



LUVING HANDS NEWSLETTER

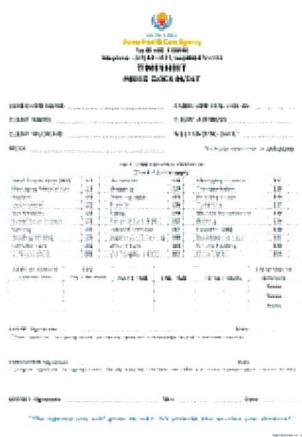
It's a New Year! These are the times when we reflect on the previous year and make resolutions about the things that we want to accomplish in the upcoming year. Have you thought about what improvements that you are going to make this year? Whether your goal is financial, personal, or something else, one thing is for certain, it will take discipline, effort, and perseverance to achieve it.



“ We wish everyone a healthy and prosperous New Year **”**

At LUVING HANDS, we believe that setting goals will keep you sharp and motivated. It also will help you focus on yourself in a world where we serve other people. Our jobs can be so demanding that we can lose sight of some of the things that we should be working on for the long-term. Don't let that be you. Set your goals along with a reminder system for yourself to revisit progress often. Good Luck with your resolution this year!!

BIG CHANGES FOR 2026!! TIMESHEETS WILL NO LONGER BE ACCEPTED



Starting on January 1, 2026, we will no longer be able to accept timesheets. This decision is not ours. The insurance companies are cracking down on fraud. They are banning timesheets because they can be manipulated to state time that wasn't actually worked. There will be exceptions for emergency purposes but regular use of timesheets is no longer allowed. We encourage all of our employees to make every effort to clock in and out properly and notify us immediately when you are having problems with the app. You guys have been doing great as a whole with clocking in and out, with a few exceptions. Let's keep it up!!



5 New Year's Resolutions for Caregivers to Consider

- ✓ **Reflect more on the good things you do, rather than on your imperfections as a caregiver**

(We all know the cliché that we're our own worst enemies. But many caregivers still believe that if they critique themselves harshly enough, they can vanquish their imperfections. Bearing down harder doesn't usually improve anyone's performance; it creates a sense of failure. It is by easing up on themselves and relaxing more in their difficult role that caregivers can bring out their best)

- ✓ **Spend more time cherishing supportive friends and relatives than dwelling on those who have disappointed you**

(Of course, caregivers feel betrayed when people who should be pitching in instead disappear. But if those deserters won't change — and frequently they don't, no matter how much family caregivers implore them — then the question arises, How do disappointed caregivers go forward filled with calm determination, not bitterness? The answer lies in focusing on being grateful for the good people who, sometimes unexpectedly, do step up to help. It could be a neighbor, fellow congregant or distant relative. It could be a miracle-working home health aide. Caregivers should resolve to embrace them this year as literal godsends.)

- ✓ **Compartmentalize more, preserving time for yourself**

(It's not as if caregivers don't know they should practice self-care. But finding the time for self-care activities, such as exercising and doing artwork, is a challenge when there never seems to be an end to the caregiving tasks. It takes steely discipline to protect even one hour of guilt-free time a week for rest and replenishment and not to allow a loved one's needs to intrude. Resolving to defend that hour as if their well-being depends on it

will help caregivers make it from January to December without burning out.)

✓ **Be grateful for what you're learning about yourself**

(What do loving family members learn about themselves when they become caregivers? Not much at first; they are too immersed in the everyday struggle to realize how they're growing. But, aside from getting a crash course in reading health insurance explanation-of-benefit forms and navigating byzantine health systems, caregivers typically learn that they are tougher and more resilient than they ever knew. It also dawns on them, sometimes long after caregiving ends, that they have strengthened positive qualities in themselves, such as compassion, patience and quiet self-confidence. Caregivers should pay greater attention to how caregiving is changing them — often for the good.)

✓ **Aim for joy**

(Life's enjoyment doesn't need to end when caregiving begins. In truth, the circumstances of caregiving are often sad and sometimes dire. What finding joy in being a caregiver requires is taking new pleasure in small things — a care recipient's smile, a well-cooked meal from a magazine recipe, accurately filling a pillbox. As they dream of returning to their old lives of movies, travel and social outings, caregivers should note what moves them or makes them laugh even when they are buried in adult briefs and drudgery. To resolve to find joy in caregiving is to commit to looking harder for what's good, if ordinary, in life. It can create a way of thinking that will make every day, even after caregiving, more joyful.)

It's Tax Time!! Here's a few helpful tips:

- Make sure that Living Hands has the correct address for you. Your W-2 will be mailed to the address that you have on file with us.
- There is an organization for low-income families that offer free tax services. Go to: www.cwfphilly.org
- For those who have clients that are seniors, there is a Property Tax/Rent Rebate program. Go to: www.pa.gov/agencies/revenue/incentives-credits-and-programs/potr

SUDOKU FUN! Challenge your mathematical skills with this SUDOKU puzzle.

Have Fun!!

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SPOTLIGHT

CAREGIVER OF THE MONTH THOMAS MAGEE

We would like to take the time and congratulate our first caregiver of the month for 2026, Thomas Magee! Thomas is the most improved EV% in the company.

He managed to raise his percentage by an additional 34 percentage points to bring his EV% above the required minimum of 85% and he managed to do it in just under 3 months' time. Keep up the good work Thomas!!

Stay in touch with us!!

**LUVING HANDS
HOME HEALTH CARE AGENCY**

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We provide the service you deserve!”**