

THE PACESETTER

QUOTE OF THE MONTH

You cannot swim for new horizons until
you have courage to lose sight of the shore.

William Faulkner

PACESSETTERS NEWS

- ❖ White County will be hosting a bake sale/yard sale June 9th and 10th at the White County Office. Come check it out!

HOW ABOUT A NEW RECIPE TO TRY?

Lynn's meatloaf

- 2lbs ground beef (I do not know how turkey will taste)
- 1 large onion diced (use more if you like the onion flavor)
- 2 eggs
- 1½ cup of quick oats (dry)
- ½ cup ketchup
- ½ cup mustard
- ½ cup brown sugar
- 1/3 cup Worcestershire sauce

Mix all ingredients together. When well combined, spray baking dish and put into the dish. You can make an oblong mound or you can flatten out into the dish to make it thinner. It will bake faster if flattened out.

Topping sauce: Ketchup, mustard, brown sugar and Worcestershire sauce. Pour on top, spread.

Bake 350 degrees 45 minutes.

Note: you have to be your own judge on the topping. More or less, you can use the same amount as in the meat mixture. If you don't like the sweetness, omit the brown sugar.

***You can also use any type of bell pepper in this recipe. It's good too.

SERVICE ANNIVERSARIES

Erica Miller—1 year Marissa Horton—1 year
Hailey Green—2 years Jamie Martin—2 years
Barbara Qualls—3 years
Chrissy Presley—3 years
Cheri Loftis—5 years Marilyn Harris—5 years
Stephanie Turner—5 years
Steve Jennes—6 years Lesa Smith—6 years
Cari Anderson-Walden—6 years
Kariann Willis—9 years Kim Walton—9 years
Teresa Davis—10 years
Renea Lancaster—11 years
Candy Simmons—11 years
Diane Lee—16 years
Ashley Cook—18 years
Lynn Adcock—28 years

WELCOME NEW HIRES!

Gayla Green Alayna Hogan
Ruby Manus Judy Moss
Andrea Netherton Austin Shrum
Coe Siembida Alysa Trask
Samantha Tyler

Father's Day is June 18th!



DAD, YOU'VE ALWAYS BEEN



EMPLOYEE SPOTLIGHT:



Margo Phillips was nominated by Robin Gallaher!

Margo has been with Pacesetters since 2007.

Thank you, Margo, for all your hard work and dedication!

Employee Spotlight: Robin says, "She bends over backwards to always help those DSP's in the homes when needed with health and safety issues, training issues and support with the individuals she serves. Margo has a bubbly spirit and kindness that always exceeds expectations. It has been a pleasure working with her these past 16 years. I know if I am gone, that she will make sure my work gets done and my individuals are taken care of in my absence. She as a nurse has lots of knowledge that benefits those we serve and always has a great relationship with the health care professionals we come in contact with daily which provides better care for our individuals."

Happy Birthday!

Supported Individuals

- Stacy—6/1
- Chad Underwood—6/4
- Scott Gipson—6/8
- Debbie K.—6/10
- Benji Henegar—6/14

Staff

- Robert Bumbalough—6/4
- Austin Shrum—6/5
- Miranda Judd—6/5
- Holly Burgess—6/8
- Jerry Carmack—6/10
- Amanda Green—6/12
- Heather Burchett—6/13
- Brandice Wooten—6/15
- Carla Thompson—6/17
- Bethany Cole—6/18
- Leslie Denton—6/22
- Barbara Jennes—6/25
- Sherry Brown—6/27

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

JOB OPENINGS

***Overnight Med SL LPN**

***DSPs**

Let's Talk About: CQL—The Council on Quality and Leadership
Personal Outcome Measures—Factor Expectations (What We Look For)

Indicator 1: People Are Safe

Feeling safe and free from danger concerns all of us. Threats to personal safety come from a variety of sources.

Concerns about safety apply to our home, workplace, neighborhood, and community. Personal safety may be threatened by physical surroundings, other people, or lack of supports.

In some settings, we rely on regulations and inspections to ensure that safety standards are met. In other situations, we take personal actions to feel safer: for example, install smoke detectors or security systems, practice fire escape routes, or learn first aid or CPR. We memorize emergency fire and police numbers and post the poison control number near the telephone.

Living, working, and leisure time environments must meet all applicable health and safety standards. Places where we spend our time are clean and sanitary. Provisions for handling and securing toxic materials are in place.

Plans exist for effectively meeting emergencies, including an evacuation plan that is rehearsed regularly.

Exploitation and situations of actual or potential abuse and neglect are also serious threats to personal safety.

Organizations address all safety concerns, even when people may not recognize danger, such as in situations in which people may cause harm to themselves.

Typical environments contain a reasonable amount of risk.

Overprotection prevents people from learning. However, people do not face major decisions that have potential for significant risk without first having the opportunity to make decisions with less significant risk. By learning through real-life experiences that evolve from less to more significant consequences, people learn to make progressively more complex decisions responsibly.

Indicator 2: People Are Free From Abuse and Neglect

People are not subjected to abuse, neglect, mistreatment, and/or exploitation of any kind. No one threatens or intimidates people to make them comply with organizational policies or individual staff preferences. People live and work free from the fear of physical or mental harm. Abuse, neglect, exploitation, and any form of mistreatment are unacceptable.

The organization's policies define and prohibit abuse and neglect. Many actions (or failures to act) may constitute abuse and neglect.

Abuse can take many forms—verbal, physical, sexual, and psychological. Neglect includes the lack of basic sustenance (food, clothing, shelter, etc.), failure to provide needed services, and failure to provide or maintain necessary adaptive equipment. Exploitation can include taking advantage of someone financially or sexually.

Mistreatment is a broad category that includes abuse, neglect, exploitation, and any other action that is cruel or hurtful to the person.

The organization develops a program of supports designed to prevent all forms of abuse, neglect, and exploitation. To ensure people's safety, the organization screens staff appropriately before hiring them, then trains them to recognize and prevent abuse. Staff are aware of what the organization and the local governing entities define as harm and know what to do should they witness abuse, neglect, and/or exploitation.

Abuse and neglect are defined from the person's perspective. Organizations therefore identify people's personal definitions of abuse and neglect. A person may consider some actions, environments, and circumstances abusive and neglectful, even though they may not rise to the level of a legal or reportable requirement. They are nonetheless important for each person. Staff who support people are familiar with each person's definition so as to avoid any harm, no matter how inadvertent.

The organization also needs to think beyond the present situation.

People may continue to experience pain, physical or mental, from previous instances of abuse. Whenever the organization is aware of any harm, past or present, it offers appropriate, individualized supports to assist the person in coping with the event.

If safeguards against abuse fail, the organization actively responds to each situation. The organization implements processes for investigating all allegations of neglect or abuse wherever they occur.

Follow-up actions also focus on supporting the victim. Although formal processes for reporting and investigating abuse and neglect are effective management tools, these procedures do not always result in a positive outcome for the person. Supports help the person overcome the physical and emotional impact of the abuse or neglect.

Organizations inform people about community resources (such as spousal abuse centers, shelters, and support groups) to support them in dealing with physical and emotional challenges associated with abuse.