

NEWSLETTER



Advantage Care Monthly Newsletter

A Communication from Human Resources

Message from the CEO	World Down Syndrome Day	Hero Recognition Dinner
Emotional Intelligence Workshop	Employee Resource Group	Health & Wellness
Career Ladder with TAT	Employee Assistance Program	Basketball Employee Discount
Tuition Reimbursement Program	Empower Financial Retirement	Empower Financial Mobile
Wheatley Farms Catering & Greenhouse	Big Tree Greenhouse & Gift Shop	One Stop Gift Shop
Upcoming Events & Celebration Calendar		



Mary Ellen Diver CEO

March: Overcoming Challenges and Looking Ahead

Dear Advantage Care Team,

As we bid farewell to March, I wanted to take a moment to reflect on the past month's accomplishments and challenges. Despite facing some hurdles, I'm proud to share that we've made significant progress, thanks to the unwavering dedication and teamwork of each and every one of you.

Throughout the holiday season, we encountered some recruiting challenges that led to temporary shortages in our workforce. However, I'm delighted to announce that we successfully filled several key positions within our organization. This achievement is a testament to our resilience and collective effort in overcoming obstacles.

In particular, I want to express our deep appreciation for those who stepped up to the plate during this period of short staffing. Your willingness to go above and beyond to ensure smooth operations did not go unnoticed. Whether it was taking on additional responsibilities, adjusting schedules, or providing extra support to your colleagues, your contributions were invaluable.

We are now heavily focused on enhancing our medical team by recruiting a physician and a family nurse practitioner. These additions will not only strengthen our healthcare services but also reinforce our commitment to providing the highest quality care to our patients. I encourage everyone to lend their support throughout the recruitment process as we strive to attract top talent to join our team.

Lastly, I want to extend my gratitude to those who have been involved in training our new employees. Your patience, expertise, and willingness to share knowledge have been instrumental in helping our new team members acclimate to their roles and become valuable assets to our organization.

As we look ahead to the coming months, let us continue to approach challenges with determination, collaboration, and a shared sense of purpose. Together, I have no doubt that we will achieve even greater success and make a positive impact on the communities we serve.

Thank you for your hard work, dedication, and ongoing commitment to excellence.

Warm regards,



Mary Ellen Diver

Mary Ellen Diver

What's Happening @ Advantage Care

Dear Health Center Staff,

As you may know, March 21st marks World Down Syndrome Day, a day dedicated to raising awareness and celebrating the lives of individuals with Down Syndrome. At our health center, we have the privilege of serving many patients with Down Syndrome, and we believe it's important to show our support for them.

To commemorate this special day, we invited all staff members to join us in wearing yellow and blue attire on Thursday, March 21st. These colors symbolize positivity and acceptance for individuals with Down Syndrome, and by wearing them, we can visibly demonstrate our commitment to inclusivity and understanding.

Additionally, we had a fun and meaningful activity planned for the day. We provided crazy socks for all staff members to wear in both locations. Crazy socks have become a popular way to celebrate World Down Syndrome Day, as they represent the uniqueness and individuality of each person with Down Syndrome. By wearing crazy socks, we can showcase our support for diversity and celebrate the joy that comes from embracing our differences.

Our goal is not only to raise awareness about Down Syndrome but also to foster a sense of community and acceptance within our health center. By participating in these activities, we can show our patients and their families that they are valued members of our community, and that we are committed to providing them with the best possible care and support.

Thank you for your participation and support in advance. Together, we can make a meaningful difference in the lives of individuals with Down Syndrome and their loved ones.



HERO RECOGNITION DINNER



Dayne Dentini

Identified a student not known to have seizures. Prevented a Smart board from falling on student.

Suzann Doyle & Sallyann Monteith

Both performed the Heimlich on a choking student.

Kameile Harrison-Johnson, Emmanuel Lyse, Josephine Smiley & Michelle Talton

The group worked together performing CPR on a person supported until the ambulance arrived.

Estella Manners, Sharon Missan, Kategia Ali, & Alexandra Frankel

The group worked together performing CPR on a person supported until the ambulance arrived.

Marie Tito-Rodriguez

Performed the Heimlich on a person supported choking.

Ashante Jones-Perkins

Performed the Heimlich on a person supported choking.

Alexander Siaw

Performed the Heimlich on a person supported choking.

Dabica Persaud, Adrienne Brown, & Lisa Rivera

The group worked together performing CPR on an person supported until the ambulance arrived.

Sophia Edouard

Performed CPR on a person supported until the ambulance arrived.

Hero Recognition Dinner

*Recognizing Our Employees
Heroic Action in Saving Lives*

**Thursday
March 21, 2024
4 pm - 6 pm
Brookville Mansion**

AHRC **BCS** Brookville Center
N A S S A U for Children's Services

[Previous Pg](#)



[Next Pg](#)

Emotional Intelligence Workshop

To find out about future workshops please contact Ashley Orgill: Ext. 5168, aorgill@ahrc.org

Come join an Emotional Intelligence workshop where you will learn how to create awareness and learn tools for breaking old patterns and learning new behaviors. Participants engaged in exercises and group discussions that allowed them to consider the perspectives of others. This level of self-reflection and social awareness is pivotal for increasing emotional intelligence.

Here are a few pictures from our last two workshops which included, POM, Maintenance and Recreation, and CRP Lido Beach.



Self Awareness



The Pause



Reflect



Be Observant



[Previous Pg](#)



[Next Pg](#)

EMPLOYEE RESOURCE GROUPS

WHAT IS IT?

An Employee Resource Group (ERG) is a group of people within an organization who voluntarily join together based on shared identity, values, experiences, or goals. The purpose of Employee Resource Groups is to strengthen workplace relationships, foster a sense of belonging, promote personal and professional growth, and ultimately nurture the entire company community.



Fun Facts About ERGs

- ✓ The groups offer a chance to network and socialize, work on professional development and to raise awareness of relevant issues.
- ✓ ERGs don't just offer friendship and inclusivity—they also give employees the chance to develop skills. These can come from leadership opportunities, organizational responsibilities and or mentorship
- ✓ ERG's programs facilitate a clear line of communication from ERGs to leadership to voice concerns and solve problems.
- ✓ ERG's can provide a sense of community and connection, even in very large organizations . By meeting others with similar life experiences, people feel more supported

Example Types of ERGs

- Cancer Survivors
- LGBTQIA+ Alliance/Caucus /and Allies
- Women of Color
- Jewish Heritage
- Muslim Heritage
- Single Parents
- BIPOC Alliance/Caucus /and Allies
- Veterans
- Older/Younger Professionals
- DSP Network/Alliance

Let's get started by scanning the QR code to complete a brief survey



Are you interested in joining or leading an ERG:

- 🌐 <https://www.surveymonkey.com/r/Z7ZW7GQ>
- ✉ share your thoughts on what type of ERGs you would like to participate in at: DEICommittee@ahrc.org

Health & Wellness



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

Life Happens.
We Understand.
You Are Not Alone.

SYMPTOMS OF CORONAVIRUS
(COVID-19)

Know the symptoms of COVID-19, which can include the following:

[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

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](#)

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](#)



by Nikki Katz,
Yoga Instructor

CHAIR POSE (Utkatasana)

Energize the entire body with this pose and strengthen legs!

- ◇ Stand with feet under hips arms straight ahead
- ◇ Exhale and slowly lower into a squat position as if you were sitting on a chair, bringing arms up alongside ears
- ◇ Feet are hip width apart, knees over ankles, weight into the heels of the feet toes are light
- ◇ Hold for a slow count of ten



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](#)

[Previous Pg](#)



[Next Pg](#)

Career Ladder with TAT

Internal Job Openings



Patient Rep

Job Req # 2022-4286

Position Type: Full-Time

Schedule: Flex up to 35hrs, may include Sat & Evenings

Location: Brookville & Freeport

Hourly Rate: \$22—\$24 per hour

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

Medical Assistant

Job Req # 2022-4164

Position Type: Full-Time

Schedule: Flex up to 35hrs, may include Sat & Evenings

Location: Brookville & Freeport

Hourly Rate: \$21 per hour

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



Supervisor, Commercial Cleaning

Job Req # 2024-7378

Position Type: Full-Time

Schedule: 40 hrs/week, Flex

Location: Freeport

Pay Rate: \$48k—\$52k per year

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

Business Operations Manager Landscaping and Greenhouse

Job Req # 2024-7377

Position Type: Full-Time

Schedule: 35hrs, flex

Location: Freeport

Pay Rate: \$75k-\$80k per year

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

Assistant Manager AHRC CLS

Job Req # 2024-7285

Position Type: Full-Time

Schedule: Sun 7a-3p, Mon-Thurs 3-11p

Location: Farmingdale

Hourly Rate: \$19 per hour

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

Talent Acquisition Coordinator

Job Req # 2024-7353

Position Type: Full-Time

Schedule: Mon-Fri 9a-5p, One Sat per month

Location: Plainview

Hourly Rate: \$17 per hour

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

Assistant Director AHRC CLS

Job Req # 2024-7209

Position Type: Full-Time

Schedule: 35hrs, flex

Location: Plainview

Pay Rate: \$72,500—\$77,500 per year

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



Teacher Aide

Job Req #2024-7324

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

Program: BCCS

Location: Brookville

Hourly Rate: \$17.50 per hour

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

Occupational Therapist-All School Programs

Job Req #2024-7341

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

Program: BCCS

Location: Brookville

Pay Rate: \$75k—\$90k per year

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

Physical Therapist BCCS

Job Req #2024-6995

Schedule: Per Diem

Program: BCCS

Location: Brookville

Hourly Rate: \$75 per hour

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



LPN Nurse Facilitator

Job Req # 2024-7323

Position Type: Full-Time

Schedule: 40hr Flex

Location: Shoreham

Hourly Rate: \$34—\$35 per hour

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

DSP—Citizens

Job Req # 2024-7182

Position Type: Full-Time

Schedule: Tues—Sat 3p-11pm

Location: Greenlawn

Hourly Rate: \$16.50—\$18.50 per hour

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

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

[Previous Pg](#)



[Next Pg](#)

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:

PW: AHRC

www.nationaleap.com

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

[Previous Pg](#)



[Next Pg](#)

BASKETBALL EMPLOYEE DISCOUNT



<https://fevo-enterprise.com/group/BROOKLYNETS>



<https://fevo-enterprise.com/group/AHRC>

AHRC Nassau, Citizens Options Unlimited, BCCS, & Advantage Care employees!

Unlock exclusive benefits with our special friends and family discount link to the thrilling New York Liberty WNBA Basketball team and Brooklyn Nets NBA team. Seize the opportunity to choose from a variety of games by simply clicking through the link. Don't miss out on this exciting offer!



[Previous Pg](#)



[Next Pg](#)

Tuition Reimbursement—Summer Semesters

Tell your friends about this amazing opportunity.



**TUITION
REIMBURSEMENT**

Higher Education Isn't Out of Reach
We Are Here to Give You a Helping Hand
To Achieve Your Goals
with
Tuition Reimbursement



We Believe in You & Want to Invest in Your Future.

Get the education you deserve: higher education is within your reach.

Your Future Goals Are Only A Click Away.

To find out more about this amazing program
please click the buttons below.

Summer Semester Deadline: 5/31/24

We rely on word-of-mouth; please forward this amazing opportunity
to anyone in our agency who could benefit from this program.
We appreciate your support!

Please click the links below for our policy and application.

Policy

Application

Email Your Questions

For more information please email us at: TUITION@AHRC.ORG

[Previous Pg](#)



[Next Pg](#)

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.

Make an impact on your savings

Here are some simple things you can do to help you start saving for your future again

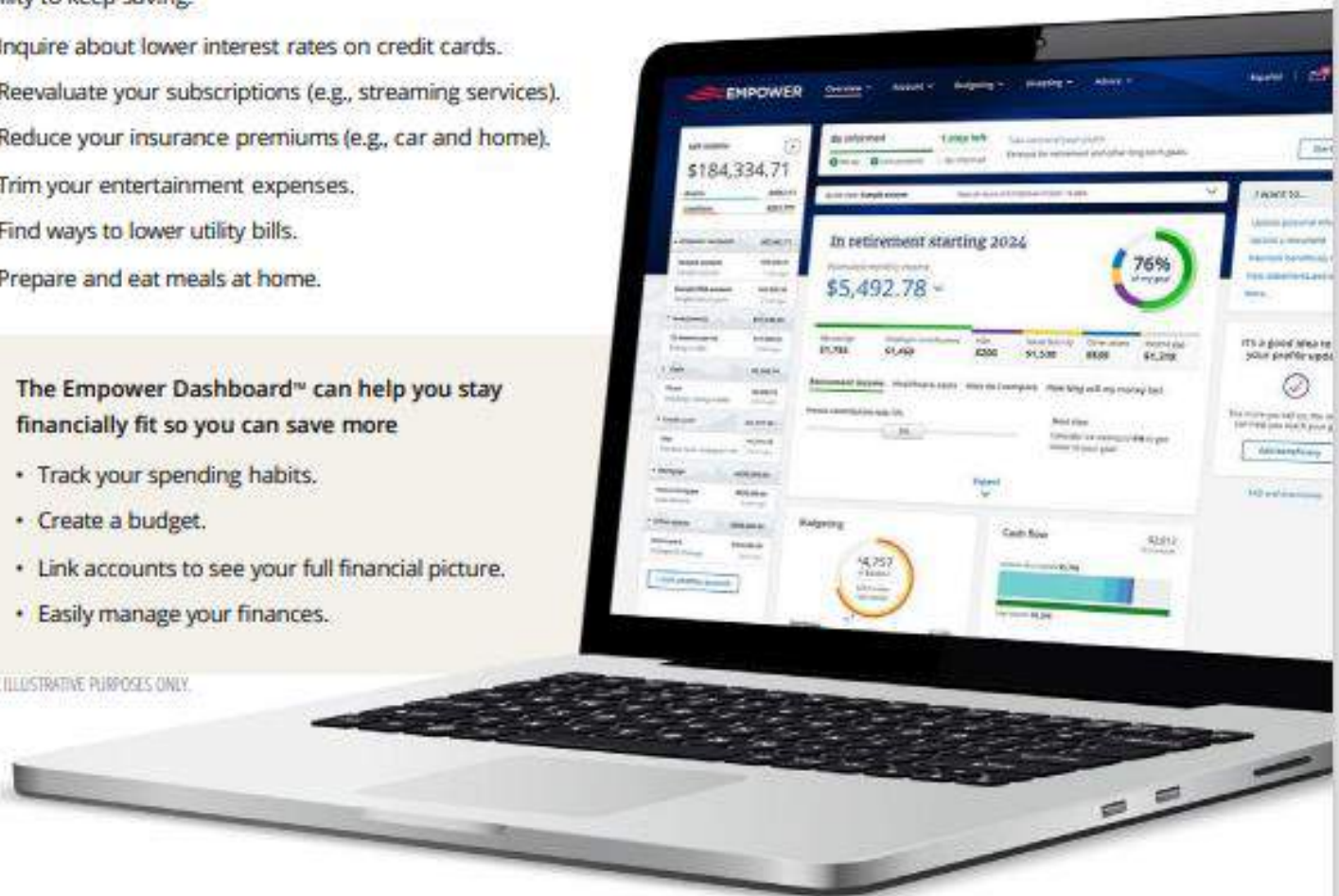
It's important to have control over creating the future you imagine. And saving for retirement is one way to improve your financial wellness. Even when times are tough, there are things you can do that can make a big difference in your ability to keep saving.

- Inquire about lower interest rates on credit cards.
- Reevaluate your subscriptions (e.g., streaming services).
- Reduce your insurance premiums (e.g., car and home).
- Trim your entertainment expenses.
- Find ways to lower utility bills.
- Prepare and eat meals at home.

The Empower Dashboard™ can help you stay financially fit so you can save more

- Track your spending habits.
- Create a budget.
- Link accounts to see your full financial picture.
- Easily manage your finances.

FOR ILLUSTRATIVE PURPOSES ONLY.



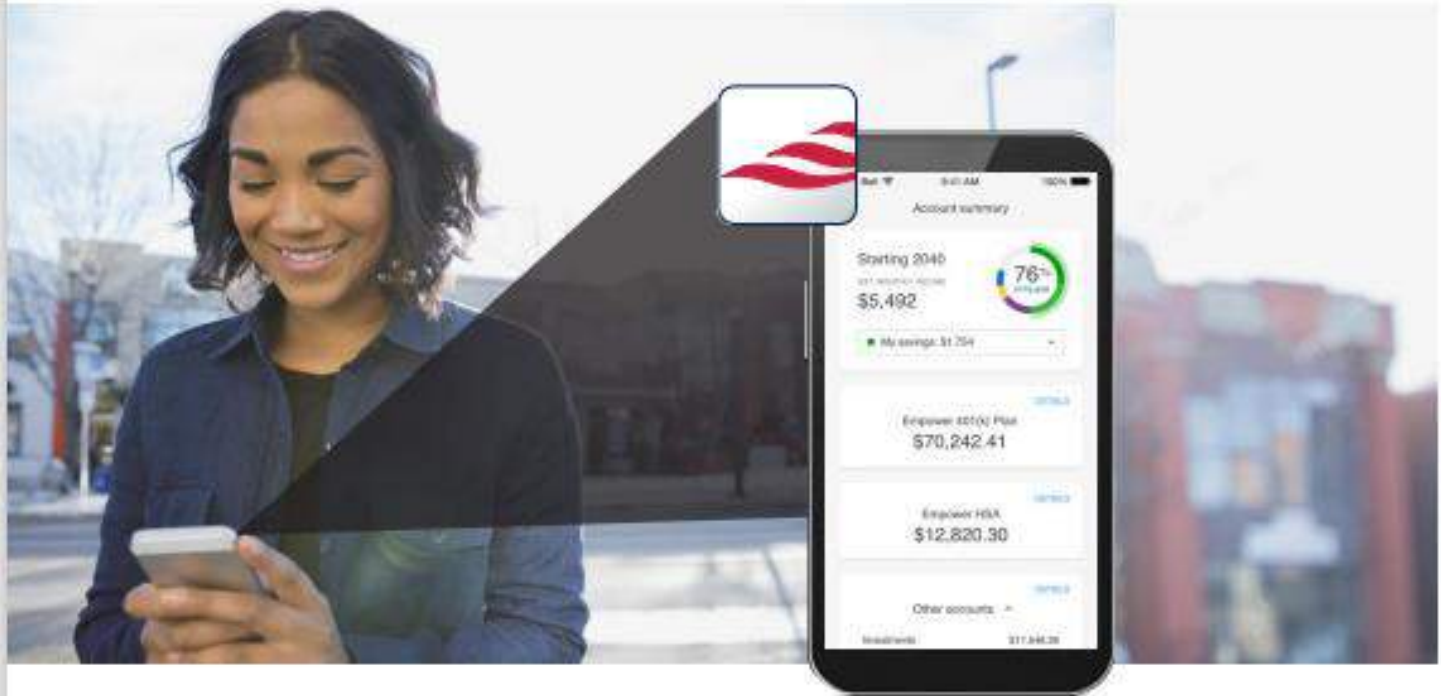
- ▶ Log in and use the online resources to see the impact small changes can have on your savings www.empowermyretirement.com

Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC. EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.

*EMPOWER® and all associated logos and product names are trademarks of Empower Annuity Insurance Company of America.

©2023 Empower Annuity Insurance Company of America. All rights reserved. GEN-FLY-WF-1979713-0523(2554479) RO2393390-0922





FOR ILLUSTRATIVE PURPOSES ONLY

Your plan is accessible when you're on the go

The Empower mobile experience puts your retirement plan at your fingertips. Use it to access and manage your 403(b) plan account when you're on the go — right from your mobile device.

Prefer to begin your journey now online?

- Log on to **empowermyretirement.com**
- Select *Register*.
- Choose the *I do not have a PIN* tab.
- Follow the prompts to create your username and password.

If we don't have your email or phone number on file from your employer, or if you have another account with Empower (with a former employer, for example), you will need to call to access your new plan account.*



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.

[Previous Pg](#)



[Next Pg](#)



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



Greenhouse

you



Gift Shop



Seasonal Gifts

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

[Previous Pg](#)



[Next Pg](#)



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**



Previous Pg



Next Pg

Upcoming Events & Celebrations

APRIL

