



THE MILE POST

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From the Desk of the
Chief Executive
Officer



IT'S OFFICIAL...WE DID IT!!

**TOP
WORK
PLACES
2022**



Hudson Milestones is a 2022 Top
Workplace!

On 6/15/22, Hudson Milestones was recognized as a 2022 Top Workplace. We are extremely proud of this accomplishment and honored to receive this award.

To follow is an article written by Susan Bloom, published in NJ.com.



Enriching Lives

Transparency, clear communications, and a dedication to both clients and staff create a winning environment at Hudson Milestones

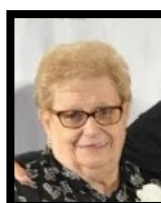
Ever since it was founded in 1946 by a group of parents with special-needs kids who wanted more for their children than the institutional settings that were then available, Hudson Milestones has been setting the standard for the care of people with intellectual/developmental disabilities throughout their lifetimes. Today, over 75 years later, the Hudson County-based organization remains committed to supporting these individuals in achieving their life goals and helping them establish self-sufficiency in the community to the maximum extent possible.

Dedicated to providing quality-of-life enrichments to individuals with Down syndrome, autism spectrum disorder, cerebral palsy, and other developmental diagnoses, "we serve the entirety of Hudson County through 14 sites, which include 10 residential group homes, an early intervention program, two dayhab programs, and a high-tech new recreation center in Bayonne that we'll be announcing to the community soon," shared Hudson Milestones

(Continued on Page 2)

Wisdom From The Chairman

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



Hudson Milestones' is proud to announce its very first **Virtual Ad Journal**. This fundraiser is in lieu of our annual dinner dance, which was postponed due to the pandemic. As a non-profit organization we rely heavily on public support for our livelihood. Please visit the journal website at <https://www.wizevents.com/hudsonmilestones2022/> to place your ad. We thank you for your continued support and hope to be able to celebrate with everyone soon!

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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CEO Teresa Maietti. “Currently, 50 clients live in our homes, 120 participate in our dayhab programs, and we also offer early intervention/skills training for babies and toddlers as well as respite services in a family’s own home.”

Supported by 150 employees – including hands-on direct support professionals (DSPs) in all facilities who work with clients on daily living skills, food preparation, goal-setting, recreation, and more, and such other staff members as assistant supervisors, house managers, program managers, quality assurance specialists, finance/operations/maintenance professionals, and directors of different functional departments — Maietti attributes much of the organization’s success to transparency, clear communications, and ongoing investments in its clients, programs, and employees.

“Our facilities are attractive and fully renovated and our programs are well-funded,” she said. “Operationally, we make it easy for employees to keep track of their time and get paid via a payroll app, and our employee handbook is extremely clear and details everything employees are entitled to under a variety of situations,” she said. “When it comes to recognizing employees, we’ve found a good balance between verbal praise and salary adjustments/raises. We take pride in personally congratulating great employees and I and our directors are very accessible, which means a lot to employees. We also love to promote from within and have a program to develop our DSPs into assistant managers,” she said. “Overall, our culture is positive and if something arises, we address it immediately and encourage employees to bring issues to our attention.”

In response, employees have gone above and beyond to support their clients and each other. “During the pandemic, everybody stepped up,” Maietti said. “For example, if a client in one of our residential homes tested positive, we quarantined the entire house and the staff stayed there too to contain the exposure. We paid them for every hour because they put their lives on hold to care for our clients,” she said, “but the staff was willing to do that because that’s our culture. Our employees are aware of standards, policies, and procedures and are committed to their clients and co-workers.”

For Maietti, a nearly 25-year veteran of Hudson Milestones, the positive transformations she witnesses daily are endlessly rewarding. “I love our clients and seeing their progress makes us all joyful in what we do,” she said. “It’s exciting to be able to make a difference in our clients’ lives and in the lives of our staff members as well. They go together!”

Hudson Milestones has been on an exceptional professional journey and our receipt of a ‘Top Workplace’ award is amazing,” shared Maietti of the company’s first-ever recognition. “We’re all ecstatic because this is our work being acknowledged. Our mission is to serve clients through all milestones in their lives and this award now represents a true milestone for our organization.”



Pictured Left—Right: Kathleen Ruiz, Director of Day Support Services; Victoria Loehwing, Employee Relations Brand Manager; Donna Dolan, Director of Compliance; Jose Rosario, Director of Operations; Teresa Maietti, Chief Executive Officer; and Tracey Belvedere, Executive Secretary.

THE ARENA

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

We are proud to announce that Hudson Milestones has purchased a new property in Bayonne. The new property will serve as a recreation center, featuring indoor activities, such as a golf simulator that can also be customized to simulate all types of sports our clients love to play (i.e. baseball, soccer, hockey, football, dodgeball, and of course, bowling.) The “Arena”, as we currently call it, also has an upstairs room that can be used for meetings or just a room for the clients to relax and socialize with one another while watching videos. We are currently making all the necessary improvements that are required so we can be fully operational in the months to come.



YOU ARE APPRECIATED

Tiffany Byrd, Assistant Director of Residential Services

I have been with Hudson Milestones for a little over a year and a half. My Cluster consists of Miller Street Group Home, Kensington Group Home and North Bergen Group Home. The Residential Department is one that never sleeps. Everyone who has a role in this department has a true passion for it and it shows! During



my time here so far at Hudson Milestones, I have had the pleasure of working with so many passionate and motivated people. At this time, I would like to thank the Direct Support Professionals, Assistant Residential

Coordinators and Residential Coordinators who show up each day and put their best foot forward to ensure our clients are living their best possible quality of life! As the journey continues, let us continue to develop ourselves and enhance the lives of those we serve!

THANK YOU AND ENJOY THE SUMMER

Jamal Stephens, Assistant Director of Residential Services

Happy Summer everyone from Jamal Stephens and the Kearny I, Avenue E, and Lord Ave Cluster. My short time here at Hudson Milestones has been a great learning experience. Employees like you are irreplaceable. You all are dedicated, the biggest advocates, and provide quality support to the individuals we serve. Your understanding work deserves more appreciation than words. Thank you for your continued efforts. Since the weather is nice, the focus for the individuals is to enjoy more outdoor events. My cluster is excited to attend summer events like the annual state fair, beach days, and backyard barbecues.

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.

SPRING GREETINGS

Rickae Gibbs, Assistant Director of Residential Services

Spring greetings from the Kearny II, Secaucus and Pleasant Place (KSP) Cluster. The weather is finally warming up and we are excited for all the activity opportunities the sunshine will bring. It will be great to spend time with residents and staff at backyard cookouts. We all look forward to getting fresh air, alongside the clients, during day trips to the park. Perhaps if the weather permits, we can even take a trip to the pool. The winter and fall months provide a chance for us all to spend time together warm and cozy indoors. However, the spring and summer season allows us to burst out into the world and explore like a fresh tulip. This season will be filled with a lot of fresh air and fresh opportunities for adventure at cluster KSP.



Clients enjoying the fresh air during movie night outdoors.

STAFF DEVELOPMENT

Residential Services Staff Training Day was held on 6/16/22 at the Moose Lodge in Jersey City. The Day Habilitation programs held their Staff Training Day in Bethany Hall at our 440 Office on 6/17/22.



To donate, simply visit us on the web
<http://www.hudsonmilestones.org/donations/>



DAY HABILITATION LESSON PLANS

Kathleen Ruiz, Director of Day Support Services

Day Habilitation has introduced lesson plans to the program. Lesson plans are developed by the staff based on the needs of the clients in a specific program room. Lesson plans incorporate interactive technology such as smart TVs, echo dots, and laptops to aid in learning experiences. Daily living skills are worked on each day, including how to properly operate various appliances, use of a microwave, washer/dryer machine, and stove with the supervision of staff.

Community outing lesson plans are developed by supervisors and staff based on the level of appropriateness of the activity, safety, and environmental conditions. Some outings include the library where clients can listen to audio books, learn a new language, or create a professional resume. Clients enjoy shopping around each holiday for decorations and presents for loved ones. Some electronic stores give tutorials on how to use the latest devices. Other outdoor activities include nature walks, gardening, visiting outdoor museums or monuments, and fitness such as Zumba, yoga, and tai chi in the park. Strategies worked on during these outings include but are not limited to communication, social etiquette, money math, and fitness to name just a few!

Day habilitation is a transition period, some clients are coming right from high school, and some are coming from different programs or a training program. Day habilitation is a place for our clients to learn, grow, and reach milestones in a safe and positive environment while maintaining structure with the lesson plans.



MUSICAL MILESTONES

Kathleen Ruiz, Director of Day Support Services

Musical Milestones is an arts program that allows us to create and implement high quality programming allowing our clients to showcase their performing arts talents. We have been able to continue our in-person practices since they resumed prior to last Spring. Both Jersey City and Bayonne Day Habilitation programs participate in weekly practices leading up to the big performance that takes place in the fall. This year's theme is "Inquisitive and Innovative". Clients will enjoy performing popular songs such as "Who Says You Can't Go Home", "What A Wonderful World", and "Where You Lead, I Will Follow" to give you a sneak peek at the set list. This year we'll take it up a notch with adding innovative dance moves, out of the box song selection, improvisation between musical numbers, storytelling that interacts with the musical numbers, and costuming that leaves an impression. We look forward to and are hopeful we can host all rehearsals and the big show in person this year.



THE AFTER HOUR

Kathleen Ruiz, Director of Day Support Services

The After Hour continues to grow and evolve! In the beginning the After Hour was only held twice a year. Now, we are able to host events each season. We kicked the seasonal sessions off with Happy Fall Y'all, Tis the Season, Spring Fling, and Kick Off to Summer. Each season has a different theme and name. The food truck menus are based on the theme of the season, for example Carnival night will feature classic carnival games such as milk bottle toss and ring toss to name a few. It will also feature carnival treats such as potato wedges, chicken fingers, and soda pop! All residential and respite clients are invited to attend any event that piques their interest. We always like to include a DJ and photobooth with our events to capture the memories made by clients and staff! The HM maintenance team aids in transforming the pen into an outdoor extravaganza! The After Hour will continue to be an innovative experience for the entire Hudson Milestones team!



WEEKEND RESPITE

Kathleen Ruiz, Director of Day Support Services

Hudson Milestones is ecstatic to announce the return of the Weekend Respite Program! While we are very excited to resume our Saturday adventures, we continue to keep the health and safety of our participants a priority. For our initial return, we have scheduled one weekend activity a month for the year beginning July 2022 thru July 2023. We hope to be able to increase the monthly activities starting in July 2023, and fingers crossed, the pandemic will officially be over! We can't wait to see you for the first event this July!



UPCOMING EVENTS

All CDC guidelines are adhered to and maintained at all times.

JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<ul style="list-style-type: none"> •2nd—RES State Fair •4th—AGENCY CLOSED •9th—BBQ Extravaganza •16th—WRP HM Game Day •25th—RES Empanada Festival •27th—DH Turtle Back Zoo •30th—RES Seafood Festival 	<ul style="list-style-type: none"> •13th—WRP Sandy Hook Beach •22nd-26th—DH Creativity Week •(TBD) RES Summer Break Various Activities 	<ul style="list-style-type: none"> •2nd—AGENCY CLOSED •5th—AGENCY CLOSED •12th-19th—DH DSP Week •17th—WRP NJCU Football Game •21st—DH Fishing Trip •28th—AH Program 	<ul style="list-style-type: none"> •1st—WRP Abma's Farm, Greenhouse, and Petting Zoo •5th, 12th, 19th, 26th—AH Program •10th—AGENCY CLOSED •31st—DH Halloween Party 	<ul style="list-style-type: none"> •2nd—AH Program •5th—WRP Art Factory •11th—AGENCY CLOSED •17th—DH Musical Milestones Concert •22nd—DH Thankful for Friends Luncheon Food Truck •24th—AGENCY CLOSED •25th—AGENCY CLOSED •(TBD) RES Thanksgiving Celebrations 	<ul style="list-style-type: none"> •2nd—DH Hot Cocoa and door decorating contest •3rd—WRP Holiday Express •7th, 14th—AH Program •9th—DH Gingerbread House bake off •16th—DH Holiday singalong •22nd—DH Ugly Sweater Contest •26th—AGENCY CLOSED •(TBD) RES Christmas Party •(TBD) RES Winter Break Various Activities

ACRONYM KEY:

DH = Day Habilitation

EIS = Early Intervention Services

WRP = Weekend Respite Program

DSS = Day Support Services

GH = Group Home

RES = Residential Services

AH = After Hour Program



SPAGHETTI & MEATBALLS RECIPE*RW—Kensington Group Home***Ingredients**

1 lb. ground beef
 1 small onion finely diced
 2 eggs
 1/2 cup parmesan cheese
 grated
 1/2 cup bread crumbs
 salt and pepper to taste
 3 cups marinara sauce (1 jar)
 16 oz. spaghetti
 Fresh chopped parsley and extra parmesan for serving optional

**Instructions**

Pour marinara sauce into a deep skillet or pot.
 Combine first seven ingredients in a medium bowl with hands.
 Form into balls no bigger than 1-inch in diameter and add the meatballs to the marinara sauce.
 Heat marinara sauce and meatballs over medium heat for 20 minutes, or until meatballs are cooked (adjust to medium-low heat for a strong stovetop burner)
 Meanwhile, cook spaghetti according to directions.
 Serve meatballs and sauce over cooked spaghetti and top with parsley and parmesan.

**SUMMER ACTIVITIES WORD SCRAMBLE***Donna Dolan, Director of Compliance*

1. NGIDGNARE: _____
2. WMNMGISI: _____
3. INHKIG: _____
4. IKNGIB: _____
5. KNICCGIINP: _____
6. LPGINAY: _____
7. SRGTAANIGZ: _____
8. KWGLIAN: _____
9. NSHFIGI: _____



ANSWERS: (1) Gardening (2) Swimming (3) Hiking (4) Biking (5) Picnicking (6) Playing (7) Stargazing (8) Walking (9) Fishing

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Director of Day Support Services
Kathleen Ruiz

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



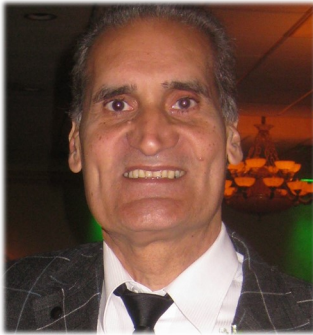
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Rest In Peace

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



Nat Amadeo
(Former Board of Director/
Patriarch of Hudson Milestones)



Edward Rutkowski
(Husband of Arlene Rutkowski,
Board Chairman/Volunteer)



Robert Crawford
(Former Residential and Retired
Day Habilitation Client)



Carolyn Romano
(Former Residential and Day
Habilitation Client)



**HUDSON
MILESTONES**
365-381 CLENDENNY AVENUE