



QUOTE OF THE MONTH

“Be the change that you wish to see the world”

~ Mahatma Gandhi

SPRINGTIME ALLERGIES

Spring is a time when many people experience allergies, also known as seasonal allergic rhinitis or hay fever.

What are the causes?

- Pollen from trees, grasses, and weeds
- Mold spores

Symptoms could cause:

- Sneezing
- Runny or stuffy nose
- Itchy, watery eyes
- Nasal congestion
- Coughing

Triggers from:

- Trees and grasses release pollen into the air as they bloom.
- Mold spores can thrive in damp environments, such as basements and bathrooms.

Common Spring Allergens;

- Tree pollen: Oak, maple, birch, pine
- Grass pollen: Timothy, rye, Johnson grass
- Weed pollen: Ragweed, dandelion, golden

Prevention and Management:

- Avoid outdoor activities when pollen counts are high.
- Wear sunglasses and a hat when outdoors.
- Keep windows closed and use an air purifier.
- Take over-the-counter antihistamines or nasal corticosteroids.
- Wash bedding and clothing frequently.

Also using a dehumidifier to reduce moisture levels indoors. An ENT Specialist may consider immunotherapy (allergy shots) or sublingual immunotherapy (drops under the tongue).

Note: If your symptoms are severe or do not improve with over-the-counter medications, consult a healthcare professional.



WORK PLACE SAFETY

WHEELCHAIR AWARENESS

- Conduct regular wheelchair inspections.
- Always lock the brakes before getting in or out of the wheelchair. For power chairs, turn off the power before transferring the supported person.
- Adjust or lift footrests and armrests as needed before transferring. Training specifics should outline this process, as it is often person-specific.
- Avoid placing a large, heavy bag or items on the back of the wheelchair. This can cause the wheelchair to tip backwards during transferring.
- Ensure positioning belts are properly connected and positioned. Note: These are not a substitute for a vehicle seat belt.
- Remove and securely store hard lap trays separately during vehicle travel.
- For wheelchairs that adjust and tip back, return them to the original (upright) position before transport to correct the center of gravity.
- Loading and Unloading Power Chairs:
 - Turn off power during lifts and transport.
 - Staff must maintain control of the wheelchair at all times while loading and unloading.
 - Ensure the individual's limbs remain within the wheelchair frame to prevent injury.
 - The driver is responsible for confirming that Sure-Lok straps, lap belts, and shoulder straps are properly secured before vehicle movement.

JUST A FEW DRIVING TIPS

- Ensure tires have good tread before traveling.
- Driving with your lights on increases visibility on the highway.
- During rainy conditions, be mindful of water accumulation on the road. Driving too fast can reduce steering ability and may cause hydroplaning.
- Be aware that asphalt becomes more slippery than concrete when it first rains. Oils rising to the surface add to hazardous conditions.
- Properly store fire extinguishers and Sure-Lok systems to prevent them from becoming projectiles in an accident.
- If the vehicle is in motion, the driver should never use a phone. Pull over to a safe location and park before making a call.

EMPLOYEE SPOTLIGHT NOMINATIONS

**Nominate Hourly Staff
from your County to your
County Director by 4/7/2025!**

WELCOME NEW HIRES!

3/4 Zachary Graham
3/4 Laura Mann

3/11 Aaliyah Thompson
3/24 Shelby Johnson

SERVICE ANNIVERSARIES

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Bill Toye	27	Katie Shirley	6	Samantha Tyler	2
Hillary Jenkins	14	Matricia Wingo	6	Gayla Green	2
Tammy Walls	14	Chris Dean	4	Bill Thompson	1
Jonathan Dickerson	10	Patsy Johnson	3	Kaleb Selvidge	1
Billy Smallwood	7	Andrea Netherton	2	Melissa Richardson	1

HAPPY BIRTHDAY**Supported**

4/1 Richard G.
4/7 Amy
4/7 Anna H.
4/8 Richard W.
4/23 Barron G.
4/28 Damien B.

Staff

4/3 Jamie Kirkman
4/3 Chasady Eells
4/5 Courtney Thomas
4/6 Sharman Farris
4/15 Andrew Romeyn
4/15 Gail Thurman
4/16 Britney Maxwell
4/18 Cindy Mabery

4/21 April Schroeder
4/23 Thomas Loyd
4/23 Susan Gales
4/23 Nodine Teffanie
4/24 Kelli Ealey Autrey
4/25 Claudia Woodard
4/25 Selena Gonzalez
4/30 Rachael Roberts

Oops! Don't see your name or see your name and don't want it seen? 😞 Change this by contacting HR/Isabel Kocaja at isabel.kocaja@pacesetterstn.com!



**Congratulations
Presley
Thompson!**

She is a Community Manager in Macon County. She earned her DSP-II Certificate through the NADSP E-Badge Program on March 27, 2025.



**Congratulations
Katie Keen!**

She is a DSP in Putnam County. She earned her DSP-1 Certificate on 3/31/25.

**WE ARE
HIRING**

**Direct Support
Professional**

- Sign On Bonus \$500
- Referral Bonus \$250

LEARN MORE!

pacesetterstn.com/careers

THINGS TO DO

Banana Pudding Festival

Sat, Apr 5, 2025 10:00 am - 4:00 pm

Location: Downtown Monterey

Brunch with Bunny at Imagine Foundry

Sat, Apr 5, 2025 10:00 am - 12:00 pm

Location: Imagine Foundry

AUCTION

Pacesetters April Public Auction

PUBLIC NOTICE: On April 7, 2015 at 2 pm. Pacesetters, Inc. will sell selected items by sealed bid. View the items for auction at pacesetterstn.com/auction.

4th Annual Upper Cumberland Spring Market & Food Truck Festival

Sat, Apr 12, 2025 10:00 am - 5:00 pm

Location: Putnam County Fairgrounds

Firefly Festival

Sat, Apr 12, 2025 10:00 am - 9:00 pm

Location: Dogwood Park

Annual Strawberry Festival

Sat, Apr 19, 2025 10:00 am - 4:00 pm

Location: Crossville, Upper Cumberland Fairgrounds

HAPPENINGS AT PACESETTERS



Alice and Rosie
enjoyed painting class!



Greg T. with the cast
of the Wizard of Oz



William (Bill) S. & Stacy
McCormick at the Park



Lee B. and Stacy M.
at Tractor Supply



Richard (Ricky) W. and
Wanda C. working out



Wanda C. playing BINGO at
the Senior Citizens Center



Janet and Garry at
Cracker Barrel



Mike P. and Amy P.
enjoying time together

Let's Focus on Personal Quality of Life

CQL's Personal Outcome Measures® (POM) interviews are used to identify people's quality of life outcomes, plan supports, and gather information and data about individual outcomes. We conduct Personal Outcome Measures® interviews to demonstrate the linkage between personally defined quality of life and excellence in person-centered services and the importance of data in planning and making change.

- Are people achieving their priority life outcomes?
- What organizational practices are in place to ensure that people are supported to achieve their outcomes?



Rights and Responsibilities

CQL Personal Outcome Measures® stress both the rights and responsibilities that apply to all people. People are protected by basic national or constitutional rights, laws, and court decisions. The people we support have the same rights and accompanying responsibilities as other people.

Rights are balanced by responsibilities and include an obligation to act responsibly. The importance of rights does not diminish people's responsibilities for their own lives. At the same time, people have responsibilities toward others. People cannot exercise rights when the results would burden someone else. Organizations assist people to both exercise their own rights and be responsible for the outcomes or consequences of their actions.

Organizational Approach

We have a role in supporting a person to achieve each outcome. Organizations define their own unique roles in supporting people to achieve outcomes. Some organizations may provide direct action through supports and services; others may address outcomes through referral, advocacy, or consultation.

A shift in the definition of organizational responsibility has accompanied the shift from "process" to "outcome". In the past, an organization could ignore an outcome area because it was not directly related to its mission. With a focus on individual outcomes, as identified in each POM interview, the organization can no longer do so. If the organization cannot provide the necessary direct service, we still have a responsibility for supporting the person to find the support elsewhere.

This approach is more holistic as it acknowledges that daily events are interconnected and that seemingly random and unconnected events merge when they impact a single person. A commitment to holistic patterns of support and service is demonstrated either through direct service or through service coordination involving support staff, providers, public agencies, and natural supports.