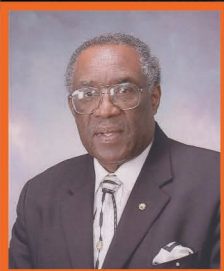
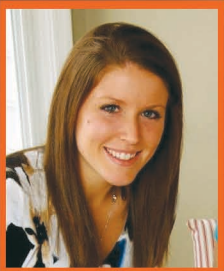


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Publisher's Message



We are celebrating another year, realizing continuous progress with partnership. Always giving praises to God first, who is the head of my life and who holds all power in His hands. I would like to give thanks to my staff, clients who are my partners, and our readers for helping to make this year another successful one. Entering into our third year of diversity partnership, we emphasize diversity and inclusion, talent and leadership development, along with outreach engagement. Diversity is good for business. Companies at the leadership level must be shown how important diversity is for profits, and they must be shown how importantly diversity embraces opportunities and manages risks deriving from economic, environmental and social developments.

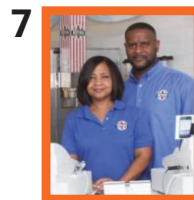
Diversity Works® Magazine is working to build diverse communities by telling your stories of inclusion throughout the Pee Dee region, state & world. We will share your stories and offer the blueprint of how each of you can be part of the exciting work of inclusion. Again thank you for all your support and I look forward to another wonderful year. Readers, please remember to patronize our advertisers and let them know how much they are appreciated. *Diversity Works*® Magazine: building our community one story at a time.

Diana M. Murphy, CEO/Publisher

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All's Well That Ends 2013 Well

At 211 degrees Fahrenheit, water is hot; at 212 degrees, it boils. That one degree is what it takes to create steam --or not. It is also the difference between a city or community being brightly lit or suffering a blackout. And in this final edition for 2013, we see the baby steps as well as the giant leaps and bounds that area and distant organizations alike are making toward their self-directed diversity and inclusion goals that keep their lamps trimmed and burning brilliantly in a once dark void. This picture tells us that in companies, governments and schools alike, a monumental movement is astir and these movers and shakers – be they beginner or veteran – are en pointe to advance the D&I cause.

Through our interviews, external reports and observations, we find curiosity, interest, effort and determination to make an indelible mark on our society in this time and we encourage diversity teams everywhere to keep moving the D&I needle by first doing what is necessary, then doing what is possible and very soon you will be doing the impossible, or at least what once seemed foreign.

Hats off to all who made this edition the benchmark that it is and in no particular ranking order, kudos to the City of Florence's neighborhood revitalization team; the City of Marion's new mayor devising new methods of progressing; Joe W. King championing the cause of economic development; the Coker College student driven by something more; drum majors leading celebrations marking advances for the disabled, breast cancer and domestic violence survivors; GE Healthcare engendering loyalty among its valued personnel; STARS like ScienceSouth, Smart Start, the King's Academy, and Marion County schools who in their own ways look out for our youth; Carolinas Hospital Systems debuting its joint Care Center and getting recognized by the American Diabetes Association in one fell swoop.

Florence-Darlington Technical College's president comes to his new post armed for lifting the school on several fronts and high performers at Francis Marion University continue showing how it's done, while Metcon changes the face of the earth by laying strategic foundations across the southeast, Carolinas Minority Supplier Development Council partners with a Latin American Chamber of Commerce and Les Echols is elevated to help even more people from a minority enterprise standpoint.

The 'Know Your Legal Rights' series is continued and knowing more about the Affordable Health Care Act is made plainer in two reports. On the lighter side of life, Dolce Vita, Rita's Italian Ice, Florence's 10th Pecan Festival, Dillon's holiday bazaar and Worship Fest, ArbonOne's fundraising shooting tourney in Kingstree and Spa Parties aim to please whatever the taste calls for. Although World War II attention is emphasized, endless gratitude is expressed to ALL soldiers in ALL wars for honoring us with their service and for allowing us to sleep safely at night and function by day while they stand watch.

Finally, as this publication has been in fruitful and purposeful existence since 2011, we are proud to give back by bringing Simma



Rennie Lunn-McAllister
Executive Editor

Lieberman to the area to enlighten all CEOs, HR personnel, business owners large and small to headline our Diversity Focus Training & Luncheon on November 12 at GE Healthcare. And now, a few instructions: Be sure to reserve your company's seats/tables (see how on page 8), enjoy this book and share it with 10 others (call same reservation number to request copy circulation points or continue to visit www.diversityworkssc.com), thank a veteran and our featured subjects and have a safe, meaningful, productive holiday season. We'll be back in January!

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This Neighborhood Revitalization Team On the Rise

By Rennie Lunn-McAllister

Strategic key personnel are in place to make the City of Florence perform at its best. Five staff members recently discussed their expanded responsibilities which were enhanced to ensure success of the neighborhood revitalization now underway. Drawing from the City's past planning documents, beginning with the Florence 2010 plan written in 1998 and culminating with the current comprehensive plan. Planning, Research and Development Director Phillip Lookadoo, Community Services Manager Roy Publico, Community Development Specialist Retha Brown, Planner II Kendra Cobbs and General Services Director Scotty Davis shared goals and strategies from which they execute action plans for the east, north, and northwest neighborhoods. "It is an all inclusive effort at revitalizing our neighborhoods and on a consistent basis we see goals being realized," Lookadoo said.

"The important thing is that the city does what it says it will do. Gaining the people's trust and partnering to revitalize their neighborhood will bring about progress towards better neighborhoods and a better Florence," said Brown, noting a nature trail dedication to model citizen Dorothy Hines in Williams Heights that won the entire neighborhood over. Citing plans to decrease crime, eliminate dilapidated houses, increase street lighting and beautify areas in need, the team is moving forward to address more immediate issues. Capacity building is one such need being addressed by assigning members of staff to serve as liaisons to the neighborhoods with the directive to assist citizens with matters relative to City government. Property maintenance is another issue essential to revitalizing these neighborhoods. Although the liaisons have specific neighborhoods to which they are assigned, they all work together for the good of the effort. Kendra Cobbs noted from the neighborhood bus tours that in spite of the blight, "our citizens' hope is not lost; they still say 'that's my street' and they bring the energy to focus on restoring those areas back to their former glory."

Lookadoo believes that Florence is "involved from the residents to City Council and everyone has bought in to the effort. Our plan is and will be all inclusive and the more strength we have in our numbers, the sooner we will reach our goals. He added that "by helping citizens learn about the governmental process, they become more

informed and involved." Scotty Davis said about the effort that the City identified key staff members to work together and separately to assist neighborhoods in bringing about change. "You see, the books may say one thing, but that does not always reach or dictate to the end users (residents) who have the feel of their neighborhoods. This is not just community planning or neighborhood development, this is taking ownership in our own and the whole is far better than the sum of all its parts."

Cobbs insists that residents' involvement from the beginning is imperative to the project remaining on point. "Being able to help residents turn around their own areas builds capacity. It's like the lesson in giving a man a fish for a day versus teaching him to fish for a lifetime." Just as this A Team leads, they have to follow. Some of them quoted their spiritual leaders and others looked to philosophies that they have developed in their tenure when asked about their role in posterity. Brown says she wants to be remembered as doing her very best and quoted her pastor: "Don't always follow the path that leads you; go instead the other ways less traveled and leave a trail." Publico wants his lasting impression on the city to be "not my name only but its prosperity overall."

Lookadoo simply desires to have "assisted the community in realizing their dreams for the future. He also said "The mark of a good leader is that when they leave, you don't miss a beat. Davis is content with knowing he has given it his all in making positive differences in citizens' lives. "Florence is better and will continue to be so as we continue building trust, clarifying perception versus reality, and creating the partnerships that help achieve desired growth for all." Counting on no room for failure or excuses, the change agents remind citizens in all neighborhoods that the City is just a stage and its residents, key players.



REVITALIZATION TEAM -- Members (from left) Brown, Publico, Lookadoo, Davis and Cobbs dialogue over upcoming plans to implement

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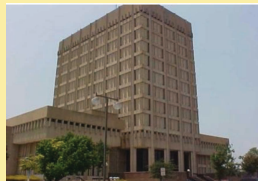
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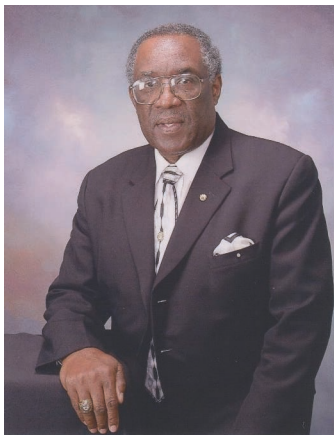
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Never Accept That the Way You Do Things Is the Only Method

By Rennie Lunn-McAllister



Mayor Bobby Davis

MARION -- After a heated race to be elected mayor this past spring, The Hon. Bobby L. Davis daily seeks to level the playing field for all citizens. On council since 1987, he is the first African-American to serve as Mayor Pro Tempore and Mayor. While it is true that his novel position and increased opportunities in this "pretty little town on the way to the beach" make him stand out as a victor, it is more so his vision and values developed along his journey that the world can learn from. "By recognizing and managing our differences we can communicate more effectively, minimize conflict and create more cohesive teams, all of which impact our daily work. We live and work in a

changing place and pace with diverse customer needs and we need to draw new and diverse talent to create an environment where all employees are valued for their unique skills and perspectives," he said.

The value of diversity in his place of work is that "it allows us to understand, respect and to recognize the potential of all the employees, each of which has different opinions, experiences and cultures. So to achieve our vision, we must capitalize on the diversity of our workplace and that means upholding our core values of integrity, teamwork and respect for each other," he told.

Enhancing the town's public image is the order of the day every day and city workers are conscious to embrace diversity when responding to the needs of the community it serves. "We definitely need to promote a teamwork environment and implement a cross-training program because we have some distance to go before we get there and one should never accept that the way he

or she is doing things is the only way," he lectured. For a season longer than anticipated, Marion, the county seat of Marion County, has been plagued with having this state's highest unemployment and as these numbers are about to shift, Davis says he is leading the effort to dig the municipality out of the hole that it is in. "We have established three diverse councils: youth, adult and senior and also a diversity team that focuses on bringing unity to the citizens of Marion to enhance the life of such a community. We will be working directly with the Economic Development Director in seeking jobs for city and county residents and are diligent about improving the safety of all citizens and visitors by creating a more cohesive relationship between our residents and the Marion Police Department," he outlined.

A 20-year military veteran, Davis was a certified JROTC instructor for 20 years. Trustee board chairman for Mt. Pisgah Baptist Church and male chorus member, Davis has held many committee leadership positions.

Armed with a degree in human and public services and a certificate in child care delivery, Davis is the first elected African-American in Marion County to graduate from the University of South Carolina and Clemson's Strom Thurmond Institute of Government for Municipal Officials, National League of Cities Leadership Course and Clemson's Palmetto Leadership course. Very active in the Prince Hall Masonry, having attained the highest (33rd) degree, Davis served as District Deputy for the Eighth Masonic District which includes Marion, Horry and Dillon Counties. He has held numerous top posts in this and affiliate organizations and has been awarded many honors from his church, civic associations fraternal organizations, the City of Marion, named School District Five's Teacher of the Year, Marion County Karate Studios "The Bridges What Brung Us Visions" award, Marion County NAACP "Climbing the Rough Side" award (2009) and its Legacy Award (2013). A street was recently named in his honor and in April of this year he was elected to his current mayoral post.

Married to Mrs. Geneva F. Davis, they have two sons.

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CMSDC Announces Strategic Partnership With Latin American Chamber of Commerce

Contributed By CMSDC Staff

CHARLOTTE, N.C. – Beginning in August 2013, the Carolinas Minority Supplier Development Council (CMSDC) and Latin American Chamber of Commerce of Charlotte (LACCC) will align their efforts to strengthen and promote minority business development, based on a joint Memorandum of Understanding announced at the CMSDC annual Business Opportunity Conference, Aug. 12-14 in Concord, NC. According to the memo, the two organizations will further collaborate to:

- Assist and encourage minority entrepreneurial development
- Increase minority business ownership
- Expand procurement opportunities for minority-owned companies
- Aid in the development of mutually beneficial business climates and relationships.



Astrid Chirinos,
LACCC President

The Latin American Chamber of Commerce of Charlotte has a vision to be the world-class organization for a thriving Latin American business community in the Charlotte region. Astrid Chirinos, LACCC president, said, “Our mission is to foster the economic growth and development of the Latin American business community and to build capacity and access for its sustainable success.” Carolinas MSDC works toward creating a stronger, more equitable society by supporting and promoting minority business development. This is accomplished through the expansion of business opportunities for minority-owned companies and increasing supplier diversity initiatives for CMSDC corporate members.

CMSDC president and CEO Eric Watson, said, “Through focused, intentional and deliberate execution, we will advance corporate supplier diversity by impacting revenue growth and wealth creation to achieve business results. Partnering with the Latin American Chamber of Commerce of Charlotte is an effective strategy to accomplish our goal.” For more information, visit Carolinas MSDC online at: www.carolinasmcdc.org or connect on Facebook at www.facebook.com/carolinasmcdc. To contact the LACCC, visit www.laccccharlotte.com



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Karen and James Aikens, Owners

Rita's Italian Ice was founded in 1984 by Bob Tumolo, a former Philadelphia firefighter. He opened the first location in Bensalem, Pennsylvania, and named the business after his wife, Rita. Bob and his mother, Elizabeth made fresh Italian Ice daily, adding chunks of fresh fruit, and perfecting the flavors and consistency of the frozen treat. They began by selling the "made fresh daily" Italian Ice from a small porch window, and the Italian Ice, also known as "water ice," was a big hit with Philadelphians, who are reputedly the most discriminating water ice eaters in the United States. By 1987, Bob and his brother John opened three Rita's stores in the Philadelphia area, and in 1989, they started franchising the business. By 1996, Rita's had grown to more than 100 stores in nine different states.

Rita's (nationally) holds many different events and promotions each year. Examples include the First Day of Spring, during which each guest receives a free Italian Ice. Rita's is also a corporate partner of Alex's Lemonade Stand Foundation (ALSF), and helps raise money to fund pediatric cancer research—so far, Rita's has raised and donated more than \$3.5 million to ALSF. Rita's has also partnered with Recyclebank to

reward guests for their green efforts. Rita's continues to thrive, with more than 625 outlets in 20 states. Today the menu includes its famous Italian Ice, made fresh daily with real fruit, available in more than sixty flavors, old-fashioned frozen custard, milkshakes, sundaes with unlimited toppings, light custard, frozen custard cakes, custard cookie sandwiches made with OREO®, layered gelati, as well as its signature Misto® and Blendini® creations. Rita's of Florence is locally owned and operated by James and Karen Aikens who brought the franchise here in 2008. They are very active in the community with concentrating their efforts on events such as United Way Day of Caring (as a sponsor) which assist with cleaning and sprucing up local buildings and businesses; Stuff the Bus campaign, (as a sponsor) which provides school supplies to local needy children.

Unlike other business owners, on any given day you can always find James or Karen working behind the counter to meet and greet their guests. On some days especially on the hot ones or weekend you may also see their son Andre and their daughter Alexis assisting with testing the treats to ensure its freshness.

Concept Statement: With its motto, "Ice, Custard, Happiness," Rita's is dedicated to serving up a big dose of happiness with their freshly made, delicious custom treats. Guests can choose from dozens of flavors of traditional Italian Ice, made fresh daily with real fruit, including the most popular Mango, Cherry, Alex's Lemonade, Swedish Fish®, and Cotton Candy, just to name a few! Rita's Ice is made fresh on-site daily at each store, making it like no other frozen treat, and served in a fun-filled atmosphere.

Awards: Rita's topped the Zagat Survey for the #1 Best Quick Refreshment, Ice Cream/Custard for 2012, and was named one of the Top 25 Franchise High Performers by the Wall Street Journal's "Startup Journal" and named Top 100 on Entrepreneur Magazine's "Top 500 Franchise Rankings" in 2012.



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Simma Lieberman works with organizations and individuals who want to dramatically increase their profit and productivity by creating more inclusive cultures. She is an internationally known consultant, coach, speaker and author.

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Are You Wasting Money on Diversity Training?

Contributed By Simma Lieberman



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Simma Lieberman helps organizations and individuals create inclusive environments where people can do their best work, become more productive and increase profit.



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BE AN INTEGRAL PART OF THIS CONVERSATION AND MORE ACTIVITIES WITH THIS AWARD-WINNING AUTHOR, ORIGINAL THINKER AND DEVELOPER AS SHE SHEPHERDS IN A NEW WAY OF OUR THINKING ABOUT OURSELVES AND EACH OTHER DURING THE INITIAL DIVERSITY FOCUS LAUNCH LUNCHEON TUESDAY, NOVEMBER 12TH AT GE'S HEALTHCARE FACILITY ON RADIO DRIVE.

You may be wasting your money if you haven't done any foundation building. If diversity and inclusion are not first integrated into your business strategy, very little will change just by holding one or two day training classes. Organizations in all sectors make this mistake and don't realize it until it is too late. If you want to leverage the diversity you already have, increase the diversity of your organization, or prevent cultural misunderstandings you need to create a corporate culture that is inclusive at all levels, and in every system and process. You can get everyone trained by a great trainer, with a great program, but when people leave your organization they take what they learned with them (if they still remember it) and your organization remains the same. Further, reaching resisters and naysayers of diversity efforts is unlikely only with training—a more multi-faceted approach is needed to help these individuals see the value of diversity in their organizations and to bring a greater number of people on board to the initiative. Here are some of the steps that need to be taken in order to create an inclusive organization that values diversity.

- Start at the top. It must be championed and led by the CEO and other people in the executive team. Leadership of a diversity and inclusion initiative or culture change cannot be delegated. Other people can help drive it, but it must be viewed as coming from the top. That also means you need to start including it in conversations, discussions, newsletters and e-mail.
- Assess your organization with surveys, focus groups and interviews in order to identify strengths, challenges and areas for improvement as it relates to diversity, inclusion and employee satisfaction in specific areas.
- Create a cohesive vision and strategy that is agreed upon by members of the executive leadership team. Know where you are going.
- Engage all levels of senior management. They need to be part of the vision and have a clear understanding of concepts, roles, business case and benefits, in order to help lead the change.
- Develop a communication and information sharing strategy and process in order to share that vision throughout the organization. Send the message in such a way that you create middle manager and employee buy-in. Help them understand how the diversity and inclusion/culture change process will

benefit them personally, professionally and as an organization, That will involve internal marketing at all levels.

- Use the results of the survey to address specific areas for improvement, most commonly; recruitment, interviewing, hiring, retention, promotion and performance evaluation. Examine your present organizational culture, and identify ways in which your organization can create a more inclusive environment.
- Define skills and behaviors that managers need in order to make the initiative/culture change a success and successfully lead a diverse workforce.
- Conduct training for all levels of your organization in areas related to diversity and inclusion.
- Set up a process for accountability at all levels, relating progress to compensation and evaluations.
- Measure results, create the buzz and make it exciting (if its not fun, it won't be done)

The amount of time, order and the steps themselves depend on your organization and goals, but if you want to go beyond compliance, hear new ideas and best practices, reduce cultural misunderstanding and miscommunication, hire and retain the best of the best from everywhere, training alone won't do it. Before you spend your next dollar on diversity training, ask yourselves if you just want people to have a good day, learn and forget a few things or do you want ongoing change that will make you a benchmark organization and the employer of choice.

About Simma... Simma Lieberman, "The Inclusionist," helps create inclusive cultures where people love to do their best work and customers love to do business. Simma is co-author of *Putting Diversity to Work* (Crisp Publications, 2003), how to lead a diversity workforce, and also co-author of "The Diversity Calling, Building Community One Story at a Time."

She is quoted in various national magazines and news sources, including Wall Street Journal, NY Times, The Economist, CNN Redbook, Human Resources Executive, Black MBA, MSNBC and Diversity Journal. Her clients include McDonalds, Pillsbury, Gulfstream, Motorola, AT&T, Monster.com, Diageo, Lockheed, and the IRS..

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Metcon and Aaron Thomas With a Vision

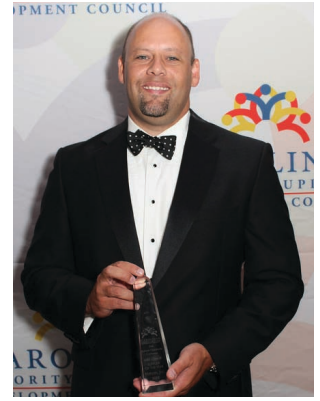
Contributed By Lee Crawford

When you hear thunder and roaring similar to a runaway train type of sounds coming toward you, rest assured it is not wild horses running! It will be unlike any sound you have ever heard. They are coming at you and for you with the best construction team of workers ready to do construction business with you right now in both North and South Carolina. That sound referred to earlier is Metcon. Not only do they stand tall as a building, they construct buildings that carry that signature design that is unique to the Metcon organization. Located in Pembroke, NC, Metcon has demonstrated more times than they care to share their expertise in buildings and infrastructures projects. These projects includes but, are not limited to, office complexes, college campus buildings, hotel/motel conference centers, specific service buildings and K-12 schools

Regardless of what business yours is -- pushing, pulling or constructing -- there are, there are leaders with an unwavering commitment to do it right the first time and Metcon's President Aaron Thomas and his partner stand out foremost. Thomas was born and raised working with his granddad who worked in construction, lumberyard and a hardware store. He understands working because since he was nine years old, Aaron worked while growing up. He later combined that work ethic with an education from UNC- Pembroke for an undergraduate degree to East Carolina University for a graduate degree in Construction Management. Aaron and his partner understand how to play in the big boy's construction arena during construction work for Duke Energy, Enterprise, Progress Energy, Fayetteville State University and the six UNC College Campuses throughout. They are an unlimited, unclassified licensed construction company with 80 employees and growing. Aaron

and his partner learned early on that you have to grow your employees within the company to get them prepared to do the job the Metcon way...and that is to do it right the first time with commitment and quality. So far, the company has footprints in Pembroke and Raleigh, NC and just expanded to Columbia, SC.

Thomas does not hesitate to give credit to CMSDC and their Mentoring Program where they partner members with other companies and add their expertise of how to do business in an expanding economy. In addition, when CMSDC puts its name and stamp of approval on a company, the doors of opportunities will open. It is like money in the bank but, as in any serious business, aspiring key players must deliver the goods and services. It is estimated that Metcon will amass \$100,000,000 in the construction business across the next five years. In 2011 Metcon was recognized as the National Minority Construction Firm of the year. Just recently, Metcon won the CMSDC, MBE Class III Supplier of The Year category doing \$42,000,000 in construction business for 2012. Aaron and his partner may drive the company but, in the background with just as much of a powerful force is the Lumbee Indian Tribe that understands what it takes to be successful in today's economic world through their hard work, dedication and deed.

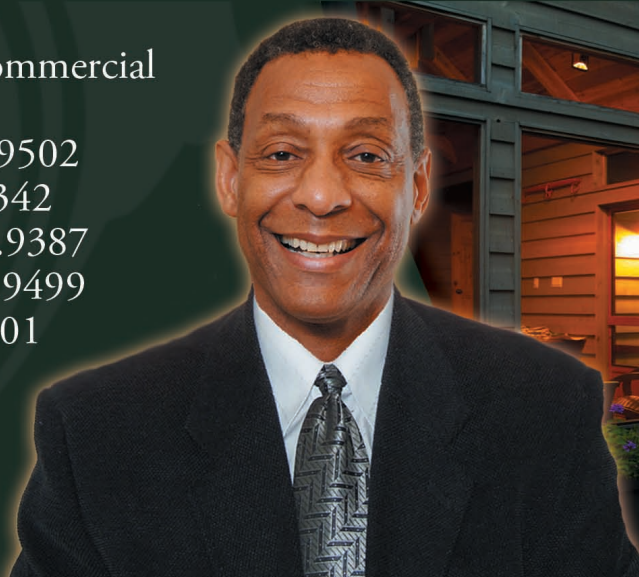


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Lee Crawford
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Echols Accepts New Post

By Les Echols



Les Echols

Les Echols has recently been named Director of the Community and Minority Enterprise division of the Greater Florence Chamber of Commerce. In his new role, Echols, among other things, will be key in developing the Leadership Florence program as well as assisting with small and minority business development and advocacy. The South Carolina Chamber of Commerce and South Carolina Diversity Council recently named Echols as the first winner of its Excellence in Community Diversity award. The award was created to recognize an individual who has made

significant contributions to expanding the cause of diversity awareness in South Carolina, past and present. Les previously served more than two years as Executive Director of Project H.O.P.E., a grant-funded United Way of Florence County program. In this role, Echols assisted in creating and developing alliances to strengthen workforce initiatives in the region.

He worked with employers, community agencies, government entities and others throughout the region to identify and meet the workforce needs of the underserved in Florence County. Echols was responsible for recruiting, developing and managing 20 diverse volunteers across six non-profit sites in Florence County. Each site played a different role in helping individuals who were underrepresented in the workforce to become employable, including: GED and literacy training, resume writing and workshops on professionalism and job skills development. In the past year, Echols has volunteered with a number of minority and low-income youth, teaching them professionalism and interview skills. Echols is currently organizing the Chamber Flavors of Florence and Awesome Auction. The event will be held on December 10th at the Florence Civic Center, and will feature local Celebrity Chefs as they prepare a dish of their choice to be entered into a head to head competition judged by a panel.

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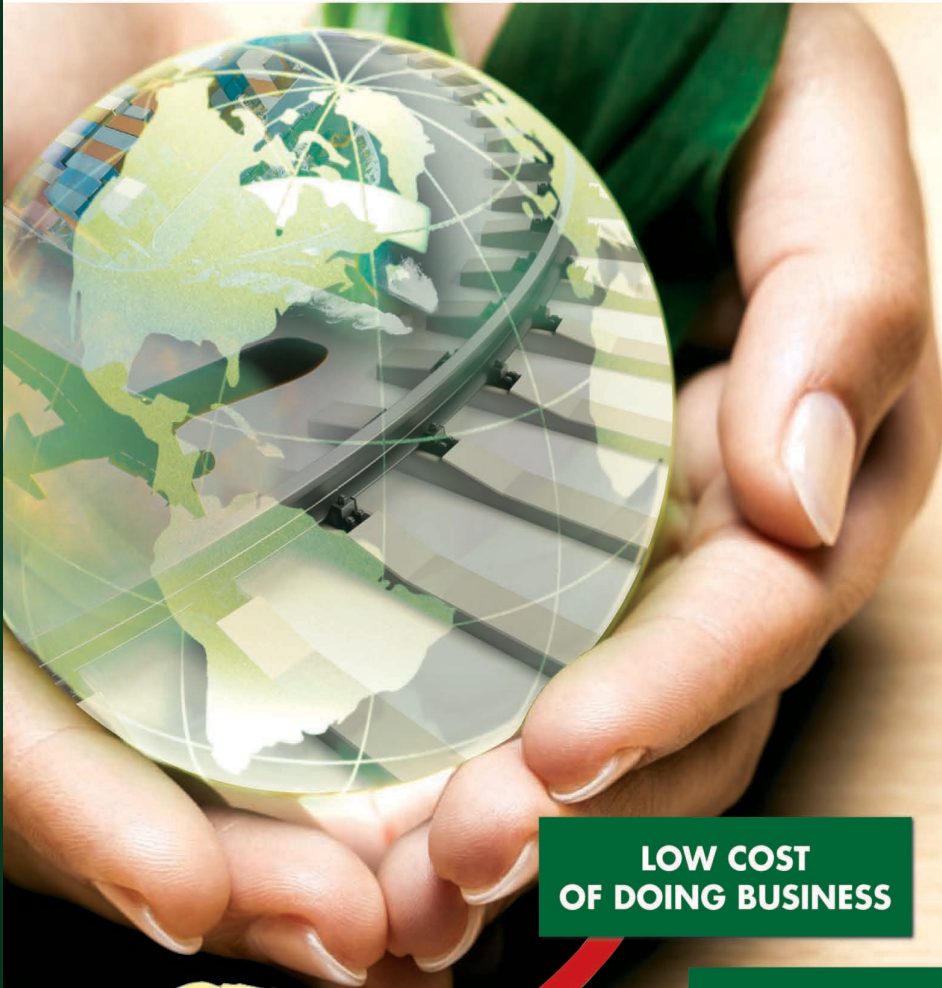
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How to Mentally Prepare For a Crisis in the Workplace

Recent events in the news have reminded us that unexpected, dangerous and stressful situations can happen anywhere: on the street corner, at the grocery store, and in the workplace. While these situations are often chaotic, there are steps you can take to mentally prepare yourself to handle them better, whether you are an employee, a business owner, manager, or a bystander.

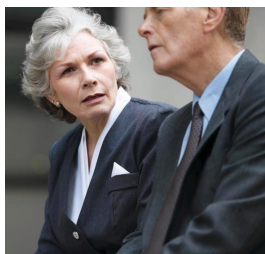
Anyone can take steps ahead of time to prepare themselves and their workplace to better handle a tragic or emotionally disturbing event.

* Evaluate your purpose - Those who feel they are a part of something bigger than themselves tend to exhibit higher levels of resiliency after a tragedy. Workplaces that encourage volunteerism and community involvement, promote work-life balance and encourage an individual's sense of family are positioned to nurture resiliency.

* Find ways to manage your stress - Stress can contribute to a host of health issues and can impact the way your brain works. During extreme situations, your brain moves away from abstract thinking, making even simple tasks - eating, sleeping, and solving basic math problems - difficult. If you're already in the habit of doing things to help you cope with everyday stress, such as exercise, relaxation techniques, or a hobby, that will put you at an advantage for dealing with a sudden crisis. It's also important that you don't turn to unhealthy habits as a way to cope, such as the use of nicotine, alcohol or drugs.

* Examine your relationships - Close relationships with family and friends can be invaluable at times of distress. Those with strong support networks tend to manage these challenges better and recover more quickly. By working to strengthen these relationships now, you'll have a strong support system in place to lean on in times of crisis.

For a business owner or manager, it's important to develop a crisis response plan and make sure you are familiar with its details so that in times of need, you can respond quickly and calmly.



“When developing your response plan, consult with crisis experts or your Employee Assistance Program (EAP) provider to help design a plan that fits your workplace, including a strategy for providing counseling services to employees after a crisis in order to reduce the long-term effects of mental or emotional trauma,” he says. “When tragedy strikes in the workplace, the response of leadership is critical to ensuring that employees remain healthy and productive.”

Leaders should focus on remembering the “ACT” crisis communication process: “Acknowledge, Communicate and Transition.” He says this process has been found to be helpful for individuals and organizations as they recover from a stressful situation.

* Acknowledge and name the incident - Be visible and available, and use real language that specifically describes what occurred. Acknowledge that the incident has impacted the team and you. This action can align leaders with their employees and reduce the likelihood of creating an atmosphere of blame and stagnation.

* Communicate with compassion and competence - Employees want to know that leadership cares about their safety and well-being, and is capable of leading effectively in the wake of a crisis. During these difficult times, employers and managers must “know their stuff” when it comes to the logistics of responding to a crisis, but also be able to communicate in a compassionate way. Other colleagues or a crisis expert could be helpful in providing guidance as leaders prepare to talk to their staff about what happened.

* Begin to transition - Convey an expectation of recovery to help those who are impacted make the transition to viewing themselves as a “survivor” rather than a “victim.” Communicate flexible and reasonable accommodations as people progress back to “normal” life at work. Some employees will be able to immediately function at full productivity; for those who take longer to get back to normal, you can help hasten their recovery by assigning tasks that are familiar and short-term.

In business, the power of planning is a well-documented key to success – and it's no different when it comes to responding to a workplace crisis.



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STARS of Florence Receives Grant From Eastern Carolina Community Foundation

By Co-Contributors Les Echols and Sarah Shelley, Executive Director of ECCF



Stars of Florence, board member Daniel Hart on left and founder Joe Edick on right. Daniel is an attorney with Turner Padgett

Eastern Carolina Community Foundation (ECCF) through its Chase Oil Youth Recreation Fund has awarded a \$2,500 grant to STARS of Florence for general operating support. STARS is a new program focusing on youth development and involvement through recreation and mentoring. The program is headquartered in a new gymnasium facility located on south Church Street.

STARS of Florence has been operating for less than a year and is open daily to offer young people in Florence the opportunity to practice team sports, or individual athletic

activities, in a safe, supportive environment. Adult volunteers coach athletics as well as mentor youth to improve their education and conduct. An educational tutoring program is planned for the future. All activities are free to participants and all skill levels are welcome. Drop by 1409 S. Church Street or call 843-598-7508 to learn more.

“Eastern Carolina Community Foundation is pleased to award this grant to STARS of Florence,” said Executive Director Sarah Shelley. “Charles and Chase Howard at Chase Oil started the Chase Oil Youth Recreation Fund in 2011 with a donation from BP’s Fueling Communities Program.” The Youth Recreation Fund has supported activities for four City of Florence youth sports leagues in honor of Chase Oil’s employee, the late Robert Sanders. According to Chase Howard, “the Chase Oil Youth Recreation Fund is proud to partner with STARS to support the dynamic activities they are providing for local youth. I strongly encourage other individuals and organizations to join us in this effort.”

S.T.A.R.S. founder Joe Edick was born and raised in the Boston area, but moved to Florence in 1993 to establish a medical waste business. He owns several businesses in the Florence area and has been involved in youth sports since 1998. “After recognizing a need for mentoring from several of my players, I created a mentoring program. This program concentrated on discipline, dedication, and educational growth. Suddenly three tutoring students turned into nearly fifty students in four elementary schools. With the help of several people Joe began his journey to helping change the youth in Florence County.

After several years of seeing a glaring need for a youth training facility, Joe decided to take a major portion of his retirement to fund the S.T.A.R.S. Facility. The acronym S.T.A.R.S. stands for Sports That Achieve Real Success. Joe mentions that “The great thing is that inside S.T.A.R.S., your race, wealth, or social status has no weight”. “My father traveled when I was young”, Joe continues, “so several fathers in the community helped raise me. I think that gave me my motivation and hopefully I can inspire the next dream”, Joe lives in Florence with his wife Nicole and his two adopted children Nikolas and Collin.

Eastern Carolina Community Foundation is a public charity established in 2006 as a collection of charitable funds built with gifts and bequests from people in the eastern part of the Palmetto State. The mission of the Foundation is to improve the quality of life in the Pee Dee by connecting people, resources and needs. All funds at the Community Foundation support nonprofit work in the region. For information on ECCF, call 843-667-1131 or visit www.easterncarolinacf.org.



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Improving leadership, networking and job skills is important in any field, and doing so through community involvement is a rewarding way to give back. Volunteering provides the best of both worlds - supporting your local community while developing professional skills that may help you in the future. Many companies encourage their employees to volunteer, whether on their own time or through work.

Commitment to volunteer service and the financial needs of community organizations, many companies, will also provide financial donations to the charities where their employees volunteer. These donations give an extra boost to the organizations and causes that are personally important to employees, are usually based on the number of hours an employee volunteers, and allows a worker who might not otherwise have the financial resources an opportunity to direct funds to his or her favorite charity or organization. The benefits of volunteering really are limitless. Even a few hours each month can help a neighborhood, a family in need, or an organization, attain its goals and make a positive, meaningful impact in the community.





SPECIAL FEATURE:

Economic Development

Selling Florence to Strangers Has to Be Done Right the First Time

By Rennie Lunn-McAllister



Joe W. King

Economic Development is the lifeblood of every thriving community and in these parts -- 8,830 square miles of it -- Joe W. King is champion for the cause. Executive Director of the Florence County Economic Development Partnership, the former county council chair and his team are tasked with making sure that anyone interested in or already doing business in this county encounters the right

climate. They ensure that the right incentives are offered, information on tax structure has been explained, proper permits issued, detailed the available workforce and presented all the amenities and livability attributes that will get and keep them here.

“We live in an increasingly diverse society and we should all be sensitive to diversity. Bringing in a variety of people with various backgrounds allows us to connect intellectually and also allows us to come up with solutions to better solve problems. Diversity is essential to creativity, productivity and fostering innovation and more than that, accepting diversity means that we are OK with those things that set us apart,” he said.

In public service for most of his career, King has learned that our overall belief system regarding race, gender, sexual orientation and religion originate from what we have been exposed to our entire life. While attracting companies -- large or small -- diversity is not just about race and gender but includes thoughts and geography. “You would like for people of all colors, backgrounds and religions to be able to work together and interact with each other to the betterment of all. We should all live by the saying “do unto others as you would have them do unto you” because everyone wants to feel valued, needed and accepted. If we look at all of the international companies that we have in the county and region, the workforce is a mixture of diverse cultures, races and religions. All of this is a positive for our community because this rich diversity provides us an opportunity to learn from others and helps us to understand each other,” he illustrated.

The chief architect who persuaded such global names as Heinz, Monster, Otis Elevator and Johnson Controls, King

believes that it is really everyone’s job to be attractive in turning observers into prospects. “Improve your community in whatever way you can. Make it an inviting place and people will want to live and invest here. Our diversity ensures that we are a more well-rounded people and people are the most important asset to any company. A workforce with different backgrounds generates new ideas, new ways of thinking and new answers that solve problems... bringing all together for a common goal.”

The Florence County Economic Development Partnership’s mission is to recruit new industry to the area and help existing industries grow. His organization wants to create quality jobs for the county’s citizens and grow and diversify the tax base. “We work just as hard to grow what we already have as we do in the recruitment of new industry. It’s always more glamorous and exciting to have an announcement of new jobs, or a new company coming to town, but existing industries are the lifeblood of any community. They know the workforce, the quality of life, the support they receive from our organization and they are some of the best salesmen we have,” he expounded.

Convincing companies that this area has a trainable, qualified workforce and all the amenities and quality of life they would need for their workers to be happy is sometimes an uphill climb. However, because of Florence’s location (midpoint between Miami and New York), its transportation infrastructure which includes access to seaports in Charleston and Wilmington, NC and Savannah GA, a regional airport, two award-winning post secondary institutions, country clubs, museums, a theatre, a civic center, golf courses, tennis courts, the NASCAR track, the largest education foundation in the state, and a downtown redevelopment and cultural corridor, the combination of all makes Florence County an easy choice.

An alumnus of Charleston Southern University, King holds fast the belief that relationships are one of the keys to moving Florence forward. “We have established solid relationships with site consultants, vice presidents of real estate for Fortune 500 companies, local, state, and national industrial brokerage firms, and anyone else we can sell on Florence. What I like most about economic development is interacting and working with the diverse industrial base we have and trying to make a difference in our county by creating new jobs and investments,” he articulated, dreaming and speaking like only a native can.



WWII Monument Says Everything Humanly Possible in War

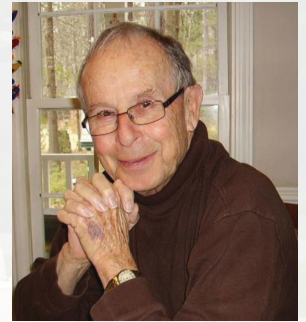
By Rennie Lunn-McAllister

The Florence WWII Monument Committee, in seeking to honor those who fought “the war that was like no other” and now all wars, has found itself in a battle all its own: minimal public interest and support. William Jellison, Operations Manager and Advisor to the Committee, is utilizing the media to the world help say thanks in an appropriate way. The most tastefully pressing and prominent method is through a memorial, yet local organizers who are affiliated with Pee Dee Veterans Advisory Council, were initially stumped about what it should look like.

So when committeemen headed by WWII vets Davis Phillips and Rocky Gannon, strongly supported by another veteran former Cong. Ed Young and Honorary Chairman Cale Yarborough, began brainstorming, they sought out sculptor Alex Palkovich and Michael Boze. First, they had to answer three questions: ‘What should it look like?’, ‘What should it say to the viewer?’ and ‘How can one monument say all that?’ Considering that WWII was fought on three continents and the Pacific Ocean and included Air Force bombings, Army invasions of France and Italy, Naval battles against the Japanese and heroics of Marines in the Pacific, not to mention it was the first war that created the first women’s corps for the Army, Navy and Marines, the answer(s) would require some heavy lifting. Jellison said another consideration would be that wars are fought with guns, tanks, cannons and artillery, with bombs and incendiaries, but who does the fighting? On the front line every time are the enlisted men and women of the US Military and the committee decided that the emphasis of the design should center on the young personnel of the Armed Forces.

On December 7, 1941, -- time of the attack on Pearl Harbor – America was ill prepared for a war and especially on two fronts. Nonetheless her citizens heeded the call with 18-, 19-, 20-year-olds flooding recruitment offices. And as history has written it, America fought WWII with kids – away from home for the first time and so from battle fields and battleships, they wrote letters home. And that is the premise of the monument design which must show the human side of the tragedy of war -- all wars. The final approved drawing shows a young soldier writing a letter to the parents of a fallen comrade, the young lad representing all the youth of America, now monickered “The Greatest Generation”, Jellison relayed.

To bring this dream to reality, the committee is still seeking resources from people who want to join in and salute 3,230 WWII veterans from the Florence area and all other who served in battle. They invite passionate people to join the team of visionaries, artists and artists and share family letters or photos from that war era. Be sure to mail photocopies to Veterans Advisory Council PO Box 12393 in Florence, SC 29504 or give online @florencew2.org. Learn more about the diverse ethnicities and genders that helped build this nation into what it is today and say thanks in your own way. Like we do.



William 'Bill' Jellison



National Disability Awareness

National Disability Employment Awareness Month Celebrated

By Alicia C. Phillip, Esq.



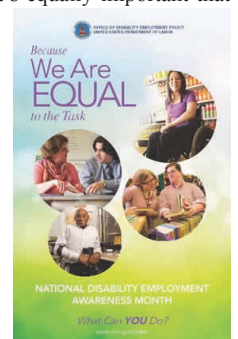
Samantha Luck

National Disability Employment Awareness Month (NDEAM) is held every October to raise awareness about employment issues regarding disability, and celebrate the contributions of America’s disabled workers. NDEAM was started in 1945, when Congress declared the first week in October “National Employ the Physically Handicapped Week.” In 1988, Congress changed the name to “National Disability Employment Awareness Month” and made it a month-long event. We spoke with Samantha M. Luck, Attorney at Protection & Advocacy for People with Disabilities, Inc. about the importance of a NDEAM. Attorney Luck expressed the importance of having a month dedicated to disability employment awareness,

both for the benefit of employers as well as employees. According to Luck: “Many times individuals with disabilities find themselves either unemployed or underemployed because they are not aware of their rights and what protections there are in place for them in the workplace. It is important for employers because they are sometimes not properly educated on the laws which protect individuals with disabilities in the workplace, such as the Americans with Disabilities Act. It is also important because this awareness helps educate employers about the rights of people with disabilities as well and may provide them with information relevant to employees with specific disabilities and how their needs can be accommodated.” Disabled employees face many issues in the employment context, including: discrimination in the hiring process, such as not hiring an individual because they have a disability; employers denying requests for reasonable accommodations that would otherwise enable an employee to do his or her job, such as screen-enhancing software that enlarges text for one who is visually impaired, or allowing an individual who may be visually

impaired or experiencing an emotional disability to bring a service animal to work; individuals with disabilities being underemployed, such as in sheltered workshops, due to the lack of appropriate services or resources from outside agencies; and the lack of appropriate transition services in high schools which should prepare individuals with disabilities for work after high school.

Employers can create a more welcoming environment for disabled employees and potential employees by realizing that even individuals with very significant disabilities are capable of successful performance in the workplace. Further, making accommodations for employees are not as financially burdensome as employers might think. Many accommodations cost employers less than \$500 to enable an individual with a disability to work, and many accommodations come at no cost to the employer at all. For example, allowing an individual to bring a service animal to work would generally come at no cost to the employer, and maintenance of the service animal is the responsibility of the employee. Says Luck: “I think it is very important for employers to do their part to stay educated on the issue of disabilities in the area of employment and be a support system for employees with disabilities, rather than be another source of limitation for them. It’s equally important that employees educate themselves on what protections are under the law and form connections and networks with agencies and resources, such as Vocational Rehabilitation, the Equal Employment Opportunity Commission, the Job Accommodation Network and other agencies for assistance if they are faced with any type of discrimination in the work place.” If an individual feels that he or she has been discriminated against because of his/her disability, Protection and Advocacy for People with Disabilities, Inc. can be reached at 1-866-275-7273 or TTY 1-866-232-4525.



love friends faith determination courage support
Breast Cancer Awareness
decisions hope
love friends faith determination courage support

Better Days, Happy Endings After Breast Cancer

By Chinel Boateng



Laura & Ashley Miller

In January 2012, Laura Miller and husband Gary were given wonderfully surprising news -- they were twelve weeks pregnant! Surprising because they already had thirteen year-old Ashley at home, and thought they were barren. One month later Laura discovered a lump on her breast; which she thought was a milk duct. Laura's doctor moved swiftly and within one week tests revealed cancer. Laura wasn't surprised to hear

the word "cancer" for two years prior her cousin had the same diagnoses but she praises God for her pregnancy. "If I wasn't pregnant, when I found the lump, I would have ignored it a little while", Laura explained. Laura's concerns about the course of treatment were put to rest when her doctor assured her chemotherapy was safe after the first trimester. But before the fifth treatment, baby Gage was born; ten weeks premature at 3lbs 10oz. He stayed in the NICU for three weeks and had no major complications. "God has truly blessed me; during my pregnancy I never got sick from chemo or the pregnancy, and never missed a day of work. My only side-affect was hair loss" said Laura. She tested positive for the BRCA1 gene and later underwent a double mastectomy and total hysterectomy. "I think the spouse needs as much support as the patient. I never cried during that time because I knew Jesus had this all planned out. I cry now, when I think how much closer it brought me to Him. I would rather have it (cancer) then someone who's lost and doesn't know Jesus; because I've got the support I need. And, if I don't make it through, which I believed from the very beginning that I would, but if I didn't, I knew where I was going. I would rather have it than someone else.... I would do it again so someone else wouldn't have to", said Laura in closing. Laura is a member of South Florence Baptist Church.

Tory and Carmen White had not long celebrated their one year wedding anniversary when, during "cuddle time", Carmen discover a lump on Tory's chest; he was soon scheduled for a mammogram. "It was kinda amusing for a man to have a mammogram", said Tory. "I told Carmen I really didn't see the big deal; the hardest part was trying to fit around the machine." The results confirmed that Tory had breast cancer. "I already knew what was going on and wasn't worried because of my faith" said Tory. One year prior to his diagnosis, Tory's mother was diagnosed with breast cancer. Dr. John Sonfield performed Tory's mastectomy and informed him that the cancer was caught early. "He said it was like a group of bad kids sitting on the porch; you knew they would eventually get off the porch, so we got them before they did; now



Tory & Carmen White

everything is alright", said Tory who required no other treatment. With a history of breast cancer in Tory's family, his primary physician recommends that all biological children be checked, both male and female. Tory is the Youth Pastor at Majority Missionary Baptist Church in Florence, SC and a full time student at Morris College majoring in Pastoral Ministries and Business Administration.



Katherine Sherod

Katherine Sherod's journey began in 2007 with pain and swelling under her left arm and a knot under her breast. A surgeon removed five lymph nodes and informed her they were all negative. She was treated with antibiotics for a week and the pain and swelling dissolved, two months later it returned. The surgeon then prescribed a two-week supply of antibiotics, again the pain and swelling dissipated, just to return two months later. Katherine knew something was

wrong, regardless of what the test showed. During a visit to her Hematologist, Dr. Billy Clowney, he examined the area. "He informed me that I had a rather large mass under my arm and instructed me to have the surgeon order an MRI", explained Katherine. "Dr. Clowney told me what to expect: the surgeon will want to schedule surgery immediately, but he said my mass was so large that I'd need to have chemo first, to try to shrink it." Sure enough, the surgeon wanted immediate surgery, but Katherine asked for a second opinion and a referral by Dr. Clowney. "To this day, the surgeon has not called to make my appointment; I was diagnosed with stage III breast cancer," she told. Katherine underwent six treatments of the most aggressive form of chemotherapy, every 21 days. Dr. Clowney told her it was going to be rough, but no one could have prepared her for this journey. "When I went through the Chemo I was so sick; there were times that I gave up, I would take my clothes off and my husband would put them back on, I was just determined I wasn't gonna go on. Then I heard a voice inside me say "where is your faith?" From that day on I started praying and asking the Lord to give me the strength. There were nights I was in so much pain, my bones were aching and I would just say Lord, I need you to rock me to sleep, and I could feel my head getting lighter and lighter as though I was being rocked from side to side. Some nights my husband would come in and ask if I was calling on him? I said no baby; I'm calling on the Lord. I don't need you right now, I need Jesus. Coming up, people looked at cancer as some type of punishment; I don't look at cancer as a punishment, I look at it as Him drawing me closer" said Katherine. Katherine is a member of Mt. Hermon Missionary Baptist Church in Bishopville, SC which provided wonderful support during her journey.

In honor of National Breast Cancer Awareness Month, C. Wyleek Cummings, a cancer survivor, is running at least one mile daily from Oct. 1-31, 2013, to raise funds for Breast Cancer. Please donate \$1/day (\$31) to Operation Gump: A Mile in My Shoes at any Wells Fargo Bank. All proceeds go to the American Cancer Society.



Domestic Violence Awareness

National Domestic Violence Awareness Month Observed

By Alicia C. Phillip, Esq.

October is National Domestic Violence Awareness Month and we spoke with Gloria Davis, Family Violence Services Coordinator at the Pee Dee Coalition Against Domestic and Sexual Assault, to get her thoughts on domestic violence issues.

By way of background, National Domestic Violence Awareness Month evolved from the “Day of Unity” in October 1981, which was an effort to connect advocates across the nation who were working to end violence against women and their children. The first Domestic Violence Awareness Month was observed in October 1987. According to Ms. Davis, “It is important that this month is observed to bring more awareness and bring communities together to deal with the issue. Although, the Pee Dee Coalition is in the community, schools, and agencies sharing and educating about domestic violence all year long, October is one month out of the year that more focus and attention is given to domestic violence on a statewide and national level.” In fact, domestic violence homicide has become a “crisis” in the state of South Carolina. South Carolina is currently number two in the nation for number of women murdered by men, according to a September 2012 Violence Policy Center report, and has remained in the top five states for men murdering women. So domestic violence awareness is of especial importance in this state.

In her current role as Family Violence Services Coordinator, a position that she has held since August 2011, Ms. Davis is responsible for the overall leadership, coordination and service provision to victim survivors of domestic violence, which includes victim assistance, community education and training, offender intervention, and prevention education. In addition, she provides overall leadership to the Department of Social Services’ (DSS) Liaison project. Moreover, Ms. Davis assists with the development of trainings and councils, and participates in existing councils, taking an active role in related community task forces and committees.

Ms. Davis explains her choice of a career path as follows: “I started as a volunteer in this field because the issue of domestic violence is personal and dear to me and I believe that others should know that there is HOPE and know that there is light at the end of the tunnel. I had worked with families and children who had been abused and neglected for several years and noticed that I was seeing a trend of generational folks and started to see children who had been affected in some ways from domestic violence in their families. One day someone from Pee Dee Coalition came and provided an in-service training for all of the employees on domestic violence, and after that training I decided that I wanted to do more, so I became a volunteer for the Pee Dee Coalition. From a volunteer advocate I became a full-time employee. I am passionate about this issue and believe that it is

necessary that everyone understands their role in reducing or preventing this dreadful issue that is destroying our families.”

When asked about some of the myths that people have about domestic violence, Davis indicated that people think that religious beliefs will prevent battering, but the fact is that many battered women have deep religious beliefs as do the men who batter them. Another myth

is that battered women are uneducated and have few job skills, and yet, the truth is that the educational level of the battered women range from fifth grade through completion of professional and doctoral degrees. Further, a misconception is that a battered woman can always leave home if she does not want to be abused. But for many reasons, battered women have difficulty ending the victimization without assistance. Many have no access to money or other resources. Some may be afraid that they will be found and beaten. Others are afraid that they cannot make it on their own or that they will be criticized for breaking up the family. Lastly, another myth is that children need their father even if he is violent or “I’m only staying for the children.” The truth is that young children from families where the father is physically abusing the mother have emotional and educational problems that can last a life time.

To recognize National Domestic Violence Awareness Month, the Pee Dee Coalition will sponsor events to increase awareness, reach out to victims, and demonstrate how the community can help victims and their families. There are several events that are taking place across the Pee Dee. The information will be on the Pee Dee Coalition’s website at www.peedeecoalition.org and on their Facebook page.

Other ways to be an activist include supporting the Pee Dee Coalition’s efforts to bring awareness, and by volunteering. The coalition also asks community members and businesses to wear or display a purple ribbon to signify their support of local efforts to end domestic violence. According to Davis, “The community leaders need to know that this is a community problem and it will take cooperation from them to solve it. Let’s not wait until it hits home, do something about it now.” For more information, contact the Pee Dee Coalition at 843-669-4694 or visit their website at <http://www.peedeecoalition.org>.

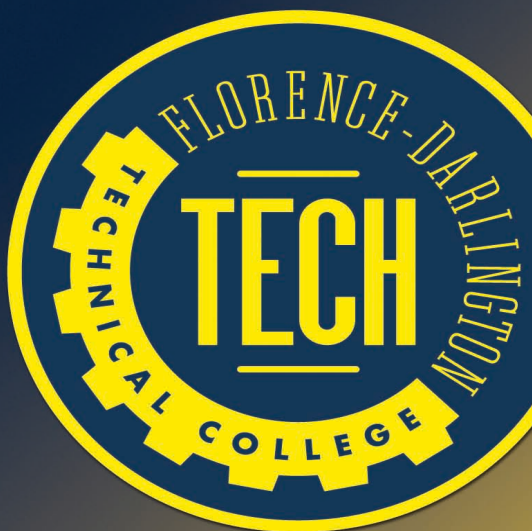


Gloria Davis

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FDTC's New President Brings Diverse Mix of Business, Industry & Higher Ed

By Rennie Lunn-McAllister



Dr. Ben P. Dillard III

Florence-Darlington Technical College's (FDTC's) newest president says he is in the right place to practice what he preaches about diversity's role in growing institutions and communities. "Diversity is of great value to FDTC because by having a diverse workforce, we are able to attract and retain the best talent, which in turn allows us to be more productive, competitive and responsive to our customers. It also improves our understanding of various segments of our market and increases our creativity in problem-solving. These benefits ultimately help any organization to understand its markets better, to reach these markets more effectively and to grow these markets more efficiently," said Dr. Ben P.

Dillard, III.

As FDTC president, he believes that it is an essential part of his job to ensure that the school has a diverse workforce. "In fact, it is my goal that FDTC's workforce should mirror the demographic composition of its marketplace, and I plan to continue the hiring policies and procedures that are in place that ensure diversity in the workplace at the college," Dillard said. He is of the mindset that all organizations seeking to be successful in the modern world should have as their goal a workforce that matches the diversity of their marketplace. This goal ensures that organizations have the appropriate understanding and creativity to reach that marketplace with innovative products and services. "Diversity has been a priority at FDTC for many years," he said. Dillard brings a wealth of business, industrial and educational work experience to FDTC's top job. He most recently worked as Business Development Manager with Recruiting Solutions, a staffing agency in the Greenville area. He is also owner of Upstate Services and Consulting of Piedmont. His higher education work experience includes a five-year stint as Executive Vice President of Greenville Technical College. Before being promoted to Executive Vice President, he was Vice President for Corporate and Economic Development. He initially joined Greenville Tech as the college's Director of Continuing Education. A 25-year career that included both corporate and manufacturing experience and saw him rise to the level of site manager at Dow Chemical in Mauldin, S.C., taught him that workplace equality is not a given in a diverse workplace. "Diversity promotes equality in the workplace when diversity leads to a corporate culture of openness, understanding, cooperation, inclusion and communication. It is a workplace in which diversity has promoted a climate where dignity and respect of individual differences are valued," he shared.

Florence-Darlington Technical College has a few distinguishing features that he enjoys pointing out. "At FDTC we excel at providing educational skills that lead to jobs within a relatively short time span. Our two-year degree, one-year diploma and nine-month certificate programs are designed to place people in the workforce in the shortest possible time period. Our Quick jobs program (through our Continuing Education Division) leads to jobs in even shorter amounts of time," he said. Dillard spoke of his pride in FDTC's Advanced Manufacturing Center at the Southeastern Institute of Manufacturing and Technology (SiMT) and went on to say that a top agenda item for him is to guide the SiMT toward profitability. "Our AMC offers 3D visualization services, laser scanning and additive manufacturing/rapid prototyping services to businesses and industries in the southeast and across North America. It is my goal to ensure that the AMC's services are positioned in the marketplace so that more customers are aware of the benefits of doing business with us.

Dillard noted that another prominent agenda item on his list is improving the customer service aspect of FDTC's intake (admissions, registration and financial aid) process. "With the substantial increase that we have experienced in recent years, our intake process has become quite cumbersome. We are looking to streamline this process next year in hopes that we can exceed the expectations of our customers," he said. With funding currently being FDTC's biggest challenge, Dillard is seeking viable new sources to underwrite the school's ability to continue educating today's students for tomorrow's jobs. Currently or previously affiliated with numerous boards and commissions, Dillard says he is "very excited to be a part of the Florence-Darlington Technical College family ... where many talented people are employed and it will be through their leadership and efforts that we achieve success." Dillard is the school's fourth president. He took over the job from Dr. Charles W. Gould, who retired at the end of May.

Know Your Rights (Part 2)

By Alicia C. Phillip

Sixteenth Century lawyer and philosopher, Sir Francis Bacon, once said that “knowledge itself is power.” What a profound and accurate statement! You must be armed with knowledge in order to make informed decisions. And this is even more crucial when facing legal challenges. Know your rights so that you can avoid costly mistakes. In presenting Part 2 of our “Know Your Rights” series, some vital tips are outlined:



Linward C. Edwards

Driving Under the Influence (DUI) Legal Matters

A Driving Under the Influence (DUI) conviction will result in loss of driving privileges, require expensive and time-consuming alcohol awareness classes and possibly mandated treatment, a three (3) year requirement to maintain costly SR22 insurance, and a criminal record. Thus, it is important to know your rights regarding this type of charge. Attorney Linward C. Edwards, II, a local attorney who represents clients facing DUI charges, had this to say: “Understand that an arrest for DUI is not a conviction. A common myth is that being arrested for DUI is ‘getting’ a DUI. That is simply not the case. If you are arrested for a DUI, know that videotaping of your arrest is mandatory, and that you must receive implied consent warnings prior to submitting to a breath or blood alcohol test, the law enforcement officer must follow proper breath or blood alcohol test and proper field sobriety testing procedures and protocol, you must receive proper Miranda warnings, and there must be probable cause for your arrest.” Edwards went on to explain that if your driving privileges are immediately suspended upon your arrest, if you act within specified time limits to complete any required alcohol awareness classes and treatment, you could be

entitled to receive a temporary license with no restrictions and a hearing. So, it is crucial to act quickly if arrested for a DUI. Speak to an experienced attorney as soon as possible so that you receive all of the due process to which you are entitled.

Criminal Domestic Violence Legal (CDV) Matters

In honor of National Domestic Violence Awareness Month, we wanted to give some tips on Criminal Domestic Violence (CDV) legal matters. If you are a CDV victim, some of your rights include the right to be notified when the accused or convicted person is arrested, released from custody, or has escaped; be allowed to submit a statement at all hearings affecting bond or bail; be heard at any proceeding involving a post-arrest release decision, a plea, or sentencing; and to receive compensation from the State Office of Victim Assistance (SOVA) Compensation Fund, if it applies in your case. On the other hand, if you are facing a CDV charge, there are also certain rights that you need to be aware of. According to William Grove, Assistant Public Defender in Florence County, a CDV conviction can have serious consequences for the defendant. “A CDV conviction can prevent the defendant from owning a firearm, and subsequent CDV convictions can result in offenses which require minimum sentences,” says Grove. So you must be aware of your rights. Grove explained that the first consideration is whether you have been charged with the right crime. CDV offenses only apply to people in a domestic relationship, such as when the parties currently or previously lived together and/or have a child together. “If there is no domestic relationship, then it is not a CDV offense,” explains Grove. In some cases it may be a simple communicating threats offense. If you have been arrested on a CDV charge, you have the right to a bond hearing within 24 hours, if you are not a flight risk or substantial danger to the community. In addition, you have the right to be heard, and you have the right to have an attorney present when questioned.



William Grove



Alicia C. Phillip

Estate Planning Legal Matters

In my capacity as a Certified Estate Planner, one of the issues I often assist clients with is understanding their rights as beneficiaries of a deceased’s estate. A beneficiary of a last will and testament or a trust is someone who is named in the will or trust to receive property from the deceased person’s estate. If you are the beneficiary under a last will and testament, there are certain rights that you must be aware of. You are entitled to know that you are a named beneficiary in the will, and the extent of the inheritance left to you. Further, the executor must exercise reasonable diligence when administering the estate. In addition, you are entitled to receive your inheritance within a reasonable time after the probate process is initiated. Likewise, if you are a qualified beneficiary under a trust, know that the trustee has a duty to keep you reasonably informed about the administration of the trust, and the trustee must promptly respond to your requests for information related to trust administration, unless unreasonable under the circumstances. Moreover, you are entitled to receive a copy of the will/trust, if you request it from the executor/trustee.

** This is just some of the necessary knowledge that you must have when facing DUI, CDV, or estate planning legal matters.

Overcoming Limitations

By Laura Hoxworth, Content Manager & Writer



Briana Lotan

There are people who pick a career because it's practical or easy. And there are people who are driven by something more. Briana Lotan, a senior musical theater major at Coker College and an outgoing, vivacious student, is one of those "other" people—the ones who choose their career because it's what they're meant to do. Because choosing anything else just wouldn't make sense. And yet, despite the passion and conviction she clearly displays for her future, Briana has not always known that musical theater would be her path in life. Her journey was a little more complicated. Growing up in Macomb, Michigan, Briana lived out what she describes as the stereotypical suburban childhood—from nightly family dinners to summer evenings spent playing outdoors.

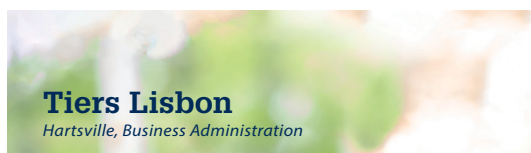
"I was always very active," she says. "My mom would have to yell at us to come inside when the sun was coming down." That boundless energy didn't let up as she entered school and joined nearly every squad or team she could manage—tumbling, gymnastics, volleyball, running, dance, you name it—but nothing matched her personality and enthusiasm better than cheerleading. "There was the performance element, and tumbling, and just that energy was amazing," she says. "I loved it."

And then, one day in early December when she was 11 years old, everything changed. It was December 7th, to be exact—the date is the first thing she mentions, without hesitation. December 7th. She will always remember the exact date she found out about the tumor on her spine. The surgery was successful. But Briana, the active and outgoing cheerleader so full of life and energy, was left paralyzed from the waist down and wondering where to go next. Luckily, she's not the type to get discouraged easily. It started slowly—a keyboard received as a Christmas gift from her grandmother—and steadily grew until one day in 9th grade when it all clicked. "I went to the meeting for the musical they were doing, which was 'The Wizard of Oz,' she says, "and I was just like, 'I have to do this for the rest of

my life.'" She hasn't slowed down since. During her time at Coker, Briana has been involved in everything from musicals to cheerleading to student government. She was even the very first chief justice of Coker College. "Every time I go to get a new wheelchair, they ask me how long I've had it. I say a year and a half, and they tell me that it looks like I have had it for 10 years," she says, laughing. "I'm a little hard on my chairs. I'm never sitting still."

Since that first show, Briana has played many roles both fun and challenging, from Wilbur in "Charlotte's Web" to Snoopy in "You're a Good Man Charlie Brown." But her favorite was her most recent role as Elsa in "Spring Awakening"—a character with a dark past who caused Briana to reflect on her own struggles in life. "I started to figure that she and I weren't that different," she says. "We both had a troubled past, but at the same time we tried to make the best out of it and move forward toward a bright future." A bright future is exactly what Briana has ahead of her. She says her time at Coker and the close friends and mentors she's met there have helped her mature and gain confidence. In the end, she's realized that her love of music and performance is more than just a career goal. It's a passion that has helped her to accept and love herself for exactly who she is. "There is nothing like just being on stage and singing your heart out," she explains. "It's really hard to describe. It's almost like you truly just give yourself over to the moment, and that is the only time that I feel that people aren't looking at me in my wheelchair, but at my person."

Unsurprisingly, Briana has quite a lot of plans for her life after college. Singing, acting, directing, writing, and even opening her own theater are just a few of her long-term goals. And while she knows she's entering a tough business, she clearly won't get discouraged easily. "I am definitely willing and ready to be denied a hundred million times," she says, "but I'm holding out for that one opportunity." Briana can sum up her life philosophy pretty succinctly. "Your limitations should never stop you from becoming who you want to be," she says. The journey to get to this outlook—one of such contagious positivity and confidence—wasn't always easy. But Briana says she wouldn't change it for the world. She's made it this far, and she's not looking back now.



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Start Smart...Finish Strong

Contributed by Aneesa Giles



Recently, the School Foundation and Florence School District One launched a new program called “Start SMART” in an effort to increase public awareness of the available services for parents of children ages 0-5. In speaking with the Director of Early Childhood Education of Florence School District One, Dr. Floyd Creech, he noted that the program is a big assistance to the school district and also highlighted that the most important aspect of it is that children will enter school ready to learn. Dr. Creech broke down the term “readiness” in that it represents the child’s physical, mental and social ability to cope with the demands of school.

“In Florence County, we have many children being assessed as simply not ready for kindergarten. Parents have to recognize crucial components such as a child’s health, their ability to adapt socially, their ability to express their emotions and even the parent’s level of active participation, all play major roles in grooming the child into a young individual ready for school,” he said. Dr. Creech mentioned that parents can look forward to the expansion of the Parent-Child-Home-Program with twice weekly home visits where the language ability of children will be a focal point. Not only will the children gain from this service, but the program is developed in such a way that the parent is the actual teacher and is coached by the person conducting the home visit.

The great American social reformer, writer and statesman, Frederick



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Douglass, once said, “It is easier to build strong children than to repair broken men”. Any parent should contact their local school district, inquire about available resources and make the best of them. The challenge lies in educating those who may not be so open to help, those who may not think they need help and indeed those who do not even have access to ask for help. The new Start Smart Initiative has specific goals of increasing the number of children entering kindergarten with early learning skills, increasing active participation by parents as teachers, maintaining and providing high quality training for child care providers, increasing awareness of available resources as well as assisting businesses willing to offer family friendly policies. The services cover has everything from parenting programs, preschool programs and even adult education programs. A community that enables its children to start smart strongly increases the possibility for them to finish strong. Start SMART website (www.startsmartflo.org)

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South Carolina’s colleges prepare our state’s citizens for the jobs of today and tomorrow. Since the South Carolina Education Lottery began eleven years ago, the state legislature has allocated more than \$3 billion for the benefit of students and programs at colleges across our state. Much of the investment has made college more affordable for students seeking an education. And an educated workforce signals prosperity for all South Carolinians. Our business is selling tickets. Our passion is education.



Area Science Center Educates Youth

By Andreka Johnson, Marketing and Communications Coordinator

Nestled in the heart of the Pee Dee, ScienceSouth is a non-profit educational institution based in Florence and through its programs, the organization creates innovative, enjoyable learning experiences, which engage people in life-long learning, invention, and problem solving. More than a decade ago, a group of educators and business leaders saw a need to address the science and technology education gap in the Pee Dee area. Out of their efforts came ScienceSouth, with a mission to advance scientific understanding and increase the competitiveness of future generations in all areas of science.

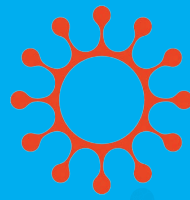
ScienceSouth strives to create memorable learning experiences that are standards-based and support classroom instruction. With a mission in tack, ScienceSouth launched its first foray into outreach programming in 2003. Since that time, the Science on Wheels initiative has grown to include servicing more than 16 school districts with outreach visits, teacher professional development, and summer camps for their students.

In the spring of 2008, ScienceSouth found a home at Freedom Florence. It's unique tent-style building serves as the base of operations for Science On Wheels as well as its onsite workshops. ScienceSouth's programming includes Mommy & Me, Homeschool Science Academy, and field trips, in addition to ScienceSaturdays and summer camps.

As the only science center in the Pee Dee, ScienceSouth aims to show people the science in their backyard. Whether it's at a community festival or a Homeschool science workshop, ScienceSouth hopes to ignite the love of science to learners of all ages. ScienceSouth welcomes you to come join the adventure.



Andreka Johnson



ScienceSouth
> inspire educate entertain

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Homeschool Science Academy - Mommy & Me
ScienceSaturdays - Scout Programs
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Florence

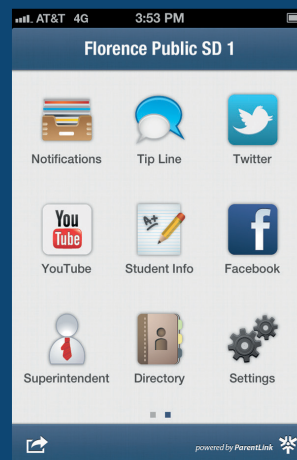
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Seeking & Seeing Gains from Divine's View

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



Mike Hiltibidal

I am the Head of School at The King's Academy. TKA is a 4K-12th grade college preparatory school dedicated to helping the mind and heart of each child come fully alive in Christ! We believe every particle of knowledge contains the fingerprint of God. Math, art, science, history, language are individual pieces of

creation that together form a portrait of the Creator. Therefore, the sharpest minds are the result of those with the strongest love for their Creator... which brings the greatest life. That's what The King's Academy has planned for each child: A Strong Love – A Sharp Mind – A Great Life!

Over time God has enabled me to begin to view "Achievements" from His vantage point. In light of that, I will share one highlight from my teaching ministry. While Elementary Principal at Raleigh Christian Academy in Raleigh, NC, I taught a College/Career class to twenty-something in our church. As a class, we decided to begin a Rescue Mission ministry by offering a fellowship/training time one Friday night each month. One evening, after I finished a teaching time, I noticed a young man about my age who was unusually burdened. I spoke with him, prayed with him, and offered to take him to church that Sunday. I did take him that Sunday, and then for every Sunday thereafter for several months. It was no coincidence that we eventually found out we both had attended the same small Christian College years before and hundreds of miles away. Addictions had stolen his life. By God's grace, I and our church helped him get it back. He found a new life, a new job, and a new home. During that journey, he pulled me aside one Sunday after church. He asked if I would go with him to talk with a friend of his who needed what he had found. I replied, "Of course I will." It was after I agreed that he told me his friend was a female, was addicted to drugs, and had become a prostitute in order to fund her addiction. Harry and I agreed on a time and place to talk with her. She showed up. Harry didn't. I had backed the car up and headed home, not wanting to be seen alone with a known "hooker", when a voice shouted in my head. "I have not come to call the righteous, but sinners." I turned the car around and went back, not even knowing her name or what she looked like. That didn't matter. As I was just at the curb someone shouted my name from down the sidewalk. Harry had told her my name, and I guess my suit and tie gave her

a good indication I wasn't from around those parts. I don't know that I've ever prayed more than that moment. Here was a known prostitute shouting out my name and walking toward me. Then came another voice in my head. "Take her to the light." I did. First to the streetlight where we sat together on the curb, although it still seemed dark. Then to the true "Light" as I began to share the love of Jesus with her. I wasn't looking at her as I spoke. Let's just say she wasn't dressed for church. But after a few minutes, as I was looking down at the street, I heard something. It was a quiet sob...the kind that only comes from the innermost part of a soul that is broken. As I glanced over the first thing I saw was a small pool of tears that had gathered on the pavement. The next thing I saw was a tear-stained and make-up stained face that was crying out for another chance at the life I was talking about. I prayed for her. She prayed for herself. And the darkness lifted! I was never more proud to walk into church than I was that next Sunday, with a former Rescue Mission addict on one side, and a former prostitute on the other!! We were able to help her re-unite with her family, two states away, shortly thereafter. You can imagine the reunion. And those are the achievements that really matter.



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Promised Change is Here

By Dr. Dan Strickland, Marion Schools Superintendent

“Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we’ve been waiting for. We are the change that we seek.”

— Barack Obama

With the full implementation of the Common Core State Standards, schools are beginning to change the way that students are taught and assessed. These standards are designed to change the way that students think- to help form creative and flexible thinkers. Our students are naturally more flexible in their thought process, and are usually more comfortable than us in creating in the digital era. So how do we as educators prepare our students to become flexible thinkers? I believe that we do this by thinking for a change.

By this, I mean that we think in terms of change. Our society is constantly evolving and viewpoints and perspectives shift unexpectedly. As educators and family members, we need to think in terms of what will be, not what used to be, or even what currently is. This can be a difficult process; striving to be flexible in the face of the unknown is a daunting task. How can we do this?



Dr. Dan Strickland
Marion Schools Superintendent

One way is to create communication avenues with our children. Our children are the best source of information for what is currently being practiced, but also a good source of imagination for what could be. Another thing is to pay attention to the news. Who would have thought that when cell phones first came out that they would become a classroom tool? But even as Apple marketed the first i-phone, plans were already being made for the i-pad, now a common classroom tool. As you watch the news, practice your own flexible thinking. Listen to the stories and wonder “what if?” You’ll discover that your thinking becomes more flexible as well.



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FMU's Brogdon Establishes Campus' First Minority Nursing Association

Contributed By Angela R. Crosland , FMU Director of Communications



Dr. Rhonda Brogdon

A Francis Marion University nursing professor has launched a new professional association aimed at enhancing diversity in the nursing workforce.

Dr. Rhonda Brogdon, FMU assistant professor of nursing, directed the effort to create the campus Minority Nursing Association (MNA), which recently

received a charter through The National Black Nurses Association (NBNA). Brogdon said the MNA will benefit the university, the community and, of course, minority nursing students. "We are most humbled to have a chapter developed to accommodate the growing number of minority nursing students and faculty," said Brogdon. "We are hoping the establishment of the association will enable us to answer the needs of our minority students through scholarship and leadership development, critical thinking, role-modeling, and mentorship. These areas are crucial to the development and success of all nurses, but I feel that minority students are met with greater challenges in proving themselves worthy to work and to belong in such a demanding field."

Brogdon has been a medical-surgical nurse for 16 years. She received the Bachelor of Science in nursing from Clemson University in 1994, the Master of Science in nursing in 2004, the Master of Business Administration in 2001, and the Doctor of Nursing Practice from Duquesne University in 2010. Brogdon has served as mentor and preceptor for 12 years in bedside nursing and was consistently evaluated as a "role model" nurse for 10 years while working in acute care by her nurse manager. She is a past recipient of the FMU African-American Faculty and Staff Coalition (AAFSC) Diversity Award for her efforts to make diversity and inclusion a priority in her work and beyond. Dr. Ruth Wittmann-Price, chair of the Department of Nursing, said the formation of the MNA is a response to the American Association of Colleges of Nursing's call to increase diversity in the nursing workforce in order to provide better nursing care to the citizens of the Pee Dee region.

"The chapter at FMU will reach out to practicing nurses and all Pee Dee nursing students in order to help ensure the need for a diverse academic and professional nursing workforce is met," said Wittmann-Price. "Dr. Rhonda Brogdon, Mrs. Crystal Graham, and Mrs. Karenmarie Davis are expert nurse educators and excellent mentors and roles models for the nursing students of FMU. We are very grateful that they are leading this initiative and that Dr. Brogdon was successful in securing chapter status."

To join the campus MNA, contact Brogdon, who is president, at (843) 661-1674. NBNA was founded in 1971 in

response to concerns regarding the growing inequities in health care for African Americans and the lack of a voice from black nurses on their issues. Its mission is to provide a forum for collective action by black nurses to investigate, define and advocate for the health care needs of African Americans and to implement strategies that ensure access to health care, equal to, or above health care standards of the larger society. Francis Marion University is a four-year public institution established by the state of South Carolina. It is located in the northeastern part of the state near the city of Florence and has more than 4,000 students. Its purpose is threefold: to provide students with an excellent education, stimulate inquiry and research, and serve the Pee Dee region and the state of South Carolina.

Veteran Librarian Davis Receives National Community Health Care Award

Contributed By Angela R. Crosland , FMU Director of Communications



Yvonne Davis

Francis Marion University Library Acquisitions Coordinator Yvonne Davis recently received the Ethel Bond Memorial Consumer Award from the National Association of Community Health Centers, Inc.

This award is presented to one individual who serves on a community health center board, shows involvement in the development of a health care center, and is dedicated to the community health center movement over a period of time.

It is Davis' persistence in overcoming barriers and obstacles to ensure quality health care services are provided to those most in need that garnered her this recognition.

As a community health advocate for more than two decades, Davis was instrumental in bringing Health Care Partners, Inc. to the rural, underserved county of Marion. A native of the county's Friendship community, Davis said she has been the patient and activist, both of which fuel her desire to advocate for quality health care for all people.

In 2011, she received the Margaret J. Weston Award for Outstanding Achievement in Health Care Delivery. Even in her position at FMU where she has worked for 30 years, Davis serves a community. She assists the pursuit of excellence in teaching and learning by providing the FMU community of students, faculty, staff and regional citizens with access to scholarly information and other resources. Davis is immediate past president of the S.C. Library Association, and was the first paraprofessional to serve in this capacity.



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Changing a Generation Through Worship

Contributed by Rebekah Baker



Russell Nelson Jr.

Nothing can bring together large diverse groups of believers of all ages, cultures and nationalities like worship. Worship Fest has been able to achieve this year after year according to the CEO and Founder of Worship Fest Inc. and Geneses Worship Band, Russell Nelson Jr. Russell is the Minister of Music for Divine Destiny Worship Center 3842 Oak Drive in Florence, SC. He tells that this multicultural event draws people from all around the states

for one purpose, and that is to acknowledge one God through praise and worship, the ministry of dance and music. Worship fest was once called “Youth Explosion”, but as it grew it became more structured after the scripture in John 4:24”... and they that worship him must worship him in spirit and in truth” the name was then changed to “Worship Fest”.

Russell believes that in this season, God is teaching His people how to totally trust Him with their lives and not to focus on the economy of the earth but on God’s. One scripture that he quoted is from John 14:12 that says “Verily, verily, I say unto you, He that believeth on me, the works that I do shall he do also; and greater works than these shall he do; because I go unto my Father.” In regard to this scripture, Russell said, “I believe with all my heart that this is that generation that will turn the world upside down, who will not compromise holiness and righteous living for the world but will stand on God’s Word and see the Kingdom of God revealed on the earth”. He also stated, “I truly believe we are about to see a harvest of miracles and a move of God’s supernatural power that will be echoed throughout the generations to come.”

Worship Fest is the vehicle that will help to bring the presence and power of God to the earth. Russell added that there have been countless testimonials about young people who after attending a Worship Fest gathering left encouraged and ready to increase their relationship with Jesus. He also noted that there were some people who wanted to give up or throw in the towel, but after leaving Worship Fest, their heart was filled with a true sense that God really loved them. Worship Fest will be held in January at Gospel Temple Worship Center 3987 West Palmetto St. Florence SC 29501.



3rd Annual Aim-At-Ag Sporting Clays Tournament Scheduled

ArborOne Farm Credit will host its annual fundraising event, AIM-AT-AG, on OCTOBER 26, 2013 at BLACK RIVER SPORTING CLAYS located at 1049 Millwood Road, Kingstree, SC. Proceeds from the sporting clays tournament will benefit the South Carolina FFA and the South Carolina 4-H Programs.

Participants have the opportunity to compete on a challenging 12-station course. Registration will begin at 8:30 am and scorecards will be due by 2 pm. The event will conclude with lunch and awards ceremony. Prizes will be awarded to the top three shooters in the youth class and each Lewis class. The overall youth team winner will also receive a prize.

Last Year, more than 75 shooters came out to compete in either the Youth or Adult Division Tournaments, and sponsors from all around the state showed their support to these two outstanding organizations by helping Aim-At-Ag raise \$25,200 for its cause!

The continued success of this event is a true testament to the number of people who share ArborOne’s passion to invest in agriculture and promote youth leadership in South Carolina. ArborOne encourages you to help us support this very worthy cause by making plans to compete on October 26th, or by contacting your local ArborOne Farm Credit representative for information regarding sponsorship opportunities.

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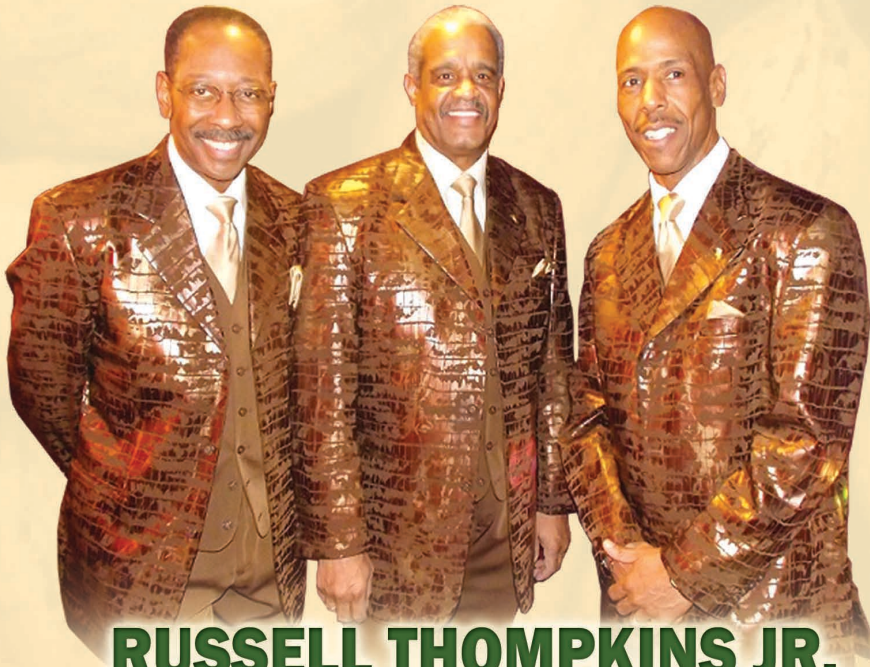


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FlorenceDowntown.com

The Sweet Life

Contributed by Aneesa Giles



DOLCE VITA
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They say life is as sweet as you make it, and to make sure the personal experiences and visits add that sweetness, their value has to be memorable. Sometimes they can come in the form of people who touch your life but other times it can be simple things like good wine and fine chocolate.

As a resident of Florence, I spend time exploring the area for more of life's sweet treats and experiences which lead me to the heart of the city – downtown. As we all may have noticed, downtown is undergoing major revitalization and new businesses are opening. One such business launched in 2012, and since then I can say that they definitely left a memorable taste in the mouths of locals and visitors alike. Dolce Vita (Italian for Sweet Life) was first opened in 2012 as a once thought-of dream that turned into a reality. The idea for a wine bar came about a few years earlier but due to timing and the development of other projects, the concept was placed on hold. As downtown Florence started getting a “facelift”, the idea was revisited and not only was it launched, but it has been receiving major support from everyone who visited their location.

After experiencing different cultures and literally being certified as “Master Chocolatiers” in Belgium, Howard University graduate Joshua Keith and Francis Marion University graduate Marvin James studied the art form of wine pairing and literally making chocolate. The uniform sheen and crisp bite of properly processed chocolate are the result of consistently small cocoa butter crystals produced by the tempering process after the chocolatiers receive it in callet form (similar to chocolate chips). Dolce Vita makes fresh gourmet chocolate of the finest quality using ingredients from different regions. It takes about two days to make the chocolate and the variety they offer is quite extensive. Some of the more popular flavors they have are goldschlager, sea salt dark chocolate, cayenne and cinnamon, pecan, amaretto, ginger bread and macadamia nut. The chocolate can be purchased individually as well as in an assorted quantity for a discount.

Besides the gourmet chocolate, Dolce Vita serves as a wine tasting room with a variety of red and white wine that are both intellectually satisfying yet full bodied and crisp. They can be accessed via an automatic dispenser which allows customers to have self-selection and either taste it, get a half pour or even a full pour at their own convenience. The dispensers use a card which has to have money loaded onto it by the customers before usage. The cards will also be used to develop a future customer service loyalty program. On a monthly basis, a wine specialist gives suggestions for a new selection of opulent or refined wines but the customers’ popular choices are always maintained. Some of the top sellers thus far have been the smooth aromatic Riesling Kung Fu Girl and the classic Velvet Devil Merlot.

In an effort to have something for everyone and not only the wine and chocolate lovers, Dolce has introduced select craft beer, gourmet tea and even coffee. They also partnered with Mark Palmer of Sweet Leigh's Cakes and Treats to offer delicious signature cakes by the slice, mason jar cakes and pimento cheese. One of the best things about life is that there is always something new for you to try, or a fresh experience waiting right around the corner. These entrepreneurs suggest treating yourself, add some extra “sweetness” to your day and sample some of the new offerings of emerging businesses from downtown



Florence. Remember, life is only as sweet as you make it so why not add some wine and chocolate! Dolce Vita is open Tuesday thru Thursdays from 11am to 9pm and on Fridays and Saturdays 11am until. Contact a manager at 843-610-2351 to book private parties, corporate gatherings and other events.

THE 10TH ANNUAL SOUTH CAROLINA PECAN FESTIVAL COMES TO DOWNTOWN FLORENCE ON SATURDAY NOVEMBER 2, 2013!

What began as a vision to bring people from all over the region to the Downtown Florence area to enjoy the beauty and history of our community, has turned into an event larger and faster growing than its founding members ever expected; rapidly growing from 4,000 attendees in its 2004 inaugural year to more than 50,000 in the past three years! Imagine strolling along streets brimming with a sea of smiling faces, classic cars and antique tractors glistening in the bright sunshine, stages of pulsing music from every corner, and children dancing, jumping, and squealing in delight as balloons and grills season the cool fall air. This is an event you won't want to miss!

2013 will be the tenth year for the Saturday Street Festival. In response to overwhelming popularity, the event has expanded over the past few years, allowing larger vendor spaces and adding more stages and events than ever before. This year will feature seven total stages of free live entertainment with more than 50 bands and entertainers, a Farmers Market selling fresh, locally grown products and once again an arts and crafts component will be a vibrant part of the festival. We will also offer free Park and Ride Shuttle Service to and from the festival all day from participating locations. Join us in downtown Florence on November 2nd as we celebrate our special 10-year anniversary event with activities that include:

- Classic Car Show • Pecan Cook-Off Competition
- Kids Free Fun Zone • 8 Stages of Live Entertainment including the Pee Dee Blues Bash Talent Show
- Farmers Market • 250+ Food & Art Vendors • Three Beer Gardens
- Run Like a Nut (5K, 10K, Half Marathon Road Race)
- Bike Like A Nut (Metric century & Metric Half Century Bike Race)
- Park & Ride Shuttle Service • Amusement Rides
- Tractor Show and much, much, more!

Visit our website at

www.florencedowntown.com for more information

Marion's 24th Annual Holiday Prelude & Community Tree Lighting Celebration

Saturday, December 7th

Pictures with Santa & Hay Rides at the Farmer's Market: 10:00 a.m. -12:00 p.m.

Marion Christmas Parade: 4:30 p.m.

Sunday, December 8th

The arrival of Santa Claus aboard the City of Marion Fire Truck: 5:30 p.m.

Pre-Christmas Tree Lighting Show: Courthouse 5:45 p.m.

Tree Lighting Celebration – 6:00 p.m.

Fireworks at Withlacoochee Park immediately following Ceremony

Marion Mayor Bobby L. Davis & Members of City Council invite you to enjoy your time in Marion

Merry Christmas

"Holiday Goodness" Bazaar

Contributed by Maggie Riales, Revitalization Coordinator

The City of Dillon will host the 3rd Annual Holiday Goodness Arts, Crafts and Baked Goods Bazaar on Saturday, Nov. 23rd from 9am to 4pm. The event is held in the Wellness Center Gym at 1647 Commerce Drive.

Last year there were more than 50 vendors. 10' x 10' spaces are available and come with a table and two chairs for \$15. A minimal number of spaces with electricity are available for \$20. The application and more information are posted on the city website: www.cityofdillonsc.us. The submission deadline is Friday Oct. 18th.

Admission is free. The day of the event there will be free carriage rides, an elf that does face painting and magic shows at 11 am and 2 pm. Santa will be here for free photos, bring your camera or your Smart Phone.

NEW this year will be "SANTA'S KITCHEN". The Glove and Trowel Garden Club, well known for their Chili Suppers and baked goods fundraiser, they are partnering with the city to bring all their wonderful 'goodies' to Holiday Goodness. Their items include frozen casseroles (Thanksgiving), cakes, pies, dips, cheese straws – all homemade by some of the best homemakers in the county.

Every hour we draw for "Vender Bucks", these are 'certificate bucks' for \$10. each that must be spent with a vender during the show.

The Wellness Center is located at 1647 Commerce Drive, Dillon. For more information contact Bridget Elvington: 843 774-5115 Ext 3. Scan our QR code and follow us on Facebook.

One Day Event
Sat., Nov. 23, 2013
9am-4pm

Holiday Goodness

arts • crafts • baked goods
BAZAAR



Free Admission
Carriage Rides 10 - 3
Magic Show 11 & 2
Pictures with Santa -
(bring your camera or Smart Phone)
Drawings for "Vendor Bucks"



Vendors Welcome
Application: www.cityofdillonsc.us
Call Bridget: 843 774-5115 Ext 3

**Dillon Wellness Center - 1647 Commerce Dr
Dillon, SC**

True Therapy

Contributed by Aneesa Giles

Imagine a gentle hand pressing, rubbing and manipulating your skin, muscles, ligaments and tendons or a hot stone/towel placed at specific sites on your body to deepen relaxation. Darren L. Hanna and Ms. Kismith Johnson are certified massage therapists bringing true therapy at a competitive, affordable rate. Spa Parties is a mobile company providing massage therapy at 'your place or mine'. Hanna and Johnson offer services such as reflexology, trigger point therapy, hot towel/stone therapy, deep tissue massages, Swedish massages, sports massages and even chair massages. They provide complimentary wine and light refreshments with every service and added nail care, skincare and event planning to their portfolio. Not only are their services diverse, so too are their clients and the benefits of the service they provide. Spa parties services clients in South Carolina and certain areas of North Carolina. Clients' ages vary and so do their backgrounds. Studies show that there are physical and emotional benefits of massage therapy and listed below are a few.

- Relieves Stress
- Improves Circulation
- Improves Flexibility
- Enhances Breathing
- Encourages Relaxation
- Lowers Blood Pressure
- Improves Range of Motion
- Strengthens Immune System
- Improves Posture
- Relaxes Muscles
- Relieves Headaches
- Improves Rehabilitation After Injury

Who would think that a simple massage could have so many diverse benefits? Not only is it a "feel-good" way to indulge yourself but it is true therapy indeed. Hanna and Johnson chose to make the business mobile so that customers can feel relaxed in the environment chosen. Spa Parties can be booked with a minimum of 8 guests (maximum of 15) making it a fun, relaxing yet therapeutic group event. Individual services can also be booked separately. Instead of using medicine every time your body aches, is tired or simply stressing, try some true therapy and ask about one of their certified professionals today!



Spa Parties Your Place or Mine, is a full service mobile spa company. We service, SC and some surrounding areas including parts of NC. If you're looking for a group of professionals, you've come to the right place. Spa Parties Your Place or Mine is a mobile company, we provide services in the comfort of your home, a place you've designated, or we find a suitable venue for your event. We service groups with a minimum of 8 guest and a maximum of 15 guest. We offer complimentary wine and light refreshments with each party. Catering services are available at your request.

The professional group includes, massage therapists, nail technicians, cosmetologists, skin care consultants, barber, event planner, and caterers. All staff are licensed and trained professionals. If you like more information on our services, contact us by calling or sending us an email.

Darren L. Hanna & Kismith Johnson

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* Alex Anderson, 4th generation ABB leadership



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Atmosphere of Nurturing and Growth Create Loyalty at GE

By Rennie Lunn-McAllister



Melissa M. Henderson

In the routine of her workday, Melissa M. Henderson may encounter many nationalities, various spoken (secondary) languages or mentor an aspiring engineer like she once was. An Installed Base Test Engineer at GE Healthcare in Florence, Henderson credits her personal drive, steadfastness and studious habits in high school and college with how she landed at the door, but it was diversity that opened it for her. A native Philadelphian, Henderson earned a B.S. in Biomedical Engineering (minoring in Statistics) from the University of South Carolina, where she is now pursuing her Master's Degree in Engineering Management. And while all her work and study components motivate her immeasurably, it is her personal promotion of diversity that fuels her without

end. "Diversity is very important – especially in the workplace – because it allows for healthy discussion and new developments. Disagreements on techniques or processes sometimes lead to the best ideas or greatest advances in technologies. Competition and teamwork in the design and development realm actually go hand-in-hand. Diversity, and the fact that many employees received degrees from schools in other countries, contribute to success. The employees bring a new perspective to the table," she said.

In the GE Healthcare workplace, diversity is very apparent. "GE strives to maximize the value of employee affinity groups. If you were to walk through the engineering department, you would see that innovation and productive collaboration is driven by the international talent in Florence, as well as globally with teams in many other countries. GE helps distinguish itself by building and promoting diversity worldwide in order to be best in class. Engineering teams are not limited to only working with employees in the United States or even within the same building. We work internationally and as a world team in order to solve problems and develop technologies to launch new products" she said, pointing out that in her current role, she does not manage direct reports, however as a valued team member, she personally promotes diversity and inclusion. "I am mentoring a co-op who happens to be a female who is a minority engineering senior. This co-op has been given a few projects that will stretch

her abilities and improve her critical thinking. These projects will give her the engineering and cross-functional experience she will need in the future to prevail in a professional engineering role," Henderson said.

She also agrees that there is always room to grow in terms of diversity, which encompasses many categories, such as gender, age and race. "Although a company may have a relatively fair number of women and men employees, there is a large gap between new hires and those in leadership positions. Increasing diversity in the workplace will lead to larger opportunities and give a different perspective on issues. As a member of the younger generation, I have always had a computer and am familiar with social networks, apps and varying forms of communication. These qualities complement the qualities that the more life-experienced employees possess. I feel that this knowledge gives the younger employees an advantage pertaining to certain topics, such as working remotely or other internet communications," she explained.

Active on GE's adult co-ed softball team and an avid golfer, Henderson sees the company continuously supporting its affinity groups such as APAC, Veterans, AAF and others. "Monthly newsletters even include articles and highlighting and promoting affinity events or volunteerism. Another company goal – in terms of diversity – is to increase its number of female engineers. Our GE facility in Milwaukee sponsors a week long summer camp called GE Girls that allows hands on experience in science, technology, engineering and mathematics (STEM). And as GE is increasingly encouraging young females to enter STEM careers, Henderson is currently in the early stages of researching the details of hosting or replicating GE Girls in the local area. As a female engineer, she can attest that not many women choose engineering as a career but with her exemplary role modeling and hands on influences, that trend is likely to change. "I am a young, articulate and driven individual and I truly believe that my early successes will continue to grow with endless opportunity. Whomever is confident in their education and the work they produce shall succeed," said the maverick who enjoys working with bright and intelligent individuals who facilitate her constant learning. "If I have a question about a component or certain function, my manager or any of my fellow employees will personally take the time to show me the specifics," she said, comfortable in the atmosphere and department in Florence for being one of nurturing and growth where she can develop her skills and abilities to succeed.

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Carolinas Hospital System Opens New Joint Care Center

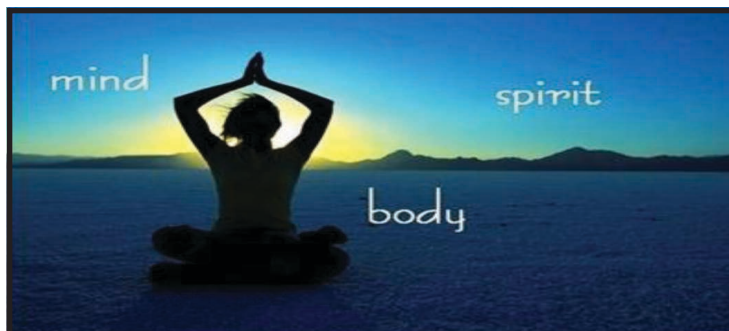
By Kim Harrington, CHS Director of Marketing/Media Relations



An exciting new program is being offered at Carolinas Hospital System. The Center for Advanced Joint and Spine Care is a comprehensive program to educate, assist and support patients having hip or knee replacement, giving these patients the knowledge and the tools to make the transition from hospital to home as smooth as possible. Before surgery, patients attend a pre-operative class where they receive information on what to expect before, during and after their joint replacement surgery. They are encouraged to have a friend or family member act as a “coach” as they go through the joint replacement process, beginning with the pre-op class and continuing through the recovery process.

Special rooms are reserved for joint replacement patients so that they are in a dedicated setting with other patients undergoing similar surgeries. A specially trained staff works exclusively in the unit. An atmosphere of “wellness” is a feature of the program. Patients wear their own clothes instead of hospital gowns. They exercise and eat together. This “group” approach is very helpful because it makes recuperation fun, as patients encourage and support each other during their hospital stay.

“The program really focuses on customer service and clinical outcomes. We take a multi-disciplinary approach to healing, bringing together a team of experienced surgeons with compassionate and specially trained nurses, therapists and technicians, providing innovative treatments and advanced surgical procedures,” said Darcy Craven, CEO. Hip or knee pain sufferers are encouraged to attend one of Carolinas Hospital System’s educational seminars. For more information on the program, please contact Cindy Mitchell, Joint Care Coordinator at 843-674-2537.



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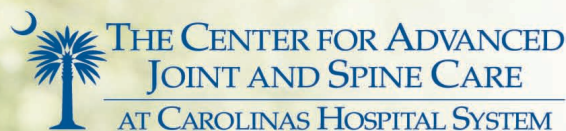


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Orthopaedic surgeons are independent members of the medical staff at Carolinas Hospital System. Individual results may vary. Before you decide on surgery, discuss treatment options with your doctor. Understanding the risks and benefits of each treatment can help you make the best decision for your individual situation.

Carolinas Hospital System Diabetes Education Program Merits ADA Recognition

By Kim Harrington, CHS Director of Marketing/Media Relations

The prestigious American Diabetes Association Education Recognition Certificate for a quality diabetes self-management education program was recently awarded to Carolinas Hospital System's Diabetes & Nutrition Center. ADA believes that this program offers high-quality education that is an essential component of effective diabetes treatment. The Association's Education Recognition Certificate assures that educational programs meet the National Standards for Diabetes Self-Management Education Programs. These Standards were developed and tested under the auspices of the National Diabetes Advisory Board in 1983 and were revised by the diabetes community in 1994, 2000 and 2007.

Programs apply for recognition voluntarily and programs that achieve recognition status have a staff of knowledgeable health professionals who can provide participants with comprehensive information about diabetes management. "The process gives professionals a national standard by which to measure the quality of services they provide," comments Kevin W. Shea, MD, FACP, Chief Medical Officer at Carolinas Hospital System. "And, of course, it assures the consumer that he or she will receive high-quality service." Education Recognition status is verified by an official certificate from ADA and awarded for four years.

According to the American Diabetes Association, there are 25.8 million people, or 8.5% of the population in the United States, who have diabetes. While an estimated 18.8 million have been diagnosed, unfortunately, 7.0 million people are not aware that they have this

disease. Each day approximately 5,205 people are diagnosed with diabetes. Many will first learn that they have diabetes when they are treated for one of its life-threatening complications – heart disease and stroke, kidney disease, blindness, nerve disease and amputation. About 1.9 million new cases of diabetes were diagnosed in people aged 20 years or older in 2010 in the US. Diabetes contributed to 231,404 deaths in 2007, making it the seventh leading cause of death in the US. Overall, the risk for death among people with diabetes is about twice that of people of similar age but without diabetes.

The American Diabetes Association is the nation's leading non-profit health organization supporting diabetes research, advocacy and information for health professionals, patients and the public. Founded in 1940, the Association has an area office in every state and conducts programs in communities nationwide. For more information on recognized education programs in the area or other American Diabetes Association programs, call the local ADA office or contact the ADA online at www.diabetes.org. For information on the Diabetes & Nutrition Center at Carolinas Hospital System, visit www.CarolinasHospital.com or call 843-674-2695.



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How Familiar Are You With the Health Insurance Exchange?

Contributed by Tanya Young

Many Americans don't know what a health insurance exchange is. A health insurance exchange is a marketplace for purchasing health insurance. Therefore, we use exchanges or marketplaces interchangeably. More than 20 million are expected to purchase health coverage through the exchange in the next decade. Those without health insurance will be choosing an insurance plan in an online experience similar to a car insurance website where side-by-side cost and benefit comparison of different tiered plans are displayed to help the shopper purchase the best coverage for them and their family.

To those 7 million uninsured Americans, purchasing health insurance in this way may seem like a daunting task. Many may not be web savvy or might have concerns about online privacy. Many of the uninsured have had little experience with health insurance and may be unfamiliar with how it works. Others may have tried to get coverage in the past, but without success, so they're going to need a helping hand in finding affordable health coverage.

Small businesses can greatly benefit from the Exchange. Employers should consider a private exchange in offering health insurance to their employees. Some of the ways employers can benefit from a private exchange: saving 20% to 50% in overall costs while "IMPROVING" the benefits offered to their employees, it's an affordable alternative to group health insurance plans, employers can for the first time "TRULY" and "ACCURATELY" budget health care costs, painless administration for reimbursing employees through payroll, employers can offer a better overall "BENEFITS PLAN" while lowering the company's and the employees cost.

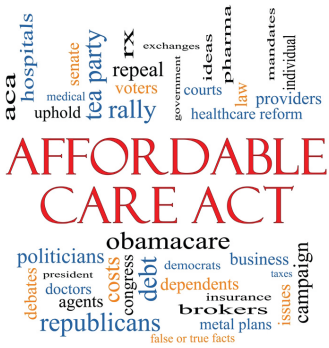
Open enrollment for the Health Insurance Exchange begins October 1, 2013. No one can enroll you in a health plan until Open Enrollment begins or after it ends on March 31, 2014, unless you have special circumstances. You must choose a health care package by January 1, 2014 to avoid penalty. Contact Tanya Young at 843.409.9469 for quotes on Affordable health care packages.



Tanya Young

Are You Ready? The Health Insurance Marketplace is Coming

Contributed by Stu Carroll, Director of Business Development



There is no doubt about the new Health Insurance Marketplace, a key part of the Affordable Care Act (sometimes called Obama Care) that will be open for business on October 1. However, many questions abound like, what is the marketplace? Can anyone really get health insurance?

How much will it cost? What are the penalties? And, most importantly ... How can I get informed? At HopeHealth, we have answers. Starting this fall, HopeHealth will have staff (Insurance Marketplace Specialists) who are certified and dedicated to helping consumers navigate through the marketplace and find a health insurance plan that fits your budget.

In March 2010, President Obama signed into law, the Affordable Care Act. The purpose of the legislation is to assure that all Americans have access to affordable health insurance. After June 1, 2014, all Americans will be required to have health insurance through their employer, through a public program such as Medicaid or Medicare, or by purchasing coverage through the Health Insurance Marketplace. The Health Insurance Marketplace is designed to make purchasing health insurance easier and more affordable. Each insurance carrier will apply to have qualified health plans. These qualified health plans will cover 10 essential health benefits that also include preventative care and compete in the marketplace for your business. Depending on your income, family size, and state of residence, you may have several coverage options, including financial assistance (subsidies) that may pay up to 94% of the premium amount.

HopeHealth's Insurance Marketplace Specialists are eager to assist all consumers as they maneuver through the enrollment process. HopeHealth will also hold a Health Insurance Extravaganza in the month of October. This will be an open forum and informational event in that will allow attendees to become knowledgeable about options in this exciting new enrollment period.

For anymore information please contact Stu Carroll at scarroll@hope-health.org. HopeHealth is accepting new patients! To make an appointment with one of the 36 primary care physicians or pediatricians, please call 843-997-9414. HopeHealth offices are located in Florence, Lake City, Timmonsville, Manning, and Kingstree. For a more detailed list, visit hope-health.org.



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