



QUOTE OF THE MONTH

If you can dream it, you can do it. Always remember that this whole thing was started by a mouse.

~ Walt Disney

Board Member Spotlight

We want to extend our congratulations to Freddie Nelson, our board president, on his recent retirement as County Trustee!

We thought this was a great opportunity to get to know Freddie better so we asked him a few questions:

What did you spend your career doing and how do you love to spend your time now? 30 years as a teacher and 16 years as County Trustee

What is one piece of advice or life lesson from your career that you still use today? Be kind and treat everyone the same

How did you first get involved with or hear about our organization? Heard about Pacesetters in the 1970s by former employees

Why is our mission or work personally important to you? I really care about the people we serve and I have a son Steven that is served by Pacesetters.

If someone in the community asked you what makes our organization special, what would you tell them? I think we have some good caring staff that makes a big difference in people we serve.

What is something people might be surprised to learn about you? I was very poor when I grew up. Was related to Ricky, Ozzie and Harriet NELSON.



Happenings at Pacesetters



Congratulations to New RSTS Michael Shanks!!

I've always had an affinity for this population of people. Even when I was in school, I always seemed to find myself supporting the people who seemed to need it most. Sometimes to my own detriment, though I didn't really care about how my peers perceived me, I just saw people who needed a friend, and I was going to be that friend. In my spare time, I spend time with my wife and kids. I also spend a lot of time tattooing and producing music for my bands and others. I took this position, because I see myself as a strong advocate for the people we support, and I felt that I could be an even stronger advocate for them as an RSTS. What I would like to achieve in this new position is to work closely with my CD Aj, and my fellow RSTS Lonnie, to build the Overton County office up to be the best that it possibly can be for

the people we support, and the greater community at large. The three of us are a strong team, and I truly believe that we will be successful in whatever it is we set out to accomplish.



Congratulations to New RSTS Lonnie Whitehead!

My name is Lonnie Whitehead, and I have been with Pacesetters since 2019. I started my journey as a DSP working out of the center but quickly fell in love with the individuals I supported at Shady Oaks. After about six months, I was promoted to House Manager. What I enjoy most is being an advocate—not only for the people we support, but also for the dedicated staff who care for them every day. I took 15 months away from Pacesetters to be a stay-at-home mom for my son, who had unique needs. Following his passing, I made the decision to return because I truly believe in our mission and the difference we make in people's lives. Throughout my time here, I have worked in several homes as a DSP and was grateful to return as the House Manager at Shady

Oaks. My goal as an RSTS is to continue advocating for our House Managers, DSPs, and the incredible individuals we support each day. This is more than just a job to me—it is my passion. I am grateful every day to have the opportunity to serve, advocate, and make a positive difference in the lives of others.

Business Before Hours

Larry, Bill, Ron, and Scott H., attended the Cookeville - Putnam County Chamber of Commerce Business Before Hours event at TTU's Tucker Stadium.

Scott is a person supported and loves Golden Eagle football and attending the games.



Chili with Bessie Presley

County Director Bessie Presley stopped by and made her famous Chili with Bubba M. and Greg T. We enjoy highlighting our cooking initiative! Cooking with our people supported is a great way to connect and develop independence.



Classic Chili Recipe

Ingredients

- 1 lbs. lean ground beef
- 1 cup of onion
- 1 package Chili Seasoning mix
- 1 can (16 oz) Mild Pinto Chili Beans, undrained
- 1 can (14.5 oz) diced tomatoes, undrained
- 1 can (8 oz) tomato sauce
- Cayenne Pepper sauce, optional

Instructions

1. Cook ground beef and onion in a large skillet on medium-high heat for 5 minutes, stirring occasionally.
2. Stir in seasoning mix and remaining ingredients, except cayenne pepper sauce. Bring to boil. Reduce heat to low; cover and simmer for 10 minutes, stirring occasionally.
3. Serve with shredded cheese, sour cream, and chopped onion, and drizzle with cayenne pepper sauce, if desired.

***DSP's please send us photos of meals shared together and/or healthy recipes tried in the home.**

Happenings at Pacesetters

Overton County Chamber of Commerce Luncheon

Pacesetters board members and staff attended the annual Overton County Chamber of Commerce Luncheon as they prepare to open the new Overton County office.

Attending were Staff Bill Toye, AJ Romeyn, Michael Shanks, Lonnie Whitehead, Jerry Carmack, Frank Clough and Kristi Haslam.

Also attending were board members Mike Eller and J.E. Linder



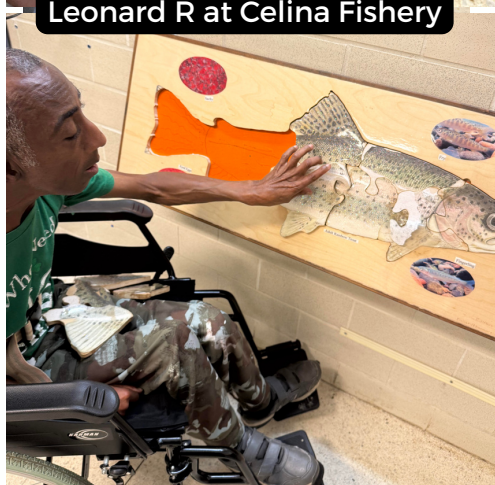
Leonard R at Celina Fishery



Tina Wofford



Pacesetters Day



Pacesetters Day



[Click here to see additional photos & details at pacesetterstn.com/happenings-sept-2026](https://pacesetterstn.com/happenings-sept-2026)

WELCOME NEW HIRES!

Christopher Caswell
 Briana Minton
 Maykayla Reeder-Andrews
 Destinee Starks
 Bayli White

Bryan Farris
 Shawn Moore
 Shawn Ray
 Briana Torbert
 Tosha Whitson

Hannah Frady
 Michaela Raines
 Saide Roberts
 Hannah Van Roten

SEPTEMBER SERVICE ANNIVERSARIES

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Kim Goforth	29	Clay Burris	1
Carlos Mahaney	24	Haighlei O'Hagan	1
Cyndie Whittaker	8	Brandy Mosby	1
Victoria Depuy	2	Keurstyn Garrett	1
Jessica Jones	1		

SEPTEMBER BIRTHDAYS

<u>Supported</u>		<u>Staff</u>	
Lee B.	5th	Katherine Frasier	2nd
Patricia B.	8th	Ron Hylton	2nd
Laura B.	7th	Danielle Gregory	3rd
Walter P.	10th	Brandy Mosby	5th
Tony S.	11th	Tanner Scott	6th
Eddie R.	21st	Denise Herron	7th
Wanda S.	29th	Melissa Earls	7th
		Selina Harper	7th
		Shawn Ray	10th
		Brandy Clark	16th
		Felicia Webb	17th
		Noelle Mackeller	19th
		Michele Samuels	21st
		Elizabeth Griffith	23rd
		Michael Shanks	23rd
		Jim Beaty	25th
		Krisshina Huddleston	25th
		Briana Minton	26th
		Larry Rector	27th
		Jason Martin	28th

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



GOLF

TOURNAMENT

SEPTEMBER 12TH

Click above for more info.

WE'RE HIRING!

DSP's

pacesetterstn.com/careers

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

Let's Focus 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?