

THE MILE POST

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



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

Hudson Milestones was selected to be featured in *NJBIZ Business Profiles* News Magazine. To follow is the article, as published on 9/25/23.

Hudson Milestones—A Great Place to Live and Work

If you are looking for a job in social services, look no further than Hudson Milestones since the organization is in a hiring mode, pays well, and is good to its staff by offering many fringe benefits and a flexible schedule.



That's the message that Hudson Milestones, CEO Teresa Maietti wants to share with everyone in the region about the 73 year-old agency pillar in the community that provides, Early Intervention, Day Habilitation, Residential and Respite Services for children and adults with intellectual and developmental disabilities.

"The best reason to work for us is our clients and our staff," she says. "The clients are amazing. Working with them is very rewarding, watching them" (Cont'd on page 2)

Wisdom From The Chairman

Sally Medeiros, 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 Patricia O'Donnell Memorial Community Volunteer of the Year: Recognizes a Hudson County individual whose community volunteer involvement has helped Hudson Milestones accomplish its mission.

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.

William C. LaGreca Memorial 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.

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Be sure to check out our
website at

www.hudsonmilestones.org



Like us on
Facebook

www.facebook.com/hudsonmilestones

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

reach milestones is what we are all about. The staff are dedicated and loyal. If you are looking to give back to your community, then we are the place for you.

"That is really the biggest thing," says Maietti. "We take care of our staff because if they aren't taken care of, then our clients won't be taken care of — it's a commitment. Companies need to remember that if you don't invest in your staff, they can go elsewhere to work."

Right now, the Hudson Milestones team consists of 150 full - and part-time staff and the agency is looking to bring on about 50 more according to Maietti.

In particular, Maietti says she is looking to hire direct support professionals (DSPs) who work directly with the clients on everything from recreational activities to daily living skills. DSPs need a high school diploma and a NJ driver's license and earn up to \$18.75/hour, which Maietti points out is the highest rate in the state for direct line staff. In addition, Hudson Milestones offers new hires signing bonuses, paid vacation and even 401Ks, something many non-profits don't offer, Maietti adds. Training is paid too, and since the training is done through a division of Rutgers University, Hudson employees are earning college credits while being trained.

Since the services Hudson Milestones offers run year round 24/7, 365 days a year, there are staffing needs around the clock.

Hudson Milestones prides itself on taking care of the entire family, offering respite services for families in need of some Rest and Relaxation, whether they need a few hours off to go out to dinner or a day away to attend a wedding we offer overnight respite as well in one of our licensed homes.

In addition to DSPs, Maietti says Hudson Milestones is looking to fill positions such as speech and occupational therapists, who earn a substantial \$90 plus an hour. "Even at part-time, that's a great starting salary for someone," she says.

There is even a place at Hudson Milestones for college students, Maietti says, as Hudson offers paid, internships as DSPs. Everyone gets trained for the role they play. In addition to the very competitive hourly rate and the ability to get work experience while still in school, she says the internships appeal to young people because Hudson Milestones' locations are close to Hoboken, a suburb of New York City that is regularly listed as among the best places in New Jersey for young professionals.

If you know someone in the market for a rewarding position or a caring placement for your loved one check out www.HudsonMilestones.org for more information.

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

Public Sector Advocate of the Year: Recognizes an individual or group working in government or the public sector who has 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 of having provided healthcare to people with developmental disabilities.

Deborah Lorenzetti Professional of the Year: Recognizes a staff member of Hudson Milestones who has demonstrated outstanding sensitivity and the ability to provide quality services which results in increased independence for people with intellectual/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.

Nat S. Amadeo Distinguished Lifetime Achievement Award: Recognizes that rare individual who has over a prolonged period of years displayed outstanding and exemplary effort and commitment to people with intellectual/developmental disabilities from Hudson County.

Nominations should be sent to the attention of Chairman of the Board, Sally Medeiros, at Hudson Milestones, 365-381 Clendenny Avenue, Jersey City, NJ 07304, or fax to 201-377-3700.

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 17, 2024 in order to be considered!**

Award recipients will be acknowledged at our Annual Recognizing Excellence Awards & Dinner Dance to be held on **April 26, 2024 at La Reggia, Secaucus, NJ.**

A special thank you to Vrola Meats and County Prep High School for donating Thanksgiving meals to our Residential clients.



Happy Holidays from the Finance & Operations Team



great things are done by a series of small things brought together.
- Vincent Van Gogh

Dept. of Finance & Operations



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

HANDLING WITH CARE

Donna Dolan, Director of Compliance

Hudson Milestones would like to introduce you to our newest quality enhancement, Handle with Care Behavior Management System, which will aid in limiting behavioral incidents and improving the mental health of our individuals. The crisis management system is an intense six-hour hands-on training that educates staff members on the importance of preventative actions. It teaches the use of prompt, skillful and appropriate interventions in order to minimize mal-adaptive behaviors and injuries. The Hudson Milestones Handle With Care trainers will assist in developing the direct support professional's ability to support the client by early recognition in order to redirect tension towards appropriate problem solving behaviors. All staff members in the Residential and Day Habilitation Departments will receive this Crisis Management training.



L-R: Jasmine Overton, EI/Respite Coordinator/Client Care Specialist; Donna Dolan, Director of Compliance; and Vallery Supplie, Senior Director of Residential Services

FY2023 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 FY2023:

- ★ Jyjieta (Jada) Jones
- ★ Akenten Oti
- ★ Caitlin Shelley
- ★ Laquisha Spencer

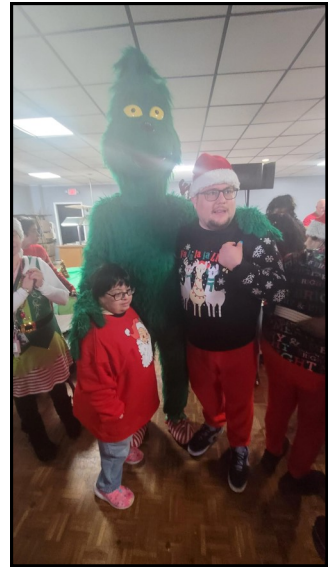


HM RESIDENTIAL DEPARTMENT DECEMBER 2023

Vallery Supplice, Senior Director of Residential Services

Warm greetings to everyone. As the holiday season envelops us in its warmth and joy, I want to take a moment to extend my heartfelt gratitude to each and every one of you. Your dedication, compassion, and hard work make our residential department a haven of care and support. This season serves as a reminder of the importance of community, and I am grateful to be a part of such an incredible team here at Hudson Milestones. Together, we have faced challenges and celebrated triumphs, creating a bond that makes our agency a special place for both clients and staff.

Thank you for your unwavering efforts and the positive impact you bring to our residential department. Wishing you all a joyful and rejuvenating holiday season!



Residential Department Leadership Team:

- ⇒ Vallery Supplice—SDRS
- ⇒ Charles Estrada—ADRS
- ⇒ Shonda R—Ave B (ARC)
- ⇒ Tisheena M—Ave E/Front (RC)
- ⇒ Tamara I—Ave E/Back (RC)
- ⇒ Skima F—Lord (Acting RC)
- ⇒ Faith A—Miller (RC)
- ⇒ Audra M—Miller (ARC)
- ⇒ Aaron M—Kensington (ARC)
- ⇒ Mercy I—Pleasant Place (RC)
- ⇒ Adelina G—Kearny I (RC)
- ⇒ Jennifer G—Kearny II & Secaucus (RC)
- ⇒ Eva P—North Bergen (ARC)



L-R: Charles Estrada, Assistant Director and Vallery Supplice, Senior Director of Residential Services

HOME FOR THE HOLIDAYS

Vallery Supplice

We are delighted to share that the renovation of Kearny I has been successfully completed, allowing our clients to return home in time for the holidays. The ladies of Kearny I had a wonderful Thanksgiving dinner to celebrate their return.

As we embark on this holiday season, let's celebrate the importance of being "Home for the Holidays" in our unique and close-knit Kearny I community. Together, we create a space where the true spirit of the season can be experienced, shared, and cherished.



"Wishing you a season filled with love, laughter, and the warmth of cherished moments. May your holidays be a tapestry of joy, and may the spirit of kindness and togetherness light up your heart. Happy Holidays!"

TRANSITIONS

Jasmine Overton, EI/Respite Coordinator

Early Intervention is all about helping children and families achieve their developmental milestones and outcomes. Through play therapy, children and families learn how any part of their day can be a learning opportunity to develop skills that will eventually help their children reach their goals. A pile of clean laundry or a sink full of dishes can become a lesson on matching two items, recognizing colors, or what “open” and “close” mean, as we put the clean dishes away. EI Practitioners create special bonds with the children and families they coach, even though they are only together for a short time. While it is bittersweet watching our EI children grow and learn because we know, eventually they won’t need our help anymore, we are still all smiles even during our last session. It’s one of the great joys of Hudson Milestones EI program, to bid our kids farewell as they transition to the next phase of development... Pre-K!



OVERNIGHT RESPITE

Jasmine Overton

Overnight Respite allows our clients, who live with their families in the community, an opportunity to develop their social skills and independence. While our clients are able to spend time in the community, their family members are able to rest easy knowing they are supervised by our highly qualified staff. Currently, DW who attends the Jersey City Day Hab frequently takes advantage of the Overnight Respite program. DW enjoys being able to spend time with her day hab friends in a more relaxed setting. Through the Overnight Respite program DW has had the opportunity to sleepover and visit Kearny, Secaucus, and Bayonne. DW is also able to attend any weekend events that occur such as the monthly dance at the Moose Lodge or Holiday Express. DW’s family is greatly appreciative of the ability to have a weekend getaway or just stay home and catch up on laundry or sleep! If Overnight Respite sounds like a program you or a loved one would benefit from, contact Jasmine Overton for more information!



HAPPY HOLIDAYS

Kathleen Ruiz, Director of Day Support Services



Day Support Services is celebrating the end of 2023 with a holiday bang! Residential, Weekend Respite, and the Respite programs all enjoyed the Holiday Express party at the Moose Lodge.

The Holiday After Hour returns for its "Tis the Season...the people we serve are the reason!" On 12/13 the After Hour hosted a Holiday Dessert Bar and sing-a-long! The JCDH Vehicle Pen was transformed into a Winter Wonderland! Clients from each group home had a variety of desserts to choose from, and sang along to their favorite holiday songs.



The Holiday After Hour closed out 2023 with catered crepes by *Two Crepes Café* on 12/20, along with a special surprise visit from Santa! Clients from each group home chose which crepes they wanted from a selection of four different sweet or savory crepes.

UPCOMING EVENTS:

1/26/24 WRP Karaoke @ HM Arena (Friday Night)
 1/31/24 DSS Family Forum
 2/3/24 WRP Bowling
 2/14/24 PLAY Dance
 2/24/24 WRP In-House Music Class
 3/16/24 WRP TBA

3/17/24 PLAY Dance
 4/26/24 Annual Dinner Dance
 5/4/24 WRP Bayonne Friends of Special Needs Picnic
 5/19/24 PLAY Dance
 6/7/24 WRP Special Olympics
 6/23/24 PLAY Dance

ACRONYM KEY:

DSS = Day Support Services
 DH = Day Habilitation

EIS = Early Intervention Services
 GH = Group Home

RES = Residential Services
 WRP = Weekend Respite Program

CLIENTS

LORD AVENUE'S TRIPLE DECKER STRAWBERRY CAKE

INGREDIENTS:

18.25 oz package white cake mix
3 oz strawberry gelatin
4 large eggs
1/2 cup sugar
1/2 cup finely chopped fresh strawberries
1/2 cup milk
1/2 cup vegetable oil
1/3 cup all-purpose flour
Strawberry Buttercream Frosting
Garnish, whole and halved strawberries



DIRECTIONS:

Beat the cake mix and all ingredients at low speed with an electric mixer 1 minute. Scrape down the sides, and beat at medium speed 2 more minutes, stopping to scrape down sides, if needed. Strawberries should be well blended into batter. Pour batter into 3 greased and floured 9-inch cakepans. Bake at 350° for 23 minutes or until cakes spring back when lightly pressed with a finger. Cool in pans on wire racks for 10 minutes. Remove from pans, cool completely on wire racks. Spread Strawberry Buttercream Frosting between layers and on top and sides of cake. Garnish, if desired. Serve immediately or chill up to 1 week. To make ahead: Place finished cake in the refrigerator, uncovered, and chill for 20 minutes or until the frosting sets. Cover well with wax paper, and store in the refrigerator for up to 1 week. To freeze, wrap chilled cake with aluminum foil, and freeze up to 6 months. Thaw overnight in the refrigerator.

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.

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EMPLOYMENT OPPORTUNITIES

Interested candidates email resumes to recruiting specialist@hudsonmilestones.org

FOR AVAILABLE POSITIONS VISIT

www.hudsonmilestones.org/employment-opportunities



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HIRING**
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