

THE MILE POST

Tel #201-434-7783 / Fax #201-377-3877 / www.hudsonmilestones.org

WHAT IS HUDSON MILESTONES MADE OF?

"GREAT THINGS ARE DONE BY A SERIES OF
SMALL THINGS BROUGHT TOGETHER"

VINCENT VAN GOGH

From the Desk of the
Chief Executive Officer
Teresa Maietti



Donneisha Adams-Leakes	Jennifer Connolly
Anner Alston	Marysol Correa
Amalia Amadeo	Alicia Correia
Ashleigh Amadeo	Theresa Curio
Catherine Amadeo	Marina Davies
Jeffrey Amoh-Mensah	Takiya L Davis
Christina Anderson	Juan Demarzano
Merveille Avinou	Carmen Diaz
Mellisa Bailey	Shakayla Dingle
Devin Beals	Donna Dolan
Tracey Belvedere	Nagat Elhanafi
Wanda Berry	Nerissa Fairfax
Cathleen Bonaldi	Pauline Fludd
Dominique Braswell	Skima Ford
Tiffany Britton	Adwoa Frimpong
Cerrone Brown	Abria Fullenwider
Nahmara Brown	Janay Gallemore
Kandi Butler	Janell Gallemore
Tiffany Byrd	Jennifer Garcia
John Caboara	Jagger Garguilo
Vanessa Campbell	Rickae Gibbs
Bria Carlisle	RuthAnn Hatfield
Regina Carr	Kate Igiri
Sahmara Carruthers	Mercy Igiri
De'Nasia Cates	Princess Igiri
Jonique Cherry	Lynette Jessup
Julio Clark	Marisha Johnson

(Continued on Page 2)

Wisdom From The Chairman

Arlene Rutkowski, Chairman of the Board

DINNER DANCE ON HOLD

While still in the midst of a pandemic, and dealing with the new variants, we will once again need to cancel our annual Dinner Dance, for the third year in a row. We hope to have a virtual fundraiser during 2022.

As has been the case, since the onset of this pandemic, our biggest priority is keeping those we serve, our staff, and our families, healthy and safe during these unprecedented times.

Thank you for your understanding and continued support. We can't wait to see and celebrate with everyone once it is safe to do so!

#GivingTuesday was here!

November 30, 2021 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...")

Jyjieta Jones	Eva Phillips
Jeannie Joseph	Susan Poon
Ana Cecilia Joulain	Rasheed Powell-Banks
Catherine Laboy	Andrea Quash
Bero Langdon	Crystal Reed
Nina Lebanitou	Shonda Reeves
Shaphera Lewis	Ericka Ribeiro
Victoria Loehwing	Asia Rice
Tonia Lofton	Arlene Richardson
Melanie Lourenco	Nialmani Ricks
Kaliah Love	Kelly Riordan
Teresa Maietti	Ana Rivera
Sophia Manani	Maria Rivera
Rachel Marcantuono	Jose M Rosario
Lydia Martinez	Kathleen Ruiz
Zhane McClary	Nicole Sajecki
Tisheena Mckenzie	Dyanne Savedra
Melanie Mckiver	Kafisah S Scruggs
Audra Mclaughlin	Caitlin P Shelley
Aaron Melton	Donna Smith
Asia C Middleton	Laquisha Spencer
Domonique Mitchell	Arnel Street
Leonard Mitchell	Iyana Stuckey
Patricia Mkanyia	Todnesha Swain
Monica Monroy	Amatsia Tchicaya
Marilyn Moore	Ilana Torres
Nytieah Morgan	Bhavin R Trivedi
Karen A Mulvey	Norah Turungi
Jeanetta Murphy	Guy Vincent
Paul M Njeru	Marie Vincent
Naom Obaigwa	Sarika Vira
Holghah Ochola	Inez Virgo
Damaris Ondara	Alicia C Walker
Elizabeth Onsongo	Victoria Walker
Akenten Oti	Marina Walsh
Jasmine Overton	Althea Watkins
Stella Oyo	Kamiesha White
Luis Pagan	Lakaisha Whiteside
Gladys Pauta	Keyonna L Wright
June Payne	Latrenda Zabaleta
Kristin Pesci	Nicole Zarrillo
Demane Phillips	



FINANCE & OPERATIONS YEAR END REVIEW

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

This year, in Finance & Operations, we have grown physically and financially. In these difficult times, we have a full maintenance and finance staff. During a time where it has been difficult for many companies to find quality staff, we have been very fortunate. By having dedicated staff and zero vacancies, it allows us to complete repairs in the homes and vehicles, through our maintenance department at a much quicker pace. And, with finance, it helps us stay ahead of the demands that come up. We have been making improvements to all our homes, from bathroom remodels, to complete reconstructions of some of the basements in the homes. We have also been fortunate enough to continue to update our vehicle fleet. Hudson Milestones is in the final stages of selling our Monmouth Street location. We are also in the process of purchasing another building that will better help us serve our clients. The agency has many wonderful programs for those we serve, and we are only getting better through the continued hard work, and dedication from the Hudson Milestones family.



www.facebook.com/hudsonmilestones

Be sure to check out our website at

www.hudsonmilestones.org



FROM THE ASSISTANT DIRECTORS OF RESIDENTIAL SERVICES...

*Tiffany Byrd, Assistant Director
(Overseeing Miller Street, Kensington, and North Bergen Group Homes)*

I began my career in this field in March of 2011 where I was a part-time Direct Support Professional. I instantly loved my role caring for those I served and ensuring that their house feels like a home. Before working in this field, I was uncertain about what direction I wanted to go in. After one year of being here, I was certain that this was the place for me, and I began working towards earning my degree. I now have an Associates degree in Social Services and a Bachelor's degree in Sociology. I have held just about every position in residential from a DSP up to my current title as Assistant Director. It is super important that our clients feel safe and well cared for! My ultimate goal is to ensure that the ones whom we serve are given every opportunity to gain their independence and live a fulfilling life!

*Rickae Gibbs, Assistant Director
(Overseeing Kearny II, Pleasant Place, and Secaucus Group Homes)*

Seasons greetings to all from Rickae and the Kearny II, Secaucus, and Pleasant Place (KSP) bundle. It has been a pleasure being the Assistant Director overseeing the KSP bundle. As I reflect over this past year I am filled with feelings of thankfulness, joy, and pride. I am thankful for my dedicated and hardworking staff that allow for our homes to run successfully. I am joyful that I have the chance to get to know and positively impact the lives of our amazing clients. Lastly, I am proud to work for an organization like Hudson Milestones that is devoted to providing quality care to our wonderful clients. Although the past few years have seen the added stress of the pandemic, I encourage us all to focus on all the bright points of the past year. I am sure you will all find moments of triumph, perseverance, and resilience. As the new year approached it is important to remember that those qualities will ensure an optimistic and joyous future.

*Kandi Butler, Assistant Director
(Overseeing Kearny I, Avenue E, and Lord Avenue Group Homes)*

I started out in this field as a DSP. Since then, I was promoted to a Day Program Supervisor. I wanted to challenge myself and branch out into the Residential side, there is where I really begin to develop the passion and love in this field of service. I worked with several agencies and held many positions.

I am now with Hudson Milestones as an Assistant Director of Residential Services where I supervise a cluster of Residential Coordinators who service the clients with the adequate support that they need. Hudson Milestones has taught me so much in this little time. I am happy to say that being apart of such a great group of people and company means a lot.

The clients that I serve love it at Hudson Milestones and are treated with respect and love. I have a nephew who lives with Autism. I would recommend Hudson Milestones for services for him, and to me, that says a lot. Thank you for the opportunity of allowing me to be a part of such a wonderful company.



Respite has expanded its umbrella a bit more with the addition of the Overnight Respite program. This program joins the In-Home Respite, Community Inclusion, and Weekend Respite programs. Joining the Overnight Respite program would allow participants who have already been accepted to one of the other Respite programs to spend the night in one of our licensed residential settings. In this home setting the staff caring for participants are specially trained in CPR, First Aid, and how to redirect unwanted behaviors among other things. This program is perfect for families and caretakers who are looking to take an overnight trip or just need a night of extra rest that they can fully enjoy knowing their family member is in a safe and healthy environment. In the coming new year, we are aiming to expand the Respite umbrella even more with additional programs and services that enrich the lives of those we serve as well as their families.

HELP YOURSELF BY HELPING OTHERS

*Victoria Loehwing, Employee Relations/
Brand Manager*



Often times we find ourselves in search of methods in which to support those who cannot fully support themselves. We are a dedicated team of professionals who wish to continue providing compassion and understanding towards the clients served by supporting them in their daily living. Working in any of our Hudson Milestone Programs, assists you in helping others, while being competitively compensated for your work. Our organization offers training and/or mentors to assist in getting you on track for a successful future with us. If you or someone you know is interested in working with Hudson Milestones contact hmrecruiting@hudsonmilestones.org.

FY2021 ALL STAR AWARD RECIPIENTS

Staff of Hudson Milestones are selected by their co-workers for recognition for doing their job at a level that exceeds expectations. Below are the All Star recipients for FY2021:

*Tiffany Britton
Jennifer Connolly
Jyjieta Jones
Rasheed Powell
Dyanne Savedra
Lakaisha Whiteside*



*Tiffany Byrd
Theresa Curio
Victoria Loehwing
Shonda Reeves
Arnel Street
Keyonna Wright*

HYBRID SERVICES IN EARLY INTERVENTION

Jasmine Overton, EI/Respite Coordinator

The New Jersey Early Intervention System has permanently added Telehealth as a service delivery method. Families being given the option to receive their services, both in person and via Telehealth, is a performance enhancement. This enhancement provides benefits for families, as well as practitioners, such as schedule time and missed sessions. Having to save a specific time slot every week to have a practitioner come to the house can be stressful for some families. With the new hybrid model, families have the option to have one session in home and one session via telehealth, every other week. Sessions that would have previously had to be missed or canceled due to intrastate travel, schedule conflicts, or sickness may still occur via telehealth. When someone in the household is sick and an in-home visit cannot occur, the family can opt for a telehealth session instead of missing the session all together. Accepting telehealth cases can allow practitioners to have higher caseloads because travel time between sessions is eliminated.

We will be working in the new year to expand our practitioners' expertise level with technology and telehealth as well increase our roster of qualified professionals. We also aim to empower our families with the technology they have access to and their ability to use it to benefit their experiences.

INNOVATION IN DAY HABILITATION

*Kathleen Ruiz, Acting Director of
Day Support Services*

Virtually everyone enjoys activities that take us outside to bask in Mother Nature's handy work. One simple activity is a nature walk — where you can enjoy the open air while learning about the environment. With the winter months approaching, day habilitation's walking club will take place in local malls. On weather appropriate days, nature walks will continue.

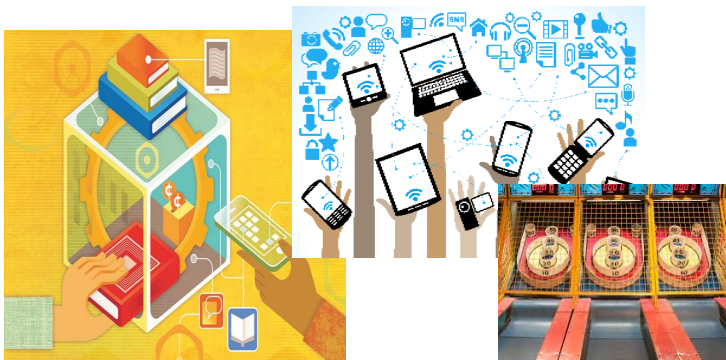
Physical activities and exercise can help adults with disabilities achieve their mental and physical potential. Exercise classes, gardening, and dancing are all activities that can be used to promote good holistic health while having fun. We plan to continue this in the coming months with introducing new community outings such as skee-ball, "Just Dance" on the smart tv, and pet stores and animal shelters.

Adults with intellectual and developmental disabilities typically respond well to music activities because it motivates action, captivates attention, brings joy, and offers success. In particular, music can be helpful because it is processed in both the right and left hemispheres of the brain. Music is a multi-sensory activity that incorporates auditory, visual, tactical systems, and kinesthetic systems. In the spirit of innovation day hab will continue to utilize the smart tv, Alexa, and purchase instruments to tie everything together.

in·no·va·tive

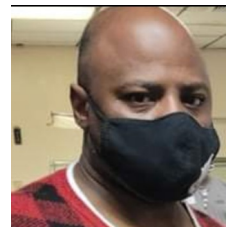
/ˈinəˌvādiv/

featuring new methods; advanced and original.



LET'S WELCOME OUR NEWEST CLIENTS!!

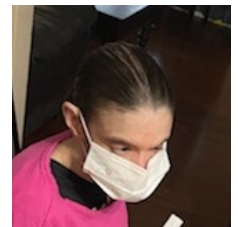
We are proud to welcome Corey W., Armond S., and Melissa P. into our Hudson Milestones family! These three individuals are our newest intakes into our Residential and Day Habilitation programs. We look forward to supporting them and enhancing their lives.



Corey W.
(Residential and Day
Habilitation Client)



Armond S.
(Residential and Day
Habilitation Client)



Melissa P.
(Residential and Day
Habilitation Client)

Rest In Peace

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



Juan Fernandez
(former Residential and
Day Habilitation Client)



Ronald Lazarov
(former Residential and
Day Habilitation Client)

OH MY GOURD ITS FALL

Kathleen Ruiz, Acting Director of Day Support Services

Hudson Milestones was very excited to host “Oh My Gourd its Fall”, a series of outdoor events for the months of October and November! The Residential program was invited to our main office location to attend a different outdoor event each week. We hosted a drive in Halloween movie day where clients danced and sang along to the live action Casper. The clients enjoyed our Halloween Party with DJ Michael DaSilva. We featured food trucks Mexi-Boys, Cubano X-Press, and Carnivale Donut Bar! 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 “Winter Wonderland” which will take place in December! The Winter Wonderland will feature a DJ, 2 different food trucks, and holiday magic!



UPCOMING EVENTS

Due to the pandemic, activities/events for the Day Habilitation, Weekend Respite and Residential Programs are postponed and 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.

In addition, fun events were offered throughout the fall and winter each Wednesday to get the clients out of the group homes and out in the community. These events included food trucks, an outdoor movie, holiday carolers, and a visit from Santa.

CLIENTS

KAREN'S MAC & CHEESE

Karen Ruberman
North Bergen Group
Home

Ingredients:

- 5 cups milk
- 1 lb elbow macaroni, dry
- 2 cups shredded cheddar cheese

Instructions:

- In a large pot, bring the milk to a boil.
- Add the pasta and stir constantly until the pasta is cooked, about 10 minutes.
- Turn off the heat, then add the cheddar. Stir until the cheese is melted and the pasta is evenly coated.

Enjoy!



RECIPE



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.

BOARD OF DIRECTORS EXECUTIVE COMMITTEE

Chairman of the Board

Arlene Rutkowski

Vice Chairman

Sally Medeiros

Treasurer

Nat Amadeo, Esq.

Secretary

Karen Gray

Parliamentarian

Feliciano Lim

Past Chairman of the Board

Lauren Nardini

EXECUTIVE STAFF

Chief Executive Officer

Teresa Maietti

Acting Director of Finance

Jose Rosario

Director of Operations

Jose Rosario

Director of Compliance

Donna Dolan

Chief Advisor of Auditing & Reporting

Akenten Oti

Executive Secretary/Editor

Tracey Belvedere



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)



CHRISTMAS WORD SCRAMBLE

Donna Dolan, Director of Compliance

1. TIGFS
2. RICHDRATSMACS
3. GILENNTSITH
4. ANATSALCSU
5. STICADORONE
6. TOOLDETHWOJY
7. HIREDILSGE
8. ESCTTIERMHSRA
9. TERA WH
10. STIRTAPRISECHASM



ANSWERS: 1. GIFTS; 2. CHRISTMAS CARD; 3. SILENT NIGHT; 4. SANTA CLAUS; 5. DECORATIONS; 6. JOY TO THE WORLD;
7. SLEIGH RIDE; 8. CHRISTMAS TREE; 9. WREATH; 10. CHRISTMAS PARTIES

HUDSON MILESTONES

365-381 CLENDENNY AVENUE
JERSEY CITY, NJ 07304