

# THE PACESETTER



**PUTNAM COUNTY  
VETERANS DAY  
HONORING ALL WHO SERVED  
PARADE**

**FRIDAY NOVEMBER 10, 2023**

**Ceremony begins at  
10:45 AM at the  
Courthouse.**

**Parade  
at 11 AM**



## SERVICE ANNIVERSARIES

- 1 Year – Ronald Hylton,  
Savannah Grimsley
- 2 Years – Casey Durham,  
Katrina Cross
- 3 Years – Anita Akers
- 10 Years – Katherine Frasier
- 13 Years – Stacy Selby, Carol Gaw
- 15 Years – Eddie Lasko
- 24 Years – Kenneth Derossitt

\*\*\*Oops! Don't see your name or  
see you name and don't want it seen? 😞  
Change this by contacting HR!

November Up Coming Events for people to do in  
Cookeville:

- ❖ Mistletoe Market, Leslie Town Centre  
Friday Nov 3 (9a – 7p) & Saturday Nov 4(9a – 7p)
- ❖ Art Prowl – through out the west side of town  
Nov 10 at 3p – Nov 11 at 6p
- ❖ 4<sup>th</sup> Annual Cookeville Christmas Market, Putnam  
Fairgrounds  
Saturday Nov 4 (10a-5p) Sunday Nov 5 (10a-4p)

## WELCOME NEW HIRES!

Anna Evans \* Britney Maxwell  
Cindy Novetri \* Hunter "Brooke" Slaven  
William "Bill" Summers \* Aaliyah Thompson

### QUOTE OF THE MONTH

Savor life: don't just breathe it in;  
exhale the moment to intake the next.

KC Rhoads





**EMPLOYEE SPOTLIGHT:**



**Barbara Qualls was nominated by a co-worker!**

**Barbara has been with Pacesetters since 2020.**

**Thank you, Barbara, for your hard work and dedication!**

*Employee Spotlight: The co-worker says, "She is a hard worker and treats each individual like family. Barbara is always a team player at Biltmore. Just wish there were more like her!"*

**Happy November Birthday!**

**Individuals Pacesetters**

**Supports**

- Alice Cherry—11/1
- Johnny—11/3
- Jeff Rollins - 11/7
- Janet Coomer—11/8
- Georgia W.—11/13
- Richard Kirouac—11/14
- George Williams—11/15
- Gary B.—11/16
- Mark Ladd—11/16
- Deanna L.—11/19
- Steven Nelson—11/24
- Wanda Johnson—11/27\*\*
- Leland Miles—11/30

**Staff**

- Mary Gervais - 11/5
- Tiffany Neal - 11/6
- Annabelle King - 11/10
- Chelsie Miller - 11/11
- Lynn Adcock - 11/15
- Gina Humphrey - 11/19
- Tina Green - 11/20
- Cindy Novetri - 11/26
- Miranda Davis - 11/26
- Kim Walton - 11/30
- Jennie Pelham - 11/30
- Kariann Willis - 11/30

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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**  
**Personal Outcome Measures—Factor Expectations (What We Look For)**

**Indicator 8: People Use Their Environments**

Our environment includes the places where we live, work, and spend time. Full access and use of those environments support a variety of experiences and activities. We choose what we will do and when. People use their environments with specialized training, adaptations, and modifications, as needed.

Some people may need specialized training and exposure to an environment before they feel comfortable. People increase the use of their environments when they have opportunities for a variety of experiences, learn about ways to control the environment, and have supports.

Equipment, technology, and computer advancements make dramatic changes in the control people have over environments.

Technology increases control of personal movement and communication. Simple switches and computer applications control lighting, sounds, temperature, and access.

Environmental modifications also increase people's control and independence. Examples include: ramps; grab bars; bathrooms and kitchens that are totally accessible to people who use wheelchairs; visual and vibrating alarm systems, and telephones for people with deafness; emergency notification devices and telephones with automatic dialing features; mobile apps; and computer or voice-activated devices.

Personal assistance is another way to support people to use their environments. Transportation services provide access to the larger environment and community. Organizations either make the necessary modifications and adaptations directly or help people access the resources they need in the community.

Organizations examine whether their rules, practices, or procedures prevent people from accessing and using the environment. Some examples of these situations include: locking laundry room doors; locating staff offices and telephones in people's homes; and establishing rules about when people can use the kitchen.

**Indicator 9: People Live In Integrated Environments**

Living in the community helps us become a part of the world around us and keeps us from feeling isolated and separate. Activity and participation increase when we are part of the life of the community. Our lives are connected to others and to the community. We live in the context of our community and become a part of its fabric. Our choices and opportunities are more diverse and abundant. Integration provides exposure to, and acceptance of, a wide diversity in people, including people of different racial and ethnic backgrounds, religions, ages, nationalities, and mental and physical disabilities.

For most people, home, work, educational, and leisure activities occur in diverse environments.

People live and carry out routine activities in typical settings. Community integration provides people with opportunities to learn and grow and to obtain and use social capital.

Where people live, work, and spend their leisure time is often determined by where supports are located. Thus, organizations locate themselves where other community members engage in these same activities and provide any needed support. Organizations do not require people to demonstrate a certain skill in order to

“graduate” into an integrated setting. Living in an integrated world does not depend on a person having certain knowledge or the capability of performing a particular behavior. Physical integration is not the same as social integration, although it can lead to greater social inclusion. Physical integration requires that people are physically present in the community. This might occur based on the location of a person's home: Is the home part of a typical neighborhood? Who are the neighbors? Is the home labeled or identified in a way that sets it apart from the surrounding residences?

Physical presence also happens when people are engaged in activities or work: Where does the person see a doctor, get a haircut, go to a place of worship, or see a movie? Where is the person's job located?