

THE PACESETTER

QUOTE OF THE MONTH

Things start out as hopes and end up
as habits.

Lillian Hellman

PACESETTERS NEWS

- ❖ Macon County will be hosting a yard sale in September! They are currently accepting donations. If you have questions or want to donate anything, give them a call at (615) 666-8018.
- ❖ Putnam County's Fair will have Pacesetters' Day on 8/6 at 9 am!
- ❖ Our Annual QA Survey will be this month starting on August 28th! Be prepared, but don't be nervous! If you have any questions, call Lindsay at 931-537-9100 ext. 1027.
- ❖ FYI: To make changes to your insurance benefits between enrollment periods (June - May) you must submit documentation that you have had a life status change (i.e. lost other coverage, gained other coverage, married, divorced, birth of a child, on Medicare, etc.) within 30 days from the date of that effective change to Sharman Farris, HR Benefits Assistant at Admin.
- ❖ Because we want to make sure the switch to ADP goes as smoothly as possible, the implementation has been delayed until the end of 2023/beginning of 2024. We will keep everyone updated of any changes along the way!

SERVICE ANNIVERSARIES

Justin Hall—1 year
Heather Burchett—1 year
Danny Warden—2 years
Miranda Judd—2 years
Leslie Moser—5 years
Beverly Groves—9 years
Frank Clough—11 years
Gina Humphrey—12 years
Betty Marler—15 years
Jim Beaty—34 years

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

WELCOME NEW HIRES!

Kelsey Britt
Gregory Cumby Laura Mae Mann
Alyssa Dunaway Chelsie Miller
Hattie Fuqua Jermaine McElvain
Hannah Gillan Brandy Mosby
Crystal Hawkins Claudia Woodard



When you walk into a store with air conditioning



EMPLOYEE SPOTLIGHT:



Amy Alfrey was nominated by April Thomeczek!

Amy has been with Pacesetters since 2020.

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

Employee Spotlight: April says, “Amy is dedicated to and advocates for the individuals in her care. She puts her heart and soul into her work, and does the best she can. She is not afraid to ask for help or assistance of any kind at any time so that she may do her job to the best of her ability. She is always happy and respectful with the people she works with.”

Happy Birthday!

Supported Individuals

Rebecca B.—8/5

Greta—8/5

Champ Pennington—8/8

Vickie Rollins—8/16

Michelle Cox—8/17

Bryron—8/21

Judy—8/24

Staff

Amy Alfrey—8/1

Marissa Horton—8/3

Chrissy Presley—8/4

Renea Lancaster—8/5

Glenda Schoenmann—8/5

Peggy Pritchard—8/7

Coe Siembida—8/9

Martha Dowell—8/9

Kristin Diaz—8/9

Michael Yates—8/9

Joanna Wix—8/15

Kristina Coffee—8/16

Jermaine McElvain—8/16

Cari Andersonwalden—8/17

Cynthia Whittaker—8/17

Alyssa Dunaway—8/17

Beverly Groves—8/18

Shanna Jones—8/19

Julianna Hotchkiss—8/19

Shannon Twiford—8/22

Bill Toyne—8/24

Patricia Hudgens—8/24

Alysa Trask—8/24

Ashley Cook—8/25

Robin Gallaher—8/31

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JOB OPENINGS

***Overnight Med SL LPN**

***Med SL DSP**

***DSPs**

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

Indicator 5: People Exercise Rights

People exercise their human and civil rights. Each person defines which rights are most important. Rights include basic protections, personal freedoms, and guarantees afforded to everyone. The Universal Declaration of Human Rights of the United Nations and the constitutions of nations and states apply to all people. These rights include freedom of speech, freedom of religion, freedom of association, equal opportunity, and equal protection under the law.

Families, friends, and close associates provide supports in preparing people to exercise rights responsibly. Just as for all of us, those closest to people help increase their abilities for decision-making and exercising rights.

Exercising rights and personal freedoms are a natural part of our daily lives. We worship at the place of our choosing. We might serve on a jury or get help with a legal matter. We can choose to be actively involved in a political cause or be content to vote or decide to abstain from voting. We read the newspaper and feel free to write a letter to the editor. We travel around our community, read our mail, and engage in similar routines without giving much thought to the rights and personal freedoms these actions represent. Most of us would not tolerate intrusions or restrictions on our ability to engage in these kinds of activities. How active we are about exercising our rights depends on our personal situations and priorities.

Organizations assist people to exercise their rights. People with limited experience or knowledge about their rights receive training and support to make choices and exercise rights. Assistance also includes opportunities to exercise the responsibilities that accompany rights. People demonstrate respect for the rights of others as they assert and exercise their individual rights. Learning about individual freedom and rights of others is a part of the service process.

Some people may need guardians or other substitute decision-makers. Assessments help determine a person's specific abilities with regard to decision-making. Guardianship does not extend beyond the areas needed by the person.

The need for guardianship is periodically reviewed. If the person's skills improve or a change in situation occurs, the person resumes making decisions. On the other hand, when someone has been found legally incompetent to make basic decisions, an authorized surrogate represents the person's interests and protects all rights. Although guardianship puts legal limits on the person's exercise of certain rights, it does not prevent the person from influencing decisions or exercising other rights.

Indicator 5: Adequate Due Process Procedures

Organizations are responsible for ensuring that the rights of people supported are protected. When rights are limited, it is typically due to the person's specific needs but sometimes a person's rights may be limited due to formal or informal practices, lack of resources, or a desire to keep the person safe or to mitigate risk. Whenever there is a rights limitation or restriction, the organization must follow strict safeguards to promote and protect people's rights:

- Limitations/Restrictions are based on a specific need as demonstrated by the person.
- People are informed of options, the expected outcomes of each option, and the risks of each option.
 - The person and the legally authorized representative (if there is one) give informed consent.
- The organization demonstrates that less intrusive interventions were tried but were not successful.
- The organization ensures each restriction is temporary.
 - There is a plan to promote skill development or other strategies to reduce the need for, or reliance on, the restriction.
- The organization demonstrates that the restriction will cause no harm.
 - The person has a fair and impartial hearing. Typically, this is accomplished by inviting the person to a Human Rights Committee (HRC) meeting. At the time of the meeting, at least one-third of the members are not affiliated with the agency, people supported must be an active member of the committee, and there should be at least one person with prior experience with rights (e.g. legal, religion, advocacy, or civil rights.)