

HOME HEALTH TODAY

The Monthly Interim Home Health and Hospice Newsletter



Stress Awareness Month

April is Stress Awareness Month, recognized every April since 1992. We all experience stress, but we may experience it in very different ways. Hence, there is no one single definition. The American Institute of Stress (AIS) states the most common explanation is a “physical, mental, or emotional strain or tension.” and “a condition or feeling experienced when a person perceives that demands exceed their available personal and social resources.” Additionally, most people associate stress with the negative kind, distress. However, there is also a positive kind of stress called eustress, which helps improve performance, motivation, and focus during challenging but manageable situations. While eustress can push us to perform well under pressure or adapt to new environments, distress can have the opposite effect, leading to burnout, fatigue, and decreased well-being when it becomes overwhelming or chronic. Minimizing distress helps us manage overall stress in a way that supports our physical, mental, and emotional health.

By understanding what stress means to us, and developing healthy coping mechanisms, we can shift our relationship with stress and improve our wellbeing.

The AIS gives us tips for keeping these tensions in check. They emphasize the importance of learning to overcome issues we cannot change.

See page 2 for Four Weekly Messages!



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When the stress in our lives is not something we have power to change, the AIS emphasizes recognizing when we lack control, and letting go. This relieves any anxiety we might be feeling, allowing us to regain control over our reactions and focus our minds on things that calm us.

They also raise the idea of developing a vision for healthy living and growth, encouraging us to set realistic goals to help us realize our vision. With a clear idea of how we want to live our lives, and striving for a goal we've created for ourselves, we give ourselves a sense of direction and purpose, potentially reducing feelings of uncertainty, and ultimately stress. We are able to focus our energy on what truly matters, rather than becoming overwhelmed by everything at once. This structure can make challenges feel more manageable and help us stay motivated even during difficult times.

Yet, with the hustle and bustle of today's world, negative stress seems inevitable. When all else fails, and we begin to feel bogged down, the AIS provides healthy tips to cope with stress.

*- **Take care of yourself.** This starts with the basics, but they are often the first things we neglect when stressed. Get enough sleep, eat balanced meals, exercise regularly. Even small acts of self-care can help reset both the body and mind.*

*- **Share your problems and how you're feeling.** When everything is bottled up, stress tends to build and feel more overwhelming. Opening up to someone we trust goes a long way in releasing that pressure and provides the opportunity for new perspectives.*

*- **Avoid drugs and alcohol.** While initially a quick escape, substances do more harm in the long run, interfering with the body's natural function, increasing stress rather than relieving it.*

*- **Potentially the most valuable** is knowing how to talk to others about our stress. Communicating effectively means expressing how you feel clearly and honestly, without fear of judgment. Asking for help, whether it's advice, support, or simply someone to listen, can improve understanding and connection, as well as support systems.*

Ultimately, stress is an unavoidable part of life, but how we respond to it makes all the difference. By recognizing the difference between distress and eustress, focusing on what we can control, and building healthy coping habits, we can begin to manage stress in a way that supports rather than harms us. With intentional effort, we have the power to shift our relationship with stress, reduce its negative effects, and improve our quality of living.

Works Cited:

The American Institute of Stress. (2024, May 22). Stress awareness month: Tips for keeping tensions in check - the American Institute of Stress. <https://www.stress.org/news/stress-awareness-month-tips-for-keeping-tensions-in-check>

The American Institute of Stress. (n.d.-d). What is stress? - The American Institute of Stress. <https://www.stress.org/what-is-stress/>



THANK YOU TO OUR VOLUNTEERS

Volunteer Appreciation Month

Thank You!

I have had the privilege of serving as the Volunteer Coordinator here at Interim Home Health and Hospice for almost five years. Throughout my career, and in my current role, I have worked alongside volunteers in many capacities, and it has been a truly humbling experience to witness the power of volunteerism first hand, and to meet such dedicated and compassionate individuals that have desire to help.

Our volunteers bring compassion, empathy, dedication, and kindness can to every role that they play, whether it be supporting patients, families, and staff. These individuals come with a unique set of skills and a shared commitment to making a meaningful difference within our community.

April is Volunteer Appreciation Month- a time to recognize the importance of volunteerism, and nationally express our gratitude to those that serve our community in a volunteer capacity.

On behalf of all of us here at Interim Home Health and Hospice, we say THANK you to our volunteers for the time that you dedicate to our mission, your compassion, and for choosing us as a place to share your talents and skills, and we could not do what we do without you! From us to you, THANK YOU!

**THANK
YOU!**



3-PART VIRTUAL GRIEF AND LOSS SERIES

Presented by Interim Home Health and Hospice Bereavement Program

We know that grief and loss can be a complex journey, and at times, challenging to navigate. Whether you are experiencing a loss yourself, know someone who is experiencing a loss, or just would like to learn more to increase your knowledge around this topic, please consider joining us for the following grief and loss workshop series:

Wednesday, March 11th from 10-12

Different Types of Grief- Did you know that people grieve in many different ways? What do these different styles look like, and how do they impact one's grief journey? Come learn about how these different styles manifest themselves, and factors that may contribute to our grief journey.

RSVP required by Monday, March 9th

Wednesday, April 9th from 10-12 Common Emotional Responses to Grief- Based on the Five Stages of Grief Model, this workshop will explore the different ways our bodies respond to the grief journey, and coping tips on how to best support ourselves or others as we process those responses.

RSVP required by Monday, April 7th

Wednesday, May 14th from 10-12 Coping Tips and Suggestions- This workshop will explore some general coping strategies to help deal with grief and loss, and incorporate four dimensions of self-care, and how finding ways to support those dimensions can help us through the grief journey.

RSVP required by Monday, May 12th

**Registrants will get the link to join upon registration.
You do not need to sign up for all 3 to attend, though it is encouraged.**

**To RSVP by the above dates, please contact Lisa Gardner at
ligardner@interimhealthcare.com or by phone/text at (248) 986-1272.**

Interim HealthCare of Novi



Home Health Care Service

Novi, MI
48375

Google All-Time Reviews • July 2025

*We are excited to report that our agency was recognized as one of the **Business Rate BEST of 2025 Awards**, which identify local leaders in customer satisfaction, brand reputation, and service excellence using publicly available Google review data.*

This comprehensive rating shows how our business ranks against local competitors. We are incredibly honored to have been recognized for this achievement, and our sincerest gratitude to all who made this possible!





Our Mission

WE IMPROVE PEOPLE'S LIVES.

Core Values

INTEGRITY

We act openly and truthfully in all that we do and comply with laws and regulations.

COMPASSION

We care about others' needs.

CUSTOMER FOCUS

We value long-term relationships by being committed to listening, respecting and responding to our customers' needs.

INNOVATION

We find solutions and are resourceful in meeting customers' needs.

FINANCIAL RESPONSIBILITY

We continue to grow and prosper to ensure long-term opportunities for our employees and customers.

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<https://www.interimhealthcare.com/novimi>

<https://www.facebook.com/interimnovimi>

NOW HIRING

Interim Home Health and Hospice are HIRING!

Home Health Aides

LPN's

RN's

School Aides & Nurses

CNA's

EMPLOYEE REFERRALS

EARN \$250 - \$500 per referred relative or friend that's hired into Interim of Oakland County!
Contact HR for more details.

If you are looking for a change in career or just starting out wanting to care for others, Interim is here with you.

A family run agency, we provide competitive wages, benefits, and educational opportunities to our employees.

Come join a winning team that strives to better the everyday lives of the clients we serve!

Contact Charles Aro For More Information

Special Days

Wishing a Happy Birthday to our Employees and Volunteers:

Kaitlyn Bryan- 4/1
Asia Jaco - 4/8
Melanie Wells- 4/10
Kenya Craig- 4/25

Wishing a Happy Work or Volunteer Anniversary:

Chandler Hodgkin - 1 yr
Sara Marold (volunteer)- 1 yr

About Us

We have proudly served the greater metro Detroit area since 2004. Our home health is recognized nationally as a top 500 agency. Our staffing provides services to individual households as well as facilities, 7 school districts, and physician offices.

Over the last year, our agency has grown in all sectors. This is thanks to the community that continues to support us, and the employees who work to better the agency and service the clients.

We currently employ 70+ licensed, administrative, and field staff. We have also added Tuition Reimbursement to our offering of benefits. Interim Home Health and Hospice fostering a top place to work, grow, and be fulfilled in your employment.