

DIVERSITYWORKS

JULY 2015 VOLUME 5 ISSUE 3

"For All of Us"



KELLY PRUITT



JULIUS PRYOR III



DR. ROBERTO A. MIRANDA



CANDACE A. JONES

A LEADING MAN
BY BUSINESS STAGE MEASURES

PROPER REHAB
MAKES ALL THE DIFFERENCE

INNOVATOR
APPLIES DIVERSITY

HISPANIC HERITAGE
& THE AMERICAN DREAM

GENDER SPECIFIC
BOOK IS REALLY FOR EVERYONE

FEATURING:

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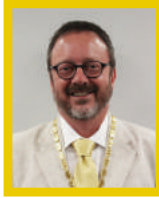
FEATURED ARTICLES

38



Premier Designs
Stephanie Jenkins

24



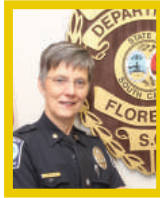
FMU
Travis Warren Knowles

36



Southside Middle
Harry A. McFadden

34



Florence Police Dept.
Major Karen Acosta

27



FSD1
Sonia Johnson

59



Darby Scholarship
Elliott Venable

MISSION AND VISION

OUR MISSION

Diversity Works© is a magazine for the socially conscious and responsible worker at any level. The magazine has a commitment to be a showcase for organizations and their individuals that represent best practices in diversity of the workforce and supplier choices. We feature articles on those displaying inclusionary vision in and for the marketplace and who can both encourage and provide role models to others. Diversity Works©, via its editorial content and other signature promotions, will be a vessel to inform the world about appreciating and accepting the physical, social, cultural and other differences in one another and promote better outcomes through interacting with those unlike ourselves. Our mission is to promote the concept “community” in the workplace, to stimulate literacy and save the planet via recycling printed matter.

OUR VISION

To create a more collaborative world wherein we practice diversity on a more balanced basis, to experience a return to reading and to reuse the ink and paper products that our reading materials are printed with.

Spanish Version

Translated by: Yadiria Santiago, MA

NUESTRA MISIÓN

Diversity Works© es una revista dirigida a trabajadores, de cualquier nivel, socialmente conscientes y responsables. La revista tiene el compromiso de ser una vitrina para las organizaciones y sus individuos que representan las mejores prácticas en cuanto a diversidad de las opciones de plantilla laboral y proveedores.

Nuestros artículos muestran una visión inclusiva en y para el mercado; que a su vez estimulen y promuevan un modelo de conducta para los demás. Diversity Works©, a través de su contenido editorial y sus promociones de firma, será una fuente que informará al mundo sobre la apreciación y aceptación de diferencias físicas, sociales, culturales que promuevan mejores resultados a través de la interacción con los que son distintos a nosotros. Nuestra misión es promover el concepto de “comunidad” en el lugar de trabajo para estimular el conocimiento y salvar al planeta a través del reciclaje de material impreso.

NUESTRA VISIÓN

Crear un mundo más colaborativo en el que se practique la diversidad de una manera más equilibrada; experimentar un regreso a la lectura, así como la reutilización de los productos de tinta y papel con los que se imprimen nuestros materiales.

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1951 Pisgah Rd., Suite 111 • Florence, SC 29502

Business: (843) 669-5929 / (843) 413-2743 • Mobile: (843) 307-5146
Website: www.diversityworkssc.com • www.dmmadvertisingandmarketing.com

Email: dmmadworks@aol.com



STAFF:

Diana M. Murphy	CEO/Publisher
Gregory Eaddy	Production Coordinator
Rennie Lunn-McAllister	Executive Editor
Dewana Cooper	Designer
Chinel Boateng	Contributing Writer
Anna Bowman	Contributing Writer
Mallory Brayboy	Contributing Writer
Les Echols	Contributing Writer
Katrina Garnes	Contributing Writer
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 W. LEE FLOWERS- IGA | www.igaguy.com

CONTENTS

From the Editor's Heart

Restoring Humanity to Its Rightful Place

BUSINESS

3	DIVERSITY AND INCLUSION BEYOND RACE AND GENDER
4	TO WORK WITH A DIVERSE COMPANY KNOW FACTUAL FROM FAKE
5	CITY GYM BACK ON TRACK
6	WOMEN IN BUSINESS CELEBRATION MARKS 50 YEARS OF PROGRESS
7	DIVERSITY AT JOHNSON CONTROLS IS KEY TO SUCCESS
8	CHAMBER'S 2014-15 CLASS OF LEADERS DONATES TO LOCAL CHARITIES
9	GLOBAL PRESENCE HAS FORMULA FOR ADP
10	HONDA NOTES 3 MILLION SPECIAL HOURS
11	AIKEN SERVICES FOUNDER MAKES STEPPING STONES
13	THIS CATERER'S EVENTS DAZZLE GUESTS
14	EVERYONE WINS WITH UNITED WAY
16	DELVE INTO THE 21ST CENTURY WITH SC THRIVE
18	HELP FOR CREATING RESUMES THAT WORK

DIVERSITY IN SPIRITUALITY

19	A SUCCESSFUL LIFE BEGINS WITH INNER SELF
19	GENDER SPECIFIC BOOK IS REALLY FOR EVERYONE
20	RECRUITING UNDERWAY FOR HELPING FLORENCE FLOURISH

EDUCATION

21	YOUR EDUCATION, YOUR TIME & YOUR DEGREE MADE EASIER WITH FDCI
22	WELLS FARGO SUPPORTS GSSM'S ITEAMS XTREME CAMP
23	CCU MAKES FULL USE OF WORLD CLASS AMENITIES
24	KNOWLES: IS FMU'S DISTINGUISHED PROFESSOR
24	FMU ARMY ROTC CADET COMMISSIONED
25	KEEP STUDENTS' BATTERIES CHARGED DURING THE SUMMER
25	IN PREPARATION FOR THE 2015 DIVERSITY FOCUS TRAINING
26	EDUCATOR COVERS FULL SPECTRUM
27	FLORENCE ONE NAMES THREE NEW ADMINISTRATORS
28	FLORENCE CAREER CENTER IS STAIRWAY TO ARTISTS' INDEPENDENCE
30	FMU, USC-SUMTER COLLABORATE ON BSN DEGREE PROGRAM
31	PARENTS AS TEACHERS HOME VISITING PROGRAM HAS MANY FACETS

SPECIAL

32	TOLSTON A LEADING MAN BY WORLD BUSINESS STAGE MEASURES
33	FIRE CHIEF HELPS RE-WRITE HOMETOWN HISTORY
33	THIS BUSINESS IS TAKING CARE OF THE GENERATIONS
34	HEALTH PHYSICIST FINDS ROLE REWARDING
34	ACOSTA IS LAW ENFORCEMENT OFFICER MANY TIMES OVER
35	HISPANIC HERITAGE AND THE AMERICAN DREAM
35	FIGHTER IN PUBLIC OR PRIVATE WARS, HE WINS BOTH
36	ID, THEN STOP SOCIAL BULLYING
36	KEEPING BULLIES AT BAY
37	LISTENING NON STOP CAN BLOCK A BULLY
37	SAVING WATERWAYS EFFORT IS A JOB FOR ALL
38	IMPARTING THE LOOK FOR OTHERS TO EMULATE
38	CHEMIST, SPOUSE DEVELOP FORMULA TO OPTIMIZE HEALTHY SKIN

FINANCIAL

39	FINDING THE RIGHT BUSINESS LOAN
40	HELP FOR PARENTS OF CHILDREN WITH SPECIAL NEEDS
40	BUSINESS CREDIT CARDS CAN BOOST SMALL ENTERPRISE

HEALTH

41	CARE HOUSE EXECUTIVE DIRECTOR WEIGHS IN ON DUGGAR FAMILY
43	THE EVIDENCE SPEAKS FOR EASTERN CAROLINA MEDICINE
44	CURBING CHILDHOOD OBESITY
44	CHS AWARDS TOP NURSING STAFF
47	INNOVATOR UTILIZES DIVERSITY FOR BEST BUSINESS OUTCOMES
48	HOPEHEALTH RALLIES FOR SPECIAL WEEK
49	CHILDHOOD OBESITY IS THE FOCUS
49	HEALTH TIP TO PREVENT & FIGHT CHILD OBESITY
50	YOGA BENEFITS DO A BODY GREAT!

LIFESTYLES

51	GETTING OUTSIDE: STARTING AT LYNCHES RIVER COUNTY PARK
52	RACING -- A ROARING PASTTIME
53	SUMMER IN DARLINGTON
54	9TH MASONIC DISTRICT ON THE MOVE GROWING COMMUNITIES
55	SC'S REVOLUTIONARY RIVERS' UNUSUAL EXCURSIONS
56	ENJOYING THE FIREBALL RUN WILL TURN HEADS IN FLORENCE
57	PROPER REHABILITATION MAKES ALL THE DIFFERENCE
58	SELECTING THE IDEAL RETIREMENT LIVING
59	FRAA NAMES DARBY SCHOLARSHIP AWARDEES
60	ARTS AND ARTIST HAILED

It was written for us to live by since 1776 that "when in the course of human events... it becomes necessary for one people to dissolve the political bands which have connected them with another, and to assume the powers of the earth, the separate and equal station to which the Laws of Nature and of Nature's God entitle them, a decent respect to the opinions of mankind.

Well, throughout recorded history there are countless occasions in which several of the above mentioned canons have been simply disregarded or mutilated entirely. However in our recent history – like two weeks ago – the massacre at Charleston outweighs anything I've lived through in my lifetime of five plus decades. In the course of that human event – a routine Wednesday night prayer meeting/Bible study, what spewed off as an entangled outcome in the mire of racism, hatred, bigotry and evil is now unraveling into a new day through which we all should see tomorrow more clearly now.

In the history-making court battles leading to various victories for mankind to come (including the recent same sex marriages in all 50 states, removal of confederate memorabilia from public places in this state and major retailers' shelves and Affordable Care Act subsidies upheld among others), let us be mindful that Diversity and Inclusion go far beyond race and gender and we kick off this edition with a related article to bring that message and reality closest to home. There is also in this edition and the next an introspective survey that is imperative for our readers and partners to reply to.

In regards to other content we have searched high and low for the best news, information and entertainment that will provide all the right answers. For job seekers we bring the Career Mechanic and ways to spark innovation with SC Thrive, reports of success stories at Aiken Services, ADP, Johnson Controls, the area United Way, Hartsville's and Florence's Chamber of Commerce and the City of Florence's Gymnasium being back on track, the go to caterer Appetite Delight and the achievements of community-growing Masonic lodges. And although those featured in the Celebrating National Hispanic Heritage Month special pages – CHS' Dr. Roberto Miranda and Coker College Adjunct Professor -- have very dissimilar backgrounds, we joyously join in the festivities and voice appreciation for what their (and all) peoples bring to our co-existence.

Education's cup runneth over through numerous institutions like Florence-Darlington TEC's Online College, Coastal Carolina University's World Class Amenities, Florence Career Center's Culinary Arts program, PP&L Educational Associates' specialized renderings, the state Governor's School boost from Wells Fargo, FMU's Distinguished Professor named and ROTC cadet commissioned while their school collaborates with USC-Sumter on a BSN degree program, Florence District One's three new administrators and its Parents as Teachers home visiting program and to top it all off, ways to remain scholastically engaged to prevent the "summer slide" by Marion County School Superintendent Dr. Dan Strickland.

Women are grabbing headlines everywhere you look, whether it's Duke Energy's Christy Branham at Robinson's Nuclear Plant, Clarendon County's Fire Chief Frances Richbourg, Florence Police Department's Major Karen Acosta, Mullins' Jackie Troy-Johnson and her intergenerational daycare, creative entrepreneur Stephanie Jenkins, waterways-saving Terasa Lott, chemist Andrea Bridges and her husband's Body Canvas, or the Genesis Group's Deb Fortin on pulling the plug on Social Bullying, a topic on which Florentine Isaac Wilson III has become a leading authority for equipping youth.

While it is widely held that art imitates life, it appears to be operating in reverse in that CARE House Director Meg Temple sees record occurrences of sibling abuse and seeks solutions for families affected by that behavioral anomaly. Hope Health will be involved in back to back observances this summer beginning with National Health Center week in August, followed by National Childhood Obesity Month in September. Roche Carolina's affiliate Genentech will be sending their head of Innovation, Diversity and Inclusion Julius Pryor to the East Coast to share how he uses diversity to drive business results and Carolinas Hospital Systems hails some outstanding personnel. Yoga means different things to different people but to Richard Hall of Darlington the practice is a fix all.

Lifestyles in this edition represent some bands that connect us and depending on your stage in life, common interests could be found at Morrell's Rehab Center, at the arts community reception, summer activities in Darlington, racing in Dillon, Darlington or Myrtle Beach, getting outdoors in Florence County, joyriding or mission working at the Fireball Run, enjoying the Betty Ann Darby award winners or coursing the Palmetto State's Revolutionary Rivers. Any or all of these contents are enough to keep our minds off tragic headlines and atrocious acts that assail us from time to time and it is in this meantime that we should be pursuing the "successful life" described by Andrea Frondorf while we wait for the laws of Nature and Nature's God to prevail and keep us from deviating from humanity's course.



Rennie Lunn-McAllister
Executive Editor

DIVERSITY AND INCLUSION BEYOND RACE AND GENDER

Submitted by



Simma Lieberman

“Diversity is any collective mixture characterized by differences, similarities, and related tensions and complexities.” Dr. Roosevelt Thomas, diversity management thought leader on the theory that collective mixture includes the differences and similarities we can see, as well as those that we cannot.

Race and gender are but two of the many dimensions of diversity. Other dimensions are sexual orientation, religion, age, ability/disability, gender identity, economic background, thinking and communication styles, country of origin, geographic location, work function. When we talk about reaping the benefits of diversity, we mean leveraging all of those differences and similarities referred to by Dr. Thomas, to help an organization, and the individuals that work there be more successful. In order to do so, leaders need to create inclusive cultures where people from every dimension of diversity have opportunities to contribute their unique skills, talents and experience.

Diversity alone does not mean that people will be more successful, and inclusion alone does not mean that there is diversity. In order to reap the benefits of diversity an organization has to have both. It is also essential that leaders understand diversity in the broad sense- all differences and similarities – and that they share that

understanding with everyone in the organization.

Before I began my work in diversity and inclusion more than 20 years ago, the focus had been on representation in terms of race and gender because organizations saw that it would be in their economic benefit to hire more women and people of color, which is still the case. Workforce and marketplace demographics were rapidly changing and businesses had to adjust their practices to appeal to wider markets. When I entered the field, the focus had expanded beyond race and gender representation to diversity, and how to leverage all the differences and similarities people bring to the workplace to achieve common goals.

At that time I encountered resistance and pushback from people who insisted that diversity was just about numbers and quotas, and affirmative action. As the field and understanding of diversity has grown those misconceptions have lessened but they still exist. I still get calls from clients, and even people who consider themselves big supporters of diversity, who still see diversity in terms of race and gender.

Race and gender are still prominent issues in building diverse and inclusive organizations, but just having more women and non-white employees does not necessarily mean that people will do their best work. We all have multiple identities. No one is “just a woman” or “just a “Black or Asian” person. If you consider the differences and similarities that Dr. Thomas referred to, we all have an age, a gender identity, sexual orientation, economic status, cultural background, interests, experiences, etc. It’s the differences and similarities that make us who we are, and influence how we interact, behave and make decisions.

Diversity or diversity management means being able to see people as individuals with all of their diversity dimensions and multiple-identities and knowing how to leverage their diverse experiences, talents and thinking so everyone can be successful together. Without that broad diversity perspective, people who don’t feel respected for the differences and uniqueness they bring will either leave or stop contributing.

Rochelle, a 25-year-old African-American woman started a new job at a new

car dealership. The sales team was visibly diverse in terms of race and gender but Rochelle was the only employee under 40. Although she had been hired because of her stellar sales skills and experience at another dealership, she was not given the opportunity to excel at her new job. Rochelle was either ignored, or left out of business discussions. Twice, she lost customers to older employees who made comments about her age when she was showing people cars. Rochelle left after a few months, and found a dealership that saw her age and sales ability as strength. She went on to receive a trip to Hawaii for bringing in the most revenue.

Raul, a 45-year-old Latino man and a manager is also gay. He married his partner who also works for the same company. Overall Raul felt tremendously supported, however there was one employee, Jason, who never looked at him, barely spoke and had been overheard saying he fully supported diversity but thought same-sex marriage was a sin. One day, Jason was passing by Raul’s office and noticed a magazine about motocross racing. Jason said he couldn’t help show his surprise since that was one of his hobbies and did not fit with his assumptions about Raul as a gay man. Raul and Jason got into a passionate discussion about their mutual interest and which caused Jason to see Raul as a whole person, not a single dimensional stereotype. Eventually Jason came to appreciate Raul as a co-worker and the two of them not only collaborated on a successful marketing campaign of a new product but also went to a race together. Jason said that getting to know Raul and meeting his husband made him change his thinking about gay people and his judgment of same-sex marriage.

In Rachel’s case, the first dealership lost a great employee who could have increased their sales and profit. In Raul and Jason’s case, if Jason had stayed unwilling to see Raul in more than one dimension, the organization would never had received the benefit of their collaboration. When we recognize, respect and support all the diversity and multiple-dimensions in all people, and go beyond race and gender in our outlook, we all benefit; our organizations, communities and nation.

TO WORK WITH A DIVERSE COMPANY, KNOW FACTUAL FROM FAKE



Americans are becoming more committed to diversity and inclusion than ever before. They look to do business with companies that are truly diverse, too. Not only does this align with their values, it offers a distinct advantage: companies with more diverse teams are also top financial performers, according to McKinsey & Company research.

How do you know if you are buying from, or even working for, a truly diverse company and not one that only pretends to be?

Here are some tips :

1. Look at leadership

Diversity is a strong value that is woven into a company's culture. That culture is most often driven by the leaders at an organization.

The best first step in determining if a company is truly diverse is to look at the makeup of those in leadership roles.

What is the makeup of the C-suite and board of directors? Are women and different ethnicities represented? In 2004, the majority of Fortune 100 companies had less than 30 percent Board diversity. By 2012 that number only slightly increased to 31 percent, according to the 2012 Alliance for Board Diversity Census.

2. Ask about initiatives

Diversity is an ongoing effort that requires dedication. Before working with or for a company, ask about diversity initiatives and how the company is structured to support a dedication to inclusion - both internally and externally - toward clients.

Is there a department and leader dedicated to serving the unique needs of diverse customers and employees?

3. Investigate inclusion

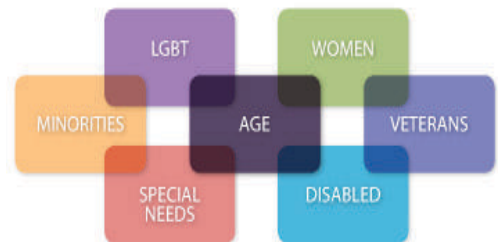
A culture of diversity is an ongoing effort that involves all employees. When looking at the authenticity of a company, inclusion is an important value. Company leaders must embrace diversity of thought and unique viewpoints while helping employees to develop professionally and maintain high

engagement at work.

One indication of inclusion at a company is the presence of Employee Resource Groups. ERGs are great for promoting inclusion among all employees. Groups are created for people with similar characteristics, such as gender and religion, and some are even interest-based, focusing on topics such as the environment or parenting

4. Seek strategic partnerships

A company that values diversity and has a mind for the future will look for strategic partnerships that provide insight into niche markets and unique cultures. Find out if a company has memberships to diverse organizations that represent different markets and groups of people. Additionally, learn whether the company strives to work with others who are equally committed to diversity.



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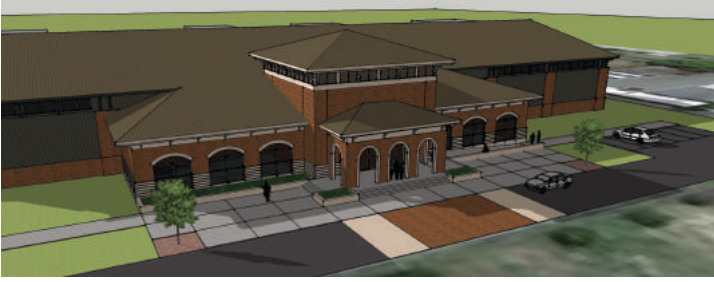
We are committed to our consumers, our customers, our suppliers and vendors and we look forward to our future in Florence as we grow together!



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CITY GYM BACK ON TRACK

by Darlene Buchanan, City Recreation Manager & Amanda Pope, City CMO Administrator



City of Florence Gymnasium

In the July 2014 edition of Diversity Works Magazine, the City of Florence reported that construction was slated to begin in early 2015 on its first multi-court gymnasium. Due to a delay during the conceptual and design phases, the start date has been moved to late summer or early fall of 2015. The planned facility will be approximately 31,525 sq. ft. and includes three full-size basketball courts, concessions, a hospitality/lobby area, staff office space, restrooms, storage, and program rooms. The facility is being built to accommodate the city's growing youth and adult basketball programs and to attract sports tourists seeking a competitive level of tournament play in basketball, volleyball, and the increasingly popular sport of pickleball.

The City's need for a gymnasium diminished somewhat in the early 2000's. Between 2002 and 2006, many of the City's

youth and adult athletic programs were transferred to Florence County through a consolidation agreement. The City focused on neighborhood youth programming during this period, and interest in a gymnasium was re-directed toward

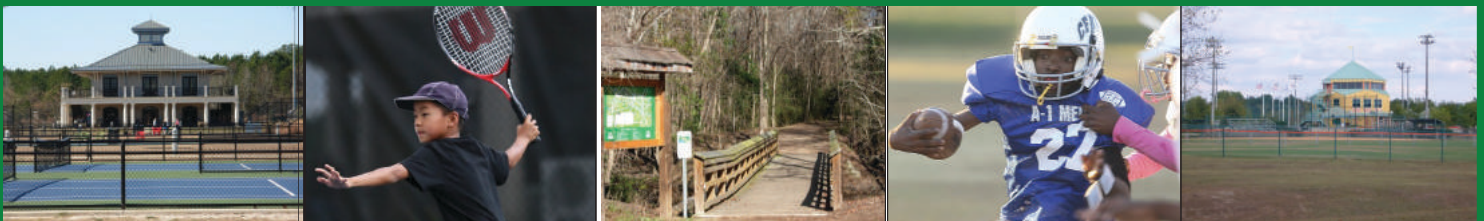
construction of a facility that catered to the teen population. That focus came to fruition with the opening of the Barnes Street (Teen) Activity Center in 2008. Although it offered a basketball court, the court was not regulation size, and did not provide an adequate space to meet the needs of both league and tournament play.

On May 12, 2014, City Council approved \$4,500,000 in funding for the construction of a gymnasium. City staff publicly advertised for architectural design services through a Request for Proposals, and of the 12 proposals received, selected Collins & Almers Architecture, along with McMillan, Pazdan, & Smith Architecture for the project's design. A team of city staff, in conjunction with youth basketball league board members and local travel basketball organizations, has worked with these firms to design a facility that is both

functional and aesthetically pleasing. The Drs. Bruce & Lee Foundation recently contributed \$750,000 toward the design and construction. With these additional funds, the facility will include a brick façade and arched entryways, representative of mid-twentieth century architecture. As the design phase nears completion, invitations to bid for construction of this facility will soon be available for submission by qualified firms. It is anticipated that the construction phase will be completed sometime in the fall of 2016, and the first official season in the new facility is planned for the winter basketball season of 2017.

The new facility will be built on the southeast corner of Barnes and Sanborn Streets, just off east Evans Street and behind the John L. McMillan Federal Building. According to Kevin Almers of Collins and Almers Architecture, "the site for the new gymnasium allows the City of Florence to create a recreational campus with its current Barnes Street Activity Center. While expanding the recreation facilities, the site connects back to the downtown area via pedestrian walkways as well as creating an inviting entryway for the neighborhood just north of the site." After many years of waiting, a gymnasium is becoming a reality, and the Florence community is more than ready to embrace this new facility.

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WOMEN IN BUSINESS CELEBRATION MARKS 50 YEARS OF PROGRESS

Submitted by Norm Steadman, Communications Specialist Greater Hartsville Chamber of Commerce



Elaine Hodges (Coker College) presenting Ashley Dowdy with a scholarship certificate.

On September 21, 2015, the Greater Hartsville Chamber of Commerce will hold its 50th Annual Women in Business Celebration. The elegant evening provides the business leaders in attendance with a night of

great food and enriching discussions with a focus on what makes women in business so vital to Hartsville's success. In 1965, the year of the first Women in Business Celebration, the chamber was still decades away from its first woman chairperson (Betty Cannarella in 1989). Women were advancing in business roles and that trend continues today. Another year of struggles and triumphs has passed, and women are continuing to provide leadership in business roles in every industry - something to celebrate, indeed!

In addition to the banquet and keynote speaker, the highlight of the night is the Woman of Achievement Award ceremony. Established

in 1996, the award is presented each year to a woman of outstanding character, accomplishment, and value to the community. In the last 19 years, recipients have been selected from a wide range of fields and industries, such as manufacturing, education, finance, health care, and energy. In 2014 the honor was bestowed on Linda Hyman, First Citizens Bank, for her exemplary work during her long banking career.

The chamber and its Women in Business committee recognize that the continued success of Hartsville's businesswomen relies heavily on the area's strong educational resources and opportunities. Part of the Women in Business Celebration's festivities will include awarding scholarships to Coker College and Florence-Darlington Technical College to deserving young women in the community. To place a higher education within reach of the next generation is an investment in Hartsville's future, and a goal the chamber fully embraces. "As a former instructor at FDTC, I have seen firsthand the impact that education has on students, and women in particular," says chamber president Quinetta Buterbaugh, "Gaining the skills to further a career or start a business can change a student's life. I am so proud to have played a part in

that, and I look for ways to create that experience for people. The Women in Business Celebration is a perfect platform for lifting up some of our brightest students and placing them on that path to success."

Grand missions and high honors are not the sole focus of the event; live music, a networking social, and a robust array of door prizes round out the evening's festivities. Community partners will provide donated prizes for lucky winners and goodie bags for all attendees. The networking social will be a 45 minute session prior to the main program kicking off, and will allow guests to catch up with old friends and make new connections.

The event will be held for the first time ever in the Harris E. and Louise H. DeLoach Center, the new multipurpose facility on Coker's campus. The spacious floor and ample parking make it an ideal venue for the affair, which was a sellout event in 2014. Tickets will go on sale through the chamber in August, while members can purchase reserved tables and sponsorships now. For further information about the Women in Business Celebration, please call the Hartsville Chamber at 843-332-6401 or visit their website at www.hartsvillechamber.org.



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The diversity and involvement of the people at Johnson Controls is the foundation of their strength.

With 130 years of innovation, Johnson Controls strives to continually exceed customers' increasing expectations by integrating their values--integrity, customer satisfaction, employee engagement, innovation, and sustainability --in everything they do. The obstacles Johnson Controls faces from being a global, diverse company are overcome through personifying these five principles:

Integrity—Since Johnson Controls serves globally, it is made up of employees from various backgrounds. Because of this, there is a potential for cultural gaps. Integrity is an essential part of the company because with honesty, fairness, and respect, a culture of unquestioned integrity brings everyone together and bridges this gap.

Customer Satisfaction—With a diverse

team and leaders, Johnson Controls strives to reflect their customers through gender, complexion, ethnicity, and background. By doing so, a higher level of customer satisfaction can be achieved which gives Johnson Controls a competitive advantage. The success of the company is reflected by the customer's success; Johnson Controls is committed to doing whatever it takes to go above and beyond for their customers.

Employee Engagement — Johnson Controls fosters a culture that promotes excellent performance, teamwork, inclusion, leadership and growth because this improves employee engagement throughout the enterprise. Employee engagement is encouraged throughout business resource groups which are worldwide employee driven support groups and social networks open to all employees worldwide. These nine groups—African American Business Resource Group, Asia Pacific Affinity Network, Johnson Controls 4 Equality (inclusive to all employees regardless of sexual orientation or gender identity), Linking International Needs & Knowledge, Synergy (an Affinity Network for emerging leaders), Women's Resource Network, Veterans Engagement Team, Uniting Johnson Controls, and UNlimited (dedicated to supporting people impacted

by disabilities) —help create and sustain a diverse and inclusive workplace.

Innovation —Diversity goes beyond looks. With the variety of perspectives on the team, Johnson Controls continues to grow and learn every day. Because of so many different points of views, Johnson Controls is able to harness and use innovation as a key to success for the future.

Sustainability—Not only are the products, services, operations, and community involvement sustainable, but the team is too. Since the employees understand and value the similarities and differences among each other, it is natural for Johnson Controls to create and maintain sustainable relationships with one another.

As a global multi-industrial company serving customers in more than 150 countries, the diverse team is what will keep Johnson Controls a global leader in the future. They recognize that the world is constantly changing and global human interactions are becoming more manageable and important. Johnson Controls' workforce provides them with a variety of viewpoints that empowers them to be much more productive and responsive to these changing conditions.



A Deep Commitment to Diversity.

At Johnson Controls, diversity is a necessity for doing business the right way. We provide customers with products and services reflecting the preferences of a diverse global marketplace—and this requires a workforce with the thoughts, ideas and experiences needed to serve all markets.

This focus on diversity providing a competitive advantage has led to measurable results. Female representation overall and at the officer and board exceeds U.S. manufacturing benchmarks. The number of minority executives at Johnson Controls continues to grow and the number of our minority employees in the United States mirrors the population.

We nurture an environment in which everyone understands and values the similarities and differences among our employees, customers and communities.

For more information, please visit www.johnsoncontrols.com.



CHAMBER'S 2014-2015 CLASS OF LEADERS DONATES TO LOCAL CHARITIES

Submitted by Patricia Burkett, Director of Marketing & Membership Relations Greater Florence Chamber of Commerce

The Greater Florence Chamber of Commerce is pleased to announce a significant community contribution made by the most recent graduating class of its Leadership Florence program. Through funds raised from sponsorships, ticket sales and a silent auction, this up-and-coming group of community leaders raised a total of \$24,796 in proceeds that went directly toward area charities and scholarships for the Leadership Florence and Junior Leadership Florence County programs. The very successful 2015 Downtown Gala took place on April 30th at the Waters Building on Dargan St. and was the class project of this year's Leadership Florence group. The event featured live music, food and a substantial silent auction. This year's Leadership Florence class graduated in June and during that event, the group's leaders presented three \$7,698.85 checks to local charities including The Care House of the Pee Dee, Help 4 Kids and SNAC. Donations were also presented in the amount of \$500 to the Junior Leadership Florence County program, and \$1,200 to fund a scholarship for the Leadership Florence program.

Leadership Florence is a comprehensive, nine-month experience that identifies, cultivates and motivates new leadership in the Greater Florence area. Junior Leadership Florence

County is modeled after the Chamber's Leadership Florence program, and is designed for public and private high school sophomores and juniors. It enables students to be able to develop leadership skills while also increasing their awareness of the community. The 2014-2015 Leadership Florence consisted of the following members:

Darlene Buchanan (City of Florence), Courtney Cribb (Webster Rogers), Damon White (Assurant), Tonya Goines (Jani-King), Christina Mumford (Florence County Sheriff's Office), Chuck MacNeil (PDRTA), Lauren Sammis Cooley (ServiceMaster Fire & Water Restoration), Patricia Burkett (Florence Chamber), Andrew Richard (South State Bank), Kimberly Brauss (Morning News), George Webster (First Bank), Jessica Mikell, Tyron Jones (Florence-Darlington Technical College), Rich Spivey (Honda), Jonathan Evans (Duke Energy), Alec Hogsette (Willcox, Buyck & Williams), Russell McMahan



Florence Chamber Leadership Class

(Roche), Meggie Baker (Hope Health), Brett Frazier (First Reliance Bank), Andrew Golden (Florence County Emergency Management), Ashley Christenbury (SAFE Federal Credit Union), Shawn Carraway (WBTW), Jack Dearhart (Pee Dee Electric), Charles Ipock (Turner Padgett), Amanda Truett (McLeod Health)

The 2014-2015 Leadership Florence Steering Committee is comprised of Les Echols (Florence Chamber), Cecilia Meggs (Lighthouse Ministries), Mark Spurling (Hope Health), Kirby Anderson (ServiceMaster Fire and Water Restoration) and Megan Watson (McLeod Health). Special thanks are extended to Florence County Economic Development, City of Florence, Florence County and the offices of Sen. Hugh Leatherman.

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In the news about ADP...

- Working Mother® magazine's named "Best Companies for Multicultural Women" [2014]
- Working Mother® magazine's "100 Best Companies for Working Mothers" [2014]
- Top-ranked company in Financial Data Services in FortuneR magazine – The World's Most Admired Companies® [2015]
- Best places to Work for by LGBT Equality by the Human Rights Campaign Foundation [2010-2015]
- DiversityInc® magazine's "Top 50 Companies for Diversity" No. 20 [2012-15]
- Leader in Multi-Country Payroll Outsourcing by Everest Group [2015]
- ... pays 24 million [1 in 6] workers in US and 12 million elsewhere
- ... processed nearly 53 million W-2's in 2014 within the US
- Number of employees: 52,000 worldwide

iWIN (International Women's Inclusion Network) is a Business Resource Group (BRG) within the Office of Diversity and Inclusion (D&I). iWIN's purpose is to Engage, Equip and Empower women to achieve personal and professional success to drive ADP's Business Results. We want to support and encourage the career mobility of women through mentorship, development and networking. One of our goals is to enable our female talent to realize their greatest potential to help position ADP as a choice employer in the global marketplace, in alignment with ADP's Diversity and Inclusion strategy.

Although this is a newly formed group there are many exciting things happening. Local chapters are being formed at different ADP locations globally. The Florence office is forming a local chapter for their associates. There have been a series of speaker sessions where female leaders have led webinars on a host of different topics. iWIN's members develop skills needed to succeed so that they can support the Human Capital Management (HCM) market as well as have growth in their goals.



iWIN strives to engage its members by igniting their connection with their members and the external community. They will then work to equip them with the tools to accelerate the readiness of ADP women to achieve success. Once that has been accomplished then the final step is to empower women to drive ADP business results and achieve the utmost personal success.

There is so much more in store for the iWIN members with upcoming speakers, local chapter events, and suggested training. It's an exciting time for this new initiative at ADP.

ADP recently announced we are "all in" on Human Capital Management (HCM). Now, we want to change people's perceptions about our company so that they know we are more than payroll. We are Recruitment to Retirement. While tools and services have been a focus, helping real people is at the heart of ADP's mission. More than 55 million people around the world depend on us, and our clients, analysts and fellow associates have been urging us to tell this story.

This month we are introducing a new ADP tagline to better articulate what makes an experience with us unique from the competition: ADP – A more human resource. The tagline will appear in nine publications including, but not limited to, Forbes, Fortune, and CFO magazines and websites such as CNNMoney, TimeInc, and The New York Times.

Our brand is built from experiences with ADP. That means every associate plays an important role in defining our brand and in keeping its promise. By reflecting our values in daily interactions, we show clients and colleagues the ADP brand promise is real and reliable.



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- Honda's South Carolina

manufacturing operation has recently been awarded three different national and state safety awards

- South Carolina Senate has recently passed a resolution honoring HSC for its safety initiatives
- June is designated National Safety Month by the National Safety Council.



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AIKEN SERVICES FOUNDER MAKES STEPPING STONES OF STUMBLING BLOCKS

by Les Echols



Tim Aiken

As with many stark business people, Tim Aiken's demeanor when doing business transactions as owner of Aiken Services 1st Class Taxi might cause people to overlook his strong commitment to community and philanthropy. But when speaking to him one-

on-one, he immediately begins to shed the business-oriented exterior and show why work ethic and humility are so strongly instilled in him. Tim grew up in a single parent home, after his father, who was present in his life, died when he was nine years old. "My mother instilled in me great work ethic. She taught me not to complain or wait for someone to do something for me but to figure it out and get it done".

Aiken Services has a Non-Emergency Medical Transport Company that has gained a measure of success in the area. Tim also had several taxi cabs that were on the other taxi company lines. When Tim's drivers would complain to him about the unprofessional treatment that they were receiving from other cab

companies, he could not do anything about it because he had no control over the other company.

To assist his drivers with better working conditions, Tim, who employs more than 25 people in the Florence community, opted to shift a portion of his business focus, and Aiken Services 1st Class Taxi was born. The service is not only Tim's way of giving back to the community he loves, but a way of giving back to his employees and showing appreciation for them. Aiken 1ST Class Taxi has a customer/driver lounge with comforts of home, including Wi-Fi, business storefront, computerized dispatch station with courteous customer service representatives, clean bathrooms, kitchen area, and an owner who cares about his business. With their unique sober rides, Aiken promises to get both the driver and their car home. "I wanted to make sure that my taxi stand would represent the City of Florence as it should be represented" said Tim, "especially considering that strong efforts have been put into development and beautification. I wanted to make sure my business fits in."

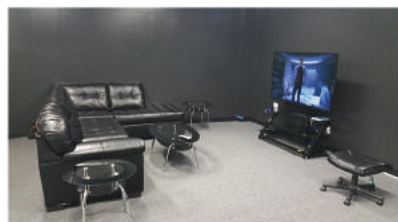
Tim sums up his business philosophy in a few sentences: "Never forget the

'common sense' of business. Do exactly what you say you are going to do. Do it when you say you are going to do it. The second that you find out you can't, you let the customer know. Count your costs and make sure you are committed to making your business a success. Always be the hardest worker you have. Treat your people with respect and don't ask them to do anything that you wouldn't do yourself because normally you have the most to gain."

His business memberships include: the Greater Florence Chamber of Commerce, MINGLE of the Pee Dee, The Carolina Regional Black Chamber of Commerce, Florence County Progress, and the Better Business Bureau. He enjoys spending time with family and friends, traveling, movies, motorcycle riding and shooting pool.



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THIS CATERER'S EVENTS DAZZLE GUESTS

by Alicia C. Phillip



Anyone in need of a catering company or custom cakes for an upcoming event, such as a wedding, birthday party, or other celebration, should also know that Appetite Delight Catering is a specialty option. Owner Vea Ella Gee specializes in “soul food” menu items, as well as wonderfully decorated and tasty cakes, elaborate fruit trays, and other desserts. Gee always knew that

she would pursue a career path in the culinary field. From a very young age she enjoyed cooking, so much so that she began cooking for her family at the age of thirteen. Throughout the years, many relatives, neighbors, clients and friends admired her culinary talent and asked her to prepare food items for them; her ability to create tasty meals was well known throughout the community.

After owning another business for more than 30 years, Gee decided to take her love for cooking a step further and open Appetite Delight Food and Restaurant. However, eventually she discovered that the work of cooking several meals a day was incredibly exhausting, so after a year, she closed her restaurant, and accepted a position with the Hilton Garden Hotel as a cook; a position she still holds today. Simultaneously, Appetite Delight Catering was born. In the near future, Gee, who is a licensed caterer, plans to own an event space to provide clients with venue services as well.

Appetite Delight's menu offering is diverse. Entree options include steak, oxtails, baked chicken, BBQ chicken, fried chicken, fried fish, fried pork chop, pig feet, stew beef, catfish stew, baked turkey wings, hot wings, fried wings, meatloaf, chicken



salad, yellow rice, rice and gravy, tomatoes and rice, garlic mashed potatoes, baked potatoes, potato souffle, corn, collard greens, green beans, sweet peas, cabbage, baked beans, pinto beans, lima beans, black-eyed peas, coleslaw, macaroni and cheese, candied yams, hushpuppies, hot dogs and French fries, among other items. As for desserts, customer favorites include the red velvet and key lime cakes. Appetite Delight also offers German chocolate, vanilla glazed, carrot, lemon, strawberry cheesecake, and hummingbird cakes, among others. Other desserts include peach cobbler, blueberry cobbler, banana pudding, lemon meringue pie, oatmeal cookies, and chocolate chip cookies.

When Gee is not in the kitchen creating culinary masterpieces, she enjoys spending time with her husband, five children, and ten grandchildren; crocheting; and playing the piano, among other hobbies. She credits her faith in God for her career path. According to Gee, God steered her in the right direction by opening doors and providing necessary resources at the right time. She encourages others interested in owning a catering business or restaurant to first work in the food industry, whether at a hotel or restaurant to get exposure and gain on-the-job training.

Ordering catering services from Appetite Delight is easy. Call Mrs. Gee at 843.992.9249 or e-mail her at cbeauty@sc.rr.com to place your order. She would need to know your menu selections, the number of people attending your event, and your event venue, among other information. If you are unsure of your menu, Gee can assist you with menu planning as well. The price quoted would depend on the meat options that you select, and a deposit would be required to hold the date. Also find Appetite Delight on Facebook at www.facebook.com/AppetiteDelight.

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EVERYONE WINS WITH UNITED WAY

Submitted by Stephanie Navarro UW Community Resource Manager United Way of Florence County



Sixty years ago, the United Way of Florence County was formed when a community-minded group of individuals decided to band together to increase the impact of their giving. They knew that by combining their gifts, they could do more together than each would be able to do on his or her own. Sixty years later, the United Way of Florence County has continued this legacy by annually campaigning to bring donor dollars together in support of strategic community investment.

In April, the United Way celebrated the culmination of their 60th community campaign at their Annual Luncheon and Awards Celebration. "For this campaign, we wanted to find a theme that would sum up 60 years of giving and service," said Jake Kennedy, attorney at Whittington & Kennedy Law Firm and 2015 campaign chair. "What we came up with is both profound and simple. Everyone wins with United Way. This encompasses the donors, the agencies, the recipient of services and the community at large. We have each assisted in the creation of something positive in our community and benefitted from that effort."

"We are celebrating our past and our future," says Andy Patel, CEO at HillSouth and 2015 board chair. "United Way of Florence County intends to be here for the next 60 years and we cannot do that without the support of our community." To highlight that support, United Way of Florence County presented more than 50 awards to companies and individuals at the awards celebration in April.

Top Giver Award

Honors the company with the highest total overall giving, combining corporate and employee support.

Recipient: PGBA, LLC, \$192,431



Chair Jake Kennedy stands behind (from left) Michael J. Skarupa, President & CEO of PGBA, LLC, Beverly Hyman, 2015 campaign coordinator for PGBA, LLC, Wendy Bird, Vice President of Campaigns for United Way of Florence County and Kay Andrews, Vice President,

Operations at PGBA, LLC and United Way board secretary. Skarupa was later presented with the 2015 Ashpy P. Lowrimore award for his individual contributions to the Florence community.

Partner Agency Award

Recognizes the partner agency that has demonstrated commitment to the cooperative relationship between United Way and its agencies by providing projects for Day of Caring, running a campaign, sending staff to trainings and participating in company presentations.

Recipient: Pee Dee Coalition Against Domestic & Sexual Assault

Spirit Award

Recognizes the company that embraces the annual campaign theme enthusiastically, encouraging giving through a festive fundraising environment.

Recipient: Johnson Controls Battery Recycling Center



After creating a game show at every company presentation that included prizes like Xbox 360s, Cindy Coward and her campaign team at Johnson Controls Battery Recycling Center earned the 2015 Spirit Award presented by Jake Kennedy, United Way campaign chair.

Campaign Advancement Award

Honors the company with the greatest percentage increase in giving from last year's campaign.

Recipients: City of Florence (68% increase) and Carolinas Hospital System (70% increase)

Leadership Excellence Award

Recognizes the company with the greatest percentage of leadership donors out of all donors in a company's campaign.

Recipients: Duke Energy (23 leadership donors) and Otis Elevator (14 leadership donors)



Mindy Taylor, Government and Community Relations Manager at Duke Energy accepts the Leadership Excellence Award from Farris Lupo, Administrative Assistant at United Way of Florence County at the 2015 Annual Luncheon & Awards Celebration held on April 29 at the SiMT in Florence, SC.

Campaign All-Around Award

Honors a company that skillfully administers their campaign, making sure to include every necessary component as recommended by United Way staff.

Recipient: ACS Technologies

LIVE UNITED Award

Honors a company that serves as a consistent example of what it means to LIVE UNITED by integrating itself into the community in a supportive and giving way. Recipient: Johnson Controls Distribution Center



Jake Kennedy, 2015 United Way campaign chair, presents Christine Mayle, campaign coordinator for Johnson Controls Distribution Center, with the 2015 LIVE UNITED Award at United Way's Annual Luncheon.

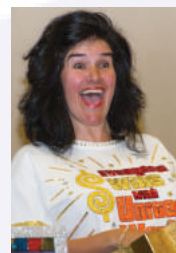
Ashpy P. Lowrimore Award

Presented annually to an individual that models Mr. Lowrimore's legacy of humanity and generosity through financial and public support of the Florence County community. Recipient: Michael J. Skarupa, President & CEO of PGBA, LLC.

In April, the United Way of Florence County was still shy of its \$1.2 million campaign goal. As of June, because of increased support from community partners, United Way was able to meet its goal. Grants and allocations from those collected dollars will be announced in July.

Campaign Excellence Awards

These awards are presented to companies in recognition of total employee and corporate giving of more than \$5,000 during the campaign. The United Way wishes it could highlight every company and individual that supports the campaign, but their efforts, combined with these, help ensure the continuation of invaluable services to our community. Thirty-three companies were presented with Campaign Excellence Awards honoring their corporate and employee giving at Bronze (\$5,000-\$9,999), Silver (\$10,000-\$39,999), Gold (\$40,000-\$69,999) and Platinum (\$70,000+) levels.



Wendy Bird, Vice President of Campaigns at United Way of Florence County, shows her enthusiasm during the Annual Luncheon & Awards Celebration highlighting the success of the 2015 "Everyone Wins with United Way" campaign. Wendy's token slogan of "Come on Down" could be heard throughout the event.

*Photos courtesy of DrayDigital

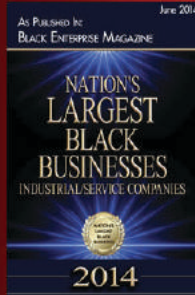


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DELVE INTO THE 21ST CENTURY WITH SC THRIVE

Submitted by SC Thrive Staff



There are 64% of Americans who own a smartphone today, but there are 28.3% of South Carolinians without high speed

internet access in their homes? These statistics do not seem devastatingly high in the grand scheme of things. However, the integration of technology into daily activities is becoming increasingly necessary. The internet is used for everything from job applications to education. According to recent statistics on smartphone usage, 43% of Americans use smartphones to look up job information, 40% use smartphones to look up government services or information, 30% use smartphones to take a class or view educational content, 56% use smartphones to learn about community events and 67% use smartphones to share pictures and videos about events in their community. The number one online activity in the United States is Social Networking, with the average American spending at least 37 minutes per day on various social networks.

Businesses that do not use technology such as social media platforms, websites, email marketing, etc. are becoming obsolete. In 2015, it is exceptionally important that every organization or agency uses technology efficiently and effectively. Benjamin Franklin once said, "Without continual growth and progress, such words as improvement, achievement, and success have no meaning." Understanding and using today's technology can help your organization grow and be more successful.

SC Thrive's 5th Annual Training, Spark Innovation, will focus on the importance of technology to help organizations connect,



learn, and create. Connect with leaders from nonprofits, agencies, schools, and faith groups that care about making a positive impact throughout South Carolina, learn from top-notch speakers and experts from both large and small groups, and create the necessary change that your organization needs to succeed with the tools and technology you will learn about during our 5th Annual Training.

General Session Speakers, Pedro de Abreu and Judi Gatson, will speak about how attendees can Spark Innovation in their lives, organizations, and communities. Attendees will also be able to attend four of 16 different Breakout Sessions. Technology Tools for Efficiency and Productivity, Fundraising and Fundraising, Grant Management and Evaluation and How to Lead Engaging Trainings and Powerful Presentations are just a few of our engaging sessions that will help attendees learn to maximize the technological opportunities within their own organizations. This year, SC Thrive will be incorporating Pre-Conference Workshops as a brand new component of Annual Training! The Pre-Conference Workshops include: Maximizing Social Media Impact for Nonprofits by Clemson Social Media Listening Center Staff, Program Effectiveness and the Planning Process by Charles Weathers with The Weathers Group, Assisting Military and Veteran Families by Dr. Nancy Brown with USC College of Social Work, and a FREE SC Thrive Overview by the SC Thrive Staff.

SC Thrive invites you to join us in Greenville for our 5th Annual Training this September 10 & 11, 2015 to Spark Innovation in your own lives, organizations, and communities.

SC Thrive leads South Carolinians to stability by providing innovative and efficient access to quality of life resources.

(See related SC Thrive ad on page 17).



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SCHEDULE

Thursday, September 10
8:30 AM - 11:30 AM
Pre-Conference Workshops
(requires separate registration)

1:00 PM - 2:15 PM
Opening Session

2:30 PM - 3:45 PM
Breakout Session 1

4:00 PM - 5:15 PM
Breakout Session 2

5:15 PM
Networking Reception

Friday, September 11
7:30 AM - 8:30 AM
Breakfast

8:30 AM - 9:45 AM
Breakout Session 3

10:00 AM - 11:15 AM
Breakout Session 4

11:30 AM - 1:30 PM
Lunch, Closing Session
with Prizes & Awards

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HELP FOR CREATING RESUMES THAT WORK

Submitted by Leonard R. Lowery



Have you ever wondered how your resume comes across to a potential employer? There have been many poorly written resumes submitted over the years. Some of these resumes included

headshots, were printed on neon colored paper, contained personal bios, handwritten, included poor grammar and spelling, and some were even delicately sprayed with perfume. Needless to say, the strategies that were designed to draw positive attention to these resumes were all unsuccessful. A resume is the first impression that a potential employer has of any applicant, the main party who should never underestimate how important it is to have a well-written and properly presented resume.

Most employers are interested in receiving resumes that mirror their published job announcements. For example, if an employer is in search of a person who has seven years or more computer programming experience and a bachelor's degree in computer programming, the applicant needs to be sure to have at least the minimum qualifications that have been specified in the job announcement before applying. My advice is that applicants only apply for jobs they confidently feel qualified for and concentrate on applying for jobs that they are likely to land.

In most cases, if an applicant does not meet the minimum requirements for a job, their chances of receiving consideration for being hired quickly diminish. It doesn't take an experienced recruiter or hiring manager long to determine if a candidate meets the minimum qualification for a job. According to a recent survey that was conducted by the Society of Human Resource Management, it takes a hiring manager or recruiter less than five minutes to determine if a candidate will move forward to the next level in the hiring process.

When considering which type of resume is the best fit, a candidate should consider using one of the two basic resume styles. Starting with the chronological resume -- by far the most popular resume style -- list the most recent jobs first. This involves placing the current or last job at the top of the resume and listing the previous jobs and dates of employment in reverse order. This format places emphasis on positions that the candidate has held and their employment history over their skills. Chronological resumes are more suitable for job seekers who have a stable career progression. If the candidate has a stable work history with a minimal number of breaks in employment, generally stayed in the same field, their job titles are an indication of their increased responsibility and higher positions, and their previous positions match the potential employer's requirements, then the chronological resume is probably a good fit for the candidate to use.

The functional resume focuses more on skills and achievements, rather than job titles and previous employers. This resume format allows applicants to gloss over gaps in their employment history. It also plays down positions that are not relevant to the position being sought. The functional resume works well for persons wanting to make a career change. If a candidate is interested in highlighting a specific skill, re-entering the job market, has an array of different unrelated work experiences, or has multiple gaps in their work history, the functional resume would probably meet their needs. Regardless of the type of resume that is used, how an applicant presents the information is key. Resumes should include these essentials: current contact information, a career profile or summary, previous work

experience, relevant skills, and their level of education.

Tips

- The average hiring manager prefers to see a resume in a chronological format.
- One size does not fit all. Resumes need to be updated and tweaked as needed.
- First impressions are important, and they matter.
- A resume formatted with bullet statements is acceptable.
- If a cover letter is submitted with a resume, the cover letter should be tailored to the job being sought.
- Sixty-eight percent of hiring organizations prefer to receive resumes through their organization's website.
- Recruiters and hiring managers will often take grammatical and spelling errors into account when evaluating resumes. Have someone review your resume before you submit it.

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A SUCCESSFUL LIFE BEGINS WITH INNER SELF

Submitted by Andrea Frondorf



Andrea Frondorf

There are so many ways to define success. Some may look at it as climbing the corporate ladder, some look to the money they have in the bank, to their material treasures, and to their families. All of these things are excellent ways

to view success, as we all have various things we desire out of this life! With all the many different versions of success for each of us, though, one thing is the same: we all want it, whatever it means! To me, success is having peace in your life whether you're on the incline or the downside of that roller coaster! We've all been in each seat, but have we been successful in actually enjoying the ride? If it's one thing I could say the Lord has engrained in my Spirit, I would have to choose a few key verses to hold onto: Phillipians 4:12 and

Romans 8:28. To me, to have success means to learn to be content no matter the circumstances and to KNOW that ALL things work together for the good! There is peace in grasping and rooting ourselves in this truth.

Success is peace of mind as you travel through life! It takes quite a bit of patience to obtain it too! Sprinkle in a little persistence and perspiration, and I think you can get there ~ it's quite an unbeatable combination when you cover it with faith, hope and trust! It's an unstoppable will and mindset that will ensure you have what everyone wants: A successful life! We all have goals, dreams, benchmarks and standards to live by, strive for and obtain. Working hard and working smart, surrounding yourself with positive people and having a strong work & "life" ethic are important in this journey. Being rooted in your Faith, knowing who you are and whose you are, understanding that this life is bigger than "you" helps to keep the journey focused. It can be challenging

throughout various "tough" seasons of our lives, but if we can remain steadfast in knowing "there is a season for everything," we CAN experience that peace along the way!

In order to get through "tough" seasons, it's important to have your "go-to's" to help you navigate. I look to my relationship with God (praying, reading, studying), exercise, healthy eating, healthy mindset, surrounding myself with a few key people that I can confide in and trust, and even simple pleasures as loud music, hot coffee and "time out" from everything & everyone to relax. Spend some time thinking about what your "go-to's" are so you can set yourself up for success the next time a stressful moment arises. The storms come often, so be prepared!

When you prepare for it, though, you are actually setting yourself up for success to handle the good AND the bad, and you will continue to grow forward, with peace! Blessings!

GENDER SPECIFIC BOOK IS REALLY FOR EVERYONE

by Rennie Lunn-McAllister



Candace A. Jones

Although her book is addressed to women, be assured that Candace A. Jones is talking to both genders in the newly released *For Such A Time As This*. With a subtitle about 'Being the Woman God Called You To Be', it is clearly a directive for females with Scripture-based supporting role information for their partners.

"The message is to anyone wondering about their purpose: know that you were created for a Divine reason even when you think you have aborted God's plan for your life... now is the time to live fearlessly and free, experiencing life abundantly," she said.

Justifying her approach, she said, "It is primarily for women because it is what God gave me as I was going through. My personal experiences helped me to grow into responding to His call His way... and that is how I saw the need for the book, speaking from first person and sharing those life lessons," she recounted, panning a few decades.

Born three months prematurely, Jones has been resisting the devil since before she was trapped in her mother's birth canal.

Jones marvels at the uniqueness of her very existence, from arriving in this world at a paltry 2 pounds 12 ounces (and losing weight from there) on through the countless obstacles she would have to confront as she faced and

fought off life's adversities. "No matter what I've been through, I am richly blessed. I have one of the most unique birthdays, for along with every other person born on the 9th of January in the 1900s, the numerical value of my birth date is equal to my birth year (1/9/85 = 1985.) Also, each of my names are seven letters long, with that number being symbolic of completion and God's rest. Nothing is coincidental, happenstance or to draw attention to me; it shows the greatness of our God and His love! I needed a constant reminder that I am special... a queen and am thought about and cared for. The Lord kept reminding me of these things regarding my uniqueness so He could get glory from and through me!" she exclaimed.

Crediting her parents (Pastor Henry L. and Mrs. Annie S. Chapman of Darlington) who raised her and two sisters in a Christian home with much love for them and endless reverence for the Creator, Jones said she is one who still walked down some devastating roads of despair and gross darkness, who has now been brought to be a living witness of John 8:36.

Her girlhood diary flourished into a womanly journal over the years as she matured in Christianity and in 2013, she became very serious about facing the truisms she once ignored. "God really stayed on (and with) me to go with the whole story. He prodded me to be consistent through January of this year (2015) when I gave it my all and wrapped up this new work for the masses. He knew I was

ready for the task because I had learned to be more obedient in being real and honest. Although I had resisted God some in my past, there were moments that I absolutely knew His hand was upon me, steadying me, guiding me..." she said.

Pouring one's self out and into others can be a mixed blessing for the receiver, so Jones has offered advice on how to read her book: "Pair it up with the Holy Bible as a reference point to provide you with support and validation. Also, keep a journal on hand because you will want to write down whatever Holy Spirit speaks to you as you read, and be sure to date it!" she urged. "He may have some insights to give unto you that will be relevant to your life as you know it, healing regarding the past, and insight for your future."



RECRUITING UNDERWAY FOR HELPING FLORENCE FLOURISH

By Rennie Lunn-McAllister



HFF Focus Team

As a rule, plants bloom, schools educate and communities transform in positive explosion with the right amount stimuli of time, nurturing and investment. So as a Christian initiative that is seeking to pull the body of Christ together in a visible demonstration of unity, a new movement is underway to make Florence more well-rounded and better developed by being a blessing as well as a recipient of same.

The old adage “the more, the merrier” would surely apply to this new effort from Helping Florence Flourish. “The body of Christ would not be complete unless as many different churches were represented in the initiative. Therefore we are striving to build relationships among pastors/churches of all ethnic backgrounds,” said Rev. Chris Handley, HFF team leader and Associate Pastor of First Presbyterian Church.

He is joined by ten other leaders from a wide variety of denominations and businesses in the area who will participate in a season of service this July. Handley says the group’s vision is to “see a day where we are addressing difficult issues like education and racial division with a diversity of people yet one voice. Right now we are working in focus groups where diversity is present; and hashing out the issues that the community has deemed most important (i.e. racial division, education, homelessness and deterioration of the family)). As we work together the outcome will hopefully be a vision that the greater body of Christ can rally toward to meet the issues and needs facing our community,” he explained.

His role as team leader is to try to pull into the conversation as many Christians that will join the initiative as possible. “Thus far we have a good representation of African American and Caucasian in all four focus groups. We have a good representation of denominational

backgrounds as well. We would benefit from also having more Hispanic and Asian voices in the conversation,” he noted.

As in many other community-advancing groups, volunteers are key. “We have a lot of room for growth in volunteerism and through HFF! In fact, this initiative is built on volunteerism. One community, Little Rock, AK, had a similar initiative, where they had a goal to see 50 churches involved in their volunteer effort. At the end of the day they had more than 100 churches involved. Those volunteers built three Habitat for Humanity homes, collected thousands of toys for distribution, raised more than \$200,000 for local ministries and gave in excess of 1,500 units of blood for their community. As I look across Florence, many good things are being done by the Christian community, but there are many more hands out there that could get involved in some aspect of the work. That is our challenge – to get more folks involved,” he said.

Handley noted that there are no organizations with which HFF is competing because their effort is all about complementing and enhancing existing benevolent structures. “Our goal is to build bridges among churches and then with civic organizations, government and businesses to find the common ground for addressing the difficult and pressing issues in our community,” he emphasized, adding that “Our immediate goals are to interview those agency leaders that seek to serve the community in the areas our four focus groups are studying.”

For all intents and purposes, HFF is a startup organization. “There is no existing structure to support this effort, so we are building a network/organization from the ground up. There is no funding stream for the initiative, or is there any staff. It is all grassroots and volunteers and we need to build the broadest base possible to gain any ground,” he said.

The fledgling group has one huge advantage: every believer has built into them a desire to see the unity of the Body of Christ. “I like to say that it is in the DNA of every believer to hope for and seek the unity of his body. Therefore, we are seeing a lot of interest and hope that HFF will succeed,” Handley said.

That goal is likely to be realized for as it stands now, HFF is on the move; it is everywhere! According to Handley, “HFF has gotten me involved in the community in ways that working for an individual

church has not. That is not to say that a particular congregation is not important. The reality is that many times congregations need a jolt to get out of themselves. William Temple, the Archbishop of Canterbury, once said: “The church is the only organization in the world that exists for its non-members.”

“HFF is helping the church realize that purpose! And I feel blessed by HFF right now because I have had the opportunity to get to know so many folk from different walks of life, among them, Jimmie Deas (New Life Church Pastor) and Anthony Hodge (Cumberland UMC Pastor).*

Helping Florence Flourish has a history and mission which lie in the fact that after Handley read and consulted with Glenn Barth, author of *The Good City* (in 2013), HFF began an initiative to interview Christian Leaders in Florence asking them what the top three issues facing the local community were. Upon completing 68 interviews, a list of top priorities emerged around which focus groups have been formed. These groups have been charged to study the current landscape related to the issue under their consideration. The groups will consult and find best practices and then bring a thorough report to a greater body gathered for the purpose of being challenged by the report. “At that point the Body of Christ in Florence, with a strong sense of vision for a better day (a day of flourishing), will begin to work together toward bringing a blessing to this community,” Handley explained.

**Other local leaders include the following: Veyounder Brown of Lighthouse Ministries; HFF webdesigner and owner of Candesign Chris Canfield, Anne Chapman of Church at Sandhurst and HFF Citywide Prayer Gathering Coordinator; Brian Howard, Effingham Presbyterian Pastor; Jack Marchette of Wells Fargo; McLean/Marechal Nationwide Erik Marechal; Louanne Stewart of Calvary Baptist and Frances Swink, McCaw Farms employee.*

Helping
Florence
Flourish

Working Toward A
Visible Demonstration Of
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YOUR EDUCATION, TIME & DEGREE MADE EASIER WITH FDTC

Submitted by Hunter Thomas Public Relations/Marketing Specialist



What if you could earn a degree from the comfort of your own home while saving money and continuing to work at the same time? Well, that's certainly a possibility with Florence-Darlington Technical College's (FDTC) Online College.

It doesn't matter what time of day or night it is, the Online College has 24/7 access to its content. Now, don't get an online course confused with a self-paced course. There are still deadlines and work has to be completed by a specific time and date or else you'll fail the assignment. However, the only time you'll need to come to FDTC is to take an exam.

"Having that ability to login to that class at 4 o'clock in the morning or at 12 o'clock in the afternoon is wonderful," Online College Director Derk Riechers, said. "That is definitely a benefit of taking a course online. You can login to your class, and our system supports Apple, Windows and mobile tablets. It's not just that you have to be at a desktop computer, you can login on your lunch break with a mobile device. It is all about 24/7 access."

A major advantage to taking an online course is that your daily activities won't be hindered by classwork. You can still keep your current job and complete your assignments when you get home. There's no wear and tear on your vehicle as you travel back and forth to class. And the best part is, as long as you have an Internet connection, everything is accessible. You can be sitting in your favorite coffee shop and still be able to complete your assignments by using WiFi.

"I chose Florence-Darlington Tech, mostly because of the convenience of the online classes," said Callie Morris, Online College student. "The affordability was a big factor. The staff and faculty are amazing. They have been amazing from Day One, the day that I walked in to get registered for my first class. I love the convenience of being

able to do all of my class work and homework at home, even with my five-year old running around the house. It has been a really positive experience, not just for me, but for my whole family."

For students enrolled in the Early College Program, online courses are a great option when schedules are packed with high school work, athletic practices and everything else that goes on in a high school teenager's life. Plus, it's a much easier way to get ahead while in high school.

With an online course, content is more up-to-date compared to some textbooks. For example, an instructor may base an assignment on a recent video uploaded to YouTube. Another great aspect of taking online courses is that you'll have more time to email and chat with the instructors instead of trying to take in all of the information during a normal class time.

"In a traditional classroom, you can maybe only raise your hand once or twice and respond to your peers; but in an online classroom, if you choose, you can respond to all of your peers if you have that time," Riechers said. "You can interact with everybody."

Online courses cost the same as regular on-site courses. The courses also transfer to nearly any four-year institution. FDTC's Online College offers over 100 courses, and if you're earning your Associates Degree in arts, criminal justice, management or marketing, you can complete every bit of it strictly online.

When you login to the Online College, you'll notice that the layout is the same for every class. Regardless of the course, a Marketing course or a Criminal Justice course, the content is arranged in the same generic way. That makes taking multiple classes much easier, because you aren't constantly getting frustrated as you search for content and learn the interface.

"All of the classes will be the same, so if you're taking English 101 during the first eight-week session and then you take a History 101 during the second eight-week session, the layout of the class is going to be the same," said Lamar Younginer, Associate Director of the Online College. "If all courses are set up the same way, the students will know where the syllabus is, and they know where their quizzes and assignments are. The assignments will be different from the history and English class, but to get to the

assignments, you're going to go the same route."

If you're still hesitant about joining the Online College and earning your degree via online courses, here's one more suggestion for you. FDTC's Online College has a course that is accessible to the public. When you go to www.fdtc.edu, click on D2L. Click the first link on the login page. The USERNAME is `guest2015`, and the PASSWORD is `fdtc2015`. Once you have successfully logged in, feel free to explore and interact on the account anonymously. You can take quizzes, interact with individuals and get comfortable with the layout. Afterwards, give the college a call at 843-661-TECH, and we'll get you setup for your online courses.

"What we've done is taken a real online course, and we've copied it into a student shell, and we've made the username and password public," Younginer said. "We've put it on our website. A student can login and look at it. We've got about three or four weeks' worth of content. We've got quizzes students can take, and nobody is going to know who they are. They can take a quiz, pass it, fail it, it doesn't matter. They can post in a discussion board and ask questions, and we'll interact with those students. We'll give them a feel for what it feels like to enroll into an online course."

For more information on Florence-Darlington Technical College's Online College, visit www.fdtc.edu. You can also keep up with the Online College by liking our Facebook page and following @FDTCOnline on Twitter. You can also call Riechers at (843) 661-8061.



WELLS FARGO SUPPORTS GSSM'S iTEAMS XTREME CAMP

Submitted by Alison Mann, Director of Marketing



Pictured above from left to right: Jack Marchette, Susan B. Bankson, Dr. Murray Brockman, Kim Bowman, and John Bankson

COLUMBIA - The South Carolina Governor's School for Science & Mathematics (GSSM) received \$10,000 from Wells Fargo in support of its iTEAMS Xtreme summer camp in Florence County. iTEAMS Xtreme, a day camp, hosted in counties across South Carolina, is geared to inspire rising 7th & 8th graders to pursue careers in the fields of computer science, technology and

providing them with every possible resource to achieve long-term success," said Susan Bankson, community affairs officer, Wells Fargo Florence. "This is a small gesture that makes a huge difference in the community."

"We appreciate the unwavering support from Wells Fargo," said Kim Bowman, CEO, GSSM Foundation and EVP Strategic Direction, GSSM. "By bringing iTEAMS Xtreme to Florence County, we hope to deliver a fun and interesting computer science, technology and entrepreneurship experience that will impact these middle schoolers for years to come."

If interested in learning more about iTEAMS Xtreme, visit www.scgssm.org or would like to sponsor a camp, contact Jennifer McCormack at 803-252-9152 or jennifer@scgssm.org.

entrepreneurship through hands-on, team-based projects. This year, thanks to the support Wells Fargo and other sponsors, GSSM is able to bring iTEAMS Xtreme to Sneed Middle School in Florence County on July 20-23, 2015. During iTEAMS Xtreme, students select to participate in one of the following challenges: developing mobile apps using App Inventor, printing 3D models using OpenSCAD, or creating an interactive object using Scratch and the MaKey MaKey invention kit. Scholarships are available to cover the cost to attend, \$185 per student, which includes instructional materials, daily snacks and a pizza party on the final day of camp. More information and the online application can be located at www.scgssm.org/iteams.

"Wells Fargo is proud to be one of the longest running supporters of GSSM and is pleased to sponsor iTEAMS Xtreme in its first year in Florence County," said John Bankson, senior vice president, Wells Fargo Florence. "We fully believe that supporting education is one of the most important investments we can make in our country's future."

"The success of students is a critical element in keeping our communities strong and prosperous, and Wells Fargo is committed to

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For more information contact FDTC's Dual Enrollment Office at 843-661-8120.






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CCU MAKES FULL USE OF WORLD CLASS AMENITIES

by Mallory Brayboy

David DeCenzo loved the Carolinas since he was a child vacationing on the shores of Myrtle Beach. The current president of Coastal Carolina University always knew he'd make South Carolina his home one day. DeCenzo left Clinton, Maryland behind thirteen years ago and entered Coastal Carolina University as the Dean of the E. Craig Wall Sr. College of Business Administration. He later served 11 months as Provost and has now served as the University's President for the past eight years.

Coastal Carolina is one of the fastest growing institutions in the country. "I'm proud of our growth and proud of our academic programs. It's a very exciting time to be on campus", says President DeCenzo. The school has a goal to reach about 12,500 students, despite the decrease in funding seen by campuses across the nation.

DeCenzo says higher learning institutions now have to become much more effective in their recruitment and retention. Coastal Carolina attributes the "penny" sales tax for education, voted in by local residents, to the majority of their most recent funding. The tax is divided between the Horry County School District, Horry-Georgetown Technical College, and Coastal Carolina and can only be used for



Multicultural Student Services staff members, left to right, Bertha Fladger, Jamie Piperato and Pat Singleton-Young.



academic related purposes. From the past three years throughout the next three years, Coastal Carolina will have spent an estimated \$250 million on educational facilities. These added facilities are perfect for the increasing number of majors added to the institution. There are now a total of 57 majors compared to the 35 when DeCenzo became president.

DeCenzo says Fall 2014 enrollment reflects a diversity rate of 23 percent. Coastal Carolina has made concerted effort to make the campus more accessible and more diverse. "Many of our multi-cultural students are some of the most active students on campus. It's certainly a pleasure to work with all students but my multicultural students are very special to me", says DeCenzo. One of his favorite multicultural organizations on campus is the Coastal Inspirational Ambassadors Gospel Choir. The group will be recording with music icon Gloria Gaynor when she returns to South Carolina this summer. The school president credits much of the university's diversification to the Multicultural Student Services program headed by Pat Singleton-Young. "This office helps plan and execute programs centered on different cultures. One component Singleton-Young is proud of is the Leadership Challenge Program. "Students come in their freshmen year and we keep them throughout their senior year. Our sole

purpose is retention. We get them involved and make them feel comfortable at Coastal", she says. During the process students learn leadership skills like how to work with people, how to organize and plan events. The office plans the events highlighting the cultures of Hispanics, Asians, Native Americans, and African Americans.

DeCenzo aims to keep Coastal Carolina University in line with its strategic plan to gain and retain students through having the appropriate mix of graduate and undergraduate programs and the facilities to accommodate the students. Any stakeholders to the University including alumni, community members, and donors are all involved in the strategic planning. The school also plans to move further into the area of online education while maintaining the quality of on-campus academic programs.



Coastal Carolina began the "Feel the Teal" initiative a couple of years ago as a means to do things faster, friendlier, and easier. It's a hospitality element that is focused very heavily on customer service. The goal is to make everyone on campus, whether students, potential students, or parents feel welcomed. President DeCenzo views this hospitality initiative as a part of what makes the school unique. "There are 3 things that really define us: We have academic excellence in our programs, a phenomenal location, and we have a personal touch."

KNOWLES: FMU'S DISTINGUISHED PROFESSOR

Articles submitted by Angela Crosland, FMU Director of Communications



Travis Warren Knowles

Travis Warren Knowles, associate professor of biology and director of the Wildsumaco Biological Station in Ecuador, has been selected the J. Lorin Mason Distinguished Professor for the 2015-16 year at Francis Marion University.

The award, given since 1976. It recognizes a faculty member's contributions to teaching, professional service and scholarly activities. This year's award was announced at a banquet on campus Thursday night. FMU President Dr. Fred Carter says Knowles is a justifiably notable figure on campus.

"Professor Knowles is an accomplished biologist and a prolific researcher," says Carter.

"He is also one of the most innovative and creative teachers that I've ever met. All of us -- students and colleagues alike -- idolize him."

The award includes a cash prize. And, as a result of his selection, Knowles will be the FMU nominee for the Governor's Professor of the Year Award competition next fall.

Knowles began his career at FMU as an instructor of biology in 1991. Over the years, he has been cited for his outstanding classroom teaching, leading study travel courses to places like Costa Rica, the western United States and southern Appalachians, and for helping with honors program field trips in the United States. He also has led informal faculty-student book discussions since 1998.

Most recently, Knowles helped bring about the creation of a biological station at Wildsumaco Wildlife Sanctuary, on the east slope of the Andes in Ecuador. The sanctuary, which is on property that's part of an adjacent birding lodge, is in the shadow of the 12,560-foot high Sumaco Volcano. The unique combination of jungle, mountain, rain forest and overall rugged terrain means Wildsumaco is a "hot spot" for bio-diversity. Researchers

from FMU and the allied universities participating in the project have discovered dozens of new or rare species at Wildsumaco. The opportunity to be a part of that research has been a boon to Knowles' students and to others.

The J. Lorin Mason Award is named in honor of a former chairman of the FMU Board of Trustees and is the highest university honor bestowed upon a FMU faculty member. This year's award was formally presented to Knowles at FMU spring commencement ceremony.

FMU ARMY ROTC CADET COMMISSIONED



Cpt. Christian Bonno swears in 2nd LT Sonovia R. Bradshaw at the Commissioning Ceremony at FMU.

Cadet Sonovia Royiel Bradshaw of Lake City received her U.S. Army officer's commission at a ceremony at Francis Marion University this spring. Royiel took the oath of office and was commissioned as a second lieutenant. She graduated with a bachelor's degree in health studies during FMU's spring commencement on Saturday, May 9. Bradshaw's first posting will be as an Army Reserve Human Resource Officer in the 310th Human Resources Sustainment Center at Fort Jackson, S.C. She is the daughter of Kathy Bradshaw and Roy Jenkins. FMU's Army ROTC is a two-year program for veterans and members of the U.S. Army Reserve and National Guard or

four years for students with no prior military experience. It incorporates classroom and practical training in leadership, organization, planning, decision-making and military skills. Two, three and four-year scholarships are available for qualified students.



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KEEP STUDENTS' BATTERIES CHARGED DURING SUMMER

Submitted by Dr. Dan Strickland



Dr. Dan Strickland, Superintendent

The end of the school year is here and summer break is urging us to long warm days and starry nights filled with fun and laughter. This is the time of year when people choose to live life with less stress, to sit on front porches in rockers sipping on lemonade, sporting about with friends or finding the shore where sand becomes your seat and waves are counted to the musical caws of gulls flying overhead. So why is it that we have our students come to school for 180 days and then take this giant summer break?

The current school calendar was created during in the late 19th century by reformists attempting to develop a compromise between the rural schools and the urban schools.

Before school reform there were actually two distinct school calendars, an urban and a rural. Students in rural, agricultural areas were needed in the fall to harvest crops and in the spring to plant. Children in these environments actually attended school in the winter and the summer when demands on the farm were few. In days prior to air conditioning, cities and schools were sweltering places so the wealthy and eventually middle-class urbanites usually took leave from the city and fled to the cooler shores to wait out the heat. During school reform, the national compromise was made to have schools in session for 180 days standardized to be held between Labor Day and Memorial Day. Teacher training at the time was not as formal as it is today so this summer break was used to provide professional development. Over the course of the years however our students have developed what is called “summer slide”. Some facts to consider:

- Districts across the nation deal with the “summer slide”, a term used to describe the learning loss students have because they are not engaged in educational activities during the summer. Research spanning 100 years show that students typically score lower on standardized tests at the end of summer vacation than they do on the same tests at the beginning of the summer (White, 1906; Heyns, 1978; Entwisle & Alexander 1992; Cooper, 1996; Downey et al, 2004).
- Most students lose about two months of grade level equivalency in mathematical computation skills over the summer months. Low-income students also lose more than two months in reading achievement, despite the fact that their middle-class peers make slight gains (Cooper, 1996).
- More than half of the achievement gap between lower- and higher-income youth can be explained by unequal access to summer learning opportunities. As a result, low-income youth are less likely to graduate from high school or enter college (Alexander et al, 2007).
- Children lose more than academic knowledge over the summer. Most children—particularly children at high risk of obesity—gain weight more rapidly when they are out of school during summer break (Von Hippel et al, 2007).
- Parents consistently cite summer as the most difficult time to ensure that their children have productive things to do (Duffett et al, 2004).

What can we do to help our children avoid the “summer slide”? We can keep them engaged in activities which keep the brain active. Cooking is a wonderful activity that reinforces a multitude of math and science skills. This can also be a time to share family history pulling out that recipe for homemade buttermilk biscuits that Grandma used to bake. Share the family stories and at the end of

the day have the children write the stories they heard, talk about the things they made and preserve this family legacy by writing in blank books or keeping an on-line blog.

Encourage your child to maintain a journal, such as one devoted to listing three things that happened that day for which they are grateful or creating a diary of summer events such as trips, or festivals or excursions with friends. Encourage complete sentences and descriptive words, read them aloud at a time when the family is together and talk about what was written.

Make time to read. In school we often have some sort of DEAR time... Drop Everything And Read. Choose a time when the whole family can be a part of this activity. Bring back family dinners and use this time to talk about the things everyone is reading. Be active together whether it be walking, riding bikes, swimming, or bowling, the choice is yours to make together.

So now while the school buildings are empty and the teachers are recharging and/or taking professional development classes, the district will work to rejuvenate the buildings for next school year and prepare for the next round of 180 days.



IN PREPARATION FOR THE 2015 DIVERSITY FOCUS TRAINING, WE NEED TO HEAR FROM YOU!

The following survey will guide us into designing the proper presentations to shift the workplace atmosphere for improved diversity and inclusion (D&I).

PLEASE PARTICIPATE!!!

This questionnaire is geared toward creating the best outcomes for D&I and on a scale from 1 to 4 with 1 being most important and 4 being the least, please create consensus among your co workers or diversity team leaders and respond promptly before October 1, 2015 to dmmadworks@aol.com with attention emphasis to Rennie Lunn-McAllister.

Pre-Training Survey

1. How important is it to define impediments to implementing established best practices of D&I in any workplace? 1 2 3 4
2. (A)Rate your itemized factors (barriers) by importance and (B) the relative difficulty in addressing which stakeholder(s) in your organization would bear primary responsibility for addressing each factor.
3. List some readily identifiable cultural stereotypes (i.e mostly females performing custodial tasks or staffing the food prep area or males only doing maintenance/repairs or supervision.)
4. List three of your personal or corporate expected outcomes from this second Diversity Focus Training session
5. What kinds of questions will you bring to the session, the answers to which you would anticipate immediate answers? (Look around your workplace and jot down any possible ideas for improvement or solutions on your job that you would share at the November session or send us prior to).
6. Of the lessons learned in the 2013 training session, list some of them that have been measurably (noticeably) applied in your workplace?

EDUCATOR COVERS FULL SPECTRUM

Submitted by Dr. Lisa Hall-Hyman

How will you grow?



Dr. Lisa Hall-Hyman is a compassionate, values-based educator who is dedicated to serving children. Having more than 15 years teaching/administrative experience in the realm of public and higher education, she has established an extensive track record for delivering quality educational support services to students, teachers, and parents. "Dr. Lisa" values her experiences as a classroom teacher,

building/district administrator, and assistant professor. She feels "blessed" to have the "awesome" opportunity to positively impact the lives of students through her work with local schools, districts, faith-based organizations, and communities. Currently, Dr. Lisa is the owner of PP&L Educational Associates, LLC. PP&L is a consultancy firm that provides tailored professional development and instructional coaching to teachers, administrators, and paraprofessionals. Their areas of expertise include: student assessment, curriculum and instruction, and reaching and teaching students of color. Their sessions are standards-based, hands-on, and relevant in meeting the needs of South Carolina students.

PP&L Educational Associates also provides student advocacy services. Often policies and procedures surrounding discipline, attendance, and poor performance leave parents feeling confused, helpless, and unaware. The PP&L team understands the enormous impact of positive parenting on student performance and remains sensitive to parental frustrations, questions, and concerns. Therefore, when those tough situations occur in the school setting, PP&L consultants can help. PP&L Educational Associates offer a wide range of support services designed to promote student success and teacher quality. Their firm has a vested interest in students with varying exceptionalities, urban challenges and divergent learning characteristics. For more information, contact Dr. Lisa Hall-Hyman at 803-760-3210. They welcome the opportunity to serve.

"Creativity is especially expressed in the ability to make connections, to make associations, to turn things around and express them in a new way."

----Tim Hanson



PP&L Educational Associates, LLC



PP&L Educational Associates is dedicated to providing technical support to schools and/or districts across the state of South Carolina. Our team of consultants serve as content experts and provide coherent support in the areas of instructional planning, accountability, assessment, professional development, and positive parenting. With over 50 years combined experience, we deliver comprehensive services tailored to your educational needs so that student performance is improved and academic excellence is achieved.



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FLORENCE ONE NAMES THREE NEW ADMINISTRATORS

Submitted by Pamela Little-McDaniel, Florence School One Director of Public Information

At its regular meeting in June, the Florence One Board of Trustees approved the appointment of three administrators in the District.



Sonia Johnson

Sonia Johnson has been named a District One Title One Coordinator. She will replace Diana Bailey who has retired. Johnson has 20 years' experience in Florence School District One. As Curriculum Coordinator at Briggs Elementary where she has served since 2009, she also served as the coordinator of the school's Title One program. She began her career at Briggs Elementary teaching second and third graders (from 1996-2004). From 2004 to 2006 she served as a second and third grade teacher at Delmae Elementary. Johnson also spent three years (2006 until 2009) as a mathematics coach for both Savannah Grove Elementary and Moore Intermediate schools. She is a recipient of a Bachelor of Science in Early Childhood Education from Francis Marion University (1995); a Master's in Integrated Teaching through the Arts from Lesley University (2006); and a Master of Education in Educational Administration from Grand Canyon University (2011).

Former Savannah Grove Elementary Assistant Principal Wendy Frazier has been named principal of Dewey L. Carter Elementary. Since 2005 Frazier has served at Savannah Grove. Prior to serving at Savannah Grove, she served as Assistant Principal at Williams Middle School from 2001-2005. Her teaching experience includes service at North Vista Elementary School (1994-2000) and Sneed Middle School (2000-2001). She received both a Bachelor of Science in Elementary Education and a Master's of Elementary Education from Francis Marion University. In 2000, she received a Master's of Education Administration from the University of South Carolina.



Wendy Frazier

Former Richland School District One Administrator Dr. Kelvin T. Wymbs has been named the new Director of Secondary Education,



Dr. Kelvin T. Wymbs

replacing Neal Vincent who has accepted the position of Superintendent in Florence School District Two. As the former acting principal of Lower Richland High School, Dr. Wymbs collaborated with all stakeholders to implement the largest (SIG) School Improvement Grant (\$6 million) in the state. As SIG coordinator, he implemented the state-of-the art STEM Initiative in collaboration with the Engenuity SC, TransformSC/New Carolina Pilot program. Dr. Wymbs is the recipient of the 2015 Southern Regional Education Board (SREB) High Schools That Work (HSTW) principal award, an award which recognizes the growth of Lower Richland High School across many variables since he became acting principal. This is the only high school principal award across SREB's 1400 schools. The ceremony will take place on July 15 in Atlanta at the opening of the HSTW summer conference.

Prior to serving in Richland One, Dr. Wymbs served as principal of the Grove Street Alternative School in Vicksburg, MS. From 2007 until 2009 he served as Principal of Carvers Bay High School in Georgetown, SC. He has also served as Assistant Principal in Scotland County, North Carolina, an administrative assistant and teacher in Marlboro County, head basketball coach in Horry County, a mentor and recruiter at Francis Marion University and assistant basketball coach at USC Aiken. He received a Bachelor of Arts in History from USC-Aiken and a Master's Degree in School Administration from the University of North Carolina-Pembroke. He is also the recipient of the Educational Specialist Degree from Mississippi College in Clinton and the Doctor of Education Degree in Educational Leadership from South Carolina State University. His published works include: *Negotiating the Turn: School Reform in an urban rural high school in the new South* (AERA), Chicago, IL, 2015; *LR Stem Initiative Changes Lives* (The State Newspaper), Columbia, SC, 2014. He is also affiliated with the South Carolina Association of School Administrators and Kappa Alpha Psi Fraternity, Incorporated.

More than
1.2 MILLION*
scholarships and grants
have been awarded
to South Carolina students.

*Figures current from 2002 though 2014.

For more information on where the money goes,
visit sceducationlottery.com.



FLORENCE CAREER CENTER IS STAIRWAY TO ARTISTS' INDEPENDENCE

by Les Echols

Food is always something people look forward to indulging from different capacities. The Florence Career Center (FCC) enables people to look forward to food as a career with their Culinary Arts program, and a number of success stories have come through this program and gone on to bigger endeavors.



Lavashia Franklin

The program is a 4-credit course consisting of Culinary Arts I and II, both 2 credit classes. Participants completing both receive a certificate of completion. They also receive three certifications sponsored and issued by the National Restaurant Association Educational Foundation. Lavashia Franklin, a graduate of the program, touts it as a springboard for her. "The program helped me to pursue my passion and get where I am now" said Lavashia, a 2013 graduate. Lavashia went on to complete and Associates in Arts degree at the Art Institute of Charlotte, and is now enrolled in a Bachelor of Arts degree program. "The Career Center gave me different direction so that I can do multiple things with these degrees." Among other things, Lavashia, currently a full-time employee of Olive Garden, plans to ascend into upper management.

Tiffany Reese, another 2013 graduate of West Florence High school has moved forward in the industry. "The program gave me an interest



Tiffany Reese

in culinary arts" says Tiffany. Tiffany makes it clear that, while intensive, the program at FCC stresses fundamentals. "We had to learn about sanitation, utensils, and how to make basic dishes". The program moved Tiffany to attend Johnson and Wales University where she completed her Associates Degree in Baking and Pastry Arts. Tiffany completed an internship at the prestigious Biltmore Estate in Asheville, NC. Upon completion, she was offered and accepted a full time position with them.



Wilson Lui

Wilson Lui, a 2011 graduate of South Florence high school, also found a unique career opportunity after completion. He completed certificates in culinary arts and entrepreneurship because his family owned a restaurant at the time, and he wanted to familiarize himself with the business. But after completing, he was open to different options. "The Career Center enabled me to compete in culinary competitions where we were able to win scholarship money and meet and network with other culinary arts students from around the country. It opened my eyes to the broad spectrum

there is out there". Wilson graduated from the Art Institute of Charleston in 2014 with a Bachelor's degree in that science. He consults small restaurants (with a focus on Chinese restaurants) to cut costs and streamline menus.

The guiding force behind the success of the culinary arts students has been Chef Tyrone Atkinson, who has years of culinary experience and the discipline of a military veteran. "Chef Atkinson has been with us for about three years," chimes in FCC Director Alphonso Bradley, "but he is in tune with the program and the direction we need to go in". Atkinson is the FCC 2014-2015 Teacher of the year. Mr. Bradley also talks about the community events the classes hold. He confirmed that they do about 10 community events a year, from Taste of Future Chef event held at Methodist Manor. "The students get real world experience, not just cooking, but dealing with customers and complaints".

The Culinary Arts program is paying dividends for many graduates by enabling them to move into new opportunities. The skills taught in the program are proven to provide employers with thoroughly trained personnel. "A lot of great students are moving forward in new careers all around the country", concluded Mr. Bradley.



Florence Public School District One Salutes Academic Excellence:

The Class of 2015

—998 Graduates—

Scholarships Awarded Total More Than \$18.9 Million



South Florence High School



West Florence High School



Wilson High School

The Class of 2015 Produced:

2 National Merit Finalists

22 SC Academic Achievement Honors Awardees

131 Board of Trustees Scholars

(Named by earning a Grade Point Average of 4.5 or higher in the Uniform Grading System)

39 Palmetto Fellows

(Named by earning a Grade Point Average of 3.5, a score of at least 1200 on the SAT, and/or a ranking in the top 5 percent of the graduating class)

380 Life Scholarship Winners

(Named by earning at least two of the following: a Grade Point Average of 3.0 or higher, a score of at least 1100 on the SAT, and/or a ranking in the top 30 percent of the graduating class)

143 Double-Cord Graduates

(Named by earning a Grade Point Average of 4.0 - 4.99 in the Uniform Grading System)

347 Single-Cord Graduates

(Named by earning a Grade Point Average of 3.0 - 3.99 in the Uniform Grading System)

Over 80% of the Class of 2015 will be attending post-secondary institutions this fall.

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FMU, USC-SUMTER COLLABORATE ON BSN DEGREE PROGRAM

Submitted by Angela Crosland, Director of Communications

Francis Marion University and the University of South Carolina Sumter have announced a new partnership that will give USC Sumter students easier access to FMU's nationally accredited Bachelor of Science in Nursing (BSN) program. Under the new partnership, students would begin degree work at USC Sumter, completing up to two years of work there, then transfer seamlessly to Francis Marion to complete the degree. The transfer would be dependent upon students successfully completing pre-requisite courses at USC Sumter. The new arrangement will be in place beginning in the Fall of 2015.

Officials at both schools lauded the process that led to the creation of the partnership. "It has been a pleasure working with the leadership at Francis Marion University and we are thrilled to offer this pathway between USC Sumter and FMU to our students,"

said USC Sumter Regional Campus Dean Dr. Michael Sonntag. "This opportunity will allow students in our area to train close to home and move through the Nursing program quickly to start their careers."

Dr. Ruth Wittmann-Price, chair of FMU's School of Nursing, says the faculty in the Department of Nursing is looking forward to the partnership. "The Department of Nursing at FMU is thrilled to be able to advise pre-nursing students at the University of SC Sumter in order to assist them to successfully transition into FMU's upper division baccalaureate nursing program," says Wittmann-Price. "This is a good partnership that will benefit students and which should help address the continuing shortage of nurses in South Carolina."

The four-year BSN degree is fast becoming the gold standard in nursing. That push was accelerated recently when the Institute of Medicine (IOM) released a study entitled, "The Future of Nursing." The study recommended that 80 percent of all nurses should have their BSN by 2020. Currently, many nurses hold a two-year, RN degree. The IOM report was the culmination of its two-year, cooperative study of nursing and healthcare with the Robert Wood Johnson

Foundation. The study was commissioned because health leaders recognized that the health challenges faced by nurses today are not the same as those faced in the past. Both patients and the healthcare landscape have changed. FMU's Department of Nursing has one of the highest NCLEX Board pass rates in the region. The nursing program at FMU is expanding rapidly to provide a full range of nursing education. The department recently graduated its first class of Nurse Practitioners and Nurse Educators. USC Sumter nursing students can now earn their pre-requisite courses at the Sumter campus and then apply to the BSN program at USC Upstate or USC Columbia, in addition to FMU.

For more information on the joint program, please contact the USC Sumter Office of Admissions at 803-938-3717 or the Department of Nursing at Francis Marion University at 843-661-1226. For more information, contact Tucker Mitchell at Francis Marion University (843-661-1332, cell: 843-409-5587, or email: cmitchell@fmarion.edu); or Misty Hatfield at USC Sumter (803-938-3728, email: hatfieldm@uscsumter.edu).



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PARENTS AS TEACHERS HOME VISITING PROGRAM HAS MANY FACETS

Submitted by Melanie T. McMillan/ Parenting Coordinator Florence School District One



Melanie T. McMillan

The Parents as Teachers program is a free home visiting program available to prenatal mothers, and families with children from birth-4 years old in that live in the Florence School District One school zone.

Vision: All children will learn, grow and develop to realize

their full potential.

Mission: is to provide the information, support and encouragement parents need to help their children develop optimally during the crucial early years of life.

Core values/ basic beliefs:

- Parents are their children's first and most influential teachers.
- The early years of a child's life are critical for optimal development and provide the foundation for success in school and life.
- Established and emerging research should be the foundation of parent education and family support curricula, training, materials and services.
- All young children and their families deserve the same opportunities to succeed, regardless of any demographic, geographic, or economic considerations.
- An understanding and appreciation of the history and traditions of diverse cultures is essential in serving families.

(Retrieved June 2015, Parent as Teachers National Center, Inc.)

The Parents as Teachers program is based on the latest research, has a curriculum supports a parent's role in promoting school readiness and

healthy development of children. The curriculum is built on the principle that all parents, regardless of personal circumstances, can be empowered, gain control over difficult circumstances, and interact with their children in a way that facilitates healthy development.

Training/ Education of Home visitors

All home visitors are professionally trained and certified as parent educators. They maintain a minimum of a bachelor's degree and years of experience working with young children and families.

Parents as Teachers Approach

Our approach is intimate and relationship-based. We embrace learning experiences that are relevant and customized for the individual needs of each family and child. The home visitor visits the home twice a month for 1 hour. During each visit, the home visitor emphasizes three components: Parent-child interaction, Development-centered parenting, and Family well-being.



During the visit, the home visitor focuses on developing parenting skills that are warm, responsive, encouraging, and communicative. Activities are tailored for each child that focus on increasing parent-child interaction, and developmental skills. The home visitor place special emphasis on communication/ early language development. A book and ways to extend the book are given on each visit.



The home visitor incorporates development-centered parenting by informing the parent about child development, making explicit connections between the child's stage of development and behaviors.

Within the Parents as Teachers approach, the family well-being component puts emphasis on parent/family strengths, capabilities, and skills, and on building protective factors within the family. The home visitors focus on supporting the families by learning about their perspectives, understanding their needs and wishes, and facilitating their decision-making and abilities.

Parents as Teachers program provide free hearing/vision and health and developmental screenings to all children in the program.

The home visitor serves as a source of information and referral system for families. This information/referral system connects families to needed resources and takes an active role in the community, establishing ongoing relationships with other institutions and organizations that serve families.

Group connections (parent workshops) are open to the community. These workshops are designed for families to build social connections with each other, engage on parent-child interaction, and increase their knowledge of ways to support children's development.



**You are your child's first teacher.
Join Parents as Teachers
call 843-673-1129 and
visit www.startsmartflo.org**



TOLSTON A LEADING MAN BY WORLD BUSINESS STAGE MEASURES

by Rennie Lunn-McAllister



TIMMONSVILLE -- If all the world's a stage, as Shakespeare posits, and its men and women merely players, then North American Assemblies, LLC President/CEO James R. Tolston III is the Leading Man in today's business realm as it now stands and even more so in the model to come that he is influencing. Just an introductory conversation with him could serve as an intensive Cliff's Notes preparation for textbook course finals in global business and entrepreneurship at the doctorate level, his experience to match notwithstanding.

The Detroit/Atlanta native has mounted life's ladder and ascended the rungs in real estate, management, manufacturing, development and engineering, all bolstered by a select group of mentors including his grandfather, his background and foundation as a 14 year Army Infantry officer. Self described as part wolf and part superhero, Tolston says he is who, where and why he is because of his inner drive to excel. His company mission statement says it all: "...to become the regions' supplier of choice for quality- and delivery-critical contract manufacturing, assembly and associated logistical service. We will succeed by consistently meeting the needs of our customers more effectively and economically than our competitors."

Tolston has had to make some difficult business decisions along the way. One decision was at the beginning of the 2009 recession, when his sole customer (Honda South Carolina) idled its plant from March 1st until August 1st. He explains, "I had to devise a company specific strategy to survive in the occurring business climate. This strategy required me

to lay off my personnel, renegotiate all contracts and leases and patiently wait for Honda to launch production. We made the comeback we had planned for. I even got my hands dirty and my thumbs sore as we incrementally built our operation back up to standard," he told, noting that he managed to turn fate around by using all of the bits and pieces he had been taught during his matriculation at the various schools of life, in military service and affiliations with other corporate entities, charitable/civic/community boards, fraternities and even as a parent. He forecasts that NAA will be a \$100,000,000 company in fiscal 2016.

During his personal and professional development, he has experienced mistakes and failures like many other self made moguls will admit. Viewing those growing pains as two different animals, Tolston says he eventually hits his mark. "Failures occur because they are caused and they have a singularity to their occurrence. Now, mistakes, on the other hand, just happen. The goal is to not make the same mistake twice; you should recognize it coming. They are too regrettable to purposely repeat. Depending on one's definition of success, you'd know how they define failure. It has been said that every good deal falls apart seven times; it is up to the determined operative to put it back together, learning from the previous failures," he said.

Yes, one would think he climbed the corporate ladder, but in reality, he has always worked for himself while in the corporate arena. From his youthful days as a dishwasher in a Chinese restaurant, flipping burgers at Wendy's and working in construction during his summers away from Walter F. George High School, Mr. Tolston has truly risen from humble beginnings. He gives back to his alma mater today by granting needs based scholarships to college bound seniors. He also gives back by organizing leaders and mentoring to young men in local communities and as a deal maker at Corvus International, founder of both the Janikmar Group and Empire Products, LLC or as a Certified Minority Business Entrepreneur.

Were he to write a book chronicling his meteoric rise, of a certainty the minimum of a chapter would be dedicated to his sage friend/mentor, an Oscar-winner, West Pointer and White House Fellow, Joseph B. Anderson* or, as he describes him, "the reason I am sitting here today." It is clear why Tolston refers to Anderson so often. The former GM Executive, who spent two tours of duty in Viet Nam, has invested much and often in his mentee successes. He believes that the prodigy and

his mentor "must be aligned in their thinking and in their goals. The follower and the leader have to be like-minded for the patterning to take effect. Owner of several businesses and standing atop the A list of military decorated veterans, Anderson constitutes a class by himself. A strong advocate of creating wealth in the Black community, Anderson says he and Tolston share values and interests in golf, outdoorsmanship, hunting, Americanism and as decision-making game changers.

"Learn from your mentor's mistakes as well as the good examples," Anderson advises. James and I are the first to do what we do on this scale in the Black community. I'm a first generation West Point graduate who gives and grows from this walk of life and James, likewise, shares the same values about life and about people. He is a very successful entrepreneur, and I'm totally impressed by his motivation of self and others and his competitiveness. But he loves to negotiate and that's not a negative. That's just who he is," Anderson said.

The atmosphere-shifting duo agree that to pour out one's best self is to ask what differentiates the first person from everyone else and what does that first person possess that stands out above all else? In his world travels and conquests, Tolston may still inquire of himself those questions because he says quitting nor giving up have ever crossed his mind. Mr. Tolston is husband to Nikki and father to Maranda, Mariah, Mirriam and Madison.

**Google Anderson at TAG Holdings LLC*





FIRE CHIEF HELPS RE-WRITE HOMETOWN HISTORY

by Alicia C. Phillip



Fire Chief Frances Richbourg

Clarendon County's Fire Chief Frances Richbourg, is committed to excellence and building her community. She was born and raised in Clarendon County in the town of Summerton, graduated from Clarendon Hall, and then attended

the University of Georgia, where she obtained a Bachelor of Science degree in Biology. Upon graduation, she initially chose a career in farming, which was the same profession as her father, and one which she felt was a very noble calling and suitable for her outdoorsy, athletic personality. She planted and harvested most of the crops and took care of the cattle operation.

While working on the farm, there was a movement by Carter Jones to start a county wide fire service, and Chief Richbourg participated in creating it. Up to that point the rural areas were under-served, and Chief Richbourg knew that a countywide fire service would be a great community service. So she attended the training, and after passing all of the physical and written tests, she became a volunteer member of the Clarendon County

Fire Department, assigned to Station 8, Taw Caw. She responded to numerous fire calls in the county, a lot of them at night, as she was still farming during the day. Several years later Richbourg accepted a paid position with the Clarendon County Fire Department, and became involved with the investigation of fires, which led to a job with the State Fire Marshal's Office as a member of the Arson Control Team. After a couple of years traveling all over the southeastern part of South Carolina investigating fires, Richbourg obtained the position of Deputy Chief with the Clarendon County Fire Department. Subsequently, in 1999, Richbourg worked with the South Carolina Fire Academy, first as an instructor and then later as the Regional Coordinator over five counties in the State. Later, in 2001, she returned to Clarendon County as the Chief of the Fire Department, and currently holds this position. Since accepting the position of Fire Chief, Richbourg has increased the number of committed volunteers and paid firefighters in the department, and the department now has a Recruitment and Retention Officer, whose main purpose is to find ways to bring new people into the Fire Department and to keep the current ones active. When asked about the challenges of working in such a male-dominated field, Chief Richbourg expressed:

"I have, in general, been well received by my counterparts. There have been some who, I'm sure, felt I didn't measure up to their

expectations and felt that I shouldn't be in this position, but I have been well received by most. I have been accepted and encouraged to participate in activities and meetings across the State throughout my career in the Fire Service. I was elected by my peers to serve on the Executive Committee of the South Carolina State Firefighters Association, serving a term as President."

Chief Richbourg credits her faith in God for her ability to persevere through some difficult challenges. She gives the following advice to women who want to be successful in any profession:

"Find something that you think you would love to do and give it 110%. Be open and willing to accept constructive criticism and learn from your mistakes. Understand what the mission of the job is and what part your position plays in achieving the mission. If you are willing to put in the time and effort to make your company shine, then you will be noticed and rewarded for your efforts. You will need to remember that things don't happen overnight. It will probably take a few years, but don't get discouraged. Learn to enjoy your job, and the days will fly by. Remain open to new opportunities that present themselves. Many times when one door closes a new one opens. Don't be afraid to step through that door. Things always change, so be ready and try to take them in stride."

THIS BUSINESS IS TAKING CARE OF THE GENERATIONS

By Anna Bowman



Jackie Troy-Johnson

MULLINS – There's a very popular saying, "If you love what you do, then you'll never work a day in your life," and that's exactly how Mrs. Jackie Troy-Johnson felt in 1978, when she opened the doors to Troy-Johnson Learning Korner.

Today, she also operates the Troy-Johnson Intergenerational Daycare, because of her love for both adults and children.

Troy-Johnson, a native of Mullins, moved to Washington, D.C. and worked in the public schools system until her beloved mother fell ill and they needed to be together again. "I moved back home and as I settled in to my daily routine, I realized that I didn't want to

work in the school district," she said. As she pondered her options, she had a sensational idea, "I sent out a survey around the community and discovered there was a need for a daycare facility in the area. All of the important components "meshed together," and gave her the desired outcome that eventually led to her opening her business.

Even though all of the data she gathered indicated the need for the daycare, she didn't open it solely for that reason, she opted to follow her heart and not the facts. "I opened the center because of my love for adults and children."

Today the vision has grown into a thriving multi-faceted center that currently enrolls 80 children and 7 adults, with a devoted staff of 21 people. The business operates year-round, and cares for children from 6 weeks up to 12 years old, before and after school. The adult age groups are 18 years old and up. The curriculum for the Troy-Johnson Learning Korner offers computer lessons, reading and math. Additionally the center offers tutoring

and even etiquette classes. Troy-Johnson, widow of the late Clifton Johnson, is extremely proud of the accolades that have been bestowed upon her and her staff. The Troy-Johnson Intergenerational Daycare was voted the best daycare in Marion County, earned Administrator of the Year status and was presented the Outstanding District #2 Member Award, all for the same time period (2015) by the South Carolina Early Childhood Association. A member of her staff, Dianne Raeford, was voted Outstanding Teacher of Marion County for 2015. Troy-Johnson is proud to acknowledge, "Every year we receive many recognitions from the Mullins Community."

The Troy-Johnson Learning Korner Summer Camp begins as soon as school ends to ensure that children are engaged developmentally during the summer months. The center offers a variety of activities and welcomes children ages 2-7 years old to participate. For additional information, contact Mrs. Troy-Johnson or a staff member via phone, 843.464-8565.



Women in Business



HEALTH PHYSICIST FINDS ROLE REWARDING

by Alicia C. Phillip



Christy Branham

When Christy Branham began college at Francis Marion University, she was uncertain about her career path. The only thing she was sure of was that she wanted to pursue a career that would enable her to help others daily.

Fast forward several years

later to her obtaining a Bachelor of Science Degree in Health Physics. After obtaining this degree she has not only fulfilled her dream of helping others, but she also gets to do really fun things like operate robots. She is currently working as a Health Physicist with Duke Energy at the Robinson Nuclear Plant; a position which she has held for the past three years. As a Health Physicist, Branham's primary job is to protect the nuclear workers from the harmful effects of radiation and contamination. Some of the ways she accomplishes this is through daily briefings to workers on the radiological conditions of the plant, surveys of radiological areas, and by utilizing techniques that lower exposure. One such technique is the use of robots in jobs that involve high radiation

conditions. Branham has been trained and qualified to operate these robots and enjoys this aspect of her job.

When asked about the challenges which she has encountered as a woman in such a male-dominated industry, Branham expressed: "When I initially entered the industry I thought it would be very challenging working in a male-dominated work force. After working in such an environment for three years, I can honestly say that I am treated equally with my colleagues, both male and female. Everyone that I have had the opportunity to work with at Duke Energy has been aligned with working together as a team and helping others..... The key is to show that you're passionate about the work and willing to take on new challenges. Whenever we have a new opportunity, I jump right in. My team respects me, because they know the quality of my work and they know I'm a team player. I think that's the best way to earn respect."

Branham has undertaken quite a few initiatives since she began working at Robinson. In the past year she has developed a visual survey database for the site, developed a SharePoint website for the Radiation Protection department, and she has been the departmental safety

representative. In addition, she has been heavily involved in the Women in Nuclear (WIN) chapter at Robinson. WIN's goal is to provide positive role models for children, by promoting nuclear energy and STEM (Science, Technology, Engineering, and Math) careers in local schools and communities. In collaboration with WIN and Robinson's Corporate Communications team, Branham has had the opportunity to reach out to the community and teach hundreds of children about nuclear power. According to Branham: "Presenting at schools has been one of the best experiences of my career. It has enabled me to reach my goal of helping others and teaching others."

Branham's next major goal is to obtain a Master's Degree in Health Physics. She will start graduate school next year and is very excited to do so. She has this advice to give to young women: "You are capable of achieving anything you set your mind to. Never let anyone tell you that you can't or won't achieve something. Any goal or dream is attainable as long as you are committed and whole-heartedly involved in accomplishing the task."

ACOSTA IS LAW ENFORCEMENT OFFICER MANY TIMES OVER

by Alicia C. Phillip



Major Karen Acosta

Major Karen Acosta, Administrative Services Division Manager at the Florence Police Department, has had quite a stellar career. At the tender age of five, she had already decided on a career path that would include the military and the police department, and she has accomplished those goals. Her career began

during her freshman year at Rutgers University when she enrolled in the Reserve Officers' Training Corps (ROTC), and then a year later, the Army ROTC program. When she graduated, she was commissioned as a Second Lieutenant in the US Army Military Police Corps. Her first assignment was at Ft. Ord in Monterey, CA and subsequently, she served all over the world, including as a company commander in South Korea, drug enforcement operative in Honduras, as well as heading multiple assignments throughout the United States. On top of all of that, she was also able to obtain a Masters Degree in Management.

After retiring from the Army in 1996, Acosta focused on the second goal that her five-year-old self wanted to accomplish: service as a civilian law enforcement officer. She moved

to Kingstree, South Carolina where she signed on as the Chief of Police. After two and a half years in that position, she accepted a position of Major with the Florence Police Department. Although it was hard leaving Kingstree to move to Florence, Acosta felt that that was the next logical step, as it gave her an opportunity to really make a difference in her civilian career and it meant working with a bigger department that serves a larger, more diverse population. Currently Acosta serves as the Administrative Services Division Manager. She recalls that one of her greatest professional experiences in law enforcement was when the City of Florence selected her to attend the FBI National Academy. She was one of only twelve police professionals that year in South Carolina to be offered the opportunity, and she was very honored.

When asked about the challenges that she has encountered as a woman in a male-dominated profession, Major Acosta had this to say: "Being a woman in this line of work brings a different perspective to a lot of issues. But for me, my entire career has been in law enforcement and, at least by my personal standards, I feel I've excelled in my life's work. So gender for me is not an issue. It's about doing the best job you can supporting those you work with and the community that depends on you. My biggest challenges aren't anything related to the heavy male presence in my profession. Instead, my biggest challenge is

working every day to impact families in a positive way and to build relationships with the police in communities where those relationships previously weren't strong, or weren't there at all. And it's not only my challenge. It's the challenge of the entire Florence Police Department. And we're making some real positive progress."

And this progress is evident in police-community relations. According to Acosta who adds: "The police department and the people of Florence have a strong positive relationship, and it's one that's built on mutual respect. We've been working for years now to build this relationship and we're working every day to foster it. We have a growing number of efforts that we've been keeping up with in the community; we support over thirty-five neighborhood watch programs in Florence, we run a nine-week physical fitness camp for teens, we hold a number of Citizens Police Academies, we work with the Mayor's Coalition to Prevent Juvenile Crime, and that's really just naming a few." She feels very privileged to be a part of such a great team at the Florence Police Department

Major Acosta advises young people to "work hard, get educated, make time for rest and relaxation, and don't let any challenges or obstacle be a deterrent from achieving your goals."

HISPANIC HERITAGE AND THE AMERICAN DREAM

by Rennie Lunn-McAllister



Dr. Roberto A. Miranda

Having a sense of one's own identity is integral to fulfilling one's potential and as it happens, Dr. Roberto A. Miranda, who never had issues with his Hispanic heritage, has realized his lifelong goal. That is a feat which not everyone can boast. "Since childhood, I have been proud of who I am and my heritage," said Miranda. And armed with that security and positive self-awareness he pressed on to pursue living his dream.

Puerto Rican born and educated, he was strongly influenced by his mother who was a laboratory technician who assisted doctors and their patients. As her office assistant, Miranda became enthralled with the caring, hands on service he saw every day. That early experience convinced him to earn his medical degree. "All I ever wanted was to be a doctor," he said.

Already bitten by the medical caregiver bug, his passion grew while on a mission trip to Venezuela where he experienced a near tragedy of a friend who fell into a creek and was injured. "I observed how the response team took care of

her and became obsessed with doing what they do. Sure, I liked the movies and books and adventures about being a doctor but it is entirely another world to be able and chosen to help rebuild, repair or fix someone's life and well-being," he said.

After studying medicine in Mexico, a physician recruiter offered me a great opportunity to join Carolinas Medical Alliance – Primary Care in Florence," said Miranda, who does not see much contrast in the medical disciplines of Mexico and America. "Basically the same textbooks and medicines are used and patients in both populations share similar conditions like high blood pressure and obesity, which are springboards to many other ailments," he said.

As the festivities of National Hispanic Heritage Month are observed in September, the jovial doctor says he personally does not set aside any time or activities for the month. "We enjoy holidays and have special events but we don't isolate ourselves or limit our celebrations of our heritage to one month, we live it all year long!" he said, noting that the Hispanic population pride themselves in the arts and athletics. "We headline in sports like baseball, boxing, softball and bowling, we work a lot and spend lots of time on our music and poetry. As a tradition, entire families

get involved so children inherit the Hispanic culture and carry themselves proudly in all that they do," said Miranda.

He doesn't allow public perception that may stir confusion or complicate the identification or classification of the Hispanic culture affect him. Despite the fact that Hispanics/Latinos comprise a significant portion* of the United States' population, their history goes unnoticed. "I make sure I give back whenever and wherever I can by passing on the many contributions the Hispanic communities continue to make every day.

Dr. Miranda's wife, Ednaliz Miranda, also has a degree in medicine. They have two children – Robert and Victoria. He enjoys boxing and other healthy sporting activities. "My family, practicing at Carolinas Medical Alliance – Primary Care, and settling in this land of free speech and equal opportunity makes me truly happy."

Dr. Miranda is board certified in family medicine and is associated with Carolinas Medical Alliance – Primary Care. He is accepting new patients. To schedule an appointment, please call 843-679-4019.

**As of 2013, the US Census Bureau reported that there are 54 million Hispanics living in America, comprising total US population.*

FIGHTER IN PUBLIC OR PRIVATE WARS, HE WINS BOTH

by Rennie Lunn-McAllister



Jose Guillermo Colina

HARTSVILLE -- At age 71, Jose Guillermo Colina thought he had seen the bulk of life's wars and he just may have if the battlefields had stopped changing.

An adjunct professor of Spanish and Latin American History at Coker College, his round one experience was first to help his father and others fight a dictatorial government in 1969 In his young adulthood, he collided his motorcycle going 115 kilometers per hour with an 18-wheeler, losing an arm and a leg. With his heart and kidneys not functioning, he was given the last sacrament but those were mere formalities as he would rise again to fight another day. "I've been chosen to keep the faith and that is a privilege that I relish," he said recently.

Remaining bed-ridden for four years, he anticipated another lifestyle for the long run, but comeback again, he did. "I would lie there and count up all the years I could have been playing baseball or doing really anything I wanted, but I was forced into this corner – psychologically, physically and literally – and I realized that I could not stay there," said the self avowed Christian. "God gave me another opportunity and since I value myself, I rehabilitate myself, no matter how hard it became to overcome myself. When I talked

to myself, I would remind myself of what my father used to say about sports being temporary but education is forever."

Self motivated and disciplined, he awoke daily at 4 am, increasing his exercises and activities a little bit more each day and would go to bed every midnight feeling useful. "I learned and taught others that if I can do it, so can you," he said.

Confident that he would have a productive life, Colina set out to do just that and won dozens of awards teaching at various high school and post secondary levels. He also continued his education and thrived in self sufficiency, and though he tossed aside any notions of ever playing baseball again(even though he was fitted with and became proficient in using prosthetic limbs) he began teaching his seven-year-old son to play the All American sport and his son went to college on a baseball scholarship.

Colina's stories of perseverance and passion for the game plus his love for children and winning secured him a favored spot on the team, who became renowned as unbeatable state and national champions. Most of those players were eventually drafted by the major leagues and Endey Chavez is still playing for the Mets.

Closer to home, Colina's empathy for his students at Lee Central High School is understandable and his upbringing made him an example for helping students. Having arisen from a community synonymous with lifestyles of

poverty, illiteracy, high unemployment and dysfunctional homes, he knows that behavior and discipline problems are given risk factors for school failure which in turn leads to a lifetime of undereducation and intergenerational poverty. His example of being punctual, focused and committed resonates throughout the school and community. For overcoming and helping others do the same, he celebrates every school graduation and every observance of National Hispanic Heritage Month.

Also employed at another area technical college, Colina never misses classes yet lives each day with pain and inconveniences. "I'm not begging... not even asking, but I do need help in order to continue being useful," he said, explaining that his power wheelchair has stopped functioning as has his personal vehicle. "I drive a car borrowed from the Dean at Northeastern TEC and the Scooter store that serviced my power chair went out of business and some contractual matter prevents any other servicer to repair it. I feel as though I'm in another war zone of sorts being tossed from one rejection to the next but we are truly blessed here in America and I believe that goodness and righteousness will always win out," he said.

**Editor's Note: In an effort to assist Professor Colina with his mobility, Diversity Works staff invites readers and partnering organizations to help replace the failed power chair. Details in next edition.*

Social Bullying

ID, THEN STOP SOCIAL BULLYING

Submitted by Deb Fortin, COO Genesis Group



Deb Fortin

With the popularity of social networks comes bullying, an old issue with a new twist. Social bullying is deliberate and repetitive social behavior intended to harm others. Social networks is just one of the ways gossip can be spread or someone can be

humiliated through this behavior in greater numbers than ever before. This type of bullying can involve verbal abuse, lies and accusations about someone, on line or not, exaggeration of real scenarios to give credibility to the rumors or mocking in a way to cause embarrassment. This type of bullying often carries into adulthood because the perpetrator sees it as harmless instead of as hurtful as it can be. A lack of empathy for the individual being bullied is usually at the root of the behavior. Desperate feelings can sometimes cause the victim to feel depressed, have anxiety or consider suicide.

The situation can become worse if the person being abused becomes passive instead of dealing with it straight on. The issues can

escalate, the humiliation made worse and the attack relentless. First step for the victim is to react assertively. Think about the situation objectively and determine the motive. Is it jealousy over an achievement or a relationship? Is it being caused because this person wants control over a situation? This clarity of the situation allows the victim to problem solve and stay detached. Those who observe the behavior need to get involved. The more empowered the victim feels the more likely they are to act assertively and put a stop to the bullying activity.

If the bullying occurs in an organization like a member organization, the workplace or school, those organizations can be held accountable for allowing it to happen if brought to their attention. The key here is to make authority figures aware of the activity early and don't give up until the behavior stops. In schools, cliques can often attack other cliques making themselves appear more powerful and in control, in the workplace rumors and gossip can stall or end a career and a member organization tolerating this behavior can drive away the members just to avoid the negativity. No matter where social bullies hurt and intimidate others they can and should be held accountable. Appropriate handling of the

situation can protect the victim from having their reputation hurt by the behavior. Zero tolerance for any kind of bullying, coupled with an objective, assertive approach will derail bullies in any setting.

Don't let a cyber-bully push your buttons.

Cyber delete Bully.

Talk to us directly. Speak to a teacher you're comfortable with.

Talk confidentially. Visit your guidance counselor's office.

KEEPING BULLIES AT BAY

by Les Echols



Harry McFadden

Diversity Works caught up with Mr. Harry McFadden, a teacher at Southside Middle School, to get some of his views on bullying and how it is being fought on a local level.

DW: What is your stance on bullying? What have you been doing to fight it?

McFadden: My stance on bullying is that it has no place in society. Bullying is not conducive to the welfare of a society. It is divisive and does not allow for the person being bullied to live a productive life. As an educator, I strive to adhere to districts policies on bullying and the consequences of it. We have been given tools to share with our students in regards to what is considered bullying and the consequences for such infractions. I have researched and continue to read literature regarding varying forms of bullying laws that combat the act.

DW: What changes can we make as a community to combat bullying?

Harry: Communities must first look at the definition of a bully. The language tends to

change from one arena to that of another. One source that I found was Dictionary.com. It defined a bully as 'a blustering, quarrelsome, overbearing person who habitually badgers and intimidates smaller or weaker people.' I agree with the basis of the definition but I also am aware that there has been an evolution of the word bully. The bully and their respective methods of bullying have changed over time. It is no longer the conventional face to face, but more social media bullying, with some utilizing tools that are otherwise good, like Facebook and Twitter. There are many stories of people whether they are children or adults committing suicide due to cyber bullying. It really does take the village and that village must be composed of schools, religious organizations, civic organizations as well as informed parents and neighbors.

DW: Any final thoughts on bullying?

We must see bullying as a societal ill. Bullies come in all forms, thus, bullying comes in many facets regardless of age, gender, socioeconomic status, and race. We must also address the 'observer'; those that are fine with it or even enjoy seeing others bullied as long as they are not the target. We must make the transition from "observer to responder!"

Mr. McFadden is a graduate of Francis Marion College and 2006 graduate of Lesley University with an M. Ed. in Curriculum and Instruction - Integrated Teaching Through the Arts. His work experience includes group home, foster care, and education.

Take a stand against bullying.

Talk to us directly. Report bad behavior to a counselor or teacher.

Talk confidentially. Visit your guidance counselor's office.

Social Bullying

LISTENING NON STOP CAN BLOCK A BULLY

by Les Echols



Isaac Wilson

In a few short years, Florence native Isaac Wilson III has grown into a leading authority and advocate on bullying. Isaac is the founder and Executive Director of Listen 365, an anti-bullying organization and also facilitates a host of other community services such as mentoring programs for youth. Isaac's journey began in 2009 when a 17

year old he knew hung herself in a closet because she was being bullied and no one was doing anything about it. Isaac said "it was then that I realized that no one was talking about it.

"At that moment I realized something had to be done and I had to be that person to stand up for our children and save lives". Isaac says he has found that oftentimes parents are talking away at the child and not doing very much listening. "We've got to stop talking so much and just listen. Your child may be trying to communicate to you about something that could save their lives," he cautioned.

Isaac went to work immediately. He developed a model to minimize bullying in schools and founded Listen 365 in 2009. He then personally visited more than 100 schools to meet

with school officials on how to shape solutions to combat bullying and how to scale back the resulting suicides. Isaac says his biggest personal accomplishment was to create a children's book entitled, *The Bully and Me*. The book has sold more than 4,000 copies and has won a number of awards. It tells the story of a young boy and his adversities of dealing with a bully but yet no one believes him until they actually see it for themselves. "Being able to create something tangible and colorful for children to see is probably the greatest thing I've done," he said.

Isaac also cites the importance of community



Learning to Fight Back

involvement in combating bullying. "It's important because it lets kids know that the people they are surrounded by care about their respective well-being, safety and future." Isaacs

strategy is inclusive of every household in our community because what goes on in each household affects what goes on at school and vice versa because all of the children are there interacting. "We have to be diligent having conversations with children about their day, because the same way you may have had a rough day at work, they could've had a rough day at school and all they want to do is talk about that experience." He advised.

Born and raised in Florence, Isaac attended Morris College on a baseball scholarship. He graduated Morris in 2011. South Carolina Black Pages recently recognized him as one of the Top 40 Under 40, which recognizes top young black leaders in the state. To find out about Isaacs organization and how to get involved, log on to www.listen365.org



Talk it out

Environmental Issues

SAVING WATERWAYS EFFORT IS A JOB FOR ALL

by Anna Bowman



Terasa Lott

Terasa Lott isn't a superhero, but she is trying to save our waterways from stormwater pollution – and she wants to enlist you in the fight with her! So what exactly is stormwater, and what can you do to protect South Carolina's water resources? Lott, a Clemson Extension

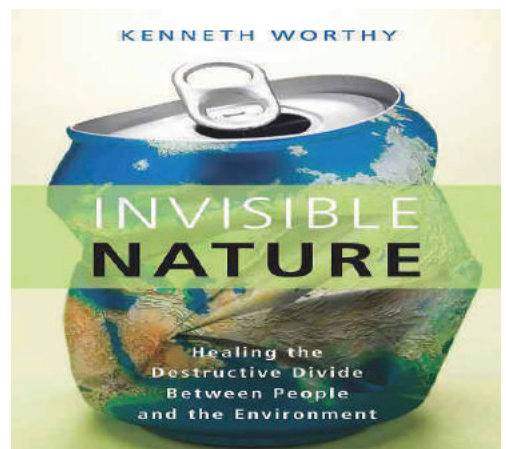
Water Resources Agent in Florence and Darlington Counties, and the coordinator of the Florence Darlington Stormwater Consortium (FDSC), describes stormwater as the water from rain, irrigation, or other activities that picks up pollutants from streets, parking lots, and other hard surfaces and carries them through the storm drain system and to a local waterway. Stormwater receives no treatment so anything that enters the storm drain system has a direct connection to our waterways. To clarify how

we play a role in this scenario, she stated, "Pollutants are the things we leave behind like litter, automotive fluids, pesticides, fertilizers, and even pet waste."

You might not think stormwater is a big deal since most pollutants are invisible to the naked eye but there are 42 monitored sites in Florence and Darlington Counties that don't meet water quality standards. One of the most common causes for not meeting standards is excess bacteria levels associated with fecal waste. So something as simple as "scooping up" after Fido, is not just a courtesy to your neighbor but also protects the streams we enjoy for fishing, swimming, and other recreational activities.

The FDSC is one of six Carolina Clear collaboratives across the state. Carolina Clear was conceptualized in 2002 to inform and education communities about water quality, water quantity, and the cumulative effects of stormwater while delivering compliance-appropriate outreach for community stormwater permits. One of the most important facts that Lott wants people to realize is that we all live

downstream. Your actions affect the water in someone else's backyard. To find out how you can be a solution to stormwater pollution, visit the Florence Darlington Stormwater Consortium website at www.clemson.edu/carolinaclear/fdsc or Facebook page at: www.facebook.com/FlorenceDarlingtonStormwaterConsortium





IMPARTING THE LOOK FOR OTHERS TO EMULATE

by Les Echols



Stephanie Jenkins

When Stephanie Jenkins steps into a room, she immediately creates a buzz with her radiant personality and stunning jewelry. Stephanie not only works full-time at Trinity Healthcare Staffing group, but for the past seven years has been

running her home-based business, Premier Designs where many in the Florence, SC community know her simply as “The Jewelry Lady.” Stephanie attends a number of shows and expos selling her quality, yet affordable jewelry all over the Pee Dee area.

She is quick to stress that starting and sustaining a home-based business is not as easy as many think. The biggest challenges she faced upon starting up were the motivation and organization. “You have to be organized and set goals and let nothing stand in the way of achieving them”, said Stephanie. “Business and personal time all need to be in balance so that you do not become overwhelmed and so that no area of your life goes lacking. Balance goes along way and will make you a successful business owner”.

Stephanie believes that collaborating and networking with like-minded people plays a major role not only in business, but also in one’s personal life.

A spiritual woman, Stephanie realizes that there are barriers that hold people back from success. Her strategy is to keep God first, and be fair in every business deal and challenge. Two challenges she brings up that speak to her spiritual beliefs are overcoming fear and doubt. “I pray and ask God to enlarge my sales territory, then I step back because I know that He is going to always show up”, continued Stephanie. Another challenge she cites is to be prepared for the negative peers who insist that your business will not work. “Know that you will be faced with people that think it won’t last, but you have to keep on pressing towards your vision and your dream of becoming and remaining a successful business owner.” A positive self-image and branding also plays a huge role in Stephanie’s business. Stephanie concludes “Whatever your business is you should look the part. As the ‘Jewelry Lady’, when I enter a room or someone enters a room I am in, I never want them to wonder who the jewelry lady is; instead I maintain a look that will allow my brand to stand out.”

A native of Florence, Stephanie graduated from Barber-Scotia College in 1996 with a BS in Business Administration and a minor in Marketing. She has been married to her supportive husband Ron for 10 years and they have a son Russell 8. Stephanie also has a step daughter (Latifah) and 1 grand-daughter (Caitlin) Her interests include traveling, networking, bowling and bargain shopping.



Cobalt



Acapulco layered with Cozumel



Chevron; Gold Crown; Tennis bracelet is a free gift for hosting a style session

CHEMIST, SPOUSE DEVELOP FORMULA TO OPTIMIZE HEALTHY SKIN

by Anna Bowman



Eric and Dr. Andrea Bridges

AIKEN - The first time I met Dr. Andrea Bridges at the Black Expo in Columbia, in 2014, she was more than happy to introduce me to her fabulous body cream called, Body Canvas™. Little did I know that the hard work and dedication

Dr. Bridges and her husband put into their skincare line would eventually solve a major skin problem – eczema – with which I had suffered with for nearly two years.

Dr. Bridges, a chemist with a Doctorate in Chemistry from the University of Notre Dame, originally developed her skin cream while attending that graduate school. “I gained an interest in using shea butter on my hair and skin because of its natural and versatile moisturizing properties for the entire body,” say Dr. Bridges. But all of the products she found in the stores fell short of her desired goal. As a chemist, formulating her own shea butter cream came naturally, and eventually, she started adding oils to soften the texture and enhance moisture retention on her body and hair. So out of necessity

for a better quality of shea butter, a vision for something great was born.

Fast forward to the chemist creating what is now known as Body Canvas with an artist by the name of Eric Bridges and uncover a romantic relationship that united them in marriage and in business! After receiving his Master’s in Art degree from the University of South Carolina, the couple, who actually attended the same middle school and Valdosta State University, were reunited after attending different universities to pursue graduate studies. The couple soon married and built the successful, Dr. Andrea Bridges’ Body Canvas, into a household name in various neighboring states.

“Once I was introduced to the product, I simply loved her cream and believed that it should be available to everyone,” he said. Since starting their home-based business in 2014, the line has grown to include affordable shampoo, conditioner, body cream, and lip balm. Body Canvas products are suitable for men, women and children.

Celebrating their first anniversary, Eric Bridges explained that their backgrounds work together harmoniously to produce their quality signature products. “We believe in making quality products and feel that you should treat

yourself daily. Together, we’ve developed a growing brand. He proudly stated, “With my background in the arts, I’ve been instrumental in the creative and business side of the company. Creating the logo and distributing our products are tedious processes that I excel in,” said Eric Bridges, adding, “both my wife and I bring the technical and research skills, while Dr. Bridges is the face of the business.”

He explained the concept behind the company’s name and logo. “Our business name was developed from these principles: “A canvas is the foundation used to paint or draw. The word body represents the canvas used to apply our product. “We are fortunate to be in a position where we can own and manage a business,” he said.

They distribute their products through various outlets which sell and promote them. “Customers can order our products via our website, as well as onsite purchases during the various trade/expo shows we attend throughout the year, and currently we’re pursuing the sale of our product in retail stores,” said Bridges. The couple hopes to increase their product line in the near future, and invites everyone to visit the Body Canvas website at www.drandreabridgesbodycanvas.com.

FINDING THE RIGHT BUSINESS LOAN



When it comes to borrowing money, many loans offer benefits beyond simple financing. With that in mind, it's important to understand how one type of loan may be right for making home improvements, while another may be a better match for

financing a wedding. The key is to research the various types of loans, know what services they're designed to provide and then choose the one that best fits your financial needs.

Credit card, personal and home equity loans are all great options to help finance purchases and achieve financial goals. Here's a rundown of how each type of loan works:

Credit card - Many people don't realize that credit cards are actually loans, and users can make those loans as short-term or long-term as they need. Some credit cards provide low- or no-interest, short-term financing as long as the monthly statement is paid in full and on time. Users also have the option to turn their credit card balance into a longer-term loan, which may result in higher interest rates. Some credit cards may also charge an annual fee. Credit card loans can be used for common household expenses like groceries, gas or even to make automated payments for items like a magazine subscription. And if the user's credit limit is high enough, credit cards can be used to fund larger expenses like furniture or electronics.

Personal loan - Having a balance on more than one credit card can be a burden, especially if the rates are high. To help manage their budget, many consumers opt to use a personal loan to consolidate their higher-interest loans. Using a personal loan to pay down debt may save borrowers on interest payments if the rate on the personal loan is lower than on the credit card. Additionally, personal loans can give people more control over the size and timing of monthly payments.

Personal loans can be used to pay for major events or expenses, such as a wedding, a big trip or those unexpected life moments such as a child's new braces or an emergency car repair. Additionally, approved borrowers can receive their money quickly.

There are also online resources, such as financial calculators, that can help borrowers visualize what their finances will look like when taking on a personal loan. Discover Personal Loans offers online debt consolidation and personal loan calculators to provide consumers with an idea of the repayment time frame as well as what potential loans payments could be on a monthly basis.

Home equity loan - Once a homeowner has earned equity in their home, she or he can use that as collateral to get a loan for large expenses. Many homeowners obtain a home equity loan to finance a very costly home repair or home renovation project. This allows them to use their equity to potentially help increase the home's value, and may increase resale profits. Other uses for home equity loans include consolidating large debt or paying for major expenses like medical bills. Typically, home equity loans have a fixed interest rate, terms and monthly payments. Interest on a home equity loan may be 100 percent tax deductible. Borrowers should consult their tax advisor about any benefits a loan may bring.

Loans can help borrowers regain control of their finances but are not "one size fits all." Different types of loans should be used for different types of expenses. The key is for borrowers to consider the type of expense they are looking to fund, the available loans and lender offerings, and determine which type of loan is most suitable for them.

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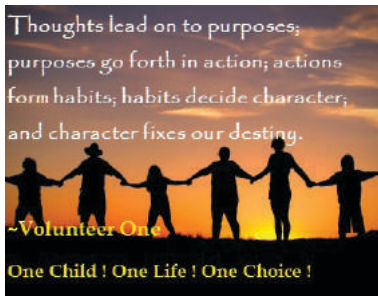
HELP FOR PARENTS OF CHILDREN WITH SPECIAL NEEDS



If you're a parent of a special needs child you're probably well aware of how complicated and expensive it can be to make sure your child has the proper care. And often times this is a

lifelong commitment. From housing, to healthcare, to even the most basic everyday needs—all these expenses add up. And while it may be tough to meet these obligations now, imagine how hard it would be without your income. That's where a special needs trust can help.

If your child receives benefits from Supplemental Security Income (SSI) and Medicaid **1** it's important to remember that any income or assets in their name can affect their eligibility. A special needs trust may provide a way to protect those assets, making sure your child has the resources he or she may need without risking the loss of valuable government benefits. More importantly, if something happens to you, a special needs trust may help provide the necessary means for your loved one's continued care, basic necessities, and additional expenses—even those that may not be federally subsidized, like specialized medical therapies, education, and transportation.



You will need to work with an attorney to create the trust. Once it's been created, you can fund it in a variety of ways. In fact, you may want to explore the benefits of funding a special needs trust with a permanent whole life or universal life insurance policy. Both provide death benefit protection **2** allow tax-deferred cash value accumulation, and can be made to suit your specific needs and budget. Your life insurance Agent can help you determine how much money you need in the trust, and discuss affordable options that are best for you.

If you provide care for a person with special needs or wish to create a substantial gift, a special needs trust can be of tremendous help. Plus, it's one of the few estate-planning strategies that can protect your loved one's eligibility for federal assistance. **3** And, when funded by life insurance, a special needs trust may provide an affordable solution that can last for years to come.

This educational, third-party article is provided as a courtesy by Julie A. Cord, Agent, New York Life Insurance Company. To learn more about the information or topics discussed, please contact Julie A. Cord at jcord@sc.rr.com or 317.289.3010.

¹Known as Medi-Cal in California.

² Provided premium requirements are met.

³ Consult with local tax and legal advisers to see if state benefits may be affected and for information on trust and taxes. Neither New York Life nor its agents provide legal or tax advice.



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CREDIT CARDS BOOST SMALL BUSINESSES



More and more American small businesses are using credit cards for business expenses, indicating a nationwide shift away from cash and checks toward more modern purchasing alternatives. In fact, 79 % of business owners indicate they're

utilizing credit cards in some fashion, with about half (52%) saying they use business credit cards for at least a portion of expenses. Additionally, more than a quarter, (27%) are reportedly combining personal and business cards for their business purchasing needs.

But with 20 percent of small businesses not utilizing credit cards of any kind, and a significant amount of purchases being split between cash, checks and personal cards, the study also revealed many businesses are still bypassing meaningful value and perks.

It's great to see more businesses using credit cards given the many benefits they come with - from high rewards, to expense tracking, to features uniquely tailored to help business owners manage and grow their enterprises. But a lot of value is still being left on the table. As a business owner, take time to explore your options and understand the potential benefits and rewards your credit card offers - and make a plan to maximize them daily. Most likely, there is opportunity to save more and be rewarded more than you are today.

Utilizing a business credit card for business expenses can offer an array of valuable benefits.

HERE'S TO YOUR HEALTH

CARE HOUSE EXECUTIVE DIRECTOR WEIGHS IN ON DUGGAR FAMILY CONTROVERSY

Submitted by Meg Temple, MS, LPC, LPSC, Executive Director CARE House of the Pee Dee



With the heightened awareness in the media regarding the Duggar Family and the actions of their eldest son Josh when he was a teenager, numerous issues have been raised surrounding sexual behavior problems in youth, and how parents and caregivers can appropriately respond. For Children's Advocacy Centers, many of our most heart-wrenching cases involve families in which sibling abuse has occurred. Parents are distraught about the victimization of one child, while terribly worried about the legal consequences to another child – the offender. The anguish of parents as they struggle to provide emotional support and effective intervention to both the child victim and the child with sexual behavior problems is real and palpable.

Thankfully, nearly 800 Children's Advocacy Centers and their multi-disciplinary teams around the country help families navigate this difficult time. Children's Advocacy Centers work with involved entities such as law enforcement, solicitors, and social services in a multi-disciplinary approach to provide thorough services that help victims heal and ensure youth with sexual behavior problems receive effective treatment and are held accountable for changing their behavior. Locally, CARE House of the Pee Dee serves children who are victims of sexual and physical abuse, neglect, exposure to domestic violence, drug endangerment and other forms of child maltreatment.

It is important to note that youth with sexual behavior problems are more common than most people realize. Eighteen percent of more than 315,000 sexual abuse cases seen by Children's Advocacy Centers last year involved an offender under the age of 18 – most often a sibling, cousin, or friend from the neighborhood or school. In 2014, CARE House of the Pee Dee provided forensic interviews in 41 cases where the alleged was under the age of 18.

Here are a few reasons children and youth may develop a sexual behavior problem:

- lack of privacy and boundaries
- exposure to sexualized materials or environment
- curiosity that gets out of hand
- sexual abuse history of their own

Whatever the reason, it is critical to ensure that these youth receive evidence-supported treatment to interrupt this cycle of behavior, so that all children in the home can be safe. If we can identify these issues and interrupt this behavior early and appropriately with treatment, we as a society may ultimately prevent future child sexual abuse. Thankfully, evidence based therapy for victims is available at CARE House, as well as by other therapy providers in the region. As a society, we often fail to protect victims and we owe them the evidence-based treatment needed to heal, as well as our support as they go through the challenging healing process.

One excellent resource for parents and professionals is the National Center for the Sexual Behavior of Youth, which provides public awareness, training in evidence-based treatments, and technical assistance all tied to managing and responding to youth with problematic sexual behavior. Helpful information for parents and links to treatment providers can also be found through the National Child Traumatic Stress Network, a network of mental health experts in child trauma intervention.

Finally, and most importantly, at the heart of every child sexual abuse case are the child victims. We should not minimize the trauma child victims suffer as a result of abuse no matter the offender. Whether the offender is a sibling, friend, or extended family member, the victims suffer a betrayal of trust and a loss of personal safety that is deeply wounding. Similar to other forms of child sexual abuse where the offender is within the family, these child victims struggle with both their fear of continued abuse and their love for the family member that has harmed them. Of the children seen by CARE House in 2014, the vast majority of cases involve children being harmed by someone that they know with the statistical breakdown of offenders including 87 parents, 17 step-parents, 56 other relatives, 25 intimate partners of the parent, and 42 others that were known to the child when compared to only 15 unknown offenders. It is easy to see how betrayal and loss of trust is a large resulting symptom. Most CACs receive more referrals for sexual abuse than any other forms of abuse. This is also the case

locally with sexual abuse referrals more than doubling those of physical abuse.

Critical to the healing process is the privacy and space to heal outside of the glare of the television camera and the reporter's news cycle. When victims are "outed" publicly in the way the Duggar sisters were, this can feel as traumatic as the abusive incident. Victims routinely report media attention as stressful and many are ill prepared for the consequences of such media scrutiny. The loss of privacy and control over this most intimate part of their life can mirror the loss of control felt at the time of the abuse. In these cases it often helps to remind ourselves and each other that most consenting adults would feel uncomfortable providing details or talking openly about the intimate parts of their lives. If you imagine that feeling, next imagine you are a victim of sexual abuse and now imagine yourself a child. Hopefully you now feel and agree the thought of exposing a child victim is shameful. Some adult survivors find speaking out about their experiences empowering. However, the common thread in this experience is one of choice – the victim made the choice to tell their story, and exerted some control over the timing and narrative, and, is psychologically ready for such a public disclosure. We can all help victims become survivors by sending a clear message to media that we do not want the names of victims shared without their permission, nor should victims be hounded to tell "their side" of the story.

As a professional who has witnessed countless cases of child abuse and neglect over the years, I hope this instance will only further draw attention to the issue of child abuse and how we, adults, are responsible for protecting our nation's children. I also encourage parents and caregivers to visit the National Center for the Sexual Behavior of Youth and to learn more about the services offered by CARE House of the Pee Dee. For more information call (843) 629-0236.

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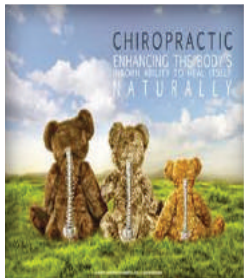


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THE EVIDENCE SPEAKS



Before and after our son was born I've been experiencing migraines, but at that time worse than ever before. After numerous tests and two different medications to help me cope, it was time to see my family doctor who suggested that I see a chiropractor and if I was open to it, trying acupuncture. The next week I was in Dr. Evans' office and it has been one the best decisions I have ever made. She learned every little detail of what I had been going through in our consultation and ordered a few x-rays, after which she knew immediately where the issues were coming from. I had gone months in agonizing pain with no relief but within an hour Dr. Evans knew what was wrong and how to fix it! I began an aggressive treatment and within four months of seeing Dr. Evans I was finally able to have my quality of life back. Dr. Evans has not only been a blessing to me, but to my whole family. She now adjusts my son and daughter and that has helped with fevers, sleep issues and their overall health. She has also helped my husband with a torn rotator cuff injury. She is a friend and one of the most caring and genuine people I have been able to meet and I will always recommend her to everyone. -Tiffany Renfoe



I was first introduced to the world of Pediatric Chiropractic services when I was desperate to find an answer as to why my infant son was waking so frequently throughout the night. My husband and I were running on fumes, tired all the time and it was making a considerable difference in my son's temperament and behavior, as we were used to getting up with him eight to ten times a night. Through days and hours of research I came across an article about the effect of pediatric chiropractors and infant sleep patterns. After reading countless testimonials, the benefits to other parents, and success stories, I was convinced that this was the avenue I needed to explore. That's when I found Dr. Evans in Florence and scheduled a consultation. The day of the visit I was still a little nervous and apprehensive. I had never gone to a chiropractor myself so I really was unsure of what could be expected. Dr. Evans explained her background and her training as I explained the purpose of our visit. She immediately put all fears to rest and answered ALL of my many questions. My son had his first adjustment that same day. We were placed on a twice a week schedule for a few weeks. By the second week, I was already seeing improvements. After a month he was FINALLY sleeping through the night! His whole personality changed and he was a much happier baby! I sing Dr. Evans' praises to anyone who found themselves in the same position. We have to travel more than an hour for our visits but I can't explain just how worth that drive is! I call Dr. Evans our miracle worker because that's exactly what she is -Crista King

CURBING CHILDHOOD OBESITY

Submitted by Janice Miller, M.D.



Dr. Janice Miller

Back-to-school season is just around the corner. Whether your child or teen eats in the school cafeteria or packs lunch from home, establishing and maintaining healthy eating habits is more than just a matter of good nutrition – it is critically important to lifelong health and avoiding chronic disease. Childhood obesity is creating a nation of overweight youth, and a generation battling chronic weight-related diseases traditionally seen only in older adults. Since 1980, the prevalence of obesity among children and

adolescents has almost tripled, according to the Centers for Disease Control and Prevention (CDC). Today, approximately 17 percent, or 12.5 million, of children and adolescents ages 2 - 19 years old are obese – triple the rate from just one generation ago. “Overweight” is defined as having a body mass index (BMI) at or above the 85th percentile through the 95th percentile, and “obese” is defined as having a BMI at or above the 95th percentile.

Being overweight has detrimental effects on a child’s self esteem, leading to a poor self-image, depression, social discrimination, unhealthy eating habits and possibly, eating disorders. In addition to the social stigma of being overweight, the health risks for children are significant. Numerous industry studies have shown that overweight or obese children will battle this condition for life, and those who have weight problem as children will be more severely overweight or obese as adults. Being overweight or obese also puts children at risk for a variety of harmful and detrimental health conditions. Many children and youth are being diagnosed as early as their teen years with these chronic conditions:

- High blood pressure
- High cholesterol
- Type 2 diabetes
- Breathing problems such as sleep apnea and asthma
- Joint problems
- Gallstones
- Heartburn and GERD
- Kidney disease

Studies show that nearly 70 percent of obese children between ages 5 and 10 have at least one risk factor for heart disease, and nearly 30 percent had two or more heart disease risk factors.

Currently, 23.6 million children and adults in the United States – or nearly 8 percent of the population – have diabetes, and it is one of the leading causes of death by disease in the United States. Since 1987, the death rate among adults due to diabetes has increased by 45 percent. Sadly, according to the American Diabetes Association, one in three children born in 2000 will develop diabetes at some point in his or her life. Statistics are bleaker for ethnic minorities, particularly African American and Hispanic children. The National Health and Nutrition Examination Survey, which has tracks obesity rates, notes that obesity rates among ethnic minority children are at least 10 to 12 percent higher than obesity among Caucasian children.

The causes of childhood obesity are very basic: children eating too many calories and not getting sufficient exercise. The prevalence of sugary soft drinks, fast food and high-fat processed foods in the American diet, larger portion sizes, and increasingly sedentary lifestyles – including excessive television and video time – are primary factors. The U.S. Department of Health and Human Services’ Physical Activity Guidelines for Americans recommends at least 60 minutes of aerobic physical activity each day for children, yet only 18 percent of students in grades 9 - 12 meet this recommendation, according to the CDC.

Health providers, nutritionists, and educators are working together

to reverse the trend. Start at home by modeling healthy eating habits, making good nutritional choices, and limiting television and video time. Instead, engaging in physical activity as a family such as walking together or going for a bike ride.

To learn more, visit CarolinasHospital.com; click on “Health Library” and “Interactive Tools,” to test your knowledge with more than 25 quizzes and risk assessment tools including “Obesity Basics: What Is It? How Is It Treated?,” “Weighty Questions,” “Public Health Quiz,” “Type 2 Diabetes Risk Assessment,” “Diabetes Quiz,” “Disease Prevention Quiz,” and access an online BMI Calculator.

About the Author:

Dr. Janice Miller is board certified in family medicine. She is associated with Griffin Family Practice, an affiliate of Carolinas Medical Alliance. She is accepting new patients and walk-ins are welcome. To schedule an appointment, please call (843) 326-5777.

Remember that this information is not intended to replace the advice of your doctor, but rather to increase awareness and help equip patients with information and facilitate conversations with your physician that will benefit your health.

Sources: American Diabetes Association, www.diabetes.org; Centers for Disease Control & Prevention, www.cdc.gov; The Obesity Society, www.obesity.org.

OBESITY IN INFANTS TO PRESCHOOLERS

1 IN 3 CHILDREN and adolescents, ages 6-19, ARE OVERWEIGHT OR OBESE and many exceed recommended physical activity recommendations.

An estimated 12.5 MILLION CHILDREN, ages 2-19 years or younger, spend 15 minutes every day in **CHILD CARE SETTINGS** where they may be consuming **MOST OF THEIR DAILY CALORIES**.

OBESITY is linked to **HEALTHY CHRONIC CONDITIONS** THAT:

- INCREASES RISK OF **HEART DISEASE**
- INCREASES RISK OF **TYPE 2 DIABETES**
- INCREASES RISK OF **ASTHMA**
- INCREASES RISK OF **PSYCHOLOGICAL CONDITIONS**, including depression, anxiety, mood disorders, binge drinking, substance use, high blood pressure and high cholesterol levels.

RISK FACTORS

- Children in their early teens who are obese and who have high triglyceride levels have a three-fold greater risk for stroke.
- Obese children as young as age 5 show indicators for developing heart disease later in life.
- Children who are overweight from the ages of 7 to 13 are doubling their risk for heart disease as early as age 35.
- Obese children are twice as likely to die before age 35 than their thinner peers.

OBESITY MAY BE PREVENTED BY:

- HEALTHY DIET
- PHYSICAL ACTIVITY
- NO TV
- NO SUGARY BEVERAGES
- NO SUGARY SNACKS
- NO SUGARY FOODS

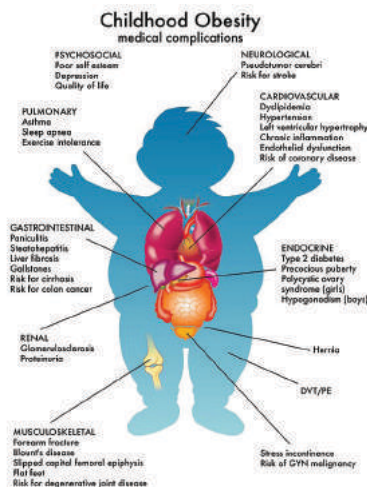
The COST of obesity in the United States is staggering, totaling over **\$147 billion**.

Children who **EAT HEALTHY FOODS** and **GET DAILY PHYSICAL ACTIVITY** can:

- IMPROVE SCHOOL PERFORMANCE
- HIGHER ACADEMIC ACHIEVEMENT
- HIGHER SELF-ESTEEM
- BETTER BEHAVIORAL PROBLEMS

DEVELOPMENTALLY, BIRTH TO AGE FIVE, is an important time to **TEACH CHILDREN** to **PREFER HEALTHY FOODS** and **DEVELOP GOOD EATING SKILLS**, setting positive patterns and habits.

heart.org/healthierkids



CHS AWARDS TOP NURSING STAFF

Submitted by Kim Geiger Marketing Director

To complete its celebration of National Nurses’ Week, Carolinas Hospital System held a special recognition ceremony Tuesday, May 12, to honor the many contributions and achievements of its nursing staff.



Jenny Johnson, RN, BSN



Vanosia Hines, RN

Jenny Johnson, RN, BSN
The 2015 Nurse of the Year Award was presented to Jenny Johnson, RN, BSN. Jenny has worked in the special care nursery at The Women’s Center for 20 years. Her expertise and knowledge as well as her compassionate care provide abundant comfort to the patients and family members of the premature newborn infants.

Vanosia Hines, RN
Another outstanding and devoted nurse, Vanosia Hines, RN, was presented The Patient Choice Award. Vanosia who works on the Fifth Floor Nursing Unit, was selected through nominations solicited from patients in our community. Vanosia is vastly respected by her patients and peers as well as the hospital medical staff. They commend her outstanding care, patience and compassion.

Carolinas Hospital System and Nursing Services presented the following additional awards and recognitions during the ceremony:

- William Woodberry, MD – Physician Friend of Nursing
 - Rona Ewart, Clinical Nutrition Manager – Nursing Leadership Champion
 - Kim Singletary, South Tower Nursing Unit – Nursing Support Champion
 - The Dr. Frank B. Lee, Sr. Outstanding Nursing Unit Award was given to The Center for Advanced Joint and Spine Care (4th Floor Unit).
- “All of our Nursing Services employees are unique and gifted in the various ways they serve our hospital. We are inspired by what they do each day and appreciate their unwavering dedication to earn the trust and loyalty of our patients,” said Costa Cockfield, Chief Nursing Officer. “We are blessed beyond measure to have them as part of our team.”

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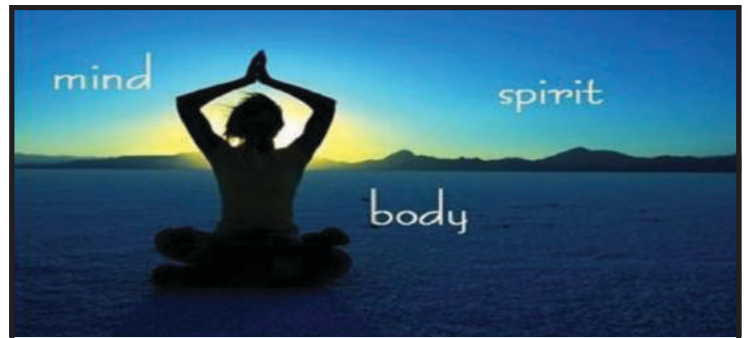
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Save the date: Saturday, Sept. 26

Women  at Heart
Free Heart Health
Forum and Exhibition

Hey ladies, Palmetto Health's **Women at Heart** free heart health forum and exhibition will be held this year on Saturday, Sept. 26, 8 a.m.-1:30 p.m., at the Columbia Metropolitan Convention Center.

Registration is now open for heart health screenings and breast exams.

Call 803-296-CARE (2273) to schedule an appointment convenient for you.

Women at Heart is a day of women's health discussions, activities, screenings and more. Bring your friends, families, colleagues and neighbors. Details and event registration are coming soon.

Learn more at PalmettoHealth.org/WomenAtHeart.



INNOVATOR UTILIZES DIVERSITY FOR BEST BUSINESS OUTCOMES

By Mallory Brayboy



Julius Pryor III

Julius Pryor helps companies use diversity to drive business results. As the Head of Innovation, Diversity and Inclusion at Genentech in San Francisco, CA, Pryor recently visited

his colleagues at Roche Carolina to support their Diversity and Inclusion initiatives. For Pryor, visiting Roche Carolina means meeting his teammates on the East Coast. Genentech is a wholly owned member of the Roche Group and serves as the headquarters for Roche's commercial operations in the U.S. Started in 1976, Genentech is considered the founder of the biotechnology industry. Genentech gets its name from a contraction of Genetics, Engineering, and Technology. The company develops products to treat some of the most difficult diseases in the world. Pryor defines diversity as any collective mixture characterized by differences and similarities. He points out that there are usually just as many things we have in common as we have uniquely different about us. A father of two sons, Pryor says, "If you have children, you are managing diversity every day."

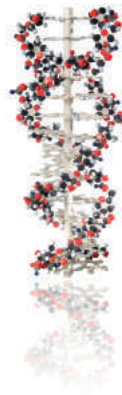
Pryor joined Genentech in January 2015 in a newly created role as the Head of Innovation, Diversity, and Inclusion. He strives to leverage

diversity and inclusion to drive creative ideas that will move thinking across the lines of demarcation in the organization. "I took the job in part because it included 'innovation' in the title," Pryor said. "It told me that the company's leaders see diversity and inclusion as a way to drive innovation and help more patients around the world."

Before joining Genentech, Pryor held executive-level positions at Johnson & Johnson, Coca-Cola Enterprises, Russell Athletic, Abbott Labs and Takeda Pharmaceuticals. Pryor has shared his business insights as a globetrotting speaker and the author of *Thriving in a Disruptive World: 6 Critical Concepts for Navigating the 21st Century*. Pryor is known for moving quickly to seize opportunities in the face of rapid change. It's a strategy he learned while serving in the U.S. Navy and partnering with colleagues in the U.S. Marine Corps. There, he learned that the Marines use a strategy known as the "70% Solution." "It says if we get 70% of our resources, assets, and supplies and if we understand 70% of our mission, we're going to move forward. If you wait until 100%, it's too late. They're going to stumble a little bit, but they feel that it is better to be moving forward than standing still," Pryor said. He believes that successful leaders understand their teams will make mistakes, but that some mistakes can be avoided – and others corrected quickly – if you have a diverse team of people helping you

anticipate problems and sharing unique perspectives. Pryor notes that while diverse teams take longer to come together, they produce more efficient outcomes.

"A diversity of perspectives can give you a diversity of possible solutions," Pryor said. That's especially important for the work that Roche does. "We're developing products that address a lot of diverse health complications. We need to understand the diversity of our patients if we're going to serve them effectively," he said. One way to do that is through employee resource groups, which are voluntary groups where employees can collaborate and support each other based on common factors such as race, gender, veterans, LGBT, generational, demographics, and physical disabilities. The groups help leverage the unique insights and talents of diverse groups of individuals. Genentech has many such groups. Roche Carolina currently has one formal diversity team, AAIM (African Americans in Medicine), and plans to start other affinity groups such as a veterans group and women in leadership group. Pryor says he's excited about the new medical innovations that diversity can accelerate. "In any organization, its people are its greatest asset. When we welcome different perspectives, we open the door to new ideas and innovations that can save lives. It's a mission we can all be proud of."



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Alan Barrett is a physician assistant specializing in family medicine and a graduate of the Medical University of South Carolina.



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Dr. Brinda Chokshi specializes in internal medicine and is a graduate of the Medical University of South Carolina.



Brinda Chokshi, MD

Dr. Reynald Garma is a pediatrics physician, he is a graduate of the University of the Philippines and he has a medical degree from Manila Central University.



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HOPEHEALTH RALLIES FOR SPECIAL WEEK

by Stephanie Caffee, RN, BSN

NATIONAL HEALTH CENTER WEEK
AUGUST 9-15, 2015

AMERICA'S HEALTH CENTERS:
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SHAPING OUR FUTURE.



Carl Humphries, HopeHealth CEO joined Health and Harmony participants in a celebration of National Community Health Center week last August 2014.

Community Health Centers are public and private non-profit health care organizations that comply with Federal requirements to serve a medically underserved population, provide appropriate and necessary services with fees adjusted based on

patients' ability to pay, demonstrate sound clinical and financial management, and are governed by a board, most of whose members are served by the health center (HRSA, 2015). For 50 years, Community Health Centers have successfully reduced income and ethnic disparities, produced \$24 billion in annual health system savings, reduced unnecessary hospitalizations and unnecessary ER visits, and provided a system of consistent, local preventative health care.

HopeHealth is a Community Health Center serving individuals and families across Florence, Williamsburg, and Clarendon Counties. The mission of HopeHealth is to increase access to comprehensive primary and preventive health care and to improve the health status of underserved and vulnerable populations in our community. Our nine Community Health Centers offer a wide variety of primary and preventive care services including pediatrics, family medicine, internal medicine, chiropractic care, medical massage therapy, chronic disease and diabetes management, nutrition counseling, behavioral health and infectious disease services. We also partner with local and regional pharmacies across our service area to offer affordable prescriptions to our patients.

National Health Center Week is a 7-day long celebration (August 10-16) to increase awareness about the mission and achievements of community health centers across America. More than 1,000 events are held across the country, including health fairs, open houses, and visits from leaders and Members of Congress. HopeHealth will join these nationwide festivities this August by hosting Chamber of Commerce Business After Hours and Open House events across our service area. We invite you to join us in celebrating the good work of community health centers across our nation. Visit hope-health.org for more event information in your area.

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CHILDHOOD OBESITY IS THE FOCUS

Submitted by Stephanie Caffee, RN BSN

During the past four decades, obesity rates have soared among all age groups, increasing more than fourfold among children ages six to 11. More than 23 million children and teenagers (31.8%) ages 2 to 19 are obese or overweight, a statistic that health and medical experts consider an epidemic. Obese young people have an 80% chance of becoming obese adults and are more likely than children of normal weight to become overweight or obese adults. As a result, they are more at risk for associated adult health problems such as heart disease, type 2 diabetes, sleep apnea, stroke, several types of cancer and osteoarthritis.

According to the American Academy of Pediatrics, there are several common misconceptions about childhood obesity:

- “My child’s weight problems need a quick fix.”
- “My overweight child will ‘grow into’ the excess pounds that he has.”
- “My child may seem overweight according to the growth charts, but our entire family is ‘big boned.’ So I don’t think he has a weight problem at all.”
- “Because my child is heavy, he actually needs to eat more food to stay healthy.”

The financial implications add up to a sobering \$14 billion per year in direct health care costs alone. Americans spend approximately nine percent of their total

medical costs on obesity-related illnesses. Additionally, there are psychosocial consequences that can hinder academic and social functioning and persist into adulthood.

September 2010 was the first National Childhood Obesity Awareness Month, established by presidential and congressional proclamations. “Nothing can be more important than protecting the health and wellbeing of our children for years to come. With a strong unity of purpose, we can make a difference for our kids,” said Congresswoman Marcia L. Fudge, who co-sponsored the House resolution. “I look forward to parents, health care providers, educators, civic leaders and organizations joining the effort to end childhood obesity.”

“Childhood obesity is a public health crisis,” said Congresswoman Kay Granger, a co-sponsor. “Children need information and guidance to make informed decisions about food and exercise. Childhood Obesity Awareness Month supports the goals of families, schools, and communities who are working to ensure we raise a healthier generation. If we keep our kids healthy now it will alleviate a major burden on our health care system while giving millions of young people the opportunity to live longer, healthier lives,” she said.

HEALTH TIP TO PREVENT & FIGHT CHILD OBESITY

Submitted by Michael K. Foxworth II, MD

Healthy eating can be hard because, in part, family schedules are hectic and grab-and-go convenience food is readily available. Whether you have a toddler or a teen, it can be tough to get kids to eat the foods that give them the nutrients they need, especially when there are 100 other things to do before the day is over!

Having regular family meals gives you the opportunity to serve a variety of healthy foods, allows you to be a role model by eating healthy yourself, and provides the chance to involve kids in the process of preparing meals so they know how to prepare simple healthy snacks on their own.

Family meals can be comforting rituals for both parents and kids. Children like the predictability of family meals, and parents get a chance to catch up with their kids. Kids who take part in regular family meals also tend to eat more fruits, vegetables, and wholesome grains. To learn more about healthy eating and other important needs for your kids, call 843.664.3660 to schedule an appointment with Dr. Michael Foxworth at HopeHealth Pediatrics!

YOGA BENEFITS DO A BODY GREAT!

By Anna Bowman



Richard Hall in various poses

So what exactly is Yoga? Google the word and find almost as many definitions as there are yoga poses. Yoga is often described as being the physical, mental, and spiritual practice or discipline which aims at transforming body and mind. The term denotes a variety of schools, practices and goals in Hinduism, Buddhism and Jainism, the best-known being Hatha yoga and Raja yoga. Regardless of understanding the definition, people agree on the health benefits they receive by religiously practicing yoga. Yoga teachers will often refer to yoga as “your practice,” which means your individual experience with yoga as it develops over time.

Richard Hall, a Darlington resident, discovered yoga nearly six years ago and is

sold on its health benefits; he never misses a day practicing yoga. “When I first attended a class at McLeod Health I was hooked,” he said. Realizing that the majority of the participants were women, it took him a while to wrap his mind around the idea of attending the classes on a regular basis. “Sometimes I would be the only male in the class and felt a bit intimidated by the ‘regular’ attendees, but that was short lived,” said Hall. “After realizing how I felt when I didn’t attend classes, I knew I had to incorporate yoga into my daily exercise routine.”

He believes that the yoga classes helped him to maintain his weight, but more importantly, it helped him to reduce his stress level and improve his strength and balance. “Over the last couple of years, just dealing

with day-to-day situations caused my energy level to be depleted,” said Hall, but once he discovered yoga, things began to quickly change for him. “During my yoga classes, I was able to meditate, which allowed me to visualize how to work through situations that I would normally stress about,” he said, adding, “My mental clarity and stress reduction allowed me to become a more productive person in all phases of my life.”

Many people think that yoga is just stretching. But while stretching is certainly involved, yoga is really about creating balance in the body through developing both strength and flexibility. This is done through the performance of poses or postures, each of which has specific physical benefits. The poses can be done quickly in succession, creating heat in the body through movement (vinyasa-style yoga) or more slowly to increase stamina and perfect the alignment of the pose. The poses are a constant, but the approach to them varies depending on the yoga tradition in which the teacher has trained. Physical benefits include flexibility, strength, muscle tone, balance and joint health, pain prevention, and better breathing. While mental benefits are attributed to mental calmness and stress reduction.



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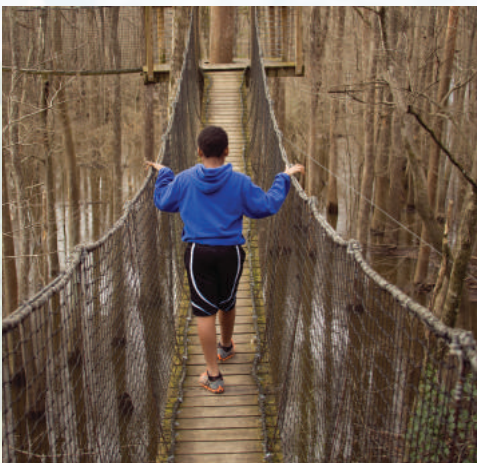
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GETTING OUTSIDE: STARTING AT LYNCHES RIVER COUNTY PARK

By Florence Convention and Business Bureau

Remember when we were young and we'd run outside in the sunshine, catch lightning bugs by the creek, and place mudpies on big leaf plates to serve to our mothers? Back then, everyone was of the same thought as Margaret Atwood who said, "in the spring, at the end of the day, you should smell like dirt." Nowadays, kids get instant stimulation through technology - playing games, watching movies, and texting their friends. Lynch River County Park realizes that kids aren't used to waiting for a response, and they get uptight disconnecting from their peers. At the park, you'll find the perfect mix of technology and nature that allows kids to feel comfortable in being outside exploring. Here are some things they can do -

Geocaching - it's like a scavenger hunt using GPS units. There are 22 geocaches hidden throughout the park. Kids and grown-ups can pair up to search for the caches. If you don't have a GPS available, you can borrow one from the park that very conveniently has all the coordinates pre-programmed. To make it official, you can log in to www.geocaching.com to get a username, and you can sign the logs inside the geocaches as you find them. Record them on the website, and you'll be awarded with virtual tokens tracking your adventures.



Swinging boardwalk - Check out the tree top canopy walk, featuring a cool swinging boardwalk, to see a panoramic view of the natural beauty at Lynch River County Park. Photo: Kathleen Kennebeck

Nighttime webcams - Who needs to wait until nighttime to see the animals munching at their feeding stations? Not

your kids, if they are at Lynch River County Park! The park conveniently records the activities of the previous night and shows them on a flat screen inside the Environmental Discovery Center.

Microeye - Send your kids out to hunt for natural objects they've never seen before - they'll come back with all sorts of things! They can put them under the microeye to get a really up-close look at them. The park also has a great bug collection on hand to pop under the microeye.



Splash pad - Looking for something cool to do this summer? Everyone loves the Splash Pad at Lynch River County Park! Hours of operation are Tuesday-Saturday, 11am-6pm and Sunday, 1-6pm.

Swinging boardwalk - At the back of the Environmental Discovery Center (EDC) is a cool swinging boardwalk through the tree canopy. It's a great place for the kids to go silent for a few minutes while they record bird calls on their phones. They can bring the recording back to the EDC, and the staff can tell them about the bird species they heard. (Hint: There's a geocache out on the canopy walk, too!)

Weather stations - Kids these days have been growing up with words like "global warming." The weather stations at Lynch River County Park are set up in two very different conditions just a hundred feet or so from each other. Check out the difference between the one in the wooded area shaded by trees and the one in the parking lot. The need to save our trees will be obvious. To get those wheels turning on a larger scale, ask your kids to

think about the disappearing rainforests in the Amazon.

Paddling simulator - Are the kids unsure about whether they want to jump into a canoe and go for a paddle? There's a canoe set up in the EDC as a paddling simulator so they can get the feel for the experience and receive some safety tips before you rent the canoe. Kids over the age of 5 weighing at least 50 lbs. can accompany an adult in a canoe or tandem kayak.

Splash pad - no technology needed for this one! Kids love to cool off at the splash pad during the summer months.

EDC - The Environmental Discovery Center (EDC) provides a learning experience that is ever-changing, leaving visitors with a desire to return to gain an understanding of the ecosystems in the park - from the view of the worm in the ground to the bird's eye view in the top of the trees. Photo: Kathleen Kennebeck

Lynch River County Park is setting the standards in South Carolina for engaging kids in our natural environment. Plan to stay in a family cabin to take in everything the park has to offer. And get ready to be served some tasty-looking mudpies on leafy plates!

Lynch River County Park is located at 5094 County Park Rd in Coward. The park is open year-round from 9 am to sunset. For more information, please visit www.lynchesriverpark.com or call 843.389.0550.



EDC - The Environmental Discovery Center (EDC) provides a learning experience that is ever-changing, leaving visitors with a desire to return to gain an understanding of the ecosystems in the park - from the view of the worm in the ground to the bird's eye view in the top of the trees. Photo: Kathleen Kennebeck

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ON TO RACING -- A ROARING PASTTIME

Submitted by Jennie Pez , for the Eastern SC Heritage Region program



Dillon Motor Speedway

When it comes to racing, if you're like me, you might know that there's a racetrack in Darlington, but that's about the extent of it. As it turns out, stock car racing is big...it's huge! It's bigger in eastern South Carolina than anywhere else in the state, and for that reason it is one of the heritage themes in the Eastern SC Heritage Region (www.easternsheritage.com/racing/). In this circuit, the sense of community is strong, and so is the competition. It's worth a trip to see what racing is all about.

Eastern South Carolina has the highest concentration of asphalt race tracks anywhere in the state. With a trio of small tracks including Florence, Dillon, and Myrtle Beach Speedways, and the one track with national NASCAR races in Darlington, racing is a big deal all summer long. From March through late November, you can find a race to watch practically every weekend, and each track has its marquee event. From time to time, you can drive, or at least catch a ride, around every one of these tracks.

This kind of track is different from dragstrips and dirt tracks, (of which there are many.) Racing on paved local tracks is where our region's future NASCAR racers prove themselves. In fact, because these tracks are clustered within 80 miles of one another, racers go to all three. If you visit any one of these tracks regularly you are bound to see a future NASCAR star.

Dillon Motor Speedway was originally opened in 1966. It was reopened as an asphalt track in 2007 by former NASCAR driver Ron Barfield, Jr. Its stock car races are typically on 2nd and 4th Saturdays of the month, while Florence Motor Speedway runs its stock car races on the 1st and 3rd Saturdays.



Myrtle Beach Motor Speedway

That said, there is some kind of race on every weekend at both tracks. For those who like dirt-track racing too, both motor speedways also have go-kart tracks on which both children and adults compete. Florence Motor Speedway originally opened in the early 1980s as a dirt track and was paved within a few years. Myrtle Beach Speedway also started as a dirt track, back in 1958, and switched to asphalt in 1974. Myrtle Beach Speedway now offers a wide variety of events including the NASCAR Racing Experience, where you can ride in a real NASCAR Sprint Cup Series car.

If you're new to racing and you find this exciting, you'll be eager to see the two BIG races at the Darlington Raceway coming up on Labor Day weekend. The Sunday race is the biggest and is what we locals call "The Race" or "the Southern 500," though its real name is the NASCAR Sprint Cup Series Bojangles' Southern 500. On Saturday of the same weekend there's a 200-mile race, the NASCAR XFINITY Series VFW Sport Clips Help A Hero 200. There is even a very popular NASCAR Hauler parade in Darlington the Thursday before, and more festivities and parades over the course of the weekend.

If the Southern 500 is all you have ever seen, then get out and see where it all gets started, just down the road at our region's smaller tracks. On your mark! Get set! GO!

Florence Motor Speedway 836 E. Smith Street., Timmonsville, SC near Huggins Memorial Airport
Florencemotorspeedway.net

Myrtle Beach Speedway 455 Hospitality Ln., Myrtle Beach SC
Myrtlebeachspeedway.com

Dillon Motor Speedway 1340 Old Race Track Rd, Dillon, SC on Hwy 9, 1/4 mile from I-95 at exit 193
Dillonmotorspeedway.com

Darlington Raceway, 1301 Harry Byrd Hwy, Darlington, SC
Darlingtonraceway.com



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FOLLOWED BY **SUMMER IN DARLINGTON**

Submitted by Lisa Chalian-Rock Director, DDRA, Planning & Economic Development

The kids are out of school, and the question becomes, "What to do?" In the City of Darlington, there are a variety of activities and events for young and old alike to enjoy.

Go swimming. What's summer without at least one afternoon by the pool? The Darlington City Pool is open to the public Tuesday through Saturday from 11 a.m. to 7 p.m. for just \$1 per day. Members at the Darlington Family YMCA and Darlington Country Club also have poolside options. Darlington Area Recreation also offers swimming lessons by appointment.

Curl up with a good book. Head to the Darlington Library at 204 N. Main St. to catch up on your summer reading. You'll find the usual books, magazines, and newspapers, but you also can register to download e-Books at home if you prefer tech to paperbacks.

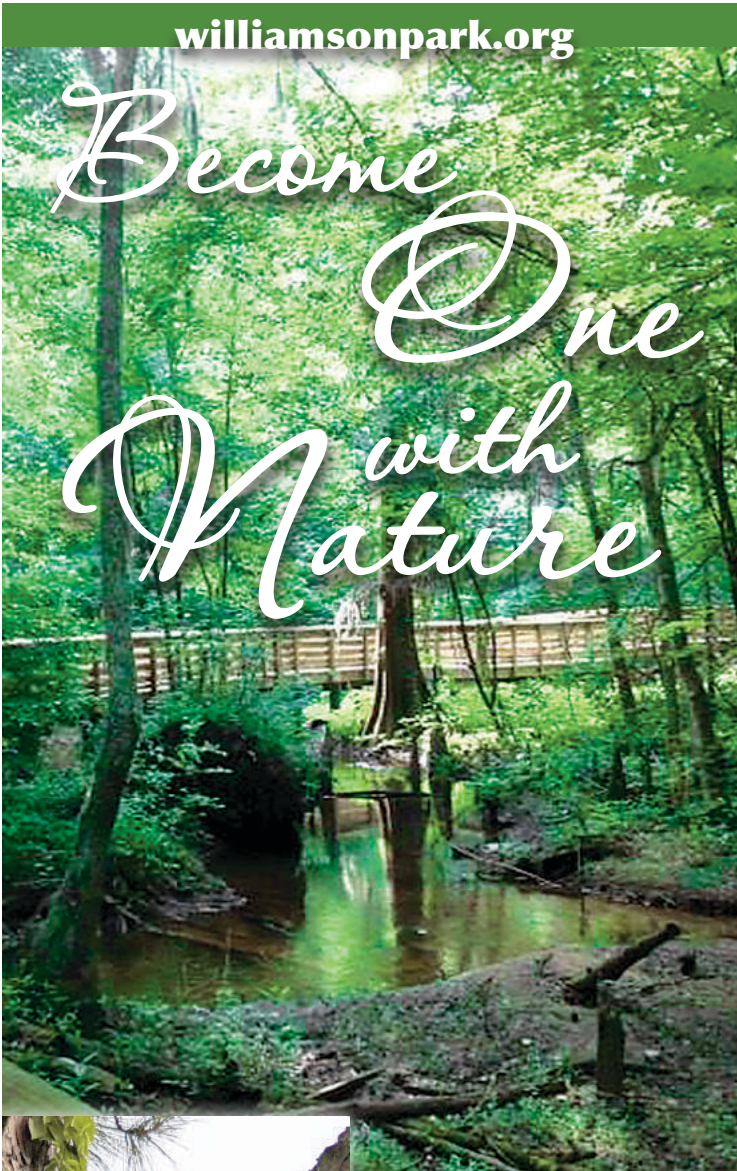
Practice your favorite sports. Darlington Area Recreation has a host of camps including basketball July 6-9 and football July 27-31 as well as a summer basketball league ongoing at both of the City's gyms. You can check into karate, boxing, and summer dance classes with Patsy Hathcock too. Call 843-398-4030 for details.

Explore the outdoors. Take a hike and bird watch through Williamson Park, a 70-acre woodland preserve just a few blocks from downtown. Home to more than 300 species of flora and fauna, Williamson Park serves as home sweet home to Barred Owls, Red Shouldered Hawks, and Pileated woodpeckers along with many others and is an ideal bird watching venue. Abundant seed- and nectar-producing plants provide a great refueling station for birds passing through the area. The trails are a mix of natural paths and wooden boardwalks crossing Swift Creek. For more information, visit www.williamsonpark.org.

Go treasure hunting! Darlington offers several antiques outlets for those who love to search for buried treasures. Dig through more than 20,000 square feet of furniture, handmade rugs, and other collectibles at Scarlett's Antiques at 500 E. Broad St., housed inside an old tobacco warehouse where the crop was once dried, packed, and sold. Then, stop by the historic downtown and see an extensive collection of custom, handmade fine jewelry, silverware and silver plates as well as many other antique items including furniture and artwork at The Jewelers Bench at 60 Public Square. Around the corner, All Star Sports Cards Plus at 114 Cashua St. has a collectible (or two) for you no matter what your favorite sport. Come explore the rich history of the region at the Darlington County Historical Commission, housed in the old county jail. Head to B&B Variety & Antiques at 703 Pearl St. to search two buildings full of antique and modern collectibles. In the shadow of the Track Too Tough To Tame, the Darlington Raceway Stock Car Museum houses a large collection of stock cars, including those driven to victory by Richard Petty, Bill Elliott, David Pearson and others. Admission is \$5 for adults and free for children ages 12 and younger.


Hit the Market. The Market on Darlington Square has vendors, live music, food, and special events on the first Saturday of the month May through October from 9 a.m. to 1 p.m. Special events include the Ag-Simulator in August, a children's sidewalk chalk art contest in September, and the Showdown at the Square Chili Cook-Off in October.

Visit www.darlingtonSConline.com for the latest Calendar of Events, or follow the City of Darlington on Facebook at www.facebook.com/DarlingtonSC.




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NINTH MASONIC DISTRICT ON THE MOVE GROWING COMMUNITIES

By Mallory Brayboy

The Ninth Masonic District consists of 24 Prince Hall lodges working under authority of the Most Worshipful Prince Hall Grand Lodge of Free and Accepted Masons of South Carolina. Prince Hall is recognized as the Father of Black Masonry in the United States. The Prince Hall PHAmily Reunion began in 2012 and is held annually. This year the college fair and youth symposium will be held at Southside Middle School with its tailgate and health fair slated for the Ninth Masonic District Multi-Purpose Building located at 1945 Sam Grover Rd. in Pamplico.

During the college fair the fraternal order members invite several colleges and universities from around the country to come to Florence to meet students and welcome parents to talk about college admission and financial aid. "The goal is to expose as many students as we can to college recruiters in an effort to get more students enrolled on college. The college fair started first. It started out as the black college fair with the goal of showcasing HBCU's and trying to get more black children exposed to college. The first

year, it flopped with only Morris College and only 10 students participating. The next year we decided to drop the 'black college fair' and just said college fair and this way we included everybody. The third year we had around 10 schools and 50 students and from that point it has been getting better," said Lynwood Givens, RW Junior Grand Warden.

"The PHAmily Reunion was added as a result of our celebrating our founder, Prince Hall. On March 6, 1775 in Boston Massachusetts, Prince Hall and 14 others were the first African American men in the United States to become masons. This resulted in the formation of African Lodge #459. When we expose more students to college, I believe we will have more students attending both four-year or technical colleges. I don't know if the high schools are overwhelmed, but I don't believe that they are reaching all the students about attending college. One year we had a high school senior attending the college fair and this young man had not taken the SAT or the ACT and he did not know that he had to take those tests in order to attend college. If the parents

didn't know, I am sure the guidance counselors at the school knew, so why didn't they tell?" Givens wondered.

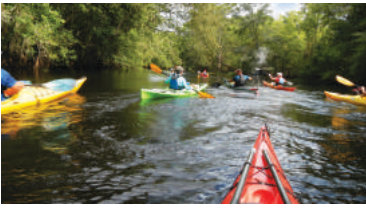
In District Nine of Florence County there are some 1,000 Prince Hall Masons from 24 Lodges. The various lodges participate in a variety of charitable events each year such as attending to their older members and the wives of deceased members, volunteering at schools, and giving away scholarships. Our most important project was our Knights of Pythagoras (KOP) Program. The KOP is our mentoring group of boys from ages 8-18. An old proverb says it takes a village to raise a child... well, our proverb says it takes a man to teach a boy how to be a man. We have KOP councils in Florence, Timmonsville, Lake City, and Johnsonville. The Ninth Masonic District works under the authority of the Most Worshipful Prince Hall Grand Lodge of South Carolina where the honorable Lewis H. Nelson Jr. serves at the Most Worshipful Grand Master.

District Nine is led by District Deputy Kevin Brown. Find out more about District Nine at 9thmasonicdistrictofsc.org.



SC's REVOLUTIONARY RIVERS'

Submitted by the Florence Convention and Business Bureau



The SC Revolutionary Rivers® trail highlights the American Revolution's Southern Campaign and in particular, General Francis Marion, "the Swamp Fox." Designated a National Recreation Trail in 2014, the 66 miles of river offer paddlers a captivating

experience of floating through swampland that was once traversed by Patriots engaged in guerrilla warfare against the Loyalists. Short excursions and overnight rustic camping opportunities are numerous. These stretches of river appeal to more than just history enthusiasts. Birders and ecologists will appreciate this terrain's rich biodiversity, as well. To know more about the remarkable military feats of General Francis Marion, the Francis Marion Trail is a driving tour complete with audio recordings. For more information, please call 800.325.9005 or visit www.visitflo.com/sc-revolutionary-rivers. Before heading out on the water, call the following outfitters and guides for excursion reservations:

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ENJOYING THE FIREBALL RUN WILL TURN HEADS IN FLORENCE

Submitted by Florence Convention and Business Bureau



We know you do it. Whenever you see a sporty or exotic looking car on the road, you get as close to that car as possible to get a better glimpse of it and to see what kind it is. There it is - a Ferrari, Porsche, Lamborghini, or maybe even a Bugatti. Now just imagine 40 or more of these sweet rides, plus a \$15 million Vector M12, a few McLaren P1s and F1s, and a DeLorean straight out of Back to the Future, right in Downtown Florence.

Forty teams competing in THE FIREBALL RUN (FBR) adventure travel series will roll across a finish line in



FIREBALL RUN's media campaign has assisted in the recovery of 44 missing children. Team Raldex Florence Strikes Back will be aiding in the search for Columbia child Amir Jennings, missing since 2011.

Downtown Florence on September 30th beginning at 4pm as part of their legendary 8 day, 2,000 mile trek. The public is invited to attend this free event, featuring live entertainment, children's activities, a classic car show, free giveaways, local food and beverages, and most importantly a sea of unique, one-of-a-kind vehicles. While FBR it is not at actual road racing event, you'll see cars that have a lot of horsepower.

During the 2015 FIREBALL RUN, the driving teams will race to complete a series of challenges in Florence over the course of two days. The FIREBALL RUN teams, made up of CEOs, millionaires and even a few billionaires, compete for points as they visit attractions in Florence County. The points are then tallied from 4-6pm amid the excitement in downtown Florence on September 30th.

This season follows a space theme and features 4 international astronauts up against the 40 multi-national driving teams. The astronauts participating are Capt. Jon McBride (USA), Commander Rakesh Sharma (India), Col. Marcos Pontes (Brazil),

and General Jean-Loup Chrétien (France). The astronaut teams are expected to lead the way to Lake City for a stop on the morning of October 1st.

Celebrities participating in this year's race include Jackie Siegel whose husband David owns Westgate Resorts. They were the subjects of the movie The Queen of Versailles; Adrienne Curry, the first winner of America's Next Top Model; Grant Imahara from the television show Mythbusters; and Ray McClelland from Car Warriors.

To better network with investors, Florence will have its own team competing in FIREBALL RUN. Team "Raldex Florence Strikes Back" will be represented by Corey Wallace, General Manager of the Hampton Inn & Suites Florence - North, and Roger Allen, General Manager of the Hampton Inn and Suites at the Civic Center. The car, sponsored by Cale Yarborough Honda, will be seen around town with a specially-wrapped design created by artist and illustrator Gregbo Watson.

While teams are racing for points to win the overall race, participants are also aiding in The Race to Recover America's Children by assigning each team a child missing from their home area. Teams are provided 1000 missing child posters to distribute during the live event.

FIREBALL RUN's media campaign has assisted in the recovery of 44 missing children. Team Raldex Florence Strikes Back will be aiding in the search for Columbia child Amir Jennings, missing since 2011.

Filming of season 9 of FIREBALL RUN will start on September 25th and finish on October 3rd, beginning in Hartford, CT, then adventuring to Queen Anne's MD, Williamsburg, VA, Topsail Island, NC, Florence, SC, Liberty County, GA, and finishing 8 days later to a massive city-wide parade finish in Cocoa Beach, FL.

FBR is streamed live to 1.7 million viewers worldwide during filming. Full edited episodes can be seen on Amazon Fire TV, Roku, and Google Play post production in 2016. Because of the growing audience, FIREBALL RUN has plans to expand to



See 40 or more sporty or exotic looking cars in Downtown Florence from 4-6pm on September 30th, including a DeLorean straight out of Back to the Future

India and South Africa.

For more information about FIREBALL RUN, please visit www.fireballrun.com.

Why Florence was chosen as a destination:

Florence was chosen as a destination for FIREBALL RUN Season 9 based on history and attractions, the robust pro-business community, and economic opportunities for business leaders competing in the adventure rally. Because participation in FIREBALL RUN is restricted to key influencers like business owners, C-level executives, industry celebrities, elected leaders, and astronauts, this gives us a great opportunity to highlight Florence to investors that might be interested in business development in our area.

About the public events:

On September 30th from 4-6pm, the public is invited to the FIREBALL RUN SPACE RACE Rally in Downtown Florence. There will be live entertainment, children's activities, a classic car show, free giveaways, local food and beverages, and most importantly a sea of unique, one-of-a-kind vehicles.

Admission is free, and bus parking is available if the Florence Convention and Visitors Bureau is notified in advance.

On October 1st between 8-9am, the public is invited to come cheer on their favorite teams and see the exotic cars one last time along the 100 block of West Evans Street in Downtown Florence. The astronaut teams are expected to lead the way to Lake City for a stop later that morning.

About Florence Convention and Visitors Bureau:

Florence Convention and Visitors Bureau is the official destination marketing organization for the city and county of Florence SC whose primary mission is to market and promote the Florence area as the optimal site for conventions, sports, and leisure travel. More information may be found at www.visitflo.com or by call 843.664.0330.

PROPER REHABILITATION MAKES ALL THE DIFFERENCE

by Mallory Brayboy



Cheri Truluck,
Rehab Director

every patient. Rehab is the best thing/option for you or your family” says the center’s Rehab Director Cheri Truluck. She has been with the company for seven years and has witnessed the impact proper rehabilitation can have on an individual.



Kelly Pruitt, RN, NHA
Executive Director

Truluck. The facility’s administrator Kelly Pruitt, who has been at the center nine years, also agrees that rehab plays a key part in aiding patients by getting them back to functioning at their maximum potential.

The Rehab Center at Morrell is an affiliate of Wilson Senior Care. The facility houses up to 154 patients, with 56 of those being short term. “We offer friendly customer service oriented rehabilitation program and our focus is a positive outcome for

you for increased independence” says



Gym with therapist

The project cost in excess of \$800,000, according to Truluck who has been working at the center since 2007. Pruitt was excited about the expansion and says “It allows us to accommodate additional patients and better serve them”.

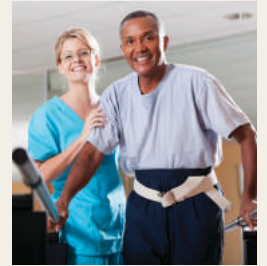
The center also added extra space to include The Courtyard Café at Morrell. This exclusive area was designed so that rehab patients and their family members have a designated dining and lounge area. The contemporary design and furnishings in the café create a relaxing atmosphere for rehab patients between therapy sessions. The café is complete with Wi-Fi allowing patients to stay connected with the outside community during their short-term stay. Technology was also incorporated into another



Rehab Center entrance

recent addition for patients, access to the popular video calling tool Skype. “With social media being so popular and the advances we have with technology, we thought it could be a fun added bonus!” said Pruitt.

Assisting in the rehabilitation of others holds a special meaning to both women. “It’s a great feeling to know that we were able to play some part in restoring the patients back to their pre injury or illness. Our goal is to maximize recovery and to help the patients return to maximum independence” says Pruitt. Truluck believes that not everyone is built for their positions. “You have to love people and nursing to do this type of work day in and day out. Rehab nursing is the best kept secret nursing has to offer. We get to see the majority of our patients improve in their functional abilities, start feeling better, become more independent, and return home to their families. I live, breathe, eat, and sleep on how we can better serve our patients”. To Truluck, rehab nursing is more than a job. It is a calling and a ministry,” she said.



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SELECTING THE IDEAL RETIREMENT LIVING



While choosing the right retirement destination is important, it is also important to consider the lifestyle you are seeking and the type of community that will be central to your “new beginning.” A great number of active retirement communities are being built these days to meet the growing number of seniors seeking these types of communities

Tips on Selecting a Retirement Community

Today’s boomers are retiring in record numbers and many are challenging a number of popular stereotypes about retirement and aging. For instance, according to the Federal Interagency Forum on Aging-Related Statistics, the percentage of active seniors has continuously increased since 1998, and many are seeing the benefits of their activity. A recent report published in the American Journal of Preventive Medicine found that

adults who lead an active lifestyle live up to 5.5 years longer than those who don’t. The desire to be more active as they age is also driving many changes in what boomers demand from retirement communities and the menu of amenities that those communities offer.



Social Activities

While the benefits of an active lifestyle are commonly known, the benefits of strong social connections are also valuable.

- When searching for a retirement community, look for a range of social activities that will help you stay engaged and that align with your interests.
- Look for ways the community brings residents together. For example, does it host community happy hours? Are there holiday parties and potlucks? How do they create

opportunities for residents to interact?

- Think outside the box. Many of today’s retirement communities offer unique social activities such as woodworking, silversmithing and jewelry making, and outdoor group adventures.

Know Your Neighbors

• Good neighbors may be good for your health. A recent study published in the Journal of Epidemiology & Community Health found that having good neighbors and feeling connected to others in the local community may help to curb your heart attack risk.

- Before moving in, talk with current community residents to get a feel for the “personality” of the community and how engaged its members are in offerings and activities.

By fully evaluating potential retirement communities, boomers can go a long way toward finding a community that supports an active and social lifestyle, both now and for years to come.



RETIREMENT LIVING

FRAA NAMES DARBY SCHOLARSHIP AWARDEES

Submitted by Uschi Jeffcoat Executive Director Florence Regional Arts Alliance

Since 1997, the Florence Regional Arts Alliance has awarded 29 Florence County students with the prestigious Betty Ann Darby Scholarship. This week, three more students have been added to the list of deserving recipients. This year's recipients are Grayson Cribb, Greer Spotts and Elliott Venable.



Grayson Cribb

Grayson Cribb is a student at South Florence High School (SFHS) and plans to pursue a degree in music education/performance at either Presbyterian College or the University of South Carolina. He has an extensive list of school activities he has been involved in including band, chorus, show choir, SFHS's Academic Challenge team and Mock Trial. His involvement in the community includes the Florence Men's Choral Society, Church Choir and his youth group. Teaching is his ultimate career goal. In regards to his talent and future goals, Cribb states, "I have been given a gift and it is my wish to share that gift with other people. Teaching is the best way to give my gift to others"



Greer Spotts

Greer Spotts is a homeschool student who plans to attend Anderson University in the Fall in order to study musical theatre. Greer has taken part in several musical theatrical performances throughout the area including such productions and roles as Oliver, High School Musical, Peter Pan, The Wizard of Oz, Flapper, Big River, Mr. Scrooge playing Jacob Marley, Les Miserables, Grease playing the role of Vince Fontaine and You're a Good Man, Charlie Brown in the role of Charlie Brown. Greer's ultimate career goal is to sing and perform on Broadway. His first encounter with the theatre was as a 3rd grader at the request of his mother to audition for Oliver in Lexington, SC. "I'm so grateful for her push into the world of musical theatre," he reflects.



Elliott Venable

Elliott Venable also plans to attend Anderson University in the Fall with hopes to major in Graphic Design. He is currently a student at West Florence High School, a member of Art Club, BETA Club and the national Technical Honors Society at West Florence. A job shadowing experience helped him decide on his career choice. Commenting on this study choice, Elliott says, "Graphic artists can do all of the things on the computer a graphic designer can, but they have the ability to draw, paint or whatever the client would like. It was like a dream come true for me to know that there is a job that combines my love for drawing and computers in to one."

The Betty Ann Darby Scholarship Program is named in honor of one of South Carolina's most distinguished music educators. A former member of the South Carolina Music Educator's Hall of Fame, Ms. Darby served Florence Public School District One for thirty-nine years as a much beloved and highly revered music administrator and music teacher.

The Betty Ann Darby Scholarship Program this year awarded three \$1,000 scholarships to graduating seniors who will be pursuing advanced academic or professional degrees in an arts discipline or in arts education. To be considered, seniors must reside in Florence County or be graduating from a Florence County public or private high school.

The Betty Ann Darby Scholarships are merit scholarships

awarded predominantly on the basis of demonstrated talent, passion for the arts and intention to pursue a career in an arts discipline or in arts education. They are made possible by the generous support of Honda to the Florence Regional Arts Alliance. For more information on this program, visit the Florence Regional Arts Alliance at www.florenceartsalliance.org or contact the director, Uschi Jeffcoat at 843-407-3092 or by email director@florenceartsalliance.org.

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ARTS AND ARTIST HAILED

Submitted by Uschi Jeffcoat, Director Florence Regional Arts Alliance

The Florence Regional Arts Alliance hosted a reception during which several community members received recognition for their contributions to the arts community. The backdrop for the evening was the Legacy Exhibit featuring the work of Tari Federer, Kathleen Kennebeck, Elizabeth Kinser, Julie Mixon and Allison Triplett. The five artists travelled in the footsteps of Ansel Adams to gain a deeper understanding for the work he did to create his well-known iconic images. The images in the current exhibit are from their experience. The exhibit is up through June 28. Another artist featured during the evening was the 2015 Arts Awards Artist, Mr. Jim Gleason. Mr. Gleason was commissioned by the Florence Regional Arts Alliance to create this year's arts awards.



Ann Rodgers Chandler receives the John W. Baker Service Award from director, Uschi Jeffcoat

The following individuals were recognized through these awards: Ann Rodgers Chandler was awarded the John Baker Award. This Award recognizes an individual from Florence County who has significantly impacted the quality of life in our community through his/her activities, contributions, and/or accomplishments in the arts. Ann Rodgers works tirelessly throughout the Pee Dee region bringing both small and large ensembles of musicians together to perform beautiful works in various cities. She is always willing to accompany choral groups, Florence Little Theatre rehearsals, Florence Symphony performances and more. In addition, her volunteer work on the board of the Florence Men's Choral Society assures that it utilizes the funds of the Young Musician Scholarship in meaningful ways for students within District One.



The Business and Partnership Award went to Willcox, Buyck & Williams, P.A. Mr. Lloyd Willcox accepted the award on behalf of Mr. Reynolds Williams who was instrumental in bringing Play Me I'm Yours to Florence and establishing the Willcox, Buyck & Williams Foundation which provided much support for the project.

The Business & Partnership Award Recipient went to the Willcox, Buyck, & Williams, P.A. The Business and Arts Partnership Award recognizes a Florence County business for its vital commitment to the arts as evidence by operational and/or

project support provided on a substantial and ongoing basis. Willcox, Buyck & Williams, P.A. championed by Mr. Reynolds Williams changed the landscape of Florence in 2015 through its organization and support of The Play Me I'm Yours Project. Through the establishment of the Willcox, Buyck & Williams Foundation, this partnership built bridges throughout the community and brought people together through music and art.

The Outstanding Arts Organization Recipient was awarded to the Community Museum Society, Inc. This award is presented annually to the Florence County arts organization that has a tremendous impact on the community. This may be



The Community Museum Society of Lake City was recognized with the Outstanding Arts Organization Award. Harry Askins accepted on their behalf.

through programming, projects, resource development, advocacy or other innovation. The Community Museum Society in Lake City, SC has been committed to using the arts as a catalyst for social change within Lake City, SC. Through its establishment of a Smithsonian-qualified art gallery with free admission to the community and its reputation for high quality arts and cultural programming, this organization drives the train for cultural activity within Lake City and surrounding areas. Annually, this organization impacts over 50,000 people and serves as an outstanding example of what a small organization can do with limited resources and a small, but dedicated staff.



Steven Gately received the Greg Fry Educator of the Year Award

The Greg Fry Arts Educator Award Recipient went to Steven Gately. This award is presented annually to an educator who either resides or works in Florence County. Public and private schools educators are eligible for this award, as well as individuals in higher education and those who teach through registered 501(c)(3) arts organizations. Professor Gately has been a professor of foundations and painting classes at Francis Marion University for four decades, impacting nearly every visual artist in the region either directly (as his own

students) or indirectly (as his former students have gone on to teach at public and private schools statewide.) His meticulous nature and strong sense of professionalism have been challenging and rewarding to all those he has impacted.



Brad Parham was recognized with the Frank H. Crow award for his service to the Florence Regional Arts Alliance.

Brad Parham was the Frank Crow Award Recipient This award is presented annually to a Florence Regional Arts

Alliance board member, staff member of volunteer who has had a tremendous impact on the organization's growth and success (either over the past year or longer period of time). Mr. Parham has served the Florence Regional Arts Alliance since 2009 in the role of president-elect and president. His insightful leadership has proven to be invaluable to the organization through some challenging transitions. He and his wife have opened their home to the board on more than one occasion and their graciousness is inspiring. The Alliance hopes to continue to make use of his experience and wisdom as it continues to grow and serve this community.

In addition to these awards, the Florence Regional Arts Alliance announced the 2015



One of the awards crafted by Mr. Jim Gleason

recipients of the Betty Ann Darby Scholarship Program. They are Greer Spotts, Elliot Venable, and Grayson Cribb. In addition, Mr. David Hobbs was presented with a token of appreciation for his service to the Art Trail

Gallery and the Florence Community. A moment of remembrance was taken in honor of Starr Ward, followed by a silent auction piece to benefit an endowment fund to be named in her honor through the Florence Symphony Orchestra. The event was open to the public due to the generosity of its sponsors, First Reliance Bank, the UPS store, She magazine and Diversity Works Magazine.

For more information about the Alliance's awards and scholarship program, visit the Florence Regional Arts Alliance's website at www.florenceartsalliance.org or contact the director, Uschi Jeffcoat at 843-407-3092 or by email director@florenceartsalliance.org.

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