

Inside YCS

A quarterly newsletter by and for all YCS Employees

February 2020

**Welcome to the first edition of
Inside YCS
Here is a sneak peak of what
you will find inside**

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Teamwork is the ability to work together toward a common vision. It is the fuel that allows common people to attain uncommon results."

– Andrew Carnegie



Embracing All the Possibilities®

Message from Tara Augustine YCS President/CEO



Welcome to the first *Inside YCS*! I want to thank everyone who contributed to the launch of this internal newsletter. It is my desire for us as one agency, one team, to share the best parts of our jobs; our successes and triumphs both personally and professionally. Together, let's break down program and location silos and root for each other to be the very best we can be. Our ability to do that top down, bottom up will immensely enrich the lives of the folks we serve, because that is our ultimate mission.

For the past seven months as the "new kid on the block," I have done my best to travel across the state getting to know our programs, employees and our program participants. It is my goal to see firsthand the challenges my colleagues face as they strive to provide the best care for each individual.

I am by nature an optimist. However, with a background in clinical social work I am also a realist. Looking past the day to day challenges, I can see the vast capabilities we have to create a model agency that we are all proud to be a part of.

Inside YCS illustrates our resilience and potential. In the Program Highlights section, the successes of our Sayre House and Hilltop Residence demonstrate what can be achieved when employees work together. We are also excited in this issue to introduce our new training initiative that now gives every staffer an opportunity to refresh and hone his or her skills.

But, nothing can take the place of inspiring personal profiles. Mary Lorito, RN, has been quietly changing the lives of youth and her co-workers at Vineland for 14 years. Apparently, she is a powerhouse with seemingly limitless creativity and enthusiasm, and I cannot wait to meet her, and others who are working diligently to translate their personal passion to our consumers. You'll have to read her experience on page 7 to see for yourself.

What I have learned is that every YCS program, whether it's in a residence, school or community, has a genuine family feel. The Family Photo Album on page 8 is filled with joy and hope. It is a great way to end our first edition of *Inside YCS*.

In the future months, I look forward to getting to know many more of our employees, cultivating an environment of support and optimism while delivering services that are changing lives for the betterment of our future generation.

Respectfully,

Welcome Aboard!!! - Meet our New Employees

Blanca Diaz Family Partner Helen May Strauss Clinic - U.C.	Kymera Z. Jones Teacher Ast/Residential Ast Muller IRTS	Christian A. Okpukpara Personal Assistant Sawtelle Residence - Forest	Alexis M.Haye Personal Assistant Supervisor Sawtelle Home - Cedarbrook
Rosanne Moreno Supervising Psychologist Helen May Strauss Clinic - U. C.	Dominick Ottomanelli Clinical Case Manager Muller IRTS	Erika Jarrett Personal Assistant Sawtelle Residence - Buffalo	Marisol G. Muldrow Personal Assistant Sawtelle Home - Cedarbrook
Katherine D'Addio, Nurse Home Visitor NFP - Morris	Jennire'tt A. Whitaker Residential Assistant Muller IRTS	Shaasia D. White Personal Assistant Sawtelle Residence - Buffalo	Tasia S. Williams Personal Assistant Sawtelle Home - Cedarbrook
Rikancia Quettent Nurse Home Visitor NFP - Essex	Keath E. Gerald Jr. Residential Assistant Davis House	Darren Daugett Jr. Personal Assistant Sawtelle Home – Lawn Ridge	Andre C. Wall-Combs Personal Assistant Sawtelle Home - Sewell
Jeffrey Hayde Physical Education Teacher George Washington School	Edison Gordon Residential Assistant Davis House	Caffi Lovence Personal Assistant Sawtelle Home – Lawn Ridge	Amanda D. Thomas Personal Assistant Sawtelle Residence – Absecon
Joselyn McClatchey School Social Worker George Washington School	Marquis Green Residential Assistant Davis House	Timpia Olverson Personal Assistant Sawtelle Home – Lawn Ridge	Sarita Comer Personal Assistant Sawtelle Residence – Blackwood
Frank Augustine Bus Driver Sawtelle Learning Center	Yazmier Hall Residential Assistant Davis House	Juarez R. Saunders Personal Assistant Sawtelle Home – Lawn Ridge	Charlene S. Peterson Nurse Sawtelle Residence – Buena Vista
Penny C. Christian School Float Nurse Sawtelle Learning Center	Ashley Harrison Residential Assistant Davis House	Alexis S. Crayton Behavioral Assistant SRT – South	Lindsay Smith Nurse Sawtelle Residence – Buena Vista
Cathy Cromelin Certified School Nurse Sawtelle Learning Center	Devee Hinton Residential Assistant Davis House	Endery E. Rouse Behavioral Assistant SRT—South	Nicole Wilcox Personal Assistant Sawtelle Residence – Willingboro
Leillanie DeLaCruz BCBA Sawtelle Learning Center	Xavier McLain Residential Assistant Davis House	Anamaria Frias Clinician CSAP - Hammonton	Tondalaya Davis Residential Assistant Estell Manor
Esther N. Lieberman Teacher Sawtelle Learning Center	Brian L. Sykes Residential Assistant Davis House	Natasha L. Govan Personal Assistant CSAP - Hammonton	Christopher I Fritzsche Clinician 1 Estell Manor
Jeremy Rieth Teacher Assistant II Sawtelle Learning Center	Boris Simon Residential Assistant EDRU	Cindy Robles Personal Assistant CSAP - Hammonton	Bobby Harris Residential Assistant Estell Manor
Sonya Shuman Teacher Assistant II Sawtelle Learning Center	Nigeria Johnson Residential Assistant Newark I - Muller	Raymond Hines III Personal Assistant CSAP - Winslow	Sarah McGrath Clinician Estell Manor
Kenya Easton Youth Development Specialist 21st Century Program	Mabel A. Nuamah Personal Assistant Sawtelle Res. – Greenbrook	Shante N.Johnson Personal Assistant Supervisor CSAP - Winslow	Henrietta D. Thompson Residential Assistant Supervisor Estell Manor
Alicia Correia Behavioral Assistant SRT – North	Afiya Gordon Personal Assistant Sawtelle Residence - Walnut	Alexis Sweet Clinician CSAP - Winslow	Wendy A. Wilson Coordinator of Residential Services Estell Manor
Alana Ham Behavioral Assistant SRT – North	Zahkia O.Haywood Personal Assistant Sawtelle Residence - Walnut	Ashley M. Acevedo Personal Assistant Sawtelle Residence - Toledo	Mathew E. Hahn Coordinator of Residential Services Sayre House
Brandon Harris Behavioral Ast/Teacher Ast SRT – North	Paul C. Usifoh Personal Assistant Sawtelle Residence - Emmans	Chartonia Raymond Personal Assistant Sawtelle Home - Camden	Kamaria C. Vaughn Residential Assistant Sayre House
Steven Isabel Behavioral Assistant SRT – North	Lynn Gaesser Charge Nurse Kilbarchan Campus	Philomena Azure Personal Assistant Sawtelle Home - Cedarbrook	Marquita Hawkins Residential Assistant Haddon Heights Home
Keena K. Woolley Behavioral Ast/Teacher Ast SRT – North	Quinae M. Jones Medical Assistant Kilbarchan IRTS	Dorthea Carmichael Personal Assistant Supervisor Sawtelle Home - Cedarbrook	Nicole S. McIntosh Residential Assistant Vineland Home
Sharonda N. Allen Residential Assistant Holley Center	Donte Robinson Residential Assistant Kilbarchan IRTS	Frankie Hall-Watson Personal Assistant Sawtelle Home - Cedarbrook	
Ansimon Rezk Clinician I –Holley Center	Heather L. Ivers House Mngr. - Sawtelle Pearl		

Shout Outs! to Some of our Amazing Colleagues

Shauna Boating (Absecon) goes above and beyond within the program to identify new ways to help our residents accomplish their daily goals as well as always going the extra mile to train and support her co-workers whenever in need.

John Brooks Jr. (Davis House) shows consistent dedication to the youth. He gives them daily inspiration to be and do their best.

Christinia Bell (ECR) goes above and beyond the call of duty. She provides support to staff with grace and kindness, and has taken on all new tasks thrown her way without hesitation.

Shawn Lee (Laurie Haven) has worked hard to maintain the site ensuring that the children and staff have a safe environment. Without complaints, he has gone above and beyond to make a home for the children and staff functional.

Donte Robinson (KB IRTS) started in October as a Residential Assistant and has been absolutely fantastic with all of the residents, great at engaging.

Sylvia Widner (Hilltop) goes above and beyond for the clients and house. Sylvia stays late and comes in early if need be. She has established a great rapport with the parents and she does everything with a smile on her face.

Austin Hennequant (Sewell) has nurtured each individual who lives at the home with compassion. He is a team player and is always available to assist with other programs when needed.

Brian Tripp (CSAP Winslow) consistently goes above and beyond his duties. He makes himself available to cover shifts when no coverage is available, and takes a lead in promoting a healthy, happy environment for the children.

Jonquea Walker (Morris) is a Personal Assistant that has done an amazing job keeping the ladies engaged.

Erica Porter (Morris) we appreciate her hard work and dedication on the overnight shift.

Walter Smith (KB) in addition to his excellent work as an on-call RA, he has taken the initiative to bring speakers to the campus to talk to the residents about their careers and life journeys. The presenters have included a rapper, author, fitness instructor, postman, financier, military vet, construction worker, plumber and more.

Ruthie Harper, Fran Spiegel & Cathy Tronlone worked overtime and then some to ensure that every child received all their Secret Santa wishes.

Urshula Herald (Holley) is the winner of Promising Path to Fall 2019 Success Quiz.

Agency Updates

Did You Know?

You can now keep up with all your mandatory trainings electronically!

Have you received an e mail from Relias Online Training yet?

Relias: Relias is our E-Learning online training provider. Relias provides YCS employees the ability to complete their training online. Once an employee logs into their account they will see the Training Plan that has been assigned to them with the required due date. The Training Plan indicates the training that is required of each employee based on the program and their job title.

More News from the Training Department

As of January 1, 2020 all new employees will be attending a 2 or 3 day Agency Orientation in the classroom. The remainder of their required new hire training will be completed online in Relias. As part of their Orientation, the Training Department staff will provide them with their YCS e-mail address and their log in information for the site-based orientation Relias Online Training.

New employees will have 30 days to complete this required training. The training will be reinforced through supervision, mentoring and on the job training.

Important Message from the IT Department

Based on our annual Security Risk Assessment, the IT Security Risk Committee has identified steps we can all take to safeguard the confidential/private information of clients and staff. We would like to remind everyone of how we can lessen these risks by simply adhering to the following guidelines:

- ◆ Turn off screens and lock your devices when leaving your desks.
- ◆ Do not leave your devices unattended (Desktop, Laptop, iPad, Mobile Phone and etc.)
- ◆ Report perceived threat or possible security weakness in company systems.
- ◆ Avoid opening email attachments from an unknown sender, or clicking a link or button where the content of such link or button is not adequately explained.
- ◆ Do not respond to SPAM email. If you suspect an email as SPAM, do not open it; delete the email immediately.
- ◆ If you open an email, click the URL by accident and realize it sends you a malware, you need to power off your computer and pull the power plug, remove all attached USBs, and call IT/Helpdesk immediately.

Excerpted from Information System Acceptable Use Policy for Employees under the System/Cyber Security section of the YCS Employee Website.



All YCS Clinicians Gather for the First Time
Moving forward in 2020, the entire clinical staff from both regions will participate in joint meetings.

“By having unified monthly clinical team meetings, we will be able to streamline clinical processes throughout the agency and clinical operations will be consistent. We can offer more clinical internships, expand Trauma Informed Care certifications, and standardize our reporting system in our ECR system to be reflective of accurate data while monitoring contracted deliverable obligations.” Dr. Laura Lee Jones, VP Clinical Svcs.

Looking Ahead with the HR Department

- ◆ Open Enrollment will be held in May/ June 2020, and becomes effective July 2020...more information to come!
- ◆ New Recruiting Gateway coming soon to Ultipro! This will give current employees and new hires a chance to self promote themselves.

The Spotlight is on....

Sayre House and Sawtelle Hilltop Home

#NurturedHeartApproach
Children's Success Found



Sayre House staff was asked to speak at Promising Paths to Success Conference in November. Katie Torsiello, Program Director and Clinicians, Pfeni Flicker and Danielle Noto, presented on the positive outcomes of implementing the six core strategies at the PCH for adolescent girls. As a result of the team's efforts, there were no physical restraints over the last four months, and the atmosphere at the home became more peaceful and comfortable for the girls and staff alike.

One of the first things the team did was gather the girls and staff to come up with an acronym for the home that reflected what they stood for.

They decided upon: *Strong Authentic Youth Ready (To Be) Empowered*. The girls added #sayremovements, to illustrate the frequent outings they go on.

In the past, the girls would only be included in part of the treatment team meetings with staff. Now, they are an integral part of the entire meeting. They type up an outline of the previous month and present what they feel is important to the team. Everyone works together to come up with goals.

Together they modified the rules at the house and reduced the size of the document from several pages to one. Now, they are more focused on everyone's safety. They also gave the house a makeover. The girls helped choose the color of the paint and re-design of communal spaces. One of the most successful modifications to the home was the creation of a "Calming Room."

Sayre staff has fully embraced the nurtured heart approach. The leadership and clinical team have been committed to consistently modeling the various techniques. When you remove the punitive underpinnings of residential and replace that culture with a nurturing, strengths based energy, you can't go wrong!

Laura Lee Jones
VP Clinical Services



This past November, **Sawtelle Hilltop** Home hosted its first "Friendsgiving" dinner for families of the residents and staff at the home. It was such a success that house manager, Rosalee L. Howard, says they plan to make it an annual tradition.

One parent who attended the dinner remarked on the warmth and caring she always feels from the staff. "They go beyond looking at this as just a job and care deeply for the individuals at the house," said Catherine Tamburello, parent and new YCS Trustee.

Ms. Tamburello voiced her appreciation for the fact that the same staff has been at the home since it opened 3 ½ years ago. Noting that consistency is very important to the stability of individuals with complex special needs, Rosalee attributes the retention of staff to the respect that members of the staff have for each other. "We work as a team and complement each other's strengths and weaknesses," adding, "Our staff is skilled at redirecting the clients when they exhibit aggressive or self-injurious behaviors."

Staff goes beyond looking at this as just a job and care deeply for the individuals at the house.

Catherine Tamburello,
Parent & YCS Trustee

Rosalee says she was raised in a very family-oriented environment and she brought these values with her to the Home. She says the team shares these values, "We have staff who are genuinely concerned about the clients... They want clients to look their best when they go into the community; worry if someone is not eating well, etc."

Rosalee adds that there's a rhythm at the home - a consistent schedule of activities that everyone knows and follows.

Congratulations!

STAFF PROMOTIONS

- * **Laura Lee Jones**
YCS VP of Clinical Services
- * **Jennifer Flores**
Acting VP of Behavioral Health
Northern Region
- * **Venitta Lewis**
Senior RA
Laurie Haven
- * **Christenson P. Mattoon**
Supervisor RA
Holley Muller
- * **Cornelia P. Ashford**
Supervisor RA
Newark Muller Hall I
- * **Andrew Gilmore**
SRT Lead Cook
Northern Region
- * **Shermyra D. Goree**
SRT Supervisor
Southern Region
- * **Tonia Ramos**
PA Supervisor
CSAP Hammonton
- * **Sandra Walden**
Senior Supervisor
CSAP Hammonton
- * **Cherell Cook**
PA Supervisor
Sawtelle Cedarbrook

PROFESSIONAL ACCOMPLISHMENTS

- Danish Givens** (Laurie Haven) graduated from Kean University
- Dayna Egan, Amanda Poling-Tierney, Leslie Lester** (Institute) received DIR 201 Certifications
- Jacquetta Worilds** (Morris) graduated from Rising Tide Business School
- Megan Roemer** (KB IRTS) received her Clinical Social Work Licensure
- Danielle Noto** (Sayre House) is now a fully licensed LPC
- Jessica Smith** (SRT) graduated as pastry chef, Baking Arts Training Class

PERSONAL MILESTONES



Gary Townsend (Davis House) welcomed a baby girl, 6lbs 12 ozs., October 31

Dima Vicital (KB IRTS) welcomed a baby boy, 6 lbs 10 ozs., December 8th



Judy Dixon (Laurie Haven) & Mosley Barnes married November 2

Ashley Jacobs (Sewell) & Rudi Skaff married New Years Eve

Charisse Marquez (Sewell) married December 20



Gail Fialk (Institute) retired after 13 years



The YCS Parents as Teachers Team proudly show the awards they all received from the National PAT organization for the exemplary in-home services they have been providing to struggling Hudson County families with young children.

Photo: Jorge Montanez-Murillo, Pia Ababon, Erika Mero, & Keri Haymes

It's Hard to Say Goodbye

Wishing Our Colleague Paul Margulies All the Best

Paul Margulies' career at YCS spanned more than 40 years. He began as a "green" childcare worker at the Holley Center and here found his passion for helping our children. He went on to earn two Masters' Degrees and rose in the ranks to Vice President of Behavioral Health Services. Under his leadership and encouragement, many employees were given the opportunity to follow in his footsteps - continue their education and take on more responsibility in the agency.

Paul has recently decided to move on from YCS and begin a new chapter in his life in Pennsylvania. We want to thank him for all he has contributed to the betterment of our children and staff and wish him well in his future endeavors.

Shining a Light on Our

Co-Workers

Sometimes the Best Medicine is not Medicine at All



RN, Mary Lorito, is considered by the staff and clients alike to be the heart of the Vineland home. When the house manager Brad Vetterly says she keeps the home running, it is not an exaggeration.

Mary has been the nurse at Vineland for nearly 14 years. She brings to the home an array of skills and talents. In addition to her BA in Natural Health, she is a certified Reiki Practitioner, a Stress Management counselor, and a Master Gardener with a concentration in therapeutic horticulture.

Don't let all the credentials distract you; Mary's character is what makes her so special. "She is just a warm, caring individual who has a great rapport with the youth...Even the most difficult clients have a respect for her," says Vetterly. She has also earned the reputation for being indispensable at meet and greets. Her warmth and openness have a way of putting families at ease, and by the end of the meetings, most families feel like this is the place for their child.

Mary's influence can be felt everywhere in the home - not just the nurse's station. As part of the home's schedule, she conducts Reiki, mindfulness meditation, and yoga sessions for the young men. In the spring, she works with the teens and staff to create a flower and vegetable garden. "I always have to remind the kids to pick the vegetables so they can eat them," chuckles Mary.

"We are so fortunate to have her," says Vetterly. "She keeps the program grounded."

Mary is a trusted mentor for the residents who teaches the youth how to communicate with their doctors, advises them about their medications and guides them on how to eat healthy.

Outside of work, Mary volunteers for several organizations including Citizens United to Protect the Morris River and Unite with Her - a non-profit that offers Reiki to women with breast and ovarian cancer.

Mary's advice - "When you are mindful, everything else falls into place."

Meet Your Colleague Who Makes Sure You Always Get Your Paycheck

Sandra Gonzalez, YCS Payroll Supervisor, proudly recalls the day she joined the YCS Family nearly 31 years ago, on July 5th 1989. She says it was the perfect job for her because she always liked working with numbers and key punching.

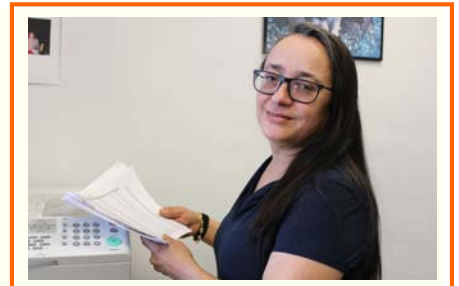
She began her career at YCS at 284 Broadway, in Newark, as a helper in the Accounts Payable Department doing filing and data entry. Sandra always had her eye set on the Payroll Department. She convinced the person in charge of payroll to teach her about the job. "I was curious and one day I sat down next to her and she explained it to me," recalls Sandra. Then, she went on maternity leave only to come back to find out the person had left the job and her replacement was not working out. Sandra was offered the position just one year after starting with the agency.

Back in those days, there were less than 400 employees and they were all punching time cards. Sandra recorded all the information each pay period by hand onto a spread sheet. As the agency grew and technology advanced, YCS transitioned to an electronic swipe system in 2000. Sandra took a course in Datamatics to keep up with the times.

Today, Sandra is responsible for processing the payroll, every two weeks, for over 1100 employees. The biggest obstacle to the job is making sure that the hours of each employee are recorded accurately. "When employees don't punch in and out correctly, my job becomes difficult," confesses Sandra, but quickly adds, "I really do love my job and making sure people get their paychecks."

It currently takes several days to complete the payroll. She often voluntarily comes into work on holidays that fall on a Monday. "It's not a problem," asserts Sandra. She says it is more important to her that she completes the job without any errors. It is her source of pride.

In the future, Sandra looks forward to a time when they will be able to get the payroll processed in several hours. Until then, she is happy to keep doing the job.



YCS Family Photo Album

Celebrating Who We Are



Upcoming YCS Events
 Blossoms Art Exhibit - May
 Earth Day Art Contest for Clients - April
 Fight Night Benefit - June 20th
 Charity Golf Classic - October 6th

