

Inside YCS



A NEWSLETTER
BY AND FOR ALL YCS EMPLOYEES



VOLUME 32 | April-May 2026

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INSIDE YCS

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NEWSLETTER. THANK YOU FOR
YOUR UNDERSTANDING.

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Cover photo: Art therapist, Michelle
Williamson with young artist.

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President's Message

Dear Colleagues,

The May edition of Inside YCS is filled with moments of hope, creativity, and connection that reflect the very best of our organization. We extended this issue slightly so we could highlight the incredible Blossoms Art Exhibit and Awards Show on May 4 and capture the joy, pride, and camaraderie shared by the youth, guests, and staff who made the evening so meaningful. The expanded photo section celebrates many of the employees whose enthusiasm, talent, and hard work helped make the event such a success. For those who were unable to attend, I hope these moments bring a smile to your day—especially as many of you continue balancing the important work of licensing reviews, CARF preparation, and day-to-day operations.



Tara Augustine

That spirit of hope continues throughout this edition. You will also find a heartfelt handwritten letter from a young woman transitioning from Laurie Haven, addressed individually to the staff members who impacted her life. So often, the true impact of your care, guidance, and consistency is not immediately visible. Her words are a powerful reminder that the work you do each day matters deeply and that the countless efforts required to sustain our mission truly change lives.

As spring continues and the world around us begins to bloom, I hope you find moments of renewal, encouragement, and pride in all that you do. Thank you for the compassion, resilience, and dedication you bring to YCS every single day. The hope we provide to the youth and families we serve begins with you.

Respectfully,

Tara Augustine, LCSW
President & CEO
YCS

Events

The 19th Annual Blossoms Art Exhibition & Awards Show



Now in its 19th year, the YCS Blossoms Art Exhibition & Awards Show was bursting with energy and inspiration. The theatre was nearly full as youth from Bright Start, Davis, Malcolm, Kilbarchan, Haddon Heights, Harper's Lane homes, and GW School lit up the stage with exciting performances. The support from fellow youth, staff, and family members created an electrifying atmosphere, and every performer clearly felt the love.



The artwork on display in the Sandy Bennett Art Gallery was equally impressive, showcasing the imagination and unique talents of every young artist. Masks, puppets, an "affirmation" sculpture, sketches, paintings, and more filled the space. In fact, there was so much wonderful artwork submitted that we created a slideshow featuring more than 100 additional pieces.

Events

The 19th Annual Blossoms Art Exhibition & Awards Show

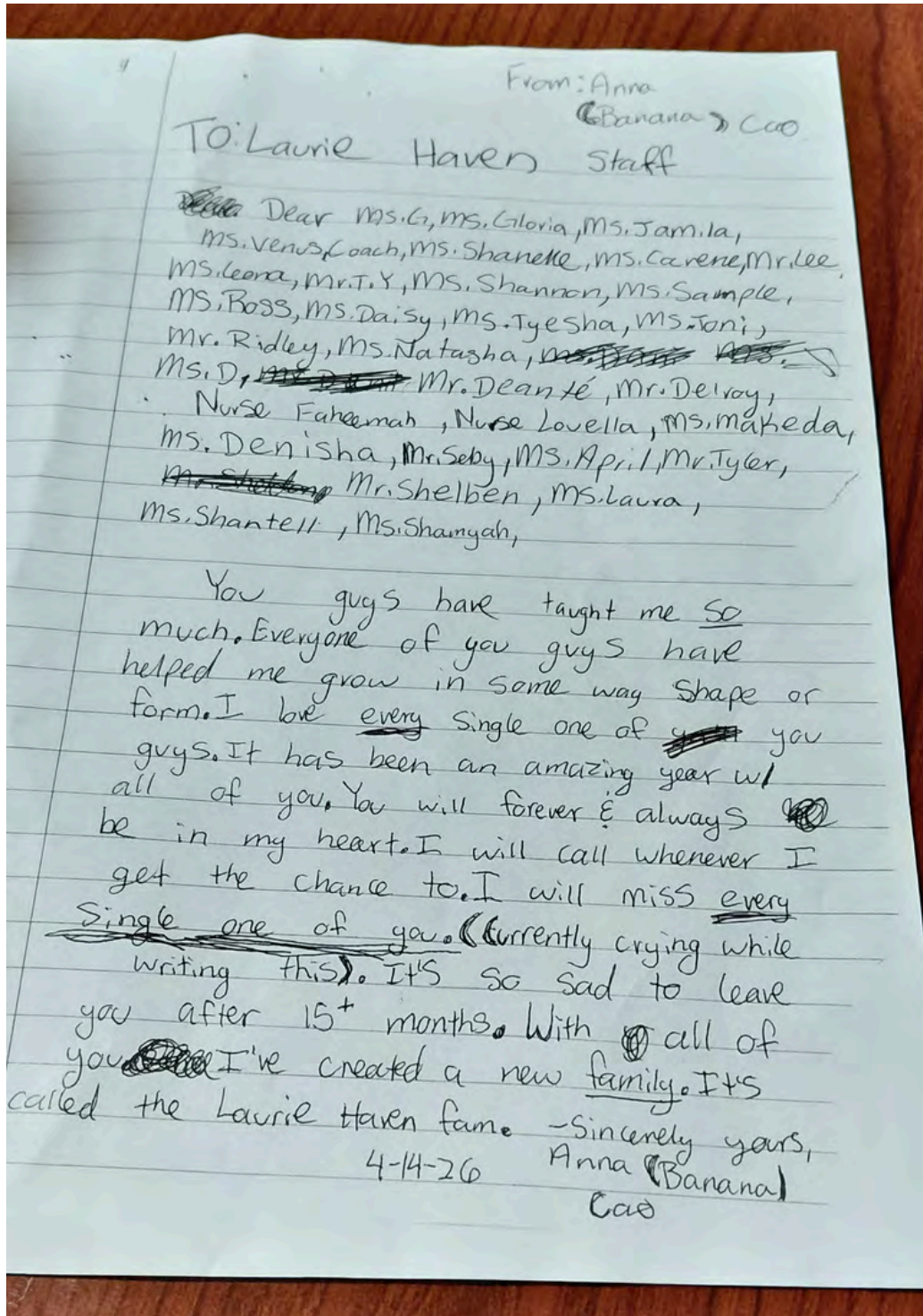
Blossoms would not have been possible without the dedication of more than 100 staff members across the agency. Like a giant puzzle, every piece came together with harmony and sincerity to create a beautiful event for the children.

One guest shared that he was deeply moved by the genuine camaraderie and affection he witnessed among staff and the children. It's moments like these that remind us why YCS is such a special place to work.



Letter of Appreciation

Laurie Haven staff shared a beautiful, heartfelt letter from a young girl who was transitioning out of the home.



Welcome New Employees

New Employees and Interns who completed 90 days by April 26, 2026

Abdus-Sabur, Mudiwa SRT Behavioral Assist SRT - N	Chandler, Christine Consultant NonEE DDD-Buena Vista	Hicks, Ahminah Shift Supervisor DCF-CSAP Hammonton	Loyal, Iesha Residential Assistant DCF-RTC Holley	Roehrig, Bayley Program Coordinator DCF-SPEC Haven Court
Applegate, Terra Clinician DCF-SPEC Harper's Lane	Cole, Alexia J. Clinician DCF-PCH Phoenix	Holmes, Emma Residential Assistant DCF-CSAP Hammonton	Martin, Katchar Teacher Aide DOE-Sawtelle Learning Ctr	Saez, Skylynn Cook Food Services
Blair, Camille Residential Assistant DCF-RTC Kilbarchan	Davis, Shaminga Personal Assistant DDD-Echohill	Jackson, Naim Residential Assistant DCF-PCH Sicklerville	Mauriello, Lisa Clinician Fee for Svc SRT - N	Staiger, Christina E. Case Manager DCF-PCH Sayre
Boyce, Yvonne Residential Assistant DCF-SPEC Pinewood Valley	Diaz, Dorian Consultant NonEE DDD-Buena Vista	Jones, Shirley D. Personal Assistant DDD-Willingboro	Ojoye, Olawunmi Residential Assistant DCF-PCH Bright Start	Warner, Diante Residential Assistant DCF-PCH Laurie Haven
Brown Self, Shawnnika Residential Assistant DCF-SPEC Pinewood Valley	Enwere, Franklin Per Diem Provider HealthSvc-Behaviorists-N	King, Lauryn A. Residential Assistant DCF-PCH Laurie Haven	Om, Joe Intern - UnPaid DCF-PCH Phoenix	Woods, Krysten Shift Supervisor DCF-RTC Holley
Brown, Vanessa Residential Assistant DCF-RTC Holley	Ganiyu, Akeem Program Director DCF-PCH IDD Camden	Lawson, Stacey Residential Assistant DCF-PCH Bright Start	Pazmino, Charlotte ParentEduHomeVisitor CBP-Parents as Teachers	
Brunner, Patrick Supvr Curriculum&Instr DOE-George Washington	Green, Sherese Teacher DOE-George Washington	LeMar, Tina Consultant NonEE DCF-SPEC Haven Court	Pratt, Karen Personal Assistant DDD-Willingboro	
Burgess, Aaliyah A. SRT Behavioral Assist SRT - S	Herring, Charnay M. Residential Assistant DCF-SPEC Harper's Lane	Lopez, Kimberly Clinician Fee for Svc CBP-HMSC Union City	Robinson, Karon Residential Assistant DCF-GH1 IDD Wood Haven	

Shoutouts

To All Our Amazing Employees!

- ✦ **Andrew Beckford and the SRT Team** - for assisting the CSAP Winslow Team in picking up a special medication from a pharmacy in North Jersey and transporting it over two hours down to the Southern Region for one of our youth.
- ✦ **Ayannah Richardson** - for knowing what needs to be done and stepping in to make it happen. She is wonderful with the students.
- ✦ **Barbara Nelson** - for ALWAYS remaining calm and positive
- ✦ **Caitlyn, Keri, and Sylvia** - A heartfelt THANK YOU for helping create our new Zen Den and providing the beautiful outdoor furniture just in time for the spring and summer seasons! The youth are absolutely loving the opportunity to relax on the front porch during the evenings and enjoy the backyard space together. Your hard work, creativity, and support have truly helped make Malcolm House feel even more like home. We are incredibly grateful for everything you have done for us!
- ✦ **Chanae Maynard**, Sewell PD - for always being willing to support her coworkers with patience and grace.
- ✦ **Courtney Raymond** - for always being ready to jump in to help, her great energy and being a team player.
- ✦ **Danielle DePeri** - for always being cheery, for always sending Sawtelle Learning Center's highlights and shoutouts every month for the newsletter, and for printing out the newsletter every month for her colleagues.
- ✦ **Dionne Perry** - for stepping in as needed and making sure nothing escalates too far
- ✦ **Dr. Fran Feigl** - for helping troubleshoot when there have been Order Connect issues. Her proficient and friendly support are always appreciated!
- ✦ **Dr. Mason-Bell** - for her assistance in providing medication refills at the adult houses when needed.
- ✦ **Facilities Team** - a HUGE shout out to the amazing Facilities Team for all of your hard work and dedication at Malcolm House! Thank you to Luis, Andre, Nat, Raphael, and Eric for assisting with the many projects throughout the house. Your continued support and teamwork do not go unnoticed and are truly appreciated! Your hard work, creativity, and support have truly helped make Malcolm House feel even more like home. We are incredibly grateful for everything you have done for us!

Shoutouts

To All Our Amazing Employees!

- ✦ **Gertrudys DeBlock.** GW Nurse. for an excellent Hackensack Board of Health immunization audit
- ✦ **Ila Kessler** - for caring deeply for each student and her willingness to help however she can. She is very much appreciated.
- ✦ **Jonathan Anderson** - for always being willing to help out with anything and everything. He always goes the extra mile.
- ✦ **Katie Forsythe** - She is always thinking of creative ways to make hands-on lessons and activities for students to be engaged.
- ✦ **Keanie Gaime** - for being willing to jump in and help with every student as needed. She is a very strong coworker.
- ✦ **Kervins Racine** -for doing such an amazing job! He is always willing to step in!
- ✦ **Kervins Racine** - He jumped right in and worked with one of our students and was GREAT! He is welcomed back anytime.
- ✦ **Kimberley Zisa** - She is always willing to help others. She offers collaborations and support.
- ✦ **Lisa Diaz** - We are so excited to have her be a part of our classroom. She did extremely well with all of the students on her first day in our room.
- ✦ **Melissa Ottey** - for always keeping her cool no matter how stressful a situation may be. She has a POSITIVE attitude and gets the job done with a SMILE.
- ✦ **Mr. Fred and Mike** - A very special shout out for the beautiful new paint throughout Malcolm House. The transformation has made such a positive impact on both the staff and youth, creating a brighter, more welcoming environment for everyone. Your hard work, creativity, and support have truly helped make Malcolm House feel even more like home. We are incredibly grateful for everything you have done for us!
- ✦ **William Toth** - For being a great mentor! Always taking the extra time to come in early and answer all of my questions.

Accolades

Tara Augustine, YCS President and CEO ROI-NJ 2026 Women Influencers in Business List!



Congratulations to our President and CEO, Tara A. Augustine on being named to the ROI-NJ 2026 Women Influencers in Business List!

This list honors more than 300 women leaders whose vision, leadership, and commitment have shaped New Jersey's business and civic landscape, and we couldn't be prouder to see Tara among them.

ROI-NJ is an authoritative source for news and connections impacting New Jersey's economic movers and shakers. Return On Information - New Jersey ROI-NJ delivers real-time news and in-depth features that provide New Jersey's diverse business community with a Return on Information while fostering meaningful connections among key influencers. Through comprehensive coverage, insightful analysis, and dynamic industry engagement, ROI-NJ ensures its readers gain return on information, influence, impact, and investment.

Accolades

Congratulations to Deanna DeStefano A NJBIZ 2026 Health Care Hero!



We are proud to share that Deanna DeStefano, VP of Nursing, has been selected as the NJBIZ Health Care Hero for Nurses.

This prestigious honor recognizes Deanna's unwavering compassion, exceptional leadership, and steadfast commitment to providing outstanding nursing care to the individuals we serve throughout all our residences and schools.

Deanna consistently goes above and beyond to ensure the health, dignity, and well-being of those in her care, while also serving as a source of guidance and inspiration to colleagues and families alike. Her dedication reflects the very best of our mission and values.

Deanna, we are incredibly grateful for all that you do and overjoyed to see you recognized with this well-deserved honor. Congratulations on this remarkable achievement!

Work Anniversaries

Congratulations!

YEARS	Name	YEARS	Name
32	Lewis, Pauline	6	Allen-Jackson, Gregory
29	Chiaviello-Foster, Antonietta	5	Jackson, Jakim
25	Mckever, Wayne F.	5	Garrett, Amanda L.
23	Walton, Tamika	5	Spearman, Eric
21	Billiard, Dale L.	5	White, Willie
17	Hill, Tororris J.	5	Diallo, Aissatou
17	Slappy, Jamal D.	5	Lee, Jamir
16	Webb, Tavonne L.	4	Brown, Demira
15	Neals, Sherry	4	Caprara, Alyson
15	Hoggard, Sheila D.	4	Brown, Ajana S.
13	Montanez-Murillo, Jorge A.	4	Lighty, Christajah
13	Smith, Jessica P	4	Cobb, Zeniyah
12	Sylvester, Nayata T.	4	Collins, Bria N.
11	Lewis, Sean	4	Jernigan, Tracy R.
11	Simpson, Michelle	4	Greer, Delexus
10	Allen, Keisha	4	Holt, Molly
8	Hernandez, Rafael	4	Hopson, Tahir X.
8	Jackson, Trevor	4	Robinson, Tamyra E.
7	Freeman, Hallema	3	Lastra, Barry
7	Hill, Shanai K.	3	Zapata, Brian M.
7	Vil, Martina	3	Hayle, Korey
7	Boateng, Osei K.	3	Jacobs, Lindsey
7	Romero, Raysa	3	Little, Lateefah
6	Kidd, Tyriq	3	Ellerbee, Lisa R.



Work Anniversaries

Congratulations!

YEARS	Name	YEARS	Name
3	Pollard, Harmony C.	1	Mcclain, James C.
3	Richardson, Ayannah	1	Benthall, Jahne
2	Davis, AsiaQueen	1	Bronson, Robert
2	Ojelade, Taiwo F.	1	King, Kennedy
2	Paden, Tahj	1	Lawton, Dominique
2	Paredes, Jessica M.	1	Quinones, Veronica
2	Smith Jr., William	1	Syer, Linnette M.
2	Tuten Jr., Devon	1	Bartley, Khaleem
2	Wilson, Jamilah	1	Goodson, Zaire
2	Tait, Geraldine	1	Johnson, Erika J.
2	West, Sharonda	1	Nevarez, Karen
2	Green, Latiesha	1	Wolfson, Emily R.
2	Mayes, Andrea S.	1	Dennis, Elizabeth
2	Cooper, Dashana	1	Timlin, Jessica
2	Oliver, Taneja	1	Mcclain, James C.
2	Billie, Randy		
2	Cobbs, Devian		
2	Ohemeng, Perry		
2	Sanders, Chinita		
1	Bruch, Madison		
1	Peslak, Cara		
1	Barnes, Samaad		
1	Disla, Birmania A.		
1	Kabia, Rugiatu		
3	Pollard, Harmony C.		



Happy Birthday!!



April Birthdays

Anastaycea B. Stroman-Mayhue	Carene Petrie	Gloria Y. Anthony	Meka M. Sinclair	Shawnnika Brown Self
La Toya M. Pope	Cassidy M. Donaghy	Guerdy Pierre	Misbah Rasool	Susan L. Ayler
Aaron E. Ruiz	Chan Hing-Shung	Hannah Girard	Morgan S. Boyer	Susie Brown
Adwoa B. Afriyie	Charda T. Tabb	Jalen Harper	Nathaniel Gongora	Tameka McMillan
Akee K. Davis	Charlotte Pazmino	Jalilah Muhammad	Nichole Data	Tamika L. Young
Alfred Smith	Chyanna Matthews	Jennifer Barclay	Nicole Dudley	Thomas W. Hoffler Jr.
Alicia S. Brown	Claudia G. Chavez	Jessica Judy	Nikita Shell	Tiffani Walton
Alyssa Snyder	David K. Thompson	Juan C. Fajardo	Olawunmi Ojoye	Tiffany A. Diaz
America Guevara	Deja Nicholas	Juanita N. Holt	Olushola O. Odeyingbo	Tiffany M. Butts
Anita Taylor	Delexus Greer	Kabirah Manns	Paul Batista	Tracy R. Jernigan
April Wright	Denise Barnette	Kajjah Coleman	Ronald Clark	Tremaine Simmons
Aqiera L. Lomax	Devin R. Turner	Karen Metzger	Ruben Ramirez	Veronica Quinones
Araya Baldwin	Deyanna Davis	Kellie Fitzpatrick	Samaad Barnes	Wadirah Ragsdale
Asante Dyer	Diante Warner	Kendricke Wilson	Sandra Gonzalez	Walter Hendricks III
Ashlea M. Emberger	Donasia Quarles	Keri Diamond	Saniya Sonnebeyatta	Whitney Doughty
Ashley Gledhill	Dorian Diaz	Kevin Jean Claude	Sarah Nelson	William Daniels Jr.
Attrell Johnson	Edward Newmark	Keyonnah Lampkin	Sarah Takyi	Yaahmera Williams
Babatunde A. Afolabi	Elena H. Chereque	Kiera Leake	Sasha Henriquez	Yahnique Jordan
Benjamin C. Clotley	Elijah Glenn	Kristine Bersch	Seby George	Yvonne Boyce
Bridget G. Nichols	Empira McDade	Kyle Wdzieczkowski	Senate Maxwell	Zeniyah Cobb
Bridget Rivers	Erica Kirkland	Laura Hawkins	Shahadah McQueen	Zoe Weaver
Bryon Jones Jr.	Erika J. Johnson	Lori M. Younger	Shamees Sanders	
Butler Blevins Jr.	Franklin Enwere	Louella Favor	Sharon L. Marshall	
Camille Blair	Genesis Garrafa	Mariana Coyotecatl	Sharon Mckay	
Candace Jones	Gerard Francois	Max J. Brown	Shauna Houston	

Highlights

CREW Basketball Game



On behalf of **C.R.E.W**, we would like to extend a huge thank you to the Northern Region All Stars **Korey Clark** and **Ebenezer Abuchi** of Holley Center for their outstanding sportsmanship!

The youth and staff truly showed up and showed out for our very first campus-on-campus basketball game. While there could only be one winner, the energy, teamwork, and excitement made it a win for everyone involved. This was definitely our best C.R.E.W event yet!

A big congratulations to the Northern Region All Stars for taking home the "W" with a final score of 38-18!

Lastly, a heartfelt thank you to the **GW team** for welcoming us into your home and helping make this event such a success. We truly appreciate the support and hospitality!

~ **JonQuea Walker**, SRT Director- Northern Region

Highlights

Malcolm House Zen Den



Malcolm House would like to send a huge thank you to **Caitlyn, Keri, and Sylvia** over at the Foundation for making this possible for our youth!

This space has already made such a positive impact, and the youth are truly enjoying having a calming and therapeutic environment where they can relax, reflect, and decompress. Your support continues to make a meaningful difference in the lives of the youth we serve.

Thank you again for your continued support and dedication to our program and youth!

~ **Malcolm House Team**

Shout out to Mr. James for putting those chairs together!!!

GW School has a New Greenhouse!



Just in time for spring planting, GW School has a new greenhouse! **Boswell Brown**, GW custodian, checks on an herb garden that the students recently planted in the school's new greenhouse. In the late spring, the students will learn more about nutrition as they sample fresh herbs and tomatoes. The greenhouse was assembled by Boswell with the assistance of facilities crew members **Eric and Santos**.

Highlights

George Washington School Talent Show



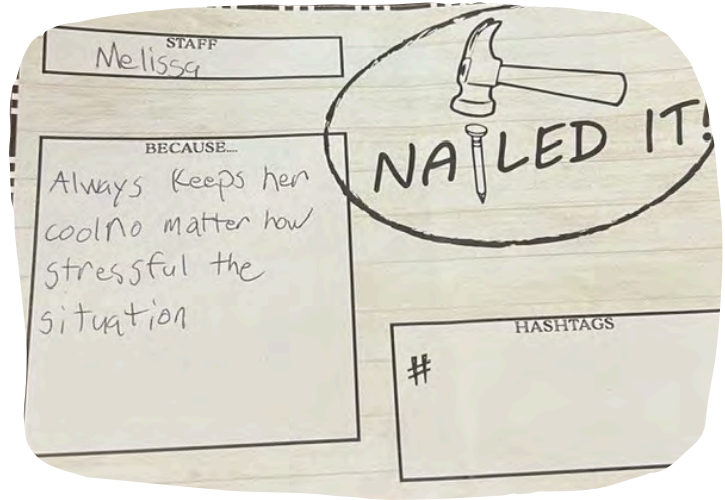
The students of YCS George Washington School lit up the stage with pure energy, creativity and joy during their recent talent show. The show ended with a beautiful surprise tribute to Mr. Joe (Joseph Segro), their beloved music teacher who is retiring at the end of this school year.

Highlights

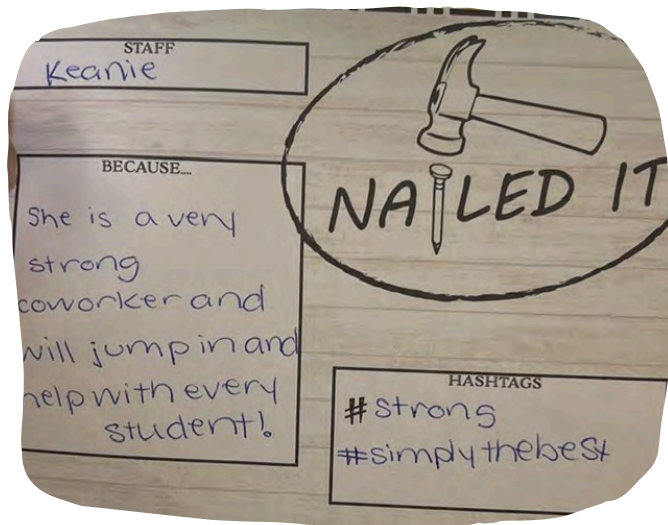
Sawtelle Learning Center - "Nailed It" Winners



Melissa Ottey



Keanie Gaime



Every month Sawtelle Learning Center recognizes their staff's achievements on their "Nailed It" bulletin board.

Highlights

SRT Northern Region Staff Appreciation



Everyone had a great time at the **SRT North Staff** appreciation outing on Sunday April 12, 2026, at Albatross in Edison, NJ.

A New Chair for Etta



The staff at Laurie Haven surprised **Etta Sample** with a new chair for her office. "We knew that her old chair was hurting her back, and it was our way of showing her how much we care about her for Employee Appreciation Month," said **Leona Forston**.

Highlights

Vineland Home Happenings



Youth had a wonderful time melting down hard candies and dipping them into fruit with **Araya Baldwin**, Vineland case manager for a psycho educational group.



There's always work that needs to be done at home, and Kevynn, 19, is always ready to help. Kevynn helped **Zak Cavalcante**, PD, build a storage unit for the home's propane tanks.



Ebony Simpson and her team enjoying an evening out with the residents (Davinci House) at the Olive Garden

Highlights

Buffalo House Easter Fun!



Buffalo House celebrated Easter with traditional Easter treats and fun activities, coloring easter eggs, DIY Easter bonnets and DIY chocolate bunnies.

Burning Bush Residents Outing

Stanley Cunningham and **Joseph Lovens** (PAs) and men from Burning Bush participated in an autism acceptance walk in Roselle on a beautiful sunny day in April.



Innovations

The New Culture Connect Committee

In March, the Cultural Competence and Diversity Advisory Council (CCADAC) committee members reimagined the committee as a more active tool for cultural connection and workplace belonging and transformed the CCADAC into the Culture Connect Committee.

The Culture Connect Committee (CCC) exists to foster open dialogue, mutual respect, and cultural understanding within our organization. Our mission is to provide a safe and supportive space where employees can engage in honest conversations about organizational culture, share perspectives, and discuss current events that may impact their well-being and work performance. Through meaningful dialogue, active listening, and shared experiences, we aim to strengthen connection, promote understanding, and cultivate a workplace environment where every voice is heard, valued, and respected.

The committee then created "Real Talk", a conversation designed to open the door to honest dialogue — a space where we can connect beyond roles, reflect on our shared experiences, and explore what shapes our culture at YCS.

Cabinet members were invited to the first "Real Talk" meeting on April 10. The meeting was moderated by Mike Baguidy, who started off the conversation with the topic of rising gas prices. Attendees spoke openly and honestly and shared information about resources that could help employees and YCS families with the rising costs of food and energy. It was a great conversation and was well attended.

Culture Connect Committee Co-chairs:
Mike Baguidy, Barbara May, Caitlyn Scaglione



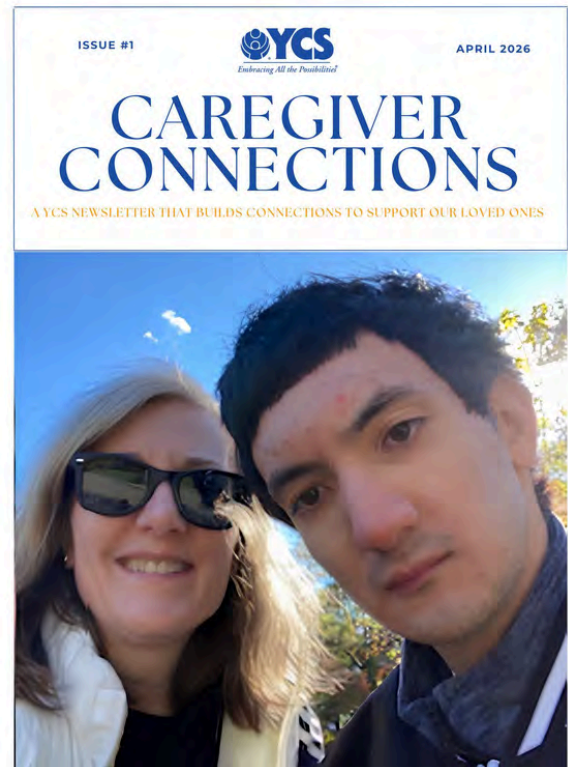
The Culture Connect Committee meets monthly. If you are interested in becoming a member, you are welcome to attend the next meeting on June 11 at 10 AM. Please email, barbara.may@ycs.org for more information.

The next "Real Talk" is scheduled for July 9 and all employees are invited to attend.

Caregiver Connections - new parent newsletter

In April, the YCS Parent Satisfaction Committee launched the first edition of Caregiver Connections: a newsletter aimed at supporting families with individuals in all our children and adult residential programs. The first newsletter was sent electronically to 192 individuals with an encouraging 58% open rate.

In a letter to all recipients, Bill Waller, parent satisfaction committee chairperson explained, "the goal is to share meaningful information, practical resources, and thoughtful guidance to support families in providing the best possible care and outcomes for their child, youth, or adult family members. We also hope this newsletter becomes a space where families can learn from one another— hearing directly from fellow parents and caregivers who understand the journey firsthand."



If you have not seen the newsletter yet or want to download it to print out and share with current or prospective families/caregivers. It is up on our website at [caregiver connections april 2026](#)

Note: The Parent Satisfaction Committee is actively recruiting new participants to help ensure this publication addresses our families' needs. Send all request to Bill at ww@ycs.org

Clinical Rounds

Clinical Case Presentations

June 4 | In person
11 AM - 2 PM

DCF Training Facility
New Brunswick, NJ

This presentation highlights real-world clinical challenges and evidence-informed approaches. Presenting for the southern region are clinicians **Isabella Festa** and **Frank Franceschini**. Northern region presenters will be determined.

Gordan Family Trust Employee Scholarship

YCS is accepting applications for the next round of scholarships.

[To apply for a scholarship, click here.](#)



Gordan Family Trust Employee Scholarship

Education should never be out of reach! Our Scholarship Program is designed to support bright and ambitious employees like you!

Invest in Your Future!

APPLY NOW

WHY APPLY?

Simple application process
A stepping stone to your dream career

Agency Updates

Message from QAPI

Programs have been working hard preparing for Office of Licensing Inspections and CARF Surveys. Thank you in advance to the programs for all of your preparation.

So far, the following IDD and CSAP programs have had over a 10% reduction in citations from the previous year. This is our PMMP goal for ourselves!

Great work everyone:

- Camden
- Hammonton
- Winslow
- Estell Manor
- Sawtelle Hall
- Lawnridge
- Woodhaven

Jaime Fox, LCSW, MLSP

NOTE: CARF Accreditation Survey will occur 5.27.26 - 5.29.26.

April HIPAA Tip



How do you keep the curious, the nosy, and the ill-intentioned from reading private health information off your screen? Add a privacy screen to your monitor, position your computer so the monitor is out of the eyeline of passers-by and visitors, and lock your computer before you step away.

Agency Updates

Key to a Culture of Caring: #3 Speaking

Importance of Giving Employees the Opportunity to Speak at Work

Speaking is not just about conveying information — it's about shaping the emotional and relational climate of an organization. When communication is honest, compassionate, and aligned with caring values, it becomes a cornerstone of a culture where people feel valued, supported, and empowered to contribute their best. In short, giving employees the opportunity to speak at work is not just about listening—it's about empowering them to shape the organization's future, improve daily operations, and build a more resilient, innovative, and ethical workplace.

Encouraging employees to speak up at work is a powerful way to build trust, improve performance, and foster innovation. When people feel safe and valued in expressing their thoughts, ideas, and concerns, organizations benefit in multiple ways.

Leadership can foster this culture by creating safe channels for feedback, recognizing contributions, and ensuring confidentiality when sensitive issues are raised

Benefits of Encouraging Employees to Speak Up

Builds Trust and Psychological Safety

When employees know they won't face negative consequences for speaking up, they are more likely to share honest feedback. This creates a culture of openness and mutual respect, which is essential for high-trust workplaces

Improves Communication and Productivity

Encouraging dialogue reduces misunderstandings, clarifies expectations, and speeds up problem-solving. Employees who can voice questions or concerns are less likely to be distracted by uncertainty, leading to smoother workflows and higher productivity

Enhances Workplace Health and Safety

Frontline staff often identify hazards before they escalate. A culture where employees feel comfortable reporting safety concerns helps prevent accidents and ensures quick action on risks

Agency Updates

Culture of Caring: Speaking

Drives Innovation and Creativity

Employees with direct experience in operations often have insights that leadership may miss. When their voices are heard, organizations can implement creative solutions, streamline processes, and develop new products or services

Strengthens Ethical Standards and Integrity

A "speak-up" culture encourages reporting of unethical behavior or compliance issues. This protects the organization's reputation and fosters accountability

Increases Engagement and Retention

When employees feel valued and heard, they are more engaged and committed. This boosts morale, job satisfaction, and retention rates

Supports Change and Adaptability

Workplace conversations are engines of change. Encouraging diverse perspectives helps organizations adapt quickly to challenges and opportunities

The Green Thumb Project



Spring is in the air and nature has begun to gift us with her beauty

Our residences have lots of garden space to transform into flower, herb and vegetable gardens.

This is a great Allied Therapy activity and a way to enjoy the outdoors, get some exercise, create tranquil gardens and experience the joy of eating what you have grown.

The time to get started is now!



Embracing All the Possibilities®