

# Home at Heart *Care*

JAMES 1:27

In-Home Personal Care & Homemaking

*"Home* is a name, a word, it is a strong one; stronger than any magician ever spoke, or spirit ever answered to, in the strongest conjuration."

-Charles Dickens

November 2017

*Hospitality:*  
the friendly  
and generous  
reception and  
entertainment of  
guests, visitors,  
or strangers.

**Synonyms:** friendliness, hospitableness, warm, reception, welcome, helpfulness, neighborliness, warmth, kindness, congeniality, geniality, cordiality, courtesy, amenability, generosity, entertainment, catering, food

## *Sweet Treat Shelter*

Home At Heart Care had the honor of being invited to Farm by the Lake's sweet treat shelter in Bagley on Halloween. It was a safe environment for kids to trick or treat and enter a costume contest. We decorated a table in a Pirate's theme and handed out candy to all the little people. Their bags were heavily weighted with treasures, laughter and fun was had by all!



## Training

New Changes to Training and the \$1 Training Bump.

Previously for the past two years we offered a \$1.00 bump in pay to Caregivers who completed twelve hours of training every year. This year we are going to make it easier for experienced Caregivers to receive that \$1.00 bump in pay. Beginning January of 2018, we are going to give a **six-hour credit** to those who have five years or more of Direct Care Work Experience, and we are extending the deadline to August first.

All Home at Heart Care Caregivers who started before August 1, 2013 have met the five-year Direct Care Work Experience requirement.

Caregivers with Direct Care work experience with other providers can also qualify for the six-hour credit, but Lisa our Wellness Manager in charge of training will need your documentation of work experience such as:

1. A signed letter from another employer with hire and end dates, payroll records, work history, and previous work references.

2. Qualifying Direct Care work experience can include working for other PCA or Homemaking Providers, Residential Service Providers, Nursing Experience or Health Care Experience.

We still hope and expect each Caregiver will take advantage of our paid training opportunities at least once a year. Even if you have five years of work experience, we still need you to do 6 hours of training to get the \$1.00 bump in pay and yes, you can be paid for up to 12 hours of training a year regardless of the amount of experience you have.

Caregivers with fewer than five years of Direct Care Work Experience will still need to complete twelve hours of training to receive the \$1.00 training bump in pay.

Legislative authority and the Department of Human Services establish these training minimums for all 245D licensed providers. Our training schedule for 2018 is posted on our website & Facebook page. Sign up today.

## Training Feedback

We are so glad you joined us for class! We strive to make our classes as beneficial to caregivers as possible. We gladly accept any suggestions you may have to make the classes even better.

### What did you enjoy most about the class?

A. Class size was small, more time to interact with audience.

A. The topics were all interesting. I did enjoy talking about nutrition the most.

A. I enjoyed all of the classes and think the one I liked the best was the class on Hoarding.

A. It was very helpful and was on point with what was being said. PTSD was helpful, learned a lot from it. Healthy eating was insightful. Training was great keep it up.

### What topics would you like to see in a future class?

A. None, you guys do an awesome job!



What is the difference between Thanksgiving Day and April Fools Day?

Answer: One is Thankful, One is Prankful



## *Christmas Open House*

**December 21, 2017, 10:00 AM - 2:00 PM**

We are fast approaching our Annual Christmas Open House. Door prizes, pulled pork, plus pie and ice cream too. Everyone is welcome. Our office staff will be handing out Christmas Bonus checks to all our eligible Caregivers. Note the change in office Hours. Our office will open at 10am that day instead of 9 am as we usually do.

### **CHRISTMAS BONUS**

**December 21, 2017**

We can tell you now that our Christmas Bonus will be similar to last year, with the total payouts higher overall. All things being equal, those who have been here longer and worked consistently will receive more. Caregivers must be currently employed and all paperwork current to be eligible.

All our Caregivers are encouraged to attend our open house and pick up their Bonus check. These Bonus Checks are paper and must be picked up by the employee, or if not picked up, the checks will be mailed out on December 22nd. (This is a good time to make sure that we have the correct mailing address, contact information, and current paperwork on file for you).

### **CAREGIVER APPRECIATION**

We enjoy recognizing caregivers for their faithful service. If you would like to nominate a caregiver to receive special recognition, please send a note to the office with the name of the caregiver and why you appreciate them.



### *Pumpkin Custard*

3 large eggs

1 cup 100% pure pumpkin

1 ½ tsp. pumpkin pie spice

1 (14 oz) can eagle sweetened condensed milk

1 1/3 cups whole milk

1 tsp. vanilla extract

¼ tsp. salt

sweetened whipped cream

cinnamon



Heat oven to 350 degrees. Whisk eggs in large bowl. Stir in pumpkin and pumpkin pie spice until blended. Whisk in sweetened condensed milk, milk, vanilla, and salt until blended. Pour into 6 (6 oz) custard cups. Place custard cups in a 13x9 in baking dish. Place the dish on oven rack in center of oven. Pour boiling water into the pan around the custard cups to a depth of 1 ¼ inches.

Bake 35 minutes or until centers are almost set. Remove custard cups from baking dish & cool on wire rack. Serve warm or cold. Top with whipped cream & sprinkle with cinnamon just before serving.



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# *Season's Greetings* from **Home at Heart Care**



## *November Comes*

November comes, snow flies, and our thoughts turn to... HOLIDAYS! In addition, we WANT you to be thinking of the upcoming holidays. Thanksgiving... Christmas... New Year's... The need for Personal Care does not change because a day is labeled a holiday. However, we all want, and need, to spend some time with family and friends for these special days. So NOW is the time to consider what time you would like to take off from your regular schedule and what times your client might be changing their schedule - perhaps needing extra time for special events, perhaps needing less time from you due to travel or family and friends being around. Please discuss your options with your client and supervisor. You

may be able to adjust hours worked on certain days, you may be able to reschedule which days you work, and you may be able to switch days with another worker. Please start planning now. Thank you.

NOTE: Paychecks will be distributed on Wednesday, 11/22/17, due to the Thanksgiving holiday. The office will then be closed Thursday and Friday.

For Christmas and New Years, the office will be closed 12/25/17 and 1/1/18. You will have until 9am Wednesday 12/27/17 and 9am Wednesday 1/3/18 to submit timesheets due to the holidays. (Fax machines are on 24/7!) Thank you!