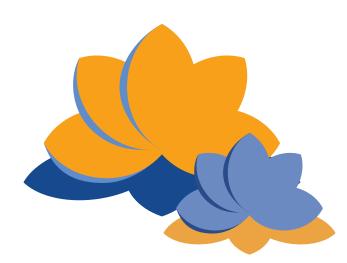






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You may have noticed recently that the media has made great efforts to be more inclusive and shine a light on people of different abilities, body types, beliefs, and cultures. This is not new to YCS - our mission of "Embracing all the Possibilities" is grounded in our belief that every individual has potential waiting to be tapped and an inner beauty waiting to be celebrated - regardless of circumstances, or physical and mental health challenges.

We are very grateful that so many supporters feel the same way we do. At our recent Golf Classic, Brian Fisher a volunteer member of the golf outing committee spoke. He relayed an opportunity he had to have conversations with a youth at one of our residences while visiting the program on business. He was very impressed by the young man and choking with emotion said that he knew this young man was going to make it - because of the help he was getting at YCS. In this annual report, we are proud to share with you the inspiring experiences of two former clients who have overcome many personal obstacles and are leading fulfilling lives because of the strong connections they had and continue to have with YCS staff.

My fellow colleagues' determined compassion to see beyond a participant's diagnosis to their inherent character and potential are the norm. Like loving parents, our direct support staff, teachers, nurses and clinicians are "Leading with Heart" and creating an atmosphere of hope and healing in every facility. It is well known that many individuals come to YCS after being turned away from other agencies or experiencing the pain of multiple failed placements. Families come to YCS as their last hope.

In time, with abundant patience and understanding, participants achieve stability and start to experience simple every day joys and enriching personal relationships. The photographs throughout this report are a testament to their joy. For the past year, YCS leadership teams have travelled across the state visiting our residential facilities and establishing life-to-life connections with the staff and participants. Their goal has been to gain insight from the frontline workers. The staff has appreciated the genuine concern shown to them and is encouraged that some of their concerns have been quickly addressed.

We look forward to continuing this in the next fiscal year and forging even deeper bonds across the entire agency. We also look forward to welcoming you back into our programs as volunteers and mentors. We are very grateful to all our supporters who have stuck with us through the past two years and are as eager as you to work towards returning to in-person activities at the sites. We know the children have missed you and so have we.

With sincere respect,

Tara AugustinePresident/CEO



Welcome Friends and Stakeholders,

Thank you for standing by YCS this past turbulent year. The agency's progress and personal victories reflected in the pages of our 2022 Annual Report were only possible because of your support. For an agency as expansive as YCS - with 1,100 employees in nearly 60 programs across the state, it is a feat to keep a "family" feeling. Yet, I have seen YCS employees at all levels go far beyond their job responsibilities to sincerely care about our participants and one another.

Countless acts of kindness – oftentimes unseen – occur in all the nooks and crannies of YCS every day as our dedicated staff serve the state's most vulnerable citizens through a culture of compassion.

Throughout this year, YCS has continued its tradition of grassroots leadership by hitting the road to visit our residential facilities with the aim of truly investing in the professional and personal development of every employee. As a result, the agency has created and launched many rewarding incentives and initiatives including compensation scales, training programs and learning opportunities.

I am also proud to say that YCS is the first behavioral health organization in New Jersey to create the post of agency chaplain. The spiritual mindfulness workshops launched this past year are opening our young people to new ideas and giving them more hope for their futures. The staff who have participated alongside the children have said that the sessions have also been a source of encouragement for them.

This past year, the entire YCS family has coped with additional layers of stress and anxiety caused by a pandemic which refuses to go away. Our front line team stretched to the limit at the end 2021 performed in ways we could not have imagined. Thanks to the generosity of our donors, all the participants joyfully celebrated the holidays.

I speak for all members of YCS Inc. and Foundation Boards when I express our thanks and appreciation to all our employees and you, and I ask you to join me in continuing to lead with heart by sharing hope and optimism throughout the 2022-2023 year.

John

Respectfully,

John Uzzi Board Chair

Board Leadership 2021 - 2022

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3 i daniaation boara

t Charles DiPietro

Jonathan P. Durant

Brian Fisher

Ludmila Golad

Steve Grossman

Joan Hickey

Peggy Kabakow

Bernie Koster

Faye Samuels

Van Seretis



4





Our mission is to partner with at-risk children who have special needs and adults with developmental disabilities to build happier, healthier, more hopeful lives within their families and communities.

Our History

In 1918, YCS opened its heart and doors to care for orphaned children and women who suffered from extreme emotional and financial distress in the aftermath of the First World War and Spanish Flu. YCS has never strayed from its mission and now, 104 years later, has become a statewide non-profit, behavioral health and social services agency that provides comprehensive, therapeutic services to thousands of individuals, birth through adulthood, with complex special needs. Some of the children in YCS' care are separated from their loved ones and have been affected by trauma, while other individuals are challenged by life-long intellectual/developmental disabilities and co-occurring mental health disorders. In every case, YCS is committed to helping every person rebuild their lives and develop the skills to reach their full potential in a safe, nurturing environment. Today, YCS operates 60 programs across the Garden State that include residential care, foster care, special education schools, preventive home visitation programs for young families, and community-based clinical services. Our commitment to helping those in our community who are disenfranchised has not waivered and we will continue to advance to meet their needs for the next 100 years.

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President/CEO

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Linda Pansulla

Chief Operations Officer

Hing Shung Chan

Chief Technology & Security Officer

Jaime Fox

Chief Quality & Compliance Officer

Ruthie Harper

Chief Development Officer

Nancy G. Kenney

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Steven Kessler

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Chief Information & Privacy Officer

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Operational Vice Presidents

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VP, Staff Retention & Training

Deanna DeStefano

VP, NR Nursing Services

Jennifer Stratton

VP, NR Behavioral Health & Community Services

Rayletta Garrison

VP, NR DD Services

David Morgado

VP, SR Behavioral Health & Intake Services

Dawn Jones

VP, SR DD Services

Our Locations

Newark Office (Headquarters)

284 Broadway Newark, NJ 07104 (973)482-8411

Hackensack Office

25 East Salem St. Hackensack, NJ 07601 (201)678-1312

Dr. Tatum Stein

Principal, George Washington School

Leisa Tomchek

VP, Principal Sawtelle Learning Ctr.

William Waller

VP, Treatment Homes & Agency Chaplain

Kyle Wdzieczkowski

VP, SR Nursing Services

Dr. Dayna Zatina Egan

VP, Practice Integration

Somerdale Office

20 E. Evergreen Avenue Somerdale, NJ 08083 (856)309-5420





Employee Breakdown















62







Medical/Nursing

Administration

83

65

541

54

28

163



Number of Programs



YCS Children & **Families Served** 2,866



Counties Served

Families Served FY

2021-2022

Community Based Program Children's

Adults' Residential Care Residential Care

Schools

66%

5%

7%



Programs

Residential Programs

45

Children Behavioral **Health Homes**

Children Intellectual/ Developmental Disabilities Homes

Adult Intellectual/ Developmental **Disabilities Homes**

17

20



Medicaid

77.3%

NJ Department of Education

Other Revenue

NJ Department of Developmental Disabilities

12.4%

0.7%





YCS Chaplain William Waller greets the youth participating in spirituality workshops with scented oils, the sound of a Tibetan bell and a meditative centering activity. "When the children walk into the room, I want them to know that something different and unique is about to happen," says Mr. Waller, a.k.a Mr. Bill. What follows are open discussions about such topics as forgiveness, hope, trust, and honesty.

The idea of creating an allied therapy in spirituality came about after Dr. Frances Feigl, YCS VP of Psychiatry, originally suggested the addition of an agency chaplain to YCS leadership. "When children are in our residential care they often miss the opportunity to participate in a faith community," explains Dr. Feigl. "Young people are spiritual by nature and they need a way to connect to that part of their being."

The timing was uncanny. Mr. Waller, VP of Treatment Homes, had just received his Doctorate of Ministry from the Theological School at Drew University, and welcomed the opportunity to create a pilot program for the youth in residential care that would provide spiritual guidance and moral support.

"We are able to be ourselves and speak our minds. There was no judgment. The thing that stuck most to me was that forgiveness is key...to forgive ourselves and forgive others."

Jenaya, 17

"I learned about humbleness and how we are all still growing as humans."

Leilani, 18

"I felt better every time I went to the group. The centering exercise was really helpful."

Zyasiam, 17



"When I come back from school, the spirituality group resets my mind and [I can] start a new page if I'm having a bad day."

Megan, 18

"I liked the group when we talked about feelings of hope and hopelessness. I learned how to be a better person for myself and things that help me feel better and be more positive."

Mayo, 18



"I learned that forgiving people can help me in the long run. The opening exercise calmed us and helped us let things go that were out of our control."

Maurice, 14

"It is very important for me to create a safe space for participants to be free to speak their minds and develop their own spiritual path," explains Mr. Waller. "For many of our youth it was the first time for them to hear their own voices. The space gives them the freedom to explore these possibilities without fear of judgment or criticism." After the initial session the youth decided to rename the pilot "Spiritual Mindfulness" because they felt it better represented what was occurring in the groups.

The initiative began with the formation of a Spirituality Committee of six of Mr. Waller's colleagues representing different faiths. They developed a 12-week curriculum and five programs were identified in the YCS northern region to pilot the program. Following the completion of the first cycle, the youth and staff were asked to fill out surveys to evaluate their experiences. The responses were encouraging. The one recurring criticism was that they wished the program did not have to end.

"YCS is the first, non-sectarian agency in the state to offer this unique spiritual dimension to its services, and it is rewarding to see the positive impact it is already having with individuals in our YCS Family," says Ms. Augustine.



Growing up I didn't always have the support system that I needed. There were times when my family was able to provide for us well and other times when we had little. I dropped out of high school to work and take care of my younger sisters, when I became pregnant. I was only 20 and in shock. My boyfriend, Foster, had gotten laid off from his job and we were homeless. We ended up sleeping in our car or couch hopping between family and friends. I was frightened. I wanted to be the best mom I could be for my baby, but I knew I could not do this alone. I began looking for help when I came across the YCS Nurse Family Partnership (NFP) program on the internet.

Tesha Bright became my nurse. For the first time, I found someone I could confide in. Although I tend to be quiet and shy, I opened up to Tesha. I could tell she genuinely cared about me. We developed a strong connection, and I looked up to her like an older sister. I still do!

The day I went into labor with my son Nicholas she was at our apartment and has been my source of encouragement ever since. Tesha has been a wealth of information on parenting and every other life decision. With her support, I got my G.E.D., am currently finishing my college degree in television communications and have a successful modeling and acting career.

After graduating from the NFP program in 2014, we remained close. A few years ago, on an outing to the aquarium, we talked for hours about foster parenting. It was a life changing moment for me. I had been toying with the idea of becoming a foster parent for a long time but could never get up the courage to apply. The day after our conversation, I took action. Foster and I have since nurtured 15 children – some with special needs – and we adopted our son Gabriel, then 3. Throughout this journey, Tesha has been by my side. I know she is just a text message away. She is my cheerleader and the first person I call when I have good news to share. I really love making her proud.

Jaleesa Graham NFP Graduate 2014



Left: Foster, Nicholas & Jaleesa Graham **Right:** Tesha Bright

For the past 15 years, I have had the privilege to guide young, expectant women through their pregnancies and beyond. Oftentimes, I am the only mother-figure that they can rely on for advice and support. We talk about everything from nutrition, to preparing for childbirth, to caring for their newborn. When I am one of the first persons a joyful new mom calls after giving birth, I know that she values our relationship and all my efforts as a nurse visitor really does matter.

Tesha Bright

YCS-NFP Registered Nurse

In the past year, the YCS Nurse Family Partnership (NFP) is proud to report



Healthy Babie



50Moms Graduated
From the Program



340
Families

Graduate Spotlight: Estephanie's Story

The first person patients meet when they come in for their clinic medical appointments is receptionist Estephanie Lopez. "I like to greet the patients and make them feel comfortable so they will want to come back," says Estephanie, 32. The job is only a short walk from her independent living apartment and she has plenty of time to pursue her interest in baking. After getting many compliments for her desserts, she is working on starting her own business – "Sweets by Steph."

Twelve years earlier, all these accomplishments seemed out of Estephanie's reach. She recalls being very depressed. "I hated myself. I hated my learning disability, and I cried to my mother. I was never going to be like everyone else...I would never be able to get married, have a job, or live on my own."

Her parents worried about her safety and sought help. In 2010, Estephanie was referred to YCS and placed in a YCS group home for young adults with developmental disabilities. She remembers thinking, "I was frightened....I thought how could my parents do this to me?"

"When Estephanie first came to the home she was angry and depressed and refused to speak to us at all," says Rayletta Garrison, former house manager and now VP of YCS Northern Region Adult DD Services. Ms. Garrison recalls, "It took a while to gain Estephanie's trust and prove to her that they really cared about her." At the YCS home, she acquired an array of life skills – including counting money – a skill that she admits having the most difficulty learning.

Estephanie's breakthrough came while working in the kitchen preparing meals at Friendship House – a vocational rehabilitation program. "She fell in love with cooking and baking. It gave her a purpose and awakened in her a belief that she could become self-sufficient," says Ms. Garrison. The YCS Home reinforced her interest in cooking by arranging for her to study with a cooking coach at the home once a week. She was making so much progress; her job coach helped her secure a job at Chick-fil-A®.

At the start of 2020, with these skills under her belt, Estephanie graduated from YCS. Since leaving the program, she has remained in contact with Ms. Garrison. "She gives me good advice," explains Estephanie.

Today Estephanie says with confidence," No disability is stopping me from being happy."

Her advice to new residents at the YCS Home -"Be yourself, be positive. And don't worry about what other people think about you. You have to make your own happiness."



Intern Finds Her True Calling at the YCS Institute

Samantha Spencer's journey to become a child psychologist began ten years ago when she met professor Dr. Gerard Costa at Montclair State University. At that time as a 21 year-old undergraduate student, she confesses to not knowing what her career path would be. "I knew I cared about people and relationships, but I wasn't sure how that translated into a career for me."

Samantha recalls many people at MSU talking passionately about the YCS Institute for Infant and Preschool Mental Health and its consequential work to build healthy, nurturing relationships between young children and their parents. "I knew this was the place I wanted to be," asserted Samantha.

Four years later, she was accepted into the YCS Institute's highly competitive doctoral internship program. Under the tutelage of her supervisor, Dayna Zatina Egan, Psy. D., she began her clinical training. Samantha provided psychological testing for children transitioning out of YCS residences and assisted in determining supports the children would need when they returned to their families. At the Institute and Dr. Helen May Clinic, Samantha counseled families remotely because of the pandemic. She developed long-term relationships with many of her clients. It was such a rewarding experience to get to know these families and an honor that they trusted me to share a piece of their lives.

For Samantha, every day was a chance to learn a little more about helping others. In 2021, she completed her internship and began a year-long Postdoctoral Fellowship at the Institute assisting the training director. With Dr. Egan's encouragement, Samantha accepted the position of training director the following year. "I didn't think I was ready, but Dr. Egan gave me the confidence to believe in myself. She gave me permission to realize what I already had in me – the heart to do the job."

According to Samantha, the trademark of the Institute is the wonderful supportive sense of community amongst all the staff. For now, Samantha wants to help the new class of interns reach their potential, the same way Dr. Egan helped her.

"From the moment Dr. Spencer started at the Institute, her passion and commitment to the trauma-informed, relational work that we do every day to help families heal was clear. As a former extern myself, the YCS Institute's clinical training program is near and dear to my heart, and it has truly been an honor to be an ongoing part of Dr. Spencer's training and professional journey with us."

Dayna Zatina Egan, Psy.D., IMHE VP, YCS Practice Integration



Left: Dr. Dayna Zatina Egan, Psy.D., IMHE **Right:** Dr. Samantha Spencer

About the YCS Institute for Infant and Preschool Mental Health

The Institute has been a pioneer in infant mental health for over 20 years and is hailed as the first state-licensed mental health clinic in New Jersey dedicated to treating infants and young children. Its mission is to provide relationship-based psychotherapeutic services and assessments for families with children birth to 12 by creating a unique environment in the mental health field where training and clinical services converge to meet the specialized needs of the individuals served.

A key component of the Institute is the practicum/internship opportunities it offers to a select group of post graduate students each year. This program is accredited by the American Psychological Association (APA) and has successfully trained more than 100 students who have gone on to establish careers in the field of children's mental health across the country.

The Institute also lends its expertise to many local and statewide advisory boards and is an appointed member of NJ's Governor's Council for Young Children. These boards focus on identifying and treating children's emotional and physical health and work together to eliminate barriers to accessing treatment and expand availability of services.

Trustee Spotlight: Allison Stangeby

Allison Stangeby, VP of Community & Corporate Relations for the New York Football Giants is a passionate champion for YCS. As a result of her advocacy, the Giants organization has sponsored numerous YCS fundraising events – including this year's Golf Classic. In 2018 & 2019, over two hundred children in YCS residential facilities participated in memorable winter holiday events at the Giants training facility, the Quest Diagnostics Training Center. The children practiced football skills with the athletes, and took home Giants swag and generous gift cards. During the pandemic, while the children and staff were quarantining, Mrs. Stangeby arranged for the Giants corporate office, including players, to become Secret Santas by sponsoring parties at individual homes and funding other gift items on the programs' wish lists.

When asked why she is passionate about supporting YCS, Mrs. Stangeby's answer is simple: "If it just makes sense to me, I'm in... And as a mom who adopted a child out of foster care, helping the children at YCS makes perfect sense."

She credits the YCS Foundation for inspiring her participation. "The energy, passion and commitment of the Foundation staff are amazing. They are great representatives of the kids," says Mrs. Stangeby.

In 2020, Stangeby joined the YCS Inc. Board. "In the past, my involvement centered on the children. By joining the Board I can expand my role," explains Mrs. Stangeby. The opportunity quickly presented itself, when YCS embarked on a campaign to have 100 percent of its employees fully vaccinated against Covid.

Mrs. Stangeby appealed to the Giants organization to provide YCS with 600 tickets to be raffled off to employees who were fully vaccinated.

"This was a way for the Giants organization to say thank you to YCS essential workers for all their courageous efforts to protect the children during the pandemic, and to incentivize employees who were not vaccinated to receive the vaccine," says Mrs. Stangeby.

The raffle was a huge success. Many employees were encouraged to get the vaccine and 300 lucky YCS winners and their guests attended one of two home games during the Giants 2021 season.

"Allison stepped up to show YCS frontline workers how much they are appreciated for staying "in the game" to protect the children during the pandemic. We are truly very fortunate to have her on our team," says Ruthie Harper, Chief Development Officer.



2021 YCS Foundation 2022

The YCS Foundation is dedicated to making a meaningful, measurable difference in the lives of individuals served by YCS while safeguarding the trust of our donors, sponsors, and community partners.



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