



## QUOTE OF THE MONTH

"Success is not final, failure is not fatal: it is the courage to continue that counts"

~Winston Churchill~

## *Did you know?*

### **Residential Support**

Pacesetters supports approximately 97 people in some type of residential support in 5 counties (Putnam, Overton, White, Warren, and Macon). There are 34 sites agency-wide. Services are provided in Residential Habilitation (agency-owned homes with 2-3 people); Supported Living (homes/apartments with 1-3 people); Medical Supported Living (a home with 1-3 people with medical needs that a nurse must provide); Semi-Independent Living (individual homes/apartments with intermittent supports); Respite (relief services for people already receiving our day supports); and Personal Assistance (intermittent in-home supports to individuals with activities of daily living so that the person may remain in the family home).

Supports include up to 24-hour staff supervision with assistance as needed for activities of daily living, budgeting, maintaining a home, and enabling the person to live in a home in the community.

Residential Supports allow individuals with intellectual and developmental disabilities to live in their own homes in their communities instead of in a nursing or institutional facility. Though Pacesetters' staff provide the services in these homes, they are not "Pacesetters' Homes"; rather, they are identified as the homes of the men and women who reside there. Pacesetters is thankful to provide the support these homes need!

### Valentine's Day Celebration at Pacesetters!



[See photo details at pacesetterstn.com/valentines26](http://pacesetterstn.com/valentines26)

### THINGS TO DO

#### Festivals & Music:

- Big Ears Festival (Knoxville, March 26-29)

#### Spring Blooms & Nature:

- Cheekwood in Bloom (Nashville, March 9 - April 14).
- Red Bull Tennessee National (Windrock Bike Park, March 20-26)

#### Family & Outdoor Fun:

- Dollywood (Pigeon Forge)
- Spring Tennessee Craft Fair

#### Unique Local Events:

- Norris Lake Clean-Up (March 28): Annual volunteer event.
- Easter Celebrations (Statewide, March 30-31)

**WELCOME NEW HIRES!**

Pedro A.  
Sherry C.

Kayla C.  
Cansadie E.

Alexandra S.

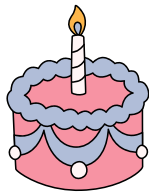
**MARCH SERVICE ANNIVERSARIES**

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Sarah B.	25	Misty V.	7	Josh B.	2
Margo P.	19	Holly B.	6	Thomas L.	2
Vikki R.	18	Jessica J.	6	Teffanie N.	2
Janie W.	16.	Cindy M.	4	Susan M.	2
Carla T.	10	Tiffany D.	4	Laura S.	1
Ron E.	9	Selena G.	3	Mary S.	1

**MARCH HAPPY BIRTHDAY**

Supported

- 3/1 Anna S.
- 3/1 Bobby D.
- 3/21 William S.



Staff

- |                   |                 |                  |
|-------------------|-----------------|------------------|
| 3/1 Chris D.      | 3/5 Casey D.    | 3/24 Marilyn H.  |
| 3/1 Kayla C.      | 3/6 Susan S.    | 3/25 Sherry C.   |
| 3/1 Jillian T.    | 3/11 Sarah B.   | 3/26 Ron E.      |
| 3/2 Frances P.    | 3/14 Cheyanne M | 3/27 Deborah G.  |
| 3/2 Tina V.       | 3/20 Isabel K.. | 3/30 Laura S.    |
| 3/3 Timmie R. Jr. | 3/20 Kenneth D. | 3/30 Leslie M.   |
| 3/4 Lesa S.       | 3/20 Julie G.   | 3/30 Courtney R. |

**Oops! Don't see your name or see your name and don't want it seen? 😞**  
 Change this by contacting HR/Isabel Kocuja at [isabel.kocuja@pacesetterstn.com](mailto:isabel.kocuja@pacesetterstn.com)!

**FEBRUARY HAPPY BIRTHDAY**

- 2/1 Kristin M.
- 2/3 Tyler S.
- 2/5 Pat M.



**Our apologies for missing these last month! We hope you all had a very Happy Birthday and a great Work Anniversary!**

**FEBRUARY SERVICE ANNIVERSARIES**

- Katie K. 2 yrs
- Michaela G. 2 yrs
- Tanner S. 1 yr
- Anthony T. 1 yr
- Tyler S. 1 yr
- Ariella M. 1 yr



**Direct Support Professional**

Visit our website for more information

### Happenings at Pacesetters



Macon County was one of the areas most severely impacted by the recent ice storm. Many individuals were without electricity and heat, making it one of the most challenging situations they have faced. Despite these hardships, the Macon County team rose to the occasion. They came together quickly, engaging in extensive pre-planning before the storm and preparing for the worst. Due to prolonged power outages, two homes had to be temporarily relocated because they were without adequate lighting and heat sources. Throughout the crisis, the Macon County team demonstrated resilience, strength, and teamwork. By working together and supporting one another, they ensured that everyone remained safe.

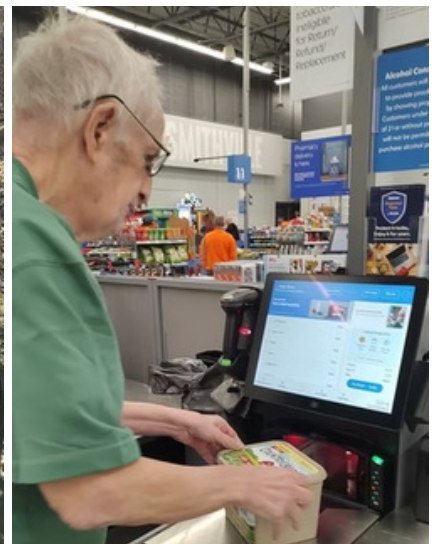
### Community Participation in March



This is Sharon P. and Mark P. selecting fresh vegetables from the store.



Sharon P. and Mark P. at Rock Island State Park



Mark P. learning to use the self checkout

[See photo details at pacesetterstn.com/march26](https://pacesetterstn.com/march26)

# USING CQL'S THREE E'S TO FIND YOUR COMMUNITY



## EDUCATION

- Online Platforms: Meetup, Facebook Groups, local event websites
- Explore volunteer opportunities based on personal interests
- Identify local resources to experience events, markets, shows, festivals, concerts, and more!
- Consider the person's culture, identity, and preferences

## WHAT ARE THE THREE E'S?

As we face new situations and decisions in life, we rely on past experiences, new knowledge, and trying different options. CQL captures this through the "Three E's": Education, Experience, and Exposure. These aspects are key to informed decision-making, especially in community life.



## EXPERIENCE

- Partner with volunteer organizations and colleges/schools
- Explore community programs like the YMCA/other nonprofits
- Check out local community centers for workshops and classes
- Don't forget your local library!
- Engage with religious or spiritual organizations and churches
- Explore local businesses
- Get involved with neighborhood associations, Nextdoor App



## EXPOSURE

- Don't be afraid to start conversations in person or online!
- Be open to meeting people from different backgrounds/cultures
- Pair people with support staff with similar interests/experiences
- Help people make an effort to stay in touch with people
- Assist people to invite others to activities/events
- Be patient! Building a community takes time

