

# THE PACESSETTER

## QUOTE OF THE MONTH

You can't live a perfect day until you do something for someone who will never be able to repay you.

John Wooden

## SERVICE ANNIVERSARIES

Miranda Judd—1 year

Danny Warden—1 year

Taylor Hyden—1 year

Betty Hensley—4 years

Leslie Moser—4 years

Beverly Groves—8 years

Frank Clough—10 years

Gina Humphrey—11 years

Betty Marler—14 years

Jim Beaty—33 years

**\*\*Oops! Don't see your name? We don't have permission to share 😊 Change by contacting HR!**

## NEWS CORNER

- ❖ Putnam County will continue to host Bingo and Lunch at the Putnam County Community Center on Tuesdays at 11. \$5 to eat and play. Everyone is welcome!
- ❖ Thanks to everyone's hard work toward making Pacesetters a CQL-accredited agency, we will have a very abbreviated DIDD QA Survey this year! Your friendly neighborhood Quality Assurance Director would like to extend a huge **THANK YOU** to each and every one of you for your hard work and dedication that has made this possible!

## SHOUT IT OUT!

- ❖ Rebecca B. and Renee R. had a great time at McMinnville's Night to Sparkle! Lookin' great, ladies!



- ❖ White/Warren Counties celebrated Bessie Presley, CD's birthday in July! Happy Birthday, Bessie!



## WELCOME NEW HIRES!

Erica Brown

Amanda Bumbalough

Kendall Noble

April Schroeder

**KNOW ANYONE YOU THINK WOULD MAKE A GREAT DSP? DON'T FORGET ABOUT OUR \$500 RECRUITMENT BONUS!**



## JUST FOR GIGGLES

WHAT'S THE BEST WAY TO  
WATCH A FLY-FISHING  
TOURNAMENT?  
LIVE STREAM



## Happy Birthday!

### Supported Individuals

Rebecca Bassett—8/5  
Greta—8/5  
Elizabeth Collins—8/15  
Vickie Rollins—8/16  
Bryron Renkert—8/21

### Staff

Amy Alfrey—8/1  
Marissa Horton—8/3  
Chrissy Presley—8/4  
Renea Lancaster—8/5  
Glenda Schoenmann—8/5  
Peggy Pritchard—8/7  
Michael Yates—8/9  
Jody Wix—8/15  
Kristina Coffee—8/16  
Cyndie Whittaker—8/17  
Alyssa Dunaway—8/17  
Cari Andersonwalden—8/17  
Beverly Groves—8/18  
Shanna Jones—8/19  
Shannon Twiford—8/22  
Pat Hudgens—8/24  
Bill Toyé—8/24  
Ashley Cook—8/25  
Kaylee Holt—8/26  
Robin Gallaher—8/31

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## DSP SPOTLIGHT:



**Kaylee Holt was nominated by her supervisor, Eddie Lasko!**  
**Kaylee has been with Pacesetters since 2019.**  
**Thank you, Kaylee, for all your hard work and dedication!**

Want to nominate someone? Send their name and a brief description of why you think they should be showcased to Lindsay Young at [Lindsay.young@pacesetterstn.com](mailto:Lindsay.young@pacesetterstn.com).

*DSP Spotlight: Kaylee's supervisor says, "I nominated Kylie as she goes above and beyond double checking our paperwork for us. She's dedicated and goes above and beyond for individuals often making soup for one as a late night snack."*

## JOB OPENINGS

**\*Overnight Med SL LPN**

**\*Med SL DSP**

**\*DSPs**

**\*Residential/Training Supervisors (x2 in Putnam)**

## HR ANNOUNCEMENTS!

Pacesetters Team,

Garner:

Out of the 84 employees who have health insurance with Pacesetters, we have about 33 employees who have not signed up for the Health Reimbursement through Garner. If you have questions or need help signing up, email Garner at [concierge@getgarner.com](mailto:concierge@getgarner.com). Garner's Concierge service is also available to help you between 7:00am and 7:00pm at 1-866-761-9586. Call Sharman Farris or Tammy Walls at Admin. Sign up to get reimbursed up to \$3k or \$6k and receive a free \$15 Amazon Code.

Pending Violations/Charges:

Please remember per Pacesetters' Policy if you receive a citation for any traffic violations or have pending charges of any kind, you are required to self-report to Human Resources immediately.

**Shannon Twiford, our Macon County Director, would like to congratulate Hannah Miller and Samantha Thurman on passing med class! She would also like to say thank you to her entire Macon Team for working, building, and making a great team! Keep up the good work!**

## ***“Let’s Talk About” Fear in A Bucket***

Many organizations are struggling with the idea of abandoning long-standing systems and practices that keep people safe. Sometimes we have to start with figuring out what concerns we have, before we can design personalized supports.

### Fear In A Bucket

“Fear in A Bucket” is an activity you can use to identify and address fears. The activity takes about 15 minutes for a group of 10 people. It allows each person to anonymously share fears they have about supporting a person to exercise various rights.

1. The facilitator (who could be the person supported) begins by explaining that it is natural to be anxious about a different experience and that a good way to manage these concerns or worries is to acknowledge the fear so that it can lead to ways to reduce the fear. Sometimes just sharing a fear reduces its intensity.
2. Each person is given paper and asked to complete this sentence: The worst thing that could happen if \_\_\_\_\_ would be \_\_\_\_\_.
3. The person puts their “fear” in the bucket.
4. The facilitator mixes the fears up and hands them out to different people.
5. The facilitator explains the next step. The person will read what is written and react. No one is to comment on what is read or said.
6. Go around the group one-by-one, reading what someone else wrote on their paper and describing their understanding of the fear.
7. Continue with each person reading and reacting to what is written.
8. When all the fears have been read, discuss what people felt and noticed.
9. The facilitator thanks the group for their honesty and discussion.

This activity is useful as it opens up a lot of emotions and leads to an honest conversation. It also gives the group a direction of next steps to address real concerns.

Coupling this activity with what we know about a person will help us to develop personalized supports and guide us in taking what people [and The Centers for Medicare and Medicaid Services (CMS)] are telling us is important – for people with disabilities to have lives like people without disabilities. The HCBS Settings Rule gives some authority to what people have been telling us for a long time. It also gives supporters an opportunity to explore the best ways to “make it happen”, person-by-person.

And, we must always remember that it’s the person who should be making decisions about how they exercise their rights. Family members, friends, staff, and other professionals may also be involved. If it’s not the person’s choice, it is likely a rights limitation!