

A BI-WEEKLY PUBLICATION

VOLUME ONE NUMBER ONE

June 15, 1976

REGULAR FEATURES PLANNED FOR UPDATE

Letter from the Editor:

Although it is probably impossible to define in advance the informational needs of everyone who receives this newsletter, I've made an attempt after talking to many good people. Therefore, the following kinds of news will be featured regularly:

1. Governing Board News - Decisions made by the Governing Board which will affect clients, parents, and staff.
2. ENCOR Advisory Committee News - a section by which the Advisory Committee can communicate its news and concerns to all recipients.
3. Agency and Division News - decisions, planning, and other items of general interest will be reported in every issue. Examples: budgeting, visits by state and federal officials, new staff hired, staff accomplishments, anything you want to know about ENCOR.
4. Client news - stories by and about clients, obtained and printed with the permission of those involved.
5. Calendar of upcoming events - seminars, workshops, new services available, anything which would be of interest to staff or parents.
6. GOARC news - activities of the Greater Omaha Association for Retarded Citizens which impact on ENCOR, and vice-versa.
7. History section - How many of us know the history of people and programs in ENCOR? If a few researchers will volunteer their time, this section will be a reality. Why print our history? So that those of us who are newly involved with ENCOR can come to a broader understanding of the development of the philosophy, goals, changing patterns, etc., of ENCOR. So that we will understand how we came to where we are today, and where we may be going tomorrow.

Bonnie Shoultz

The ENCOR Update is designed to inform ENCOR staff, clients and parents and friends of ENCOR clients about what is happening at ENCOR. The Update will provide a concise summary of changes and decisions which will affect all of us as well as stories about clients, employees and families who are involved in ENCOR services.

The Update is intended to serve your needs for factual information about ENCOR. It will be published approximately twice monthly. Have a story? Call Bonnie Shoultz at 444-6500.

Hear a rumor? Before you worry about or pass anything based on second-hand information or someone else's guesses, call Bonnie Shoultz to run it down for you.

BUDGETING FOR STABILITY

If you have had a difficult time reaching a supervisor or a division director during the past month, it is probably because he or she was preparing budgets. This very important activity, it is hoped, has culminated in an agency budget which will allow stability and concrete planning in fiscal year 76-77. The process went like this:

1. Dave Howard and the Division Directors worked with Gary Idt to prepare a conservative figure of the projected revenue for next year, taking into account all revenue sources. This figure is 5.6 million.
2. Each division projected its primary fiscal needs for the coming year.
3. A meeting was held in which division budgets were added up and compared with projected revenue. This total came to 6.2 million. These budgets were then paired down to meet the projected revenue.
4. The final budget, which balances, was presented to the Governing Board on May 20th, 1976. The Board approved this budget, adding the qualification that it must be revised, if and when there is any indication that there may be a change in revenue.
5. The official budget is presented to the Office of Mental Retardation by June 1, 1976.

Everyone wants ENCOR to have a balanced budget this year - clients, parents, staff, and Governing Board members, all share the hope that stability will be achieved in Fiscal year 1976-77.

ENCOR ADVISORY COMMITTEE MEETING DAY CHANGES

The ENCOR Advisory Committee will meet on the third Wednesday of every month at 7:30 p.m. Since this is the day before the Governing Board meets, the information which is to go to the Governing Board can be shared with the Committee. The Committee can then make recommendations to the Board on current concerns.

PUBLIC INFORMATION OFFICER HIRED

On May 17th, Dick Irving, Former Sun Newspaper reporter, became ENCOR's Public Education and Information Officer. Dick spent the month of May learning about the agency and our clients. He has already visited many programs, gone to several night meetings and dealt with the press on behalf of ENCOR. One of Dick's first projects will be to produce an annual report.

POLICIES PASSED BY GOVERNING BOARD

Six very important policies were passed by the Governing Board at its April meeting at the request of Colonel Gerald Paes, Chairman of the Advisory Committee. These policies are now in effect: Declaration of General & Special Rights of the Mentally Retarded as adopted by the United Nations; Rights of Mentally Retarded Persons, as stated by AAMD (The American Association on Mental Deficiency); ENCOR Policy on the Right Not to be Deprived of Life; Policy on Use of Aversive Consequences; Policy and Procedures for Reporting Abuse and Neglect; Policy on Consumer Participation and Representation.

These policies have a profound meaning --- they all deal with and derive from basic human rights as set forth in the United States Constitution. They are the beginning of an Agency effort to produce and work within written guidelines which recognize the rights of every mentally retarded citizen. The latter four policies detail how ENCOR staff members will act to ensure that the rights of clients are protected.

The policies will be disseminated to staff and will become part of a client-centered Policies and Procedures Manual. The contact person for now regarding client policies is Shirley Dean (444-6563).

ENCOR Governing Board Approves Planning Process

On April 15, 1976, Dave Howard and Karen Green, Planning Officer, presented an outline of proposed agency planning efforts to the Governing Board. The first major objective of this effort is the development of a One-Year Plan, which will give the agency a concrete operational base for fiscal year 1976-77. According to Karen, "the agency wants, given fiscal constraints, to take a hard look at what we have and what will happen during the coming year and then to provide a statement of fact (the One-Year Plan) which will stabilize and structure what we have so that the most client benefits can be gained at the lowest possible cost."

The One-Year Plan will be developed internally by staff in each division and will include the input at the ARCs, the ENCOR Advisory Committee, and Parent Advisory Councils. This plan will include: a statement of the agency's missions and purposes, a basic needs assessment, a service inventory, a statement of fiscal limitations and variables, facts about agency operations, specific objectives, and a plan for quarterly evaluation as to whether objectives are being met. The One-Year Plan is to be developed by July 1, 1976.

From July through December, 1976, the agency and many other groups in the community will become involved in development of a Five-Year Plan, also approved by the Governing Board. This process will be much more far-ranging in scope than the One-Year Plan. More on the Five Year Plan in later issues...

AWARDS NIGHT AT GOARC - MAY 6, 1976

A standing room only audience at GOARC's Award Night honored some of ENCOR's own (clients, staff, volunteers and parents) during a beautiful evening of surprises and good feelings. Some highlights:

Outstanding Progress - Adult - Jack Pleiss, Lynn DeVore

Jack Pleiss, who lives at Burt Street and works at Benson ITC, was awarded for the truly outstanding progress he has made since he came to ENCOR from Beatrice in 1973. Jack was very excited to receive this award, which was presented by Mr. and Mrs. George Shultz and Ray Weinberg. Much credit must also be given to Jack's parents, Mr. and Mrs. John Pleiss, who visit and call Jack very regularly in addition to giving time and service to GOARC, and to all the staff who have worked with Jack for the past three years.

Lynn DeVore has lived at Harney Street residence since March, 1975. Before she entered ENCOR, she lived at home and was receiving no services. In her fourteen months at ENCOR, Lynn has passed many milestones - she has learned to walk, to talk and express her needs, to work (at South ITC) and to assume responsibility for her own care. Lynn's parents have been very supportive of her growth and her mother is now extending herself as a support person to other parents as a new member of "Pilot Parents", a GOARC program.

Volunteer of the Year - Pat Henry

Pat Henry, Coordinator of the Central/North-west Residential, was one of the recipients of GOARC's biggest awards (John Clark, GOARC President, received the other). Pat was awarded for his truly outstanding work with GOYARC, the Youth Association of GOARC. Pat has been the adult advisor of GOYARC for several years and the youth gave him a standing ovation. They say that Pat is a friend, a counselor (even if they call him at 2 a.m. with personal problems!) and an inspiration.

GOARC OFFICIALS SPEAK TO DOUGLAS COUNTY BOARD

On May 11, John Clark, GOARC President, Paul Tamislea, GOARC Vice-President, and Tom Miller, Executive Director, asked the Douglas County Board to continue its past commitments and financial support to human service programs during present budget deliberations. Commissioner Michael Albert, in reply, stated for the record that even with continuation funding by the county, the services cut last year will probably not be reinstated. The Board is entering into its deliberations this month, and final budgets are to be approved in June.

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GOVERNING BOARD MEETING

On June 24th, the Governing Board appointed Dave Howard as ENCOR Director. Ray Christensen will remain as ENHSA Executive Director/Controller/Business Manager.

The Board also passed a motion that the Office Directors will report to the ENHSA Director, who will report directly to the Governing Board.

The Governing Board adopted a revised ENCOR budget of \$5.597 million dollars. Replacements of RIFed positions will be delayed until after the counties approve their budgets.

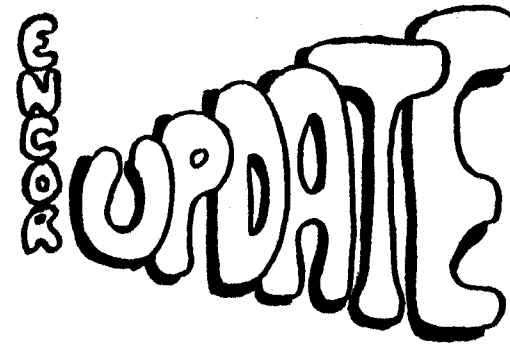
GOARC Board member Tom Dean presented a revised fee schedule for the Board's consideration. The new parent fee schedule has several changes, including: the basic fee will be 6% of annual income, not 9% to 18% as it is now; adults in vocational training will not be charged for these services. The schedule goes into effect July 1.

BARRY LAMONT DIRECTOR OF RESIDENTIAL

On June 21, Dave Howard made Barry Lamont Director of Residential Services, thereby dropping the "Acting" from his title.

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ENCOR'S SIXTH BIRTHDAY

ENCOR began on July 1, 1970.

But let us go back a few years before that date....

1966 - A family just learned that its youngest member is mentally retarded. They want to keep their child at home. But where can they get help for their child?

- Their pediatrician tells them that he can do no more than give a diagnosis, and that they have two options: bring him in for medical check-ups every six months, or put him in an institution.

- They worry about the excessive financial obligations, but there is no one to turn to.

- Their dentist won't treat their child because he is not trained to work on mentally retarded children.

- They cannot find a baby-sitter.

- They look for someone who

can show them to to work with their child, how to help him develop to his maximum potential. There is no one.

- No one understands their feelings. They feel isolated because there is no one to talk to.

- Finally, they look for other parents of mentally retarded children, to see if they know where to get what their child needs. They find and join the Greater Omaha Association for Retarded Children, which operates two educational programs with some staff and parents as volunteers. Funding is unstable.

1966 - In the meantime, a momentum has begun to build...

- Roberta Kaplan, an Omaha volunteer with an interest in education and young children, is elected Chairman of the Governor's Committee on Mental Retardation.

- The President's Committee on Mental Retardation comes to Omaha to survey availability of services.

- The NebARC Board requests that the Governor's Committee do a study on the overcrowding of the Beatrice State Home.

- Dr. Frank Menolascino and Dr. Wolf Wolfensberger are named to the Study Committee, along with Roberta Kaplan, Robert Clark, and many others.

1967 - The study begins. "It took two days to realize that we couldn't study the overcrowding at Beatrice without studying the availability of services in the communities across the State. The only programs besides Beatrice were two private institutions and, for mildly retarded children, public school programs for slow learners." says Roberta Kaplan now. "We hit on the idea that services should be provided in the community, and we went from there. We had no models to copy, because there were no community services in other states."

1968 - The Governor's Committee study, which incorporates the philosophy of normalization, is completed. It consists of three full volumes.

- "Out of the Darkness" is printed to educate the public.

- Town Hall meetings are held across the State to explain the Nebraska study. Law students are asked to research existing legislation on mental retardation. 13 pieces of legislation are drafted to begin community-based services. Outmoded ter-

minology is struck and new concepts are introduced.

- A study is begun, with the help and monetary support of the Douglas County Board, of what is needed in Douglas County.

- The Governor's Committee's Plan and the "Douglas County Plan", by Menolascino, Clark, and Wolfensberger are presented to the Douglas County Board. The Board agrees to fund implementation of the Douglas County Plan with GOARC running the services.

1969 - In a nine-month legislative session, all 13 pieces of legislation are passed. This takes a great deal of hard work by interested citizens, parents, and professionals to explain the reasons for this legislation.

- Omaha becomes a Pilot Project for the State. GOARC starts:

- the first vocational center
- the first group home
- the first developmental center for children who lack self-help skills.

GOARC takes over the operation of Project Chance as a developmental center.

1970 - On July 1, the counties of Dodge, Washington, Douglas, Sarpy and Cass form ENCOR, a cooperative effort which expands the services offered in Douglas County. A Commissioner

from each county sits on a Board which governs the agency's growth from that date.

- Between 1969 and 1976, ENCOR served 330 mentally retarded children and adults from Beatrice. Upwards of 2,000 mentally retarded children and adults who live in the community are also served by ENCOR during this period.

1975-76 - A family has just learned that its youngest member is mentally retarded.

- The doctor who provides the diagnosis calls Pilot Parents, a program run by GOARC whereby parents help other parents.

- The doctor also refers the family to ENCOR. The child, who is two years old, is offered services in the home and at the Meyer Children's Rehabilitation Institute.

- The child is later accepted into an integrated pre-school, where he learns and plays with other children who may or may not be developmentally delayed.

- The family realizes their child needs dental care. Their dentist, who has attended seminars on dental care for the handicapped, treats their child. Or, they take him to MCRI's complete dental service for handicapped children.

- The family has problems with the service systems in which their child is enrolled. They go to their Parenting Parent and to their child's advisor

for assistance in resolving these problems. They see their child making progress.

- The parents join GOARC, participate in a Pilot Parents growth group, and go regularly to the parent meetings of their child's pre-school program.

- They know that when their child reaches school age, he can go to public school like their other children.

- They are aware that there are work training programs and chances of employment for their developing child when he grows up, and they are aware that their child may be able to live independently or semi-independently. The family has hope for the future of their child.

As Roberta Kaplan says, "Nobody else had ever tried it before. We dreamed, and many of those dreams came true. The biggest hope is our grandchildren, who are growing up with mentally retarded children in their classrooms. When I was growing up, I rarely met people who were handicapped. When I did, I reacted with pity and confusion. I didn't know how to act. My grandchildren don't even ask questions, because people with handicaps are part of their lives."

So...ENCOR's sixth birthday is a symbol of community acceptance, of the growth and development of mentally retarded citizens.

CONSULTANTS FROM OMR EVALUATE ENCOR

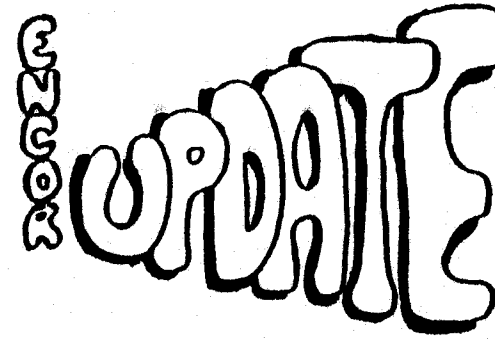
Consultants from the Nebraska State Office of Mental Retardation evaluated ENCOR programs during May and June. The Office of Mental Retardation sets the standards which the community-based programs must meet in order to receive funding. These standards require involvement of clients in programming which meets their needs, and provision of adequate social, vocational, educational, and residential opportunities. The standards also deal with administrative procedures and fiscal accountability.

The consultants include Arnold Carmel, Director of OMR; Frank Faughn, Accountant; Harlow Hyde, Fiscal Analyst; Dick Oldfield, Social Services Coordinator; Cathy Parsons and Doris Fagot, Residential Consultants; Jan Thelen, Child Development Specialist; Gail McKee, Vocational Services; and Mary Schere, Public Education Coordinator.

The consultants have a dual role in regard to the community-based programs. They evaluate the programs, and they also provide help when needs arise. Therefore, the consultants' visits gave rise to discussions about resources which could benefit ENCOR's clients. The consultants can point out problem areas and help ENCOR to resolve those problems.

Results of the evaluation will be presented to the ENCOR Governing Board.

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ITC CONTRACT INCOME INCREASES

In 1974, 1975, and 1976 the economy was depressed, businesses were tightening their belts and laying off workers, and the nation was fighting inflation.

While the economy has been in a downward spiral, however, the money (contract income) produced by trainees in ENCOR's Industrial Training Centers (ITCs) has spiraled upward. This money comes to ENCOR through the process of competitive bidding with industry for piecework.

In calendar year 1974, \$140,000 was produced in contract income by the ITCs. In 1975, this income was \$180,000, about a 28% increase. The average monthly income this year is up 15% over that for last year, with a big jump in new contracts in April.

The Industrial Training Centers have brought in more than \$800,000 in contract income since 1969. The \$800,000 figure was reached in April. This money goes to support

the ITCs in two ways -- it pays the trainees for the work they do, and it also helps to underwrite the cost of providing training and programming.

Bill Tooher has been in charge of finding new kinds of work and bidding contracts for seven years; he started in 1968 when the Omaha Opportunity Center became the Douglas County Vocational Service Center and moved into the present Benson ITC building with 17 clients and 5 staff members.

Bill took the job with the assumption that he would work himself out of a job in two years or less. Then came the work station in industry concept (Bill opened the first three work stations -- at Lozier, Geisler, and Holiday Inn), and four more ITCs were opened by Vocational.

ENCOR now trains 209 persons in ITCs and 75 in work stations. Almost all of the original trainees are now in competitive employment. One hundred and thirty ENCOR clients hold jobs in the community.

This success story attests to several things: the quality of work produced by ITC trainees, the commitment to the goals of production and client growth by ITC staff members, and the creativity in locating and placing bids for a variety of products by Bill Tooher. Although Bill is among the first to discuss the always-present (and future) problems which surround contract procurement, this story shows that a proper investment in vocational training, if coupled with the acceptance of the business community, pays dividends which were only a promise years ago.

PROJECT II

Last September, Ray Loomis, who used to live at the Beatrice State Home and who now lives in Omaha with his wife Nancy, had an idea: to start group meetings for other former residents of institutions. Ray asked GOARC's Tom Miller to sponsor the group.

According to Ray, "the reason I wanted to start it was to help other people stay out of trouble and to discuss their problems and help each other. I had some people in mind who would like it. When I tried to think of a name, I thought first of 'Rap Session', but that wasn't formal enough. So I named it Project II because ENCOR has one project going already." The group meets once a month. Besides the discussion meetings, a picnic in Elmwood Park, and three parties in members' houses, one for Christmas, one for Valentine's Day and one on

June 4th at Larry Swan's apartment to celebrate the birthdays of five members. Future plans include another bowling night on July 16th and a cook-out in August.

Ray explains the meetings and his ideas for the future this way: "I do believe the people in Project II are enjoying it. We all decide what we want to do, and then I arrange it. I think it's expanding. There might be two groups next year - and then I'll need help. I had a group similar to this in Lincoln. We had a fruit jar and each member contributed a quarter to 50¢ when they could, and we ended up with about \$300. We used that to go on a four-day field and camping trip. We could do that here, too."

For Project II activities, the members meet at GOARC. Those members who have cars provide transportation for those who don't. Everyone contributes food for parties and picnics, or pays his or her own way if the group goes bowling or to a movie. Ray says, "If anyone would like to come to a meeting just to see what it is, they are welcome to come. They can just call GOARC (551-9450) or Shirley Dean (444-6463). If they can't get hold of either one of them, then they can call their advisor."

LIBRARY MOVES TO CENTRAL OFFICE

ENCOR's library has moved to 885 So. 72nd St. When the library is set up, it will again be available for staff and community use.

RECREATION HAPPENINGS

After the November cuts, parents and volunteers in Cass, Sarpy, Dodge, and Washington Counties worked hard to develop and continue activities in their communities. Many ENCOR staff have also volunteered extra hours to share in recreational activities with individuals in residential services in all five counties.

In March, to meet the still-existing need in Douglas and Sarpy counties, GOARC obtained a UNO student under the 701 program, a work-study program funded by the federal government. This student, Kathleen Ross, who will soon receive a Masters in Social Work, was asked to develop summer recreation programs.

At the end of May, ENCOR staff from two divisions (Residential and Child Guidance Services) teamed up with Kathleen, who had come up with some good ideas but needed help to implement them. The result: there are now five integrated day camps which are staffed by recreational aides trained to work with mentally retarded children and adolescents. ENCOR staff helped to provide the training for the aides, who were obtained by GOARC through the CETA program.

The programs are Project REC, a day camp at Offutt Air Force Base, Project EMBRACE, which is offered at three sites by a coalition of churches, and a program at the Woodson Center in South Omaha. In addition, there are other places where mentally retarded and multiply-handicapped children and adults may go for re-

creational and social activities. Both GOARC (551-9450) and ENCOR (Lynn Williams - 444-6564) can provide this information.

The doors of the community are open in most cases. It takes cooperation and concerted effort, however, to make something happen.

Are you interested in helping to develop recreation activities? Call Bonnie Shoultz, 444-6500, or get your friends together to come up with ideas for future programs.

INDUSTRIES CONTRACT WITH ENCOR

ENCOR's ITCs have many good customers now. The first contracts were with Tip Top Curlers, which provided 60% of the contract income. Now ENCOR trainees have a larger variety of work to do, and the Tip Top contract is only 25% of the total.

The other major contracts are with Western Electric Manufacturing (trainees make crate tops and bottoms); Western Electric Service (making phone jacks and separating and repackaging bags and phone sleeves by color and number); Lozier Corporation (building pallets); Inland Container (gluing plastic liners into meal boxes and assembly of carton dividers); Valmont Industries (cutting cable to length); Vigortone (building pallets); and Jayhawk (building pallets and assembling box dividers). The last three industries are in or near Fremont, Nebraska.

VOLUNTEER HOURS GIVEN TO ENCOR

Since July 1, 1975, it is estimated that at least 9,140 hours have been given by volunteers to ENCOR clients and programs. The type of volunteer work ranges widely; some volunteers work with one individual or family; some volunteers work in an educational program or in a residence; and some give of their professional skills, whether in administration, speech therapy, etc.

For example, High School students from Ryan and Burke spent 3,160 hours during the school year with students in ENCOR's Adolescent Education and South School. These volunteers worked with individual students on social and educational skill areas; they were trained in programming skills so that they could accept significant responsibilities in volunteer work.

Many creative and responsible people of all ages from the communities in the five-county area can and do give to and learn from ENCOR clients and programs. Efforts to use volunteers in 1976-77 are continuing, even though there is not at this time a full-time volunteer coordinator.

* * * * *

As you see, the "Update" masthead has been changed this issue. Which do you like best? To comment or vote on this, call or write to Bonnie Shoultz, 444-6571.

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OVERTIME PAY

ENHSA employees will continue to be eligible for overtime pay, even though it's no longer the law of the land. The Eastern Nebraska Human Services Agency Governing Board last week authorized continuing overtime pay as an employee benefit.

A recent U.S. Supreme Court decision ruled that the Federal Fair Labor Standards Act didn't apply to state and local governments, but only to private employers. Since that decision, the State of Nebraska has decided to quit paying overtime, giving employees compensatory time off, instead. The University of Nebraska Regents also decided to abolish overtime pay for university employees.

Ray Weinberg, ENHSA personnel director, brought the situation to the Board's attention. He pointed out that, with the federal law inapplicable, ENHSA came under state labor laws --

which mandate a dollar an hour minimum wage and say nothing about overtime pay. In this situation, ENHSA could continue overtime pay only as an employee benefit authorized by the Governing Board.

The Board voted to continue paying overtime pay under the strict controls already in effect, with one exception. Residential employees will no longer receive overtime pay for time spent sleeping. This rule had been mandated in certain cases by federal regulations.

TOY LENDING LIBRARY

A joint GOARC-ENCOR volunteer committee has formed to make the Toy Lending Library accessible again to parents and staff. The first jobs will be to find an adequate space and a way to staff the Library, probably with volunteers. Anyone interested in helping may call Billie Cook at GOARC (551-9450). Until the Library is set up, the toys will not be available for use. The target date is September 15th, but with more help, it can be ready before then.

THOUGHTS FROM DAVID

I have a friend of mine who wears the label of being mentally handicapped. I can always tell her bashful knock on my door. She is a beautiful person and genuinely one of the most loving people I know.

Her strands of gray hair have not made her an old woman. Sometimes she is so beautifully child-like that I just feel good inside to be around her. But, my friend is very much a woman. She seems to possess a maturity in some matters which puts my "normal" neighbors to shame.

There are not very many of my freinds who are as unselfish as she. And yet, she is not to be walked

on. She is trusting in those whom she believes care, and cautious of those who might be cold or cruel.

My friend has taught me much about like and about God. Behind her golden eyes I see both tears and sunshine. I see struggle and disappointment because there are so many who don't understand. For little things, like obtaining a job are hard to come by, even though she is a good worker. But what comes through like a beacon of HOPE to me is the reflection of God's love and caring for myself if others despise our gifts or abilities. I am thankful for my relationship with someone as special as my friend, Ollie Rector.

BENSON ITC PARENT GROUP PLANS PICNIC

A potluck picnic for all vocational clients and their families is planned for August 4th. The picnic will be at Cooper Farm, 8705 Mormon Road, from 5-9 p.m. The organizers of this event are the parents of Benson ITC clients, a group which meets regularly to advise ENCOR on planning and programming needs.

The above essay was placed in his church bulletin by a young pastor of the Calvary Baptist Church. Ollie Rector is a client of ENCOR who lives with her husband Lowell in Omaha. (Parts of the essay had to be cut to fit the space available. The deleted parts amplified the above.) We thank David Forden for sharing with his congregation and with us the beauty of a person who has given so much to so many of us.

AFFIRMATIVE ACTION PLAN

An affirmative action plan developed by a committee made up of representatives from each ENHSA office and the Personnel Department was accepted by the Governing Board on July 22nd. The plan will now be submitted to the various funding sources, federal, state, and local.

A major part of the plan will be training of staff. Equal Employment Opportunity/Affirmative Action-specific training will be given to all supervisors.

The purpose of an affirmative action plan is to provide for the implementation of fair employment practices within a system. The Personnel Department has received a letter from Larry Myers, Executive Director of Nebraska's Equal Opportunity Commission, commending all staff on a job well done. He writes that it is evident that a great deal of time and effort went into the plan, and that all staff involved should be notified of his appreciation.

STAFF CHANGES SINCE LAST ISSUE

Bruce Kai has been appointed staff Services Division Director. Bruce remains as Educational Division Director until September, thus performing a double function.

Ron Aadland was appointed South/

ACCREDITATION RENEWAL SOUGHT

In mid-July, the decision was made to make application for another survey of ENCOR by AC/FMR, the Accreditation Council for Facilities for the Mentally Retarded.

AC/FMR granted accreditation to ENCOR in 1974; renewal of the accreditation is necessary on a regular basis, however, and ENCOR had already been given extensions by AC/FMR.

This process will mean a good deal of work for ENCOR staff, but the potential benefits are many. One major benefit will be educational: when the agency compares itself to an ideal as set forth in AC/FMR standards, closer attention will be given to the reasons behind the way we do things. We will also notice and rectify deficiency areas which might otherwise be overlooked.

Several steps must be taken before the AC/FMR survey team comes to ENCOR. The most immediate will be a self-survey of new programs and a narrative on steps taken to correct the deficiencies noted in 1974. The survey team is expected late in September.

Southwest Residential Coordinator. Ron has been acting in that position since May 1.

Kip Reusing, CGS advisor, has been appointed North/Northwest Residential Coordinator.

dinator will supervise agency and division specific orientations and ongoing inservice sessions for staff.

A professional training consultant has been looking over ENCOR in the last couple of weeks, and is putting together a proposed staff training package.

Eventually this will include mandatory management training for all staff members promoted to supervisory positions.

I think you'll agree that this will benefit all staff members. More important, it will increase the quality of service to clients.

FRIDAY VISITS

Barry Lamont, Lois Rood, Bruce Kai, Shirley Dean and I have begun visiting ENCOR sites on Friday afternoons.

These regular weekly visitations will eventually get us to every residential, vocational and educational service.

These visits aren't intended as inspections. Rather, they're a way for us to become more familiar with line programs, to meet staff, and to learn the concerns of staff.

We often feel isolated from the reinforcement of direct client contact, and want to be more knowledgeable and involved.

--Dave Howard

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AGENCY MILESTONES

On August 13, 1976, metropolitan area programs for mentally retarded school-age students run by ENCOR will close their doors, marking the end of nearly eight years of service to handicapped children.

The first center, started by GOARC in 1968, was located in the Benson area. Over the years, centers were opened in South Omaha (South School), Bellevue (Sarpy Center), North Omaha (Chance), West Omaha (West Center), and Fremont (Fremont Developmental Center, now Fremont Adolescent Education). These centers served children aged 18 months to 18 years of age. As ENCOR continued to grow and devise new programs, two specialized programs were developed to serve those students of preschool and adolescent age.

In the spring of 1973, a program utilizing integrated pre-schools was funded by BEH. Over the next three years, pre-school-age students moved out of development

centers and into these integrated settings. By the fall of 1976, all pre-school-age students were being served in other settings with varying degrees of integration.

In the fall of 1973, the Adolescent Education Program was opened to serve students between the ages of 12 and 18, stressing pre-academic and pre-vocational activities. In October, 1975, the Adolescent Education Program moved to Ryan High School, where the students were able to benefit from integration with normal high school students. The year has been a dynamite experience for students, staff and Ryan students alike; opportunities for growth of all three groups were at a high level, especially after the volunteer program got into full swing.

Beginning in 1974, area public schools began to develop and implement their own programs to serve school-age handicapped students, and as a natural result, ENCOR centers opened over the years began to close. Both the Benson and Sarpy Centers closed in the fall of 1974, West

Center closed in June of 1975, and Chance closed in September, 1975. Centers in South Omaha, Fremont and the program at Ryan High continued for school year 1975-76. With the closing of South and Ryan this fall, only the Fremont program will remain to serve students of school age in the Fremont area. Hopefully, this program too will eventually close as the Fremont/Blair area schools are able to absorb the students into their system. ENCOR's Early Education Program continues to serve children of pre-school age in a variety of integrated programs.

Although August 13th will be a day for good-byes, it will also be a day for celebration. The realization of a goal that was little more than a pipe dream eight years ago leaves a feeling of pride in accomplishment. All the efforts of parents, staff, state and local public officials, citizens, public school groups, and most of all, the students, proved that those students have a right to attend school with their normal peers and have the opportunity to develop to their fullest potential.

--Phyllis Olson

STAFF CHANGE

Bonnie Shultz, who has been a temporary administrative employee for the last few months, has been hired as permanent Staff Services Administrative Assistant.

PERSONNEL NOTES

Felion Hankerson is the new manager of the Developmental Maximation Unit (DMU), replacing Gwen Kaltoft.

Beginning August 1, 1976, Harvey Schneider became the Executive Director of Skyline Center, Inc., in Clinton, Iowa. Skyline Center, Inc. is a private, non-profit community-based system of services for handicapped persons. Grant Loyd, who left ENCOR in September, 1975, will be the Residential Services Director at Skyline Center.

Ken and Nancee Hill, Managers of the Hawthorne Men's Cluster, North/Northeast, are the parents of a new baby boy, their first, named Zachary Michael, born July 21, 1976 and weighing 7 lbs, 10 oz.

During July, Jean Loffer (Educational Services; Motor Development) had the distinction of becoming a grandmother twice! Teri Lynn Dasher was born on July 7, 1976, and Matthew Leon Loffer was born on July 19, 1976. Jean has a lot of experience going for her -- these two bring the total to seven.

Mark Stricklett has been named permanent director of the South Industrial Training Center. He has been acting director of the ITC since spring. Mark will be acting director of vocational services from August 9 through August 20, while Lois Rood is on vacation.

WHAT'S UP?

ENCOR BUDGET

This week each of the five counties in ENCOR's service area approves its 1976-77 budget. Final figures weren't available when the Update went to press.

The ENCOR Governing Board will be asked, on August 19, to finalize our 1976-77 budget, based on known contributions earmarked by county, state and federal governments.

That means we'll know what our income for the fiscal year will be, and what we can spend.

It's been difficult for all of ENCOR in the past couple of months, as we've worked hard to hold spending down, and have frozen the hiring of replacements for many positions cut last winter.

But the tight purse strings will be worthwhile in the long run. It's better to delay some hiring for a while, until we're sure of what we can spend, rather than having to lay off staff members as we did last year.

This year we're going to live strictly within our budget, which may cause some hardships. But this will be less painful than midyear service cutbacks.

Living within this year's budget is going to take some sacrifices on everybody's part. You'll probably get

tired of the question, "Is it budgeted?"

In the end, however, this will mean being able to provide a stable level of services for clients. And that's what ENCOR is all about.

STAFF DEVELOPMENT

During the recent budget cutbacks, one of the many areas that suffered was staff training.

While staff training isn't a direct client service, it has a strong influence on the quality of services we offer.

We won't see a return to two dozen PD&T employees working on staff training, but we will see an increase in training opportunities this year.

For starters, beginning this fall, ENCOR employees will be eligible to take three credit hours of college classes a semester, with the agency picking up the expense.

To be eligible for tuition reimbursement at UNO resident tuition rates, you must take a course that is related to your job. For more information, contact your supervisor or the personnel department.

This fall a staff development coor-

VISITORS COMING TO ENCOR

From September 14-16, the Intergovernmental Affairs Committee of the Council on Exceptional Children (CEC) will visit ENCOR. This committee is studying model community-based programs.

On September 1, A.M.W. Assouw from the Netherlands will visit South ITC and the advisors to study services which are therapeutic from a psychiatric point of view. He is a guest of Dr. Menolascino at NPI.

PERSONNEL NOTES

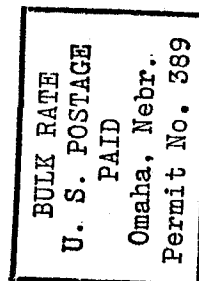
Cindy Schroeder, who has worked in the Residential Division, is now an advisor in Child Guidance Services, taking the place of Kip Reusing.

Barb Morrell is the new manager for Harney Street Adult Cluster.

Barb Dalby is now the Lead Teacher at Fremont Adolescent Education.

Terry Unterseher, supervisor of the CEEP Cooperative Classrooms, is taking a leave of absence to have her baby. Cincy Padilla and Vallorie Zabawa will each supervise a Cooperative Classroom in Terry's absence.

885 So. 72nd St.
Omaha, Nebraska 68114



ENCOR update

PUBLISHED TWICE MONTHLY

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AUGUST 30, 1976

GOVERNING BOARD NEWS

The Eastern Nebraska Human Services Agency Governing Board approved ENCOR's budget on August 19. The budget is for the fiscal year ending June 30, 1977. It shows the following revenues and expenses:

Projected revenues

Title XX (federal) -- \$2,470,725
Office of Mental Retardation (State) -- \$1,830,133

County funds -- \$576,190

(The county breakdown is:

Washington	\$ 23,228
Cass	32,500
Dodge	53,500
Sarpy	66,962
Douglas	400,000)

LB 403 (State) -- \$131,773

Fee schedule -- \$99,360

Donations -- \$2,000

Vocational contracts -- \$396,449

Transportation income -- \$5,000

Refunds -- \$19,537

Positioning Chairs -- \$1,650

Staff room & board -- \$9,180

Projected expenditures:

ENHSA Administration -- \$698,604

ENCOR Administration -- \$89,761

Staff Services -- \$187,502

Advisors -- \$363,954

Educational -- \$599,939

Vocational -- \$1,368,447

Residential -- \$2,233,790

The approved budget balances, with total projected revenues and expenditures of \$5,541,997. This is about the same level of spending as in the past fiscal year.

After the Governing Board approved the budget, ENCOR director Dave Howard presented a proposed staff rebuilding plan.

This is a plan for phased hiring of about 80 employees, to partially replace the more than 200 staff positions ENCOR lost in last year's budget cuts.

The plan staggers the hiring of these employees between now and January. Governing Board chairman Norm Magnusson must approve

each position before it is posted; justification for each position must be submitted to him.

In other action, the Governing Board took under advisement ENCOR's one-year plan, presented by Howard. The plan, with input from all divisions, was produced after three months work by ENCOR staff.

Governing Board chairman Norm Magnusson read an open letter to Governor J.J. Exon, from Ethel Temby, our July visitor from Australia.

In the letter, Mrs. Temby called ENCOR "...something more valuable than a new gold mine." and urged the governor to expand ENCOR's funding so that ENCOR's programming and procedures could be shared with others.

DID YOU KNOW?

Several committees have been formed in the past few months to aid ENCOR in rebuilding in several vital areas which directly affect client service. These are:

- An Individual Program Plan Committee, composed of three staff from each division. The IPP Committee will design a better IPP format and arrange for training in its use.
- A Behavior Programming Review Committee, composed of an attorney, a physician, a behavior scientist, a client representative, and the Ombudsperson. This Com-

mittee will review behavior programs which entail the use of aversive consequences. Staff liaisons to the Committee will design training for all staff in this area. The liaisons are Barb Jessing, Chuck Martens, and Bonnie Shoultz.

- A Research Committee, which will systematically review all research proposals, whether from students, professionals, or agency staff members.
- A Safety Committee, which will develop safety guidelines for all agency facilities, make proposals to Maintenance for correction of hazardous conditions, and generally insure that client and staff safety is a primary concern.

Another committee being formed is the AIDDS (Agency Information and Data Documentation Service) Committee. This committee's purpose is to collect and generate agency vital statistics for dissemination to the public and to staff.

CHAMPUS

ENCOR has been notified by the Office of Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) that ENCOR continues to meet CHAMPUS criteria as a source of care for the handicapped.

That means that ENCOR is an authorized provider of services for military dependents. CHAMPUS will pay for such services, up to the limits of its guidelines.

WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS

On August 22 about 100 residents of Region VI attended one of six local forums of the White House Conference on Handicapped Individuals. There were two purposes for this meeting: to present major issues and to select delegates to the state conference to be held in December in Lincoln.

Fifty delegates from Region VI were selected, including 16 GOARC members. Four of the GOARC members selected are ENCOR clients. Our congratulations to Raymond and Nancy Loomis, and to alternates Ollie Rector and John Hoffman.

Testimony was given by about 50 people during the day, in the areas of health, social, economic, educational, and special concerns. Special concerns included the problems of severely and multiply handicapped people and the problems of handicapped members of minority groups.

When the issues presented are compiled by local chairman, Bill Baier, they will be presented to the State Issues Committee, chaired by GOARC's Tom Miller. The State Issues Committee will select at least two issues in each of 25 categories. Papers regarding these issues will be sent to all delegates for study before the three day state conference in December.

At the state conference, which

will be attended by 150 delegates from all over the state, resolutions and recommendations regarding these issues will be made for presentation at the White House Conference in Washington, D.C. in May, 1977.

Nebraska delegates will be selected in December to go to the National Conference. It is possible, therefore, that an ENCOR client or another GOARC member could represent the State at the White House Conference in Washington.

STAFF TRAINING PLAN APPROVED

The Division Directors have approved a staff development package prepared by Sandi Ross, training consultant. The package specifies goals of staff training and activities to reach these goals.

The position of Staff Development Officer has been posted.

CLIENTS TESTIFY AT WHITE HOUSE CONFERENCE - LOCAL FORUM

Ray Loomis and Ollie Rector gave testimony at the local forum of the White House Conference. Ray spoke to the group about the need for generic agencies to provide more services to retarded citizens. Ollie Rector testified about her own difficulties in finding a job since the restaurant where she worked was closed seven months ago. She said that employers should be more willing to hire retarded citizens.

TOY LENDING LIBRARY UPDATE

Two weeks ago, GOARC and ENCOR staff met with representatives of the Omaha Public Library to discuss the future of the Toy Lending Library. The Public Library was asked if they would take 193 toys and continue this needed service, with staff to explain the use of the toys to parents who wished to check them out.

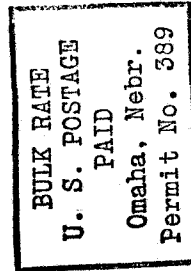
Last Thursday, the Public Library announced their acceptance of GOARC's gift, which will be used when the downtown library is completed. The toys may go to the branch offices, also.

STAFF DEVELOPMENT OFFICER HIRED

Sandi Ross, ENCOR's new Staff Development Officer was hired on August 13. Before she came to ENCOR, Sandi was a staff development educator for five years with Douglas County Hospital.

The major goal of training, says Sandi, is to provide employees the opportunity to gain skills needed to facilitate client growth. Sandi's additional goal is to develop opportunities for staff to grow professionally. She is hoping that college credits could be given for working at ENCOR or for taking ENCOR training.

885 So. 72nd Street
Omaha, Nebraska 68114



update

ENCOR

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SEPTEMBER 15, 1976

SOME RESIDENTIAL CLIENTS MAY LOSE SSI

As you may know, ENCOR Residential clients receive Supplemental Security Income (SSI) payments for room, board, and personal care. These payments are now in real jeopardy.

An important bill in Congress will allow SSI to be paid to residents of publicly operated group homes. Your help is needed now, as the bill will die in the Senate if not acted on by October 2nd.

To help: Write or call Senator Curtis, (address below), who is the ranking Republican on the Finance Committee, and Senator Hruska. Ask them:

1. To support HR 8911 with the Keys Group Home Amendment, to get it advanced to the Senate Floor.
2. Stress the Keys Amendment, since it will allow SSI for adult residents of group homes. If appropriate, give personal examples of adults who would be cut off.

3. Let him know that you have appreciated his support in the past.

HR 8911 has passed the House, and the Keys Amendment had strong bipartisan support. If this bill and the Keys Amendment are not acted on, a likely result will be that many Residential adult clients can no longer receive SSI. That would mean an unplanned cost of up to \$17,000 a month and a reduction in services to other clients.

Addresses:

Senator Carl Curtis
2213 Dirksen Bldg.
Washington, D.C. 20515
(202-224-4224)

Senator Roman Hruska
209 Russell Blvd.
Washington, D.C. 20510
(202-224-6551)

For more information, call Tom Miller at GOARC (551-9450) or Dave Howard, ENCOR Director (444-6500).

GOOD NEWS FOR CLIENTS IN VOCATIONAL SERVICES

Federal regulations which govern the operation of vocational programs have been causing some problems for Work Stations in Industry - until recently, anyway. The problem: Work Stations in Industry (WSI) didn't fit into the program models certified by the Wage and Hour Division of the Department of Labor.

ENCOR Vocational has developed the WSI concept because of the advantages to clients of integration with other workers in industry. Wage and Hour regulations, however, said that clients had to move from this setting in six months. Many trainees are not ready to get a competitive job after six months' training in a WSI, however.

Lois Rood spent three days in Washington, D.C. in August to try to resolve this problem, and presented ENCOR's position to Art Korn of the Wage and Hour Division of the U.S. Department of Labor and to the attorneys in the Solicitor's Office.

Mr. Korn recently notified ENCOR that an experimental certificate will be given for one year to ENCOR for Work Stations in Industry. The new certification procedure will allow us to serve severely and multiply handicapped trainees in WSIs, regardless of their level of productivity and for up to one year.

Lois returned with the feeling that

enforcement personnel in the Solicitor's Office were very interested in testing this model of integrated training, and were willing, therefore, to issue a special experimental certificate. The experiment will determine the positive factors of integration as a part of the rehabilitation process for severely and multiply handicapped people.

After the year is up, we will have the information necessary to propose a permanent certification process for this type of program model. Since many other communities are beginning to copy ENCOR's Work Stations in Industry, our efforts in this area could benefit handicapped people elsewhere as well as in our region.

STAFF TRAINING POSITIONS OPEN

Sandi Ross, Staff Development Officer, has announced that there are two positions open in Staff Development: one Vocational Training Specialist and one Residential Training Specialist. Duties of these positions will be to develop new staff orientation and division-specific training for staff in these two divisions. Interested staff may get more information from Sheila Smith in Personnel.

A VISITOR'S IMPRESSIONS

Ethel Temby, an Australian mother who toured mental retardation programs in England, Sweden, Massachusetts, Michigan, Nebraska and Canada, wrote a letter which is excerpted here after her 17 day visit to Eastern Nebraska in July:

"Dear Governor Exon:

"I am a holder of a Winston Churchill Memorial Fellowship and also a member of the Premier's Committee on Mental Retardation in the State of Victoria, Australia. My tour overseas...has been made possible through my Fellowship....

It is in your State and through your government agency called ENCOR that I have found a kind of haven that could, if it can continue as it has developed, be the means of raising the standards of living and the quality of life for retarded citizens not only throughout the United States but in many other countries around the world.

I earnestly hope that the economic circumstances that presently straiten the services and programs of human services developed during the past eight years in Nebraska will soon be relieved. This is my hope not only because it is disturbing to see a reduction in services to those citizens least able to act or claim on their own behalf, but because the momentum of the movement that

has brought humanity and dignity into the human services of your State is being maintained by the idealism and enthusiasm of young people prepared to put their ideals into practice, with many hours of thought and energy and personal involvement far beyond what is customarily given, or required, in any paid position. At ENCOR I was conscious of a spirit and a commitment customarily exuded only by highly motivated volunteers.

In my opinion you have in your State something far more valuable than a new gold mine. Please accept my congratulations and my plea that you will encourage and extend the capacity of ENCOR to expand so that you may develop teams to visit and counsel in other places, publicize the structure of programming and the procedures for monitoring services, and so aid in the cultivation elsewhere of the new dimension in human dignity I found in your State.

When future histories of social progress are written it could be that ENCOR in the 1970's in Nebraska will be seen as the cornerstone on which the structure of human services in all advanced countries will have been built.

I...cannot leave your country without expressing my thanks to yourself and to the ENCOR Governing Board which bears the responsibility for the development of services in your State. I hope that my State, in Australia, will be ready to learn from Nebraska. We have a long way to go."

GOYARC DOINGS

GOYARC (Greater Omaha Youth Association for Retarded Citizens) has got a busy schedule planned for the next two weeks.

On Saturday, GOYARC will go apple picking in Council Bluffs. Sunday will see the reforming of the GOYARC young adult discussion group at St. Timothy's Church at 2 p.m.

On October 8, GOYARC members will take part in the volunteer fair at Westside High School. The GOYARC girls football team will meet UNO's Zeta Tau Alpha sorority on the gridiron October 10.

For further details, call Pat Henry, 444-6559.

SCHROEDER'S RAIDERS

Football fans, take note. If you can't get tickets to this week's Big Red game, you can still see top flight football without laying out one red cent.

At 1 p.m. Saturday, Schroeder's Raiders will meet Aadland's Animals in Benson Park, next to Dill Softball Field. The residential football teams from Central/Northwest and South/Southwest are kicking off what they hope will become a long-term gridiron rivalry.

Both staff and clients will participate. Pat Henry says it's an equal opportunity game. He's hoping women will show up to play -- not just cheer.

885 So. 72nd Street
Omaha, Nebraska 68114

ENCOR update

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SEPTEMBER 30, 1976

GOVERNING BOARD

The Eastern Nebraska Human Services Agency (ENHSA) governing board met September 16 and considered several matters of concern to ENCOR.

The governing board approved ENCOR's one-year plan, which calls for providing guidance services for more than 1,000 clients this fiscal year, as well as educational services for more than 150 clients, residential services for more than 200 persons, and vocational services for more than 290 clients.

The board went on record as opposed to the provisions of a proposed Omaha zoning ordinance which would require licensing of group homes and alternate living units, and wouldn't allow such sites within a half mile of any other group home. The board did not oppose a licensing ordinance in itself. The board authorized attorney Bruce Mason to meet with city officials and homeowners groups who

are supporting the ordinance, to try to work out a more acceptable ordinance.

Dave Howard told the board that more than half of the members of ENCOR's advisory council have become inactive. A search is going on to find new members for the council. Anyone interested in serving on the council may contact Dave Howard at 444-6500.

The board passed a motion stating that ENCOR wants to bring individuals out of the Beatrice State Developmental Center, in accordance with the lawsuit settlement reached last year, and is ready to do so when the state releases the money.

The board also requested that ENCOR staff draw up a written policy, for board consideration, on movement of clients from Region VI to Beatrice. The board passed a motion that, in the meantime, no more individuals from the ENCOR region are to return to Beatrice without the knowledge and approval of board chairman Norm Magnusson.

PERSONNEL

ENCOR Director Dave Howard has announced that Lois Rood will transfer to a new position as ENCOR planning officer on November 1.

"Lois has done a tremendous job on the agency and vocational division one-year plans," Howard said. "We are confident she'll do well with ENCOR's long-range planning."

This will leave two division director openings, as Lois leaves the vocational division, and Bruce Kai leaves the educational division to become staff services director.

A nationwide search will be conducted for these positions. Current staff are urged to apply for these positions when the openings are posted this week. It is hoped these positions will be filled by November 15.

COUNCIL VISIT

Thanks to all ENCOR staff and clients who cooperated with our visitors from the Council on Exceptional Children in September.

The council is an organization of professionals interested in special education. The council's intergovernmental affairs committee visited ENCOR September 14 and 15.

The committee was invited to Omaha by Dale Samuelson, Omaha Public Schools assistant superintendent for special education, a CEC member who has worked closely with ENCOR in the transition of some of our clients into public school programs.

The purpose of the visit was for committee members to see a community-based retardation program in action, to help them in revising some of their policies.

The council is also considering the publication of materials to help communities which are just beginning to set up community-based programs.

RESIDENTIAL BLACK HILLS TRIP

Two weekends ago, 19 people from Bellevue, Harney, and Burt Street residences went on a three-day camping trip in the Black Hills, South Dakota. According to Shirley Olson, Manager of the Bellevue Adult Cluster, everyone had a good time.

The trip was financed as follows: Each person (seven staff and twelve clients) put \$35 into a fund to pay for transportation and rental of equipment, and food was contributed by each residence. Two vans were rented, and tents were rented from UNO. The two dogs who went along didn't have to pay anything.

The group arrived at 10 p.m. on Thursday, September 9, to camp at Sheridan Lake. Since they set up their tents by flashlight that first night, they had a few mishaps. Their seven man tent was first put up inside out; the second time they tried, it was upside down. The third time was a charm, and everyone got to sleep shortly after that.

Cooking was done over an open campfire. In spite of the rustic living, however, most of the time was spent having fun. The group went to Mount Rushmore, waded, hiked, floated on a raft, and just messed around, according to Shirley Olson. They topped their trip off with a big spaghetti dinner (cooked over the campfire) and headed back to Omaha late Saturday night.

Lots of pictures were taken, and postcards and gifts were purchased as mementos of the trip. Bellevue Adult Residence is planning a photograph-sharing party on Friday, October 1.

CAREER OPPORTUNITIES FOR ENCOR EMPLOYEES

-- by Sandi Ross

The Staff Development section, as one of its identified activities, provides for opportunities for staff's professional growth. The plan is to provide information

on degree programs (associate, bachelors, masters, doctoral) in mental retardation and related fields, where courses could be taken, the cost of such courses, work, information or educational grants, and opportunities for receiving college credits for working at ENCOR. Attempts will also be made, through the universities, to provide college credit for internal ENCOR training programs.

This information will be located in the Staff Development files and will be communicated to employees via the newsletter.

Some information is available. The Metropolitan Technical Community College will be working with us on the development of certificate and/or associate degree programs specific to the field of mental retardation. One suggestion which has been made is an associate degree in child development. If you have any ideas in this regard, please forward them to Sandi Ross in Staff Development.

The Cooperative Education Department at UNO has a system to provide up to 12 elective credit hours for work experience which is related to your major. You would be required to do a job-related project in coordination with your major. Registration for such credits is the same as with any course. The fee would also be the same.

PERSONNEL NOTES

THE GOVERNING BOARD HAS APPROVED A DEPUTY DIRECTOR POSITION FOR ENCOR. The position will not require any additional money from the budget, since the position will replace the staff services director job, which is being phased out.

The deputy director position has been posted. ENCOR Director Dave Howard said he hopes the position will be filled by November.

"The purpose of a deputy director," Howard said, "is to have someone to handle the internal, day-to-day operations of ENCOR, freeing the director for the community and system-wide concerns and inter-agency functions which occupy so much of his time."

PIGSKIN PREVIEW (CONTINUED FROM INSIDE)

The game was such a success that other ENCOR staff and clients are getting into the action. The undefeated south-southwest team will meet a Dodge-Washington residential team Sunday at 1 p.m. in Viking Stadium at Dana College in Blair.

The Admin. types don't want to be left out, so an ENHSA/ENCOR football game is scheduled for Sunday, October 24, at 1:30 p.m. in Benson Park, near Dill Field.

885 So. 72nd Street
Omaha, Nebraska 68114

ENCOR

update

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CHILDREN AT DMU ARE ON THE GO

Six children at the Developmental Maximation Unit have a very active life, especially during the months of mild weather. In spite of the medical problems they may have, the children are not treated as fragile by the staff. "They like to have as much fun as anybody else," says Cindy Brunow, a Residential Assistant who has worked at DMU for two years. Dan McGee, RA, says "lots of people have medical difficulties. Here the first priority is the childrens' human needs; along with that, we give attention to their special needs."

The children go many places. In August they went on an overnight Camping trip. Five children and several staff members stayed for more than 28 hours in a cabin at Hansen's Lake near Bellevue. For most of them, there were many first experiences: walking barefoot in the sand, holding a fishing pole, catching fish, and swimming in a lake, with life preservers, to help them float. Dan McGee, who was on the trip, says "everyone was

very relaxed. The sounds out there are different. Here at DMU, we hear elevators, trays clanking, and other noises. There we heard water lapping, the wind blowing, birds singing"

In September most of the children went to the Nebraska State Fair. They went on many of the rides, like the tilt-a-whirl and the ferris wheel. The children who went enjoyed the new sensations of the rides, and watching the crowds.

Shorter excursions are frequent, too. Often, the staff and children go to a park or to eat out in a restaurant. They have also gone out with members of the Greater Youth Association for Retarded Citizens.

One afternoon, everyone went to the apartment of John and Mary Clark, parents of Gina, 7, who lives at DMU. The children and staff swam in the apartment complex pool and ate supper. "I was surprised,"
(continued on next page)

said Mary Clark, "at the reactions of the children who live out here. They went in swimming and played with Gina and the others. They really accepted them and wanted to help them. It was really fun." Afterwards, one little girl said, "you're really lucky to have a girl like Gina."

Among the services provided by the Developmental Maximation Unit are respite care for families and preventive care for children who used to live there. Most of the children go to public school, since their average age is 5 to 6 years old. The infants receive services at the Infant Stimulation Program at the Meyer Children's Rehabilitation Institute. One infant is at DMU at this time.

For children who can't leave the unit for school, a home training teacher comes in. Right now, one child receives home training services. Programming ranges from taste and feeding programs to head control and toileting.

Many children who once resided at DMU are now in ALUs or other ENCOR residences, and are living very successfully outside of the unit. If special medical services are needed, these children may return to DMU for a short period of time, in order to be watched closely by the doctor who has followed them for a long period of time.

The trips around Omaha and further away have a purpose, and are re-

warding to the staff as well. As Dan McGee said, "every time I go out with the kids, my level of consciousness is raised about what the kids can appreciate, and how normal experiences can help them grow." To Fe Hankerson, DMU Director, the longer trips "mark a beginning of change, a change whereby our kids will become integrated into society and receive the stimulation that will motivate growth and development."

"I think it's not just that they get out," said Mary Clark, Gina's mother, "Gina has been doing things that I never thought she'd get to do. She really enjoys it. I have never realized she was aware of so many things around her. I've seen a lot of change in the last six months. She's not as fragile as people used to think she would always be. Another thing I've noticed is that the less gently you treat her, the more she likes it."

---Bonnie Shoultz

PIGSKIN PREVIEW

AADLAND'S ANIMALS (SOUTH-SOUTHWEST) DEFEATED SCHROEDER'S RAIDERS (CENTRAL-NORTHWEST) 19-12 in the first residential client-staff football game, which was covered by two Omaha TV stations and the Benson Sun.

(continued on back page)

GOARC NEWS

HONEY SUNDAY

"Give a little of yourself to others" is the current theme of the Greater Omaha Association for Retarded Citizens.

GOARC is making plans for its annual Honey Sunday, scheduled for November 14. Proceeds from door-to-door honey sales that day will go to GOARC projects.

If you'd like to help out, here's what you do:

- Recruit a team to sell honey. A team is made up of a driver and four or more honey sellers.
- Volunteer to distribute posters to stores, restaurants and other businesses in your neighborhood, before Honey Sunday.
- Buy a jar or two of honey.

"We're counting on all our friends to help make Honey Sunday 1976 a success," said Tom Miller, GOARC's Executive Director.

If you want to volunteer, call Amy Humphries at GOARC, 551-9450.

OMBUDSMAN

GOARC has received funding for the Ombudsperson position through the Comprehensive Employment and Training Agency for fifteen months.

Ombudsperson Carl Sullivan reports that he is "alive and well" and presently operating at GOARC.

Carl has been joined by R.A. "Toni" Benton, who will be acting as assistant to the Ombudsperson. Her position is also funded by CETA for fifteen months.

LEGAL SERVICE

GOARC's legal services project has been funded by a \$20,000 grant from the American Bar Association Commission on the Mentally Handicapped.

The grant proposal was submitted by GOARC and the Nebraska State Bar Association Committee on Mental Health. GOARC is matching the grant with more than \$23,000 in in-kind services.

The project will involve legal assistance and advocacy for mentally retarded citizens, provided by a full-time attorney on GOARC's staff. The attorney will be paid up to \$16,000 a year.

The project is targeted to get underway in January. Carl Sullivan announced that the project came in second out of 50 proposals submitted to the ABA Commission. Only 10 were funded.

FILM SHOWINGS

ENCOR's residential division is sponsoring some film showings in the next couple of weeks to give background to staff on some problems they may face.

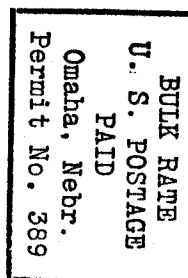
The first film is called "Modern Concepts of Epilepsy." It deals with causes, medication and social aspects of seizure disorders, including discrimination against individuals with seizure problems. It will be shown today (Friday, October 29) at noon and Tuesday, November 2, at 9 a.m. Both showings will be at the central office.

The second film is called "Who Shall Survive?" It deals with the question of denying medical help to a handicapped infant. The film follows the child's parents, physician and minister as they face up to the implications of the decision.

"Who Shall Survive?" will be shown Tuesday, November 2, at 2:30 p.m. at DMU; Wednesday, November 3, at 10:30 a.m. at Hillside Residence, 8316 Hillside; and at noon on November 9 and 12 at the central office. Dodge-Washington residential will have this film November 5 through 7.

Although these film showings are scheduled for residential in-service training, those at the central office are open to all staff. Non-residential staffers who want to attend one of the other showings should contact Pat Henry, 444-6559.

885 S. 72nd St.
Omaha, NE 68114



ENCOR update

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october 29, 1976

GOVERNING BOARD MEETING

The Eastern Nebraska Human Services Agency governing board met Thursday, October 21.

ENCOR Director Dave Howard presented options for spending the \$82,000 budget surplus from last fiscal year. The board will consider the options at its November meeting.

The board approved ENCOR's new policy on research. Dave Howard introduced ENCOR management staff to the board. Howard told governing board members that the restructuring of the ENCOR Advisory Council should be completed in November, with the council again up to a full 15 members.

ENHSA Governing Board member Mike Albert, Douglas County Board Chairman, told the governing board that the proposed group home licensing ordinance will be going before the Omaha City Council in November.

Albert said he would introduce three amendments to the ordinance, to make it more acceptable to ENCOR. These amendments would waive the \$50 license fee for government agencies, raise the number of clients in the definition of a group home from three to five, and exempt existing group homes from the requirement that no new group home could be located within a half mile of another group home.

ENCOR clients or parents interested in attending the public hearing on this ordinance can check with the city clerk's office to find out the date of the hearing.

1977 HOLIDAYS

You've got a chance to pick some of your holidays for next year. The ENHSA Personnel Advisory Council (PAC) is distributing holiday ballots with this week's paychecks.

STAFF DEVELOPMENT

ENCOR's staff development section is gearing up, with division specific training specialists now hired and agency-wide orientation scheduled to begin in November.

Melody Henn, former CEEP resource coordinator, has transferred into the educational training specialist job. Bill Lewis has transferred from a residential manager position to become residential training specialist. Penny Brown has left her vocational program manager job at Benson Industrial Training Center to fill the vocational training specialist position.

"We looked internally for these people," said Sandi Ross, ENCOR staff development officer, "in an effort to provide each division with a training specialist who knew the division personally."

An ENCOR orientation session is scheduled for November 15 and 16 for all new employees. This will be the first agency-wide orientation held since last year's staff cuts.

The orientation will provide a basic background in mental retardation, including history, causes and prevention of retardation, the philosophy of normalization and the least restrictive alternative, and how ENCOR provides services to support these aims.

Orientation will also include introductions of all key ENCOR administrative staff, who will explain what they and their divisions do to support client growth and movement in ENCOR.

The basic orientation, which will cover two full days, will be required for all new employees. In addition, during their 90-day probationary period new staff will have four mandatory day-long training sessions, which will cover some topics in more depth.

Sandi Ross said these orientations will be open to all present ENCOR employees who haven't received such training. Current staff who are interested should contact their supervisors, who are receiving agendas and schedules for future orientations.

The staff development section will be writing individual training plans next month, after receiving position objectives from the divisions. The staff development annual plan is due in January.

CHRISTMAS PARTY

The Eastern Nebraska Human Services Agency Personnel Advisory Council is sponsoring a Christmas party for all ENHSA employees and their guests. For more details, see the PAC flyer distributed with this week's paychecks.

THANK-YOU BANQUET

John Clark, president of the Greater Omaha Association for Retarded Citizens, has announced that a banquet will be held Saturday night, October 30, to honor state senators for their legislative work in behalf of handicapped citizens.

The banquet, at the Hilton Hotel, will begin at 7 p.m., preceded by a 6 p.m. reception. Tickets are \$7.50 apiece and may be purchased at the door. One hundred tickets have been donated to GOARC for handicapped children accompanied by parents and friends. The banquet is open to the public.

"The main reason for the banquet," Clark said, "is to thank the state senators for their support for our programs in the past and to express our support for the constitutional amendment to raise state senators' pay from \$400 to \$675 a month."

"Most of them have been pretty helpful in the past. We think they deserve a little recognition for it."

Sponsoring organizations for the banquet include GOARC; Nebraska Association for Retarded Citizens; mayors committees on the handicapped for Omaha, Lincoln, Fremont, Grand Island and Norfolk; Nebraska Foundation for the Visually Impaired; Epilepsy Council of Omaha; Omaha Coalition for the Education of the Handicapped and others.

HONEY SUNDAY

GOARC still needs volunteers to help out on Honey Sunday, November 14. This is the Greater Omaha Association for Retarded Citizens' major fund-raising project of the year.

GOARC director Tom Miller says volunteers are still needed to sell honey door-to-door, to drive teams of honey sellers, and to distribute posters.

If you want to volunteer, call Amy Humphries at GOARC, 551-9450.

"And don't forget to buy some honey yourself," Miller said.

PRECISION TEACHING TRAINING

Two precision teaching training sessions have been scheduled for next month. ENCOR staff interested in attending may call the staff development office, 556-7515.

The first session will run from November 1 through November 5, from 2 p.m. to 4 p.m. daily, at the Eastern Nebraska Community Office of Mental Health children's center, 4102 So. 13th St.

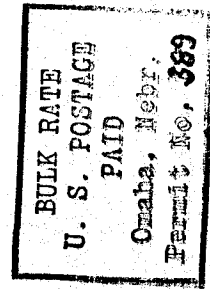
The second session, especially for vocational, guidance and residential staff, will be November 8 through November 12, from 4 p.m. to 6 p.m. at the Benson Industrial Training Center.

PROJECT MATCH

Project Match (Metropolitan Area Training Council for the Handicapped), sponsored by CETA (Comprehensive Employment and Training Agency), graphically reveals its function through its name. Its purpose is to move handicapped persons into unsubsidized employment if they have the capacity to become employable within a 12-month training period. Eligibility for the program requires, in addition, residence in Douglas or Sarpy Counties. Criteria of duration of unemployment and low income set priorities for those individuals who are to be served and who will benefit from the efforts to match the individual's skill strengths and weaknesses with a job.

ENCOR has referred 17 people to the MATCH Project, 10 from ENCOR work station training and 7 from community referrals. The CETA grant requires placement of 280 handicapped persons in a 12-month period. Referrals from the ENCOR placement office will, in the future, be taken from our Work Stations in Industry program or through community referrals made by advisors or as walk-ins by the clients, themselves.

MATCH project offices are in the South Omaha Neighborhood Association Building, 5211 So. 31st St. or call Terry Nelson, 345-7714, extension 302.



885 So. 72nd St.
Omaha, Nebraska 68114

ENCOR update

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MAKE IT A MERRY CHRISTMAS

Have yourselves a very merry Christmas. At least one former Eastern Nebraska Human Services Agency employee won't be so merry this Christmas, though.

Ray Nelson, former ENHSA Maintenance employee, has been in intensive care at University Hospital for more than two months. He is not expected to be released until after Christmas.

Ray is suffering from Guillain-Barre Syndrome. He is temporarily paralyzed. Doctors do not know the cause of the illness, which should disappear in time, although relapses can occur. He doesn't know how much longer he will be in the hospital, or how long he will have to recuperate after he gets out.

Ray isn't letting his illness prevent him from doing some things he wants to do, although he has been paralyzed from the neck down and unable to breathe without a respirator, or to speak. He cast an absentee ballot in the November elections from his hospital bed, with his sister marking his choices for him.

Ray won't be able to be home this Christmas with his wife and 4-year-old son, though. And he won't be able to provide some of the things for them that make a merry Christmas. That's where you can help.

Ray's former supervisor, Paul Anderson, has arranged for Santa Claus to visit 4-year-old Shawn. Paul is taking up a collection, to buy Christmas presents and food for the Nelson family. Gifts of money, toys, clothes or food for the Nelson family can be given to Paul Anderson in Maintenance, or to Rose Sherman in Bookkeeping.

"Ray was a hard and dedicated worker," Paul says. "Agency business always came first with Ray, in the two years he worked with ENCOR.

"Let's help make this a merry Christmas for Ray and his family."

The Update is on a monthly holiday schedule for November and December. Information for the December issue must be in to Dick Irving or Mary McCoy by December 15.

ENCOR PERSONNEL - NEW AND DIFFERENT

During October, ENCOR has hired 16 Residential Assistants. They are: Carolyn Adkins, Dee Leen Armstrong, Floyd Banks, Eduardo Chavez, Jules DeSalvo, Denise Gonzalez, Kevin Harris, Terry Harper, Mary (Dale) Hope, Alvester Johnson, Maggie Kenney, James Lott, Mary Kate Mahoney, Kristy Haman Nave, Jane Paulson, and Mary Pat Seabeck.

Three Program Managers have been hired for the Benson ITC, Jeffrey Gaillard, Stephen Koyen, and Catherine Theissen; two Vocational Placement Assistants, Carole Kolund and Gary Richer; and at the Northeast Industrial Training Center Larry Shallberg as Production Manager and Pat Cramer as Secretary I.

The Educational Services Division has hired three substitute teachers for the Fremont Adult Education, Marilyn Mooney, Susan Schleicher, and Sharon Yates; four pre-school substitute teachers, Yolanda Peoples-Pruitt, Susan Stohs, Patricia Vicker, and Nona Jean Woodke, and Susan Gehringer as Team Nurse and Patricia Fisser as Physical Therapist.

Four transfers moved -- Anne Schimmerhorn, Residential Assistant from the Blair to the Fremont Adult Residence, Dennis Womack from the Northeast ITC as Production Manager to a work station-in-industry Supervisor, Fred Zydek from Program Manager at Bellevue ITC to Advisor I,

and Kathy Makela from Residential Assistant to Advisor I.

Gary Richer, whose former structured correctional position was phased out, has been rehired as a placement assistant.

Kathy Eickmeier has been promoted from Residential Assistant to Assistant Manager at Hawthorne, Annie Zinn has been promoted to be Assistant Manager at Harney, and Carroll Shrier has been promoted from Assistant Manager at DMU to Manager at Ridgewood Adult Residence.

HOT LINE

Looking for a job? Then listen. Dial 444-6582 for the ENHSA job line.

The 24 hour-a-day job line recording will tell you about the current job openings within ENHSA. This service replaces the former printed Current Openings List.

If you're interested in one of the openings, and you already work for ENHSA, contact Sheila Tracy Smith, the Employment Specialist for ENCOR, for further details. If you're not already employed by ENHSA, come in to the Central Office, 885 S. 72nd St., during interviewing hours, Monday through Thursday, from 8:30 to 11:30 a.m.

REACCREDITATION

The Accreditation Council for Services for the Mentally Retarded and Other Developmentally Disabled Persons, formerly known as AC/FMR, will survey ENCOR for reaccreditation the week of January 10th.

A public information interview will be held on January 10 or 11. All interested parents and clients are invited to attend.

IN-SERVICE CALENDAR - DECEMBER

The following in-service training will be offered during December:

Normalization (orientation and PASS) 9-4 p.m. December 6th presented by Karen Green.

Behavior Management (orientation) 9-4 p.m. December 7th, Continuing Education Building, UNMC, Level 3, Room 1. Presented by Wade Hitzing.

ENCOR agency-wide orientation 8-5 p.m. December 13th, 14th and 15th, ENCOR Annex, 207 So. 42nd Street.

Precision Teaching, 8-5, December 16th, ENCOR Annex, 207 So. 42nd Street, presented by Penny Brown, Jamie Kelley and Sharon Stricklett.

ENCOR LIBRARY

This summer's roomful of books and boxes and cluttered shelves at Central Office is slowly turning into a library, with the help of Sister Vincent from Notre Dame convent and Carol Dennison, former ENCOR employee who has volunteered to help with the library.

Sister Vincent organized the card files and classified the books on the Dewey Decimal system. This will make it easier to check out books.

Carol has helped with the other materials, such as articles on ENCOR's philosophy and history, staff training materials, and periodicals.

A wealth of materials exists in the library. We are slowly uncovering these treasures so they will be available to staff, parents and clients.

The library is not open for browsing, but anyone who wants to check out something may ask Bonnie Shoultz. We have about two dozen new books in the library. Three were donated by the Council on Exceptional Children, in appreciation for ENCOR's hospitality when a Council Committee visited the Agency in September. The other books were purchased in part with fees received from tours.

PERSONNEL ADVISORY COUNCIL

What's a PAC? The PAC is the Eastern Nebraska Human Services Agency Personnel Advisory Council.

The PAC is composed of representatives from all ENHSA offices, and advises the ENHSA Director and Governing Board on personnel recruiting, compensation, benefits, advancement, discipline, and termination. PAC also provides advice on establishing, amending and modifying personnel policies, benefits and procedures.

Another duty the PAC has is to provide opportunities for ENHSA employees to present grievances about personnel practices or policies, which the employees feel are unjust or improper. This is part of the due process opportunities available to all ENHSA employees.

An employee who has exhausted all prescribed channels within his supervisory chain of command may submit a grievance to the PAC. The PAC then conducts an open hearing on the case, and forwards a recommendation to the parties, the Division Director and the ENHSA Executive Director. The PAC also plans agency-wide parties, operates an inquiry and information line, and helps determine the agency holidays each year. PAC meetings are held on the first and third Mondays of each month at 2 p.m. at Central Office. Meetings are open to all employees.

The inquiry and information line is manned by a PAC representative on the 10th of each month (or the next work day if the 10th falls on a holiday or weekend). The number to call is 444-6597, between 1:30 and 4:30 p.m. If you have any questions about the Council, you can talk to a PAC member at this number.

PAC members from ENCOR are:

Jamie Kelley, South ITC Program Supervisor, 733-4977. Jamie has been with ENCOR for about a year and a half.

Bill Lewis, Residential Training Specialist, 556-7515. Bill has been with the agency about two and a half years.

Sharon Stricklett, Benson ITC Program Supervisor, 558-3121. Sharon has been with ENCOR about five years.

Chuck Martens, ENCOR Program and Facility Monitor, 444-6556. Chuck has been with ENCOR a year and a half.

Phyllis Olson, Educational Services Administrative Assistant, 444-6585. Phyllis has been with the agency for three years.

The PAC has organized an ENHSA staff Christmas party from 6 to 11:30 p.m. on December 10 at the Livestock Exchange Building. The cost is \$6.00 a person.

MENOLASCINO REELECTED

Dr. Frank J. Menolascino has been reelected as President of the National Association for Retarded Citizens (NARC). Dr. Menolascino, Associate Director of the Nebraska Psychiatric Institute, was instrumental in founding ENCOR, and has served as a mentor to the Agency over the years.

After his election, Dr. Menolascino told the UPDATE: "I view my reelection to the presidency of NARC as a reaffirmation of some of the programs we have tried to develop here in Nebraska and of the goals we have had for our retarded citizens across the country.

"We continue to be concerned with the quality of life for our retarded citizens, with particular emphasis on attempting to support the family as much as possible in order to avoid the need for services outside of the home.

"We've pushed very strongly in NARC for increased standards for both institutional and community-based programs. We've also been deeply concerned with research into areas that actually can enhance the lives of the retarded.

"I think this issue of the living retarded is a central concern of mine because in the past research has been aimed primarily at esoteric kinds of research, such as in the prevention of retardation, rather

than in trying to help people who are alive today.

"Overall, the NARC thrust continues to be one of advocacy for new programs, advocacy for the individuals who are in these programs, and monitoring of the quality of the programs themselves.

"In the 26th year of NARC, it will be a pleasure to see how much farther we can push the horizon of help and hope for retarded citizens."

GOVERNING BOARD

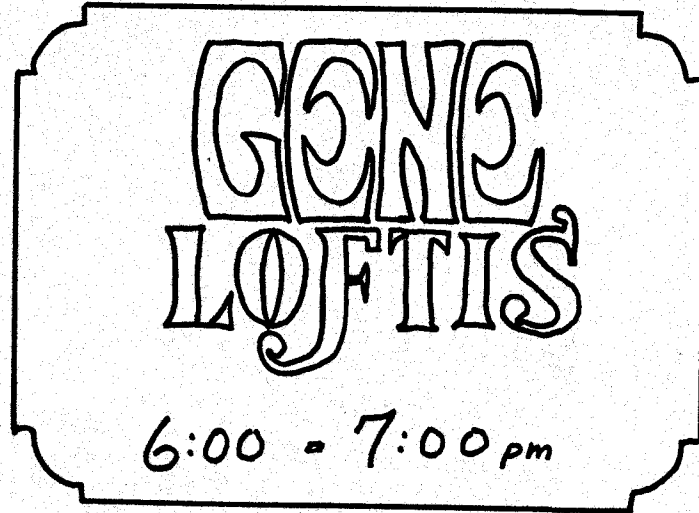
At November's ENHSA Governing Board meeting, ENCOR Director Dave Howard informed the Board that the State Department of Public Institutions had agreed to provide up to \$1500 per client for start-up costs from the one million dollars earmarked for bringing Beatrice residents into community-based programs. Howard said that ENCOR was planning to bring 5 clients from Beatrice soon with this money.

The Governing Board also approved a 1.1 million dollar addendum to the 1977-78 proposed ENCOR budget. On November 24, ENCOR staff presented this budget addendum to the State Office of Mental Retardation, asking that in the next fiscal year the State appropriation for ENCOR be 3.3 million dollars rather than the 2.1 million dollars previously requested.

PAC INVITES YOU!

LIVESTOCK EXCHANGE BALLROOM - 29th ST.

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N.Y. STRIP STEAK DINNER

7:00 - SOUTH BALLROOM

DISCO - FREE RECORDS

WITH DAN WILLIS, KGOR-FM

8:30 - 11:30 - NORTH BALLROOM

TICKETS: \$6⁰⁰ (INCLUDES DINNER)

\$3⁰⁰ (ADMISSION AFTER 8:00 ONLY)

FOOTBALL FINAL

The famous football rivalries seem to have fizzled. The last round of intra-staff football games ended with irate coaches demanding rematches. But no further games have been played

ENCOR defeated ENHSA 27 to 13 in what ENCOR coach Dave Howard called "the game of the century."

"This was one of the most incredible victories in the annals of sports history," Howard said. "It will probably be talked about for years."

ENHSA coach Gary Ildt complained about "a couple of unfortunate calls from the ref," but graciously accepted defeat like a true sportsman.

"The ENCOR team was better prepared, more organized and had played together before," Ildt said. "I think we could beat them, or at least give them a lot closer game, in a rematch."

Howard said ENCOR is always open to challenges, "but I can't understand why the ENHSA players would want to be humiliated again."

Accounts differ on the results of a Residential double-header played on the football field at Dana College, in which a Dodge/Washington Residential team met a South/Southwest Residential team. Dodge/Washington coach Mike Anderson planned a double victory, 6 to 0 and 6 to 0. South/Southwest coach Ron Aadland called the series a standoff, claiming the first game as a forfeit since the

opposing team had showed up later than the scheduled time.

Aadland demanded a play-off game. Although disagreeing with Aadland on the outcome of the original game, Anderson agreed to a play-off.

Rematches have not been held in either the Residential or the ENHSA/ENCOR rivalries. But watch out for grudge matches in basketball.

WHAT'S HAPPENING

Marcia Honz reports that she was unable to get the Benson Park Pavilion for the Vocational dance being planned for December, so it has been postponed to January 15th.

There will be a pre-holiday party for Loziers and Northeast Industrial on December 15th from 7 to 10 p.m. at the Benson Park Pavilion. Everyone is requested to bring their presents to be sent to Beatrice and cookies for refreshments. If you plan to attend, call Kitty Hoffman, 558-8535.

DEPUTY DIRECTOR

ENCOR Director Dave Howard announced that Bruce Kai has been appointed Deputy Director for ENCOR.

Kai has been with ENCOR since 1972. He has served as a classroom teacher, director of ENCOR's adolescent education program, director of the South Industrial Training Center, director of related vocational services, director of educational services and director of staff services.