



A Communication from Human Resources

EMPLOYEE NEWSLETTER

June 2023

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Message from the CEO

Dear Fellow Employees,

Once again, I am proud to announce another successful Compass recertification visit. The exit conference took place on Thursday, May 11th, with zero significant findings and many, many best practices cited by the review team. It is a privilege for AHRC Nassau and Citizens to be again validated as a Compass agency. We make up two of four agencies in New York State to hold this honor and prestigious designation.

It is impossible to list every person that contributed to the success of the Compass program, but I want to highlight and thank Karen Hirschfeld, Colleen Tapia, and Eric Rosen. Their commitment to detailed coordination and execution of our Compass program serves as the cornerstone for this program's success. Thank you for your splendid leadership and empowerment of the people we support.

Wheatley Farms and One Stop Gift Shop are wonderful ways to support jobs, services, inclusion, and opportunity for people with intellectual and other developmental disabilities. Your support for employment and community engagement truly makes a difference. Our employees are the primary reason that One Stop and Wheatley Farms continue to excel. I am immensely proud of the talented staff who innovate these businesses and social enterprises to ensure their success. Special thanks to Chris O'Connor, Barry Donowitz, Brooke Gilman, Patrick Sherrard, Chris Williams, Nicky Faranda, Percival Aquino, Allison Glass, Nanette Muzante, Bridget Cariello, Jerri Walker, Shaun Weathers, Mary McNamara, and Nicole Zerillo for your incredible leadership of Wheatley Farms sales and One Stop Gift Shop.

Our Diversity, Equity, and Inclusion (DEI) efforts are in full bloom. The DEI Strategic Plan is now completed for all companies, committee leaders are in place, and the work on the goals will soon begin. In addition, the first meeting of the AHRC Board DEI Committee was a tremendous success. Your participation and engagement in DEI activities in each company have helped to make our family of organizations a more welcoming and inclusive environment for all. Thanks to Sarah Gonzalez Noveiri, DEI Officer, and our Joint DEI Committee for their commitment and hard work.

The Reach for the Stars event held on May 17th at the Crescent Beach Club was one of the best I have ever attended. Special thanks to AHRC Nassau Foundation Director Mary McNamara, Jennifer Apelian, Monica Montoya, Betsey Beyers, Safoora Juman, Kelly Farrington, Katherine Hoey, Gaelle Gilles, Nicole Zerillo, Marlene Baron of AHRC Nassau and from BCCS—Denise Gaughan, Sherri Black, Christine Paz and Debi Doyle along with a committee of BCCS parents, who poured their hearts and souls into making this event a success each year.

Staff retention data from 2023 shows that more employees choose to remain employed for longer periods. This reflects many efforts to engage new employees better and to connect them with our people, mission, vision, and values. Fortunately, we have one of the country's best Recruitment, Retention, and Engagement teams. Led by Dr. Hassan Abdullhaqq, with leadership from Jim Stock and their hardworking team of Gordon Archibald, Denise Lamb, Laura Betancurt, Giovanni Dainotto, Joy Ramer, Mandi Morrone, Marissa Kumar, Andrew Mott, Gregory Pandaliano, Ashley Orgill, Alyssa Abdul, and Brandon Lyons.

Staff Appreciation Day is coming soon. Set your calendars for August 2nd. All roads will lead to our Brookville Campus once again for a day of connecting with your fellow employees in a diverse, fun, and inclusive environment. I hope to see you all there!

As always, your thoughts and comments are welcome.

Best,

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Executive Appreciation

*Thank you for
going above
& beyond.*

Special thanks to:

- Jim Van Epps, Director – Facilities Management, for his assistance with maintenance work towards the reopening of Camp Loyaltown.
- Glenn Gerdtts, Maintenance Worker, and Brian Sullivan, Maintenance Worker, – Brookville, for his quick action to clean up the Cissy Birnbaum water main break.
- Jim Stock, Assistant Director of Talent Acquisition, and Lisa Larice-Nielsen, Administrative Assistant, for facilitating the enhancement of the Employee Orientation manual.
- Nicky Faranda, Director of Employment Services and Social Enterprises & Cesar Fuentes, Business Operations Manager, for their excellent work bringing the team to 2nd place in the NYIT CREATE competition.
- The organizers of the COMPASS Validation visit Karen Hirschfield, Director of QA, Colleen Tapia, QA Administrator, Joe Simmons, Senior Maintenance Supervisor, Eric Rosen, Corporate Compliance Officer, Percival Aquino, Supervisor of Culinary Services, and Marlene Baron, Administrative Assistant, for their hard work behind the scenes to host a successful survey.
- Debra Doyle, VP of BCCS, Nicole Ferrar, VP of Nursing, and all Directors for successfully appreciating the work of our Teachers, Service Providers and Nurses during their appreciation week.

Thank you Suzann Doyle and Bernadette Sittig!



A heart felt thank you to Suzann Doyle for her quick thinking and actions taken on June 12th, when a preschool student suddenly choked. Suzann applied the Heimlich maneuver, and the student was able to quickly clear his airway. While Suzann was providing first aid to the student, Bernadette Sittig did not hesitate, and quickly called for assistance. We are extremely grateful and fortunate to have both of you here at BCCS.

Your ability to remain calm in an emergency and provide immediate care is commendable!

BCCS Schools: May Recap

- In May, the BCCS schools recognized Mental Health Awareness/Acceptance Month using the slogan It's OK To Ask for Help. BCW employees received a green ribbon pin. Marcus Avenue's Social Work Department held a Mental Health Awareness presentation for all BCCS School Staff. The presentation discussed the mental health of students and staff.



- In May one of our BCW Parents held a Staff Appreciation Pizza Lunch complete with dessert and beverages. It was much appreciated by all.

Appreciate you!

- BCW Staff recognizes LGBTQIA+ with PRIDE bracelets to show support, Solidarity and Allyship for the LGBTQIA+ community.



- June is graduation and moving up month for all preschool programs and high school graduates. Graduations and Moving Up ceremonies will be held during the week of June 12th at BCW, June 14th at Post, June 7th to 23rd at Marcus and Brookville pre-k June 20th and high school graduation is 22nd . The children are practicing their songs and activities for their family members for this exciting event!



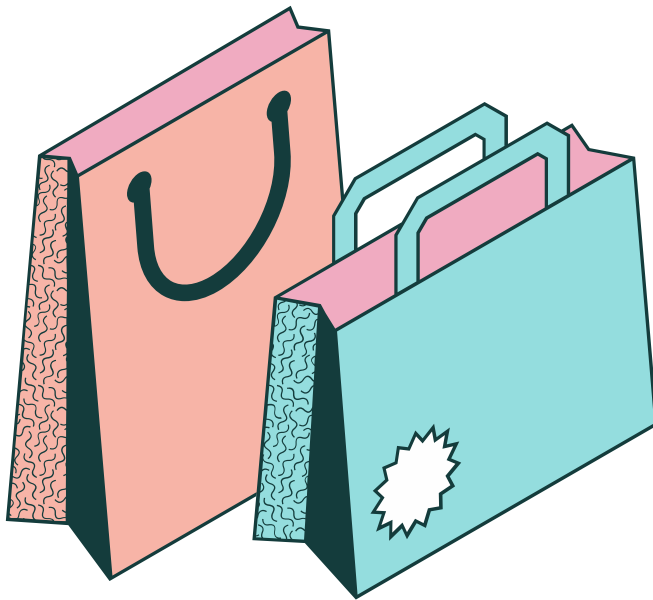


The Story Behind Our Shop

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%



**SPECIAL
DISCOUNT**

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



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