



A Communication from Human Resources

EMPLOYEE NEWSLETTER

July 2023

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Message from the CEO

Dear Fellow Employees,

Welcome to July!

It's that perfect time of year when the days are hot enough to enjoy a run in the sprinkler or a dip in the pool, but hopefully not so hot that we can't stand the heat.

July is the height of barbeque season when we all see how many things we can "grill" or "chill".

I don't know if it's because our Independence Day (July 4th) is celebrated this month, or if that's a happy accident, but here in the U.S., July is always chock-full of cookouts, garden parties, community festivals, and fireworks. It's all about food, family, friends, and fun!

July is also National Disability Pride Month! We also hope you will join us in spreading the message that disability is a natural part of diversity and that inclusive communities welcome, value, engage and respect people with disabilities.

While you take some time for vacation, do know that our advocacy related to Direct Support Wage Enhancement (DSWE) and a Cost of Living Adjustment (COLA) continues at the State and Federal levels. Expect to hear more about how you can become involved in the coming weeks.

Special thanks to Vanessa Wright, Learning and Professional Develop Specialist, Mike Cannet, Learning and Professional Development Manager, Dr. Hassan Abdulhaqq, VP of Talent Acquisition, Development, and Engagement, and Jim Stock, Assistant Director of Talent Acquisition, for hosting a successful inaugural NADSP celebration.

I also want to acknowledge all the BCCS locations for hosting successful preschool and school-age graduations.

Also, thanks to Jerri Walker, Volunteer Coordinator, and Bridget Cariello, Assistant Director of Project Development for the coordination of the Volunteers' Appreciation Dinner. A good time was had by all in attendance.

As always, your feedback and comments are appreciated.

Best,

Stanfort



Executive Appreciation

- Nicole Ferrar, VP of Nursing, Denise Licata, Director of Nursing- AHRC and CRP, and Diane Makowski, Director of Nursing- Citizens, for coordinating and organizing the Nurses' Appreciation luncheon.
- Bridget Cariello, Assistant Director of Project Development, and Jerri Walker, Volunteer Coordinator, for coordinating and organizing the Volunteers' Appreciation Dinner.
- Jim Van Epps, Director of Maintenance Special Projects, and Don Bynum, Director of Facilities and Maintenance, along with Camp maintenance staff for their committed hard work in completing maintenance work at Camp Loyaltown.
- Allison Glass, Farm Manager, and Kim Nistal, Assistant Farm Manager, for maintaining the greenhouse.
- Vanessa Wright, Learning and Professional Development Specialist, Mike Cannet, Learning and Professional Development Manager, Dr. Hassan Abdulhaqq, VP of Talent Acquisition, Development, and Engagement, and Jim Stock, Assistant Director of Talent Acquisition, for hosting a successful inaugural NADSP celebration.
- Denise Gaughan, Director of Children's Education Center and CBB, Debra Doyle, VP of BCCS , and Denise Hackman, Assistant Director of Children's Education Center and CBB, and her team in the hosting of a successful BCCS graduation.



Fun IN THE Sun

Celebrating
Our
SUN-sational
Staff

6TH ANNUAL STAFF APPRECIATION DAY 2023!

A
CULINARY
ADVENTURE
AWAITS

CELEBRATING
EVERYONE

T-SHIRT
WITH
REGISTRATION

Wednesday, August 2nd
11:00 am - 5:00 pm

at the Brookville Mansion

(Rain Date: Wednesday, August 9th)

Register Today! It's 2 Weeks Away!

AMAZING
MUSIC



GAMES &
PRIZES

MASSAGES

★ **SCAN TO SIGN-UP** ★
TO ENJOY A
SUNSATIONAL CELEBRATION

YOGA

EMPLOYEE SPOTLIGHT

Get To Know Our Team



Shout out to our House B Cook Rosa Green! She grows fresh vegetables here, such as these beautiful zucchini flowers, for a person supported who enjoys them!

We are very blessed to have her working here at the ICF! – Marta Garavito



Jerry Powers



Tammy Vallancourt



Alexis Stancil



Karen Jones

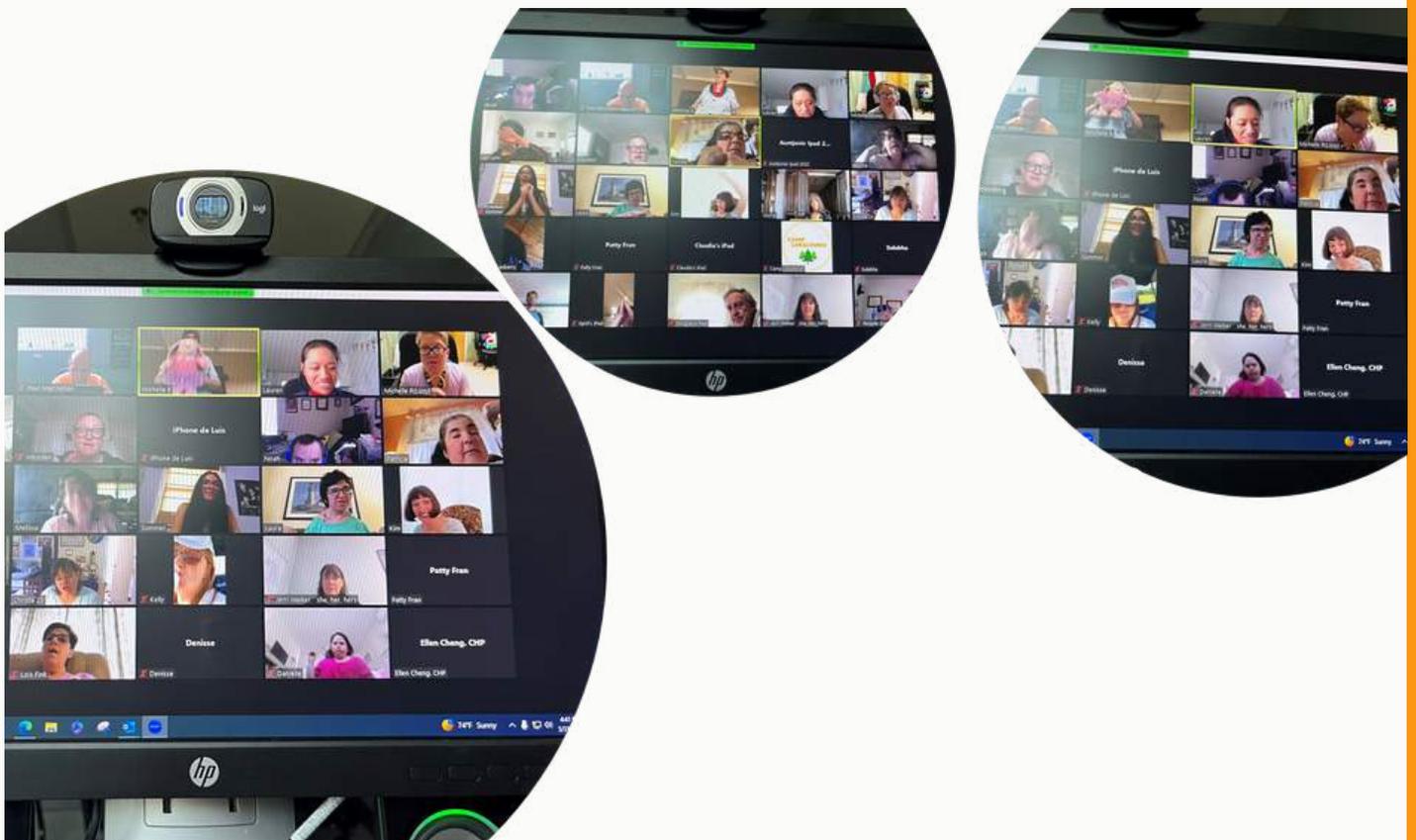


Christine Basile



Catrina Little

Events & Happenings



Citizens Virtual Connections Program held their Spring Concert on 5/31/23. Over 50 people attended, and everyone did such a wonderful job.



Bocce Ball



*Citizens
Ontario*



Happy Birthday Alec!

*Citizens
Recreation*



Congratulations Tanya Castillo on an incredible performance in Disney's Frozen at the Cultural Arts Playhouse . Tanya's housemates and staff attended the play and were ready with cheers, hugs, beautiful floral bouquets, and an appetite for a celebratory dinner at Applebee's.

Citizens Pickwick



Summer has officially begun! Camp Loyaltown is excited to welcome over 400 campers and 150 counselors this year! Located in upstate New York near Hunter Mountain, Camp Loyaltown is our special place away from home. Camp Loyaltown is one of Citizens many respite opportunities, offering 1 or 2-week stays across 7 sessions. Session 1 began June 18th and the final session will end on September 10th.

Our counselors have traveled from all over the country and the world to work at Camp Loyaltown. Shout out to our counselors coming in from Scotland, Jamaica, Colombia, and Mexico! We are thrilled to be welcoming back many returning counselors. These experienced staff members create a supportive, team environment where knowledge is shared, and all thrive.

Follow along this summer by visiting our public gallery at WaldoPhotos.com/@CampLoyaltown using the join code: CAMPLOYALTOWN2023



**Chestnut Bay
Equestrian Outing**



Citizens Lake Grove



Having a blast at
Camp Loyaltown!



Session 1 Week 2 was off to great start as campers relaxed by the pool

*Camp
Loyaltown*

*Happy Birthday
Brian!*



THE BIRTHDAY KING

*Citizens
Northport*

A20

FACES OF LONG ISLAND



“ My parents were told I would be in a vegetative state for the rest of my life. I never gave up. ”

GREENLAWN

To read the full story, go to facesoflongisland.com and follow us on Facebook and Instagram @facesoflongisland

Have a story? Send a note to facesoflongisland@newsday.com or message us on social media.

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Shout out to Matthew Hofele for his recent feature in Newsday!

Click here to read the full story!

<https://facesoflongisland.newsday.com/greenlawn-man-advocate-for-people-with-disabilities/>



All our amazing volunteers were celebrated with a Volunteer Recognition Dinner, co-hosted with partner-agency AHRC Nassau. ✨ Shout out to all those who share their time and resources to support us!



We currently are offering Respite at the following locations:

Plainview

115 E. Bethpage Road, Plainview, NY

Brookville

189 Wheatley Rd, Glen Head, NY 11545

Wantagh

1861-63 Wantagh Ave, Wantagh, NY 11793

If your loved one is in a AHRC Nassau Day Program, drop off to the Respite Program can take place.

If you have any questions, please feel free to contact our Program Coordinator, Maura Boden at mboden@citizens-inc.org or 516-293-2016 ext. 5141 or Assistant Director, Paul Mac Millan at pmacmillan@citizens-inc.org or 516-293-2016 ext. 5140.

NADSP E-Badge Academy



Please join us in congratulating the enrolled learners who are actively engaged in the National Alliance for Direct Support Professionals (NADSP) E-Badge Academy. Made possible by a grant from New York State Office for People With Developmental Disabilities (OPWDD), this national certification program offers direct support professionals (DSPs) and frontline supervisors (FLS) the opportunity to earn stackable electronic badges leading to credentialing and a bonus. Last week, Alison Pingelski, Acting Associate Commissioner, OPWDD; Ryan Cox, Director of Workforce Development & Talent Acquisition, OPWDD; and Kathy Brown, NYS E-Badge Academy Administrator, NADSP, joined agency leadership to celebrate the nearly 90 E-Badge learners in our family of organizations, including AHRC Nassau and Brookville Center for Children's Services.

Learners were commended for their commitment to professional development and excellence in supporting people to receive the best possible supports and achieve their personal outcomes.

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 Organization |
|--------------|---|
| 14023 | Advantage Care |
| 14022 | Brookville Center for Children’s Services |
| 14024 | Citizen’s Options Unlimited |
| 14020 | 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 “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**”:

Internal Mobility Job Announcement



House Manager

Job Req # 2023-5876
Schedule: Sunday 9a - 5p, Monday through Thursday Flex
Program: Citizens Residential
Location: West Islip IRA
Salary Range: \$58,500.00/yr.

Job Profile:

- Supervises Direct Support staff by assigning responsibilities and specific activities to provide and encourage each resident to strive for autonomy.
- Instructs residents and participates in household tasks (i.e. cleaning and cooking) to ensure that individuals receive appropriate nourishment and that residence is clean and safe for the individuals.
- In conjunction with Program Coordinator, hires new employees by conducting interviews and completing all required personnel documentation to ensure that the residence is adequately staffed with qualified candidates.
- Maintains weekly work schedules for all staff by assigning shifts based on availability and the particular requirements of each resident to ensure that appropriate care is administered at all times.
- Maintains resident's bank accounts and expenditures by depositing and withdrawing all monies and reviewing monthly bank statements to ensure accuracy and adherence to individual budgets.
- Provides and arranges transportation of residents to activities by ensuring availability of agency vehicle.
- Confers with physicians and pharmacies by reviewing the current medical status or and/or health care of each resident.
- Collaborates with residents' designated day program by telephone or scheduled meetings to ensure integration of services and ongoing communication.
- Maintains appropriate records of staff by observing and documenting issues relating to time, attendance, level of performance, specific deficiencies, supervisory sessions and training needs to ensure the ongoing and effective supervision of each employee

Requirements:

- Minimum 2 years' experience working with people with ID/DD.
- Supervisory experience required.
- Good verbal communication skills.
- Good organizational and administrative skills.
- AMAP certified.
- Excellent team player with a positive attitude.
- HS Diploma or GED.
- Valid NYS Driver's License and qualified in accordance with agency's insurance standards.

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/ Click the link for CURRENT EMPLOYEE





Did you know you can pass your retirement savings to just about anyone?

Log in to tell us who should receive them

Assoc Employers for the Help of the Developmentally Disabled 403b Plan



Make sure your assets go directly to the people you want when you pass away

Your beneficiary doesn't have to be family. You can add almost anyone as long as you know their:

- Full legal name • Phone number
- Date of birth • Address
- Social Security number

If life circumstances change, your choice of beneficiaries may change. Remember to keep your beneficiary information up-to-date.

- ★ It's easy – sign in, go to *Account*, click on *Overview*, and click on *Beneficiaries*.

Add a beneficiary to your account today:

empowermyretirement.com

Or scan the code.



1 If you are married, your plan may require your spouse to be the beneficiary unless your spouse provides written consent to select an alternate beneficiary. Contact your plan sponsor for specific plan rules.

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P.O. BOX 173764
DENVER, CO 80217-
3764



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