

THE PACESETTER

QUOTE OF THE MONTH

Not everything that counts can be counted, and not everything that can be counted counts.

PACESSETTERS 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!
- ❖ Have you checked your email lately? If not, you may be missing out on potentially important information! All staff are assigned a Pacesetters email address when they are hired, and it is the most used form of communication from the Administrative Office. If you haven't set this up yet, it's super easy! Go to gmail.com, and type in your assigned email address and password. Your email address is `firstname.lastname@pacesetterstn.com`, and your password is your last name (capitalized) and the last five digits in your social security number.
Example: `john.doe@pacesetterstn.com`, password `Doe12345`. If you have any trouble, give us a call at 931-537-9100, and we'll help you out!



- ❖ It's that time of year again—W2s will be coming! If you have had a phone number or address change, make sure you get a Staff Change Form to HR. USPS will **NOT** forward W2s to a new address, so make sure your information is up-to-date!



SHOUT IT OUT!

- ❖ Kenneth Derossitt, Cheri Loftis, and Betty Marler are participating in DIDD's DSP Advisory Committee. While attending the Enabling Technology Summit, we were approached by members of DIDD bragging on these staff and their participation. Huge shout-out to those DSPs for representing Pacesetters and DSPs so well! THANK YOU!!
Keep up the good work!!!

SERVICE ANNIVERSARIES

Sarah Brummett—1 year
Pat Hudgens—1 year
Sherry Brown—1 year
Stephany Wilson—2 years
Melanie Manzo—5 years
Shannon Twiford—10 years
Wanda Barnes—16 years
Shelia Winningham—26 years

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

WELCOME NEW HIRES!

Carrie Brown
Matthew Hylton

Know anyone you think would make a great DSP?
Don't forget about our \$500 recruitment bonus!

Christmas is December 25th!



winter Temps being in the negatives and Covid still mucking about

Staff: I guess will go through the McDonald's Drive in and a ride?

management:



DSP SPOTLIGHT:



Kindle Moore was nominated by Lorene Clark and Jerry Carmack!

Kindle has been with Pacesetters since 2007. Thank you, Kindle, for all your hard work and dedication!

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.

DSP Spotlight: Lorene says, "We are blessed to have all our team at Biltmore. Kindle has a special gift working with the Individuals as well as coworkers."

Jerry says, "I commend Kindle for thinking outside the box and creating an avenue of Enabling Technology on her own to give Mary instructions that make her more independent in her dining plan."

Happy Birthday!

Supported Individuals

- Jim Dronebarger—12/11
- Will Hull—12/16
- Carol Hanson—12/17
- Chelsie Patterson—12/25
- Rosie Cherry—12/27

Staff

- Susie Mansell—12/1
- Margo Phillips—12/3
- Carlos Mahaney—12/3
- Danny Warden—12/7
- Wanda Hix—12/9
- Edna Franklin—12/11
- Kim Goforth—12/12
- Ashley Pelfrey—12/16
- Holly Cagle—12/19
- Steve Jennes—12/26
- Maria Duffer—12/29
- Jessica Jacobson—12/31
- Suzanne Phillips—12/31

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JOB OPENINGS

***Overnight Med SL LPN**

***Med SL DSP**

***DSPs**

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

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

Factor 1: Rights Protection and Promotion

People exercise their human and civil rights. They retain these human and civil rights despite the presence of disability and mental illness. Parents, families, service providers, and state/provincial or federal governments cannot limit these rights without engaging in legal, due process proceedings.

In addition, individual rights are not limited or curtailed to promote outcomes for a larger number of people.

The organization periodically reviews the need for guardianship. If the person's skills improve or a change in situation occurs, the person resumes making decisions. As needed, an authorized surrogate should represent the individual's interests and protect all rights. Although guardianship puts legal limits on the person's exercise of certain rights, it does not prevent the person from participating in and influencing decisions or exercising other rights. Supported decision making options should be explored in an effort to ensure to support the person in exercising their rights as fully as possible.

Although everyone has the same basic rights, we care more about some right than others. People determine for themselves which rights matter most to them. The organization uses a formal assessment system to ensure that it understands what rights are important to each person and trains staff accordingly. It promotes each person's ability to exercise these rights safely and responsibly. It provides education about rights to people in a manner that matches their unique learning needs.

Within any society, community, or group of people, situations exist where total freedom to act, do, or decide is not possible. Limitations may occur as a result of laws, community or group norms, and the needs of other people. Each person is guaranteed the opportunity to be heard and treated fairly in any situation where limitations are imposed. The organization has an active Human Rights Committee dedicated to promoting and protecting people's rights. Rights are not restricted without due process and a clear plan to restore them.

Factor 2: Dignity and Respect

Respect is more than the absence of negative comments or actions. Respect is demonstrated in how we interact with people. Interactions that promote respect do not draw undue attention to a person's disability, diagnosis, or condition. We refer to people as people, without the additional description of a disability, diagnosis or condition, or their role in the service delivery system. Rather than promoting the potentially stigmatizing nature of these terms, we are one "people", joined by our humanness, not separated by our differences.

Supports emphasize and capitalize on people's capabilities and are provided in the greater community, not segregated settings. Respect means listening and responding to people's needs with the same promptness and urgency that anyone would expect. When people ask for assistance, they are entitled to received a meaningful response. Organizations listen to people and respond respectfully. People are positively regarded and all our interactions with them reflect respect.

Supports are provided in integrated settings and support full access to the greater community, including opportunities to seek employment in competitive integrated settings, actively engage in community life, and control personal resources. People who are receiving human services supports must have the same opportunities to access the community as any other citizen.

