



# CUMBERLAND COUNTY CONNECTION

## Deputy County Manager Pilgrim to Retire



JUANITA PILGRIM

DEPUTY CUMBERLAND COUNTY MANAGER JUANITA PILGRIM will retire Jan. 31. Pilgrim joined Cumberland County government in 1987 as the county's first budget director. She became the assistant county manager in 1990 and in 2000 was named the deputy county manager with responsibility for 14 human services departments and special projects.

Pilgrim will continue to assist the county on a limited part-time basis through June 2011 with special projects, including strategic planning and the Golden Leaf Foundation Community Assistance Initiative. She has served on various community and state boards and in 2009 was appointed by Gov. Bev Perdue to the N.C. Employment Security Commission for a four-year term. Pilgrim now serves on the Board of Trustees for Fayetteville State University, the Board of Directors for the Partnership for Children of Cumberland County, the Southeastern Economic Development Commission and the Cumberland County Workforce Development Board.

"Juanita has done a great job here and we wish her the best as she begins her transition into retirement," said County Manager James

Martin. "We are also grateful that she is willing to assist us on special projects where her expertise will enhance our performance."

Pilgrim earned her bachelor's and master's degrees in business from North Carolina Central University. Her 47-year career includes jobs in human services, education, health care, business and local government. She was an accountant with the North Carolina Fund, Inc. which initiated the first 11 Community Action Programs for the state and the chief accountant for the North Carolina Manpower Development Corporation in Chapel Hill, which provided administrative and technical support to those CAPs. She has taught classes at N.C. Central and Fayetteville State University, and was the director of finance and administration at the Lincoln Community Health Center in Durham and the business manager of the San Antonio Children's Center in Texas.

Throughout her life, Pilgrim said she has tried to live by the Golden Rule and treat others the way she would want to be treated.

"I truly enjoy working with the citizens of Cumberland County and with so many dedicated and hard working public servants," Pilgrim said. She has worked on numerous programs throughout the years, including Communicare, which deals with at-risk families and youth; the Medication Access Program; the Partnership for Children; the Day Reporting Center; economic and workforce development; Safe Water Task Force; and other human services related programs.

Pilgrim is looking forward to spending more time with her family, especially her husband of 45 years, Dr. James Pilgrim Jr., her children, grandchildren and 97-year-old mother.

# Commissioners Take Oath; Elect Chairman

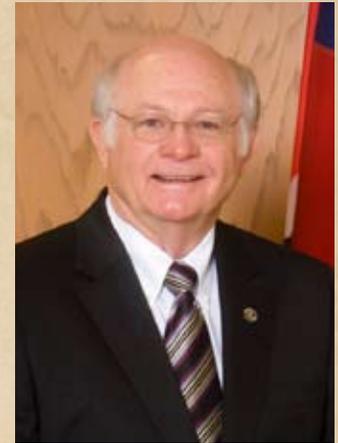
**D**uring its regular meeting on Dec. 6, the CUMBERLAND COUNTY BOARD OF COMMISSIONERS swore in newly elected Commissioner Charles Evans and three re-elected commissioners, Jeannette Council, Billy R. King and Ed Melvin. They each will serve four-year terms.

The board also elected Kenneth Edge as its chairman and Marshall Faircloth as vice chairman for the next year.

Upon assuming the leadership role, Commissioner Edge thanked the board for its support, talent and experience. He then outlined several initiatives he would like to begin during 2011: raising public awareness of how county government works; meeting quarterly with the Fayetteville Observer editors; appointing a military liaison to attend Fort Bragg events; establishing a relationship with the newly elected state and national officials; and meeting and collaborating with the nine municipalities and School Board about issues the parties deem necessary. Commissioner Jimmy Keefe rounds out the seven-member board.



COUNCIL



EDGE



FAIRCLOTH



KEEFE



KING



MELVIN



*Court of Appeals Judge Cheri Beasley administers the oath of office to Commissioner Charles Evans on Dec. 6*



JAMES MARTIN

# County Manager's Message

With the extremely cold weather we have already experienced this month, this is a great opportunity to remind all county employees about our inclement weather and emergency closing policy and procedures.

The decision to delay opening or close county offices falls to me as County Manager or to my designee and not only affects county government, but the court system as well. You can read the entire policy on the Intranet under the Policies & Procedures link. As with all County policies and procedures, each employee is required to sign an acknowledgement form stating that he or she has read and understands the inclement weather and emergency closing policy.

We will post any decision to alter the County's normal operating hours on the **Inclement Weather Line at 910-678-7701** by 6:30 a.m. on the day in question, and we will also notify local media outlets immediately so check those closing listings as well.

In the last few weeks, county employees have demonstrated their generosity by donating through the Annual Holiday Food Drive. This year 4,440 pounds of non-perishable food was collected and delivered to the Salvation Army and Fayetteville Urban Ministry warehouse for distribution to needy families in our community before Christmas. This year we collected 565 pounds more than last year. I thank each person who participated in this community service effort.

I hope you enjoy the Christmas and New Year's holidays with family and friends and return recharged for 2011.

## Mileage Rate Announced

The Internal Revenue Service announced the 2011 optional standard mileage rate, and beginning Jan. 1, all travel on official County business performed by County employees in their personal vehicle will be reimbursed at the rate of 51 cents per mile. This is an increase of 1 cent from the 2010 rate.

Per Diem rates also changed Jan. 1 and are posted on the Intranet page under the Finance Department in the Travel Folder.



# Cumberland Wins 2010 Best Practice Award

**T**HE CUMBERLAND COUNTY MENTAL HEALTH CENTER was recently recognized with a Programs of Excellence Award for Best Practice for their Reclaiming Futures Program.

The award was presented by the North Carolina Council of Community Mental Health, Developmental Disabilities, and Substance Abuse Programs on December 3, 2010 at their annual Conference & Exhibition in Pinehurst, NC.

The Reclaiming Futures (RF) program is successful because of the high levels of local collaboration, and family and consumer involvement. In Cumberland County, the courts, mental health/substance abuse, child welfare, education, nonprofits and faith organizations, as well as parents and consumers partner to effectively make the best practices model work. The Cumberland RF is not a program; rather, it is a family and community-centered model for improving outcomes for youth entering the juvenile justice system that may have substance abuse and/or mental health problems. RF is completely driven by a collaborative planning model, where a Judicial Fellow (District Court Judge Ed Pone); a Justice Fellow (Chief Court Counselor Mike Strickland); a Treatment Fellow (Yvonne Smith from CommuniCare); a Community Fellow (Debbie Jenkins); and the Project Director (Dachia Davis) – all collectively called the “Change Team”-- rely on youth and family input, and match that input with evidence-based, best practice services for effective outcomes.

Each year the North Carolina Council of Community Mental Health, Developmental Disabilities and Substance Abuse (MH/DD/SA) Programs seeks to identify innovative and effective community programs that have been instrumental in serving persons with disabilities in North Carolina. Winners are selected by a committee which includes directors and board members of Local Management Entities for MH/DD/SA services.

Other 2010 Programs of Excellence Award winners included: Partnership to Improve Services (tie) Monarch Beach Club of Dare County, East Carolina Behavioral Health; Partnership to Improve Services – Point in Time Program, Mental Health Partners; Crisis Response –CIT Telecommunicator Training, East Carolina Behavioral Health; Prevention, Outreach and Wellness – This Will Pass: Suicide Prevention Mecklenburg MH/DD/SA Authority; Community Collaboration to Benefit Non Target Population Consumers – The Young Men of Integrity The Cognitive Connection, Mental Health Partners; Consumer Directed Supports – A Wellness Path, Pathways; and Public Awareness and Advocacy – Annual FUNday, CenterPoint.



*Mental Health Director Hank Debnam and Debbie Jenkins with Program of Excellence Award.*

# DSS Wins 2010 Best Practice Awards

**T**HE CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES competed with all other NC counties at the Social Services Institute and won the award for “Empowering Clients to Self Sufficiency” through a subsidized employment initiative. Sixteen Work First customers were hired and trained to work at Social Services from April through September. Since September, six were hired by the county full time and eight have been hired by other employers.

The Cumberland County chapter of North Carolina Social Services Association also received an award for membership retention and best practices for community service. Cumberland NCSSA retained all members from the previous year and this year has 237 members. The members gave their time and money to support Unity in the Community, the county wide food drive (with 2,000 pounds of donated food), and financial support for the Care Clinic and Salvation Army.



*DSS Director Brenda Jackson accepts award for “Empowering Clients to Self Sufficiency.”*



*The NC Social Services Association honored Cumberland County’s NCSSA.*

# Health Department Launches Baby Store Project

**T**HE CUMBERLAND COUNTY PUBLIC HEALTH DEPARTMENT launched its Baby Store project on Oct. 29. The store, located on the second floor of the Public Health Center features baby items including toiletries, clothing, diaper bags, bibs, socks, booster seats, bottles and more. It was made possible through a \$20,000 grant from the Women's Giving Circle of Fayetteville.

Public Health clients who utilize the Maternity, Child Health and Immunization clinics as well as the Family Care Coordination and WIC programs can earn "baby bucks" by attending appointments and participating in prenatal, childbirth, and parenting classes.

The baby store is in Room 2200 of the Health Education section. Hours of operation are Tuesday through Thursday from 10 a.m. to 4 p.m. Contact Michaela Penix at (910) 433-3858 for additional information.

The project is an incentive program to promote early prenatal care, and thereby reduce avoidable complications of pregnancy and infant mortality. From 2004 to 2008, the county's infant mortality rate of 10.8 per 1,000 live births was higher than the state's rate of 8.4 per 1,000 live births, according to the N.C. State Center for Health Statistics.

Getting early and regular prenatal care allows health care providers to monitor and improve the health of pregnant mothers and their babies. Educating women on ways to improve their health and warning signs during pregnancy are key factors in reducing injury and death.



*Marion Gillis-Olion (left), of the Women's Giving Circle of Fayetteville, joined Michaela Penix, the Maternal Child Health Educator with the Cumberland County Public Health Department, for the opening of the department's new Baby Store. The store is sponsored by a \$20,000 grant from the Giving Circle.*

# Gift for Injured Animals

**D**r. John Lauby, director of the CUMBERLAND COUNTY ANIMAL SERVICES, accepted a \$1,331 check this week on behalf of the department's Emergency Medical Fund from Kelsi Durrence, a family court case coordinator for the 12th District Court. Durrence organized a Howl-o-ween canine costume contest to raise awareness about the link between domestic violence and animal cruelty.

Supported strictly by donations from the community, the Emergency Medical Fund allows Animal Services to perform medical procedures on animals they would otherwise have to euthanize. The fund provides life-saving medical care so the animals can be adopted. Proceeds from the event also went to the Safe Havens Supervised Visitation Center. Call 321-6852 for more information about the fund.



*Dr. John Lauby, director of the Cumberland County Animal Services, accepted a \$1,331 check on behalf of the department's Emergency Medical Fund from Kelsi Durrence, a family court case coordinator for the 12th District Court.*

## Community Development Seeks Funding Proposals

**T**HE COMMUNITY DEVELOPMENT DEPARTMENT is seeking qualified applicants to submit proposals for funding in the areas of housing, human and professional services. The funding is provided by the U.S. Department of Housing and Urban Development. The application deadline is Jan. 31

and proposed projects must be consistent with the Cumberland County Community Development's 2010 Consolidated Plan.

Under human services, Community Development is seeking to provide funding for new or existing programs that offer services to low and moderate-income residents such as homeless prevention assistance; job skills training or retention; healthcare; and aid to the disabled. Professional services listed in the request for proposal include a N.C. licensed appraiser and certified housing counselors.

Details can be found on the county's website at [www.co.cumberland.nc.us/communitydev](http://www.co.cumberland.nc.us/communitydev) or in the Community Development office at 245 Person Street. For more information, call 910-323-6112 or e-mail [tavery@co.cumberland.nc.us](mailto:tavery@co.cumberland.nc.us).



# Sparky the Fire Dog

**T**HE CUMBERLAND COUNTY FIRE MARSHAL'S OFFICE has a new assistant in the form of Sparky the Fire Dog. The robotic Sparky and his fire truck were purchased with grant funds to help provide fire prevention and safety education to Cumberland County's children.

Assistant Fire Marshals Rodney Ward and Gene Booth took Sparky to Eastover Central Elementary School for his first public appearance.

"We are excited about being able to initiate this program to promote fire safety among preschool and elementary students. We plan to take Sparky to outreach events and visits to schools and daycare centers," Booth said.

For more information on fire safety, contact the Fire Marshal's office at 321-6736.



# First Responders Recognized

**G**REG PHILLIPS, CUMBERLAND COUNTY'S EMERGENCY MANAGEMENT OFFICER, was among a large group of military and civilian first responders from the region honored on Nov. 18 by Fort Bragg for their outstanding assistance during operations to search for and recover the body of a kayaker who drowned in the Little River in October.

Fort Bragg officials presented certificates of appreciation signed by Lt. Gen. Frank Helmick, com-mander

of XVIII Airborne Corps and Fort Bragg, to organizations and individuals who participated in the four and a half day search and recovery operation.

In addition to Phillips, others recognized from Cumberland County include members of the Hope Mills, Eastover, and Spring Lake Fire Departments, as well as the Fayetteville City Police Department and the Highlands Chapter of the American Red Cross. Other civilian departments who participated include Moore County Public Safety; Cypress Pointe, Southern Pines, Crains Creek, Angier Black River, and Spout Springs Fire Departments; the N.C. Underwater Response Team and the Highway Patrol and Canine Emergency Response Team.



*Greg Phillips accepts Certificate of Appreciation Nov. 18.*

# Smoke Detectors Available

**S**AFE KIDS CUMBERLAND COUNTY is partnering with the FAYETTEVILLE FIRE/EMERGENCY MANAGEMENT DEPARTMENT and the CUMBERLAND COUNTY FIRE MARSHAL'S OFFICE to make smoke detectors available to Cumberland County residents just in time for the Christmas holidays.

The smoke detectors were purchased with grant funding provided from Safe Kids USA after a woman and her two grandchildren died in a Falcon fire in October. The smoke detectors will be available through the City of Fayetteville Smoke Detector Give Away program and the Cumberland County Fire Marshal's Office. The goal of the rapid-response campaign is to saturate the community with smoke detectors and provide working early-warning devices in every home.

"We just hope that some good can come from this terrible tragedy," said Michaela Penix, the Safe Kids Cumberland County adviser. "With the approaching holiday season, and family and friends visiting, we want everyone to take advantage of this opportunity to protect your families during all of the festivities." For more information on Safe Kids Cumberland County, contact 910-433-3858.

Any City of Fayetteville resident who needs a smoke detector for a single-family residence may call 433-1730 for more information. Battalion Commander Ronald Lewis of the Fayetteville Fire Department says that individuals can pick up the detectors or make an appointment to have one of the city's engine companies visit the home and install the device.

County residents can call the Fire Marshal's office at 321-6736 or contact their local fire department to pick up a detector. Smoke detectors should be checked monthly and the batteries changed at least annually, said Assistant Fire Marshal Gene Booth, who also encouraged citizens to install the devices in accordance with the manufacturer's instructions and to have a home evacuation plan.

"You need to establish a meeting place outside the home and practice your home evacuation plan monthly," he said.

With the extreme cold weather this week, Booth also cautioned the public about home heating safety. Space heaters need plenty of space, a minimum of 3 feet, around them.

"Never leave a space heater unattended and always have an adult in the room when a space heater is being used,"

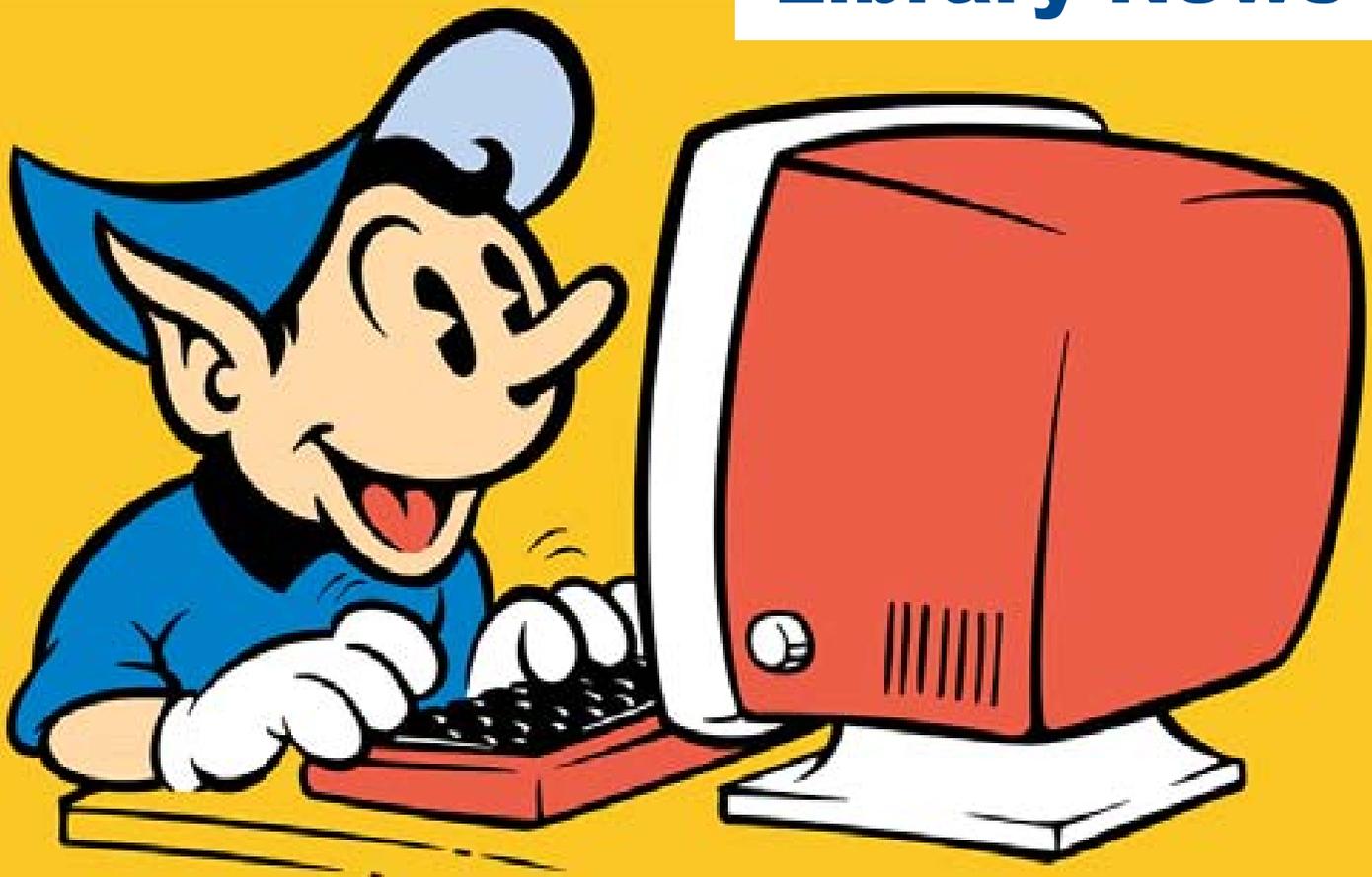
he said. "Space heaters should be UL listed and have an automatic shut-off feature if tipped over."

In addition to a smoke detector, Booth said that homes where fuel is burned for heat should also have a carbon monoxide monitor.

"It is vital this time of year if you burn some type of fuel for heat to have a carbon monoxide monitor in your home. CO is odorless, colorless, and can cause deadly effects without warning," he said.



**TAKE FIRE  
SAFETY  
SERIOUSLY**



## Introducing Library Elf

Library Elf is a **FREE** e-mail reminder service that helps you avoid overdue fines.

To sign up, visit [www.libraryelf.com](http://www.libraryelf.com).

Your PIN is the first four letters of your last name in all capital letters.





*4<sup>th</sup> Friday Presents*

# *The Piedmont Rhythm Aces*

Everyone is invited to hear The Piedmont Rhythm Aces lay down some down-home string/washboard band blues.

Based in Pittsboro, N.C., the band is comprised of Lanelle Davis, guitar, bass, washboard, vocals; Ron Cole, fiddle, guitar, vocals and John Worthington on guitar, mandolin, vocals. Refreshments provided by SYSTEL®.

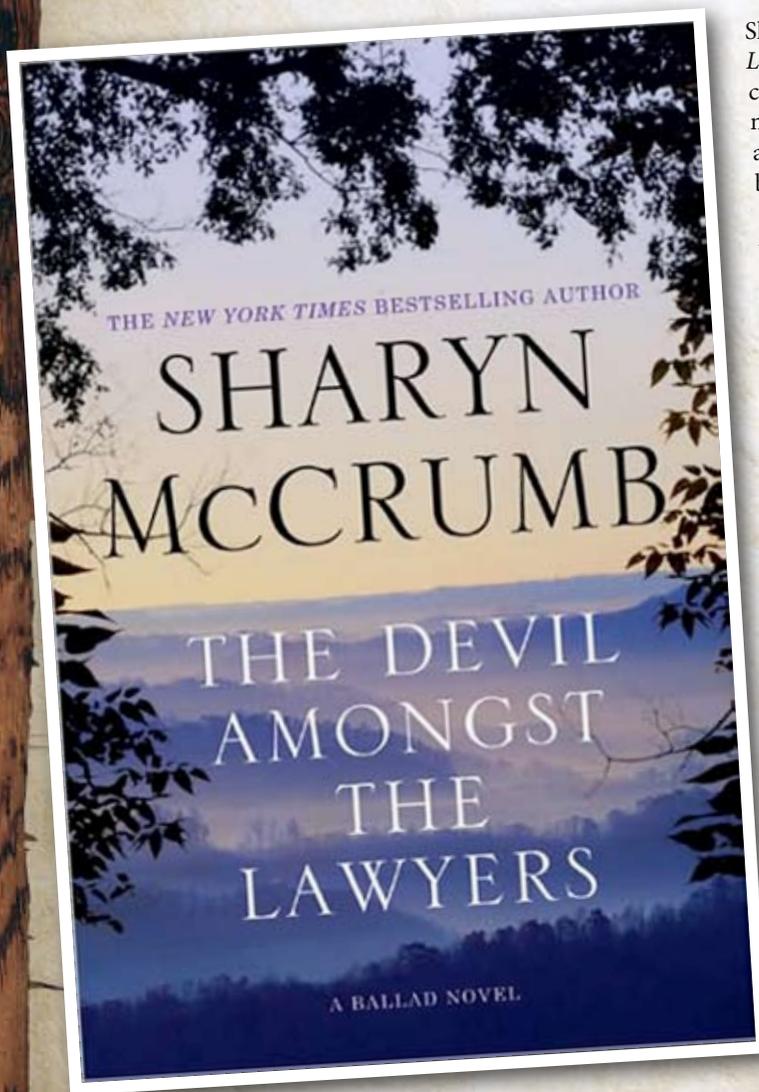
**Friday, January 28 at 7:00 p.m.**  
Headquarters Library  
300 Maiden Lane



Author Visit

# Sharyn McCrumb

and Friends of the Library Annual Meeting



Sharyn McCrumb's latest novel, *The Devil Amongst the Lawyers*, is the story of a pretty young schoolteacher charged with murder in 1930s Appalachia. The national press uses it as an excuse to sell newspapers - and to demonize the region, raising issues that go far beyond the fate of one defendant.

McCrumb is an award-winning Appalachian writer, best known for her Appalachian "Ballad" novels, which weave together the legends, natural wonders and contemporary issues of Appalachia. Her novels include New York Times Best Sellers *She Walks These Hills* and *The Rosewood Casket*, which deal with the issue of the vanishing wilderness; *The Ballad of Frankie Silver*, the story of the first woman hanged for murder in the state of North Carolina; *The Songcatcher*, a genealogy in music; *Ghost Riders*, an account of the Civil War in the Appalachians; and *St. Dale* and *Once Around the Track*, a story of a group of ordinary people who go on a pilgrimage in honor of racing legend Dale Earnhardt, and find a miracle.

McCrumb's lecture follows a short Friends of the Library business meeting where the results of the executive board elections will be announced.

**Tuesday, January 11**

**7:00 p.m.**

Headquarters Library  
300 Maiden Lane





**CROWN**  
**CENTER**  
 FAYETTEVILLE, NC

**DECEMBER**

- 3** FireAntz vs. Mississippi
- 4** FireAntz vs. Mississippi
- 4-5** Gun & Knife Show
- 5** Nutcracker
- 10** Disney Live, "Mickey's Magic Show"
- 11-12** Nutcracker
- 17** FireAntz vs. Knoxville
- 17** "The 12 Days of Christmas" Featuring  
 Vince Gill & Amy Grant, presented by  
 Community Concerts
- 18** FireAntz vs. Columbus
- 25** FireAntz vs. Augusta
- 26** FireAntz vs. Columbus
- 31** FireAntz vs. Huntsville

**JANUARY**

- 1** FireAntz vs. Huntsville
- 7-8** Monster Truck Show - Thunder Slam
- 14** FireAntz vs. Pensacola
- 15** FireAntz vs. Pensacola
- 22** Bill Engvall Comedy Show, presented by  
 Community Concerts
- 22** FireAntz vs. Augusta
- 29** FireAntz vs. Knoxville

**FEBRUARY**

- 2** Music As A Weapon 5 Tour  
 Disturbed, Korn & Sevendust
- 4** FireAntz vs. Knoxville
- 5** FireAntz vs. Columbus
- 10-13** Ringling Bros. Circus
- 19** FireAntz vs. Knoxville
- 25** FireAntz vs. Columbus
- 26** FireAntz vs. Knoxville



Tickets Available At The Crown Center Box Office, Ticketmaster.com, All Ticketmaster Outlets  
 And By Phone 1.800.745.3000.

Visit our website for more information [www.atthecrown.com](http://www.atthecrown.com).

# Register of Deeds Removes ID Numbers from Online Files

**O**ur Social Security numbers may be at risk due to identity theft, but not on the CUMBERLAND COUNTY REGISTER OF DEEDS website. More than 6 million pages of documents dating back to January 1935 have been examined and the Social Security numbers removed from the online documents, protecting your identity.

With identity theft becoming more of a concern every day, Register of Deeds J. Lee Warren, Jr. is very conscious of the fact that the safekeeping of public records is more important than ever.

In the last five years, the North Carolina legislature has twice addressed potential identity theft in regards to certain public records maintained by the Register of Deeds.

First, the legislature created the "Identity Theft Protection Act" (NCGS §132-1.8(g)). Since Dec. 1, 2005, this law has allowed the public to make a written request that Social Security numbers and other identifying information be removed from Internet sites maintained by state and local governmental offices, including the Internet site maintained by the Cumberland County Register of Deeds. However, legally registers did not have the right to proactively remove these numbers without the written requests of the citizens.

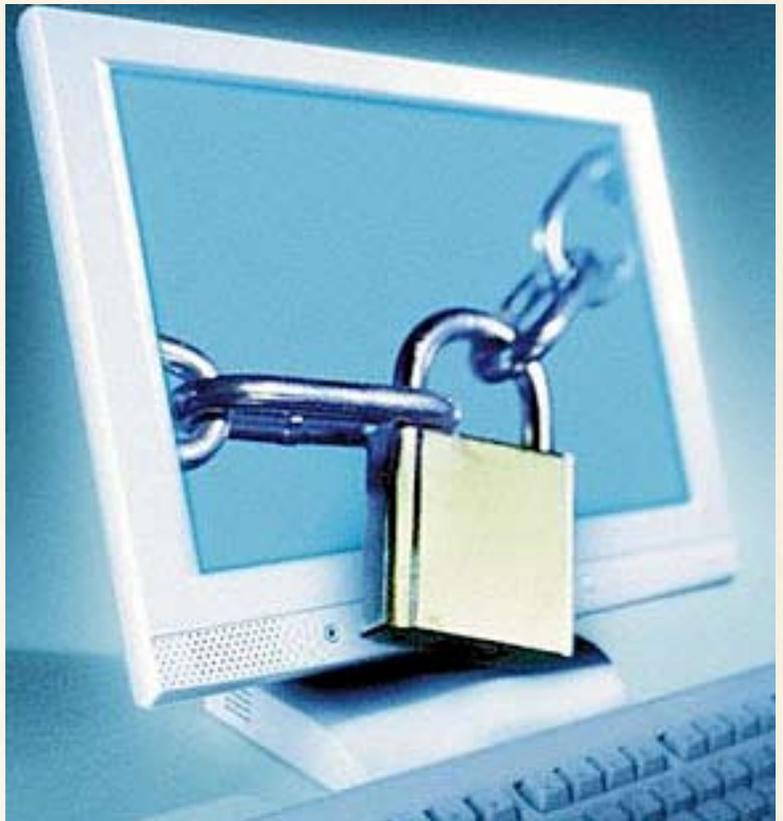
That changed in 2009 when a new state law passed allowing Registers of Deeds to redact Social Security and driver's license numbers from their Internet sites.

Cumberland County began this process last year and with the assistance of Greensboro-based Logan Systems, Inc., this project has been completed and is in place. The process involved scanning all documents using Optical Character Recognition (OCR). In all, over 6 million images were reviewed and more than 100,000 images redacted.

"Completing the redaction process is another way in which we have used advanced technology for the benefit and protection of the citizens of Cumberland County and the users of our office," Warren said.

"We have completed numerous conversion projects that have expanded the amount of data available in a computer searchable format both in the office and on the Internet," he said.

"I'm often told that making records available on the Internet has been critical for the users of our office. I am pleased that the risk of identity theft from making those records available on the Internet has been eliminated with this proactive redaction project," Warren said.





# Cumberland County Government... Working for you!

JAMES MARTIN, COUNTY MANAGER  
COUNTY MANAGER'S OFFICE  
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Email: [jmartin@co.cumberland.nc.us](mailto:jmartin@co.cumberland.nc.us)

## MISSION STATEMENT

It is the mission of the Cumberland County Government to assure all our citizens a better quality of life by providing for the public safety, public health, quality education, clean environment and economic development while being fiscally responsible.

## VISION STATEMENT

Our vision for Cumberland County is that it be characterized by progressive leadership that provides for a prosperous, affordable, safe, and culturally inviting community.

**Visit us on the Web: [http:// www.co.cumberland.nc.us/](http://www.co.cumberland.nc.us/)**



**E**VERYONE NEEDS A REAL FRIEND NOW AND THEN. The kind of friend who can be trusted to keep a confidence, the kind of friend who truly wants you to be untroubled and unperturbed.



THE EMPLOYEE ASSISTANCE PROGRAM (EAP) can be a friend to you and your family members. Whether you are being overwhelmed with a personal or a work-related concern, let your

EAP professional work with you to solve your issues. Your supervisor does not have to be made aware you are using the program, unless you choose to share that information.

To initiate the assistance of the Employee Assistance Program, please call 222-6157. If you call, you'll find a friend who wants to help.

## December Closing Dates

**N**ew Year's Day falls on a Saturday so that means all county government offices will be closed on Friday, Dec. 31. The Tax Office wants the public to be forewarned about this closing since New Year's Eve is normally the busiest day of the year for them. It seems a lot of people wait to pay their taxes on the last day of the year, just in time to deduct them from their income taxes.

In addition to being closed on Dec. 31, all county government offices will be closed on Friday, Dec. 24 and Monday, Dec. 27 for Christmas.

