

# The Water Cooler



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# MESSAGE FROM THE CEO



Dear Colleagues,

As we conclude the month of March and our celebration of National Developmental Disabilities Awareness Month (NDDAM) it is important that we take time to recognize all the important milestones that have been gained to create a legacy of inclusion and opportunity for people with intellectual and developmental disabilities. As we recognize April as Autism Acceptance Month, let's come together to celebrate the individuality, strengths, and achievements of children and adults on the autism spectrum. With the right support—through specialized curriculums, targeted therapies, and inclusive services, people are reaching milestones, building confidence, and shaping futures full of possibility. Acceptance isn't passive—it's action, advocacy, and belief in the value of every child and adult.

We are proud of our legacy of hard work and dedication to our respective organization's missions. This year saw record increases to the base wages of all employees, and, despite double digit increases to health insurance, the cost to our employees will not increase. Our advocacy for fair and equitable wages and rates commensurate with the cost to operate programs and services will continue throughout this year. As a matter of fact, I am headed to Washington, D.C. this month, to attend the Annual Disability Policy Seminar to advocate with elected officials and policy makers.

AHRC Nassau, The Brookville Center for Children's Services (BCCS) and Citizens Options Unlimited have long been at the forefront of changing perceptions and creating opportunities for children and adults with developmental disabilities. This legacy of inclusion, advocacy, and progress is one we are proud to continue—but it didn't happen by chance. It was built over decades of hard work, strengthened by partnerships with businesses, corporations, and elected officials, and driven by people like you who took action.

For decades, families, self-advocates, and community members have fought for equal rights, vital services, and fair treatment. Because of these efforts, people with developmental disabilities today have access to education, employment opportunities, and community-based supports. But we cannot take this progress for granted.

Right now, essential services, funding, and supports face serious threats. I ask you to join with us once again and stand together to ensure that these hard-won rights and supports are not undone.

Last month, the United States House of Representatives approved a budget resolution that could significantly impact those who rely on Medicaid as a lifeline. We cannot educate lawmakers about the impact of Medicaid cuts for people with developmental disabilities without your help. Please visit the advocacy center for your respective program to learn more about how you can contact your federal lawmakers and let them know how important Medicaid is to the life and independence of people with I/DD.

### HOW YOU CAN ADVOCATE THIS MONTH

- Send a message to your representatives to protect disability services:  
[www.ahrc.org/advocate](http://www.ahrc.org/advocate), Advocacy Center | Brookville Center, Citizens Advocacy Center
- Call your lawmakers and urge them to support funding for developmental disability programs.
- Spread awareness by sharing your story and using #NDDAM2025 & #InclusionMatters.

Within our family of organizations, we are proud to carry forward this legacy of advocacy, opportunity, and inclusion. We invite you to stand with us, use your voice, and be part of the movement that ensures every person with a developmental disability is valued, supported, and heard.

Thank you for your dedication to people with intellectual and developmental disabilities and continued commitment to our work.

As always, your comments and feedback are welcome.

Best,

Stanfort



**SIGN UP**

Never Miss a Fun Engagement Event. Stay in the Know with Text Alerts.

# EXECUTIVE

THANK YOU

## JANUARY 2025

- Donna Carpenter and Sylvester Naraine for resolving the recent payroll issue.
- Christine Schulte on the planning and execution of Dorothy Bialik's Retirement Party.
- Wheatley Farms Catering for providing the well-received catered meals for Dorothy Bialik's Retirement party.
- Jerry Powers and Dorothy Bialik for their years of dedicated service to the agency.
- Mary Gilleran and her team for a successful audit from the DOH.
- Shaun Weathers and his team for a successful audit.
- Congratulations to the EOQ awardees and thank you to the HR Employee Engagement team and Wheatley Farm Catering for hosting a memorable event.
- Thank you to Jerri Walker for her immeasurable service in organizing food donation collections for the annual MLK March in Glen Cove.
- Thank you to Jim Van Epps and Don Bynum for their years of service with the agency.
- Thank you to Bria Parker, Marlene Baron, Wheatley Farms Catering, and the Greenhouse for planning a memorable Retirement Party for Jim Van Epps and Don Bynum.

## FEBRUARY 2025

- Thank you to the Employee Engagement team- Jim Stock, Denise Lamb, and Lisa Larice-Nielsen for planning and hosting our Wear Red Day Events throughout the organization.
- Thank you to Chris Shakalis and the team for their hard work and commitment to relocating the Clocks Blvd. Day Hab.
- Thank you to the Maintenance team for their hard work and commitment to snow removal during our most recent snowstorms.
- Thank you to Sylvester Naraine, Patricia Gill-Fisher, Seon Bailey and Wheatley Farms Catering, and the Greenhouse for planning a memorable Retirement Party for Will Derr.
- Pavitra Latchman Johnson, Manager at our Woodland Gate residence, and Patricia Collins, Direct Support Professional, performed the Heimlich maneuver and saved a life this past month. Their quick thinking and swift action prevented a choking incident from becoming tragic, ensuring the safety of a person we support. We are incredibly grateful for your calm demeanor, heroism, and unwavering support for those in our care.
- Thank you to WF Catering- Rita Cruz and her team for providing catering services to the Faith the Magazine 5<sup>th</sup> edition launch event.

## MARCH 2025

- Thank you to Denise Lamb for undertaking the coordination of the NADSP Program.
- Thank you to Gina Chason for supporting the Advantage Care, Camp Loyaltown, and Shoreham Program staff.
- Thank you to Day Hab and Residential staff who represented and supported individuals attending the Rally.
- Thank you to Jerri Walker for planning and executing a successful tour of WFAC for Portledge High School.
- Thank you to the Engagement department for hosting a well-planned Milestone 2024 Event.
- Thank you to WF Catering for providing tasty catering services for the Milestone Event.
- Thank you to Tony Martinez and Norman Gertz for facilitating the installation of the chandelier and sconce.
- Thank you to the staff of WFAC, Landscaping, Jerry Walker, and Nicole Zerillo and her team for successfully planning and hosting the Spring Reception.
- Thank you to Christopher Polistena and Antoinette Sgroi for facilitating the discharge and training of staff on R.C. in Shoreham.



# WELCOME

NEW TEAM MEMBERS



Hey New Team Members!

Get ready – our team is expanding, and we're thrilled to welcome you! Our new hire orientation classes are buzzing with fresh talent, and our dedicated trainers are on hand to get you ready to excel.

While Vanessa Wright is a star at making learning fun, we also have a whole team of fantastic trainers committed to your success! They're all experts at equipping you with the knowledge and skills you need to thrive. Expect engaging sessions and plenty of support as you get up to speed.

Welcome to the team! We're excited to have you. Get ready to learn, grow, and become an integral part of our success.



# COMMITTEE

## THE AHRC'S CULTURE'S



### The AHRC Culture's Committee has launched our Language Access Planning Committee!

As part of our strategic DEI goals for 2025, we are excited to introduce the expansion of our **Language Access Planning Committee**; a new initiative focused on ensuring that all people we support, their families, and our staff have meaningful access to language assistance services.

This includes interpretation, translation, and communication resources that meet the needs of individuals with limited English proficiency. Our goal is to create a thoughtful and responsive **Language Access Plan** that supports effective communication across our organization.

#### What is a Language Access Plan and how does it benefit you?

A Language Access Plan helps organizations assess language needs across the community; including staff, people supported, and their families and ensures that everyone can communicate clearly and effectively.

#### Benefits of a Language Access Plan:

*For Families & People Supported:*

- Better understanding of their rights, services, and instructions
- Improved trust in the system and care providers
- Fewer misunderstandings that can lead to confusion or harm
- Increased participation in decision-making and services

*For Staff & Providers:*

- Clearer communication with clients and families
- Improved quality of care or service delivery
- More efficient and confident interactions

You'll hear more from us soon, including opportunities to share your input through surveys or by directly participating in this sub-committee. Stay tuned! And if you know someone who would be a great fit for this work, please send referrals to [bcariello@ahrc.org](mailto:bcariello@ahrc.org).

**Together, we're building a more inclusive and accessible community for everyone.**

*Contributed by Marissa Kumar, Sr. Talent Acquisition Specialist*



# SPOTLIGHT

BARBARA C. WILSON

*The BCCS Barbara C. Wilson Program DEI Committee Kicked Off the Year with Fun!*

*January 2025 saw the DEI Committee bringing energy and engagement to the Barbara C. Wilson Program with a series of activities designed to foster connection and celebrate our diverse community. Read on to see what exciting events took place!*

## Martin Luther King Jr. "I Have a Dream" bulletin board

*Staff filled our bulletin board with post it notes holding a positive hope or wish for a marginalized or racially, culturally, disability-based, gender/sex targeted group to spread kindness, acceptance and tolerance*

## The Butterfly Project

- *All staff was given a story about a child or youth that were victimized or killed as part of the Holocaust genocide*
- *All staff will be given a butterfly template to decorate honoring this person. The Butterfly Project Bulletin Board allows staff to create a memorial to all these innocent and young victims of one of the largest mass genocide documented in history*



## Lunar New Year

- *Our staff and students created another school-wide puppet to celebrate The Year of the Snake*
- *Staff and students created multiple paper chains using green strips of construction paper to decorate and add to our puppet which adorns our entryway to recognize and celebrate Lunar New Year*

Contributed by Diane Condy, Director, Barbara C. Wilson Program



# HEALTH & WELLNESS

## DISCOVER FREE PROGRAMS



**IncentFit**

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- 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.



**NATIONAL EAP** Fresh - Focused - Productive

**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.

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](#)



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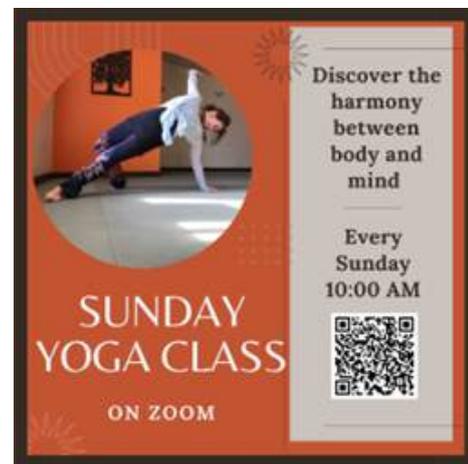
**eM Life**

**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](#)



Discover the harmony between body and mind

Every Sunday 10:00 AM

**SUNDAY YOGA CLASS**

ON ZOOM




IF YOU ARE FEELING ANY OF THESE SYMPTOMS PLEASE STAY HOME AND CALL THE COVID HOTLINE.

**SYMPTOMS OF COVID-19**

**COVID-19 HOTLINE: 516-686-4486**

- COUGH, SHORTNESS OF BREATH OR DIFFICULTY BREATHING
- FEVER OR CHILLS
- MUSCLE OR BODY ACHES
- VOMITING OR DIARRHEA
- NEW LOSS OF TASTE OR SMELL

**COVID-19**



**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.

**Walking Club Leaders**

<p><b>Reach Out to Your Team Leader for Your Start Date</b></p> <p><b>Plainview</b></p> <p>Lauren Murray, Project Administrator <a href="mailto:lmurray@AHRC.org">lmurray@AHRC.org</a></p> <p><b>Farmingdale</b></p> <p>Blossom Cole, Day Hab Site Manager <a href="mailto:blcole@AHRC.org">blcole@AHRC.org</a></p>	<p><b>Freeport</b></p> <p>Eileen Stewart-Rooney, Guardianship Manager <a href="mailto:erooney2@AHRC.org">erooney2@AHRC.org</a></p> <p><b>Shoreham</b></p> <p>Danielle Bermudez, HR Generalist <a href="mailto:dbermudez@citizens-inc.org">dbermudez@citizens-inc.org</a></p> <p><b>Brookville</b></p> <p>Gina Capobianco, HR Assistant Director <a href="mailto:gcapobianco@brookvillecenter.org">gcapobianco@brookvillecenter.org</a></p>
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For further details, please contact:  
Denise Lamb, Health & Wellness Manager  
Email: [Dlamb@ahrc.org](mailto:Dlamb@ahrc.org) Phone: 516-293-1111 Ext. 4642

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

# 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: Michael Cannet  
516-293-2016, ext. 5362  
[mcannet@ahrc.org](mailto:mcannet@ahrc.org)

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 three 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.

You will complete all coursework online through the E-badge Academy during your regularly scheduled work hours for up to 2 1/2 hours per week.

For More Information Email:  
[nadspbadgeinfo@ahrc.org](mailto:nadspbadgeinfo@ahrc.org)

[MORE INFO!](#)

For more information on the NADSP E-badge program please send an email to:  
[nadspbadgeinfo@ahrc.org](mailto:nadspbadgeinfo@ahrc.org)

# DEVELOPMENTAL LEARNING & PROFESSIONAL

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NASSAU

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We are Here to Give You a Helping Hand To Achieve Your Goals with Tuition Reimbursement

Fall 2024 Deadline: 7/31/24  
Spring Deadline: 11/30/24

[POLICY](#) [APPLICATION](#) [QUESTIONS?](#)

For more information please email us at: [TUITION@AHRC.ORG](mailto:TUITION@AHRC.ORG)

For any questions regarding training or Relias please contact Michael Cannet:

Email: [mcannet@AHRC.org](mailto:mcannet@AHRC.org)  
Tel: 516-293-2016, ext. 5362

For more information on Tuition Reimbursements please email:  
[tuition@ahrc.org](mailto:tuition@ahrc.org)

**UPCOMING TRAINING SCHEDULES**

CLICK HERE TO CHECK OUT THE LATEST TRAINING SCHEDULES

# 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="#"><u>Senior Payroll Specialist II</u></a>	Brookville
<a href="#"><u>DSP AHRC CLS</u></a>	Seaford
<a href="#"><u>Accounts Receivable Associate</u></a>	Brookville
<a href="#"><u>Assistant Site Manager- Day Hab</u></a>	East Meadow
<a href="#"><u>RN - Learning and Professional Development Specialist</u></a>	Plainview

	
POSITIONS	LOCATION(S)
<a href="#"><u>Behavior Support Staff - Bachelors Level</u></a>	Brookville
<a href="#"><u>Special Educator (Per Diem)</u></a>	Brookville
<a href="#"><u>School Psychologist</u></a>	Brookville
<a href="#"><u>DSP - BCCS</u></a>	Lido Beach
<a href="#"><u>Board Certified Behavior Analyst</u></a>	Brookville

	
POSITIONS	LOCATION(S)
<a href="#"><u>Primary Care Physician</u></a>	Freeport
<a href="#"><u>Jr. Accountant &amp; Revenue Cycle Assoc.</u></a>	Brookville
<a href="#"><u>Director of Clinical Operations</u></a>	Freeport
<a href="#"><u>Psychiatrist Advantage Care Part-Time</u></a>	Freeport
<a href="#"><u>Psychiatrist Advantage Care Full-Time</u></a>	Freeport

	
POSITIONS	LOCATION(S)
<a href="#"><u>BehavInter Spec-Lv 2-CITZ</u></a>	Medford, Bay Shore, Plainview
<a href="#"><u>Assistant Director- Citizens Residential</u></a>	Plainview
<a href="#"><u>Asst Director of Nursing Shoreham ICF</u></a>	Shoreham
<a href="#"><u>DSP ONA Citizens Shoreham ICF</u></a>	Shoreham
<a href="#"><u>Title Night Watch</u></a>	Hunter

**For any questions about openings please reach out to our Talent Acquisition Team at: [Recruiting@ahrc.org](mailto:Recruiting@ahrc.org)**



# PLANNING

## RETIREMENT & COMPENSATION

It's never too early to plan for the future.  
Find out about the many financial opportunities available to you.



**Make an impact on your savings** **EMPOWER**  
What's Next

Here are some simple things you can do to help you start saving for your future again

It's important to have control over creating the future you imagine. And saving for retirement is one way to improve your financial wellness. Even when times are tough, there are things you can do that can make a big difference in your ability to keep saving.

- Inquire about lower interest rates on credit cards.
- Reevaluate your subscriptions (e.g., streaming services).
- Reduce your insurance premiums (e.g., car and home).
- Trim your entertainment expenses.
- Find ways to lower utility bills.
- Prepare and eat meals at home.

The Empower Dashboard™ can help you stay financially fit so you can save more

- Track your spending habits.
- Create a budget.
- Link accounts to see your full financial picture.
- Easily manage your finances.

Log in and use the online resources to see the impact small changes can have on your savings  
[www.empowermyretirement.com](http://www.empowermyretirement.com)

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If you have questions regarding:

- Sign on Bonus
- Referral Bonus
- Retirement Plans (financial only)  
401k, 401b

Contact:

**Marjorie Lucas,**  
**Retirement Plans Administrator**  
**& Compensation Analyst**

**516-293-2016, Ext. 5139**

Email: [mlucas@ahrc.org](mailto:mlucas@ahrc.org)



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**TO TALK TO A**  
**CONSULTANT**



# DISCOVERY

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Shop Local

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PURCHASE WITH A PURPOSE

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Building a Stronger Community Through Giving

CODE: AHRC

15% OFF

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Breakfast Lunch Dinner  
Flowers Hanging Baskets Gifts

ORDER NOW

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# CELEBRATIONS

## UPCOMING EVENTS

 Holiday/Festival

 Awareness

 Other



**April 2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1 Autism Acceptance Month Begins	2 World Autism Day	3	4	5
6	7	8	9	10	11 National Pet Day	12
13	14	15	16	17 National High Five Day	18 Good Friday	19 Holy Saturday
20 Administrative Professionals Week	21 Earth Day	22	23 Administrative Professionals Day World Book Day	24	25	26 Lesbian Visibility Day
27	28 National Superhero Day World Day for Safety and Health at Work	29 Eid al-Fitr	30	1	2	3

### APRIL CELEBRATION MONTHS

#### **AUTISM AWARENESS**

**APR 2 WORLD AUTISM DAY**

**APR 11 NAT'L PET DAY**

**APR 17 NAT'L HIGH FIVE DAY**

**APR 18 GOOD FRIDAY**

**APR 19 HOLY SATURDAY**

**APR 22 ADMINISTRATIVE PROFESSIONALS DAY**

**WORLD BOOK DAY**

**APR 26 LESBIAN VISIBILITY DAY**

**APR 28 NAT'L SUPERHERO DAY**

**WORLD DAY FOR SAFETY & HEALTH AT WORK**

**May 2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	1	2	3
4	5 Cinco de Mayo (US) Buddha's Birthday	6	7	8	9	10
11 Mother's Day	12 Vesak/Buddha Day	13	14	15	16 National Love a Tree Day Bike to Work Day	17
18	19 Victoria Day	20 International HR Day	21	22	23	24
25	26 Memorial Day (US)	27	28	29	30 National Recruiter Day	31

### MAY CELEBRATION MONTHS

**MAY 5 CINCO DE MAYO (US)**

**BUDDHA'S BIRTHDAY**

**MAY 11 MOTHER'S DAY**

**MAY 12 VESAK/BUDDHA DAY**

**MAY 15 EOQ 1 2025 EVENT**

**MAY 16 NAT'L LOVE A TREE DAY**

**BIKE TO WORK DAY**

**MAY 20 INTERNATIONAL HR DAY**

**MAY 26 MEMORIAL DAY (US)**

**MAY 30 NAT'L RECRUITER DAY**

**June 2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 Pride Month	2	3	4 Global Running Day	5 World Environment Day	6 Eid al-Adha	7
8 Best Friend Day	9	10	11	12	13	14 World Blood Donor Day
15 Father's Day	16	17	18	19 Juneteenth (US)	20 World Refugee Day	21 International Yoga Day
22	23 National Hydration Day	24	25	26 Equality Day/ Anniversary of Legalization of Same-Sex Marriage (US)	27	28 Stonewall Anniversary
29	30	1	2	3	4	5

### JUNE CELEBRATION MONTHS

#### **PRIDE MONTH**

**JUN 4 GLOBAL RUNNING DAY**

**JUN 5 WORLD ENVIRONMENT DAY**

**JUN 8 BEST FRIEND DAY**

**JUN 14 WORLD BLOOD DONOR DAY**

**JUN 15 FATHER'S DAY**

**JUN 19 JUNETEENTH**

