

The Water Cooler



A Communication from Human Resources
Citizens Options Unlimited Monthly Newsletter

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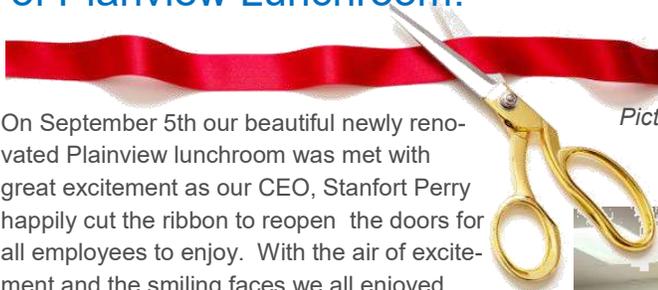
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**Don't forget about the
Fall for All Festival
on
September 30th
9 a.m. - 4 p.m.**

[Click below for more information](#)



Successful Grand Re-Opening of Plainview Lunchroom!



On September 5th our beautiful newly renovated Plainview lunchroom was met with great excitement as our CEO, Stanford Perry happily cut the ribbon to reopen the doors for all employees to enjoy. With the air of excitement and the smiling faces we all enjoyed meaningful speeches and delicious food from Wheatley Farms.

Thanks to the design and renovations by Dr. Hassan Abdulhaqq, Jim Stock, Justin Kreiger, Ben Forlenza & Matt Beriloff of Home Depot. Their care and hard work shined through on how beautiful and relaxing our new space is for all to enjoy.

[Click here to see more pictures from this exciting event.](#)

Pictured from left to right: Matt Beriloff of Home Depot, Justin Kreiger, Purchasing, Stanford Perry, CEO, Dr. Hassan Abdulhaqq, HR, Jim Stock, HR & Ben Forlenza, Maint. Supervisor



Message from the CEO



Dear Colleagues,

I hope this note finds you safe and well and enjoying the last few days of summer.

Sunday, September 10th to Saturday, September 16th was Direct Support Professional (DSP) Recognition Week. This week offered us the opportunity to share our profound appreciation for the exceptional work of DSPs.

I am proud to have begun my career as a DSP and value the opportunity to celebrate the achievements of our Direct Support team, whose skill, creativity, care, and dedication make a powerful statement about what matters most.

Throughout our family of organizations, we offered a variety of expressions of thanks for the entire week. I was pleased to attend a variety of different events showing our deep appreciation for this incredible component of our workforce.

We were proud to join disability communities from across the country to thank and spotlight the skill, creativity, and unique talents of the Direct Care Professionals who bring to life our mission, every day.

We know firsthand that the work of DSPs is essential to the health and well-being of the children and adults we support. It is also a deeply personal relationship that is woven into the fabric of families, neighbors, and the wider community.

Thanks to all our wonderful DSPs for a job well done!

Lastly, I hope to see each of you at our first “Fall for All” Harvest Festival at Wheatley Farms and Arts Center on September 30th. Please visit <https://www.ahrc.org/fallforall/> for more information.

As always, your comments and feedback are welcome.

Best,

Stanfort

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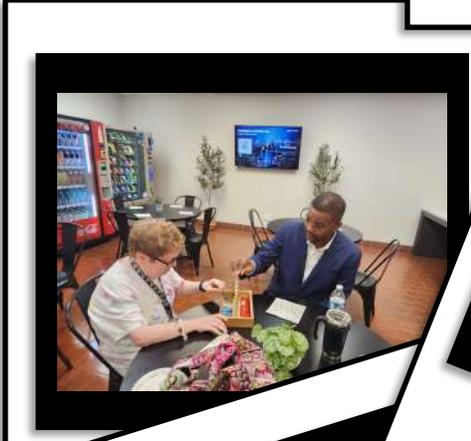


- ◆ Brian Wahl and Bobby Kay for facilitating the resolution of the discrepancies identified during the Arc NY Retirement Audit Sample.
- ◆ Pamela Curtiss and Robert Cortes for the launching of the Fall Festival registration platform and vendor application web pages.
- ◆ Debra Doyle, Shiva Fayzar, and Steve Gidseg for hosting a successful BCCS DOH Audit.
- ◆ Savita Sharma and the Camp Loyaltown team for hosting the EMT at their Staff Appreciation event.
- ◆ Nicky Faranda, Pam Curtiss, and Rita Cruz for planning and catering of the Westbury Schools and Alpha events at the Brookville Mansion.
- ◆ Congratulations to Dr. Hassan on hosting a successful training webinar for the BCCS staff.

Plainview Lunchroom Re-Opening Photos



Plainview's Renovated Lunchroom



The DSP Connection

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



NATIONAL ALLIANCE FOR DIRECT SUPPORT 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

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Learning and Professional Development Specialist

516-293-1111 Ext. 5366

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The DSP Connection

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

NADSP E-Badge Recipients Highlights from 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 had two successful DSP's and one Site Manager that stood out from the rest. We would like to acknowledge Moniqua Haynes, Dapheney Henry, 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 spear headed this new program in our agency.

These three individuals, their trainer and Jim Stock Assistant Director of Talent Acquisition, attended the 6th Annual NADSP conference held in Pittsburgh, PA in September. At the conference they networked with DSP professionals from across the nation.

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



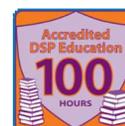
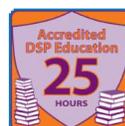
Pictured from left to right: Jim Stock, Vanessa Wright, Lisa Moosmueller, Moniqua Haynes & Dapheney Henry



"I was inspired by so many wonderful motivational speakers who helped me realize the impact of my contribution working with people with disabilities. Celebrating DSP's from each level, making us feel recognized through social media, from executives, bringing excitement to other DSP's Incentive- premium bonuses." stated Moniqua Haynes

"Our job requires a lot of love, patience, and empathy. It is not an easy job, but it is very rewarding. I say rewarding because we are working to make a change and to make a difference and most importantly to make someone feel supported. I hope that this being my first NADSP conference won't be my last. Thank you, Vanessa and Jim, for allowing me to attend this conference, I can add this to the list of amazing things AHRC has done for me over the years of being a DSP. I look forward to the future conferences!" said Dapheney Henry

"There were many workshops where I learned many powerful tools that I plan to adopt into my management style. I want to inspire my staff to be the best person-centered focused mentors that they can be. In a workshop run by Al Condelucci, I learned that great leaders teach others how to lead. I am brainstorming about some ways I can challenge and inspire my staff to take their leadership skills to the next level. I also learned that as a leader you must always be mindful that your staff are feeling empowered enough to be the great advocates that they were meant to be and this means allowing them to make mistakes without the fear of getting into trouble." said Lisa Moosmueller



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The DSP Connection

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VIRTUAL

DSP WORKSHOP

- The Art and Science of Performing your Job Successfully
October 9th-11th
12:30pm-2:00pm

TOPICS INCLUDE:

Emotional Intelligence
Communication
Teamwork



*Dr. Hassan M.
Abdulhagq*

**Vice President of
Talent Acquisition,
Development and
Engagement**



Vanessa Wright

**Learning & Professional
Development
Specialist**

CONTACT:

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The DSP Connection

Company Pride Letters from DSP Appreciation Week



You know you work at the best company around that makes such a difference in the lives of the people we support and the people that work here when you receive such amazing comments as these.

“When I first came to AHRC I was hired as a DSP but was soon offered an administrative position. Although I enjoyed my job, I ultimately decided to return to being a DSP. I missed interacting with the individuals and helping them live their best lives. I can honestly say that the bonds I have built with the people we serve is very special to me. Being a DSP is not just a job, but a career with a purpose.” ~ *Barbara Valdez*

“This role of DSP and now ASM, has enriched my life on a level I never imagined. I laugh deeper, smile, more and shed tears of joy and sadness. The people I support are so special, and I love and hold them close to my heart.” ~ *Laurette Holst*

“To me being a DSP is the greatest thing that could of happened to me. Helping make a difference in their lives and sharing our knowledge to them but on their level.” ~ *Nadira Hildebrandt*

“The relationships built and lives that have been impacted have in return inspired and assisted me with learning and understanding my journey while here. Thank you guys for allowing me to grow and keeping me in a position to do what I love.” ~ *Derrell Dorch*

“I’ll tell a random person, no matter where I am, to apply to AHRC and become a DSP because it was the best decision I have ever made. I look back at the past 7 years and I am truly grateful for the past managers/assistant managers I’ve worked for.” ~ *Dapheney Henry*

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What Does HR Have to Say?

Find out what HR has to offer and answer employee questions

Ask HR

Each month we will post questions that our employees ask any of our departments and we will have an expert in that department answer.

Send your questions to:

EmployeeEngagement@ahrc.org

Question: How do I apply for an internal job posting?

Answer from TAT: You would go on the site and fill out an internal job application.

Learning & Professional Development

Next Months Training Schedules

Below is a list of next months training.

[Please click here to view the full Training Calendar](#)

AMAP:

10/10 – 10/12: 8:00 am—3:30 pm

10/17—10/19: Same time as above

10/24 – 10/26: Same time as above

CPR:

10/10: 4:00 pm—6:00 pm Existing Staff (ES)

10/12: 9:00 am—11:00 am – New Hires (NH)

10/13: 10:00 am—1:00 pm ES

10/17: 4:00 pm—6:00 pm ES

10/19: 9:00 am—11:00 am –NH

10/24: 4:00 p—6:00 pm ES

10/26: 9:00 am—11:00 am –NH

10/31: 4:00 pm—6:00 pm ES

SCIP Full

10/05—10/06: 9:00 am—4:00 pm

10/12—10/01: 9:00 am—4:00 pm

10/26—10/27: 9:00 am—4:00 pm

SCIP Recert

10/02: 9:00 am—4:00 pm

10/10: 9:00 am—4:00 pm

10/17: 9:00 am—4:00 pm

Talent Acquisition Team

TAT's Tips on Interviewing by TAT Team

Each month the TAT team will give you tips on how to stand out in an interview. How to write a resume.

To stand out in an interview always put your best foot forward. Come to the interview prepared with an updated resume and always remember to dress to impress. You only get one chance to make that first impression. Make it a good one!

Retirement & Compensation

Money Talk with Manpreet

by Manpreet Rattu, Retirement & Compensation Manager

Each month Manpreet will give you money advice on what's the best way to saving your money for retirement

There is no better time than today to start saving for retirement!

Our retirement plans are a great option as they are tax advantaged.

Who doesn't want to save money on their taxes?

For BCCS, Citizens and Advantage Care Employees:
Please Contact:

Anthony Brown-Client Service Manager Empower
T: 303-737-1303

Please feel free to reach out to me, Manpreet Rattu with any questions:

T: 516-293-5120 Ext. 5139
mrattu@ahrc.org

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Health & Wellness

Each month the Health & Wellness team will give you tips on exercises, to get your body moving, nutrition and meditation to calm your mind.

Health & Wellness

Brandon's Fitness Tips

by Brandon Lyons,
Health & Wellness Coordinator

Brandon will post tips to get you into that optimal health & wellness. He will also tell you how to make money while getting fit.

Exercising—Start at whatever level you can.

Many people new to fitness believe they must jump into an intense exercise program to see results. This can result in burnout and possibly injury. Looking into your current lifestyle and making small improvements over time can have a huge impact. Most importantly, It's sustainable.



by Nikki Katz, Yoga Instructor

Nikki will explain a few poses each month and how they can help you in seeking your balance and calm.

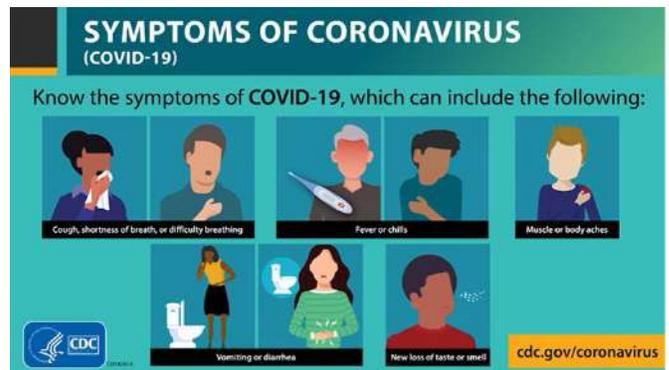


Staying Healthy

Earn while you stay fit with...



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](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](https://www.covidtests.gov)

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Career Path with TAT



Internal Job Openings

Secretary

Job Req # 2023-5169

Schedule: Monday-Friday 9am-5pm

Program: Citizens-Helen Kaplan Program

Location: Helen Kaplan Program

Salary Range: \$30,000-\$35,000

Job Profile:

- Practices and promotes Citizens mission statement in every interaction through family and community engagement. Citizens supports people to live the life they choose.
- Open switchboard at 9am and close switchboard at 5pm
- Performs all secretarial tasks (i.e: typing, filing, answering telephones, mailing and photocopying) for the Director and ICF administration
- Answers and directs incoming calls to the appropriate staff member/department to ensure calls are handled in an efficient, professional, and timely manner
- Maintains general files.
- Types correspondences, documents, reports etc. from written or dictated material as requested by the Director, QA Manager, and/or administrative staff
- Adheres to Federal and New York State regulations, agency policy and procedures in regards to call offs and overtime to ensure quality support is provided people each day

Requirements:

- 1-2 years secretarial experience; proficiency with use of computers for word processing and data entry
- Good written and oral communication skills
- Excellent team player with a positive attitude

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

Assistant House Manager

Job Req # 2023-6269

Schedule: Friday-Saturday 7a - 3p, Tuesday through Thursday 3p - 11p

Program: Citizens Residential

Location: Smithtown

Salary Range: \$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.

Provides direct support as dictated by house staffing pattern and/or house needs.

Requirements:

- High School Diploma or equivalent required
- Valid New York State Driver's License that is also qualified in accordance with agency's insurance standards
- One year experience supporting people with ID/DD
- Good oral and written communication skills; successful completion and maintenance of AMAP status
- Good organizational and administrative skills
- Excellent team player with a positive attitude.

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



[To find more internal job opportunities go onto the Citizens website under Careers to view all of our openings](#)

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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

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What's Happening @ Carol Street

Follow our outings and events at Carol Street

Housemates from Carol Street were busy this weekend! We took advantage of the cool weather with two trips to the movie theater to see The Meg Movie Meg 2: The Trench and Teenage Mutant Ninja Turtles: Mutant Mayhem.

We also shopped at a Flea Market at the Shirley Chisholm State Park in Brooklyn. While there, we met some feathery friends and browsed their video game collections!



TMNT!!!! & Meg 2!!!



Flea Market Finds



Flea Market Finds



Meeting New Friends

What's Happening @ Respite

Follow our outings and events with Respite locations

We officially opened our doors to 2 NEW RESPITE LOCATIONS. Our Wantagh grand opening included a ribbon cutting, snacks, and painting. We are so thrilled to be able to expand our services and have many exciting new opportunities coming soon!

Shout out to Paul MacMillan, Assistant Director of Respite/Recreation, and Maura Boden, Program Coordinator Respite/Recreation, for creating more opportunities for people with disabilities across Suffolk and Nassau County.



Check out everyone's incredible artwork from our very first Paint N' Sip Night! We have many recreational activities planned for the remainder of 2023. Hope to see you at the next one!

Join us: www.citizens-inc.org/rec



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What's Happening @ Pickwick

Follow our outings and events at Pickwick

Weekly bingo night with Pickwick's Sarah, Lizzy, Jamie, and Jennifer at 110 Bingo Hall. This is a great opportunity for these young women to build skills, create relationships in their town, and have fun while doing so!



What's Happening @



Follow our Adventures @ Camp Loyaltown

We said goodbye to our friends from Session 5. The summer quickly came to an end; check out some of our favorite summer memories.



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In Loving Memory of Vu Dang

Meet Alexandria LaGala, a Residential DSP at Shoreham ICF:

“I have been working here for over 6 years and just being around the people I support brings me the greatest joy. My friend Vu was always able to get me to smile and laugh no matter what. Vu was the biggest character for a young guy. He always had a smile on his face and his laugh was so infectious.”

Rest in Peace Vu Dang



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

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Update your beneficiary information



Updating your beneficiaries online is easy. Get started:

- Log in to your account at corebridgefinancial.com/retirementservices
- On the next screen, click the dropdown menu next to your name at the top of the page
- Click **"Change Beneficiaries"**

This page provides access to add, update or delete beneficiaries as well as a link to designate beneficiary percentages



Create a new beneficiary

- Click **"Add a beneficiary"**
 - Enter the new beneficiary's details
 - Click the **"Save"** button
- Note: Fields with a red asterisk are required



Edit a beneficiary

- Click the plus sign by the beneficiary's name Edit desired fields on the record
- Click the **"Save"** button



Delete a beneficiary

- While editing the record, click the **"Delete"** button
- Note: Only unassigned beneficiaries can be deleted



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



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Upcoming Events & Celebrations

OCTOBER

