

# ***THE PACESETTER***

## QUOTE OF THE MONTH

Look at how a single candle can both  
defy and define the darkness.

Anne Frank

## PACESETTERS 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!
- ❖ March 8<sup>th</sup> is Disability Day on the Hill in Nashville. Various organizations like Pacesetters will be meeting with legislators to continue discussions of DSP raises. Pacesetters will be sending a group, as well. If you would like to pass on any information to our legislators, email Lindsay (Lindsay.young@pacesetterstn.com).

## A LITTLE DOSE OF ENCOURAGEMENT

“You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.” –Woodrow Wilson

## SPOTTED!!

Stephanie and her housemates had some fun celebrating her 46<sup>th</sup> birthday in February! HAPPY BIRTHDAY, STEPHANIE!



## SERVICE ANNIVERSARIES

**Cindy Maberry—1 year**  
**Tiffany Duffer—1 year**  
**Brayline Abbott—1 year**  
**Georgette Sullivan—2 years**  
**Holly Burgess—3 years**  
**Jessica Jacobson—3 years**  
**Shelia Machado—3 years**  
**Misty Voiles—4 years**  
**Glenda Stafford—4 years**  
**Sara Rosales—4 years**  
**Chelsie Miller—5 years**  
**Ron Eschelbacher—6 years**  
**Carla Thompson—7 years**  
**Janie Wilson—13 years**  
**Margo Phillips—16 years**  
**Sarah Bumbalough—22 years**

## WELCOME NEW HIRES!

Roni Bowman   Chris Carr  
Taylor Cudney   Martha Dowell  
Ryenne McBride   Kelli Autrey  
Danielle McGowan   Christine Webb

## **Happy St. Patrick's Day!**



**CLIENT YELLS AT YOU  
WHILE, ADVOCATING FOR THEMSELVES.**

**I'M NOT EVEN  
MAD, THAT'S AMAZING.**

## EMPLOYEE SPOTLIGHT:



**Kim Copeland was  
nominated by Lindsay  
Young!**

**Kim has been with  
Pacesetters since 2021.  
Thank you, Kim, for all  
your hard work and  
dedication!**

*Employee Spotlight: Lindsay says, "When her team needed her, Kim really stepped up and helped out even though she didn't have to. I appreciate Kim's willingness to go above and beyond to get things done!"*

**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](mailto:Lindsay.young@pacesetterstn.com).**

## **Happy Birthday!**

### Supported Individuals

Bobby Davis—3/1  
Anna Seibers—3/1  
Carl Tobitt—3/5  
William Smith—3/21

### Staff

Chris Dean—3/1  
Shortie Poindexter—3/2  
Tina van Eick—3/2  
Tammy Walls—3/4  
Lesa Smith—3/4  
Casey Durham—3/5  
Erica Miller—3/11  
Sarah Bumbalough—  
3/11  
Wanda Bennett—3/12  
Kenneth Derossitt—  
3/20  
Debra Dailey—3/23  
Marilyn Harris—3/24  
Rachel Corbin—3/26  
Ron Eschelbacher—  
3/26  
Leslie Moser—3/30

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

## **JOB OPENINGS**

**\*Overnight Med SL LPN**

**\*Med SL DSP**

**\*DSPs**



## ATTITUDE OF GRATITUDE

A key factor of loving whatever it is you do is to have an attitude of gratitude. Gratitude is about making the choice to be actively thankful. An attitude of gratitude means you are consciously creating a habit to be thankful, and you express appreciation for every aspect of your life, both big and small. If you want to feel more optimistic, productive, happier, fulfilled, abundant and content... it starts with an attitude of gratitude.

Here are a few activities you should practice on a daily basis:

- ❖ Remember happiness is a choice.
- ❖ Express 3 things you are grateful for.
- ❖ Surround yourself with positive people.
- ❖ Be proactive rather than reactive.
- ❖ Make a commitment to seek the positive in every situation.

Be grateful for the chance to serve others in your community.

Be grateful for the people in your life. Be grateful for your strengths and skills. Be grateful that you were able to resolve a problem for someone. Be grateful for transportation. Be grateful when you learn something new. When even the little things become reasons to feel grateful, you are on your way to loving what you do.

--From the February 2023 Employment Innovation Newsletter, DIDD



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

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

#### Factor 7: Staff Resources and Support

Organizations determine the individual support needs of each person. To meet those needs, the organization provides whatever staff resources are necessary to ensure appropriate supports and continuity of service. Organizations orient, train, and monitor staff and volunteers in the provision of person-centered and individualized services and supports.

In its search for competent, caring staff, the organization uses ethical, professional recruitment and hiring practices. It acknowledges that direct support staff are professionals and focuses its efforts on hiring and keeping them. It treats its employees with dignity, respect, and professionalism. Compensation, working conditions, and performance feedback impact morale, commitment, and individual leadership. To monitor its success with staff, the organization tracks and analyzes turnover rates and addresses the reasons for turnover. This analysis and response looks beyond common explanations, such as compensation, for why turnover exists.

#### Factor 8: Positive Services and Supports

Organizations listen to what people want in their lives. A written, person-centered plan outlines what the person wants and what the organization will do to support those choices and goals. This plan defines the organization's interactions with the person and is built around supporting the attainment of personal outcomes that are defined by the person. Because it is not a static document, the plan is regularly reviewed to ensure it remains relevant. As people experience new events, their views on what is important will change over time. The organization and its staff remain flexible as the person directs the plan. The plan is implemented by a combination of paid support and natural supports. All staff who will be supporting people are aware of and are provided the tools to assist people as needed in achieving their personal goals.

Sometimes a person's actions or mental health status interferes with his or her ability to reach personal goals. The organization's first responsibility is to determine what the person may be trying to communicate and/or what environmental changes can be made. These activities take place before formal supports are considered.

Any formal behavior or mental health support, however necessary or positive, represents an intrusion into people's lives. All formal supports, no matter how positive, only occur after a functional analysis has been performed.

Organizations analyze behavior to determine its communicative intent. Actions may communicate physical or mental health status, incompatible environments, priorities about personal outcomes, or other less obvious concerns.

People's preferences regarding the supports needed are honored. Only minimal amounts of intrusion that will keep people and others around them safe are allowed. The goal is to eliminate all intrusions as quickly as possible. If a restrictive method must be used, the organization has clearly defined procedures for training staff in, and monitoring the use of, this method. In addition, there is a plan for teaching people alternative, replacement behaviors so the intrusive support method can be eliminated as quickly as possible. Person-centered organizations are committed to providing positive supports, even in the most difficult situations.