



Connection

Cumberland County's Employee Newsletter

United Way Campaign

THE COUNTY'S UNITED WAY CAMPAIGN is running through Nov. 14 and employees who participate will have the opportunity to win \$100 gift cards and paid time off. The incentive program drawings will be held Nov. 21.

Separate drawings will be held for employees who give any amount to United Way; employees who give at least \$25; and employees from any departments with 100 percent giving. The top two departments in total per capita giving, to include separate fundraising activities, will each have a separate drawing for a \$100 gift card for their employees who give to United Way.

United Way's mission is to improve the quality of lives in Cumberland County by focusing on critical human needs. Donations help support more than 100 programs and services in three focus areas – education, income and health.

Many County departments work closely with United Way partners and initiatives, including the Red Cross, Fayetteville Urban Ministry, Boys and Girls Club of Cumberland County, Better Health of Cumberland County, Communicare, Salvation Army, Rape Crisis Volunteers and the Dolly Parton Imagination Library. You can learn more by visiting

unitedway-cc.org.

Speakers have been visiting departments to share how United Way is making a difference in the lives of our citizens.

As part of this year's campaign, many County departments have organized separate fundraising activities ranging from raffles and bake sales to a Halloween Feast of the Phantom Lunch at Cooperative Extension. The Board of Elections raised \$220 with a raffle in October, and Animal Control is holding a raffle for holiday decorations through Nov. 7. The department also conducted a bake sale in October. Printing and Graphics Services is asking folks to guess how many candies are in a jar for \$1. The winner takes home the jar and all proceeds go to United Way.

County Administration is holding a raffle through Nov. 14 for various prizes including a restaurant gift card, chocolate cake and Christmas wreath.

If employees choose to donate through payroll deduction, the deduction will occur once a month, rather than being split into two deductions per month. The annual amount contributed will be divided into 12 equal payments, which will be deducted from the first paycheck of each month.



**What Our
Community
Needs
is You**



Cannon

County Manager's Message

Stay Healthy During Flu Season

THE FLU SEASON IS HERE. While Ebola has garnered tremendous media attention, the overwhelming majority of us are much more at risk of contracting the flu. North Carolina experienced its first flu death for the 2014-15 flu season in October - an elementary school-aged child in the Triangle region who was at risk for complications from the flu because of underlying medical conditions.

Here are some preventative measures everyone can take to protect against the spread of flu and other viruses:

- Stay home when you are sick until you are fever free for at least 24 hours.
- Wash hands frequently, preferably with soap and water.
- Cover coughs and sneezes with a tissue and then discard the tissue promptly.

Public health officials also encourage the citizens to protect themselves and their loved ones by getting the flu vaccination. The CDC recommends that everyone 6 months and older receive a flu vaccine. The County has scheduled three more flu shot clinics this month. (See page 11 for details.)

To further assist you in staying healthy, the Wellness Program is offering a Lunch & Learn Series starting Nov. 6 on "Setting Wellness Goals." Eight sessions will be offered at four different facilities through Dec. 2. Beginning Nov. 17, employees can sign up for the Eat Start, Move More "Maintain, Don't Gain Holiday Challenge." Everyone who registers and successfully completes the challenge will receive an insulated bag.

A Time of Thanks and Giving

Over the last few weeks, the County launched its 2014 United Way campaign and on Nov. 17, we will again conduct our Annual Holiday Food Drive. We have some wonderful community partners who serve our citizens through various emergency assistance, health and educational programs. I am thankful for your generous donations to the United Way in support of these programs and very proud of your willingness to give. Think about it, if each employee brought one can of food, we would deliver more than 2,300 items to Fayetteville Urban Ministry and the Salvation Army for distribution to families in need.

I wish each of you a safe, healthy and blessed Thanksgiving and Christmas.

Six County Employees Graduate from Citizens' Academy

Six county employees graduated from the Cumberland County Citizens' Academy Fall 2014 session held Sept. 16-Oct. 28. The employees are Willie Johnson (Social Services), Marvin Thomas (Tax Administration), Phillip Perrier (Tax Administration), Kim Sanders (Tax Administration), Leslie Lowder (Library) and Theresa Williams (Cooperative Extension). Congratulations graduates!



Johnson



Thomas



Perrier



Sanders



Lowder



Williams

Library Voted Best Use of Tax Dollars

THE CUMBERLAND COUNTY PUBLIC LIBRARY AND INFORMATION CENTER'S HEADQUARTERS LIBRARY was voted Best Library Branch and Best Use of Tax Dollars in the Up & Coming Weekly Best of Fayetteville Awards. The annual contest has asked the public to vote on the Best of Fayetteville since 1998.



DSS Deputy Director Selected as Director of Guilford County DSS



Skeens

Congratulations to HEATHER SKEENS, DSS Deputy Director, on her appointment as Guilford County's Director of Social Services effective Dec. 8.

Cumberland County DSS Director Brenda Reid Jackson issued a statement of congratulations to Skeens.

"We are proud of Heather and so appreciative of the leadership she has provided to our agency and service to the citizens of Cumberland County," Jackson said. "Heather's dedication, hard work, innovation, creativity, and expertise will truly be missed. On behalf of the Cumberland County Board of Social Services and DSS staff, we congratulate Heather and wish her the best as she embarks on this new and wonderful opportunity."

DSS Wins Best Practice Award

THE DEPARTMENT OF SOCIAL SERVICES won a North Carolina Association of County Directors of Social Services (NCACDSS) Best Practice Award at the Social Services Institute in Hickory Oct. 22-24. The county's DSS won for the March To Work Job Fair-Internet Job Café. The Internet job café was added to the annual job fair and organized by the Adult Services Section – Work First Unit. The job fair allowed participants to apply for jobs face-to-face with employers at the fair as well as apply for jobs online using the Internet Job Café. The Public Library and Information Center provided computers and technical services.

"The effort demonstrates great partnership and collaboration to provide innovative and cutting-edge services to our citizens," said DSS Director Brenda Reid Jackson. "I want to give special thanks to Cumberland County Public Library and congratulations to everyone involved in this effort."



DSS representatives accepted a Best Practice Award at conference.

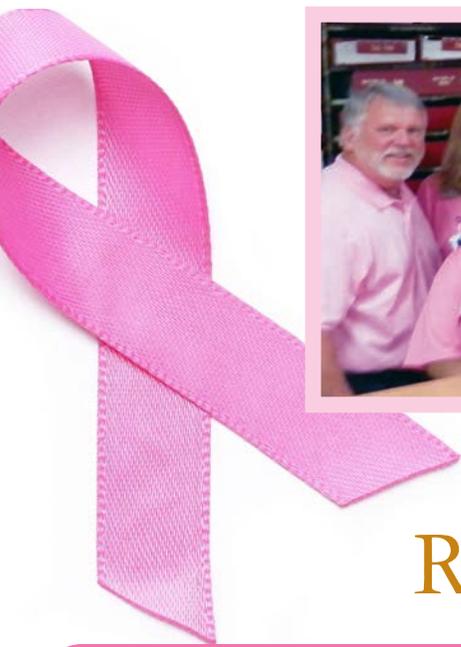
Velazquez-Constas Appointed Regional Director

At the North Carolina Association of Boards of Social Services (NCACBSS) annual meeting held at the Social Services Institute in Hickory, Social Services Board Chair MARIA VELAZQUEZ-CONSTAS was appointed Region III Director representing



Velazquez-Constas

Bladen, Cumberland, Harnett, Hoke, Robeson and Scotland Counties. Velazquez-Constas will serve on the Association's Board of Directors. The goals and purposes of NCACBSS are advocacy, education and public awareness of social services programs.



ROD Breast Cancer Awareness

REGISTER OF DEEDS LEE WARREN (left) and his staff dressed in pink on Oct. 3 to honor breast cancer awareness. October is National Breast Cancer month.



Scales

Register of Deeds Promotions

Three REGISTER OF DEEDS employees recently received promotions. LISA SCALES was promoted to Deputy Senior Assistant Register of Deeds; ANDRA BREWINGTON was promoted to Assistant Register of Deeds for Vital Records; and SHEILA DAIL was promoted to Assistant Register of Deeds for Land Records. Scales has been with the Register of Deeds for 29 years and Dial has been with the office for 19 years. Brewington has 18 years of service.



Brewington



Dail

DSS Launches Indoor Walking Trail

DSS held a ribbon cutting on Oct. 31 to mark the opening of its indoor walking trail on the lower level of the Social Services building at 1225 Ramsey Street. The department's Wellness Committee is encouraging employees to walk the perimeter of the floor where 12 laps equals 1 mile. The committee plans to mark an outdoor walking path in the spring.



Left to right: Claretta Johnson, Melinda Murray, Toni Wright-Harris, James Lawson, Brenda Jackson, Heather Skeens & Angela Thomas

2015 Extension Master Gardener Training

Applications are now being accepted for the 2015 EXTENSION MASTER GARDENER TRAINING. CLASSES will be held on Thursdays from 9 a.m. to 1 p.m. starting Jan. 15 through April 23. There is a class fee, which will cover supplies and the Extension Master Gardener Training manual. For additional information, contact Kenny Bailey, Extension agent, at 910-321-6871.



No Holiday Hour Changes At Employee Pharmacy

The Employee Pharmacy will be closed on all county-observed holidays in November and December. Special holiday hours will not be conducted in November.

NOVEMBER IS NATIONAL ADOPTION AWARENESS MONTH and the Department of Social Services is recruiting families to provide loving foster and adoptive homes.

An adoption awareness event will be held Nov. 8 at Grace Baptist Church, 3901 Raeford Rd., from 10 a.m. to 1 p.m. There are more than 800 children in DSS care in Cumberland County, according to Susan Graham, a social worker and foster parent recruiter at DSS.

To become a foster or adoptive parent, you must:

- Be age 21 or older
- Be self-sustaining
- Have room
- Submit to a criminal background check and fingerprinting.

For more information, call 910-677-2541.

Adoption Awareness



County Top Fundraiser In Sandhills Heart Walk

CUMBERLAND COUNTY is the top fundraising organization to date in the Sandhills Heart Walk, which raises money for the American Heart Association. At the end of October, county employees had raised \$12,000 compared to \$7,325 at the same time last year. Money is raised through sales and donations. The following employees have earned “Superstar” status for raising \$500 or more:

- Tiffany Torres (Library)
- Pier Varner (Planning & Inspections)
- Elaine Coleman (Child Support)
- Al Foote (DSS)
- Janet Beaudry (Library)

DSS Employees Christina Macias, Deirdre Wells, Crystal Jackson, Makkitia McKoy, Al Foote, Kedria Cooper and Gwen Denson participate in the Sandhills Heart Walk.



Child Support ‘Sticky Fly’ Nets \$68 for American Heart Association

CUMBERLAND COUNTY CHILD SUPPORT raised \$68 for the American Heart Association with the Sticky Fly Event in September. Employees raised money by paying to tape up the “Queen Bee,” Avis Savoy. Child Support Enforcement Agent Ronda Bethune was the highest bidder for the chance to put the “bee muzzle” on Savoy, who is an administrative support specialist.



Avis Savoy, an administrative support specialist at Child Support, was wrapped up in tape by her co-workers to raise money for the American Heart Association. Thanks for being a good sport Avis!

Heart Walk Raffle Winners

CUMBERLAND COUNTY EMPLOYEES gave generously to the Sandhills Heart Walk. A total of 714 tickets were sold for \$3,570. After raffle cash prizes of \$1,500 were distributed, the county made a \$2,070 donation to the American Heart Association.

Tops Sales By Department

1. Register of Deeds
2. Library
3. Social Services
4. Tax Administration
5. Planning and Inspections

Raffle Winners

- Vera Hooks, Library – \$500
- Sharon Crawford, DSS – \$400
- Ashley Beal, Child Support – \$300
- Jean Harrington, DSS – \$200
- Deane Jarrett, Register of Deeds – \$100



Child Support employees at the 2014 Heart Walk



Tax Administration employees at the 2014 Heart Walk

STOP THE VIOLENCE

DSS Promotes Domestic Violence Awareness

CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES, Victim Advocate Program of Army Community Service, Southern Regional AHEC, and U.S. Army Special Operations Command partnered to host a Domestic Violence Symposium Oct. 16 – 17 at DSS. The theme was: Empowering Our Community to Foster Resiliency in Relationships.

With recent domestic violence situations in the media, the symposium provided an opportunity to bring increased awareness about this public health and safety problem that affects our community every day. The speakers concentrated on community awareness and strategies to support victims and their families. Another focus of the conference was battered men and how to meet their mental and physical needs.



Cynthia Arrington from the DSS CARE Center sat on a panel that discussed the community's domestic violence resources. Cheri Siler-Mack from the District Attorney's Office addressed issues concerning domestic violence and youth. The conference was a success with over 150 attendees. Arrington is pictured on the far left.

Care Center Receives \$1,500 Donation

The Daughters of Penelope (DOP) from the Saint Constantine and Helen Greek Orthodox Chapter 416 presented a \$1,500 check to the Department of Social Services CARE Center in June and also adopted the CARE Center's domestic violence shelter as their primary cause. The Daughters of Penelope is an international

organization that supports initiatives that represent the interest of women's issues. Funding for donations is obtained through fundraisers held by the organization throughout the year.

The CARE Center provides holistic domestic violence related services to the victims, children, and abusers. The most sought out services are shelter for women and children in imminent danger and counseling for victims and children. Prevention programs consist of classes related to the impact of domestic violence and facilitation of a six-month batterer's treatment program. The DSS Board, Director, and staff greatly appreciate the DOP for this generous donation and their commitment of future support to the CARE Center, especially in these challenging economic times.

The CARE Center is primarily funded through County funds and local donations. The donation is truly needed and will assist in meeting the needs of victims seeking shelter services. The CARE Center 24-hour crisis line is (910) 677-2532.



Back row, from left, Crystal Black, DSS Adult Services Section Chief; Cynthia Arrington, Care Center Director; Susan Mason, Adult Services Program Manager; Brenda Jackson, DSS Director; Front row, from left, Daughters of Penelope Chapter 416 members Litsa DaRosa, Secretary for the Constantine & Helen Church and sister member; Dina Goodson, President; Irene Bontsolos, Advisor to the Maids of Athena; Geri Hasapis, outgoing District Governor; Maria Velazquez-Constas, sister member & CCDSS Board Chair

DSS CARE Center Receives Grant

THE CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES' CARE Family Violence Program (CARE Center) was awarded a \$5,500 grant in June through the Elizabeth A. Hudspeth Endowment Fund of the Cumberland Community Foundation to develop a healthier living program at the CARE Center emergency shelter. Grants from this fund are used for projects that are designed to improve the health of individuals in the community.

STOP THE VIOLENCE

Vigil, Door Contest Held to Raise Domestic Violence Awareness

The North Carolina Department of Justice reported that 108 women, men and children lost their lives in 2013 due to domestic violence-related homicides. It is estimated that between three and 10 million children witness domestic violence annually and one in four women experience physical violence from their partners during their lifetime. The unfortunate fact is that so many of us know someone who has been affected by domestic violence.

October was Domestic Violence Awareness Month. On Oct. 23, Cumberland County held its 10th annual “Remember My Name” memorial vigil for victims of domestic violence homicides in front of the Cumberland County Courthouse. Community partners and citizens throughout Cumberland County came together to mourn those who have lost their lives to domestic violence and to hear keynote speaker Angela Tolerson’s personal story of how she survived years of abuse. Hearing her story of heartache and hope put a real face on domestic violence for many in the audience.

During October, employees at the Cumberland County Sheriff’s Office worked together to raise awareness to the devastation that individuals and families suffer from domestic violence. Sections throughout the Sheriff’s Office participated in a “Behind Closed Doors” door decorating contest. Personnel did a great job putting their ideas and talents together to create doors that were both educational and thought provoking. Scores from three judges were combined to determine a winning door. It was a close competition between all door entries resulting in a tie between the Office of Professional Standards and the Chief of Detectives Office. A fourth tie breaker judge awarded the highest points to the Chief of Detectives Office.

The Sheriff’s Office is proud of everyone who participated in the contest, which not only gave offices a chance to demonstrate a little “friendly” competition, but more importantly, brought greater awareness to the issues surrounding domestic violence.

Domestic Violence Awareness Month

Remember My Name

Domestic Violence Vigil



Remembering victims of Domestic Violence

October 23, 2014
5:30 PM

Location: Cumberland County Courthouse Steps

Come show your support

SEE OTHER SIDE FOR LIST OF COMMUNITY PARTNERS AND RESOURCES

First Place Winner



Second Place Winner





LIVE UNITED[®]

2014 Campaign Oct. 13 – Nov. 14

Drawings for Prizes

\$100 VISA Gift Cards and Half-Day Off Vouchers

Entries for each contest

All employees who give any amount to United Way

Employees who give at least \$25

Employees from any departments with 100% giving

Top two departments in total per capita fund raising
Employees who give any amount from the two top departments that raise the most money per capita, to include additional fundraising activities

Drawing-Prizes

\$100 VISA gift card
2 prizes to be awarded

\$100 VISA gift card
4 prizes awarded
A half-day off voucher
2 prizes to be awarded

\$100 VISA gift card
2 prizes to be awarded

\$100 VISA Gift Card
One card for each department to conduct its own internal drawing

**Names for drawings will come from pledge forms. Tickets will not be distributed.
See your Department's United Way representative for more information.**

**CUMBERLAND
★ COUNTY ★
NORTH CAROLINA**

Raffle tickets are \$1.00 each.
Prizes include a \$25 Sammio's Gift Certificate, a Triple Threat Chocolate Cake from Just Desserts, and a beautiful Christmas Wreath to name a few.

County Administration Raffle

Raffle Tickets will be sold October 31 - November 14.

Drawing will be held at 4:00 pm November 14, 2014.

5th Floor - County Manager's Office

All Proceeds to be donated to United Way of Cumberland County.
Contact person: CindyTucker @ 910-678-7723

Animal Control United Way Raffle

Animal Control is selling raffle tickets for \$1 each to raise money for United Way.

Tickets are on sale at Animal Control's administration office, 4704 Corporation Drive.



Prizes include a variety of holiday decorations. The raffle runs now through Nov. 7. The drawing takes place Nov. 7 at 4 p.m.



Guess the Number

For a chance to win this jar of m&ms!

\$1 per guess

Want to submit a guess?

Contact Angle at the Print Shop 910-678-7593 or acunningham@co.cumberland.nc.us or come by the Print Shop in person!



United Way



LIVE UNITED

It's that time again!

Flu Shot

County Flu Clinics **9 a.m. – 5 p.m.**

November 5 DSS Meeting Room A

November 12 Employee Wellness Classroom
(1st floor)

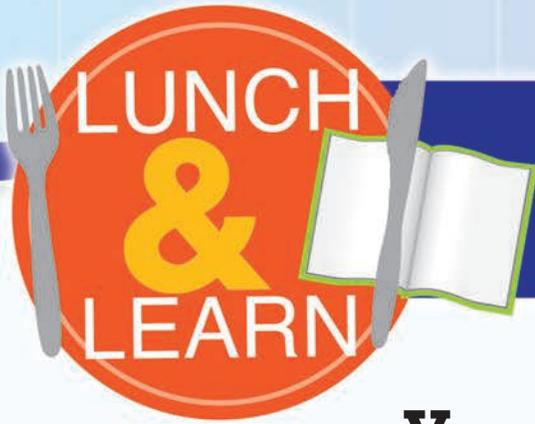
November 20 DSS Meeting Room A

The flu shots are free to all employees and their dependents age 4 and over with Blue Cross Blue Shield coverage. You must bring your current BCBS Healthcare card and a picture ID. For those employees who do not have BCBS coverage with the County, the cost for the shot will be \$30 (cash or check).

If you are unable to attend one of the dates listed above, contact your primary care physician to schedule an appointment to receive your flu shot. If you are covered under the County plan, there should not be a charge as long as your visit is for the flu shot only.

Children under age 4 must receive shots from their primary care physician.





Lunch & Learn Health Risk Management Program

You're invited to a **Lunch & Learn** presentation:

SETTING Wellness Goals

- Learn important health information
- Connect with co-workers
- Have fun!

Date	Location	Time(s)
November 6	Courthouse Rm 564	12:30 - 1:30 p.m.
November 13	DSS	12-1 p.m. & 1-2 p.m.
November 18	Veterans Services	12-1 p.m.
December 2	Health Dept. - Auditorium	12-1 p.m. & 1-2 p.m.
December 4	DSS	12-1 p.m. & 1-2 p.m.

Please feel free to bring your lunch. Fruit and water will be provided.

To register for upcoming classes visit the intranet/extranet. Under departments, click on **Employee Health Services** and the **Wellness Incentive Program** link. You can register under "My Wellness Courses."

Courses led by Kendra Manning, Employee Wellness Coordinator.

Free Presentation!



Healthy Cooking

November 20, 2014

2 Classes Available:

There will be a lunch-time class offered from **12:30 -1:30 p.m.** that will focus on cooking healthy, quick and simple meals.

The **5:30 - 7:30 p.m.** session will provide employees an opportunity to help prepare a meal with healthy substitutions without giving up the flavor.

Both classes will be held at Cooperative Extension, 301 E Mountain Dr.

Open to the first 12 people to register.

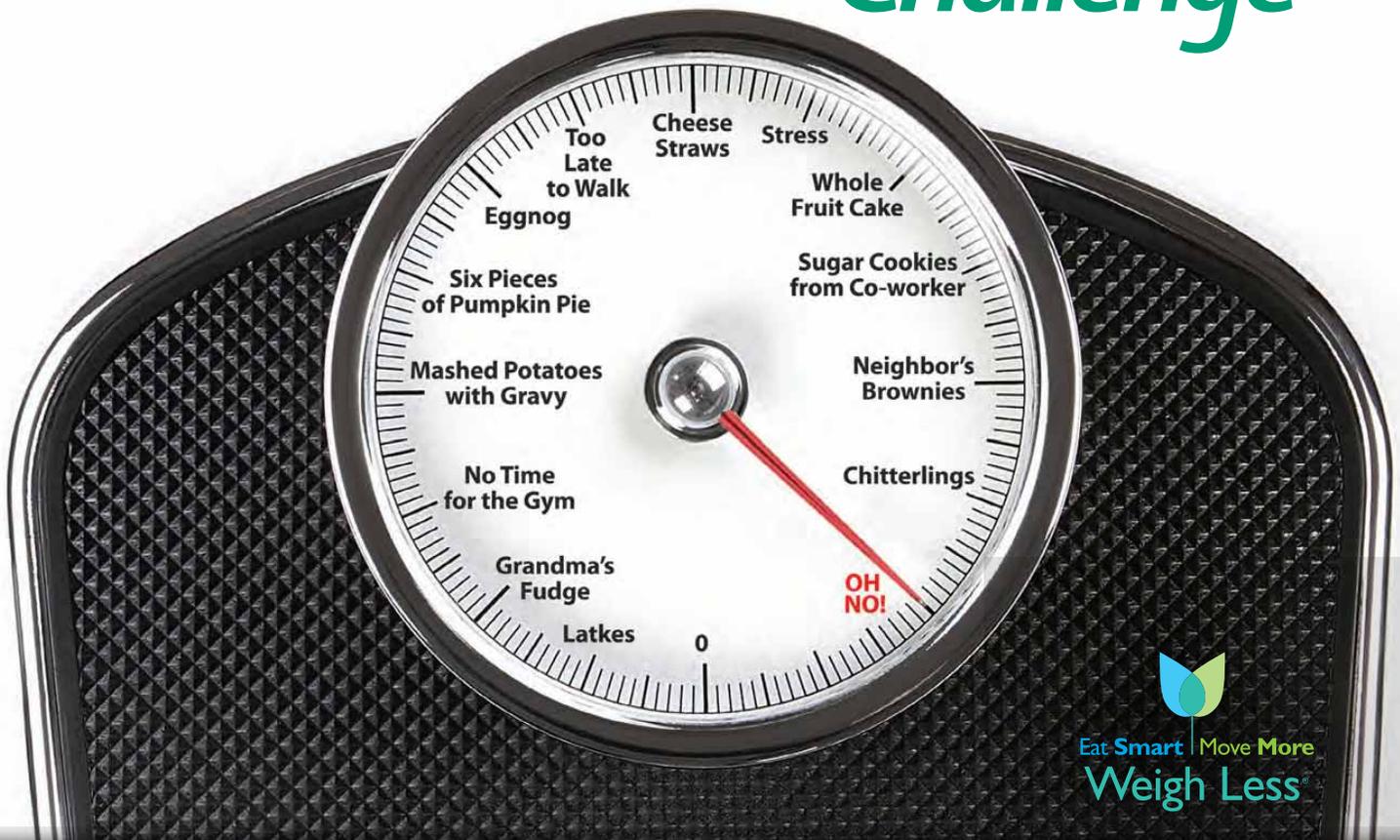
To register for upcoming classes visit the intranet/extranet. Under departments, click on Employee Health Services and the Wellness Incentive Program link. You can register under “My Wellness Courses.”



Worried the holidays will weigh you down?

Avoid holiday weight gain! Register for FREE at www.esmmweighless.com

- Receive a weekly newsletter full of tips, ideas, and recipes.
- Log on to read experts' advice.
- Download a food diary, activity log and weight log to track your progress.



NOVEMBER 17 THROUGH DECEMBER 31



All employees who register and successfully complete the challenge will receive an insulated bag.

Once you register online, please give your name to your wellness rep.

All participating departments have a scale so that you can weigh in throughout the challenge.

Annual Holiday Food Drive

Nov. 17 thru
Dec. 12



Look for the green food bins in your facility.

All food donations to benefit the Urban Ministry and the Salvation Army.

County Flu Clinics Open for Flu Season



Sheriff's Deputy R. Raynor, a school resource officer, receives a flu shot from Priscilla Torres during an employee flu shot clinic Oct. 30 in the Courthouse.

County Print Shop Launches Online Ordering System

THE PRINTING DEPARTMENT launched its Online Ordering System Sept. 15. The system can be accessed through the County intranet or extranet, under the "Printing and Graphics Services" department tab.

The new online ordering system allows users to log in to place orders, see what they have ordered, and to easily re-order items. The system also eliminates paper billing. Invoices are now e-mailed to departments for monthly payment.

With the new online ordering system, the most significant change is that **only pre-authorized employees** will be allowed to order printing.

For questions, or to find out who in your department is authorized, you can call the Printing Department at 678-7593, or 7697.

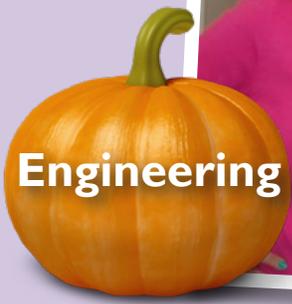
As a reminder, always order from the Printing Department rather than making copies. The copier rate in the Print Shop is the lowest in the County. Even the smallest orders are less expensive through the Print Shop, and the savings can add up over time.



Tricks & Treats



Tax Administration



Engineering



Finance



Tricks & Treats



Child Support



Trick or Treat!



Register of Deeds



CUMBERLAND ★ COUNTY ★ NORTH CAROLINA

AMY CANNON
COUNTY MANAGER
COUNTY MANAGER'S OFFICE
117 Dick Street • Courthouse, Suite 512
Fayetteville, NC 28301
Phone: 910-678-7723 • Fax: 910-678-7717
Email: acannon@co.cumberland.nc.us

Cumberland County Government... Working for you!

MISSION STATEMENT

To provide quality services to our citizens while being fiscally responsible.

VISION STATEMENT

To grow as a regional destination for employment, economic development, commerce and cultural pursuits.

Be sure to follow us on **facebook** & **twitter**

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



Your Employee Assistance Program Can Help

Call for assistance with:

Depression • Finances • Alcohol/Drug Abuse • **Conflicts** • **Stress** • **Parenting** • Any Other Personal Concern

Call Our Toll-Free, Confidential Number
1-800-326-3864

County Holidays

All County offices will be closed in observance of the following holidays:



Veterans Day
Nov. 11



Thanksgiving
Nov. 27-28



Christmas
Dec. 24-26



New Year's
Jan. 1