



JANUARY GIVEAWAY

For the January give away we are going to offer the winners a choice of either a single serve Keurig or \$50 Dick's Sporting Goods gift card. We will draw two winners at random and let you decide if you want a warm beverage or new fitness gear!

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Check out the newsletter next month to find out who won.



**Congratulations to
December Winner
Melanie Brown!**

W-2 Electronic Enrollment

IRS form W-2, Wage and Tax Statement, will be mailed by the end of January to the mailing address we have on file for each employee who has not enrolled in our Early W-2 program. Please make sure to review your listed mailing address and update as necessary. This will avoid W-2's being delivered to incorrect addresses.

All address changes must be done through the PrismHR Employee Portal or in writing. We will accept an email or text message from the contact information we have on file. If sending updated address information via email, please send to HR@versicaregroup.com.

It's not too late to opt-in for electronic W-2's! What are the benefits of enrolling in the Early W-2 program? Identity protection! This legal document contains your social security number and annual earnings which may be compromised in the event it is lost in the mail or misplaced. Electronic W-2's are stored in the Employee Portal which has additional safeguards in place making sure your information is protected. You will also have immediate access to your electronic W-2 form as soon as it is available with unlimited reprints!

Go to "My Taxes" in your Employee Portal and click on W-2. If you are not currently enrolled in the Early W-2 program, you will see the option to accept Early W-2 Election.

POLAR PLUNGE



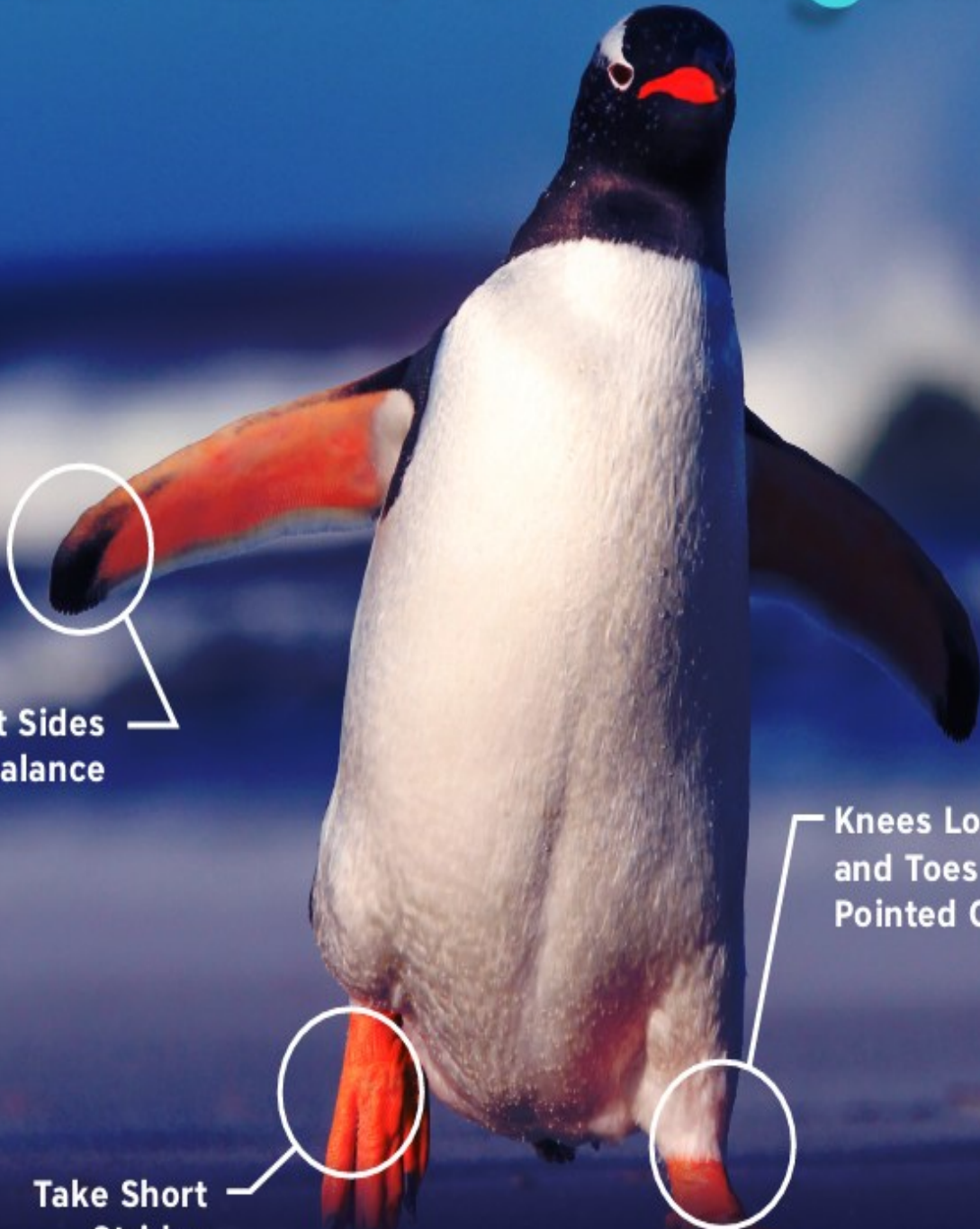
Winter is just around the corner, which means Polar Plunge 2025 is fast approaching! This year, ExpertCare will be taking the plunge for a great cause—supporting Special Olympics Michigan. Mark your calendars for Saturday, February 22, 2024, at The Beach Tiki Bar + Boil in Walled Lake. This will be ExpertCare's 8th year participating in this incredible event!

The Polar Plunge is Special Olympics Michigan's largest fundraiser, and every dollar raised helps provide year-round training and services for over 23,000 athletes with intellectual disabilities across the state.

Last year, our group of volunteers raised an impressive \$4,933 and won Best Themed Costume! Let's top that this year! We are hoping to make this our biggest and best group yet and would love to surpass last year's fundraising goal. If you or your loved one would like to join our fundraising team to support Special Olympics, please let us know by Friday, January 10th.

Special Olympics Michigan would not be able to serve individuals with intellectual disabilities without you. Your support means everything to us. You can visit our group fundraising page by visiting: <https://www.classy.org/team/621733>

On Ice? Walk Like a **Penguin**



Arms at Sides
for Balance

Knees Loose
and Toes
Pointed Out

Take Short
Strides

HHA Tip of the Month

Happy New Year ExpertCare Caregivers!

We hope you all had a safe and wonderful holiday season! For the first Tip of the Month in 2025, we wanted to go over the process of how to add a signature to your visit as it is different between Android and iPhone users.

Once you are in the Visit that needs to have the signature added, click on the icon of a clock with a pencil on it **below your green Clock Out time**. The app will then take you to a Time Correction form and you will need to enter in a Corrected Time for the form to be completed. Since we are not changing your time and only adding a signature to your visit, the time you enter in the **Corrected Time box needs to match the Confirmed Time** that is colored above it as that is your actual clock out time.

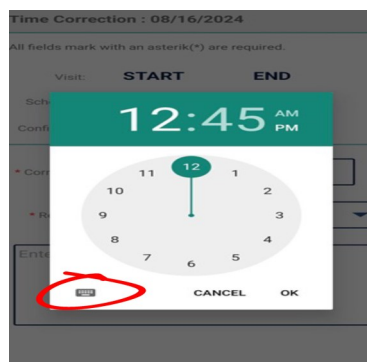
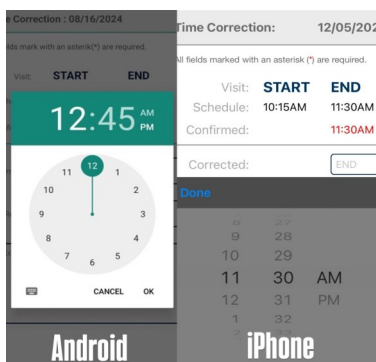
When you click on the Corrected Time box to add in your time to match the Confirmed Time above it you will get a pop up of either a wheel or a clock.

iPhone Users: You will see a wheel with the time options to spin to have it match. After you click 'Done' always double check that its correct, the AM/PM as the wheel is very sensitive.

Android Users: You will see a pop up of a clock with the option to move the hands of the clock to match your time. This clock is very sensitive so I recommend clicking on the keypad icon in the bottom left corner below the clock which will allow you to type in your corrected time making sure it matches the confirmed time. Once you select the time, double check that it is correct.

After the Corrected Time you entered matches the colored Confirmed Time above it, you will move down the form and provide a Reason. For adding a signature, you will select "Needed to Obtain Signature." You will then proceed down the form by clicking "Next" until you reach the page formatted for the guardian to sign.

Below are two images. One showing the difference between Android and iPhone time changing wheel options for the Time Correction form and another showing where the keypad icon is for Android users to type in their time.



Please feel free to reach out if you are experiencing any issues with the HHA eXchange app or with adding a signature to your visit. We are excited to start the year off with hardworking caregivers like you!

HHA eXchange



Have questions regarding the HHA app? Each month, ExpertCare will be holding open HHA training sessions. If you need any help navigating the app or have questions, please attend one of the sessions listed below.

Wednesday, January 8 @ 2pm

Tuesday, January 14 @ 12pm

Monday, January 22 @ 10am

Wednesday, January 29 @ 12pm

Please call our office to get scheduled for a refresher course. If you are unable to attend any of the sessions listed, call the office and we will answer your questions or work to schedule a different time. Keep an eye out for the training sessions for February in next month's newsletter!

RARA Diner's Club

Monday, January 6, 2025 from 5:15p-6:30p
(Also January 6, February 3, March 3, April 7)
Select Rochester/Rochester Hills Area Restaurants

This opportunity is designed to support persons with special needs. Participants pay for their own meal, beverage, and tip. PRE-REGISTER EARLY as spots are very limited and so that we have enough assistance and space reserved in the restaurants. Exact restaurant choices will be announced at a later date. 14+ Years. \$6-\$8 per participant. To register, visit www.rararecreation.org.



Friday Frolic Dance

Friday, January 10, 2025 from 7p-9p
(Also February 7, March 14)
Troy Community Center
3179 Livernois Rd, Troy, MI 48083

Dancing with DJ with a fun holiday theme and refreshments. \$10 admission via punch card. The Friday Frolic Punch Card costs \$60, is good for 6 admissions, and can only be used for Friday Frolic Dances. For more info, visit rec.troymi.gov.



New Year's Celebration / Kickstart 2025

Friday, January 10, 2025 from 6p-8p
Royal Oak Community Center
3500 Marais, Royal Oak, MI 48073

Seasonal, social dances and events hosted by Oakland County Parks and Recreation. \$12 per person / \$6 per caregiver. Registration opens six weeks prior to each event date. Pre-registration required. Call 248-221-8040 for questions and to register.



TR Pizza and Movie Night

Friday, January 10, 2025 at 6p
(Also on February 7, March 7,
April 4, May 2)
Clintonwood Park
6000 Clarkston Road, Clarkson

Enjoy an evening with your friends for a favorite movie and some delicious pizza. This program is for persons, ages 14+, with cognitive disabilities, with or without physical impairments. Call 248-625-8223 to register. \$10. Hosted by Independence Twp Parks & Recreation.



Sensory-Friendly Planetarium Shows

Saturday, January 11, 2025 at 11a
Longway Planetarium
1310 E Kearsley St, Flint, Michigan
810-237-3400, sloanlongway.org

Every 2nd Saturday, a new show at Longway Planetarium. During sensory-friendly shows, staff turn the lights up and turn the sound down to provide a safe, welcoming environment for friends with special needs.



OUCARES After Hours Adult Social

Tuesday, January 14, 2025 at from 6p-9p
(Also on February 11 & March 18)
Oakland University Oakland Center
Lake Michigan Room

This is a support group for adults with the diagnosis of Asperger's, High Functioning Autism or PDD/NOS. Come join us for pizza, conversation, cards, games, and fun! No registration required, come when you are able. Ages: 18+ yrs. No cost for this program. For more info, visit www.oakland.edu/oucares/



RARA Movie Night Out

Wednesday, January 15, 2025
(Also on February 12, March 19, and
April 16, 2025)
Imagine Theatre Rochester Hills
200 Barclay Circle, Rochester Hills

Hosted by RARA Recreation. Enjoy a movie with your friends at the theater one Friday a month. You will pay for your own ticket and concessions. Plans are based on the current theater schedule. You must pre-register so that enough assistance is provided and space reserved. Ages 14+. Fee is \$6 for residents & non-residents. Register via RARARecreation.org.

Movie/Pizza Night

Friday, January 24, 2025 from 5:30p-7:30p
(Also February 21, March 21, April 25)

RARA Recreation

500 E Second Street, Rochester, Michigan 48307

Hosted by RARA Recreation. Enjoy a movie and a pizza snack with friends one Friday a month. This opportunity is designed to support persons with special needs. Supervised event. Ages 14+. Fee is \$17 for residents and \$20 non-residents. Register via RARARecreation.org.



OU Cares ASD Bowling League

Saturdays in Rochester Hills –
January 18 through March 8 at 10a
Fridays in Troy –

January 10 through February 14 at 6p

OU Cares ASD Bowling League

Classic Lanes Rochester Hills

2145 Avon Industrial Dr, Rochester Hills
248-852-9100

Troy Lanes

1639 14 Mile Rd, Troy, 248-588-4850

9-Week bowling leagues for ASD adults 18+. Leagues are held in Fall, Winter, & Spring. \$120 to register. Limited scholarships available. Visit <https://www.oakland.edu/oucares/> to register for the 2025 Winter Bowling League for individuals with autism or autism spectrum disorders.



What To Do If You Can't Pay Your **Property** Taxes

**An Informative Webinar
January 9, 2025 • 12-1 PM**

Join OLHSA's HUD Certified Housing Counselors for this informational Zoom webinar to learn what you can do if you are unable to pay your property taxes.

Topics include:

- Property tax foreclosure timeline
- Your rights and responsibilities
- Potential options available to you
- Resources for assistance

Once you register you will receive an email with additional details.

Registration will close 1 day prior to the class.

Class limited to Oakland and Livingston County Residents.

To register for this class, please visit <https://www.olhsa.org/events>
Or email housingcounseling@olhsa.org or call 248-860-7845





Overcoming a Problematic Past

An Informative Workshop / Zoom Webinar

January 30, 2025 at 10-11 AM

Are you faced with finding a rental with challenges in your background? We will explore the complexities of securing housing with issues such as:

- Bad credit
- Criminal history
- Past evictions

We will equip you with essential tools and strategies for overcoming hurdles while in the rental process.

Online Registration Required. Livingston or Oakland County residents only.

Virtual: The Zoom link will be sent after you register. Registration will close 1 day before the class.

To register for this class, please visit www.olhsa.org/events
Or email housingcounseling@olhsa.org or call 248-860-7845





DEBT NEGOTIATION Financial Education Webinar Via Zoom

January 23, 2025 • 1-2 PM

Do you have collections or large, unaffordable debt you want to pay off, but do not know where to start? Join us for this informative webinar where we will discuss strategies to negotiate collections and other debts to help you afford your payments and improve your credit.

Topics Include:

- Identify strategies to address debts in collection
- Identify strategies to address high interest debt or unaffordable credit card debt
- Understand financial implications of Debt Forgiveness

Once you register you will receive a confirmation email. Registration will close and you will be sent the Zoom link 2 business days prior to the class.

To register for this class please visit
www.olhsa.org/events

Questions: contact housingcounseling@olhsa.org or call 248-860-7845





Employee Milestone Anniversaries

*We would like to recognize and
congratulate the employee
below for reaching a milestone
anniversary in December.*



5 Years

*Lyann Hatoum
Giovanna DiCicco
Tyron Scott
Tameka Sherman
Sadaf Rafiq*



10 Years

Peggy Yurkunas

*Thank you for demonstrating a
continued commitment to Expert-
Care and the clients we service.*

You make a difference!



Fun activities during the Winter season that are free to do:

1. Build a snow man
2. Make a big pot of soup
3. Play board games/cards
4. Visit the Detroit Institute of Arts (*Free for Macomb, Oakland, and Wayne residents*)
5. Make snow angels
6. Bake a batch of cookies
7. Watch a movie
8. Drive around town to look at holiday lights and décor
9. Make a bucket list for 2025
10. Make Slime or Playdough, recipes on the next page



Recipient Rights Corner



ExpertCare would like to first thank you for providing the highest quality care to your Recipient. ExpertCare wants to ensure the safety of our Recipients and continue to give you the tools to provide safe, quality care and wellbeing. Below are incidents that resulted in Recipient Rights violations. Please review the following Rights reminders to prevent further violations.

- * While providing services, all Recipients shall receive services suited to his/her condition. This can include but not limited to, treatment in the correct environment and the right setting for services. During this time, the Caregiver must be assisting the Recipient with working towards goals in their plan of service. Community Living Supports (CLS) are used to increase or maintain personal self-sufficiency, facilitating an individual's achievement of his/her goals of community inclusion and participation, independence, or productivity.
- * Caregivers must be sure to work on the goals that have been identified and written in the IPOS, as well as following the safeguards in the IPOS, at all times during a shift with a Recipient. CLS services must be provided in the **Recipient's home or community only**. For example, Caregivers cannot take Recipients to the Caregiver's home and Caregivers cannot introduce Recipient to the Caregiver's family, friends, or pets. As a reminder, your family, visitors, friends, or pets are not allowed to go to work with you, even if the Recipient/Recipient family says it's okay; it is not permitted. Please be sure to contact ExpertCare if you have any questions about the individual's IPOS and/or the Recipient's CLS goals.

When providing care to a Recipient there are many rules that need to be followed and at times these can be difficult to remember. If you have questions or concerns about your case or do not fully understand the IPOS, please call ExpertCare. We are here to help you better understand the Recipient's Rights before it becomes a violation. We appreciate your attention to this matter. If there are any questions or concerns, please feel free to contact ExpertCare at (248) 643-8900.

Homemade Slime:

Instructions

- Begin by pouring the 1/2 cup of glue into a bowl.
- Stir in 1/2 teaspoon of baking soda.
- Then add in the 3 tablespoons of water, one tablespoon at a time.
- Stir in any food coloring or glitter.
- Pour in one tablespoon of the contact solution, while stirring.

Knead the slime until it's a good consistency.

Homemade Playdough:

Makes 1 colored ball

Prep 10 minutes

You will need

- 8 tbsp plain flour
- 2 tbsp table salt
- 60 ml warm water
- food coloring
- 1 tbsp vegetable oil

Method

1. Mix the flour and salt in a large bowl. In a separate bowl mix together the water, a few drops of food coloring and the oil.
2. Pour the colored water into the flour mix and bring together with a spoon.
3. Dust a work surface with a little flour and turn out the dough. Knead together for a few minutes to form a smooth, pliable dough. If you want a more intense color you can work in a few extra drops of food coloring.
4. Store in a plastic sandwich bag (squeeze out the air) in the fridge to keep it fresh.



Adaptive Field Trip

Disney on Ice

Friday, February 14, 2025

at 11:30a

[Troy Community Center](#)

3179 Livernois, Troy

248-524-3484

Field trips for children and adults with adaptive needs. Pre-registration required. For more info, visit rec.troymi.gov.

GETTING TO KNOW THE EXPERTCARE OFFICE STAFF

We thought it would be nice to introduce ourselves and tell you a little bit about each of our office staff. Each month we will feature a new interview with someone from our office.



MEET LESLIE STEPHENS

ECare: What is your job title and role at ExpertCare?

Leslie: Payroll Specialist. I process payroll for Expert Care as well as some of the Kentucky Brands.

ECare: What is the most exciting part of your job?

Leslie: Playing a pivotal role in helping to ensure employees paychecks are correct and paid timely. Although I process the same payrolls every week, no two weeks are the same.

ECare: What's the best concert you've been to?

Leslie: I'm kind of old school and I would have to say Charlie Wilson and Kem. I love these 2 entertainers, and they put on a wonderful performance.

ECare: What's your most-used productivity hack?

Leslie: I love smooth jazz and when I have a lot on my plate or I'm feeling distracted, music really helps me to relax and stay focused.

ECare: What's a skill you'd like to improve on?

Leslie: Technology! This is an area that is constantly changing and in order to be effective I feel a person really needs to keep up.

ECare: What's an accomplishment that you're most proud of?

Leslie: Being here for such a short time, I feel as though items are really coming together. There is a lot to learn but I really feel as though things are going great.

ECare: What's the best advice you have received?

Leslie: My father used to always tell me "Respect your job, respect your house, and respect your car....everything else will fall into line", and I really do try to live by this advice.

ECare: Have you ever met anyone famous?

Leslie: No, I can't say that I have.



LOOK WHO'S TALKING
DECEMBER CAREGIVER OF THE
MONTH
REAGAN WILSON

ECare: What made you decide to become a Caregiver?

Reagan: I have always had a passion for working with children and making a meaningful difference in their lives. Being a caregiver is more than just providing care—it's about creating a positive impact and serving as a role model for them.

ECare: What was your first paying job?

Reagan: My first paying job was Culver's when I was about 16 years old.

ECare: What is the most exciting part of your job?

Reagan: The most exciting part of my job is witnessing my clients' progress and achievements over time while building meaningful relationships with them.

ECare: What do you do for fun?

Reagan: In my free time, I enjoy spending time with friends and exploring new restaurants and activities across Michigan, whether it's in Detroit or a weekend trip to Traverse City.

ECare: Have you ever met anyone famous?

Reagan: I have not met anyone famous.

ECare: What is your best piece of advice for other Caregivers?

Reagan: Patience is everything in caregiving. Every person you work with is unique, and things won't always go as planned. Be flexible and focus on the progress, no matter how small it may seem. Celebrate the little wins—it keeps both you and your client motivated.

ECare: Would you consider yourself an introvert or an extrovert and why?

Reagan: Honestly, I'm a little bit of both. I can be outgoing when the situation calls for it, but I also appreciate my alone time to reflect and recharge. It really depends on the day and the energy I have, which has been helpful in balancing the demands of caregiving.

ECare: What have you learned from your Caregiving experience that has helped you in other aspects of your life?

Reagan: I've learned how to stay calm under pressure. Caregiving can get stressful but keeping a level head helps me navigate tough situations. This has carried over to my personal life, making me more confident in handling unexpected challenges.

ExpertCare is honored to nominate Reagan Wilson for Caregiver of the Month!

Reagan exemplifies the core values of quality care, dedication, and compassion in everything she does. Her unwavering commitment to her role is evident through her thoughtful and personalized approach to caregiving, always ensuring the recipient feels valued, respected, and cared for.

Reagan's genuine kindness and ability to connect deeply with the recipient have created a strong and trusting bond, which positively impacts the recipient's overall well-being. She consistently goes above and beyond by encouraging community involvement, ensuring the recipient feels included and engaged in activities that enhance their sense of belonging and independence.

Thank you, Reagan, for your incredible commitment and the positivity you bring to every situation!

Thank you for demonstrating *ExpertCare's* core values of:
Helping People Succeed
Passion for Success
Can Do Attitude