

# Inside YCS

A NEWSLETTER  
BY AND FOR ALL YCS EMPLOYEES



VOLUME 9 | JAN 2023

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# President's Message

Happy New Year! Before I talk about our vision for YCS in 2023, I'd like to turn back the clock a little to express my gratitude to everyone in the YCS Family for ceaselessly opening your hearts, and going beyond your job descriptions to bring comfort and hope to participants who often times have no one to turn to. Despite your own worries - in again another very difficult year - you have put their welfare and happiness first.

With sincere appreciation, I promise you, in 2023, we will continue to work on your behalf so that you have the most fulfilling professional experience. We are already off to a great start! At the end of November, YCS received a near stellar CARF review thanks to all our "CARF Warriors." This glowing accreditation report elevates our reputation as a premier organization and insures increased state funding which in turn benefits every employee. (P. 22)



In this issue, we also have reprinted a heartfelt letter by CSOC Assistant Commissioner Mollie Greene to KB frontline staff that literally saved a young woman during Thanksgiving. Her kind words are a reassurance that we are not in this alone and the leadership in the state respects the serious challenges we confront almost daily. (P. 17)

Ms. Greene's warm encouragement to the staff to take time for self-care brings me to our agency's primary focus in 2023: to establish YCS as "The" destination workplace.

The national labor shortage has not spared YCS, and I know that this has placed many burdens on those of you working in the trenches. We understand and appreciate your efforts. Please know we are committed to going above and beyond for you as well. In efforts to increase workplace satisfaction, we have created opportunities to earn additional income, and increased wages for weekend and holiday shifts. We are working to provide you with standardized tools and resources, enhance employee benefits, and design meaningful wellness initiatives that are accessible and contribute to a happy and healthy workforce.

Since joining the YCS Family in 2019, I have always had an open door policy. I am so appreciative of all the staff who have reached out to me and shared their personal and professional challenges and accomplishments. I truly value your insights and honesty, and look forward to hearing from you again in 2023.

With warm wishes for your health and happiness,



## Message from YCS Board Chair



On behalf of the Board of Directors, I want to wish the entire YCS family the best of all possible New Year's. May 2023 bring you all you could hope for. The work of protecting and guiding our children and adult clients has always been difficult but the crises over the past several years have made it even harder. I am extremely proud to be part of the YCS organization and am very thankful to every single employee who has gone "the extra mile" to ensure that our clients can lead the most fulfilling lives.

Thank you for all your efforts in 2022 and May 2023 be all you could desire.

John Uzzi  
YCS Inc. Board Chair

# Welcome New Employees

New Employees who have completed 90 days, July —December 2022

Abdul-Chani, Monica CBP-HMSC Union City	Abudalal, Yasmeen DDD-Pearl	Acevedo, Lynne DDD-Buena Vista	Adams, Akeerah DCF-PCH Davis	Anderson, Christy DOE-Sawtelle Learning Ctr
Anderson, Shantel HealthSvc- ResidentNurse-N	Angelo, Natalie CBP-HMSC Essex	Arias, Sheilla DCF-PCH Davis	Asberry, Tyra DCF-PCH Davis	Ashton, Victoria L. DOE-Sawtelle Learning Ctr
Barbosa, Jennifer CBP-HMSC Essex	Barias, Sasha CBP-HMSC Union City	Barker, Bevon O. DCF-SPEC Voorhees	Barker, Bevon O. SRT - S	Beach, Tiajah DCF-IRTS Kilbarchan
Beckles, Johnell M. DCF-PCH IDD Lawnridge	Birts, Jade DCF-SPEC Voorhees	Bizi, Raymond T. DCF-PCH Fisher Hall	Bolden- Parker,Wanda DCF-RTC Holley	Boloix-Alarcon, Sofia A. CBP-HMSC Union City
Bonacci Jr., Edward DCF-PCH IDD Cedarbrook	Bonacci Jr., Edward HealthSvc- Behaviorists-S	Bragg, Jacqueline DDD-Pearl	Brandofino, Virna CBP-HMSC Union City	Brastad, Amanda DOE-Sawtelle Learning Ctr
Brooks, Lorenza DDD - Cavan House	Bryant Sr., Maliq DDD-Echohill	Buenaga, Taylor Training	Burgess, Generia DOE-Sawtelle Learning Ctr	Butler, Karla N. DCF-PCH Bright Start
Cain, NGina DCF-CSAP Winslow	Calderon, Vaneza Human Resources	Calwise, Monica P. DCF-PCH IDD Camden	Carrasquillo, Alexcia DCF-PCH Sayre	Casey, Emily DCF-PCH BHDD Estell Manor
Cespedez, Kiara M. Communications & PR	Clarke, Angella DDD-Buena Vista	Clark-Wilkinson II,Maurice DDD - Cavan House	Coradin, Vanessa CBP-HMSC Union City	Del Villar, Amanda DCF-PCH IDD Sawtelle Hall
DeVico Price, Tina Exec Administration	Diallo, Ousmane DCF-PCH IDD Lawnridge	Dilworth, Dominique E. DCF-PCH Haddon Heights	Dobson, Edward SRT - N	Dunbar, I'Asia DCF-IRTS Kilbarchan
Eisenhuth, Sara DCF-PCH IDD Cedarbrook	Ellerbe, Shamiya DDD-Greenbrook	Fino, Kali DCF-PCH IDD Cedarbrook	Flax, Corey DCF-PCH Haddon Heights	Floyd, Shamika DCF-PCH Vineland
Forde, Trevor DCF-PCH Malcolm House	Foreman, Elijah DDD - Cavan House	Franceschini Jr., Frank J. DCF-CSAP Winslow	Francis, Taishaney DCF-PCH Haddon Heights	Gaime, Keanie K. DOE-Sawtelle Learning Ctr

# Welcome New Employees

Gilmore, Christina SRT - N	Goodwin, Crystal DCF-PCH Fisher Hall	Goree, Shermyna D. SRT - S	Green, Kyle DOE-Sawtelle Learning Ctr	Guglielmino, Jordan DCF-PCH Davis
Gutierrez II, Richard R. Facilities - N	Hanifin, Andrew CBP-HMSC Essex	Harris, Sabrina DCF-PCH Sicklerville	Harrison, Ashley Treatment Home- Northern	Hart-Lee, Tonya DDD-Buena Vista
Hawes, Sandra	Hibbert, Jermaine C. DCF-IRTS Holley Muller	Hill, DiAndrea DOE-Sawtelle Learning Ctr	Houston, Alan DDD-Burning Bush	Hubert, Zachary CBP-HMSC Essex
Jimenez, Carolina DOE-Sawtelle Learning Ctr	Johnson, Dana DCF-PCH Sicklerville	Johnson, Gina SRT - S	Johnson, Jessica B. DCF-PCH Laurie Haven	Johnson, Lyric DCF-CSAP Hammonton
Johnson, Nadirah J. DDD-Morris	Landa, Melanie G. DOE-Sawtelle Learning Ctr	Levett, Yulonda F. DDD-Buena Vista	Lew, Jessica DCF-PCH Fisher Hall	Lewis, Anaiah D. DOE-Sawtelle Learning Ctr
Lopez, Eliana CBP-HMSC Union City	MacDermott, Jennifer L. DCF-SPEC Voorhees	Mayfield, Anita K. DCF-RTC Holley	Mayhew, Yoomi DOE-Sawtelle Learning Ctr	McCants, Tyrone DCF-PCH Laurie Haven
McNeill, Marcus DCF-PCH IDD Cedarbrook	Mena, Brigette DCF-RTC Kilbarchan	Michel-Williams, Sherley DCF-PCH Haddon Heights	Miller, Emily M. DCF-PCH Vineland	Monaco, Carly S. DCF-SPEC Voorhees
Morales, Lissette A. CBP-HMSC Essex	Mortier, Paul DOE-Sawtelle Learning Ctr	Murray, Kathleen F DCF-IRTS Holley Muller	Neals, Joseph DCF-PCH-Davis Annex	Orobator, Amenaghawon I. Agency Training
Palczewski, Sylvia DCF-PCH IDD Sawtelle Hall	Pansulla, Linda Exec Administration	Parker, Tajerei DCF-PCH Bright Start	Pasmantier, Elizabeth L. DCF-PCH Sayre	Peart, ToriAnn DCF-IRTS Kilbarchan
Peart, ToriAnn HealthSvc-ResidentNurse-N	Philippe, Elizabeth DOE-Sawtelle Learning Ctr	Quarles, Teresa DCF-PCH Bright Start	Racine, Dorene DCF-PCH Fisher Hall	Raghunandan, Rachel DCF-PCH Fisher Hall
Reevey, Chantise N. DCF-PCH IDD Camden	Riche, Zanyjah E. DCF-IRTS Holley Muller	Riche, Zanyjah E. DCF-PCH Fisher Hall	Riche, Zanyjah E. DCF-PCH IDD Sawtelle Hall	Riche, Zanyjah E. DCF-RTC Holley

# Welcome New Employees

Rivera, Amarilis	Rivers, Bridget DDD-Greenbrook	Robertson, Amy N. DCF-CSAP Winslow	Robinson, Shynasia DCF-RTC Kilbarchan	Rocha, Leticia DCF-PCH Sicklerville
Saget, Sydney S. DCF-RTC Holley	Sampson, Samantha DCF-PCH Vineland	Sanchez, Sally CBP-HMSC Union City	Scott, Emma DCF-PCH Haddon Heights	Selby, Andrew SRT - S
Shambry, Jacob L. DDD-Echohill	Shapley, Marisa Treatment Home- Southern	Sheffield, Tashae DDD-Hilltop	Simpson, JaQuetta DDD-Greenbrook	Skoglund, Sarah DDD-Buena Vista
Smaniotto, Gina PCH - Vineland	Stillo, Giuliana C. CBP-HMSC Essex	Strickland, Iris C. DCF-PCH Malcolm House	Sweeny I, Katelyn DCF-PCH IDD Sewell	Tabb, Charda T. DCF-CSAP Hammonton
Teran, Ashley DCF-RTC Holley	Thornhill, Amina DOE-Sawtelle Learning Ctr	Tripoli, Haley QAPI	Tuffy, Riley I. DCF-PCH Sayre	Turner, Brandon DCF-SPEC Voorhees
Urban, Christina DCF-PCH Sayre	Vaughan, Lauren DCF-PCH IDD Camden	Velarde, Michelle	Walker, Marrissa DCF-PCH Malcolm House	Wallace, Christian DCF-PCH Fisher Hall
Warren, Joette DDD-Greenbrook	Wiley, Brielle DCF-PCH IDD Lawnridge	Williams, Keya S. DCF-SPEC Voorhees	Woolley, Shane DDD-Apts Supvr Thomas	Wright, April DCF-PCH Haddon Heights
Wright, Tyesha E. DDD-Greenbrook	Yerves, Caitlyn E. OPS Oversight and Allied Therapy	Zarwi, Alia CBP-HMSC Essex		

## Y C S' Pledge to You

We will make sure every employee is...

**Prepared** with all the knowledge needed to fulfill their work responsibilities.

**Equipped** with ongoing training and tools to be successful at their work.

**Supported** with guidance and direction from supervising staff for your professional growth.

# Shout Outs

## ¡TO ALL OUR AMAZING EMPLOYEES!

- Latoya Pope, Tamiaka Brown, Cathy Cromelin and Willy DelOrbe-Thank you for your teamwork and assisting with shift coverage needs at KB Campus!
- Keona Reeves is doing an amazing job at Sayre as CRS! Keona always advocates on behalf of staff & clients !! Sayre House clinicians Molly & Aimee are doing amazing with their clients & deliverables!! The Sayre House staff team for being flexible during their relocation to Wenonah!! You guys are the best!!
- Brad Vetterly for all he does for his programs! We are so lucky to have such a great supervisor!!
- Katherine Velasquez/Juan Carlos Fajardo-Thank you for all your hard work getting Bright Start youth admitted smoothly and their medical needs coordinated and all you do at Newark Campus!
- Paul McGann, Ann Capili, Edna Castellanos, Kim Pritchett, Cecile Casciello, Judy Halsey and Anwar Mghari-Thank you for all your help in preparing for Holley Campus' OOL inspections!
- Ronda Knighton, Tiah-jhna Garrett, and Sherly Brun have all gone above and beyond providing coverage and ensuring that the youth of Malcolm House are happy, safe, and healthy.
- SRT (Aaron) for helping Treatment Homes transport a youth back and forth to Trenton, Willingboro and Somerdale in the month of May. Also, hats off to the Treatment Home Team (Chris, Katia, Ashia, Darryl, Tone and Demira) for rearranging their daily schedule to provide emergency respite/crisis services to this same youth. Your hard work, long hours and dedication did not go unnoticed. Thanks Team!
- Pfeni and Aimee for catching and releasing squirrel trapped in basement.
- ECR Superusers for attending CARF preparation with the IMS Department staff. Staff attended one-to-one meetings, asking crucial questions and showing diligence in preparation for CARF. Thank you for preparing for this important inspection and for all you do!



# Shout Outs

TO ALL OUR AMAZING EMPLOYEES!

- Faheemah Walton and Louella Favor-Thank you for holding Laurie Haven nursing down!
- LaToya Pope-Thank you for all you do at Malcolm House!
- Jennifer Wade, Alexandra Dziubek, Michelle Simpson and Juan Carlos Fajardo-Thank you for all you do for our Sawtelle Residences! Jona Jeanoutte and Cathy Cromelin-Thank you for all you do for our YCS schools!
- Larry Bernard-Thank you for always coming through with supplies when I ask! -Thank you for your endless supportive and oh so calming demeanor!
- Jennifer Wade, LaToya Pope, Juan Carlos Fajardo, Paul McGann, Ann Capili, Edna Castellanos, Anwar Mghari, Willy DelOrbe, Tamieka Brown. Cathy Cromelin, Jona Jeanoutte, Alexandra Dziubek, Michelle Simpson, Samantha Litchfield, Cecile Casciello, Kim Pritchett, Judy Halsey, Angela Kopcha, Katherine Velasquez, Jennifer Wade, Louella Favor and Faheemah Walton for ongoing teamwork, hard work and dedication to all of our NR programs.
- Dave Morgado is such a great role model and teacher. I look up to him in so many ways with how helpful, insightful, and reliable he is!



# Promotions

**Ngozi Aguguo**, Shift Supervisor, DCF-CSAP Hammonton

**Dawn Atkins**, SRT Supervisor, SRT-N

**Osei K. Boateng**, Teacher of Handicap TOH, DOE-Sawtelle Learning Center

**Tyessia Bryant**, Shift Supervisor, DCF-PCH Bright Start

**Ashlea M. Emberger**, Clinician, DCF-PCH Fisher Hall

**Sara Eisenhuth**, Clinician, DCF-PCH IDD Cedarbrook

**Shayla Forman**, Shift Supervisor, DCF-PCH Fisher Hall

**Octavia E. Green**, Trainer Coordinator, Training

**Tanajah S. King**, School Clerical Secretary, DOE- Sawtelle Learning Center

**Erica E. Montgomery**, Shift Supervisor, DCF-IRTS Kilbarchan

**Rachelle L Tighe**, Trainer Coordinator, Training

**Wayne J. Slaughter**, Program Director, DCF-PCH BHDD Estell Manor

**Ismayri J. Francisco Urena**, Shift Supervisor, DDD-Apartments Supervisor Thomas

*Congratulations! You inspire us all to move forward & keep working towards our goals.*



# Work Anniversaries

30 YEARS	25 YEARS	20 YEARS
<p><b>Joseph Gayle</b>  Maintenance  <b>Venus I. Roberts</b>  Laurie Haven</p>	<p><b>Nahla Nesheiwat</b>  GW School  <b>Dawn M. Jones</b>  Reg. Admin South  <b>Deanna L. DeStefano</b>  Nursing North  <b>Andrew Beckford</b>  SRT</p>	<p><b>Falana Alston</b>  IRTS Holley  <b>Ila M. Kessler</b>  SLC</p>
15 YEARS	10 YEARS	5 YEARS
<p><b>Melanie Mayers</b>  Accounting  <b>Patrick M. Baguidy</b>  Training  <b>Tesha Bright</b>  NFP  <b>Rachel Drayton</b>  NFP  <b>Frances M.d. Feigl</b>  Health Services  <b>Kaliem Brown</b>  IRTS KB  <b>Jalen Harper</b>  IRTS KB  <b>Rashawn Ricks</b>  IRTS KB  <b>Sherly Brun</b>  Malcolm House  <b>Dania Green</b>  Treatment South</p> <p><i>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 anniversary.</i></p> <p><i>Day in and day out, you continue to shine.</i></p> <p><i>Your devotion and dedication to our mission is a rare gift.</i></p> <p><i>Thank you!</i></p>	<p><b>Karen Burton</b>  NFP  <b>Walter Hendricks Iii</b>  Pamela  <b>Miako Booker</b>  GW School  <b>Samantha Litchfield</b>  Health Services  <b>Tempestt S. Hutchinson</b>  IRTS Holley  <b>Christenson P. Mattoon</b>  IRTS Holley  <b>Erica E. Montgomery</b>  IRTS KB  <b>Cornelia P. Ashford</b>  Bright Start  <b>Sherman D. Goree Jr.</b>  Camden  <b>Chante Scott</b>  Camden  <b>Keasha Matthews</b>  Cedar Brook  <b>Leighton Granston</b>  Sawtelle Hall  <b>Jacqueline Maddi</b>  Reg. Admin DD NR  <b>Bianca Dumas</b>  Reg. Admin South  <b>Tracy L. Schibelli</b>  SLC</p>	<p><b>Maite Lasaga-ayala</b>  HMSC Essex  <b>Esther King</b>  HMSC Essex  <b>Dannelle R. Wilson</b>  Hammonton  <b>Patrick D. Richards I</b>  Winslow  <b>Jasmine J. Celaya</b>  Buena Vista  <b>Latausha M. Dennis</b>  Buffalo  <b>Hassan T. Smith</b>  Haledon  <b>Robert Howell</b>  Thomas  <b>Andy Falaise</b>  Walnut  <b>Yanique Reid</b>  Walnut  <b>Dianne Crooks</b>  GW School  <b>Kayla B Ligon</b>  IRTS Holley  <b>Empira Mcdade</b>  IRTS Holley  <b>Kiana C. Chambers-briggs</b>  IRTS KB  <b>Pamela Jones</b>  IRTS KB  <b>Ray Lyde Jr.</b>  IRTS KB  <b>Ivory P. Blair</b>  Davis House  <b>Natayia D. Mccray</b>  Davis House  <b>Jashon Dawson</b>  Fisher Hall  <b>Karen M. Crammer</b>  Haddon Heights  <b>Karen Metzger</b>  Haddon Heights  <b>George Rudisill</b>  Haddon Heights  <b>Tia D. Smith</b>  Haddon Heights  <b>Evonni D. Walters</b>  Haddon Heights  <b>Noel Kerr</b>  Laurie Haven  <b>Randall Reed</b>  Vineland  <b>Morgan S. Miller</b>  Sewell  <b>Willy Del Orbe</b>  KB  <b>Markeece K. Preston</b>  KB  <b>Sara Wolbert</b>  Treatment North</p>

# Moving On

## IT'S HARD TO SAY GOODBYE!

Wishing our colleagues all the best as they begin their new Journeys!

**Marilyn Alarcon** began her career at YCS 23 years ago as a school bus attendant for the children at Davis House. When the job was eliminated, she transitioned into a part-time position doing the laundry for the youth at the Newark shelter. When she was offered the job as assistant receptionist/clerk in the Newark headquarters, she remembers being very grateful. “I love the children and my co-workers, and I really didn’t want to work anywhere else,” recalled Marilyn. Once she learned all the phone extensions and got the hang of the job working the busy front desk, she was promoted to receptionist. For 16 years, Marilyn happily greeted callers. She was a familiar voice who made everyone feel welcome. “I’ve met so many wonderful people covering the front desk. - You become a family here,” said Marilyn. At the end of September, Marilyn retired and is working on plans to relocate to Puerto Rico with her husband Raymond. We wish her all the best and many more years of happiness in her homeland.



Marilyn Alarcon , center, with her co-workers



Fisher Hall celebrates the retirement of **Claudia Reid** who has been a Fisher Hall staff for 36 years. She has been a staple on the weekends, rarely calling out or coming late, and nurturing and caring to the youths and her peers. She will be missed tremendously by Fisher Hall. Thank you for your service, Ms. Claudia.

# Milestones

## WEDDINGS



**Robert Schmus,**  
Sawtelle Camden  
clinician wed Julia Ford on July 3rd.



**Asia Jenkins,**  
Treatment Home family support  
worker wed Jamar Love on April  
3rd in Mexico.

## ENGAGEMENTS

Congratulations to Denisha Givens from Laurie Haven on her engagement to Daniel Gibson.

## PROFESSIONAL ACCOMPLISHMENTS

Congratulations Amira Purnell on earning a Bachelor's degree in Psychology from Kean University.

# Condolences

**Ms. Wanda Cavanaugh** passed away peacefully in her sleep on August 16th. YCS was truly Wanda's family. For more than 20 years, she worked side by side with many of her colleagues to tenaciously advocate for the best environments for the children and staff. Her fighting spirit will live on in her accomplishments and in the lives of those she touched at YCS. YCS colleagues from across the state gathered for a Memorial Inurnment Service at Holy Cross Cemetery to pay their last respects.



IF you ever met YCS Trustee **Mr. Herb Ouida**, you knew he was YCS' staunchest supporter, and you probably heard him passionately praise the "great work" the agency was doing. Because of his commitment to spread the word, many new donors sprung from their relationship with Herb and have continued to support YCS over the years. Mr. Ouida learned about the YCS Institute in 2002, when he and his wife Andrea were grieving the death of their son Todd in the attack on the World Trade Center on 9/11. He cared deeply about children's mental health and sponsored many grants for the Institute through the charitable foundation he created in his son's namesake. The Ouida's loved the children at the Holley Center and created a beautiful garden as a place for children to heal. Mr. Ouida also took the time to encourage the youth at Kilbarchan. He shared his own harrowing experience of escaping the burning WTC. Pouring out his whole life, he encouraged the boys to fight through their personal adversities. He read every YCS newsletter cover to cover and often sent us messages of support or advice. We will dearly miss our kind, passionate friend.

"Our Treatment Home Family is deeply saddened by the loss of **Jaquelize Vazquez** who unexpectedly passed away as she was struck and killed by a train. At the youthful age of 15, Jaquelize answered heaven's calls and is now walking alongside the angels. Her death was an unexpected shock for Treatment Homes as we never thought that one of our children would depart so soon. Although she left Treatment Homes in June 2021, she kept in contact with several Treatment Home families and staff regularly. For those of you who knew her, we ask that you remember and celebrate her time while she was in Treatment Homes. We will miss Jaquelize more than words can express." Tracie Bass, Treatment Home AVP



We send out sincerest sympathies to our colleagues who recently lost a loved one:

Richard Garrison's wife Kristen passed away on November 27th.

Earl Hogan's sister Norma passed away on December 11th.

# Employee Spotlight

## IN THE FIRST PERSON

### Robert Schumus, YCS Clinician at the Sawtelle Camden Home



For me, YCS means opportunity and a chance to prove myself. Working as a Clinician at YCS has been a great experience so far. Not only have I been able to utilize my therapeutic skills when working with the youths on their treatment goals, but I also continue to learn more skills from my trainings that this organization has supported me. I enjoy working with the staff at Sawtelle House Camden and I feel that they are the heart and soul of the house.

Robert shared his experience at the YCS Annual Meeting.

YCS has also given me the chance to build upon my leadership skills by supervising social work/counseling interns. **Along with all these opportunities, YCS gives me a chance to be who I am as an autistic individual and as an autistic self-advocate.** There were jobs I had in the past which were not understanding of neurodivergents, even when they were the population they were serving. In fact, at my previous job, when I disclosed about being autistic, I was told that people at the agency were taken back by that. I was also informed that my anxiety, which is something I have had throughout my life, was seen as incompetence. This felt very discouraging to me and that I should be ashamed of who I am.

Once I started working at YCS, it became a whole different story. Not only was I able to disclose my autism, but my advocacy work has been encouraged by YCS. I was encouraged to do many speaking engagements and write articles on autism. YCS also knows how being an autistic individual brings a unique approach when working with the autism population, in which I can greatly empathize with the obstacles the autistic youths have gone through, as I have been through them myself. I thank YCS for granting me these opportunities and I hope to continue to do my best working with this great organization.

# Intern Corner

## Interview with EMILY MILLER Rutgers MSW Intern at Sayre House

### ***-What does this internship mean to you?***

To me, this internship means a learning and growing experience. It is an opportunity to use the knowledge I have and improve and expand on it. It can prepare me for my future career goals and allow me to become a better social worker.

### ***-How has this internship at Sayre House impacted your educational experience?***

Before coming to YCS I always knew I wanted to work with children, but I had only worked with elementary-aged students. This internship gave me the opportunity to work with a different age group and learn more about how to build healthy relationships with them and communicate. The internship has broadened my understanding of mental health and the importance of support systems. The positive impact this internship has had on me is preparing me for the future and expanding my knowledge.



Emily Miller, pictured on the left

### ***-How has internship affected your future goals?***

Mental health is a very significant topic for me, and I knew going into this internship I would learn so much more about it. I have gained a better understanding of the struggles these kids go through, their triggers, coping skills, and the benefits of building a therapeutic relationship. For my future goals, I want to continue to advocate for mental health services and ensure the stigma around it is lowered.

### ***-What does your experience as an intern at Sayre House mean to you?***

The experiences at YCS have taught me the importance of being there for the kids and making sure their goals are attended to. I also understand the need to be organized and document everything to ensure the needs of the children are being met and safety is guaranteed. I have had the opportunity to sit in on meetings to learn more about the behind-the-scenes which has allowed the exploration of the program for me. I have enjoyed my experiences at YCS thus far and look forward to the more skills and knowledge I will gain.

# Highlights



**Summer Nurtured Heart Quiz Winner  
Tanasia Smith from Voorhees**



**Fall Nurtured Heart Quiz Winner  
George Rudisill from Haddon Heights**



We started off the school year with a team building activity of making tie dye shirts with our staff at Sawtelle Learning Center. We also took a group shot wearing our shirts! - Liz Jessen

# Highlights

## Northern Region Halloween

Participants from DD North Homes gathered to celebrate Halloween. It was spooky fun with dinner, treats, music, and a chance to meet up with friends. The individual contest winners were a devilish costume and a happy lion. The group home win went to YCS Morris residence for their depiction of the Wizard of OZ. Thanks to all the staff who worked behind the scenes to make this celebration so special for all.



**GW School** introduces a new addition to their faculty. Meet Pink, a loveable therapy dog who is bringing joy and comfort to the students. A huge thank you to Pink-the pawfect helper for GW students !

## CSOC Assistant Commissioner Praises Frontline KB Staff

On the Sunday evening of Thanksgiving weekend, CSOC Assistant Commissioner Mollie Greene wrote a beautiful, heartfelt message to personally thank several members of the KB team – Lissa Captain, Faquaya Rollins, and Syriaaha Brown-Cobb - following a very challenging weekend on the campus.

Dear Faquaya, Syriaaha, and Lissa,

I am writing to express my gratitude for your heroic response to preserve the life and safety of the young woman who recently came dangerously close not once but twice to irreparable harm. Your swift and coordinated response speaks volumes to the courage and compassion that you bring to your work every day. We know that caring for youth whose lives have been marked by loss and trauma is challenging under any circumstances. In moments of unthinkable danger, your immediate actions prevented a tragedy.

As you move forward from this difficult event, I hope that you are taking time for the self-care and restoration which is so important for your well-being. I do believe God works through people, and you have demonstrated that beyond measure. Thank you from the bottom of my heart.

With gratitude,  
Mollie

Mollie Greene  
Assistant Commissioner  
The Children's System of Care

# Highlights



## Promising Path to Success Starts with Appreciation

Kilbarcham Campus staff got some much needed R&R as they played games, got creative, chatted over a delicious lunch and much more during a recent KB Staff Appreciation Day hosted by Promising Path of Success Team leaders Jennifer Stratton and Yvonne Montemurro. “We wanted to give the staff a chance to relax and unwind from the stresses they experience every day,” says Yvonne adding, “We know how hard they work in difficult situations and we wanted to give them the time and space to restore their spirits. It was wonderful to see the staff engaged and just enjoying each others’ company.”

The Promising Path to Success team will be scheduling two more Staff Appreciation Day events in the winter and spring of 2023 at sites TBD.

## YCS' Monthly Managers' meeting was held at Duke Island Park in Bridgewater.

After two+ years of remote meetings, YCS managers gathered in person for an afternoon of friendly sporting competition, lunch and bragging rights. In welcoming remarks, Tara thanked everyone for their hard work and hoped the outing would be a chance for folks to reconnect, recharge and have some fun. Shout out to event organizers Dayna Zatina Egan, Stanley Cunningham, Andrew Beckford, Carlene Colson, Jerry Henderson, Ruthie Harper, Frances Spiegel, Senaca Rogers, Jonquea Walker, and Tameka McMillan.



Photo: The NR DD team was the big winner of the day.

# Highlights

## Sayre House Girls See a Broadway Play

It was a magical evening for the participants at YCS Sayre House and Kilbarchan who went to see WICKED The Musical at the Gershwin Theatre. It was their first time seeing a Broadway show and the experience was beyond all expectations. Pfeni Flicker, YCS program manager, relived the moment. “What an incredible night for Sayre! The home’s members were truly so blown away by everything: they laughed, they cried, they jumped out of their seats!! It was such an unforgettable night and we are so grateful to have gone. I wish I could've captured every second to send because it was such an amazing experience seeing all of their reactions to everything! Thank you so much!!” Our sincerest thanks to Tickets for Kids Charities for providing the tickets.



## Southern Region Thanksgiving

Masso’s in Glassboro was rockin!...as all the participants & staff from YCS Southern Region programs gathered for an early Thanksgiving celebration. During this month of gratitude, we’d like express our appreciation to everyone who worked behind the scenes and this evening to make this event so special.

# Highlights



## Treatment Home Retreat

Treatment Home staff from north and south gathered at Bill Waller's home for an appreciation BBQ luncheon. Bill worked the grill and his wife Val prepared sides and desserts. It was an afternoon for the teams to just kick back their heels and enjoy each other's company. There was a lot of laughter and everyone got a moment to recharge their spirits and experience comradery.



**Hispanic Heritage Month Submission**  
**Homemade baked empanadas from Uruguay**  
Lorena Gutierrez  
Nurse-Family Partnership Visiting Nurse



**Hispanic Heritage Month Submission**  
**Traditional Dominican Christmas Dinner**  
Leidy J. Gomez  
Thomas Street Program Director

# Highlights

The winners of the 2nd Annual Holiday Door Contest in Somerdale!



 1st place

DDD Dept  
Bianca Dumas,  
Dawn Jones,  
& Chawnte Lewis



 2nd Place

Human Resources  
Thomas Johnson  
& Ashley Hill



 3rd Place

QAPI  
Kristen Wistuba

# Accomplishments

## **QAPI thanks YCS CARF Crusaders**

For more than a year, the Quality Assurance and Program Integrity (QAPI) Team has been consistently advising, encouraging, reminding, and assisting staff at every residential facility to prepare for the tri-annual CARF inspection this November. After a comprehensive review of more than 1,600 compliance items during the CARF's teams virtual three-day inspection, YCS received a stellar preliminary exit report on the final day of CARF's visit.

QAPI Team would like to express our deepest appreciation to everyone at YCS for your assistance with the recent CARF Survey. YCS staff worked diligently to provide documents, conduct facility tours, participate in interviews, guide surveyors through Evolv records, and hold discussions on agency policy and performance. CARF accreditation qualifies YCS for an enhanced reimbursement rate from the state and signifies us as the high-quality organization that we are. To all our CARF Crusaders, a very big thank you.

Jaime Fox, Matthew Hopkins, Kristen Witsuba

## **QAPI work group develops a process to facilitate intakes at DCF residences**

A team of employees representing different facets of the agency met with Jaime Fox for three months to come up with a clearer and smoother intake process for DCF residential programs. The new procedures will streamline the intake process from referral through admission. This new process will alleviate stress for the participants, family members, referring sources and YCS staff.

“This group worked to develop a clear and concise playbook of what actions must occur from the point of receiving a referral to the point of admitting a DCF youth into a YCS Program. The playbook assists staff with a standardized process to successfully and timely admit youth into YCS services,” explained Jaime. The new process will be rolled out in January 2024.

Special thanks to work group members, Linda Pansulla, COO, Nancy Kenney, CFO, Caroline Corvino, APN, Brad Vetterly, AVP, Lissa Captain, AVP and Program Director, Tiffany Blackmon, Program Director, Robert Schmus, Clinician, and Taina Montalvo, Intake Coordinator

## **The YCS Institute Receives Two Significant Grants**

The Healthcare Foundation of New Jersey awarded the YCS Foundation a \$100,000 grant to support the YCS Institute's Early Head Start/Head Start Partnership to provide training and assessments for several Early Head Start and Head Start Programs in Newark.

The YCS Foundation secured a second grant from The Provident Bank Foundation for \$20,000 to be applied for case management services at the YCS Helen May Strauss Clinics in East Orange and Union City.

Both grants are the result of a collaboration by the YCS Institute for Infant & Preschool Mental Health and the YCS Foundation.

# Accomplishments

## From Fisher Hall to His Forever Home

"This is a picture of Gabriel and his pre-adoptive dad dressed up for Halloween. The 10 year-old youth was able to transition into his forever home just two days before the holiday after successfully reaching all of his treatment goals with the guidance and positive reinforcements of his clinical team and RA staff at Fisher Hall. Just seven months earlier, Gabriel often refused counselling, but on the last week of his stay, he was seen grabbing his clinician Lidvina Mejia's hand saying, 'let us go have session.' We are so proud of Gabriel's progress and wish him all the best with his new family." Ebenezer Abuchi, Program Director .



## Every successful discharge is a shared victory for All at Laurie Haven

The Laurie Haven team is celebrating a major accomplishment for a program participant, GR! After a year of enrollment in the program, GR transformed aggression into communication, and high-risk behaviors into healthy coping skills. Her improvement is a testament to the positive impact that our employees have, working together every day to provide essential support and structure for program participants. Thanks to the service and advocacy of her clinician Raiyona Roane and supporting clinical and residential teams at Laurie Haven, GR was able to transition to a YCS treatment home in South Jersey. She can now be closer to her family as she continues to receive the support she needs.

## Take a Bow! 100% Participation in New UKG Performance Review

For the first time in our long history, 100 percent of YCS employees participated in a Performance Review in 2022. By utilizing UKG, employees were able to discuss and document work related goals with their supervisor in the winter and in June meet again to discuss their progress of personal and professional development. Together with their supervisors, employees can clearly chart a path to success.

If you have not met with your supervisor yet, please schedule and appointment to discuss your goals for 2023-24 fiscal year.

# Accomplishments

## Santa is No Match for Our Foundation

Once again, the amazing Foundation team of Ruthie Harper, Frances Spiegel and Cathy Tronlone have succeeded in successfully executing the monumental task of answering over 1,000 participants' Secret Santa wishes. and then some. The coordination between securing gift lists, matching them with donors, arranging for pick-ups or deliveries, wrapping gifts and then getting them to the sites requires meticulous coordination and takes over six weeks to complete. The "Foundation Ladies", as they are often affectionately called, pull this off with smiles and holiday wishes. This year, their holiday appeal was so successful that they were able to give every program additional funds for parties or holiday excursions. Ladies, you are most certainly The Best!



## Congratulations to the SBYS, PLP Teams the Governor heard your voices

Governor Murphy reversed plans to replace School Based Youth Services with a Hub model that would create 15 mental health across the state. All 91 SBYS programs will continue to be fully funded in the State's '23-'24 fiscal budget. Why is this so important? Listen to the students at the YCS –SBYS open up their hearts & share how this program is helping them. Go to our YouTube channel, Youth Consultation Service and watch the video entitled, "The Importance of School Base".



We'd like to congratulate keynote speaker, Dr. Dayna Zatina Egan, and presenter Jorge Montanez-Murillo for their participation in the PA- Association for Infant Mental Health's 12th Annual Professional Conference. Dr. Egan spoke on "Foundations of Reflectivity in Infant and Early Childhood Mental Health Work." She was later joined by Mr. Montanez for a breakout session on "Practicing Reflectivity to Strengthen Connections." We are proud that YCS experts assisted PA-AIMH in their mission to help children and families reach their full potential.

# Innovations

## \$HolleyBux



Something is going on at Holley Center that will leave the children feeling like a million bucks; \$HolleyBux that is. The Program Directors of Holley Center are all about building inner wealth through the \$HolleyBux Positive Reinforcement System!

\$HolleyBux is based on the principle of positive reinforcement organized in a structural interval basis, which will regularly prompt the staff to point out to the youth what each of them is doing well. Relationships between staff and children will be strengthened and nurtured through radical recognition of positive behaviors and instant rewards that are earned. The accumulation of the

recognition will convert into \$HolleyBux that the children can use to purchase experiences and tangible items.

This program includes an Earning, Calming and a Resetting level system to manage and track daily behavior. This information will be used to provide proper clinical treatment to each child. This system also falls in line with the Nurtured Heart Approach Stand 2, which is Absolutely Yes to energizing positivity and success!

One of the most exciting features of the \$HolleyBux System is the money management component that includes \$HolleyBux originally branded checks to exchange for goods in the store, and notebooks for the children to manage the \$HolleyBux that they earn! The children are slated to start earning \$HolleyBux before the New Year, and the \$HolleyBux Grand Opening Event will be held on Friday January 13th!

I would like to recognize the Holley Center team, Site Administrator Kobie Blair-Morgan, Program Directors Ebenezer Abuchi and David Ogboroge, and Clinical Director, Alida DeRussi for all their support to turn the \$HolleyBux idea into a reality. I would like to send a special thanks to office administrator Zanyjah Riche, CRS Tameka McMillian, and AVP of Wellness Engagement and Marketing, Caitlyn Yerves, and a huge thank you to Tara Augustine and YCS Foundation for their full support.

Lorenzo Brown, Muller IRTS, PD  
\$HolleyBux, Project Manager

# Agency Updates

## MESSAGE FOR UKG SUPERUSERS

In January, Super users who have logged all pertinent information into UKG over the past three months are eligible to receive the Super User bonus. If you have any questions, don't delay. Contact Dina Sundberg.

## REMINDER FOR ALL SAFETY OFFICERS

In order to qualify for your bonus, you must complete and record monthly walk throughs for each shift plus one additional walk through by a person other than the safety officer between July and December.

Safety Month Activity Contest: all entries must be submitted by December 31st. You may be the winner!

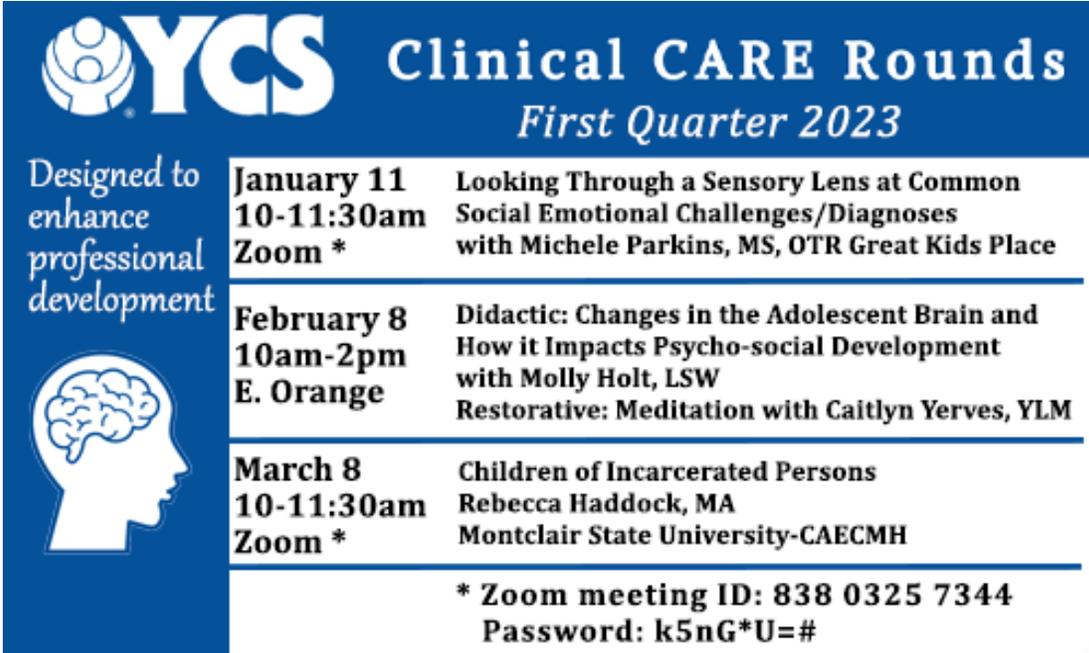
## MESSAGE FROM FINANCE

If you have a question about your payroll or other reimbursements, you must use your YCS email to contact finance. Personal email accounts will not receive a response .

## REQUESTS FROM INFORMATION TECHNOLOGY (IT)

When you send a message to helpdesk, please include your name, program and contact information in the body of the email.

Please do not open any emails that you do not recognize. IT will soon tag all emails that originate outside of the agency to protect users from possible cyber attacks.



**YCS** Clinical CARE Rounds  
*First Quarter 2023*

Designed to enhance professional development

<b>January 11</b> <b>10-11:30am</b> <b>Zoom *</b>	<b>Looking Through a Sensory Lens at Common Social Emotional Challenges/Diagnoses with Michele Parkins, MS, OTR Great Kids Place</b>
<b>February 8</b> <b>10am-2pm</b> <b>E. Orange</b>	<b>Didactic: Changes in the Adolescent Brain and How it Impacts Psycho-social Development with Molly Holt, LSW</b> <b>Restorative: Meditation with Caitlyn Yerves, YLM</b>
<b>March 8</b> <b>10-11:30am</b> <b>Zoom *</b>	<b>Children of Incarcerated Persons</b> <b>Rebecca Haddock, MA</b> <b>Montclair State University-CAECMH</b>

**\* Zoom meeting ID: 838 0325 7344**  
**Password: k5nG\*U=#**

# Agency Updates

## PROTECTING YCS AND YOURSELF FROM CYBER THREATS

Scams are on the rise as more people have become victims of these attacks. Cybercriminals utilize social engineering tactics and impersonation in their phishing attacks. Email messages employing this phishing method can easily penetrate our Barracuda SPAM filters and reach our users' inboxes.

Based on our assessment of the recent email phishing attacks, the staff is still likely to fall for impersonating messages. Education is the best weapon against email phishing attacks and helps staff identify these potential attacks, scams, and email threats.

Saving all documents to OneDrive can offer some assistance in the event of a cyber-attack: data can be restored to the date prior to the security incident, therefore mitigating risks of data loss.

Here are important tips to help you detect a scam message:

1. If an email address look suspicious, please do not reply back. Instead, call the person you believe to have sent you the email and ask for confirmation.
2. There are different types of scams:

Viruses and worms - Emails that are sent with attachments that are actually viruses. They often look like emails from someone you know.

Phishing – Emails that trick you to enter personal information such as Credit card and Banking information. Even if this looks exactly like a PayPal email, real companies never ask for your information over email.

SPAM – Emails that are unsolicited commercial emails - unwanted ads in your inbox. Do not open the message and delete the email immediately.

Chain Letters - are messages sent to a huge number of people, asking each recipient to forward them to as many other people as they can. Do not forward these SCAM messages and delete them immediately from your inbox.

# Happy New Year!



**LEADING**  
*With*  
**HEART**



*Embracing All the Possibilities®*