

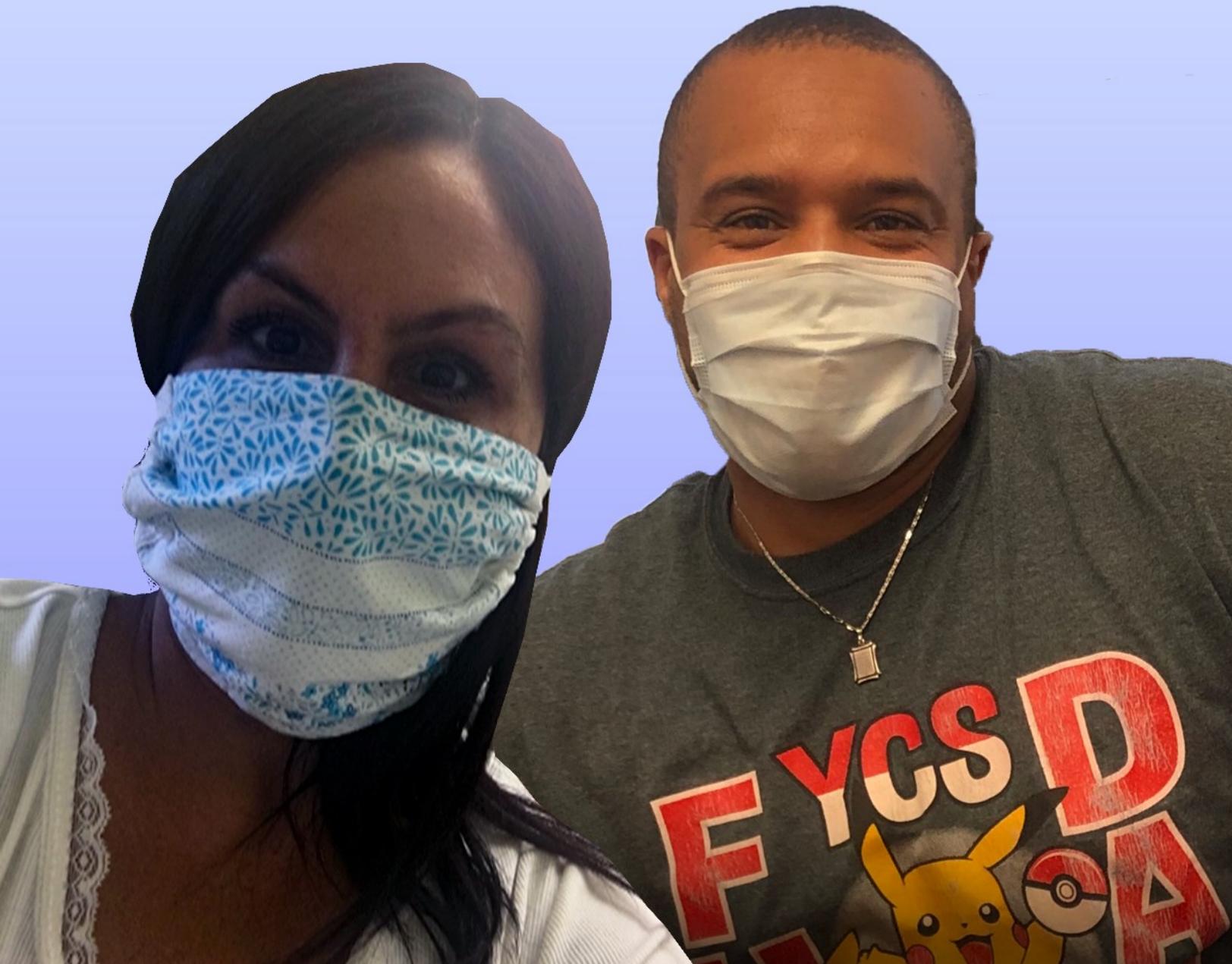


Inside *YCS*

A quarterly newsletter by and for all YCS Employees

May 2020

**A tribute to YCS Employees
for their courage, compassion, and ingenuity
in the midst of this health crisis**



Meet our New Employees

Welcome!!

Katherine D'Addio
Registered Nurse
NFP-Morris

Francia Casado
Housekeeper
Davis House

Joi Taylor-Wade
Personal Assistant
Sawtelle Cedarbrook

Sherrie Hutchins
Personal Assistant
Sawtelle West Orange

Caffi Lovence
Personal Assistant
Northern Region SRT

John Kessler Jr.
Personal Assistant
Sawtelle Lawn Ridge

Alexander Keiner
Clinician I
Sawtelle Sewell

Alev Dogan
Behavior Analyst
Sawtelle Lawn Ridge

Quinae M. Jones
Medical Assistant
Kilbarchan RTC

Chanel Santiago
Personal Assistant
Sawtelle Sewell

Takeya S. Myers
Personal Assistant
Sawtelle Absecon

Princetta Samuels
Personal Assistant
Hammonton CSAP

Natasha L. Govan
Personal Assistant
Hammonton CSAP

Aiyona Lawrence
Personal Assistant
Sawtelle Willingboro

Wadirah Ragsdale
Personal Assistant
Sawtelle Absecon

Elayne Holland
Personal Assistant
Sawtelle Buena Vista

Tondalaya Davis
Residential Assistant
Estell Manor

Dominique Jones
Residential Assistant
Estell Manor

Dayjhaynee Lane
Personal Assistant
Sawtelle Willingboro

Iman Loatman
Personal Assistant
Sawtelle Buena Vista

Nina Moore
Teacher
GW School

Aliyah T. Price-Perry
Clinician I
Voorhees

Eric A. Hinestroza
Registered Nurse
Northern Region SRT

Ivory Manning
Teacher Aide
GW School

Brandon Harris
Behavioral Assistant
Northern Region SRT

Rachel Secemski
Therapist
Sawtelle Learning Center

Jannelia Morris
Behavioral Assistant
Northern Region SRT

Stephanie Francisco
Teacher Aide
Sawtelle Learning Center

Juarez R. Saunders
Personal Assistant
Northern Region SRT

Ngozi Aguguo
Personal Assistant
Hammonton CSAP

Carmen Silva-Bennett
Registered Nurse
Kilbarchan RTC

Damaris Shamberger
Teacher Aide
Sawtelle Learning Center

Javon Creque
Personal Assistant
Sawtelle Cedarbrook

Anika St. Felix
Teacher Aide
Sawtelle Learning Center

Tatayana Erazo
Teacher Aide
GW School

Kelly VanBuren
Personal Assistant
Sawtelle Camden

Dawn Boulton
Personal Assistant
Sawtelle Buena Vista

Craig Phillips
Personal Assistant
Sawtelle Northvale

Hope Kye
Residential Assistant
Davis House

Edward Bonacci
Behavior Analyst
Sawtelle Cedarbrook

Jessica Shea-Brown
VP/COO
Administration

Matthew Pribula
Personal Assistant
Sawtelle Burning Bush

DeOntrail Hines-Brown
Personal Assistant
Hammonton CSAP

Sherica Beckom-Lamar
Personal Assistant
Sawtelle Greenbrook

Introducing Our New COO

Jessica Shea Brown is a licensed clinical social worker with more than 20 years of clinical and administrative experience in the field of behavioral health. Prior to joining the YCS Team, she was responsible for clinical and operational oversight of all social work and programming at JFS of Central NJ and was a lecturer at Rutgers University Graduate School of Social Work. Jessica's strong portfolio is matched by her passion to strengthen families and advocate for those with mental health challenges.



Jessica Shea-Brown
Chief Operations Officer

My goal is to get to know each program and assure that staff has the tools they need to provide quality care. Those that we serve deserve to receive optimal service and our staff deserves to feel comfortable, confident and supported providing that care. Ultimately, I want to help foster an environment with strong teams that enjoy coming to work and are proud of the work they do," says Jessica.

President's Message



Tara A. Augustine
President/CEO

As I was reviewing this edition of *Inside YCS*, I was moved by the creative ways many of you have devised to keep the children meaningfully engaged while sheltering in place. I can't help but believe that all these efforts you have made to brighten the lives of the children are bringing you closer together. If I had to sum up this newsletter in one word, it would be "Gratitude." The messages of appreciation and thanks by administrators are heartwarming. Mechelle Copeland's reflective comments on page 10 aptly articulate this.

This issue also marks the transition of new leadership at YCS, as we say our farewells to some of our fellow employees; Phil DeFalco, Dr. Ronald Filippone, and Wanda Hunt. Together, they have dedicated, an impressive, 100 years to the agency. When I took over the leadership of YCS last June, Phil, then filling the dual role of COO and interim CEO, shared his 25 years of experience with me. Phil has been a staple at YCS and I know he will be deeply missed. While we wish Phil all the best on his new journey, we welcome his successor Jessica Shea Brown into the YCS Family. Jessica comes to us with a strong clinical background and a solid understanding of what it takes to affect change. She has jumped in with two feet during a very challenging time and I look forward to her journey with YCS.

The last 3 ½ months has tested all of us in ways we never could have imagined. This newsletter is a testament to the integrity, compassion and perseverance you have shown over and over again during this time. While it appears the cloud of the Coronavirus is beginning to lift, there are other factors that may impact our success in its mitigation. It is important that we continue to wear masks, and social distance.

As we prepare for the reopening of the full agency, I ask for your patience and support. This is, again, a new beginning into uncharted waters I also ask that we remain supportive of each other during these polarizing political times. Let us celebrate our differences, take time to truly listen and engage in dialogue so we can foster a more inclusive and equitable society.

Respectfully,

Board Chair's Message

On behalf of the YCS Board, I want to thank you for your exceptional performance during this pandemic. Many of you are working extra shifts, despite exhaustion and the competing needs of your own families. Some of you have been quarantined at houses, sleeping on cots and working around the clock for days or weeks. Some of you have even contracted covid-19. Your selfless dedication to our consumers is truly heroic. As both a board member and a mother of a residential consumer, I could not be more grateful and relieved that you are keeping our residents safe and engaged. Please know that the Board and the YCS Community truly appreciate your hard work.

Stay safe and healthy!

Thank You

Inside YCS June 2020	
In Memoriam	4
Retirements	5
Milestones	6
Shout Outs	7
COO Farewell	8
New Sawtelle Home	8
COVID-19 Program Accomplishments	9-13
Agency Updates	14-15
Social Justice Message	16
YCS Photo Album	17

Inside YCS is produced by the YCS Communications Department.

© 2020 YCS Inc. All rights reserved.
May not be reproduced without the written permission of YCS.



Carla Ponn
YCS, Inc. Board Chair

In Memoriam

Marcia Kangas began her career at YCS as a residential assistant at the Holley Center 17 years ago. She eventually graduated to Senior Personal Assistant in Sawtelle Hall. There, with an abundance of patience, humor and gentleness she cared for the children, until her untimely death on May 6th at the age of 58.

Marcia is remembered by her fellow co-workers for her kindness and easy-going personality. She was praised for always be willing to help anyone, and do whatever was needed without complaint. A rare quality!

One of Marcia's supervisors remarked that she brought joy to her job every day. She was best known for her flair for fashion and her hearty laugh that echoed throughout the unit and beyond. If you heard that laugh, you knew Marcia was working. It was no secret that she loved music, and frequently got the children to sing and dance on the unit with her.

As one of the oldest of 8 children, Marcia was dedicated to her family. When she moved to New Jersey from the island of Jamaica, she never forgot those she left behind. She worked hard so she could send money home to support her mother. Marcy leaves behind her son Lloyd Stevens, 29.

Marcia was truly an amazing, courageous woman who never let personal hardships wear her down. She brought joy to many children and co-workers at YCS. She will be sincerely missed by all whose lives she touched.



For the past 26 years, **Munroe Grant** was responsible for the maintenance at YCS May Academy and later GW school. He was considered by all the staff to be the backbone of their institutions. He kept the schools in tip top shape. If something broke, Monroe was there to fix it. If a teacher needed help hanging a bulletin board or setting up for the schools' annual art shows or Winter World Tours, Munroe was present. His willingness to always help get the job done with calm and a smile, kept the schools running smoothly.

Munroe is remembered by his co-workers as being a kind, very humble, trusted colleague who enjoyed conversing with them at the end of the work day. He was especially proud of his Jamaican heritage.

Munroe and his wife Maxine emigrated from island of Jamaica in 1977. He was a tailor by trade and pursued this career in the states. When work in the industry became scarce, Munroe found a new career with YCS in 1996. Munroe truly enjoyed his life. He loved music. He prided himself on keeping fit and looked way younger than his 75 years.

Sadly, we lost Munroe after a long battle with the Coronavirus on May 11th. He leaves behind his loving wife of 47 years, their eight children and more than 10 grandchildren. Munroe's towering quiet presence in the hallways of GW School will be deeply missed, but never forgotten.

Thank you for more than 70 years of service to the children at YCS

Dr. Ronald Filippone has been the treating psychiatrist at the Holley Center since it opened in 1971. His career has spanned over 40 years as he has treated thousands of children and mentored hundreds of clinical staff. Anyone who has worked with Ron knows him to be an extremely competent and compassionate physician.



He has been a mainstay at Holley Center combining his clinical skills with his humor and wit. His level of commitment and years of dedicated service speak for themselves. Hemingway said “Character is grace under pressure.” Ron, in facing problems in his own life, has always displayed extraordinary character.

In his time at YCS, many friendships have been forged and will remain long after he says good-bye. His presence is something that will surely be missed as he enjoys his well-earned retirement. His YCS family wants to wish him and his wife Adele good luck on the next chapter in their lives. He is and will always be part of the YCS Family. We will miss you!

By Dr. Edward Chaitman & Mechelle Copeland



For the best part of the past 30 years, **Wanda Hunt** has been a loving child care worker (RA) for children at YCS Davis House. Wanda was known for her kindness and dedication to her work. “I always tried to give the children love...I found the children just needed to know someone really cared about them,” recalled Wanda.

At a recent farewell party, the children presented Wanda with thank you cards and expressed their appreciation for the many ways she individually helped calm them down when they were upset, or struggling with their homework.

“The children were very sad to see her leave,” said Rachel Baumzweig. Wanda is looking forward to doing a little relaxing and spending time with her 18 grandchildren. We wish her much happiness in the future.



Professional Accomplishments

Dr. Michelle Plevsky, clinician at the Institute, passed the Psychologist Licensure test (EPPP)

David Greene, clinician at Sawtelle Lawn Ridge, received his LCSW

Samantha Dann, clinician at Holley Center, received her LCSW

Stephanie Polo, a counselor at SBYS, received her counseling license.

Sarah McGrath, BCABA Estell Manor, completed her training in Trauma Focused Cognitive Behavior Therapy

John Brooke Jr., RA Davis House, enrolled in Union County College to pursue a BSW



In the News

Robert Schmus, LCSW at Sawtelle Camden home, was featured on a podcast called *Special Education Out Loud*. Robert shares personal details about his diagnosis of Asperger's Syndrome and how it both challenged and inspired him throughout high school, college, and professional career in social work. Robert breaks down the stereotype and candidly discusses sensitive subjects such as bullying and discrimination.



Awards

Dawn Jones, Sawtelle South Regional Director, has been selected to receive the "Worthy of Honor, Serving Children in Our Community Award" by the WWIS Mentoring Program for her "proven ability to be an incredible example and mentor to [our] youth and community at large."



New Arrivals

Octavia Green, SRT Trainer, had a baby girl on **3/31/20** - Ariya Octavia weighed was 7 lbs 11oz, and 20.5 in long

Tajah Hollingsworth, PA Sawtelle Willingboro, had a baby girl in March - Sakai was 8 lbs 3 ozs. and 21 ¾ inches long

Shout Outs! To Our Amazing Colleagues

Rayletta Garrison, VP, Yesenia Fulgencio, AVP, (Sawtelle Adult Residences, No. Region) volunteered to work around the clock to care for a young woman from one of the Sawtelle Homes who became ill with the Coronavirus and was temporarily quarantined at the new YCS Haledon Home.

Dr. Amanda Poling-Tierney, Associate Director, YCS Institute, has been an integral resource for our clinics, ALWAYS, but especially during the COVID-19 situation. She has provided endless support and commitment to staff, clients, and the program as a whole that has made the move to remote work possible. Thank you Amanda!!

Katherine Velasquez and Juan Carlos Fajardo, nurses, (Davis House) have been committed to keeping all the residents and staff safe and healthy during this global crisis

Andrew Winslow (Human Resources) is an amazing guy with a “get it done” attitude! He’s someone you can Count on to get the job done. Great Work Andrew!

Ed Bonacci was in the first group of staff to go through “Virtual Orientation”. He has hit the ground running by providing behavior supports to the PCH-IDD programs in the South! It’s great to have a dedicated team player on board!

Maria Wallace, RN,BSN helped procure a donation of 60 cloth masks for the Sawtelle Programs, SR

Sharon Marshall, LPN (Haddon Heights) has never missed a shift and worked additional shifts since 1/30/20 with a client who is immune-compromised and has a need for 24 hours/7 days a week.

Lisa Guarglia, RN – secured a donation of 30 masks for her site at Sicklerville.

Kenya Pauldo, GWS Teacher Aide, enlisted the help of her mom to sew masks for YCS.

Prudence Kelly, GWS Clinical Supervisor connected with a donor who created a Go Fund Me page for our families.

James Magazine pitched in and delivered food to the homes of GWS students when GW was short drivers.

Larry Bernard, Earl Hogan, and Genney Blass have significantly helped keep the programs moving forward with all their efforts behind the scenes.

Deanna DeStefano VP, Nursing, No. Region, has been on a mission to make sure that all the staff have enough PPE to protect themselves and the clients. She has made herself available to go wherever and whenever the donations are.

Tara Augustine helped a resident who was quarantined with the virus. Her acts of kindness with getting her books, the zoom call when she was afraid, and the arts and crafts she dropped off made her feel very special.

Marilyn Comacho, receptionist (Newark headquarters) is always cheerful and helpful when she is fielding calls at the headquarters - no matter how busy the lines are!

Jacky Maddi, VP, Sawtelle BCBA and Helen Osariemen, SRT supervisor, transformed a underutilized room at the Lawn Ridge home in a Sensory Center with a new coat of paint, a chalk wall and curtains.

David Greene, clinician, (Sawtelle) is the winner of the Winter Nurtured Heart Quiz. Congratulations!

Dawn Jones, Sawtelle So. Regional Dir. couldn’t let the Coronavirus prevent the kids from missing out on Easter. She took it upon herself to go shopping for all the goodies and treats to fill their Easter baskets.

Dr. Dayna Egan Zatina and Deanna Destefano have been running “Connection” groups twice a week for any employee who needs a space to share their grief, anxiety either at work in or personal life as a result of the pandemic.

Southern Region Nurses have continued to provide support, education, and coping skills to the clients and staff during the Pandemic.

YCS IT !!! Congrats and THANK YOU for keeping all YCS sites and all YCS employees “CONNECTED”!!!

Jean Toussaint spent 14 days in quarantine covering his group home after one of his clients tested positive for the corona virus. Jean stated the guys are family, and he will do whatever he can to ensure that they have what they need.

It's Hard to Say Goodbye

YCS Chief Operations Officer Leaves to Begin a New Chapter

In 1992, **Phil DeFalco** had a successful career as a tax manager for a CPA firm when fate stepped in and he was asked to do an audit at YCS. Two years later, when the late president, Richard Mingoia (then CFO) offered him a job as controller, he said he did not have to think twice. "It was an easy decision - do I want to work for an agency that helps children or do taxes?"

Reflecting back on his 26 years at YCS, Phil is proud to have been a part of the agency's tremendous growth and its impact on helping thousands of vulnerable families in the state. He credits his personal and professional growth to his relationship with Mr. Mingoia. "Richard was my mentor and I learned all aspects of the agency and what it meant to be an innovator from him," says Phil.



Phil DeFalco
Chief Operations Officer

"In the early days, we were able to introduce new ideas for programming to the state. We brought the ideas to them, they created the programs and YCS implemented them." As a result, the organization grew to over 60 programs and expanded its services to include individuals with I/DD.

"The bottom line is that Phil did everything in his power to make sure that the agency worked for the clients it was responsible for," says Larry Bernard, YCS director of purchasing.

As CFO and later COO, he demonstrated his concern for the well being of all the employees. Cathy Tronlone, YCS Foundation executive administrative assistant, describes Phil as a very kind, caring person. "He always went out of his way to help others."

When Richard became ill, Phil quietly took on more responsibility to support Richard and the agency. "It was my honor to be there for him," said Phil. After Richard's passing, Phil was appointed Interim CEO, until the Board of Trustees hired Tara Augustine as the new President/CEO.

Phil will retire from YCS at the end of June. Before he explores new career options, he looks forward to spending time with his grandchildren, boating, fishing and playing golf. YCS is truly grateful to Phil for his unwavering dedication to YCS' mission and wish him much success in his future endeavors.

Moving Forward as We Fulfill Our Mission

The Coronavirus cannot not stop us from fulfilling our mission to help our state's most vulnerable individuals. In April, our YCS Sawtelle Division opened a beautiful new home in Haledon. The home is temporarily being utilized as a quarantine site for any residents in our group homes who may have been affected by the Coronavirus. It will later transition into an Emergency Capacity System facility - a short term residential program for 4 individuals, over the age of 21, who are affected by I/DD/MH and are in crisis.



We were all challenged by the crisis and you responded with tons of heart & imagination

KB & KB IRTS



Co-workers pooled together their talents and discovered new ways to keep all the youth engaged with drumming, yoga classes, a talent show, art classes and discussion groups about the current crisis and how it affected the residents. The IRTS unit is also running self care groups for staff several times a week.

The **21st Century Program** Youth Development Specialists came up with the great idea of using social media to create videos with vital information for the students. The first video, produced Kenya Easton, was a tutorial on how to make "Homemade DIY Mask." In a second video by Chris Beckus, students learned how to make "Homemade Hand Sanitizer." The videos were such a success that they have continued with Fitness Challenge videos, a cooking class called "Wing Night" and an instructional video on how to make your own fresh herb garden. You can follow 21st Century EHS on Facebook and Instagram @21stcclehs.

21ST CENTURY

Davis House

We owe a HUGE thank you to all of our staff, particularly our morning staff who have gone above and beyond to help our kids succeed these past few weeks. Our staff have become teachers, mentors, nurses, therapists, and beyond! We are so grateful for our Davis House family and everyone's dedication to our kids!

Rachel Baumzweig



When we had to tell the children we were sheltering in place and that they could no longer go home or see their family members, they were rightfully upset. We brainstormed with the kids to see what would be some fun things to do to make the time pass a little easier. So we've started our BBQs early, have pizza night every week - thanks to a generous donor, movie nights, scavenger hunts, got new games for the game room, increased arts and crafts, and had our Easter egg hunt. We've also had a "Holley Carnival" and talent show.

HOLLEY CENTER

The staff at Sawtelle Learning Center has been figuring out how to run a school from students' and staff's homes! It's been a wild ride so far, each day there is a new hill to climb or curve we need to negotiate. Regardless I am very proud of what we have accomplished to date. My leadership team found a great platform that allows teachers to set up an individual classroom for each of their students addressing their IEP goals and objectives.

Speech therapists, OTs and PTs have added lessons/ activities and there are even Adaptive Physical Education activities included. Teachers and therapists have been very enthusiastic and creative in developing activities and lessons including videos of themselves running morning meeting, non-verbal imitation programs, video models of a variety of self-help and life skills programs. A special staff member delivered devices to students who didn't have access at their home.

Teachers, therapist and teacher assistants are reaching out to families through ZOOM meetings to support the remote instruction and have that one-to-one staff/student social connection that is so important in this time of physical distancing. One of our students told her mom to call me and tell me to open school up that this had gone on too long!!

One word that would sum what we have learned in this trying time is

Gratitude

I am grateful that all my kids both at home and work are happy and healthy.

I am grateful that my kids have been Rock Stars through this whole crisis.

I am grateful for the staff that come to work each day to give their best to the kids we serve.

We have learned to appreciate each other and the children on a deeper level and that relationship is what will get us through this.

Mechelle Copeland



Sawtelle South staff's creative ideas and enthusiasm have both challenged and entertained the consumers on a daily basis with game nights, talent shows, glam days, softball games, painting w/a twist (fruit punch edition), in-house prom, arts/crafts, and more baking classes than we should admit to.

SAWTELLE SOUTH

A grassroots rainbow painting project powered by children around the world sent out messages of hope during the epidemic. Some YCS programs participated in the project and residents painted rainbows that they then hung in the windows of the homes. These drawings remind us that we will all get through this crisis and have better days to look forward to. Thanks to **CSAP Hammonton, Davis House, Muller Unit 2, Laurie Haven and Sawtelle Hill Top** for sharing their rainbows.





This year, we were not going to let the coronavirus rob our children and families of the experience of exhibiting their artwork at our **Annual Blossoms Art Exhibit**. So we created our 1st Virtual Blossoms Art Exhibition! The link to the exhibit was sent out electronically all employees and our mailing list. It was viewed by over 1100 visitors to the site. The exhibit is now available on YCSEvents.ORG.

Sawtelle Residences, Northern Region

I value and appreciate the courage, sacrifice, and dedication that the House Managers and Staff have demonstrated during this crisis. Working together under the spirit of oneness and service, you have done that which no one sees; given smiles, counseling, sharing, and reassurance to the individuals in our homes. Your selfless service carries on the torch of what our agency was founded on. I am so immensely proud of you.

Olimpia Bright

LAURIE HAVEN

Dinner is served!

Staff dressed up as waiters and created a Restaurant Night for the children so they could serve the children a special dinner. They have Movie Night with a concession stand and tickets, a vegetable garden.



The **Foundation** has been on the frontlines reaching out to faithful supporters, and cultivating new sponsors. Some donors have dropped off essential items to the Foundation office. Other times, the staff has driven to the donors homes to pick up requested items including hundreds of homemade masks, new toys, games videos, diapers, baby wipes, baby lotion, and more. They have also coordinated with high school volunteers, restaurants and private donors to drop off lunches and dinners for every residential program.

GW School staff has pulled together as a team to make sure that the 35 day students all had electronic devices to participate in remote learning and nutritious food to eat. This may not seem so extraordinary, but when you have students attending GW from 5 different counties across the northern part of the state, the task is huge. It has been all hands on deck! Teachers, aides, social workers, therapists, secretaries, administrators and maintenance crew have all volunteered to sort and package the food, then contact the families and drop off 5-days worth of milk, fruit, juice, breakfasts, lunches and snacks. for each student every week. One faculty's family member started a Go Fund me page for the school. It raised over \$2,000, that is being used to respond to emergency needs of some of the families. Staff reports that the families are so grateful for the meals and really happy to have someone to talk to during their isolation.



The **Sawtelle Denville Home** girls have found ways to keep busy and demonstrate their talents during the epidemic. They put on a fashion show for the staff, started a book club, and conducted workshops every week that included crocheting classes, art lessons, reading circles and bracelet making.

SAWTELLE DENVILLE

BIG HUGE SHOUT OUT to the SLC staff! I couldn't have pulled this off without each one of you!
#BEST STAFF EVER!

Leisa Tomchek

MULLER UNIT 2

Muller Unit 2 girls hand painted t-shirts, planted a flower garden in abandoned beds at the rear of the Newark facility and participated in the Rainbow making project.



SAWTELLE SEWELL



Cancellation of the Southern Region Annual Prom party did not deter **Sawtelle Sewell** or **Sayre House** from continuing the celebration. The young men at Sewell dressed up in their best clothes and the staff decorated the home. There was great food and music. The girls at Sayre had their own unique “Pajama Party/Prom with special treats and fun activities in their comfy outfits.

ESTELL MANOR

To give the kids a break from the regular routine, **Estell Manor** staff loaded all the kids into vans and took them to the drive thru window at Mc Donald’s so they could all order special treats.

With thanks and gratitude to the entire **Southern Region Sawtelle Team: Camden, Blackwood, Sewell, Absecon, Willingboro, Buena Vista, and Toledo.** During this devastating Covid-19 Pandemic, you all have shown your dedication to the consumers, your co-workers, and agency. My heart is full and I don’t have room to receive how much you have personal encouraged me. We are Sawtelle Strong!!

Dawn Jones

MALCOLM HOUSE

Malcolm House has introduced cooking groups every Friday that introduce the girls to multi cultural Asian dishes and plant based vegan options. They are also enjoying art and writing sessions.

Agency Updates

Important Announcement from I.T.



We need your help to keep our systems from crashing

We have received a significant increase in the number of security alerts regarding cyber criminals activities exploiting the current pandemic, Most of these phishing emails are Word or PDF documents laced with malware that present fictitious “safety measures” about COVID-19, infection maps, hyperlinks to donation page, etc.

These documents enticed you to download and install apps which gather personal information about you when you use these Trojan programs. Also, beware of potentially shady websites that pop up claiming to offer heavily discounted face masks.

As our SPAM filters does blocked most of these attacks, we need everyone assistance in keeping our information systems safe from these cyber criminals.

Ways to protect yourself from malicious emails and fraudulent websites

When opening Emails

- Make sure the address or attachment is relevant to the content of the email
- Make sure you know the sender of an email
- Make sure that the sender’s email address has a valid username and domain name
- Be extra cautious if the email tone is urgent
- Use anti-virus or anti-malware computers software

Before clicking to Websites

- Make sure URLs are spelled correctly
- Directly type the URL in the search bar instead of clicking a provided link
- If you must click on a hyperlink, hover your mouse over the link to check if it directs to the right website

Message from QAPI

At the start of the sheltering-in-place policy at YCS, Jaime Fox- Chief Quality and Compliance Officer compiled an extensive list of online activities the residences could use to engage the children while they were sequestered at the sites. “When the children are occupied, there is less likelihood that they will act out,” said Jaime.

Jamie and Matthew Hopkins- Program Evaluation Manager-YCS Quality Assurance and Program Integrity Department (QAPI) have also been busy helping administrators know where they stand on meeting their deliverables and complying with CARF and state requirements.

If you have any questions or concerns, the QAPI team is available to programs for consultation on compliance, data analysis, and quality improvement. Contact research@ycs.org

Upcoming Events

YCS Charity Golf Classic

Tuesday, October 6th, 2020
Edgewood Country Club in River Vale, NJ

Gerry Cooney Fight Night

Saturday, December 5th, 2020
W-Hotel in Hoboken, NJ

Message from the Human Recourses and Training Department

We would like to extend our gratitude all YCS Essential and Remote Staff for your ongoing commitment to the children/youth, and families in your care. Thank you for all you are doing to support the work of the agency.

During these stressful times it is important to practice **self-care**. Remember to take care of yourself by eating healthy, hydrating, getting enough sleep and taking some time away by getting some fresh air and exercise. Here are some other things you can do to take care of yourself:

YCS offers a work-life balance **Employee Assistance Program** that provides a variety of services that help employees overcome obstacles and focus on their jobs/lives, including toll-free, around-the-clock access to professional consultants who provide confidential advice and local referrals when necessary. The program also offers comprehensive web-based information for just about any issue in your life.

YCS has also started an **Employee Connection Group** for any/all YCS employees who would like to join a virtual online Zoom meeting for support and/or making connections with others. See the details on www.ycseonline.org

Vacation Policy

We do realize vacations may not be possible for many of you at this time and no doubt, many have already been cancelled. Therefore, a decision has been made to make an exception to our current vacation procedure.

We will no longer stop employees from accruing their vacation time at the 40 day cut-off. You will continue to accrue vacation days beyond the 40 day cap during this COVID-19 period.

YCS is Hiring!

Please check out our social media pages and share our content. This way we can help each other.

Reminders

All **Work Injury Reports** should be emailed to Naomi Nexius, Benefit Assistant, in order to be processed.

Please make sure your email address and phone number are correct in MyYCS, in order to make sure that you are receiving important email messages and phone calls.

Human Resources and Training Goes Virtual

During the shelter in place executive order of Governor Murphy, the Human Resources and Training has moved many of their processes to a virtual and online platform. Recruiting and Hiring Managers are interviewing virtually via Face Time or WhatsApp, Onboarding new hires and holding Orientation virtually each week. In addition to Agency Orientation, every training session for all employees has also moved to a virtual classroom.

Social Justice Message

This is a copy of a message on YCS' position on social justice that was sent out to all employees and supporters on June 5th

At this critical junction in our country's history, we are filled with deep sorrow for the lives lost by racially motivated violence and the spread of the Coronavirus. As an agency dedicated to lifting up the lives of vulnerable children and families who have been marginalized and struggled in silence, we, at YCS, are now more determined than ever to stand up and advocate for the rights of all people.

It has been 11 days since the brutal murder of George Floyd in Minnesota and the recent senseless slayings of Ahmaud Arbery, Breonna Taylor, Corey Jones, Oscar Grant, Botham Jean, Sandra Bland, and countless others. We mourn for all their families and those who died without getting justice. The fight for social reform at all levels of our government and neighborhoods has just begun.

Many people have said 2020 has been the worst year they can recall. It has been a year so uncomfortable, so painful, so scary, and so raw that I believe it is forcing us to grow. It is a year that screams so loud, finally awakening us from our slumber.

It is our hope that it is the year we finally accept the need for change, declare the change, work for change, and become the change.

We know that the families we serve every day in underserved communities live in fear and despair. The trauma they are experiencing now will deeply affect them in the future, if we do not stand up on the side of justice, economic reform, equality in education and healthcare.

YCS' vision, is and always has been since its founding in 1918, the belief that every person has at their core a resilient capacity to overcome adversity and thrive with kindness and compassion. We are one human race. Together, we are stronger, wiser, and more compassionate. We can replace fear and despair with hope and courage.

We, at YCS, cherish the human spirit and vast potential inherent in every individual from infancy through adulthood. Our mental health clinics, special education schools, therapeutic homes and homes for those challenged by developmental disabilities are committed to protecting every individual and helping all of them succeed to the best of their abilities, find joy and cultivate meaningful relationships.

On behalf of the entire YCS community, we pledge to work even harder during this pivotal moment for peace, justice, and equality in every New Jersey community.

With Peace and Unity,



Tara A. Augustine
President and CEO

YCS Family Photo Album

Celebrating Who We Are



