



QUOTE OF THE MONTH

“Years end is neither an end nor a beginning but a going on, with all the wisdom that experience can instill in us”

~Hal Borland~

EMPLOYEE SPOTLIGHTS

MACON COUNTY

Shannon Twiford, County Director of Macon County would like to give a BIG shout out to her Macon County team. It takes all of us working together to make the great team that we are. Each one of us brings a unique personality to the team. Let us continue to work together to provide the very best support to all the current persons supported and for future persons supported. I appreciate each one of you!



PUTNAM COUNTY

Laura Cercone, DSP at Biltmore in Putnam County, would like to nominate their LPN Site Coordinator, Kindle Moore for the December Employee Spotlight. Kindle bends over backwards for her staff, adjusting schedules or trading days to make sure that we have what we want and need. She is the ideal trainer on the people we support in that she shows compassion and understanding. She is always willing to answer a question. Kindle goes above and beyond in caring for the people we support and insuring that her staff does the same. Kindle leads by example and is what everyone should strive to be as a caregiver, nurse and leader.



WHITE COUNTY

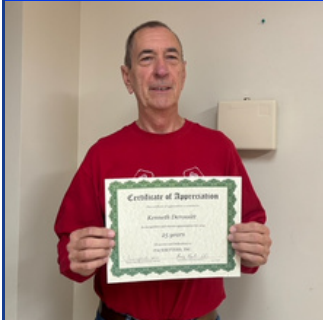
Angelique Sharpe, Home Manager in White/Warren County, would like to nominate Holly Cagle, DSP for the December Employee Spotlight. Holly is very caring and thoughtful toward staff and the people she supports. She is very sweet and soft spoken. She never complains when you tell her what needs to be done. Holly is always trying to find fun new things for the people she supports to do. She always stays busy helping out her coworkers and keeping the house clean. Holly is a blessing to all who work with her.

THANK YOU ALL!

Congratulations



Congratulations to Casey Durham, DSP in Macon County, who is receiving \$150 for her 3 year Service Award in November!



Congratulations to Kenneth Derossit for receiving his certificate for 25 years of service.!



Congratulations to Kathy Frasier for 11 years of service!



The White County County team participated in the White County Food Drive. Pictured are White County Director, Bessie Presley and staff member Melissa Quinn.

THINGS TO DO

Christmas Tree Lighting

Date: TBA
 Time: 6 p.m.
 Location: Dogwood Park
 Cost: Free

The Cookeville Community Band's Annual Free Concert

Date: December 1
 Time: 3 pm
 Cost: Free
 Location: Cookeville Performing Arts Center at 10 E. Broad Street, Cookeville, TN 38501

Annual Grinch Festival

Dates: December 7th - 8th
 Time: 10:00 AM -4:00 PM
 Location: 155 Fairground Lane, Cookeville, TN 38501

Visits with Santa

Date(s): December 10th & 17th from 3 pm to 6pm, December 8th, 15th, 16th and 18th from 5 - 8 pm.
 Location: Performance Pavilion, Dogwood Park
 Cost: Free
 *Bring your camera

2024 Miss Southern Christmas

Date: Sunday, Dec. 15
 Time: 4 PM
 Location: 90E Spring St. A

Christmas Forest Exhibit

Dates: Nov. 28 - Jan. 3, Tuesday through Saturday
 Times: 10 am - 4 pm
 Location: Cookeville History Museum
 Cost: Free

Christmas Parades

Cookeville -Dec 14 @ 6:00pm
 Sparta - Dec 6 @ 6:00pm
 Lafayette - Dec 6 @ 6:00pm



WELCOME NEW HIRES!

Luis Garcia-Cruz
Leann Heady

Ruby Miller
Nikita Stafford

Lindsay Williams

SERVICE ANNIVERSARIES

Name	Years	Name	Years	Name	Years	Name	Years
Shelia Winningham	28	Sherry Brown	3	Sasha Davis	2	Hailey Woodard	1
Shannon Twiford	12	Roberta Burton	2	Amanda Richardson	1		
Tammy Hooks	11	Shannon Johnson	2	Breana Vaughn	1		

CONGRATULATIONS

HAPPY BIRTHDAY

Supported

William Hull 16th
Chelsie Patterson 25th
Rosie Cherry 27th



Staff

Susie Mansell	1st	Kim Goforth	12th
Margo Phillips	3rd	Hunter Shrum	19th
Carlos Mahaney	3rd	Holly Walker	19th
Gayla Green	4th	Carlene Redmon	23rd
Danny Warden	7th	Tammy Moody	30th
Edna Franklin	11th	Jessica Jacobsen	31st
Samantha Tyler	12th		

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



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- Referral Bonus is \$250



I resolve to speak ill of no man whatever, not even in a matter of truth; but rather by some means excuse the faults I hear charged upon others, and upon proper occasions speak all the good I know of everybody. – Benjamin Franklin

Out and About with Pacesetters

The Miss & Mr. Fabulous Pageant

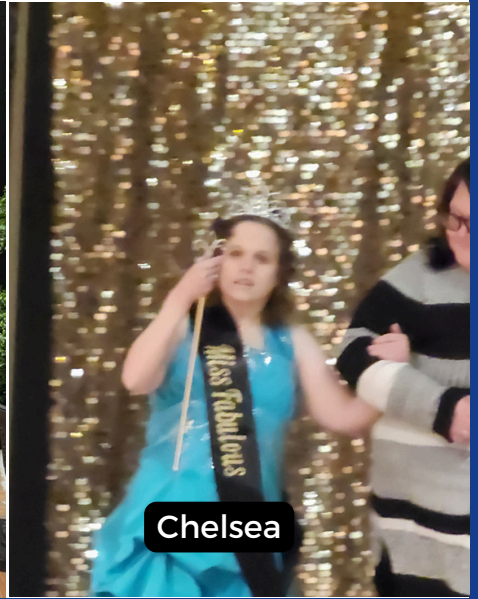
The Mr. and Miss Fabulous Pageant celebrates inclusivity by allowing people with special needs to participate in an event that promotes self-confidence and empowerment. Gary, Diane, Chelsea, and others that we support participated this year.



Gary



Diane Howell



Chelsea



There was lots of fun at all of our locations during **Halloween**. We have so many photos we couldn't include them all here individually,



Happy Birthday to Allice in Macon County! She is pictured here with Rosie Cherry and Tina Tuck.



Visit pacesetterstn.com/halloween to see a gallery of photos.

Personal Outcome Measures® focus on the choices people have in their lives. Choice and personal control in one's own life remains at the heart of personal quality of life; these concepts drive the content of all our work. The focus is one of making connections to people and places and building trusting relationships to promote personal and community quality of life.



Since May 2023, we have been covering CQL's Personal Outcome Measures® (POM) and completed the final factor and indicator in the last newsletter. Just to recap, Personal Outcome Measures® (POM) is divided in to the following 5 factors with 21 indicators:

Factor 1. My Human Security: Non-negotiable human and civil rights

- 1) People are safe
- 2) People are free from abuse and neglect
- 3) People have the best possible health
- 4) People experience continuity and security
- 5) People exercise rights
- 6) People are treated fairly
- 7) People are respected

Factor 2. My Community: Access to be in, a part of, and included in the community

- 8) People use their environments
- 9) People live in integrated environments
- 10) People interact with other members of the community
- 11) People participate in the life of the community

Factor 3: My Relationships: Social support, familiarity, intimacy, and belonging

- 12) People are connected to natural support networks
- 13) People have friends
- 14) People have intimate relationships
- 15) People decide when to share personal information
- 16) People perform different social roles

Factor 4: My Choices: Decisions about one's life and community

- 17) People choose where and with whom they live
- 18) People choose where they work
- 19) People choose services

Factor 5: My Goals: Dreams and aspirations for the future

- 20) People choose personal goals
- 21) People realize personal goals

As we move forward, it's time to take a look at how we can use Personal Outcome Measure data to promote choice, preference and self-determination. Over the next several months, we will break down how to use personal outcomes data collection, three-part application, the importance of outcome measurement and principles of Personal Outcome Measures® (POM).