

JULY 2013 VOLUME 3 ISSUE 3

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## Friends and Foes

In a recent PBS broadcast, Chicago Mayor and former Obama White House Chief of Staff Rahm Emanuel answered an interview question by saying “we have to learn to change our friends and their way of thinking, and not worry so much about our foes”. From that, we here at *Diversity Works Magazine*® discern more clearly that indeed just as not everyone is a friend of education and other key humane causes, not everyone is an advocate or even a celebrant of diversity.

However, in this edition we press on in our quest to deliver the very best information and enlightenment -- from the business, entertainment, financial, educational and special interest perspectives-- to awaken the consciousness (for some) and heighten the awareness (for others) as to how our Creator expects us to get along.

It all begins this quarter with ADP’s formula for diversity driving success; the new direction of the Carolinas/Virginia Minority Development Council; how collaborative developments help build world power from a county level in the eyes of Administrator K.G. Smith; strategies to win from whatever one’s lot according to “Jumping” Joe Jebaily; the YLAP approach to shaping tomorrow through today’s youth; betterment conferences by Florence Chamber/GE Healthcare and the Hartsville Chamber’s search for outstanding women.

Saving our planet and preserving our history should be on everyone’s minds but nobody does it like Carolina Recycle and Michael Allen. Knowing legal rights is essential as is anticipating a better year every cycle as Marion County schools, the King’s Academy, United Way and School Foundation plan and all of the above can be augmented with the help of diversity resources for educators and administrators.

After the daily routine – even if it entails recovery therapy via Circle Park or launching a home-based business --it can be refreshing to delve into local entertainment as is provided by the Florence Little Theatre, the Florence Civic Center, Florence City’s Recreation Department, golfing with Dr. M. Mikell Johnson or appreciating the arts with local talents. And it is agreeable that everything needs a checkup, including our finances and our blazing the trail for others like Pat Harris does at McDonald’s, as Pat Mori does at Roche, as HopeHealth now does for pediatrics, as Carolina Hospital System graduates leaders and tops that off in community partnering and as the American Cancer Society gives anyone the opportunity to make some strides against breast cancer,

Before our next edition, we want to sound the alarm to join the nation’s largest minority in celebrating Hispanic Heritage Month in early fall.... Then we will begin it all again!

Enjoy and share!!!



Rennie Lunn-McAllister  
Executive Editor

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## Diversity Drives Success

By Rita Mitjans, Chief Diversity & Corporate Social Responsibility Officer



ADP®, with about \$10 billion in revenues and approximately 600,000 clients, is one of the world's largest providers of business outsourcing and human capital management solutions. Leveraging over 60 years of experience, ADP offers a wide range of human resources, payroll, talent management, tax and benefits administration solutions from a single source. Given the company's size and scope, ADP associates come from many backgrounds, and it is this diversity that helps drive ADP's success in the

marketplace. Diversity and inclusion (D&I) are core values that help drive business success at ADP. In fact, nurturing and encouraging diversity is not just the right thing to do, it's a business imperative. We operate globally in more than 125 countries with a rich fabric of cultures, languages and experiences. We are in the people business, and recognize that the best talent comes from all walks of life. The best talent also wants to have a voice and an impact in driving the success of the business – and that requires an open culture that embraces the richness that comes from our differences.

At ADP, creating a culture of inclusion is paramount to driving our diversity goals. One of the ways we do this is through our Regional Diversity Councils and Associate Resource Groups (ARGs). Our Executive Diversity Council in partnership with our Office of D&I set the priorities and overall direction, while the Regional Diversity Councils and ARGs help to drive our goals, including increasing associate engagement, furthering development and mentoring opportunities and increasing the representation of women and minorities in our executive ranks. A large number of associates are involved in supporting diversity, in part because of the range of associate groups available at ADP, including Women in Leadership, African-Americans, Hispanic, and LGBT (Lesbian, Gay, Bi-Sexual & Transgender) – each of which helps to bring focus to specific local interests at their ADP facility.

This inclusive work environment helps deliver tangible benefits to our business and associates, such as higher associate engagement, career mobility and learning opportunities for associates. Leveraging these benefits starts with a strong connection to the local communities where we have ADP offices, such as college campus recruiting and community volunteerism. The ADP Summer Internship Program has grown to be very successful and integral to our diverse recruiting efforts. For 2013, the 10-week program will support 112 diverse college students interning across various ADP business units in over 25 locations across the U.S. and Canada. Interns gain valuable experience and exposure to our leaders, our business and our culture while working on projects ranging from social media marketing to developing innovative processes and analyzing data.

ADP has a strong focus on attracting and developing future talent, which is why we support a wide variety of educational programs. For example,

ADP participated in the 2012 E.B. Williams Honors Banquet at Morehouse College in Atlanta, Ga., which honors outstanding academic achievement in Business Administration and Economics. ADP also participated in campus career events in 2012 and 2013 at Tuskegee University in Alabama and South Carolina State University in Orangeburg, among others, with the goal of helping to foster a diverse talent base. In the ADP Florence office, associates are very active supporting the local community around the Pee Dee region. For example, associates participate in various educational programs throughout the year such as Chinese New Year, Black History Month, National Women's History Month and Supporting Our Troops. These programs support diversity and help to give associates the chance to broaden their experience and knowledge.

Florence associates have also brought their energy to help local groups with community projects. The ADP Florence Diversity Council recently teamed up with the United Way on its Day of Caring to help improve the community. ADP had the largest group of volunteers from a single company at the United Way Pee Dee area event. The ADP Florence Diversity Council also helps raise awareness of diversity through programs and fundraisers for the American Cancer Society and American Heart Association and through work with senior citizens. This year, the ADP Florence Fun Committee helped make the holidays brighter for local children and families through their annual Santa Saturday and Angel Tree events, as well as a Meal Giveaway held in December. In addition, the Southeast African American Resource Group (SAARG) at the ADP Florence office adopted a family for the holidays, participates in reading and literacy programs with North Vista Elementary School and supports groups such as the Juvenile Diabetes Research Foundation.

Our focus on creating a diverse and inclusive culture that helps attract, develop and retain the best talent has earned ADP numerous awards. In 2013, for the fourth consecutive year, ADP was recognized by DiversityInc as a Top 50 company for diversity. ADP achieved a top 10 ranking by DiversityInc for Latinos, Women and Veterans, and an overall ranking of #27. In 2013, ADP achieved a 100 percent rating on the Corporate Equality Index for the second consecutive year, and ADP is a prior award winner for the Best Places to Work award from Working Mother. ADP is proud to continue its commitment to diversity and community giving throughout 2013 and beyond.



ADP's Local Diversity Team



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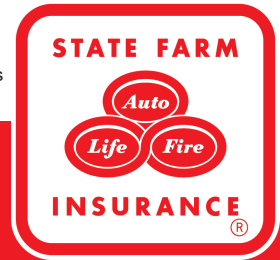


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# New Leadership, Direction Shape Supplier Diversity with Consolidated Council

By CMSDC Staff

The Carolinas Minority Supplier Development Council has a new leader at the helm, and his mission is to expand the organization and to advance the work of supplier diversity through Innovation, Elevation and Transformation.

Within the first 30 days of his tenure, Mr. Eric Watson, president and CEO of CMSDC, joined forces with his board of directors to complete a consolidation of the Carolinas Council with central and southern Virginia. The organization will now serve eight regions that geographically cover Richmond, Virginia to North and South Carolina. The Capital Council will serve corporate members and MBEs in Northern Virginia, Maryland and the District of Columbia.

Watson has 30 years of experience in operations management, including more than 18 years in the field of diversity. In October 2003, Watson joined Food Lion as Vice President of Diversity and Inclusion. From 2007 through 2009, he also served on Food Lion's Executive Committee and led the Talent Acquisition department. In February 2010, he became Vice President of the Office of Diversity & Inclusion for Delhaize America and served in that capacity until assuming his new leadership role with the Carolinas-Central Virginia Council. Throughout his career, Watson has developed strategies to impact business success by creating a vision to manage diversity, designing leadership mentoring programs to promote diversity and establishing an accountability system for business diversity.

Chiquitha Lloyd, Council board chair said, "Our work and collaboration with Eric Watson is not a new relationship; he's simply in a new role, so we're excited to continue the great work that has already been established. We anticipate a lot of focused effort on expanding the Council's network and recruiting strategic partners to advance the work of supplier diversity in this region." Watson currently serves on the board of directors for: The Diversity Forum, Executive Leadership Council, University of North Carolina-Center for International Understanding, and Lead Partner of the UNC-Chapel Hill Diversity & Multicultural Affairs Corporate Advisory Partners Group.

The Carolinas and Virginia regions are not the only areas undergoing structural changes. A nationwide realignment of the entire National Minority Supplier Development Council will consolidate 36 organizations into 24. The process is designed to standardize programs, services and pricing; expand MBE access to

corporate members; increase contract volume; and reduce overall operational expenses. In June 2013, Tracey Jeter, formerly of the Virginia MSDC, took the helm as president and CEO of the Maryland/DC Capital Council. Watson began his tenure with the Carolinas

Council in May. During the transition period, Sylvia Thomas, Virginia MSDC Vice President of Operations will continue to provide leadership and serve as the point of contact for inquiries in Virginia. Watson said, "Our objective as NMSDC affiliates is to produce a seamless integration of the existing talent, resources and leadership within our Councils – and to deliver exceptional service to our corporate members and MBEs by advancing supplier diversity initiatives and connecting certified MBEs to more business development opportunities." All council consolidations and realignments are scheduled for completion by January 2014. Lloyd said, "Under Eric's leadership, his immediate priority for the Council is to establish the right level of alignment as it relates to expectations for corporate members, minority businesses and community partners. That alignment encompasses program implementation, internal roles and responsibilities, outcome metrics and an execution model to better leverage the organization."

A statement from the Tri-Council Communication Plan—representing Virginia, Carolinas and Capital Councils—further explains the goal of the restructuring process: The goal of the strategic restructuring is to create an affiliate model that improves the efficiency and effectiveness of the network as it relates to delivering on our mission—advancing business opportunities for certified Asian, Black, Hispanic and Native American businesses and connecting them to corporate members. The restructured affiliate model will offer improved, standardized service to corporate members and MBEs; create equalized, empowered and better-resourced Councils; and result in a stronger national organization and a growth-focused network.

The Council's mission centers on connecting Asian, Black, Hispanic and Native American businesses with corporate members to increase economic development opportunities. Moving forward, the initial outlay of the Council's 90-day strategic plan highlights a greater focus on ROI (Return on Investment) for MBEs, additional support for Regional Advisory Committees (RACs) to increase the local impact of the Council, and a heightened focus on requested deliverables for MBEs beyond certification and contracts. Lloyd said, "Supplier diversity is simply about good business, so as we expand our efforts to enhance supplier diversity initiatives, the result is a win-win for our corporate members and enhanced business development for MBEs."

Watson said, "Our role as a catalyst for enhancing corporate supplier diversity initiatives and expanding economic development for Minority Business Enterprises is invaluable. I'm excited about the opportunity of moving the Council forward by connecting our corporate members with minority enterprises to create an environment that is conducive to the bottom line in business."



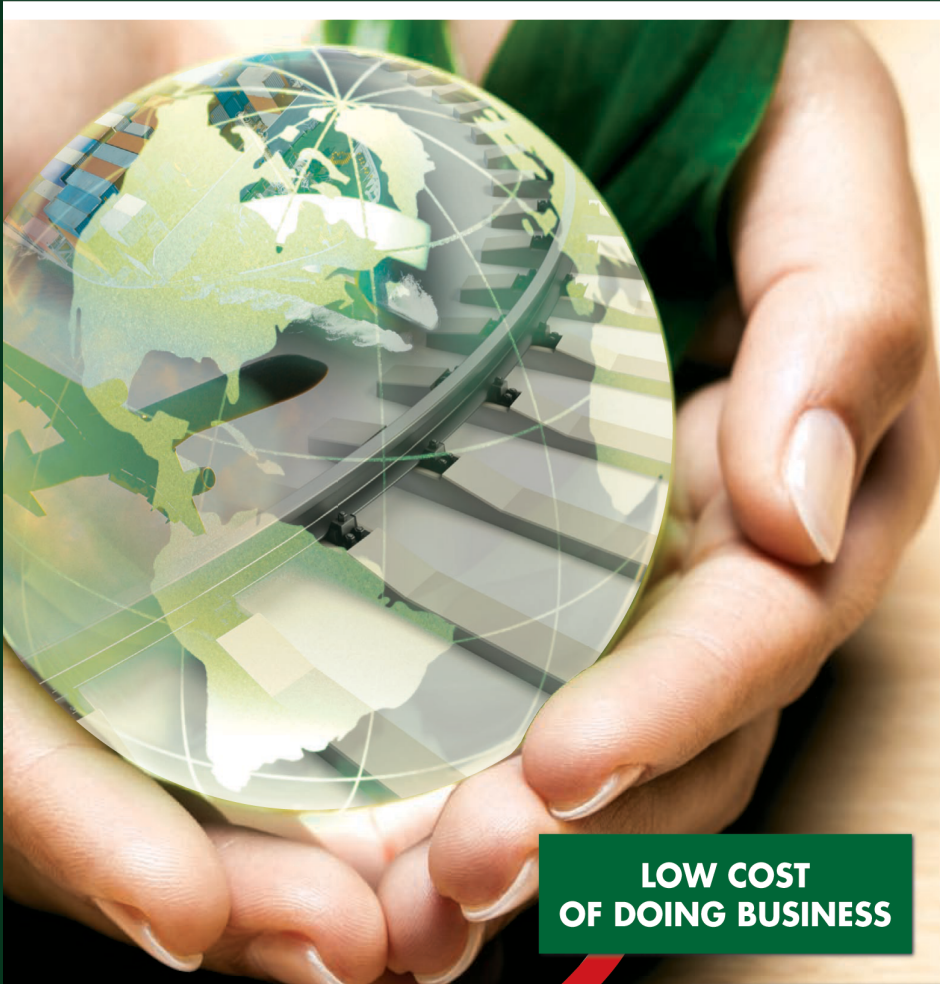
Eric Watson

"Our objective as NMSDC affiliates is to produce a seamless integration of the existing talent, resources and leadership within our Councils – and to deliver exceptional service to our corporate members and MBEs by advancing supplier diversity initiatives and connecting certified MBEs to more business development opportunities."

-Eric Watson

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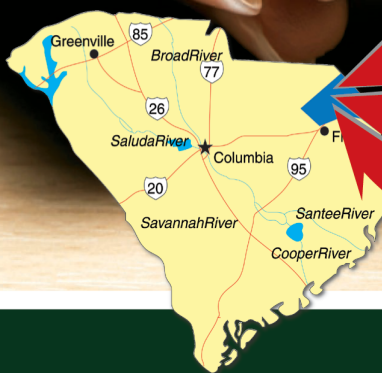
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# Diverse Backgrounds Plus Collaborative Development Help Build World Power

By Rennie Lunn-McAllister



K.G. "Rusty" Smith

Florence County Administrator K.G. "Rusty" Smith may be renowned as a great orator and statesman, but he readily acknowledges the importance of listening in the workplace and in most settings. "The key to facilitate proper management and enhance diversity is to be an active listener to our diverse populations. You can certainly learn more listening than you can talking without direction. Another key is to utilize the ability to communicate, cooperate and comprehend. We must coalesce these principles to work efficiently in unison for the good of the people,"

he said recently. The former county council chairman believes that diversity is crucial because it is what makes us who we are individually and collectively. "Diversity emulates the very fabric of our society. This great country in which we abide certainly would not be a 'world power' without our diverse background and collaborative development. The strength of our nation and our workplace are a direct result of our diversity and our willingness to work together. I have always said that 'together we CAN make all the difference.'"

In his world of work – which employs 801 people of multiple races, genders, backgrounds and life stations who serve 150,000 fellow citizens of a similar makeup—diversity consciousness is of great value because it provides a different and multifaceted perspective to our mission. "It is of vital importance because we are made up of various ethnic groups who can and must learn from each other to foster and attain a common cause for the overall benefit of the community," he said. At the end of every workday, Smith says he is reminded that there is always room for improvement in all aspects of life... we need to be open and more tolerant to ideas other than our own. We need

to ensure that all people are treated equally and that everyone is given the same opportunity to grow and excel in the performance of their duties," he told, adding that "workplace diversity enhances the uniqueness and individuality of an organization. It ensures equality by creating a sense of cohesiveness to provide solutions and services for our citizens."

Because technology has made the world more mobile and diverse, Smith says the county now competes globally to move itself in the right direction. "We work harder and smarter and constantly tell ourselves how to better employ teamwork for we all know that it is the basic function of county government to protect the lives and property of the citizens we represent. And it is our goal to provide the best possible emergency services in the great state of South Carolina, be it law enforcement, EMS, emergency preparedness or fire protection, we intend on being the ultimate provider. We also focus on economic development as top priority, providing the opportunity for our diverse population to seek employment at home and maintain the pursuit of happiness and well being," he said.

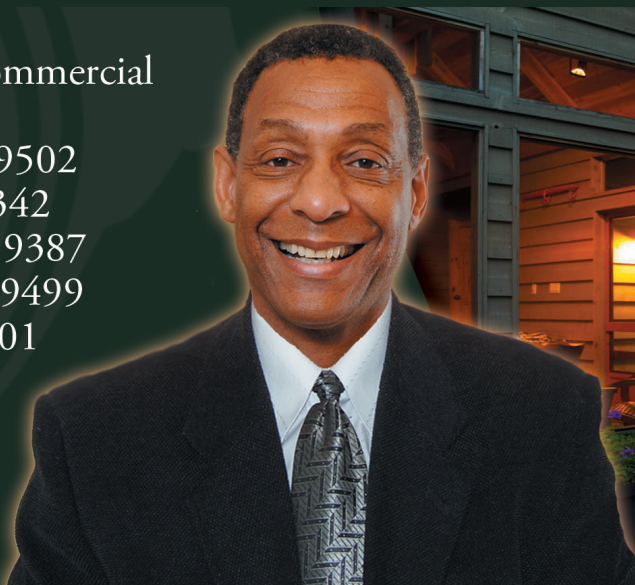
Continual cuts to the local government fund by the South Carolina legislature and the constant mandates that are placed on the county government by the state and federal authorities poses challenges to Florence County's efficiency record, but leaders are accustomed to overcoming hurdles. "Through our people we provide cost effective delivery of services to the citizens and in doing so we enhance an environment that is conducive to our development as a 'Business Mecca' which provides the pathway to the future for our children – tomorrow's leaders – who will know from our teaching and examples that our job in life is about serving others and helping all people and we intend on doing it well."

Quoting Benjamin Franklin, he said 'a good example is the best sermon'."

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## Public officials, Funeral Directors Attend Screening of New PBS Film "Homegoings"

By Dawn Dawson-House - Director, Relations & Information, SC Department of Parks & Rec. & Tourism

COLUMBIA – About 125 people, many of them well-known morticians and elected officials from across the state, filled the auditorium at the S.C. Department of Archives and History in mid June to see an advance screening of the new PBS film "Homegoings," a feature that explores the unique customs and traditions of African American funerals through the eyes of legendary Harlem funeral director and South Carolina native Isaiah Owens.

The evening included a presentation of a concurrent legislative resolution to Owens from Senator John Matthews and Representative Gilda Cobb-Hunter, and a panel discussion with funeral directors from across the state on how their practice impacts and reflects the lifestyles of African American communities and has changed over the generations. Some customs, they noticed, such as "passing the child over the grave of the departed," are rarely practiced. Additionally, more African Americans are choosing cremation over elaborate services. Members of the panel were:

- Chris Leevy Johnson of Leevy's Funeral Home in Columbia
- James Flemming of Flemming Funeral Homes in Chesterfield
- Marshall Parks of Parks Funeral Home
- Herbert Fielding of Fielding Home for Funerals in Charleston
- Samuetta Marshall (coroner of Orangeburg County) of Shuler-Marshall Funeral Home in Holly Hill

Owens gave remarks himself, commenting that his interest in respecting and dignifying the departed has been with him since his childhood years in Branchville, S.C., and is his "calling." The film "Homegoings" will be broadcast nationally on PBS stations (check local listings) on Monday, June 24 at 10 p.m. More information on the film can be found at [www.pbs.org/pov/homegoings](http://www.pbs.org/pov/homegoings).



Isaiah Owens poses with his wife, Lillie, who (along with their children) play pivotal roles in the business.



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# He Learns How to Win In Any Situation

By Rennie Lunn-McAllister



Joe Jebaily

Joseph Jebaily has a good problem to have: too much business. "If all the sick people in this state were to come to one hospital for help, it would take ten years to serve them all so you have to find a way to win in a losing situation and that's what we're doing," he said while leading a personal tour of his massive, high end, one-of-a-kind designer truck-laden lot off South Irby Street.

CEO of the Florence-based American Luxury Coach manufacturing center says he never experiences a lack for work. "If I were a publicly held company, 60% of my problems

would go away," he said, noting that he shows up for work everyday to join his "finite number of people who do an infinite job."

He is of the belief that adapting to changes in a business model and in scope of goods or services is what makes the difference between failure and success. "When we started 41 years ago we may have been labeled modest, but today we are the Wal-Mart of the conversion business and because we give our customers the most value for their money, our product sells very, very fast."

A progressive thinker and cunning strategist, Jebaily touts himself as simply a hard worker. "I know how to work; no one can outwork me," he told, sharing that in high school he completed his coursework while working three part time jobs and preparing for college. It was at one of those jobs he developed a love for cars and automobiles. "You see, my brothers and I were raised by two of the best coaches/mentors in the world -- our parents -- who always told us that we were (from) the best of the best and when you have

parents like that, you can't help but reflect their teachings. It is essential to know who you are," said the second generation immigrant from Lebanon.

Always eager to compete, Jebaily once kept two other ALC competitors from going under by providing the dying companies money to keep operating. "You must have competition to succeed... if you are the only one in the race, why are you running? Monopolies don't really work in my world," he said, adding, "I tell myself and everyone else at ALC that when you embrace the team spirit, then the team has to win and that our success is not today; it's in the future. I also make sure they all know that every one of our people are well trained for safety first and they are well rewarded. They also know that from our general manager to the grounds crew, everyone's importance is equal. This builds morale daily," he said.

A middle child, Jebaily believes in taking the lead from the top and building value from the base -- another lesson he learned from his designer/dressmaker father. "In my business, we still utilize the best patterns and materials for the best outcomes because people still buy with their eyes; their money is just a tool," said the hands-on magnate who enjoys special workplace relationships with his wife and daughters and all of the key players on his 50-member team.

Besides his family, the 1995 statewide Entrepreneur of the Year award and Key to the City (Florence) winner says he has had some marvelous mentors to include three uncles, tax accountant Glen Carew and former Union Carbide engineer Frank Pilia. "My creative mind and my science mind work together and here we are today," he said, pointing out that once a person or operation achieves measurable success, a giveback is expected. "When you've been blessed, you have to bless someone else, so I built the Progressive Learning Center" for underprivileged children. For them and for him, the stars just keep aligning.



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## Making A Real Difference Today for Tomorrow – The YLAP Approach

By Aneesa Giles

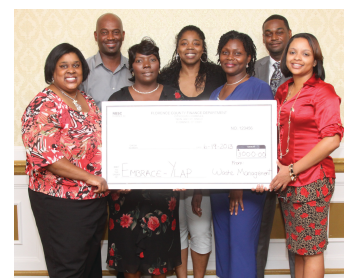
Attorney Linward C Edwards II came back to his home to make a real difference as he saw the severe need for direction in local youth. Through his community work, he met two other youth advocates in Florence County, and realizing that they both had great passion for their community, each truly wanting to see change; they developed a noteworthy solution – the Youth Lifetime Achievement Program (YLAP). The program was written by Aneesa Giles and brought under the umbrella of The Embrace Foundation directed by Lashonda NeSmith. Both Nesmith and Edwards revised the program and played a key role in its structure. These three make quite a dynamic team with their broad range of expertise, but mainly because of their active community involvement, passion and dedication to the great cause of educating and investing valuable resources in the youth of Florence County.

In the early stages of the program, research was done focusing on mentoring programs in Florence and surrounding counties. In Conway, SC one program was found and the group met with the director of the Each One Teach One Institute, they gained significant knowledge about developing a mentoring program effectively and decided to move forward modeling their program similarly, yet incorporating vital age and stage appropriate topics for youth in Florence County. Great minds think alike and the program proposal was successfully developed and focused on the following skills:

- |                            |                                |  |
|----------------------------|--------------------------------|--|
| - Effective Communication  | - Study and Test Taking Skills | - Self- Esteem                         |
| - Social Responsibility    | - College Preparation          | - Career Choices                       |
| - Financial Accountability | - Entrepreneurial Skills       | - Healthy Lifestyles and Relationships |

A John Hopkins University study found that South Carolina had more rural schools on its list of “dropout factories” than any other state in the nation. The program targets at risk students beginning at the middle school years and ending the year after they graduate from high school. The reason why middle school students were targeted was to have ample time to instill leadership qualities, give them a sense of community pride, and also provide them with resources to be successful individuals in the future. The first stage of the program will be launched

this summer and lasts for two weeks. The program will be taught by Ms. Giles and an experienced and highly qualified educator- Mrs. Angela Jacobs. Each week there will be group and individual projects, guest speakers, field trips and community guests during lunch periods. The students will be paired with mentors during the regular academic terms and be re-enrolled in the summer program every year until they graduate from high school. After this they will be pairing with other non-profit organizations as well as local business owners to provide funds for each graduate of the program to apply to the college of their choice, as well as have them come back and mentor the younger students in the program. This year the program will be held at the Florence Career Center and has been funded partially by Waste Management thanks to county councilman Alphonso Bradley. The program's success will be measured by looking at the retention rates of the project, academic performance of the student, and their social progress as an individual. The results will be communicated via testimonials of the students as well as an actual presentation showing the impact of the program that will be broadcasted to the community and sponsors. This is proof that there are community members who see a great need for change in our community and they are actively finding solutions instead of simply doing nothing. Attorney Linward Edwards, Ms. Aneesa Giles, Ms. Lashonda NeSmith, Mrs. Angela Jacobs, Ms. Diana Murphy, Mrs. Nicole Echols, Laquenne Bromell, and NaQuan Riddick are making a difference today for tomorrow, they understand the need for investing in our youth and chose the perfect motto for this noteworthy program “It takes a village to raise a child, and every child deserves a bright future.” Community members are encouraged to email the magazine at [dmmadworks@aol.com](mailto:dmmadworks@aol.com) if they would like to be a part of this movement.



L to R front row: Nicole Echols, Diana Murphy, The Hon. Theresa Ervin, Aneesa Giles, L to R back row: The Hon. Alphonso Bradley, LaShonda NeSmith, & Attorney Linward Edwards

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concentrating on the development of businesses large and small and how to build relationships with global corporations. Attendees will also take part in organized corporate matchmaking sessions. These matchmaking sessions will present the opportunity to discuss value propositions with

major corporate representatives. EBOC registrants will be considered for matchmaking if committed by September 6.



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# Hartsville Chamber of Commerce Seeks Nominations for 2013 Woman of Achievement

By Johnna Shirley, President - The Greater Hartsville Chamber of Commerce



Wanda James-Dawson

Hartsville -- The Woman of Achievement Award has been given to an outstanding woman in Hartsville since 1996 when Joyce Beasley of Sonoco was the first recipient of this coveted award. The 17 past winners of the Woman of Achievement Award are all women who have made a difference in their workplace and/or in their community.

Receiving the award in 2012 at the 47th Annual Women in Business Celebration of The Greater Hartsville Chamber of Commerce was Wanda James-Dawson, Family Community Partnership Coordinator for Head Start of Darlington County and Hartsville City Councilwoman. James-Dawson is the epitome of what the Woman of Achievement Award is all about. One of her nomination letters stated: "Wanda's working with children and families has been the corner stone of her life for more than 20 years. She has become a pillar of strength for her community and those entrusted in her care." James-Dawson has been recognized as Humanitarian of the Year and the National Leadership for Head Start. She is a graduate of the SC Municipal Association's Elected Official's Institute of Government as well as Florence Darlington Technical College and Columbia College. James-Dawson is a Financial Literacy Trainer and Coach and a Housing and Grief Counselor.

The 18th recipient of the Woman of Achievement Award will be recognized on September 16, at the 48th Annual Women In Business Celebration presented by The Greater Hartsville Chamber of Commerce. The Chamber is seeking nominations for this award. Nomination forms are available at the Chamber of Commerce, 332-6401 or on the Chamber website [www.hartsvillechamber.org](http://www.hartsvillechamber.org). Other Woman of Achievement recipients include: Nancy Caffee, Ann Lewis, Anne Warr, Trish Lunn, Stephanie McCullum, Doris Griggs, Sherron Skipper, Madge Zemp, Sue Northam-Wasson, Teresa Hodges, Kathy Baxley, Linda Jordan, Gloria Bell, Brenda Kelley and Mellany Isom.



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## Waste Solutions Available Locally

By Chinel Boateng

What could be the significance to public health, safety, and environmental concerns associated with landfill gas? According to the U.S. Environmental Protection Agency, concerns fall into three categories: subsurface migration, surface emissions/air pollution, and odor nuisance.

- Subsurface migration is the underground movement of landfill gas (LFG) from landfills to other areas within the landfill property or outside the landfill property.
- Surface emissions is possibly the biggest health and environmental concerns as it is uncontrolled surface emissions of LFG into the air. LFG contains carbon dioxide, methane, volatile organic compounds (VOCs), hazardous air pollutants (HAPs), and odorous compounds that can adversely affect public health and the environment.
- Odors are the final concern related to uncontrolled LFG emissions. Compounds found in LFG are associated with strong, pungent odors. These smells can be transmitted off site to nearby homes and business. Unpleasant odors can lower the quality of life for people who live near landfills and reduce local property values (EPA, 2011)

One man in Marlboro County has taken action to reduce landfill waste in Marlboro, Dillon, and other counties. Harry Benjamin owns and operates Carolina Recycle, a business in Clio, that recycles almost everything possible, including cardboard, paper, E-waste, plastic, CDs, and more. Most of the services Carolina Recycle provides are free of charge and free of contracts. Benjamin only asks for an opportunity to demonstrate how he can save your business money.

"Going Green will soon require all residents to recycle and when that happens it will cost. I can help out a lot of towns if they would simply give me the opportunity. God has blessed me and I want to bless others" says Benjamin in this interview. For more information about Carolina Recycle, contact him at 843-544-7583.

EPA, U. (2011, April 6). Landfill Methane Outreach Program. Retrieved June 24, 2013, from Public Health, Safety, and the Environment: <http://www.epa.gov/lmop/faq/public.html#01>

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## Allen Earns Statewide Award for Preserving History

By Jannie Harriot, Secretary - SC African American Heritage Commission



Governor Haley presents award to Michael Allen while his wife LaTanya Allen and Jannie Harriot of the South Carolina African American Heritage Commission and Michael Bedenbaugh of the Palmetto Trust for Historic Preservation look on.

COLUMBIA -- Michael Allen, Community Partnership Specialist at the National Park Service, was presented the 2013 Historic Preservation Governor's Award by Governor Nikki R. Haley outside the governor's office in the lower lobby of the State House followed by a reception hosted by Womble Carlyle Sandridge & Rice at the Histon Preston Lorick House. Michael is well known statewide and nationally. For 33 years he has worked at getting people to recognize their place in our American experience. From preservation to education, Allen's hands have been on many items of cultural importance.

He was nominated by Jannie Harriot of the African American Heritage Commission. "The award is one we have been sponsoring in partnership with the South Carolina Department of Archives and History and the office of the governor," said Michael E. Bedenbaugh, executive director of the Palmetto Trust for Historic Preservation. "We manage awards to help recognize folks sacrificing and spending their life working on preservation issues and who are successful and making a difference in their own respective communities."

Michael is an education specialist at Fort Sumter and Charles Pinckney National Historical sites and a charter member of the South Carolina African American Heritage Commission. He is also a board member of the African-American Historical alliance and has worked extensively to create the Gullah Geechee Cultural Heritage Corridor, among many other resources.

In June, Michael celebrated 33 years with the National Park Service. He is currently involved in an innovative project designed to engage new audiences in understanding and appreciating African and American history. He is a founding board member of the International African American Museum, which is slated to open in 2016 in Charleston. It will offer a glimpse of Africans and African Americans contributions in the making of the modern world.

He and his wife are the co-founders of Bridge of Hope, a Community Outreach 501 (c) 3 non-profit organization created to serve the needs of the underserved in North Charleston. Finally Allen's motto is, "to understand the present and move toward the future, you must first know and accept your past."

Palmetto Trust for Historic Preservation has a selection committee made up designees from the Palmetto Trust, the South Carolina Department of Archives and History, the African American Heritage Commission, the governor's office, South Carolina Parks and Tourism Commission, the Confederation of Local Historical Societies and The National Trust for Historic Preservation.

When I was first approached about this," Allen said, "I learned it was a lifetime achievement award. And as I looked at it today in my 33rd year with the National Park Service, I could never have imagined I would remain and be engaged as publicly as I have for 33 years. I never imagined the opportunities I would have to really engage the American public. But I've been able to encourage, enlighten, and educate them."

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## All of Us Have a Starring Role in Making Diversity Real

By Rennie Lunn-McAllister

There is a slogan often used by young people today that communicates ‘keep it real’. Well, McDonald’s USA Global Chief Diversity Officer Pat Harris believes that before anything – imagined or tangible -- can be kept real, it must first undergo the process that will make it real. “We must own our diversity and find our places and spaces in the world while mutually helping others understand those places and spaces,” she said, emphasizing that in her world travels she actually utilizes every opportunity to teach and learn even more about diversity and inclusion. “As a global traveler I get to share what I know with others and vice versa and the beauty of it all is that as we ever evolve, expand, grow and benefit, McDonald’s is still regarded as the leader in this social consciousness.”

From reading her book, “None of Us Is As Good As All of Us”, it is apparent that the fast good giant is like the alpha and omega of diversity, even though there is no end. “Diversity is not a destination; it is a journey one decides to take part in. It is a business decision and will never be successful if it is not a priority of a company’s leadership from the top down, feeding the pipeline along the way,” she said.

As recorded history marks 1957 for McDonald’s diversity launchpad year, Harris said in that era bosses and associates did not necessarily want to foster a movement for women or people of color, but shortly thereafter did ignite the conversation. “When we begin to recognize the realities of the world in which we operate, chart our direction versus our destination (anyone can make money but is just any operation sustainable?) and go beyond counting heads to making heads count, then we’re onto something bigger. You want to remember that first, people like doing business with other people like themselves. So when your employees and franchisees mirror the communities they serve, your customers can count on seeing friendly faces to serve them behind the counter and in the drive-thru window, or however you interface with your own customers. She continued, “Secondly, as you build a cadre of diverse people within your own company (in our case our diversity includes our franchisees, suppliers and employees), you enhance your ability to understand your customer

and gain insights into how you relate with them. The more diverse we are, the better we can profit from our ability to have insights into what our consumers expect from us. Harris then concluded, “Finally, as you increase the critical mass of diversity within your own ranks, you build a broader and deeper pool of talent to draw from in building your management team. No single group of people has a monopoly on good leadership and bright minds, so the wider you cast your net, the

more people with great potential you are likely to attract to your organization, she lectured, then added, “Some companies hold fast to the perspective that diversity ‘is the right thing to do’ to improve business results and it is, but if a company’s only goal is to feel better about themselves and their organization, it will be missing out on the full benefits and power.”

In her role, Harris leads a team of diversity practitioners who are responsible for the development and implementation of global D&I tools for McDonald’s global system. “D&I is everyone’s business and in their leadership roles, they ensure that managers and supervisors have the tools and resources necessary to build an inclusive work environment, receive the appropriate D&I education, help leaders understand how to support and build trust banks in their local communities and ensure our department goals and objectives are aligned with the company’s business goals. Companies must be serious about their D&I journey and they need to put resources toward their plans,” she said.

As the youngest of 11 children from a McBee, SC farm family and now an humble powerhouse in her own right, Harris said D&I does not ensure workplace equality; holding leaders accountable does that. “Leaders across McDonald’s must be held accountable for building diverse teams, as it is not solely the responsibility of D&I or Human Resources within the organization to implement it in the workforce.

She should know, she has seen D&I in action in her many walks of life and after has been acclaimed, recognized and awarded by numerous publications, multicultural roundtables and alliances. She also gives back through her work with non-profit organizations that include the Women’s Leadership Board at Harvard University’s Kennedy School of Government and the Breast Cancer Network of Strength.

As a pioneer and trailblazer who followed a hunch and wound up working for another type of frontrunner more than 30 years ago, Harris said McDonald’s is a leader in Diversity and the quick service restaurant industry overall by adapting to customers in individual markets in business practice, menu innovation and people management. “We strive at all times to continue the work our team is doing around the globe and remain focused on taking it all to the next level,” she said, noting that regardless of the career paths her son and granddaughter choose, “we at McDonald’s want to be remembered as the benchmark for others to aspire and measure good business and progress.”

Armed with the original diversity blueprint that the company created and still revises over time, coupled with “the best people and the best food”, Harris said the long term McDonald’s goal is to keep satisfying and elevating the people on both sides of the counter and the crew in all the restaurants and last but not least keeping it real for the 69 million McDonald’s customers served every day around the world who can also take ownership in making Diversity and Inclusion real for the golden arches.



Pat Harris

## Appreciation for Our Parks Emphasized in July

By Alicia C. Phillip, Esq.

The month of July is known for its sweltering heat, cookouts, beach escapades, and all that the warm summer temperatures have to offer. But since 1985, July has also been recognized as National Park and Recreation Month, a recognition that Florence County also acknowledges.

Indeed, parks and recreation areas are extremely valuable to the Florence community. Their benefits range from health and wellness, to nature, to community spirit, and social equity. Parks are a great place to join friends and family for relaxation, and to enjoy the great outdoors. The City of Florence is home to several parks and recreation areas. Apart from an extensive network of walking trails, there is also Veterans' Park, Lester Park, Iola Jones Park, McLeod Park, Maple Park, Timrod Park, Northside Park, Northwest Park, South Park, Lucas Park, Levy Park and Freedom Florence. In addition, the City maintains Legion Stadium and the Florence Tennis Center.

We spoke with Darlene Buchanan, Manager for the City of Florence Recreation Department, to get her thoughts on National Park and Recreation Month and the Florence park and recreation system in general. In her role, she directly oversees all community center activities and staff, the Freedom Florence Softball and Gymnastics Complex, the Dr. Eddie Floyd Florence Tennis Center, and the Barnes Street Activity Center. When asked to describe specific examples of ways in which Florence parks have made an impact in Florence residents' lives, Darlene had this to say:

"The gazebo at Timrod Park is a favorite for weddings. There have been countless marriages at the gazebo. This venue is highly sought after and stays booked months ahead. The Florence Veterans Park is also a highlight of the park system. There is a Wall of Honor in which veterans with ties to the Pee

Dee are honored with a plaque bearing their name, rank, branch of service and photos or medals of their time in the armed services. Last September, we hosted the return of the Timmonsville reserve unit who returned after a tour in Afghanistan. This was a particularly momentous occasion as three members of the company were killed during their tour."

During the month of July, Florence parks host various activities, including summer basketball, the summer playground program, and this year, the City is gearing up to send Team Florence to the International Children's Games in Windsor Essex Ontario, Canada.

With so many benefits to having a vibrant park and recreation system, residents will definitely want to participate in maintaining and sustaining Florence parks, and there are several opportunities to do so. Groups can adopt a park and maintain sanitation and upkeep on a regular basis. Moreover, residents can be the eyes and ears of the parks by informing the City about anything that needs to be addressed, whether it's a broken swing, or a fallen tree.

For more information, visit the Recreation Department on the web at [www.cityofflorenceathletics.com](http://www.cityofflorenceathletics.com) and [www.cityofflorence.com](http://www.cityofflorence.com). And you can also connect with the Department on Facebook and Twitter through those websites.



Patricia Crawford Mori

## Yet Unsung, African American Women Golfers Raising the Bar Anyway

By Rennie Lunn-McAllister



Dr. M. Mikell Johnson

Scholarly Dr. M. Mikell Johnson was stumped when her daughter asked her about any famous African-American female golfers other than Althea Gibson. So stumped in fact that she launched a part time research project that grew across 15 years into a 200-page illustrated book. "She knew about Gibson because we lived in the same town of East Orange and Gibson was prominent in developing the tennis circuit in Essex County, then as an aside became the LPGA golf adventurer. A scientist by profession, Johnson said that although there are signs of racism and classism in the world of professional golf, she is

grateful that rules established by the United States Golf Association keep the playing on a rather level field with its penalties.

"Diversity is important in the sports arena because it encourages individual growth within a team structure regardless of social issues. And especially in golf, diversity – thanks to media exposure – enhances individual goal pursuits with emphasis on training and discipline."

An avid golfer along with her husband, Johnson said she learned a lot about herself when writing the book. I saw myself numerous times at different points in my golf journey and though not available in the history of the women I researched, it is about time that the golf industry is attempting to establish diversity programs to entice young athletes to the game. "They are finally doing something about the biggest challenge which lies in the fact that First Tee Programs are not located in minority areas and if a child does not have transportation to a golf course, he or she is left out of the program." She also, added that the USGA/PGA have developed a task force to create a museum for African American Golf History. A former research scientist at the Sloan-Kettering Cancer Institute, the U.S. Food & Drug Administration, Squibb, Schering-Plough and Ciba-Geigy,

the Spartanburg native who went on to graduate from Rutgers University, said that "finding more than 300 African American women golfers engaged in tournaments from 1930 to 1980 was worth all of the effort."

As of press time for this magazine, Johnson was able to find at least two remaining United Golfers Association National Open Women Champions who are still alive since 1930: Carrie Jones and Exie Ochier. Dr. Johnson reports that "these women did not have to go to court to enable them to play in the U.S. Open or on the Ladies Professional Golf Tour, but they did have to qualify for the privileges to play." She also supposes that "maybe this is why more African American women have not attempted to qualify to play at the higher levels of competitive golf, the primary deterrent appearing to be the financial obligations associated with the sport." Even the great, and one-of-a-kind tennis champion, Althea Gibson, had to qualify but ran into debt playing the sport yet despite all this, she is still not acclaimed worldwide as a golfer or the one who broke the color barrier on the Ladies Professional Golf Tour, or considered for the World Golf Hall of Fame."

Progressive change For African-Americans is taking place, but slowly. "Now that the golf climate is so positive, more than 1,180 American colleges have golf programs with financial aid and thanks to the advent of Title IX, minority community youth get a chance to opt for a golf scholarship instead of one in basketball or in track & field. Where this is great on the one hand in that access to a myriad of programs expands the choices for students in the selection of institutions, it is devastating on the other hand in that this growing trend reveals that minority students have opted to apply to the more prestigious academic schools and not apply to the Historic Black Colleges and Universities. This has caused HBCUs to shift their recruiting efforts to aspiring golfers from other races and other countries as only 21 of the 106 HBCUs offer golf scholarships. Johnson's next contribution? Maybe a book on creating a balancing act for this new problem.

## Artistic Talents Abound Across Pee Dee

By Les Echols



Jeri A. Bolling

With no formal training in classic or commercial art, Jeri A. Bolling could claim that divine inspiration has been the driving force behind her creative and colorful acrylic paintings. A native of Philadelphia, Ms. Bolling made Effingham her home at an early age, where her interest in art began to grow and flourish. “My inspiration comes from spiritual influence coupled with the beauty of life”, said Ms. Bolling, a graduate of South Florence High School and Florence-Darlington Technical College. Bolling believes that art is a way for mankind to physically manifest messages and inspiration from God. “My dreams are the base for the images I create”, Bolling continued, “I believe that dreams are a vessel, a voice of the importance of God, and the belief in one another”. Ms. Bolling became cognizant of her artistic prowess after being inspired by a dream that she had in 2006. It was after that dream that she penciled her first piece, which was symbolic of family roots and the bond between past and present generations. Soon thereafter, Bolling began to use acrylics to bring color and life to her images. When she is not painting or being inspired to create, Bolling, the mother of two daughters, works as a freelance designer drafter. She gives partial credit for the development of her art technique to engineering graphics design courses she has taken.



### A Dream to Remember

By Jeri Bolling



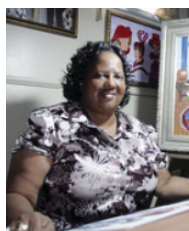
### Coffee in Me

By Chakaris Pressley Thomas

Chakaris Pressley Thomas is not only a dedicated teacher, but a seasoned and well-versed artist who values individual self-expression and personal style. Thomas is also the true definition of reaching back to help her community, having taught art for 17 years in her hometown of Hemingway, at Hemingway High School. Recently, Thomas assisted in the innovation of the “Masters and Mentors” art show in Williamsburg County, the first of its kind. The concept allowed high school seniors, mostly African American, to display their artwork at the Kingstree Chamber of Commerce for the month of May. The following month the art teachers, as mentors to those seniors, had the opportunity to display their respective works. Thomas states that most of her twenty plus pieces represent her view of the black experience and everyday life. When asked what one of the key elements in her art was, Thomas replied “the expressions people have when they enjoy what they are doing”. Showing her dedication to her craft, most of Thomas’ pieces are done in graphite pencils, which incorporates a linear style that is defined by precision and attention to detail. Despite her accomplishments and quality of her art, Thomas describes herself as “not outgoing”, a tribute to the humble nature of this respected artist and educator. Prior to her teaching career, Thomas earned a Bachelor of Fine Arts from Winthrop University. She went on to earn a Master of Arts in Teaching from the University of South Carolina.



Chakaris Pressley Thomas



Carolyn Govan

Creating art is something Hartsville native Carolyn Govan has been doing for as long as she can remember. Govan had artistic ability that was encouraged through her childhood and adolescence. After graduating from Butler High School in 1969, Govan went on to attend South Carolina State University in Orangeburg, SC. It was there that she had the privilege of studying under her idol, world-renowned artist Leo Twiggs. In 1974, Govan went on to make history by becoming the first art graduate of South Carolina State. “It was a chance for a young black female to show children of all races that you can do whatever you set your goals in life to”, says Govan of her monumental achievement. Known for the vivid storytelling that her paintings portray, Govan has won numerous awards highlighting her achievement in fine arts and art education. She earned the prestigious Elizabeth O’Neill Verner Award, the highest honor the state of South Carolina gives in the arts, and was appointed twice by the Governor to the South Carolina Arts Commission. She was inducted into the S.C. Black Hall of Fame in 2007 and was juried in as a charter member of the Pee Dee Artisans of the South Carolina Cotton Trail.

Govan taught for more than thirty years in different school districts across the state, always taking joy in bringing her art expertise to others. In her own words, Govan “enjoys talking to students about the beauty and importance of our background and our history”. Mrs. Govan and her husband Charles reside in Hartsville. The couple has three daughters, Wanda, Michelle, and Dione.



By Carolyn Govan

# Home-Based Companies Growing Our Families and Communities

By Sonyetta Cooper



Sonyetta Cooper

With unemployment rates still high throughout our land, many people are looking to self-employment to create stable, rewarding careers for themselves. Self-employment offers many advantages, including more flexible work schedules, less job uncertainty and the satisfaction of working for one's self. About 36.6 million businesses operate from U.S. households, according to the Home Based Business Institute, and the Small Business Administration notes that 53 percent of all small businesses located in the U.S. are home-based,

with those numbers expected to grow substantially in the near future. Sonyetta Cooper, who can be called a hometown girl, is one such businesswoman. Born and raised in Florence, she graduated from West Florence High School in 1987 with high hopes that her career decisions would not fit the status quo. After becoming a mother, she realized she had to rethink some decisions.

"I often reflect on the times in my past that were more trying than others, but motivated to pursue my passions. I found myself talking to young ladies who'd been through similar situations and explaining to them how I made it through the same kind of scenario. I began to volunteer at organizations that worked with women in domestic violence situations and volunteered with the children in these organizations as well. It gave me a sense of self worth and accomplishment to help those that were unable to help themselves," she said.

I began working at an organization called Hope for the Pee Dee in 1998 ( now HopeHealth Inc.) during which time was a treatment and counseling center for persons diagnosed with HIV/AIDS. I became an advocate, support counselor, outreach worker, public speaker, workshop and conference facilitator. We conducted free HIV testing and health fairs for people in areas that were at risk for contracting HIV or other STD's. I learned so much about myself and people during my time at Hope and I continue to volunteer and conduct educational events about health issues that affect young women. Recently I was a part of a big layoff for a major company here in the

Florence area. I could have very well become a victim of circumstance and felt as though this was another setback in my future. But this time was different. I saw it as an opportunity to make my dreams come true. It is a perfect opportunity to spend time with my children and grandchildren. I am now able to make my own hours and take days off whenever I need one. This is a type of freedom that I have never felt before. This is what I have wanted for many years and I am now in a position to change my future.

"Now a distributor for Organo Gold, a Health and Wellness Company that happens to sell healthy coffee, I have found my niche. Coffee is the #2 traded commodity in the world next to oil. It is consumed in every country in the world and it's a known fact that people drink 3 to 5 cups daily. Coffee is also the world's most consumed drink next to water. I am now able to offer people a Healthier Coffee and earn money every time they drink it. We not only offer healthy coffee, we also have green tea, hot chocolate and hygiene products.

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- \*Supports quality of sleep
- \*Supports circulation
- \*Supports the immune system
- \*Promotes health and longevity

"I am looking forward to growing my business along with pursuing my passion of working with youth and women in order to promote Health, Wellness, and Self Sufficiency," she concluded.

# Theirs is the Business of Rebuilding Lives

By Rennie Lunn-McAllister



Jeannie James

Many people go to work for something to do. Circle Park Clinical Operations Director Jeannie James goes to work to do something helpful everyday. Regardless of a client's age, stage, type of recovery sought, inpatient or outpatient treatments or financial ability, she and her fully trained staff of counselors are in the business of rebuilding lives. "We live in a diverse world so the employees of any agency should be diverse. We are servants to the public, we learn something new about

these populations we serve every day and are humbled enough to allow each individual we encounter to teach us about their uniqueness," she said.

As an administrator and clinical supervisor, the nationally certified addictions counselor said her leadership responsibility (which is based from her captain tenure in the Army National Guard) is to set the tone that all people are welcome at the agency. "What we do or say in all our practices must be sensitive to all clients and the policies and procedures dictate this as well," James said.

In this ever-changing world, an open mind is an asset, too. "To learn more and really get to know people is truly crucial ... even with our world being more technology based every day we still can get to that goal, knowing that the goal will soon move. It is a challenge but there is no limit to how much we need to and can grow together. Many jokes have been made about beauty pageant contestants saying their number one wish would be for world peace, but isn't that an awesome hope? If we are to ever have a chance of getting along together as a society and working towards peace, honoring diversity will have to play a major part in that."

Circle Park works with numerous other agencies across the community to provide the best possible comprehensive services to its clients. Those

agencies include but are not limited to Pee Dee Mental Health, Department of Social Services, Department of Juvenile Justice, Solicitor's Office, Hope Health, SC Vocational Rehabilitation and many others Together they aspire to reduce the effects of addiction on the community and to deliver services more efficiently and effectively and in order to achieve those goals requires more education, more supervision, more feedback from clients, staff, community and garner more resources to reach more in need.

James said the Affordable Health Care Act will certainly impact their operations. Circle Park BHS is celebrating its 40th year in business so confidence is high that her organization will adapt and overcome.

All forms and dimensions of help are available via treatment services, however, prevention is now making a considerable difference in the war on addictions. "All people aren't taught to cope with life in healthy ways, but with women who are often our society's main care providers for their families, we really have to help those who provide with a sense of urgency. Realizing you have problems, can be a tricky time and it is not too soon to ask for help in isolating and identifying the problem. Everyone from law enforcement to medical professionals to families has to be careful to not make general assumptions when they observe someone acting strange. But everyone has to be safe, too, and that's our aim," James said.

A wife and mother who enjoys her work family of 13 years said that it was during a church trip to Georgia with several other churches when she learned much about diversity and how to observe and apply it. "Some workers woke up so extra early every day and that really motivated me to go that extra mile, too. This applies to community as well. God gives us the opportunity to do a good job wherever we are; it is up to us to do the work."

## Know Your Legal Rights

By Alicia C. Phillip, Esq.



Charlie Blake

Sixteenth Century lawyer and philosopher, Sir Francis Bacon, once said that “knowledge itself is power.” What a profound and accurate statement! One must be armed with knowledge in order to make informed decisions. And this is even more crucial when facing legal challenges. Knowing one’s rights in order to avoid costly mistakes is vital. Here are some:

### **Personal Injury Legal Matters**

A victim of an automobile accident, slip and fall accident, medical malpractice, dog bite, injury caused by a defective product, or any other physical or emotional injury, may have a personal injury claim, and consequently, may be entitled to certain damages (compensation). According to Charlie Blake of Finklea Law Firm: “If it is determined that a party was injured due to the negligent act of another party, damages are available to compensate the injured person and punish the negligent party. The type of damages available to an injured person depends on the type of case, but payment of medical expenses, pain and suffering, lost wages, anxiety, and mental distress are damages that are requested in many cases.” So in the event of such injury, see an experienced personal injury attorney to assist in pursuing all of the legal remedies available.



Cely Anne Brigman



George Jebaily



Rangeley B. Chewning, Esq.



Ron Jebaily



Suzanne Jebaily

### **Workers’ Compensation Legal Matters**

If injured while on the job or injured because of your job duties? Whether at fault or not, victims in such cases are entitled to receive certain workers’ compensation benefits. According to Blake, all South Carolina employers must maintain workers’ compensation insurance if they employ four or more employees. However, victims must report any injury within ninety days. Further, to receive benefits, the claim must be filed with the South Carolina Workers’ Compensation Commission within two years from the date of injury. If your claim is valid, then, according to the Jebaily Law Firm, the following benefits may be available:

- Payment for lost wages if out of work for at least 8 days.
- Medical bills should be paid by the employer or your employer’s insurance carrier.
- Mileage to and from doctor’s appointments. Victims must travel at least 5 miles each way in order to be reimbursed for mileage.
- Prescription medications and approved medical supplies should be paid for by the insurance carrier.
- Victims may be entitled to additional compensation if permanently injured, even if still able to work. Consulting an experienced attorney should ensure getting the benefits deserved.

### **Social Security Disability Legal Matters**

Upon becoming disabled, as defined in the social security guidelines, and individual social security taxes have been paid for at least ten quarters (a quarter is generally defined as three calendar months that end on March 31, June 30, September 30, or December 31), then generally, victims can be entitled to receive social security benefits. If, on the other hand, taxes have not been paid for the required length of time, but a disabled person who meets the financial guidelines, may be eligible to receive supplemental security income (SSI). According to the Social Security Administration, a “disabled” person is one who is disabled by a physical or mental disease, injury or condition (or combination of those three) for at least one year, and that disease, injury, or condition prevents the person from performing any substantial work. According to the Jebaily Law Firm, benefits can include a monthly check from the date you applied or became eligible, as well as medical benefits. Your dependent spouse and/or children may also be eligible for additional benefits. Speaking to an experienced attorney to take advantage of these benefits to which you are entitled is advisable.

### **Family Legal Matters**

Family law issues include divorce, child support, and child custody matters, among others. When dealing with family law issues it is important to know the following: Jebaily Law Firm advises that, When a couple has separated but does not have grounds for divorce, spouses can apply to the court for the right to live separate and apart. This is done through an action for “separate maintenance and support,” which is a claim for spousal support. In addition, in a divorce situation, either spouse may be entitled to monetary support (alimony) from the other spouse. If children are involved, understand that both parents have legal responsibility to provide for their children. According to the Jebaily Law Firm, the noncustodial parent is usually required to pay a specified amount of child support to the custodial parent. And finally, when it comes to child custody issues, neither parent automatically has a right to custody; the court will make a decision based on the best interests of the child, unless the parents can agree beforehand.

This is just some of the necessary knowledge that you is applied for parties facing personal injury, workers’ compensation, social security disability, and family law matters.

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## A True Winner...



18-year-old Malcolm Nowlin, flanked by his parents Marion (left) and Diane, is a 2013 Gates Millennium Scholar, along with nine other recent high school graduates across South Carolina. Combined with monetary academic awards from the Florence-based Ninth Masonic District, total scholarship gifts to him amount to more than \$400,000 for higher education. In order to merit the college monies, Nowlin had to write and submit more than nine papers and successfully met those requirements in three (school) days. Always a bookworm, Malcolm reads everything on diverse topics and never gets satisfied with just learning. "I like doing, including volunteer work and sometimes household chores." Over the last three years he has developed specific study habits to include focus and commitment and says he will enhance these when entering Duke University to study medicine this fall. Established in 1999 with the goal of developing Leaders for America's Future, The GMS Program is funded by a \$1.8 billion grant from the Bill and Melinda Gates Foundation.

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# This Great Year Gets Even Better Next Cycle

It doesn't seem possible that time has passed so quickly, but we have come to the end of the 2012-2013 school year. In another month, we will have been officially consolidated for one year. Like any other growing entity, we have had our successes and setbacks, learned from our experiences, and have become more confident over the past year. At the beginning of this year, we set four district goals and a theme for the year. The theme was "One Team, One Goal", and was intended to represent the driving force behind our consolidation: everyone working together for the success of our students. It is my firm belief that we need to work together to ensure a bright future for all of Marion County. We have created advisory councils from every corner of the population, from faith-based to business and industry to student-based. We have met with business and community leaders, and my staff and I have participated in community events. We feel that we are making progress and look forward to continuing the excellent work that is being done. Our four district goals were the impetus for improvement: creating Professional Learning Communities, providing a Balanced Literacy program, creating Instructional Shifts That Support the Common Core standards, and Data-Driven Decision Making. As we entered the school year, we could see the changes on the horizon caused by the adoption of the Common Core standards. Deciding to be proactive, we addressed the ramifications of the new standards. By creating communities that were able to meet regularly and reinforce each other's work, we were able to adjust more quickly and with less stress. We were able to make those shifts, reflect upon our work, and make adjustments as necessary in order to make this transition as easy as possible for our students. We have used data from our students' tests- benchmark tests and standardized tests-to analyze

their progress and tailor our instruction to best meet their needs.

The past year has certainly been challenging. We've faced many challenges in education as a whole. Over the year, we have been able to announce good news quite often. Some highlights of this school year include all three high schools receiving magna cum laude or summa cum laude awards for gains in SAT/ACT scores, Creek Bridge High School receiving the Palmetto Gold Award for general performance, Marion High School Principal Alfred McFadden being named "Principal of the Year" by the South Carolina Athletic Directions Association, for our region. We have had students receive scholarships, win in the statewide Science Fair, receive perfect scores on sections of the PASS exam, perform in the Regional Spelling Bee, win awards at the National FBLA competition, excel in sports and perform in unparalleled fashion. We presented a District Youth Art Show and a Shakespeare Festival. We have had teachers and administrators present at conferences, win grants, and partake in professional development activities in unprecedented fashion. Our Adult Education Center was recognized for its outstanding achievement and serves as a model for other districts.

It's been a good year. And I believe that the best is yet to come. As we learn and grow, we improve. Thank you for your support, both for this year and for our future.



*Dr. Dan Strickland  
Marion Schools Superintendent*



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# Out of Nothing...Something Beautiful!

By Mike Hiltibidal, Head of School, The King's Academy



*"He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love."*

*Ephesians 4:16*

*Sharon Jarman and her family*

Ex Nihilo. It's a Latin phrase meaning "out of nothing". It's perhaps the best way to describe how everything became anything. There was a time when there was no time. There was nothing. And then there was something. In other words, everything we see and know came "Ex Nihilo"...out of nothing. Our Creator, the Creator of everything, did it out of nothing. It is impossible for me to write about diversity without revealing my worldview, so I thought I might as well put it out there at the beginning. There is no creation without a Creator! Use any name you choose- God, Intelligent Being, The Great Deity, etc., the only way for something to come from nothing is if it was created by a Creator who always was. Intellectually honest scientists will assure you something cannot evolve from nothing. I do believe in the Big Bang of history. It was when the Big Banger said, "Let there be!" And then there was--Creation.

I stated all of that to make the point that the Creator created, and He did it creatively. God didn't just create. He created majestically, diversely, and beautifully. He didn't just create males (hard to imagine how messy, smelly, and ugly the world would have been!). He created male and female. He didn't just create night (hard to imagine how depressing, dangerous, and ugly that would have been!). He created night and day. And can you imagine a world without the sounds, sights, and love of animals? OK, I admit, opossums freak me out, but even they are useful as speedbumps. The point is, a creative Creator is what produced diversity, and diversity is what makes life beautiful and interesting. I don't want to live in a world where everyone thinks like, looks like, and acts like me. Trust me, that would be a very boring world that smells like cheap aftershave. Old Spice isn't the spice of life. Variety is! Much of what will make Heaven so amazingly awesome is the unveiling of a whole new level of creation... diversity... beauty, beyond what we can possibly imagine.

If all that is true, then why do we struggle with certain kinds of diversity? Because this isn't Heaven. This is a world cursed by sin, and some of the most powerful sins are what have bloodied the beauty of diversity. Sins like pride, jealousy, and ignorance. It is pride that says you and I are different, and my different is much better than yours. It is jealousy that says I don't have what you have, so what you have needs to go. It is ignorance that hates what it has not experienced or understood. Remove these sins and you remove the darkness where prejudice thrives. Enlightenment of the heart and mind produces godly character, and godly character is what it takes to grow harmony in a field of diversity.

At The King's Academy, our primary focus is helping the hearts and minds of our students come fully alive in Christ. Why? Because that is how our Creator defines education. Why does He define it as such? Because the only way for students to reach their full potential is when the heart (ability to love God and others) and mind (ability to understand all aspects of creation) are coming alive together as their Creator intended. When that is happening, diversity is cherished as a beautiful part of the unity in Christ.

A great example of this at The King's Academy is our connection with international missions. We have students who have lived in many different countries and cultures. Placed within our student body they bring a diversity of languages, food preferences, tastes in clothing, traditions, governments, goals, and more. But although their experience with creation is very different, their experience with the same Creator brings a spirit of unity based on a shared love and values. Character overshadows culture. Love is a universal language. Kindness has no skin color. Joy is one size fits all. Goodness is a delight to everyone's palate. Peace is attractive in every time zone. So no matter from which corner of the world our international students may arrive, their identity in Christ throws a beautiful light on their diversity of culture.

But while TKA has enjoyed the blessings of several world cultures blending together in one body of students, like many places in South Carolina we are still working to break down the remaining barriers in the surrounding community built from generations of prejudice. With much prayer, faith, and love paving the way, great progress has been made. Sharon Jarman, our third grade teacher and a minority staff member, stated, "When we came to Kings 5 years ago, we never expected to have our family impacted the way that it has been. The King's Academy has influenced our children in so many ways. Our older children have the opportunity to be involved with missions and caring for others in the community and beyond. The academic program is excellent and our children are challenged daily. We have been encouraged with the number of diverse students that have become a part of our student body. The numbers have doubled over the past few years. Our prayer is that we will begin to see many families of diversity join with us so that we as a school can impact more lives for Christ."

All of us were created from nothing. All of us were created for something. It takes all of us working together as our Creator intended to make that "something" beautiful. All of us...together...diversely beautiful!

# STUFF the Bus with United Way!

By Stephanie Navarro, Community Resources Manager



Florence – For the fifth year in a row, United Way of Florence County is teaming up with local businesses to hold a large-scale school supplies drive. This year, STUFF the Bus will grow to support all 5 Florence County school districts and will feature mini-bus stops and finale events across Florence County.

United Way president EJ Newby says STUFF the Bus is a great way for United Way to meet its mission of improving lives in Florence County. “We are better known for our fundraising efforts which allow us to support direct service programs in Florence County, but STUFF the Bus has provided us another outlet for supporting local residents.” School supplies collected through the program will be distributed directly to the school districts that can then get the supplies to the children, families and classrooms most in need of support.

United Way chose to begin this program five years ago when it learned of the need in the community. Nearly 70% of students in Florence County are on Free & Reduced Lunch meaning that their caregivers struggle with day-to-day expenses. That coupled with the average cost of school supplies, \$100 per child, leads to high stress situations for many people at the beginning of each school year. Through STUFF the Bus, United Way relieves some of this tension by ensuring that disadvantaged youth start school with the tools they need to learn.

Since its inception, STUFF the Bus has received broad community support, including partners and sponsors Cumulus Broadcasting, Rita’s Italian Ice and BRAVO! Event & Party Rentals. Any company or organization desiring to support STUFF the Bus by hosting a mini bus-stop or a collection box, should contact the United Way at 843-662-2407 or at [admin@uwflorence.org](mailto:admin@uwflorence.org).

STUFF the Bus officially kicks off on July 15, 2013. The most requested supplies are: copy paper, dry erase markers, hand sanitizer, disinfecting wipes, notebook paper, composition notebooks, Kleenex, flash drives, #2 pencils, colored pencils & construction paper. Supplies can be dropped off at Rita’s Italian Ice on Irby Street, at BRAVO! Event & Party Rentals on N. Beltline Drive or at the RedWolves game on Friday, August 2. United Way also invites you to join the public participation on Saturday, August 10 when they literally stuff the bus at the Magnolia Mall during the Back-to-School Bash. Visit [www.uwflorence.org](http://www.uwflorence.org) for a complete list of drop-off locations and for more information.

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# Career Center Executive Director Alphonso Bradley Receives Award from SREB

By Les Echols

Developing the future of the workforce is a key to economic growth and development, and The Florence Career Center delivers in that aspect by teaching career-based skills and enabling students to earn nationally recognized credentials. Under the steady guidance of Director Alphonso Bradley, The Florence Career Center ensures that future participants in the workforce are empowered with the skills that they need to help them progress in their future careers and in life.

The Florence Career Center and its students continue to meet and exceed expectations by excelling and earning a number of national and regional accolades over the past year. Some of the achievements for 2012-2013 include:

- Based on its 2012 assessment results, the Southern Regional Executive Board deemed that Florence Career Center would be one of only four schools nationally to earn the National Technology Center that Works Gold Improvement Award. The award standards were based on center improving practices and improvement in student performance.
- Symira Little and Jeremy Collins earned an opportunity to compete in a national career development competition held by Distributive Education Club of America (DECA). Collins placed first in Business Services Marketing and Little placed third in accounting.
- Florence Career Center welding students ranked second in the 2013 Welding Rodeo under the leadership of team co-captains Katelyn Davis and Jonathan Murrow.
- 38 members were inducted into the Florence Career Center chapter of the National Technical Honor Society. Qualifications included nominations from a teacher and an overall GPA of 3.0. Inductees must also be active in the community and complete a community service project.
- The Florence Career Center's Cyber Security team won first place in the State of SC this school year. The cyber Patriots completion is hosted by the United



Dr. Jene Bottoms, President of the (SREB) presents award to Florence Career Center Executive Director Alphonso Bradley

- States Air Force Association. Mr. Dale Cook is the instructor.
- The Graphics Communications program received approval to certify FCC students for the nationally accredited PrintEd Certification.
- Students in the Integrated Business Applications Course (IBA) earned industry certifications in Microsoft Office.
- 12 cosmetology students received their state board issued cosmetology license.
- 23 students received core curriculum and electrical certification.
- 11 business students received the WISE Financial Literacy Certification.
- 11 students in the auto repair program received ASE industry certifications.
- 12 Culinary Arts students received the "Serve Safe" certification.
- 9 Students received and Early Childhood certification.
- 4 Health Science students placed in the top six in the state at Health Occupation Students of America (HOSA) competition.

In his seventh year as Florence Career Center Director, Mr. Bradley stands strong to the mission of the Florence Career Center, which is to prepare students for employment and/or postsecondary education in order to become independent productive citizens. "Everything we do is geared towards the goals highlighted in our mission" says Bradley, adding that "the FCC staff embraces the philosophy of our mission and it shows". "Bradley is no stranger to education himself, having earned a Bachelor of Industrial Arts from North Carolina A&T, as well as a Masters Degree in Education and an Education Specialist certification from South Carolina State University.

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"The Florence One app is very convenient! I love having access to all district and school information at my fingertips. I am impressed that our school system recognized the power of mobile technology and chose the app as a means of communicating to parents, staff and students."

*Courtney Graham  
Parent of a student at Briggs Elementary*

"The new FSD1 app will help manage the momentum of a busy life style. It will help with managing time and keeping one's lifestyle in order. Parents will be able to get information first hand without having to rely solely on paper communication. Teachers will be reminded of important events at their school and the district. I am truly grateful that Florence One has realized the great benefits of this app to students, parents, teachers, and the community."

*Sharon Dixon  
Principal at North Vista Elementary*

"I like the FSD1 app because it lets me know about important things going on that I may not know about otherwise. It has some fun information about things that have happened at schools throughout the district."

*Phillip Andrew Rast  
Student at South Florence High*

# School Foundation Awards More Than \$99,000 in Grants for 2013-2014

By Debbie Hyler, Executive Director - The School Foundation

Florence – Trisha Caulder, Chair of The School Foundation's Grants Committee (TSF) announced the foundation will distribute a total of \$99,440.79 in grant awards to schools in Florence School District One (FSD1) for 2013-2014. The announcement was made at a reception for grant writers held at the Drs. Bruce and Lee Library on Monday.


The TSF Grants Committee reviewed eleven applications requesting a total of \$256,832.30. Two requests for Mini-Grants (projects up to \$500), were funded for the upcoming year. "Social Studies Superstars" will fund materials that will help engage Lester Elementary students in learning social studies standards using a variety of learning styles. "Raising Opportunities for Avid Readers (R.O.A.R.)" is a project designed to motivate fifth and sixth grade students enrolled in learning disabilities support classes to read a variety of books and increase their reading levels.

Of the nine applications received in its Major Grants category (projects of \$10,000 or more), four applications were funded. DL Carter Elementary was awarded \$34,172.02 for "Writing Solo", a plan to increase writing scores by at least 10% after the first year of implementation. This plan encompasses three main parts: teacher training, digital tools for writing and technology upgrades. This grant will bring their students into the 21st century, integrate technology, and prepare them for college and/or everyday jobs. The goal of this plan is to create an environment where every child is a skillful writer in a digitally interconnected classroom. Carver Elementary was awarded \$29,328.46 for their grant "Closing the Gap: App by App",

a program that will allow their students to use the iPad cart and iPads in the classroom to enhance math instruction. It will provide an innovative tool to introduce and reteach Common Core Skills. The students will benefit from the grant because it will build their math skills in numeration, algebraic expressions, and geometry. \$17,915.90 was awarded to Williams Middle School for "The Invasion of the iPad mini". This grant will provide the funds to purchase a mobile class set of thirty iPad minis that will be used to educate the faculty on the usage of the iPad mini and educational apps as technological resources; enhance the learning experiences of their students and promote positive learning outcomes using content educational applications and increase the readiness of students being mainstreamed into regular academic classes. Poynor Adult Education was awarded \$17,024.41 for their "Necessary Computer Instructional Strategies (NCIS)" grant, which will fund a GED computer training lab consisting of six computers and fifteen iPads. The pencil and paper GED becomes obsolete on January 2, 2014. In order for Poynor to meet the challenges in 2014 and beyond, adult education must move forward. Classes in computer basics, keyboarding, and more will be offered and students will use the lab to hone their skills and to master the GED. With the addition of these tools for learning, students will have the opportunity to practice GED apps in core contact areas.

"We are so excited by the number of applications received this year and the tremendous time, effort and research our teachers spent to compile these grant applications" Trisha stated. Debbie Hyler, Executive Director of TSF stated "We are just thrilled by the level of excitement shown by these teachers each year. We are confident this enthusiasm will carry over into the classroom. FSD1 is very fortunate to have such dedicated and caring educators."

To date, over \$810,000 in funds have been distributed by TSF to FSD1. This funding would not be possible without the support of the community and our donors. See attached list of 2013-2014 grant descriptions. For additional information, please contact Debbie Hyler, Executive Director.



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**Iris Lynch**  
business major; psychology minor

"The term classes – I like the 8-week term classes. They are challenging of course, but you can see the end of the course and that makes it easier to just focus on getting work done."

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Teachers and School Foundation Executive Director Pose at Grant Awards Reception (L to R First Row): Becky Handley, Kelley Weiss, and Debbie King of Dewey Carter Elementary and Debbie Hyler, School Foundation Executive Director. (Second Row): Leigh Bossinger, Tilda Morisey, Gail Elmore, and Loretta Bonaparte of Poynor Adult Community Education Center; James Brown and Jacquelin Weaver of Williams Middle; and Dohnia Galloway and Lisa Tyson Cox of Carver Elementary. Not Pictured are Adult Education's Gayle Robertson, primary grant writer, and team member of Missy Brown; also mini-grant winners Jessica Crowson of Lester Elementary and Shellia Anderson of Moore Intermediate.

# Diversity Resources for Educators and Administrators Available

By Alicia C. Phillip, Esq.



When Nneka left her home country to move to Chicago for college, she had no idea what to expect. She belonged to a minority racial group, a minority religious group, and she came from a very poor socio-economic background. She was the first in her family to seek a college education and consequently, she had little

guidance about how to achieve her goals. In addition, she did not have any family in Chicago or family anywhere nearby, therefore when she landed at Chicago's O'Hare International Airport, she had a feeling of severe anxiety. Several years later, Nneka is pursuing a fulfilling career in Chicago and enjoying life as an American. But, the years in between were difficult, and she had to overcome many challenges in the school environment in order to succeed. Nneka is just one of numerous diverse students who share a similar experience. Diverse students face many challenges in the learning environment. Whether their diversity is racial, economic, religious, cultural, of national origin, or some combination of those, such students encounter many unique obstacles along their path to learning. Some of these challenges can include feelings of isolation and invisibility, culture shock, biases, and hate crimes, which can lead to stress, anxiety, and even depression.

For these reasons, it is imperative that educators and administrators find ways to help diverse students adjust and thrive in the school environment. Here are some great resources to help accomplish that:

The Association of American Colleges and Universities (AACU) maintains a diversity resource website to support diversity, which it believes is one of the fundamental goals of higher education. On the website you can find publications on the best educational practices for diverse students, as well as

materials for classroom teaching and curriculum development.

The National Association for Equal Opportunity in Higher Education (NAFEO) provides support and services to Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs), and advocates for practices, programs and policies that will enhance and preserve equal opportunity for diverse students.

The National Association of Student Personnel Administrators (NASPA) provides resources for the student affairs profession. Through its Knowledge Communities (KCs), NASPA provides information and resources for many diverse groups in the educational setting. With tools such as educational research, programs, and products, NASPA Knowledge Communities increase awareness of the unique challenges facing diverse education professionals and students. KCs provide opportunities for professionals to discuss diversity issues and exchange ideas. Some of NASPA's KCs include the following: African American, Asian Pacific Islanders, Latino/Latina, Multiracial, Adult Learners and Students with Children, Disability, Veterans, and more.

The Consortium on High Achievement and Success (CHAS) is comprised of 26 private colleges and small universities which are dedicated to promoting high achievement, leadership and personal satisfaction, especially among students of color. CHAS develops programs to support the whole student academically, socially and culturally, with the goal of creating inclusive learning environments.

Diverse: Issues in Higher Education Magazine, a subscription-based magazine, is the premier source for important news, information, and commentary on diversity issues in American higher education. Its goals are to provide balanced, honest, and thorough information and advocate for change and public policies that resolve inequities in higher education and allow individuals to reach their full potential.



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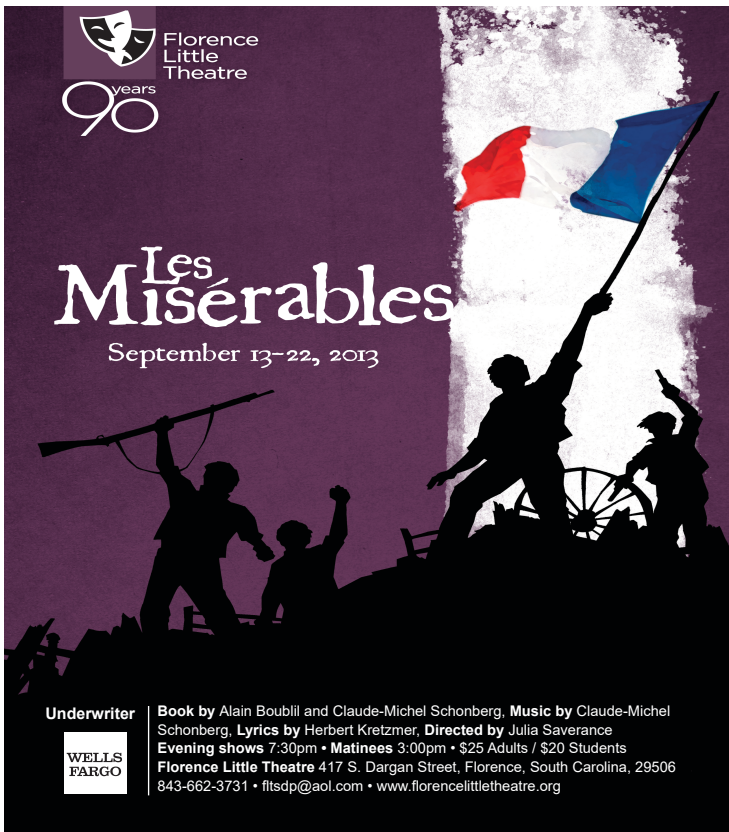
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## Is it time for a financial checkup?

For most of us, checkups are a regular part of life. Dental visits, auto maintenance appointments and even glances in the bathroom mirror all help us catch potential problems and assure that all is - or will be - well. What's true of teeth, engines and grooming is also true of finances: regular checkups are recommended. Why? Changes both great and small affect the strategies people have developed to help achieve their financial goals. Unfortunately, too many people act as though once their financial program is in place their work is done. This isn't so.

As a general rule, you should review your financial program at least once each year. Certain life changes - the birth or adoption of a child, a change in marital status (married, divorced, widowed), the death of a family member or changes to your health - should serve as reminders that a financial tune-up is in order. This time serves as a good reminder to take a look at your finances and make sure changes over the past year haven't altered any personal financial strategies that may be in place.

Other changes in personal economics can also have a huge impact on financial programs. These may include shifts in employment status or salary (e.g. loss of job or a pay cut/freeze), home ownership changes, significant changes in total assets or debt, the receipt of an inheritance, and tax law changes that can all make previous strategies obsolete. How can you perform a financial checkup? "If you have a do-it-yourself

mentality, there are any number of print and electronic resources that exist to help monitor your finances, with the complexity and time commitment that may be involved, most can benefit from the knowledge, experience and insight that financial services professionals offer."



Qualified financial professionals can help people evaluate their present financial strategies and keep abreast of new laws, regulations, products and economic developments. Even more important, financial professionals can challenge unrealistic assumptions people may have and help them overcome money management's greatest threat: procrastination.

To live is to experience change. How and where change will appear is impossible to predict, but a financial checkup is one sure way to help your financial objectives - and your sense of financial confidence - keep pace with all that occurs.

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## Her Opening Others' Eyes Opens Doors for Many

By Rennie Lunn-McAllister



Patricia Crawford Mori

When Patricia Crawford Mori got in trouble at home for taking devices and appliances apart, that did not stop her. When a school denied her admission because she was overqualified, that did not stop her either. But when the men whom she supervised created tough challenges at the beginning of the work shift, the world would find out just who she really was. “It wasn’t because they feared me, it was because I was a different type of supervisor that they were not used to,” she said, noting that the 25 subordinates eventually confessed that they were not accustomed to taking orders from a woman, to which she would briefly reply: “if you are married, you are accustomed.” This eventually broke the ice between them and they appreciated the humor.

Over her 38 years at Roche, Mori held several positions during that tenure to include duties in Research & Development, Vitamin Manufacturing and Quality Assurance. During this time she learned how people can be resistant to change, especially before they have all the details to understand the purpose of the change; people tend to make quick assumptions. But given the information and time to understand all that’s involved in change they become positive and more receptive. At the corporate level, the company is supportive of all its associates and. “With a healthy, positive outlook, you can prepare yourself for any role and become successful,” said the former pre-med student who was recently promoted to Manager of Manufacturing Quality Assurance and Batch Review.

What was to have been a short term (six-month) job assignment has become a lifelong relationship with Roche and she does not want it to ever end. “I started in a summer program which the company sponsored during a time when the company began hiring women into certain positions. I became one of the first fulltime females hired in manufacturing and later promoted to be its first female supervisor,” she said. Initially young and very quiet, Mori was pursued by her mentors who tapped into her hidden talents and encouraged her to speak before large audiences as well as smaller work teams. Today, her team provides 24-hour to manufacturing, ensuring production

equipment is fit for its purpose, batch records are reviewed in a timely manner and quality-related issues are addressed appropriately. “Quality is every patient’s right and is ingrained in every employee at Roche. It is our responsibility to ensure that every aspect of our job is performed accordingly. Our associates are well aware of the company goals, one of which is to ensure On Time In Full delivery of quality medicines to our patients while maintaining full compliance,” she said.

Overseeing a group of six employees (three males, three females) and eight contract employees, Mori said she leads by holding herself accountable, “Trust is also critical to our coexistence here at Roche; it’s part of our daily practices and interactions among each other from the top of the organization down and filtering throughout the plant.”

Highly appreciative of Roche’s opportunities for flexibility, creativity and latitude, Mori said she also loves challenges. “It increases your skill set and shows accountability. While working at Roche, Mori joined the US Army (WAC) Reserve as Army Specialist E5, became a platoon leader of 50 women and worked at the Womack army Hospital in North Carolina. The chemistry major from New Jersey said she still loves to see how things work and what makes them function by taking them apart although she sometimes can’t put them back together. Diversity is important to her because “without diversity companies will not be able to sustain their competitiveness and leadership in society. Learning about diversity starts at home where sometimes not even everybody looks alike, but each individual is unique and we learn to value their differences,” she said.

An annual participant in the American Cancer Society’s Relay for Life and volunteer for Rebuilding Florence formerly Christmas in April, Mori said working every summer on her uncle’s farm in Marion taught her some valuable lessons in teamwork and understanding the value of a dollar. Her mother always stressed to her “we should never limit ourselves to just one thing; always branch out and try something new, you never know where it will take you.

She is proud of her two sons, the eldest in the arson division of a New Jersey fire department and the youngest a professional truck driver. And while mention of her five grandchildren make her smile the most, the word retirement almost sends her into shock. “Roche is my life and to think it’s going to stop is the one thing that is a bit scary to me.”

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## HopeHealth Expanding into Pediatrics

By Tiffany Rife Straus, Director of Marketing and Public Relations



Left to Right (HopeHealth Pediatrics Manning): Nadia Carey, MD, Sandra Hussey, MD, Reynald Garma, MD, Beryl Bachus-Keith, MD

HopeHealth, Inc. is excited to announce the opening of HopeHealth Pediatrics in Florence. In late July, Dr. Michael Foxworth and Dr. Eileen Brown will begin seeing pediatric patients at the new HopeHealth Pediatrics practice at 506 East Cheves Street. Joining forces with this Federally Qualified Health Center's existing pediatric practice in Manning (formerly known as Black River Healthcare), the new practice will

provide pediatric care that ranges from newborn to 18 years of age; including newborn care, sports physicals, well child care and walk-in sick visits. HopeHealth Pediatrics providers are proficient in various forms of pediatric care. Dr. Foxworth is originally from Marion, and graduated from the Medical University of South Carolina in Charleston. Most recently, Dr. Foxworth completed his fellowship at Virginia Commonwealth University Health Systems in Richmond, Virginia and is now returning to his home community to serve the patients of the Pee Dee as one of the very few doctors in the state focusing on pediatric infectious disease. South Carolina ranks seventh in the nation for HIV/AIDS diagnosis; therefore, the need for a pediatrician specializing in this chronic disease is crucial to the HopeHealth service area.

Dr. Brown comes to HopeHealth Pediatrics from Las Cruces, New Mexico, where she served the pediatric population for many years. She received her medical degree from Universidad Mayor De San Simon School of Medicine in Bolivia. Her specialty area is pediatric asthma, which is the third-leading cause of hospitalization among children under the age of 15 and is a leading cause of school absences. Dr. Brown is also bilingual in English and Spanish, which will greatly improve communication and the pediatric care for Spanish-speaking populations in the Pee Dee. In addition to the pediatrics care that will now be offered in Florence, HopeHealth Pediatrics in Manning, is located at 12 West South Street and offers many years' expertise in serving the health needs of children and teens in Clarendon County.

Dr. Beryl Bachus-Keith is a board-certified pediatrician, practicing for a multitude of years. Dr. Bachus-Keith attended medical school at Tulane School of Medicine in New Orleans, Louisiana, where she also completed her residency. In addition to serving as the medical director, she also takes great care of her patients in the pediatrics practice.

Dr. Reynald Garma received his degree from Manila Central University. He completed his residency at the State University of New York Health Sciences Center at Brooklyn University Hospital. Dr. Garma is a board-certified pediatrician and a diplomate of the American Board of Pediatrics.

Dr. Nadia Carey is a board-certified pediatrician. She completed her residency at Holtz Children's Hospital at the University of Miami/Jackson Memorial Medical Center. She received her degree in medicine and surgery from the University of the West Indies in Trinidad.

HopeHealth's goal is to provide education about disease prevention in addition to caring for the health needs of all individuals regardless of income level or insurance status. All forms of insurance are accepted, and a sliding fee payment scale is available for patients without insurance. For more information about becoming a patient at HopeHealth, visit [hope-health.org](http://hope-health.org) or call 843.667.6414.



Eileen Brown, MD, and Michael Foxworth, MD



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# Carolinas Hospital System: Your Community Partner

By Darcy Craven, CEO



This past year at Carolinas Hospital System has been a dynamic time of growth and change. We continue to build on a 19 - year tradition of caring for the health care needs of the Florence community, working hard every day to provide care that not only meets, but exceeds patients' expectations for their hospital experience. We are committed to making Carolinas Hospital System your hospital of choice. While we strive to offer medical innovations, we

know that what patients remember is not technology, but the personal touch of our staff.

As part of our goal to exceed patients' expectations of care, we continue to focus on initiatives like hourly rounding – where we check on every patient, every hour, to make sure their needs are taken care of. Additionally, we call patients after they leave the hospital to make sure they understood discharge instructions and to see if they have comments that will help us improve the care we provide.

We are growing to serve the community. Our mission of compassionate care and improving the well-being of the people who live and work in the area dictates our approach to patient care as well as investments to expand hospital services and technology, new initiatives in patient care and community outreach. Planned growth is carefully matched to reflect the needs of our community: today, and in the future. Last year, Carolinas Hospital System added the 45 Minute Time Pledge to the Emergency Department, a new electrophysiology lab (capability to perform diagnostic studies of electrical activity of the heart), image-guided radiotherapy (IGRT) – the most advanced form of radiation therapy currently available, recruited sixteen physicians, received re-certification from the Society of Chest Pain Centers and three-year Commission Accreditation of Rehabilitation Facilities (CARF) at Carolinas Outpatient Rehabilitation Center, and more.

In addition to our role as a provider of health care, Carolinas Hospital System serves as a community resource for health education. We offer a wealth of health education resources for the community and clinical professionals. We offer free support groups, health educational events and childbirth education classes. Our Senior Circle chapter and Healthy Woman program support healthy and active lifestyles and good health care decision-making. You can learn more about these and other programs we provide – as well as research hundreds of health topics -- by visiting the Health Resources link on our website, [www.CarolinasHospital.com](http://www.CarolinasHospital.com).

Whether it's through our hospital services, health fairs and education seminars, or our community support activities, every year, we care for thousands of people from our community. We're also proud to say that we take good care of the community itself. We are the third largest employer in Florence County, with more than 1864 employees. The employees and medical staff of Carolinas Hospital System are some of the community's most active volunteers and leaders. Both our patients and ultimately, the entire community benefit from Carolinas Hospital System's presence and involvement in the community.

We provide millions of dollars in uncompensated care and charity care each year, make donations, and build partnerships with community organizations with similar missions. Each program we support is chosen for its ability to make a real difference in the lives of real people. We give back to our community because we know that advanced medical care, charitable outreach, education and wellness programs make a measurable impact on the quality of life of the people who live and work in the area.

I'd like to share some of our significant accomplishments in 2012, many of which would not be possible without the hard work and dedication of our staff.

## Providing Quality Care

• ER patient visits	39,471
• Inpatient admissions	13,572
• Outpatient visits	77,993

## Financial Benefits

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• Payroll & Benefits	\$80,962,621
• Property and sales taxes	\$6,267,988

## Caring for Our Community

• Charity and uncompensated care	\$69,789,049
• Donations to the Community	\$58,658

## New Services and Technology

- Emergency Department 45 Minute Time Pledge
- Electrophysiology Lab
- Radiation Oncology Services – new image-guided radiotherapy (IGRT)
- Diabetes & Nutrition Center
- Carolinas Travel Care & Vaccination Center
- Carolinas Center for Advanced Joint & Spine Care (opening September 2013)

## Providers who have joined Carolinas Medical Alliance

- Steven Chapman, MD., Cardiothoracic Surgeon – SC Cardiovascular Surgery
- Jonathan Schilling, MD., FACS, General Surgeon – The Floyd Medical Group
- Mark Pack, MD, FACS, General Surgeon – The Floyd Medical Group
- Rami Zebian, MD., Pulmonologist - Carolinas Pulmonology
- Fadi Seif, MD., Pulmonologist - Carolinas Pulmonology
- Zothanmawii Khiangte, MD., Pulmonologist - Carolinas Pulmonology
- Elijah Owens, MD., Neurologist - Carolinas Neurology
- Anne Marie Samaha, MD., Family Medicine - West Florence Family Practice
- Meenakshi Pande, MD, Endocrinologist – Carolinas Endocrinology
- Lindsay Powell, PA – Carolinas Endocrinology
- Supen Patel, MD, Rheumatologist - Carolinas Rheumatology & Osteoporosis Center
- Robert Turner, MD, Rheumatologist - Carolinas Rheumatology & Osteoporosis Center
- Jeffrey Muha, DPM, FACFAS, Podiatrist – Carolinas Podiatry
- Phillip Ward, DPM, FACFAS, Podiatrist – Carolinas Podiatry
- Temujin Chavez, MD, Infectious Disease – Carolinas Infectious Disease
- Ziad Skaff, MD, Oncologist/Hematologist – Carolinas Hematology & Oncology
- Peter O'Kelly, MD, Urologist – Carolinas Urology

*\*dollar amount is approximate*

If you've ever been to our hospital, you know that we take patient care personally; and now you know just how personally invested we are in making this community a better place to live and work. Rest assured that Carolinas Hospital System will continue to enhance its services to meet the needs of our thriving community. On behalf of our employees and medical staff, we appreciate your support and thank you for trusting us with the health care needs of you and your family.

To learn more about us, visit [www.CarolinasHospital.com](http://www.CarolinasHospital.com).

## Carolinas Hospital System Recognizes Leadership Carolinas Graduates

Carolinas Hospital System recently announced the graduates of Leadership Carolinas, a twelve-month program designed to develop future leaders within the hospital. Employees who demonstrate leadership potential are invited by their managers -- the Leadership Link Committee and Administration -- to participate in the program. The program's curriculum includes monthly educational topics, seminars, departmental shadowing, completing computer-based courses, special projects, community events and various other activities.

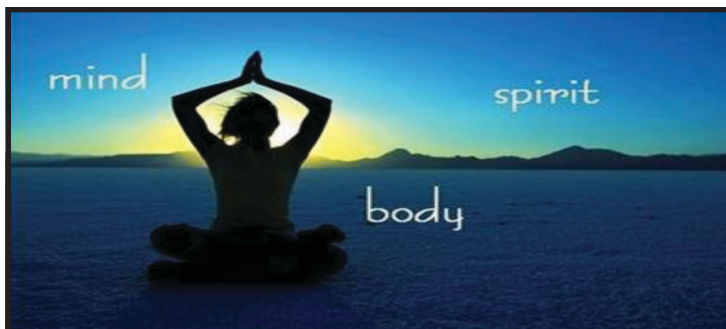
Congratulations to our Leadership Carolinas 2012-2013 graduates: Katherine Kirby, Quality Department; Toni McGiboney, Cancer Services; Leslie Nesmith, Seventh Floor, Assistant Nurse Manager; Ma Melissa Sarmiento, Sixth Floor and Shametra Swaringer, Progressive Care Unit, Nurse Manager.



*Pictured: Front center:  
Toni McGiboney, RN, BSN, OCN, Cancer Services*

*Second row (l-r):  
Ma Melissa Sarmiento, RN, BSN, Sixth Floor;  
Leslie Nesmith, RN, BSN, ONC -  
Assistant Nurse Manager, Seventh Floor*

*Back row (l-r):  
Katherine Kirby, RN, BSN, Quality Department;  
Shametra Swaringer, RN, BSN, CCRN,  
Nurse Manager, Progressive Care Unit*



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# Invested. | Care starts here, and spreads through a whole community.

## 2012 Investments

Every year, Carolinas Hospital System provides quality medical care to thousands of people from our community. But the care we offer extends beyond our doors. If you've ever been to our hospital, you know that we take care personally. And now, you know just how personally invested we are in making this community a better place to live and work.

### Providing Quality Care:

ER Visits.....	39,471
Admissions.....	13,572
Outpatient Visits.....	77,933

### Financial Benefits:

Payroll & Benefits .....	\$80,962,621
Capital Investments.....	\$10,798,613
Property & Sales Taxes.....	\$6,267,988

### Caring for Our Community:

Charity & Uncompensated Care .....	\$69,789,049
Donations to the Community.....	\$58,658

### New Services

- 45-Minutes-or-Less ER Time Pledge
- Diabetes & Nutrition Center
- Carolinas Travel Care & Vaccination Center
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**CAROLINAS**  
HOSPITAL SYSTEM  
[CarolinasHospital.com](http://CarolinasHospital.com)

# ACS Presents an Upcoming Chance for All to Join The Fight

By Chinel Boateng



## Make strides to end breast cancer.

October is Breast Cancer Awareness Month and South Carolina will host its annual "Making Strides Against Breast Cancer" walk at the McLeod Health and Fitness Center on Saturday, October 5. One hundred years ago, the American Cancer Society began the fight of a lifetime – the battle against cancer. Now it's time to join together to finish the fight. No matter how breast cancer impacts, the Making Strides experience is designed to motivate and mobilize. Breast cancer is the most frequently diagnosed cancer in women (excluding skin cancer) and the second only to lung cancer as a cause of cancer death in women. The American Cancer Society "Making Strides Against Breast Cancer" is the largest network of breast cancer awareness events in the nation, uniting nearly 300 communities to finish the fight against breast cancer.

Making Strides walks are to three to five miles in distance and walkers turn awareness into action by raising more than \$60 million for the American Cancer Society each year — one dollar at a time — to save lives from breast cancer. Individuals of all ages are welcome to participate! All Making Strides events have registration fees or minimum amount to raise and participants can maximize their lifesaving impact by raising money online or collecting donations to submit on the day of the event.

For more information about the Making Strides Against Breast Cancer event and how to get involved, call 1-800-227-2345 or visit [www.makingstrideswalk.org/peedeesc](http://www.makingstrideswalk.org/peedeesc).

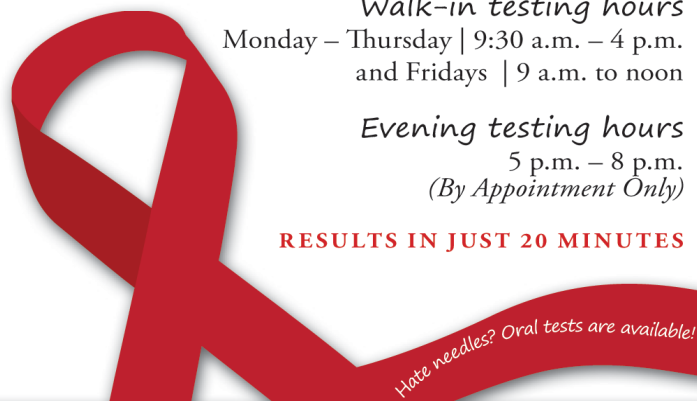
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