

THE MILE POST

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BE READY FOR ANYTHING!

If we learned anything this past year, we learned that you cannot plan for everything; but you *can* be ready for anything – and to achieve this, for me as head of Hudson Milestones, a business continuity plan must be created, implemented, and presented throughout the entire agency, for an organization to weather the storm without interruption as we cannot take one single breath for granted. More than ever before, our business continuity plan will need to be seen as a program, not a project. Our future can be captured in one word...RESILIENCE.

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

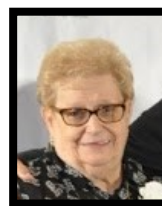


The challenge will be having the ability to take the language of the business continuity plan and translating it for the Board of Directors as it relates to the wider business strategies. The strategies must be real, workable, and above all, DO-ABLE! The COVID-19 pandemic has made businesses much more aware of the reality of high-consequence and low-frequency risks. Surviving tough times is about teamwork, having the right players, inspiring, and addressing the problem in the moment — taking care of the business so the business can take of you and those we serve. Science promises with certainty that another pandemic will happen one day. We cannot let one hell bent pandemic leave us bitter. The only question is *when* this will happen and how prepared one will be. There are other such threats out there and playing the ostrich is no longer

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Wisdom From The Chairman

**Arlene Rutkowski Chairman of the Board
THANKS FOR YOUR SUPPORT**



Our Annual Dinner Dance, which is usually held in April, had to be canceled once again this year due to the pandemic. This event is our biggest fundraiser and as a non-profit organization we rely on public support for our livelihood. We thank you for your understanding and continued support. We hope to be able to celebrate with everyone soon, as the restrictions are lifting and a sense of normalcy is returning!

Just a reminder to all Hudson Milestones Members — the next Tri-Annual Membership Meeting will be held in June of 2023, at which time a new slate of officers will be elected.

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an acceptable strategy. My role as the CEO is to be aware of the potential threats that Hudson Milestones faces, and to be prepared. When we get the choice to sit it out...#HMSTRONG will be ready to face it head on.

With that said, we are excited to enter FY2022. Hudson Milestones is looking forward to many things:

- The restructure of the infrastructure of The Department of Residential Services. The department is now divided into three clusters to ensure an immediate line of guidance and support about compliance, health, and safety of those we serve.
- Have fun by providing a Quality of Life to those we serve.
- The re-opening of Day Habilitation and Weekend Respite programs. Helping families feel confident and comfortable as they begin to send their loved ones back to program.
- Welcoming new clients and their guardians into our Residential Family.
- Having fun by providing a Quality of Life to those we serve.
- Continued development and growth for the Department of Finance and Operations as they strengthen and support all the programs. The HUB, as I call it!
- Leaving an imprint.
- Taking care of our care givers with many quality enhancements.
- Offering a new Respite Service...as we have begun to chat with DDD on providing Overnight Respite to those we serve (non-residential).
- Not wearing a mask...
- Show gratitude to my staff who made this year one I could not have survived without.
- Fall College Football GO RU and Mizzou - oh wrong list... 😊!

Did I mention having fun by providing a Quality of Life to those we serve? I am hoping you can see the theme in the article.

(Continued —From the Desk of...)

I wish you all continued safety remain strong as we slowly go back to some normalcy. Feel free to contact me if you have any questions.... or if you simply need some guidance and support to navigate your business plan, family member placement, how to access services, or you might be looking or know someone who is looking for a job in "Making a difference".

I hope you dance in 2021 as if no one is looking....



PERSERVERANCE

*Jose Rosario, Director of Operations/
Acting Director of Finance*

What a straining and scary past year this has been for everyone, throughout our country, and here at Hudson Milestones. We were led by our CEO, Teresa Maietti, who through her many sleepless nights and extremely long days, and prepared us way ahead of the closings by the State. Teresa put a plan together that, while other Agencies' doors closed, kept Hudson Milestones doors open. Despite the hardships we all faced, Hudson Milestones was not willing to succumb. The agency pushed forward with continuing advancements for the betterment of our clients. We were able to purchase vehicles to replace some of our aging fleet. Several of our group homes were updated from refinishing basements to modernizing kitchens, bathrooms, and flooring. We were prepared for the re-opening of our Day Habilitation programs as soon as we were advised we could re-open, although the first time, was for a very brief time. This time we hope to remain open and that we can get back to some sense of normalcy while we continue to ensure we provide our clients and staff with the best possible safeguard in place to protect us all. Throughout all of this, our CEO has not lost track of the other components of the agency. We have added additional support to Finance & Operations by hiring a team of key staff. Also, the implementation of the reformed core to Residential Services has been a success, in which the Assistant Directors and Senior Director are all doing an amazing job! This mentality to persevere is how Hudson Milestones continues to grow and strengthen, no matter what comes our way.

MEET ABAYOMI OKUNNUBI, SENIOR DIRECTOR OF RESIDENTIAL SERVICES



Abayomi Okunnubi has spent his life using his personal and career experience to support individuals with developmental and intellectual disabilities.

Yomi, as he likes to be called, started his journey in this field as a DSP. Since then, he has developed the passion and love to serve the disadvantaged population. Yomi has worked with several agencies and held every position available up to his current position, Senior Director of Residential Services with Hudson Milestones. Yomi provides the clients with the adequate support they need to be as independent as possible. As an astute Man-Manager, Yomi is equipped with the managerial acumen needed to work with staff of different backgrounds and orientations. Also, Yomi has a full knowledge of NJ DDD Policies and Procedures and Office of Licensing regulations.

As there is no unified approach that works for every employee, Yomi continues to educate and develop himself on emerging leadership skills to provide the best individual-based management style that works for each employee. Yomi has a Bachelor's degree in Accounting and an MBA in Management. He has a vast knowledge of Employee Development, Time management, Employee Retention and Motivation, Serious Incident Investigation, and many others.

Please join us in welcoming Yomi to the Hudson Milestones family.

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.

THANK YOU! THANK YOU!! THANK YOU!!!

Abayomi Okunnubi, Senior Director of Residential Services

Obviously, it is not easy! With all the uncertainties of the COVID-19 pandemic, it is not difficult to lose sight of our focus and utmost purpose for being at HM. There are needs for your attention, expectations for correct and timely documentation and notification of incidents, and demands for your patience and perseverance while working with the clients. HM absolutely understand this. These expectations exist whether you are working in a group home, a day hab, quality assurance, finance, maintenance, or administration. No one is immune of these expectations. For that reason, it is essential to think inward for a moment and reflect on our purpose at HM.

Basically, it is all about the population we support. There can be moments where we should stop and ponder how significant the role we play and how instrumental we are in the lives of the folks we support. They often rely on us for redirections, guidance, and someone to share thoughts with. It requires more than taking clients to doctors' appointments, following daily schedules, timely medication administrations, writing case notes and all that goes with supporting the clients. Some of our clients only need attention to fulfill their days. With all the recent focus on COVID-19, and the investment in time that has been necessary to comply with an ever-changing guideline from CDC, DDD, and DHS, many of you have worked diligently toward adhering to these guidelines. HM wholeheartedly appreciates every of your efforts. At the same token, I know many of you are worried that you have not been able to take vacations, please be patient as there is light at the end of the tunnel.

Kindly let us be mindful that the people we serve will remain first and foremost in all that we do at work. Sound advocacy and compassionate support we give the clients to ensure meaningful daily living and fulfilled lives will ALWAYS remain our priority. Please, remember those stressful days and be proud of yourself that your efforts mean so much to the folks you support. All in all, **I say many thanks to every one of you!**

RETURN OF DAY HABILITATION

Kathleen Ruiz, Acting Director of Day Programs

We were very excited to reopen Day Habilitation on May 17, 2021. To ensure the safety of our program participants and staff, we continue safety precautions including temperature checks and risk assessments prior to entry, daily. We have labeled floors with 6ft apart stickers to ensure social distancing was observed. We limited the number of participants in each room, and created individual activity kits for each client. We were able to enjoy an outdoor event with lunch provided, thanks to the Nardini family!

We look forward to seeing more familiar faces return to Day Habilitation this summer!



We Agree!



SPRING FLING

Kathleen Ruiz, Acting Director of Day Programs

Hudson Milestones was very excited to host "Spring Fling", a series of outdoor events that occurred during the months of April and May!

During these months, the Residential program was invited to our main office location to attend various outdoor events. We featured food trucks like Dark Side of the Moo, a taco truck, Mister Softee, and ended with a kick-off to summer dance party. Tony and Michelle Nardini catered sandwiches for the dance party, featuring DJ Michael DaSilva. Another event featured a Yoga instructor who helped bring Zen to the group homes!

To ensure the safety of our clients and staff we limited the capacity of each event to 15 people, tables were 6 ft apart to observe social distancing, and everything was sanitized between groups. We look forward to our next series of outdoor events!



BE THE DIFFERENCE!

Victoria Loehwing, Employee Relations & Brand Manager

Hudson Milestones is looking for people who want to be the difference in someone's life. Might that be you or perhaps someone you know? In order to keep up with the demand of the changing times and to provide the best quality of life to those we serve, we know it starts with the right applicant. As the nation slowed hiring efforts, we pushed forward with efforts to increase staffing. We sought out other avenues to conduct standard interviews such as utilizing Zoom/video calls. We have also implemented training and programs to promote staff longevity. If you enjoy working in direct care and have a passion for assisting those who need it, visit hudsonmilestones.org for available positions and apply today.

The Department of Residential Services and the Day Habilitation Programs assist clients with intellectual/developmental disabilities aiding and instructing to strengthen life skills. These direct care positions require a responsible and reliable self-starter as you will be assisting youth/adults with day to day living. Client safety and care, housekeeping such as laundry, medication administration, and documentation are major responsibilities of these roles. No experience necessary and training is provided for DSPs. Now accepting applications for Residential Program positions (RC, ARC, DSPs), Early Intervention Therapists/Special Educators, Respite and Day Habilitation DSPs via our website or email hmrecruiting@hudsonmilestones.org to learn more.
EOE W/V/D

**RESPIRE IN 2021**

Jasmine Overton, EI/Respite Program Coordinator

The Respite program is in the process of moving to a paperless model. Using the HHAeXchange mobile app, Respite providers will be able to document notes about the session in the app which will be immediately uploaded to the program participant's record. This will remove the need for paper notes and streamline the process for tracking activities during sessions. With this application caregivers will have the ability to confirm sessions with signature in the HHAeXchange mobile app using the Respite provider's mobile device. Respite providers will even have the ability to add photos to their digital notes. Respite participants have gradually been getting out in the community for dinner at their favorite local diner practicing their social etiquette and purchasing skills. Respite participants and staff have enjoyed physical activities such as bowling and playing basketball in Bayonne park. As the weather warms and summer approaches, participants are looking forward to getting back to outdoor concerts, street festivals, and nature walks, which they'll be able to photo document with their notes using the mobile app!

THE COACHING MODEL IN EARLY INTERVENTION

Jasmine Overton, EI/Respite Program Coordinator

The use of telehealth in Early Intervention has challenged practitioners in how they provide services. In the first half of 2021, practitioners are focusing on using the coaching model during their sessions with both telehealth and in-home. Early Intervention is not solely a program to build the developmental skills of children birth to three years of age, it is a program that aims to teach families strategies to encourage learning opportunities in their daily routines. The coaching model allows practitioners to demonstrate and explain the intervention strategy they are using for the family. Families are then able to perform that same intervention technique on their own with guidance, suggestions, and modifications, if needed, from the practitioner. In the Early Intervention program, we seek to remind families that they are their child's first teachers and using the coaching model helps to bolster the family's confidence in carrying strategies over between sessions. This also allows families the opportunity to share their observations and provide input as important members of their child's Early Intervention team.

MOZZARELLA CHEESE OMELETTE

Recipe by Ana Truesdale

Preparation: 5 mins.

Cook time: 10 mins.

Total: 15 mins

Ingredients:

- 3 eggs
- 1 tablespoon milk, or as needed.
- salt and freshly ground white pepper to taste.
- 2 tablespoons butter
- $\frac{1}{4}$ cup shredded mozzarella cheese

Directions:

Step 1

Beat eggs in a bowl with a whisk. Add milk and season with salt and white pepper. Whisk for a few minutes until egg mixture is foamy; beating in air makes the omelette fluffy.

Step 2

Melt butter in a small, nonstick skillet over medium-low heat. Pour in egg mixture and twirl skillet so bottom is evenly covered with egg. Cook for 1 minute until egg starts to set. Lift edges with a spatula and tilt the skillet so uncooked egg mixture can run towards the bottom of the skillet to set. Repeat until no visible liquid egg remains.

Step 3

Carefully flip omelette and cook for another 30 seconds to 1 minute. Sprinkle mozzarella cheese in one line in the middle of the omelets and fold omelette in half. Cook for 20 seconds, then slide omelets onto plate.



UPCOMING EVENTS

Due to the pandemic, activities/events for the Day Habilitation, Weekend Respite and Residential Programs will be rescheduled when it is safe to do so.

The Residential Programs continue to engage in daily scheduled events and activities at home according to a monthly recreational calendar.

Outdoor events have also been held in our pen, while adhering to social distancing guidelines and reduced capacity numbers.

THANK YOU FOR YOUR SUPPORT

Aceti, Jerome
 Aguirre, Digna
 Amadeo, Mr. & Mrs. Nat
 Besante, Michael
 Cohen, Bobby
 Cruz, Eufracia
 Cruz, Leonida
 Curio, Theresa
 DeLeon, Eileen
 Gray, Karen
 Green, David & Nena
 Grossmann, Peter
 Gutierrez, Alejandro & Lina
 Jablonski, Irene
 Kley, Rosemarie
 Lim, Mr. & Mrs. Feliciano
 Lopez, Jade and Lauren
 McCaig, Nancy

McGowan, Patrick
 Medeiros, Lynette
 Medeiros, Sally & Paul
 Monroe, Monica
 Nardini, Lauren
 Norton, Jean C.
 O'Leary, Frank
 Reyes, Wilberto
 Rutkowski, Mr. & Mrs. Edward
 Rutkowski, Muriel & Richard
 Sautner, Clair & Michael
 Stein/Mahayosnand, Adam/Paula
 Talley, Morena
 Velez, Maria Isabel
 Verga, John
 Villamaria, Elizabeth

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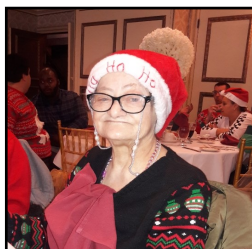
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Rest In Peace

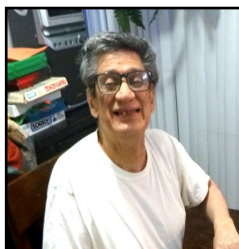
*It's hard to forget someone who
 gave us so much to remember.*



Marie Iovine
 (former Residential and
 Day Habilitation Client)



Henry Chavis
 (former Residential and
 Day Habilitation Client)



Peter Verga
 (former Residential and
 Day Habilitation Client)



EMPLOYMENT OPPORTUNITIES

Interested candidates email resumes to
hmrecruiting@hudsonmilestones.org

FOR AVAILABLE POSITIONS VISIT
[www.hudsonmilestones.org/
 employment-opportunities](http://www.hudsonmilestones.org/employment-opportunities)



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SUMMER FUN WORD SEARCH

Donna Dolan, Director of Compliance

T	V	S	E	H	O	P	W	Q	V	D	S	B	N	S	U	N	B	U	R	N
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