

Inside YCS

A NEWSLETTER
BY AND FOR ALL YCS EMPLOYEES



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INSIDE YCS

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MONTH'S ISSUE OF THE
NEWSLETTER. THANK YOU FOR
YOUR UNDERSTANDING.

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Lorenzo Brown

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President's Message

Dear Colleagues,

On June 30, we officially closed another successful fiscal year. By the time you receive this edition of Inside YCS, performance reviews will be complete, and we will already be focused on the goals and opportunities that lie ahead. It is remarkable how quickly this past year has passed.

Because of your hard work and dedication, YCS concluded FY26 in a position of strength. The agency remains financially sound; our programs continue to operate successfully, and we have been able to make meaningful investments in our facilities—all while continuing to provide exceptional care to the individuals and families we serve.

If there were a theme for this year, it might well be the "Year of Inspections." Between licensing visits, audits, regulatory reviews, and the culmination of our three-year CARF accreditation survey, our staff consistently demonstrated professionalism, preparedness, and an unwavering commitment to quality. Time and again, reviewers recognized the excellence of our programs. Those accomplishments belong to each of you.

This year also marked an important milestone as we welcomed seven former NJ Mentor programs into the YCS family. Integrating new teams, technology, and operational systems requires tremendous effort from employees across the organization. Thanks to the support of our leadership and Training teams—and the dedication of staff within those programs—the transition has been a success. Most importantly, the youth we serve have continued to thrive, with many proudly participating in this year's Blossoms Art Exhibit.

While there are many ways to measure success, some of the most meaningful moments come through the unsolicited letters, emails, and messages we receive from families, participants, and our state partners. Their words remind us that behind every policy, treatment plan, and shift worked is a life that has been positively impacted. In this issue, I am pleased to share a few of those stories with you.

As we celebrate our nation's 250th anniversary this weekend, I hope you have the opportunity to enjoy time with family and friends. For those who will be working throughout the holiday, thank you for your continued commitment. Your presence ensures that the individuals we serve remain safe, supported, and able to celebrate alongside those who care for them every day.

Thank you for everything you do for YCS and for the people who depend on us. I wish you and your families a safe, happy, and memorable Independence Day.

With sincere appreciation,

Tara



Tara Augustine

Accolades

Deanna DeStefano 2026 NJBIZ Healthcare Hero



Accolades

Deanna DeStefano 2026 NJBIZ Healthcare Hero

Good afternoon! For any of those that have not heard the news, please help me in recognizing and congratulating my boss, our VP of Nursing, on her Nursing achievement award from NJBIZ! Deanna has won the individual Nurse category which recognizes her excellence as well as her commitment to the profession and our organization.

This is a huge achievement, and I cannot think of anyone more deserving. Deanna is extremely committed to her role and has a heart that is 100% dedicated to the absolute best Nursing care of our participants. Deanna spends a good portion of her time as a VP behind the scenes mentoring and leading the Nurses, attending many meetings, preparing for inspections, updating Nursing Policies as well as CARF policies and so much more. I can tell you personally she is the happiest, most at ease, and in her element when she is IN the homes spending time with our participants. The participants we serve bring her pure joy and fill her cup. They are drawn to her, maybe it's her warm friendliness, her willingness to listen to them, sit with them and offer them a safe space. Deanna did not need to win an award to be who she already is, but it does give us a good reason to celebrate her!! I could go on but I will stop here, please help me congratulate Deanna on her achievement and feel free to share any stories that might make her cry 😊 !

Congratulations Deanna! I can't wait to celebrate you!



Casey Burns and Deanna DeStefano at the event

Sincerely,

Casey Burns RN

Director of Nursing Southern Region

Accolades

Cathy Tamburello, YCS Inc. Board Chair 2026 NJBIZ Board Leadership Award Honoree



The YCS family is proud to announce that Cathy Tamburello, Board Chair of YCS Inc., has been named a recipient of the inaugural NJBIZ Board Leadership Award.

Cathy's dedication and passion for ensuring that individuals with disabilities and special needs receive the highest quality care are truly exceptional. She was recognized among 31 distinguished professionals whose leadership, expertise, and commitment to governance have made a meaningful impact on their organizations and communities.

Letter of Appreciation

I am writing to express my sincere gratitude to Tonya Patillo and Marsha Armstrong (Whispering Mills), who have both gone above and beyond for my daughter and our family. Unfortunately, Amanda has been in and out of foster homes, hospitals, and treatment homes most of her life, so we are not new to this system of care. This time was different, as reunification is not possible, making it especially tough emotionally for both Amanda and our family. These two women have provided Amanda with the emotional and social supports she has needed throughout her stay, even in her darkest times. I have been hugged and held in hospital waiting rooms when I was at a loss as to how to help my child. There has not been a time when I did not feel supported or understood regarding the difficulties of our situation. When Mr. Rodgers said, "look for the helpers", Tonya and Marsha are the helpers. You should be extremely proud to have staff on your team that supports families during their most trying times. We are forever grateful!

Best regards,
Emily St-Dic and Family

PPS Podcast



The Promising Pathways to Success Playlist!



The Promising Pathways to Success Podcast, hosted by **Lorenzo Brown**, YCS Clinical Training Director, is available for viewing on The Promising Pathways to Success Playlist on our YouTube Channel: Youth Consultation Service. You can watch the full episode with guest **Cleo Chance**, Holley Center Residential Assistant, or you can watch some powerful excerpts from the podcast featured in several different YouTube shorts tailored for quick viewing.

 **YouTube** : Youth Consultation Service



Welcome New Employees

New Employees and Interns who completed 90 days by May 24 - June 21, 2026

| | | | |
|---|--|--|---|
| Acosta, Stephanie Intern - UnPaid DCF-CSAP Winslow | Clottey, Benjamin C. Personal Assistant DDD-Burning Bush | Holmes, Tracey Residential Assistant DCF-PCH IDD Cedarbrook | Paige-Brown, Tajuana SRT Behavioral Assist SRT - N |
| Bacchus, Aisha AP Specialist Accounting & Finance | Cooper, Isaiah D. Cook Food Services | Isidore, Chantel M. Residential Assistant DCF-PCH Vineland | Peterson, Joshua A. Residential Assistant DCF-PCH Phoenix |
| Bey, Reta Residential Assistant DCF-SPEC Whispering Mills | Curry, Brandon 1 to 1 Student Aide DOE-George Washington | Jackson, Shantell Residential Assistant DCF-PCH Laurie Haven | Ramirez, Ruben Maintenance Worker Facilities - S |
| Burgos, Christina Personal Assistant DDD-Buena Vista | Felder, Shannon L. 1 to 1 Student Aide DOE-Sawtelle Learning Ctr | James, Crystal Personal Assistant DDD-EmergCapacity Haledon | Tawiah, Eva Consultant NonEE Allied Therapy |
| Caines, Rasma 1 to 1 Student Aide DOE-George Washington | Fields, Nasir Shift Supervisor DCF-GH1 IDD Wood Haven | Jones Jr., Bryon Residential Assistant DCF-PCH IDD Sawtelle Hall | Williams Jr., Richard O. Personal Assistant DDD-Forest |
| Carr, Azariah J. Personal Assistant DDD-Apts Supvr Buffalo | Gaiter, Dejah Residential Assistant DCF-RTC Holley | Lee, Brendon Residential Assistant DCF-IRTS Holley Muller | Williams, Allyson Clinician DCF-SPEC Whispering Mills |
| Carter, Mercedes Residential Assistant DCF-PCH Malcolm House | Goodwyn, Narahja Residential Assistant DCF-RTC Ironcrest | Lewis, Alexis N. Residential Assistant DCF-PCH Laurie Haven | Williams, Peter SRT Behavioral Assist SRT - S |
| Cleveland, Altanita Residential Assistant DCF-PCH Malcolm House | Heggs, Chetia Consultant NonEE DDD-Buena Vista | Moolchan, Janelle Shift Supervisor DCF-PCH Sicklerville | Zapata, Aranxa C. Clinician DCF-IRTS Kilbarchan |

Promotions

Congratulations!!!

*Your dedication and hard work have truly paid off.
Wishing you all the best in this new chapter of your career at YCG.*



Cruz II, Juan, Coordinator of Residential Services, DCF-SPEC Meadow Ridge



Employee Snapshot



LOUELLA FAVOR

GW School Nurse

Shoutouts

To All Our Amazing Employees!

- ✦ **Ann Austin** - our AMAZING Gym Teacher! Thank you for keeping our students active, engaged, and excited about movement all year long. Your energy, encouragement, and positivity make a big difference—we truly appreciate you!
- ✦ **Asiaqueen Davis** - SRT North would like to shout you out on graduating from Kean University with her bachelor's degree in business management class of 2026! Congratulations Asia we are proud of you!
- ✦ **Barbara May** - Your dedication to capturing photos, staying on top of events, and ensuring every moment is properly documented does not go unnoticed. She plays a huge role in keeping our community informed and connected. Your attention to detail and commitment behind the scenes helps everything run more smoothly and professionally. Thank you!
- ✦ **Bridget Nichols** - Always goes above and beyond for her students! She's always consistent and she's a super hard worker.
- ✦ **Caitlin Corlett** - Congratulations on a successful school year! Your vision, leadership, and unwavering support have helped our school thrive. Thank you for a smooth and successful year—we truly appreciate all that you do!
- ✦ **Courtney Raymond** is a very hard worker. She is always helping others. The students enjoy working with Courtney!
- ✦ **Danielle DePeri** always has a bright smile and amazing attitude that brightens up everyone's day even if it is a little.
- ✦ **Erica Donovan** for your time, support, and dedication throughout the school year. Your efforts and guidance are truly appreciated and have contributed greatly to our school's success. Thank you.
- ✦ **Janis Nicolosi-Endo** - Month after month, she consistently gives her time, attention, and care to ensure everyone stays connected. She keeps things organized, communicates clearly, and makes sure nothing gets missed. Thank you for keeping us in the know each month and for all the time and effort you put into staying on top of everything.
- ✦ **Kellie Fitzpatrick & Sheetal Gandhi**, our Physical Therapists, thank you for a fantastic year! Your skill and commitment have helped our students build strength, confidence, and independence. We are truly grateful for all that you do!

Shoutouts

To All Our Amazing Employees!

- ✦ **Kevin Racine** remains CALM, CONSISTENT and POSITIVE when working with students.
- ✦ **Keanie Gaime** - She models use of AAC with our students extremely well. She also works extremely well with our students.
- ✦ **Kimberley Zisae** always manages to de-escalate behaviors with her kindness. She always has special tricks up her sleeve.
- ✦ **Laura Gustad** for your commitment and support to help make this school year a success. We appreciate your dedication to our students, staff, and school community. Thank you for all that you do day in and day out!
- ✦ **Leillanie Delacruz** for your time, energy, and the care you show our children each day. Your dedication and compassion as a behavioral therapist make a real difference, and we appreciate all that you do. Many thanks
- ✦ **Lisa Diaz**- is always ready for a challenge. The students enjoy working with Lisa. Lisa is always supporting others.
- ✦ **Liz Jessen & Elizabeth Finesmith** - our AWESOME Occupational Therapists, thank you for a terrific year! Your encouragement, care, patience, and dedication have helped our students grow and succeed. We are lucky to have you!
- ✦ **Megan Daniels, Nicole Gurovich, Theresa Roth, Gabriela Lakhman and Elizabeth Dennis** - Thank you to our WONDERFUL speech therapists for a terrific year! Your dedication, care, patience, and expertise have made such a positive difference for our students.
- ✦ **Melanie Landa** - Shout-out to our fantastic admin assistant! Your hard work, kindness, and attention to detail help make our school a better place every day. Thank you for everything you do!
- ✦ **Michael Norvil** for the composure and diligence he adds to his classroom. He's a great fit.
- ✦ **Sarah Antione Smith** A+ Art Teacher! for inspiring creativity, encouraging self-expression, and bringing so much color and joy to our students' learning this year. Thank you

Shoutouts

To All Our Amazing Employees!

- ◆ **Sasha Henriquez**, for being a great leader and team player at Sicklerville.
- ◆ The **Staff at Sawtelle Learning Center** for all you do—for showing up with care, dedication, and heart. You make a huge difference in our students' lives, and your impact is truly felt throughout our school community. We are so grateful for each of you. Many thanks!!
- ◆ **Sue Nicholas** maintains a level head and has a caring heart. She is the kind of staff these students deserve.
- ◆ **Sylvia Mosley**, Sicklerville, is lucky to have her. She handled an escalated situation like a rockstar.
- ◆ **Will Heins** is positive, insightful, and patient! He's an excellent role model for the students and staff. He is very much appreciated.
- ◆ **Yolanda McNeill** - works excellently with students. She takes initiative to complete tasks without being asked.



- ◆ **Senica Rogers** and **Jihadah Gasque** stepped in without hesitation, to cover for a staff member who was admitted at the last minute to the hospital. Not only did they assist with coverage, but they also made the rest of the evening enjoyable and engaging for the youth. Their willingness to help, professionalism, and dedication did not go unnoticed. Thank you both for your support and commitment. It is truly appreciated.



Work Anniversaries

Congratulations!

| YEARS | Name | YEARS | Name |
|-------|-------------------------|-------|-----------------------|
| 38 | Rivera, Marisol | 5 | Miller, Jameece |
| 37 | Smith, Maria | 5 | Brown, Tamieka |
| 35 | Hunt, Lauren L. | 5 | Johnson, Tahjanay |
| 27 | Anthony, Gloria Y. | 5 | Brandt, Dominika |
| 27 | Chereque, Elena H. | 5 | Randall, Lakesha |
| 19 | Wolk, Joseph | 4 | Davis, Akee K. |
| 16 | Gomez, Leidy J. | 4 | Girard, Hannah |
| 15 | Rodriguez, Lisette | 4 | Nelson, Barbarha |
| 15 | Dillard, Valerie L. | 4 | Davis, Anthony E. |
| 13 | Ababon, Pia Anjelica P. | 4 | Emberger, Ashlea M. |
| 13 | Toussaint, Jean E. | 4 | Brown, Sheri L. |
| 12 | Prunty, Charlotte | 4 | De Robertis, Linda A. |
| 12 | Colston, Carlene | 4 | Owens, Kisanna |
| 11 | Albright, Walik M. | 3 | Benbow, Shantoknowa |
| 11 | May, Barbara | 3 | Chance, Cleo |
| 10 | Riddick, Anetra D. | 3 | Jones, Ernest |
| 9 | Havard, Eron | 3 | Quinones, Minerva |
| 8 | Huang, David | 3 | Warren, Joshua |
| 8 | Anderson, Caliegh K. | 3 | Butts, Tiffany M. |
| 7 | Lane, Keona L. | 3 | Fitzpatrick, Kellie |
| 7 | Beyallah, Abu | 3 | Polynice, Sarah |
| 7 | Mathis, Charlese | 3 | Tharpe, Felicia |
| 7 | DelTufo, Laura | 3 | Guglielmino, Jordan |
| 5 | Lott, Alaya S. | 3 | Heguy, Susannah |



Work Anniversaries

Congratulations!

| YEARS | Name | YEARS | Name |
|-------|---------------------|-------|---------------------|
| 3 | Battle, Shanaya | 1 | Stevens, Abigail M. |
| 3 | Nichols, Bridget G. | 1 | Caizza, Julia G. |
| 3 | Wall, Ashley | 1 | Allen, Simone M. |
| 3 | Washington, Twanda | 1 | Kinsley, Diana |
| 2 | Barnes, Ronde | 1 | Oghagbon, Osasere |
| 2 | Diaz, Tiffany A. | 1 | Rasool, Misbah |
| 2 | Francois, Gerard | 1 | Sarpong, Adam |
| 2 | Paul, Emany | 1 | Zapata, Roberto |
| 2 | Graves, Barshay | 1 | Afriyie, Adwoa B. |
| 2 | Hairston, Aaron | 1 | David Jr., Julius |
| 2 | Beachem, Shannon N. | 1 | Esperance, Marie J. |
| 2 | Daniels, Megan | 1 | Gault, Phillip |
| 2 | DePeri, Danielle | 1 | Grossman, Kristen |
| 2 | Rodriguez, Regina | 1 | Saunders, Cierra |
| 2 | Rutherford, David | | |
| 2 | Scimanico, Kari | | |
| 1 | Lighty, Denim | | |
| 1 | Mullen, Carolyn F. | | |
| 1 | Acosta, Bionca | | |
| 1 | Hicken, Emily | | |
| 1 | Barnes Jr., Owen A. | | |
| 1 | Davis, ChoDayah | | |
| 1 | Gorga, Kathryn | | |
| 1 | Saah, Sigourney | | |

Milestones



Professional Accomplishments



Asiaqueen Davis graduated from Kean University with a bachelor's degree in business management with the class of 2026! Congratulations!

Condolences



On behalf of the YCS family, we extend our sincerest sympathies to **Etta Sample** on the passing of her beloved mother Margaret P. Sample on May 23, 2026. at the age of 89. May the many cherished memories you have of your mom bring you comfort and peace.

Moving On

Joe Segro Retirement



Joe Segro began his career as a music teacher at YCS in September 1999. Over the years, he's brought the joy of music into the lives of hundreds of students at May Academy, Fort Lee Education Center, and most recently, George Washington School. His enthusiasm and passion inspired others to donate funding for instruments, and a professional recording studio that quickly became a favorite place for students to learn, create, and perform. He taught students how to play drums, violin, keyboard, and guitar and gave every student the opportunity to shine during performances throughout the year.

Joe's motto is : "Always be passionate. Be real. Have empathy. Smile." Those words were reflected in the way he celebrated the uniqueness of every student and encouraged each one to reach their full potential. Joe, on behalf of the YCS Family, we wish you much happiness and good health during your retirement.

Joy Pagano

For the past 22 years, GW School social worker Joy Pagano has been dedicated to understanding the needs of her students and guiding them through more successful and fulfilling educational experiences. As an ardent member of the NJ Fetal Alcohol Task Force, Joy has advocated tirelessly for years in support of legislation to secure more services for children affected by FAS. In 2025, the FASD RESPECT ACT was signed into law. She has always been proud to say that YCS was the first organization in NJ to endorse this bill! On behalf of the YCS Family, we wish Joy much success in all her future endeavors.



Highlights



Graduations Throughout the Agency



Sawtelle Learning Center



James C. from Townsbury graduated from Fair Lawn High School.



George Washington School



Erick Tomassini from Townsbury graduated from Garfield High School.

Congratulations!

Highlights

Holly Center Fun Filled Party



On Sunday, June 7th, the youth enjoyed a fun-filled 6/7 Theme Party. The event provided an opportunity for residents to socialize, build positive peer relationships, and participate in a creative group activity. Youth came together to enjoy themed games, music, food, and friendly competition while expressing themselves through the unique party theme.

The celebration promoted teamwork, communication, and community building within the home. Residents were engaged throughout the event and demonstrated positive interactions with both peers and staff. The atmosphere was filled with laughter, excitement, and a sense of togetherness, making the party a memorable experience for everyone involved. Written by Urshala Herald

Photo: Christajah Lighty and Urshala Herald with participants.



Nicholas Rakus and RA staff from Lawnridge, Simone Allen, dressed to impress for his prom.

Highlights

BBQ on the Vine



YCS residents and employees from several homes had a great time at the "BBQ on the Vine", at the Vineland residence. The youth loved the waterslide, the dunk tank, the music, the food, and especially the water balloons! Many thanks to **Brad Vetterly**, SR VP of Behavioral Health, and **Pfeni Flicker**, SR AVP of Behavioral Health, for throwing a great party!

Highlights

SBYS team support students through finals and bring some fun into the mix



As we prepare for finals at Eastside, we decided to incorporate a little team building while bringing some fun and laughter to our students. To make things engaging, we've invited everyone to participate in a "phone shot battle", a creative and lighthearted competition that allows students and staff to connect, unwind, and showcase their personalities.



A handful of students who completed their finals and met all of their end-of-the-school requirements were fortunate enough to be able to attend one of our end-of-the-year trips to The Beast in New York City.

Highlights

2nd Annual Self-Care Fair at Eastside High School



Michelle Williamson, Art Therapist from YCS, hosted a gratitude table. **Karla Santos** and **Molly Silverman** from PLP also facilitated a table, and **Christina Colon**, VP of Community Programming, stopped by to show her support.

Our student ambassadors managed both the photo booth and the coloring table, contributing to a welcoming and engaging environment for all participants.

The event hosted over 32 vendors and served more than 1,000 students. **Ms. Erica Parks** served as the lead for this event. Written by Andrea Mayes

Highlights

Sawtelle Learning Center “Nailed It” Board



Stefan Dunn



Shanika Navarro

The staff at the Sawtelle Learning Center consistently recognize and celebrate their coworkers through the daily “Nailed It!” board.

Congratulations to this month's “Nailed It!” winners, **Shanika Navarro** and **Stefan Dunn**!

Thank you for your hard work, dedication, and positive contributions to the team. Keep up the great work! 🎉👏

Highlights

Buffalo House Activities



Trip to the movies to see "Michael"



Amerra Bouie received her Home Health Aide certification from CareFinders Total Care. The agency is now helping Amerra secure employment.



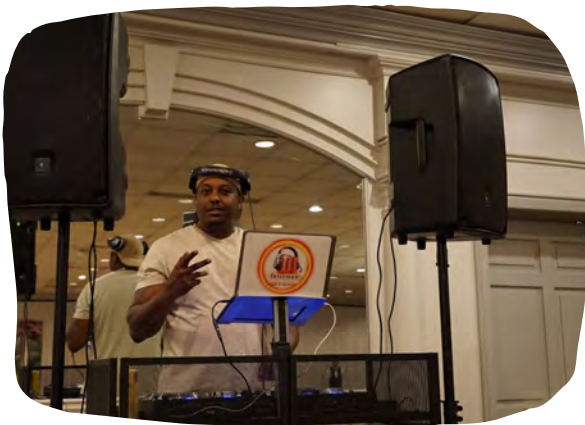
East Orange Campus invited Buffalo ladies to attend the spring music festival.



Juneteenth Celebration

Highlights

Northern Region Spring Dinner Dance



The Northern Region Spring Dinner Dance was great fun for all the residents who attended. Everyone ate well and danced the night away! Kudos to **Korey Clark**, **Yesenia Fulgencio**, and **Tameka McMillan** for organizing this great event!

Agency Updates

YCS WMBC Feature

YCS was recently featured on WMBC-TV's Hometown to discuss the importance of early autism diagnosis and the barriers many families face when trying to access evaluations and support.

Christina Colón, LPC, Vice President of Early Childhood and Community Programming at YCS, and Leslie A. Lester, PsyD, Associate Director of the YCS Institute for Infant and Preschool Mental Health, spoke with Jessica Reyes about why early identification matters, how delays in diagnosis can impact children and families, and the challenges many caregivers encounter navigating long waitlists, limited provider availability, and access to care.



As New Jersey's first licensed infant mental health clinic, the YCS Institute for Infant and Preschool Mental Health provides developmental and autism evaluations, therapy, developmental guidance, and other early childhood mental health services designed to help children and families access support as early as possible.

They also highlighted how the YCS Dr. Helen May Strauss Clinics provide ongoing therapy and family-centered mental health services, helping connect children and families with the care and support they need.

Watch the interview here: <https://wmbctv.com/portfolio/youth-consultation-services-on-5-30-2026/>

June HIPAA Tip



Your ECR account is your account and your account only. Never allow another staff member to use your credentials or make entries under your name.

Agency Updates

Foundation News

The Healthcare Foundation of New Jersey (HFNJ) awarded YCS a grant for \$155,000 to support a second year of an Autism Evaluation, Training and Workforce Development program. Through this project, YCS is training doctoral-level clinicians to provide autism evaluations while also addressing the shortfall in autism evaluation capacity in the region.

All grants awarded this quarter are renewals for projects previously funded by HFNJ.

"HFNJ seeks to make an impact over the long-term by cultivating ongoing relationships with community partners and funding projects that are demonstrating successful impact," said Michael Schmidt, executive director/CEO of The Healthcare Foundation of NJ. "This quarter, we are delighted to provide another year of funding for four exemplary projects that have made a positive difference in the communities we serve."

"We are thankful to the Healthcare Foundation of New Jersey for their continued partnership and support," said Christina Colon, Vice President of Early Childhood and Community Programming at Youth Consultation Service. "Because of their investment, more young children will receive timely autism evaluations, and more clinicians will receive the specialized training needed to care for children and families. We are excited to continue this work together and expand access to these critical services."

~Christina Colón, LPC, IMH-E
VP of Early Childhood and Community Programming

Upcoming Event



Agency Updates

QAPI Update

Adult DD Residential Inspections – Preliminary Results

Adult DD inspections concluded on June 29, 2026. After a month of inspections across every Adult DD Residential Program, we are pleased to share the preliminary results.

Congratulations to the following programs for receiving no citations:

- Burning Bush
- Cavan
- Pamela

Congratulations as well to the following programs for receiving only one citation:

- Walnut
- Davinchi

In addition, our preliminary results show a 16% decrease in overall citations from 2025 to 2026.

Thank you to all of our programs for your hard work, dedication, and continued commitment to providing high-quality services. Your efforts to strengthen compliance and improve quality are reflected in these results. We appreciate everyone's commitment to continuous improvement and look forward to building on this success in the coming year.

~Jaime Fox, LCSW, MLSP

Chief Quality and Compliance Officer

The Importance of a Correct Diagnosis

Diagnosing is a key part of the treatment process. A diagnosis is not a label – it is a tool to help understand the challenges facing a participant. While it does not tell the whole story, it does identify the thoughts, feelings, physiology, and behavior of a participant as part of a recognizable pattern. The diagnosis assists our staff in working with participants and family to form meaningful treatment goals and provide effective services. The five most common diagnoses for our out-of-home participants as detailed in the table below. ~ Matthew Hopkins, Data Analytics & Privacy Officer

| Name | Count |
|--|-------|
| ADHD | 126 |
| Disruptive, Impulse Control, & Conduct Disorders | 111 |
| Depressive Disorders | 107 |
| Autism Spectrum | 91 |
| PTSD | 58 |

Agency Updates

Congratulations to All Our Employees who have completed Performance Reviews

Performance reviews are more than a formality or a rating exercise. They are an opportunity to have meaningful conversations about accomplishments, challenges, growth, and future goals. Thoughtful feedback helps employees understand where they are excelling, where they can continue to develop, and how their contributions support the success of YCS.

Just as important, employees should feel comfortable engaging in open dialogue—sharing their perspectives, discussing career interests, and identifying opportunities for professional development.

A productive discussion should include reflection on the past year, recognition of achievements, and a forward-looking conversation about development and goals for the year ahead.

Your participation and thoughtful engagement in this process are critical to ensuring that it is meaningful and valuable for everyone involved.

Thank you for your continued commitment and contributions.

Gordan Family Trust Employee Scholarship

A promotional banner for the Gordan Family Trust Employee Scholarship. The top half features a photograph of four diverse employees in a meeting, looking towards the right. The YCS logo is in the top right corner. The bottom half has a dark blue background with white and light blue text. It includes the title 'Gordan Family Trust Employee Scholarship', a quote about education, a call to action 'Invest in Your Future!' with an 'APPLY NOW' button, and a 'WHY APPLY?' section with two bullet points: 'Simple application process' and 'A stepping stone to your dream career'.

YCS is accepting applications for the next round of scholarships.

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

Agency Updates

Keys to a Culture of Caring: #4 Thankfulness

A culture of caring is built on empathy, respect, and appreciation — values that make people feel valued, supported, and connected. At its heart is thankfulness, which strengthens relationships, boosts morale, and fosters a positive environment in workplaces, schools, and communities.

Why Thankfulness Matters in a Culture of Caring

Thankfulness is more than saying “thank you” — it’s about recognizing and appreciating the contributions of others. In a culture of caring, it:

- Builds trust and rapport through genuine appreciation
- Encourages positive behaviors by reinforcing kindness and support.
- Reduces stress and burnout by making people feel seen and valued
- Strengthens community bonds by creating a shared sense of belonging

Practical Ways to Integrate Thankfulness

You can embed thankfulness into your culture of caring through:

- Celebrating milestones — birthdays, work anniversaries, or project completions with recognition and small tokens
- Random acts of kindness — sending a thoughtful note, offering help without being asked, or complimenting someone’s work
- Public recognition — shout-outs in meetings, newsletters, or on social media to highlight contributions
- Gratitude rituals — starting meetings with a moment of appreciation or sharing “thank you” stories.
- Incorporating thankfulness into leadership — leaders modeling appreciation and acknowledging team members’ efforts

Culture of Caring in Action

A culture of caring encompasses empathy, recognition, inclusion, well-being, and supportive relationships across workplaces, communities, and care environments.

The following letter is an example of thankfulness, one of the keys to a culture of caring.

Good morning Mr. Bill,

I just wanted to take a moment to express our sincere appreciation for your time, dedication, and inspiration you bring to Estell Manor each week. Your spiritual groups have had a tremendously positive impact on the girls. They genuinely look forward to your sessions and benefit greatly from the encouragement, guidance, and perspective you provide. Your ability to connect with them in a meaningful way creates a safe and supportive space where they can reflect, grow, and feel valued.

In addition to the impact you have on the youth, staff also appreciate your presence and the positive energy you bring to the program. Your message of hope and resilience resonates with everyone who participates and contributes to the overall well-being of our home.

Thank you for your continued commitment to the youth at Estell Manor and for sharing your time, wisdom and compassion with us. We are grateful for the difference you make in the lives of the girls and look forward to continuing this partnership 😊

Dawn K Ragland, MA
Program Director
Estell Manor



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