

September 2023

The Water Cooler

A Communication from Human Resources



AHRC Monthly Newsletter

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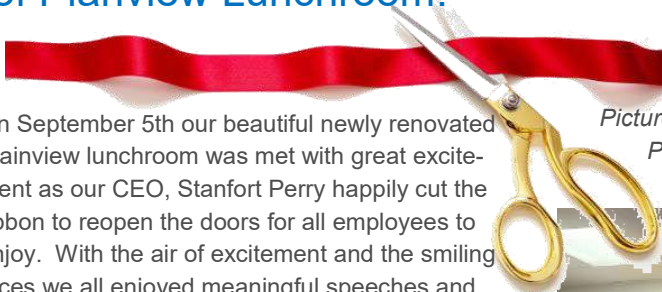
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**Don't forget about the
Fall for All Festival
on
September 30th
9 a.m. - 4 p.m.**

[Click below for more information](#)



Successful Grand Re-Opening of Plainview Lunchroom!



On September 5th our beautiful newly renovated Plainview lunchroom was met with great excitement as our CEO, Stanford Perry happily cut the ribbon to reopen the doors for all employees to enjoy. With the air of excitement and the smiling faces we all enjoyed meaningful speeches and delicious food from Wheatley Farms.

Thanks to the design and renovations by Dr. Hassan Abdulhaqq, Jim Stock, Justin Kreiger, Ben Forlenza & Matt Beriloff of Home Depot. Their care and hard work shined through on how beautiful and relaxing our new space is for all to enjoy.

[Click here to see more pictures from this exciting event.](#)

Pictured from left to right: Matt Beriloff of Home Depot, Justin Kreiger, Purchasing, Stanford Perry, CEO, Dr. Hassan Abdulhaqq, HR, Jim Stock, HR & Ben Forlenza, Maint. Supervisor



Message from the CEO



Dear Colleagues,

I hope this note finds you safe and well and enjoying the last few days of summer.

Sunday, September 10th to Saturday, September 16th was Direct Support Professional (DSP) Recognition Week. This week offered us the opportunity to share our profound appreciation for the exceptional work of DSPs.

I am proud to have begun my career as a DSP and value the opportunity to celebrate the achievements of our Direct Support team, whose skill, creativity, care, and dedication make a powerful statement about what matters most.

Throughout our family of organizations, we offered a variety of expressions of thanks for the entire week. I was pleased to attend a variety of different events showing our deep appreciation for this incredible component of our workforce.

We were proud to join disability communities from across the country to thank and spotlight the skill, creativity, and unique talents of the Direct Care Professionals who bring to life our mission, every day.

We know firsthand that the work of DSPs is essential to the health and well-being of the children and adults we support. It is also a deeply personal relationship that is woven into the fabric of families, neighbors, and the wider community.

Thanks to all our wonderful DSPs for a job well done!

Lastly, I hope to see each of you at our first “Fall for All” Harvest Festival at Wheatley Farms and Arts Center on September 30th. Please visit <https://www.ahrc.org/fallforall/> for more information.

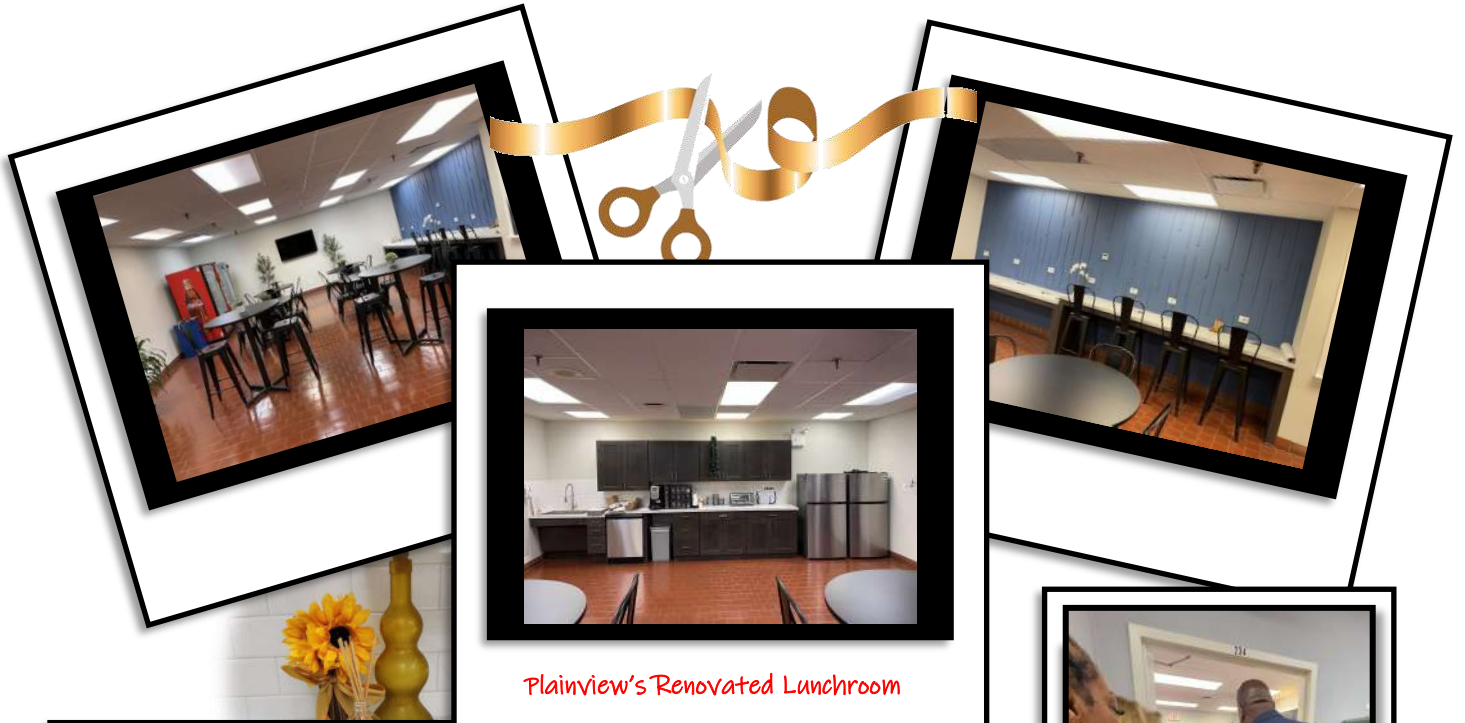
As always, your comments and feedback are welcome.

Best,

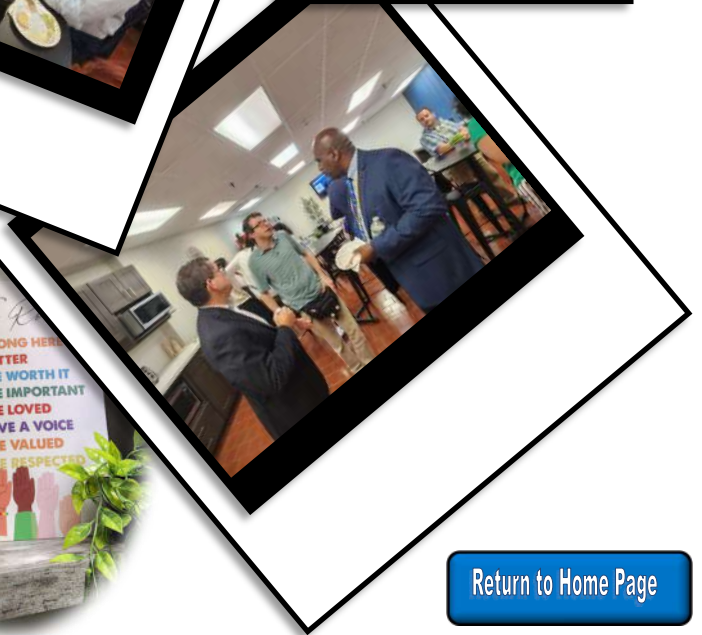
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Plainview Lunchroom Re-Opening Photos



Plainview's Renovated Lunchroom



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

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Learning and Professional Development Specialist
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VWright@ahrc.org

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The DSP Connection

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

NADSP E-Badge Recipients Highlights from the 6th Annual NADSP Conference in Pittsburgh

We are proud of all of our graduates with the successful completion of our NADSP E-Badge Academy. We had two successful DSP's and one Site Manager that stood out from the rest. We would like to acknowledge Moniqua Haynes, Dapheney Henry, and Lisa Moosmueller on their exemplary efforts in obtaining Level 3 status. Their success was skillfully guided by our very own Staff Development Trainer, Vanessa Wright who spear headed this new program in our agency.



"I was inspired by so many wonderful motivational speakers who helped me realize the impact of my contribution working with people with disabilities. Celebrating DSP's from each level, making us feel recognized through social media, from executives, bringing excitement to other DSP's Incentive- premium bonuses." stated Moniqua Haynes

"Our job requires a lot of love, patience, and empathy. It is not an easy job, but it is very rewarding. I say rewarding because we are working to make a change and to make a difference and most importantly to make someone feel supported. I hope that this being my first NADSP conference won't be my last. Thank you, Vanessa and Jim, for allowing me to attend this conference, I can add this to the list of amazing things AHRC has done for me over the years of being a DSP. I look forward to the future conferences!" said Dapheney Henry

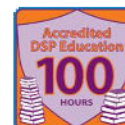
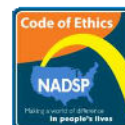
These three individuals, their trainer and Jim Stock Assistant Director of Talent Acquisition, attended the 6th Annual NADSP conference held in Pittsburgh, PA in September. At the conference they networked with DSP professionals from across the nation.

We want to thank you all and let you know just how proud we are that you represented our agency at this very important conference. Keep up the good work!

"There were many workshops where I learned many powerful tools that I plan to adopt into my management style. I want to inspire my staff to be the best person-centered focused mentors that they can be. In a workshop run by Al Condelucci , I learned that great leaders teach others how to lead. I am brainstorming about some ways I can challenge and inspire my staff to take their leadership skills to the next level. I also learned that as a leader you must always be mindful that your staff are feeling empowered enough to be the great advocates that they were meant to be and this means allowing them to make mistakes without the fear of getting into trouble." said Lisa Moosmueller



Pictured from left to right: Jim Stock, Vanessa Wright, Lisa Moosmueller, Moniqua Haynes & Dapheney Henry



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The DSP Connection

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VIRTUAL

DSP WORKSHOP

- The Art and Science of Performing your Job Successfully
October 9th-11th
12:30pm-2:00pm

TOPICS INCLUDE:

Emotional Intelligence
Communication
Teamwork



*Dr. Hassan M.
Abdulhagq*

**Vice President of
Talent Acquisition,
Development and
Engagement**



Vanessa Wright

**Learning & Professional
Development
Specialist**

CONTACT:

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The DSP Connection

Company Pride Letters from DSP Appreciation Week



You know you work at the best company around that makes such a difference in the lives of the people we support and the people that work here when you receive such amazing comments as these.

“When I first came to AHRC I was hired as a DSP but was soon offered an administrative position. Although I enjoyed my job, I ultimately decided to return to being a DSP. I missed interacting with the individuals and helping them live their best lives. I can honestly say that the bonds I have built with the people we serve is very special to me. Being a DSP is not just a job, but a career with a purpose.” ~ *Barbara Valdez*

“This role of DSP and now ASM, has enriched my life on a level I never imagined. I laugh deeper, smile, more and shed tears of joy and sadness. The people I support are so special, and I love and hold them close to my heart.” ~ *Laurette Holst*

“To me being a DSP is the greatest thing that could of happened to me. Helping make a difference in their lives and sharing our knowledge to them but on their level.” ~ *Nadira Hildebrandt*

“The relationships built and lives that have been impacted have in return inspired and assisted me with learning and understanding my journey while here. Thank you guys for allowing me to grow and keeping me in a position to do what I love.” ~ *Derrell Dorch*

“I’ll tell a random person, no matter where I am, to apply to AHRC and become a DSP because it was the best decision I have ever made. I look back at the past 7 years and I am truly grateful for the past managers/assistant managers I’ve worked for.” ~ *Dapheney Henry*

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What Does HR Have to Say?

Find out what HR has to offer and answer employee questions

Ask HR

Each month we will post questions that our employees ask any of our departments and we will have an expert in that department answer.

Send your questions to:

EmployeeEngagement@ahrc.org

Question: How do I apply for an internal job posting?

Answer from TAT: You would go on the site and fill out an internal job application.

Learning & Professional Development

Next Months Training Schedules

Below is a list of next months training.

[Please click here to view the full Training Calendar](#)

AMAP:

10/10 – 10/12: 8:00 am—3:30 pm
10/17—10/19: Same time as above
10/24 – 10/26: Same time as above

CPR:

10/10: 4:00 pm—6:00 pm Existing Staff (ES)
10/12: 9:00 am—11:00 am – New Hires (NH)
10/13: 10:00 am—1:00 pm ES
10/17: 4:00 pm—6:00 pm ES
10/19: 9:00 am—11:00 am –NH
10/24: 4:00 p—6:00 pm ES
10/26: 9:00 am—11:00 am –NH
10/31: 4:00 pm—6:00 pm ES

SCIP Full

10/05—10/06: 9:00 am—4:00 pm
10/12—10/01: 9:00 am—4:00 pm
10/26—10/27: 9:00 am—4:00 pm

SCIP Recert

10/02: 9:00 am—4:00 pm
10/10: 9:00 am—4:00 pm
10/17: 9:00 am—4:00 pm

Talent Acquisition Team

TAT's Tips on Interviewing

by TAT Team

Each month the TAT team will give you tips on how to stand out in an interview. How to write a resume.

To stand out in an interview always put your best foot forward. Come to the interview prepared with an updated resume and always remember to dress to impress. You only get one chance to make that first impression. Make it a good one!

Retirement & Compensation

Money Talk with Manpreet

by Manpreet Rattu, Retirement & Compensation Manager

Each month Manpreet will give you money advice on what's the best way to saving your money for retirement

There is no better time than today to start saving for retirement! Our retirement plans are a great option as they are tax advantaged.

Who doesn't want to save money on their taxes?

For BCCS, Citizens and Advantage Care Employees:
Please Contact:

Anthony Brown-Client Service Manager Empower
T: 303-737-1303

Please feel free to reach out to me, Manpreet Rattu with any questions:

T: 516-293-5120 Ext. 5139
mrattu@ahrc.org

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Health & Wellness

Each month the Health & Wellness team will give you tips on exercises, to get your body moving, nutrition and meditation to calm your mind.

Health & Wellness

Brandon's Fitness Tips

by Brandon Lyons,
Health & Wellness Coordinator

Brandon will post tips to get you into that optimal health & wellness. He will also tell you how to make money while getting fit.

Exercising—Start at whatever level you can.

Many people new to fitness believe they must jump into an intense exercise program to see results. This can result in burnout and possibly injury. Looking into your current lifestyle and making small improvements over time can have a huge impact. Most importantly, It's sustainable.



by Nikki Katz, Yoga Instructor

Nikki will explain a few poses each month and how they can help you in seeking your balance and calm.

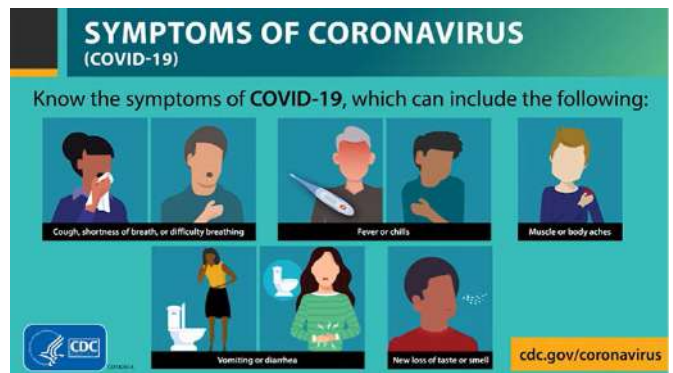


Staying Healthy

Earn while you stay fit with...



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

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](#)

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Career Path with TAT



Internal Job Openings

Senior Financial Analyst

Job Req # 2023-6304

Schedule: Monday – Friday 35 hours flex

Program: Accounting/Finance

Location: Brookville

Salary Range: \$70,000 to \$80,000

Job Profile:

The Senior Financial Analyst is an important member of the Accounting Department with responsibilities for leading the implementation, administration and optimization of fiscal systems and electronic processes. The Senior Financial Analyst will provide analytical support, financial analysis, and review operational changes geared towards creating efficiencies. The role will focus on reducing resource overhead associated with manual processing by incorporating the use of technology to improve accuracy and timeliness of non-financial information.

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

Residential Registered Nurse

Job Req # 2023-6401

Schedule: Monday – Friday Flex

Program: CLS

Location: Plainview

Salary Range: \$70,000

Job Profile:

Ensures the delivery of quality medical services to the individuals with Intellectual Disability / Developmental Disability living within the CLS IRA program, participates in the medical on-call system, and provides supervision of unlicensed direct care staff in the performance of nursing tasks and activities. The RN acts as the primary liaison between the medical service providers and the individual

Requirements:

- NY State licensed Registered Nurse required.
- Current CPR certification required.
- One year experience working with ID/DD population is preferred.
- Ability to drive is necessary to perform his/her/their job responsibilities.
- Excellent oral/written communication and organizational skills.

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

Assistant Site Manager-Day Hab

Job Req #2023-6364 // 2023-6325

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

Program: Day Program

Location: Oceanside Rd.- Oceanside Hubsite // Wheatley Farms & Arts Hubsite (respectfully)

Salary Range: \$17-18

Job Profile:

AHRC Nassau provides OPWDD-approved Day Habilitation Services for adults with IDD in over 30 locations across Nassau County, Long Island. We offer both traditional, site-based day habilitation services in a community-based setting, as well as Program Without Walls (PWW) options. PWW provides an additional opportunity for men and women to learn new skills, build relationships and develop self-esteem through volunteerism outside of the traditional setting. 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:

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](#)



[To find more internal job opportunities go onto the AHRC website under Careers to view all of our openings](#)

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Lower your Loan
Payments & Qualify for
Loan Forgiveness!

IMPORTANT UPDATE:
Interest Restart: September 1st
Payment Restart: October, 2023
ARE YOU READY?

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



SILVER LION
STUDENT LOAN ADVISORS

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Quality Assurance Department



On August 26th, the QA department decided to challenge ourselves and see if we could use our investigative skills to Escape the Midnight Carnival at Puzzle Break in Syosset! With some ingenuity and great teamwork, we were able to escape with only minutes remaining (and spare ourselves from being transformed into insects; forever to remain at the Midnight Carnival.) It was a great rapport and teamwork building event, and a lot of fun! We all felt very accomplished after our victory and may plan another trip to test our proficiency again!

QA Acknowledgements

After 19 years of employment with AHRC, JoAnn Quinn will be leaving the agency. JoAnn started in the East Hills Day Hab and then moved to the Quality Assurance Department as a QA Coordinator/Investigator. JoAnn will be missed by all. We wish you the best of luck in your future endeavors.

Hub Site Out and About

Check out the fun outings our hub sites went on...



Glen Head Hub Site

People supported attended the Car show at Bar Beach (Port Washington). They were so excited to pose for pictures of Hot Rods/Classic cars/Antique cars. (See pics).

In addition to our volunteer jobs like delivering meals to community members (Posh pantry) and serve lunches to community members at the Glen Cove Senior Center, we made trips to the Planting Fields (Oyster Bay) and walked the beautiful grounds. We visited the Museum of Art (Roslyn) where our people supported saw beautiful sculptures made by local artists. We also visited the North Shore Animal League where their staff gave us a tour. The staff explained how important the organization is in rescuing and saving the lives of so many dogs/cats/kittens and puppies.

Massapequa Clocks

At Clocks we are making t-shirts and wearing red for Sickle Cell Awareness month.

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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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Update your beneficiary information



Updating your beneficiaries online is easy. Get started:

- Log in to your account at corebridgefinancial.com/retirementservices
- On the next screen, click the dropdown menu next to your name at the top of the page
- Click **"Change Beneficiaries"**

This page provides access to add, update or delete beneficiaries as well as a link to designate beneficiary percentages



Create a new beneficiary

- Click **"Add a beneficiary"**
 - Enter the new beneficiary's details
 - Click the **"Save"** button
- Note: Fields with a red asterisk are required



Edit a beneficiary

- Click the plus sign by the beneficiary's name
- Edit desired fields on the record
- Click the **"Save"** button



Delete a beneficiary

- While editing the record, click the **"Delete"** button
- Note: Only unassigned beneficiaries can be deleted



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

OCTOBER

