

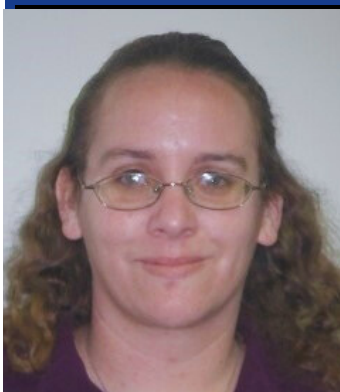


QUOTE OF THE MONTH

"Spread love everywhere you go. Let no one ever come without leaving happier."

~ Mother Teresa

QUARTERLY EMPLOYEE SPOTLIGHTS



MACON COUNTY

Shannon Twiford, County Director for Macon County nominated Jamie Martin, House Manager for the 1st quarter employee spotlight for their county because she is hard-working, dedicated to her house manager position, cares about the people she supports and goes above and beyond to ensure that she is doing all that she can to provide the best support possible. She is dedicated to train her staff and help them to overcome difficult tasks.



PUTNAM COUNTY

Ron Eschelbacher, County Director for Putnam County nominated Chrissy Sumbler, DSP for the 1st quarter employee spotlight for their county because she is an exceptional DSP. She is very person centered, professional, dedicated, attentive to persons goals and desires so they can live their best lives. Her efforts are an integral part of our persons supported successes and will have a lasting impact on our agency's successes and reputation as well.



WHITE COUNTY

Karla Kirby, RSTS for White County nominated Stephanie Turner, DSP for the 1st quarter employee spotlight for their county because she goes above and beyond for the people she supports. She can get a specific person supported to do things that no one else has been able to. She is reliable, dependable, and is always willing to help. She is polite and respectful to all persons supported and coworkers alike. She has the best heart of anyone you will ever meet. She is very much appreciated!

THANK YOU FOR ALL YOU DO!

CONGRATULATIONS!



Gift Card Winners for Participation in the 2025 Employee Engagement Survey

Macon Co

Amanda Gernaey, Carla Thompson, Cheri Loftis and Travis Cothron

Putnam Co.

Kim Copeland, Margo Phillips, Susie Mansell, Jason Martin, Carol Gaw and Kindle Moore

White Co.

Kim Goforth, Gail Thurman, Amanda Green, Marisa Horton, Calista Treiber and Dillon Myers

Admin.

Frank Clough, Cari Anderson and Marilyn Harris

2025 Employee Engagement Survey Big Winners!

GREAT JOB!



WELCOME NEW HIRES!

Micaela Calfy
Dane Harper

Cassie Moyer
Felicia Webb

Michael Shanks
Melissa McClanahan

SERVICE ANNIVERSARIES

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Bessie Presley	25	James Thomas	3	Tristen Whittemore	2
Pat McCulley	21	Tina Green	3	Susan Saunders	2
Jerry Carmack	17	Curtis Choate	2	Pedro Aquino	1
Rita Elkins	7	Tiffany Barnes	2		

HAPPY BIRTHDAY**Supported**

5/6 Charles
5/8 Betty H.
5/9 Isabella
5/14 Gary
5/14 Gregory T.
5/21 Charles M.
5/29 Judy M.

Staff

4/1 Nikita Stafford
4/8 Kya Stewart
4/8 Jessica Abrehamsen
4/9 Presley Thompson
4/9 Lonnie Whitehead
10 Aspen Williams
4/10 Michele Taylor
4/13 Frank Clough
4/13 Katie Keen
4/13 Brenda Moore
4/14 Sasha Davis
4/14 Stephanie Turner
4/15 Angie Sharpe
4/18 Halley Woodard
4/20 Tiffany Duffer
4/21 Teresa Davis
4/26 Ariella Mahaney
4/28 Daniel Strong

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!



Congratulations to Susie Mansell on her retirement in April 2025 after 13 years of service! We wish her well in all future endeavors.

**PACESETTERS
GOLF TOURNAMENT**
WHITE PLAINS
GOLF COURSE

DATE: SEPTEMBER 20TH

\$30,000 PRIZE!

Teams & Sponsorships Available!



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for more Details!

**WE ARE
HIRING**

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Professional**

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Pacesetters Open Enrollment 4/28/25 - 5/9/25



All benefits will take effect June 1, 2025, and run through May 31, 2026

ENROLLMENT INSTRUCTIONS During your enrollment period, you may add, drop, or change your benefits. This will be a passive enrollment, meaning if you do not make any changes, you will keep the plans you currently have, at the level of coverage you currently have, using the rates listed on Page 5 of the Benefits Guide Video shared via email. Even if you only want to make one change, you will still need to call or log in to Employee Navigator and go through all the screens and accept or decline to make that one change. As always, new hires hired in March forward will need to log in and enroll or decline coverage and choose a beneficiary for the free life that Pacesetters pays on their behalf, regardless of whether they choose any other benefits or not. Now would be a good time for everyone to go in and check your beneficiary to make sure they are up to date. Please contact Sharman Farris or Tammy Walls at Admin with questions.

HAPPENINGS AT PACESETTERS



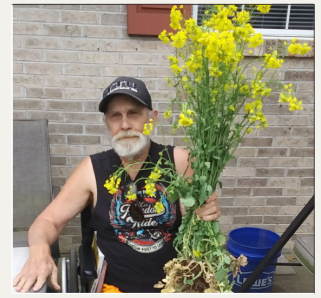
Celebrating Brian M's birthday with Putnam staff.



William H. & Isabella C. on their way to the dance



Ricky W. and Rosie C. enjoying time together.



George "Buster" with flowers he picked.



Ricky Richard W. won at Sherriff's Bingo!



Amy P. is cooking dinner.



Will H and Isabella C enjoying a picnic.



Alice and Rosie with their master pieces!

Lets Talk About...

Focusing on Dignity and Respect

The concept of dignity and respect is certainly about choice, decision-making, and dignity of risk, along with the niceties of “thank you” and “you’re welcome. However, it goes beyond these things alone. It involves what we believe about people, how we talk about people, how we talk to people, and how we interact with a person. How a person is perceived and treated by others influences how that person behaves.

Defining Dignity and Respect

Respect can be defined as “showing regard or consideration for” and dignity can be defined as “worthiness.” Most people do not act in a way that is blatantly disrespectful to others or make them feel undignified. However, there are so many subtle behaviors and actions that people engage in that can be viewed as disrespectful. Here are a few examples that CQL has published following interviews with people with disabilities: having “house” rules, being told not to “steal” food out of own refrigerator, someone else opening mail, using a different tone or pitch when speaking to someone with a disability, and speaking for someone unnecessarily.

In order to provide dignity to someone, there must also be respect present. Respect begins with understanding that each person is unique with different priorities, goals, interests, opinions, different backgrounds and proceeding to value these differences. It is imperative that respect is provided throughout all aspects of a person’s life.

Examples of showing respect could be through the tone of voice used to speak to a person, listening to a person’s preference of what to eat for dinner, how someone would like to furnish and decorate their home, or listening and responding when the person has a request or idea for their life. Do we listen when a person communicates to us, and do we act appropriately on it? When respect is provided, the person will experience a feeling of being valued, accepted and capable. Offering meaningful and challenging opportunities and activities to people is also a fundamental part of respect. By providing these opportunities, a person is able to build their self-confidence and learn through life experience, thereby becoming more independent. We respect people by honoring their choices and encourage people to make daily decisions about their life.

Practice Exercise

Think to yourself for a minute how you define respect. What is that definition? What does respect mean to you and look like in your life? What behavior and actions do you expect people to show as a sign of respect