

The Water Cooler

A Communication from Human Resources



AHRC Monthly Newsletter

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Successful Event: Employee of the Quarter 3



On October 25th at the Brookville Mansion ballroom we had a spectacular Employee of the Quarter 3 event for all companies. We had 38 people in attendance and eleven honorees. The Presenters expressed how proud and invaluable these individuals were to the agency. Their exemplary work ethic and their above and beyond attitude was recognized by their managers and peers. Wheatley Farms Catering did a lovely job decorating the ballroom wrapped in a fall theme with beautiful centerpieces and delicious food. Congratulations to our Employee of the Quarter 3 winners this was well-deserved. Keep up the good work!

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

Pictured from left to right from the top, honoree (presenter): Sean McCabe (Stacy Popkin-Zang), Bridget Cariello (Chris Williams), Angela Oliveira (Denise Gaughan), Shakur Davis (Sean Stallings), Brittney Williams (Debra Doyle), Shavern Moseley (Jerry Powers), Danielle Walker (Dian Burkett), Sharita Moore-Williis (Deanna Allen), Marta Estrada (Rita Cruz), Susan Limiti (Chris Williams), Not Pictured: Deborah Douso (Anne Miller & Christine Schulte)

Employee of the Quarter 3 Honorees



Advantage Care



Administration



BCCS-School Age



BCCS-CRP



BCCS-CRP



Citizens Residential



CLS



CLS



Freeport



Freeport

Message from the CEO



Dear Colleagues,

I am honored that AHRC Nassau was recently named to Forbes 2023 “America’s Best-in-State Employers”. This is a signal of honor and reflects the hard work and commitment of many. This recognition shows the mission-centered excellence of our wonderful organization. This is a meaningful outgrowth of the time, determination, and leadership dedicated to creating centers of excellence across our agency. I look forward to continuing to increase recognition of the agency’s mission and the important work ahead.

October is National Disability Employment Awareness Month throughout the United States. It’s no secret within AHRC Nassau that employees within the intellectual and developmental disability network (IDD) bring value to workplaces of all kinds. Their inclusion leads to stronger cultures and bottom lines, as well as a stronger economy. Unfortunately, our society is still stuck on stigma and discrimination. **Right now, 85% of people with IDD are unemployed, and many want to work and have skills to contribute.** As we celebrate National Disability Employment Awareness Month, we want to bring attention to our many dedicated employees who make a difference each day by providing high-quality work to employers throughout Long Island.

After two postponements the AHRC Nassau Fall Festival went off without a hitch. Over 100 staff and volunteers were on hand to ensure that hundreds of attendees were able to create lasting memories, especially for the hundreds of young children who attended this event. After a year of planning, we were proud to see the seamless execution of this event. No stone was left unturned to ensure that the campus was meticulously landscaped, food was plentiful and well prepared, the animals were a huge hit and special sensory areas were popular for children with autism. Visitors saw 135 scarecrow entries and engaged in tours of the grounds and the mansion that took place throughout the day. Special thanks to the Fall Festival Steering Committee for a job well done! One of the key features was the re-opening of the WFAC Gift Shop located on the Brookville Campus. Please stop at the Big Tree Greenhouse & Gift Shop to purchase items in time for the holidays. The Gift Shop is open daily Tuesday through Saturday 12 noon to 6:00 p.m., ask for Gift Shop Manager Elaine Sanderson To purchase our latest products or any of the Wheatley Farms line of items, please visit: www.wheatleyfarmsli.com

AHRC Nassau was awarded a 5-year Grant for statewide DEI training worth \$150,000/year, for a total of \$750,000. The projected start date is January 1st, 2024. Kudos to Dr. Sarah Noveiri, DEI Officer, Bridget Cariello, Assistant Director of Project Development, and MJ Zayas, Grant & Enrollment Coordinator for their work to secure this wonderful grant opportunity. AHRC Nassau and our family of organizations take Diversity, Equity, and Inclusion seriously. New policies were recently passed to protect the rights of all employees from bias and discrimination. If you feel that you are targeted or discriminated against based on your race, age, gender, sexual identity, or for any reason, please contact Dr. Noveiri at extension 1210 and she’ll be happy to speak with you personally and confidentially.

Lastly, the DEI Professional Development Series starts on November 21, 2023, at noon. All AHRC employees are encouraged to participate in this first of eight training sessions. Registration is required and you may do so at: https://georgetown.zoom.us/webinar/register/WN_4XQ_AzeQTWOOQWfaBJVe-w. Please share this link broadly. Participation may take place on your cell phone, laptop, iPad, or desktop computer.

As always, your feedback and comments are welcome.

Best,

Stanfort

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- _ Oana Ciorleanu for her follow-up on allocations in particular with regards to Freeport.
- _ Dr. Hassan and Jim Stock and their team for their support on DSP Appreciation Week.
- _ All managers, VPs, Directors and staff for their support of DSP Week
- _ Nicole Zerillo, Mary McNamara for marketing DSP Recognition Week
- _ All DSPs within our agencies for their commitment and support to the people we support
- _ Nicky Faranda, Pam Curtiss, and Cynthia Harrypersaud for their hard work and commitment to getting the Big Tree Gift Shop set up and stocked for its soft opening.
- _ Kristen Talbot and Pam Curtiss for the tasteful fall décor in and around the property.
- _ All associated with the successful hosting of the Fall Harvest Festival.
- _ All staff at HKP for a consistently successful survey.
- _ All staff who participated in the DOH survey in Shoreham
- _ Nicole Kern and MY Zayas for their hard work in attaining the Empire State Development Fund grant.
- _ Jason Persan, Robert Kay, and Willard Derr on their consistent attention and hard work toward the completion of the Retirement Plan Audit.
- _ Gina Capobianco, Debra Doyle, and all those involved in the successful planning and hosting of the BCCS Employee Milestone Event.
- _ The HR Engagement team for hosting a successful Employee of the Quarter 3 celebrations.
- _ Mary McNamara, Jennifer Apelian, and their team for hosting another successful AHRC Foundation Walk.
- _ All staff walk leaders for organizing teams for the Walk, including, Jerry Powers, Chris O'Connor, Bridget Cariello, Sean Stallings, and Paula DeVita.
- _ Eric Rosen and Karen Lucas for their guidance on approaching the issue of Consumer Account with TD Bank

Employee of the Quarter 3 2023 Event



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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

Vanessa Wright
Learning and Professional Development Specialist
516-293-1111 Ext. 5366
VWright@ahrc.org

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Health & Wellness

Staying Healthy

Earn while you stay fit with...



If you are feeling any of these symptom please stay home and call the Covid Hotline.

SYMPTOMS OF CORONAVIRUS (COVID-19)

Know the symptoms of COVID-19, which can include the following:

cdc.gov/coronavirus

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](#)

Cat-Cow

Cat-Cow is a gentle flow between two poses that warms the body, brings flexibility to the spine, and stretches the back torso and neck while stimulating and strengthening the abdominal organs.



by Nikki Katz,
Yoga Instructor



- Long spine
- Tailbone lifts
- Knees & feet hip distance
- Arms shoulder distance
- Fingers spread
- Look up



- Back rounds
- Hips over knees
- Tuck tailbone
- Navel towards spine
- Chin towards chest

Learning & Professional Development

November's Training Schedules

AMAP:

- 11/7 – 11/9 8a-3:30p
- 11/14-11/16 same time as above
- 11/28 – 11/30 same time as above

CPR:

- 11/2 9a-11a –New Hires
- 11/3 8:30a-1p Existing Staff
- 11/7 8a-12p Existing Staff @ Post Ave School
- 11/9 9a-11a – New Hires
- 11/10 10a-1p Existing Staff
- 11/13 8:30a-1p Existing Staff
- 11/16 9a-11a –New Hires
- 11/17 10a-1p Existing Staff
- 11/30 9a-11a –New Hires

SCIP Full

- 11/9 -11/10 9a-4p
- 11/16-11/17 9a-4p
- 11/30-12/1 9a-4p

SCIP Recert

- 11/8 3p-10p
- 11/14 8:30a-4p
- 11/16 9a-4:30p
- 11/20 3p-10p
- 11/21 9a-4:30p

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Career Ladder with TAT



Internal Job Openings



DSP AHRC CLS

Job Req # 2022-4820

Position Type: Part-Time

Schedule: Sat & Sun 3pm-11pm

Location: Glen Cove, Broadfield Residence

Hourly Rate: \$16—\$16.50

Job Profile:

Provides ongoing guidance and support to individuals with intellectual and other disabilities to ensure active participation in every aspect of their lives (i.e., self-care routines, health, safety, household chores, socialization and overall wellbeing). Provide only the level of support necessary for each individual to ensure independence and engagement in their daily routine

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



Asst. House Manager - Citizens

Job Req # 2023-6446

Position Type: Full-Time

Schedule: Sun. through Thurs. 2pm-10pm

Hourly Rate: \$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, in order to maintain a proper quality of life for residents.

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

RN-ICF

Job Req # 2021-1311

Schedule: Sunday – Thursday

Location: Plainview Helen Kaplan

Salary: \$75k/yr

Job Profile:

Ensures the delivery of quality medical services to the individuals with Intellectual Disability / Developmental Disability living within the CLS IRA program, participates in the medical on-call system, and provides supervision of unlicensed direct care staff in the performance of nursing tasks and activities. The RN acts as the primary liaison between the medical service providers and the individual

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



Teacher Aide

Job Req #2023-6560

Schedule: Monday-Friday 8:30am-3:30pm

Program: BCCS

Location: Brookville

Hourly Rate: \$17.50

Job Profile:

Assist the assigned teacher in all areas of the daily classroom routine. Assist the children as requested by the teacher; maintain the health and safety of the classroom environment by performing assigned tasks. You may be required to attend evening meetings. Prepare classroom materials as requested by the teacher. Classroom assignment is subject to change based on program needs.

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

Teacher Aide

Job Req #2023-6451

Schedule: Monday-Friday 8:30am-3:30pm

Program: BCCS

Location: Woodbury

Hourly Rate: \$17.50

Job Profile:

Assist the assigned teacher in all areas of the daily classroom routine. Assist the children as requested by the teacher; maintain the health and safety of the classroom environment by performing assigned tasks. You may be required to attend evening meetings. Prepare classroom materials as requested by the teacher. Classroom assignment is subject to change based on program needs.

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

[To find more internal job opportunities go onto the AHRC website under Career's 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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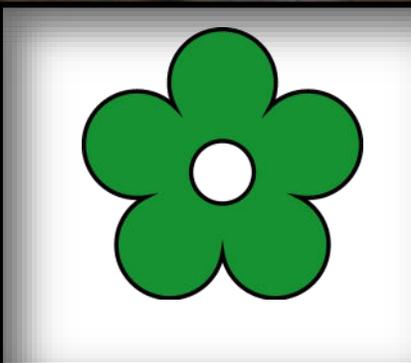
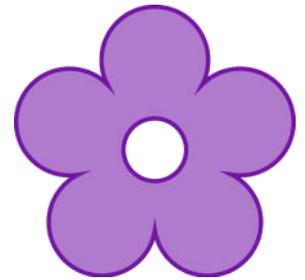
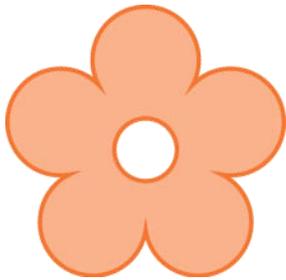
What's Happening @ Shoreham

Looks like the gang is all here ready for their next mystery!! Halloween in Shoreham.

Looks like we've got a mystery on our hands!

ZOINKS!!

JEEPERS!



Ruh-rooh Raggy!



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What's Happening @ Glen Head Hub Site

Check out the fun outings our hub site went on...



Hooked
on
Books

Glen Head Hub Site

Our people supported celebrated their 1-year anniversary at the Glen Cove library for "Hooked on Books". They received balloons and a certificate today in celebration of a wonderful reading program that was started a year ago with Marissa from the library alongside our site and Carle Place.

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What's Happening @ AHRC

Citizens and AHRC Nassau got together for a spooktacular Halloween bowl!



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What's Happening @ Jefferson Apartments

The Jefferson apartments crew capped off Breast Cancer Awareness Month by taking a group shot donning their pink ribbons.



H  **PE**



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What's Happening @ Old Country Road

Gio Dainotto (Sr. Talent Acquisition Specialist) visited Old Country Road yesterday with Alyssa Abdul (Talent Acquisition Coordinator), they both were so respectful and kind to the guys who live at the house. Brian was excited to show off his guitar but it truly made his day when Gio also got excited and asked if he could see it. Gio offered to help tune the guitar and even played a quick song for him. It was such a nice interaction and I know it made Brian really happy. Gio always shows a genuine interest in not only his HR role but also in the people we support. He goes above and beyond to understand the guys and their needs. I am so glad to have been present to witness the interaction and his compassion. He's a keeper!



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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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Take **action** on your retirement plan

Plan Highlights

The Arc New York 403(b) Plan affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll reduction, which might lower current income taxes. Your account benefits from the opportunity for tax advantaged growth.

This is not your plan document or your Summary Plan Description. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

Eligibility

You are immediately eligible to participate in the plan and may begin contributing to the plan upon enrollment.

Enrollment

Simply decide how much you want to save and how you want to invest contributions to your account. There are three convenient ways to enroll:

To enroll online:

- Visit arcny.corebridgefinancial.com
- Enter your access code: 72846001
- Click "Continue" to get started
- Follow the prompts

To enroll by phone:

- Call 1-888-569-7055 to reach an Enrollment Specialist
- Provide your access code: 72846001

To enroll with a financial professional:

- Albert Donofrio
Financial Advisor
516-220-7122
albert.donofrio@corebridgefinancial.com
- Kareem Roberts
Financial Advisor
516-551-6557
kareem.roberts@corebridgefinancial.com

Your contributions

Generally, you may contribute as much as 100% of your annual includible compensation up to the Internal Revenue Service (IRS) limits. You may increase or decrease your contributions as often as your employer allows.

Prepare for your future, on the go

Corebridge Financial Mobile App

- Enhanced user experience
- Optimized security features
- Quarterly snapshot
- Educational planning tool
- Simple and intuitive design

The app offers you the ability to view transaction history, view educational resources and more. The app is optimized with security features like multi-factor authentication and biometric capabilities. Getting in touch with the Client Care Center or a financial professional can be done straight from the app. You can also opt in for e-delivery and get important documents faster.

We're proud to deliver this new and enhanced product to help continue preparing for the future you envision.

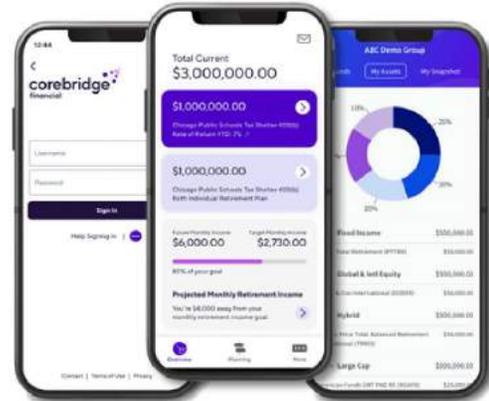
Contact a financial professional

Albert Donofrio
Financial Advisor
516-220-7122

albert.donofrio
@corebridgefinancial.com

Kareem Roberts
Financial Advisor
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kareem.roberts
@corebridgefinancial.com



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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

NOVEMBER

