

# ***THE PACESETTER***

## QUOTE OF THE MONTH

**Love recognizes no barriers. It jumps hurdles, leaps fences, penetrates walls to arrive at its destination full of hope. –Maya Angelou**

## PACESETTERS NEWS

- ❖ 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!
  - ❖ Valentine's Bingo will be on 2/14!

### DON'T FORGET!

- ❖ All Pacesetters-owned vehicles are monitored by GPS. This monitors speeding, hard braking, impact detection, and much more. This is at the request of our insurance provider, and we monitor this closely to ensure the safety of both the people we support and the staff. Our main request for you: **SLOW DOWN.**

### A Little Dose of Encouragement

Get some GRIT! What is GRIT? GRIT is consistent, persistent action that leads to an unequivocal decision to succeed. There are four characteristics of GRIT:

1. **Growth**—seek fresh ideas, perspectives, and information. Growth also means understanding that it may require flexibility in your goal and your path to achieve that goal.
2. **Resilience**—use failure as a tool and opportunity to grow and learn to roll with the punches! Ask yourself: What is my perspective on failure? How well do I respond to change?
3. **Instinct**—recognizing when reassessing, rerouting, and readjusting pursuits and approaches is necessary.
4. **Tenacity**—committing to and sticking to your pursuits and goals.

## SERVICE ANNIVERSARIES

**Glenda Schoenmann—2 years**  
**Beverly Chrestman—2 years**  
**Sharman Farris—4 years**  
**Tina van Eick—4 years**  
**Denise Herron—17 years**

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

## WELCOME NEW HIRES!

Angelia Aguirre	Sherry Barnes
Sasha Davis	Chasady Eells
Danielle Gregory	Shannon Johnson
McKenzie Pace	Lanessa Page
Lauren Polston	Rachel Whittaker



When other people try to tell you how to do your job



## EMPLOYEE SPOTLIGHT:



**Vanita Smith was nominated by her supervisor, Miranda Davis!**

**Vanita has been with Pacesetters since 2020. Thank you, Vanita, for all your hard work and dedication!**

*Employee Spotlight: Miranda says, "She is a very hard worker, reliable, team player and always willing to help other staff even myself as house manager. She is great with the girls! I wouldn't be a great manager if it wasn't for me having a great staff/team. 🧐"*

**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).**

## **Happy Birthday!**

### Supported Individuals

Mary Grider—2/2  
Lisa Maxwell—2/7  
Johnathan Bennis—2/11  
Tina Tuck—2/16  
Randy Bonham—2/24

### Staff

Kristin Farmer—2/1  
Shelia Machado—2/1  
Pat McCulley—2/5  
Patsy Johnson—2/8  
Justin Hall—2/8  
Carrie Brown—2/9  
April Thomeczek—2/11  
Wanda Barnes—2/13  
Sherry Reece—2/19  
Janie Wilson—2/20  
Henry Carter—2/22  
Jennifer Poindexter—2/23  
Karla Kirby—2/25  
Betty Marler—2/26  
Chrissy Sumbler—2/28

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## **JOB OPENINGS**

**\*Overnight Med SL LPN**

**\*Med SL DSP**

**\*DSPs**



Who needs some extra money?

Don't forget that you can get a referral bonus for every person you refer to Pacesetters that is hired as a DSP! \$250 at 90 days and another \$250 at 6 months!



## Let's Talk About: CQL—The Council on Quality and Leadership

### Basic Assurances®--Factor Expectations (Where We Want to Be)

#### Factor 5: Best Possible Health

Organizational systems promote and support people's healthcare needs.

Organizations facilitate timely access to preferred, qualified healthcare providers. Everyone has a personal definition of best possible health. This definition of "best possible health" is how the organization determines each individual's health status. Moreover, people are involved in their own healthcare, including decisions about healthcare providers and the services they receive.

All people are afforded the same choices in healthcare available to others. The organization takes a proactive approach to people's healthcare. People have access to preventive and ongoing healthcare resources similar to those of same-aged peers.

Examples include mammograms for women and prostate exams for men. Models for best practice in preventive healthcare include, but are not limited to, the American Cancer Society, the American Medical Association, the Centers for Disease Control, and international health organizations. People may choose whichever entity they wish as the model for their preventive care system.

The organization provides the necessary support for that choice.

Each organization must have a system to appropriately respond to acute healthcare needs and emergencies, including those that occur during non-business hours. This system may include ensuring people understand how to dial 911 or other emergency numbers, or how to reach staff support after hours.

#### Factor 6: Safe Environments

While no one can guarantee total safety in any environment, we expect that reasonable precautions are taken. Whether we are in our homes, at school, in a restaurant or other public buildings, certain fundamentals should be in place. Having smoke detectors that are functional, or sprinkler systems that are tested regularly to ensure they operate properly, and environments that are clean and free of hazards, are reasonable expectations.

Organizations exercise all due diligence to ensure environments where people live, work, and recreate are safe and free of avoidable hazards. Thus, people live in safe and healthy environments and are supported to maintain them. The air quality is monitored and maintained. Living and working environments are free of lead paint, mercury, radon, asbestos, and other potentially toxic substances. Household chemicals are used in accordance with manufacturers' instructions and with appropriate safety equipment (for example, masks, gloves, etc.). The work environment is free of occupational hazards. Regular training takes place to ensure staff and people supported are aware of preventive safety measures in the work place.

Emergency drills are conducted and individualized supports (flashing lights for people who cannot hear the alarm, etc.) are provided that people may need in the event of an actual emergency. People are supported to respond appropriately (dial emergency numbers, call for help, evacuate) in the event of an emergency. Finally, since feeling safe is, by its nature, a personal event, organizations are aware of people's feelings about safety and work with them to resolve any concerns.