staff, Residential staff, workshop staff, etc. I wish that I knew exactly how to solve this problem because it has a very detrimental effect on the program and ultimately, of course, the client. (Not to mention each other's mental health.)

I've always thought that everyone in the organization had a job to do and the main difference in jobs within the organi-

zation was one of function and in some cases responsibility. But aside from that or despite that, the organization was created to do a job. ENCOR was created to serve mentally retarded people.

Maybe we should back up and look at that point first. We are all here working at ENCOR to provide services for mentally retarded citizens.

Now from there it seems like the next step to promoting cohesiveness and cooperation is to find out what each other's jobs are so we understand the different facets of ENCOR. Maybe if I understand what your job is I won't be so quick to criticize you when I see something I disagree with happening.

After this, the next step might be to ask someone to explain a decision that has been made that you do not understand. Each person in a different job has different responsibilities and the only way for us to understand a decision that is made is to understand the person, his job, and all the variables.

Keep in mind every decision is not just as simple as "Is that good or bad for the client"? Ideally that would be perfect, but some realities that must be dealt with are:

(Continued)

will be funded and that we can soon get this service moving. It sounds promising.

Membership Push

March is GOARC's membership recruiting month. Do you want to join? In the new application process, you're asked to designate whether you wish to be an "active" or "supportive" member. Active members are urgently needed to assist on task force committees and in other GOARC activities. Either way, it's only \$7.00 for a year's family membership. Those few dollars not only assist GOARC in carrying out its objectives, but also "buy" you a subscription to NARC's Mental Retardation News as well as the GOARC Gazette. Call the GOARC office, 556-1180 or drop by 120 South 40th to pick up an application.

PARKING

GOARC's landlord has offered more parking space to any of us who visit the GOARC office regularly. The Admiral Theater parking lot next to Shaver's is available for all day parking. Make use of it if you can!

publications

Friedman, Paul. Mental Retardation and the Law: A report on

status of current court cases. Washington, U.S. Department of HEW, Office of Mental Retardation Coordination. April, 1973. Free. This comprehensive issue was prepared to summarize and update material contained in earlier issues. Covers cases involving right to treatment, rights to protection from harm, just compensation for labor, education, fair classification, custody and commitment laws.

* * * * *

PALS - Patient Advocacy Legal Services is a project established by VISTA to make available information regarding mental health law and particularly the legal rights of mentally ill, hospitalized patients. For information, write to PALS, Legal Aid Society of the City and County of St. Louis, 4030 Couteau, North 409, St. Louis, Missouri 63110.

* * * * *

Also available is an ACLU handbook titled Rights of Mental Patients which is directed to the mentally ill themselves. Among the topics included are: rights to a free lawyer, confidentiality of records, sterilization and surgery, and restoration of legal competence. To obtain a copy, contact V-line, Room M-1006, ACTION 806 Connecticut Avenue, N.W. Washington, D.C. 20525,

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3-15-74

VOLUME 2 | NUMBER 4

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Council Meets Twice

The new Client Issues Advisory Council held their first meeting February 27. Your representatives include the following ENCOR staff members:

Toni Benton (Vocational)
Deb Bujarski (FRS)
Carol Dennison (Administrative)
Karen Faison (FRS)
Dave Fritz (Residential)
Norma Horst (Developmental; now Residential)
Ken Jones (FRS)
Steve Pew (Developmental)
Bill Scheibler (Vocational)
Mary Slaughter (FRS)
Sylvia Warren (Residential)

The council discussed their role in the agency's major decision making procedures. The Council will consider broad, agency-wide issues that affect the rights and needs of clients, identifying program deficiencies and making recommendations as to action which might rectify problems and improve service delivery.

The agenda for the March 7 meeting included discussion of by-laws and procedures for the Council, and a review of an "aversive consequences proposal" submitted by a group of ENCOR staff members.

The next meeting will be held Thursday, March 14, 3:30 p.m. when the discussion on the aversive consequences policy will continue. Task force leaders for the first issues to be considered by the Council will be selected and goals and time lines for these committees outlined.

Channel your recommendations on issues you feel are important to a Council member representing you. And remember that Council meetings are open to anyone's attendance.

The Council chose not to delay the election of a chairperson. Steve Pew was elected to serve as chairman for the Council, and a vice-chairman will be selected at the next meeting.

* * * * *

forum

by Cathe Chickinell

An interesting opportunity is being offered to all ENCOR clients in the form of night school classes. The evening classes are held at Benson Vocational Service Center and are opened to any interested person.

The program includes high school (GED) equivalency sessions. Anyone interested in earning a high school diploma is invited to join.

The center also offers a very basic learning curriculum. The classes are individualized and are developed to meet the specific needs of each student.

Everything from survival words and making change to modern math and keeping a checking account is covered by the instructors, who are certified public school teachers.

A Speech Therapist is also available to help with any speech problems some students may have!

The schedule for the night classes is as follows:

Monday-Tuesday session
6:30-8:30 p.m.

Wednesday-Thursday session
6:30-8:30 p.m.

Tuesday - GED Program
6:30-8:30 p.m.
Wednesday - GED Program
6:30-8:30 p.m.
Friday
No evening classes

There is no charge for any of the sessions. To register for a session, or to ask any questions, contact Cathe Chickinell at the Benson Vocational Center, 558-3121.

forum

by Tom Miller

Ever since the Douglas County Plan was written in 1968, "structured correctional services" for mentally retarded offenders has been defined as one of the needs in a comprehensive service plan for mentally retarded citizens. Since that time, although the need still glaringly exists, ENCOR has done little in seeing that service implemented. Recently, however, Pilot Cities (an agency funded by the Law Enforcement Assistance Administration whose mission it is to fund demonstration programs in the criminal justice system in Douglas County), approached ENCOR and suggested that we submit a program plan for the mentally retarded offender. On March 11th a final draft was submitted to the Pilot Cities agency to fund for 20 months a "community-based

(Continued)

Service Program for Mentally Retarded Offenders"

The goals of this service program are:

1. To establish one group home for six mentally retarded adult offenders and two staffed apartments, each to serve two adult offenders. In addition, ENCOR has made a commitment to Juvenile Court, to serve several mentally retarded juvenile delinquents integrated into proposed group homes for adolescents.
2. To develop and implement program plans for each individual residing in the residential unit. All of the residents will be placed in appropriate day programs, and will have the benefits of all of ENCOR's supportive services.
3. To develop a system of measureable and objective guidelines that can be used by personnel in the criminal justice system and by personnel in mental retardation services to define training needs of mentally retarded offenders. The present lack of such a system of guidelines was seen by the Pilot Cities staff as presenting a real problem to judges
4. To initiate open communication with all law enforcement agencies within the region so that with mutual cooperation, alternatives to incarceration can be made available to mentally retarded citizens. A massive education program has to be instituted so both law enforcement personnel and professionals in mental retardation services can understand each other's programs and so that the best possible existing alternative can be made available to the mentally retarded offender.
5. To evaluate the total program effort and each person's growth so that the effectiveness of the project can be made available and information disseminated nationally. Evaluation of individual growth and project monitoring and evaluation have always been important elements of our programs' strengths.

We are hopeful that the project

and county attorneys who must make determinations regarding a mentally retarded offender's correctional program, without knowing the needs associated with the offender's retardation.

(Continued)

the GOARC Office or your supervisor. The topics for the conference include: Citizen Advocacy, Sexual Development, Governmental Affairs, Public Information and Awareness, Guardianship and Estate Planning, Mental Retardation and Genetic Birth Defects (by Dr. Eisen), "The Medical Profession and Mental Retardation" (Dr. Trembath), LB 403 and Its Implementation, Civil and Legal Rights of the Mentally Retarded, Parent Effectiveness, Home Teaching Techniques and a wine tasting party!

Registration for the convention is \$8.00. The luncheon costs \$4.00 and the banquet, \$7.00. Reservations for the Ramada Inn may be made through the NebARC application form.

* * * * *

Registration for classes offered by Program Development and Training is underway. If you are interested in participating in any of the following classes, please contact Eileen Hogan at 556-7515. All classes will be offered in the P.D. & T. classroom at the Central Annex.

1. Basic Behavior Analysis
begins: Monday, April 8,
2:00 to 3:30 p.m.
Five week session
2. Applied Behavior Analysis

Seminar
begins: Tuesday, April 16,
7:00 p.m.
Two meetings

3. Basic Precision Teaching
begins: Wednesday, April 10,
2:30 through 4:00
Five weeks
4. Parent Classes and Basic Precision Teaching and Behavior Analysis
Begins: Monday, April 29,
10:00 a.m.

* * * * *

The next new staff orientation is scheduled for Monday, Tuesday, and Wednesday, May 13, 14, and 15. Another session will also be conducted in June. Contact Carol Dennison for details.

* * * * *

Reports indicate that green beer (consumed in honor of St. Patrick's Day) can indeed turn one's teeth green. Bob Salach's smile, recorded via color Kodak film, evidences this fact.

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VOLUME 2 | NUMBER 5

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

CHANCE Moves

As you may know, the Chance Developmental Center, 17th and Grace, has been vacated. Last Friday, the Fire Marshall determined that the building (after the radiators had been stolen) was unsafe for use. Children enrolled in the Chance program and their teachers have temporarily been dispersed to other ENCOR Developmental programs.

Tuesday, March 26, the Douglas County Board approved the purchase of a building at 4602 North 30th Street for the Chance Developmental Center. The building is a large house and annex which was earlier remodeled for use as a day care center. The building, 31,000 square feet, cost \$26,000 and will require some renovation. The renovation which is necessary, however, is not major. Air conditioning will be installed and some carpeting added, some kitchen appliances replaced and some minor repairs to roofing will be made, but that is about all that appears to be necessary. The annex area to the house is a large, tiled, open-

space that looks like it will be ideal for a free play area. The basement area beneath the annex may provide the additional space which might some time be put to use as additional free play or gross motor activity area.

One classroom from Chance is presently attending the Developmental Maximization Unit, two classrooms are at South Developmental Center, and one classroom at the West Developmental Center. Reports are that the temporary arrangement is working out very, very well. The Chance students at the DMU are being put to use as teachers and models for the other students--excellent teachers at that.

Bob Cieciora estimates that if all workmen can be assigned to the renovation tasks immediately, the building on North 30th could be ready for use within 30 days.

forum

by Tom Miller

EMERGENCY!!!

(Continued)

A very critical situation currently exists with ENCOR's funding mechanisms. The appropriations bill, LB 1053-54 from the Legislature, if passed, will drastically curtail funds that ENCOR had counted on for the 1974-75 fiscal year. The major areas of concern as the bill now stands are the following:

1. The total allotment of state funds for Region VI (ENCOR) is \$728,440, \$451,958 less than what ENCOR originally requested from the State.
2. In addition to that drastic decrease, LB 403 funds, funds that ENCOR was planning on receiving from school districts who contract with us, will be held in escrow by the school districts until the end of the year. The fiscal impact of this measure alone is \$411,000.
3. The bill also specifies changes in the allocation of funds through the Department of Vocational Rehabilitation, funding which ENCOR uses for our training programs. The impact of these restrictions is \$45,000. Furthermore, the Department of Public Welfare, through the imposition of new regulations, will cut drastically into ENCOR's continuation funding. The amount of this impact is \$250,000. Therefore, in order just to continue our present programs, ENCOR will need

\$992,948 amount of state funds. In order to expand our programs, ENCOR will need an additional \$502,450 of state funds.

Since there are only a few days of the sessions remaining, immediate action is necessary. Please contact your senator and inform him of the urgency of this matter so that current program efforts will not be thwarted and so that future program efforts may be implemented.

Forum

ROCKY MOUNTAIN HIGH
By Jim Johnson

This year ENCOR Recreation Services will sponsor a series of week long vacations in the Rocky Mountains, each of which promises to be a most exciting experience.

Each week a group of no more than 12 men and women will travel with 2 ENCOR staff members and/or volunteers by Greyhound bus to Fort Lupton, Colorado. From Fort Lupton, the group will be escorted by our resident-vacation staff, LaVerne and Earl Hammer, to Wild Basin Lodge which is located on Route 7 just 14 miles south of Estes Park, Colorado.

Our accommodations at Wild Basin will include dormitory cabins for men and women. In addition, we will have our own activity

(Continued)

room complete with fireplace. Our meals will be served in the Wild Basin Pioneer Dining Room which will feature a nightly smorgasbord giving each person a choice of menu items. The food is acclaimed throughout the area as the finest available.

Wild Basin Lodge offers many forms of recreation. At the lodge, there is fishing in Copeland Lake, hiking on the mountain trails or horseback riding from the Wild Basin stables to the unforgettable sights of the Rocky Mountains. Many enjoy the opportunities to sit around and relax or take short walks to enjoy the beautiful mountain scenery. Next door to Wild Basin is an entrance to hiking and horse-back trails. In addition there will be scheduled tours of Fall River Pass, the heights and sights of Trail Ridge Road, and the picturesque Bear Lake country. For those who are interested, there will be opportunities to hike the more challenging foot trails and attend the informative nature talks given by the National Park Rangers.

Staff members who can get a leave of absence approved by their supervisors may contact the Recreation Department about accompanying a group to Wild Basin Country.

The total cost for all of this? Just \$120.00 per person. This includes one week of food, lodging,

activities, and all travel and sight-seeing tours. The first week will begin June 26th. In all there will be seven trips with the last trip starting August 7th.

calendar

If all goes well and enough people from throughout the country get their applications completed, Manpower will be sponsoring a working seminar on community-based services at the end of this month. This three-day session, entitled, "Community-Based Services for the Mentally Retarded: An Operational Look" will present a view of community-based services as they exist in Nebraska, with primary emphasis on ENCOR services. Many ENCOR employees will be asked to sit on panels and provide presentations at the conference. The areas of administration, programs, financial considerations and advocacy will be pursued with relationship to all services necessary in a comprehensive system of services for the mentally retarded. The conference is scheduled for April 28 through May 1 at the Holiday Inn on 72nd & Grover.

* * * * *

The convention theme for the annual NebARC Convention to be held in Hastings this year, is "Because We're All in This Together". If you have not yet seen a registration form, you should be able to get one from

(Continued)

Optimal Re-integration", requested money to fund an interdisciplinary team composed of a clinical psychologist, a social worker, a speech pathologist, motor development specialist, behavior analyst and a consulting psychiatrist. This team's prime function would be to study the processes involved in deinstitutionalization including separation from the State Institution, placement in appropriate residential and educational settings, establishment of support systems, and the sociopsychological processes involved in deinstitutionalization including specific areas such as social and emotional growth, intellectual attainments, speech and language, motor development and behavioral skill acquisition. This interdisciplinary team will study the effects of placement back into the natural home against the effects of placement into a group home or transitional living unit to determine which option will contribute most to the development of the child.

Although we have to wait for six months until we find out if the two grants are funded, the ideas presented in both grants will be helpful in ENCOR's current planning efforts and future service delivery implementation.

publications

UCS UPDATE

Central Inquiry has offered to help you update your copy of the UCS Directory. They have a December, 1973 changes and modifications for the Directory. They have also offered their assistance in helping you determine which generic agency might best meet your needs in assisting a client or family. Give them a call at 556-5600.

Players Needed

We need 5 or 6 softball players for ENCOR's team. We'll play on Monday nights - slow pitch. Cost - \$15. Call Kurt Rheinheimer at the North Shop, 342-2922, or Greg Jacobsen at the Benson Shop, 558-3121. We are defending champs in the league, but lost a lot of players.

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HAPPY EASTER
* * * * *

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VOLUME 2 | NUMBER 6

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

An Adoption is Finalized

by Kathy Gromko

Faith, a friendly, delightful nine-year old, was placed in a developmental home with David and Ona Mayer of Plattsmouth in March, 1973. On March 26 of this year, she legally became Faith Ann Mayer when they adopted her. As anyone who knows the Mayers will affirm, Faith has been a fully accepted member of the family since the day she moved from the Beatrice State Home to join the Mayers and their three boys, David Jr., 12, Kevin, 11, and Mark, 9. Faith attends Chap School in Bellevue.

It was the Mayers' intention from the start to adopt a girl to complement their predominantly male clan-- and the boys were in full agreement! As far as Faith is concerned, the adoption has not changed her status in the family at all, but she is conscious of her new surname.

David Mayer works at Offutt Air Force Base as a supervisor of computer operators. Some of you may know Ona as both an ENCOR volunteer and employee. She is the volunteer coordinator for Cass County and a recreation assistant for both Cass and Sarpy counties.

Although ENCOR has "lost" a developmental home by the adoption of Faith, in truth, we have an ideal, truly "normalized" living situation for a young lady.

Employment Programs

A new service area within the Developmental and Vocational Services Division has been formally designated as Employment Programs. This program area is responsible for planning, developing and coordinating all vocational efforts within integrated work environments. Presently, the Work Station in Industry Program and the Placement and Follow-up Program (including on the job training) are included in this area.

(Continued)

Lois Rood has been selected to direct Employment Programs. Before assuming her new position April 1st, Lois had managed the current work stations and developed plans for competitive job placement for clients.

Two new management positions will be created in Lois' new area: a Director of the Work Station in Industry Program as well as a Director of the Placement Program. By directly supervising each of the two new program types, Lois will be in a better position to develop new options in the community for integrated employment.

P A C

Do you have questions regarding ENCOR Personnel Policies or Practices? Are you satisfied with such things as employee benefits, promotion and transfer rights? Your voice can be heard! The ENCOR Personnel Advisory Council is designed to serve as a voice for employees in all matters regarding ENCOR's Personnel Policies and Practices.

Among issues tackled by the Council this past year have been design and review of the Supervisor's Personnel Manual, policy interpretation in such areas as client abuse, absence, consulta-

tion fees, mileage reimbursement and others. However, the Advisory Council (PAC) is only what you make it! PAC needs your input! Watch in future issues of the EXCHANGE for agenda items of upcoming Advisory Council meetings. If you have questions, suggestions, or other input, contact your PAC representative (listed below) or write the Council c/o Personnel, Central Office. At the next PAC meeting, major topics of discussion will include job analysis and coordination with the Client Issues Council.

<u>Member</u>	<u>Division</u>
John Aase Benson VSC	Vocational
Dennis Womack North VSC	Vocational
Barb Bronston South DC	Developmental
Dorethea Wade Chance DC	Developmental
Roger Harms Cuming Res.	Residential
Kathy Kane Hawthorne Res.	Residential
Jim Johnson South FRS Office	FRS
Larry Rocklin Benson FRS Office	FRS
Sally Gress Central Office	Administration
Jane Mainelli Central Office	Administration

* * * * *

Forum

GRANT PROPOSALS

by Tom Miller

On March 22nd, ENCOR submitted two grants to the Office of Child Development (OCD). The priorities for the OCD for fiscal year 1974 are research and demonstration activities in the area of children at risk in the child welfare system. Although adoptive placements of handicapped children was the demonstration priority that OCD will fund this year, the demonstration grant that ENCOR submitted, In Home Services to Families of Retarded Children, took somewhat of a different stance.

In that grant, based upon the paper that Ed Skarnulis has written, the major emphasis is to provide material options and/or staff options so that parents can keep their child in their own home. Examples of some of the material options this grant will provide to families are: elimination of architectural barriers for physically handicapped, mentally retarded children; provision of time-saving appliances such as dishwashers, washing machines and dryers; and medical or behavior shaping equipment such as prosthetic appliances, adaptive devices, croup tents, etc.

The staff service options that would be available to parents include: parent support employee who would be employed by the parents to work for the parents in whatever way the parents deem appropriate; home handyman services to assist families in making necessary household repairs, construction of developmental program devices, or construction of specially designed devices which would reduce the architectural barriers; and babysitting services.

During the first year, we hope to be able to serve 50 families with retarded children according to the following breakdown: 20 families whose children are currently residing at the Beatrice State Home, 20 families with children now at one of ENCOR's residential placements, and 10 families who without in-home services would be in high risk of institutionalizing their child.

In this grant we have taken "a new look" at providing services directly to families. We feel that by demonstrating the feasibility of this kind of service as a viable alternative to institutionalization or placement in a community facility, that many of the residential services we now provide may become unnecessary.

The research grant that was submitted, "Research Design for

forum

HIDDEN PAYCHECK

by Jack Stovall

Cost of living: up; Price of meat: up; Price of gas: up; hidden paycheck: up!! Hidden paycheck? - yes. ENCOR, in the past year spent an estimated \$550,000 on employee benefits - your hidden paycheck. Your monthly salary or hourly wage are only part of your total paycheck. Among benefits available to employees are:

1. Group insurance (average \$290 per full-time employee per year).
2. Life and disability insurance (average \$70 per full-time employee per year).
3. Workmen's Compensation (average \$10 per employee per year).
4. Social Security (average \$400 per employee per year).
5. Educational Assistance (an employee can receive up to \$384 per year).

Other benefits such as sick leave (12 days per year), vacation (12 days per year), holidays (10 days per year) and personal leave (36 hours per year) cost ENCOR thousands of dollars each month. In all, an employee making \$600 per month can receive nearly \$2,000 in benefit pay each year.

ENCOR is continually reviewing employee benefits in order to assure that we offer the best possible benefit package for our staff. If you would like further information regarding your benefits, please contact the Personnel Department. They would be happy to arrange a personal meeting with you so that you may ask questions and receive a full accounting of benefits available to you.

Rumor Control

A group of women, reportedly employed by this agency (and officed at 16th and Manderson), gathered at Ames Cafe last Wednesday for lunch. The program for the luncheon included a Brownie fly up ceremony, and presentation of a friendship ring, Girl Scout pin and Notebook of Memories and Guidelines. You can probably guess who was responsible. We really should put a stop to this sort of thing.

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VOLUME 2 | NUMBER 7

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

forum

by Ed Skarnulis

The Residential Division is in the process of setting up alternatives to developmental homes and hostels. We need your help. We are planning to establish several residences for two or three children each. These may be located in apartment complexes (like many of our adult apartment situations) or in houses.

We need people who would like to live with two or three children in such a setting. Because this is a new approach, many of the particulars, such as salaries, rental agreements, etc., will be negotiated as we progress. These will not be intensive training homes which serve children with multiple handicaps. The children involved will be those whose primary handicap is only that of mental retardation. There will be children who are presently located in our children residences, a few who are on a waiting list for the Beatrice

State Home, and some of the 60 children from our region remaining at the Beatrice State Home.

We're looking for married couples only for these positions. Salary per month will be \$710 for three children or \$400 per month for two children.

Spread the word among your friends and acquaintances. We need good people.

Self-Development

Because we're always trying to glean the best from other programs for incorporation into our own service system, I thought I'd share the following description of staff characteristics desired by the National Institute on Mental Retardation in Toronto!

MAKING PRODUCTIVE CITIZENS OF NEW NIMR STAFF MEMBERS AND TRAINEES

1. Obedience

"In connection with every plan

(Continued)

of a trainee's life, obedience is essential. For his own good he must learn to obey the director, teacher, employer, trainer, staff officer, or anyone who is in a position of authority. He must be taught by experience, if he will not learn by precept, that rules and laws are established for the common good, and that he who disobeys is certain to suffer and is often responsible for making others suffer as well. There are occasions, of course, when unquestioning obedience may not be wise, but it is doubtful whether there is a place for such philosophical discussions during the training period. The trainee will almost always find it to his advantage to obey."

That is just one of thirteen items; the others address honesty, thrift, self-control, tolerance, perseverance and good humor. Anyone desiring the other descriptions may call on Deb McCollister. (Linda Glenn unearthed these, but makes no claim of authorship!)

Council Meeting

The next Client Issues Advisory Council meeting is

scheduled for Thursday afternoon, May 2, at 3:30. If you would like to attend, the meeting will again take place in the Program Development and Training Classroom in the Central Annex. The major item on Thursday's agenda will be to continue discussion on ENCOR's potential use of the "housing projects" as residential sites. Four members of the task force assigned to further investigate the subject will be reporting on the following items:

- 1) Police department crime report comparing present residential areas with "project" areas;
- 2) Through GOARC's Poverty and Mental Retardation Committee task force, report on parent attitudes on this subject;
- 3) An HEW explanation and history of "projects" nationwide;
- 4) A report from the Omaha Housing Authority.

Toni Benton, Deb Bujarski, Ken Jones and Dave Fritz are the people you may wish to contact if you want to discuss your viewpoints on the matter.

The second item on the agenda

will be further discussion concerning a cooperative task force composed of members of the Client Issues Advisory Council and members of the Personnel Advisory Council to further explore an issue involving both Personnel and client rights. The issue evolves around concern for the climate of potential "abuse" that may exist when staff members both work and live with clients.

Again, remember that you are welcome to attend these meetings.

Update

ENCOR's grant to provide a range of community-based services to mentally retarded offenders received approval from the Douglas County Board on Tuesday, April 23rd. From there, the grant, along with the Douglas County Board's approval, will be sent to Kansas City for LEAA approval. From there, implementation and a new service program to assist the mentally retarded offender.

ENCOR's financial situation looks much more positive after the legislature passed a bill to give ENCOR \$180,000 this current fiscal year to con-

tinue present programs. Also the appropriations bill was passed which will give ENCOR \$1,000,000 for the 1974-75 fiscal year. This money will continue present programs and provide for \$140,000 for new and expanded program efforts.

The Rehabilitation Act of 1973 will have a dramatic effect on subsequent equal education litigation. This Act states that "no...handicapped individual in the U.S....shall solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." Since the public education systems of all 50 states receive Federal funds, it follows that they are forbidden from discrimination against handicapped persons. The North Carolina ARC has already used the Rehabilitation Act in claiming that the schools were in violation of this Act. We'll probably see a lot more claims against school districts using the Rehab Act of 1973.

calendar

On Monday, May 20 and Tuesday, May 21, NPI will be sponsoring a course entitled, "The Mentally Retarded: The Role of Community Service Systems Personnel". The purpose of this course is to acquaint relatively new workers in the field of Mental Retardation with the current trends, philosophies, attitudes and applied research findings which affect community-based services for mentally retarded citizens. It provides a basic overview of the field of mental retardation services. Participants include University Medical Center faculty as well as several ENCOR staff. The registration is \$35 (or \$8 if you can prove you are a student). Registration should be sent to the Center for Continuing Education, University of Nebraska Medical Center, Omaha, Nebraska 68105.

publications

Nancy Fieber and Pat Geiser of MCRI prepared a detailed article on "Visual Perception" for MCRI's monthly publication, Direction in Learning Disabilities. Nancy is a physical therapist working in the Infant Development Program and Pat, an occupational therapist, is

active in the occupational therapy groups for toddlers.

The article defines perception as the ability to recognize stimuli and to interpret and identify sensory impressions by correlating them with previous experiences. Fieber and Geiser suggest that readers should be "cautious about theories about which stress that sensory motor or movement experiences are essential for visual perception to develop, or that cognitive development is dependent upon perceptual development." The article identifies several components of visual perception, discussing each in great detail. Included in the discussion of each of these components is an outline of suggested training activities which teachers may find valuable.

If you're interested, Deb McCollister has a copy of the article or you might obtain a copy by simply requesting MCRI, 444 South 44th Street, Omaha, 68105 to send you one!

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5 - 15 - 74

VOLUME 2 | NUMBER 8

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68101 | (402) 558-1115

Input Requested

Linda Glenn has announced the opening of a new position within ENCOR and has asked for staff applications and input into the formation of this new and important role within the agency. An "Ombudsman and Human Rights Officer" would begin work by August 1. The parameters of responsibility for this position have not yet been concretized. Thus, your input is extremely crucial.

As Linda conceptualizes the position, the person serving as "ombudsman" (a new title will be acceptable!) might handle client grievances, investigate potential abuse and dehumanization, and generally cut red tape for clients struggling with the system.

One responsibility assigned to the person filling this position might be to set up systems or mechanisms for client input into ENCOR programs and decision making processes. Another responsibility might be to co-

ordinate efforts to develop manuals or guidelines which synthesize the legal rights of mentally retarded citizens, meshing federal and state laws. Such guidelines should provide both staff and consumers with important information about consumer rights.

Another role might be to act as a liaison/resource person in all ENCOR dealings with the judicial system. Each time the ENCOR client enters the judicial system, the courts may be dealing with a different ENCOR staff member; one resource person, clearly identified as the "in-house expert" might be helpful both to those involved in the court system and to ENCOR clients or counselors. Another area needing development is that of preparing policies on dehumanization and abuse and insuring enforcement of such policies once established. The position might evolve into an "inspector general" for clients in ENCOR services.

As is probably evident from the above description, it is going to be important to define the

(Continued)

position well so that a bombardment of "associated" responsibilities do not prevent progress. And that's where you come in. If you'd like to apply for the position, please prepare information concerning what you think should be done with these responsibilities. If you are simply interested in how such a position will evolve, you might wish to consider future involvement with the concept as a member of an advisory committee to the ombudsman. Continuous input from staff and consumers will be extremely crucial to this new office. And if you'd simply like to make your ideas known, formulate them on paper and route them to Linda. As much input as possible will help her firm up the responsibilities associated with the position.

SHUFFLE

by Roger Harms

The continued search for more normal living situations for mentally retarded individuals has recently resulted in the development of the alternative living unit concept. This concept is defined as any couple who lives with two or three retarded children in an apartment or a home of their own. One of the "parents" is salaried by

ENCOR. (Similar single child placements retain the designation as developmental homes.)

On 5-3-74, Dan and Linda Daniels resigned their positions as houseparents at the Crisis Assistance Residence to initiate ENCOR's first alternate living unit. They will be living at the Bay Meadows apartments with Andy Simmons and Mark Johnston. Andy and Mark had both been living at Crisis for over a year and their progression will allow additional crisis placements. Susan and Roger Harms will be the new houseparents at the Crisis Residence.

Bob and Cindy Schroeder, who were recently hired as substitute houseparents have been assigned to the Cuming Street Adolescent Residence. They are filling the position vacated by Jim and Charlotte Carter, who have begun to work for the Office of Human Services.

Although this shuffle may be hard to follow, a new residential model has begun with minimal disruption for all residents.

Job Analysis

by Jack Stovall

During the next several weeks, an exciting thing will be happening at ENCOR. The Personnel Advisory Council, under

(Continued)

the guidance of Jack Stovall, Personnel Director, will be undertaking the monumental task of analyzing all ENCOR jobs. With ENCOR's rapid growth, many of our traditional job titles have become meaningless, yet we are using them to classify jobs and pay scales -- this has undoubtedly resulted in many inequities. In order that you might better understand the purpose of this analysis, we are outlining below our objectives and planned procedures.

PURPOSE:

To gain a better understanding of what ENCOR jobs really are. What does a teacher, trainer, houseparent, cook, counselor, etc., do? How do their jobs relate to the organization as a whole?

OBJECTIVES:

1. To visit, observe and analyze positions at representative facilities throughout ENCOR.
2. Using information gained during these visits, group similar ENCOR jobs without regard to existing titles.
3. With information obtained, visit similar agencies and businesses with the purpose of obtaining current salary

levels for similar positions.

THE JOB ANALYSIS IS NOT AN EVALUATION OF AN EMPLOYEE'S PERFORMANCE. RATHER IT IS AN ANALYSIS OF ENCOR JOBS -- IT WILL NOT RESULT IN LOWER PAY TO ANY EMPLOYEE.

Council members will be visiting in teams of two. They will spend perhaps a half day at a facility, visiting with supervisors and staff. They will ask questions, and together with employees, develop an outline of the jobs in that facility. Employees will be asked to complete questionnaires and will be very much participants in the analysis procedure.

Please cooperate with the Council members as their visit can go far towards helping improve not only your understanding of your job as it relates to your facility, division and the agency as a whole, but more important, it will provide a better environment for services to those who count most, our clients.

If you have any questions, please contact Jack Stovall in Personnel or Roger Harms, Advisory Council Chairman.

* * * * *

(Continued)

child.

...Sure would help parents to hang onto their own sense of dignity.

...Sure would decrease initial shock, trauma, loneliness, separations, etc. if support and help got to the home early enough.

Hence, a new type of parent emerges.

Older parents of retarded citizens will hurt when they read this. After all, they experienced the situation of mental retardation at a more primitive time. One can't roll back time and start over. Yet, in the midst of their pain, some will rejoice for the sake of the parents who came after them.

This new direction has just begun. So, what is one to do? I suggest that all of you believe in and work for the new direction you've allowed to emerge:

WORK FOR SUPER-EARLY INTERVENTION UNDER A CHILD'S OWN ROOF. IF YOU DO, I PREDICT THAT A NEW TYPE OF PARENT OF A "DELAYED" CHILD WILL EMERGE.

* * * * *

calendar

At the last Client Issues Advisory Council, the discussion surrounding the use of the housing projects in client housing focused on the issue of client choice. Members of the Council generally felt that, when possible, every client should be provided the right to choose where and with whom he or she chooses to live. However, there was again no final decision as to Council stance and recommendation on the entire issue.

Because Steve Pew will be assuming the direction of a new agency division, the Program Development and Training Division, he is resigning his position as Chairperson of the Client Issues Advisory Council. Vice-Chairperson, Dave Fritz, will assume Council leadership. Toni Benton will serve as the new Vice-Chairperson of the Council.

The next meeting is scheduled for Wednesday, June 5, at 3:30 p.m. in the classroom at the Central Annex. The agenda for the meeting is as follows:

1. Abuse policy.
2. Housing projects.
3. Decision from Division Directors as to which division director of the Council will be a voting member.

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VOLUME 2 | NUMBER 9

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

PAC - Elections

by Jack Stovall

June 15, 1974, will be the annual election for new members of the Personnel Advisory Council. The Council invites (in fact urges your participation) in the nomination process. At the bottom of this page is a nomination blank for the PAC. The only eligibility requirements are that prospective members are not coordinator, division director or facility director level and that they have been full-time ENCOR employees for one year as of July 1, 1974. Nominations are limited to staff in your own division.

Membership on the PAC will require time and effort. Your responsibilities would include Wednesday morning meetings, participation in grievance procedures, general personnel policy interpretation, and other employee-related projects. You must be willing to give up time and considerable personal effort. For further information, consult your

Personnel Handbook, the Supervisor's Manual, or contact any PAC member (their names and divisions are at the end of this article) or call Jack Stovall, Personnel Director.

Your nominations should be in a sealed envelope and given to either a PAC member or put in the Personnel mailbox (addressed to PAC). Council members will review nominations for eligibility and will inform nominated employees by June 6, 1974. The election will be conducted June 15, when ballots will be distributed with that issue of the ENCOR Exchange. Formal announcement of elected members will be in the June 30th Exchange and new members will be seated July, 1974.

PAC Members

Roger Harms	Residential
Kathy Kane	Residential
Barb Bronston	Developmental
Dorethea Wade	Developmental
John Aase	Vocational
Dennis Womack	Vocational
Larry Rocklin	FRS
Jim Johnson	FRS
Sally Gress	Administration
Jane Mainelli	Administration

(Continued)

PAC NOMINATION

Name _____

Job Title _____

Facility _____

Division _____

AWARDS!

by Diane Kratochvil

United Community Services' 17th Annual Volunteer of the Year Recognition Luncheon, held May 15, honored two ENCOR volunteers, a GOYARC and ENCOR volunteer and a Citizen Advocate!

ENCOR's Jan Elston was nominated for her one-to-one volunteer work with a young retarded child, and her many involvements at Benson Developmental Center last summer.

Mrs. Jerry Morris was also nominated for her volunteered time to Crisis Assistance Unit. Mrs. Morris does all the mending for clients living in the Unit on a short-term basis.

The May Volunteer of the Month, Mary Jane Rees, was named Youth Volunteer of the Year by UCS for her outstanding volunteer work with GOYARC and her involvement at West Developmental Center.

Mary Jane, now 17 years of age, has been volunteering with the mentally retarded since she was 13!

GOARC's Sandra Kourey was also awarded for her volunteer work as a Citizen Advocate and Guardian Advocate.

New Dimensions

by Bob Perske

I think something rich has begun to emerge from ENCOR's efforts. It is reflected in narratives of recent grant requests as well as in the newest programs. As an interested outsider, let me tell you what I see. But first, here's some data:

In a recent proposal on "In-Home Residential Services", there is a plan to get to parents of retarded citizens at the earliest possible moment and seriously ask, "What do you need in order for your child to have a full life in your home?" When these needs are ascertained, ENCOR residential staff would work to supply them at the earliest possible moment.

Another proposal describes "Core Teaching Teams" where the parent is one of the team teachers!

Other proposals speak of skilled

(Continued)

"Parent Advisors" and an Advisory Ring" of language development, motor development and other supportive advisors.

GOARC's Pilot Parents seem to be getting to parents early with support, understanding and peer group education in their parents-with-parents program.

There's more. But this is enough to make the following points:

THE MOST HOPEFUL PROGRAMS FOR RETARDED CHILDREN ARE NOW FOCUSING ON THE NATURAL PARENT.

This reality hit me smack-in-the-face after being invited to a parent advisory meeting for parents whose "delayed" children are integrated in regular pre-schools throughout our town. On this particular day, the parents spoke out on the growth and development of their children. The communication was rich. These parents talked about precision teaching skills they used with their children that worked. They spoke about the remarkable peer group education process that takes place when so-called "normal" children were involved in the same program with so-called "delayed" ones. There were stars in these parents' eyes! After observing these parents, I believe something new is emerging:

A NEW TYPE PARENT OF PERSONS

WITH RETARDATION PROBLEMS.

Already in Omaha we are aware of the "new retarded citizen" who has always lived in the community and has never been clobbered by a period of out-of-the-community institutional life. Now emerges the possibility of a "new parent" with little evidence of traumatization and little need for extensive personal counseling or "grief work" for themselves.

Once, when a person was diagnosed "mentally retarded", the conventional action was to take the person out from under their family's roof, place that person under another roof with other retarded citizens and attempt to treat them altogether in isolation away from their natural families. Today, in Omaha, there is a new direction. When a child is found to be "delayed" ENCOR plans to hurriedly get as many supportive, therapeutic and developmental forces to act on that child under his own family's roof with Mom and Dad being helped and strengthened toward becoming the key agents in the process.

- ...Sure would cut the cost of extra buildings.
- ...Sure would help parents to stretch and grow toward being the best helping agents their child could have.
- ...Sure would help parents to exhaust more efficiently their responsibility to their

(Continued)

- kle the problem unless you are _____ (Black, Indian, retarded, alcoholic, aged, etc., etc.) yourself.
- (d) I am more qualified than X to _____.
 - (e) X is more qualified than you...it's his bailiwick.
 - (f) You are right, but it's not the whole answer, so you've got to keep looking.
 - (g) Of course there are problems. Nothing is ever perfect, but...
 - (h) One can do the wrong thing by doing things too well.
- 3) Problem acknowledged, but viewed unsolvable.
- (a) The problem is inherently insolvable.
 - (b) This problem is only one of so many faced by society. We must establish reasonable priorities.
- 4) Actor impotence.
- (a) You are right about the problem, but what can one person do?
 - (b) There is so much to do and so little time.
 - (c) I have no competency in the area.
- 5) No relationship perceived between problem and problem-solving approach.
- (a) How to change and improve is all theory, and theory
 - (i) is unproven
 - (ii) never works
 - (iii) is bad and impractical
 - (b) Admittedly, effects will be long-term, but we need immediate solutions.
 - (c) We've been doing it for years.
 - (d) It's old hat; others have tried it before.
 - (e) We tried it years ago, and it doesn't work.
 - (f) It doesn't work.
- 6) Recourse to self-serving action.
- (a) Give us more money and we will do it.
 - (b) It sounds beautiful, but it isn't my thing.
 - (c) Professionals and agency personnel, being committed, devoted, loyal, etc. ...do not have conflicts of interest.

calendar

The Client Issues Advisory Council meets Friday afternoon, June 14th at 3:30 in the Central Annex classroom.

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VOLUME 2 | NUMBER 10

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Consumer Input

by Bill Doucette

Consumer input to services has made headway in the Bellevue Industrial Training Center. A voluntary group of 16 trainees gathered for the first time on April 30th to form a "Workers' Forum". The purpose of the Forum is to give workers a unified voice in the operation of the training center. Since its beginning, the Forum has already begun to effect change. Recommendations made by the Forum and their representatives (four volunteers) were that lunch breaks be lengthened, an area on the work floor cluttered by old clothes be cleaned out, new ways for the administration of different job contracts be explored, and that training center staff acting as moderators and note-takers at the Forum meetings were not necessary.

In six short weeks and three meetings the Forum has become one of the more influential B.I.T.C.'s independent internal

evaluation systems. The Forum has provided feedback on the atmosphere of the work floor, problems with fellow employees, and the way programs are approached at the Center. The Forum has become the pulse of the workers, reflecting their wants and needs as well as being an agent for effecting realistic change.

forum

by Lois Rood

May 1st, Bob Winnehan assumed responsibility for coordinating vocational placement services. Bob was a vocational counselor for the Division of Rehabilitative Services, VRU-ENCOR Unit. Bob is determining the eligibility of clients to cease training and enter the competitive labor force. His criteria will be based on the needs of industry and the requirements of a particular job. He will also develop and carry out all interviewing and followup efforts for clients who are placed in the community. Followup will be provided for the first 90 days and then upon request of the employ-

(Continued)

er, client, or residential and AGS staff.

It is our hope that through the efforts of this part of the Employment Program we will be able to (1) better prepare the trainee to take a job in the normal labor force, (2) prepare the employer for working with the retarded as another employee, and (3) assist the ENCOR Industrial Training Program and Work Stations in Industry to emphasize their training efforts to meet the demands of industry.

The Employment Program will coordinate the placement service for any and all clients who need placement assistance. Any adult service staff who knows of individuals who need help in getting a job should refer them to us. Any person who is not considered to need any assistance, but is known to be unemployed, should also be referred to us for our information.

Cooperative Education

by Lorna Russell,
Director
Cooperative Education Program
University of
Nebraska at Omaha

The University of Nebraska at Omaha wishes to recognize learning obtained through work exper-

ience and grant academic credit for that experience through the Cooperative Education Program. ENCOR employees who are also students at UN-O are invited to investigate the possibility of a Career Internship under Cooperative Education. It is possible to earn up to three hours of credit in one semester and a total twelve hours of credit over four semesters. You register and pay tuition for these Co-op courses as you do with other University courses and grades of "CR" or "NC" are given.

Listed here are some eligibility requirements:

1. Each participant must have completed a minimum of 25 semester hours of college credit, and 12 of these should be earned at the UN-O Campus.
2. The participant must have at least a "C" average.
3. Three hours of other on-Campus studies must be taken concurrently with the Co-op course. (During the summer, exceptions are possible with permission.)
4. Employment must be directly related to the participant's degree program.

If you are interested call us at 554-2759 or drop in to the Co-op office in Annex 20, Room 205. The

(Continued)

Summer Program starts June 10th.

forum

Submitted by
Mary Kenworthy

A person's decisions
Are not made for him by
instinct
He has to make them
He is faced with alternatives
And there is a risk of failure
In every decision he makes.

* * * * *

The price
We pay for consciousness
Is security.
We can stand our insecurity
By being aware
And accepting the human condition
And by the hope that we will
not fail
Even though we have
No guarantee of success.

Eric Fromm

calendar

A week-long PASS training session has been scheduled for July 22nd through the 26th. This training session will include a group of SWEAT students (Summer Work Experience and Training), ENCOR staff members and parents.

If you are interested in participating, call Eileen Hogan, Program Development and Training, 556-7515.

forum

by Deb McCollister

More words of thought provoking wisdom crossed my desk for publication in the EXCHANGE. I found several of my own idioms in this list. Anyone else?

IN-DEPTH MENTAL MAGINOT LINES & DEFENSIVE POSTURES AGAINST CHANGE & ADAPTIVE PROBLEM SOLVING.

- 1) Outright problem denial
 - (a) There is nothing wrong the way things are.
 - (b) The necessary action is already being taken.
 - (c) There really isn't any problem.
- 2) Stalling and blocking of effective actors, often due to latent problem denial.
 - (a) We professionals know best...let's not have any parents/laymen/etc. tell us what to do.
 - (b) We (parents, laymen, etc.) know best...let's not have any professionals tell us what to do.
 - (c) You can't validly tac-

(Continued)

- programs;
- speakers bureau and tours and
- audio/visual equipment check-out.

The division hopes to set up an internal advisory committee to help determine priorities for training and materials, and an "external" input group to help avoid duplication of training efforts within the human services system. Until such committees are formed, PD&T welcomes direct input from everyone regarding services to be offered.

Trainees Operate Methodist's Dishroom

Did you know that the whole dishwashing operation at Methodist Hospital is run by ENCOR food service trainees?

Twelve trainees, supervised by Emma Jean Jones and Jerry James, work rotating shifts (to cover 365 days a year) and do the dishes for the whole hospital!

The work includes sorting dirty dishes as they come into the dish room, rinsing and racking them for the washer, stacking them for re-use in the kitchen, washing all the pots and pans, compacting trash--the whole bit!

Hard working trainees and the fine working relationship with Roy Butler, food service mana-

ger and Mrs. Bolin, personnel manager, have led Lois Rood to Shared Service Systems where she's negotiating another work station contract. Shared Service Systems is the largest hospital laundry in the midwest, serving several hospitals and medical centers in the Omaha area.

Inquiry Installs Plastic Cathy

"...this is a recording...click".

It was bound to happen! Central Inquiry went "big time" this month with the installation of an automatic telephone answering system. It provides 24-hour coverage for ENCOR's information and referral service, under Dick Mann's direction.

Cathy Hodge answers inquiries, dispenses information, and makes referrals between 8 a.m. and 5 p.m. But after that it's "Plastic Cathy" at your service --in English--~~by~~ Espanol!

During the day, Real Cathy answers inquiries recorded after office hours. Central Inquiry's number is 556-5600.

HAPPY FOURTH OF JULY

and

HAPPY NEW (fiscal) YEAR

* * * * *

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VOLUME 2 | NUMBER 11

the **ENCOR** exchange

115 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Work Station Employees Escape Geisler Fire

Sighs of relief accompanied early reports last week that no one was injured in a three-alarm fire at the Geisler Pet Products Company.

Eight work station trainees and one supervisor were at work Tuesday morning (6/18) when a fire broke out in one of the loading areas at the Leavenworth Street plant. Happily, everyone in the plant escaped serious injury. Bill Scheibeler says his people went back to work at the plant on Tuesday of this week.

Congratulations, folks, on a great escape! And how lucky that everyone could enjoy the week off.

Counties Coordinate Human Services *by Deb McCollister*

The five counties which in 1970 signed an interlocal agreement for the creation of ENCOR have now signed a similar agreement for the coordination of human services in the region. The

agreement states that Cass, Dodge, Douglas, Sarpy and Washington Counties will cooperate in providing services for the mentally retarded, mentally ill, aged and youth of this region. At the beginning of each fiscal year, each county will decide which of the human services it wishes to support. All five counties will continue to support ENCOR and also will support, by law, other needed mental health services.

Some background on these efforts might be helpful. During the last legislative session, LB 302 was passed, providing state funding for community mental health programs. Included in this legislation was a provision outlining regional organization parallel to that by which mental retardation programs currently operate. Region VI for mental health, then, includes the counties which participate in ENCOR. Also stipulated in this legislation was the requirement that governing boards be comprised of local elected officials. Thus, LB 302 made it more practical for the counties to cooperatively enter an agreement for all human services, rather than to appoint

(Continued)

separate governing boards for each human service effort.

In addition to the mental retardation and mental health services, Douglas and Sarpy Counties also will support Aging and Youth Services.

It's important to understand that while this consolidation will allow for a coordination of administrative functions, it certainly will not be a consolidation of direct services or clients. In fact, coordination for human services administration is well underway. Committees of staff members from ENCOR, Mental Health Services, the Eastern Nebraska Area Agency on Aging and the Youth Services Agency have been working on guidelines for the coordination of transportation administration, central inquiry, purchasing, maintenance, personnel and accounting services.

The first administrative support to be jointly provided will include accounting, purchasing, maintenance and personnel services. Rather than each agency operating these functions separately, efforts and staff are combining to increase efficiency.

* * * * *

NOTICES

*ENCOR representatives for the new Human Services Agency Personnel Advisory Council have been selected and will meet July 11 at 8:30 a.m. in the ENCOR conference room. The new reps are:

Roger Harms	Diane Proulx
Barb Jessing	Larry Rocklin
Jane Mainelli	Lynn Williams

*An agency-wide decision that effects all human services employees is described below--and it looks good!

4-Day Weekend!

by Jack Stovall

I have received a number of requests from staff throughout the Office of Human Services that we designate July 5, a Friday, as our first special holiday. Effective July 1 our new policies provide for three such holidays to be picked in advance by the Personnel Advisory Council. Because the Advisory Council is not due to meet until after July 1 and because there seems to be a pretty broad based desire for the July 5 holiday, I obtained approval on arbitrarily picking that day for our first special holiday.

All Office of Human Services facilities will be closed that day (with the exception of 24-hour

(Continued)

residential services). Remember you have the 4th off too!

ENCOR To Give Birth To New Division

by Mike Charles

Lots of new things start happening July 1, the new Fiscal Year; among them this year the birth of a new ENCOR division--it'll be named the division of Program Development and Training (PD&T).

The general purpose of the Program Development and Training division is to provide educational, client/program consultative and media services to staff, parents and community persons throughout ENCOR's five county region, state-wide and nationally.

Steve Pew, who wrote the proposal and organized the current services, will be division director of PD&T as of July 1.

Eileen Hogan will coordinate staff training efforts and program development consultations. She and her staff will conduct training classes as well as visit ENCOR facilities on request to assist with client program development.

Carol Dennison, public education specialist, and Eileen will work together to plan and conduct the

monthly new staff orientation sessions and placement of practicum students within the agency. In addition, Carol will arrange tours of facilities and develop a public education program designed to educate target audiences about the ENCOR service system and ideology.

Production of audio/visual media such as training packets in Behavior Analysis and Precision Teaching, slide shows about ENCOR's direct services, the agency as a whole and ideological topics such as normalization will be coordinated by Mike Charles.

Audio/visual equipment, training materials, books, pamphlets, articles, brochures and the like will be acquired (or at least located) and made available through a new, centralized resource library.

Currently, PD&T has a staff of five persons (the newest is photographer-graphic artist Tom Langdon) prepared to offer assistance or service in the following areas:

- classes and workshops in Behavior Analysis/Precision Teaching;
- media assistance (photography, overhead transparencies, sound recording, writing and editing);
- consultation regarding behavioral programs;
- sequential staff training

(Continued)

R. Harms SF-P HR-0
Hits-AB - 18-29 Ave.-.620
Runs Scored - 13

M. Westphalen - SS HR-4
Hits-AB - 18-34 Ave. .529
Runs Scored - 17

K. Walter C HR-0
Hits-AB - 8-16 Ave.-.500
Runs Scored - 3

D. Andros 2B-3B HR-3
Hits-AB - 15-32 Ave.-.465
Runs Scored - 11

G. Jacobson 3B-2B HR-1
Hits-AB - 18-39 Ave.-.461
Runs Scored - 10

D. Davis C-RF HR-0
Hits-AB - 6-13 Ave.-.461
Runs Scored 5

L. Anderson CF-SF HR-0
Hits-AB - 15-36 Ave.-.416
Runs Scored - 8

D. Womack 1B HR-4
Hits-AB - 16-39 Ave.-.410
Runs Scored - 12

J. Aase P HR-0
Hits-AB - 7-21 Ave.-.387
Runs Scored - 6

B. Wennihan RF HR-1
Hits-AB - 7-21 Ave.-.333
Runs Scored - 8

J. Lynch SF-2B HR-0
Hits-AB - 3-9 Ave.-.333
Runs Scored - 2

TOTALS.....

HR-20 Hits-AB - 179-364
Ave.-.519 Runs Scored - 124

Also of note: In his last outing, John Aase ace pitcher threw a three-hit shut-out at IBM as ENCOR won 12-0. Geez, are we ever terrific!

by Kurt Rheinheimer

DID YOU KNOW THAT:

"You are required by law to report any suspected case of child abuse or neglect of an incompetent or disabled person. Failure to report such suspected cases is a misdemeanor and you are subject to a \$100 fine if found guilty of failure to report.

"Any person making a report shall be immune from any liability civil or criminal that might be otherwise imposed, except for maliciously false statements."

--from a Study Committee on Child Abuse sponsored by the Nebraska Committee for Children and Youth.

* * * * *

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VOLUME 2 | NUMBER 12

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

YOU CAN WIN \$ 500!

Some of us old guys are lamenting the fact that much of the GOARC/ENCOR experience has not been put to print. Furthermore, articles need to be written so the reader will not only have facts about the programs in our region, but, they also need to feel the nuances and spirit of our movement. It's my hunch that young, fresh staff persons are the best ones to write articles like this.

Now comes your chance. The National Association for Retarded Citizens (NARC) Research Department is offering five \$500 prizes to the writers of outstanding papers reviewing recent mental retardation research in the following priority areas:

1. Alternative Residential Models for Mentally Retarded Persons.
2. Preventive Behavioral Research in Mental Retardation.

3. Preventive Biomedical Research in Mental Retardation.

4. Home Training Methods for Mentally Retarded Persons.

5. Dynamics of Voluntary Associations.

The purposes of the competition are two-fold:

(Continued on Page 2)

"GREEN MACHINE" CRANKS UP AGAIN

Public pressure regarding a softball report in these pages has been phenomenal, but here it is anyway. This year's version of the Green Machine, co-coached by Greg Jacobson and Kurt Rheinheimer, has moved through the first ten games of its ever-so-tough schedule with an only slightly blemished record of 8-2. There's still a good possibility of repeating as league champions (here in a rebuilding year), a feat which could begin comparisons to the Yankees under Casey Stengel. Or, maybe not.

(Continued on Page 4)

(Continued from page 1)

To stimulate interest in the above areas by young persons preparing themselves for careers in the field of mental retardation; and

To provide the NARC membership with highly readable, interesting accounts of present developments in mental retardation research.

The deadline is September 30, so if you're interested in competing call me at GOARC (556-1180) or Mike Charles (556-7515) for rules and other contest information.

Writing articles isn't all that big a deal. It just means finding the time...sitting down...doing it. When the rough copy is done, there are many people in the GOARC/ENCOR system who have journalistic backgrounds and would be happy to read it, make editorial suggestions and tighten the grammar.

1. Think about that program in which you're working.
2. Think about the thrilling breakthroughs you're making.
3. Feel fully the feeling that you want to express to other people about that program.
4. Write it all down.

5. Find somebody around you in the ENCOR/GOARC system who will be available with editorial advice.

6. THEN SET YOUR MIND TO GO FOR THAT \$500 BILL.

P.S. If you win the \$500 bill, take your editorial advisor out for a steak dinner!

by Bob Perske

APB from CIA Council

The Client Issues Advisory Council is posting an All Points Bulletin requesting participation on special task force committees. Committee members are needed to draft and make recommendations on ENCOR policies concerning the following issues:

1. discipline
2. research
3. medication
4. appeal and grievances procedures

Persons with interest or expertise in any of these areas will study and provide input into the Advisory Council so that agency procedures and policies concerning the above issues are formalized.

Anyone interested in a great learning experience and an important contribution to ENCOR services should contact Dave Fritz, Chairperson of the Council or the Council member representing his or her division.

BEHAVIOR ANALYSIS CLASSES STARTING

New classes in behavior analysis begin at the Annex today (7/15) and Wednesday (7/17) at 2 p.m. Both groups meet once a week for 1 1/2 to 2 hours and for five to seven weeks. A few more persons can be accommodated, so if interested, call Eileen Hogan at Program Development and Training (556-7515) to enroll.

A reminder to those who will be participating in PASS training July 22-26: check out a Field Manual from Eileen or Kay at the Annex and read it before the workshop begins one week from today.

* * * *

The ENCOR Exchange, henceforth, will be among the myriad services offered to ENCOR employees by the Program Development and Training Division.

"Editorial We" is not sure why this dubious honor befell this particular division---something to do with "media"---but We surely will appreciate any input from readers. Feel free to request articles, suggest changes, or contribute in whatever way you wish. After all, it's your Exchange, not Ours.

Deadline is the fourth workday before each payday. Call or

send memos to Mike Charles at the Annex, 556-7515.

Lozier Work Station Receives Safety Award

Jim Ryan and his nine-man work station crew at the Lozier Corp. were recognized recently by the Lozier Safety Council for maintaining "100% safety standards" for the month of June. The ENCOR work station was one of only a few Lozier departments to receive such recognition.

Congratulations, folks!

(Continued from page 1)

Fans have stayed away in droves, but if you'd like to join the screaming throng of 8 or 10 who every week come out to watch a "class nine", as they used to say in the sports pages, next game is tonight - that's right tonight! - good seats still available! - at 6:15 at Boyd West (15th and Cornish Blvd.).

Some statistics, through 10 games.

Players and Positions

D. Moray RF-CF HR-1
Hits-AB - 7-9 Ave.-.777
Runs Scored - 5

K. Rheinheimer LF-SS HR-6
Hits-AB - 24-37 Ave.-.654
Runs Scored - 18

E. Stein C-RF HR-0
Hits-AB - 12-19 Ave.-.631
Runs Scored - 6

DID YOU KNOW THAT:

Mentally retarded persons can take out health and life insurance policies.

This has not always been the case, but in recent years more than 50 member-companies of the Health Insurance Association of America have begun to offer individual health care expense coverage of some kind. (HIAA companies cover approximately 25% of all persons carrying individual and family health care policies.)

One noticeably "normalized" aspect of this breakthrough in rights of retarded citizens is that there are about as many different "benefit packages" as there are companies offering them--some are quite attractive others are nauseatingly unjust.

All HIAA companies surveyed recently offer coverage contingent upon the insured's degree of mental retardation. Most only insure "mild retarded cases (IQ 50-70)" a few insure "moderate retarded (IQ 35-50)." Generally, the insured must be able to perform independently in caring for basic needs and capable of self-support or regular attendance in school.

All but five of the 50-some companies base coverage on presence

or absence of physical complications, though generally on the same basis as for non-retarded persons.

Local member companies of HIAA include Mutual of Omaha & Physicians Mutual, as well as Security Mutual and Lincoln Liberty Life Insurance Companies in Lincoln.

The survey summary reports "a substantial premium" with most companies to insure a retarded person. A few charge a standard rate. This determination usually is based on individual circumstances of the case. However, the majority of the HIAA companies have no special limits on benefits for mentally retarded applicants.

Additional and detailed information about specific insurance companies that insure mentally retarded persons may be gained by contacting Cathy Hodge (Central Inquiry - 556-5600) who has done a good bit of research on the subject, or Bob Perske (GOARC - 556-1180).

-- -- --

Greater Omaha Community Action's five neighborhood centers are offering "swim and learn" scholarships at public swimming pools, as well as free swim tickets for kids up to age 14.

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VOLUME 1 | NUMBER 13

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

NebARC LAWSUIT DELAYED AGAIN

by Deb McCollister

The trial date for the Nebraska Association for Retarded Citizens (NebARC) lawsuit against the Beatrice State Home again has been delayed. Although the exact date has not yet been determined, the trial probably will be scheduled for October or later. The envisioned timeline, however, does indicate that the trial should end before the first of the year.

Because of his involvement with the Wounded Knee trials, Judge Urbom will not be presiding at the trial. The case now has been transferred to Omaha to the court of Judge Schatz.

NebARC's class action lawsuit appears to be attracting national attention. Ms. Margerie Utley, with the U.S. Department of Justice, was in Omaha recently consulting with Bruce Mason, the lawyer handling the NebARC lawsuit, and Marcia Bergdorf, a legal consultant from the National Center for Law and the Handicapped.

The NebARC lawsuit is becoming recognized nationally as the case which could secure the "right to community life" for institutionalized persons. Earlier lawsuits on which the NebARC case is based made inroads on improvement of services in the areas of mental retardation, mental health and in corrections.

In light of the threat of an anti-institutionalization decisions, this "right to community life" lawsuit could have profound ramifications upon the delivery of human services throughout the country.

STAFF ORIENTATION GETS NEW LOOK

by Eileen Hogan

The monthly orientation session for new staff members currently is undergoing a change in format and content. The August 6-7 session will include afternoon tours of facilities on both days, including tours of other generic human service agencies.

Discussion topics will include the history of ENCOR, GOARC,

(Continued)

and the changes in perceptions about retarded people, the use of volunteers in the service system, confidentiality of records, interactions with public media, staff accountability, abuse vs. therapy of clients, and the practical application of the principle of normalization.

The Program Development and Training Division is in the process of extending the continuum of training for folks who have been employed for a while and feel a need for a review, an update or advanced training in particular subject areas. Information about new training programs will be conveyed periodically through the EXCHANGE.

All new employees are "enrolled" for the orientation session by the personnel department, and "old" staff can sign up by calling PD&T (556-7515).

The August session will convene at 8:30 a.m. Tuesday and Wednesday (one week from today), August 6 and 7 at the GOARC Conference Room, 104 South 40th Street. Check with your supervisor to see that you have been enrolled.

The September orientation is being planned to take place in either Dodge or Washington Counties.

VSO RELOCATES

"The Volunteer Services Office is moving..." (Yes, that rumor is true.)

"Volunteer Services is moving to GOARC..." (Yes, the office will be located at 140 South 40th Street as of Thursday, August 1st.)

The following information is intended to squelch any other rumors regarding Volunteer Services.

ENCOR will contract its Volunteer Services to GOARC for six months beginning August 1, 1974 and will evaluate the results to determine whether such a move is an appropriate one.

Diane Kratochvil, Volunteer Services Coordinator, says everything really will be just the same as before except for the location of her office, co-supervision by Bob Perske of GOARC, as well as Bertine Loop, her current supervisor; and a mere 7% of her time spent on GOARC-related activities.

If you have any questions or comments, please give Diane a call (558-7746 till Thursday or 556-1180 thereafter).

* * * * *

EVERY PICTURE TELLS A STORY

Ever wish you had a photographer around to capture a special smile of joy, a wistful gaze, the excitement of a good group activity, or a warm, emotional moment? Well, there's someone nearby who may be able to help you out.

Robert Coleman, a photographer in the Social and Preventive Psychiatry Division of NPI, is collecting pictures of significant, normalized events in the lives of retarded persons. Such things as awards or recognitions, special days -- any significant milestone -- is considerable.

Try to call him as much in advance of the event as possible to discuss the pictures to be taken. Robert says a limited number of copies of pictures he takes can be made. His phone number is 541-4533.

READERS, HELP!

Our residential facilities need paintings, sculptures, wall hangings, any type of decorative art. If you have artwork you'd like to donate, it will be readily accepted.

If you wish to display your own artwork (for sale or donation) bring it to the Calandra's Annex (42nd and Dodge) and/or contact Barry Lamont (556-7300). If one

of our residences is interested in a work that is for sale, the sale price will be negotiated.

P. A. S. S.

If you had trouble getting hold of a lot of ENCOR staff members last week, it's probably 'cause about 55 of 'em were participating in a 5-day PASS training session. That is, they were being trained to use the "Program Analysis of Service Systems" evaluation method, designed by Wolf Wolfensberger and Linda Glenn.

Ann Flynn, a counselor for a regional center in Los Angeles, came to assist Virginia Rohrer, Karen Green and Deb McCollister in providing the PASS training. Trainees were involved in lectures, practice site evaluations, and an introduction to evaluation report writing.

Eileen Hogan, who coordinated the week's activities, would like to thank the supervisors of the 12 ENCOR facilities who endured the training teams during their practice evaluations (especially Dick Zion, who had to endure them at both South and Northeast Industrial Training Centers!)

Most of the trainees were ENCOR employees, but there also were representatives from Madonna School and GOARC.

(Continued)

Up to three hours of credit in one semester (12 over 4 semesters!) are available from the pass-fail type course.

Specific eligibility requirements are:

1. Each participant must have completed a minimum of 25 semester hours of college credit, and 12 of these should be earned at the UNO Campus.
2. The participant must have at least a "C" average.
3. Three hours of other on-Campus studies must be taken concurrently with the Co-op course. (During the summer, exceptions may be permitted.)
4. Employment must be directly related to the participant's degree program.

If you are interested, call 554-2759 or drop in at the Cooperative Education office, UNO, in Annex 20, Room 205.

Don't forget -- enrollment is August 28th and 29th.

1975 Poster Child

Each year, the Nebraska Association for Retarded Citizens selects a Poster Child to serve as

an official ambassador for Nebraska's 45,000 mentally retarded persons.

The child selected as NebARC's 1975 Poster Child, in addition to serving as Nebraska Poster Child, will be our entry in the National Poster Child competition.

As Nebraska Poster Child, the individual will make some appearances across the state and receive a good deal of statewide publicity. In the event Nebraska's Poster Child is the National Poster Child, he will travel more extensively and make more appearances.

This special, photogenic, personable child, to be selected from entries from throughout the entire state, might be someone you know.

There are only a few requirements. The child must be 5 years old by January 1, 1975 and not over 12 years of age--the child should be mobile as some travel may be necessary--and the child need not be living at home.

If you would like to nominate a child, please call Gloria at the CEEP office for an application form (558-7746).

* * * * *

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VOLUME 2 | NUMBER 14

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

USE TIS

The past two weeks have seen another innovation in ENCOR: the installation of a Tone Input System (TIS). This communicological invention converts any touch tone telephone into a handy-dandy dictaphone.

Simply pick up the phone (touch tone type only) dial the TIS number and begin dictating.

A short video tape recording (available through PD&T - 556-7515) on how to use the TIS provides the phone number and detailed TIS operating instructions from an IBM trainer.

By dictating letters, memos and the like directly to the Word Processing Center, rough drafts or dictaphone tapes don't lie around waiting to be taken to the secretary to be typed.

Speed up word processing (and cut red tape!) by learning to use TIS.

Resource Materials Available Soon

Soon to become a reality is ENCOR's new Resource Materials Center. Materials in the center will be available through a checkout system to ENCOR staff, parents, community agencies, and others showing interest in available materials.

Over the past four years ENCOR has accumulated a large quantity of resource materials which are scattered throughout the ENCOR facilities. Some are written materials including books and periodicals relative to the field of mental retardation, staff position papers, agency grants, and clipping service files; also there are program information and training materials in the form of 16mm films, video tapes, slides and transparencies, and audio visual equipment.

A primary objective in establishing the Resource Materials Center is to assess the current availability of all materials

(Continued)

for the purpose of accountability and avoidance of duplication. Negotiations currently are underway with GOARC to prevent duplication of materials which they have made available for use by ENCOR.

Hopefully, within a few months all available resource materials will be inventoried and cross-referenced, and a request for use procedure established. Plans also are being made for an in-house publication to be distributed on a regular basis, listing new materials available through the center.

Any questions concerning the Resource Materials Center should be directed to Sheila George at the ENCOR Central Annex at 556-7515.

calendar

The latest developments in urban education will be examined in a forum beginning at the University of Nebraska at Omaha.

Entitled "Conflict and Controversy in Urban Education," the forum will consist of 10 Friday evening lectures with three-week intervals between sessions.

The forum is planned for teachers, but is open to anyone. Students may register for three semester hours of graduate cre-

dit, or for no credit.

Forum meeting dates and topics: September 6, "Professionalism, Institutionalization, and Alienation: A Depth Portrait of Today's Teacher;" October 4, "Integration: The Black and White Checker Game;" November 1, "School Power: Administrative Fiat? Teacher Control? Power to the People?" and December 6, "The New Technocracy: Walden II or 1984?"

forum

by Jack Stovall

The Personnel Department is now fully staffed and ready to serve you. In order to assist staff in contacts with Personnel the following summary of staff and their areas of responsibility has been prepared:

CINDY DOHE-PERSONNEL SPECIALIST

Responsible for supervision of all records and clerical activity administering all employee benefits. Handles most employee questions regarding typical personnel problems.

HELGA MCCAMLEY-EMPLOYMENT SPECIALIST

Responsible for recruiting for ENCOR's Developmental/Vocational Division, Family Resource Services Division, Program De-

(Continued)

velopment and Training, Administrative Division, as well as ENHSA's Administrative positions.

SHANNON RHODES-PERSONNEL AIDE

Responsible for majority of Department clerical function, phone handling, and advertising specialist.

JACK STOVALL-PERSONNEL DIRECTOR

Responsible for overall direction and coordination of Personnel function in all four program areas of ENHSA. Particular responsibility for wage and salary development and administration, policy development and administration, and Personnel Advisory Council liaison.

PAT UPCHURCH-EMPLOYMENT SPECIALIST

Responsible for recruiting and staffing for Mental Health, Youth Services, and Aging programs.

RAY WEINBERG-EMPLOYMENT SPECIALIST

Responsible for recruiting and staffing for ENCOR's Residential Division.

In addition, all Department staff are skilled in many areas of the Personnel function. Pat Upchurch is responsible for equal oppor-

tunity employment throughout the agency. Other staff are involved in such projects as:

development and standardization of interview techniques for all supervisors.

job enrichment for high turnover positions.

assisting Program Development and Training in development of a supervisory training continuum.

development of a Personnel training program.

Please make use of the Personnel Department as we exist to serve you - if you have suggestions, criticisms or other input, please contact us. Recently, we re-located in the "cancer house" (old American Cancer Society Building) on the Southwest corner of 42nd and Dodge, or call 558-4376.

U N O To Offer Credit for Work

ENCOR employees enrolled for the fall semester at UNO are encouraged to investigate the possibilities of a "career internship" through the Cooperative Education Program.

Academic credit for learning through work experience will be granted by the University.

(Continued)

Fremont Staff

3:00 Films: "Because They Don't
Protest"
"Normalization"

Omaha & Bellevue Staff

3:00 Visit Fremont Industrial
Training Center

3:30 Visit Fremont Children's
Residence

Fremont Staff

3:45 Discussion on films.

Omaha Staff

4:15 Leave for Omaha

Wednesday, September 11, 1974

GOARC
1440 So. 40th St.
Omaha, Nebraska

Fremont Staff

8:15 Leave for Omaha - pool
rides wherever possible.

Omaha Staff

8:00 Overview of Mental Retarda-
tion - causes and preven-
tive measures - Karen Green
- GOARC.

9:15 Organize into tour groups.

(Pass out tour guidelines)
Evaluation cards.

Group A

9:25 DMU
10:15 Chance DC
11:00 NEITC
11:30 NE FRS Office
Toy Lending Library
12:00 Lunch

Group B

9:40 West DC
10:30 South ITC
11:15 DMU
12:00 Lunch

Group C

9:30 Benson DC
10:15 Benson ITC
11:00 Adolescent Ed. - Tom Hoff
11:30 Related Industrial Train-
ing Programs - Bruce Kai
12:00 Lunch

1:00 "Responsibility--It's All
Yours!"--Eileen Hogan,
Training Coordinator,
Program Development and
Training.

1:30 Wind-up and evaluation

2:30 Optional film showings for
Omaha staff.

Optional viewing of "Medi-
cation Workshop" Video-
Tape.

* * * HAPPY LABOR DAY * * *

8-30-74

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the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

forum

by Ona Mayer

The past summer brought some new and exciting happenings for four boys in Plattsmouth. Their names are John, Kent, Jerry and David, and they played in the City Wee Wee Baseball League. It was a new and rewarding experience for each of the boys.

As in the big leagues, spring practice was held for these boys. With help of volunteers, the boys learned to hit, run bases, and to keep from being put out "most of the time." The boys also worked on defense, such as catching the ball and learning what to do with it in order to make the easiest out.

When the teams were picked, John was playing right field and second base for the Giants. Kent was catcher and right fielder for the Phillies. David was catcher for the Cardinals and Jerry was right fielder for the Pirates. As the season pro-

gressed, the boys' improvement was remarkable. They were encouraged by their parents, coaches and fellow teammates.

There were five teams in the leagues and the odds were pretty good that one boy would come out on the Number 1 team. John hit numerous home runs to help bring his team to first place in league play and first place in the Tournament Play-Off.

John and Kent attend CHAP school during the regular school year while Jerry and David attend classes in the special education class in Plattsmouth.

CEEP To Offer Infant Program

Something exciting is about to happen in CEEP! After September 1st the program will be providing a new type of service to delayed infants and their families. This service will be a cooperative effort between MCRI's Infant Stimulation Program and ENCOR's Coordinated Early Education Program (CEEP).

(Continued)

An infant, ages 0 to 2 years, qualifying for services will be considered for one or more of four options. These options are:

1. Weekly visits to MCRI's Infant Stimulation Program, individually arranged for the child and parent(s).
2. Weekly, or more, home visiting through ENCOR's infant program by a home training instructor to teach parents to carry out daily programs with the child based on Portage models.
3. Group nursery programs several times weekly for a group of children, for two and a half to three hours per session.
4. Infant care for children needing to be out of the home because of working parents, etc., in integrated day care settings with resource/consulting teacher, similar to CEEP pre-school program.

The details of this relationship with MCRI have not been finalized but the home visiting program will be available by September 1st. Rita Andros will be the Coordinator of infant/home training programs. A commitment has

been made with Olive Crest Day Care Center for three spaces in their infant program around October 1st.

After children are referred for infant programs, they will be evaluated by Corry Robinson, Director of the Infant Stimulation Program at MCRI. Recommendations for placement can then be made.

September Orientation

by Carol Dennison

In the past ENCOR staff in Dodge and Washington Counties have been forced to make the long drive to Omaha for meetings of all kinds, orientation included. This month, to make orientation more accessible to those staff persons, orientation will be held in Fremont at the YMCA, 810 No. Lincoln Street, in room 216 on September 10. On Wednesday, September 11, the orientation group will meet in Omaha at GOARC. It is requested that Omaha and Bellevue staff meet in the "ENCOR STAFF ONLY" parking lot on Douglas Street, Tuesday morning at 7:45 so that they may pool rides to Fremont.

While there is no fixed point for Fremont-Blair staff to meet on Wednesday morning, they are also asked to pool rides to Omaha.

(Continued)

Fremont-Blair staff should leave enough in advance so that they will arrive at GOARC by 9:15 a.m.

For your information the schedule is as follows:

Tuesday - September 10, 1974

7:45 Omaha staff persons will meet in "ENCOR STAFF ONLY" parking lot on Douglas Street. Staff are asked to pool rides for the trip to Fremont.

8:30 Registration

9:00 History of Nebraska Plan. Objectives of the agency- Linda Glenn, Executive Director.

9:30 Overview of ENCOR (organizational chart hand-out) Charlie Galloway.

10:00 Break

10:15 Each person meets with a representative from their division to discuss individual concerns and structure of the division.

Residential - Dan DeLong
Developmental/Vocational
Jim Manhart or Lynn Rutledge
Family Resource Services -
Nora Peterson

10:55 "What, Who is GOARC" - The

history of the perception of the mentally retarded-- Bob Perske, Executive Director of GOARC - Greater Omaha Association for Retarded Citizens.
Video-Tape

11:45 Lunch

Optional - Video-Tape of "Medication Workshop"

12:45 Overview of Mental Retardation - causes and preventive measures - Karen Green, Director of Developmental Maximization Unit - Video-tape

Omaha Staff

12:45 Tour Children's Education Programs:
Pre-School (Whitcomb's Professional Child Care
Fremont Developmental Center
Fremont Adolescent Education
915 No. 4th St.

2:00 Some "nitty gritty" about:
1. Public Relations
Judie Rasco
2. The importance of confidentiality (records, etc.)
Judie Rasco
3. Attendance Records
Judie Rasco
4. Incident Reports
Diane Proulx
5. Volunteers
Diane Kratochvil

(Continued)

Graduate School of Social Work, and the University of Nebraska at Omaha Undergraduate School of Social Work are providing a cooperative training experience for social work students here at ENCOR. The training period runs from September through June and, by "decree" from the University schools, is under the direction of a social worker with a Masters Degree in that field (myself). Fortunately, Bertine Loop is also on the staff now and has agreed to share responsibility for the program this year. There will be five graduate students assigned to ENCOR for the 74-75 school year. They are:

Ron Buhman
Stephanie Proudly
Jean Weinstein
Candy Brown
Jeri Schueltz

REMINDER!

For those who intend to enter the NARC paper writing competition (reviewing recent mental retardation research) the submission date is September 30th.

There is still time to enter the contest if you write fast! Call the EXCHANGE office (556-7515) if you need specific information about the contest.

CEEP GRADUATES SIX TO OPS KINDERGARTEN

Six graduates of ENCOR's Coordinated Early Education Program (CEEP) are entering an OPS integrated kindergarten this fall. With the support of a "resource teacher" from the CEEP program, the children will spend one half day in a special needs classroom and the other half in a regular kindergarten class.

The graduates are Mark Johnston, Christine Josoff, Jack Martin, Deanna Sommer, Sara Thode, and Kevin Wofford.

Seven other CEEP students are graduating from CEEP to other generic programs. They are Jeanette Ellerman, Karey Geer, Matthew Green, Bruce Leslie, Ricky Noland, Krenny Mahara and Dennis Welsh.

ATTENTION WOMEN!

All women interested in playing on the ENCOR women's football team this fall meet at Elmwood Park at 10 a.m. Saturday, September 14th. Questions regarding the women's team should be directed to Barb Jessing, 451-3705 or Sue Elliott at 346-9195.

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the **ENCOR** exchange

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GROUP DISCOVERS SENIORS' SERVICES

by Tom Greener

During the past three months, a group of people representing as many agencies as serve the elderly have been meeting on a monthly basis in South Omaha. The purpose is clear: to hear firsthand the various services available to the elderly living in our area.

Efforts are underway to graphically show how many different kinds of service are available for the elderly. ENCOR is seriously interested in these programs. As the retarded citizens acquire more skills so too does his or her age factor become a matter to which we must be prepared to direct our services. To be able to respond to those needs without duplicating other services in the community must be a part of our future planning.

The sharing is profitable to all who attend. An effort is made to have a brief agenda with lots of room for questions and answers. Each month people throughout the

community come to share their services, to inform the group, and to respond to questions. For example, Legal Aid discussed the place of wills, guardianship, and the need the elderly have for protection. The gerontology program at UNO was explained indicating some of the trends and directions educators see in future planning with the elderly.

NEW RESIDENTIAL POLICY

"The appropriateness of any living situation should be determined by the person who will live with the decision."

This statement is the essence of a decision by the Client Issues Advisory Council to resolve the question of placing residential services for mentally retarded persons in Omaha public housing projects.

At the August 30th meeting, the Council decided that living situations for adults should be determined by "the person effected" with consideration of that person's ability to meet expenses, work out transportation, go shopping, etc.

(Continued)

The Council further stated that with adults who cannot readily communicate their housing preference, an advocate or guardian may be involved. If there is no such person, the client's ENCOR advisor (counselor) would help make the decision until an advocate or guardian is appointed.

In the event that an adult client's dwelling preference would appear to the guardian or counselor to endanger the former's developmental growth, a joint decision regarding the situation would be made by the following: the adult client, his involved parent, guardian or advocate, his ENCOR advisor, the residential coordinator and any others familiar with the client.

Finally, it also is ENCOR's responsibility to ensure that any resident returning to Omaha from the Beatrice State Home be oriented to the community, as much as possible, before he returns. This orientation will include familiarization with rural and suburban area names (e.g., Dodge County, Blair, Fremont, North Omaha, Millard, Council Bluffs, etc.) and necessary resources within the community such as grocery stores, theatres, medical facilities, churches, transportation and other public services.

Other issues discussed at the August 30th meeting were personnel

policies for work stations in industry, a number of which were reworded for clarity; and the use of behavioral programming that may be considered controversial and/or may employ "aversive" techniques.

A report formulated by the Florida Task Force on Behavior Modification regarding behavior control measures, has been recommended to Linda Glenn as the basis for an ENCOR policy on behavioral programming.

DEVELOPMENTAL CENTERS CLOSING, CHANGING

by Linda Esterling

There has been a whirlwind of events taking place within the Developmental Center Programs the past few weeks. Here's where things stand now.

Sarpy Developmental Center

Sarpy Developmental Center officially closed last week with the beginning of the Bellevue school year. CHAP School enrolled six children from Sarpy Developmental Center, two children went to CRI, one child went to Adolescent Education, and three children to South Developmental Center. Much credit is due to Sharon Wein and Jim Boyle for the outstanding job they've done working with everyone to assure placements for all the children. Sarpy Developmental Center will now become the FRS

(Continued)

Office for Cass and Sarpy Counties.

Benson Developmental Center

Benson Center closed September 12th; staff will be packing things up today. Six children from Benson entered the Omaha Public Schools this week. The remaining 13 children from Benson will begin at West and Chance Centers Monday.

Chance Developmental Center

Eight children from Chance entered Omaha Public Schools last week. Work is underway by parents and staff to prepare for an open house for the new building the last week in September.

West Developmental Center

One child from West has entered the Omaha Public Schools last week.

South Developmental Center

Five children from South entered the Omaha Public Schools.

Fremont Developmental Center

Two children from Fremont Developmental Center entered the Fremont Opportunity Center. This leaves the center with three children. Plans are being made, in conjunction with Adolescent

Education, to provide a new setting for the program.

Staff Rotation

A new procedure for staff rotation has been agreed upon by developmental centers. Beginning Monday, September 16th, each center with six or more staff will rotate two staff members, and those with five or less will rotate one person. Each six month period, one person from each center will rotate. Everyone has been very cooperative in this effort and we are looking forward to an exciting school year.

Center Boundaries

With the closing of Benson, new regional boundaries have been set up which are also effective September 16th:

Chance DC - North of Dodge,
east of 60th Street

West DC - West of 60th Street
and north and south of
Dodge at 72nd Street.

South DC - South of Dodge to
72nd Street.

If you have any questions on the update information, please give me a call at 558-1115.

UN GRAD STUDENTS TRAINING AT ENCOR

by Ed Skarnulis

As you may know, ENCOR, the University of Nebraska at Lincoln



This stamp will be issued by the U.S. Postal Service in a special public ceremony October 12. In deference to NARC, the new stamp will be sold exclusively in Arlington, Texas on that date. Thereafter, it will be available in postoffices throughout the country.

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the **ENCODE** exchange

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LENSINK ANNOUNCES NEW FISCAL DIRECTOR

Brian Lensink has announced the appointment of Ray Christensen as the Director of Business and Fiscal Affairs for the Eastern Nebraska Human Services Agency. Ray will be coordinating and supervising accounting, purchasing, and maintenance services for the agency.

Ray was formerly employed by General Leisure, Inc. He brings to our operation both administrative and fiscal experience. He's been putting in long hours, pouring over ledgers, print-outs, and other assorted records during our annual audit period. Great initiation to the Human Services Agency!

ADVANCED P.T. SEMINAR TO BEGIN SATURDAY

An advanced seminar in Precision Teaching will begin Saturday, October 5, for anyone who has basic P.T. skills and wants to improve skills in advanced procedures for pinpointing behavior,

analyzing data and other pertinent topics.

Eileen Hogan, Kay Galloway and Charlie Galloway will be resource persons for the seminar in the downstairs classroom at the Central Office Annex, 207 South 42nd St., beginning at 9:30 a.m.

The sole requirement for enrollment in the seminar is to bring program plans and charted data on current behavioral projects. Additional sessions will be at the request of those in attendance on Saturday. To register for the October 5th seminar, call Eileen or Kay at 556-7515.

OKTOBERFEST

The University of Nebraska Medical Center's second annual Oktoberfest, Sunday, October 6, from 1 to 5 p.m., will be open to the public this year.

Like last year, there will be open house, tours, displays, exhibits, free food and a polka

(Continued)

band. In addition, this year's Oktoberfest will feature an old-time medicine man and his wagon. Dr. Cure-All will peddle his medicine and introduce the various forms of entertainment provided by UNMC personnel.

calendar

The Nebraska Fall Institute of Social Work and Human Services will be on October 24th and 25th on the NU campus in Lincoln. Early registration (before Oct. 18) saves money and assures better choices among the 10 concurrent workshop sessions. Topics include "...problems of persons returning to the community from all types of institutions...", agency support staff, family planning, foster care, future of voc.rehab., management techniques, the need, use and privacy of client data, client interview techniques, and TA approach to role of women today.

For more information, call the EXCHANGE office (556-7515), write or call Conference Department, The Nebraska Center, 33rd and Holdredge Sts., Lincoln, Nebr. 68503.

It works for you.
But only you can make it work.
fair share 75

CASS-SARPY FRS GETS NEW OFFICE

The Cass/Sarpy Family Resource Services Office has relocated at 1910 Franklin in Bellevue (68005), the former Sarpy Developmental Center location. The new phone number is 292-3100. Although remodeling is in progress inside, business is continuing as usual and visitors with comments and suggestions are welcome!

A/V EQUIPMENT NOW AVAILABLE

The following audio/visual equipment is available through the Resource Materials Center on a checkout basis for use with program information and training materials:

1. 16mm projector (2)
2. take-up reel (2)
3. slide projector
4. narrator (for automated slide/tape show)
5. dissolve unit
6. slide tray (2)
7. screen (2)
8. portable PA system
9. overhead projector
10. 2-prong adaptors

All equipment can be checked out through the Resource Materials Center (556-751) for a specific time period.

OCTOBER Orientation

The October orientation sessions for new ENCOR employees will be tomorrow and Wednesday, October 1 and 2. Other employees who have not yet attended an orientation session may register in advance by calling Phyllis Kulisky, 556-7515. The schedule of events follows:

TUESDAY 8:30 a.m.
Sign-up at GOARC Conference Room
140 So. 40th St.
Omaha

8:45
Introduction, Objectives, and Inventory

9:00
History, Definition and Perceptions of ENCOR

9:30
"Because They Don't Protest"

10:00
Discussion of film, normalization and dehumanization.

10:30
Break

10:45
Overview of ENCOR

11:45
Description of Tours for afternoon session.

12-1:00
Lunch Break

1-4
Tours of ENCOR facilities.

WEDNESDAY
8:30-noon
Tours of ENCOR facilities.

12-1:00
Lunch.

1-1:15
Discussion regarding facilities visited.

1:15-1:45
Accountability and responsibility of ENCOR employees.

1:45-2:00
Client Records, attendance records and incident report forms.

2:00-2:15
Public relations and confidentiality

Break

3-4
"Administering Medications: Videotape--for direct service staff.

thanks
fair share 75



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OKTOBERFEST

The University of Nebraska Medical Center's second annual Oktoberfest, Sunday, October 6, from 1 to 5 p.m., will be open to the public this year.

Like last year, there will be open house, tours, displays, exhibits, free food and a polka

(Continued)

band. In addition, this year's Oktoberfest will feature an old-time medicine man and his wagon. Dr. Cure-All will peddle his medicine and introduce the various forms of entertainment provided by UNMC personnel.

calendar

The Nebraska Fall Institute of Social Work and Human Services will be on October 24th and 25th on the NU campus in Lincoln. Early registration (before Oct. 18) saves money and assures better choices among the 10 concurrent workshop sessions. Topics include "...problems of persons returning to the community from all types of institutions...", agency support staff, family planning, foster care, future of voc.rehab., management techniques, the need, use and privacy of client data, client interview techniques, and TA approach to role of women today.

For more information, call the EXCHANGE office (556-7515), write or call Conference Department, The Nebraska Center, 33rd and Holdredge Sts., Lincoln, Nebr. 68503.

It works for you.
But only you can make it work.
fair share 75

CASS-SARPY FRS GETS NEW OFFICE

The Cass/Sarpy Family Resource Services Office has relocated at 1910 Franklin in Bellevue (68005), the former Sarpy Developmental Center location. The new phone number is 292-3100. Although remodeling is in progress inside, business is continuing as usual and visitors with comments and suggestions are welcome!

A/V EQUIPMENT NOW AVAILABLE

The following audio/visual equipment is available through the Resource Materials Center on a checkout basis for use with program information and training materials:

1. 16mm projector (2)
2. take-up reel (2)
3. slide projector
4. narrator (for automated slide/tape show)
5. dissolve unit
6. slide tray (2)
7. screen (2)
8. portable PA system
9. overhead projector
10. 2-prong adaptors

All equipment can be checked out through the Resource Materials Center (556-751) for a specific time period.

OCTOBER Orientation

The October orientation sessions for new ENCOR employees will be tomorrow and Wednesday, October 1 and 2. Other employees who have not yet attended an orientation session may register in advance by calling Phyllis Kulisky, 556-7515. The schedule of events follows:

TUESDAY 8:30 a.m.
Sign-up at GOARC Conference Room
140 So. 40th St.
Omaha

8:45
Introduction, Objectives, and Inventory

9:00
History, Definition and Perceptions of ENCOR

9:30
"Because They Don't Protest"

10:00
Discussion of film, normalization and dehumanization.

10:30
Break

10:45
Overview of ENCOR

11:45
Description of Tours for afternoon session.

12-1:00
Lunch Break

1-4
Tours of ENCOR facilities.

WEDNESDAY
8:30-noon
Tours of ENCOR facilities.

12-1:00
Lunch.

1-1:15
Discussion regarding facilities visited.

1:15-1:45
Accountability and responsibility of ENCOR employees.

1:45-2:00
Client Records, attendance records and incident report forms.

2:00-2:15
Public relations and confidentiality

Break

3-4
"Administering Medications: Videotape--for direct service staff."

thanks
fair share 75

A NOTE OF THANKS

Between the middle of August and end of the first week of October, more than 1422 hours were devoted to gathering raw data for the COHORT study, a legislative mandate of LB 1054. In behalf of all of the staff people who devoted anywhere from four hours to 250 hours to complete this study, let me just express our deepest appreciation to the secretaries within the various divisions of ENCOR who supported us by not only providing us with accurate client movement lists, but also supported us by handling and accomplishing many of the various facets of our own positions while we were detailed to the COHORT study. Truly, these gals were terrific and should receive a "pat on the back" for a job very well done. Without them, I fear, the COHORT study would still be cohorting in the ENCOR conference room and discombobulating conference schedules, staffing schedules, and ENCOR staff in general. -- Judie Williams

ALCOHOLISM SCHOOL TO BEGIN SOON

The Nebraska School for Alcohol Studies' third winter session will be in Kearney this year -- January 26-31. Applications must be in by January 12th.

Family Intervention on the Problem Drinker, the Problem Drin-

ker-Driver, Alcoholic Employees' and Employer Programs, Effective Counseling Techniques and a Treatment Section are offered to participants. Call Cathy Hodge for additional information (556-5600).

FOR YOUR INFORMATION

The following suggestions to cut the cost of agency publications will be presented for discussion at a Division Directors/Coordinators meeting early in 1975.

- Administrative assistant for each division solicits and reviews news from its division for publication in EXCHANGE.
- All program newsletters (e.g., ITCs, CEEPs, FSOs, etc.) be consolidated into one single newsletter.
- Personnel publishes one HSA newsletter that's distributed to employees of all four agencies.

If you have reactions or other alternatives to present, contact your representative to the meeting so your feelings are shared with the group.

Happy New Year!

December 30, 1974

VOLUME 2 | NUMBER 19

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

SURVEY INDICATES NEED FOR EXCHANGE

Early in November, 450 questionnaires were sent to EXCHANGE readers to determine whether they felt the publication should be sustained or retired. One hundred persons returned their questionnaires, 63 of whom wanted the EXCHANGE to continue, nine of whom wished to see it discontinued. The rest either didn't answer or "don't care".

Those who favored continued publication of the EXCHANGE, asked for a larger, more comprehensive, more attractive newsletter. They felt that the content should provide "communication" to keep staff updated on changes in ENCOR.

Two issues per month have been printed in the past; this is favored (33 to 27) to continue, but due to current slowdowns in the flow of cash and unsolicited news items, monthly or semi-monthly issues seem more reasonable. That is contingent upon receipt of newsworthy material.

What means "newsworthy"? The term might include:

- people news, i.e., unusual personal accomplishments or humorous anecdotes from clients and staff; rare tragedies, even!
- special items or announcements about community events of general interest; these could include proposals to determine the general interest in a special event such as a speaker, informal class, social function, programmatic innovation, etc.
- programmatic news or changes that affect people throughout the agency.
- anything you want to share with the rest of the agency.

Now a few notes about the cost. The current EXCHANGE-producing process is as follows: Most items are submitted by staff; some are solicited or written by the editor. Items are edited for style and clarity, sent to Mag Card for typing, pasted on lay-

out forms, retyped on the printing form; headlines are stenciled on, and 500 copies from the printer are distributed to all staff plus about 110 persons outside ENCOR. (The survey indicated that all did not receive an EXCHANGE all the time.)

Following is a per issue cost breakdown:

Editorial time	\$50
Mag Card time	5
Printing charge	20
Handling/Postage	23
	<u>\$98</u>

The nature and size of ENCOR, some may feel, warrants a corporate-type of newsletter that uses photography, graphic arts, and in-depth articles about what's news in all areas of the agency. One survey respondent suggested,

"...the EXCHANGE...should entice...your target audience...to read it...I would...suggest that the...size...be expanded to include a colored masthead and...photographic layouts depicting programs...community involvement, etc....I think we also need to use the newsletter as a tool for inter-staff communication, focusing on staff in a personal way, perhaps feature a person in each issue... (and) show staff working together toward stated agency objec-

tives...the agency is so scattered...around the five counties that we need to...generate a cohesiveness among the staff... a means of making ourselves real to one another."

But that would require more than the few dollars and hours per month it now takes to put the EXCHANGE together. Currently neither is readily available. So for the time being, if you have an idea for a feature story, a column you'd like to read or write, or anything of general interest that's not been included to date, submit it to the EXCHANGE, Central Office Annex, 207 South 42nd Street, 68131.



The EXCHANGE takes this space to convey Season's Greetings to all its readers from the staff of the Eastern Nebraska Community Office of Retardation.

ADVANCED PT CLASS SHARES "Normal" DATA

Thanks to the 23 persons who returned the request for information on length of time to perform each of several self-care tasks. From their answers, we summarized the following information (N = number of persons; RANGE = lowest to highest in seconds or minutes as reported; MID = middle number of minutes reports - 1/2 above, 1/2 below):

	N	RANGE	MID
HOW LONG (IN MINUTES AND SECONDS) DID IT TAKE YOU TO:			
1. EAT A MEAL	22	5-48 Min.	20 Min.
2. DRESS COMPLETELY (INDOOR CLOTHING)	21	2-15 Min.	10 Min.
3. BATHE/SHOWER COMPLETELY	24	5-45 Min.	15 Min.
4. SHAVE COMPLETELY (SPECIFY: FACE, LEGS, ETC.)			
FACE	3	4-10 Min.	4 Min.
LEGS	7	3-20 Min.	5 Min.
UNDER ARMS	1	20 Min.	20 Min.
NOT SPECIFIED	4	2-10 Min.	4 Min.
5. SHAMPOO HAIR	23	1-45 Min.	12 Min.
6. BRUSH/COMB HAIR	22	30 Sec.-10 Min.	3 Min.

Keep this information if useful to you.

Cut along line; please return to PD&T

1. Is this type of information valuable to you in your work with ENCOR? _____
2. For what other tasks could you use information about "normal" durations? _____
3. For what tasks could you use "normal" frequency (movements per minute) information? (Check those you want, add others).
 _____ takes step
 _____ smiles at other person
 _____ makes mark
 _____ eats bite of food
 _____ makes eye contact

