

# KERR INSIDER

*A quarterly newsletter for Albertina Kerr employees*

## FIRST STEPS IN A NEW PHYSICAL ASSETS PLAN

*New offices, acquisition of group homes and assessing needs—all part of a five-year strategy*



*The Louise Home (left) on our Gresham campus currently houses a number of employees from Youth and Family Services, MIS and Foster Care. Safety concerns are prompting a move to a new office building close by (right).*

Albertina Kerr is taking the first steps in moving forward in a five-year plan that assesses the buildings and property that house our programs, employees and people we serve. Part of the organization-wide Strategic Plan, this Physical Assets Plan helps us evaluate and provide space to our programs, services and employees that best fit each of their unique needs.

Just this month, the Albertina Kerr Senior Leadership and Governing Board approved the decision to move employees based in the Louise Home and other departments on our Gresham campus to a new, modern office building where they will all be under one roof.

*Continued inside...*

## ABOVE and BEYOND

*Working Together so Children & Families can Access Support*

The Access Center is the main intake hub for Youth and Family Services and is often the first point of contact for families when trying to find help for their children. Recently, the Access Center staff have worked hard to make sure insurance and funding issues do not prevent families from getting the care they need.

One example is the success the Access Center staff have had in supporting children and teens from the Native American community. Access Center Manager Owen Gibson said the team, including employees Scott Kercher and Mark Aitken, has come together to make sure families are given resources on children’s mental health and what Kerr can provide to them.

For one particular family, the staff helped the child find support through the Crisis Psychiatric Care (Subacute) program and then found another local culturally-specific program to continue care and ultimately help the child reconnect with his community. While the intake process took five days and 45 phone calls to multiple agencies, the team was able to coordinate care and get the child into much-needed treatment.

Thanks Access Center for your advocacy for children and families!

*Continued from front page...*

Due to safety concerns in the historic building, the Louise Home was deemed an inappropriate work environment for employees. The need to find a new work space gave the Operations Committee an opportunity to find a way to house departments together in one location.

The new office building is near the Portland Airport in the Cascade Station retail area, only 10 minutes from the Gresham campus and along the MAX line. This location was selected so staff members are still close to the programs that will remain on our Gresham campus on 162nd Avenue.

With the move slated for March 2011, the office will be the home of Youth and Family Services, Developmental Disability Services leadership, MIS, Human Resources, Billing and the Family Resource Center, providing a more cohesive and collaborative work environment. Additionally, the all-inclusive building will feature a variety of meeting rooms for staff members, therapists and families to come together for support as well as technology improvements such as faster network connections, wireless Internet access and conference rooms with LCD projectors.

Gina Brimner, vice president of Youth and Family Services (YFS) is looking forward to the changes ahead and knows it will benefit staff members as well.

“Cascade Station is in a convenient location for staff and families,” she said. “The new site will consolidate most YFS functions and is close to the Gresham campus to allow coordination with Subacute services. We will be able to create an environment that allows for more

collaboration amongst clinical and support teams.”

Another goal of the Physical Assets Plan includes beginning to purchase more of the group homes we currently lease. According to Vice President of Facilities Ron Foster, owning the homes allows us to better keep up with home maintenance and customize living spaces for the people we serve. Recently, Albertina Kerr purchased the Autzen group home in Clackamas County, and a new home was purchased for current residents of the 62nd Street group home in Salem.

Within the next five years, the organization will also look at replacing the Tucker building on campus, which houses the Intensive Treatment Program. The goal is to build a new facility closer in proximity to the current Subacute building for seamless collaboration between the two programs.

CEO Chris Krenk’s goal is for employees to have a great environment as they continue to provide the best possible care and support to those we serve.

“Moving many of our Gresham Campus employees to Cascade Station addresses two strategic goals,” he said. “First, it provides employees an environment where stronger teamwork can take place through co-location of administrative, clinical and support staff. The move also allows us to continue our planning for future construction of a new, state-of-the-art facility to replace the Tucker building, and to ultimately determine the best use of the remaining property.”

Find updates on the Physical Assets Plan in upcoming Kerr newsletters.

## WILLIAM KERR 1915-2010

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William Kerr, son of Albertina Kerr Nursery founder Alexander Kerr and Ruth Kerr, passed away on Nov. 5, 2010.

He was a pilot and was President and CEO of the Kerr Glass Company until his retirement in 1984.

Throughout the years, Kerr remained a long-time supporter of the Albertina Kerr Centers Foundation, helping to maintain the services and programs his father initiated here in Oregon as well as donating the land the Old Kerr Nursery Building stands on.

## ARMY OF ANGELS FALL MARKETING CAMPAIGN

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Watch and listen for Albertina Kerr’s “Army of Angels” campaign to return to your local television stations, in the newspaper and on the radio over the next several months.

The campaign is a celebration of the great work that you all do and honors the tremendous support from our donors, volunteers, foster families and more. The goal is also to continue to raise awareness of the important services we offer and the need for public and private funding to support those programs.

If you have a story about a Kerr employee angel that you’d like to share, please call Amy Miner in the Development department at 503-408-4721.

# FUN FALL HAPPENINGS AROUND KERR



Kerr's LaDonna Grissom, Joel Gunn and Dawn Crume clowning around at The Kerr Games in September.



Tiffany, part of Clackamas Community Inclusion, shows off her crafts at the Art Show in October.



Johnson Court's Crystal Kucey plays the part of fortune teller at the Youth Group Homes' Halloween Party.

## Employee ANNIVERSARIES

Five or More Years, August - October 2010

Name	Years of Service	Name	Years of Service
Carol Dinsmore	28	Surely Billimont	9
Brian Toon	20	Kristie Raymond	9
Judith Haller	20	Jorge Alvarado	9
Mary Malson	19	Tammie Serean	7
Stephen Richards	18	Kathi Smith	7
Lea Savage	17	Tung Do	7
Charles Noguerola	17	Carol Szalay	7
Lynne Wilford	16	Patricia Robison	7
Paula Taylor	16	Brenda Kloehn	7
Adam Kirkland	16	Gail Sherman	7
Danwei Xu	16	Timothy Newhouse	7
Renee Maplethorpe	16	Gabriel Whitman	7
Lynnea Navarro	14	Vidya Osmond	7
Karsina Samor	14	Linda Vanwinkle	6
Patricia Fleming	13	Carolyn Rollier	6
Lori Kessel	13	Chad Graham	6
Shiloh Almaguer	13	Na Lee	6
Beth Putz	12	Della Utton	6
Annita Tipton	12	Peri Sand	6
Kathy Visger	11	Sara Knepper	6
Carissa Schmunk	11	Tracy Strickland	6
Selena Yazzolino	11	Scott Kercher	5
Sandy Bowers	11	Jennifer Woods	5
Daniel Daniels	11	Christina Drendel	5
Jerald Blomgren	11	Cindy Curl	5
Michael Cunneen	10	Elizabeth Cox	5
Joni Peterson	10	Rosemarie Altree	5
Patricia Wyncoop	10	Amelia Hall	5
Christopher Tinsley	10	Carolina Duarte	5
Nancy Martinez	9	Lataioafa Taukafa	5
Christina Wolf	9	Sharon Beaty	5
Bruce Anderson	9	Shannon Kerwin	5
Amelia Anderson	9	Mary Vancura	5
Nancy Valentino	9	Erin Vancurler	5
Elizabeth Duarte	9		

## Employee ATTENDANCE

Perfect Attendance Award earners for FY 2009-10\*

Name	Name	Name
Adan Morales	Joy McCullough	Phillip Ybarra
Allen Young	Juan Arango	Rebecca Lambert
Amelia Anderson	Kaitlynn Lynch	Richard Faughnan
Andrew Gingerich	Kalam Thompson	Roberta Bentson-Royal
Angela Vanderburg	Kathy Visger	Robin Woodle
Candice Thiessen	Keil Southworth	Ryan Fukuhara
Carlos Mares	Kimberlee Durkee	Sabrina Cochran
Carmen Aguilera	Kimberly Bosley	Sara McLaughlin
Charlene Turenne	Kody Breazeale	Sidney Soto
Chris Ferguson	Kristen Lewis	Stacy Hinton
Christiane McKiernan	Kristine Curtice	Stephen Hyson
Christina McNeff	Larry Fein	Suzanne Spire
Clyde Brown	Lasweet Richards-	Timothy Newhouse
Constance Harsh	Betha	Tristan Burns
Debora Crume	Laura Eisenman	Tyler Cox
Deborah Montgomery	Lauren Gonia	Virginia Tolman
Eric Hill	Laurie McDonald	Wendy Sale
Eric Garcia	Lesa Snyder	Willie Lowe
Forrest Woodward	Linda Abdo	
Frank Herrarte	Linda Vanwinkle	
Heidie Shepherd	Linda Dominy	
Horace Jenkins	Lorenzo Drakeford	
Jacob Walton	Lovie Cherry	
Jaime Alonso	Margret Knight	
Janet Plummer	Mark Catanaoan	
Jason Fink	Martin Junior Aguilera	
Jessica Rosengrant	Marvin Fleshman	
Jimmy Frakes	Mary Lou Hall	
Joellyn Zolnoski	Matthew Gormley	
Johanna Weakley	Maymie Bornstein	
Jonah Whitten	Miriam Bennett	
Jonathan Hicks	Na Young Lee	
Joni Peterson	Nancy Cruz Delgado	
Jordan Wong	Norman Chu	
Jorge Alvarado	Patricia Jameson	

\*Non-exempt employees who maintain perfect attendance and punctuality for the entire fiscal year are awarded an additional PAL day to use at their discretion, per usual policies. For more information on how to qualify in the new year, see the employee handbook.

# UPCOMING EVENTS

## Spotlight on Kerr Gala

Winter Carnival:  
An Evening Under  
the Big Top!

*February 18, 2011*

## Race for the Roses

13th Annual Half-Marathon,  
10K and 5K.

*April 3, 2011*

*Race4theRoses.org*

*Get complete info in the  
Events section at  
AlbertinaKerr.org*

# HR & POLICY UPDATES

## Flexible Spending Account Change

There has recently been a change to the healthcare flexible spending account as a result of health care reform. Effective January 1, 2011 over-the-counter (OTC) drugs and medicines will only be reimbursed through your flex account with a prescription from a licensed medical practitioner to treat a specific medical condition. Items that are not considered drugs and/or medicines will continue to be reimbursed without a prescription. Call Human Resources with any questions at 503-262-0180.

## Inclement Weather Policy

The nature of the services we provide requires that many of our programs remain operational, even during inclement weather, and staff are expected to report for work whenever scheduled. If staff are unable to report to work or will report to work late because of adverse conditions, they must contact their supervisor as soon as they identify they will be unable to report as scheduled, per our attendance policy. If inclement weather or other natural emergencies lead staff to believe they must leave their shift early, they should request their supervisor release them early. The supervisor will attempt to accommodate such a request, so long as the accommodation does not adversely affect the program's operations. An employee who misses time under such circumstances should use available PAL for the time missed. If specific programs are closed because of adverse conditions, staff should use PAL for the time not worked.

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