

The Water Cooler



Adapted: The Arc Florida



A Communication from Human Resources

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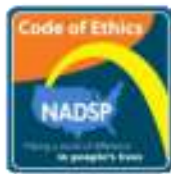
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The NADSP E-Badge Academy A Nation Witnessing Extraordinary Commitment

1,000th Certification Earned!!



Embracing Challenges and Achieving Goals

The dedication of our DSP's has been nothing short of remarkable. They have shown relentless determination and passion in their pursuit of excellence. Each day, they have displayed unwavering perseverance and an unparalleled work ethic that has captured the attention of the entire nation. With our major involvement in the NADSP E-Badge Academy we are excited that the **1000th certification** was given to our very own and very dedicated, Tiajuana Gardner.

In the heart of Oceanside Day Hab, a dedicated and talented I named DSP, Tiajuana Gardner has been making integral part of our organization. For over five years, Tiajuana has been an integral part of our agency, starting as a DSP (Direct Support Professional) per Diem. Tiajuana has recently completed the NADSP E-Badge academy and has earned the prestigious title of certified DSP Level III. Tiajuana's journey is a testament to hard work, dedication, and the unwavering support of the program's trainer, Vanessa Wright, and her assistant, Francois Saint Cyr. Let's congratulate Tiajuana on her exceptional achievements in becoming NADSP's 1000th certification.

With the agency's consistent support, achieving success becomes a realistic and attainable goal. Tiajuana's success story is a testament to the agency's commitment to helping our dedicated DSPs like you to prosper. Take inspiration from her journey and let it serve as a reminder that with determination and the right support, anything is possible!



Tiajuana Gardner, DSP III from Oceanside Day Hab

For more information on how you can be apart of this exciting program please contact: Vanessa Wright at vwright@ahrc.org

Message from the CEO



A video message from Stanford Perry.



Press Play to see message.



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Executive Thank You



Thank you Dankie jufaleminderit grazia merci toda grazie tak takk tack TEŞEKKÜR EDERİM 감사합니다 ありがとう 谢谢 ДЯКУЮ շնորհակալություն
obrigado Hvala vam Salamat mèsi धन्यवाद از نامه شما متشکرم Dziękuję डुराडा यँनदरद multumesc Спасибо Tapadh leat Хвала вам Asante Cám on e dupe

Thanks were expressed to:

- Seon Bailey, Assistant to the CEO, for organizing the Dansant.
- Elaine Sanderson, Gift Shop Manager, for hosting pop-up sales of the Big Tree Gift Shop at the Annual Membership Meeting and the Dansant.
- Elaine Sanderson, Gift Shop Manager, Pam Curtiss, Assistant Director for Social Enterprise, and Kristen Talbot, Greenhouse Manager, for coordinating the Big Tree Gift Shop Tree Lighting.
- Jim Van-Epps, Director Facilities Management, in securing a payment plan for the balance on the Soffit repairs at the Mansion.
- Amima Ahmad, HR General for Camp Loyaltown, and Sally Burgess, Vice President of Operations for Citizens for leading the Communication plan for the Shoreham team during the DOH audit visit.
- Chris O'Connor, Chief Operations Officer, and his team on a successful DOH audit in Shoreham.

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Welcome New Team Members

Pictures from our weekly New Hire Orientation



The DSP Connection

The everything DSP connection with DSP only programs, advice and special events



NATIONAL ALLIANCE FOR DIRECT SUPPORT PROFESSIONALS

Would you like to take your career further? The NADSP E-Badge Academy offers DSPs the opportunity to earn this nationally recognized credential through the completion of 3 rigorous levels of certification.

As a participant in this special program, you are eligible for a total of \$2,250 in bonus payments offered in three installments as you progress:

DSP LEVEL 1 CERTIFICATION - \$500

DSP LEVEL 2 CERTIFICATION - \$750

DSP LEVEL 3 CERTIFICATION - \$1,000



You will complete all coursework online through the E-Badge Academy during your regularly scheduled work hours for up to 2 ½ hours per week



FOR MORE INFORMATION CONTACT

Vanessa Wright

Learning and Professional Development Specialist

516-293-1111 Ext. 5366

VWright@ahrc.org

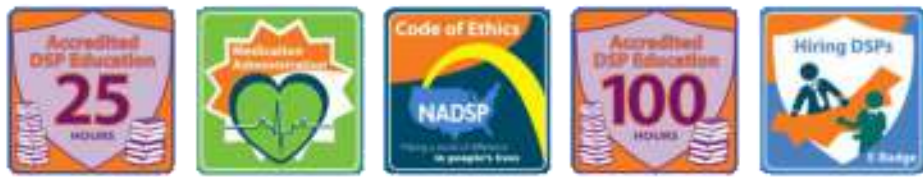
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The DSP Connection

Join the NADSP E-Badge Academy!!

The NADSP E-Badge Academy

There are weekly NADSP E-Badge information events held on Wednesdays in various locations please look for email and text blasts announcing the locations and times.



Vanessa Wright held another very successful E-Badge information event in Plainview. The theme of the event was Snack & Chat where she served snacks and drinks.



To find out more about this exciting program email, Vanessa Wright at vwright@ahrc.org

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What's Happening @ Freeport & Clocks Blvd

Feeling accomplished at Freeport & Clocks Blvd

With the support of 3 of Freeport's DSPs, a beginner reading group has been created. About 10 program participants have been attending this class, where they have the opportunity to learn a skill that they never were able to in the past. With much patience, the direct care staff have been working with the group to learn basic words and then learn how to use them in sentences. The beginner readers come out of the class feeling very accomplished and have been sharing their success with staff and their peers.



Kyle Thompson, from Freeport PWWG, recently had a fundraiser raising \$265.00 for the Sickle Cell Anemia Foundation. He found out that a friend suffered from it and he researched the disease. He made hand outs informing his peers about what Sickle Cell Anemia is and how it affects so many people. He brought the money raised to AHRC Clocks Blvd. hub site, who also did a fundraiser. Kyle's actions show what a caring and considerate young man he is, going out of his way to help others. Kudos to Kyle, on a job well done!



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What's Happening @ Farmingdale

Feeling accomplished and awesome at Farmingdale

This past week Farmingdale 1 took a trip to the Lego store!

The trip offered our people a fun and enriching experience which was also very therapeutic. They were able to build their very own Lego after their tour of the facility! This experience offered creativity, socialization, and the opportunity to use our imagination and use fine motor skills. We also had light refreshments and were able to build in a very spacious party room. Over all the best experience!



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What's Happening @ Wantagh

At the Wantagh Hub site the volunteers continue to work hard. They all continue to enjoy Senior food shopping and delivering books for the Book Fairies.

Everyone had a wonderful time visiting Hicks Nursery and The Milleridge Inn in Jericho and viewing the beautiful holiday display.

The volunteers weree looking forward to the upcoming Holiday Party. The volunteers are also looking forward to spirit week and the coat drive. Until next month...



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What's Happening @ Glen Head



We volunteered for the Nosh Pantry, delivering meals to those in need, which they always enjoy participating in.

They also delivered their Santa letters which all people supported enjoyed writing!



Lastly, and what they are most proud of this month, was helping Farmingdale High School make centerpieces for their Holiday Party. The volunteers absolutely loved how creative they could be & enjoyed the process. We look forward to participating in continued and new activities/jobs in the coming months.



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What's Happening @ Levittown



*They did a great job making cookie jars at the library.
They baked them the next day!*



What's Happening @ Bellmore

This month, with the assistance from our wonderful staff, the staff from the Bellmore Library and some of the volunteers they had the opportunity to decorate some beautiful pumpkin wine glasses researched by Arielle Dugue. Chris Ham, at the Bellmore Library, assisted with making some creative JACK-O-Lanterns, which all enjoyed doing.

The Bellmore staff had the chance to assist the Bellmore Buddies to make some beautiful seasonal arts and crafts such as, fall/Christmas décor wreaths, scented candles, jewelries, and decorative seasonal picnic baskets. The Bellmore buddies wanted to show their support to the Cancer Society and Foundation, they handmade some cancer ribbons made with tissue papers to display on our glass front door.

Carolyn Clarke, who always furnishing us with new jobs such as, Bookfair, and Senior shopping, also sent a group to the Planetarium which they enjoyed.



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What's Happening @ Bellmore

Wow the Bellmore Buddies are so busy having fun that their fun spilled over onto a second page!!

The Bellmore Buddies hubsite holiday party pictures.



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What's Happening @ Seaford



At Seaford we were busy elves. We had a Christmas competition.

Each of our staff members and their assigned groups created an art job for our wall at the Seaford site.

A reward was granted for the best creativity. We also decorated our site with Christmas decorations and table centerpieces. We celebrated at our Christmas party, and everyone enjoyed a joyous atmosphere singing Christmas songs and playing games. We had vegetable/meat Lasagna , green salad and all sort of treats. The guys prepared a beautiful salad and also the red Jello for dessert.

For community jobs, our people recycled cans & bottles, volunteered for Book fairies, the Senior center and donated shredded paper from our site to the pet shop. We also participated in the reading club and were excited to be part on the Build-a- Bear event.

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Health & Wellness

Staying Healthy

Earn while you stay fit with...



IncentFit is a platform to help you improve and maintain your health. Earn \$\$ while you burn calories.

Rewards

Earn 8 points to get \$50 total added to your paycheck. Earn 12 points to get \$100 total added to your paycheck. Earn 15 points to get \$175 total added to your paycheck.

Challenges

Challenges are competitions between you and your fellow employees. Challenges will show you a leaderboard that updates as each person (or team) completes healthy activities. Each challenge has its own rules that will be explained to you when you're invited to a challenge

For more information click [IncentFit logo](#). For help signing up or questions regarding the program please contact Brandon Lyons, blyons@ahrc.org.



by Nikki Katz,
Yoga Instructor

Grounding Yoga for the New Year

Warrior-II-(Virabhadrasana-II)

This pose is grounding – holding the connections of the past, the presence of today, and awareness and determination of the future.



- ◇ Balancing your weight in the middle will ground you in the present
- ◇ Your back leg and back arm provide a firm anchor reflecting on the past.
- ◇ Your strongly bent front leg and outstretched front hand guides you to move forward with confidence.
- ◇ In Warrior II you get to harness the lessons of the past, with the awareness to move with strong focus into the future.



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.

National EAP provides online access to a wide range of resources regarding the work and life topics of interest to you and your family. Just log on with your company's username and password (**Username: AHRC, Password: AHRC**), and navigate through articles, links, interactive content, self searches, self assessments, and more.

Please click the link below or call 1-800-624-2593.

[Click Here](#)



Big things start with small beginnings

eM Life offers interactive, live and on-demand mindfulness programs led by expert mindfulness teachers for everyday life. It helps you create connections with yourself and others while building skills to manage stress and anxiety, improve focus and enhance your overall well-being.

Click the link below to enroll and take your first step into your wonderful journey of mindfulness.

[Click Here to Enroll](#)

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Learning & Professional Development

FAQ

January's Training Schedules

AMAP:

- 1/9-1/11 8a-3:30p
- 1/16-1/18 same time as above
- 1/23-1/25 same time as above
- 1/30-2/1 same time as above

CPR:

- 1/5 9a-11a New Hires (NH)
- 1/9 8:30a-11:30a Existing Staff (ES)
- 1/11 9a-11a –NH
- 1/12 10a-1p - ES
- 1/19 9a-11a –NH
- 1/23 8:30a-11:30a ES
- 1/25 9a-11a –NH
- 1/26 10a-1p - ES

SCIP Full

- 1/18-1/19 9:30a-4:30p
- 1/25-1/26 9a-4p

SCIP Recert

- 1/16 9:30a-4:30p

Defensive Driving

- 1/24 - 9a-4p
- 1/31 - 9a-4p

Diabetes Training

- 1/2 - 8:30a-12:30a

Tube Feeding Training

- 1/3 - 8:30a-12:30a

Colostomy Training

- 1/4 – 8:30a-11:30a

Ask Employee Engagement

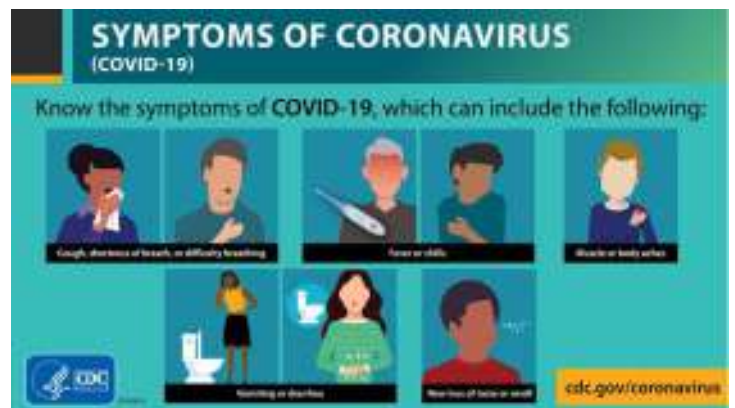
We would love to hear from you! Submit any questions you would like to ask Employee Engagement and each month we will post it and answer your questions.

Send your questions to:

EmployeeEngagement@ahrc.org



If you are feeling any of these symptom please stay home and call the Covid Hotline.



COVID-19 Hotline: 516-686-4486

Get Four Free At-Home COVID-19 Tests this Fall on [COVIDTests.gov](https://www.covidtests.gov)

Every U.S. household may place an order to receive four free COVID-19 rapid tests delivered directly to your home.

[Order Free At-Home Tests](https://www.covidtests.gov)

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Career Ladder with TAT



Internal Job Openings



Assistant Manager AHRC CLS

Job Req # 2023-6852

Position Type: Full-Time

Schedule: Monday–Thursday 3pm-11pm, Sunday 7am-3pm

Location: Stewart Avenue, Westbury

Hourly Rate: \$17-\$18 per hour

Job Profile:

Works closely with Manager to ensure ongoing support is provided to individuals by fostering an environment that assists individuals in becoming active participants in every aspect of their lives (i.e., self-care routines, health, safety, household chores, socialization, and overall, well-being) and ensuring that a high quality of life is maintained.

[Click for more information & to Apply](#)

Assistant Site Manager— Day Hab

Job Req # 2023-6768

Position Type: Full-Time

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

Location: Bellmore

Hourly Rate: \$17-\$18 per hour

Job Profile:

Primary duties and responsibilities include but not limited to: Works with Site Manager to ensure meaningful community related opportunities for the volunteers as well as ensure all required documentation is appropriately completed and maintained. Transports volunteers to and from program site as well as to volunteer job opportunity locations or other community outreach based activities

[Click for more information & to Apply](#)



Asst. House Manager - Citizens

Job Req # 2023-6672

Position Type: Full-Time

Schedule: Sun. through Thurs. 3:00 pm-11:00 pm

Hourly Rate: \$18—\$19 per hour

Job Profile:

Supervises and works directly with direct support professionals in the delivery of care to the residents by goal implementation and monitoring. Provides feedback to staff in order to have a proper quality of care for residents. Assists House Manager in providing care for residents by assuring clothing needs are met, personal and recreational supplies are maintained, and personal safety is assured by close supervision of residents, in order to maintain a proper quality of life for residents.

[Click for more information & to Apply](#)



Teacher Aide

Job Req #2023-6451

Schedule: Monday-Friday 8:00am-3:30pm

Program: BCCS

Location: Woodbury

Hourly Rate: \$17.50 per hour

Job Profile:

Assist the assigned teacher in all areas of the daily classroom routine. Assist the children as requested by the teacher; maintain the health and safety of the classroom environment by performing assigned tasks. You may be required to attend evening meetings. Prepare classroom materials as requested by the teacher. Classroom assignment is subject to change based on program needs.

[Click for more information & to Apply](#)

School Registered Nurse

Job Req #2023-6374

Schedule: Monday-Friday 8:30am-4:00pm

Program: BCCS

Location: Brookville

Pay Rate: \$70,000—\$85,000 per year

Job Profile:

Fulfill all school nurse functions as needed in a special education environment appropriately and professionally

[Click for more information & to Apply](#)



Dentist

Job Req # 2023-5669

Position Type: Full-Time

Schedule: Monday-Friday 9am-5pm

Pay Rate: \$163,800—\$172,900 per year

Job Profile:

Diagnose and treat diseases and injuries of teeth and gums, and related oral structures; In depth oral health exams including evaluations, x-rays, cleanings, preventive care, fillings, extractions, dentures, crowns and more. Participates in health care facility committees as necessary; Teach oral health education, including preventative care and nutrition to patients and caregivers Community outreach and other duties as assigned

[Click for more information & to Apply](#)

[Click on any of the company's logo's to go to their Career's Page](#)

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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

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

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Lower your Loan Payments & Qualify for Loan Forgiveness!

About Us.

Silver Lion Student Loan Advisors helps individuals with Federal Student Loan Debt. We offer **Free** Loan Reviews and Analysis to determine if borrowers *and* their loans are eligible for an Income Driven Repayment Programs *and/or* Loan Forgiveness. Silver Lion also offers **For-Fee** services to complete and process Loan Consolidation, IDR Enrollment, Loan Forgiveness, PSLF, Default & Garnishment Relief, and more.

What We Do.

- Conduct Free loan reviews for Federal Student Loans,
- Determine the best program that suits borrowers' goals,
- Confirm eligibility,
- Provide Program payment projection and loan forgiveness opportunities,
- Not in Good Standing? We'll help get loans there,
- Handle all of the enrollment and administration, and
- Help to re-certify annually.

How We Can Help

Our Advisors are available to answer questions, review loans and, most importantly, help borrowers take advantage of historic & new Federal Student loan programs.

Call Us: 855.254.1886

Scan Code to Watch
Explainer Video



STUDENT LOAN RELIEF WEBINARS

SCAN TO REGISTER



SCHEDULE A FREE ONE-ON-ONE LOAN REVIEW

SCAN TO SIGN-UP



Take **action** on your retirement plan

Plan Highlights

The Arc New York 403(b) Plan affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll reduction, which might lower current income taxes. Your account benefits from the opportunity for tax advantaged growth.

This is not your plan document or your Summary Plan Description. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

Eligibility

You are immediately eligible to participate in the plan and may begin contributing to the plan upon enrollment.

Enrollment

Simply decide how much you want to save and how you want to invest contributions to your account. There are three convenient ways to enroll:

To enroll online:

- Visit arcny.corebridgefinancial.com
- Enter your access code: 72846001
- Click "Continue" to get started
- Follow the prompts

To enroll by phone:

- Call 1-888-569-7055 to reach an Enrollment Specialist
- Provide your access code: 72846001

To enroll with a financial professional:

- Albert Donofrio
Financial Advisor
516-220-7122
albert.donofrio@corebridgefinancial.com
- Kareem Roberts
Financial Advisor
516-551-6557
kareem.roberts@corebridgefinancial.com

Your contributions

Generally, you may contribute as much as 100% of your annual includible compensation up to the Internal Revenue Service (IRS) limits. You may increase or decrease your contributions as often as your employer allows.

It's a new year and the IRS has established new contribution limits!

You can now contribute \$23,000 into your 403(b) account.

The catch-up contribution limit remains \$7,500.

We encourage our employees to consider this opportunity to start preparing for retirement.

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Prepare for your future, on the go

Corebridge Financial Mobile App

- Enhanced user experience
- Optimized security features
- Quarterly snapshot
- Educational planning tool
- Simple and intuitive design

The app offers you the ability to view transaction history, view educational resources and more. The app is optimized with security features like multi-factor authentication and biometric capabilities. Getting in touch with the Client Care Center or a financial professional can be done straight from the app. You can also opt in for e-delivery and get important documents faster.

We're proud to deliver this new and enhanced product to help continue preparing for the future you envision.

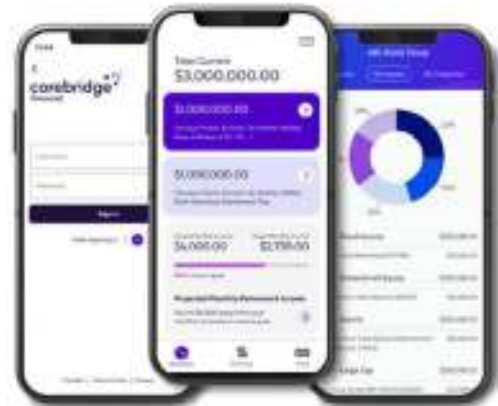
Contact a financial professional

Albert Donofrio
Financial Advisor
516-220-7122

albert.donofrio
@corebridgefinancial.com

Kareem Roberts
Financial Advisor
516-551-6557

kareem.roberts
@corebridgefinancial.com



Download the mobile app today!



arcny.corebridgefinancial.com 1.800.448.2542

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VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

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VC 31388 (05/2023) J1136802 EE

We are very excited to share the news that on January 1, 2024, the **Empire BlueCross BlueShield** (Empire) name will become **Anthem Blue Cross and Blue Shield (Anthem)**.



This will not impact your coverage, access to care, or level of support.

You'll still be able to:

- Use the wide range of doctors and hospitals that you do today.
- Access your same benefits.
- Share or download your ID card through empireblue.com <or the Sydney Health app>

Frequently asked questions (FAQ)

Want to know more about Anthem? From Anthem's history, to what the new name means for Empire members, explore some of our frequently asked questions.

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Wheatley Farms[™]
Catering & Greenhouse

Visit Us Online for Catering & Greenhouse Needs

Welcome! Wheatley Farms has been serving Nassau County for over 20 years. We are known for a diverse American & International style menu created with old-world recipes and locally sourced plants, flowers, and vegetables grown at The Wheatley Farms Greenhouse. We are offering an extensive selection of plants and hanging baskets.

We offer free, same-day delivery Monday through Friday to our Brookville, Plainview, and Freeport offices, Advantage Care, and the BCCS schools!

Place your BREAKFAST order by 1:00 pm for next-day delivery beginning at 9:00 am.
Place your LUNCH order by 10:30 am for 1 pm delivery.
Place your Take Home DINNER order by 10:30 am for 4:00 pm delivery!

SPECIAL REQUESTS

We accept special orders! If you have a special request or need service outside of our listed hours, please email us at catering@wheatleyfarmsli.com for any questions about your order. Thank you!.



Wheatley Farms[™]
Catering & Greenhouse



Click Our Logo to visit us online and
to place your orders.

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Visit Us Online to Purchase With Purpose

Our Mission

Wheatley Farms makes giving and receiving gifts even more meaningful!

From the people who buy our products to the people who produce them, everyone at Wheatley Farms is part of something truly special.

For the last two decades, Wheatley Farms has promoted a more inclusive community with a deep commitment to this social responsibility.

Our mission is simple—to create employment opportunities for people with intellectual and developmental disabilities in their communities.

When you purchase from Wheatley Farms, you get much more than high-quality products, you get the satisfaction of being a force for good in our community.

Thank you for purchasing with purpose to create opportunity and meaning for all!



Holiday Plants



Giftshop



Christmas Wreaths

Click any of the images to visit us online to make a purchase that you can feel good about.

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Visit our online store at:

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

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 supports 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.



**At Checkout Use
Code "ahrcn"
15% off**



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Upcoming Events & Celebrations

JANUARY

