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BCRC Presents Records Management Services to Commissioners Association

By Ian Thomas



In October, Executive Director Lesley Hallas, RMC Department Manager Bethany Westbrook, and Production Manager Barb Shearer traveled to Erie, PA to present BCRC's records management solutions to attendees of the Allegheny County & Western Pennsylvania Association of Township Commissioners Fall Conference.

The BCRC leaders presented an overview of digitizing solutions offered by the Records Management Department, such as scanning and indexing, securing files against natural disaster, and options for document shredding. They also highlighted BCRC's mission and the hard work and attention to detail given by participants in every step of the digitizing process, from the initial document preparation to the final quality assurance audits.

Their presentation was made in partnership with Anna Skipper Jewart of Pittsburgh-based law firm Babst Calland, Attorneys at Law, who discussed the types of records that Pennsylvania municipalities are required to save forever and the documents that can be destroyed after a certain designated period.



This presentation was part of BCRC's on-going efforts to bring quality work to our participants.

Employee of the Month



WINner of the Month



The Competitive Edge



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WINTER 2025

It is the mission of the Beaver County Rehabilitation Center, Inc. to provide the opportunity for growth and independence while respecting the dignity and uniqueness of each individual.

Safety Day 2025 Features Honoring of BCRC Founder

By Frank Shialabba

BCRC's annual Safety Day was held on Friday, September 19 and featured the honoring of BCRC founder William Lintz Sr. and a wide array of exciting and informative activities.

Safety Day stresses the importance of BCRC's commitment to the safety of our participants and staff, and this year it also recognized the importance of William Lintz, Sr., our founder. Mr. Lintz's son, William Lintz, Jr., and daughter, Mary Kay Bianchi, viewed their father's picture in its new location outside the Production Center.

Staff and participants from the Production Center and other programs received training in morning sessions that included bloodborne pathogens, first aid, Stop the Bleed & Naloxone administration, fire safety and BCRC emergency evacuation procedures.



The afternoon was reserved for some fun and educational break-out activities. BCRC participants used a fire extinguisher, put out a pretend fire with a hose and water, and visited with the local fire department, police officer, K-9's, an EMT and four therapy dog teams. Participants also toured a fire truck, police vehicles, Life Flight helicopter and an ambulance.



Participating agencies included Henderson Brothers, McCandless-Franklin Park Ambulance Authority, Aerial Fire Equipment, Beaver Falls Fire-Arson detection, Center Township Police and K-9 officers, Center Township Volunteer Fire Department, Medic Rescue, AHN Life Flight, Alliance of Therapy Dogs and Pittsburgh Riverhounds mascot-AMO.

Other highlights included participants soaking a BCRC staff member in the reverse dunk tank and drawings for ride-a-longs in first responder vehicles, McDonald's gift certificates, and lunch with the Executive Director. Shelby Schnellbach was the proud winner of lunch with our director.

Safety Day organizer Laura Medarac feels that along with being educational and fun, Safety Day provides "participants and staff a chance to engage with first responders and it provides first responders vital knowledge about BCRC's needs in an emergency."

In every way BCRC's annual Safety Day is a vital part of BCRC's commitment to the safety and well-being of our participants and staff.

Newest Board Member Wants to Better Lives of BCRC Participants

By Frank Shialabba



Jocelyn Sudar, BCRC's newest board member, is a native Beaver Countian, who loves Beaver County and the participants of the Beaver County Rehabilitation Center. Jocelyn is a perfect fit as a BCRC board member as she has a background in law as well as social services. Jocelyn's love of helping people comes from a family that stressed giving to others. She put this into practice at the Center for Victims, where she "worked to help juvenile offenders make amends and better their lives."

Her experience with the law first came as an intern at Nalli-Elias & Associates, PC. Jocelyn impressed others so much that she was encouraged to attend law school. She worked full time while completing her law degree and is now an Associate Attorney at the same firm. She describes her coworkers as "part of my family."

Jocelyn is excited to meet the members of her new family at BCRC, and she hopes to support the agency's mission. She enthusiastically states that BCRC's mission is centered on our participants as "they are the heart and soul of BCRC." She states that she did not know much about BCRC but was introduced to the agency by her employer, former board member Michael Nalli. She got a sense of joy and happiness that BCRC brings to individuals with disabilities when she toured the production center. As a board member, she wants to stay focused on advancing BCRC's efforts to better the lives of our participants.

BCRC is happy and fortunate to welcome our newest board member, Jocelyn Sudar.

BCRC Launches Exciting Wellness Initiatives for Staff

By Carolyn McNicol

In February 2025 BCRC launched a Wellness Reimbursement Program designed to encourage employees to prioritize their health through wellness-related activities. This is a key program developed through financial support from Beaver County Behavioral Health for our Workforce Development and Staff Stabilization/Retention initiative.

Eligible expenses include: gym memberships, fitness equipment and trackers, healthy meal delivery services, weight management programs, and massage services. Research shows that wellness benefits not only improve engagement but also help attract top talent—demonstrating that BCRC genuinely values the health, and professional growth of its employees.



To kick off the new Health and Wellness Initiative, staff received a Stanley tumbler.

In March, the 30-day challenge “Water You Waiting For?” set specific hydration goals for staff, and nearly 49% successfully completed all milestones.

Last summer, BCRC launched the “Eat Fresh” campaign, a two-week initiative encouraging staff to enjoy fresh fruits and vegetables. The campaign combined fun, healthy competition with incentives to inspire participation and reinforce healthy eating habits.

“Walktober”, a four-week walking challenge promoting movement, wellness, and friendly competition occurred in the fall. Staff set walking goals, shared favorite routes on a dedicated SharePoint page, and earned prizes for achieving milestones. The initiative encouraged employees to explore new trails, parks, and paths while connecting with coworkers in a fun, healthy way.

Wellness initiatives like these are key in attracting and retaining talent by showing that BCRC is a people-first organization. Our programs demonstrate our ongoing commitment to supporting employees both personally and professionally.



BCRC Trains Leaders And Invests In Future

By Mary Alviani

BCRC's Leadership Team, including individuals in Human Resources and active supervision roles, recently participated in a targeted leadership training facilitated by Dr. John Stanko, Founder and President of Urban Press.

In preparation for training, participants completed an assessment, intended to build self-awareness by identifying individual behavioral styles and preferences. This assessment enables leaders to better understand their communication styles, supervisory approaches, and interactions with others, while acknowledging that team members may differ in how they handle tasks, solve problems, and engage with others. With a clearer understanding of these differences, supervisors can more effectively adjust their leadership styles, strengthen collaboration, and promote more effective working relationships.

The training highlighted the importance of strong, effective supervision in supporting employee engagement and retention. Understanding that staff retention is closely tied to effective leadership and open communication, BCRC prioritized leadership training as part of its application to the Beaver County Behavioral Health (BCBH) Workforce Development and Staff Stabilization Program. This commitment reflects our view that cultivating capable, confident supervisors is vital to maintaining a stable workforce and furthering our mission.

Participants stated that the session provided insight that would help managers to support their teams, navigate challenges, and create a more supportive and productive work environment. BCRC's executive director, Lesley Hallas, stated “BCRC remains committed to ongoing leadership development as a key component of organizational strength, employee retention, and high-quality services. By investing in our leaders, we invest in our staff, our participants, and the future of our organization.”

BCRC CELEBRATES “FRIENDSGIVING”

Mary Jo Sanders

In anticipation of the Thanksgiving holiday, BCRC's WIN Services department, Aurora Services, and our School To Work program all hosted festive holiday gatherings. These seasonal celebrations emphasized gratitude, belonging, and the importance of nurturing relationships between staff, participants, and the community.

The STW students and transition specialists prepared and enjoyed a Thanksgiving feast consisting of turkey (generously donated by Families Matter food pantry), and all the traditional side dishes. The students also played Thanksgiving bingo, watched holiday movies, decorated for Christmas and spent quality time socializing with peers and staff.

Aurora Services celebrated with a traditional meal of turkey, mashed potatoes, stuffing and corn prepared by staff members Ryan Zagorski and Kathi Rotuna. Activities based on reflection and gratitude were offered during the day. One group member stated that she is “thankful to have a safe place to go to enjoy a home cooked meal with friends.”

WIN Services started the day with participants and staff completing research on topics such as Thanksgiving facts, parade facts, recipes, and holiday jokes and riddles which they then shared with the other attendees. They also created assorted dessert dips and enjoyed them after a delicious traditional Thanksgiving meal.

The Lighthouse for the Blind, one of WIN's community volunteer sites, recognized the efforts of the participants who frequent there by inviting them as guests to attend their Thanksgiving dinner. The value of volunteerism, recognition and community inclusion was evident and everyone enjoyed the gathering immensely.

At BCRC we are thankful for our community partners, and each other, every day of the year.

Ericka Faces Life And Work With Confidence And Caring

By Frank Shialabba



Ericka Ozenbaugh, of Monaca, enters her fifth year of employment at a local grocery store with excitement and well-deserved confidence in her abilities. Ericka came to BCRC with a great deal of ability and belief in herself. She simply needed a little help

from BCRC's WIN Services in finding and adjusting to a new job.

Ericka receives praise from WIN Program Specialist Mary Alviani and her employer. According to Alviani, “Ericka has commitment and dedication to her job. She is a reliable employee and is proud of her work. Ericka also displays a positive attitude and never fails to greet customers with a smile.” Ericka's supervisors concur that she is hardworking and does very well at her job. She is also willing to take on new duties.

Ericka's duties include dust mopping aisles, sanitizing high touch areas, cleaning the cooler and freezer doors and dusting shelves.

In addition to her confidence at work, Ericka has gained independence in the community. She has her own apartment and uses her wages to pay bills and enjoy fun activities with friends.

Ericka has many friends and she never fails to ask about their lives and families. She is truly a caring person who gives her best to her jobs and her relationships.



BCRC Works With the Women's Center to Help Women Achieve A Better Life

By Adam Loverich



BCRC plays a vital role in a grant awarded to the Women's Center of Beaver County that provides short term housing assistance and comprehensive support services to survivors of domestic abuse and assault.

Through this partnership, BCRC delivers essential employment supports to participating women, including intake completion, individualized assessments, work-readiness training (both group and one-on-one), job searches, and interview preparation. Qualified participants are referred to BCRC by the Women's Center, ensuring services are timely and tailored to each individual's needs.

Currently, BCRC staff are actively supporting two women who are seeking employment assistance. BCRC remains committed to helping these survivors, and others in the future, build job skills, gain meaningful employment, and move forward toward stability, independence, and a better life.

Special Olympics Bowling Tournament Set for January

By Frank Shialabba

The top four scorers in BCRC's Special Olympics bowling trials will form of a team of bowlers that will compete in either Greentree or Mt. Lebanon in January 2026. Six other athletes will compete in individual bowling competitions. They will be led by certified Special Olympics bowling coach Adam Loverich. Assisting Coach Loverich are Jonni Kichta, Krista Peace, Jodi Haller, Bonita Morris, and Roberta Marshall.



BCRC participants have been practicing their bowling skills in preparation for the tournament at Center Lanes, Sims, and Baden Bowl.

We are excited for our Special Olympics bowlers, and we wish them well in the upcoming competition.