



A Communication from Human Resources

EMPLOYEE NEWSLETTER

May 2023

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Message from the CEO

Dear Fellow Employees,

Spring has sprung!

I hope that you are getting out and enjoying this great weather. The walking groups at Plainview and Brookville are in full blast. Each day your colleagues walk and talk with each other. What a healthy way to get to know each other while soaking in the sun and fresh air.

The last few months have been filled with much advocacy, with some of you traveling to Albany, writing letters, making phone calls, and engaging in the one-click campaigns to raise awareness that our staff deserves better pay and recognition for the challenging work they perform each day. Thanks to all of you for whatever you did to let your voices be heard on issues of importance to people with intellectual and developmental disabilities, their families, and your colleagues.

We concluded National Autism Awareness Month at the end of April. Celebrating the successes of people with ASD, their families, and the dedicated staff members who work with them is one way of promoting awareness. Throughout April, our family of organizations highlighted the achievements of individuals with ASD. Achievements can be defined in many ways; a new job, reaching a personal goal, doing something new, moving out of your comfort zone, etc. Success comes in all shapes and sizes, and we are honored to support hundreds of individuals with autism. Special thanks to our dedicated employees who find innovative and creative ways to ensure the success of people supported, including those with ASD.

Cinco de Mayo is a yearly celebration held on May 5th, which commemorates the anniversary of Mexico's victory over the Second French Empire at the Battle of Puebla in 1862, led by General Ignacio Zaragoza. Happy Cinco de Mayo!

Wheatley Farms has been serving Nassau County for over 20 years. We are known for a diverse American & International style menu created with old-world recipes and locally sourced plants, flowers, and vegetables grown at The Wheatley Farms Greenhouse. We are offering an extensive selection of plants and hanging baskets. Contact Nanette (nmuzante@AHRC.org) at Wheatley Farms to order your Spring plants, holiday wreaths, floral table decorations, and Spring planting. I order table displays each year, and I am never disappointed by the high-quality work performed by Nanette.

Wheatley Farms is pleased to serve you with high-quality catering services. Please use wheatleyfarmsli.com to order your desserts and catering services. We all know what an excellent job Chef Percival and his team do. Please do not forget our new line of soaps and candles, which make wonderful gifts, especially for birthdays, graduation, and anniversary gifts. Let us support our own businesses!

Thanks for all you do throughout the year to provide person-centered services to thousands of people on Long Island. We remain leaders in high-quality services because of each of you. I am proud to call you friends and colleagues.

As always, your feedback and comments are welcome.

Best,

Stanfort

Executive Appreciation

- Barry Donowitz, Chief Administrative Office, Nicky Faranda, Director of Employment Services and Social Enterprises, and Caesar Fuentes, Business Operations Manager, for their hard work in achieving the launch of our first commodities contract.
- Nicky Faranda, Director of Employment Services and Social Enterprises, Percival Aquino, Supervisor of Culinary Services, and the team for their excellent hosting and culinary presentation on all events hosted in the Brookville ballroom for the month of April.
- Dr. Hassan, VP of Talent Acquisition, Development, and Engagement; Denise Lamb, Employee Health Manager; Laura Betancurt, HR Specialist; and Jim Stock, Assistant Director of Talent Acquisition, on the successful hosting of the Employee of the Quarter luncheon at the Brookville Mansion
- Sylvester Naraine, VP of Finance for consistently working on the Workforce Stabilization Initiative and managing the Finance Department.
- Brian Wahl, Accounting Supervisor, for the successful management of the HUD audits.
- Sally Burgess, VP, and Shaun Weathers, VP, for their creditable management of the oversight of salaries in the Residential programs.



*A Huge Congratulations to the Outstanding
Employees chosen by their peers as*

“EMPLOYEE OF THE QUARTER”

First Quarter of 2023

Congratulations!



Bria Parker, Facilities and Maintenance Office Administrator, AHRC Admin

Vincent Cirillo, Maintenance Specialist, AHRC Admin

Louise Polito, Patient Rep Coordinator, Advantage Care

Suzann Doyle, Teacher Asst III, BCCS – BCW Woodbury

Heather Ferguson, Special Education Teacher II BCCS- Cissy Birnbaum

Craig McNeil DSP, Citizens Residential

Davie Prashad, Assistant House Manager, CLS

Candace Skeete, Assistant House Manager, BCCS - CRP

Robin Erhart, Program Coordinator, Day Hab

Kim Nistal, Assistant Farm Manager, Social Enterprises

Roselene Sylvestre, DSP, Helen Kaplan

Kristie Walter, LPN, Shoreham

Shayna Staton, House Manager, Shoreham

*Please join us in congratulating these employees on their
exceptional and outstanding work every day!*



The Story Behind Our Shop

The **One Stop Gift Shop** values giving as a way to spread kindness throughout the world. That starts with how we're run. The One Stop Gift Shop offers people with intellectual and other developmental disabilities supported by AHRC Day Services an opportunity to participate fully in the running of the gift shop. People supported create and craft handmade items, answer the phone, take online orders, package and deliver merchandise, and keep track of inventory.

<https://one-stop-gift-shop.square.site/s/shop>

Use Code "ahrcn" at checkout to save an additional 15%



Congratulations to **Emelyn Valladares**, BCBA, from the Citizens Psychology Department, on obtaining her license in Behavior Analysis. We are super proud of her achievement!

Congrats

Congratulations to **Krysta Fabian**, Shoreham BIS on her nuptials. Cheers to the Bride & Groom!!!!

EMPLOYEE SPOTLIGHT



Happy Work Anniversary!

There is no doubt that each one of you has made your presence an invaluable one at Citizens Options Unlimited. As you continually commit to upholding our values and vision, we will never stop appreciating you.

Thank you for all that you do!

- Team Citizens



Alister Guillaume



Velma Joseph



Meridith Silverberg



Casmore Henlon



Shauna Thomas



Dina Brock

**Thank you
for your commitment!**

Plainview Office



Citizens Options Unlimited celebrated National Empanada Day, catered by Wheatley Farms to give thanks and employee recognition for their dedication and hard work.



All smiles when Assistant Director, Justin Moskowitz, was surprised with a celebratory pre-wedding celebration at Plainview.

Congratulations!



919 Rainbow Commons



Steven enjoying the day shopping at Target.



Saxon Avenue



Bayshore meet and greet dinner for soon-to-be roommates.





Citizens staff, Akeem Murray and Wemer Richard, assisting Daniel during a trial at the Saddle Rock day program.

Ontario Avenue



En route to Raymour & Flannigan to pick out new furniture!



Enjoying some delicious Saturday morning breakfast



Patrick, John, Kevin, Richard, and Robert went to Raymour & Flanigan to look for new living room furniture. They chose the one that they were sitting in. As you can see, they gave it a thumbs up. Everyone was shown around by our rep, Jim. He was so informative, helpful, and very patient with the gentlemen.



Respite



Megan Keffer attends the Citizens Respite Program. She was very excited to share the project that she had built. Megan was discussing with the staff that her father is an architect. You can see by her smile how proud she is of herself!

Internal Mobility Job Announcement



House Manager

Job Req # 2023-5565

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

Program: Citizens Residential

Location: 915 Rainbow Commons Court

Salary Range: \$58,500.00/yr.

Job Profile:

- Practices and promotes the agency's mission statement in every interaction. Through family and community engagement, Citizens supports people to live the life they choose.
- Supervises Direct Support Staff by assigning responsibilities and specific activities to provide and encourage each person to strive for autonomy and support them to become active participants in every aspect of their lives.
- Reports to the Justice Center as a mandated reporter if there is reasonable cause to suspect abuse or neglect. Additionally, must follow all agency incident policy and procedures.
- Conducts physical plant walk throughs with maintenance staff and reports and documents any concerns that may hinder the health, safety and well-being of the people that reside in that house (i.e., broken equipment, broken furniture, hazardous conditions, etc.)
- Adheres to Federal and New York State regulations, agency policy and procedures, the employee handbook and the agency and program training requirements.
- Successfully completes and maintains AMAP certification.
- Maintains appropriate records of staff by observing and providing feedback on job performance, documenting issues and informing them of training needs to ensure the ongoing and effective supervision of each employee. and documented whether it be via Medisked or paper documentation to include goals, notes, BM and menses charts, transportation logs, etc.
- Ensures coordination of supports and services and ongoing communication with day service providers.
- This position requires regular and substantial unsupervised or unrestricted physical contact with people receiving services and, therefore, is subject to successful completion of fingerprint/criminal background check.

Requirements:

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

To be considered for a transfer, orientation must have been completed and you must be in good performance standing.

We are an Equal Opportunity Employer, Proud of Workforce Diversity

Submit your application by going to:
citizens-inc.org/careers/
Click the link for CURRENT EMPLOYEES





On behalf of the Employee Health & Wellness Team, we want to thank everyone who has participated in the IncentFit challenges thus far. For those who haven't had a chance to participate, there will be plenty more wellness contests to join.

Please check your IncentFit account regularly for your progress and challenge updates.

**Great job to the Citizens team members
below for completing the IncentFit "250,000
Steps Challenge"**

**Erik Koelling
Kalethia Christian
Savita Sharma
Tasha Earl**

Protect your loved ones with

Employee's Whole Life Insurance

We know why you work so hard!

When you purchase Employee's Whole Life Insurance, you'll receive these valuable benefits:

When you leave Citizens, it goes with you. You OWN it!

Life-long Coverage.

Since you own the policy, it remains with you regardless of where you work or even if you retire. Policy remains in force as long as premium is paid when due.

Guaranteed cash value.

Your permanent policy builds cash value, which you can access, to help pay for unexpected emergencies or any other reason .

Convenient payments.

Your premiums will be deducted from your paycheck.

No physical exam.

Only answer a few medical questions.

Expandable family coverage.

Your spouse/domestic partner, children, and even grandchildren (ages 15 days to 25 years) may be eligible for coverage.

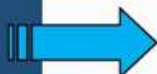
Chronic Care Rider.

Optional rider for purchase that helps cover the costs associated with chronic care events .

Rates are guaranteed to never increase

For more information, please access the link below provided by New York Life and you will then be contacted by Lauri or Ellyn

Click
Here



The Company You Keep®

Or contact them directly:

Lauri LoQuercio

(516)507-4663

lloquercio@ft.newyorklife.com

Ellyn Campuzano

(516) 978-4025

ecampuzano@ft.newyorklife.com

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