



PRFI - ON THE MOVE

A MONTHLY PUBLICATION FROM THE
PUERTO RICAN FAMILY INSTITUTE



DECEMBER 2023

It's time!! December is here!

December is the Month of Giving and it revolves around people making a difference in society by helping others. At PRFI, that is our sole mission. We also celebrate Christmas, Kwanza, and Chanukah. We get to spend time with the ones we love the most, and prepare for the new year. The month of December is the very last of the year, It's crucial to reflect and let go of things that were burdening us so we don't enter the new year with our minds stuck in the past. Enjoy the holidays as you best possibly could, and have yourself as jolly merry Christmas!



*PLEASE JOIN US AS WE CELEBRATE PRIDE MONTH
THROUGHOUT SUMMER AND BEYOND!*

PRIDE 2023 - STRENGTH IN SOLIDARITY

The first World AIDS Day took place in 1988, providing a platform to raise awareness about HIV and AIDS and honor the lives affected by the epidemic. This year marks the 35th commemoration of this important day. Over the past 35 years, there has been significant progress in addressing HIV and AIDS thanks to advancements in medical research, increased access to treatment and prevention, and a broader understanding of the virus.

After four decades of living, organizing, and even dying in the HIV epidemic, individuals, communities, and institutions have been disrupted. The disease that would become known as HIV was first diagnosed among gay men in Los Angeles and New York in 1983. The epidemic in the United States began in a few communities—gay and bisexual men, trans people, injection drug users, hemophiliacs, and Haitian immigrants—all communities already stigmatized in society.





PRESIDENT'S CORNER

AND NOW A WORD FROM THE PRESIDENT AND CEO OF PRFI, INC., LUIS RODRIGUEZ, MD:

Dear staff:

This Christmas Puerto Rican Family Institute, Inc has a lot to be grateful for, and I wish to express my gratitude for every one of you for being part of the PRFI community, and for the contributions you have made through the year.

This year we helped New Yorkers to have a better quality of life.

PRFI continues to be strong as an organization, and a grateful, steadfast member of the community.

To our employees, our leadership team is proud of your commitment to continual improvement in care and service for our residents and clients, and the dedication you demonstrate to individuals every day. You are more than a worker at PRFI, you are PRFI, and I thank you for sharing our values so deeply.

The same applies to our volunteers, whom I thank also for your generosity of time and spirit. You are greatly valued, and it is our pleasure to have you amongst us.

To our residents and clients, again I extend heartfelt thanks to you and your families for placing your trust in PRFI, and we welcome all those who have joined us through the course of the year. Your comfort and wellbeing are our priority. Please keep up the feedback and have a wonderful holiday season however you might celebrate.

Special thanks for the extra efforts of PRFI Board Members who have organized or contributed to the Christmas charity work within our Programs, and community giving throughout the year.

May the holiday season and coming year bring joy to you and your loved ones.

WE WOULD ALSO LIKE TO EXPRESS OUR IMMENSE GRATITUDE TO THE HOPE FOR FAMILIES AND CHILDREN FOUNDATION FOR THE GIFTS THEY PROVIDED FOR OUR YOUNGEST CLIENTS!

Respectfully,

Luis A. Rodriguez, MD

CEO-PRFI





WE ARE THRILLED TO ANNOUNCE THAT WE NOW HAVE A TIK TOK ACCOUNT! FOLLOW AND SHARE US FOR UPDATES, LIVE VIDEOS, FUTURE ACTIVITIES, ANNOUNCEMENTS AND RAFFLES!



FOLLOW US



PRFI INC

Scan QR code to follow account

TikTok

HALLOWEEN CONTESTS



FOLLOW OUR TIK TOK ACCOUNT

@PRFI_INC

HALLOWEEN CONTEST WINNERS ARE NOW POSTED ON TIK TOK! THANK YOU ALL FOR PARTICIPATING AND CONGRATULATIONS TO THE WINNERS.





EMPLOYEE OF THE YEAR & PROGRAM OF THE YEAR

HELP US CONGRATULATE ANGELINA RIVERA ON WINNING THE EMPLOYEE OF THE YEAR AWARD. ANGELINA HAS BEEN WITH PRFI FOR ALMOST 25 YEARS, GIVING OUR CLIENTS THE BEST POSSIBLE SERVICE SHE COULD. SHE HAS EARNED THE RESPECT OF NOT ONLY HER STAFF, BUT THE WHOLE AGENCY. THIS AWARD REPRESENTS OUR DEEP ADMIRATION.
CONGRATULATIONS!

OUR PROGRAM OF THE YEAR FOR 2023 IS OUR OPWDD PROGRAM. THE WORK THIS PROGRAM DOES IS ESSENTIAL FOR OUR COMMUNITIES,. WE COULD NOT POSSIBLY THANK THE STAFF ENOUGH FOR THEIR CARE AND HIGH STEEM FOR THE PROGRAM!



SPECIAL RECOGNITION AWARD

CONGRATULATIONS ALSO GO TO ALEXA TAVERAS ON WINNING A SPECIAL RECOGNITION AWARD. ALEXA HAS BEEN A CLINICIAN WITH PRFI FOR 3 YEARS GIVING THE BEST POSSIBLE CARE TO OUR CLIENTS. SHE HAS BEEN RECOGNIZED BY HER SUPERVISORS FOR GOING ABOVE AND BEYOND. THANK YOU ALEXA FOR ALL THAT YOU DO FOR PRFI AND ITS CLIENTS!

Congratulations!



EMPLOYEE OF THE MONTH



Each and every employee at PRFI is valued and worthy of respect. PRFI appreciates all the hard work that all of our dedicated and highly motivated and caring employees bring to the organization, day in and day out. We have established an Employee of the Month award to recognize PRFI employees that not only work hard consistently but go above and beyond what is expected of them.

ANDREINA ASENCIO



CERTIFICATE Of Appreciation

EMPLOYEE OF THE MONTH
DECEMBER 2023

This certificate is presented to

Andreina Asencio

Luis Girardi
HUMAN RESOURCES



Luis Rodriguez
PRESIDENT/CEO

For the month of December 2023, the recipient of the EOM Award was Andreina Asencio from our Bronx Head Start program. Director Sonia Gonzalez wrote;

“Andreina has been working in PRFI as a Family Advocate since May 20, 2019. She began her tenure at the Bronx Head Start as a summer youth worker, then as a social work intern, and once she obtained the necessary credentials she was hired as a Family Advocate. Andreina is an excellent and reliable employee; pleasant, soft spoken, and warm. She is very good at engaging families, helping them accomplishing goals, and providing resources and support. Andreina goes beyond her regular work duties without being asked. She is often found in the mornings welcoming families in the entrance of the Head Start Center. She volunteers consistently to assist with decoration set up for special events in the program and brings her creative party decoration skills to make the set ups bright and fun.

Congratulations Andreina on the nomination, and thank you for your hard work and ongoing commitment to our program.



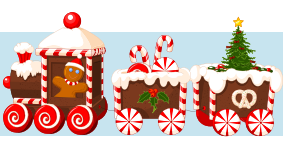
EDUCATION ASSISTANTANCE PROGRAM



Here at PRFI we believe in supporting our employees outside of the office as well. Through our education assistance program we are able to provide financial support to employees currently in school. This program allows for the reimbursement of up to \$2,000 per semester of cost of tuition, books and certain fees. To qualify for this program you must meet the following requirements:

- Full-time employees covered by the core benefit programs and who are actively atwork for over a year are eligible to use this program.
- Limited to 5 employees per semester.
- At least one year with the agency and in satisfactory job performance within their position. Complete all courses with an accredited college or university and achieve a satisfactory grade, no less than A and B.
- Classes and/or coursework must be relevant to their current position and/or career path.
- The application for refund - with supporting documentation - is made within 60 days after completion of the course-(reimbursement for eligible expenses will be processed and included in the next paycheck that is administratively possible and are considered taxable income unless otherwise exempted by the Internal Revenue Service (IRS)).
- Submit a recommendation letter from their supervisor.
- Employees on leaves of absence, and part-time, term contract, temporary and occasional employees are not eligible to participate. Employees who receive assistance from outside sources (scholarships, grants, GI Bill, fellowships, and other stipends) are not eligible for tuition reimbursement.
- PRFI reserves the right, at its sole discretion, to make a final and binding determination of whether an educational institution is approved and accredited for the purposes of the Educational Assistance Program.
- The application is included in the addendum section of this handbook and approval must be obtained from the Director of the Program.
- The application deadline for the Spring Semester will be December 21st and June 21st for the Fall Semester.
- If employees leave the organization within a year after receipt of reimbursement, they will be required to pay back the award.





MERRY CHRISTMAS!!!!



HOLIDAYS LIKE CHRISTMAS ARE A FEW OF THE MOST IMPORTANT DAYS WITH OUR LOVED ONES. MEMORIES CAN BE MADE AND THOUGHTFUL WISHES ARE SHARED. EARLY CELEBRATIONS OF CHRISTMAS ARE THOUGHT TO HAVE DERIVED FROM ROMAN AND OTHER EUROPEAN FESTIVALS THAT MARKED THE END OF THE HARVEST, AND THE WINTER SOLSTICE. THE PRACTICE OF GIVING GIFTS, WHICH GOES BACK TO THE 15TH CENTURY, CONTRIBUTED TO THE VIEW THAT CHRISTMAS WAS A SECULAR HOLIDAY FOCUSED ON FAMILY AND FRIENDS.



WE WISH YOU A MERRY CHRISTMAS FROM YOUR WORK FAMILY!



HAPPY HANUKKAH!!



HANUKKAH IS A JEWISH FESTIVAL THAT REAFFIRMS THE IDEALS OF JUDAISM AND COMMEMORATES IN PARTICULAR THE REDEDICATION OF THE SECOND TEMPLE OF JERUSALEM BY THE LIGHTING OF CANDLES ON EACH DAY OF THE FESTIVAL



LET'S CELEBRATE



PROMOTIONS

- **GILBERTO SORTO FLORES- FACILITIES DIRECTOR**



NEW HIRES

HELP US WELCOME ABOARD OUR NOVEMBER HIRES!

- **DABALUS, ARMANDO**
- **MARIA VAZQUEZ**



LET'S CELEBRATE OUR DECEMBER BABIES



**HAPPY
BIRTHDAY**

AHMED, LALLA MERIE
ASENCIO, ANDREINA
AYALA, NIDIA
BATISTA, RAFAEL ALBERTO
BROWN, JEANNIE
EUSTACHE, ROSEMARIE
GUADALUPE, TRINITY MARIE
HASSAN, ADEL
JIMENEZ, ARIANNA IMARY
LEE, MARTINE A
LOPEZ, DAISY
MORGAN, JODY R
NURSE, JEAN ESTHER
OLIVIER, DALIA
POLANCO, SUNSHINE W
PRESTIANNI, GIUSEPPINA
RODRIGUEZ, LIZBETH
ROGERS, MUSU
SAMNATH, LISA

LET'S CELEBRATE OUR DECEMBER ANNIVERSARIES

CELEBRATING THOSE WHO HAVE STUCK BESIDE US. YOU MAKE PRFI WHOLE!

GASSAMA, MAI
6 YEARS, 11 MONTHS, 2 DAYS
JIMENEZ, ARIANNA IMARY
11 MONTHS, 10 DAYS
KIMBLE, KARA B
5 YEARS, 11 MONTHS, 28 DAYS
MORALES, MARGARET
22 YEARS, 11 MONTHS, 25 DAYS
ORTIZ, IRIS D.
5 YEARS, 11 MONTHS, 14 DAYS
PEREZ, DEMINIS D.
8 YEARS
ROSA, JOCELYN
3 YEARS, 11 MONTHS, 16 DAYS
RUIZ, FRANCISCO
8 YEARS, 11 MONTHS, 1 DAY
SILLAH, HAWA
5 YEARS, 11 MONTHS, 21 DAYS
VASQUEZ, ROSA
8 YEARS, 11 MONTHS, 23 DAYS
VENTURA, YOSMERY E
1 YEAR, 11 MONTHS, 5 DAYS
ISLAM, SYED NAZMUL
5 YEARS
ORTIZ, VERONICA L
11 MONTHS, 13 DAYS
SOSA FERNANDEZ, MARIA D
1 YEAR, 11 MONTHS, 19 DAYS

*Happy
Anniversary*

 WE APPRECIATE YOUR LOYALTY!

VACANCIES & REFERRALS



Available Positions:

- Human Resources Assistant
- Registered Nurse
- Licensed Practical Nurse
- Adult Home + Specialist
- Care Coordinator - Children's Health Home Department
- Intensive Care Coordinator - Adult Health Home Department
- Case Aide - Bronx Family Support Program
- Assistant Resident Manager- OPWDD Residences
- Care Coordinator - Adult Health Home Department
- Bilingual Clinician - Mental Health Clinic
- Bilingual Family Case Planner - Bronx Family Support Program
- Direct Support Program - OPWDD Residences
- HH+ Care Coordinator - Adult Health Homes
- Head Start Teacher - Bronx Head Start Program
- Education Mentor - Bronx Head Start Program
- Assistant Teacher - Bronx Head Start Program
- Assistant Controller - Fiscal Department
- Family Advocate - Head Start Program

As we all know, the labor market is very volatile at this moment in time. We are doing everything we can to attract and hire well-qualified candidates. We are also doing more to recognize and to retain our employees. Please remember that if you refer a candidate to PRFI and that candidate is hired and completes a 6 month period with the company, you will receive from \$100-\$200 dollars. The response to our recruiting strategy has been positive. We are attracting more candidates to PRFI, but few meet our high expectations. Recruiting is a numbers game. The right candidates for PRFI are out there. We just need to attract them to us, bring them on board, support, and train them and retain them. That is a top priority for our HR Team.

OUR CONTINUED MISSION

Puerto Rican Family Institute is a multi-cultural and multi-ethnic organization whose mission is to enhance the functioning and self-sufficiency of diverse marginalized communities and prevent family disintegration. PRFI is a not-for-profit, multi-program, family-oriented health and human services agency that provides culturally sensitive services to children, youth, adults, and families and respects all individuals' clinical, cultural, and personal identities.