

DiversityWorks

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Understanding Our Similarities...



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DiversityWorks® Is a quarterly publication that will focus on the *Importance of Diversity*. Diversity refers to human qualities that are different from the mainstream. Dimensions of diversity include, but are not limited to: age, ethnicity, gender, physical abilities/qualities, race sexual orientation, educational background, geographic location, income, marital status, military experience, parental status, religious beliefs, work experiences, and job classification. Diversity is crucial because it provides our society and culture with unique and inspirational perspectives and results. Diligently practicing diversity can create new ideas and exchanges that can be beneficial to a society, locally or globally. "Diversity Works" will be distributed to the various school districts, libraries, businesses, churches, colleges, healthcare services, government/private agencies and organizations via print, multiplied by an unlimited global electronic and digital presence.



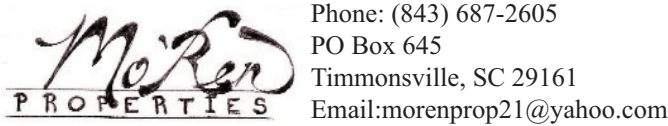
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TABLE OF CONTENTS

About This Issue.....2
 Diversity From the Top.....3
 Habitat Opens New Doors for Homebuyers.....4
 New Roche President Finds Her Way.....5
 Custom Fits for Customer Service.....6
 CMSDC Proves That Diversity Works.....7
 Honda Growing Diversity Program.....8
 Coker College Program Awarded.....10
 Marion Schools Charting New Course.....11
 Career Center Preparing High Schoolers.....12
 Today's College Grads Have More Options.....13
 Money Tips for Class of 2012.....16
 Seven Grilling Secrets.....17
 Destined for Greatness.....18
 HopeHealth Hosts Festival.....20
 Whiplash Remedies.....22
 Bone Health for Men.....23
 Supermoms' Advice.....24
 Engineer Crosses Many Hurdles.....25
 Project H.O.P.E. Connect People to Jobs.....26
 Children Do Better In Stable Homes.....27
 Career Change in MidLife.....28

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Rennie Lunn- McAllister
Editor-In-Chief

About This Issue

If they occurred every day, miracles would simply not be regarded as such. Those extraordinary gifts, deliverances or breakthroughs that can only come from the Divine must be outstanding, exceptional and rare – much like the workplace diversity practices which we are discovering and uncovering in this state and southeastern region via this magazine. Now blessings, on the other hand, roll out every minute of every day, especially when considering every inhaled breath.

Immeasurable gratification builds among our staff and readers every time we behold each successive edition of *Diversity Works*© because no matter how much labor of time, heart and intellectualism we invest in the publication we realize that this book is both a miracle and a blessing.

Count them from cover to cover along with us as we enjoy the world through the eyes of our staff writers, whether it be from Tamika Fulmore’s perspective when writing about the **Darlington County Habitat for Humanity on page 4**, the tailored customer care that comes with every **Palmetto Uniform on page 6** and reaching into the soul of big-hearted **small town author Hubert Green on page 28**. Melissa Rollins’ visit with **Roche Carolina’s new President on page 5** is invigorating as is the article about exploring career choices with **Florence District One high schoolers on page 12** and shaping our diet and fitness with **HopeHealth on page 20**.

I walk a mile in the shoes of **Robert Davis, Jr., professional engineer on page 25** and share what I learned about power sports and power plays at **Honda of South Carolina Manufacturing, Inc. on page 9**.

Contributed articles nearly triple this time around and we are grateful to our guest writers.

We are also thankful for and to our readers, advertisers and circulation outlets who make our world go ‘round so please remember to share the magazine and recycle it through the hands of your circle of friends.

Enjoy and share with at least 25 people!

Rennie Lunn-McAllister
Editor-In-Chief



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Diversity Requires Leadership From The Top

By Lee Crawford

Diversity should be a way of life in the corporate and business world throughout the Pee Dee. In today's multi-culture workforce and specific community environment, diversity should not be just a casual conversation at the water cooler or a topic to be taken lightly.

When I worked in the corporate world 17 years ago, diversity was not an issue. The expectation was for each manager to make sure his or her department had diversity. Some did the minimum and others went beyond the expectation of including diversity in every work area possible.

We used the community population makeup as a bench mark. The standard was that if our community population was 30% minority, then our organization should reflect the community makeup on every level including management.

Not only should our workforce reflect the community minority makeup but membership in corporate boardrooms, community organizations and all other business structures.

The lack of diversity in the above areas is a reflection on leadership or lack of sensitivity not only inside the corporations but in decision making roles where strategic business planning sets the stage for the company to follow as well.

As I reflect on Jim Collins' book entitled *Good To Great*, I feel strongly that in order to grow a company/business from

being a "GOOD" one to becoming a "GREAT" one, dedication to having a diversified management team that sets the example for all managers to follow is essential.

All too often, it is easy to sit back and think that diversity/inclusion will happen on its own. Well, it will not. Therefore, corporate/business leaders must ask themselves which action plan will deliver the most desired imaging and effective results from where they posit.

A number of instances come to mind where difficulties arise in efforts to recruit minorities from larger communities to relocate in smaller communities to work. Therefore, minority leadership must be grown and cultivated from within the organization.

A significant number of highly skilled professionals from other states have an interest in coming to Eastern South Carolina but do not because diversity is not part of the company's culture from their viewpoint.

A company/business that pushes and supports a diversified workforce speaks volumes about the leadership and the individuals who are managing those companies/businesses.

The real question is: Which are you? (1) A "Talker" about diversity and nothing happens or (2) a "Doer" who has a track record of making diversity happen within your workplace

When companies and businesses are diversified, it pays big dividends for the companies, the communities and the entire workforce. The company experiences increased work productivity and happier employees.

The company's diversity/inclusion reputation precedes itself locally and across the globe whether visible or not. There is a tendency to attract talented and highly skilled minorities who want to become part of a particular organization.

Diversity will not happen by itself. It will take outstanding leaders to drive successful efforts to diversify his or her company or business.

For those companies who have a culture of diversity inclusion throughout the organization, we commend you and your leadership team. Those companies who do not have the diversity/inclusion concept as a part of their leadership behavior, we ask why the wait?

Keep in mind -- it's not what we expect, it's what we inspect. Mr., Mrs., and Ms. Managers: are you an expector or an inspector within your company when it comes to diversity?

Here is the CHALLENGE.....Inspect your company's diversity efforts from a management level, employee level and diversity supplier opportunity process level. Communicate to your management team your findings within your company and then take ACTION and watch the financial bottom line increase.

Keep in mind, the community is watching what you do, not what you say.

If you, as a corporate/business leader do not know what to do, talk to your peers who have been successful in diversity inclusion and operating Supplier Diversity Programs in the workplace. They have a story to tell and are proud to tell it through marketing and advertising.



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Florence, SC 29502

Habitat Offers New Level For Homeownership



Mark Haenchen
Executive Director
Darlington County Habitat
for Humanity

By Tamika Fulmore

One goal that has continued to be fulfilled at Darlington County Habitat for Humanity is that each homebuyer leaves with a smile. That goal has endured since the start of the organization in 1996. "It's the most rewarding part of my job to see that smile when people get their new homes," Executive Director Mark Haenchen said.

Darlington County Habitat for Humanity is a faith-based, non-profit organization and a locally run affiliate of Habitat for Humanity International.

From their 1996 start, a group of church members felt that this organization could eliminate poverty and today the overseer works with homebuyers to match them up with decent, affordable housing at no profit or interest charged by the financier.

A biennial workshop allows potential homebuyers to apply and meet specific criterion. According to Haenchen, applicants must earn enough money to afford the monthly payment, live in Darlington County, have at least \$1,800 for closing costs, and then provide 300 hours of sweat equity.

"The houses are not given away. Most of these people work and it is an opportunity for them to better their lives in the process," Haenchen said.

Mortgage payments go into a revolving fund for humanity, which is then used to build more houses, the majority of which labor is provided by volunteers and the homebuyers themselves. Individual and corporate donors provide money and building materials to complete the houses and volunteer groups from sponsoring churches come yearly – some from as far as New York -- and typically build for a week.

"We do have a few contractors, plumbers and electricians, but most of the workers are volunteers," Haenchen said.

Since habitat's upstart, there have been 27 homes built and four more are now under construction. Habitat expects to have five homes built by the end of 2012 and strive to build an equal number of homes in both Darlington and Hartsville.

"We are working to get these homes finished. These projects not only benefit the homebuyer, but the entire community. Most people would much rather see a nice home in their area, than a vacant lot," Haenchen added.

When asked what the most challenging part of his job is, Haenchen stated that finding property can be pretty difficult at times. Some of the property has been the result of donations and Haenchen has worked with the City of Darlington, asking them for property donations. Recently a tree fell on some rental property, the house was crushed, and as a result the property was donated to habitat.

Along with monetary donations, Habitat for Humanity ac-


cepts gifts of cars, trucks, vans, trailers, RVs and boats, whether functioning or not and possibly at a tax deduction..To donate, call (877) 277-4344 or visit www.carsforhomes.org.

Volunteer teams and individuals are also being recruited and Haenchen invites calls to the office at 843-383-8500, Monday- Friday between 2 and 5 pm.

"I and my staff embrace diversity and we welcome all members of our community. I feel much better informed when I can see the world through the eyes of others," Haenchen said.



Darlington County Habitat for Humanity newest home in Darlington to be dedicated September 12th



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New Roche President Finds Her Way



Jami DeBrango-Palumbo
President
Roche Carolina

By Melissa Rollins

Senior corporate positions in major companies are often viewed as fields for men only. When Jami DeBrango-Palumbo was made President of Roche Carolina, she made a change in the normal landscape of corporate America.

Many people might feel that a background in sales and marketing would not prepare someone for the position of president in a science-based manufacturing organization. DeBrango-Palumbo, however said that although she feels that her schooling, work, and life experiences have been more of a help than a hindrance to her in her pursuits, it doesn't hurt that she has always been a driven person.

"I wanted to do something that made a bigger difference," DeBrango-Palumbo said. "I didn't know exactly what that was; I just knew that I wanted to do something different."

Positioned and working in Human Resources for a biotech company, she said that she spent a lot of time in the labs and on the manufacturing floor, learning about the company and its products.

"I believe that you have to understand the business in order to support the business, she said."

The company decided to build a large scale monoclonal antibody commercial manufacturing plant. No one showed any interest in supporting the site from an HR perspective so DeBrango-Palumbo volunteered, knowing that there were very few women in manufacturing. She continued to learn on the job and started to assume additional responsibilities like training, EH&S

and leadership development. Thereafter, she went on maternity leave, then received a call from the site head who asked her if she wanted to take on a role as Director of Facilities. Reflecting after some hesitation, she regarded the choice as "the best decision I ever made. It set a foundation to really understand the operations and work in a male-dominated organization. Not only did I learn a lot, I believe my team learned a lot as well. Having courage and taking risks along with learning is core to my well-being. It's in my DNA."

DeBrango-Palumbo said that as she entered the time in her life as a wife and mother, she had to find a balance with work. She said that women in male-oriented businesses often think that they have to separate themselves. There is one side of them at work and another side at home. DeBrango-Palumbo realized that this did not have to be the case. When she would travel, or be gone for long periods, she would take her family, or they would visit, sharing her experiences along the way.

DeBrango-Palumbo was appointed President and Site Head of Roche's Florence site in October 2011. She said that a lot of people were surprised by her appointment because she wasn't the typical chemical engineer, but quickly came to realize that she had a lot to bring to the site. Her energy and passion for teamwork and patients is very apparent.

As a company, Roche values diversity as an important part of what they do. "It's the diversity in our employee population that makes us exceptional" say DeBrango-Palumbo. "Diversity to me doesn't even have to mean that I'm a woman, it's about being open to new ideas from a wide range of individuals" says DeBrango-Palumbo, adding that diversity and inclusion often go hand in hand. She said that diversity crosses all boundaries: age, race and gender are not excluding factors. Inclusion works the same way. As the company's first female president, she understands the importance of inclusion. She has seen many instances where she had ideas that were new to those she worked with and they could have dismissed them but they didn't.

DeBrango-Palumbo reminisces about her grandfather who was a world war veteran and later a loyal employee of Gen-

eral Electric. From his storytelling of those experiences she remembers thinking that he did not learn anything new and did not grow during those years. Therefore as an adult she vowed that in any job she took she would learn something new so that she would not have the same experience as her grandfather. "He enjoyed his years at GE but when we talk about manufacturing and keeping jobs we need to want to learn, and we must grow and evolve or we become extinct. This means having to change and adapt sooner than your competitors" said DeBrango-Palumbo. "I like being the underdog" she continued, adding "It keeps you on your toes, never take anything for granted."

In some cases the pharmaceutical industry has been negatively tagged as being driven by profit only. Roche wants improve that reputation by demonstrating their value to the patient, putting the patient at the center. One way that they are demonstrating that value proposition is by delivering on "personalized healthcare". The concept of PHC is that even though people may have the same illness or disease, they may not respond the same to a particular therapy. Through specialized genetic and molecular diagnostics, Roche can better predict how an individual patient will respond to a particular medication. As such, PHC will enable the health care providers to eliminate some of the trial and error inherent in determining therapeutic strategies thus delivering tailored treatment for the patient for more effective outcomes. DeBrango-Palumbo compared the personalized healthcare to shopping for a pair of jeans. Just because you wear a certain size in brand x jeans does not mean that you will wear the same size in brand k. While not exactly as scientific, the concept is similar in that Roche realizes the value proposition in that medicine is not a "one size fits all."

As DeBrango-Palumbo says, "we bring that same innovative thinking in our approach to diversity. "We know and understand first hand that great ideas and true innovation come from all people at all levels of the organization."

Custom Fits For Customer Service



Wayne Turner
Owner
Palmetto Uniform

By Tamika Fulmore

Who wouldn't like to visit a locally-owned store where customer service is priority and where you will be sure to leave with a good quality product? Well, look no further because Palmetto Uniform in Florence is the right place to be. Wayne Turner and his staff take pride in customer service and when you visit the fun and friendly atmosphere, it will embrace you like no other. It is indeed a diverse place of business.

"There are no limits to the service we provide. We cater to individuals of all races, creeds and colors," said owner Wayne Turner.

Palmetto Uniform offers extraordinary prices on nursing uniforms and shoes. Turner works with a multitude of manufacturers, including Dansko, Timberland, Klog, Alegria, and Sanita. Baby Phat and many more. The products offered are not for medical professions alone. Palmetto Uniform has a variety of shoes available to people of all backgrounds. They offer slip resistant



shoes and orthopedic shoes to help clients who may have problems with their feet and lower back. "We take pride in fitting our clients properly and getting their arch in the right place. The shoes that we sell force the posture to be correct, so clients can be assured that they will get their money's worth," Turner said.

Palmetto Uniform has been in Florence since the 1980s. Turner purchased the store from his friend John Thomason on May 1, 1999 and has been the owner since. Before coming into owning this business, Turner worked as the director of purchasing at Bruce Hospital, now Carolinas Hospital Systems. While working there he provided medical equipment and cultivated much of his clientele of today.

Aside from making customers happy, Turner enjoys the outdoor life as well. He is a member of the Turkey Federation, NRF,

and Ducks Unlimited. He serves on the board for the chamber of commerce and is a 1975 graduate of Clemson University.

If Palmetto Uniform clients are not satisfied with their chosen product, the visit is merely fellowship.

"I am a man that cares about the quality of the product and would rather lose a sale than not provide the right product. I care about the clients and about how they feel. Most people appreciate the honesty and the fact that we take pride in what we sell," Turner added.



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Evette Beckett-Tuggle
President/CEO
Carolinas Minority
Supplier Development
Council

By Evette Beckett-Tuggle

Minority suppliers are the country's fastest growing business sector. According to the Bureau of the Census, by the year 2020, the minority population will represent 34.4 percent of the total U.S. population. As the minority population continues to grow, those corporations that are comfortable with cultural diversity and change, and are responsive to their customers, will be the ones that survive.

Supplier diversity brings knowledge and experience to corporate America that aids in understanding the world and competing effectively

on an inclusive, global scale. Forward-thinking business leaders and entrepreneurs embrace the opportunity for market expansion and understand the impact that supplier diversity has on the bottom line. Incorporating a diverse supplier base is no longer an option - it's a business necessity.

Carolinas Minority Supplier Development Council supports small business by 1) helping expand business opportunities for Minority Business Enterprises (MBEs) and 2) creating mutually beneficial links between corporate CMSDC members and MBEs; adding value to the supply chain while increasing economic opportunities within the minority business community. The disparity of economic parity across all sectors of the business community represents an immense opportunity and advantage for Minority Business Enterprise growth and economic development. The Charlotte Minority Economic Development Initiative—a collaboration between CMSDC and the Charlotte Chamber of Commerce—provides a haven for start-up companies to launch new ideas and a platform for seasoned entrepreneurs to create scalable enterprises with national and global reach.

Corporations and MBEs are invited to join CMSDC for the upcoming Business Opportunity Conference in Charleston, SC, July 30-August 1. The theme for this year's annual meeting is SHIFT: Leveraging the Collective. The changing dynamics of our country's demographics and the subsequent rapid growth of minority-owned businesses place all of us – corporate members, MBEs and the CMSDC team – in exactly the right place at exactly the right time, to lead a national shift in our commitment to supplier diversity.

Evette Beckett-Tuggle is president and CEO of Carolinas Minority Supplier Development Council. The organization is a non-profit corporation chartered to enhance business opportunities for minority-owned companies by providing support through developing mutually beneficial networking opportunities with corporate members and promoting minority business development. To learn more about CMSDC, visit www.carolinasmcdc.org.



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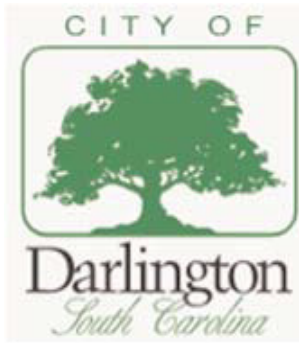


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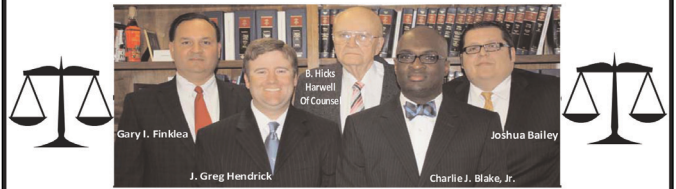
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Honda Says Hello To The New Age of Inclusion

By Rennie Lunn-McAllister
Editor-In-Chief

While it is true that product and workplace safety, performance, innovation, technology and the like comprise the Honda difference, none of these could be were it not for the local business' diverse population of its some 600 direct associates and 200 contract/vendor associates.

"We believe that the key to our success is largely in the way we treat our associates. We just celebrated our three millionth hour of production with no lost time, add to that never a layoff and all of the in-house and onsite provisions that we strive to make available. We realize that when care, focus and concern goes in, the same comes out," said Aaron Robinson, Assistant Manager for Human Resources.

With the operating philosophy of supplying the highest quality product at a reasonable price for worldwide customer satisfaction, Honda of South Carolina Manufacturing, Inc. has a deliberate goal and is exerting every effort to expand its diversity initiative. "Currently we in our diversity and inclusion early phase are management driven but are working constantly to develop an associate-based angle as well," said Michele Pridgen, Assistant Manager for Administration.

At HSC, associates know that they come first. "Even during the valley of the economic downturn, our Honda University really shone through those two months of minimized production wherein we connected our associates to serve nonprofits in need. They showed up for work here at the plant and we sent them out to paint nursing homes, to serve at United Way agencies, HBCUs, the Boys and Girls Club and the like," Pridgen said, to which Robinson added, "and because we want them to focus on our purpose here we have introduced a nurse practitioner and pharmacy on the premises in order to eliminate down time and reduce absences."



Aaron Robinson

In its diversity axiom, HSC has adopted a Rooney Rule which tracks who is hired, promoted or transferred to the end that Human Resources might remain equitable its supplier diversity of women and minorities.

On a recent plant mini tour at the 625-acre site, a visitor could see beliefs and principles in motion as teams planted trees and waterfowl ruled the traffic right of way outside while a training/interview room lit up inside at the mention of the Honda-sponsored Campus All-Star Challenge and the Honda Battle of the Bands:

two of Robinson's and Pridgen's favorite projects. "We have many charities and philanthropic endeavors but to invest in young people is always a high priority; education is first and foremost," Robinson beamed, recalling the crowd's exhilaration from seeing the South Carolina State University marching band configure a human Honda logo on the performance field at the 2012 competition.

It is impressive that all associates - from the CEOs to the line workers - dress alike and have no reserved parking spaces. The administrative offices have no separation of cubicles or desks but are clustered by functionality of the operatives.

"We are indeed inclusive and at the core of our four layers of diversity is personality. The next tier is Internal Dimensions such as age, race, gender, physical ability, sexual orientation, followed by External Dimensions like geographic location, parental status, religion, educational background, personal habits and income and finally Organizational Dimensions which include management status, classification, seniority and union affiliation," Robinson shared from the Honda model.

In examining those different dimensions of diversity, the two broad aspects emerge: primary and secondary. The former reflect characteristics that are salient or fixed

and cannot be changed, while the latter are changeable.

Pridgen drives the HSC point that "diversity is a reality; inclusion is a choice. Diversity is now a way of life and inclusion is the choice we individually make as it relates to others," she paraphrased, citing as example "who do we include in our circle of friends, colleagues and team members?"

Conscientious of conserving energy (to the point of recycling leftover food into energy pellets and various trash materials), protecting the environment, promoting education and growing good business, HSC boasts a lobby wall and trophy cases full of awards from civic groups, other businesses and nonprofits that agree with the power sports manufacturer that sick babies, challenged young people, the infirm, elderly and the arts, endangered wildlife as well as the needy or less fortunate are often undervalued in this society and that Honda is fully supportive of balancing such disparities. The showroom also exhibits two milestone models of handsome ATVs created since its local production startup in 1998.

A proven leader in many areas, the Honda of today embraces two essential words with the definition of diversity: assets and interact.

From the seeds planted by founder Soichiro Honda have emerged the intellectualism, sensibility and sensitivity that "there will always be commonalities and differences among people, but the key is to interact well with the groups we serve and by interacting with individuals you gain a better sense of what their specific felt needs are... and gain insight into their strengths, assets and skills, enabling you to use those as part of the solution."

Bearing these tenets in mind while practicing them as well will ensure with bulletproof reliability that not only will the products and services deliver for prosperity and posterity, but also the people who exceed the Honda expectation.



Michele Pridgen

Coker College Alumna's Creative Leadership Program Receives International Education Award

The Red Tie Club, an innovative new program developed by Coker College alumna Dawn Walker, has netted her school a Promising Practices Award, an international recognition announced last month by the Character Education Partnership (CEP). Walker, who was selected as the

stein, director of the National Network of Partnership Schools at Johns Hopkins University. "With community partners and with teachers' and parents' support, students are gaining communication and social skills, conducting useful projects in their community, building contacts with adults in business and governmental positions and learning that leadership and good behavior are rewarded in school, at home and in the community."

The strategy for the program emerged out of a brainstorming conversation of Timrod's Action Committee for the school's work with the National Networks of Partnership Schools. The Committee mem-

bers saw the idea of giving the club members red ties – which, in business and politics, are often associated with leadership and strong decision-making skills – as a way to help students see themselves as the leaders they aspire to become.

The program includes biweekly meetings to discuss topics that develop character and leadership skills based on core values such as manners, honesty, consideration and determination. Students are also asked to keep logs throughout the year to keep a personal record of examples of positive behavior.



Dawn Walker and Family

2012-13 Teacher of the Year at Timrod Elementary School in Florence, S.C., launched the program for fifth and sixth grade boys as a way to replace disruptive behavior with exemplary comportment.

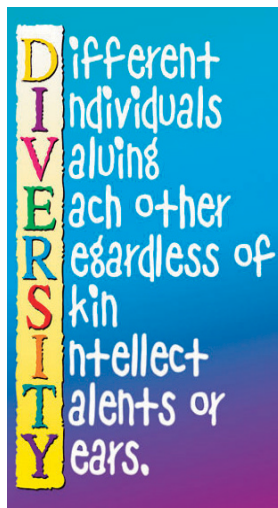
"I've been honored to receive these recognitions," said Walker. "Truth be told, however, the awards rightly belong to the many who have helped create the Red Tie Club, including our students, teachers and staff, my principal and the community. Leading by example, our principal, Carol Schweitz, consistently encourages teachers by going the extra distance to help students succeed and by always being willing to try new programs."

The Red Tie Club was highlighted in Johns Hopkins University's "Promising Partnership Practices 2011" and was recently selected for a new publication that will showcase a decade of the National Network of Partnership Schools' best ideas.

"The Red Tie Club at Timrod Elementary School in Florence demonstrates a positive and effective way to encourage and reinforce good behavior," said Joyce Ep-



The Red Tie Club




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Dr. Dan Strickland
Superintendent

Marion County School District

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Charting a course to academic excellence and driving continual improvement as a rural school district poses significant challenges. Leadership, team collaboration and problem --solving skills are essential components of success. Marion County School District boldly grabs the wheel ready to steer in new territories and proudly unveils our new district slogan—Charting the Course for Excellence!

The current shifts in academics not only invite new challenges but create previously unexplored opportunities for unique discoveries in education. We must consider changes in education as new courses to be charted rather than an inevitable shifting of the ground beneath us. Under our new slo-

gan, academic excellence is coupled with discovery, where administrators, faculty and staff, students and families are continually exposed to asking questions and identifying ways to move forward to improve their overall being.

Students, faculty, staff, and administrators all play an important part in the success of Marion County School District. Together we have shaped a better, more responsive and stronger school district, which provides sound qualitative data, public education and outreach for the greater good.

We will raise the bar on academic excellence through the implementation of the new Common Core Standards and other educational initiatives. Our blueprint for the future provides the goals and guiding values for the school district through its central theme of discovery, engagement and outreach, and educational effectiveness and resourcefulness. This valuable tool remains a source of strength and continued growth. The course takes our district closer to its goal of providing an educational environment that is

charged with energy and rich opportunities of academic excellence with its eyes on the future.

We are building a better community. Our district embraces a culture of inclusiveness and respect. We have taken the necessary steps toward greater diversity through a strategic plan that recognizes and honors the differences among its community and staff members. We have taken strides toward providing a more cohesive student experience that closely aligns their learning needs and academic curriculum.

We have set high standards for all aspects of a Marion County School District education. I am grateful for the time we share; together we will chart the course for the future of Marion County's students. Like the state it serves, it is strong and enduring. We must inspire on the voyage to excellence, keeping our eyes on the horizon and not the gathering storms!

To find out more information on Marion County School District visit www.marion.k12.sc.us



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Center Offers Students A Look At Career Options

By Melissa Rollins

For many students, high school is just another step on the journey to finding a college and their dream career. However, most students do not know what their plans are before they graduate high school. Others enter college believing that they know what they want to do, only to find that they really don't because they never actually had any experience with it.

For more than thirty years, students attending West Florence, South Florence and Wilson high schools have been given the chance to explore career fields in the unique setting of The Florence Career Center.

There are 16 career clusters offered for students to discover. Some of those clusters include things like manufacturing, education, health science and law. The manufacturing cluster offers students the experience of working in automotive technology, while the education cluster gives students a look at early childhood education.

Alphonso Bradley has been the director at the career center since 2006. He said that the center strives to offer classes in all the clusters so that students, no matter what field they choose, can get experience.

"Once students pick a career, they have an opportunity to come in and take classes, get internships and job shadowing so that they can actually explore that career and really find out if that's what they want to do or not," he said.



By taking these classes students can receive dual credit, articulated credit

and even certification in some areas. It helps them to get an early start on their college degree while still in high school. Others take their experience at the career center as a chance to get a head start on their job search after high school by getting certified in the area they want to work in. To work in weld-



ing for example, a person has to be trained and certified; and students can do that at the career center.

One program that has done really well at the career center is the manufacturing program, specifically the mechatronics class. For the last seven years, students in this program have had the opportunity to take the skills that they are learning to apply them and compete in robotics competitions. The Technomancers team has done extremely well in their endeavors. Recently, at the Charleston Palmetto Regional competition the career center team took 4th place out of 54 teams. They also received the FIRST Robotics Imagery Award. This award is given to the team that not only builds a robot that is visually appealing but is also a cohesive, appealing team. The competition team is sponsored locally by GE, Roche Carolina, J C Penny and Toledo Carolina.

Jim Johnson is the instructor of the mechatronics course; he is also one of the people in charge of the competition team. He said that the goal of his instruction is to make his students think critically.

"The first thing that I write on the board each year is 'Think', Johnson said. "I don't want the students to regurgitate what I am telling them. I want them to think for themselves."

Johnson added that in his class stu-

dents get experience that could be found in a real work environment.

"They get real world experience and have to find real world solutions to real problems," Johnson said.

Students who have been involved in the mechatronics class have gone on to attend colleges that are known for their great technology programs including MIT, Clemson University and Carnegie Mellon University. Johnson said that a few students have also been accepted into Ivy League schools, like Harvard.

Diversity is an important aspect of what the Career Center does. Director Bradley said as part of their advertisement they highlight students that are non-traditional in their aspirations, such as a women wanting to work in an industry typically male-dominated.

Johnson said that he has also seen diversity at work in his Technomancers team. There have been American, French, Chinese and Filipino students that have participated; despite their differences, they all came together and were very successful.

After the career center, students are more prepared to enter college and the workforce. They have a better understanding of what will be required of them to excel in their chosen field as well as an understanding of the type of work they will be doing in an actual work place.



Here's A News Flash For Today's Grads

Students graduating from college this year should expect better job opportunities and salaries than graduates from recent history, but that doesn't mean new graduates will have an easy time finding employment. Competition will still be fierce with hundreds of applications submitted for jobs in many industries, both from new graduates and former graduates still looking for work.

If you're planning on graduating soon and seeking career opportunities, here are some employment trends to be aware of to stay on top of the career market:

* First, expect to change jobs numerous times in your career. In today's career world, job stability does not always equal job security. Employees change jobs about every five years, according to the Bureau of Labor Statistics. Reasons differ for many people, but could be due to changes in the industry, restructuring in the company or because of lack of job growth within one company.

"The U.S. economy is fundamentally changing, and employees can no longer expect to work their way up the company ladder," says Brad Kuchenreuther, campus president at Everest College-Vancouver.

* Second, know where the jobs are. "Our nation is experiencing huge demographic and economic changes, which are

creating major shifts in the types of jobs available today," says Mary Durall-Dupree, academic dean Everest College-Vancouver. "Students should prepare themselves for a changing job market."

careers in need of employees include information technology, engineers and accounting and finance, according to Fortune 500 magazine.

"One of the fastest growing sectors in the coming decade will be the health care sector," says Kuchenreuther. The health care industry is anticipated to see fast growth due to the baby boomer generation getting older and retiring from these positions, as well as needing more health care services themselves as they age. "This is one of the reasons that we specifically target many of our degree programs to the field of health care training," adds Kuchenreuther.

* Third, consider going back to school for additional career training. Today's job market requires that employees keep their skills current, and as a result, more and more adults are going back to school. "Students come to us to keep their skills up-to-date or get the credentials they need to advance in their careers," says Durall-Dupree. "They find that it is increasingly necessary in today's changing job market."


Careers that require education higher than a bachelor's degree are expected to have the fastest employment growth by 2020, according to the BLS. But several occupations in the medical field and the marketing industry which require associate or bachelor's degrees are also projected to grow rapidly through 2020. Going back to school for additional training, or earning a degree while already in the job are options for employees.


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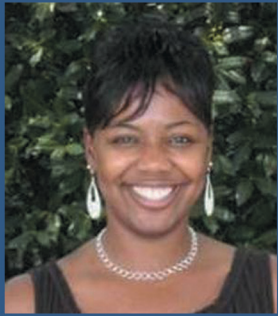


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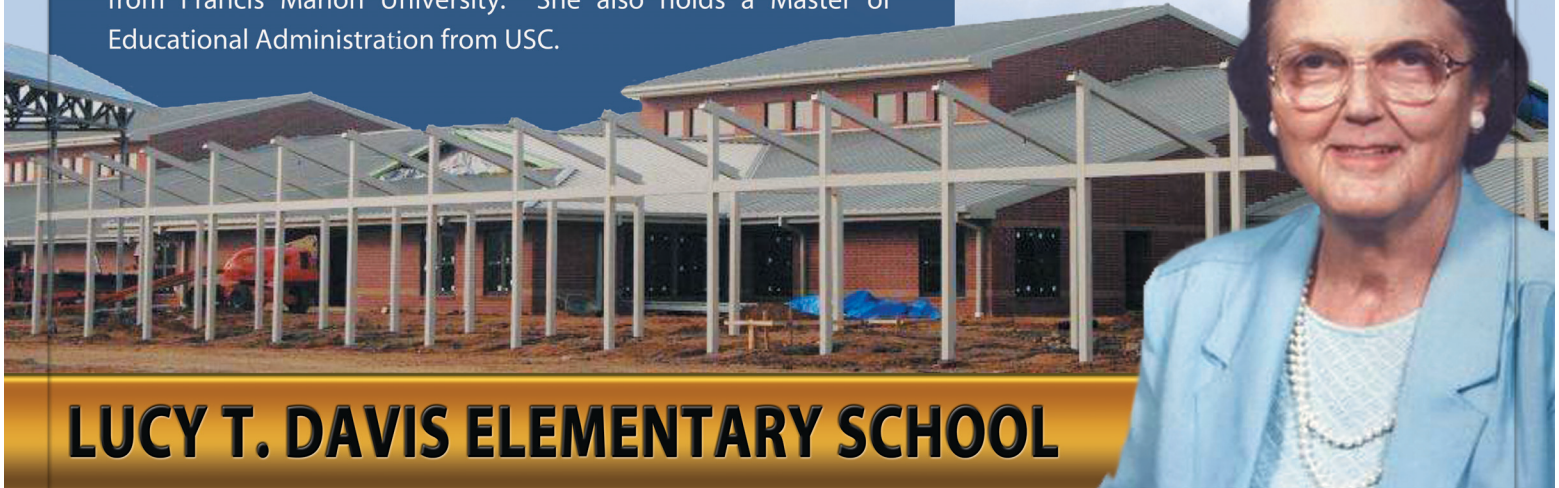
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Sonya W. Graves Principal

Graves has served as Assistant Principal at Carver Elementary School. Prior to her appointment at Carver, she worked 6 years as Curriculum Coordinator at Briggs Elementary. From 1998 -2003 she served as a fifth grade teacher at Royall Elementary School. BS Degree and Master of Education Degree in Elementary Education from Francis Marion University. She also holds a Master of Educational Administration from USC.



LUCY T. DAVIS ELEMENTARY SCHOOL

Robert C. Smith has been commissioned to render a portrait in oil on linen of educator Lucy T. Davis. The portrait will be placed in the Lucy T. Davis Elementary School which is scheduled to open in the fall of 2012.

Friends and family of Lucy T. Davis are providing the community an opportunity to participate in this historic fundraising event which will underwrite the cost of the Lucy T. Davis Portrait Project. Persons interested in participating should make checks payable to Florence School District One for the Lucy T. Davis Portrait. The checks

should be mailed to the Florence School District One Office of Public Information, 319 South Dargan Street, Florence, SC 29506.

Recognition for persons who donate will be provided at the dedication and open house of the Lucy T. Davis Elementary School, 3364 Hoffmeyer Road, which is scheduled for Sunday, August 5th at 3:00 p.m.

**For more information call
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Out & About...

Ragtime is not only a powerful portrait of life in turn-of-the-century America, but a relevant tale for today. The musical intertwines the stories of three extraordinary families, as they confront history's timeless contradictions of wealth and poverty, freedom and prejudice, hope and despair, and what it means to live in America. The Tony-winning score by Lynn Ahrens and Stephen Flaherty is just as diverse as the melting pot of America itself. It draws upon many musical styles from the ragtime rhythms of Harlem and Tin Pan Alley to the klezmer of the Lower East Side, from bold brass band marches to delicate waltzes, from up-tempo banjo tunes to period parlor songs and expansive anthems.



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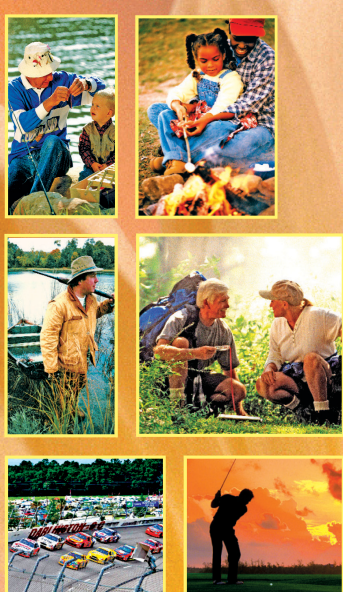
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Financial Tips For Class Of 2012

If you are a new graduate, a college degree is just the first step in the new direction your life will be taking. A new career, potentially a new community to live in and a bit of cash in your pocket to spend could be just a few of the new changes coming your way.

College graduates carry an average of \$25,250 in student loan debt, according to The Project on Student Debt, by The Institute for College Access and Success. Compiled with this debt are the potential expenses of job searching, moving, a professional wardrobe and a new car or bus pass. But receiving that first paycheck - and subsequent paychecks - can lead to bad financial management if not properly handled, says John Vaccaro, senior vice president from Massachusetts Mutual Life Insurance Company (MassMutual).

"New graduates should curb their

urge to spend freely and think about their future goals to avoid financial setbacks like credit card debt and spending beyond their means," Vaccaro says.

To help prevent new graduates from sinking deeper into the debt hole, and to look ahead to saving for retirement, Vaccaro has some financial planning tips to help grads get the most out of their new paychecks.



* Develop a budget to include all expenses from rent/house payments, haircut costs, weekly groceries and savings - if possible. Categorize each expense into a necessity category and a discretionary spending category, which will help highlight areas where expenses could be cut - if needed.

* Look into work benefits - The first job is a learning experience for many in figuring out benefits and making them work. Recent graduates should take advantage of any employer offered retirement plans like

401(k)s as soon as they qualify. Health, life and disability income insurance are also good benefit options to research.

* Pay off the right debts first - Debt can occur in a lot of different forms for new graduates. Car payments, student loans, mortgages and credit card accumulations are a few of the more common forms of debt. It's a good idea to pay off those debts that have the highest interest rates and are not tax deductible first. Ideally, a person should have enough savings on hand to pay off a short term debt, like credit card purchases, on a monthly basis.

* Rein in spending habits - Look yourself in the mirror and identify your spending habits. If you like to impulse buy, try forcing yourself to delay buying anything for 24 hours or determine if your spending habits are influenced in any way by emotional factors or peer pressure. Once these habits are identified, it's easier to establish ways to circumvent bad financial decisions.

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Seven Secrets For Grilling Perfection

From the way the charcoal briquettes are arranged to finding that perfect set of tongs, every home grilling expert has his or her secrets. For many, grilling goes beyond just a practical warm-weather cooking method and it becomes more of an art form.

But to become a true grilling great, it's important to compare your tips with other experts. Because she wants everyone to have the perfect grilling experience this summer, Elizabeth Karmel, author of "Taming the Flame" and executive chef at New York's Hill Country Barbecue Market and Hill Country Chicken, is sharing some of her grilling secrets.

In partnership with Weber Sauces & Seasonings, Karmel shares 7 of her secrets for grilling success:

1. Oil the food, not the grates. If you wipe oil on your grates, you are essentially gluing your food to them. The oil burns quickly on the hot cooking grates and becomes sticky, "gluing" uncoated food to the grates. When you oil the food, it keeps the juices inside the food, promotes

caramelization and prevents sticking.

2. "Stop-and-go" tongs. Prevent cross contamination (raw meat with cooked meat) by using red duct tape on raw food tongs and green duct tape on the cooked food



tongs.

3. Swollen Belly Syndrome. Avoid a burger that looks like a hockey puck with a swollen belly by making a small depression in the middle of the uncooked burger before you grill. This indentation will prevent the burgers from swelling up and rounding out while cooking.

4. The juicy details. Using juice as a marinade can add a blast of fresh and juicy flavor. Weber Just Add Juice is the first and only marinade mix formulated to blend

spices with a variety of juices.

5. Steakhouse look. Crosshatch marks on steak are easier to achieve than they look. Just before turning the steak, rotate it a quarter turn to the right and grill for about two minutes. Rotate another quarter turn for two more minutes.

6. Patience prevents stickage. Raw meat naturally sticks to the grate when you first put it on. Be patient and walk away for a few minutes. It naturally releases itself.

7. Plastic bag trick. Combine juice with your favorite Weber Just Add Juice marinade mix and place it in a resealable plastic bag. Add food, close the bag and massage it through the bag. It locks the flavor in and makes it much easier to store in your refrigerator.

Karmel and the Weber Sauces and Seasonings brand hope that by revealing their grilling secrets, Americans will be inspired to share their flavor findings in a new nationwide "Grilling Secrets" Facebook contest. To share your secrets and learn from others, visit www.facebook.com/WeberSeasonings



VALUING DIVERSITY AND INCLUSION

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Diane Chapman
National Sales Director
Xooma Worldwide

Diane Chapman says she realized early on in her life that she was destined for great things. “When I was a child I lived across the street from a golf course. Back in the day when it was taboo for African Americans to be on golf courses, I was the one who at the end of the games would gather all the neighborhood kids and we would go and collect all the golf balls. I would go back later and resell the golf balls to the golfers for whatever I could get,” Diane says with her signature, dimpled grin.

Through the years, it has not been enough for Diane to simply achieve her own goals; she has been committed to tapping that sense of destiny in others. She believes that everyone is born with a purpose and that God has been preparing her to lead others in the fulfillment of that sacred quest.

Chapman said that she was never afraid of how she would be viewed as an African American female in corporate circles. “I learned early on, it didn’t matter the color of your skin, your gender, or that you were from the rural south, people will still open up their hearts and give you a chance, if you are driven and sincere.”

Chapman worked as a registered respiratory therapist for many years after attending SC State College (now University), but soon realized that the traditional career track would not allow her to follow her dreams and make the kind of income that would finance them. She recognized early in her career that she wanted more than “just enough to get by.”

Diane was introduced to the concept of the three M’s (man at work, money at work and multiples at work). With the “man at work” principle, there are human

Destined For Greatness

“Since Using Xooma’s products, I feel like I got twenty years of my life back!”

limitations that keep the amount of money that one can earn capped at a certain point because there are only 24 hours in a day. As a result, a person’s hourly monetary resources are limited.

The “money at work” principle is then limited by the “man at work” principle, because you cannot invest what you do not have. If one is only making enough money to pay one’s bills and buy groceries, then one’s money is not working toward the best end and investment and saving are not options.

The “multiples at work” principle, and how a person uses it, makes all the difference in the accumulation of wealth. Diane explains this in the scope of a person owning multiple franchises of a store or restaurant. Being the owner of multiple franchises, allows an individual to earn an income in their absence, therefore leveraging their time to create massive income. The “multiples at work” principle eliminates the problem of “man at work” because you are earning income when you’re working and when you’re not.

When Diane learned the “multiples concept,” she realized she needed to incorporate it into her life, because, until that point, her bank account was simply a “put and take fund.” After Diane began using the principle of the “multiples at work” to diversify herself, she created multiple streams of income and continues today teaching others how to do the same. Her success has yielded multiple features on the covers of national magazines, features in several best-selling books, national and international public speaking engagements to audiences of tens of thousands.

Even though she has been a part of several major business opportunities, Chapman now works as the National Sales Director with Xooma Worldwide, which is her biggest venture yet. The 18-year-old company, based in Hampton, Virginia, specializes in natural wellness products. Introduced to the products by a friend, Chapman’s in-

volvement with Xooma started as a consumer. She began to see immediate health changes in herself and others. In just one year, because of the tremendous health benefits of the products, she now has over three thousand customers and growing.

Chapman believes that these products can make a huge difference in people’s everyday lives. In her words, “Since using Xooma’s products, I feel like I got twenty years of my life back!”

The flagship of the Xooma Worldwide product line is the Xtreme X2O product. This tea-bag like sachet transforms regular water into alkaline water and releases over 70 organic trace minerals and 40 electrolytes. Alkaline water works to adjust the pH of the blood, helping dispel acid. A person’s body can be acidic because of many things, though a lot of acid comes from stress, and acidic food and drink.

Other products the company sells include Xooma Blast, a natural drink mixture that added to regular water gives you a great tasting beverage with few calories, no artificial coloring or sweeteners and the ORAC value of 5 servings of fruit and vegetables.

FocusUp™ supplements comes in a capsule or drink powder and has improved the memory, mood, concentration, energy levels and focus of its users. People can use FocusUp rather than constantly drinking caffeinated or decaffeinated and diet beverages, because it has seven major ingredients that directly nourish the brain.

Chapman said that she believes in Xooma Worldwide and the cooperate team.

Diane Chapman has been married for 27 years to Ronald Chapman and is the proud mother of Gregory, age 23, who has just graduated from the University of South Carolina and Evan, age 8, who is going to the third grade. The Chapmans reside in Florence, SC.



Allen Johnson

A special thanks to Bobby Therrell and Diane Chapman for introducing me to Xooma. In less than three months, my blood sugar has dropped more than 100 points, and I have reduced my insulin from 54 units per day to 20 units per day.

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My wife Sandy, had been on blood pressure medication for 17 years, and now that she adds the X2O to her water, she no longer needs this medication. Discovering the Xooma products, especially the X2O, has improved our health and changed the quality of our lives.

Diane Chapman

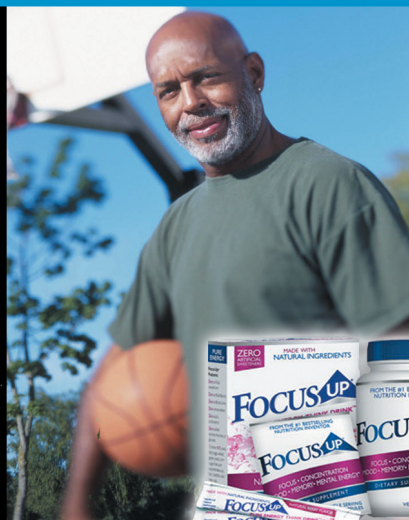
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HopeHealth Hosts Health & Harmony Family Festival

By Melissa Rollins

HopeHealth has been a part of the Pee Dee community since 1991. However in the past five years it has become an even more vitally important part of it. In 2007, HopeHealth expanded from an organization providing support and care to those affected by HIV and AIDS to become a community health center.

This new classification allows them to widen their patient base to see all people needing medical care not just those with HIV or AIDS. Another feature of a community health center is the ability to change the cost per visit to fit what each patient can afford. Therefore, patients include not only those who have insurance like Blue Cross and Blue Shield but also those who are on Medicare and Medicaid. They even have the ability to treat patients that have no insurance at all, allowing them to pay according to their income. Executive Assistant and Communications Coordinator April Starrett said that HopeHealth seeks to provide care for those who may not otherwise have access to it.

“Our goal is to provide care for anyone who wants it or needs it,” Starrett said.

There are patients on all ends of the spectrum at HopeHealth, ranging from people who are homeless to company CEOs. The level of care does not change simply because they serve low-income patients.

At a time when many Americans are overweight and unhealthy, many seem to believe that it is easier to live an unhealthy lifestyle than a healthy one. In an attempt to help people realize that this does not have to be the case, HopeHealth

is holding the Health & Harmony Festival.

The family friendly event will be from 9 a.m. until 2 p.m. on August 11 in Historic Downtown Florence at 160 W Evans St. in The Breezeway. This is HopeHealth’s response to the excuses that people make about why they cannot change their lifestyles and their eating habits. Some of the most prolific excuses include that gym memberships are too expensive, that there is no way to eat healthy while having to live on a budget or that people just do not know how to keep a healthy way of life.

Trying to combat the excuse that being healthy has to cost a lot of money,

HopeHealth has made the event free to the public. For those who say that it is too hard to eat healthy on a limited budget, there will be a nutritionist demonstrating how to have healthy meals while still staying on whatever budget that a person or family might have.

Outreach Coordinator Margaret Love said that they were intentional in the making of the event. “The reason we do it this way is to be interactive, rather than static,” Love said. “The whole purpose of this is to try and encourage people to learn. To show them you can live healthy; you can make healthy choices.”

The event will include free health

screenings, yoga and Zumba demonstrations to show people that exercising can be fun and not a chore, and local vendors promoting healthy foods.

The harmony aspect of the event comes from the inclusion of bands at the event. Radio Free Florence, a local online radio station, will be providing bands.

Before the free family event, there will be a 5k presented by Palmetto First Federal Credit Union. Although there is a registration fee for anyone wanting to participate in the run, the money will benefit a crucial cause. The funds that are raised will be going to the “Children of Hope” fund that HopeHealth set up to provide care to children affected by HIV and AIDS. Starrett wants to broadcast widely that although the money raised will be used to help people who greatly need it, there is a greater point to what they are trying to do.

“The goal is not to raise money,” Starrett said. “The goal is to raise awareness in the community and to get people healthy”.

The registration for the run will start at 7 a.m. and the run will begin at 8 a.m. at the Central United Methodist Church in downtown Florence. The festival launches at 9 a.m.



Health & Harmony Festival Logo

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Suffering from Whiplash? Chiropractic Offers the Best Results

By Dr. David Gittens

Automobile drivers in the United States are involved in over 5 million auto accidents each year. As a result, over 2 million people annually suffer from some form of injury as a result of the crash. Whiplash is the most common injury received by an accident victim.

A history of disappointing results in the treatment of whiplash patients throughout the medical profession has lead researchers to further investigate the benefits of Chiropractic in victim care. The study published in the Journal of Orthopedic Medicine points out the superiority of Chiropractic care for whiplash patients and examines the type of injuries which might best respond.

Whiplash injury involves the sudden movement of the head in any direction. The result is that muscles and ligaments supporting the spine can become strained or torn. Some symptoms include neck pain or stiffness, pain between the shoulder blades, blurred vision, fatigue, headache, and dizziness, just to name a few.

This study was designed to determine which patients with chronic whiplash could benefit from Chiropractic intervention. One hundred Chiropractic referrals for chronic whiplash symptoms

formed the study groups.

Group 1 members were those with radiating neck pain and restricted neck movement but no apparent nerve damage.

Group 2 had symptoms of nerve damage associated with neck pain and restricted motion. Group 3 members had severe neck pain and restricted motion, plus had more serious symptoms including blackouts, vision problems, nausea, vomiting, and chest pain.

Each person received an average of 19 treatments over a 4 month period. Excellent improvements were seen in the first two groups. In Group 1, 72% of the patients gained "some benefit" with symptoms disappearing completely for 24%. Group 2 had 94% responding positively with symptoms disappearing completely for 38%. Only Group 3, the group with the most severe whiplash problems, showed only 27% improvement.

Researchers concluded that Chiropractic provided superior care in treating whiplash patients. "The results from this study provide further evidence that Chiropractic is an effective treatment for chronic whiplash symptoms," the researchers said. Pointing to the results in Group 3, they emphasized that a careful history and physical exam be done on all patients before treatment is commenced.



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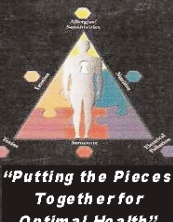
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Bone Health Critical Issue For Men

Prostate cancer is a serious issue for men, with one in six being diagnosed with the disease in their lifetime. However, it is especially important for African-American men, who have a one in five chance of being diagnosed, which is the highest incident rate above any other group in the U.S. A recent survey of 90 men showed that men with prostate cancer aren't thinking about a potentially serious health concern that nearly all patients with advanced disease will experience - bone problems.

"Prostate cancer is a health concern that all men should be aware of, including African-American men who are at higher risk for this disease," said Dr. Kris Gaston, urologist and clinical assistant professor of surgery/urology at the University of North Carolina. "I treat many of these men who are unaware of their risk of prostate cancer and are often diagnosed at later stages of the disease."

When an African-American man is diagnosed with prostate cancer, he often has a more advanced level of the disease. However, there are ways for African-American men to protect themselves. It is impor-

tant for men to look out for prostate cancer early by speaking with their physicians about the signs and symptoms of the disease.

Bone health is a critical, yet often under-recognized facet of prostate cancer.

In early stages of prostate cancer, a man may receive hormone therapy that can cause bone loss and weakening. When prostate cancer advances, the most common place for it to spread is to the bone. This can cause severe pain and lead to bone complications, such as fractures and spinal cord injury, which may require surgery or radiation.

In fact, roughly 75 percent of patients with advanced prostate cancer and approximately 90 percent of patients with castrate-resistant prostate cancer will develop bone metastases. Yet, results from a recent survey showed that only seven percent of men with prostate cancer were familiar with the potential for bone complications from cancer spreading.

"Cancer can have a serious impact on a man's bones during his prostate cancer journey. The results can be debilitating and greatly impact a man's life," said Fred

Mills, former chairman of the board, Us TOO International Prostate Cancer Education and Support Network. "It's important for all men to educate themselves and become aware of risk factors and ways to help protect their bones from the effects of cancer."

Talk to your doctor for more information. There is also an available resource, the "Bone Health in Focus" report, to help prostate cancer patients and their caregivers learn more about how cancer can affect a man's bones. The report features valuable information - such as personal stories, tips, and survey results - that can assist men in their cancer journey.



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Carolinas Hospital System Physician Offers Health Advice for “Supermoms”



Dr. Badri Giri MD
Carolinas Hospital
System

The alarm clocks go off at 6:00 a.m. Breakfast for the kids is started, lunches are assembled, and the last-minute backpack checks begin as the school bus outside rolls to a stop. The second wave begins as you rush to make the 8:00 a.m. meeting at work, while mental lists are compiled of errands to be run during lunch. Before you know it, you're battling the 5:00 p.m. rush hour traffic and waiting in line at the drive through to grab a quick dinner for the family.

Cooking is not an option since the third grade science project is due tomorrow. Lights are finally out by

10:30 p.m., if you are lucky. The routine begins again the next day.

If you are a mom, this scenario probably sounds familiar. Your days are selfless and never ending, yet full of satisfaction. Success is measured in smiles, hugs, good grades, and the happy client at work.

However, one piece is missing. Who's looking out for mom? For moms, success is rarely measured in managed stress, time out for healthcare needs, and adequate sleep. While love may abound, it takes a lot more to ensure the well being of mom for the long term

Badri Giri, MD recommends the following tips for busy moms:

1. Don't compromise your health. Schedule your Well Woman Exam and health screenings (i.e. mammogram, breast and pelvic exams, pap smear, blood pressure screening). Ensure vaccines are up-to-date.
2. Discard the “Grab and Go” diet. Make time to eat well-balanced meals for more energy and better nutrition.
3. Make a “To Do” list each day, but remove half of the items. Try not to say “yes” to too many projects. Your kids need your time more than others.
4. Engage in aerobic exercise at least 30 minutes a day, three days a week. Running errands and doing chores do not count.
5. Dedicate 30 minutes a day to relax and reduce stress. Read a book, watch a TV show, or engage in a hobby.
6. Turn the lights out earlier at night! Lack of sleep can manifest in heart complications, mental fatigue, and a compromised immune system.
7. Give your kids daily hugs - especially teens. Sharing affection helps create a strong, healthy family.

Badri Giri, MD is board certified in internal medicine and is a member of the medical staff at Carolinas Hospital System. He is associated with Pee Dee Internal Medicine of Carolinas and is accepting new patients. To schedule an appointment, please call (843) 674-4760.



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Scientist Inspires Excellence In Character



Robert Davis Jr., P.E.
President

Robert Davis Engineering, LLC

By Rennie Lunn-McAllister
Editor-In-Chief

Breaking barriers is a natural act in Robert Davis Jr.'s professional evolution and according to his philosophy, it is actually a necessity for anyone determined to being the best in whatever calling or mission field.

From humble beginnings in the public schools and farming fields of Dillon County, he took quantum leaps of faith and determination after graduating Latta High to later enroll at Norwich University in Vermont, the premiere private school that teaches engineering to civilians. "I always loved math and science and often read every encyclopedia I could get my hands on and for a long time I didn't even know what 'engineer' meant and did not personally know any of them so in the 7th grade I started researching careers. I learned that to succeed in that area, a lot of physics, chemistry, geometry and other sciences are required," he shared.

Being one of three currently existing civil/structural African-American professional engineers in the state of South Carolina is likely one of those hurdles that he has crossed and is seeking to change for others. "This is a field that really needs to be more diverse and we can fix the deficit of too few Blacks and women professional engineers by educating our kids at an early age that such a field exists and catch them well before high school so that they will be prepared academically. I challenge any child interested in the many types of (8) engineering specialties and who has the analytical ability to take as much calculus as possible and I would dare the teachers to instruct these

courses in a most innovative way so as to make the learning experience fun and positively memorable," said Davis, who is licensed in five states and is certified in his home state Governor's Office as a Minority Business Enterprise (MBE).

As a sole proprietor, Davis is not yet strategizing about diversifying a staff or any partners in his office space, but he is keenly aware of the value of diversity in the overall global workplace. "Vendors and suppliers must be educated to the point that they automatically consider and engage minority contractors because we all benefit from the community growth, and I don't mean just the tax credits," he said, adding that the economic downturn has not hurt his business as demand for his services is overwhelming.

As a consultant or in his hands on capacity, Davis designs, modifies and/or supervises construction of churches, schools, government buildings, bridges, dams, airports, water treatment centers, sanitation plants, roads and houses, including his own residence. Proud of his range of projects, he

said that the firm with which he was affiliated decades ago designed the first wedge of the Pentagon which was struck by an airplane on September 11, 2001. "It withstood the hit and held like it should have. You see, an engineer knows that he/she has to understand the properties of the footing or the bearing capacity of a building. For example, physics comes into play when considering certain environmental facts. We here in Florence live in a high earthquake, high wind zone and you may not believe this but you could build a building in Columbia (which is a low wind/quake zone) cheaper than in Florence. In Florence, we would have to lay a larger, wider, deeper, firmer foundation," he said, expounding on the geometrical (math) properties and their roles.

"As an engineer, you come up with new inventions every day, asking yourself: 'What does it take to make this work?'" he said, noting that no two invented products are alike.

Although his demeanor almost disguises him as demure, Davis has to be a sort of daredevil for it is his class of engineers – civil – that will take humanity to the next frontier. Surely the other classes of scientists will contribute, but it will not be the aerospace, agricultural, biomedical, chemical, electrical, computer, environmental, industrial, manufacturing, mineral or nuclear engineers that change the stratosphere, but in the near future civil engineers will design and craft the special rail beds for the magnetic levitation trains of tomorrow and in the distant future of sci-fi speculation, it will be the same category of civil engineers who make Mars a hospitable habitat for humans – perhaps the ultimate breakthrough for our lifetime made possible in part by a product of an underperforming southern, rural school who reached for and achieved virtual stardom.

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Les Echols

**Project H.O.P.E. Director
United Way of Florence County**

Armed with an AmeriCorps program and a clear cut mission, Project H.O.P.E. has helped diversity to become commonplace at the United Way of Florence County.

The acronym in Project H.O.P.E. stands for "Helping our People gain Employment." Funded by a grant from Johnson Controls, Project H.O.P.E. works with employers, community agencies, government entities and others throughout the region to identify and meet the workforce needs of Florence County, while preparing eligible Florence County residents for productive employment.

The Project H.O.P.E. AmeriCorps program is composed of 20 member volunteers,


each delivering service at one of six social service agencies in Florence County, while receiving a generous grant funded stipend for their service. AmeriCorps members are consistently engaged in training and team building opportunities to assist them in comprehending and working with diverse populations.

One example of an AmeriCorps activity, called "Circles of My Multicultural Self", gives members an opportunity to reveal and dispel negative stereotypes affiliated with their own respective personal qualities, gender, race or attributes. "It is very important that our members grasp the importance of cultural sensitivity when working with the community", states Project H.O.P.E. Director Les Echols. "Activities such as these give them a chance to gain a broader outlook by putting into perspective how stereotypes have adversely affected them", continued Echols.

As Executive Director of Project

H.O.P.E., Echols works with partner agencies and the AmeriCorps members to assist in creating and developing alliances to strengthen workforce initiatives in the region.

Along with his B.A. in English from prominent HBCU Claflin University, Echols also earned a Master of Public Administration degree from Troy University, and is a Certified Global Career Development Facilitator (GCDF). Combined with 7 years of workforce development experience, Echols has all the tools to hit the ground running in his current position.



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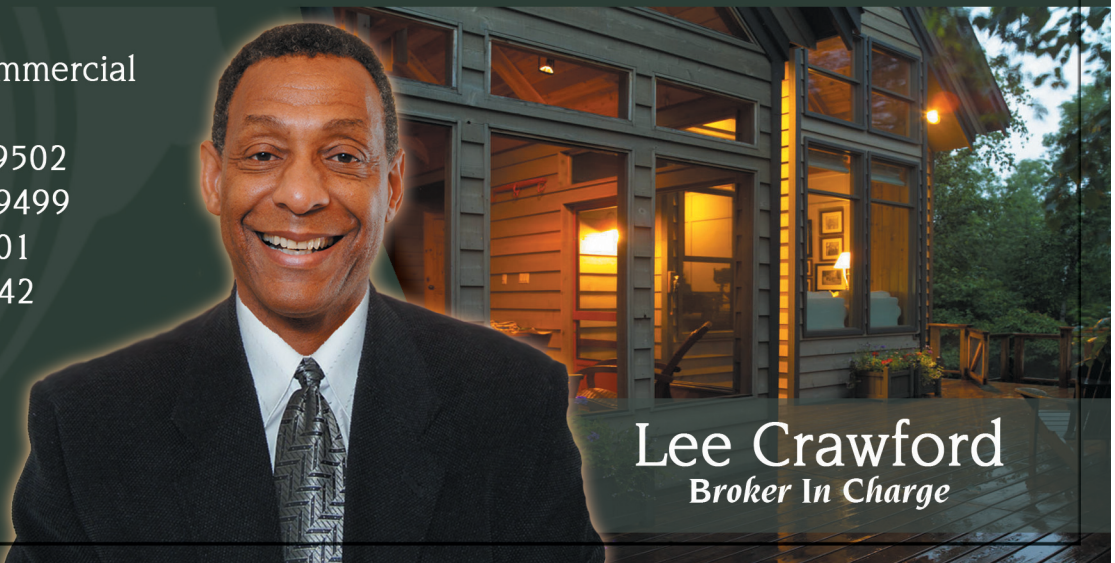
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Lee Crawford
Broker In Charge

Why Children Benefit From More Permanent Homes

Malik, 14, wears a smile from ear-to-ear when recounting how he and his brother Matthew, 12, went from two of the world's millions of waiting children to become the adoptive sons of Kyle and Petra Ray one August morning three years ago. "During our court date to finalize our adoption, I remember asking my dad, 'Is mom crying because she's happy?'" Malik says.

There are more than 400,000 children in foster care across the United States, according to the most recent report released by AF-CARS (Adoption and Foster Care Analysis and Reporting System). This is a sobering number. The encouraging news is that this number continues to decline - down more than 8 percent from 2008, and nearly 30 percent from 1999, when there were nearly 570,000 foster children.



Malik and Matthew were among 400,000 children in foster care in the United States. They were adopted by Kyle and Petra Ray in 2009.

One primary reason for that decrease is the implementation of proactive social service programs such as Safe Families for Children (SFFC), a ministry committed to keeping children out of the foster care system, preventing child abuse, supporting pregnant and parenting teens and strengthening families. Safe Families for Children enlists host families to provide temporary care for children whose parents are experiencing personal difficulties so that they can work

through their troubles without having to place their children in foster care.

"Over the past several years, the SFFC ministry has seen substantial growth across the country," says Dr. David Anderson, founder and executive director of SFFC. "The ministry has been embraced throughout the communities in which it serves, with local residents and organizations - including many churches - stepping up to help families in crisis. It's truly remarkable to see the difference SFFC can have on keeping families together and children out of foster care."

Family preservation professionals, such as Bill Blacquiere, president of Bethany Christian Services, know that while the decade-long decrease in the number of children in foster care is a positive sign, there's still plenty of work left to be done.

"Last year, more than 254,000 children were placed in foster care, so our work is far from over," Blacquiere says. "Family preservation and social service agencies like Bethany must continue to lead in raising public awareness and do a better job of recruiting families, community organizations and local businesses committed to supporting the country's most vulnerable children."

More than 40 percent of foster children end up abusing drugs and alcohol, 40 percent turn to crime, and up to 10 percent give up hope and commit suicide, according to Bethany.

For more information on foster children, visit www.Bethany.org

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Childhood Wishes Can Come True No Matter When



Hubert Green
Author

Magnolia, Magnolia Where Are You?

By Tamika Fulmore

If as a child Hubert Green was asked what he wanted to be when he grew up, the answer probably would not have been ‘an author’. Although his eyes were not set on being a writer, later in life he certainly did enter that path and became well on his way to a bright future in writing.

Green was born and raised on a sharecropper’s farm in Lynchburg, SC. He is the eleventh of twelve children, comprised of seven boys and five girls. Green graduated high school in 1969 then moved to New York, with intents to find a summer job. To his surprise, his older sister Addie found him a job with Chemical Bank. The bank offered to pay his way through college at night. Hubert majored in Data Processing, while working at the Manhattan branch for 3 ½ years.

“I would visit home a few summers and knew I wanted to move back. I missed the peace and quiet, my parents were aging and they needed my help,” he said. But before moving back home, Green applied for a job at a bank in Florence, SC and soon that bank offered him a position that he could not refuse. He moved back home in 1973 and worked for the bank 28 years before retiring in 2001m having served as a bank officer, head teller and

assistant branch manager at the Lynchburg branch.

One morning in 2001 Green was on his way to work in normal routine and en route the material for his book began to flow. Driving down the road and noticing a lot of trees, he thought to himself, ‘Magnolia, Magnolia, Where are you? ‘Not knowing that this would soon become the title of his book. “I had no intentions of ever becoming an author, but this story just came to me one day and began to flow from that moment forward,” Green said.

The material was written while Hubert cared for his mother, who then had Alzheimer’s disease and because of their intimacy, she fueled inspiration to the literature. Green mailed his first manuscript to the Library of Congress in December 2001 and though it took quite some time to get in the right hands, he prevailed. “Magnolia, Magnolia Where Are You?” was published in March 2003 by Trafford Publishing Company, originated in Canada, now based in Indiana.

“As you see, the process was not difficult at all. Everyday life inspired me to write this book and I tried to base it on just that,” Green added.

The book has two sections, the first of which includes a heart-wrenching story of two friends who were born and raised in Africa and separated by no choice of their own. Anna, the blue-eyed, blonde-haired girl was raised in Africa next to Sun Amite, one of 12 African children, whose name was changed to Ebony when she reached South Carolina. The beautiful Magnolia tree played a big part in

their lives. The next section was based on the true story of how Hubert’s mother’s love was remembered as they grew up on the sharecropper’s farm in Lynchburg from the 1930s through the 1960s. The Magnolia tree is still in his mother’s yard until this present day.

“Over the years I have seen diversity in action. Now working for a tax credit service company, I am seeing more of it. We have diversity meetings regularly and now I will help with it,” Green said.

To Green, diversity means being there to help one another as your fellow man. His book is a prime example of being diverse, “you can see it by just looking at the cover.”

When asked what he likes most about writing, Green stated that he likes the thought of having the characters come to life and do various things. He likes to see how the characters develop and the freedom of moving the characters around as he chooses to.

Green is the father of two girls and he has been living in Lynchburg with his wife Desiree for 32 years.

To purchase a copy of *Magnolia, Magnolia, Where Are You?* visit Green’s website, www.magnoliaworks.net or get a copy at Amazon.com.

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