October / November 2023

The Water Cooler

A Communication from Human Resources

Citizens Options Unlimited Monthly Newsletter

Citizens Options Unlimited

In this issue:

- Message from the CEO
- Executive Appreciation
- Employee of the Quarter 3 Event Photos
- The DSP Connection NADSP E-Badge Academy
- Health & Wellness
- November Training Calendar
- Career Ladder with TAT
- Silver Lion Loan Forgiveness
- What's Happening @ Lake Grove & Bay Shore
- What's Happening @ Citizens—Spooktacular
- What's Happening @ Citizens AHRC Walk
- Announcements
- Employee Assistance Program
- Empower Financial Retirement
- Empower Financial Mobile
- One Stop Gift Shop
- Upcoming Events & Celebrations Calendar

Successful Event: Employee of the Quarter 3

On October 25th at the Brookville Mansion ballroom we had a spectacular Employee of the Quarter 3 event for all companies. We had 38 people in attendance and eleven honorees. The Presenters expressed how proud and invaluable these individuals were to the agency. Their exemplary work ethic and their above and beyond attitude was recognized by their managers and peers. Wheatley Farms Catering did a lovely job decorating the ballroom wrapped in a fall theme with beautiful centerpieces and delicious food. Congratulations to our Employee of the Quarter 3 winners this was well-deserved. Keep up the good work!

Click here to see more pictures from this exciting event.

Pictured from left to right from the top, honoree (presenter):
Sean McCabe (Stacy Popkin-Zang), Bridget Cariello (Chris Williams), Angela Oliveira (Denise Gaughan), Shakur Davis (Sean Stallings), Brittney Williams (Debra Doyle), Shavern Moseley (Jerry Powers), Danielle Walker (Dian Burkett), Sharita Moore-Williis (Deanna Allen), Marta Estrada (Rita Cruz), Susan Limiti (Chris Williams),
Not Pictured: Deborah Douso (Anne Miller & Christine Schulte)

Employee of the Quarter 3 Honorees

Advantage Care

Administration

BCCS-School Age

BCCS-CRP

BCCS-CRP

Citizens Residential

CLS

CLS

Freeport

Freeport

Message from the CEO

Dear Colleagues,

I am honored that AHRC Nassau was recently named to Forbes 2023 "America's Best-in-State Employers". This is a signal of honor and reflects the hard work and commitment of many. This recognition shows the mission-centered excellence of our wonderful organization. This is a meaningful outgrowth of the time, determination, and leadership dedicated to creating centers of excellence across our agency. I look forward to continuing to increase recognition of the agency's mission and the important work ahead.

October is National Disability Employment Awareness Month throughout the United States. It's no secret within AHRC Nassau that employees within the intellectual and developmental disability network (IDD) bring value to workplaces of all kinds. Their inclusion leads to stronger cultures and bottom lines, as well as a stronger economy. Unfortunately, our society is still stuck on stigma and discrimination. **Right now, 85% of people with IDD are unemployed, and many want to work and have skills to contribute.** As we celebrate National Disability Employment Awareness Month, we want to bring attention to our many dedicated employees who make a difference each day by providing high-quality work to employers throughout Long Island.

After two postponements the AHRC Nassau Fall Festival went off without a hitch. Over 100 staff and volunteers were on hand to ensure that hundreds of attendees were able to create lasting memories, especially for the hundreds of young children who attended this event. After a year of planning, we were proud to see the seamless execution of this event. No stone was left unturned to ensure that the campus was meticulously landscaped, food was plenteous and well prepared, the animals were a huge hit and special sensory areas were popular for children with autism. Visitors saw 135 scarecrow entries and engaged in tours of the grounds and the mansion that took place throughout the day. Special thanks to the Fall Festival Steering Committee for a job well done! One of the key features was the re-opening of the WFAC Gift Shop located on the Brookville Campus. Please stop at the Big Tree Greenhouse & Gift Shop to purchase items in time for the holidays. The Gift Shop is open daily Tuesday through Saturday 12 noon to 6:00 p.m., ask for Gift Shop Manager Elaine Sanderson To purchase our latest products or any of the Wheatley Farms line of items, please visit: www.wheatleyfarmsli.com

AHRC Nassau was awarded a 5-year Grant for statewide DEI training worth $150,000/year, for a total of $750,000. The projected start date is January 1st, 2024. Kudos to Dr. Sarah Noveiri, DEI Officer, Bridget Cariello, Assistant Director of Project Development, and MJ Zayas, Grant & Enrollment Coordinator for their work to secure this wonderful grant opportunity. AHRC Nassau and our family of organizations take Diversity, Equity, and Inclusion seriously. New policies were recently passed to protect the rights of all employees from bias and discrimination. If you feel that you are targeted or discriminated against based on your race, age, gender, sexual identity, or for any reason, please contact Dr. Noveiri at extension 1210 and she'll be happy to speak with you personally and confidentially.

Lastly, the DEI Professional Development Series starts on November 21, 2023, at noon. All AHRC employees are encouraged to participate in this first of eight training sessions. Registration is required and you may do so at: https://georgetown.zoom.us/webinar/register/WN_4XQ_AzeQTwOOQWfaBJVe-w. Please share this link broadly. Participation may take place on your cell phone, laptop, iPad, or desktop computer.

As always, your feedback and comments are welcome.

Best,

Stanfort

Return to Home Page

Oana Ciorleanu for her follow-up on allocations in particular with regards to Freeport.

Dr. Hassan and Jim Stock and their team for their support on DSP Appreciation Week.

All managers, VPs, Directors and staff for their support of DSP Week

Nicky Zerillo, Mary McNamara for marketing DSP Recognition Week

All DSPs within our agencies for their commitment and support to the people we support

Nicole Faranda, Pam Curtiss, and Cynthia Harrypersaud for their hard work and commitment to getting the Big Tree Gift Shop set up and stocked for its soft opening.

Kristen Talbot and Pam Curtiss for the tasteful fall décor in and around the property.

All associated with the successful hosting of the Fall Harvest Festival.

All staff at HKP for a consistently successful survey.

All staff who participated in the DOH survey in Shoreham

Nicole Kern and MY Zayas for their hard work in attaining the Empire State Development Fund grant.

Jason Persan, Robert Kay, and Willard Derr on their consistent attention and hard work toward the completion of the Retirement Plan Audit.

Gina Capobianco, Debra Doyle, and all those involved in the successful planning and hosting of the BCCS Employee Milestone Event.

The HR Engagement team for hosting a successful Employee of the Quarter 3 celebrations.

Mary McNamara, Jennifer Apelian, and their team for hosting another successful AHRC Foundation Walk.

All staff walk leaders for organizing teams for the Walk, including, Jerry Powers, Chris O'Connor, Bridget Cariello, Sean Stallings, and Paula DeVita.

Eric Rosen and Karen Lucas for their guidance on approaching the issue of Consumer Account with TD Bank

Return to Home Page

Employee of the Quarter 3 2023 Event

Return to Home Page

The DSP Connection

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

NATIONAL ALLIANCE FOR DIRECT SUPORT 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

Return to Home Page

Health & Wellness

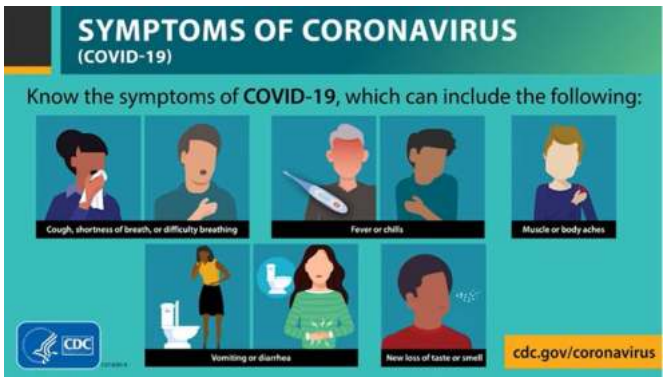
Staying Healthy

Earn while you stay fit with...

IncentFit

COVID-19 CORONAVIRUS

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 re-ceive four free COVID-19 rapid tests delivered directly to your home.

Order Free At-Home Tests

Nikki's Namaste

by Nikki Katz, Yoga Instructor

Cat-Cow

Cat-Cow is a gentle flow between two poses that warms the body, brings flexibility to the spine, and stretches the back torso and neck while stimulating and strengthening the abdominal organs.

- Long spine
- Tailbone lifts
- Knees & feet hip distance
- Arms shoulder distance
- Fingers spread
- Look up

- Back rounds
- Hips over knees
- Tuck tailbone
- Navel towards spine
- Chin towards chest

Learning & Professional Development

November's Training Schedules

AMAP:

11/7 – 11/9 8a-3:30p

11/14-11/16 same time as above

11/28 – 11/30 same time as above

CPR:

11/2 9a-11a –New Hires

11/3 8:30a-1p Existing Staff

11/7 8a-12p Existing Staff @ Post Ave School

11/9 9a-11a – New Hires

11/10 10a-1p Existing Staff

11/13 8:30a-1p Existing Staff

11/16 9a-11a –New Hires

11/17 10a-1p Existing Staff

11/30 9a-11a –New Hires

SCIP Full

11/9 -11/10 9a-4p

11/16-11/17 9a-4p

11/30-12/1 9a-4p

SCIP Recert

11/8 3p-10p

11/14 8:30a-4p

11/16 9a-4:30p

11/20 3p-10p

11/21 9a-4:30p

Return to Home Page

Career Ladder with TAT

Internal Job Openings

DSP AHRC CLS
Job Req # 2022-4820
Position Type: Part-Time
Schedule: Sat & Sun 3pm-11pm
Location: Glen Cove, Broadfield Residence
Hourly Rate: $16—$16.50

Job Profile:
Provides ongoing guidance and support to individuals with intellectual and other disabilities to ensure active participation in every aspect of their lives (i.e., self-care routines, health, safety, household chores, socialization and overall wellbeing). Provide only the level of support necessary for each individual to ensure independence and engagement in their daily routine
Click for more information & to Apply

Asst. House Manager - Citizens
Job Req # 2023-6446
Position Type: Full-Time
Schedule: Sun. through Thurs. 2pm-10pm
Hourly Rate: $18—$19

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

RN-ICF
Job Req # 2021-1311
Schedule: Sunday – Thursday
Location: Plainview Helen Kaplan
Salary: $75k/yr

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

Click for more information & to Apply

Teacher Aide
Job Req #2023-6560
Schedule: Monday-Friday 8:30am-3:30pm
Program: BCCS
Location: Brookville
Hourly Rate: $17.50

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

Teacher Aide
Job Req #2023-6451
Schedule: Monday-Friday 8:30am-3:30pm
Program: BCCS
Location: Woodbury
Hourly Rate: $17.50

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

Click on any of the logos above to go to their Career' s site.

Return to Home Page

Silver Lion—Loan Forgiveness

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

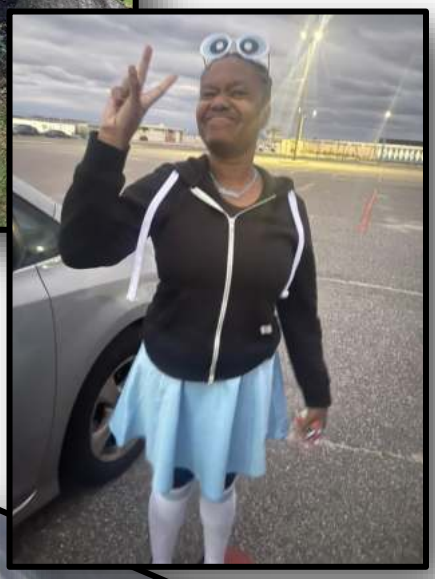
SCAN TO SIGN-UP

SILVER LION STUDENT LOAN ADVISORS

Return to Home Page

What's Happening @ ...
Lake Grove & Bay Shore

Happy Halloween from the Lake Grove & Bay Shore group homes!!



Return to Home Page

What's Happening @ Citizens

Citizens and AHRC Nassau got together for a spooktacular Halloween bowl!

Return to Home Page

What's Happening @ Citizens

Wow! Powers' Walkers was the second highest fundraising team at the 2023 AHRC Foundation Walk raising $9,000! This was the first effort by the the 32 member team —led by captain & Residental Director, Jerry Powers! The AHRC Foundation is a major supporter and partner with Citizens! Way to go!!!!

Return to Home Page

Announcements

This is Jessica Lombardo celebrating her Big B-day at work- HKP ICF

Return to Home Page

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

NATIONAL EAP

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

U: AHRC
PW: AHRC

www.nationaleap.com

Return to Home Page

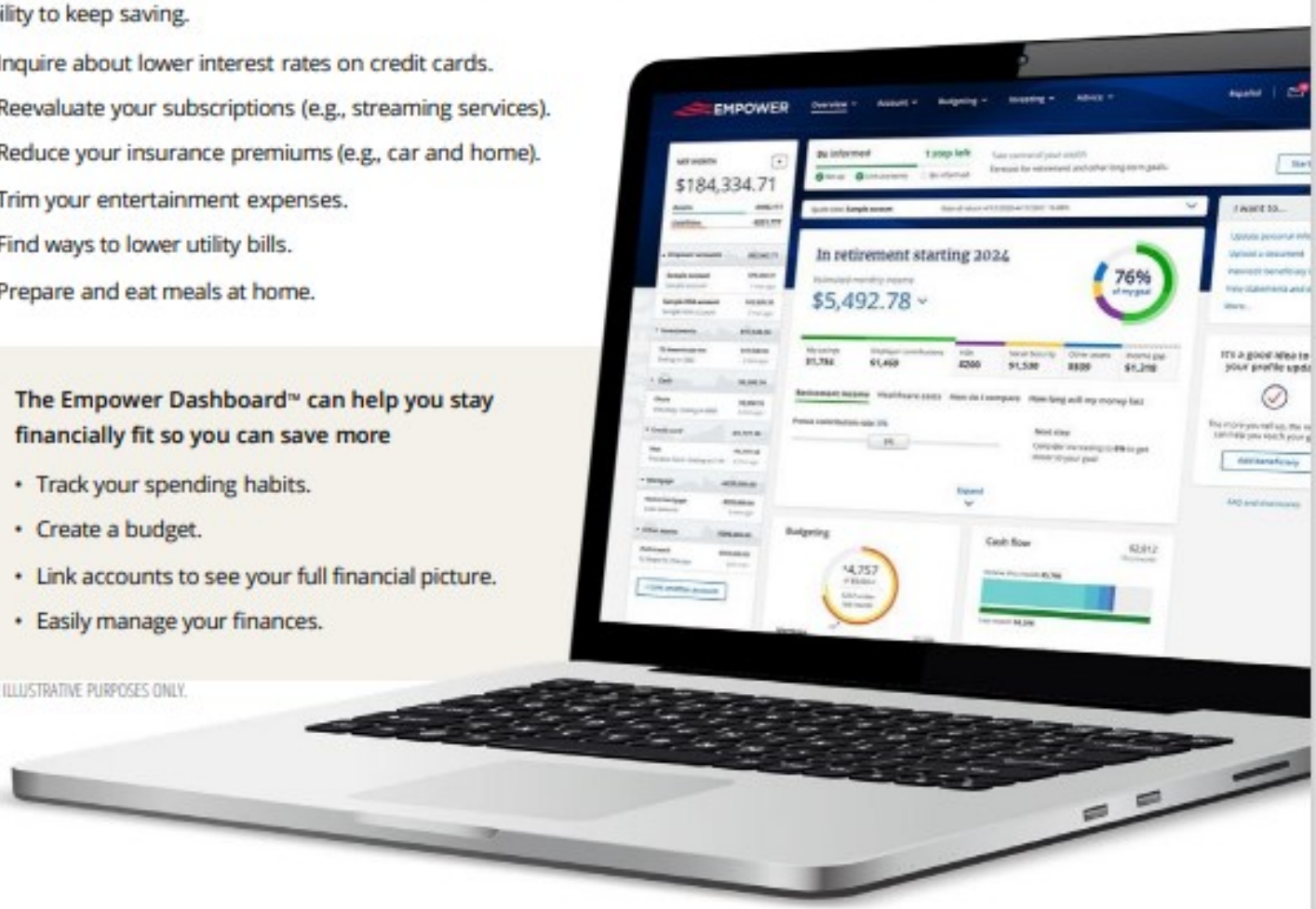
EMPOWER
What's Next

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

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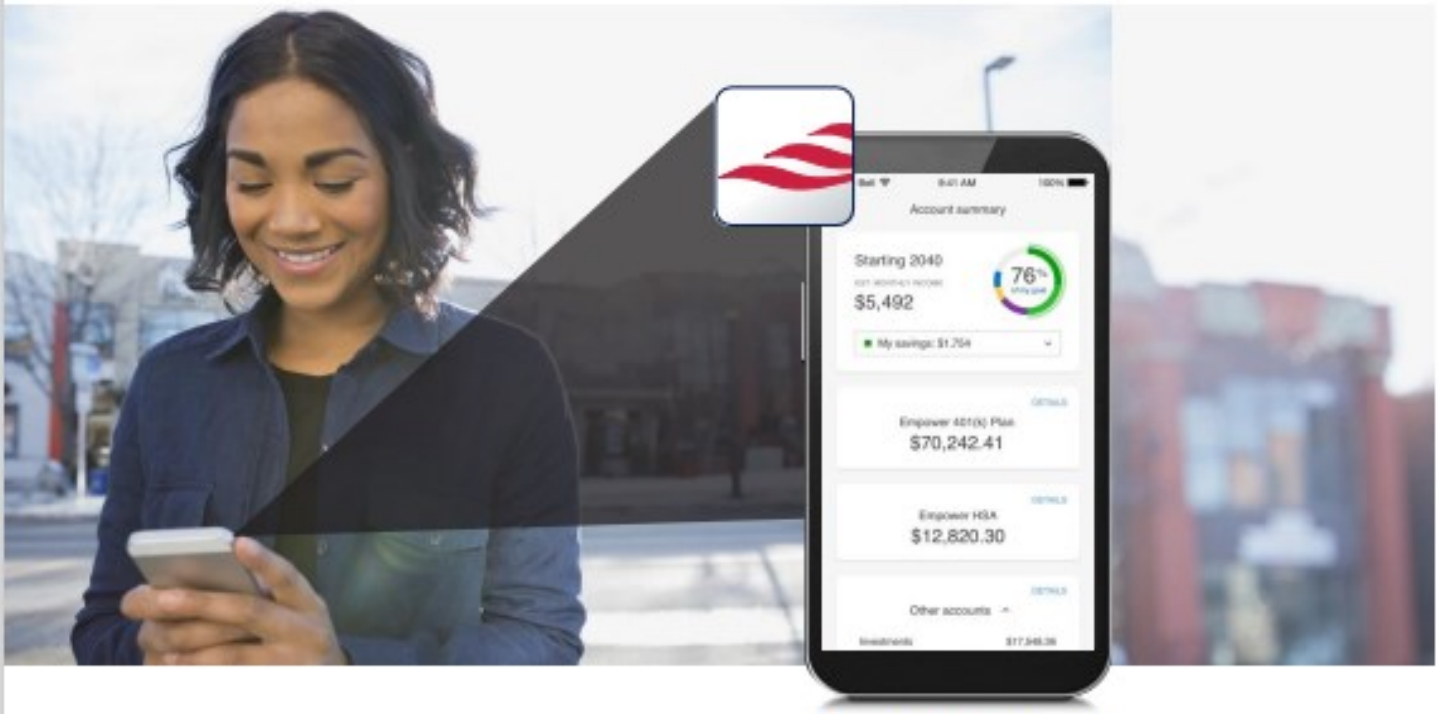
Return to Home Page



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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.*

Return to Home Page

ONE STOP Gift Shop

BUILDING A STRONGER COMMUNITY THROUGH GIVING

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

Return to Home Page

Upcoming Events & Celebrations

NOVEMBER

Return to Home Page