



"The only way to do great work is to love what you do."
~ Steve Jobs

Staying Safe in the Heat

Extreme heat poses serious health risks for everyone, but vulnerable populations, including individuals with developmental disabilities, face an even higher risk of heat-related illnesses such as heat exhaustion or heat stroke. These individuals may have difficulty communicating discomfort, recognizing the signs of overheating, or taking steps to cool themselves down.

Some may also take medications that interfere with the body's ability to regulate temperature or stay properly hydrated. In group living or caregiving settings, it's crucial that staff remain vigilant, ensure adequate fluid intake, and watch for signs of heat stress like confusion, dizziness, or flushed skin. Proper hydration is a key defense against heat-related illness. Water helps the body maintain a safe temperature, especially during periods of excessive heat.

Caregivers and support staff should encourage regular water intake, even if the individual doesn't ask for it or appear thirsty. Cooling centers, shaded areas, and loose, breathable clothing can also help reduce risk. Planning ahead, limiting outdoor activities during peak heat hours, and ensuring access to fluids and cooling options are vital in keeping vulnerable individuals safe and healthy throughout the summer months.





Tammy Walls, Human Resource Director, is retiring after 14 years with Pacesetters. She plans on staying busy by continuing to take care of her mother and to take some time for self-care. Tammy has played an integral role with Pacesetters not only in matters that involve HR but also other policies. I respect the fact that Tammy is not afraid to voice her opinion whether it is a popular one or not. Being the HR Director is not an easy task. HR has to ensure that we are following Federal and State Employment laws, but also show compassion when “life” happens. Tammy’s last day is officially July 18th, but she has agreed to work some until our new HR Director, Kristi Haslam gets acclimated if needed.



Ron Eschelbacher, Putnam County Director along with all of Pacesetters would like to congratulate Shelia Winningham who is retiring after 28.5 years of service and several different roles at Pacesetters in Celina, Livingston and Putnam Counties. We are happy for you, but at the same time sad knowing we won’t be seeing your cheerful presence anymore. You have been such a tremendous support to the agency in all of your roles as well as Administrative Assistant in Putnam County the last several years. We are extremely grateful for your many years of service. You are exceptionally commendable and have been a source of inspiration to all of us. We hope in your retirement years you will be blessed as much as you have blessed all of us here at Pacesetters.



Kristi Haslam is very excited to join the Pacesetters team as Human Resources Director.

She has spent over a decade working in HR across both nonprofit and private sectors, and is passionate about creating workplaces where people feel supported, respected, and empowered to grow.

Outside of work, she enjoys exploring with short hikes, playing board games with family and friends, and of course, starting the day with a large cup of coffee.

WELCOME NEW HIRES!

Uriah Bohannon

Melina Jackson

Leeann Ray

JULY SERVICE ANNIVERSARIES

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Robin Gallaher	33	Greg Cumby	2
Cathy Presley	24	Kristin Martin	2
Angelique Sharpe	23	Dillon Myers	1
Krisshina Huddleston	13	Hunter Shrum	1
Miranda Davis	13	Gail Thurman	1
April Schroeder	3		

HAPPY JULY BIRTHDAYS**Supported**

<u>Name</u>	<u>Date</u>
Joseph L.	7/7
Jackie C.	7/22
Tina W.	7/22
Colin M.	7/29
Michael P.	7/30

<u>Name</u>	<u>Date</u>
Barbara Carr	7/5
Deborah Rivera	7/7
Misty Voiles	7/8
Uriah Bohannon	7/9
Savannah Grimsley	7/11
Sabrina Haney	7/11
Greg Cumby	7/12
Rocky Madewell	7/12

Staff

<u>Name</u>	<u>Date</u>	<u>Name</u>	<u>Date</u>
Bessie Presley	7/14	Shelby Sims	7/23
Katy Webb	7/15	Pedro Aquino	7/25
Marie Stampfl	7/15	Michaela Gibson	7/27
Randy Woolums	7/16	Alex Condori	7/29
Barbara Qualls	7/18	Lucy Sizelove-Shanks	7/29
Anthony Titsworth	7/22	Rachel Whittaker	7/30
Luis Garcia-Cruz	7/22	Cathy Presley	7/31

Oops! Don't see your name or see your name and don't want it seen? 😞 Change this by contacting HR/Isabel Kocaja at isabel.kocaja@pacesetterstn.com!

IMPORTANT DEADLINE: Submit 2nd quarter Employee Spotlight nominees for each county to your County Director (Not Admin.) by July 7th!

**PACESETTERS
GOLF TOURNAMENT**

WHITE PLAINS GOLF COURSE

DATE: SEPTEMBER 20TH

\$30,000 PRIZE!



Teams & Sponsorships Available!

Visit the [Website](https://www.pacesetterstn.com) for more Details!

WE ARE HIRING!

Direct Support Professional

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Sign On Bonus \$500

Referral Bonus \$250

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Congratulations to Lynn Adcock of White County on 30 years of service.



Congratulations to Chrissy Cothron of Macon County for 5 years of service.

HAPPENINGS AT PACESETTERS



Julie Moore from Putnam County on trip to Fall Creek Falls State Park.



Felicia and Robert C. were at the Resource Fair providing information about our services.



Robert C. of Putnam County loves his job at Tennessee Tech/HES.



Kelli RSTS of Putnam County visited Steven N. He was having the best day and wanted to give out some hugs!



Rosie and Tina from Macon County enjoy books with bible verses and hanging out with each other.



Vickie R. and Walter P. enjoyed lunch at Slice



Tony S. and David G. hiking at Riverfront Park



Greg T. enjoyed hanging out with the park ranger at Fall Creek Falls.

Lets Focus On Decision-Making for People Supported

Having an intellectual or developmental disability does not preclude a person from being able to engage in informed choice, as decision-making abilities are individualized and can vary with the person depending on the topic, skills that have been developed, or other factors.

A person may be capable of understanding risk or making a choice with or without a conservator. If a person has a conservator, that does not create the presumption that the person is incapable of making a choice, understanding risk, or giving consent, as each case must be assessed individually. A review of any conservatorship order should occur, if there is one, to ensure everyone's understanding of the scope of the conservatorship.

Depending on the needs and strengths of the person, they person may engage decision-making support to understand potential risks and outcomes before taking action.

What is Informed Choice?

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. **Only after the person understands how the identified risks could be mitigated can s/he make a truly informed decision about whether a particular risk is a tolerable risk that s/he wishes to accept/take.**

What is Dignity of Choice?

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. Supporting dignity of choice means honoring a person's right to make choices and engage in activities that may involve risk associated with these types of choices and activities, and committing to assist the person to identify, consider, and implement strategies to mitigate the identified potential negative consequences of these choices. Per Center for Medicare and Medicaid Services (CMS), **Dignity of risk** is 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. Discussion and consideration of specific risks should always balance identifying the potential benefits with the potential harm instead of only focusing on the potential harm that may result from taking a specific risk.

Three components of balancing choice and risk include actions to: 1) Identify and document choices and risks. 2) Ensuring the PCSP includes individualized strategies to honor choices and address each risk. 3) Regularly revisit choice and risk discussion, analyze data (e.g. event management system), monitor risks, and modify plans as needed.

The principle of dignity of choice closely aligns with the values of person-centered thinking and the concept of self-determination. More specifically, person-first approaches emphasize valuing the autonomy of the person, the importance of striving to assist persons to reach their full potential, and the critical importance of providing people with well-supported opportunities to learn to make good choices and informed decisions as others do: **through experience, education, and practice.**