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**MESSAGE FROM THE CEO**



Dear Colleagues,

As we close out a remarkable 2025 and look forward to an exciting 2026, I want to take a moment to express my heartfelt gratitude to each and every one of you.

This past year has been defined by your dedication, compassion, and teamwork in supporting the people we serve, individuals with intellectual and developmental disabilities, who rely on us every day to live meaningful, fulfilling lives.

Because of your tireless efforts, and thanks to strong funding support from OPWDD, I'm thrilled to share that we have been able to provide unprecedented bonuses and raises for all employees. We are truly proud to pass along these resources when available, as we also know there are years when such opportunities are not possible. Your commitment has earned this moment, and you deserve to be recognized and rewarded for the incredible work you do.

A special thank you goes out to our Direct Support Professionals, whose compassion and resilience are the heart of our mission, as well as to our outstanding clinical, administrative, and management teams, who ensure that our programs run smoothly and our services remain exceptional.

As we look ahead to 2026, we remain devoted to celebrating your achievements and honoring your hard work through our Staff of the Quarter Luncheons and other opportunities to recognize your contributions. Together, we will continue to strengthen our community, innovate in our services, and make a difference in the lives of those we support.

Thank you again for your passion, professionalism, and dedication. I am deeply proud of what we've accomplished together and excited for all that the new year holds.

Wishing you and your loved ones a joyful, healthy, and fulfilling New Year!

As always, your feedback and comments are welcome.

With gratitude and appreciation,

*Staff J. Leroy*



# EXECUTIVE

THANK YOU

## SEPTEMBER 2025

- All DSPs for the DSPs Appreciation Week.
- The CLS team for hosting a successful CRP's "Sweet Sixteen" Celebrations.

## OCTOBER 2025

- All DSPS who successfully graduated from the NADSP Program.
- The Talent Acquisitions Team for planning and hosting the NADSP Graduation Event
- Wheatley Farms Catering for providing catered meals for the NADSP Graduation Event.
- Lourdes Mutone for assisting with gathering the requested information.
- The Engagement Team for planning and hosting the Employee of the Quarter Event
- Wheatley Farms Catering for providing catered meals for the Employee of the Quarter Event.
- Karen Hirschfeld, Colleen Tapia, and presenters at the CQL 3rd visit.
- Denise Lamb for organizing the annual Flu Clinic throughout the agency.
- Lisa Shortell for her handling of the many challenges of the QA department at this time

## NOVEMBER 2025

- Chris O'Connor for organizing a list of trained staff into action to complete the backlog of QA Investigations.
- Mary McNamara and the Community Resources team for planning and executing another successful AHRC Foundation Walkathon.
- Chris Schaklis, Joe Simmons, and the Maintenance team conducted clean-up activities after the rainstorm last Thursday.
- Chris Schaklis, Joe Simmons, and the Maintenance team for clean-up activities conducted after the AHRC Foundation Walkathon at Eisenhower Park.
- Wheatley Farms Catering team for a well-received presentation of the Dansant pre-tasting menu.
- Human Resources Professionals Department and the work they do.
- Grateful Gatherings planning committees' all events were well attended and organized. There was a marked increase in the attendance of staff.
- Congratulations to the DSPs Kanika Calloway, AHRC, Gary McCall, Citizens, and Daniel McCormack, BCCS attended the CCRX DSP recognition dinner held on 11/19/25.

## DECEMBER 2025

- Maintenance and Cleaning Departments for the cleaning of the Mansion floors.
- Seon Bailey – Dansant Planning Committee and Nicky Faranda and the Wheatley Farms Catering team of Pam Curtiss, Rita Cruz, Andrew Robinson, Percival Aquino, Dennison Sanchez, Kayil Johnson, Meletios Tsarouhtsis.
- Marc Narcisse, saxophonist for exceptional entertainment.
- Sophia Blackett, photographer for professional photography.
- Billy Leonard and the maintenance team for their excellent communication and collaboration, and work during the weekend snowstorm.
- Lynne Brewer for Snowflakes and Sparkle party. Lynne was presented with a gift of appreciation from the Board President, Paul Giordano.
- Roshni John for planning and hosting the festive gathering for her cluster.
- Bridget Cariello for the planning and hosting of the 2nd Annual Tractor Lighting Celebration.
- Stephanie Gladstone, for her leadership, and the Manager and staff for their hard work in Garden City.

# HONOREES

EMPLOYEE OF QUARTER 3

## CELEBRATING OUR EQQ3 2025 STARS!

### *Employee of Quarter 3 2025*

#### *Honorees:*

BCCS CRP:

*Mellony Francis*

BCCS - Pre-School:

*Pamela Clifford*

BCCS - School Age:

*Joseph Senatore*

Administration:

*Summer Bartnick, Eli Taub*

Advantage Care:

*Sabine Delone-Petion, Jamie Russell*

Citizens:

*Kayla Collins, Aisha Rose, Ashley Sesto*

CLS:

*Edward Hobson, Sandra Price*

Day Hab:

*William Lewis, Danielle Mackey,  
Krystie Damsker (EQQ2)*

Freeport:

*Rita Cruz*

Helen Kaplan:

*Sade Cato*

Shoreham:

*Danielle Mascellaro, Matthew Tranquellino*

We are thrilled to announce our Employee of the Quarter honorees for Q3 2025! These individuals were nominated by their own peers for their relentless work ethic and their "above and beyond" approach to everything they do.

Their dedication doesn't just get the job done—it makes our entire workplace better. To celebrate their hard work, we will be holding a special recognition event in January to give them the spotlight they deserve.

Please join us in congratulating our winners! Keep an eye out for more details regarding the January celebration coming soon.

# SPECIAL

GRATEFUL GATHERINGS 2025

## DEI Culture Committee Grateful Gatherings 2025

Hi all,

Thank you all for the incredible participation in our Grateful Gathering events across Plainview, Freeport, Brookville, and Shoreham. Your presence, energy, and togetherness created truly inclusive and joyful celebrations.

We deeply appreciate our leadership for sponsoring the Wheatley Farms turkeys and the variety of meals shared across all locations. Special thanks to the planning committees at each site, our amazing volunteers who handled set-up and clean-up, and everyone who contributed to the rich cultural potluck dishes that made the gatherings even more meaningful.

We ate together, appreciated one another, and honored the important work we do every day. As we enter the Thanksgiving season, I wish you and your families peace, joy, and continued gratitude.

With appreciation,  
DEI Officer & Culture Committee Chairs



# SPOTLIGHT

STUDENT LOAN FORGIVENESS SUCCESS

## Benefit Spotlight: A **\$85,000** Success Story with the Thrive Loan Forgiveness Program

At AHRC, Advantage Care, Citizens, and BCCS, we strive to offer benefits that truly change lives. Today, we are proud to share a testimonial that highlights the incredible impact of our Thrive Student Loan Forgiveness Program.

One of our dedicated colleagues recently reached out to the HR department with "unbelievably happy news" after working diligently to qualify for this agency benefit. Through the program's support and her own commitment, she has officially reached a milestone that most only dream of.

### The Impact: By the Numbers

- **Total Debt Forgiven: \$85,000.**
- **Status: 100%** of the loan balance has been officially cleared.
- **Family Impact:** Described by the employee as "truly life-changing" and an "incredible relief" for her entire household.

### A Message of Gratitude and Hope

The employee expressed her deepest gratitude to the team for their diligence in providing the necessary documentation to make this benefit accessible. She noted that having this debt lifted is a powerful reminder of the agency's commitment to its staff. (Read this successful employees happy email below)

### Could This Be You?

We want every eligible employee to take advantage of the financial supports we offer. Whether it is student loan forgiveness or the many other free programs we offer, our goal is to invest in your future.

If you are a staff member struggling with student debt, don't leave this benefit on the table. Like our "Thrive" victor, you could be one application away from a debt-free future.

"Hi Gina,



*I hope this email finds you well. I'm reaching out to share some unbelievably happy news I just received regarding my student loan forgiveness program.*

*As you know, your team and department have been consistently and diligently responding to my requests for documentation to help me qualify for the agency's student loan forgiveness benefit. I'm thrilled to share that I've now made all the required payments toward my loan, and my student loans have officially been forgiven – a total of \$85,000!*

*This is truly life-changing for me and my family. Having this debt lifted is an incredible relief, and I wanted to take a moment to express my deepest gratitude to you and your team for all the support and assistance you've provided throughout this process.*

*I would also be more than happy to speak with any DSPs or staff who might be eligible for this benefit. I think this is such a positive story to share, especially during a time when the workplace can feel challenging and under scrutiny.*

*Thank you again for everything you and your team do to support staff and help make benefits like this accessible. Wishing you a wonderful weekend!*

Christine Basile  
Residential Manager "



**Do You Have Student Loans?**  
**Could you be our next debt-free success story?**  
**Click the "Thrive" button now to find out if you qualify.**  
**This one click could change your life!**  
**Check it out!!!**

**Check Out UKG News & Information for More Amazing Employee Benefits**



# SPOTLIGHT

RESIDENTIAL PROGRAM

## Highlighting Success at Sea Cliff – 63 Highland Ave The Road to the NYC Marathon: Matthew's Inspiring Journey

We are thrilled to share the incredible news of a courageous and determined individual from our Highland Avenue residence: Matthew Futterman. Matthew has been working tirelessly to prepare his body and mind for the prestigious NYC Five-Borough Marathon!

Matthew's journey to the finish line is a testament to true sportsmanship and dedication. His training regimen has been nothing short of rigorous, showcasing his passion for running through:

- **Elite Training:** Partnering with his running team, Achilles International.
- **Physical Preparation:** Working with a personal trainer and completing 3K marathons.
- **Endurance Building:** Intensive treadmill training sessions, working up to an incredible 25 miles per session.
- **Recovery & Wellness:** Prioritizing his health with professional massages at Hand and Stone.



### A Community of Support

This achievement has been a massive team effort. We want to give a special shout-out to his running coaches, Eric and Emily, and his mother, Ellen Futterman, who has been instrumental in keeping his demanding schedule flowing. The Highland Avenue staff and his parents have been his biggest cheerleaders every step of the way.

### An Inspiration to All

Matthew's dedication has sparked a movement within his own home. He has inspired his housemates to take an interest in exercising at their own pace, proving that his "never give up" attitude is contagious.

We at Highland Avenue are incredibly proud of Matthew—our Victor! His story reminds us all that with enough determination, no goal is too far.



Contributed by Crystal Nelson, House Mgr, SC - 63 Highland Ave



# SPOTLIGHT

PERSONAL OUTCOME MEASURES

## Staying H.O.P.E.ful with AFSP, AHRC, Citizens, and BCCS

### Staying H.O.P.E.ful: A Journey from Darkness to Light

After navigating her own path through personal struggle, Kate Zimmerman of the AHRC Nassau POM Department is turning her experience into a beacon of support for others. Following an inspiring encounter at Wheatley Farms, Kate founded Team Stay; H.O.P.E.ful to participate in the American Foundation for Suicide Prevention (AFSP) "Out of the Darkness" Walk.

#### Article Highlights:

- **The Meaning Behind the Name:** The team name combines two powerful messages: Stay; (your story doesn't end here) and H.O.P.E. (Hold On Pain Ends).
- **A Unified Front:** While not a work event, the AHRC family showed up in force, with donations and walkers joining from AHRC, Citizens Options Unlimited, and Brookville Center for Children's Services.
- **Support that Saves:** Kate credits her journey toward healing to the agency's employee assistance program and the life-changing kind words of a respected coworker.
- **Impact at Jones Beach:** On October 26, the team raised \$785 for suicide prevention and shared powerful moments of connection with fellow walkers at Jones Beach.
- **A Lasting Mission:** Though the walk is over, fundraising remains open through the end of the year, and the team is already looking forward to returning in 2026.



*Team Stay, H.O.P.E.ful*

*Left to right: Joe Cariello (front), Bridget Cariello, Kristine Jones, Kate Zimmerman (Team Captain), Lorien Longo, Samantha Rodonis, Michelle LaSpina, Joe LaSpina.*

[CLICK HERE TO  
READ FULL  
STORY](#)



**Contributed by: Kate Zimmerman, AHRC Nassau POM Department**



# SPOTLIGHT

PERSONAL OUTCOME MEASURES

## “Go the Distance” 2025 Conference



At the Council on Quality and Leadership’s 2025 conference, “Go the Distance”, held in Philadelphia, AHRC’s team played an active role in advancing conversations about person-centered excellence. The event brought together organizational leaders from across the United States to explore topics such as justice for people with disabilities and the transformative impact of CQL accreditation on partnerships and services.

Representing AHRC Nassau, was CQL Certified Trainer Susan Gill Orange, and Assistant Director of Project Development (POM Team Leader) Bridget Cariello who delivered a presentation titled “Using Data to Strategically Plan Your Year: A Review of Themes, Initiatives and Indicators.” Their session highlighted how AHRC’s POM department leverages real-time data to monitor outcomes for the people they support.

When trends reveal areas for improvement the team responds by creating strategically planned, person driven initiatives. For example, when “choosing services” emerged as an area needing improvement, AHRC launched a focused campaign through events like the annual POM Rally, training at the Compass team’s annual the Rights Rally, and independently designed training series such as “The Voice for Choice., campaign. These efforts significantly increased supports and understanding of What Matters Most. During these events people with lived experience shared stories that highlighted which services they used, what they liked about them and how to advocate for a change when needed.

Beyond their presentation, AHRC’s team actively engaged during networking sessions. They met with other organizations that share the Person-Centered Excellence with Distinction certification, fostering a collaborative spirit among leaders committed to quality improvement. Plans are already underway for a joint panel discussion, where these organizations will share strategies and methods broadly, ensuring that best practices reach a wider audience.

The AHRC team’s contribution was well received, sparking interest from multiple organizations eager to explore AHRC’s data-driven approach in greater depth. This momentum underscores AHRC’s role as a thought leader in promoting meaningful outcomes and advancing person-centered practices.

# SPOTLIGHT

FREEPORT PREVOC GROUP

## ***Prevocational Spotlight: Hands-On Growth at Wheatley Farms***

Our Prevocational Services team is hard at work this season through a vibrant collaboration with Wheatley Farms. This partnership provides a unique opportunity for participants to develop essential on-the-job skills by engaging directly in hands-on merchandise production.

### **Crafting Quality and Teamwork**

Under the expert guidance of their prevocational coaches, participants are working together to create a wide variety of high-quality seasonal items. This year's inventory includes:

- **Holiday Home Goods:** Beautifully crafted holiday coasters and festive mugs.
- **Seasonal Decor:** Hand-made Christmas ornaments and scented candles.
- **Apparel:** Custom-designed sweatshirts and cozy sweaters.

These activities do more than just produce merchandise; they provide a safe and meaningful vocational experience where participants can master technical skills and practice the teamwork necessary for success in the community.

### **The Holiday Pop-Up Shops**

The fruits of this labor will be showcased at the annual Thanksgiving and Christmas holiday pop-up shops. In a full-circle vocational experience, these shops are also managed and conducted by prevocational participants, allowing them to practice customer service and retail skills in real-time.

Visit our Pop-Up Shops at the following AHRC sites:

- Brookville
- Plainview
- Freeport

This collaboration is a wonderful showcase of our participants' creativity and dedication, helping them build a foundation of job skills that will serve them well in future community employment.



# SPOTLIGHT

DAY HAB PROGRAM

## CELEBRATING THE SEASON TOGETHER

This week, many sites attended a holiday party at Levittown Hall hosted by their Activity Specialist, Amy. Everyone completed craft kits, received holiday headwear, took pictures in front of the festive backdrop, danced to live music by Coleen and Eddie, and socialized with friends from other sites. Once the event was over, everyone received a plushie, chips, and soda.

It was wonderful to see everyone laughing, dancing, and enjoying time together. Many shared stories, hugs, and smiles, making the celebration feel warm and memorable for all.



# SPOTLIGHT

DAY HAB PROGRAM



## HONORING A VETERAN: A VISIT FROM CSM ANDREW LOMBARDO



Veterans Week at Farmingdale 1 became truly memorable when the site welcomed a very special guest, Veteran Andrew Lombardo. Even with a full schedule, he made time to visit, bringing excitement, gratitude, and inspiration to everyone. Commander Sergeant Major and Commanding Officer Deputy Inspector Lombardo proudly served 39 years in the United States Army and 33 years with the NYPD, and hearing his stories in person was an honor for the entire site. Andrew shared heartfelt stories from his remarkable careers, spoke about the experiences that shaped him, and explained the meaning behind the uniforms and patches he earned. He also brought police equipment, including a bulletproof vest, which fascinated the group.

Throughout his visit, Andrew talked about the history of the military and the importance of both Memorial Day and Veterans Day. He explained why it matters to thank someone who serves and reminded everyone of the sacrifices service members make so our country can continue to be strong. One message stood out more than anything else: anyone can be a hero. It is not the uniform that makes someone heroic, but the choices they make, the way they treat others, and the courage and kindness they show every day. The people supported asked thoughtful questions about his training and his daily routines, and Andrew answered each one with patience, warmth, and sincerity.

Before he left, each person received meaningful keepsakes. The Activity Specialist, Amy created a small eagle trophy, a booklet about Andrew's journey, an American flag, and a military flag. Andrew generously added to these gifts by giving each person an NYPD patch and shared the pride and responsibility behind receiving one. In return, the group presented him with cookies and a heartfelt thank you card. He was truly touched by the warm welcome and shared that he looks forward to visiting again. He ended his visit with a powerful message: Serving is not just wearing a uniform. It is helping people and standing up for what is right. Each of you serves every day through your kindness, courage, and care. On Veterans Day, thank those who served, and be proud of the way you serve too. The visit left a lasting impression on everyone at Farmingdale 1 and made this Veterans Week a time filled with gratitude, learning, and deep appreciation for those who dedicate their lives to serving others.



# SPOTLIGHT

DAY HAB PROGRAM

## ***Going Above and Beyond at Farmingdale 1***

The Farmingdale 1 site is fortunate to have Assistant Manager Laurette Holst, who consistently goes above and beyond to create meaningful and engaging experiences both on site and in the community. Laurette has done so much for the site, and these are just a few examples of the many ways she continues to make a positive impact. She is always thinking creatively and planning fun activities that encourage connection, participation, and growth.

At the site, Laurette introduced a book club that quickly became a favorite activity. This group is more than just reading. It brings stories to life through discussion, arts, and crafts. The enthusiasm was so strong that it was soon requested to become a monthly activity by the people supported. Throughout the year, Laurette also invited friends to help host special events such as 80s karaoke, summer bingo/arts and craft, and music therapy. Each event was a great success, and everyone looked forward to their next visit.

In the community, Laurette built strong partnerships with small business owners whose interests aligned with those of the people supported, including Lego and Hitch/Bestea. Thanks to the recreational fund, the site was able to visit these locations each year and take part in engaging activities. Over time, these businesses became familiar and favorite community outings.

One such owner, Joe De Bello of Hitch/Bestea, consistently went above and beyond to accommodate and welcome the people supported. Wanting to show appreciation, Laurette reached out to Jerri Walker to explore recognition opportunities. After sharing Joe's story, Jerri helped make it possible for him to receive a Community Heart Award from the Board of Directors at the Community Resources Membership Dinner. The following day, the people supported presented Joe with a handmade card, took photos, and congratulated him on his well deserved recognition.

These moments would not have been possible without Laurette's initiative and dedication. As her Activity Specialist, I am grateful to work alongside such an amazing coworker and look forward to the many meaningful activities she will continue to create that empower the people supported to live fulfilling lives.



# SPOTLIGHT

DAY HAB PROGRAM

## Empowering Skills Through Technology

The Day Habilitation department was pleased to celebrate the completion of the Digital Literacy grant, made possible with the support of MJ Zayas and the POM department. Once the grant was completed, a few selected people supported received their own iPads to help enhance their digital skills. Their Activity Specialist, Amy, visited the Farmingdale 1, Seaford, Wheatley Farm, Glen Head, Jericho North Broadway #2, and Levittown sites to personally congratulate each person supported with their new iPad and a certificate recognizing their dedication and commitment to learning.

Everyone was excited to receive their devices and began exploring new apps and creative ways to use their iPads right away. Staff and peers offered encouragement along the way, making the moment even more meaningful. It was inspiring to see the pride and enthusiasm for learning shared by all.



# SPOTLIGHT

DAY HAB PROGRAM

## T-Shirt Triumph!

### A Huge Shout-Out to Amy Yueng and the Day Hab Dream Team!

Talk about delivering with a smile! This week, the spirit of Staffapalooza was in full swing, thanks to the incredible dedication of **Amy Yueng** and the truly amazing **Day Hab Team**!

This dedicated crew took on the massive mission of ensuring that every single employee who requested a Staffapalooza t-shirt received it. They were everywhere! Hand-delivering each t-shirt to many different locations and houses across our organization, transforming what could have been a logistical headache into a heartwarming, campus-wide delivery service.

#### Why We're Cheering:

- **100% Success Rate:** We are ecstatic to announce that every employee who requested a Staffapalooza T-shirt has now received their awesome gear! Get ready to rock your spirit wear!
- **Engagement Experts:** Amy and the Day Hab Team didn't just deliver boxes; they delivered employee engagement. Their positive attitude and big smiles made the hand-off a fun experience for everyone.
- **The Power of Teamwork:** This effort is a shining example of how different teams can come together to support our entire employee community.

#### A Note of Thanks:

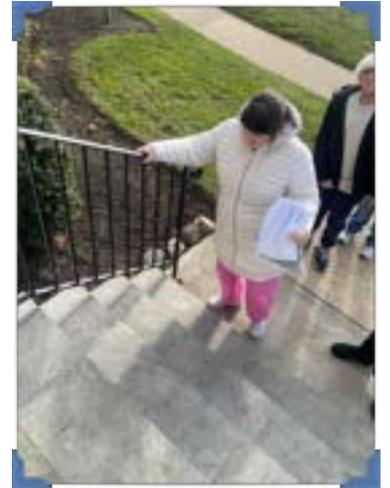
"A massive thank you to **Amy Yueng** and the **Day Hab Team** for their enthusiasm and hard work in making sure everyone who were unable to attend Staffapalooza received their t-shirt! Their willingness to step up and travel to deliver the t-shirts with such positive energy is truly appreciated by the entire company."

Next time you see **Amy** or a member of the **Day Hab Team**, please join us in giving them a well-deserved high-five! You all are the reason our Staffapalooza spirit is running so high!

**Thank you, Amy Yueng and the Day Hab Team! You rock!**



**AHRC Day Program Photos by Amy Yueng,  
Day Hab, Activites Specialist**



# SPOTLIGHT

DAY HAB PROGRAM



## ROKY BECOMES THE FRIENDLY SPIDERMAN FOR DAY HAB

Roky Dabney, an extraordinary DSP, brought joy, laughter, and a bit of superhero magic to many Day Program sites by dressing up as Spiderman for the people we support. Inspired by his love for Spiderman and his passion for spreading happiness to others, Roky turned his idea into a truly unforgettable experience.

With the help of their Activity Specialist, a lively photo opportunity was hosted in Plainview Conference A, where Spiderman made his grand appearance. Word quickly spread, and soon there was a line of excited people from multiple sites waiting outside the room, eager to see him. Many groups even came early so they wouldn't miss his entrance.

As Roky walked in, cheers filled the space, and everyone affectionately called him Peter Parker. The energy in the room was electric as groups posed for photos alongside him, many striking the iconic web-shooting pose. Smiles and laughter filled the room, creating memories that will be cherished for a long time.

A heartfelt thank you goes out to everyone who participated, making the event truly special. The emails of appreciation we received were wonderful to read, but most importantly, a special thank you to Roky for bringing Spiderman to life and making the day so memorable. His creativity, dedication, and heartwarming effort reminded us all of the power of community, fun, and celebrating our amazing staff.



# SPOTLIGHT

DAY HAB PROGRAM

## Spotlight on Oscar Mondonedo: Dedication, Music, and Advocacy at Mott Street Day Habilitation

At Mott Street Day Habilitation, one staff member stands out not just for his professionalism, but for the heart and passion he brings to his work every single day. Oscar Mondonedo is more than a Direct Support Professional. He is an advocate, a mentor, and a true friend to the people we support.

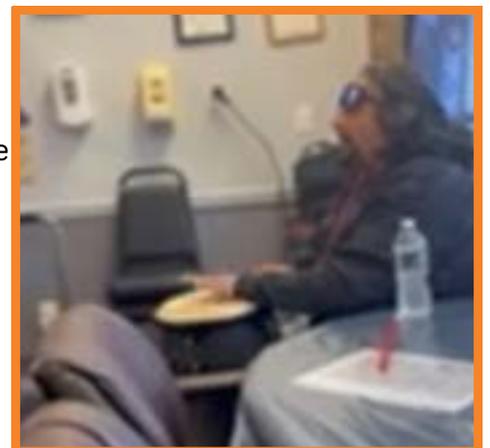


One of the ways Oscar goes above and beyond is by bringing the people we support at Mott Street to the NYDA Capitol Rally in Albany. Every year, he ensures their safety and comfort while empowering them to raise their voices, advocating for the funding and services that are vital to their lives. Thanks to Oscar's guidance, the people we support have the incredible opportunity to speak on behalf of the agency and be heard by decision-makers. This experience is both empowering and life-changing.



But Oscar's dedication does not stop there. Every week, he brings music and joy to the site by playing the conga drum for the people we support. What starts as a fun rhythm session quickly becomes a meaningful music therapy and learning experience. Oscar even takes the time to teach a person we support how to play, sharing his skills and nurturing their confidence in a way that only someone as passionate as him could.

Oscar's commitment to advocacy, education, and the well-being of the people we support is truly inspiring. He creates opportunities for growth, self-expression, and empowerment, all while making each day at Mott Street brighter with his music and unwavering dedication. His work reminds everyone that the impact of a DSP goes far beyond care. It is about creating moments of joy, pride, and empowerment for the people we support.



Oscar Mondonedo exemplifies what it means to be extraordinary in the role of a DSP, leading with heart, passion, and purpose every single day.

# HEALTH & WELLNESS WEAR PINK DAY

## Wear Pink Day!

### Promoting Health and Wellness Together

On October 23, 2025, our agency celebrated **Wear Pink Day** to raise awareness for breast cancer and emphasize the importance of preventive care. The event was a success, with team members stopping by to show their support and taking a mindful break during our on-site chair yoga class.

During the event, we took a moment to discuss how our agency is committed to supporting your long-term health. We highlighted several key resources available to every member of our team:

**Preventive Care Support:** The agency has a policy specifically granting paid time off for cancer screenings, ensuring you never have to choose between your health and your paycheck.

**IncentFit Wellness Program:** This program is designed to reward you for staying active and making healthy choices.

**National EAP:** This program provides comprehensive support and resources to both employees and their entire households during challenging times.

We understand that our staff works incredibly hard—while walking through the building, many of you shared that you felt "too swamped" to step away. While your dedication is appreciated, we want to remind everyone that taking a short break for physical and mental wellness is essential for long-term success.

Let's continue to look out for one another and prioritize preventive health!



Contributed by Denise Lamb, Health & Wellness Manager



# HEALTH & WELLNESS WALKING CLUB

## Step Into Health: Celebrating Walking Club 2025



A huge thank you to everyone who stepped up and joined our Weekly Walking Clubs throughout 2025! Across our various agency locations, it was inspiring to see so many team members prioritizing their wellness.

We hope you thoroughly enjoyed the fresh air, the physical exercise, and—most importantly—the laughs and connection with your colleagues.

### Recognition of Leadership

A special note of appreciation goes to our Walking Club Leads. Your commitment to organizing these walks and motivating your teams is what makes our wellness culture thrive. Your dedication truly deserves to be recognized!



**FREEPORT  
ROAD WARRIORS**

**THANK  
YOU!**

...for Motivating Us!

Farmingdale - Blossom Cole

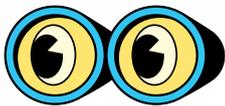
Freeport - Eileen Stewart-Rooney

Plainview - Lauren Murray

Shoreham - Danielle Bermudez

Brookville - Gina Capobianco

### Looking Ahead



While the 2025 season has wrapped up, the journey doesn't end here. Keep those sneakers ready and watch out for Walking Club 2026!

### Step Into Leadership: Become a Walking Club Captain!

Think you've got that "go get 'em" motivational attitude? We want YOU to lead the way! As we look ahead to an even bigger year of wellness, we are searching for energetic leaders to take the helm as Walking Club Captains / Co-Captains for our 2026 season. If you are passionate about staying active and inspiring your colleagues to get moving, this is your time to shine.

Keep an eye on your inbox! Look out for e-blasts in early 2026 with details on how to apply and lead a club at your location.

*Contributed by Denise Lamb, Health & Wellness Manager*



# HEALTH & WELLNESS WALKING CLUB

## Step Into Health: Celebrating Walking Club 2025

### 2025 WALKING CLUB PLAINVIEW



**PLAINVIEW  
ROAD WARRIORS**



As we wrap up an amazing year we want to take a moment to celebrate our accomplishments with the Plainview Walking Club. It has been a fantastic journey filled with health, community, and connection. The enthusiasm and participation from each of you have made our walks not just activities, but cherished experiences.

We explored beautiful trails, shared inspiring conversations, and fostered a spirit of togetherness that made every step enjoyable. The commitment and energy you all brought to our group exemplified the true essence of our club – promoting wellness while building relationships.



**Thank you, Lauren Murray,  
for being our Plainview walk leader!!**

Looking ahead, we are excited to announce that we will resume our walking club activities in 2026! We are in the planning stages of reintroducing our walks and engaging events to keep us motivated and connected. For information, contact Denise Lamb, Employee Health Manager.



Brookville Center  
for Children's Services



Citizens Options  
Unlimited

Contributed by Denise Lamb, Health & Wellness Manager



# HEALTH & WELLNESS

INCENTFIT WELLNESS CHALLENGE

# HEALTH & WELLNESS



## Strengthening Our Foundation: Recapping the October Wellness Challenge

The results are in! Throughout October, our team dedicated **28 days** to prioritizing self-care and mindfulness during the **IncentFit October Wellness Challenge**.

This month's theme, "**The Pillars of Mental Health**," encouraged us to look beyond physical fitness and focus on the internal habits that sustain our overall well-being. With **110 participants** joining in from various locations, the energy and commitment to mental health awareness was truly inspiring.

### Celebrating Our Top Performers

While the goal of the challenge was personal growth and community support, several individuals went above and beyond in their activity levels. We are thrilled to recognize our top three point-earners for their incredible dedication:

- **1st Place: Joanne Cush** (BCCS, Ed Center Brookville) – **4,855 pts**
- **2nd Place: Concepta Neylon-Lorick** (BCCS, Post Ave School) – **3,922 pts**
- **3rd Place: Edward Hackimer** (BCCS, CB Building Brookville) – **3,336 pts**

To celebrate their achievements, each of these top performers will receive a new yoga mat to help them continue their wellness journey.

### Why Mental Health Matters

The **28-day** duration allowed participants to build consistent habits around the "**Pillars of Mental Health**"—ranging from stress management and sleep hygiene to social connection and emotional resilience. By integrating these practices into our daily routines, we aren't just "winning a challenge"; we are building a more supportive and healthy workplace culture.

*"The strength of our team is built on the well-being of every individual. Seeing 110 colleagues prioritize their mental health this month shows how much we value ourselves and each other."*



*Thank you to everyone who participated, logged their points, and supported their teammates. Although the October challenge has concluded, we encourage everyone to keep those healthy habits alive as we head into the holiday season.*



**[Click here for more information on IncentFit and to sign up for our next challenge. You are only steps away from a better, healthier you for 2026!](#)**

**Contributed by Denise Lamb, Health & Wellness Manager**



# HEALTH & WELLNESS

## DISCOVER FREE PROGRAMS



**IncentFit**

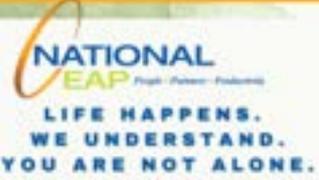
Earn rewards for healthy choices, wherever you are.

Earn reward for:

- Attending Fitness Facilities
- Walking
- Complete Wellness Challenges .....and more!

Earn up to \$175 per year for completing healthy activities.

You'll also be able to participate in fitness challenges with other employees. Please download the IncentFit app and log in using your email address. The password is your unique employee ID number.



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National EAP provides online access to a wide range of resources regarding the work and life topics of interest to you and your family. Just log on with your company's username and password (Username: AHRC, Password: AHRC), and navigate through articles, links, interactive content, self searches, self assessments, and more.

Please click the link below or call 1-800-624-2593 [www.nationaleap.com](http://www.nationaleap.com)

[Click Here](#)



2026

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**WALKING CLUB**

JOIN A WALKING CLUB TODAY!  
 LET'S TAKE A 20 TO 30-MIN WALK WEEKLY.  
 From April through October, as the weather permits.

**Brookville**  
 Gina Capobianco, HI Assistant Director  
[gcapobianco@brookvillecenter.org](mailto:gcapobianco@brookvillecenter.org)

**Farmingdale**  
 Blossom Cole, Day Hab Site Manager  
[bcasale@ahrc.org](mailto:bcasale@ahrc.org)

**Plainview**  
 Lauren Murray, Project Administrator  
[lmurray@ahrc.org](mailto:lmurray@ahrc.org)

**Freeport**  
 Eileen Stewart-Rooney, Guardianship Manager  
[estewart2@ahrc.org](mailto:estewart2@ahrc.org)

**Shoreham**  
 Danielle Bermudez, HI Generalist  
[dbermudez@cbicons-inc.org](mailto:dbermudez@cbicons-inc.org)

For further details, please contact:  
 Denise Lamb, Health & Wellness Manager  
 Email: [dlamb@ahrc.org](mailto:dlamb@ahrc.org)  
 Phone: 516-293-765, Ext. 4642

WALKING CLUB LEADERS



**eM Life**

**Big Things Start with Small Beginnings**

eM Life offers interactive, live and on-demand mindfulness programs led by expert mindfulness teachers for everyday life. It helps you create connections with yourself and others while building skills to manage stress and anxiety, improve focus and enhance your overall well-being.

Click the link below to enroll and take your first step into your wonderful journey of mindfulness.

[Click Here to Enroll](#)

For any questions regarding any of these programs please contact:  
 Denise Lamb, Employee Health & Wellness Manager  
 Email: [dlamb@ahrc.org](mailto:dlamb@ahrc.org) Tel: 516-293-1111, ext. 5642



# DSP CONNECTION

NADSP CERTIFICATION PROGRAM

## Celebrating Excellence: The NADSP Certification Milestone

We are thrilled to celebrate the remarkable achievements of our staff through the National Alliance for Direct Support Professionals (NADSP) Certification program. This initiative has successfully recognized 90 dedicated staff members who have collectively earned an impressive 161 certificates.

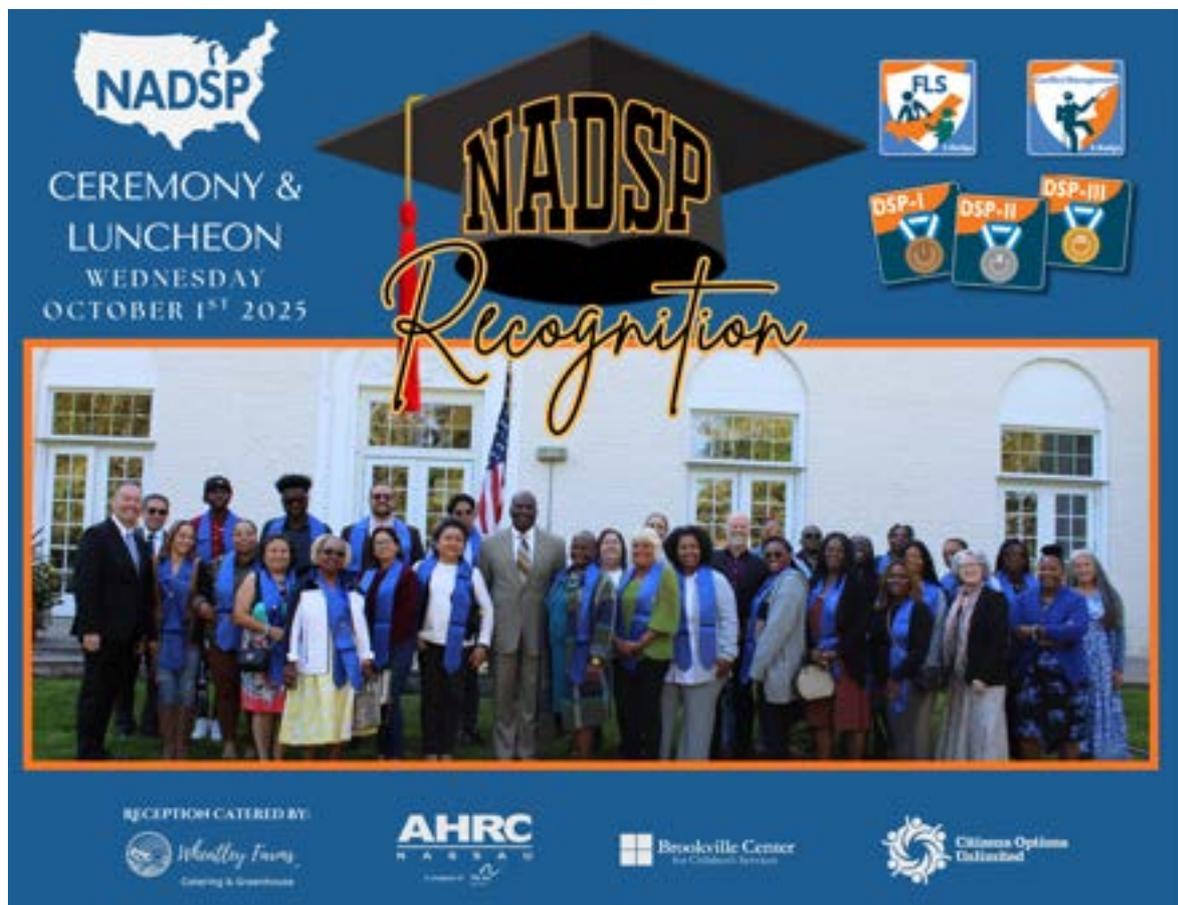
The program reached its peak performance in the final quarter, during which 32 certifications were awarded. This success reflects the deep commitment of frontline supervisors and certified Direct Support Professionals (DSPs) from across Citizens, AHRC Nassau, and BCCS.

### Financial Investment in Our Future

Over the course of 11 quarters, the impact of this program has been bolstered by significant financial support:

\$226,100 in NADSP grant funding secured by AHRC Nassau.

\$115,020 in bonuses allocated to employees who earned these certifications.



*Contributed by Denise Lamb, Health & Wellness Manager*



## NADSP CERTIFICATION: WALL OF FAME

We proudly honor the **90 individuals** who have demonstrated an unwavering commitment to excellence and professional growth. Through their hard work, our organization has earned **161 total certificates**.

### CERTIFIED DSP

Honoring those who have met the rigorous national standards for quality support.

**Citizens:** Corretta Brown, Connie Buckhannon, Sabrina Cenite, Keltoum Conklin, Hanna Hippner Wasilewski, Ozge Karapinar, Alexis Stancil, Camille Williams, Kia Wright

**AHRC Nassau:** Pat Andreaci, Jeanette Badger, Loreta Bailey, Aracely Baires, Jada Beaubrun, Sophia Blackett, Evonne Bolanos, Hancy Cham, Victoria Diji-Gibbson, Maria Droge, Sophia Edouard, Marie Francois, Elizabeth Franqui, Tiajuana Gardner, Dexter Gill, Frances Gotterbarn, Shantoya Hamilton, Sasha Lee Harrison, Laurette Holst, Luis IcalPinto, Karol Izquierdo, Brittney Johnson, Phyllis Johnson, Ellen Koreff, Kristina Malara, Yves Vhierry Mathieu, Alora Mclean, Ashley Milord, Sonia Montenegro, Sunil Naraini, Amir Phillips, Lisa Polizzi, Debbie Perez Escalante, Paula Reinertsen, Ana Rivera, Gabrielle Rusca, Francois Saint Cyr, Brian Slatsky, Nshaun Smith, Barbara Valdez, Doris Velasquez, Tau Williams, Agata Wlodarczyk, Yan Yeung, Yan Mai Yeung

### FRONTLINE SUPERVISORS (FLS)

Recognizing leadership and advanced supervisory skills in the field of direct support.

**Citizens:** Rachelle Demosthene, Ozge Karapinar, Alexis Stancil

**AHRC Nassau:** Alisha Anthony, Nallinee Bacchus, Aracely Baires, Evonne Bolanos, Coretta Brown, Toi Carter, Danielle Clukies, Katelyn Coyne, Yolanda Evans, Marie Francois, Elizabeth Franqui, Glenda Gould, Laurette Holst, Jabari Horton, Brittney Johnson, Phyllis Johnson, Socrate Joseph, Ronnie Maharaj, Kristina Malara, Debra Noel, Lisa Polizzi, Gloria Reyes, Folusho Smith, Nshaun Smith, Edgar Vasquez, Claudia Vaz, Taiwan Verene, Yan Mai Yeung

### THE DUAL CERTIFICATION ELITE

The following staff members achieved the remarkable feat of earning both Frontline Supervisor and Certified DSP credentials.

**CITIZENS:** Coretta Brown, Ozge Karapinar

**AHRC NASSAU:** Aracely Baires, Evonne Bolanos, Brittney Johnson, Phyllis Johnson, Kristina Malara, Alexis Stancil, Yan Mai Yeung

### DSP I & II ADVANCEMENTS

Recognizing the successful completion of foundational DSP levels.

**AHRC Nassau:** Amanda Darbouze (DSP I), Luz Medina (DSP I), Sammuel Wallace (DSP II)

**BCCS:** Kathleen Dengler (DSP I)

**Citizens:** Daphney Henry (DSP II)

# CONNECTION

Direct Support Professional Microcredential

**Attn: All DSPs**

Earn

**DSP-I & DSP-II**

Microcredential

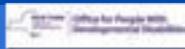
**Credits Can Be Applied  
to a Degree**



The Office for People With Developmental Disabilities (OPWDD), in partnership with the National Alliance for Direct Support Professionals (NADSP) and the State University of New York (SUNY), are providing a special grant program that provides full funding for tuition, fees, books, course materials, and NADSP credentialing. The curriculum is hands-on and highly interactive.

For more information, contact:  
Michael Cannet  
mcannet@ahrc.org  
516-293-2016, ext. 5362

[MORE INFO](#)



**For more information on the DSP Microcredential program**

**please contact: Jim Stock**

**516-293-2016, ext. 5132**

**[jstock@ahrc.org](mailto:jstock@ahrc.org)**

# DEVELOPMENT

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# CAREERS

## INTERNAL JOB OPENINGS

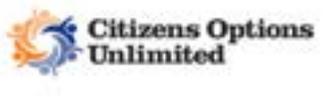
Want to explore any of the exciting opportunities listed below? Simply click on the job title to access the posting and find out more about it. These are just a handful of the incredible open positions available.

To discover more opportunities, click on the company logo and you'll be directed to the Career page.

	
POSITIONS	LOCATION(S)
<a href="#">Activities Specialist (Day Hab)</a>	Plainview
<a href="#">DSP 1:1</a>	Various
<a href="#">Day Hab RN</a>	Plainview
<a href="#">RN Educator</a>	Plainview
<a href="#">Asst. Mgr (CLS)</a>	Freeport
<a href="#">Maintenance Work - General</a>	Plainview
<a href="#">Maintenance Worker - General</a>	Shoreham

	
POSITIONS	LOCATION(S)
<a href="#">Curriculum Coord.</a>	Westbury
<a href="#">Asst. House Mgr (CRP)</a>	Wantagh
<a href="#">Teacher Aide</a>	Brookville
<a href="#">Special Educator</a>	Brookville
<a href="#">Saturday Counselor</a>	Brookville
<a href="#">DSP Pathways Project Coord.</a>	Plainview
<a href="#">Transition Specialist</a>	Brookville

	
POSITIONS	LOCATION(S)
<a href="#">Dental Asst.</a>	Brookville
<a href="#">Primary Care Physician</a>	Brookville
<a href="#">Patient Rep</a>	Freeport
<a href="#">Psychiatrist Advantage Care Part-Time</a>	Freeport
<a href="#">Psychotherapist Advantage Care Part-Time</a>	Freeport

	
POSITIONS	LOCATION(S)
<a href="#">Asst. House Mgr</a>	Various
<a href="#">RN Supervisor</a>	HKP House A
<a href="#">Camp Asst. Nurse Mgr</a>	Camp Loyaltown, Hunter, NY
<a href="#">ICF Asst. Site Supervisor</a>	Shoreham
<a href="#">BehavInter Spec-Lv 2-CITZ</a>	Manhasset, Port Washington, Glen Head

**For any questions about openings please reach out to our Talent Acquisition Team at:**  
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**ROBERT.WETTER@COREBRIDGEFINANCIAL.COM**  
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**Jason Persan**  
**Director of Employee Services**

**516-293-2016, Ext. 5363**

**Email: [jpersan@ahrc.org](mailto:jpersan@ahrc.org)**



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# CELEBRATIONS

## UPCOMING EVENTS

### JANUARY 2026

Nat'l Hobby Month

1	R	New Year's Day
2	F	World Introvert Day
3	Sa	Int'l Mind-Body Wellness Day
4	Su	World Braille Day
5	M	
6	T	Epiphany
7	V	Orthodox Christmas
8	R	
9	F	
10	Sa	
11	Su	Nat'l Clean off Your Desk Day
12	M	
13	T	Korean American Day
14	V	
15	R	MLK Birthday
16	F	
17	Sa	Benjamin Franklin Day
18	Su	
19	M	Civil Rights Day
20	T	Martin Luther King Day
21	V	
22	R	
23	F	Nat'l Fun at Work Day / Nat'l Pie Day
24	Sa	
25	Su	
26	M	
27	T	Nat'l Holocaust Remembrance Day
28	V	
29	R	
30	F	
31	Sa	Nat'l Hot Chocolate Day

### FEBRUARY 2026

LGBT History Month

Black History Month

1	Su	World Interfaith Harmony Week
2	M	Groundhog Day
3	T	Nat'l Women Physicians Day
4	V	Rosa Parks Day / World Cancer Day
5	R	
6	F	Give Kids a Smile Day
7	Sa	
8	Su	Super Bowl Sunday
9	M	Int'l Epilepsy Day
10	T	
11	V	Thomas Edison's Birthday
12	R	Lincoln's Birthday
13	F	
14	Sa	Nat'l Donors Day
15	Su	Int'l Childhood Cancer Day
16	M	
17	T	President's Day / 1st Day of Ramadan
18	V	Ash Wednesday
19	R	
20	F	Nat'l Love Your Pet Day
21	Sa	
22	Su	
23	M	
24	T	
25	V	
26	R	
27	F	
28	Sa	Rare Disease Day

### MARCH 2026

Sleep Awareness Month

Women's History Month

Int'l Ideas Month

1	Su	World Candle Day
2	M	Read Across America
3	T	World Hearing Day
4	V	Nat'l Grammar Day
5	R	Cinco de Marzo
6	F	Nat'l Dentists Day
7	Sa	World Plant Power Day
8	Su	Int'l Women's Day / Daylight Savings
9	M	
10	T	
11	V	
12	R	World Kidney Day
13	F	Nat'l K9 Veterans Day
14	Sa	Pi Day
15	Su	The Ides of March
16	M	
17	T	
18	V	
19	R	Last Day of Ramadan
20	F	Spring Equinox
21	Sa	
22	Su	
23	M	
24	T	
25	V	
26	R	
27	F	
28	Sa	
29	Su	Palm Sunday
30	M	
31	T	Trans Day of Visibility