

THE MILE POST

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

BUSINESS IN THE WORKPLACE

Have you noticed you cannot conduct business in 2023 the way that you did in 2019?

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



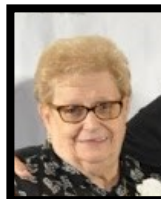
PANDEMIC, THE GREAT RESIGNATION, QUIET QUITTING... did you ever think there would be such a thing? If done right, running a successful organization is the best feeling! You choose who you work with, you deliver great work you believe in. You set your working times, your values, and you have a career on your own terms. You pre-empt problems and you create a great place to be for everyone involved. Life is a dream; even in the hustle and bustle of the days.

If done wrong, it's the worst way to operate. You're at the mercy of contractors, team members, stakeholders and let's not forget...your emails. Instead of being wonderfully on top of processes, you're left fighting fires for what seems like all day/every day, and backtracking, feeling like you're frantically spinning. You feel hostage to the workload!

We have all been there. Setting policies, procedures, and rules seems to be offensive. Holding people accountable for their work is a grievance in the making. Managing people is the toughest job in the United States today. Offering too many options, every decision needing a multi-person discussion, and making concessions and exceptions every day are all recipes for a slow-moving sloth. It also means you'll be pulled into every scenario when you might not be needed, because people need guidance in grey areas. This can be consuming in a leadership position. Commit to communicating the right information, to the right people, at the right time, and expect others to do the same. That is easier said than done! We are working on not answering the same question twice, this might also lead to retention (I will keep you posted). We created an FAQ document for Human Resources. It's such an amazing tool, we are implementing the same in every department! Our goal is to have every process mapped out for easy reference so our team will be empowered to use their abilities on their own. *(Continued on Page 2)*

Wisdom From The Chairman

Arlene Rutkowski, Chairman of the Board
THANKS FOR YOUR SUPPORT



On April 28, 2023, we celebrated the return of our Annual Recognizing Excellence Awards Dinner Dance at La Reggia in Secaucus, NJ. The event was a huge success both socially and financially, with nearly 250 people in attendance, including those we have been waiting to honor since 2020! The best part of the evening though was seeing the clients, staff, Board and community members, IN-PERSON, enjoying themselves. Our Virtual Ad Journal will continue to run until April 2024. Ads can be viewed/ purchased at [Hudson Milestones Tribute Journal 2023 \(wizevents.com\)](http://Hudson Milestones Tribute Journal 2023 (wizevents.com)).

I'd like to thank all of those who supported us. It is with the kindness and help of people like yourselves that Hudson Milestones is able to continue to provide services to individuals who are intellectually/developmentally disabled.

A new slate of officers for FY24-FY26 were elected at the Triennial Membership Meeting of Hudson Milestones, held on June 21, 2023. These officers will continue to lead Hudson Milestones during a time with particularly challenging issues needing to be addressed.

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The challenge is to get most of everyone to commit to being a part of a solution.

At Hudson Milestones, what you stand for and what the agency stands for must be a match. We all need to have long-term goals, but also what you're going to do in the short term for you to achieve your goals.

Our leader has one goal each day, to leave no room for misunderstanding. Communicate accurately and completely without leaving out the follow up. We serve people. This needs to be the goal every day, all day, and we need to hold everyone to the same standard.

Hire the right people...if it were that easy. If you have a feeling that something's not right, it probably isn't. If you're not 100% convinced about someone in your team, do something about it. When everyone is carrying out their own role in a competent and conscientious way, teams thrive. When there's mistrust, dishonesty or simply a lack of awareness, everyone loses. The mission gets lost. Work with people you trust implicitly, who are aligned in their values and operate in a conscientious way. Adhering to policy and procedure is our short term and long term goal. I wake up every morning believing everything will run beautifully. We have resources, action plans mapped out, and step by step procedures. We have documents, all supported by reliable technology; the phones, laptops, Google, Amazon and DoorDash (a must have)! It was only 2019, when we all had no clue about Zoom or Webex. Now these apps have all saved the world. They all allow you to run your business effectively. Have you heard the phrase "work smarter not harder?" But why, when the process breaks down, do employees struggle with investing in fixing it. Bad employees forget no one forced them to apply, so you need to get on board or go overboard. Good employees need to feel empowered to hold their co-workers to the same quality of work they deliver. We are a growing organization with happy clients living their best lives. We dream of fun, motivated, honest, caring colleagues. I want to encourage employees to feel good about their work. Invest in themselves, BE THE BEST YOU! We at Hudson Milestones invest in you. Sometimes it is just not a match. The problem might exist solely in your mind, not the job.

Conventional wisdom dictates that, when demand is high and supply is low, costs rise. This certainly holds true with recruiting: scarce, in-demand candidates command higher rates. We offer sign-on bonuses, competitive salaries, renovated homes to work in and our very own arena full of games and simulators. Why is it so difficult to get good help?

In closing, you cannot run a business the way you do in 2019. People need to feel like they belong. Buy into the culture, investment these days may be months or a year. People do not stay because of the 401k you may offer. They stay because on Mondays we play bingo and address behaviors or staff tardiness. They stay because we race at RPM for trophies, we paintball together competitively, and to remain sane you have to know despite all your efforts the employee may just move on. Therefore, so must you.



WE WANT YOU

Jose Rosario, Director of Finance & Operations

What we do and who we do it for matter to us! Our team of professionals strive to promote the best quality and care for our clients. We offer many aspects of services from residential housing, financial management, Day Habilitation Programs, community experiences, medication administration, and so much more! Our Hudson Milestones Arena (a.k.a. our very own Dave & Busters) has been a big hit, along with the addition of the Salon to our Octagon building at the end of 2022.

To operate efficiently we have a specialized team which encompasses various positions such as:

- ⇒ Direct Support Professionals
- ⇒ Early Intervention Therapists
- ⇒ A Finance Crew
- ⇒ Residential Managers
- ⇒ Assistant Directors
- ⇒ And a supportive administrative team to include Human Resources and Payroll Specialists.

As we continue to provide more programs and opportunities for advancement to our clients, we are seeking top talent to provide quality care to those we serve. Continuing to build upon our strong foundation, we have added a Recruiting Specialist to the organization to boost recruitment efforts and combat employee vacancy. We have already participated and hosted several hiring events since the beginning of the year and look forward to bringing in top applicants to grow our team! If interested in employment, contact recruitingspecialist@hudsonmilestones.org. Be sure to ask about current hiring incentives!

To donate, simply visit us on the web

<http://www.hudsonmilestones.org/donations/>





GREAT JOB...THANK YOU!!

Tiffany Byrd, Assistant Director of Residential Services

I have been with Hudson Milestones for about 2 ½ years. My cluster consists of Miller Street Group Home, Kensington Group Home, North Bergen Group Home, Secaucus Group Home, and Pleasant Place Group Home. The Residential Department is challenging and demanding, yet rewarding. There is always so much room to grow and evolve as professionals and as individuals. This field is certainly not for everyone, so I am grateful for those who recognize that this is their true calling and ensure that their passion is reflected in their work. The residents of whom we serve live a quality life thanks to all of those who show up to work each day and put their best foot forward. To the Direct Support Professionals, Assistant Residential Coordinators, and Residential Coordinators who work side by side to ensure that the residents are happy and healthy each day, you are greatly appreciated! May we all continue to develop ourselves, staff members, role models, and leaders for the benefit of those we serve!

YOU ARE A HERO

Vallery Supplce, Assistant Director of Residential Services

MY TEAM

Kearny I

Adelina G (RC)

Eva P (ARC)

Kearny II

Jennifer G (RC)

Jeffery A (ARC)

Lord Ave

Skima F (Acting RC)

Yasminah M (Acting ARC)

Avenue B

Shonda R (ARC)

Avenue E

Tisheena M (RC-Front)

Adelina G (RC-Back)



Greetings from Kearny I, Kearny II, Lord Ave, Avenue B, and Avenue E Front & Back. My name is Vallery Supplce. I have been with Hudson Milestones for approximately three months, and I aim to empower and strengthen the clients we serve and staff I supervise to recognize their self-worth. The Residential Department gives a voice to the individuals that we serve. I want to take the time to thank you all for the fantastic job you have been doing. Companies dream of hiring employees like you. As the temperature is rising, please remember to keep yourself and the clients we serve hydrated. Thank you for all your hard work.



Residential Team Building Paintball Activity 5/11/23. Pictured L-R: Vallery S, Jennifer G., Yasminah M.



RESPITE EXPANSION

Jasmine Overton, EI/Respite Coordinator

The respite program is expanding, again, with a post-day habilitation program. Coming soon, our community clients will be able to participate in a daily recreation program immediately following day hab. Clients will participate in community activities with the supervision of our specially trained and dedicated staff. After Hour Respite joins the Hudson Milestones Respite Umbrella, which features in-home respite, individual supports, community inclusion, and overnight respite.

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.



**BIG OR SMALL... SHORT OR TALL...
WHETHER YOU'RE HERE FOR A SPRINT,
OR THE LONG HAUL, WE DO IT ALL!**

Kathleen Ruiz, Director of Day Support Services

Hudson Milestones Day Habilitation programs promote health and fitness with physically engaging activities for all ability levels. Our clients have the opportunity to participate in a variety of instructor-led workout sessions at Stanlaw Fitness, and yoga classes at the HM Arena. When clients are interested in having a little less structure, they can design their own routine on a local trail during the Walking Club. Each new day has the potential to be better than the last...make the most of it!



UPCOMING EVENTS

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



ACRONYM KEY:

- DH = Day Habilitation
- DSS = Day Support Services
- RES = Residential Services
- EIS = Early Intervention Services
- GH = Group Home
- AH = After Hour Program
- WRP = Weekend Respite Program

7/22/23	WRP—American Dream Mall
7/29/23	WRP—Newport Sand Beach Day
8/12/23	WRP—Street Pops Artisan Markets
8/29-9/1/23	DH—Week of Summer Fun with Daily Activities
9/16/23	WRP—Great Falls National Historical Park
10/14/23	WRP—Abma's Farm Market, Greenhouse & Petting Zoo
10/21/23	WRP—Garett Mountain Reservation
11/3/23	WRP—Bingo @ HM Arena (Friday Night)
12/2/23	WRP—Holiday Express Party/ Moose Lodge (TBD)

EARLY INTERVENTION WEEK

Kristin Pesci, Agency Performance Monitoring Officer/Senior Investigator

This year we celebrated Early Intervention (EI) week from 5/15/23 through 5/19/23. This gave us an opportunity to recognize our practitioners for their excellence as well as share a wealth of free EI resources and virtual events for all to partake in. Some of these resources and events included Baby Signs, Challenging Behaviors and Virtual Family Storytime!

During EI week, we were able to shine a spotlight on one of our practitioners in particular who makes the program possible. Ashleigh Ford is a dedicated Speech-Language Pathologist who chose this career as a vehicle to give every child a voice! During Ashleigh's down time, she likes to visit with her family and friends, exercise, and read books. Her favorite part of EI is seeing each child on her caseload progress and grow during their time in the program. Hudson Milestones thanks you, Ashleigh, and all our EI Practitioners for all that you do!



BOARD OF DIRECTORS

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Sally Medeiros
- Vice Chairman
Lynette Medeiros
- Treasurer
Lauren Nardini
- Secretary
Karen Gray
- Parliamentarian
Feliciano Lim
- Past Chairman of the Board
Arlene Rutkowski

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- Chief Executive Officer
Teresa Maietti
- Director of Finance & Operations
Jose Rosario
- Director of Compliance
Donna Dolan
- Director of Day Support Services
Kathleen Ruiz
- Chief Advisor of Auditing & Reporting
Akenten Oti
- Executive Secretary/Editor
Tracey Belvedere

BAKED ZITI RECIPE
CO, Miller Street Group Home

Ingredients

- 1 pound ground turkey
- 1 small onion diced
- 3 ½ cups pasta sauce
- 14 ounces diced tomatoes, undrained
- 2 teaspoons Italian seasoning
- ½ cup water
- 16 ounces ziti pasta
- 15 ounces ricotta cheese
- 2 tablespoons fresh parsley
- 1 egg
- 2 cups mozzarella cheese shredded
- ¼ cup Parmesan cheese shredded



Instructions

Preheat oven to 375°F. Brown ground turkey and onion in a pan, breaking up until the turkey is fairly fine. Drain any fat. Add in Italian seasoning, water, tomatoes, and pasta sauce. Simmer 10-15 minutes or until thickened. Meanwhile, boil ziti in salted water until al dente. Drain and rinse. In a small bowl, mix ricotta, egg, parsley, 1 cup mozzarella cheese, and parmesan cheese. Add a thin layer (about 1 cup) of sauce to the bottom of a greased 9x13 pan. Layer half of the ziti, top with all of the ricotta, and half of the sauce. Add remaining ziti, remaining sauce, and top with cheese. Bake 25-30 minutes.



EMPLOYMENT OPPORTUNITIES

Interested candidates email resumes to recruitingspecialist@hudsonmilestones.org

FOR AVAILABLE POSITIONS VISIT

www.hudsonmilestones.org/employment-opportunities



HUDSON MILESTONES SUMMER WORD SCRAMBLE

- 1. OPLO _____
- 2. UNS _____
- 3. RANEA _____
- 4. EBCAH _____
- 5. TLIONO _____
- 6. MSMWINGI _____
- 7. CEI ERCMA _____
- 8. FETRA OHRU _____
- 9. LIOPSPEC _____
- 10. ICNPCI _____

- ANSWER KEY
- 1. POOL
 - 2. SUN
 - 3. ARENA
 - 4. BEACH
 - 5. LOTION
 - 6. SWIMMING
 - 7. ICE CREAM
 - 8. AFTER HOUR
 - 9. POPSICLE
 - 10. PICNIC



HUDSON MILESTONES

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