

Inside YCS

A NEWSLETTER
BY AND FOR ALL YCS EMPLOYEES



VOLUME 17 | JANUARY 2025

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INSIDE YCS

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TABLE OF CONTENTS

President's Message	3
Important Announcement	4
Welcome New Employees	5-6
Promotions	7
Work Anniversaries	7
Shoutouts	8-9
Employee Snapshot	9
Milestones	10
Birthdays	11
Highlights	12-17
Foundation Update	18-19
Agency Updates	20
Managers Meeting Bulletin	21



President's Message



Dear Colleagues,

I hope you all had a wonderful holiday and enjoyed some restorative time with family and friends. Now, it's back to the business of life and work. On that note, I am happy to report that in the first newsletter of 2025, we have an opportunity to celebrate our past achievements during the last quarter of 2024 and look ahead to some exciting new beginnings at YCS - like the launching of this new monthly edition of Inside YCS and the new monthly managers meeting bulletin (page 18-20). This bulletin gives every employee equal access to all the latest updates and essential information across the agency.

I also want to sincerely congratulate everyone in the YCS Family for the success of the Employment Engagement Survey. I am thrilled that we had a significant improvement in the scores over last year's survey. We listened to your concerns and suggestions and the leadership accordingly worked hard to implement remedial action plans. This year, the one category where we benchmarked above the national number was employees' approval of their supervisors. This is a big accomplishment! I hope frontline staff and managers look at this and feel proud. Kudos belong to all of you who have worked together to develop a more trusting, cooperative relationship.

We are now on a positive trajectory along with continuing infrastructure improvements and site renovations. I look forward to how much more we can accomplish as one team by the time of the fall 2025 survey. I strive for excellence in everything we do as an agency, and I aim to benchmark above the national numbers in every category, and the action plans resulting from the '24 survey and new bulletin you receive in every newsletter will bring us closer to this goal. However, I am thrilled that we improved in every single category overall from last year, with a similar number of respondents. You have all often heard me say that highly engaged employees result in a safer and happier work environment and better engaged outcomes for our clients. I say this with the hope that every employee can head off to work each day with a sense of mission knowing that they are genuinely guiding others to find their own joy and purpose.

Together there is no limit to what we can accomplish.

With sincere respect,

Tara

Important Announcement

Policy to protect YCS participants and programs during current immigration crisis

For over 100 years, YCS has been wholeheartedly dedicated to helping vulnerable individuals and families live their best lives and become contributive members of their communities despite personal hardships, trauma, and physical and mental health challenges. Now more than ever it is critical that we provide all the individuals in our care with the in-depth information they need to protect themselves and their families to feel as safe as possible in the light of new sweeping immigration policies.

We cannot eliminate all the fears our participants are experiencing but we can empower them by informing them of all their rights, provide them with complete instructions on what to do if confronted by I.C.E. or other immigration agents, and be there to provide counseling and emotional support.

Please read and share this Guide to Immigrant Families: [family_preparedness_plan.pdf](#)
Also, employees have expressed concern about what to do if I.C.E. agents come to a YCS school or program. Please see the links below that outline specific instructions to keep you and everyone in your program as safe as possible.

§NJ DOE website addressing I.C.E. raids at schools:
<https://nj.gov/education/security/studentrights/index.shtml>

§ Instructions for what to do if I.C.E. comes to a YCS program:
[Advisory+for+Nonprofits+on+Immigration+Enforcement.pdf - Search](#)

Note: Before you open the door ask to see a warrant or summons through a window. Immediately contact your YCS supervisor who will alert Tara Augustine and call your local police department. See link above for more details

§ [Additional information: Guide - for Immigrant Justice](#)
[Know Your Rights Guide - New Jersey Alliance for Immigrant Justice](#)

These are very uncertain, trying times for us all. Please, let's do our best to support each other with respect and kindness and have faith that we will all weather this storm together.

Tara

Welcome New Employees

New Employees and Interns who completed 90 days - October 1, 2024 to January 25, 2025

Anderson, Kaja' SRT Behavioral Assist SRT - N	Coleman, April E. Personal Assistant DDD-Burning Bush	Herzog, Danielle Clinician DCF-RTC Kilbarchan	King, JaNasha Residential Assistant DCF-RTC Holley	Mosso, Gabriel Residential Assistant DCF-PCH Malcolm House
Barbosa, Jennifer Clinician Fee for Svc CBP-HMSC Essex	Corlett, Caitlin Supvr Curriculum&Instr DOE-Sawtelle Learning Ctr	Hinton, Shamika Personal Assistant DDD - Davinchi	Klesel, Brenna Psych Doctoral Intern CBP-HMSC Essex	Murphy, Kayla M. Clinician Fee for Svc CBP-HMSC Essex
Bartley, Kimani D. Residential Assistant DCF-PCH Vineland	Couch, Najja Residential Assistant DCF-IRTS Holley Muller	Hobbs, Daniel SRT Behavioral Assist SRT - N	Lamb, Zakeeyah Teacher Aide DOE-Sawtelle Learning Ctr	Muse, Jesse Program Director DCF-SPEC Kilbarchan
Ben-YaAqov, Yehudah Residential Assistant DCF-CSAP Winslow	Daley, Marjorie Personal Assistant DDD-Buena Vista	Holmes, Veronica Residential Assistant DCF-PCH Laurie Haven	Lawes, Sarah Teacher Aide DOE-Sawtelle Learning Ctr	Onwunali, Uchey E. Personal Assistant DDD-Emmans
Blake, Amber M. Residential Assistant DCF-PCH IDD Sewell	Davis, Devin Shift Supervisor DCF-PCH IDD Sewel	Hunte, Affe Ann Residential Assistant DCF-PCH Pheonix	Lynch, James Residential Assistant DCF-PCH IDD Cedarbrook	Perry, Dionne D. Teacher Aide DOE-Sawtelle Learning Ctr
Brown, Destani Residential Assistant DCF-PCH Bright Start	Fludd, Devone Personal Assistant DDD- Burning Bush	Johnson, Khwmere K. Clinician DCF-RTC Holley	Maceia, Tamant Case Manager DCF-PCH Sicklerville	Persaud, Pamela N. Personal Assistant DDD - Davinchi
Butryn, Kelly Program Director CBP - Passaic Svc Coord U	Givens, Caroline Case Manager DCF-PCH Haddon Heights	Jones, Richelle Residential Assistant DCF-PCH Coopers Crossing	Maldonado, Yisel Y. Psych Doctoral Intern CBP-HMSC Union City	Reid, Amirah Residential Assistant DCF-PCH Coopers Crossing
Caraballo I, Zenaida Teacher DOE-George Washington	Gorden, Jeannine Physical Therapist DOE-Sawtelle Learning Ctr	Joseph, Lovens J. Personal Assistant DDD- Burning Bush	Marquez Nicdao, Charisse Board Cert BehavAnalyst HealthSvc-Behaviorists-S	Reinert, Emily Residential Assistant DCF-RTC Holley
Champagne, Sharajhen Teacher Aide DOE-Sawtelle Learning Ctr	Hardnett, Tyson Residential Assistant DCF-SPEC Kilbarchan	Kaufman, Ilissa Psych Doctoral Intern CBP-HMSC Essex	Matthews, Myajiah Residential Assistant DCF-IRTS Holley Muller	Robinson, Shamaurya Shift Supervisor DCF-PCH Malcolm House
Clarke, Gabrielle Residential Assistant DCF-IRTS Holley Muller	Herbert, Christian A. Teacher Aide DOE-Sawtelle Learning Ctr	Kelly, Lamesha Personal Assistant DDD-Apts Supvr Buffalo	Moore, James B. Residential Assistant DCF-PCH Coopers Crossing	Rocco, Dawn Consultant NonEE DCF-RTC Holley

Welcome New Employees

New Employees and Interns who completed 90 days - October 1, 2024 to January 25, 2025

Rodriguez, Keanah Residential Assistant DCF-PCH Fisher Hall	Royal, Alkhalig Personal Assistant DDD-Forest	Ticker, Joyce Residential Assistant DCF-PCH Sayre	Vargas, Madeline Nurse RN Home Visitor CBP-NFP Essex	Wiggins, Cheryl Nurse LPN DDD-Buena Vista
Rodwell, Tanisha Teacher Aide DOE-Sawtelle Learning Ctr	Serrano, Kayla Residential Assistant DCF-PCH Coopers Crossing	Travis, Shanelle Residential Assistant DCF-PCH Laurie Haven	Walker Jr., Gregory V. Personal Assistant DDD - Davinchi	Williamson, Michelle Case Manager DCF-RTC Kilbarchan
Roman, Krystal Teacher Aide DOE-Sawtelle Learning Ctr	Session, Sahmir S. Personal Assistant DDD - Davinchi	Truesdale, Gina Personal Assistant DDD - Cavan House	Wallace, Aja N. Qual Assurance Analyst QAPI	
Rose, Crystal Teacher Aide DOE-Sawtelle Learning Ctr	Sullivan, Fanta M. Residential Assistant DCF-PCH Malcolm House	Urena, Arianna Clinician DCF-IRTS Kilbarchan	Washington, Mercedes Residential Assistant DCF-PCH IDD Sewell	

Welcome New Interns

Buckley, Alexandra Intern DCF-RTC Kilbarchan	LoSardo, Sofia M. Intern DCF-PCH Malcolm House	Reyes, Yanira Intern DCF-PCH Bright Start	Tran, Ngoc Intern CBP-HMSC Essex
Chokshi, Aryan Intern DCF-PCH Phoenix	Molinari, Olivia Intern DCF-PCH Fisher Hall	Rios, Antonio Intern DCF-PCH Vineland	Ubiera, Nicauris Intern CBP-HMSC Union City
Kaufman, Isabel Intern DCF-PCH Haddon Heights	Murray, Keyon Intern DCF-PCH Davis House	Smith, Geneva A. Intern DCF-PCH IDD Camden	
Kliesch, Skylar M. Intern DOE-George Washington	Reizin-Friedman, Rashed Intern CBP-HMSC Essex	Soulouque, Raydgie Intern DCF-PCH Davis	

Promotions

Congratulations!!!

*Your dedication and hard work have truly paid off.
Wishing you all the best in this new chapter of your career.*

Patrick M. Baguidy, VP Training, Training

Octavia E. Green, Training Manager, Training

Annette Jones, House Manager, DDD-Willingboro

Charlotte Prunty, House Manager, DDD-Buffalo

Work Anniversaries

Congratulations!!!

25 YEARS

Larry Ashford - Maintenance Supervisor Northern Region

Anita Taylor - Accounts Receivable Supervisor, Accounting Department

20 YEARS

Matthew Hopkins Quality Assurance Analyst, QAPI

15 YEARS

Providencia Zanata, Residential Assistant, Davis House

5 YEARS

Aiyona Lawrence Hart, Shift Supervisor, Kilbarchan

Francia Casado, Housekeeper, Newark Campus

Shoutouts

To All Our Amazing Employees as Submitted by your Colleagues!

- ★ The entire **Davis House** team is incredible. The residential staff are compassionate and caring, working directly with the youth to support their needs. The admin and clinical team are the strongest advocates for their youth and program. Liz Barry does an exceptional job as a leader in this program and all of the staff are truly amazing.
- ★ **Jordan Guglielmino** from Davis House is doing an incredible job as clinician! He continues to go above and beyond for his clients, as well as assisting in other areas throughout the agency to provide clinical support! Great job!
- ★ **Isabella Festa** and **Frank Franceschini** Thank you for helping out clinically at the Sicklerville Home.
- ★ **Tina Devico Price, Luis Mangual** and **Mark Scanish** for helping to furnish Vineland, Haddon Heights, Sicklerville, Davis House, Sayre homes and making our programs look amazing.
- ★ **Mark Scanish** and his maintenance team have been such a help with all the programs! Mark is truly the king of maintenance!
- ★ **Bradshaw Vetterly** is always making sure his region has what they need! We always know if we need something, Brad is just a phone call away and always advocates for the best interests of the kids and staff!
- ★ **Al Gregorio** is awesome with the kids at Coopers! Keep up the great work!! You are appreciated!
- ★ **Shakida Faniel** always goes above and beyond in her role as a supervisor. Great work!
- ★ **Tina DeVico Price's team and the facility's crew** for all of their hard work throughout the agency.
- ★ **Emily Miller** has been doing awesome in her new role as Residential Assistant! Thank you for all you do.
- ★ **Saniyyah Holt** is an amazing staff member on our team! She continues to help with picking up shifts wherever she's needed and is awesome with the kids!
- ★ **Ernest Jones** is such a great team player, and an amazing worker and role model for our youth! Keep up the great work!
- ★ **Rashad Loyd** always helps in the various areas he is needed! Thank you so much for all you do!

Shoutouts

To All Our Amazing Employees as Submitted by your Colleagues!

- ★ **Malcolm Rease** is an amazing leader and CRS! Thank you for all you do!!
- ★ **Taina Montalvo** and **Ashley Hill** for all their hard work and dedication to processing intakes! We all appreciate all you do!!
- ★ On behalf of the Southern Region, we want to give a special Thanks/Shout Out to **Thomas Johnson**, for spearheading the annual Holiday Door Contest and the Southern Region Luncheon. We appreciate his ongoing dedication and commitment to provide an amazing event for the Southern Region Staff.

Employee Snapshot



Larry Ashford

Maintenance Supervisor

Milestones

Professional Accomplishments



Brigette Mena at KB IRTS passed the LSW exam and is now a clinician at KB.

Tori Ann Peart at KB IRTS, received her NJ Registered Nurse License.

Birth Announcements



Brad Vetterly welcomed Rory Alfred into the world on October 4th. He weighed 7pounds 6 oz and was 21 inches long.



Jahmani Dean-Bailey, Sawtelle Walnut Home, gave birth to Prosperity Kimmada Dean-Pierce on December 13th.

Happy Birthday!!

January Birthdays

Pia Anjelica P. Ababon	Carlene Francis	Pauline Lewis	Kevon Reynolds	Robert Stephan
Danielle Adams	Elizabeth Frayne	Sean Lewis	Kennily Rodriguez	Tarsi Surke
Wuya S. Amara	Khalah Friday	Tanasha Liggins	Lisette Rodriguez	Donna Sutton
Sonya Auten	Christina Gilmore	Alaya S. Lott	Regina Rodriguez	Rashad Uoyd
Melvina L. Brown	Kimberly Goldsboro	Whitney T. Mallory Casaine	Elizabeth Rorres Santiago	Arianna Urena
Chartel D. Bush	Aaron Grant	Keasha Matthews	Gloria Ross	Danielle Vandunk
Seanta Cherry	Octavia E. Green	Christelle McClure	Mia C. Rothmiller	Lisney Vargas
Guerdine Codiot	Albert J. Gregoire	Natayia D. Mccray	Jean E. Roussaint	Jennifer J. Wade
Dashana Cooper	Judith Halsey	Morris L. Mckenzie	Alkhaliq Royal	Dianne Watson
Karen M. Crammer	Tamar Hampton	Taina Montalvo	Marcus J. Rurner	Sharonda West
Olabisi Dabiri-Okoya	Eron Havard	Lisette A. Morales	Teresa Sargenti	Willie White
Devin Davis	Susannah Heguy	Crystal A. Odom	Dayzon T. Sean I	Gay Williams
Teyanna Decando	Henrietta Hemingway	Emmanuel Omini	Herbert Sell 111	Myia Williams
Willy Del Orbe	Tiffany Hill	Onjah M. Owens	Estefania Sermeo Paredes	Shelinda Williams
Laura Deltufo	Yamil Hunter	Catherine N. Pascarella	Arsany Seshara	Tony S. Williams
Michele A. Difilippo	Angela Jackson	Christine Petrick	Colleen Sewel	Michelle Williamson
James Dorante	Donna M. Jenifer	Jacqueder Pierre	Dwayne L. Sheppard	Sterling A. Wilson
Darris F. Drennon	Ronnette Jennings	Nalesha D. Reed	Cheri Smith	Brian M. Zapata
Sheena Dunlap	Timothy L. Jordan	Roshard Rima	Osei K. Soateng	
Moise Etienne	Shawn Lee	Amirah Reid	Eric Spearman	



HAPPY
Birthday

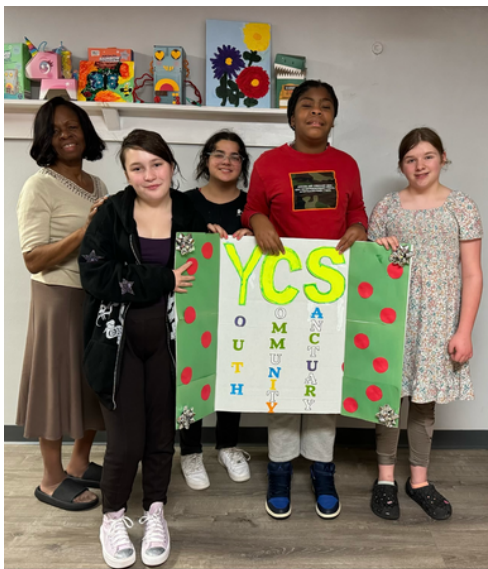


Highlights



Ray Rice, grand marshal for the New Rochelle's 60th Annual Thanksgiving Parade, invited youth from YCS to participate in the festivities and join him for lunch afterward. Ravens Super Bowl Champion, Rice was recognized by his hometown for his prowess on the football field, and more importantly, his commitment to serve young people in need in his hometown of New Rochelle.

Shout out to **Angela Newman**, YCS residential assistant for arranging the visit.



Youth from the Holley Center joined forces with young parishioners from Rhema Life Center to perform a play called "The Reason for the Season" at the Maywood church on Saturday evening. The heartwarming play, celebrating the spirit of generosity towards others and never giving up, was the inspiration of **Esther Edwards** - a member of the church community and a YCS employee. The children glowed as they received rousing applause from the audience after performing two songs for the finale. Special thanks to Dr. Noel G. Gordon, Senior Pastor for opening the doors of the center and her heart to the children.

Highlights



Cavan men were at Bridgewater Mall shopping with Staff Courtney Jackson and Crystal Odom.



Students from the YCS Parent Linking Program at Eastside High gathered for a luncheon and a holiday craft activity. Molly Silverman hands out gifts to students.



"Brad and I recently held a holiday employee appreciation event for our region leaders! From nursing to clinicians to program directors to intake, we had so much fun celebrating all of the hard work our team(s) do! It was such a fun day for everyone to get together and spread the positive vibes! We were able to share the impact each and every person makes in creating such a healing and positive environment for our youth and staff. We are so proud of our region and everything they do!"
~ Pfeni Flicker AVP Behavioral Health SR



School Based Youth Services staff, **Andrea Mayes, Erica Park, and Regina Rodriguez** join in Holiday Party festivities.

Highlights



Marsha Escalliere, Lawnridge CRS, reached into her roots to prepare a delicious Jamaican stew lunch for Columbia Bank volunteers after they set up a beautiful sensory room for the youth.



Nurse Family Partnership staff created a Fall Harvest Party for mothers and their babies. Shout out to **Tesha Bright**, RN for organizing the event.



Helen May Strauss Clinic teams in Essex and Union counties celebrate the holiday together.

Andrea Lara, GW teacher, extended an invitation to her friend BethsaBeth Sotomayor, a TSA employee, to visit with the students before the holiday break. Ms. Sotomayor corralled a group of her co-workers at the Transportation Security Administration - TSA and Customs & Border Protection who eagerly signed on to visit the students. The children had a wonderful morning and it was a great way to spend their last day before their holiday break.

Highlights

Holiday Door Contest



Aja Wallace



Brittany Daniels
& Anitra Frayer



Bianca Dumas
& Driss Ouhdou



Yajaira Samayoa



Christopher Bertino



Erin McCloskey
& Shamaine Williams



Thomas Johnson)



Demira Brown



Christinia Bell



Jessica Smith



Kamal Johnson & Mark Scanish

Thanks to everyone who voted in the 4th annual Somerdale holiday door contest. It was such a success this year that everyone who participated was a winner, according to Thomas Johnson, the event organizer. However, he requested that we give two Honorable Mentions to SRT's "Grinchmas" and the Maintenance Department's "Santa Claus is Coming to Town."

In an email to all, Shamaine Williams wrote, "Thank you, Thomas, for such a great idea going 4 years strong, and it keeps getting better. The food was great, the ugly sweaters were great, and the doors were awesome, your effort in bringing the joy to the Somerdale office for the Holiday is appreciated."

Highlights

Safety Month Contest

QAPI promotes safety by holding an annual Safety Month Contest. Programs were required to complete at least one activity with the staff and participants on any topic that promotes safety during the month of November. Submissions were creative! Programs created kitchen models, made videos, played games, invited the community helpers to participate, etc. Judges voted on three categories: creativity, benefit to participants and staff, and effectiveness of the message. Each program really dedicated their time to the contest!



Lawnridge 1st Place

Submission: Safety Awareness Poster & Pictures
Lawn Ridge's created a safety awareness poster. They invited the Orange Police and Fire Department to come out to Lawn Ridge and discuss safety awareness with the youth.



Davis House 2nd Place



Submission: Wellness Wednesday/Fruit Wednesday
Wellness Wednesday/Fruit Wednesday is something that the youth and staff came up with at Davis House. Youth are provided healthy fruits and vegetables for noon and evening snack time. This is to promote good health and wellness.

Toledo 3rd Place

Submission: Home Model (Safety First!)

Sawtelle Toledo's created a Fire Safety home model Presentation. The house model covers grease fire in the kitchen, cluttered wire in the living room, and cleaning lint in the laundry room. They also spoke on the different fire extinguisher classes as described below:

1. Class A: Use for ordinary combustibles like wood and paper.
2. Class B: Use for flammable liquid like oil and gas.
3. Class C: Used for electrical fire.
4. Class D: Used for combustible metal fires like magnesium and sodium.
5. Class K: Used for cooking fire caused by flammable oil and grease.



Highlights

DD Managers Holiday Celebration



Northern Region DD managers celebrated the holidays together at a local restaurant that was organized by the NR DD leadership.

Foundation Update

Holiday Giving Campaign

Over 2,000 gift requests met by 112 In-Kind Donors, and 180 Financial Donors

This [Thank You Video](#) highlights some of the donors, parties and gift recipients!

Major Program Celebrations

- Southern Region Thanksgiving Party at Massos Orchard Garden in Glassboro
- Northern Region Christmas Party at Monarch Banquet Hall in Iselin
- Parents as Teachers Holiday Party at Musto Cultural Center in Union City



Partners in Believing!



Waterloo Methodist Church

community drove for hours and hosted a Holiday Party with Pets at YCS George Washington School, plus a drive for holiday meals for students and their families.

Columbia Bank Foundation Day of Caring volunteers devoted two mornings at YCS Homes in Orange and Northvale – respectively creating a Zen Den and art studio for the 10 individuals with special needs living at the programs.



Foundation Update



New York Football Giants Shout Out
The New York Football Giants owner donated to sponsor a family enrolled in YCS Outpatient Services for Maternal and Early Childhood Mental Health. The family received diapers and clothes, a bed for both the mother and child including bedding, and rental assistance for the entire 2025 calendar year.

Jingle Jam Youth from YCS group homes joined over 500 children in foster care for a spectacular holiday celebration at MetLife Stadium. The children enjoyed dancing, arts and crafts, basketball hoops, virtual gaming stations, and endless plates of food, desserts, and drinks. Giants players mingled with the children. The evening finished with a visit from Mr. & Ms. Claus, and every child went home with a duffel bag filled with gifts.



Cleats for a Cause
YCS was selected for the "My Cleats My Cause" contest and WON first place, receiving the most votes, with the NY Football Giants!

Agency Updates

Important Updates to the YCS 403(b) plan

Please note that starting January 1, 2025, part-time employees who work at least 500 hours for two consecutive years will be eligible to enroll in the 403(b) plan. As always part-time employees who work at least 1000 hours in a single year will continue to be eligible to participate in the 403(b) plan.

In addition, the IRS has established new contribution limits for 2025 as follows:

Contribution Limit: \$23,500

Catch-up contribution limit: \$7,500

Catch-up contribution limit for employees ages 60-63: \$11,250

If you are interested in taking advantage of these new contribution limits, please log onto your Principal portal to make any necessary changes.

If you have not enrolled in the 403(b) plan and are interested, log onto Principals site and get started.

YCS will continue to provide a 2% match to all employees who contribute at least 2%.

If you have any questions about the 403(b) plan, please contact Michelle Blouin.

YCS AUDIT OLYMPICS - 2nd Cycle 2024

Residential Service

EOC

Adult IDD

GOLD	Toledo	98.75%
SILVER	Pamela	94.81%
BRONZE	Buena Vista	94.44%

GOLD	Toledo	100.00%
SILVER	Pamela	97.26%
BRONZE	Absecon	96.83%

Youth IDD

GOLD	Hammonton	88.74%
SILVER	Camden	86.84%
BRONZE	Winslow	85.78%

GOLD	Camden	94.37%
SILVER	Hammonton	88.24%
BRONZE	Sawtelle Hall	87.50%

Behavioral Health

GOLD	Kilbarchan IRTS	92.97%
SILVER	Sayre	92.55%
BRONZE	Kilbarchan RTC & SPEC	91.28%

GOLD	Laurie Haven	93.10%
SILVER	Kilbarchan Campus	91.38%
BRONZE	Cooper's Crossing	90.00%

Managers Meeting Bulletin

Key points from G&A Meeting January 16, 2025

HR Department

- The overall results of the 2024 Employment Engagement Survey showed a significant improvement in employee satisfaction over the previous year. Thanks to the action plans implemented by the VPs, the program managers, with the cooperation of staff.
- The 2024 survey results have been distributed, and VPs will be creating new action plans for their individual site-based results. The next Employee Engagement Survey will be in October 2025.

Training Department

- YCS is currently at approx. 67% completion of all mandatory training across the agency. To see all the results go to [Total Completion Percentage Report 1.15.25 \(2\).pptx](#)
- College of Direct Support (CDS) DD training is for Direct Care staff only. Please contact the Training Department with any questions.
- Cyber Security training is required for all employees every year. Please be sure everyone in your program completes the training. This is required by our insurance company.
- There were less injuries in 2024 than there were in 2023, and one of the things that we attributed that to is training.
- Heat-Related incidents and Epi Pen use training is available in Relias.

Practice Integration / Clinical Rounds

- Beginning February, the clinical care rounds will be rescheduled to the first Thursday of every month at 10 am. The first in-person training will be on February 6 in Somerdale for all clinicians and interns. A recurring schedule will be distributed.
- Intern supervision seminars are restarting on the 4th Thursday of the month at 12:00pm. It will be immediately followed by an Intern Supervisor Seminar at 1:00 PM.
- Contact Michelle Robbins if a person in your department needs additional clinical training; you have new clinicians who need to be added to the meeting reminders list or you have a topic you would like to be consider for the second half of the fiscal year, mrobbins@ycs.org.

QAPI Report

- Safety officer stipends will be paid out on January 31.
- Upcoming Inspections: Coopers Crossing Feb 18-Feb 20th, all children's IDD Programs' inspections take place in March
- CARF is coming in 2025. Please check that you have completed all your fire drills for every shift, and you have an emergency procedure calendar posted. Also, check vans to make sure that emergency kits are in the trunk and that the trunks are clean. Also, feel free to ask your managers about the agency's Performance Measurement and Management Plan.

Allied Services Report

- DCF homes should use the big boards in their program to outline the calendar of activities schedules. This is important to accurately reflect the allied services you are providing.

Communications Department Report

- The Blossoms Art exhibit and awards presentation will be in May this year. For the first time, adult DD homes can submit artwork for the exhibit. All residential programs, treatment homes and schools have received an email asking you to identify a representative from your program for the blossoms committee. Please send the person's name and all contact information to info@ycs.org