

Inside YCS

A MAGAZINE
BY AND FOR ALL YCS EMPLOYEES



VOLUME 16 | NOVEMBER 2024

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➔ BIG NEWS: INSIDE YCS WILL BE A MONTHLY PUBLICATION STARTING IN 2025!

Presidents Message

To my colleagues,

There are times in life that things don't happen as you planned but pleasantly turn out just as they should. This message's writing is one of those times. Although this issue of Inside YCS is far later than we had intended due to competing projects, you are receiving this issue marking the culmination of the YCS Cultural Competency Advisory Committee's month-long gratitude campaign, and just a few days before the Thanksgiving holiday.

It is not a coincidence that this Inside YCS is brimming with expressions of appreciation and gratefulness by our colleagues. It is purposefully the culmination of a year-long effort by senior management to address employees' concerns and feedback from the first Employee Engagement Survey.



Tara Augustine

Over the past year, managers and administrators at all levels have made a concerted effort to show appreciation to their teams. Workhuman research finds that “recognition that is fulfilling, authentic, equitable, and personalized is critical for cultivating an environment where both employees and the organization thrive.” This newsletter is a testament to the tremendous progress we have made to honor you, our employee, and help you grow within the agency. In turn, this past year, you have made great strides in helping our program participants recover. The “Innovations” and “Highlight” sections clearly demonstrate this over and over again.

Since beginning my career at YCS five years ago, embedding a culture of caring across the agency has been an ongoing project close to my heart. I too am filled with gratitude to see that our workforce has stabilized, and employees feel comfortable enough to share their honest feedback - as is evidenced by the success of our first town hall.

I would also like to sincerely thank everyone who has participated in the 2nd Employment Engagement Survey. It will be the key to our success in 2025 and beyond.

I would like to extend my sincerest wishes for a Thanksgiving holiday filled with kindness, gratitude, and laughter.

Tara

Thanks for Supporting the Golf Outing !!

Congratulations and a heartfelt thanks to all our colleagues for your support of the 2024 YCS Golf Charity Invitational. Thanks to everyone for your amazing work in creating the raffle baskets to help raise money for our programs. Your creativity, effort, and generosity made a real impact, and we are incredibly grateful for your dedication. Because of your contributions, we can support the programs that mean so much to all of us. It's inspiring to see what we can accomplish together!

The winning basket this year was created by the YCS Health Services Administration. They will enjoy lunch hosted by President/CEO Tara Augustine for their winning efforts!

Ruthie, Caitlyn, Keri, & Cathy
YCS Foundation

Welcome New Employees

New Employees who have completed 90 days, July—September

Alie, Fatmata V. Personal Assistant DDD-Willingboro	Childs, Shahneda Personal Assistant DDD-Willingboro	Gorden, Jeannine Physical Therapist DOE-Sawtelle Learning Ctr	Kaufman, Ilissa Psych Doctoral Intern CBP-HMSC Essex	Moore, Cheryl Teacher of Handicap TOH DOE-George Washington
Anderson, Kaja' SRT Behavioral Assist SRT - N	Clarke, Gabrielle Residential Assistant DCF-IRTS Holley Muller	Hall Appiah, Aiyana Teacher Aide DOE-Sawtelle Learning Ctr	Kelly, Lamesha Personal Assistant DDD-Apts Supvr Buffalo	Moore, James B. Residential Assistant DCF-PCH Coopers Crossing
Ballard, Nicole Residential Assistant DCF-PCH IDD Lawnridge	Coleman, April E. Personal Assistant DDD-Burning Bush	Hammond, Emani Personal Assistant DDD-EmergCapacity Haledon	King, JaNasha Residential Assistant DCF-RTC Holley	Mosley, Tasiemah Personal Assistant DDD-Pearl
Barbosa, Jennifer Clinician Fee for Svc CBP-HMSC Essex	Corlett, Caitlin Supvr Curriculum&Instr DOE-Sawtelle Learning Ctr	Hardnett, Tyson Residential Assistant DCF-SPEC Kilbarchan	Klesel, Brenna Psych Doctoral Intern CBP-HMSC Essex	Mosso, Gabriel Residential Assistant DCF-PCH Malcolm House
Barr, Sabrina Personal Assistant DDD-Echohill	Couch, Najja Residential Assistant DCF-IRTS Holley Muller	Herzog, Danielle Clinician DCF-RTC Kilbarchan	Kpodi, Adeira D. Teacher Aide DOE-Sawtelle Learning Ctr	Murphy, Kayla M. Clinician Fee for Svc CBP-HMSC Essex
Ben-YaAqov, Yehudah Residential Assistant DCF-CSAP Winslow	Daley, Marjorie Personal Assistant DDD-Buena Vista	Hilliard, JonTae N. SRT Behavioral Assist SRT - N	Lamb, Zakeeyah Teacher Aide DOE-Sawtelle Learning Ctr	Murray, Renee E. Personal Assistant DDD-EmergCapacity Haledon
Bermudez, Yenitza SRT Behavioral Assist SRT - S	Dapaah, Justin Residential Assistant DCF-PCH IDD Lawnridge	Hobbs, Daniel SRT Behavioral Assist SRT - N	Lawes, Sarah Teacher Aide DOE-Sawtelle Learning Ctr	Muse, Jesse Program Director DCF-SPEC Kilbarchan
Blackwell, Erica Residential Assistant DCF-PCH Vineland	Dumas, Mylyn Residential Assistant DCF-PCH IDD Camden	Holmes, Veronica Residential Assistant DCF-PCH Laurie Haven	Lynch, James Residential Assistant DCF-PCH IDD Cedarbrook	Nwaemo, Abraham Shift Supervisor DCF-CSAP Winslow
Blake, Amber M. Residential Assistant DCF-PCH IDD Sewell	Faulkner, Aisha Clinician DCF-PCH Coopers Crossing	Horne, Geraldine E. Clinician DCF-CSAP Winslow	Maldonado, Yisel Y. Psych Doctoral Intern CBP-HMSC Union City	Ochieng, Chris Personal Assistant DDD - Davinchi
Brown, Destani Residential Assistant DCF-PCH Bright Start	Fortenberry, Shaneika S. Shift Supervisor DCF-PCH Malcolm House	Jackson, Tameesha Personal Assistant DDD - Davinchi	Matthews, Myaijah Residential Assistant DCF-IRTS Holley Muller	Ojugo, Eromosele S. Personal Assistant DDD-Pamela
Carmichael, Isheonna Personal Assistant DDD-Apts Supvr Buffalo	Givens, Caroline Case Manager DCF-PCH Haddon Heights	Johnson, Khwmere K. Clinician DCF-RTC Holley	McCrea, LaTisha Personal Assistant DDD-Hilltop	Pernell, Roczanne Residential Assistant DCF-PCH Sicklerville

Welcome New Employees

Perry, Dionne D. Teacher Aide DOE-Sawtelle Learning Ctr	Rocco, Dawn Consultant NonEE DCF-RTC Holley	Session, Sahmir S. Personal Assistant DDD - Davinchi	Travis, Shanelle Residential Assistant DCF-PCH Laurie Haven	Wecksell, Beth Clinical Supervisor CBP-HMSC Union City
Persaud, Pamela N. Personal Assistant DDD - Davinchi	Rodriguez, Keanah Residential Assistant DCF-PCH Fisher Hall	Sewell, Brandi Personal Assistant DDD-Willingboro	Truesdale, Gina Personal Assistant DDD - Cavan House	
Raymond, Courtney Teacher Aide DOE-Sawtelle Learning Ctr	Rodwell, Tanisha Teacher Aide DOE-Sawtelle Learning Ctr	Simpson, Asharah Residential Assistant DCF-RTC Holley	Urena, Arianna Clinician DCF-IRTS Kilbarchan	
Reid, Amirah Residential Assistant DCF-PCH Coopers Crossing	Royal, Alkhaliq Personal Assistant DDD-Forest	Sullivan, Fanta M. Residential Assistant DCF-PCH Malcolm House	Walker Jr., Gregory V. Personal Assistant DDD - Davinchi	
Reinert, Emily Residential Assistant DCF-RTC Holley	Sakir, Fatime Residential Assistant DCF-RTC Holley	Sullivan, Sojourner Shift Supervisor DDD - Davinchi	Wallace, Aja N. Qual Assurance Analyst QAPI	
Robinson, Shamaurya Residential Assistant DCF-PCH Malcolm House	Serrano, Kayla Residential Assistant DCF-PCH Coopers Crossing	Ticker, Joyce Residential Assistant DCF-PCH Sayre	Washington, Mercedes Residential Assistant DCF-PCH IDD Sewell	

Welcome New Interns

Chokshi, Aryan Intern DCF-PCH Phoenix	Gilmore, Christopher Intern DCF-PCH IDD Cedarbrook	Moolchan, Janelle Intern DCF-PCH Sicklerville	Rios, Antonio Intern DCF-PCH Vineland	Younger, Lori M. Intern DCF-CSAP Winslow
Cubano, Lisiana Intern DCF-PCH BHDD Estell Manor	Goodman, Donna Intern DCF-CSAP Hammonton	Llibre, Emely Intern DCF-PCH IDD Cedarbrook	Smith, Julia Intern DCF-PCH Malcolm House	
Flowers, Monika Intern CBP-HMSC Essex	Herron, Jessica Intern DCF-RTC Holley	Quezada, Genesis Intern DCF-PCH Phoenix	Soulouque, Raydgie Intern DCF-PCH Davis	
Fronte, Isabella Intern DOE-George Washington	Kaufman, Isabel Intern DCF-PCH Haddon Heights	Paneva, Angela Intern DCF-RTC Holley	Tran, Ngoc Intern CBP-HMSC Essex	
Gelston, Kayla N. Intern DCF-PCH IDD Sewell	Molinari, Olivia Intern DCF-PCH Fisher Hall	Reizin-Friedman, Rashel Intern CBP-HMSC Essex	Ubiera, Nicauris Intern CBP-HMSC Union City	

Shout Outs

¡TO ALL OUR AMAZING EMPLOYEES!

- ★ **Driss Ouhdou** Southern DD Programs Regional Director for working tirelessly on all three shifts to ensure the programs are adequately staffed, the youth are safe and cared for.
- ★ **Tameka Rogers**, in HR, for all her assistance during OOL inspections. Multiple inspectors have expressed gratitude for her help during the inspection process.
- ★ **Holley Center** staff for pitching in for the past several months Muller IRTS team has experienced many challenges with youth. Times like these can lower morale and make people shy away, but the staff at Holley has leaned in to ensure the safety and well-being of the youth and staff. All hands have been on deck, including the clinicians, case managers, program directors, the coordinator of residential services, supervisors, RAs, SRTs, housekeeping, maintenance, VPs, and our CEO. The support has been felt and the teamwork is appreciated.
- ★ **Aisha Faulkner** for doing awesome in her new role as clinician at Coopers Crossing!!!
- ★ **Delroy Reid, Tracey Ridley, and Natayia McCray** for their work with the garden they grew from scratch at Laurie Haven. Mr. Lee for his dedication to Laurie Haven's facility's care - from maintenance to working with the youth.
- ★ **Geraldine Ross** (Ms. Gee) Laurie Haven's cook. The youth and staff love her. She adds a truly nurturing energy to the house. She is amazing.
- ★ **Louis Mangual** and the ENTIRE facilities crew for all their hard work, dedication, and professionalism in creating, updating, renovating, and creating wonderful living spaces for the clients in the care of YCS.
- ★ **Aimee Briscoe** for being a compassionate and committed leader at Sayre House.
- ★ **Tina DeVico** Price's team and the facility's crew for all of their hard work throughout the agency.
- ★ **George Rudisill**, Haddon Heights program director, for being so supportive and understanding to all us staff!
- ★ **Molly Holt** for the incredible work she has been doing with the LGBTQ+ Support Groups in the southern region. Her passion in helping, supporting, and guiding these youth is inspiring!! Sayre House has the highest productivity and deliverables agency wide!! We are so lucky to work with such an incredible and dedicated clinician.
- ★ **Zachary Cavalcante** for being an inspiring clinician! He continues to go above and beyond for his clients and collaborates well to support his team!
- ★ **Emily Miller** for being an outstanding case manager at Sayre! Not only does she complete all her case management tasks with ease, but she continues to go beyond to help in different roles/ways!!
- ★ **Ernest Jones** for continuing to be a conscientious worker at Sayre House! His passion for working with children is evident in his willingness to help at Sayre and other programs!
- ★ **Tamar Hampton** for continuing to do amazing work at Coopers Crossing! She recently signed the youth up for community sports and attends all their games.

Shout Outs

¡TO ALL OUR AMAZING EMPLOYEES!

- ★ **Bill Waller** for being so supportive, kind, and compassionate to every single person (youth/staff) in YCS.
- ★ **Caroline Givens** is killing it as case manager at Coopers Crossing and Haddon Heights!! Her groups keep the youth engaged and excited.
- ★ **Liz Barry** for all the demanding work she continues to do at Davis House! She is empathetic, hardworking, and passionate about what she does.
- ★ **Tahjanay Johnson**, CRS, for always being proactive and hardworking in her role as a supervisor and leader.
- ★ **Sandra Gonzalez** who just started her 36th year at YCS in the payroll department. Her dedication, kindness, and commitment to ensure every employee gets paid on time. It is an enormous feat, and she does it with so much care. She is a true professional!
- ★ **Winslow CSAP Staff**, the program can only succeed with the support of hard-working and dedicated employees like you. Thank you for the hard work and dedication that you always put in your work. Words cannot describe how much I appreciate you all! Simone Craig
- ★ **Winslow CSAP Staff Brittany Works, David Lofland, Devon Tuten, Sandra Walden, and Danaisha Brown** for planning and hosting the Halloween Outdoor Movie for all Southern Region DDD Children's Programs. Great job team and thank you for all you do!
- ★ **Coopers Crossing** team! They are quick on their feet to problem solve and plan, have fun, and are great working together as a team!!
- ★ **Val Dillard** for being the heart and soul of the Sicklerville Home. Her passion for the youth is evident through her hard work and dedication!
- ★ **Whitney Casaine** for being a great team player! She has not only been helping at her site, but also helps to pick up shifts around the region. Way to go Whitney! We appreciate your help!
- ★ **Ayana Fields** for helping staff navigate different situations. Ayana even helps mentor new employees at other sites!
- ★ **Natasia Terry** for doing an awesome job as the new Sayre House CRS. We are so excited to see all she accomplishes in her new role!
- ★ **Jordan Guglielmino**, Davis House clinician, for receiving some of the highest scores in the agency for productivity and deliverables!!! We are so proud of all of the meaningful work he is doing with the youth!
- ★ **Sicklerville Team** for abating almost all of their citations during the most recent OOL reinspection!!
- ★ **Aja Wallace**, new Quality Assurance Analyst in the QAPI Department. Aja will be a tremendous asset to our agency. Aja has an extensive background with experience in residential care, applied behavior analysis, case management, and quality compliance. She primarily works with our Sawtelle Residences and youth IDD programs. Aja is taking the lead on the YCS Annual Safety Month Contest for all residential programs.

Work Anniversaries

July—December 2024

35 YEARS

Sandra Gonzalez, Payroll Supvr, Accounting & Finance
Carol Daise, Shift Supervisor, DCF-PCH Davis
Genoveva Blass, Administration Coord, Accounting & Finance
Mary Leacock, Shift Supervisor, DCF-PCH Davis
Susie Brown, Housekeeper, Facilities - N

30 YEARS

Elizabeth Jessen, Occupational Therapist, DOE-Sawtelle Learning Ctr
Theresa A. Ryan, Teacher of Handicap TOH, DOE-George Washington
Catherine Tronlone, Foundation Coordinator, Foundation

25 YEARS

Morris L. Mckenzie, Teacher Aide, DOE-George Washington
Patrick McBride, Sr. Trainer, Training
Joseph W. Segro, Teacher Stud w Dis TSWD, DOE-George Washington
Ruthie Harper, Chief Develop Officer, Exec Administration
Sharon E. Mason-Bell M.D., Chief Medical Officer, Exec Administration
Christopher R. Lee, Teacher Stud w Dis TSWD, DOE-George Washington
Nemesio Rosa Jr., Teacher Aide, DOE-George Washington

20 YEARS

Damaris Hernandez, Residential Assistant, DCF-SPEC Kilbarchan
Joy Pagano, School Social Worker, DOE-George Washington
Chawnte M. Lewis, Regional Director, Regional Admin
Rasheed Giles, Shift Supervisor, DCF-RTC Kilbarchan
Erica L. Donovan, Teacher of Handicap TOH, DOE-Sawtelle Learning Ctr
La Toya M. Pope, Nurse RN Manager, HealthSvc-ResidentNurse-N
Tameka Rogers, HR Coordinator, Human Resources
Lissa Captain, AVP Program Operations, DCF-RTC Kilbarchan
Lourdes Maisonet, Teacher Aide, DOE-George Washington
Albert J. Gregoire, Shift Supervisor, DCF-PCH Coopers Crossing
Dina Sundberg, IMS Director, Info Management Systems

Congratulations!!!

The pride and joy of any organization are its workers, and we are fortunate to acknowledge all of you as our treasured co-workers on your work anniversaries.

Day in and day out, you continue to shine.

Thank you!

Work Anniversaries

15 YEARS

Lasha L. Wharton, Residential Assistant, DCF-PCH Sicklerville
Sivonne Lynn, Personal Assistant, DDD-Forest
Alfred Smith, Shift Supervisor, DCF-PCH IDD Sawtelle Hall
Lissette Rodriguez, Clinician, CBP-HMSC Union City
Ashley Gledhill, Nurse RN, HealthSvc-ResidentNurse-S
Anthony D. Baskin, Behaviorist, HealthSvc-Behaviorists-N
Korey Clark, Regional Director, Regional Admin

Congratulations!!!

10 YEARS

Ronda S. Knighton, Shift Supervisor, DCF-PCH Malcolm House
Nashemma N. Johnson, Residential Assistant, DCF-RTC Kilbarchan
Carlene Colston, Executive Admin Assist, Exec Administration
Craig Brookins, Shift Supervisor, DDD-Buena Vista
Leslie Lester, Asst Program Director, CBP-HMSC Union City
Lisa Rapp, Clinical Supervisor, Regional Admin
Juan C. Fajardo, Nurse RN Manager, HealthSvc-ResidentNurse-N
Jihadah M. Gasque, SRT Behavioral Assist, SRT - N
Tracie D. Bass, AVP Treatment Home, Treatment Home-Southern
George A. Opoku, House Manager, DDD-Emmans
Keyon Murray, Residential Assistant, DCF-IRTS Holley Muller
Neneh B. Barrie, Personal Assistant, DDD-Greenbrook

5 YEARS

Sterling Connors, Residential Assistant, DCF-PCH IDD Camden
Kennily Rodriguez, Clinician Fee for Svc, CBP-HMSC Essex
Sarah Takyi, Personal Assistant, DDD-Apts Supvr Buffalo
Nakia J. Brame, Personal Assistant, DDD-Willingboro
Jason Rogers, Shift Supervisor, DCF-PCH Sayre
Zenia R. Mears, Residential Assistant, DCF-PCH IDD Sewell
Keona L. Lane, Shift Supervisor, DCF-PCH Bright Start
Ayana T. Fields, Shift Supervisor, DCF-PCH Sicklerville
Christina Bell, Support Specialist, Info Management Systems
Sterling A. Wilson, Personal Assistant, DDD-Toledo
Laura E. Loray, Advanced Practice Nurse, HealthSvc-PsychPrescrib-N
Emmanuel Omini, Shift Supervisor, DCF-PCH Sicklerville
Michele Lapine, Advanced Practice Nurse, HealthSvc-PsychPrescrib-S
Sheena Dunlap, Residential Assistant, DCF-PCH IDD Sewell
Jeffrey N. Reynolds, Shift Supervisor, DCF-PCH BHDD Estell Manor
Rosemini Baichan, Personal Assistant, DDD-Morris
Wendy A. Wilson, Residential Assistant, DCF-PCH BHDD Estell Manor
Marquita Hawkins, Shift Supervisor, DCF-PCH Haddon Heights

5 YEARS

Rikancia Quettent, Nurse RN Home Visitor, CBP-NFP Essex
Sarita Comer, Shift Supervisor, DDD-Blackwood
Paul C. Usifoh, Personal Assistant, DDD-Emmans
Edison Gordon, Residential Assistant, DCF-PCH IDD Lawnridge
Donte Robinson, Residential Assistant, DCF-IRTS Kilbarchan
Rosanne Moreno, Clinical Supervisor, CBP-HMSC Union City
Jayson C. Baptichon, Residential Assistant, DCF-RTC Kilbarchan
Philomena Azure, Residential Assistant, DCF-PCH IDD Cedarbrook
Shona Little, Nurse LPN, HealthSvc-ResidentNurse-S
Afiya Gordon, Personal Assistant, DDD-Walnut
Boris Simon, Residential Assistant, DCF-RTC Kilbarchan
Cathy Cromelin, School Nurse Certified, DOE-Sawtelle Learning Ctr
Mabel A. Nuamah, Shift Supervisor, DDD-Echohill
Ashley Thompson, Residential Assistant, DCF-CSAP Winslow
Leillanie DeLaCruz, Board Cert BehavAnalyst, DOE-Sawtelle Learning Ctr
Amanda D. Thomas, Personal Assistant, DDD-Absecon
Keena K. Wooley, House Manager, DDD-EmergCapacity Haledon
Brian L. Sykes, Personal Assistant, DDD-Forest
Kamaria C. Vaughn, Residential Assistant, DCF-PCH Sayre

Promotions

CONGRATULATIONS! YOU INSPIRE US ALL TO MOVE FORWARD
& KEEP WORKING TOWARDS OUR GOALS.

- **Keyahfa E. Brown**, Shift Supervisor, DCF-PCH Holley Muller
- **Chaya Copes**, Shift Manager, DCF-PCH Haddon Heights
- **Bashir Grimes**, Shift Supervisor, DCF-RTC Holley
- **Driss Ouhdou**, Regional Director of SR DD Programs
- **Devin R. Turner**, Shift Manager, DCF-Fisher Hall
- **Devon Tuten Jr.**, Shift Supervisor, DCF-CSAP Winslow

"Your brilliance shines through in everything you do."
~ Michelle Obama

Employee Snapshot

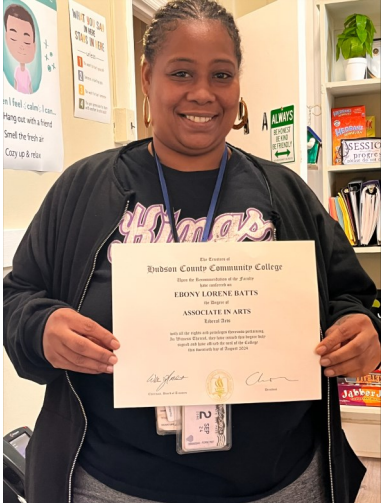


Claudio Bueno

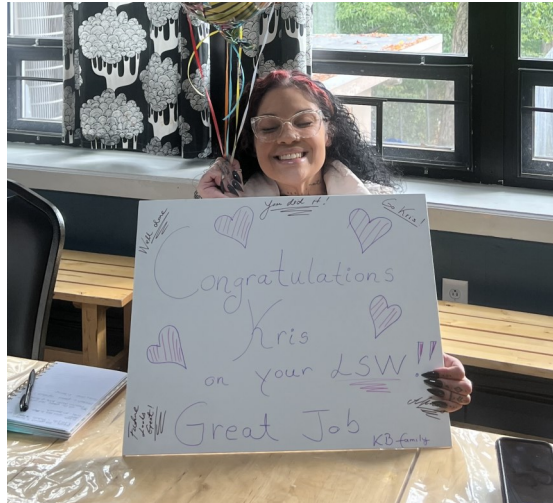
Newark Campus Receptionist

Milestones

PROFESSIONAL ACCOMPLISHMENTS



Ebony Batts, Phoenix House RA, recently earned her associates degree.



KB case manager **Kristy Santos** just passed her LSW exam.



John Brooks Sr (Davis House) was inducted into the Jerry Jones Athletic Hall of Fame at Kansas Wesleyan University for his accomplishments in football and track during his time there 1980-1984.

WEDDINGS



Sherene Bartley, Newark Campus Director, got married on September 12th to Keenel Butler. YCS Chaplain William Waller officiated the ceremony. Her new last name is Bartley-Butler.

BIRTHS



Karla Santos, PLP case manager, delivered a healthy baby girl named Makeyle on August 6, 2024. She weighed 9.2 lbs. and was 20 inches long.

Leading with Heart

Luis Mangual, Facilities Director



If you are trying to catch up to Luis “Louie” Mangual, you better be fast. The YCS Facilities Director is often on the run overseeing his team who could be at any one of YCS’ 62 sites, installing new kitchen cabinets, upgrading a bathroom to meet ADA standards or following up on an emergency repair order. There is no task that Louie is afraid to take on and he does it with enthusiasm and his trademark smile. “Don’t worry, we got this,” is his classic, upbeat response to a new project or call for help.

Louie joined the YCS family in 1998 after working more than two decades as a licensed boiler

operator/super. He was attracted to YCS because of the benefits. After working for one year at Kilbarchan, he said that he knew he had found the place where he wanted to work until he retired.

Louie recalls his early years on the YCS KB campus, “Back in the day, we did everything. I filled in as an RA when someone called out, drove the kids to appointments if they were short staffed, and took care of all the maintenance on the campus.”

What got to him most were the children. “I loved these kids and when the chance came up to coach them for NJ Special Olympics and later the H Olympics, I jumped at the opportunity.” His experience as a semi-professional baseball player was a real asset, and his coaching helped the youth win quite a few medals.

“I have worked with Luis for about two years. It is said that integrity is doing what's right when no one is looking. This quote reminds me of Luis - he is committed to putting in the effort to make it right-for the consumers, staff, or his team - whether or not anyone is looking. He is passionate about maintaining the YCS programs in great condition and providing safe and comfortable environments. He leads his team in a way that shows he cares about them and empowers them to provide for those we serve. He truly embodies the leading with heart example for YCS.”

Tina DeVico Price
Senior Vice President, Business Affairs

Leading with Heart

Over the next 20+ years he was given more opportunities to use all the skills he had acquired as a licensed building superintendent. In 2019, he was promoted to director of facilities in the northern region and with that came added responsibilities. The agency began depending on his leadership and talented team to do site upgrades and renovations in-house. Louie attests that he could never have done this without the mentorship of his former supervisor, the late Wanda Cavanaugh.

“Wanda taught me everything. I would go to her with a problem, and she’d talk to me, give me encouragement, and then tell me to go figure it out.” He attributes much of his success in his new role to her belief in him. Today, Louie models his supervisory skills after his mentor.

Louie says the key to the success of his team is respect. “I can’t treat everyone the same...I have to find out what each person is good at, their strengths, and what they like to do. This way they can shine on the job.”

Luis admits that when he was first promoted to facilities director for the entire agency in 2022 he was “a little scared.” There were also a lot of new administrative tasks he had to learn. But those feelings of trepidation passed quickly as he moved into action.

“I like the challenges, and I learn something new every day.” Louie is quick to emphatically add that he would not be where he is today without his team or all the support that he has received from his colleagues on the administrative level. “The truth is that for us to be successful - it's not about me it's about the team,” says Louie. Now, he oversees 24 employees in the facilities and housekeeping departments.

Louie is very proud of every renovation project that his team has worked on, and he is reluctant to single out any one of their accomplishments. In his inimitable style, he treats every project with the same equality that he treats every one of his employees.

Andres Hernandez reached out to the communications department and asked if Luis Mangual could be profile in the “Leading with Heart” section of the newsletter. How could we refuse!

Louie hired me 25 years ago. I had no experience working in maintenance, and lied when he asked me if I knew how to operate a floor polisher, I guess he must’ve known but he never let on. Since that time, he has patiently taught me everything I need to know to succeed on the job.

It may look like what we do is easy but it's not when you work with different guys. Now as a supervisor, I am still learning from him how to be patient and understanding, and bring out the best in the guys.

I really respect his work ethic. He never says no when asked to take on a new project and he always finds a way to get it done. Afterwards when someone complements the work, he never takes the credit. He always gives all the credit to each guy on the job by name.

If you can't get along with Luis, then you probably can't get along with anybody. He treats everybody with the same respect and kindness 24/7.

Employee Spotlight

Lorenzo Brooks, PA



Although **Lorenzo Brooks** worked for years as a Personal Assistant (PA) at another agency serving I/DD clients, he was amazed at how much there was still to learn when he was hired by YCS three years ago. “It was a real eye-opener to receive all the training that I did during the on-boarding process,” said Lorenzo. He still remembers the names of every trainer, and he continues to express thanks for their support in helping him complete all the training that he needed to be effective on the job.

His gratitude has only grown stronger as a PA at the YCS Greenbrook and Pamela Homes. Lorenzo stresses the importance of being part of a team and says one of the best parts about working at YCS is all the camaraderie that he feels with his coworkers

and residents. “We are a very cohesive team. When we have a problem with a client, we work on it together and come up with a good solution to help that person,” says Lorenzo proudly.

Korey Clark, VP of NR DD Services, says “Lorenzo is always upbeat and full of appreciation....He brings his enthusiasm to the job every day and it is infectious.” But Lorenzo candidly admits that his computer skills were weak and completing shift notes or logging in clients’ appointments accurately was a real challenge. “I couldn’t have done this without the support of my supervisors.”

According to LaShayne Malone, house manager for the Pamela and Greenbrook homes, for a PA to succeed on the job, they need to be detailed oriented, have great communication skills, and an understanding of the individuals being served. She says Lorenzo has worked hard to meet all these requirements.

“Mr. Lorenzo is hands on with the individuals; he takes the time to learn about the guys, initiates finding monthly activities for them, and takes on responsibilities to make sure that Lamika Taylor and I don't feel overwhelmed,” says Malone.

“To say Lorenzo is a great staff is an understatement. He is the staff that all managers and supervisors dream of having. He doesn't hesitate to go above or beyond the job, and with the right people in his corner. Lorenzo can - and will - prosper in this company!” adds Taylor.

Employee Spotlight

2nd Quarterly Employee Spotlight Appreciation Day



The Southern Region DD Division recognized the outstanding work performance of twelve employees representing each of the region's twelve homes. The Somerdale conference room was once again transformed into a festive fall banquet hall as each honoree walked down a red carpet to the applause of their colleagues to receive an award and gift.

The staff in turn surprised Dawn Jones, Southern Region DD VP, with a bouquet of flowers and an engraved award to express their appreciation for her leadership, guidance, and endless support. It was a wonderful, uplifting night enjoyed by all.

Honorees: **Anetra Riddick, Lynnel Bain, Darrell Harvey, Tyronn Russell, Laura Hawkins, Rahshi Bell, Donna Gibbons, Darick Garrison, Kylan Robinson, Chartel Bush, Christopher Smith, and Amanda Thomas.**

Each honorees' award certificate read:

We would like to take this time to acknowledge how much your dedication, hard work, and positive attitude has truly inspired everyone around you. Your exceptional contributions have significantly contributed to the company's success. We appreciate your commitment to excellence and your willingness to go above and beyond.

Intern Corner

Meet Juliana L. Kalmowitz



Juliana L. Kalmowitz

Juliana has gone above and beyond in showing her genuine care for the youth in our program. For Christmas last year, she took the amazing initiative to coordinate a project with a local girl scout troop where each girl scout donated gifts for a specific child at Sayre, which made all our kids feel extra special on Christmas. We were so excited when she decided to return to Sayre for her MSW internship because her dedication, passion, and hard work shows in everything that she does. Her ability to connect with the youth and address topics most important to them really helps them to progress in their treatment goals. ~ Molly Holt

Can you tell us about your journey as an intern at Sayre House.?

I started my first internship in 2023 when I was pursuing a bachelor's degree in psychology from Kean University. When I graduated with a 4.0 GPA, I loved doing my internship last year at Sayre House so much that I sought out an opportunity to come back now as a Rutgers University School of Social Work graduate student. I returned to Sayre in September and will be here till July 2025.

What were your expectations from your first internship?

When I first started out at Sayre House, I did not have many expectations but was very eager to be able to get life experience under my belt. It was amazing to learn so much about case management, attend rounds, do psycho-education groups with the youth, and be able to help the MSW interns during their time at Sayre. I learned and gained so much from Sayre House which is what led me to want to return during my MSW. I was able to have an idea of what to expect for when I was coming back several months later.

How do you feel you have grown both personally and professionally from your experience at working with the youth and alongside the staff at Sayre?

I am so lucky to have grown both personally and professionally from my experience at Sayre House with both the youth and the staff. Personally, I was able to grow as an individual, learn more about myself, and become so much more confident. Professionally I have grown so much with the help of the staff, especially from Molly Holt and Aimee Briscoe. They have given me many opportunities to learn about social work. We talk daily at the house, and I have gotten so much support from them. I have learned a lot about social work and what it takes to become a licensed clinical social worker.

Intern Corner

What has been one of your greatest challenges/successes on the job?

One of my greatest challenges at Sayre was becoming comfortable and confident in what I was teaching or presenting to the youth. One of my biggest accomplishments is also gaining that confidence in what I was speaking about to the youth. Another great accomplishment that I have is being accepted back into the program for my first year as a master's student at Rutgers.

Have you gotten any advice from a staff member or youth at Sayre that has altered your perceptions of youth working towards recovery.

I was unsure if I wanted to obtain my masters in mental health counseling or social work and being side by side with the staff made me realize that social work is my passion. I truly found my passion for what I wanted to do in the future. I was able to learn so much from the staff and the youth which made me realize I wanted to help these youths as much as I can. I was unsure at a time if I was meant for this but in 2023, Sayre House made me see that I can do this.



Molly Holt, Sayre House Clinician with Juliana

Working with my supervisor and program director has made my experience at Sayre House amazing. Right away I was able to interact with the youth and felt comfortable speaking to my supervisor and program director right away. I have always been taught so much during my time at Sayre house and have felt a part of the team. Also, each question or concern was always answered, I was never judged, I was able to share opinions and get provided with so many materials. I truly feel like my experience at Sayre House would not be the way it is without the clinicians and program director.

My role as a clinical intern this year has opened my eyes even more. I am grateful to gain more experience this year as a clinical intern. One of the most rewarding things that has happened so far is that the youth I conduct clinical check-ins are excited to see me every time I walk in the door and have opened up more about speaking to me about what is going on in their days.

Moving On

It's Hard to Say Good-bye!



Dennis Johnson

Dennis Johnson began his career at YCS as a painter on the Newark Campus over 25 years ago and worked his way up to maintenance supervisor. He was respected and loved by everyone of his coworkers. They considered him a true friend. One of his colleagues said Dennis was like a father figure for him, and always someone he could talk to when he had a problem. Dennis was praised by his colleagues for being reliable and trustworthy – a quiet man who rarely took any time off from work. We wish Dennis much happiness in his retirement.

Pat Autorino became part of the YCS family in 2006 as a head teacher assistant at the Sawtelle Learning Center. Pat said the 18 years she assisted the older students at Sawtelle was by far the most rewarding experience in her professional career. Prior to working at YCS, she was a director/teacher for two early childhood programs, worked as a childbirth education instructor and special education teacher for more than 40 years. At Sawtelle, Pat was instrumental in engaging the older students in community projects where they took pride in helping at a local nonprofit including St. Luke's food pantry and the Bridge program. "Pat was an amazing coach for me when I began working as an aide at Sawtelle...She taught me everything and gave me the confidence to do the job," said Michael Johnstone.



Pat Autorino



Nahla Nesheiwat

Nahla Nesheiwat began her career as a teacher assistant at May Academy 27 years ago. Soon her talents as an artist and ability to help her students find their own creative voices led to her work as an assistant to the art teacher. Together they showcased the children's artwork every year in the May Academy art show. Nahla continued her career at GW School and was the heart of the Blossoms Art Exhibit. She has said that her greatest memories will always be associated with the Blossoms exhibition. Nahla's gentle, soft-spoken manner kept everyone calm during the exhibition's launch every year. The Blossoms committee will always be grateful to Nahla for all her encouragement and support and wish her much happiness and success in the future.

Moving On



Cathy Tronlone

Catherine “Cathy” Tronlone started working with YCS on December 8, 1994, as an administrative assistant for the YCS schools. She says she has many fond memories of the students and faculties at Fort Lee Education Center, George Washington School and the Sawtelle Learning Center. Cathy is also grateful for the opportunity to expand her career and skills at the YCS Foundation.” Working with the Foundation team has truly been an honor...I’ve met many donors from diverse cultures and professions that have all enhanced the lives of the YCS children and participants,” reminisces Cathy. She also appreciates the professional opportunities she’s been given to advance her career over 30 years from administrative school assistant to the YCS Foundation Coordinator and most recently Cultivation and Development Associate. Cathy will continue to work per diem two days a week across the agency, if needed. “Although leaving YCS is bittersweet for me. I am excited for the next chapter of my life - traveling and spending time with family and friends. I look forward to expanding my horizons and enjoying more time at the beach.”

Yvonne Montemurro found her true calling as a trainer at YCS 25 years ago and has been pivotal in shaping the department into a premier training experience for every employee new and seasoned. At a recent “Part-tirement” party (coined by Mike Baguidy), Yvonne was praised repeatedly for her sincere care for her staff and unflinching dedication to providing the best trainings. One colleague said that she became a trainer after being inspired by Yvonne and has continued to emulate her style and techniques. Yvonne will continue to work part-time three days a week in the training department and looks forward to engaging in new hobbies and recreational activities on her days off. We wish her well in her semi-retirement.



Yvonne Montemurro

Happy Anniversary!

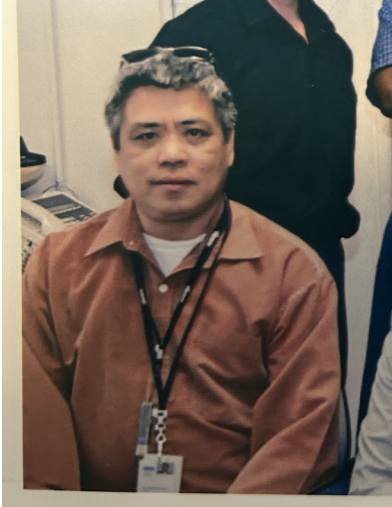


Esther Edwards

Esther Edwards, Holley Center employee, and her husband Evrol, wanted to include some of the children at the residence in their 40th wedding anniversary celebration. Esther practiced several songs with the children to perform at the festivities. Six youths sat at a table center stage and fully enjoyed the evening. “I wanted to expose the children to a cultural event and promote socialization and confidence in a public setting with joy... Their hearts need joy.” After the children performed, the guests showered them with compliments and said that they were blessed by their singing. “The children were amazing, and the evening was perfect,” said Esther.

Condolences

Remembering Laurmando "Bob" Paleracio



Laurmando Paleracio

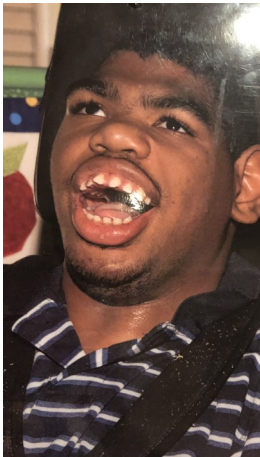
Laurmando Paleracio joined the YCS family in June 2005. Affectionately known as Bob to all his coworkers, he was always there to help us navigate through all our IT and computer-related problems. He received countless desperate calls for help from frantic computer novices. But we all knew he would patiently and calmly resolve every one of our issues no matter how long it took or how many times he had to explain what to do.

Bob was truly respected by everyone who worked with him. Despite his long battle with illness, Bob did his best to show up to the job. He never complained and many of us didn't realize how much he was struggling. Yet, he was always ready to help us. Bob loved to chat about NBA games, was a skilled photographer, and an interesting guy to talk with about politics. He will be missed dearly by everyone in the YCS family. May he rest in peace.

At the recent opening of the YCS Davinchi Home, in Randolph, a lovely evergreen tree was dedicated to Bob's memory. Bob's wife Cecil and Hing-Shung Chan participated in the ceremonial planting and spoke about what this day meant to them.



Remembering Darryl Murchison

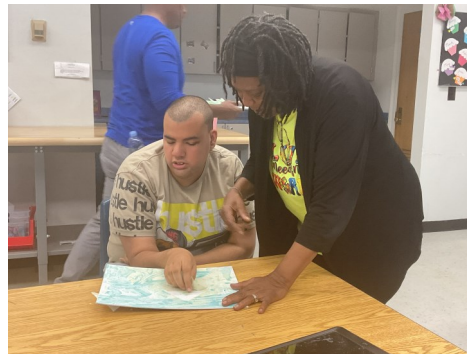
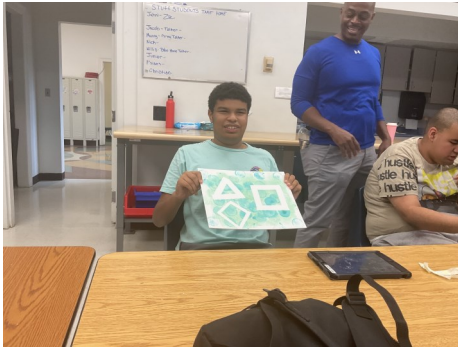


Darryl Murchison

On behalf of the YCS Family, we would like to extend our sincerest sympathies to the Buena Vista team on the sudden passing of **Darryl Murchison**, 29. Darryl was loved by all the staff. He lit up the room when he heard music and was always upbeat despite his physical challenges and illness. "We were his only family and he knew that we all loved him," said Lisa Smith, house manager. Darryl died peacefully in his sleep in September.

Highlights

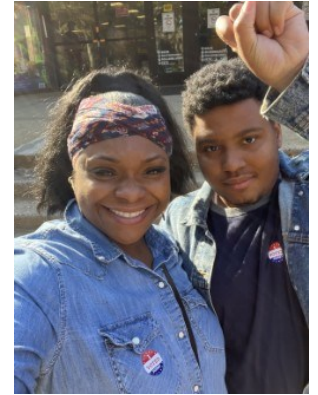
Sawtelle Learning Center Art



A painting party with one of the classes for an end of the school year treat! The students made the paint using flour, water and food coloring. They picked from canvases with different masking tape designs and then painted the canvases using homemade paint and a variety of paint brushes! Once the paint was dry, they peeled off the tape and revealed the designs. It was a fun way to end their Occupational Therapy sessions for the school year.

~ **Elizabeth Fine Smith**, Occupational Therapist

We Voted!



Sawtelle Camden Home clinician Latisha Green voted in the recent national election with Akhmed, a resident at the home. It was a great moment for them both!

Treatment Home Youth visit College Campus



On Tuesday Oct 8, 2024 , two Treatment Homes High School Seniors, one recent high school graduate and two TX Homes Staff, visited William Paterson University.

The youth received a personal tour of the campus by a student who is in the LGBTQIA community and provided information on how the school implemented services and policies to protect this community. They explored the university and saw the Residence Halls and Dining Halls, Sororities and Fraternities, and a classroom in session.

They spoke with campus students about their experiences at the university and obtained information about degrees, financial aid and the application process.

The teens reported that they enjoyed learning about William Paterson, and were excited to explore the campus life.

~ **Tracie Bass**, AVP of Treatment Homes

Highlights

The Children's Place Summer Sports Day



Thank you to the YCS Foundation for working closely with TCP to create a wonderful activity for all the children.

Clinical Rounds Summer Party



We had an awesome **Clinical Rounds' Summer Party** in Somerdale! The event was to show appreciation for clinicians in the agency and do some restorative self care! The turnout was amazing! We had representation from almost all sites North and South! The activities included a paint party and connecting with one another! The clinicians voiced how important it is to have days like these where they can reset and restore together! This was an absolutely awesome event!!

Holley Campus Halloween Party



Highlights

Staff Appreciation Events



Malcolm House staff enjoyed time together painting pumpkins.



Northern Region DD managers gathered for a luncheon and some "chill time."



Treatment Home Team enjoyed a BBQ prepared by Bill Waller at his home.



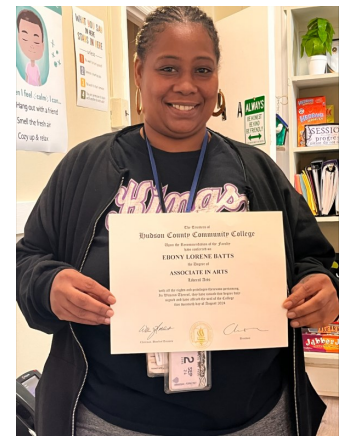
Laurie Haven team spent an afternoon relaxing and enjoying each other's company.

Senior leadership at each of the divisions has found their own unique ways to show their appreciation to their staff. The DCF programs have had more intimate nurtured heart types of activities and the DDD homes in the north and south have chosen to hold larger catered events. At the heart of all the gatherings was a genuine sense of appreciation and gratitude for every employee.

Highlights

Emmans Receives Gym Equipment Donation

The medically fragile residents at Emmans Home were elated to receive adaptive gym equipment. It has given the residents with neurological impairments the freedom and joy of greater mobility. One resident was so elated after her first experience on the bicycle that she determined to exercise every day. Thanks to Keri Diamond, Foundation, Director of Development, for working with the Alfred N. Sanzari Family Foundation to obtain the grant to purchase specialized exercise equipment and adaptive furniture in the home.



Davinchi House Opening



On November 4th: YCS dedicated the opening of the YCS Davinchi Home, a life-long residence for young men with complex developmental disabilities. “We are so incredibly grateful to Carla Ponn for donating this beautiful custom-built home that she very thoughtfully designed and furnished to meet every need of her son, David, and his three housemates,” said Tara Augustine.

Joan Joy’s Safety Fest



Inclement weather did not dampen the spirits of everyone who turned out to support the 10th Annual Joan’s Joy Safety Fest in Hillside. Mary Askew-Jankowsky, YCS APN, was invited to speak at the event about the importance of supporting children’s mental health. She later privately addressed any of the parents’ concerns.

Innovations

Buffalo Home is All a Twitter



The ladies at Buffalo House are enjoying the company of their new housemates Tootie and Tutt - parakeets that Charlotte Prunty, PA Supervisor and Ericka Gardner, house manager, purchased for the home. The parakeets are a form of therapy to help the young women relax and build life skills. According to Ms. Prunty, they are approaching the teaching process of caring for the birds at a slow pace and are working first on helping the residents build a positive relationship with their feathered friends. "The ladies really enjoyed talking to the birds, especially in the morning," says Ms. Prunty.

Recently, they have begun taking care of the bird cage. They change the water and food trays and clean the bottom of the cage. The home's next step is to have the young women learn how to feed the birds from their hands. This task will help them build trust and encourage caring for others.

Update: Unfortunately, since the writing of this article, Tootie unexpectedly passed away. The staff and residents at the home gathered for a little prayer and said their good-byes. At the request of the residents, the staff will soon obtain a new bird from a sanctuary.

Treatment Home Employee Recognition

Initially, the "I Caught You Caring" recognition was acknowledged quarterly to only one Treatment Home Staff (certificate and designated parking space). During a recent Staff meeting, all staff agreed that an individual recognition was not needed as they all expressed that each staff member collectively is responsible for the continued success and ongoing growth of the YCS Treatment Homes Program and the youth in our care. Due to a lengthy discussion about this recognition the "I Caught You Caring" will NOW acknowledge ALL Treatment Home Staff quarterly with team building/ bonding activities such as : bowling, escape room, skating, breakfasts, luncheons, board games, movies etc. Activities are arranged by Anitra and Demira.

October 2024-- quarterly breakfast staff acknowledgment on Oct 4 and Annual Staff Appreciation Luncheon at Bill's on Oct 18.

Workshop Wednesdays

Workshop Wednesdays was created to act as an additional training tool for the DDD North House Managers in an intimate setting. Additionally, this service would also be extended to the PA Supervisors.

The vision is for small break out groups (House Managers) who may need additional training, refresher, or support concerning anything DDD etc. to have that opportunity.

The presenter would be Myself, Yesenia, or Korey. A presenter would also be requested and scheduled to present in their area of expertise.

The initial meeting was held in person. Workshop Wednesday's can also be conducted via TEAMS.

Thus far the feedback received has been positive! ~ Tameka McMillan

Agency Updates

YCS is Awarded a \$4.2M Grant

On August 29, the New Jersey Department of Health, Division of Family Health Services, the New Jersey Early Intervention System (NJEIS) awarded Youth Consultation Service, Inc. (YCS) the Passaic County Service Coordination Unit a \$4.2 M grant to address developmental delays or disabilities of infants and toddlers up to age three.

With this grant, YCS will be able to ensure that Passaic County families receive prompt, individualized, and coordinated services tailored to their unique needs and are empowered with the tools and knowledge to effectively support their children's growth and development.

"As the Service Coordination Unit, we are eager to assist families in identifying their needs and coordinating the services that will support them on their journey," says Christina Colón, AVP of YCS Early Childhood and Community Programming.

YCS Institute Participates in Symposium



Staff from the YCS Institute and Home Visitors programs participated in the Alliance for the Advancement of Infant Mental Health's bi-annual Reflective Supervision Symposium. A highlight of the symposium was a presentation by YCS Parents as Teachers senior staff, Jorge Montanez-Murillo's and Pia Ababon's, recording of one of their reflective supervision sessions. Jorge also sat on a panel discussion with Gil Foley and Carmen Rosa Noroña, two esteemed national leaders in early childhood/reflective/anti-racism work. The event was hosted by the New Jersey Association for Infant Mental Health.

YCS attends Annual Autism Conference



Jacky Maddi, VP/ BCBA and Thomas Johnson, Talent Acquisition Manager, introduced hundreds of participants to YCS at the Annual Autism NJ Conference in Atlantic City. The event was an important three-day, educational, and networking experience for professionals and family members of individuals with autism for decades.

Agency Updates

Congratulations to Top Scoring Programs for 1st Cycle 2024!

QAPI would like to congratulate the top scoring programs for the January-June 2024 audit cycle. Their dedication to quality care and safety is much admired.

Goals of our [CARF] Performance Measurement and Management Plan which had positive findings included:

- Office of Licensing citations decreased.
- Bed utilization was above target levels.
- Initial UIR submissions were timely.
- Parent Satisfaction Survey response rates have increase.
- Behavioral Health physical controls have decreased slightly.
- There has been an increase in youth IDD treatment plan being sharing with placing agencies.

YCS AUDIT OLYMPICS - 1st Cycle 2024

Residential Service

EOC

Adult IDD

GOLD	Pamela	98.10%
SILVER	Toledo	98.05%
BRONZE	Echo Hill	97.44%

GOLD	Absecon	100.00%
GOLD	Pamela	100.00%
BRONZE	Walnut	98.61%

Youth IDD

GOLD	Hammonton	95.51%
SILVER	Winslow	95.27%
BRONZE	Sewell	94.67%

GOLD	Camden	92.65%
SILVER	Sewell	92.00%
BRONZE	Cedarbrook	89.04%

Behavioral Health

GOLD	Kilbarchan IRTS	91.95%
SILVER	Laurie Haven	91.25%
BRONZE	Sayre	85.21%

GOLD	Laurie Haven	96.55%
SILVER	Phoenix	92.73%
BRONZE	Sicklerville	91.04%



If you missed the Town Hall, no worries! You can watch the entire recording and view all the questions from your colleagues and Tara's answers at the following link:

<https://ycsorg.sharepoint.com/sites/Community/SitePages/YCS-Town-Hall-October-2024.aspx>

We'd also like to give a shout out to all the employees who have completed the 2nd Annual Employment Engagement Survey. Your responses will help YCS continue to build a stronger more inclusive organization.

Best wishes for a Happy Thanksgiving!