

# AHRC

N A S S A U

A Communication from Human Resources

## EMPLOYEE NEWSLETTER

June 2023

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Executive Appreciation  
Congratulations Graduates  
Promotions  
CLS Hiring Event  
One Stop Gift Shop  
Internal Job Postings  
National EAP: Employee Assistance Program

## Message from the CEO

Dear Fellow Employees,

Once again, I am proud to announce another successful Compass recertification visit. The exit conference took place on Thursday, May 11th, with zero significant findings and many, many best practices cited by the review team. It is a privilege for AHRC Nassau and Citizens to be again validated as a Compass agency. We make up two of four agencies in New York State to hold this honor and prestigious designation.

It is impossible to list every person that contributed to the success of the Compass program, but I want to highlight and thank Karen Hirschfeld, Colleen Tapia, and Eric Rosen. Their commitment to detailed coordination and execution of our Compass program serves as the cornerstone for this program's success. Thank you for your splendid leadership and empowerment of the people we support.

Wheatley Farms and One Stop Gift Shop are wonderful ways to support jobs, services, inclusion, and opportunity for people with intellectual and other developmental disabilities. Your support for employment and community engagement truly makes a difference. Our employees are the primary reason that One Stop and Wheatley Farms continue to excel. I am immensely proud of the talented staff who innovate these businesses and social enterprises to ensure their success. Special thanks to Chris O'Connor, Barry Donowitz, Brooke Gilman, Patrick Sherrard, Chris Williams, Nicky Faranda, Percival Aquino, Allison Glass, Nanette Muzante, Bridget Cariello, Jerri Walker, Shaun Weathers, Mary McNamara, and Nicole Zerillo for your incredible leadership of Wheatley Farms sales and One Stop Gift Shop.

Our Diversity, Equity, and Inclusion (DEI) efforts are in full bloom. The DEI Strategic Plan is now completed for all companies, committee leaders are in place, and the work on the goals will soon begin. In addition, the first meeting of the AHRC Board DEI Committee was a tremendous success. Your participation and engagement in DEI activities in each company have helped to make our family of organizations a more welcoming and inclusive environment for all. Thanks to Sarah Gonzalez Noveiri, DEI Officer, and our Joint DEI Committee for their commitment and hard work.

The Reach for the Stars event held on May 17th at the Crescent Beach Club was one of the best I have ever attended. Special thanks to AHRC Nassau Foundation Director Mary McNamara, Jennifer Apelian, Monica Montoya, Betsey Beyers, Safoora Juman, Kelly Farrington, Katherine Hoey, Gaelle Gilles, Nicole Zerillo, Marlene Baron of AHRC Nassau and from BCCS- Denise Gaughan, Sherri Black, Christine Paz and Debi Doyle along with a committee of BCCS parents, who poured their hearts and souls into making this event a success each year.

Staff retention data from 2023 shows that more employees choose to remain employed for longer periods. This reflects many efforts to engage new employees better and to connect them with our people, mission, vision, and values. Fortunately, we have one of the country's best Recruitment, Retention, and Engagement teams. Led by Dr. Hassan Abdullhaqq, with leadership from Jim Stock and their hardworking team of Gordon Archibald, Denise Lamb, Laura Betancurt, Giovanni Dainotto, Joy Ramer, Mandi Morrone, Marissa Kumar, Andrew Mott, Gregory Pandaliano, Ashley Orgill, Alyssa Abdul, and Brandon Lyons.

Staff Appreciation Day is coming soon. Set your calendars for August 2nd. All roads will lead to our Brookville Campus once again for a day of connecting with your fellow employees in a diverse, fun, and inclusive environment. I hope to see you all there!

As always, your thoughts and comments are welcome.

Best,

Stanfort

# Executive Appreciation

*Thank you for  
going above  
& beyond.*

Special thanks to:

- Jim Van Epps, Director – Facilities Management, for his assistance with maintenance work towards the reopening of Camp Loyaltown.
- Glenn Carbaugh, Maintenance Worker- Brookville, for his quick action to clean up the Cissy Birnbaum water main break.
- Jim Stock, Assistant Director of Talent Acquisition, and Lisa Larice-Nielsen, Administrative Assistant, for facilitating the enhancement of the Employee Orientation manual.
- Nicky Faranda, Director of Employment Services and Social Enterprises & Cesar Fuentes, Business Operations Manager, for their excellent work bringing the team to 2nd place in the NYIT CREATE competition.
- The organizers of the COMPASS Validation visit Karen Hirschfield, Director of QA, Colleen Tapia, QA Administrator, Joe Simmons, Senior Maintenance Supervisor, Eric Rosen, Corporate Compliance Officer, Percival Aquino, Supervisor of Culinary Services, and Marlene Baron, Administrative Assistant, for their hard work behind the scenes to host a successful survey.
- Debra Doyle, VP of BCCS, Nicole Ferrar, VP of Nursing, and all Directors for successfully appreciating the work of our Teachers and Nurses during their appreciation week.

# Congrats CLASS OF 2023

Congratulations to Brooke Gillman's Daughter, Jessica Gillman, on graduating from The University of Rhode Island with her degree in accounting!

Congratulations to Patrick Sherrard's Daughter, Summer Sherrard, on graduating from SUNY Geneseo with her degree in Social Work!

# AHRC

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*Congratulations*  
on your promotion

**Ashley Orgill**

1st-year Retention Coordinator



AHRC Nassau is happy to announce Ashley Orgill's promotion to Retention Support Coordinator. Ashley has been a part of the AHRC Nassau team for 6 months thus far. Within that short amount of time, she has worked as a Talent Acquisition Coordinator for AHRC Nassau and affiliates including BCCS, the Freeport Vocational Center, and Citizens Options Unlimited. Her optimistic, caring attitude has helped to establish positive rapport both within the company and with prospective candidates.

In her role as Talent Acquisition Coordinator, Ashley has helped candidates find meaningful careers where they can grow and thrive. Now, we are excited to see her grow and thrive as she takes on new challenges and opportunities as our 1st year Retention Coordinator. With a background in Psychology and Behavior Analysis, we know that her compassion and analytical skills will be of great value as a Retention Support Coordinator.

Ashley is looking forward to working even more closely with our DSPs, addressing their concerns, supporting them through difficult situations, and celebrating their accomplishments. Please join us in welcoming Ashley to her new position. We wish her lots of success!

## *Congratulations*

on your promotion

### **Sarah Milano, RN**

RN Supervisor Learning & Professional  
Development Department



Please join me in congratulating Sarah Milano, RN on her promotion to RN Supervisor in the Learning and Professional Development team. Sarah has filled the position vacated by Janice Concannon's retirement. Sarah has been with AHRC for 4 years, first starting as a Residential RN in CLS , and has direct experience working with people supported. She then came to the L&PD Department last year as an RN Trainer and quickly became part of the team. We look forward to working with her in her new role as she will do an excellent job overseeing our other RN trainers.

Sarah can be reached at [smilano@ahrc.org](mailto:smilano@ahrc.org)  
and at ext 5367



# AHRC

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*Congratulations*  
on your promotion

## **Narary Tulice**

Quality Assurance Coordinator/ Investigator



AHRC Nassau is pleased to announce Narary Tulice's promotion to Quality Assurance Coordinator/ Investigator. Narary has been a part of AHRC Nassau for five years. During her tenure, she has worked as a DSP and in various HR roles, proving to be a loyal advocate for AHRC Nassau and its affiliates.

In her current role as 1st-year Retention Coordinator, Narary has brought a caring energy that has continuously inspired DSPs to reach their full potential while providing excellent care for the people we support.

Her DSP and HR background gives her an improved insight into driving our mission and advocating for the people we support.

While the Human Resource offices are sad to see her go, please join us in welcoming Narary to QA and congratulating her on her new position.

# We're Hiring



AHRC CLS held a hiring event at our Upper Brookville location the weekend of June 2nd. It was facilitated by Sr. Talent Acquisition Specialist, Giovanni Dainotto and Talent Acquisition Coordinator, Gregory Pandaliano. Shaun Weathers, Sabrina Holmes, and management of the location, Nicola Williams and Sue Porter conducted the interviews.





## The Story Behind Our Shop

The **One Stop Gift Shop** values giving as a way to spread kindness worldwide. That starts with how we're run. The One Stop Gift Shop offers people with intellectual and other developmental disabilities supported by AHRC Day Services an opportunity to participate fully in the running of the gift shop. People supported are creating and crafting handmade items, answering the phone, taking online orders, packaging and delivering merchandise, and keeping inventory tracking.

<https://one-stop-gift-shop.square.site/s/shop>

**Use Code "ahrcn" at checkout to save an additional 15%**



**SPECIAL  
DISCOUNT**

# Internal Mobility Job Announcement



## DSP 1:1 Day Hab

**Job Req #**2023-5210 // 2023-5279 // 2023-5341 // 2023-5616

**Schedule:** Monday-Friday, 7:30am-3:30pm

**Program:** Day Program

**Location:** Sea Cliff Seniors, Westbury Hubsite, Oceanside Anchor PWW, Greenhouse Cottage  
(respectfully)

**Salary Range:** \$16-17

### Job Profile:

AHRC Nassau provides OPWDD-approved Day Habilitation Services for adults with IDD in over 30 locations across Nassau County, Long Island. All day habilitation services are designed to support each person in discovering their personal interests, while improving their communication and socialization skills. The services are designed to include a special focus on opportunities for building successful and meaningful interactions with other members of our community.

Primary duties and responsibilities include but not limited to:

- Management of one volunteer in the Day Program by ensuring the implementation and recording of the progress of habilitative and clinical services plans
- Functions as member of activity room staff, by performing routine direct care responsibilities regarding the activity room and other volunteers, as directed by Site Manager
- In the event of the volunteer's absence, reassignment will be determined by the supervisor.

### Requirements:

- High School Diploma or equivalent preferred
- Six months experience supporting people with developmental disabilities preferred.
- Proficient in all areas of verbal, written and reading skills.
- Will be expected to complete advanced training upon supervisor's request (i.e., CPR/ Clinical Training etc.); AMAP AND SCIP-R required.
- Qualified NYS driver's license required.
- Assist the volunteer in any and all activities designed to manage maladaptive behaviors and/or clinical needs, and promote independence and social maturity. Duties will also include assisting in the management of behavioral crisis situations in all areas within the day program and in the community. Must be proficient in behavioral management techniques.

**To be considered for a transfer, orientation must have been completed and you must be in good performance standing.**

We are an Equal Opportunity Employer, Proud of Workforce Diversity

Submit your application by going to:

[ahrc.org/careers](https://ahrc.org/careers)

Click the link for CURRENT EMPLOYEES



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# Internal Mobility Job Announcement



## Assistant Director AHRC CLS

**Job Req #** 2023-5811

**Schedule:** Monday-Friday Flex

**Program:** CLS

**Location:** Plainview

**Salary Range:** \$72,500 to \$77,500

### Job Profile:

Coordinates and ensures effective supervision of a cluster of residences in the Community Living Services Program. Provides support for the Residential Services Program to ensure effective and efficient operation as well as compliance with policies and regulations. Responsible for maintaining the quality of life for the individuals and ensures that the program adheres to NYS and OPWDD regulations, as well as COMPASS and CQL requirements. Must be able to travel from site to site and participate in elements of the position that include review of compliance. Must be available for weekend and overnight visits as assigned by the Director.

### Requirements:

- BA or B.S. in Human Services or related field
- Qualified NYS Driver's License
- Minimum 5 years' experience supporting people with intellectual and other developmental disabilities.
- Prior supervisory experience required.
- Must be available for alternate weekend duty.
- Computer literacy preferred.
- Extensive experience in program operations and/or compliance may be considered in lieu of degree including three (3) years in a position responsible for the oversight of day-to-day residential operations, and three (3) years' experience with supervision of a program required.
- Ability to master all Microsoft Suite applications and internal web applications (example: Somroli, Medisked, Ulti-pro, etc.).

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Click the link for CURRENT EMPLOYEES





# Employee Assistance Program



**LIFE HAPPENS.**  
**WE UNDERSTAND.**  
**YOU ARE NOT ALONE.**

Even when we have our day planned out, life can sometimes take us by surprise. No matter what, it's always good to know you have support to help you move forward.

**YOUR EMPLOYEE ASSISTANCE PROGRAM**

24/7/365 access to EAP counseling services and online resources for you and your immediate family members.

- ✓ Mental health and wellbeing
- ✓ Child care, elder care, and family support
- ✓ Work and career growth
- ✓ Grief and addiction
- ✓ Legal and financial needs
- ✓ Pre-qualified referrals to providers, specialists, and resources



U: AHRC  
PW: AHRC  
[www.nationaleap.com](http://www.nationaleap.com)

**Need Help?**  
**TOLL-FREE: 1-800-624-2593**  
Just call or log on to get started