



QUOTE OF THE MONTH

All human wisdom is summed up in two words; wait and hope.

Alexandre Dumas

PACESETTERS NEWS/POINTS OF INTEREST

The Bereavement Policy was revised to include Siblings/Stepsiblings and Mother/Father-in-Law along with w/Parent/Step Parent, Spouse, and Child/Step Child effective 1/22/24. You should have received an ASM email on this information

How to print your biweekly paystub in ADP: Go to the home page/my pay/click on the blue arrow pointing to right and click on the pay date wanted and then click on View Statement and then you may print it from there.



EMPLOYEE SPOTLIGHT

Carrie Brown

Carrie has been with Pacesetters since 2022. She was nominated by Eddie Lasko. Eddie says, "Since arriving, at the house she works in, Carrie gets those guys out every day. When I fill in at the house it is immaculate. She is always smiling. Her guys love her. She is a wonderful DSP and a huge asset to everyone

Thank you, Carrie, for your hard work and dedication!

HAPPY BIRTHDAY!

Supported Individuals

- 2/2 - Mary Grider
- 2/4 – Lewis Fox
- 2/6 - Stephanie Murphy
- 2/7 - Lisa Maxwell
- 2/11 – Johnathan
- 2/13 – Ian Hall
- 2/16 - Tina Tuck

Staff

- 2/1- Kristin Martin & Shelia Machado
- 2/5 - Pat McCulley
- 2/8 - Justin Hall & Patricia Johnson
- 2/9 - Carrie Brown
- 2/11 - April Thomeczek
- 2/13 - Wanda Barnes & Vanessa Kennedy
- 2/17 - Michelle Miller
- 2/18 - Curtis Choate & Dylan Ledbetter
- 2/20 - Janie Wilson
- 2/22 - Henry Carter
- 2/23 - Jennifer Poindexter & Crystal Hawkins
- 2/25 - Karla Kirby
- 2/26 - Nick Long & Betty Marler
- 2/27 - Megan Wattenbarger
- 2/28 - Jane Loyd & Chrissy Sumbler
- 2/29 - Hattie Fuqua

WELCOME NEW HIRES!

- Jane Loyd
- Lauren Myers
- Carla Randolph
- Reanna Welch
- Hailey Woodard

***OOPS! DON'T SEE YOUR NAME OR SEE YOUR NAME AND/OR DON'T WANT IT SEEN? 😞 LET US KNOW!

SERVICE ANNIVERSARIES

1 Year

- Kelli Ealey Autrey
- Martha Dowell
- Amanda Green
- Tana Taylor
- Cristine Webb

3 Years

- Glenda Schoenmann

5 Years

- Sharman Farris
- Tina Van Eick

6 Years

- Rachel Corbin

18 Years

- Denise Herron

JOB OPPENINGS

- Direct Support Professional

Visit our website for more information



LET'S TALK ABOUT CQL—THE COUNCIL ON QUALITY AND LEADERSHIP PERSONAL OUTCOME MEASURES—FACTOR EXPECTATIONS (WHAT WE LOOK FOR)

Indicator 12: People Are Connected to Natural Support Networks

Most of us have a natural support network. This includes our family members (such as parents, spouses, brothers, sisters, aunts, uncles, nieces, nephews, grandparents, and foster/adoptive parents) and very close friends. For some of us, this network includes many people, and for others, it may be a smaller group. Sometimes we all live near each other and we see or talk to each other often. For other people, the network of family and friends is spread out, but the closeness and support is still there when we need it.

Natural support networks are groups of people whose commitment to support each other is usually lifelong. These support networks cannot be manufactured or created. They can only be nurtured as they grow and evolve over time. Families provide lifelong support and a safety net for many people. Lifelong relationships with non-family members are also part of the support network.

We see differences in how closely connected people are. Time, age, and distance can affect how well people stay connected. These and other factors can also determine how functional and supportive the networks are. The type and extent of these relationships at any particular time is determined by each person or by the interactions between members of the support group.

Organizations assist people to continue and strengthen existing connections and to stimulate potential connections whenever possible. People may need support to develop, enhance, or renew relationships. Supports that facilitate connections can be limited and informal, or extensive and formalized. Examples include telephones, communication devices, personal care assistants, and transportation. Specific care is taken not to disrupt or limit these connections. Family relationships are always encouraged unless the person specifically requests otherwise.

Indicator 13: People Have Friends

Friends provide us with emotional support and enjoyment. Friendships are mutual; they are based on a two-way relationship between people who choose to spend time with each other. While casual contacts with other community members and relationships with paid staff are important, they do not replace friendships.

Personal relationships bring variety and richness to our lives. Friends can be a significant source of comfort and support during difficult times. They bring us companionship and share our joy in the best of times. Friends are the people we confide in and share special events with. They are the people we call on when good or bad things happen.

Organizations support people to maintain existing friendships. Planning includes a discussion of what can be done to support people to continue and expand their friendships. While people are not required to have friends, organizations support social opportunities for people to develop and maintain friendships. Service delivery reflects respect for individual preferences in social activities and the expectation that people will, in fact, develop friendships. Supports to maintain friendships might include finding transportation, encouraging telephone calls, access to email and social media, and writing letters or cards.

Organizations honor people's preferences and use them as a guide to assist people to develop and maintain friendships.

