



"The leaves are falling, and they are of all the colors of the rainbow; red, yellow, bronze, and green. It is the time for nature to let go and rest."

- Unknown

Direct Support Professional Spotlight

Macon County

Claudia W.

Claudia is very dedicated to her role as a DSP. She puts the people we support above her own needs. We are happy to have her work for Pacesetters.

Putnam

Tammy G.

Everyone knows Tammy by name, and the individuals in her house look forward to seeing her when she arrives. She is a team player and always willing to help, going above and beyond in every aspect of her job.

White

Matthew H.

Matthew has a great work ethic and is always willing to help cover shifts to help the team. He is an adaptive learner, especially in a home with more special challenges. He has a great connection with the individuals he supports and is a great asset to our team.



GOLF TOURNAMENT

Our 18th Annual Pacesetters Golf Tournament was a great success! We had a full field and everyone had a great time. We want to extend a special thanks to everyone who participated and all of our partners! Please visit our website at pacesetterstn.com to view a list of all our partners for the 2025 Pacesetters Golf Tournament!

The golf tournament is one of our key annual fundraisers. The proceeds will benefit families, children, and adults with disabilities in the Upper Cumberland. If you are interested in a team or becoming a sponsor, visit our website to be added to the email list for the 19th annual tournament in 2026.

PACESETTERS PRESENTS

Formal Fall Ball

October 21, 2025 | 5 pm to 8 pm
Cookeville Community Center

RSVP at 931.432.4045 by October 10th
Admission is \$10.00



October Themes!

October 7th – Wear your Favorite Hat

October 14th – Wear your Craziest Socks

October 21st – Wear Your Favorite Color Head-to-Toe

Cookeville Community Center
Tuesday from 11 AM - 2 PM

Everyone is Welcome!



MACON COUNTY PACESETTERS BENEFIT YARD SALE

OCT 13TH - 18TH FROM 7 AM TO 3PM

MACON COUNTY OFFICE
664 INDUSTRIAL DRIVE
LAFAYETTE, TN 37083

WELCOME NEW HIRES!Clay B.
Keurstyn G.Jacey G.
Jessica J.Brandy M.
Haighlei O.Kristin P.
TJ R.

Lauren T.

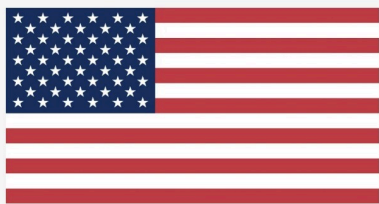
SEPTEMBER SERVICE ANNIVERSARIES

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Michele T.	20	Tammy G.	7	Larry R.	3
Frances P.	19	Lydia A.	6	Brooke S.	2
Kindle M.	18	Barbara C.	5	Ryan S.	2
Karla K.	17	Amy A.	5	Jason M.	2
Kyler C.	11	Kim C.	4	Cheri L.	2
Shanna J.	8	Lonnie W.	3	Marie S.	1

HAPPY SEPTEMBER BIRTHDAYS

<u>Supported</u>		<u>Staff</u>	
<u>Name</u>	<u>Date</u>	<u>Name</u>	<u>Date</u>
David G.	10/06	Katie S.	10/01
Sherry	10/06	Ray R.	10/02
Michael J.	10/06	Kim C.	10/05
Amy G.	10/09	Victoria D.	10/07
Dayna	10/30	Eddie L.	10/07
Karen	10/30	Abby T.	10/07
		Kindle M.	10/08
		Cheri L.	10/10
		Nicholas Q.	10/10
		Carol G.	10/12
		Ashley K.	10/21
		Haighlei O.	10/25

If you see an error or omission in the announcements above please let us know.
Contacting HR/Isabel Kocaja at isabel.kocaja@pacesetterstn.com!



★★★
VETERANS DAY CELEBRATION

SATURDAY, NOVEMBER 8, 2025
CEREMONY 10:30AM
PARADE 11AM
★ PUTNAM CO COURTHOUSE ★
COOKEVILLE, TN

LET THOSE WHO PAID THE ULTIMATE SACRIFICE NOT BE FORGOTTEN

FOR INFORMATION: 931-526-2432/931-537-6864

WE ARE HIRING!**Direct Support Professional****New Hourly Rate \$16.25****Sign On Bonus \$500****Referral Bonus \$250****Location White County****Learn More at pacesetterstn.com/careers**

HIGHLIGHTS FROM SPIRIT WEEK



Tie Dye Day



Sports Day



Sports Day



Wacky Wednesday



Red White & Blue Day



Rock N Roll Day



Rock N Roll Day

[View additional and full-size photos at pacesetterstn.com/spiritdspweek2025](https://pacesetterstn.com/spiritdspweek2025)

DSP APPRECIATION WEEK

White County



Macon County



Putnam County



[View additional and full-size photos at pacesetterstn.com/spiritdspweek2025](https://pacesetterstn.com/spiritdspweek2025)

ADDITIONAL HAPPENINGS AT PACESETTERS



Photo Booth Fun at the White County Fair



Fun at the Lazy G Ranch

[View additional Happenings and full-size photos at pacesetterstn.com/happenings-sept2025](https://pacesetterstn.com/happenings-sept2025)

Dignity of Choice and Dignity of Risk

What does Dignity of Choice mean? The right of a person to make an informed decision to engage in experiences of his or her own choosing, which are necessary for personal growth and development.	Informed choice means the person is well informed to make an educated and voluntary decision about moving forward with his/her goal or planned activity after s/he has had a meaningful discussion about risks and potential outcomes, both positive and negative, that may result.
What does Dignity of Risk mean? The idea that self-determination and the right to take reasonable risks are essential for dignity and self-esteem and so should not be impeded by caregivers, concerned about their responsibility to ensure health and welfare.	What is Self-Determination? A person's right to make choices about their own life. All persons are entitled to opportunities, respectful support, and the authority to exert control in their lives, to direct their services, and to act on their own behalf.
Dignity of Choice Protocol: Three components of balancing choice and risk include actions to: 1. Identify and document choices and risks during initial assessment and reassessment. 2. Develop a person-centered support plan (PCSP) that includes individualized strategies to honor choices and address each risk. 3. Regularly revisit choice and risk discussion, analyze data (e.g. critical incident management system), monitor individual risks, and modify plans as needed.	How is Dignity of Risk implemented? The person is supported to develop a risk mitigation plan through identifying the following: ▪ The risk(s) associated with their choices and/or goals. ▪ The potential benefits and potential harm that may be associated with taking the risk(s). ▪ The options for mitigating the risk(s) identified. ▪ Assuming the identified risk mitigation strategies are put in place, whether the person feels the identified risk(s) are worth accepting/taking. The person is supported to make an informed choice once all potential benefits and potential risks have been identified and discussed.
What are the benefits? • Dignity of Choice and Dignity of Risk increase independence and foster decision making. • Persons experience a higher quality of life when they feel in control. • Self-determination and the right to take reasonable risks are essential to dignity and self-esteem.	
Why is this important? • Supporting dignity of choice means honoring a person's right to make choices and engage in activities that may involve risks, and committing to assist the person to identify, consider, and implement strategies to mitigate the identified potential negative consequences of these choices. • A proactive approach to risk awareness and identification, and subsequent planning to reasonably mitigate foreseeable risks, is essential in order to avoid adopting an approach that attempts to eliminate all risk from people's lives. An approach that attempts to eliminate all risk does not recognize that risk is a natural part of life that cannot be eradicated. • There is risk in both action and inaction, in choosing to do something or not choosing to do something. Even more important, personal growth is not possible without some amount of risk. Therefore, an approach that seeks to avoid or eliminate all risk results in a person missing opportunity to grow, learn, and experience life. • Instead of trying to avoid or eliminate all risks, an approach that values dignity of choice is essential, coupled with a commitment to identify, evaluate, and plan for mitigation of risks that come with living life and striving to reach one's full potential.	