



---

19 4<sup>th</sup> Avenue Oswego, NY 13126 | 315.216.4129

[elementalmgt.com](http://elementalmgt.com)

# OUR SERVICES

## FINANCIAL + ADMINISTRATIVE SUPPORT

Accounts Receivable (A/R) Billing & Collections  
Budgeting & Forecasting  
Employee Engagement & Communications Services  
Payroll and HR Services

Accounts Payable (A/P) Services  
Cash Management  
Profit and Loss (P&L) Statements

## OPERATIONAL + STRATEGIC MANAGEMENT

Recruitment Services  
Operational Support & Consulting

Corporate Compliance Oversight  
Purchasing & Vendor Management

## RESIDENT + COMMUNITY-FACING SERVICES

Admissions & Marketing Support  
Food Service Management

Community Relations Support



# OUR FACILITIES

Elemental Management Group proudly supports a diverse network of skilled nursing, rehabilitation, and assisted living communities across Central and Upstate New York. Each facility operates under Elemental's guiding philosophy of Life in Balance—where quality care, employee engagement, and community connection thrive together.



**Waterville, New York** – Our mission is to provide people in our community with healthcare, customer service, and support to overcome or adapt to their physical and cognitive limitations so as to achieve their individual best quality of life.



**Fairport, New York** – Our vision is to redefine skilled nursing care through successful team development, use of technology, progressive service and being a strong community partner.



**Oswego, New York** – We are a family owned and operated skilled nursing and rehabilitation facility with the mission to provide community members with outstanding healthcare, customer service and support



**Oswego, New York** – We are a family owned and operated Assisted Living Residence providing our residents with an active and comfortable environment that promotes individuality and independence.

# OUR FACILITIES

Elemental Management Group proudly supports a diverse network of skilled nursing, rehabilitation, and assisted living communities across Central and Upstate New York. Each facility operates under Elemental's guiding philosophy of Life in Balance—where quality care, employee engagement, and community connection thrive together.



**Fulton, New York** – Our mission is to provide our residents with an active and comfortable environment that promotes individuality and independence.



**Horseheads, New York** – We are a locally managed Nursing and Rehabilitation Center dedicated to providing compassionate care in a warm and supportive environment that fosters independence, dignity, and community.



**Ithaca, New York** – Our mission is to provide compassionate care that encompasses both the physical and emotional well being of our residents. To ensure that the dignity of each individual is respected. To foster a loving environment providing each individual resident a sense of home and self-respect through our caring staff.

# LIFE IN BALANCE

At Elemental Management Group, we go beyond management – we create partnerships that elevate performance, culture, and quality of life. Our model blends operational expertise with a deep commitment to human connection, ensuring that every resident and employee experiences true Life in Balance.

## Leadership That Cares

Our leadership team brings more than a century of combined experience in healthcare administration, clinical operations, and employee engagement. We don't just manage facilities; we mentor teams, empower people, and lead by example. From the C-suite to the bedside, our leaders are present, accessible, and invested in the success of every community we serve.

## A Culture of Engagement

We believe that strong teams create strong outcomes. Through our “Life in Balance” framework, we are committed to building systems that recognize, reward, and retain exceptional talent. From Kudos recognition and life coaching to site-based champions and leadership development, Elemental fosters a culture where people feel seen, valued, and inspired to grow.

## Operational Excellence Through Innovation

Our team integrates cutting-edge systems, data analytics, and process optimization to improve outcomes and streamline performance. By leveraging innovative technology across our network for recruiting and digital dashboards, compliance and clinical metrics, we help facilities work smarter – not harder.

## Deep Community Roots

We are proud to be an Upstate New York–based company, rooted in the communities we serve. Our leaders live and work in their Upstate New York communities, building authentic relationships with residents, families, and local partners. This proximity allows us to respond faster, customize support, and advocate fiercely for the needs of our region.

## A “Life in Balance” Philosophy

Our approach extends beyond operations – it's about people, purpose, and possibility. “Life in Balance” represents our commitment to whole-person wellness, ensuring that employees thrive professionally, residents feel at home, and facilities are financially and operationally sustainable for years to come.



# LEADERSHIP SPOTLIGHT



## Joe Murabito

*President, CEO & Managing Partner, Elemental Management Group*

With more than 30 years of experience in healthcare administration and senior residential care management, Joe Murabito is a trusted leader and visionary in long-term care. A native of Oswego, NY, Joe currently co-owns and operates seven health facilities across Upstate and Central New York, serving more than 1,000 residents each day.

Since 2011, he has served as President of MorningStar Residential Care Center, Vice President of Business Development for Alternative Solutions Group since 2009, and previously as Regional Vice President of Operations for Wingate Healthcare.

Joe's connection to the senior-care community runs deep. Grounded in family and faith, he views his work as a calling—one that emphasizes personal relationships, accountability, and community stewardship. In 1995, answering his grandfather's request, he returned home to Oswego to manage the facility his family built—formerly Harr-Wood Nursing Home and later Sunrise. Though he hadn't planned to own a nursing home, that opportunity became the foundation of his life's purpose.

He holds a Bachelor of Science in Health Administration from Ithaca College and a Master of Health Administration from Cornell University, complemented by internships at the VA Hospital in Syracuse and St. John's Hospital in Los Angeles.

Beyond healthcare, Joe and his wife Ana Maria own and operate Strigo Vineyards—a vineyard, inn, tasting room, and event center located on Plainville Road in Baldwinsville, NY. Strigo serves as both a hospitality destination and an embodiment of Elemental's Life in Balance philosophy, celebrating connection, growth, and community.

Outside of work, Joe enjoys mixed martial arts, bow hunting, fishing, and spending time with Ana Maria and their two children.



# LEADERSHIP SPOTLIGHT



## Judy Harding-Staelens

*Chief Operating Officer, Elemental Management Group*

With over 35 years of experience in healthcare, Judy Harding-Staelens brings a powerful blend of clinical expertise, operational excellence, and compassionate leadership to her role as Chief Operating Officer at Elemental Management Group.

Judy's healthcare journey began at just 15 years old as a front-desk receptionist, sparking a lifelong passion for improving care delivery and supporting those who provide it. Over the decades, she has served in nearly every role across the continuum of care—from bedside nursing to executive administration—developing a deep, firsthand understanding of how every department contributes to organizational success.

A Registered Nurse (RN) and Licensed Nursing Home Administrator, Judy has led both skilled nursing and assisted living operations. Her clinical background provides a strong foundation for driving innovation in quality improvement, compliance, and workforce development, while her strategic vision ensures consistent performance and alignment with Elemental's mission: Life in Balance.

As COO, Judy oversees daily operations across all Elemental facilities and corporate functions, working closely with the executive leadership team and facility administrators to promote excellence, consistency, and culture throughout the organization. She is known for her approachable leadership style, her commitment to mentorship, and her ability to empower teams to deliver exceptional care every day.

Judy credits her work ethic and compassion to her grandmother and parents—lifelong healthcare professionals who inspired her passion for service. Outside of work, she enjoys traveling, golfing, and watching motocross, as well as hosting family gatherings with her husband. Above all, she treasures her role as “AmmaJudy” to her amazing grandchildren, who keep her grounded, inspired and young at heart.



# TEAM OVERVIEW

Elemental Management Group operates under a comprehensive, team-based leadership structure designed to ensure operational excellence, clinical integrity, and employee engagement across all facilities. Each leader plays a distinct and interconnected role in supporting Elemental's mission of achieving Life in Balance for residents, staff, and communities.

## EXECUTIVE LEADERSHIP

### Joe Murabito

*President, CEO & Managing Partner*

As President, CEO, and Managing Partner, Joe provides strategic oversight and organizational direction for all Elemental operations. His focus includes long-term growth, partnership development, financial stability, and ensuring each facility upholds Elemental's values of accountability, innovation, and compassionate care.

### Judy Harding-Staelens

*Chief Operating Officer, Partner*

Working alongside to the CEO, Judy leads all day-to-day operational and clinical functions. She oversees the Vice Presidents responsible for facility operations, training, engagement, admissions, and administrative services. Her leadership ensures consistent quality, compliance, and communication across all 7 facilities.

### Jeremy Watchus

*Chief Financial Officer*

Jeremy provides leadership in financial management, planning, and performance. He oversees budgeting, forecasting, and fiscal operations while supporting financial transparency and accountability across all facilities. Reporting to him are the VP of Finance, Controller, and Fiscal Staff.

## SENIOR LEADERSHIP

### Lauri Hulpiau

*Vice President of Operations (MSCC, WRCC, Cayuga, ELCOR)*

Oversees facility-level operations for multiple skilled nursing centers, ensuring quality outcomes, regulatory compliance, and workforce strength.

### Katie Toomey-Zaryski

*Vice President of Employee Management & Strategic Communications*

Oversees facility-level operations for multiple skilled nursing centers, ensuring quality outcomes, regulatory compliance, and workforce strength.

### Peg Reith

*Vice President of Education*

Leads system-wide training and development initiatives, ensuring a culture of learning, compliance, and professional growth.

### Amanda Murray

*Vice President of Payroll and Benefits Administration*

Leads payroll and benefits administration for the entire organization, ensuring compliance, accuracy, and employee satisfaction.

### Stephanie Freeman

*Vice President of Finance*

Manages daily financial operations, reporting, and accounting oversight in partnership with the Chief Financial Officer.

### Brooke Staelens

*Vice President of Revenue Cycle Management*

Oversees accounts receivable, billing, and collections, ensuring efficient cash flow and strong financial performance across all sites.

### Julie Chetney

*Vice President of Admissions and Marketing*

Oversees admissions coordination, census growth, and marketing strategy supported by a dedicated regional admissions team.

## SPECIAL OPERATIONS + COMPLIANCE

Reporting directly to the CEO, the Special Operations and Risk Management team—including Jesse Kinch and Sam Duvall—manages compliance, audits, and risk mitigation across all Elemental facilities. Their work ensures adherence to regulatory standards and promotes a proactive culture of safety and accountability.

# TEAM OVERVIEW

