



## QUOTE OF THE MONTH

We vote not because we're liberal or conservative, but because we're American citizens, and that is our responsibility.

~ George W. Bush ~

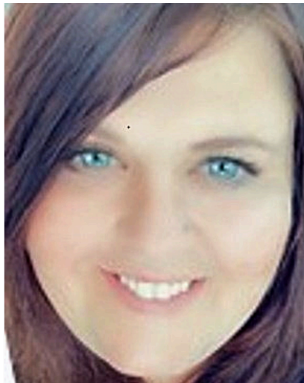
## EMPLOYEE SPOTLIGHTS



### MACON COUNTY

Samantha Tyler, DSP from Macon County would like to nominate Presley Thompson, she's an Interim Community Manager for Macon County.

"I want to nominate Presley Thompson for the next employee spotlight she is a very hard worker and has grown so much in such a short time and is always there when people need her."



### PUTNAM COUNTY

Kelli Ealey-Autrey RS-TS would like to nominate House Manager Miranda Davis. Miranda just celebrated her 13th year here with Pacesetters. Miranda is very compassionate, the individuals she supports have stated multiple times they "love" having Miranda around. Miranda has made several sacrifices on days off to come in and cover, whether it is nightshift or dayshift, or help out her house when needed. Miranda is a very positive person and her smile radiates joy to all those around her! I am so very proud to have her as an HM and I can not wait to continue working as her supervisor in the future! If anyone deserves a spotlight, I believe it is Miranda!



### WHITE COUNTY

Angelique Sharpe, Home Manager in Warren County, nominated Leslie Moser, DSP for the November Employee Spot Light. Leslie has been with Pacesetters for several years. She is always willing when needed to fill in at other homes. Leslie always wears a smile and treats people supported as well as coworkers with kindness. She is a very caring person. No matter what kind of day Leslie is having she always keeps her smile and treats others with respect and dignity. Thank you for all your help through the years. We appreciate all you have done for Pacesetters and the people we support.

THANK YOU ALL!

# Congratulations



Teffanie Nodine, DSP in Putnam County, earned her DSP-I Certificate from the NADSP E-Badge Program in September.



Lonnie Whitehead, DSP in Putnam County, earned her DSP-I, DSP-II & DSP-III Certificates from the NADSP E- Badge Program in September/October



Presley Thompson, HM/ICM In Macon County, earned her DSP-1 Certificate from the NADSP E-Badge Program in October



Michelle Taylor DSP In Putnam County earned her DSP-1 Certificate from the NADSP E-Badge Program in October

## THINGS TO DO

**5th Annual Cookeville Christmas Market**  
Sat, Nov 2 – Sun, Nov 3  
Putnam County A&I Fair, 155 Fairground St

**23rd Annual Art Prowl on the Westside**  
Friday, November 8 : 3pm - 8pm  
Saturday, November 9: am -6pm  
Details: [arroundtennessee.org/artprowl](http://arroundtennessee.org/artprowl)

# VETERANS DAY CELEBRATION



SATURDAY, NOVEMBER 9, 2024  
CEREMONY AT 10:30AM

PUTNAM CO COURTHOUSE  
Cookeville, TN

Thank you to all who have served  
and those continuing to serve.



Rain Date: Monday, 11/11/24 10:30AM

For info: 931-526-2432/931-537-6864

SATURDAY 11/2/2024



Don't forget to Fall Back 1 Hour  
before going to bed!

# VOTE

Tuesday, November 5th



**NEW HIRES!**

Lynn Fults  
Marie Stampfl  
Stephany Wilson

**SERVICE ANNIVERSARIES**

<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>	<u>Name</u>	<u>Years</u>
Kenneth Derossitt	25	Kathy Frasier	11	Savannah Grimsley	2
Eddie Lasko	16	Anita Akers	4	Laura Cercone	1
Stacy Selby	14	Casey Durham	3	Raymon Rivera	1
Carol Gaw	14	Matt Hylton	2		

*Thank You*



**Supported**

- 1st - Alice C.
- 3rd - Johnny
- 7th - Jeff R.
- 8th - Janet C.
- 13th - Georgia W.
- 14th - Richard K.
- 15th - George W.
- 16th - Gary B.
- 19th - Mark L.
- 24th - Steven N.
- 27th - Wanda J.
- 30th - Leland M.

**Staff**

- 2nd - Melissa Richardson
- 5th - Mary Gervais
- 6th - Tiffany Barnes
- 6th - Xander Tussey
- 8th - Diane Derossitt
- 11th - Chelsie Miller
- 12th - Lorene Clark
- 15th - Lynn Adcock
- 16th - Randell Bale
- 16th - McKenzie Pace
- 19th - Gina Humphrey
- 20th - Tina Green
- 23rd - Bailey Gude
- 26th - Miranda Davis
- 29th - Joshua Bowden
- 30th - Jennie Pelham
- 30th - Kim Walton
- 30th - Kariann Willis



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)!



**Direct Support Professional**  
Visit our website for more information

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





17th Annual

2024

**Pacesetter**  
To empower & support

# GOLF TOURNAMENT

**THANK YOU!**

The weather finally came through on Saturday, October 19th, giving us the perfect day for an amazing tournament! We were incredibly grateful to host 25 teams this year. This tournament is one of our most important fundraisers, and we are incredibly grateful to everyone who participated and supported it. Thank you for making it a success! We look forward to seeing you again next year!

If you are interested in the 2025 tournament, Visit our website to get registered for communications on next years event.

### We want to extend a special thank you to our 2024 Tournament Sponsors

- |                        |                             |                              |                        |
|------------------------|-----------------------------|------------------------------|------------------------|
| Algood Family Pharmacy | Cookeville Honda            | First National Bank          | Jewelry Emporium       |
| BCBS of Tennessee      | Cookeville Life Styles      | Gunnels Florist              | Journey Financial      |
| Bennett Industries     | Civil Engineering Survey    | Hildreth Insurance agency    | McGriff Insurance      |
| Cavender's             | Edd Rogers Chevrolet        | Hill's Pest Control          | N&L Business Solutions |
| Charles Stone Mech     | Edd Rogers Valley Ford      | Hooper Huddleston and Horner | Swallows Insurance     |
| Coca Cola              | Express Signs and Marketing |                              |                        |



### MACON COUNTY PACESETTERS BENEFIT YARD SALE

Thank You to everyone who visited & supported our yard sale this year! We are already looking forward to our yard sale in 2025, We accept donations year round.

*Thank You*

### PACESETTERS OUT AND ABOUT

Macon County delivered a donation to support those affected by Hurricane Helene



People Supported – Tina, Rosie, Alice, Mark, Lee, & Adam. Staff Members - Carla, Presley, & Shannon. Together, we're making a difference!

Colin Morris and Mark Ladd the Red Boiling Spring Car Show



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

**Factor 5: My Goals!**

**Indicator 21: PEOPLE REALIZE PERSONAL GOALS**

We define success when we achieve what we set out to do. Sometimes success means that we get exactly what we wanted (for example, to graduate from college in four years). Sometimes we meet the goal, but not exactly as planned (maybe it took five years because you changed your major). Still, we are proud of the result and the path we took to get there.

We all identify personal goals, directions, dreams, and aspirations. These add meaning and value to life. We also define when and how we measure success and attainment. When we realize personal goals, we celebrate.

People define their personal milestones, significant events, goals, or accomplishments. Although various activities, objectives, and actions contribute to the process of realizing personal goals, they are the means or steps to the end, not the ends in themselves. Assisting each person to reach his or her goals is the focus of services and supports. Organizations individualize the assessment and planning process. This planning and support process continues as the person realizes personal goals and moves on to the next challenge. People may need to learn new skills and competencies to achieve personal goals. People achieve their goals with individualized supports. These may include specialized and generic supports. Even without new skills, people may maintain or increase their functional capabilities through support. They may, for instance, use personal attendants, medical services, therapies or adaptive technology, and have environmental alterations.

# I CHOOSE

TO LIVE BY CHOICE, NOT BY CHANCE,  
TO BE MOTIVATED, NOT MANIPULATED,  
TO BE USEFUL, NOT USED, TO MAKE CHANGES,  
NOT EXCUSES, TO EXCEL, NOT COMPETE,  
I CHOOSE SELF-ESTEEM, NOT SELF PITY,  
I CHOOSE TO LISTEN TO MY INNER VOICE  
NOT THE RANDOM OPINION OF OTHERS.