



A Communication from Human Resources

# EMPLOYEE NEWSLETTER

March 2023

Message from the CEO  
Executive Appreciation  
March is...  
Wheatley Farms  
One Stop Gift Shop  
Employee Spotlights  
Citizens Recreation  
Shoreham ICF  
Carol Street  
Helen Kaplan  
The Rainbows  
Camp Loyaltown  
NADSP E-Badge Program  
Internal Job Posting  
HR's Relias Course of the Month  
Incentfit  
National EAP

## Message from the CEO

Dear Fellow Employees,

Thank you for your continued hard work and dedication to ensure high-quality, person-centered services to every person supported by our family of organizations.

### **ADVOCACY! ADVOCACY! ADVOCACY!**

Our advocacy efforts continue. I continue to meet with key federal and state legislators in addition to governmental and policy leaders regarding:

- Inclusion of the statutory 8.5% Cost-of-Living Adjustment (COLA).

Thus far, I have met with the following:

- The Commissioner of OPWDD, Kerri Neifeld
- Johnathan Lang, Senior Policy Advisor, NYS Senate
- Jihoon Kim, NYS Deputy Secretary for Human Services and Mental Hygiene in the Governor's office
- Peggy O'Shea, Chief Budget Examiner at New York State Division of the Budget
- Senior staff for Assembly member Angelo Santabarbara
- Senior staff for Assembly member Helene Weinstein, Chair of the Ways and Means Committee.

Many more meetings are planned in the weeks ahead, prior to the passage of the NYS Budget on April 1, 2023.

Special thanks to Danielle Bobin, Derrell Dorch and Latoya Kerr for taking people to Albany on February 13, 2023, to rally at the Capital and engage our legislators in discussions related to fair pay and services to support people with I/DD.

Please use the link below and share on social media, with family, friends, and supporters, seeking their advocacy in relation to this important issue:

<https://secure.ahrc.org/site/Advocacy?cmd=display&page=UserAction&id=173>



Thanks for your support of Wheatley Farms over the Valentine's Holiday! The best ever! Visit [www.wheatleyfarmsli.com](http://www.wheatleyfarmsli.com) to enjoy delicious lunch and dinner items and to purchase flowers, plants and now scented candles and soaps.

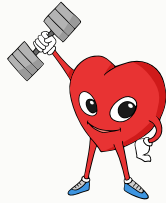
As always, your comments and feedback are welcomed.

Best,

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## Executive Appreciation

Thank you to Denise Lamb, Employee Health Manager, for coordinating Wear Red Day.



Thank you Mike Cannet, L & PD Manager, and Vanessa Wright, L & PD Specialist, for a successful launch of the NADSP E Badge Pilot Program.

Thank you to Cesar Fuentes, Supervisor Pre-Voc- Services and Rita Cruz, Business Operations Manager, for their coordination and collaboration to ensure successful Valentine's Day Campaign



Congratulations to Dr. Hassan Abdulhaqq, HR Director, on being recognized by CIO Views magazine as one of the 10 Most Influential HR Executives to Watch in 2023. Please see link to article here: <https://cioviews.com/dr-hassan-abdulhaqq-a-strategic-hr-leader-for-the-nonprofit-sector/>

Thank you Vicky Pan, Controller, for implementing the Key Performance Indicators analysis on the Citizens Financials.



Big thank you to Seon Bailey, Executive Assistant to the CEO, for revamping the inter-office mail and internal mailbox system.

Carol Meyerson, Employment Training Specialist, was identified by Stanford Perry as an exemplary employee who provides excellent support and training to the people we support.



**March is....**  
**Developmental Disabilities Awareness Month**  
**Women's History Month**  
**National Nutrition Month**

March has been recognized as Developmental Disabilities Awareness Month since 1987 when President Ronald Reagan issued a public proclamation urging Americans to provide individuals with developmental disabilities “the encouragement and opportunities they need to lead productive lives and to achieve their full potential.”

Woody Harrelson stars alongside 10 actors with developmental disabilities in a new comedy that’s headed to theaters.

“Champions” centers on a disgraced former minor league basketball coach played by Harrelson who is ordered by a court to do community service in the form of coaching a Special Olympics team.

Please see link for more information on the new movie "Champions":

<https://www.disabilityscoop.com/2023/02/28/movie-starring-actors-with-disabilities-set-for-nationwide-release/30262/>

This month we celebrated International Women’s Day, this day brings light to the achievements, challenges and focus on women’s rights and gender equality. We reflect on the progress as well as the gaps that still exist.

Overall women make 83% of what men make and Latina women are the ones who make the least (0.57\$ of every 1\$ a white man makes).

Here is more information from a reputable source:

<https://www.pewresearch.org/fact-tank/2023/03/01/gender-pay-gap-facts/#:~:text=The%20gender%20gap%20in%20pay,%2D%20and%20part%2Dtime%20workers>



**National Nutrition Month:**

National Nutrition Month is an annual campaign created 50 years ago in 1973 by the Academy of Nutrition and Dietetics. During the month of March, everyone is invited to learn about making informed food choices and developing healthful eating and physical activity habits. This year's theme is "Fuel for the Future." Eating with sustainability in mind is a tasty way to nourish ourselves during every phase of life and protect the environment. A Registered Dietician Nutritionist can help you create healthy habits that are sustainable and celebrate your unique needs.

Info: <https://www.eatright.org/national-nutrition-month-2023>

How to get involved: <https://www.eatright.org/health/wellness/awareness-campaigns/50-ideas-to-get-involved-in-national-nutrition-month>



Our beautiful Clubhouse at Wheatley Farms and Arts Center is now open for community classes! All members are welcome. Our classes will span from mindfulness, creativity, wellness, arts, horticulture, and nature. To sign-up, please go to the link below:  
<https://www.ahrc.org/communityworkshops/>





## 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 gives people with 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%**



# Employee Spotlight

A very special thank you to the entire Citizens Team, Direct Support Professionals, Management, Psychologists, Nurses, and Therapists for making a positive difference every day in the lives of the people we support. It is your dedication, expertise, and compassion that make all things possible. – Sallyanne Burgess

## Carol Street

House Manager, Rochelle Howell is a pleasure to work with and simply a joy to be around. Rochelle embraces everyone with a smile, always ready to offer a helping hand, and never hesitates to jump in to assist. She is extremely responsive, resourceful, and organized. – Jennifer Bonarrigo



Carol Street residents and family would like to show appreciation for Elsbeth Thomas and Tracey Seymour. – Rochelle Howell



## Ontario Avenue

A special shout out to Ontario's entire team, Xavier Miles, Tresmond Sanders, Andrea Sparks, Marie Badio, Sonord Dumas, Melody Roberts, and Reginal Thomas.



They work so hard and as a team every day to provide and care for all the gentlemen's needs. As a manager, I can go away on vacation and know the staff here are able to run the house and care for all here as if I never left. I could never do what I do without any of them. The best part about them is that they truly care deeply for each one of the gentlemen here! – Tammy Vallancourt

### West Fort Salonga Road

**Jeffrey Roberson** is my 3-11 staff Tuesday-Saturday. I'm choosing him because when it comes to the guys in the house, he goes beyond his job description to ensure the guys have the best quality of life. He is every helpful and he's always guiding the guys on the right path. – Alexis Stancil



**Diane Berry** is my Med DSP. Diane goes beyond her reach when it comes to the guy's health in the house. It could be after hours, and she would reach out to see if the guys are ok. She always ensures the guys are well taken care of. – Alexis Stancil

### Ivy Avenue

**Eddy Lozier** is a compassionate person who displays this in all his interactions with the people we support as well as staff. His dedication and strong work ethic is superb. Eddy is reliable, consistent, and someone I can always count on to be there. This makes Eddy not only a professional but someone the rest of the staff can admire. He is an example of how a direct support professional should be. Eddy brings a sense of humor to his role and is a fantastic cook. These are skills he brings to the house and to the people residing at Ivy respite. All the residents and staff really enjoy being around Eddy and he makes this house a home. – Cecilia Guillaume-Rennie



### Village Drive

I would like to highlight a staff member from Medford by the name of **Wemer Richard**, he has proven himself to be reliable, hard-working, and consistent. – Nicky Daniel







### 915 Rainbow

**Shaquasha Irby** is a phenomenal medical DSP who works hard to ensure that all medical needs of the residents are being met. She has developed an amazing relationship with all the residents, and they have come to love and respect her. She is a team player and is well respected amongst her fellow colleagues. She has no issues helping her colleagues in the kitchen, with the laundry, or cleaning the house. Shaquasha has been an amazing addition to the 915 family.

– Akeem Murray

**Alaijah Spencer** is a strong and experienced part of the team. She is well versed in all aspects of the job and is often looked up to for guidance, as well as support amongst her fellow colleagues. She is a team player who has a big heart.

– Akeem Murray

Great Job!



Thank You



Although Tanisha Collins is new to the field, she has learned and grown exponentially. She has a big heart and has grown to love the residents like her own family. Tanisha is a team player and is loved and respected amongst her colleagues. She has been an inspirational addition to the 915 Team. ~Akeem Murray

### Cedar Street

**Daniella Boakye** been with the agency for over 7+ years. Daniella goes over and beyond the expectations as a DSP. Daniella takes pride and patience to nurture our people supported at North Cedar. When the residence seems to be in any dilemma, Daniella continues to step up and take lead to assist the best she can. Daniella is always respectful, professional and on time. We are happy and grateful to have Daniella on our team. – Michelle Nerette





**Christina Morancy** is such a wonderful staff that will not take a seat. Christina is such a busy body! Staff and persons supported are always happy to see her on shift. Christina ensures her tasks are completed and she ensures all people supported are safe and happy at all times. Did I mention Christina is also a great cook! Since Christina started a year ago, once picky eaters are no longer. We are so grateful to have Christina on our team.  
~Michelle Nerette

### Smithtown

**Floyd McNeil** knows the individuals very well and he takes good care of them. Not only does he take care of the individuals, but he also fixes things in the house when they are broken. He cooks good meals for the individuals and follows their eating guidelines. In addition, when certain things are running out in the house such as, the med room or house supplies, he always notifies me or the Med Case Worker. He also gets along well with the parents. – Rachelle Demosthene



**Lyndon McPherson** is our overnight asleep. He only called out once since he started working at Smithtown for more than six months. He does not complain about anything and is very helpful, even if he is on the overnight asleep. He does not mind doing the overnight asleep or awake. He works well with the individuals, and he is respectful.  
– Rachelle Demosthene

The Gardenvue nursing team provides excellent care to the individuals that they support. They are professional, empathetic, and always advocate for the individuals so that they can live full and equitable lives!  
– Jamie Allison



The Magnolia nursing team has proven to be true team players!! They communicate appropriately and respond fast to codes! They are truly an asset to the Shoreham ICF team. – Jamie Allison



**SHOREHAM'S ICF**  
**GWEN ENJOYING THE**  
**SUPERBOWL WITH NEW FRIENDS**  
**AT THE SHOREHAM ICF**



**UDO AND HIS FRIENDS**  
**CHEERED FOR THEIR TEAMS**  
**BY MAKING COLORFUL**  
**POM-POMS AND TEAM**  
**PENNANTS**





**Forget the game, the real winner was the snack spread at Carol Street!**

### **Harlem Globetrotters 2023 World Tour!**



**What an amazing time was had by the residents of Carol Street at Harlem's Globetrotters!**

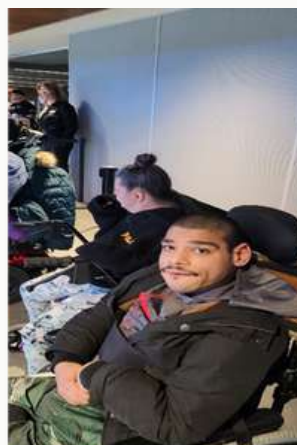
## Helen Kaplan ICF



*Happy  
Birthday*

*Nanci from Helen Kaplan's House B  
celebrated her 50th Birthday*

## The Rainbows



**"PLAY TOUGH CRASH  
HARD"**

915 Rainbow Outing  
Event at Monster Jam!





## Recreational Activities at Shoreham's ICF



Beverly and Howard enjoying playing the keyboard together. Howard enjoys creating his own music for his housemates.

Udo enjoys puzzles with Diana.

## Citizens Recreation



Our amazing Recreation Activity's Leader Pete Torres and the people involved in recreation visited the Cradle of Aviation Museum in Garden City. They all had a great time. Afterward they enjoyed lunch.

## Respite Connections

Friday Nights at the mansion in Brookville, Noah Probert is now DJ'ing for everyone. "DJ Noah" is now in the house!



## Camp Loyaltown



Camp Loyaltown's respite program has been a joy to hold. Each weekend, we create, cook, and spend quality time with the people that come up to camp for respite. The administrative staff values this time with the people at camp and watching them interact and learn from one another. This month we made Valentine-themed projects, baked muffins, and were all smiles!

## Shoreham ICF



On February 15th, the Little Soap Lady visited our Shoreham ICF to teach people how to make soap. You can see from their smiles that they thoroughly enjoyed the evening. We look forward to many more opportunities to learn new things.



# NADSP E-badge Program

The vision of this program is to help DSPs assist people who need support in leading self-directed lives and to participate in a training program that helps to accredit them as professionals.

DSP's walk-in partnership with those who they support and those who are significant to them toward a life of Freedom and well-being and contribution for the people we support. This program recognizes them by providing knowledge and skills of supportive practices to have ethical principles that create the environment needed to fully support people making life choices. Furthermore, this is a great opportunity, and commitment to develop and support the DSP to create a healthy sense of their own potential and worth through Training that helps them achieve the highest ideals of the Profession.

We currently have 50 DSPs enrolled in the E-Badge Academy. All companies are represented by the participating DSPs. Their experience ranges from 6 months to 20+ years. Here are the thoughts of a few participants.

**Fianna Hosein:** "I am very honored and appreciative to be a part of this program that AHRC Nassau is offering to employees. It has surpassed my expectations and I hope to achieve my goals with the help of the wonderful staff."

**Pat A:** "I'm enjoying this program very much. I am learning and it is getting easier in some ways"

**Michelle Bell:** "I appreciate the invitation to the program. It provides very beneficial information and really helps with understanding working with the people we support"

**Debbie Perez:** "I'm really excited with the NADSP EBadges program. It is really awesome to have the opportunity to move forward in the company and give a better service for the people we support!"

# Internal Mobility Job Announcement



## Camp LPN

**Job Req #** 2023-5190

**Schedule:** Sun-Thurs 7a-3p

**Location:** Camp Loyaltown

**Program:** Citizens Options Unlimited

**Salary Range:** \$1,200

### Job Profile:

Licensed practical nurses work full time, on site in Hunter NY. All LPNs work in a complete and mutually supportive team with the Cabin Counselors, Program Staff, Kitchen Staff, and Administration, and campers to ensure that the campers (and staff) are safe and healthy during their stay at Camp Loyaltown

### Requirements:

- New York State Licensed LPN Certification required.
- CPR/AED Certification yearly per DOH regulations.

**To be considered for a transfer, orientation must have been completed and you must be in good performance standing.**

We are an Equal Opportunity Employer, Proud of Workforce Diversity

Submit your application by going to:  
[citizens-inc.org/careers/](https://citizens-inc.org/careers/)  
Click the link for CURRENT EMPLOYEES



**Citizens Options  
Unlimited**



# HR'S RELIAS COURSE OF THE MONTH:

## BUILDING RELATIONSHIPS AND COMMUNITY FOR PEOPLE WITH I/DD

Below is information you will need to login to the RLMS and the Relias Mobile App.

When using a desktop or laptop computer. Please log into Relias following the directions below:

Log onto Ulti Pro 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 logging in through Ulti Pro or for those accessing training on a mobile device, please download the Relias App. The name of the app is Relias, not Relias Learning.

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

Click on Relias Learning

Username: your current Ulti Pro 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

14023

14022

14024

14020

### Organization

Advantage Care

Brookville Center for Children’s Services

Citizen’s Options Unlimited

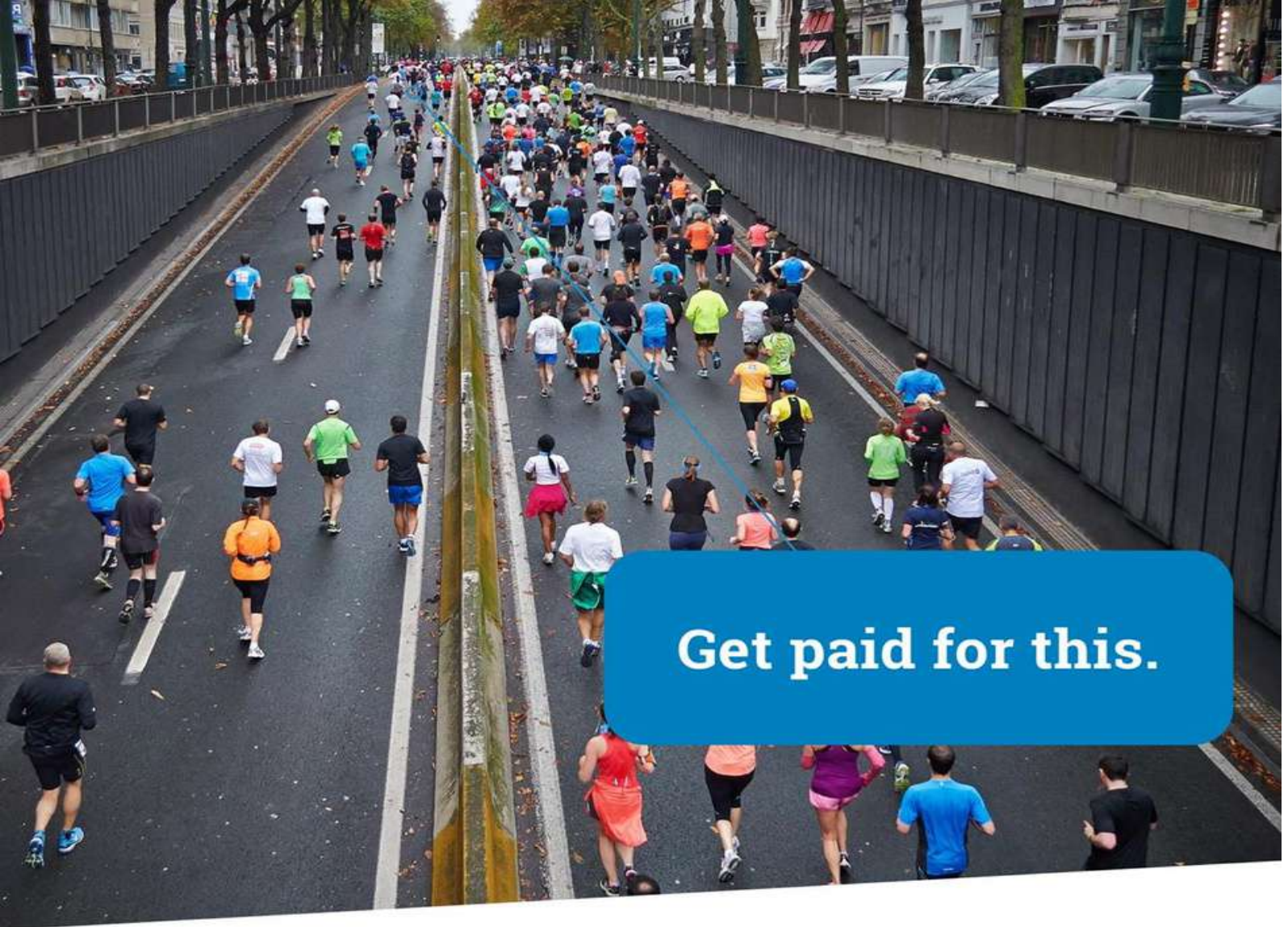
AHRC Nassau

You will then be prompted to update this 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: **“Building Relationships and Community for People with IDD”**

- 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 **“Building Relationships and Community for People with IDD”**



You can earn **rewards** for the ways you live a healthier lifestyle. Learn more and see your personal wellness benefits at <https://incentfit.com>.



Contact Brandon Lyons , Health and Wellness Coordinator  
516-293-1111 Ext. 5403 or Blyons@ahrc.org

