

Nine Nominated for Employee Of The Year

by
Various Nominators

Editor's Note: here are excerpts from the nominations for Employee of the Year.

Elizabeth Clore, Child Protective Services Supervisor, Social Services- "Elizabeth should receive the reward for the Employee of the Year. I'm not sure how many years she been with Catawba County DSS or how many positions she held officially and unofficially. What I do know is to have the support and guidance of good supervisor is becoming a rare thing in this line of work. Working for Child Protective Services is challenging, rewarding and chaotic all wrapped up with pretty bow on top. Beth is that "pretty bow" on top of the package.

Beth goes above and beyond to help and guide her workers and other workers in the agency. Beth is always taking time out of her supervisory tasks to help with transportation for children for a visit with their parents and to complete home visits while her workers take time off for vacation. These are some of the many tasks that Beth takes on without complaint. Beth demonstrates genuine concerns for clients' needs and her worker's needs. Beth is extremely patient with her social worker and always advises them well in the next step to take

with families. Beth is always available to her social workers and other social worker in the agency. Beth also shares her sense of humor with the entire agency to elevate stressors that social workers encounter daily.

Reid Goforth, Building Services Supervisor, Utilities and Engineering-

Reid Goforth is literally the definition of the employee who consistently goes "above and beyond" what is expected in his job and displays exceptional merit on a consistent, long term basis. Reid is responsible for providing supervisory technical training to Building Services officials, manages and oversees field inspection activities and operations to include coordination with eight zoning jurisdictions and four fire jurisdictions for residential and commercial construction. He provides guidance, interpretations, and ensures uniformity of field inspections, performs quality control inspections to insure accuracy and consistency. He also meets on a regular basis with customers and contractors at the area office or construction site to discuss concerns or code issues, while supervising the daily activities of the Building Services officials to ensure uniform enforcement of the state building codes and to ensure all inspections are scheduled and completed in a timely manner.

When recent economic conditions required the rightsizing of the Building Services Division, the number of Building Services officials under Reid's supervision increased dramatically. He accepted the challenge without

hesitation and has played a vital role in the successful transition to one work unit that covers the entire county and all the municipalities. Reid's extensive knowledge, experience and excellent supervisory skills blended with his desire to help people accomplish their goals, provides the perfect mix for great customer service and the epitome of a great supervisor.

Linda Greene, Charge Nurse II, Public Health- Linda goes above and beyond what is expected of her in her current position as Charge Nurse II for Communicable Disease at Public Health. She frequently uses her lunch time to see patients to give them their TB medicine or a TDAP shot.

During the recent communicable disease events she was always available and willing to talk to patients regarding their concerns and questions. She postponed her vacation due to the increased workload and not wanting to add additional work to her co-workers. As a co-worker, she is always ready to give information that can be used to help answer questions regarding not only communicable diseases but other health questions the public may have.

(see Nine, pg. 7)

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Software Training Options

The Technology department offers several types of training, some old, some newer. We still offer a regular schedule of classroom training and a schedule is emailed monthly. We can often provide individual or group training on the same topics we cover in our classroom training. If you or your group are starting a new project, maybe in Excel or Word and aren't sure how to go about it or where to start, we can put together a session for you. Sometimes you don't know whether to use Word or Excel... we'd be happy to advise and get you going.

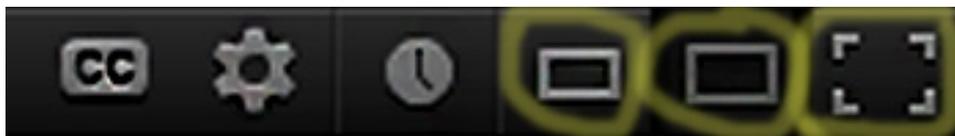


Our newest kind of training is **Online Training, offered on the Intranet**. This consists of a series of videos, some of which our department made and placed on YouTube. Others are videos that we found already on YouTube and linked to them. The videos are mostly about Microsoft Office products such as Excel, Word and Outlook. Over time, we will be adding more videos to this page. If you have a suggestion to make as to a topic for us to add, contact Marcia Hardy. Online training isn't a replacement for taking a class and it is most suitable for short topics. It's a good way to add a new skill to your repertoire.

How do you find this video page? Currently there is a link on the right side of the Intranet home page, under Quick Links that will take you right there. You can also find this and other Technology-related pages by using the left menu: click on Technology, then click on Software Training Videos listed under Training, Help & Support.

Improving Your Online Training Experience

Size: As you watch the training videos on our Intranet, you can make adjustments to have a better viewing experience. You can control the magnification with the last 3 tools in the lower right corner of the video, which stand for Small player, Large player and Full screen. If you choose Full Screen you will need to hit the ESC key to get out of the Full Screen view.

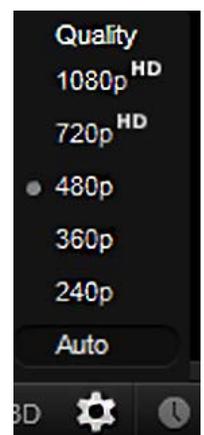


Gear Tool

Small player Large Player Full Screen

Quality: If you use one of those tools such as Large Player or Full Screen to make the video larger, the view may get bigger but fuzzier. You can control the quality by clicking on the gear tool, which also is on the toolbar in the lower right corner. Click on the gear tool, there will be a circle in front of the current quality. Click on the quality you would like. The higher the number, the better the quality. Any videos that we make here in the Technology Department, we will try to offer in high quality. When we link to a video on YouTube, we cannot control the quality, we just have to accept it as it was originally recorded.

Sound: Since the videos are created by different people on different computers, the videos will vary in loudness. Easy to fix... just turn up the volume on your speakers until you are satisfied.





Each September, the Substance Abuse and Mental Health Services Administration (SAMHSA), within the U.S. Department of Health and Human Services (HHS), sponsors *Recovery Month*. This nationwide celebration is now in its 23rd year. This year's theme, "***Join the Voices for Recovery: It's Worth It,***" emphasizes that while the road to recovery may be difficult, the benefits of preventing and overcoming mental and/or substance use disorders are significant and valuable to individuals, families, and communities. People in recovery achieve healthy lifestyles, both physically and emotionally, and contribute in positive ways to their communities

According to a recent report by the U.S. Substance Abuse and Mental Health Administration (SAMSHA), almost 15 percent of adults over the age of 18 (31 million) have experienced a major depression episode (MDE) in their lives. In addition, the two age groups that had the highest rate of MDEs in the past year (more than 10 percent each) were those ages 18 to 25 and 35 to 49—in other words, **people in the prime of their working lives.**

SAMSHA says that depression is one of the leading causes of disability. As such, it's estimated that depression costs around \$12 billion in lost workdays each year, with another \$11 billion lost because of decreased productivity from depressive symptoms.

The good news is that depression is also highly treatable—more than 80 percent can successfully overcome clinical depression—as long as sufferers seek treatment. So if you think you (or a coworker) may be depressed, take these steps:

- **Seek treatment**—and encourage others to do so. Some people are reluctant to speak up because they worry how such an admission will affect their career or that their insurance won't cover treatment. But the earlier people seek help, the more quickly they can recover and resume normal life.
- **Speak with your doctor** to get a complete diagnostic evaluation including onset, frequency, and severity of symptoms; family history; other medications you're taking and possible side effects; and other relevant information.
- **Employees of Catawba County and their families can seek treatment through** the employee assistance program through the Counseling Group, inc.
- Phone numbers Hickory 828-322-9130 Lenoir 828-758-4602 Morganton 828-438-0215.

DO YOU KNOW ABOUT “EL GRITO”?



by
the Diversity Committee

The most patriotic national holiday in Mexico is celebrated on September 16th, contrary to common American belief that May 5th (Cinco De Mayo) is Mexico's Independence Day.

Cinco de Mayo is observed in the United States as a Mexican Heritage and Pride Day and to commemorate the cause of freedom and democracy during the first years of the civil war.

Cinco de Mayo resulted from Mexico being left in ruins and bankrupt after the Mexican-American War, Mexican Civil War and the Reform wars, while France, England and Spain were demanding repayment. France, which was ruled by Napoleon III at the time, decided to use the opportunity to establish a Latin Empire that would favor French interest.

The state of Puebla in Mexico is the only state in Mexico that celebrates Cinco De Mayo and it is observed to commemorate the Mexican army's unlikely victory over the French Army at the Battle of Puebla on May 5th, 1862. In late 1861, a French fleet, known as the best of its time having been undefeated for over 50 years, stormed into Veracruz, Mexico, driving Mexican President Benito Juarez and his government into retreat. The French army marched on Mexico City, and then encountered strong resistance near Puebla. The French army of 8000 attacked the poorly equipped Mexican army of 4000, and the Mexican army prevailed. This was a glorious moment for Mexican patriots and helped develop national unity which was much needed throughout the country, thus the cause for the historical celebration.

Unfortunately, after his army was defeated, Napoleon III sent in over 30,000 troops and, after a full year, was able to take over Mexico City. Napoleon III then made Maximilian the ruler of Mexico.

Mexican Independence dates back to the Spanish conquest of the Aztec Empire, and the movement from independence was gaining unanimous support among Mexicans who quickly became divided between non-independent persons and royalists.

The Mexican War of Independence was an armed conflict between the people of Mexico and the Spanish Colonial authorities, which started on September 16th, 1810. Miguel Hidalgo Y Costilla, a Mexican Priest, was organizing to revolt against the colonial government. They declared independence from the Spanish crown and the war against the government, known as "Grito De Dolores" or "Viva Mexico", is now commemorated every year by the Mexican President at the capital. After 10 years of civil war, and the death of all the founders by the early 1820s, the independence movement was stalemated and close to collapse. Finally after rebel forces united all over Mexico, and their victory became certain on August 24, 1821, Mexico's independence became recognized by the Spanish Crown, thus commemorating the beginning of this war, and establishing September 16th as their national independence day.

What's New?

Congratulations to...



Joshua Quinn Furtado, son of Assistant County Manager **Mary Furtado** and her husband, **Gage**, was born on August 29 and weighed in at 6 pounds, 14 ounces.



to **Deputy Sheriff John P. Helton**, son of **Debbie Helton, Administrative Assistant I at Social Services**, who was awarded the Advanced Law Enforcement Certificate on September 5. In accord with the criteria established by the North Carolina Sheriff's Education and Training Standards Commission, **Officer Helton** was approved for their "Advanced Law Enforcement Certificate" by a vote of the full Commission.

Deputy Helton is a 4+ year veteran serving Catawba County Sheriff's Department as the school resource officer at Foard High School and served 4 years previously at NPD. Officer Helton also serves as a Staff Sergeant in the United States Marine Corp reserves since December

at Newton Police Department. Officer Helton also serves as a Staff Sergeant in the United States Marine Corp Reserves since December 1999.

The Commission's Professional Certificate Program is designed to reward and recognize officers who continually strive to better themselves professionally, by attending various schools and training sessions, above and beyond what is currently mandated by the State of North Carolina. Officers must also have several years of full-time experience as well. The certificate is the highest such honor awarded by the State, and recognizes education, training and experience by the recipient.

Catawba-Wateree Relicensing Coalition Honored As Example of Inspired Environmental Collaboration

Local organization selected from among 44 peer-nominated collaborative efforts

Note: Catawba County Assistant Planning Director Mary George is serving as Vice-President of the Catawba-Wateree Relicensing Coalition.

After a nationwide search, the Institute for Conservation Leadership (ICL) has chosen to honor the **Catawba-Wateree Relicensing Coalition** for their exemplary collaboration to accomplish outstanding environmental protection. The Coalition is being recognized for collaborative work that is creative, visionary, and highly effective and that their respective coalition members could not have achieved by acting alone.

Representatives from the Coalition will be recognized and receive their award on Thursday, September 13th at ICL's annual Fall Fest Benefit being held in Washington, D.C.

Catawba-Wateree Relicensing Coalition was chosen for this recognition after 44 collaborative efforts from across the United States were nominated through a public online process initiated by ICL in June.

(see Relicensing, pg. 6)

WELCOME NEW COUNTY EMPLOYEES!



Christopher Branch
Deputy Sheriff
Sheriff



Schanaque Harris
Inc. Maint. Caseworker,
Social Services



Jessica Martinez
Radio Telecommunicator
Communications Center



Micki Robison,
Social Worker III,
Social Services



Teddi Stepp
Foster Care SW
Social Services

Catawba Relicensing Group honored (cont. from pg. 5)

ICL called for examples of collaborative work that accomplishes the goals of land and resource conservation, public health protection, environmental justice, and sustainable energy. The honorees were selected by an independent committee of environmental, conservation and foundation leaders.

“The selection committee did an outstanding job of choosing to recognize this distinctive and exciting example of collaborative conservation,” said Vivian Buckingham, ICL Board member and Fall Fest chairperson. “The **Catawba-Wateree Relicensing Coalition** took an inclusive and active approach over 10 years, and helped create a process that resulted in 70 parties, including Duke Energy, signing a Comprehensive Relicensing Agreement.”

The Coalition was formed in response to the need of Duke Energy to renew its Federal Energy Regulatory Commission licenses for several hydropower dams on the Catawba-Wateree Rivers in North and South Carolina. Such processes often cause significant division, discord, and even litigation as stakeholders offer competing visions of watershed use.

Instead, by bringing together a representative group of stakeholders from across industry, community, and government, many of whom started as traditional adversaries, the Coalition improved environmental protection, public health, environmental justice, land and water conservation, and sustainable energy.

The selection committee found that the **Catawba-Wateree Relicensing Coalition** supported robust education, honest dialogue, and thoughtful negotiation, which allowed the Coalition to build trust and consensus in a complex and potentially confusing regulatory environment. The selection committee chose the Coalition because they felt the Coalition excelled at creating a platform for learning together, crafting shared solutions, and

(see Relicensing, pg. 14)

Nine nominated for Employee Of Year (cont. from pg. 1)

Linda is a very special lady and has been a friend to both of us and has made us feel welcome from day one. We witness daily how Linda is with her patients and how she puts them at ease when they come in at the front desk. They always seem happy to see her and she in return makes them feel special.”

Marcia Hardy, Web Content/Training Specialist, Technology- “Marcia consistently goes above and beyond. For example, I just asked her about a data tracking system for a safety program we’re working on at Public Health. Marcia went ahead and created a visual sample for me to look at and all I did was ask a question! But, by creating a visual for me to look it, it enabled me to understand how it operated. A prime example of going above and beyond my expectation.

Working with Marcia has already, and will continue to, make Public Health better because she doesn’t hesitate to work together to see if something can be improved. She embraces change. I asked about making news release web pages instead of PDFs so that the page could be translated using the software available on the site making our information available to a larger audience. Marcia looked into the feasibility, evaluated it, and confirmed it was possible. I’ve noticed that she has already started incorporating this change with the County’s news releases too. Again, going beyond what she was asked to do.”

Scott Klinger, Programmer Analyst, Public Health- “Scott has worked for CCPH for almost five years as our Internal Systems Analyst. Most of us

would never know exactly what that means, but believe me when I tell you it is a very difficult job.

Scott is always willing to help with any request made of him. He will always listen to any idea or suggestion, no matter how crazy it seems, and help to make it possible if it can be done. He has enough knowledge about billing systems that he knows what will and won’t work. He has cleaned up our billing processes and information we get from our billing system. With Scott’s dedication and research, he has been able to gather data that was previously not available.

During our recent change to InSight, Scott has been phenomenal in his efforts to learn Insight and how it can best work for CCPH. With the help of the implementation team, Scott was instrumental in a smooth transition from CMHC to Insight. He has worked numerous hours behind the scenes to assure the transition was a good one. Most of the staff will tell you that this was the smoothest implementation they have been involved in.”

Mary Morrison, Business Manager IV, Social Services- “In 2011, Family NET lost employees in three critical management positions (Clinical Director, Quality Assurance Director, and Clinical Program Manager) and Mary stepped up to not only handle responsibilities from each of those positions, but she also provided leadership and guidance through that time of great transition with our agency. She demonstrated knowledge of all operations and quality assurance activities during the time when our agency transitioned staff into these positions. She provided guidance and training to new

management staff in those roles. With her leadership, Family NET was able to continue to provide quality services for children and families in our community and demonstrate success in achieving outcomes during a time of great transition for the agency.

• Mary has also led the transition of our agency into the new Managed Care Organization world by consistently communicating with Partners Behavioral Health Management to ensure that Family NET meets their requirements for enrollment, authorization for services, and billing. She has sought out answers in order to understand the new rules and procedures related to Partners Behavioral Health Management operations, developed procedures for Family NET to comply with the requirements, and communicated those procedures to Family NET staff. She has a great understanding of outcomes, utilization management, and service definitions, which help her to make good decisions for our agency.”

Bernice Saine, Administrative Assistant II/Eligibility Supervisor, Public Health- “Bernice has been an employee with Catawba County for 19 plus years. She has served the citizens of Catawba County Public Health Department for 15 plus years. She is our “go to” get the job done supervisor who consistently goes “above and beyond” her daily duties. Her positive energy is contagious to all of us and we admire her strong work ethic. She believes in teamwork and has an open door policy for any suggestions or concerns. When the new system Insight was implemented she developed and printed training materials and handouts.

(see Nominees, pg.12)

Explore Mayan mysteries at the County Library

What does the Mayan calendar predict for December 21, 2012? You may get some answers on October 2.



Archaeological researcher Char Solomon will introduce the Mayan culture and discuss how it relates to our world. The free program begins at 6:30 p.m. that Tuesday at the Main Library in Newton.

Solomon, an archaeological researcher and author, will offer "An Introduction to the Ancient Maya" as part of the Road Scholars program of the N.C. Humanities Council, a statewide nonprofit and affiliate of the National Endowment for the Humanities.

Solomon has researched and lectured on the Mayan culture extensively. She has worked as an archaeological field assistant and has published a biography of a leading female archaeologist, *Tatiana Proskouriakoff: Interpreting the Ancient Maya*.

Those who want to explore the Mayan mysteries further should check out library resources. The DVD *2012 Mayan Prophecy and the Shift of the Ages* was released three years ago. In it,

Geoff Stray and Philip Coppens study the Mayans' way of life and challenge the doomsday prophets. In fact, they argue, 2012 is not the apocalyptic end of times but in fact the beginning of a new age.

The History Channel's *Armageddon: Exploring the Doomsday Myth* discusses the Mayan's role as ancient astronomers and timekeepers and how their calendar has accurately predicted past events. Best-selling author Erik von Daniken has cashed in on the Mayan hysteria with *Twilight of the Gods*, *the Mayan Prophecy* and *Return of the Extraterrestrials* in 2010.

This brings us to *The Mystery of 2012: Predictions, Prophecies, and Possibilities*, a book written by a firm with the dubious name of "Sounds True."

Children's author coming to Conover



Conover Branch Library will host acclaimed children's author Chris Woodworth at 6:30 p.m. on Tuesday, October 16. Her appearance is free and open to the public. Books will be available for sale and signing.

Woodworth's debut novel, *When Ratboy Lived Next Door*, was hailed by *School Library Journal* as "an outstanding offering from a first-time author." Her novel, *Double-Click for Trouble*, was

selected as finalist for Best Book of Indiana—Children's Literature and her book, *Georgie's Moon*, won Best Book of Indiana—Children's Literature.

Her newest novel, *Ivy in the Shadows*, will be released in 2013 by Farrar, Straus, and Giroux.

Major publishers restrict library eBooks

Ever wonder why so many of your favorite authors' books aren't available as eBooks or eAudiobooks at the library? Staff at Catawba County Library System hear that question a lot.

The answer is simple: major publishers severely restrict eBook sales to libraries. Those who do sell them may charge as much as five times more than individual consumers for the same digital content. Still others may release eBooks to libraries in restricted formats like ePub, but not Kindle.

Tight budgets make publishers' policies even tougher on librarians squeezed by smaller book budgets and wider customer preferences. Until recently, libraries worked closely with major publishers, but the relationship has changed drastically with eBooks.

Dollars are driving the restrictions as publishers scramble to stay afloat in a struggling economy and fickle readers. Publishers have figured out that the public can avoid purchase and save a lot of money by borrowing books from the local library.

Random House (Anne Rice, John Grisham, Danielle Steel, etc.) requires libraries to pay \$75 to \$95 per eBook license—far more than list prices on Amazon.com and way more than a library print version at \$14 print or \$40 audio.

(see Authors, pg. 11)

Employee & Family Flu Shot Clinic

H1N1 vaccine is included in the seasonal flu vaccine

For your convenience and good health, Catawba County Government has partnered with Blue Cross and Blue Shield of North Carolina (BCBSNC) and Maxim Health Systems to host onsite flu shot clinics. You and your family members, age four (4) and over, are invited to participate, because vaccination is the best protection from the flu. (Children under age four (4) must receive shots from their primary care physician.)

Please note that participants will be required to bring their BCBSNC ID card and a photo ID with them to the clinic, and to sign a consent form before receiving a flu shot.

Attend any of the Flu Clinics below. **No appointment is necessary!**

Date	Building	Room	Time
Tuesday, October 2, 2012	Public Health	Boardroom	1:30pm to 4:30pm
Thursday, October 11, 2012	Social Services	Assembly Room	7:00am to 10:00am
Friday, October 12, 2012	Social Services	Assembly Room	1:30pm to 4:30pm
Monday, October 29, 2012	Government Center	2 nd fl meeting room	1:30pm to 4:30pm
Tuesday, October 30, 2012	Government Center	2 nd fl meeting room	7:00am to 10:00am

Who is Eligible?

- All Blue Cross Blue Shield of North Carolina (BCBSNC) members (*ages 4 and older*) with 100% preventative benefits will be eligible to receive a flu shot.
 - Children under the age of 9 who are getting their first vaccine are advised to receive 2 doses, one on the day of the clinic and the second vaccination 30 days later. This will be the parent/guardian responsibility to follow through with the second vaccination.
 - A parent/guardian must be present for children under age 17.
- Flu shots are filed under BCBSNC, you will **not** have a co-pay, the shots are at **no** cost to BCBSNC members.
- **Please bring your BCBSNC insurance cards and a photo ID to any of the above clinics.**
- Medicare Part B members may also attend. Participants will **not** be required to pay a copayment.
- Any employee or family member **without** BCBSNC coverage or Medicare Part B will be required to pay by cash or check on the day of the clinic. The cost for the flu shot is **\$30.00**. The Maxim representative will handle any payments if necessary.
 - Maxim can accept cash or check. Maxim does **not** accept credit card payments.

If you have any questions please contact Nicole Lamonica via County e-mail



PLANNING AHEAD FOR ELDER CARE – YOUR OWN

by
Glennie Daniels

None of us likes to think about the time when we ourselves may need help with one or more tasks of daily living, but people are living longer. Approximately 30 percent of all persons over 65 will need some kind of help at some time in their lives.

Your best chance at enjoying life for as long as possible is to be realistic about what you physically can and cannot do. You should discuss the possibility of needing some help in the future with your family members or friends, and work out effective lines of communication and cooperation.

As you can imagine, any physical or emotional dependency can put a great deal of strain on you and your family. However, if parents have treated each other and their children with respect and have helped each family member develop and maintain self-esteem, elder care will be less difficult for everyone involved.

If your family has been less than perfect in these areas, remember that it's never too late to begin mending family fences and to do your part to base relationships on respect, understanding and warm concern. Strengthened and improved family relationships can be an invaluable resource if dependency should occur.

As you grow older, you learn that relationships are constantly changing. There is a vast difference in the relationship of a

newlywed couple and that same couple 30, 40, or even 50 years later. Your relationship with children, grandchildren, relatives, and friends all becomes stronger or weaker or goes back and forth. You may find that your need for people who care becomes more important as the years go by. You cannot control relationships, but you can seize every opportunity to cultivate and strengthen the most significant relationships.

You would probably like to imagine you and your spouse as healthy in your late eighties as in your twenties. While that is a positive thought, it's not very realistic. It is realistic to imagine one of you as dependent and both of you coping well. Successful coping doesn't just happen. But with the help of family members, friends and community services, it can happen. Periodically discuss the future with your spouse. Putting off such a discussion can be destructive if dependency does come.

The belief that large numbers of families put their elders in homes for the aging and mostly forget about them is a myth. In fact, most older Americans see a family member at least once a month. In general parents and adult children like each other. That is a good thing since more than eighty percent of the care giving for older dependent adults is done by families and friends. Maintaining a healthy relationship with adult children is a priceless aid to care giving. Being willing to accept help if and when you need it can also make a potentially difficult situation less a problem.

A great deal of effort is required to build a close relationship with your grandchildren, but that relationship can make your life, and theirs, more interesting. Additionally, your own self-interest will tell you that the time may come when you

truly want these younger folks' companionship, love, and perhaps even their care giving.

Friends and neighbors can fill a vital role in your life also. As years go by, you may give up the role of worker, organization member, or even spouse, but the role of friend can remain as long as you live. For your own well-being, take every opportunity to strengthen relationships with relatives, friends and neighbors.

You can be responsible by taking good care of yourself for as long as you are able. Keeping your mind and body as active as possible is one of the most important things for yourself and for those who care about you.

Reference: NC Cooperative Extension's Publication Planning Ahead for Elder Care

Diversity Activities Calendar

<http://cocatshare01/committees/diversitycom/Documents/CommunityDiversityCalendar.pdf>

SPIRIT CLASSIFIEDS

FUNDRAISER FOR EMS HARDSHIP FUND: The EMS will be having a fund raiser for our EMS Hardship Fund on Oct. 27th at the Double P Arena in Vale. I am attaching a flyer with the information. Please help us make this event a success by letting all employees aware. For information call 828-461-2203

CAR FOR SALE: 2000 Chrysler 300. Runs great other than it not starting up the first time sometimes. Also the doors need to be fixed as seen in the pictures. Heated seats, air and heat work great... 149000 miles... Oil changed every 3000 miles... 3rd owner. Asking \$2500. The door handles in the back & passenger front are about to break or are broken. If interested call Donna Brown at (828) 695-4544 or call Jennifer White @ (417) 693-0119.

CRIB SET FOR SALE: Lambs and Ivy brand complete crib set, Hello Kitty and friends print. It is comforter, crib sheet, bumper, mattress skirt, and valance. I am asking \$75 for this, it is in excellent condition. I am interested in buying nursery furniture in dark wood and white dressers. Willing to trade the crib set for a dark wood changing table. If interested, contact Lisa at eli.2.xay@gmail.com or (704) 325-3060

COMPUTER REPAIR: For all your computer repair needs, call Terry at 465-1464 or 446-6116. Over 10 yrs experience.

FIREARMS SERVICES: Gun auctions, FFL transfers, firearm sales, refinishing, gunsmithing. Pistol transfer is \$20, long gun is \$25. Contact Dale Bentley at 828-615-7411, 302-5812 or dbentley@tacticalweaponssupply.net.

CHIPPER/SHREDDER FOR SALE: Just in time for fall \$250 If interested, contact Kim at kwettmore@yahoo.com or 828-315-0077.

PANTHERS TICKETS FOR SALE: I have four tickets to the Panthers vs. Seahawks game on Sunday, October 7, 2012 at 4:05 p.m. These are PSL seat tickets in section 106, row 18, seats 21 thru 24, Lower level, North gate side. Face value is \$ 97.00 each. Reasonable offers considered. If interested contact C.K. Day at the Sheriff's Office. 465-8302 or 244-3726.

FLOOR MATS AND CARGO NET FOR SALE: Weather Tech all-weather floor mats (front & rear), American manufactured specifically to fit a Lexus ES350, any year. Purchase price was \$169.00 summer of 2011. Very gently used, like new and selling for \$75.

Like new cargo net. Purchased this year. It should fit any model Lexus or Toyota. Selling for \$20. If interested, contact Sarah at (828)465-8256 or (828)291-2774.

HELP US CROWN CATAWBA COUNTY'S WOMANLESS BEAUTY- On October 16th at 6pm at the Newton-Conover Auditorium, come experience an evening of entertainment, laughter, and embarrassment as a few good men dress up as women for United Way. Tickets are only \$5 in advance or \$2 for children 12 and under -- available through departmental United Way representatives or by contacting Mark Logan (MLOGAN@CatawbaCountyNC.gov) or Cynthia Eades (CLEades@CatawbaCountyNC.gov). Dollars are votes so come prepared to crown your favorite "beauty" and help raise money for a great cause!!!!

HOUSE FOR SALE: House is in Conover. 2 Bedroom, 2 baths. Perfect starter home or for single or couple. Has little outbuilding. Appliances included. Serious qualified buyers only. \$ \$59,500. E-mail annbanko11@gmail.com if interested.

COMPUTER REPAIR SERVICES: Computer running slow? Need a hardware upgrade for that new program? Virus problems? Call Dennis – 828-326-9836 after 5:30pm or email dennisdweaver@gmail.com Reasonable rates. Quotes available.

Authors coming to County Library (continued from pg. 8)

Macmillan Publishing refuses to sell eBooks to libraries, period, eliminating works of Orson Scott Card, Lisa Lillien, Keith Ablow and others. It's the same with Simon & Schuster, so forget the library acquiring books by Stephen King and Mary Higgins Clark.

Hachette Books will sell only some of their eBooks to libraries, but not those by James Patterson. Penguin Group used to sell to the library community, but now will only sell some titles, such as books the library already owns.

HarperCollins began licensing use of each eBook copy for 26 maximum loans. If you're in for loan #27, you're out of luck unless the library forks over more money for a second license of the eBook.

Bottom line: if you own an eReader and want to read the newest best-sellers, prepare to purchase your own copy. If you wish to borrow a library copy of a new release, accept the fact that print or audio versions may be the only options available.

To check availability of Catawba County Library holdings, visit any branch or log on to <http://www.catawbacountync.gov/library>

Nominees for Employee of the Year (cont. from pg. 7)

She provided instructional classes for all Public Health employees who would utilize this program. She continues to create automated forms in Insight for eligibility staff and clinical staff.

She attends trainings and meetings and works with our internal system analyst to solve problems. She creates reports to streamline Insight. She utilizes some of these reports to inform citizens of their scheduled appointments so that they continually receive medical care that is important to their well being. The reports also help the agency with statistical data. She ensures that the eligibility staff is constantly updated on any changes in policy and procedures in clinical areas. She serves on the Sign and QCI committees to ensure changes are implemented in a timely and effective manner in order to bring excellent customer service to the citizens that Public Health serves. She creates the appointment calendars for clinic, nursing and eligibility staff.

Ona Scruggs, Tax Collector, Tax-

A twenty-four year veteran of the Tax Office tells where she has spent her time. From office support specialist to front line clerk to delinquent collections to tax collector, defines her advancement in job skills, knowledge and experience. But how has Ona Scruggs specifically made a difference? Instead of using adjectives, let me give examples of her influence on her internal and external customers.

Let's begin with those that work with her daily. I asked Ona's staff to send me their thoughts concerning her leadership. One employee used Ona's name as an acrostic to

describe her with O for optimistic, N for navigator, and A for Appreciative. Looking at Ona's optimism, several of her staff described how she wants nothing but the best for her employees. To say that the Tax Collector's office can at times be a STRESSFUL environment may be a bit of an understatement, however Ona is patient, understanding, and an excellent listener. Several of her staff described how she encourages them to work as a team while promoting each person to strive to give their best effort. As a navigator, Ona's vast tax collection and life experience qualifies her to earn the respect as a coach for not only difficult job problems but also personal life issues. It was noted that even when Ona is extremely busy, she always takes the time to stop and answer questions or offer advice in the handling of a difficult tax matter. Yet perhaps the most mentioned quality that her staff used to describe her was her appreciative attitude toward them. Ona not only liberally uses the words "thank you" but goes the extra step to show her appreciation by acts such as bringing in fresh bagels the next morning after a particularly rough day before. Each year at Christmas, Ona at her own expense takes her staff out for a small dinner to show that she cares and is grateful for each person in her office."

Chrissy Triplett, Social Work Supervisor, Social Services-

Chrissy has supervised the newly created Post-Care Service since November 2009, leading a team of five staff and overseeing the implementation of three services – Success Coach, Educational Advocate and Strengthening Families Parenting. Chrissy is incredibly talented and was able to move a newly developed service model to a fully implemented and staffed service that is part of the child welfare continuum. While this

new service requires a great deal of program tracking, planning and continual assessment, Chrissy does an excellent job staying focused and keeping the program on the right track, all while taking on the new challenge of being a supervisor. In that capacity, Chrissy has shown herself to be incredibly gifted – as she is able to motivate and guide her staff while nurturing their growth and development. Her commitment to this program and her staff is evident as she strives each day to make it better for her staff and for the families served.

Chrissy creates an environment that lets her staff know they don't just work for her- they work with her. Even when faced with tight deadlines, she makes time to support her staff, going on home visits to assist staff with difficult issues or providing supervision for children when they need to discuss sensitive issues with parents. She consistently provides her staff with encouragement and positive reinforcement individually and as a unit. Chrissy gives notes praising her staff for handling situations well and she takes time to notice the small things. She also encourages staff to take time to recharge. Chrissy's staff states "this is invaluable as having a caring and supportive supervisor is one less thing to worry about when our personal and professional lives are stressful... We know when we come to her with a concern, she takes it seriously and will work to find the best possible solution, whether it is a unit or systems issue."

Her staff appreciates the fact that Chrissy is not just concerned about their work performance, but their development as people and social workers. Chrissy encourages her staff to attend trainings and develop new skills and interests. She challenges them to think about their work in new ways and provides opportunities to take on leadership roles within the unit and agency.

County Employees Participate in Generational Diversity Education

Last month forty County employees, plus ten employees of the City of Newton, participated in an energetic and enlightening training entitled **Generational Crossroads - When X, Y, & Boomers Collide in the Workforce.** For the second year, this General Diversity educational opportunity was held in two separate sessions by Eric Rowles, CEO of Leading to Change. Eric Rowles is a nationally recognized trainer, speaker, and consultant who has worked with over 150,000 youth, adults, administrators, professionals, and policy makers within the past fifteen years. The sessions, innovative, interactive, and high-energy, offered participants a chance to learn and experience the differences in the four generations within our workforce today and provided valuable tools they could utilize in working with the different generations successfully. A couple of comments from the class were: "One of the best classes I have attended in a long time! Learned lots!" and "Very relevant and gave practical applications for work."

For the first time in our history there are four distinct generations working within the same workforce: Matures, Baby Boomers, Generation X, and Generation Y (Millennials). As you can imagine, the differences in generations causes difficulties sometimes. However, once we learn what another generation values as important, how they like/need to communicate, and some of their history, it becomes easier for us to work together successfully. This recent educational opportunity is one of the ways Catawba County is providing opportunity to gain further insight into important diversity issues, and opening the lines of communication and understanding.



**Relicensing Coalition honored
(cont. from pg. 6)**

pulling diverse interests into a long-term visionary approach for the watersheds and the region's many communities – a true win-win solution.

In choosing the **Catawba-Wateree Relicensing Coalition** as the 2012 honoree, the selection committee followed these criteria for nomination developed by ICL:

- The collaboration includes two or more entities – nonprofit organizations, government agencies, or for-profit entities
- The collaboration used creative approaches to take advantage of an important opportunity to advance broad goals
- The collaboration engaged unlikely partners, non-traditional allies, or a new cross-sector issue
- The collaboration can tell how and why its leadership, purpose, participation, and methods produced success
- The collaboration can point to specific results and positive changes that have happened because of working together.

“**The Catawba-Wateree Relicensing Coalition** represents a highly focused collaboration for the benefit of the environment, economies and communities in the Catawba and Wateree watersheds,” said Scott Schang, ICL Board chairman.

“This type of collaboration exemplifies the many creative collaborations that the Institute supports and strengthens across North America. The Institute's Board of Directors is pleased to highlight this coalition's work so leaders working on a variety of green issues will be inspired to do the hard work of collaboration in their own communities.”

For more about the Coalition, see <http://www.cwrc.info>. For a list of Coalition members, see <http://www.cwrc.info/aboutpartners.html>.

**OCTOBER
DEADLINES**

October 5- Story concepts, for which we must budget a lot of space

October 12- Short submissions and FINAL deadline.

Submissions are placed on a first come, first served basis as long as space permits

Writers:

**Diversity Committee
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Dave Hardin
Marcia Hardy
Nicole Lamonica
Miriam Powell
Tammy Wilson**

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**Tyler Garrison
Shonda Hollis
Martha Knox**

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2012 CATAWBA COUNTY AWARDS BANQUET

DATE: Tuesday, October 23, 2012

LOCATION: CVCC Tarlton Complex

TIME: Doors open @ 5:00pm, Dinner served @ 5:30pm.

Menu:

**CHOPPED BBQ
ROTISSERIE CHICKEN
LITTLE WHOLE POTATOES
BAKED BEANS
SALAD
ROLLS
WATER AND TEA
DESSERT CHOICES:**

BANANA PUDDING, CHERRY CHEESECAKE, OR BROWNIE

***Retirees please RSVP to Sarah Hunt at 828-465-8256
and current employees RSVP to the Social Committee
Representative from your Department by October 5, 2012***