

Inside *YCS*

*A Quarterly Newsletter by and for all YCS Employees
January 2022*



A YEAR OF OPTIMISM



Table of Contents

President's Message	3
YCS Board Chair Message	3
New Employees	4
Agency Chaplain & Promotions	5
Shout Outs & Milestones	6
In Memoriam & Moving On	7
Achieving Excellence	8
Looking Ahead to 2022	9
Learning Opportunities	9
Employee Spotlight	10
Intern Spotlight	11
Program Highlights	12-14
Agency Updates	15-17
Advancement Opportunities	18
Foundation Update	19

Inside YCS

is produced by YCS with headquarters at
284 Broadway Newark, NJ 07104
www.ycs.org

President/CEO
Tara Augustine

Editor
Janis Nicolosi-Endo

Designer
Barbara Michaels

© 2022 YCS Inc.
All rights reserved.

May not be reproduced without the
written permission of YCS.

Contact
Janis Nicolosi-Endo 201-678-1312
or jnendo@ycs.org.



President's Message

In writing this letter for our first 2022 edition of Inside YCS, the two words that keep echoing in my mind are "thank you."

Thank you for the many sacrifices you have made, and continue to make, to ensure that all our participants are safe and cared for during this last horrid Covid wave; and thank you for your seen, and unseen efforts to deliver hundreds of Secret Santa gifts door-to-door to anxiously waiting consumers!

Now as we look ahead to the New Year, I believe the best way we can show our respect and appreciation to you, our employees, is by providing everyone with the best opportunities to grow both personally and professionally at YCS. We can only do this if we hear directly from you. Beginning in January, senior executive team members have begun to hit the road to visit program sites. By seeing and hearing from you firsthand in your place of work, they can have a better understanding of your challenges and what is needed to make meaningful improvements across the agency. Like any family, we are stronger when we actively listen to each other and work together with common interests and goals.

This year, you will also be hearing about our new Performance Reviews. This innovative approach to conducting annual employee performance evaluations is designed to encourage on-going dialogue between supervisors and their staff throughout the year. These conversations are opportunities to construct roadmaps for your development and advancement in the agency, as well as to highlight your areas of strength, so your talents and gifts can be maximized.

Over the past year, we have gradually been rolling out reflective supervision sessions, and I have received very positive feedback from those who are participating. I hope you will continue to take advantage of joining one of these groups when it is offered to you. It is designed to be an outlet to share your feelings and receive support from your peers, in a neutral setting. We hope this will assist all of us to think more positively, since the last two years have tested our resolve. This is critical because when we view life through an optimistic lens, we invite happiness, are more successful, and able to create harmony by appreciating others for their unique contributions. When this is accomplished our work environment is more balanced and that is contagious to our participants. With this thought in mind, I offer my sincere wishes for your health and success as we advance together "Riding the Wave of Optimism" in 2022.



Tara Augustine

Message from YCS Board Chair



John Uzzi

Thinking back to March of 2020, I recall our state and nation locking down essential services, closing theaters, and cancelling sporting and arts events as a way to combat our pandemic enemy. It was a time when we all joined together to "flatten the curve" and defeat Covid. I, for one, expected 3 or 4 weeks of isolation, and then a return to normal. You all know better than I, how naive and wrong I was!

Now we are closing in on the end of two years of the Covid world. I am tired of the additional layers of stress and anxiety, and know you must be as well. Our front line team has been stretched to the limit not for 3-4 weeks, not for 3-4 months but for almost 2 years now. The YCS staff has performed in ways we could not have imagined. The people in our care have also been stretched, but YCS staff has been there for them.

Somehow as we engage with the latest round of Covid variation, I look to a better future. I no longer think in terms of weeks, but I do think that the combination of vaccines, testing and treatments has positioned us to have 2022 be better than 2021 and 2020. At YCS, we are translating this optimism into real action. Our leadership team has created and is launching many, many new initiatives including compensation scales, training programs and learning opportunities. YCS is investing in the professional and personal development of each of you. Many of you have offered suggestions and ideas, and they have been heard.

This newsletter includes descriptions of many of these efforts. I hope you find in these descriptions, the tools and techniques to help you in these times of personal stress and challenge.

I speak for all members of the YCS Inc. and YCS Foundation boards when I express our thanks and appreciation for your outstanding work in the past, and I ask you to join me in sharing hope and optimism for 2022.

Stay safe and healthy!



Meet our New Employees

New Employees, who have completed 90 days
September-December 2021

Welcome!!

Alvarado, Kassandra DDD - Buena Vista	Dixon, DeAsia DDD - Pearl Street	Jefferson, Brandon DDD - West Orange	Pettiford, Shantia PCH - Davis House
Andersen, Jonathan Sawtelle Learning Center	Duvivier, Richard R. SRT	Johnson, Atiya DDD - Toledo	Pires, Dina Sawtelle Learning Center
Asberry, Alexis DDD - Pearl Street	Fagans, Courtney PCH - Sayre House	Johnson, Noni DDD - Willingboro	Reardon, Tiffany SRT
Bersch, Kristine PCH - Davis House	Fowler, Ayanna IRTS - Kilbarchan	Jones III, Donald E. RTC - Kilbarchan	Reese, Alissa RTC - Kilbarchan
Bess, April PCH - Haddon Heights	Freudenberg, Kaitlyn RTC - Kilbarchan	Kamara, Yeabu DDD - Pearl Street	Silien, Andy Sawtelle Learning Center
Brown, DaNaisha CSAP - Winslow	Fuchs, Jaclynn Sawtelle Learning Center	Leipert, Kenneth J. Maintenance	Smith, Theresa PCH - Davis House
Burts, Johnell S. PRTF - Lawn Ridge	Gabrielsen, Amanda PCH - Sayre House	Lovett, Jasmine SPEC - Voorhees	Sylvester, TONIA N. Sawtelle Learning Center
Cagilus, Rose A. CBP - 21st Century Grant	Garrett, Antanisha SPEC - Voorhees	Malik, Sanjana PCH - Haddon Heights	Thomas, Mariah SPEC - Voorhees
Candelaria, Jocelyn PCH - Sayre House	Gaskin, Shereea Human Resources	Marshall, Miranda CSAP - Hammonton	Thompson, Kyana DDD - Willingboro
Carter, Jasmine Sawtelle Learning Center	Gilchrist, Rhelda DDD - Buffalo	Massena, Chinua Sawtelle Learning Center	Tulloch, Carmen IRTS - Muller
Cline-Moultrie, Taleesaa RTC - Holley Residence	Gore, DeAsia R. DDD - Buffalo	McMillan, Jeraun DDD - ECS Haledon	Walters, Khiana DDD - Morris Ave
Colon, Christina Administration	Green, John DDD - Burning Bush	McNeal, Lakirah SRT	Wallace, Derrell PRTF - Camden
Corbitt, Shelvin PCH - Laurie Haven	Griffin, Kashawn R. PCH - Laurie Haven	Melvin Jr., Floyd SRT	Watson, Nazaira SRT
Cordy, Danelle C. PRTF - Cedarbrook	Gutierrez, Justin Sawtelle Learning Center	Metz, Kara PCH - Davis House	Williams, Brent PRTF - Lawn Ridge
Datil, Katrina PCH - Vineland	Hansen, Ryan PCH - Sayre House	Miller, Mikalynn SPEC - Voorhees	Williams, Frances DDD - Buena Vista
Deas, Jermaine PCH - Davis House	Hill, William PCH - Sicklerville	Moore, Bonita M. DDD - Blackwood	Wright, Meshia C. PCH - Bright Start
DiFilippo, Michele A. Administration	Jacobus, Tijahie M. RTC - Kilbarchan	Moreno, Diana PCH - Bright Start	Wright, Tyrena CSAP - Hammonton

The strength of the team is each individual member. The strength of each member is the team. – *Phil Jackson*

Our New Agency Chaplain



William Waller

Please join me in congratulating **William (Bill) Waller** on his new role as Agency Chaplain. This new cabinet position will provide spiritual guidance, moral support, and counsel to program participants as they navigate through life transitions. Bill recently received his Doctorate of Divinity from Drew University and looks forward to supporting our youth and staff in unique ways.

As Agency Chaplain, Bill is developing a 12-week curriculum that will be available to youth and adult participants as part of our Allied Service offerings. The curriculum will be delivered in a group format and include such topics such as faith, identity, values, and ethics. Individualized support for participants will also be available. In addition, Bill will also be developing community partnerships that will enable participants to connect with their communities, and he will support staff development through appreciation and recognition events, and individual or group coaching.

Bill explained, “As YCS Chaplain, I have the opportunity and privilege to provide spiritual guidance, counseling and care to the children, youth, adult residents and staff. I also look forward to conducting spirituality groups with residents aimed at developing a greater awareness of their individual spiritual experience and expression of that aspect of their being.”

We are confident that this new chaplaincy program will add a unique spiritual dimension to our services and enrich the lives of individuals in our YCS Family.

Promotions

Congratulations 🎉

You inspire us all to move forward and keep on working towards our goals.

Abuchi, Ebenezer PCH - Fisher Hall Assistant Program Director	Daugett Jr., Darren PRTF - Lawn Ridge CRS	Jones, Annette PRTF - Cedarbrook PA Supervisor	Mills, David D. CBP - School Based Youth Program Director	Young, Nicole DDD - Willingboro PA Supervisor
Arthur, Prince Sawtelle Learning Center TA II	Hernandez Caceres, Yedrit PCH - Laurie Haven RA Supervisor	Joyce Jr., Lorenzo DDD - Toledo PA Supervisor	Reeves, Keona PCH - Sayre House CRS	

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.”

- John Quincy Adams



To Our Amazing Colleagues

Bret Jones, Monica Skora, and Keona Reeves, have really been carrying a lot of extra weight here by picking up many, many extra shifts. They have also been excellent ensuring safety of our youth during intensive incidents.

Keona Reeves is the new CRS effective December 1. She has been with the agency for 5+ years and has demonstrated growth and professional development within the agency. She went from an SRT, to full time Sayre RA, and now our CRS!

Our NFP Nurse Home Visitors have been able to facilitate contactless drop offs of many essential items like diapers, wipes, high chairs, and much more to 195 moms and babies. A heartfelt thank you to all as we continue to service our community!!

Joy Pagano, a teacher at GW School, has been an active task force member at the National Organization on Fetal Alcohol Syndrome (FAS) for the past five years. She is passionate about raising awareness and advocating for children and families affected by FASD. With her advocacy, several students have been able to be properly diagnosed and receive treatment.

Behaviorists and BCBA's who jumped in to fill open shifts at Sawtelle Homes in the south when there were staffing shortages due to Covid absences were a lifesaver.

Shout out to my dedicated **staff at George Washington School**. I see and appreciate how compassionate, flexible, encouraging and giving you all are. Always going above and beyond to meet the needs of our students with open minds and hearts. You are the greatness of unwavering kindness.
-Annabelle Gonzalez

Milestones



Professional Accomplishments



Eddie Bonacci passed the BCBA exam on 12/17/2021 and received Board Certification in Behavior Analysis.

Lorena Gutierrez, NFP Nurse Home Visitor, earned a Bachelor of Science in Nursing.

Felisha Gadson, NFP Nurse Home Visitor, earned a Bachelor of Science in Nursing.

Annabelle Gonzalez, GW School acting principal, received Board Certification in Special Education from NASET/ASSEP (The National Association of Special Education Teachers and American Academy Special Education Professionals.)



Weddings

Rachelle Muckley wed Colin Tighe on September 3, 2021. Rachelle, southern region trainer and parent advocate, is now officially Rachelle Tighe.



New Arrivals

Michelle Robbins, Voorhees PM, gave birth to a beautiful baby girl Maggie Jeanne Robbins on 1/9/2022.

In Memoriam



It is with our deepest condolences and heavy hearts that Sayre House MSW Intern, **Michelle Matthews** passed away in October. Michelle was a caring, dedicated, kind, and passionate member of the Sayre team. The youth and staff participated in their own memorial service, and created a memorial in her honor at the beach. In addition, flowers were sent to the service from the program. Michelle will be greatly missed and has created an impact on the lives at Sayre House. ~ Pfeni Flicker



It is with great sorrow that we mourn the passing of **Dayle Tonette Johnson** on October 2, 2021. For 33 years, Dayle was committed to caring, protecting and advocating for the children at the Holley Center and Kilbarchan Campus. We are eternally grateful for her dedication and affection for the children and the camaraderie she shared with her co-workers. In her obituary, she was remembered as “a Renaissance woman who loved the arts, reading, journaling, and music.” We offer our sincerest condolences to all her colleagues.



Justin Tompkins was a trusted and well-respected Residential Assistant at YCS for 10 years. He worked at the Cedarbrook and CSAP homes before transitioning to an on-call position at Laurie Haven. On August 24th, Justin, passed away. “Everyone at Laurie Haven loved Justin,” said his co-worker, Venitta Lewis. “He had a real heart for the kids, and he got along well with all the staff. They knew when he came to work – he was down to business.” We extend our heartfelt condolences to all the staff at YCS who knew Justin and mourn his passing. *Corrected from the Fall 2021 Newsletter*

Achieving Excellence



We would like to congratulate the following programs who scored above a 90 on both the Residential review of ECR records and EOC onsite inspections during their most recent on-site inspections.

~ Matt Hopkins, QAPI Performance & Data Analyst



Laurie Haven

Kilbarchan RTC/SPEC

Sawtelle Blackwood

Sawtelle Buena Vista

Sawtelle Camden

Sawtelle Echo Hill

Sawtelle Haledon

Sawtelle Tidewater

Sawtelle Toledo

Sawtelle Walnut

The secret of joy in work is contained in one word—excellence. To know how to do something well is to enjoy it.

- Pearl S. Buck

Looking Ahead to 2022

Senior Leadership Team heads into the field

Since March of 2020, Covid safety protocols negatively impacted the Senior Leadership Team's (SLT) ability to visit the programs and meet one-on-one with employees to better understand their needs and challenges. During that time the team worked hard to strengthen the agency's infrastructure to improve the workplace environment and experience. At the core of all the change is a desire to enhance each employee's life on the job. Now, the SLT is enthusiastically heading out into the field to strengthen our connection to the programs and understand firsthand what our colleagues experience every day at their sites. Our goal is to address any challenges and help celebrate each of your successes. We value your ideas and concerns and want to hear from you. I hope when your team members visit your program you can have honest dialogue about what is important to you as frontline employees. The team is ready to listen and respond to your needs and requests. We are excited to strengthen our partnerships and to support all of you in making 2022 a wonderful year.

Jessica Shea-Brown
Chief Operating Officer

Learning Opportunities



Promising Path to Success is on a New Track for 2022

In December, Jennifer Flores and Yvonne Montemurro kicked off a new beginning for Promising Path to Success trainings. The new monthly format will alternate between formal training topics and community meetings where program managers or their representative can share their successes and challenges. This is a valuable opportunity for colleagues to network and find support.

Save the Date: The Next Virtual Promising Path to Success Meeting is February 22nd from 2:00 - 3:30.

Reminder: **Preventing Workplace Harassment Training** is offered on Zoom every Tuesday from 9:15am - 10:15am and the second Tuesday of every month from 5:30pm - 6:30pm. This training is designed to raise awareness, foster respect, and keep all our employees safe.

YCS Clinical Rounds Schedule February 2022-June 2022

2nd Wednesday of the month: 10:00am-11:30am

Month	Date	Topic	Facilitator
February	2/9/2022	Case Conference	Dayna Egan, Psy.D.
March	3/9/2022	Group Therapy	Sara Mendez Emma, LCSW and Blair Biersbach, LCSW Jewish Family Services Metrowest
April	4/13/2022	Case Conference	Dayna Egan, Psy.D.
May	5/11/2022	Multicultural Clinical Considerations	Melany Rivera Maldonado, Ph.D. The New School
June	6/8/2022	Case Conference	Dayna Egan, Psy.D.

Employee Spotlight



Ready Set, Action!
Tameka Walton will “star” in a NJAMHAA video

In December, Tameka Walton was interviewed for a series of short videos being produced for NJAMHAA about the importance of funding and support for mental health services in New Jersey. Tameka shared her insightful experiences growing up in the childcare system, the people who helped her grow along the way and how she is giving back now. Tameka is currently an accounts payable clerk in the YCS finance department. Prior to the shutdown of services due to the pandemic, Tameka spearheaded the YCS Youth Group.

Photo: Shauna Moses, Tameka Walton, Lou Mercurio and Erico Rovayo from Mecurio Design.



Intern Spotlight

Carlie Taurosa, a senior at Rutgers University, began interning at Laurie Haven in September. She has assisted in group therapy sessions with the children and took on the responsibility to design a PowerPoint presentation about the home to show parents of prospective clients, CMO and DCP&P workers. The presentation is beautiful and shines a positive light on the program.

“Carlie has an excellent rapport with the children and works well with the clinical staff,” says Etta Sample, PD.

This internship has solidified for Carlie her desire to have a career in social work. “Working at Laurie Haven has given me a sense of purpose. I have discovered pieces of my own identity and have become more compassionate.” She also expressed her gratitude to the staff who welcomed her with open arms into the team. “Getting out of the classroom and into the field has been eye opening. I now understand what it is to be truly passionate about something. Interning at YCS Laurie Haven has allowed me to learn how an organization is structured, coordinated, and managed as well as enhance my communication and leadership skills. I am honored to be part of such an empowering team at Laurie Haven.”



One of Sayre House's MSW interns, **Caitlyn Messina** celebrated her last day after two years interning at YCS! The youth set up a party for her, wishing her the best of luck on her journey as an LSW!

Highlights



In November, **Haddon Heights House** focused on empowerment, self-determination and connection throughout the month and took a trip to Philadelphia to “run the ‘Rocky Steps’” at the Philadelphia Museum of Art. An amazing professional photographer and volunteer, Kara Raudenbush, directed a chilly fall photoshoot at the site. Due to the large crowd of visitors to the museum, the photos were taken on the side of the building. After gifting house members the framed group photo as a part of our Haddon Heights Christmas, they used words like “quality time,” “connection,” and “keep forever” to describe what the experience meant. Thanks again to the incredible volunteers, staff and interns that worked so hard to make that a “run” no one will soon forget. *Sonja Stang, LSW*

Malcolm House Residents embrace the message of “One World, One Love”

When the residents at Malcom House learned about new refugees finding their first homes in New Jersey, after escaping dangerous situations in their beloved homelands, the youth decided to collect donations of blankets and household items for One World, One Love. This organization is setting up the homes for the families. The donations were collected throughout the month of December. KB IRTS youth also created beautiful cards and welcoming messages for the families.





All the Sawtelle Northern Region DD homes gathered at the Amwell home to celebrate Halloween.



Bianca Dumas & Chawnte Lewis

are the 1st place winners of the Southern Region Holiday Door Contest! The SR HR department wanted to bring some holiday cheer to the staff with a friendly competition to put the administration building in the spirit of the holiday.



Sawtelle Morris Residents enjoyed an outing to NYC

SRT Dekaylah Mayo’s commitment and dedication to the Sawtelle Morris ladies is exceptional. Not only has Dekaylah been a huge help at Morris throughout the pandemic and the transition of the House Manager, Dekaylah along with PA staff Jordan took the time to plan an outing to NYC. They visited Rockefeller Center, Times Square, the M&M factory and much more. They ended the night at Dallas BBQ. The ladies enjoyed themselves and this really lifted their spirits for the holidays. “Dekaylah you are really a hero in my eyes. Keep up the good work.” said Korey Clark.



Pat Ward
BGS Guardian

Ana



In 2013, Ana moved to YCS Sawtelle New Brunswick PRTF where she lived for 3 years before moving to Sawtelle Buffalo residence in 2016. Ana's case was transferred from DCF to DDD, and Ana was appointed a state guardian, Patricia Ward, from the Bureau of Guardianship. Ana emigrated from Mexico as a young child. Her previous law guardian began the citizenship process. When Ms. Ward took over the case, she continued the process and stayed on the case even after she was transferred to another county. In March 2020, Ana had an appointment to complete the citizenship process, but it was canceled due to the pandemic. On October 28, 2021, at the age of 28, Ana's dream was realized when she became an American citizen. Afterward, Ana said, "Ray, I need a party."



Everyone had a great time at Giants Stadium! Thanks NY Giants for donating the tickets!

Agency Updates

Be the Best You Can Be with the new UKG Performance Review



In 2022, YCS will begin using UKG's Performance Review tool to complete yearly employee reviews. The assessments have been streamlined and are designed to help every employee have a clearer understanding of their job responsibilities, as well as opportunities for growth and development.

We have heard from many employees of their desire to grow professionally at YCS. The UKG Performance Review is intended to do just that.

Research demonstrates that employees who receive regular feedback, including a dialogue that focuses on their strengths and training needs are happier and more successful in their careers. These ongoing conversations also pave the way to identify employees for promotion and other development opportunities.

You can start now by meeting with your supervisor to identify several goals, you can work towards over the next 6 months.

To aid in this process, each supervisor has been asked to develop 2-4 SMART goals (**S**pecific **M**easurable **A**ttainable **R**elevant **T**ime-based) with their supervisees.

We have begun rolling out the Performance Review in UKG with Sawtelle DD Services in the North. Within the next month, we will be gradually rolling it out to other programs. You will receive an e-mail with the training grid and link to a recorded webinar.

Thank you for your support in making the performance review process a meaningful experience for every YCS employee.

Erin McClosky, MPH
Chief Information Officer, Privacy Officer



Personal development is the belief that you are worth the effort, time, and energy needed to develop yourself. ~Denis Waitley

REMINDER

If you have a work related concern and don't know who to talk to, you can reach out to our Ombudsperson Carlene Colston by phone 973-419-3519, email: ombud@ycs.org or by filling out a form directly online: <https://www.ycs.org/index.php/ombudsperson/>

Holiday Pay for Part-Time Staff

Part time and per diem staff (who are not eligible for benefits) will be eligible for up to 10 hours of “double pay” on agency recognized holidays when they work. Specifically, for hours worked, not exceeding 10 hours on the holiday (a 24 hour period), staff will receive compensation for their hours worked and holiday pay.

Steps to take: Part time/Per diem staff will need to be scheduled at your site in UKG, clock in for their shift, and clock out for their shift to receive this compensation. Please make sure you are adding your staff to the schedule if they are working the upcoming agency holidays.

YCS is extremely happy to be able to offer this incentive and we hope you can help spread the word to your staff!!

IT Department News



“You’ve Got Mail!”

Have you recently checked your YCS email account? There have been some very exciting updates that may directly benefit you! For instance, there is a new, extra agency paid holiday, a new floating holiday, new employee referral bonuses, exclusive HR offers and much more.

Now, we need your assistance to sign on and get the word out to increase our user adoption (i.e. the activation of your YCS email account) from 53% to 100%. Our goal is to achieve 100% user adoption of Microsoft Office 365 as soon as possible in 2022 so we do not leave anyone behind in our YCS communication and unify user adoption initiatives.

Starting January, 31, 2022, a monthly report will be available to each program with Office 365 login details. We all need to pull together as a team to ensure that everyone is activating and consistently utilizing their YCS Microsoft emails. Microsoft 365 is the best product out there for us to conduct our business and give you the best possible tools.

We care deeply about every one of our colleagues and want to ensure that all communications and announcements are accessible to everyone on our Office 365 platform. The IT Department is here to support you and assist you in accessing the best in class productivity tools.

Hing Shung Chan
Chief Technology and Security Officer

Congrats to NFP!

They are the winners of the
QAPI E mail
User Adoption Contest
(Consistently open YCS
emails)

Tip of
the month

Do you know Office 365 One Drive App can automatically synchronize all your local documents onto your Microsoft Office 365 One Drive on the Cloud? All documents and files saved on the platform are protected from cyber threats. Please reach out to helpdesk if you need assistance with the setup. To learn more about One Drive click here: [OneDrive help & learning - Microsoft Support](#)

Cyber Theft Warning!!!

Cyber thieves are getting highly creative. Everyone should be extremely cautious about sharing work related information on social media. Recently we had an outsider impersonate an employee to get personal information changed. In response to this situation, only requests made through UKG will be honored, and if you have issues with the system, then only a valid YCS email can be used to log the help desk ticket.

Opportunities for Advancement at YCS

At YCS we want to take advantage of a talent pool that we already know is exceptional in every way: our current YCS Employees! To do so, we have compiled a list of some of the key openings available throughout the Agency . If you would like to apply to these opportunities or any of the open positions at YCS, click on "View Opportunities" under the "Myself" tab in "My YCS" and scroll to the position that you are interested in. If you have questions about any of these positions, please reach out to RecruitmentTeam@ygs.org – we are happy to help!

Program Director

SPEC at Kilbarchan, Paterson Requires a clinically-based Master's degree and 3 years of post M.A. experience, one of which must be in a supervisory capacity

Clinician

Clinician I Requires a license to practice in NJ which can include a LCSW, LMFT, LPC, PsyD, PhD, or a Master's level therapist licensed to practice in NJ including LSW and LAC under the on-site supervision of a NJ independently licensed therapist with a documented plan to achieve licensure within 3 years. Locations include:

Davis House, Newark Campus
Holley RTC, Hackensack
Fisher Hall, Holley Center, Hackensack
Helen May Strauss Clinic, Union City (per diem)
Estell Manor, Estell Manor - Behaviorist or Clinician
Sawtelle Cedarbrook-Sicklerville
Kilbarchan (RTC)

BCBA at Hammonton CSAP Requires Master's degree in Psychology, Special Education, Guidance and Counselling, Social Work or in a related field with a minimum 1-year experience in the development and implementation of behavior support plans for youth with I/DD

Case Management

Clinical Case Manager at Kilbarchan, Paterson Requires a Master's degree in social work, psychology, family counseling, or related field, with one (1) year of full-time related experience & working toward obtaining a clinical license (LAC or LSW)

Clinical Case Manager at Kilbarchan IRTS, Paterson Requires a Master's degree in social work, psychology, family counseling, or related field, with one (1) year of full-time related experience & working toward obtaining a clinical license (LAC or LSW)

Case Manager at Holley Center, Hackensack Requires a Bachelor's with 3 or more years of relevant experience or an unlicensed master's level practitioner with 1-year of related experience.

Opportunities for Advancement at YCS

Nursing

Nurse Manager at Kilbarchan, Paterson Requires RN or LPN, under the supervision of an RN, with a current NJ registered license and one year of direct care nursing experience with children, at least 1-year of supervisory experience

Psychiatric APN at Sayre House, Farmingdale NJ Requires a New Jersey licensed psychiatric advanced practical nurse in affiliation with a New Jersey board certified psychiatrist

Registered Nurse Requires RN or LPN, under the supervision of an RN, with a current NJ registered license and one year of direct care nursing experience with children. Locations include:

Holley Center, Hackensack

Kilbarchan, Paterson

NFP (Nurse Family Partnership) Essex

Medical Assistant Requires High School diploma or equivalent, Medical Assistant Certification, and at least 1-year of direct care experience with youth. Locations include:

Holley Center, Hackensack

Kilbarchan, Paterson

School and Community

Youth Development Specialist 21st Century Program at Eastside High School in Paterson Requires at least 30 college credits in education; recreation; community service; youth development or other related subject, or any combination of training, education, and work experience equivalent to a 30 college credits in the above subjects also accepted. Fluency in Spanish preferred.

Special Education Teacher at Sawtelle Learning Center in Montclair Requires a Bachelor's Degree and a N.J. Teaching Certificate (Teacher of Handicapped or Teacher of Students with Disabilities) for elementary school setting, or a Teaching Certificate (Teacher of Handicapped or Teacher of Students with Disabilities, or Teacher of a specific academic area) for high-school setting

Certified School Nurse to serve Sawtelle Learning Center in Montclair and George Washington School in Hackensack Requires a Bachelor's of Science in Nursing, a NJ Registered Nurse License, and a School Nurse Certification

Administration

IT Help Desk, Newark Requires a Bachelor's degree with two years of previous desktop/technical support experience in hardware/software troubleshooting/repair

HRIS Coordinator, East Orange Requires a Bachelor's degree and 1-2 years HRIS experience including significant technical experience

Administrative Coordinator Finance, Newark Requires a Bachelor's in Finance or Accounting and a minimum of 3 years in business with knowledge of accounting and strong Microsoft Excel skills

EMPLOYEE REFERRAL BONUS PROGRAM

You refer a friend	YCS hires your friend	Your friend works 90 days	YOU COLLECT \$500

The graphic illustrates the Employee Referral Bonus Program. It features a red banner at the top with the text 'EMPLOYEE REFERRAL BONUS PROGRAM'. Below this, a table shows the process: 'You refer a friend' (represented by a silhouette of a woman with the YCS logo), 'YCS hires your friend' (represented by a silhouette of a man with the YCS logo), and 'Your friend works 90 days'. A large red arrow points to the final outcome: 'YOU COLLECT \$500'.

Foundation Holiday Thank You

We would like to thank all our colleagues who helped us distribute thousands of Secret Santa gifts for program participants across the agency. We know it took extra time and effort because of the third Covid wave in December. We'd also like to send out a special thank you to all the staff who signed on to be Secret Santas. Because of your support, we were able to fulfill the wishes of every participant.

Ruthie Harper
Chief Development Officer



