



THE MILE POST

Tel #201-434-7783 / Fax # 201-434-1860 / www.hudsonmilestones.org

SHELTER IN PLACE... IT'S THE NEW NORM!

On December 10, 2019, Hudson Milestones was mandated to go into Shelter in Place. As I called over the loud speaker and stated "THIS IS NOT A DRILL!", I knew I had no time to panic. If I looked or appeared nervous this would not work. There was no time to delay in locking down and securing the building for the safety of those we support and the staff who do it all!

**From the Desk of the
Chief Executive Officer
Teresa Maietti**



As we secured the building and monitored the news, I saw the fear in the staff who had their children in the schools that were also in a true, not a drill, lockdown. I heard from the parents who wanted to pick up their loved ones. Yet, I had to say "we cannot open our doors. This is a safety matter for your family member and you, the guardian."

We live in different times. Times where hate, destruction and the loss of life are the new normal!!! People lost their lives on this day. They were all expected home for dinner. I write this article to urge you to think about how you will handle this the next time it happens. Because, sadly, the next time will come and we all must be prepared to REACT! Hudson Milestones plays an important role in safeguarding their clients and employees. We must prepare, plan, coordinate, and execute evacuation and shelter-in-place protective actions in case of threats or hazards impacting the workplace. We collaborate with all public jurisdictions to develop a shared understanding of protective actions and (Cont'd on Page 2)

Wisdom From The Chairman

Lauren Nardini, Chairman of the Board

SEEKING RECOGNIZING EXCELLENCE NOMINATIONS

Hudson Milestones is seeking nominations of people who have contributed in important and meaningful ways to the lives of people with intellectual/developmental disabilities. Below are the categories for which excellence awards may be given and for each a brief description of the criteria.

The William C. La Greca Memorial Community Volunteer of the Year: Recognizes a Hudson County individual whose community volunteer involvement has helped Hudson Milestones accomplish its mission.

(Cont'd on page 2)

#GivingTuesday was here!

December 3, 2019 marked Giving Tuesday – a worldwide day of giving back.

Giving Tuesday at Hudson Milestones is dedicated to our Day Habilitation, Residential and Early Intervention clients.

It's never too late! Please consider giving back by mailing your donation to:

Hudson Milestones Inc.
365-381 Clendenny Avenue
Jersey City, NJ 07304

Or visiting our website at
www.hudsonmilestones.org



(Cont'd from Page 1 "From the Desk of...")

shelter-in-place concepts, plans, terminology, and roles. Proper planning ensures the security of clients and employees in order to reduce the potential for loss of life should an incident occur during hours of operation. For our Residential Programs, that's 24 hours a day.

I ask that you continue to support our mission and established protocols we have created for the safety of all those we care for and love!

All the planning will never be enough for that day when you need to execute that plan but it will help to keep you safe as long as you know what to do!!!!



DEPARTMENT OF FINANCE & OPERATIONS

Jose Rosario, Director of Operations

Another year has passed! What an AMAZING year it has been here for the Finance and Operations team or as the CEO refers to us, the HUB of the organization. After many years of restructuring in 2018-2019, I am very proud to say that we have made even more valuable changes this year. One of these changes being that for example, we have fine-tuned the billing to expedite payment; we all know how VITAL this can be for any company. We have also promoted from within to explore the greater abilities of our current employees such as the bookkeeper to the new position of Finance Manager. The staff have proven in their time so far at the agency, that they can take on a more intricate role in the Finance division of the department. These new roles will come with many new responsibilities, but with many benefits to the department in making it overall more stable and manageable to all its employee not to mention a stronger internal control. We now have a more (Cont'd on page 4)

(Cont'd from Page 1 "Wisdom from...")

Chandelier Charity Organization of the Year: Recognizes a community volunteer group that has actively supported the work of Hudson Milestones as well as the individuals within our programs.

Corporation of the Year: Recognizes a corporation that has extended itself through generosity of time, funds and talent to the betterment of the individuals served by Hudson Milestones.

Public Sector Advocate of the Year: Recognizes an individual or group working in government or the public sector who have actively supported the work of Hudson Milestones as well as the individuals it serves.

Healthcare Advocate of the Year: Recognizes a healthcare professional with an exceptional record for having provided healthcare to people with developmental disabilities.

The Ann Vrola Memorial Citizenship Award: Recognizes an individual who has a developmental disability, resides in Hudson County and has distinguished him/herself by contributing to and participating fully in the community.

Nominations should be sent to the attention of Chairman of the Board, Lauren Nardini, at Hudson Milestones, 365-381 Clendenny Avenue, Jersey City, NJ 07304, or fax to 201-434-1011. Include the following information: your name, address and phone number, along with the name of nominee, the appropriate nomination category and statement explaining why that person should be recognized in that category.

Nominations must be received before January 15, 2020 in order to be considered!

Award recipients will be acknowledged at our Annual Recognizing Excellence Awards & Dinner Dance to be held on **April 24, 2020 at La Reggia, Secaucus, NJ.**



All Star Award Recipients acknowledged during Staff Training/Appreciation Day held on 10/23/19.

Pictured L-R: Nerissa Fairfax, Admin. Assist.; Theresa Curio, Client Funds Specialist; Marilyn Moore, DSP; Audra McLaughlin, ARC; Morena Talley, JCDH Supervisor; and Teresa Maietti, CEO.

Day Support Services Updates

Marisa Lione, Director of Programs

The Day Habilitation Programs of Hudson Milestones continue to welcome new participants when openings become available and/or an opportunity for over-enrollment occurs. Both the Jersey City Day Habilitation (JCDH) and Bayonne Day Habilitation (BDH) Programs are currently filled to capacity. We continue to look forward to welcoming even more clients with the future opening of the Monmouth Day Habilitation Program in the next year. We are always willing to provide tours and meet & greets with prospective new participants. If for any reason we cannot immediately serve a prospective participant, we can add them to our waiting list.

The Fee-For-Service conversion is nearly complete in the day programs, and now more than 100 of the participants are part of the Supports Program. In the last six months, our staff have successfully changed over to electronic documentation of services rendered. DDD introduced a new form for providers to complete prior to annual ISP meetings and the tool has proven helpful in the meeting preparation.

The Hudson Milestones Respite Program has helped several clients over the past year to enjoy new activities while giving their caregivers a much-needed break. Our Respite clients have joined in After-Hour Program and Weekend Respite Program events and discovered interests they never even knew they had! If you or someone you know needs companionship and these helpful services – give us a call.

The Early Intervention Program continues to flourish, as our list of highly qualified practitioners grows! If you know of a child in need of Early Intervention services such as speech, occupational or physical therapy, we can help. Talk to your Service Coordinator today to link you up with Hudson Milestones.



Remembering a Special Staff Member, and Friend, of Hudson Milestones

Marisa Lione, Director of Programs

We were saddened to learn of the passing of a former, beloved staff member of the Bayonne Day Habilitation in November 2019. Miriam Maxine Breeden worked for Hudson Milestones for 24 years. In that time, Maxine engaged the clients in educational, fun and functional activities that helped them learn and grow. She was kind, patient, and a true team player to her co-workers. We were privileged to know Maxine, lucky to work with her and will always strive to continue the legacy she started so many years ago.

Exploring New Interests and Increasing Independence

Jasmine Overton, Early Intervention/Respite Program Coordinator & Client Care Specialist

Over the past year, our Respite clients have been working with staff to explore interests they never knew they had and increase their independence in the community. Client MS is an artist who enjoys drawing and painting but had always been uncomfortable in large groups. A few months ago, MS and her Respite provider decided to try something new to aid in her socialization and artistic skills. Staff Lolita convinces MS to give an After-Hour class a try and boy, was that a success! Turns out, MS not only enjoyed the arts & crafts projects she created but asked to come back the following semester. She did so this past fall and discovered she has a talent for singing Madonna and other 80's classics in the karaoke class. With staff's encouragement, a client who seemed to have few interests apart from listening to music, has really opened to new experiences and interests no one knew he had. Client MN can now be found out with Respite provider Keyonna either making his own karaoke memories, bowling, grabbing a snack at the diner or strolling around the mall. With staff support, client FR is learning to maintain safety in the community while traveling and following a public transportation schedule by using the Light Rail to travel to Newport Mall. Clients who live independently in their own homes are also receiving support from our In-Home Respite providers. They are active in the community with grocery shopping, furniture deliveries, maintaining the cleanliness of their home and preparing their own meals. The Respite Program not only provides families with time off as caretakers but also gives the clients we serve time to have fun, express themselves and build upon skills to increase their overall independence.



We Know How to Do the Community Experience

*Kathleen Ruiz, Community Experience Specialist,
Supervisor of Bayonne Day Habilitation*

Community Outings in both Day Habilitation Programs have continued to grow and diversify over the past year. Clients who enjoy nature explored Great Falls National Park in Paterson to take in the waterfalls, warm sunshine and fresh air. Street art featured at The Graffiti Wall of Fame created by legendary artist Zar and the Art Factory were particularly exciting experiences for our clients who like to express their creative side! A recent tour and walk around the same field the New York Mets take to every night at Citi Field was a real thrill for our baseball fans. Clients were also able to experience a day in the life of a college student as they walked around the campus at New Jersey City University. Each new community experience provides an exciting adventure and extensive education to the clients of Day Habilitation. We look forward to adding even more events and outings in 2020!



"Name That Tune"

Marisa Lione, Director of Programs



Once again, this year, the Musical Milestones music program was a success! The clients, this time around, sang songs featuring names. As is every year, this program is made possible through a grant received by the Hudson

County Cultural & Heritage Affairs/Tourism Development. This year, we were lucky enough to have the Director, Gina Hulings, in attendance at the final concert performance on November 20, 2019. We were thrilled to have her among the packed house of audience members. She got a front row seat to what wonderful things the grant dollars fund. The participants put on a terrific show and are more eager than ever to start the 2020 semester early next year.

(Cont'd from Page 2 "Department of Finance...")

well-rounded finance team, capable of stepping forward in the event of an absence, and just for overall feedback and accountability that will help the finance team be the best it can be.

As continued practice, FY19 revenue regarding projections and conclusions were of sound prudent management. The results of FY19 were far beyond our goals and our successful margin improvement trend of the past years. This is due to the teamwork required by all departments and personnel remaining within their program budget and shopping around for better prices.

Our financial audit speaks for itself with regard to the Hudson Milestones financial management, integrity, internal controls, and policies.

We are pleased to have been part of the DSP Living Wage Coalition which plans to increase the DSP rate to \$15.00 an hour by 2024. However, it is imperative to note that on January 1, 2019, Hudson Milestones became the very first provider to offer full time DSPs \$15.00 an hour. We paved the path this has improved the quality of life not only for employees but for those we serve.

As we embark on a new year 2020, we will continue to implement improvement actions helping to enhance our competitiveness with other providers and improve our financial performance sustainably.

Welcome to the Hudson Milestones Family, Toni *Marisa Lione, Director of Programs*

In the month of October, our Pleasant Place group home gained a new addition! Our new friend Toni moved in and the home finally feels whole! The ladies of Pleasant Place became fast friends and it's as if Toni has always been part of the family. She came to us with little and after several generous donations, Toni is looking and feeling better than ever!

So far, she has danced at parties, dined out at restaurants, attended cooking and art classes. Toni's new life has only just begun, and we could not be happier to aid in giving her a new lease on life. We just know that 2020 will be the year Hudson Milestones makes all of Toni's dreams come true.

Weekend Respite Program Corner *Marisa Lione, Director of Programs*

It's been a wonderful year of new adventures for the clients of the Weekend Respite Program.

In 2019, the clients enjoyed making candles, increasing their physical fitness in an exercise class and mined for minerals at a local museum.

Our old staples continued to bring joy and good times among our group as well. These included the annual Holiday Express party, Tai Chi class and Special Friends picnic. Our participants also had a ball dining and dancing at the Hudson Milestones Dinner Dance.

We are looking forward to upcoming events in 2020 that include experiencing the ballet and learning about the environment at an Earth Day Festival.

The highlight of the last year for the Weekend Respite Program was the addition of Respite clients joining in all the fun activities. The group has expanded and the results are apparent on the faces of new friends and satisfied staff. And the fun has just begun... The photos always tell the whole story!



RECIPE CORNER

Boneless Chicken Tenders

*Submitted by Sheliah Thompson
Residential Services Program Member*

Come one come all, it's almost Super Bowl time and that means yummy food for the big game! Our Secaucus resident and JCDH participant, Sheliah, has a great and easy recipe to help you enjoy a Super Bowl Party or just a quiet evening at home!

INGREDIENTS:

- Paper towels
- Lemons
- Salt, black pepper, spices, herbs
- Baking pan
- 3 Bowls
- Tongs
- Cooking spray
- All purpose flour
- Eggs
- Breadcrumbs
- Boneless chicken tenders



PREPARATION:

- Pre-heat oven to 425 degrees
- Lay the chicken out on the paper towels, leaving a few inches in between each piece to absorb the moisture.
- Cut a lemon into wedges and squeeze onto each piece of chicken. Watch for seeds and remove if they land on chicken pieces.
- Sprinkle salt and pepper on each piece of chicken. Add spices or herbs such as sage and thyme. Turn each piece of chicken over and repeat the seasoning process on the other side.
- Coat a baking pan evenly with nonstick cooking spray. Spread out the seasoned chicken pieces on the pan, leaving space in between each piece.
- Put eggs, flour and breadcrumbs in the 3 separate bowls.
- Dip each piece of chicken into each bowl coating the chicken.
- Place back on the baking pan and bake in the oven at 350 degrees.
- Bake for 30 minutes or until golden brown.

Enjoy!

UPCOMING EVENTS

<u>JANUARY</u>	1/1	New Year's Day (AGENCY CLOSED)
	1/11	WRP Grammy Museum
	1/20	Martin Luther King Day (AGENCY CLOSED)
	1/25	WRP St. Peter's Women's Basketball Game
<u>FEBRUARY</u>	2/1	WRP Pinot's Palette Painting Class
	2/8	WRP In-House Music Class
	2/14	Lincoln's Birthday (AGENCY CLOSED)
	2/17	President's Day (AGENCY CLOSED)
	2/27	DH Annual Recognition & Pinning Ceremony
<u>MARCH</u>	3/4	Musical Milestones Rehearsals Begin
	3/7	WRP Rizzo's Wildlife World
	3/14	WRP Aviation Hall of Fame Museum
	3/15	PLAY Dance
	3/16	DH/RES Spring Decorating Begins
	3/20	DH Staff Training Day (PROGRAM CLOSED)
	3/21	WRP Valley Shepherd Creamery
<u>APRIL</u>	4/4	WRP St. Peter's Men's Baseball Game
	4/6	After Hour Program Spring Semester Begins*
	4/10	Good Friday (AGENCY CLOSED)
	4/18	WRP Earth Day Festival at Liberty State Park
	4/24	Annual Dinner Dance (WRP Attends—Friday Night)
<u>MAY</u>	5/2	WRP Ballet Performance
	5/3	PLAY Dance
	5/4	Family Satisfaction Surveys Sent Home (All Programs)
	5/9	WRP In-House Jewelry Making Class
	5/16	WRP Wild West City
	5/22	Election Day—floating holiday (AGENCY CLOSED)
	5/25	Memorial Day (AGENCY CLOSED)
<u>JUNE</u>	6/3	Planning for DH Fishing Trip Begins
	6/5	WRP Special Olympics Opening Ceremony (Friday Night)
	6/13	WRP Festival at Monmouth Park
	6/14	PLAY Dance
	6/19	DH Staff Training Day (PROGRAM CLOSED)
	6/20	WRP Bayonne Friends of Special Needs Picnic



**After Hour Class Dates: 4/8, 4/13, 4/15, 4/20, 4/22, 4/27, 4/29, 5/4, 5/6, 5/11, 5/13, 5/18, 5/20*

ACRONYM KEY:

DSS = Day Support Services
DH = Day Habilitation

EIS = Early Intervention Services
GH = Group Home

RES = Residential Services
WRP = Weekend Respite Program

Happy New Year

Find and circle all of the words that are hidden in the grid. The remaining letters spell the name of a popular location for celebrating New Years Eve.

S	E	I	B	A	B	N	E	W	Y	E	A	R	S	E	V	E	Y
G	C	H	A	M	P	A	G	N	E	T	Y	I	M	N	S	T	T
E	N	S	S	U	E	T	H	C	D	A	N	C	E	D	R	H	R
S	Q	I	N	F	E	T	O	O	D	M	U	A	Y	O	E	I	A
E	F	C	G	F	I	N	A	S	L	S	U	E	R	F	K	R	P
D	H	E	F	N	F	R	R	R	R	I	A	S	E	D	A	R	S
A	I	U	S	E	I	A	S	E	B	R	D	N	I	E	M	Y	K
R	B	B	T	T	E	S	M	T	I	E	S	A	F	C	E	F	R
A	M	T	A	Y	I	A	N	N	O	R	L	A	Y	E	S	I	O
P	I	S	W	L	E	V	R	O	E	F	T	E	E	M	I	R	W
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Y	G	Y	E	O	B	I	T	N	T	E	I	R	R	U	K	C	F
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S	R	E	Z	I	T	E	P	P	A	Y	F	R	I	E	N	D	S

APPETIZERS
BABIES
BALLOONS
BANNERS
BUFFET
CELEBRATE
CHAMPAGNE
CONFETTI
DANCE
DAY ONE

DECORATIONS
END OF DECEMBER
EVENTS
FAMILY
FATHER TIME
FEAST
FESTIVITIES
FIREWORKS
FIRST OF JANUARY
FRIENDS

HATS
HOLIDAY
HORNS
KISS
MIDNIGHT
MUSIC
NEW YEARS DAY
NEW YEARS EVE
NOISEMAKERS
OCCASION

PARADES
PARTY
PUNCH
RESOLUTIONS
SINGING
STREAMERS
THIRTY FIRST
TIARAS
WINE
YEAR IN REVIEW

The hidden message is: TIMES SQUARE IN NEW YORK CITY

IN NEED OF RESIDENTIAL PLACEMENT?

Teresa Maietti, Chief Executive Officer



I am writing to extend an invitation to all families, in need of placing a family member into a New Jersey Division of Developmental Disabilities residential facility, to visit one of our homes that currently has availability. If you are interested in hearing and seeing what we are all about and most proud of, please call (201) 434-7783 to schedule a visit.

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