



A Communication from Human Resources

EMPLOYEE NEWSLETTER

August 2023

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Message from the CEO

Dear Colleagues,

As we enjoy the hot summer days of August, I would like to thank our incredible staff for your continued focus on providing high-quality services.

People with intellectual and developmental disabilities require our support, compassion, and unwavering commitment. Not only do you provide great services to people in our programs, but your support for your colleagues is outstanding. Your willingness to volunteer year after year as we celebrate Staff Appreciation Day is tremendous. This year's Staff Appreciation Day was one of the best. With almost one thousand employees in attendance, our outstanding committee left no stone unturned. I want to thank Hassan Abdullaqq, VP of Talent Acquisition, Development, and Engagement, Jim Stock, Assistant Director of Talent Acquisition, Barry Donowitz, Chief Administrative Officer, all committee chair people, volunteers, and most of all, each of you for making this such a fun and memorable event. I look forward to celebrating with you again in 2024!

As we look ahead in the coming weeks, I encourage you to mark your calendars for the Wheatley Farms Harvest Festival, 'Fall for All,' on Sept. 30. From sensory-friendly spaces to face painting, bouncy house, pumpkin picking, yoga, vendors and shopping, every experience has been designed to foster inclusivity and ensure that every visitor can participate and enjoy the festivities. Invite your family, friends, children, and grandchildren to join us on this special day as we celebrate the start of the fall season!

Our legislative advocacy has resulted in record bonus payments to staff over the past two years. In addition, cost of living adjustments was paid to all eligible employees. We are pleased to pass this funding to you but are keenly aware that more must be done to compensate our employees for your demanding work better. I have many additional meetings scheduled into the fall of this year to appeal to our elected officials to fight for better pay and funding for our services and support. When you receive notifications to contact your elected officials, please take a few moments and allow your voice to be heard.

Thank you for making our family of organizations the best on Long Island. We are stronger together.

As always, your feedback and comments are welcome.

Best,

Stanfort

Executive Appreciation



- Jerry Powers, Director of Citizens Options Unlimited, Sallyanne Burgess, VP of Citizens Options Unlimited and Children's Residential Program, and Nicole Kern, Director of Administrative Services, for a successful Bayshore survey.
- Jason Persan, Human Resource Director for Employee Services, for his support in handling a difficult employee situation.
- Dr. Hassan Abdulhaqq, VP of Talent Acquisition, Development, and Engagement, Jim Stock, Assistant Director of Talent Acquisition, and Laura Betancurt, Human Resource Specialist, for successfully hosting and planning the 2022-2023 Employee Milestone Recognition Celebration.
- Stanford Perry, CEO, Nicole Zerillo, Director, Strategic Communications & Marketing, and Nicole Kern, Director of Administrative Services, on the consistent dedication to successfully attaining CREST funding.
- Brian Wahl, Accounting Supervisor, for handling the coordination of the Property Financing transaction.
- Savita Sharma, Director of FSS Camp Loyaltown, and Tevin Gillifian, Assistant Director of FSS Camp Loyaltown, for successfully managing Camp Loyaltown operations.
- Dr. Hassan, VP of Talent Acquisition, Development, and Engagement, and Jim Stock, Assistant Director of Talent Acquisition, and their team, as well as all event volunteers for a "highly well executed" Staff Appreciation Day event.
- Brian Wahl, Accounting Supervisor, and Bobby Kay, HR Analyst, for facilitating resolving the discrepancies identified during the Arc Ny Retirement Audit Sample.
- Pamela Curtiss, Assistant Director of Social Services, and Robert Cortes, Assistant Director of IT, for launching the Fall Festival registration platform and vendor application web pages.
- Debra Doyle, Senior Director of BCCS Schools, Shiva Fayzar, BCCS Director of Corporate Compliance, and Steve Gidseg, Education Center Program Supervisor, for hosting a successful BCCS DOH Audit.

Employee Milestones



Employees from Citizens Options Unlimited and partner agency AHRC Nassau celebrated their work anniversaries at our annual Milestone Achievement Dinner. Congratulations on 25, 30, 35, and 40 years with our organization!

25 years: Dorota Bialik, Estoria Jakes-Hodges, Erik Koelling, Michele LaSpina, & Karen Miller

30 years: Anthony Aiello, Patricia Catalano, Anne Chadderton, Michael Hartung, & Jane Kelly

35 years: Kathleen Anderson, April Pekrul, & Frances Rogers

40 years: Naomi Colak

Thank You Tevin



Tevin Gilfillian, Assistant Director of Camp Loyaltown, used his skills and training to save the life of a camper who had a seizure and blockage of his airway. Thank you for your quick life-saving actions that day (and for your constant leadership and excellence).

From left: Shaun Weathers, AHRC Nassau V.P of Operations; Peter Hadfield, camper & maintenance staff at AHRC Nassau; Tevin Gilfillian, A.D at Camp Loyaltown, Citizens Options Unlimited; and Michelle Rudoff, camper & Q.A trainer at AHRC Nassau

Thank You Kamille



I'd like to commend Kamille Jenkins, BIS, for her enthusiasm and work with the Shoreham on site Day Hab activities that we are conducting for individuals who do not currently have an outside Day Hab. Kamille has been enthusiastic, full of great fun activity ideas and assisting in running the program. Whenever Kamille is in charge of the program the atmosphere is lively, fun and the individuals all have huge smiles on their faces. You can tell they are really enjoying themselves.

Thanks to Kamille!

~Annemarie A. Pollard

Thanks Suzanne



When we think of summer we think of fun and water parks. Thanks to Suzanne Reek and her team at NSASA, we were able to enjoy a few trips to Splish Splash. Our community person of the month is Suzanne Reek for always thinking of our group and enabling us to enjoy the day having fun at the water park, with lunch included.

Citizens Council Board



Please join in welcoming the new Citizens Council Board, they are looking forward to advancing the council.

President: Bonnie Lerhinan, she resides at the Seaford IRA and was a volunteer at the meetings before deciding to run for president. It is her first win to the council. Congratulation Bonnie

Vice President: Devon Rivera, he is a returning VP to the council and enjoys the job.

Secretary: Steven Barsh, has been on the council board for a few years now in one form or another and this year is his second as the council Secretary. Congrats Steven

Treasurer: Gabriele O'Brien, is also new to the council board. She is looking forward to doing a great job

Congrats Justin DeNigris on being the new AD representative

Welcome Schnyder



First-year counselor Schnyder joins us this summer all the way from Haiti.

Schnyder is a medical student and wanted to check coming to Camp Loyaltown off his bucket list before beginning doctorate school. Schnyder said that, so far this summer, campers have taught him to be more present in every moment.

From left: Christopher O'Connor, C.O.O at Citizens Options Unlimited & AHRC Nassau; Michael, camper; and Schnyder Toussaint, counselor

Congratulations Robert



Congratulations to Robert Zimmer, from Port Washington, on an outstanding performance in the play Matilda, as part of Family Residences and Essential Enterprises, Inc. [FREE] day services.

Welcome Sierra



Moving into a new home can be daunting and unnerving to the people we support. Meet Sierra, she moved into the Manhasset ICF and is enjoying her new home making friends and adapting to living with new people. She enjoys horseback riding, going to the park or simply hanging out with her new friends.



Saddle Rock celebrated a few birthdays!
Let's all wish a happy birthday to Suzanne,
Danielle, and Randi!



Randy recently moved into Ontario.
Welcome home Randy!



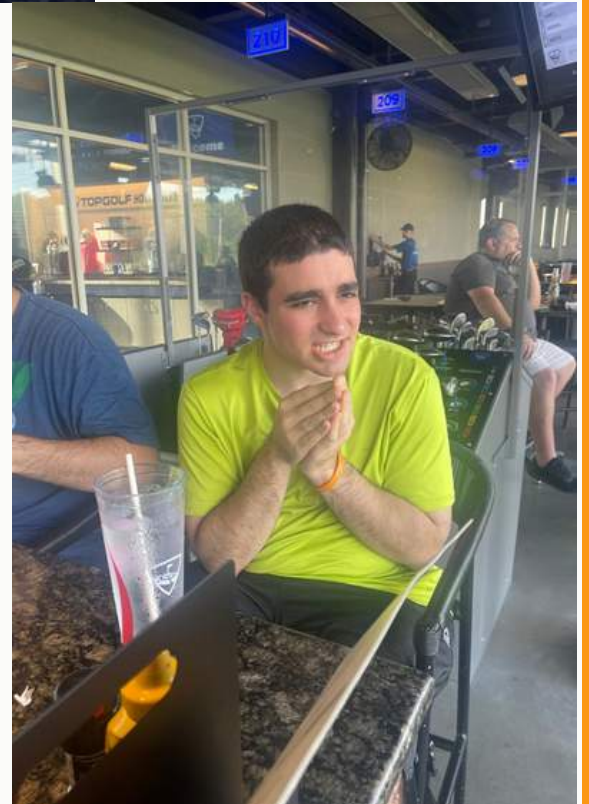
Manicure time at respite!



On June 30th, Citizens Family Support Service held a Summer Dance at the Cissy Birnbaum building in Brookville. Over 60 people attended, and new friendships were made, friends met at that dance to have a great time and people spread the word that there were also a few couples on a date! Everyone had a great time with a DJ, giveaways and a danced full night.



Who doesn't love an evening of bowling and finger foods with friends?



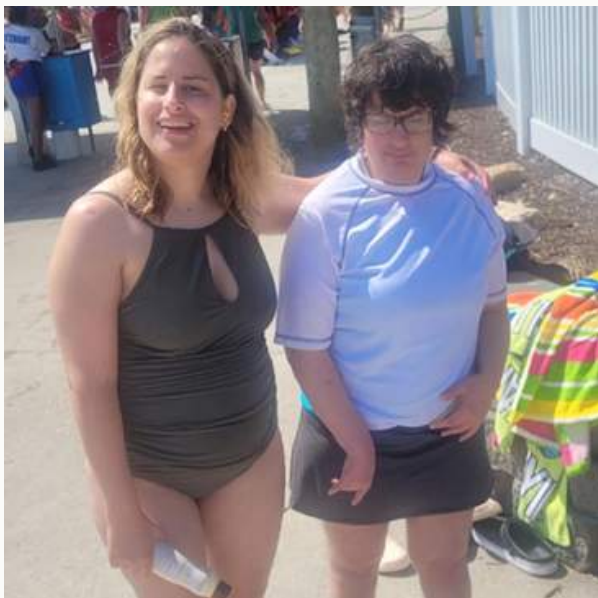
Lake Grove goes golfing!



4th of July



Port Washington crew having a happy
Fourth of July!



Enjoying a trip down the lazy river
at Splish Splash with the Seaford
crew



AROUND the WORLD



Around the World Day! Campers showed off their American spirit

















Camper Matthew Fasano loves to help out Diana in the Camp Loyaltown store! The two spent the afternoon stocking the shelves, ringing up customers, handling money, and writing a list of items that need to be restocked for next week.



NADSP E-Badge Recipients Attending 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 have four successful DSP's that stood out from the rest. We would like to acknowledge Moniqua Haynes, Dapheney Henry, Francois Saint Cyr 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 spearheaded this new program in our agency.

The agency has invited these four individuals and their trainer to attend the 6th Annual NADSP conference held in Pittsburgh, PA this September. At the conference they will network with DSP professionals from across the nation. In the conference there will be two days of breakout sessions where they will learn just how important their accreditation and jobs are to the people we support.

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



*Pictured from left to right: Francois Saint Cyr, Lisa Moosmueller,
Moniqua Haynes, and Dapheney Henry*



Contact Vanessa Wright to learn about joining the Ebadge program: vwright@ahrc.org

Fun **IN** *Sun* **THE**

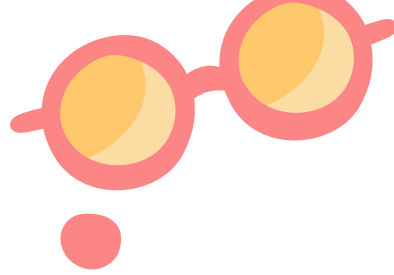
Staff Appreciation Day







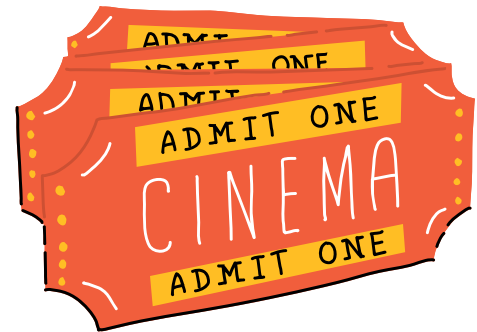
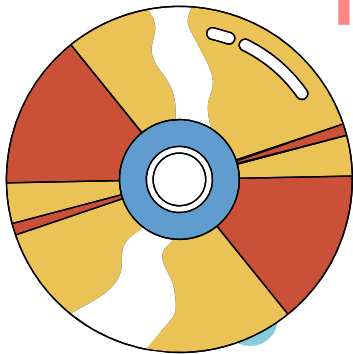




STAY ALERT FOR

DSP SPIRIT WEEK

September
10th-16th



TRIVIA GAMES,
RAFFLES, CONTESTS,
AND MORE!



RELIAS Class of the Month



The Relias Learning Management System (RLMS) is our agency's e-learning platform. Platform features include automated training enrollment, a library of over 3,000 pre-built courses as well as customizable courses, live training management, and tracking and reporting.

Below is the information you will need to log in to the RLMS and the Relias Learner App. Please log in to Relias following the directions below:

Log onto UltiPro at <https://e13.ultipro.com/Login.aspx?ReturnUrl=%2f>

Click on "Menu" which can be found in the top left corner

Click on "Myself"

Once on Myself, click on "Relias Learning"

If you are unsuccessful in logging in through UltiPro or for those accessing training on a mobile device, please download the Relias Learner App. The name of the app is Relias Learner.

URL: <https://www.relias.com/clients>

Click on Relias Learning

Username: your current UltiPro username

Password if this is your first time logging in: welcome

When prompted please enter the Organization ID for the company you are working for.

Organization ID	Organization
14023	Advantage Care
14022	Brookville Center for Children's Services
14024	Citizen's Options Unlimited
14020	AHRC Nassau

You will be prompted to update your password upon your first log in. Your password is private and unique to you!

Please follow the directions on the login screen to reset your password.

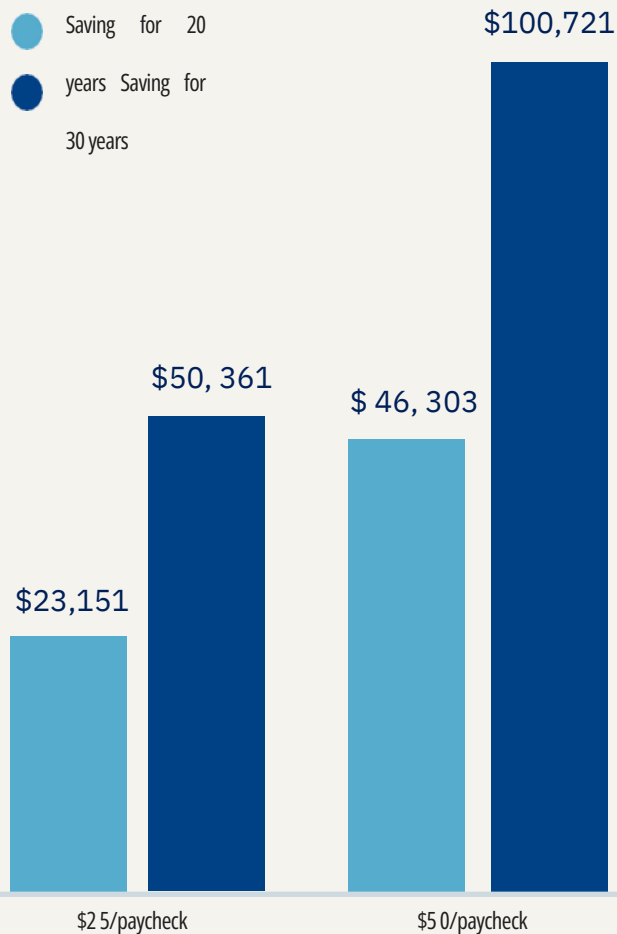
POP UP BLOCKERS MUST BE DISABLED IN ORDER TO ACCESS YOUR TRAINING

Once Logged into Relias, please follow the steps below to access "Employee Wellness - Healthy Sleep"

- Click on "assignments" on the left side of your screen
- Click on "Browse Course Library"
- Type "Conflict Resolution" in the search bar.
- Click "Enroll"
- Click "Back to My Learning"
- Scroll down to electives – Click **"Employee Wellness - Healthy Sleep"**

Why you should start saving now

The sooner you start saving, the better!



Tax breaks

Pretax contributions reduce your taxable income —you'll save for tomorrow and also save today.²

\$30,000 INCOME	SAVING	NOT SAVING
Saved on taxes	\$180	\$0
Saved for retirement	\$120	\$0
Your contribution	0%	0%

Check this off your list

According to recent data from the "Empowering America's Financial Journey" study, below are Americans' top five financial goals.³ Enrolling in your retirement plan can take less than a minute.

- ☒ Saving for retirement
- ☐ Paying off debt
- ☐ Making ends meet
- ☐ Building an emergency fund
- ☐ Saving for a major purchase or expense

FOR ILLUSTRATIVE PURPOSES ONLY.



➤ Visit learningfromempower.com to access helpful information, videos, calculators and more. Scan this code with your camera to go there.



The Story Behind Our Shop

The One Stop Gift Shop values giving as a way to spread kindness throughout the world. 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 create and craft handmade items, answer the phone, take online orders, package and deliver merchandise, and keep track of inventory.

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

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



**SPECIAL
DISCOUNT**

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