RANDOLPH COUNTY COMMISSIONERS MEETING AGENDA
6:00 P.M. – November 7, 2022

Historic Courthouse – 145 Worth Street, Asheboro NC

I. Call to Order – *Chairman Frye*

II. Pledge of Allegiance

III. Special Recognitions - Governor's Volunteers of the Year

IV. Public Comment Period (Pursuant to N.C.G.S. § 153A-52.1)

V. Consent Agenda

A. Approve Board of Commissioners Regular Meeting Minutes of October 3, 2022, Special Meeting Minutes of October 10, 2022 and October 17, 2022, and Closed Session Minutes of October 3, 2022
B. Approve Fidelity Bond Increase
C. Approve the Appointments for the Firefighter's Relief Fund
D. Adopt Proclamation Recognizing November 2022 as Adoption Awareness Month
E. Approve Budget Amendment – LATCF Grant ($50,000)
F. Appoint Barry Bunting to Replace Wayne Joyce as a Voting Member on the Randolph County Planning Board
G. Appoint Danielle Corona and Reappoint Amy Williams, Carri Hampton, Robert Brown, and Ryan Snipes to the Randolph County Board of Health
H. Approve Budget Amendment – Public Health ($38,321)
I. Reappoint Michael Ayers and Michael Somero to the Randolph County Board of Equalization and Review
J. Reappoint Michael Somero to the Randolph County Tax Commission
K. Reappoint Peggy Hinshaw, Judy Kirkman, and Wanda Hilton to the Randleman Planning Board and Board of Adjustment
L. Approve Budget Amendment – Sheriff's Office ($41,925)
M. Approve Budget Amendment – Social Services ($23,782)
N. Reappoint Donnie Lassiter to the Seagrove-Ulah Water Authority
O. Appoint Linda Covington to the Randolph County Nursing Home Community Advisory Committee
P. Approve Budget Amendment – Sheriff ($4,700)
Q. Approve Budget Amendment – Public Health ($1,158)
R. Approve Chairman Darrell Frye as the Voting Delegate for the NCACC Legislative Conference on November 17th
S. Reappoint Hal Johnson, Brian Arrington, and Patrick O'Hara to the Randolph County Juvenile Crime Prevention Council
T. Appoint Dr. Minter to the Randolph County Animal Services Advisory Board to Fill the Veterinary Seat

VI. New Business

A. Children's Home Society Study Results – *Commissioner Hope Haywood/Donna Wood, Children's Home Society Representative*

RANDOLPH COUNTY COMMISSIONERS MEETING AGENDA
6:00 P.M. – November 7, 2022

Historic Courthouse – 145 Worth Street, Asheboro NC

B. Annual Update from Waste Management – *Bob Peeler, Waste Management Governmental Relations*
C. Community Funding Allocations – *Chairman Darrell Frye/Senator Dave Craven*
D. 100 Healthiest Workplaces in America Award - *Commissioner Hope Haywood/Wellness Officer Sam Varner*
E. Public Hearing on the Proposed Schedules, Standards and Rules for 2023 Reappraisal - *Debra Hill, Tax Assessor*
F. RFID Bid Results for the Library-*Ross Holt, Library Director*
G. Consider Request for Four (4) New Deputy Sheriff Positions for the Randolph County Elementary Schools-*Justin Brubaker, Sheriff's Office Business Manager*
H. Consider Purchase of 15 Sheriff's Office Vehicles - *Justin Brubaker, Sheriff's Office Business Manager*
I. Purchase of Property – *Paxton Arthurs, County Engineer*
J. Set Annual Special Joint Meeting with the Asheboro City School Board of Education for February 9, 2023 at 6:00 p.m./place to be determined – *Chairman Darrell Frye*
K. County Manager's Update
L. Commissioner's Updates
M. Closed Session – NCGS § 143-318.11 (a)(6) - Personnel and NCGS § 143-318.11 (a)(4) - Economic Development

Upcoming Board Term Expirations

January

Randolph County Local Emergency Planning Committee-Julia Bowman, Jamie Brown, Bryan Davis, Donovan Davis, Jimmy Maness, Christie McCorquodale, and Mandy Shields

February

Voluntary Agricultural District Advisory Board—Bobby Allen, Ken Austin, Bernard Beck, and Wilbur Hancock; **Asheboro Planning Board** – David Henderson

Chaplin Michael Trogdon from the Sheriff's office will give the invocation.

Phil Brown - Posthumously
Randolph Senior Adults Association
192 hours volunteer time annually

It is a distinct pleasure to nominate Phil Brown posthumously for the 2022 Governor's Volunteer Service Award.

Brown, who passed away on December 6, 2021, at the age of 81, made a measurable impact on thousands of Randolph County residents as a dedicated, passionate, and proud volunteer for Randolph Senior Adults Association (RSAA) and the AARP Foundation Tax-Aide. The depth and breadth of Brown's service over the last decade is extraordinary. His outstanding leadership qualities, demonstrated through his contributions to the AARP Tax-Aide Program, as well as several other volunteer roles, distinguished him among his volunteer peers. Mr. Brown began volunteering with the AARP Foundation Tax-Aide after retiring from Eveready Battery Company as an Electrical Engineer. For more than 15 years, he led a group of volunteers in helping thousands file their taxes every year—for free. On average, he and his team met with 1,500 clients and filed more than 1,200 tax returns each year, saving Randolph County residents on average more than $250,000.

When COVID-19 came to Randolph County in March 2020, Phil was able to pivot and change the method of the tax prep service to a drop-off model. The team had always provided in-person appointments, but with concerns over the virus, Brown seamlessly led the volunteers to a new model of screening each individual; scanning their tax documents; interviewing the Client; and then sending the Client home with a card on when to return for their completed tax returns.

"Phil was so incredibly passionate about the Tax-Aide program," said fellow volunteer Karen Brookshire. "He was so thankful for any amount of time volunteers could give to the program."

Mr. Brown also served in various leadership roles at First Presbyterian Church since 1972 with his most current role being a Sunday School teacher and Elder.

Tireless, thoughtful, and wise, Phil was a gifted and dedicated volunteer with a record of achievement that makes him an exceptional candidate for the 2022 Governor's Award for Volunteer Service

Annika Bestmann

Spirit Horse Ranch Rescue and Education Inc
600 volunteer hours annually

Annika first started helping when she was 16. She loves horses and children and had some horse knowledge. She wanted to learn all she could. As soon as she got her license, she started coming in the afternoon when she could to learn. We have afterschool programs for grade school children in spring and fall. The children get to spend time outside, learn about horses, and interact with each other. Some kids are so shy when they first start coming and Annika is soft spoken and easy going, she helps the children feel at ease. This past year, when I lost my barn helper, Annika stepped up and did all the barn work daily then came back in the afternoon to help with the children. She did that for 5 months until her classes started back in person but continued to come in the afternoon to help with the kids. During the month of July we have a summer reading program for grade school children, many of them struggle to read. We sit in the barn as the kids read to their favorite horse with the help of a volunteer. Some of these kids are embarrassed that they cannot read well but Annika is patient and kind with them as she helps them learn and we see kids blossom. We see many children and pre-teens that are troubled. Annika has a way of helping them feel comfortable and opening up. Some develop a bond with her and stay in touch even after our program ends. The horses are a great partner in helping these children in many ways, but we cannot do it without strong volunteers. We also do therapeutic riding for children with special needs, Annika has also been filled in for me there when I needed an extra helper. As a young adult she has a giving heart and compassion for the children, she realizes some may not have the best home life and their time with us is so important to them. I feel that Annika did exceptional work this year and has touched the heart of many children that is why I wanted to nominate her for this award.

Deborah Knapp
Randolph Health Volunteers Services
250 volunteer hours annually

Deborah Knapp is a proficient volunteer and valuable to our department. During the two years of COVID, in addition to a leadership change in our department, Debbie continued to be proficient in her volunteer role. Prior to the arrival of our new Director, Debbie worked closely ,with the Interim Director in documenting operational procedures for the Gift Shop. During 2021 Debbie had over 500 volunteer hours. Due to new hospital management and change of department leadership, Debbie went over and beyond to keep the Gift Shop open. She has excellent communication skills and is customer focused. She maintains inventory and pricing of merchandise and is constantly thinking of various ways to attract customers to the shop. Debbie is a team player and available for extra shifts, as needed. She is clever with window and shop merchandise displays. She handles cash and charge transactions with accuracy, and telephone orders with direct delivery to a patient's room. During the absence of the Department Director, she was exceptional in doing more than normally required. She is a volunteer who is always on time, task oriented, helpful to everyone, and happy in her service as a Randolph Health Volunteer. Deborah has 821 lifetime volunteer hours at Randolph Health.

Deborah Knapp is a tremendous lady who has a heart for people. She has served as a teacher's Assistant in Randolph County, and-later taught full-time with Randolph County Schools. Her specialty was the 1st through 3rd grades. In gaining information for this recommendation, several current teachers said they were honored to have Debbie teach their children and grandchildren. She was highly respected by the Randolph County School System and was chosen to lead a teacher's workshop on "Effective Teaching Techniques" for children. She currently substitutes at Coleridge Elementary School, as needed. Debbie takes daily care of her mother to ensure everything is okay. She does all errands, prepares her meals, does housework and laundry, and takes time just to sit and talk with her mom. She loves nanny sitting for her grandson and being a strong educational encourager for him. Debbie has strong compassion in helping others. She excels in volunteering in the hospital Gift Shop, assisting with her mother's well-being, and being a grateful grandmother to her grandson and granddaughter. Home and family are her warm fuzzies close to her heart

Kyle Martin
Disabled American Veterans
200 volunteer hours annually

Kyle Martin volunteers for the disabled American veterans in Asheboro on a monthly basis. He is the adjutant for the chapter he volunteers with, so he works right under the commander and keeps up with all the paperwork, any emails, and the volunteer hours for the chapter. He volunteers his time with the chapter, and volunteers to help other veterans. Other than the DAV he donates blood to the American red cross about every 2 months, which goes to people all around North Carolina, Virginia and South Carolina. He also volunteers with hospice so he can either go see patient, call them, or write them letters or send cards out to families that lost a loved one. The pandemic has slowed down the volunteering he has been able to do the last year or two, but he is always willing to help and always looks forward to volunteering

Mr. Martin is a great volunteer and fully embodies volunteerism. He started volunteering when he was in the military at a car museum and a food bank getting over 700 hours. Got out the military and came back home and started volunteering with the disabled American veterans getting close to 200 hours in this year, bringing him over 750 hours with the disabled American veterans, and donating blood to the red cross at almost 3 gallons now. Not to mention he works a full-time job, and still finds time to volunteer, even with this covid pandemic going on. He is a great volunteer, and I believe would be a good candidate for the award

Kenita Matthews & Joanne Bostic
Our Daily Bread Kitchen, Inc
50 Hours per week

These two ladies are the 1st ones in and the last ones to leave, on the days they volunteer. Kenita is my cook and Joanne is my cleaner, but truthfully, they both are my everything. From cooking and cleaning, to stocking shelves, passing out clothes, shopping (when I can't) and so much more. What people don't know is that they go out and serve the homeless population around the city, 3 to 4 times a month. I may go once in a awhile, but they will pack the bags in toiletry items, pop top can foods, other foods and snacks, blankets, gloves, hats, socks, and a bible. These ladies are awesome and that's part of the reason why they should be considered as governor's award recipients. They'll lead bible studies on the days they volunteer before we start to prepare food. They pray for all of the individuals that comes and it and who asks prayer. The pray and ministered to volunteers who ask for prayer. All of the other volunteers say they are a joy to work with. They both have a great word and has really change a lot lives, just by their kindness and compassion. They treat everyone equally and as they want to be treated. Joanne (My left and right hand) also does my financials and will not take a dime for putting in long hours making sure our books are straight. She logs so many hours outside of ODB, that wasn't included in those combined 50 hours a week. By the time she's been here for 8 plus hours, she'll say, well, I hit my steps. I guess so, because she is nonstop from the time, she steps front into the building.

Kenita is the same way. We appreciate her long hours a day, when she is not working at Seagrove Elementary even on workdays, she comes to ODB first for to get the meals started and pretty much everything done until she has to go to work. For the past two years, she's been opening up on Thanksgiving and preparing a large meal, along with her family, for an average of 215 people. She buys and takes gifts to so many kids around Christmas and their birthdays.

These ladies do everything will a smile and cheerfully. I couldn't be affective doing my job, if I didn't have these ladies doing what they do, for me, ODB, and the kingdom.

Drew Maerz

Boy Scouts of America , Old North State Council

200 volunteer hours annually

Drew Maerz serves two crucial roles in delivering a key element of the Boy Scouts of America program. He is the head advisor to a select camping and service fraternity known as the Order of the Arrow which currently comprises 600 youth and 380 adults in this chapter. He is responsible for guiding the elected youth leaders of this group (often college-age) to plan and execute approximately eight major weekend events per year. Many of these events involve complex service projects that require meticulous planning and attention to detail which is led by the youth. This experience gives them a tremendous amount of project management and communication skills. In the years he has served in various capacities with this fraternity, he has contributed to the leadership development of hundreds of young people and emphasized a commitment to life-long service. This consistent message has resulted in their becoming caring, participating citizens which is the ultimate aim and purpose of the Boy Scouts of America. Recently the Old North State Chapter of the BSA recognized Drew's leadership with this fraternity by presenting the highest recognition that can be bestowed upon a Scout volunteer – the Silver Beaver award. Drew is also a member of a small committee of adults that provides business leadership to the registered Scout groups in Randolph, Davidson, and Davie Counties. In this capacity, Drew has spent hundreds of hours coordinating youth recruitments efforts, being a part of a finance team that has planned and executed fundraising events which have raised thousands of dollars and planning and organizing special weekend activities designed to test outdoor skills knowledge.

Drew has maintained a positive outlook despite difficult circumstances this year. His efforts and accomplishments this year have been an example for other adult leaders to emulate. Drew has inspired youth to be the best the best versions of themselves and seek new challenges. The Boy Scouts of America is very fortunate to have a volunteer like Drew Maerz.

Sandra Lail
Randolph-Asheboro YMCA
300 volunteer hours annually

Sandra Lail was the first person I met in 1995 when I began my career as the Director of the Randolph-Asheboro YMCA. Sandra was a member of the Randolph-Asheboro YMCA's International Management Program (IMC) which brought businesses and companies together once a month for seminars, training sessions etc. I asked her to take the president position of an IMC program that was not fulfilling requirements from the National IMC Organization and was on probation. Within a year she increased membership by 25% and increased female participants to 50%. At the National Convention in 1999 the Randolph-Asheboro YMCA IMC was the number one program in the Southeast. This would not have happened without Sandra's competent and enthusiastic leadership.

Since 1995, Sandra has been actively involved in a variety of activities including, Senior Bingo games, Membership Appreciation Days and fundraisers the YMCA sponsors. She has been a speaker at the Y's after school/summer day camp program for children K-8 grade, a member of our Dinner/Dance Committee and Membership/Marketing Committee and has helped raise money for the YMCA's

Scholarship program. In 2015 Sandra was asked to be on the Board of Directors of the Y and soon became a member of the Executive Committee in 2016.

In 2019 she became President of the Board of Directors, a position she still holds today. She has developed new policies and programs that have enhanced the operation of our YMCA. The past two years of the pandemic have been challenging for all of us, including the YMCA. Sandra's leadership has been exemplary. Her management style is always thoughtful and caring as she interacts with both members and staff of the YMCA. Sandra also brings a professional level of skill to managing and guiding our YMCA, especially during these challenging times. Sandra is one of the reasons the Randolph-Asheboro YMCA is one of the leading YMCA's in the Southeast and is essential to the health and wellness of the citizens of the City of Asheboro and Randolph County.

October 3, 2022

The Randolph County Board of Commissioners met in regular session at 6:00 p.m. in the 1909 Randolph County Historic Courthouse Meeting Room, 145 Worth Street, Asheboro, NC. Chairman Darrell Frye, Vice-Chairman David Allen, Commissioner Kenny Kidd, Commissioner Hope Haywood, and Commissioner Maxton McDowell were present. Also present were County Manager Hal Johnson, Assistant County Manager/Finance Officer Will Massie, County Attorney Ben Morgan, and Clerk to the Board Dana Crisco. Chaplain Michael Mabe from the Sheriff's Office gave the invocation. The meeting was livestreamed on Facebook and YouTube.

Youth representatives from the Randolph County 4-H delegation lead the Pledge of Allegiance and the 4-H Pledge. Youth representative Alyson Kidd gave a report on her attendance of the North Carolina Association of County Commissioners (NCACC) Conference.

On motion of Allen, seconded by Haywood, the Board voted 5-0 to adopt a Proclamation designating October second through the eighth as 4-H Week in Randolph County, as follows:

4-H Week in Randolph County - 2022

WHEREAS, 4-H youth across the nation are leading efforts to solve problems in their communities and make a difference for their futures; and

WHEREAS, 4-H is the largest youth development organization in North Carolina and the largest in the nation with over six million participants; and

WHEREAS, 4-H in North Carolina claims more than 261,000 youth members and 13,000 volunteers, while Randolph County's 4-H program numbers more than 16,000 youth and more than 100 volunteers; and

WHEREAS, 4-H as part of the NC Cooperative Extension System of NC State University and NCA&T State University is a program where youth learn through opportunities that provide them hands-on experiences in 4-H's mission mandates of science, engineering and technology; healthy living; and citizenship; and

WHEREAS, 4-H has connected youth and their communities with the innovative research and resources from our nation's 112 land-grant universities and colleges for more than 118 years.

NOW, THEREFORE, the Randolph County Board of Commissioners, do hereby proclaim October 2-8, 2022, as National 4-H Week in Randolph County. We urge the people of this County to take advantage of the opportunity to become more aware of this special program that enhances our young people's interests in their futures as part of Randolph County 4-H Youth Development and to join us in recognizing the unique partnership between our County and our State University System.

Special Recognitions

Stephanie Thompson retired from the Tax Department on July 31, 2022, after 22 years of service. Ms. Thompson was recognized by Tax Administrator Debra Hill, after which, Chairman Frye presented Ms. Thompson with an engraved clock on behalf of the Board.

Chairman Frye recognized centenarian Rachel Brown who was born on September 26, 1921, and shared some aspects of Ms. Brown's life.

Chairman Frye recognized centenarian Beulah Paschal who celebrated her 103rd birthday.

Public Comment Period

Pursuant to N.C.G.S. § 153A-52.1, Chairman Frye opened the floor for public comment and closed it after everyone wishing to speak had done so. County Attorney Ben Morgan read aloud the Public Comment Rules of Procedure.

Joel McClosky, 875 Parkview St., Asheboro, spoke in regards to the Resolution passed by the Asheboro City Council to have the Confederate monument in front of the Courthouse moved to another location. He agreed with the contents of the resolution and wants Randolph County to be considered inclusive of everyone.

Nancy Bunch, 1833 Lake Country Dr. Ext, Asheboro, said that she supports the National Association for the Advancement of Colored People (NAACP) who feel that the statue should be removed from the Courthouse lawn. The statue represents racism. It is the attitude of the City of Asheboro to be inclusive and welcoming.

Kathleen Gee, 1868 Gumtree Rd., Asheboro, read a poem about learning from our mistakes in reference to the statue. She wants the statue moved.

Tim Saunders, 1402 E. Allred St., Asheboro, stated that the election is coming up and there is a need for poll workers. It is the duty of the citizens to serve. He next addressed civility and the lack there of. He recommended that citizens try to get along with one another.

Kevin Franklin, 170 N. Fayetteville St., Asheboro, spoke of the Resolution for Industry Appreciation. He thanked the Board for the inclusion on the agenda. The industries in Randolph County kept things moving during the COVID-19 pandemeic and continue to be major contributors to the economy of the whole county.

Franklin Suggs, 412 Ivy Rock Ct., Randleman, spoke of things we know from history without a monument. He wants the monument to be moved.

Susan Richards, 207 Andrew Hunter Rd., Asheboro, thanked Stephanie Thompson and the Animal Services department for their service. She spoke of animal cruelty and education. She wants the community to grow. She is hoping that departments get proper funding to carry out their mission.

Clyde Foust, 3746 Midway Acres, Asheboro, appreciated the community speaking out about the statue. He is asking for the removal of the statue. Many families had people who were killed for not supporting the Confederacy.

Eli Harman, 3861 Highridge St., Asheboro, expressed his appreciation for leaving the statue where it is as it is. He believes that a minority of people want the statue removed. He spoke about how these groups exhibit different behaviors and if the Board gives them what they want, these groups will find something else to complain about.

Bobby Allen, 3861 Osborn Mill Rd., Asheboro, believes that the issue of the statue should be on the ballot in 2024.

Chairman Frye read aloud the Resolution for Industry Appreciation Month.

Consent Agenda

On motion of Allen, seconded by Haywood, the Board voted 5-0 to approve the Consent Agenda as presented, as follows:

- *approve Board of Commissioners Regular Meeting Minutes from September 6, 2022, Special Meeting Minutes from September 12, 2022, and Closed Session Minutes from September 12, 2022;*
- *approve Budget Amendment – Northgate ($250,000), as follows:*

Northgate Capital Project Ordinance Budget Amendment #7		
Revenues	***Increase***	***Decrease***
Appropriations	***Increase***	***Decrease***
Construction		*$200,000*
Miscellaneous		*$50,000*
Furniture and equipment	*$250,000*	

- *appoint Cpl. Olivia Wood, Cpt. Alan King, and James Cortez and reappoint Cpt. Lee Hinson, Dr. Jason Stopyra, Dr, Marcus Gentry, Tim Ford, Dana Crisco, Leslie Seals, Donovan Davis, Lt. Corey Lee, Lt. Steven Staley, Sgt. Ian Cavallier, Elizabeth Wills, and Maj. Kevin Walton to the Randolph County EMS Peer Review Committee;*
- *reappoint Pam Brown, Luke Hollingsworth, and Barbara Gallimore to the Randolph County Tourism Authority;*
- *approve Amended Ambulance Fee Schedule for Morgue Transport (following these minutes as Attachment A).*
- *approve Budget Amendment – ACS Capital Project ($70,000), as follows:*

Asheboro City Schools Capital Project Ordinance Budget Amendment #12		
Revenues	***Increase***	***Decrease***
Appropriations	***Increase***	***Decrease***
Professional Fees	*$70,000*	
Miscellaneous		*$70,000*

- *approve Resolution for Industry Appreciation Month, as follows:*

Randolph County Economic Development Corporation
Industry Appreciation Month
October 2022

WHEREAS, the County of Randolph is pleased to have a thriving community of industries to support the local economy; and

WHEREAS, these industrial companies provide essential employment opportunities for the citizens of the County of Randolph; and

WHEREAS, these industrial companies provide local revenues from which the entire citizenry benefit; and

WHEREAS, industrial businesses make considerable contributions to our families and communities, often improving the overall quality of life; and

WHEREAS, we recognize and appreciate these industrial businesses.

NOW, THEREFORE, we, the Board of Commissioners of Randolph County, do hereby recognize our existing industrial businesses and by virtue of this proclamation give notice to our citizens that the month of October 2022 is Industry Appreciation Month in the County of Randolph.

- *reappoint Bradley Beck to the Child Fatality Prevention Team;*
- *add Lead Animal Control Officer to County Classification Plan;*
- *approve Budget Amendment for TDA - $45,000, as follows:*

2022-2023 Tourism Development Fund Budget Amendment #27		
Revenues	***Increase***	***Decrease***
Appropriated Fund Balance	*$45,000*	
Appropriations	***Increase***	***Decrease***
Operating Cost/Furniture & Fixtures	*$15,000*	
Marketing Cost/Promotional Materials	*$30,000*	

- *reappoint Renette Cranford to the Randolph County Nursing Home Community Advisory Committee;*
- *approve Budget Amendment – DSS LINKS ($24,500), as follows:*

2022-2023 Budget Ordinance General Fund Budget Amendment #28		
Revenues	***Increase***	***Decrease***
Restricted Intergovernmental	*$24,500*	
Appropriations	***Increase***	***Decrease***
Social Services	*$24,500*	

- *approve Budget Amendment – FY23 State Grant ($600,000), as follows:*

2022-2023 Budget Ordinance General Fund Budget Amendment #29		
Revenues	***Increase***	***Decrease***
Restricted Intergovernmental	*$600,000*	
Appropriated Fund Balance		*$600,000*
Appropriations	***Increase***	***Decrease***

- *approve Budget Amendment – Eden Terrace ($31,138), as follows:*

2022-2023 Budget Ordinance General Fund Budget Amendment #30		
Revenues	***Increase***	***Decrease***
Transfer from ED Reserve	*$31,138*	

Appropriations	*Increase*	*Decrease*
Other Economical and Physical Development	*$31,138*	

Northstate/Lumos GREAT Grant

Derek Kelly, Senior Director of Marketing, explained the name change from NorthState to Lumos.

Mr. Kelly gave a presentation showing the history of NorthState and its introduction into broadband service prior to becoming Lumos. He outlined the Growing Rural Economies with Access to Technology (GREAT) grant award. There is $4,000,000 in funding available through the GREAT Grant. A match of $796,715 is required. Lumos will provide $746,715 of the match while Radolph County funds $50,000 using America Rescue Plan (ARPA) Funds as the local match. This expansion will impact 1,878 households and businesses. Lumos is self-funding an additional 248 homes and businesses that were not grant eligible.

Chairman Frye explained that broadband expansion is the biggest issue facing counties in North Carolina. Boadband expansion is one of the approved uses of ARPA Funding.

Chairman Frye asked how soon the GREAT grant will begin. Mr. Kelly was not sure when it would be released.

Vice-Chairman Allen agreed that broadband expansion is very important and said it is a Presidential Initiative at the North Carolina Association of County Commissioners.

Mr. Kelly shared more information on funding and said this is a once in a lifetime opportunity.

Vice-Chairman Allen mentioned how fortunate the County is to have Kenny Sherin, Randolph County Cooperative Extension Director and Broadband Access and Education Coordinator for the state as a resource. Mr. Kelly acknowledged seeing Mr. Sherin at a recent broadband event.

On motion of Allen, seconded by Kidd, the Board voted 5-0 to amend the Memo of Understanding with Lumos to state a $50,000 local match and approve the associated budget amendment, as follows:

Coronavirus Recovery Fund Budget Amendment #10		
Revenues	***Increase***	***Decrease***
Appropriations	***Increase***	***Decrease***
Broadband	*$50,000*	
Contingency		*$50,000*

Critical Incident Stress Management

Wellness Administrator Sam Varner introduced Major Christie McCorquodale, Emergency Management Coordinator.

Major McCorquodale gave a brief overview of the Critical Incident Stress Management (CISM) program. She said that research shows individuals in certain occupations, including first responders, appear to be at increased risk for suicide and are more likely to die by suicide than in the line of duty.

Mental health-related programs can help those employees stay in the profession longer and decrease constant turnover. This is where CISM comes in. CISM is best defined as a group of peers teaching others, they are normal human beings having normal reactions to an abnormal event. The Emergency Services Critical Incident Stress Management program was created more than twenty years ago. The Randolph County team specializes in first responders. Certified through the International Critical Incident Stress Foundation, teammates learn skills for both group and individual assistance after a traumatic event.

The Randolph County team wants to take it a step further. The members of the Randolph County Emergency Services CISM Team are collaborating with Social Services and Public Health to create a Peer-to-Peer program in their departments. The Randolph County Sheriff's Office has created their own Peer-to-Peer program and are showing great success in their department as well. Major McCorquodale said there has also been collaboration other agencies to create a Randolph County CISM Board.

The CISM Board will serve as an advisory committee and a resource for training and guidance for different teams across the county. First responders see things that no one should ever have to see. CISM affords the ability to pull those affected by a traumatic event in and triage their mental health soon after the event. It is a program that is built on the foundation of confidentiality.
The goals of the program are early recognition, activation and suppression, preventing burnout, and encouragement of wellbeing.

2023 Revaluation

Tax Administrator Debra Hill said as required by North Carolina General Statute 105-317(c), she is presenting the proposed Schedule of Values, Standards and Rules for the 2023 countywide reappraisal of all real property for the Board's review and approval. By North Carolina law (G.S. 105-286) all counties must conduct a reappraisal of all real property at least every eight years. However, counties can decide to advance a reappraisal of real property if the board of county commissioners adopts a resolution providing for advancement of the reappraisal. On January 4, 2021, the Randolph County Board of County Commissioners adopted a four (4) year reappraisal cycle. The resolution advanced the reappraisal from 2025 to 2023. The reappraisal is conducted by the Randolph County Tax Department Staff.

The uniform schedule of values, standards, and rules used in appraising real property is to reflect the true value in money (market value) as defined in North Carolina General Statute 105-283. The Tax Department appraisal staff has spent much time analyzing sales data, market trends, and conducting cost studies and gathering income information. All of this data was used to develop the 2023 Schedule of Values.

North Carolina General Statute 105-317 prescribes the procedure that county commissioners must adhere to for the reappraisal process. The next step is to set a public hearing to give the public an opportunity to comment on the true value and present use schedules, standards and rules to be used in the 2023 Reappraisal. A public hearing notice will be published stating that these schedules, standards and rules have been submitted to the Board and that a copy is available for public inspection in the Tax Department. Ms. Hill asked that the Board set a public hearing on the proposed schedules, standards and rules for the 2023 Reappraisal.

Vice-Chairman Allen commented that present-use tax measures are being reviewed at the State and will likely change in a year or so. Ms. Hill said that would be helpful for the present-use program.

On motion of Allen, seconded by Kidd, the Board voted 5-0 to set a Public Hearing on the Proposed True Value Schedules, Standards, and Rules and the Present-Use Schedules, Standards, and Rules for November 7, 2022, at a meeting starting at 6:00 p.m.

Excise Tax Issues

Associate County Attorney Aimee Scotton said on August 9, 2022, in a letter to the Board of Commissioners, the office manager for Stegall & Clifford, PLLC requested the refund of excise tax paid on a deed that was accidentally recorded twice in Randolph County, once on August 8th and once on August 9th. Each deed was filed with excise stamps in the amount of $580.00. Stegall & Clifford is requesting the refund of the $580.00 overpayment.

North Carolina General Statute 105-228.37 governs the refund of overpayment of tax. This statute requires that a taxpayer requesting a refund must file a written request for said refund with the Board of County Commissioners within six months after the date that the tax was paid. Within 60 days after this request, the Board of Commissioners must review the request and hold a hearing to decide on the refund. If the Board finds that the refund is due, the Board shall refund the county's portion of the tax. Before the tax is refunded, the taxpayer must record a new instrument reflecting the correct amount of tax due. Since this was a double-recording, no corrected instrument is necessary. Ms. Scotton requested that the Board authorize the refund requested by Stegall & Clifford in the amount of $580.00.

Furthermore, N.C.G.S. 105-228.37 was recently amended to add paragraph (a1). This paragraph allows a board of county commissioners to, by resolution, authorize either or both of the county manager or the county finance officer to grant a request for a refund of excise tax if the request is filed within six months after the date the tax was paid. If a refund is granted, it is processed in the same way as refunds authorized by the board of county commissioners. If the refund is not granted by the county manager/finance officer, the requesting party may file a written request with the board of county commissioners. Ms. Scotton presented a resolution authorizing the Randolph County Manager and the Randolph County Finance Officer to consider and grant these requests going forward.

On motion of Haywood, seconded by McDowell, the Board voted 5-0 to authorize a refund to Stegall & Clifford in the amount of $580.00.

On motion of McDowell, seconded by Haywood, the Board voted 5-0 to approve a Resolution Authorizing the County Manager and the County Finance Officer to Grant Requests for Refunds of Overpaid Excise Taxes in Accordance with North Carolina General Statute 105-228.3, as follows:

RESOLUTION AUTHORIZING THE COUNTY MANAGER AND THE COUNTY FINANCE OFFICER TO GRANT REQUESTS FOR REFUNDS OF OVERPAID EXCISE TAXES IN ACCORDANCE WITH NORTH CAROLINA GENERAL STATUTE 105-228.37

WHEREAS, from time to time, the Randolph County Board of Commissioners is asked to consider a request for a refund of overpayment of excise taxes; and

WHEREAS, North Carolina General Statute 105-228.37(a1) provides that a board of county commissioners may, by resolution, authorize either or both of the county manager or the county finance officer to grant a request for a refund of overpayment of excise tax if the request if filed within six months after the tax was paid;

THEREFORE, THE BOARD OF COMMISSIONERS OF RANDOLPH COUNTY RESOLVES THAT:

1. *The Randolph County Manager and the Randolph County Finance Officer are hereby authorized to grant a request for refund of an overpayment of excise tax provided the request is made within six months of the tax being paid.*
2. *If the Randolph County Manager or the Randolph County Finance Officer grant a timely request for overpayment of excise tax, the refund will be processed as set out in North Carolina General Statute 105-228.37 in the same manner as if granted by the board of county commissioners.*
3. *If the Randolph County Manager or the Randolph County Finance Officer do not grant a timely request for overpayment of excise tax, the party making the request may file a written request with the board of county commissioners pursuant to North Carolina General Statute 105-228.37.*

Fire Protection Count Service Districts

Associate County Attorney Aimee Scotton said several years ago, the Board created county service districts for fire protection and first responder, rescue and emergency services. These districts were created with a fifteen-cent cap on the tax rate in order to mirror the rural fire protection districts that they were replacing. Recently a few of the fire departments servicing these districts indicated the need to request a tax rate in excess of the fifteen-cent cap, and it is expected that others will need to do so in the future. In order to remove the fifteen-cent tax cap, the current districts need to be abolished and replaced with districts that do not have the cap. The abolishment of the current districts is fairly simple. It is required that the Board set a public hearing to consider the matter, and at the close of the public hearing, the Board can pass a resolution abolishing the district.

Notice of the public hearing must be published at least one week before the date of the hearing. The creation of the new uncapped districts is slightly more complicated. If the Board moves forward with this, for each of these districts, a new county service district will be created for fire

protection and for first responder, rescue, and emergency services pursuant to North Carolina General Statute 153A-301(a)(2) and (7). The process for the creation of these districts is found in NCGS 153A-302. The Board has already followed this process for several other districts. Ms. Scotton requested that the Board begin this process for the Bennett, Seagrove, Southwest, and Ulah Fire Service Districts. The process is outlined below:
First, the following must be considered for each proposed district:

a. the resident or seasonal population and population density of the proposed district;
b. the appraised value of property subject to taxation in the proposed district;
c. the present tax rates of the County and any cities or special districts in which the district or any portion thereof is located;
d. the ability of the proposed district to sustain the additional taxes necessary to provide the services planned for the district; and
e. any other matters that the Commissioners believe to have a bearing on whether or not the district should be established.

Fire Marshal Erik Beard has provided a fact sheet for each district containing the items that are required to be considered. Once the Board has considered these issues, it may pass the associated resolutions if it is found that the following apply for each respective district:

a. there is a demonstrable need for providing fire protection services in the district. For each of these districts, we have provided the number of calls received during the past year, so that you can see the need;
b. it is impossible or impracticable to provide these services on a countywide basis;
c. it is economically feasible to provide the proposed services in the district without unreasonable or burdensome tax levies; and
d. there is a demonstrable demand for the proposed services by persons residing in the district. The number of calls in the past year is also information that can indicate the demand for these services.

The resolutions make certain the findings, call for the creation of a report that must be made available for public inspection and set public hearings on the creation of the respective new districts for the Regular Commissioners Meeting on December 5, 2022. The resolutions also set the public hearing for the abolition of the current districts. Notice of the public hearing must be published at least one week before the hearing and must be mailed to property owners within the affected district at least four weeks before the hearing. The resolutions also direct the Associate County Attorney to oversee these mailings.

If, after consideration of the items contained herein and on the attached fact sheets, the Board passes the resolutions and sets the public hearing, Ms. Scotton will compile the report for each proposed district and publish and mail notice of the public hearing in accordance with state law.

On motion of McDowell, seconded by Kidd, the Board voted 5-0 to approve a Resolution Making Certain Findings and Calling for a Public Hearing on the Abolishment of the Current Fifteen Cent Capped Bennett Fire Protection County Service District and the Creation of a New Service District Without the Cap, as follows:

RESOLUTION MAKING CERTAIN FINDINGS AND CALLING FOR A PUBLIC HEARING ON THE ABOLISHMENT OF THE CURRENT

FIFTEEN CENT CAPPED BENNETT FIRE PROTECTION COUNTY SERVICE DISTRICT AND THE CREATION OF A NEW SERVICE DISTRICT WITHOUT THE CAP

***WHEREAS**, the Bennett Fire Protection County Service District was formed under 153A-309.2 for the provision of fire protection services and emergency medical, rescue and ambulance services with a tax rate limitation of fifteen (15) cents per one hundred dollars ($100) valuation, said district hereinafter referred to as the "Capped District"; and*

***WHEREAS**, it has become necessary for the fifteen (15) cent cap on the tax rate in the district to be removed; and*

***WHEREAS**, North Carolina General Statute 153A-306 allows for the current Capped District to be abolished upon a finding that the need for the district no longer exists and a public hearing on the matter; and*

***WHEREAS**, North Carolina General Statute 153A-301 allows a County to establish a county service district for the provision of fire protection services and for the provision of emergency, medical, rescue and ambulance services within the district that has no cap except for the general rule that all tax rates in the district, taken together, cannot exceed one dollar and fifty cents ($1.50) per one hundred dollars ($100) valuation, hereinafter the "Proposed New District"; and*

***WHEREAS**, it has been requested that the Board of County Commissioners abolish the current Capped District and create the Proposed New District, said Proposed New District having the same boundaries and containing the same properties as the current Capped District; and*

***WHEREAS**, the Board has considered the current or future need for the Current District to be able to request a tax rate in excess of its current limitation, the population of the Proposed New District, the appraised value of property in the Proposed New District, the present tax rates in effect in the Proposed New District, the ability of the Proposed New District to sustain the taxing of the Proposed New District, the call history of the Proposed New District and other matters that the Board deemed relevant; and*

***WHEREAS**, the Board, having considered such matters, makes the following findings:*

1. *The limitation on the tax rate of the Current District have rendered or will soon render it obsolescent to the provision of fire protection and emergency medical, rescue and ambulance services in the district; and*
2. *There is a demonstrable need for providing fire protection and emergency medical, rescue and ambulance services in the Proposed New District; and*
3. *It is impossible or impracticable to provide these services on a countywide basis; and*
4. *It is economically feasible to provide these services in the Proposed New District without unreasonable or burdensome annual tax levies; and*
5. *There is a demonstrable demand for fire protection and emergency medical, rescue and ambulance services in the Proposed New District.*

***NOW, THEREFORE, BE IT RESOLVED,** that the Board intends to pursue the abolition of the Current District and the creation of the Proposed New District*

and therefore sets a public hearing on the matter for 6:00 p.m. on December 5, 2022; and

BE IT FURTHER RESOLVED *that notice of the public hearing shall be published at least one week before the hearing and that notice shall be mailed to the owners of property in the district at least four weeks before the hearing, and the Board directs the Associate County Attorney to oversee and certify the mailing and publication of said notice; and*

BE IT STILL FURTHER RESOLVED *that a report shall be prepared containing a map of the Proposed New District, a statement that the Proposed New District meets the findings contained herein, and a plan for providing fire service to the Proposed New District, said report to be available for public inspection in the Office of the Clerk to the Board at least four weeks before the date of the public hearing referenced above.*

On motion of McDowell, seconded by Kidd, the Board voted 5-0 to approve a Resolution Making Certain Findings and Calling for a Public Hearing on the Abolishment of the Current Fifteen Cent Capped Seagrove Fire Protection County Service District and the Creation of a New Service District Without the Cap, as follows:

RESOLUTION MAKING CERTAIN FINDINGS AND CALLING FOR A PUBLIC HEARING ON THE ABOLISHMENT OF THE CURRENT FIFTEEN CENT CAPPED SEAGROVE FIRE PROTECTION COUNTY SERVICE DISTRICT AND THE CREATION OF A NEW SERVICE DISTRICT WITHOUT THE CAP

WHEREAS*, the Seagrove Fire Protection County Service District was formed under 153A-309.2 for the provision of fire protection services and emergency medical, rescue and ambulance services with a tax rate limitation of fifteen (15) cents per one hundred dollars ($100) valuation, said district hereinafter referred to as the "Capped District"; and*

WHEREAS*, it has become necessary for the fifteen (15) cent cap on the tax rate in the district to be removed; and*

WHEREAS*, North Carolina General Statute 153A-306 allows for the current Capped District to be abolished upon a finding that the need for the district no longer exists and a public hearing on the matter; and*

WHEREAS*, North Carolina General Statute 153A-301 allows a County to establish a county service district for the provision of fire protection services and for the provision of emergency, medical, rescue and ambulance services within the district that has no cap except for the general rule that all tax rates in the district, taken together, cannot exceed one dollar and fifty cents ($1.50) per one hundred dollars ($100) valuation, hereinafter the "Proposed New District"; and*

WHEREAS*, it has been requested that the Board of County Commissioners abolish the current Capped District and create the Proposed New District, said Proposed New District having the same boundaries and containing the same properties as the current Capped District; and*

WHEREAS*, the Board has considered the current or future need for the Current District to be able to request a tax rate in excess of its current limitation, the population of the Proposed New District, the appraised value of property in the*

Proposed New District, the present tax rates in effect in the Proposed New District, the ability of the Proposed New District to sustain the taxing of the Proposed New District, the call history of the Proposed New District and other matters that the Board deemed relevant; and

***WHEREAS**, the Board, having considered such matters, makes the following findings:*

1. *The limitation on the tax rate of the Current District have rendered or will soon render it obsolescent to the provision of fire protection and emergency medical, rescue and ambulance services in the district; and*
2. *There is a demonstrable need for providing fire protection and emergency medical, rescue and ambulance services in the Proposed New District; and*
3. *It is impossible or impracticable to provide these services on a countywide basis; and*
4. *It is economically feasible to provide these services in the Proposed New District without unreasonable or burdensome annual tax levies; and*
5. *There is a demonstrable demand for fire protection and emergency medical, rescue and ambulance services in the Proposed New District.*

***NOW, THEREFORE, BE IT RESOLVED,** that the Board intends to pursue the abolition of the Current District and the creation of the Proposed New District and therefore sets a public hearing on the matter for 6:00 p.m. on December 5, 2022; and*

***BE IT FURTHER RESOLVED** that notice of the public hearing shall be published at least one week before the hearing and that notice shall be mailed to the owners of property in the district at least four weeks before the hearing, and the Board directs the Associate County Attorney to oversee and certify the mailing and publication of said notice; and*

***BE IT STILL FURTHER RESOLVED** that a report shall be prepared containing a map of the Proposed New District, a statement that the Proposed New District meets the findings contained herein, and a plan for providing fire service to the Proposed New District, said report to be available for public inspection in the Office of the Clerk to the Board at least four weeks before the date of the public hearing referenced above.*

On motion of McDowell, seconded by Kidd, the Board voted 5-0 to approve a Resolution Making Certain Findings and Calling for a Public Hearing on the Abolishment of the Current Fifteen Cent Capped Southwest Fire Protection County Service District and the Creation of a New Service District Without the Cap, as follows:

RESOLUTION MAKING CERTAIN FINDINGS AND CALLING FOR A PUBLIC HEARING ON THE ABOLISHMENT OF THE CURRENT FIFTEEN CENT CAPPED SOUTHWEST FIRE PROTECTION COUNTY SERVICE DISTRICT AND THE CREATION OF A NEW SERVICE DISTRICT WITHOUT THE CAP

***WHEREAS**, the Southwest Fire Protection County Service District was formed under 153A-309.2 for the provision of fire protection services and emergency medical, rescue and ambulance services with a tax rate limitation of fifteen (15)*

cents per one hundred dollars ($100) valuation, said district hereinafter referred to as the "Capped District"; and

***WHEREAS**, it has become necessary for the fifteen (15) cent cap on the tax rate in the district to be removed; and*

***WHEREAS**, North Carolina General Statute 153A-306 allows for the current Capped District to be abolished upon a finding that the need for the district no longer exists and a public hearing on the matter; and*

***WHEREAS**, North Carolina General Statute 153A-301 allows a County to establish a county service district for the provision of fire protection services and for the provision of emergency, medical, rescue and ambulance services within the district that has no cap except for the general rule that all tax rates in the district, taken together, cannot exceed one dollar and fifty cents ($1.50) per one hundred dollars ($100) valuation, hereinafter the "Proposed New District"; and*

***WHEREAS**, it has been requested that the Board of County Commissioners abolish the current Capped District and create the Proposed New District, said Proposed New District having the same boundaries and containing the same properties as the current Capped District; and*

***WHEREAS**, the Board has considered the current or future need for the Current District to be able to request a tax rate in excess of its current limitation, the population of the Proposed New District, the appraised value of property in the Proposed New District, the present tax rates in effect in the Proposed New District, the ability of the Proposed New District to sustain the taxing of the Proposed New District, the call history of the Proposed New District and other matters that the Board deemed relevant; and*

***WHEREAS**, the Board, having considered such matters, makes the following findings:*

1. *The limitation on the tax rate of the Current District have rendered or will soon render it obsolescent to the provision of fire protection and emergency medical, rescue and ambulance services in the district; and*
2. *There is a demonstrable need for providing fire protection and emergency medical, rescue and ambulance services in the Proposed New District; and*
3. *It is impossible or impracticable to provide these services on a countywide basis; and*
4. *It is economically feasible to provide these services in the Proposed New District without unreasonable or burdensome annual tax levies; and*
5. *There is a demonstrable demand for fire protection and emergency medical, rescue and ambulance services in the Proposed New District.*

***NOW, THEREFORE, BE IT RESOLVED,** that the Board intends to pursue the abolition of the Current District and the creation of the Proposed New District and therefore sets a public hearing on the matter for 6:00 p.m. on December 5, 2022; and*

***BE IT FURTHER RESOLVED** that notice of the public hearing shall be published at least one week before the hearing and that notice shall be mailed to the owners of property in the district at least four weeks before the hearing, and the Board directs the Associate County Attorney to oversee and certify the mailing and publication of said notice; and*

BE IT STILL FURTHER RESOLVED *that a report shall be prepared containing a map of the Proposed New District, a statement that the Proposed New District meets the findings contained herein, and a plan for providing fire service to the Proposed New District, said report to be available for public inspection in the Office of the Clerk to the Board at least four weeks before the date of the public hearing referenced above.*

On motion of McDowell, seconded by Kidd, the Board voted 5-0 to approve a Resolution Making Certain Findings and Calling for a Public Hearing on the Abolishment of the Current Fifteen Cent Capped Ulah Fire Protection County Service District and the Creation of a New Service District Without the Cap, as follows:

RESOLUTION MAKING CERTAIN FINDINGS AND CALLING FOR A PUBLIC HEARING ON THE ABOLISHMENT OF THE CURRENT FIFTEEN CENT CAPPED ULAH FIRE PROTECTION COUNTY SERVICE DISTRICT AND THE CREATION OF A NEW SERVICE DISTRICT WITHOUT THE CAP

WHEREAS*, the Ulah Fire Protection County Service District was formed under 153A-309.2 for the provision of fire protection services and emergency medical, rescue and ambulance services with a tax rate limitation of fifteen (15) cents per one hundred dollars ($100) valuation, said district hereinafter referred to as the "Capped District"; and*

WHEREAS*, it has become necessary for the fifteen (15) cent cap on the tax rate in the district to be removed; and*

WHEREAS*, North Carolina General Statute 153A-306 allows for the current Capped District to be abolished upon a finding that the need for the district no longer exists and a public hearing on the matter; and*

WHEREAS*, North Carolina General Statute 153A-301 allows a County to establish a county service district for the provision of fire protection services and for the provision of emergency, medical, rescue and ambulance services within the district that has no cap except for the general rule that all tax rates in the district, taken together, cannot exceed one dollar and fifty cents ($1.50) per one hundred dollars ($100) valuation, hereinafter the "Proposed New District"; and*

WHEREAS*, it has been requested that the Board of County Commissioners abolish the current Capped District and create the Proposed New District, said Proposed New District having the same boundaries and containing the same properties as the current Capped District; and*

WHEREAS*, the Board has considered the current or future need for the Current District to be able to request a tax rate in excess of its current limitation, the population of the Proposed New District, the appraised value of property in the Proposed New District, the present tax rates in effect in the Proposed New District, the ability of the Proposed New District to sustain the taxing of the Proposed New District, the call history of the Proposed New District and other matters that the Board deemed relevant; and*

WHEREAS*, the Board, having considered such matters, makes the following findings:*

1. *The limitation on the tax rate of the Current District have rendered or will soon render it obsolescent to the provision of fire protection and emergency medical, rescue and ambulance services in the district; and*
2. *There is a demonstrable need for providing fire protection and emergency medical, rescue and ambulance services in the Proposed New District; and*
3. *It is impossible or impracticable to provide these services on a countywide basis; and*
4. *It is economically feasible to provide these services in the Proposed New District without unreasonable or burdensome annual tax levies; and*
5. *There is a demonstrable demand for fire protection and emergency medical, rescue and ambulance services in the Proposed New District.*

NOW, THEREFORE, BE IT RESOLVED, *that the Board intends to pursue the abolition of the Current District and the creation of the Proposed New District and therefore sets a public hearing on the matter for 6:00 p.m. on December 5, 2022; and*

BE IT FURTHER RESOLVED *that notice of the public hearing shall be published at least one week before the hearing and that notice shall be mailed to the owners of property in the district at least four weeks before the hearing, and the Board directs the Associate County Attorney to oversee and certify the mailing and publication of said notice; and*

BE IT STILL FURTHER RESOLVED *that a report shall be prepared containing a map of the Proposed New District, a statement that the Proposed New District meets the findings contained herein, and a plan for providing fire service to the Proposed New District, said report to be available for public inspection in the Office of the Clerk to the Board at least four weeks before the date of the public hearing referenced above.*

Detention Center Update

County Engineer Paxton Arthurs gave an update of the progress of Phase 3 of the Detention Center Expansion/Renovation Project. John Witcher with Bordeaux Construction was also present. Mr. Arthurs said over the last couple of months, there have been multiple construction security items that needed to be addressed in the Detention Center renovation/expansion which have used a large portion of the Owner Contingency that the Board approved back in July. These changes have caused a loss of 48 days to the construction schedule. As the construction in this area began, there were also several site conditions that have revealed necessary changes to the plans that will require additional funds. Mr. Arthurs requested $100,000 in additional Owner Contingency and a 48-day time extension to the contract.

Chairman Frye explained that the renovation of the old detention center was underway and it is much different than regular construction.

On motion of Haywood, seconded by Kidd, the Board voted 5-0 to 1) approve the additional Owner Contingency in the amount of $100,000, 2) allow the County Manager to sign the contract, 3) allow a 48-day extension to the Detention Center contract, and 4) approve the associated budget amendment, as follows:

Randolph County Detention Center Capital Project Fund Budget Amendment #12		
Revenues	***Increase***	***Decrease***
Investment Earnings	*$32,000*	
Reimbursement of Sales Tax	*$127,178*	
Appropriations	***Increase***	***Decrease***
Construction	*$336,382*	
Contingency		*$177,204*

Closeout of Trinity Middle School Project

Chairman Frye stated that this project came in under budget. He introduced Will Massie, Assistant County Manager/Finance Officer.

Mr. Massie said the County established a capital project to account for the construction costs of the Trinity Middle School (TMS) project. He reported that the project came in under budget. Now that the project is complete, the current project ordinance needs to be amended to reclassify the transfer of unused funds. Internal Revenue Service regulations limit the use of tax-exempt debt to the specific project costs, with any unused bond funds restricted for debt service on the same issuance. The Schools Capital Project already has a $200,000 transfer to the General Fund in the budget. The remainder of the County funds advance can be transferred to the Northwest Randolph Human Services Center Capital Project, which will be needed once the scope of that project is determined.

On motion of Allen, seconded by McDowell, the Board voted 5-0 to approve the Budget Amendment to the General Fund and the Randolph County schools Capital Project Ordinance, as follows:

2022-2023 Budget Ordinance General Fund Budget Amendment #31		
Revenues	***Increase***	***Decrease***
Transfer from Randolph County Schools Capital Project	*$1,935,482*	
Appropriations	***Increase***	***Decrease***
Appropriated Fund Balance		*$1,935,482*

Randolph County Schools Capital Project Ordinance Budget Amendment #6		
Revenues	***Increase***	***Decrease***
Investment Income	*$317,242*	
Reimbursement of Sales Taxes	*$368,584*	
Proceeds of Debt	*$785,451*	
Appropriations	***Increase***	***Decrease***
Construction		*$811,552*
Professional Services		*$93,279*
Furniture		*$225,552*

Contingency		*$326,794*
Transfer to General Fund	*$1,735,482*	
Transfer to Northwest Randolph Human	*$1,192,972*	

Northwest Randolph Human Services Center Capital Project Ordinance Budget Amendment #1		
Revenues	***Increase***	***Decrease***
Transfer from Randolph County Schools Capital Project	*$1,935,482*	
Appropriations	***Increase***	***Decrease***
Construction	*$1,192,972*	
Professional Services		

Consider Resolution Adopting 2023 Board of Commissioners Regular Meeting Schedule

County Manager Hal Johnson asked the Board to consider Planning Board appeals to be set for the third Monday of the month as they are requested.

On motion of McDowell, seconded by Allen, the Board voted 5-0 to approve a Resolution Adopting 2023 Meeting Schedule of the Randolph County Board of Commissioners, as follows:

Resolution Adopting 2023 Meeting Schedule of the
Randolph County Board of Commissioners

WHEREAS, pursuant to N.C.G.S. 153A-40(a), the board of commissioners shall hold a regular meeting at least once a month; and

WHEREAS, pursuant to N.C.G.S. 153A-40(a) the board of commissioners may, by resolution, fix the time and place of its regular meetings; and

NOW, THEREFORE, BE IT RESOLVED that the Randolph County Board of Commissioners hereby adopts the following meeting schedule for all of its 2023 regular meetings:

Tuesday, January 3
Monday, February 6
Monday, March 6
Monday, April 3
Monday, May 1
Monday, June 5
Monday, July 10
Monday, August 7
Tuesday, September 5
Monday, October 2
Monday, November 6
Monday, December 4

BE IT FURTHER RESOLVED that the regular meetings shall begin at 6:00 p.m.; and

FURTHER, that all regular meetings shall be held in the 1909 Historic Courthouse, 145-C Worth St., Asheboro, NC 27203; and

BE IT FINALLY RESOLVED that the Clerk shall cause a copy of this resolution to be posted and published pursuant to NCGS 153A-40.

Set Annual Joint Meeting with the Randolph County School Board of Education

On motion of Allen, seconded by McDowell, the Board voted 5-0 set the annual Special Joint Meeting with the Randolph County School Board of Education for January 9, 2023, at 4:30 p.m. in the Board of Education Meeting Room.

County Manager's Update

Mr. Johnson reminded the Board of the October 10th meeting for a zoning appeal and the October 17th meeting for Workforce Development issues.

Commissioners Update

Vice-Chairman Allen updated the Board about an upcoming film presentation showing the issues of food insecurity. Afterward, there will be a panel discussion of the issues.

Closed Session

At 8:13 p.m., on motion of Allen, seconded by McDowell, the Board voted 5-0 to enter into Closed Session pursuant to NCGS 143-318.11(a)(5) to establish or instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating the price and other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease.

Regular Session

At 8:25 pm, regular session resumed.

Closed Session

At 8:25 p.m., on motion of Haywood, seconded by McDowell, the Board voted 5-0 to enter into Closed Session pursuant to NCGS 143-318.11(a)(4) to discuss matters relating to the location or expansion of industries or other businesses in the area served by the public body, including agreement on a tentative list of economic development incentives that may be offered by the public body in negotiations.

Regular Session

At 8:43 p.m., regular session resumed.

Adjournment

At 8:43 p.m. on motion of Allen, seconded by Haywood, the Board voted 5-0 to adjourn.

_____	_____
Darrell Frye, Chairman	David Allen
_____	_____
Kenny Kidd	Maxton McDowell
_____	_____
Hope Haywood	Dana Crisco, Clerk to the Board

Special Meeting October 10, 2022 – Zoning Appeal

The Randolph County Board of Commissioners met in special session at 6:00 p.m. in the 1909 Randolph County Historic Courthouse Meeting Room, 145 Worth Street, Asheboro, NC. Chairman Darrell Frye, Vice-Chairman David Allen, Commissioner Maxton McDowell, Commissioner Hope Haywood, and Commissioner Kenny Kidd were present. Also present were County Manager Hal Johnson, County Attorney Ben Morgan, Clerk to the Board Dana Crisco, and Deputy Clerk to the Board Sarah Pack.

> **Bethel Baptist Church**, Asheboro, NC, has requested an appeal of the decision of the Randolph County Planning Board to approve a rezoning for 3.10 acres along US Hwy 64 W, Tabernacle Township, Lake Reese Balance Watershed, Tax ID #7712437632, Step Three, Inc, Subdivision, lot 2, Secondary Growth Area, from RA - Residential Agricultural District to HC-CD - Highway Commercial - Conditional District. The proposed Conditional Zoning District would specifically allow a proposed 70 ft. by 125 ft. retail building with a 50 ft. vegetative buffer as per the site plan.

Hal Johnson, County Manager, presented the request and described the site. The Planning Board had approved the rezoning request. Mr. Johnson displayed several maps of the property and surrounding areas, including a nearby floodplain. This site has single family homes, both site-built and manufactured, on most adjacent lots. There is intense residential development in this area. The rear entrance of the property faces Bethel Baptist Church.

This is an appeal of the decision of the Planning Board; the law requires that the Board of Commissioners consider this request "de novo," meaning "anew." This requires that the Board of Commissioners consider the presented request without consideration of any prior board or legal action. This particular property has had requests in the past, but this appeal decision must be made without regards to the prior requests.

Attorney Ben Morgan reminded presenters to make their case as if the evidence is being presented for the first time. The Commissioners will not be reviewing any evidence from the Planning Board meeting; all evidence will be considered anew.

Public Hearing

Chairman Frye opened the Public Hearing at 6:08 p.m.

Tom Wright, 301 North Elam Street, Greensboro, is an attorney representing the applicant and owner of the property, Harold Koger. Daniel Stickler is the developer. He described the request of the applicant. The property currently has an agriculture zoning which permits certain uses. He showed a site plan drawing (Attachment A) to show how two poultry houses would fit on the land in accordance with the current agriculture zoning. This is not what the applicant is requesting. Rather, the applicant is proposing the property be rezoned to include a retail building. Mr. Wright showed another site plan drawing (Attachment B) the location of the proposed building that is 125 feet by 70 feet. The tenant for the retail building is unknown at this time; the building is generic. He also showed a parking area and driveway connecting Highway 64 and Robbins Circle. In

addition to the minimum required buffer area, the developer has considered the requests of neighbors to increase the buffer to fifty feet. The proposed retail building will not be visible from Robbins Circle. The developer is willing to eliminate the access on Robbins Circle, so that the driveway would not connect it to Highway 64. The developer is willing to listen to neighbors and eliminate the Robbins Circle access. With this change, it's the position of the applicant that this rezoning makes sense. There are a number of commercially zoned lots on Highway 64 both a mile before and a mile after this particular tract.

Mr. Wright presented evidence (Attachment C) illustrating the growth and change of the area supporting the applicant's claim that this rezoning is consistent with the area. He described the sites that are displayed in the evidence he provided and compared those sites to the proposed site. The sites included in Mr. Wright's evidence all have commercial uses and are within a mile either direction of the proposed site. Each tract is different with different circumstances. The Technical Review Committee concluded that the plan for the proposed site met all of the technical requirements of the Development Ordinance and the Growth Management Plan and was found to be reasonable and in the public interest, and was therefore approved. Considering the amendment (withdrawing the access to Robbins Circle), Mr. Wright said all of the access to the site will be via Highway 64.

Citizens are concerned about increased crime, but any time there are people together there can be increased crime. A generic retail store will likely not increase crime, and may deter crime due to security at the store. With the wooded buffer, there will likely not be a noise impact to the Bethel Church. It is unknown at this time what the retail business will be. The rezoning and new building will assist in the marketability of the property. Traffic will likely not increase at a noticeable level and will not affect the church or houses on Robbins Circle since there will be no entry or exit there. Under these circumstances, the proposed rezoning is consistent with what currently exists on Highway 64. Patrons of the church may even shop at the future retail store.

He asked that the Board of Commissioners approve the rezoning to accommodate the site plan (Attachment B) with the amendment that there will be no entry or exit to Robbins Circle.

Chairman Frye clarified that it is unknown what tenant will occupy the site. There are no gas tanks on the site plan, showing this site would likely not be a convenience store. Mr. Wright said a convenience store is likely not consistent with the plan for the site. Chairman Frye said something to consider is the impact on the community. Mr. Wright said it would be reasonable to assume the proposed retail store would be similar to a Dollar General or something of the same magnitude.

Commissioner Haywood asked if the Department of Transportation (DOT) had been contacted regarding access off of 64. Mr. Wright said to his knowledge, the DOT has not been contacted. If there were something the DOT required, the new owner would need to come before the Planning Board again.

Chairman Frye asked if a driveway or turn lane permit was required and Mr. Wright said no.

Commissioner Haywood said a turn lane would likely be required and asked if this would need to be part of a site plan. Mr. Morgan said no. Any change to this site plan would require another hearing. If DOT required any substantial change, there would be a new site plan. A "substantial change" is considered fifteen percent. This may apply to the size of the structure or parking.

Vice-Chairman Allen asked how many parking spaces are available. Mr. Wright said there are more than 20 spaces. Vice-Chairman Allen asked if there would be access to the rear of the building for supply vehicles. Mr. Wright explained the stubbing out of the driveway and setbacks off of Robbins Circle. This would allow space for delivery trucks at the rear of the building. The stubbing out will be at least 35 feet.

Chairman Frye asked if a retail building would allow a gaming facility. Mr. Morgan said he believes the current ordinance does not have a special classification for a gaming center. It is possible that this use would qualify.

Mr. Wright said a proposed retail building likely wouldn't encompass all of the acceptable uses.

Commissioner Haywood said if the zoning is conditional and the applicant agrees to it, certain uses might would be excluded. Chairman Frye said this is not a conditional use zoning. Mr. Wright said there are conditions regarding the buffers and driveways. Additional conditions could be added. Mr. Morgan clarified that the conditions are included on the site plan. There are no additional specifications at this time.

Dr. Jody Harrison, 838 Hidden Court, Asheboro, said he appreciated the change in the driveway access from Robbins Circle. He asked attendees in opposition to stand. Forty-five attendees stood. In the past, there have been discrepancies related to this site between the church and those involved in the site. The citizens are concerned because they have no idea what's coming. The property will be sold and the community will be stuck with whatever comes in.

Terry Yates, 3582 Stutts Road, Asheboro, is a member of Bethel Baptist Church. He thanked the Board for the opportunity to appeal when citizens disagree with decisions of the Planning Board. He and other members of Bethel Baptist Church, along with some adjoining property owners, disagree with the decision of the Planning Board to rezone this site. He gave several reasons for concern:

1. A Dollar General is located nearby; there has been crime in relation to the location of this business. The fact that it is a retail store has not lessened crime. A church member has had to call law enforcement regarding suspicious activity and paraphernalia near this store. The Dollar General has had a history of issues. Some community members will not visit this store after dark. Any time there is a business like this, the area is subject to more crime.
2. The next phase of the Highway 64 expansion encompasses the area surrounding this phase. This will turn a two-lane highway into a four lane. He spoke with someone from DOT last week who alluded to the potential need for a turning lane for this site. He is concerned that someone may have to pay for the installation of a turning lane. It's unlikely that there will be direct access to the building from a four-lane divided highway.

3. Tabernacle School traffic is already bad; the close proximity of this site could increase traffic making the situation more difficult and congested. This would make this area more dangerous.
4. If there's any type of altercation or issue, this site is close to the school and could induce a lockdown situation. Children have already experienced elevated stress with schools in the past few years; this would only increase incidences of stress. This would also cause stress for parents and grandparents not knowing what is occurring.
5. There are 16 residences on Robbins Circle and most occupants are against the rezoning. Mr. Yates loves living in Randolph County and wants to preserve the way of life in his community.

Mr. Yates presented the Board with evidence (Attachment D) supporting his claims. Some of the evidence may no longer be pertinent with the removal of access on Robbins Circle. He showed several photographs and described the location to the Board, including where traffic congestion occurs and the proximity of the school.

Mr. Yates said the sites that Mr. Wright presented are actually up to five miles from the site. He described local businesses that are/are not visible from the road. This would not be a good location for poultry houses. He believes that discussing poultry houses on the site is a scare tactic to convince the community to accept a retail store. He is concerned about what company will occupy the site. It would be concerning if the store could sell alcohol so close to a school. In the past, the developer said the store would be a convenience store similar to Dollar General. The community does not need or want another convenience store in the area; there are already two located within a mile from the site. A third is not needed. This is not feasible or practical. There are plenty of other places on Highway 64 for a convenience store that would have little to no impact on the community. God instituted government to protect the citizens so that life would be better. Highway 64 is a prime area for commercialization, but not at this precise location. Other local sites aren't in close proximity to a school zone. The school and children need to be considered.

Mr. Yates referenced a request from 2010 and read a quote from the case. He said community members would likely prefer to drive further to a store and come home to a quiet neighborhood rather than have a store bringing increased crime and danger to schoolchildren. The government is by the people and for the people; he hopes Randolph County will stay as a rural county.

Bethel Baptist Church has been a pillar of the community for 85 years. This should be considered in conserving the rural feel of the area. It's important to protect children and grandchildren. This site would increase the hazardous traffic in the area. He asked the Board to overturn the decision of the Planning Board.

Brenda Perdue, 139 Garrentown Road, Asheboro, lives near the site and said the local Dollar General has been convenient. She is concerned about the number of vehicle accidents nearby. The new site is close by. Left hand turns are dangerous in this location.

Commissioner Haywood said she requested accidents and incident reports. There were two accidents in 2015, one in 2017, one in 2019, one in 2022. Ms. Purdue said even one is too many.

Mr. Morgan said there is a 1,000-foot buffer from a church facility for a skilled games facility. This would also require a special use permit. This site would not be able to used for a gaming facility.

Hearing no further comments, Chairman Frye closed the public hearing at 7:11 p.m.

Discussion

Chairman Frye said most of the zonings in the area in the past preceded county zonings. This is a dry county, so there could be no alcohol sales outside the incorporated areas of the municipalities, so this site could not sell alcohol. This likely eliminates the interest of convenience stores in the site. Chairman Frye has visited this site multiple times and has to wait due to traffic. He has observed lines of vehicles waiting to turn. Randolph County has a well-established track record of promoting development and creation of jobs. In some cases, incentives were provided to companies in order to earn their business. There might be another hearing required depending on the future tenant. Chairman Frye is concerned with not knowing what will be located in that facility.

Commissioner McDowell said he lives close by. The impact on Highway 64 is unknown at this time. This road will become a four-lane divided highway. There are many unknowns regarding the future of Highway 64 and where the expansion will occur. Putting a speculative building on the property seems like a gamble. He appreciates that the developer removed the access to Robbins Circle but not knowing who will occupy the space is concerning. The traffic is an issue as well. One of the worst spots for vehicle accidents in Randolph County is in this area.

Commissioner Haywood said there is no entrance to the Dollar General from Highway 64. Commissioner McDowell said there is an incline in the road where a left-hand turn is made onto Garrentown Road.

Commissioner McDowell said with the unknowns on the future of Highway 64, he believes putting a retail store in this location is risky.

Vice-Chairman Allen said there is a lot of speculation regarding this proposal and the future of Highway 64. The Board of Commissioners has zoned other sites not knowing who the occupant would be, including the Guilford-Randolph Megasite. It's important to protect Bethel Baptist Church, and closing the Robbins Circle access does that. The site plan needs to be updated; it's important to have an accurate site plan. The buffer could be lost to parking; the layout is unknown with a site plan that isn't current. Vice-Chairman Allen does not think the site plan is as clear and detailed as it needs to be.

Commissioner Kidd said if he knew what business was coming in, he would be more comfortable, but he doesn't know how the community will be impacted without knowing who the tenant will be.

Chairman Frye said the request is simply too broad.

Commissioner Haywood said she is also concerned about not knowing what tenant will occupy the site. However, the Board doesn't always know who the tenant will be, as pointed out by Vice-Chairman Allen. The Board must be consistent and apply rules and decisions fairly. Ideally, we would know who the tenant was, she feels there are some issues with the site plan.

Mr. Morgan said policies can be added to the motion as a basis for denying the rezoning.

On motion of Haywood, seconded by McDowell, the Board voted 5-0 to deny this rezoning request to rezone the specified parcel(s) on the rezoning application, to the requested zoning district based upon the Determination of Consistency and Findings of Reasonableness and Public Interest statements that are included in the Planning Board agenda, and policy 4.6, submitted during the rezoning presentation and as may be amended, incorporated into the motion, to be included in the minutes, as well as the site plan(s) with any and all agreed-upon revisions, also incorporated into the motion and that the request is not consistent with the Randolph County Growth Management Plan.

Adjournment

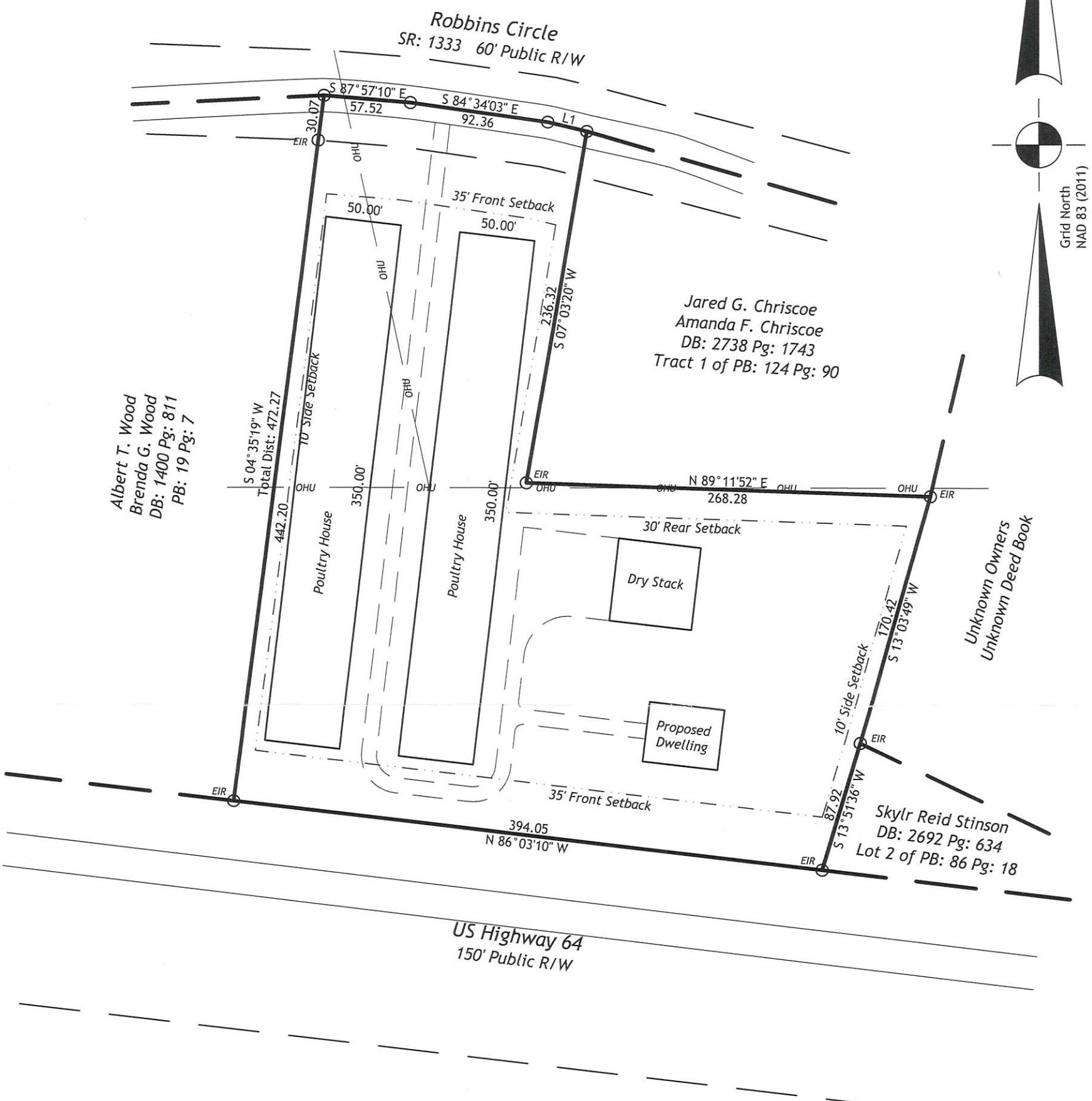
At 7:32 p.m., on motion of Allen, seconded by Haywood, the Board voted 5-0 to adjourn.

_____	_____
Darrell Frye, Chairman	David Allen
_____	_____
Kenny Kidd	Maxton McDowell
_____	_____
Hope Haywood	Sarah Pack, Deputy Clerk to the Board

Notes:

1. This project is not located within a special flood hazard area per NCFRIS.
   Map #: 3710770200J Effective Date: 1/2/2008
2. Area calculated by coordinate geometry.
3. All lines surveyed by Survey Carolina, PLLC are indicated by bold lines. All lines not surveyed by Survey Carolina, PLLC are indicated by dashed lines.
4. No attempt was made by this survey to locate all underground utilities nor any other easements that would be revealed by a title search.
5. Tax PIN: 7712437632

LINE	BEARING	DISTANCE
L1	S 79°21'22" E	26.72



Site Plan For:

Harold Koger

Tabernackle Township Randolph County
North Carolina May 7, 2022
Deed Book: 2244 Page: 460
Plat Book: 124 Page: 90
Scale: 1" = 80 US Survey Feet

Bar Scale:

0 80 160 240

PRELIMINARY PLAT - NOT FOR RECORDATION, CONVEYANCES, OR SALES

Plat Drawn from Deeds and Plats of Record

Legend

- Property Line
- Computed Property Line
- Right of Way Line
- Easement Line
- Tie Lines
- Old Plat Book Line
- Existing Iron Rod/Pipe
- NIR
- Point Not Set/Computed Point
- Well

SURVEY CAROLINA, PLLC
154 S. Fayetteville St, Suite B, Asheboro, NC 27203
Phone Number: 336 625-8000
Email: mail@surveycarolina.com

Firm #: P-1110
Dan W Tanner II L-4787
© 2022 Survey Carolina, Pllc

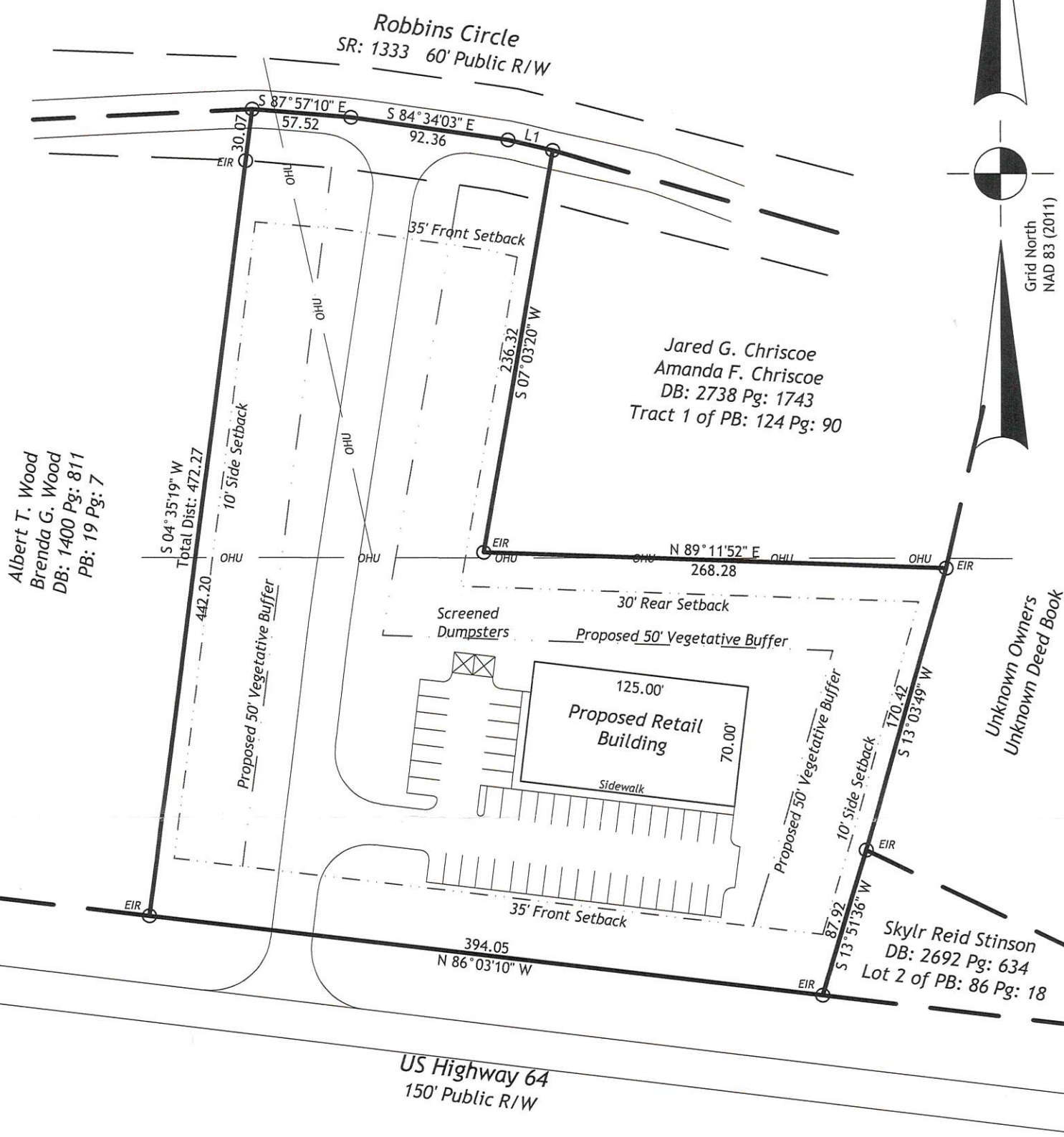
Job #: 14088

2

Notes:

1. This project is not located within a special flood hazard area per NCFRIS.
   Map #: 3710770200J Effective Date: 1/2/2008
2. Area calculated by coordinate geometry.
3. All lines surveyed by Survey Carolina, PLLC are indicated by bold lines. All lines not surveyed by Survey Carolina, PLLC are indicated by dashed lines.
4. No attempt was made by this survey to locate all underground utilities nor any other easements that would be revealed by a title search.
5. Tax PIN: 7712437632

LINE	BEARING	DISTAN
L1	S 79°21'22" E	26



Site Plan For:

Harold Koger

Tabernackle Township Randolph County
North Carolina May 7, 2022
Deed Book: 2244 Page: 460
Plat Book: 124 Page: 90
Scale: 1" = 80 US Survey Feet

PRELIMINARY PLAT - NOT FOR RECORDATION, CONVEYANCES, OR SALES

Plat Drawn from Deeds and Plats of Record

Bar Scale:

0 80 160 240

Legend

- Property Line
- Computed Property Line
- Right of Way Line
- Easement Line
- Tie Lines
- Old Plat Book Line
- ○ Existing Iron Rod/Pipe
- ● NIR
- △ Point Not Set/Computed Point
- Ⓦ Well

SURVEY CAROLINA, PLLC
154 S. Fayetteville St, Suite B, Asheboro, NC 27203
Phone Number: 336 625-8000
Email: mail@surveycarolina.com

Firm #: P-1110
Dan W Tanner II L-4787
© 2022 Survey Carolina, Pllc

Job #: 14088

ATTACHMENT C

Search | Details | Map

Mailing labels | CSV

Table view | Clear

7712230920
BONGIOVANNI, MICHAEL
122 SPRING FOREST RD - Additional Addresses
Zoom to

Community Info | Tax Assessment | Tax Bill | Permit Records | Oblique Photos | Historic Photos | Map Links | All Owners | All Addresses

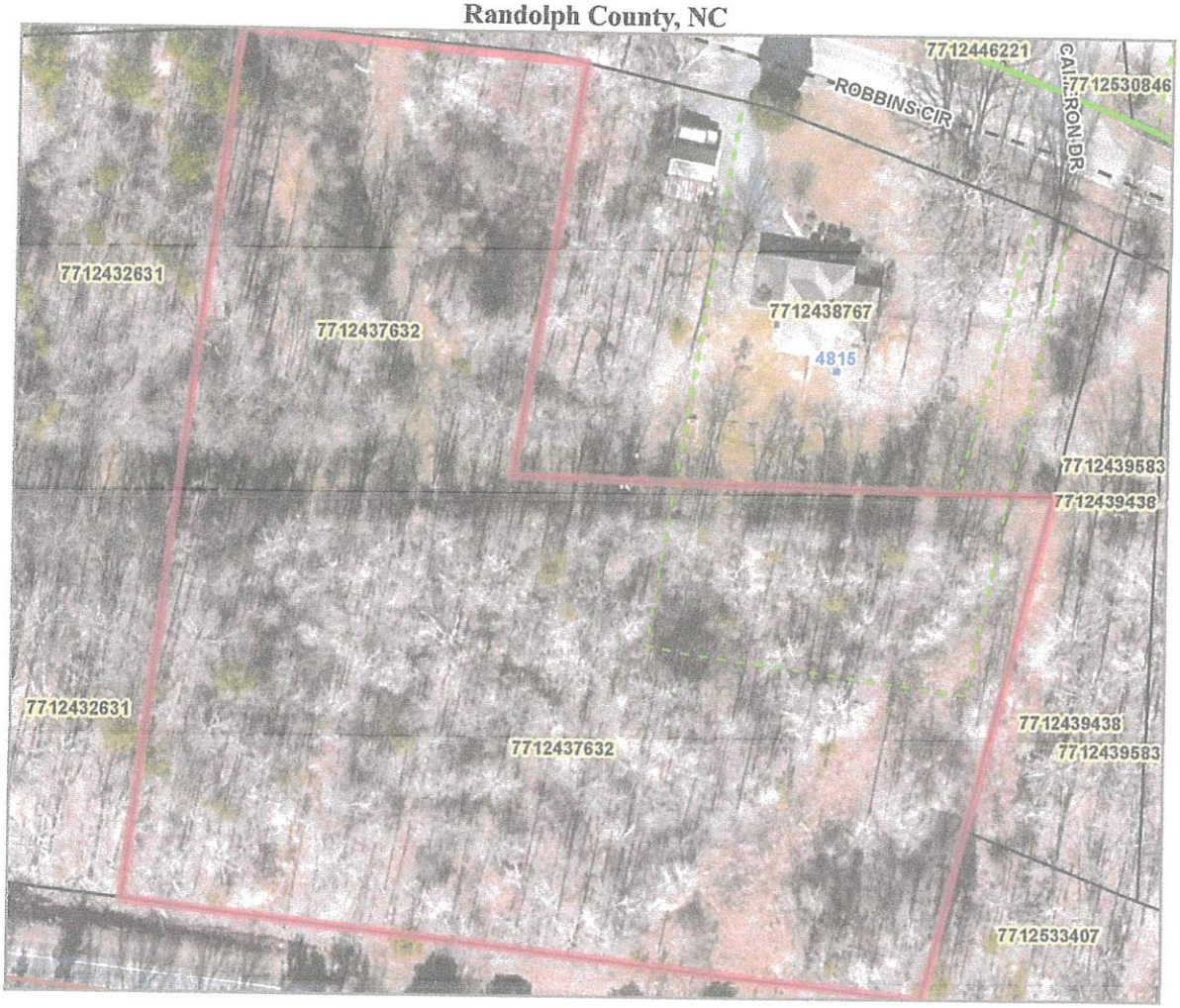
REID	91473
PIN	7712230920
TAXED ACREAGE	2.73
PROPERTY DESCRIPTION	TONY HURLEY TR NEW 4
DEED BOOK & PAGE	002763/00186
PLAT BOOK & PAGE	156-37
OWNER	BONGIOVANNI, MICHAEL
OWNER ADDRESS	19720 JETTON RD
OWNER ADDRESS2	SUITE 300
OWNER CITY	CORNELIUS
OWNER STATE	NC
OWNER ZIP	28031
LOCATION ADDRESS	122 SPRING FOREST RD - Additional Addresses
LOCATION ZIP	ASHEBORO,27205
DATA REFRESHED	5/1/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning at map click: LI RANDOLPH COUNTY
  - Also on parcel: RA RANDOLPH COUNTY
  - Rezoning/Variance at map click: 2021-00000651
  - Also on parcel
  - Special District: None
  - Growth Management Area: SECONDARY GROWTH AREA
- Census Information
- School Attendance
- Voter Information

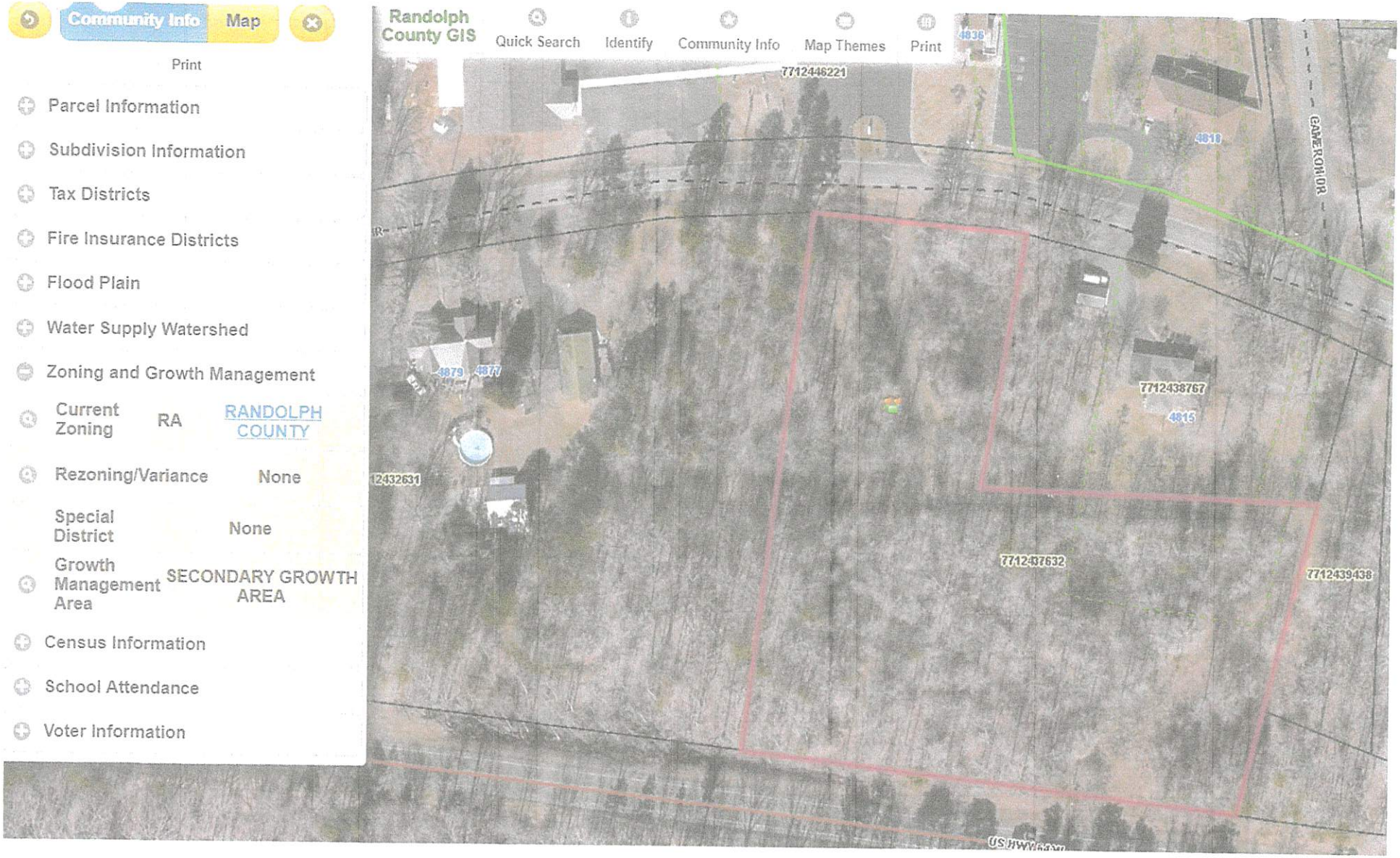
Randolph County, NC



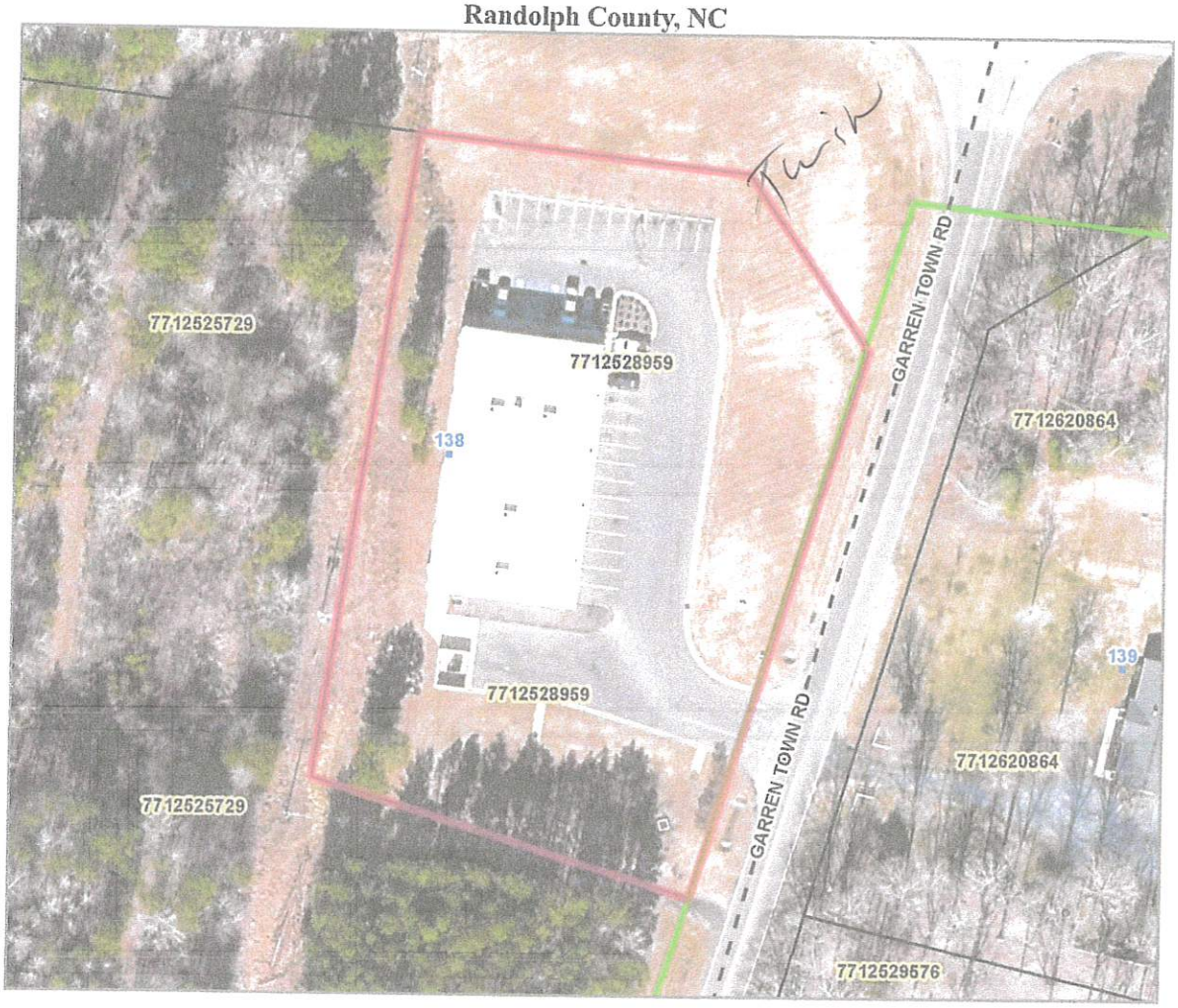
REID	22462	OWNER ADDRESS2	
PIN	7712437632	OWNER CITY	MCLEANSVILLE
TAXED ACREAGE	3.10	OWNER STATE	NC
PROPERTY DESCRIPTION	STEP THREE INC;TR2	OWNER ZIP	27301
DEED BOOK & PAGE	002244/00460	LOCATION ADDRESS	No Physical Address
PLAT BOOK & PAGE	124-90	LOCATION ZIP	No ZIP
OWNER	KOGER, HAROLD	DATA REFRESHED	5/1/2022
OWNER ADDRESS	5318 MILLSTREAM RD		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 83 feet
5/3/2022


Community Info
Map
Print
Parcel Information
Subdivision Information
Tax Districts
Fire Insurance Districts
Flood Plain
Water Supply Watershed
Zoning and Growth Management
Current Zoning
RA
RANDOLPH COUNTY
Rezoning/Variance
None
Special District
None
Growth Management Area
SECONDARY GROWTH AREA
Census Information
School Attendance
Voter Information
Randolph County GIS
Quick Search
Identify
Community Info
Map Themes
Print
7712446221
4838
4818
CAMERON DR
4879
4877
7712438767
4815
12432631
7712437632
7712439438
US HWY 64

Randolph County, NC



REID	84473	OWNER ADDRESS2	
PIN	7712528959	OWNER CITY	CARY
TAXED ACREAGE	1.72	OWNER STATE	NC
PROPERTY DESCRIPTION	GLANDON FOREST EQUITY LLC TR A	OWNER ZIP	27518
DEED BOOK & PAGE	002500/01840	LOCATION ADDRESS	138 GARREN TOWN RD
PLAT BOOK & PAGE	143-45	LOCATION ZIP	ASHEBORO,27205
OWNER	BAKIS, BASIL G (BAKIS, MARY GEORGARA)	DATA REFRESHED	5/1/2022
OWNER ADDRESS	210 ASBIL CT		

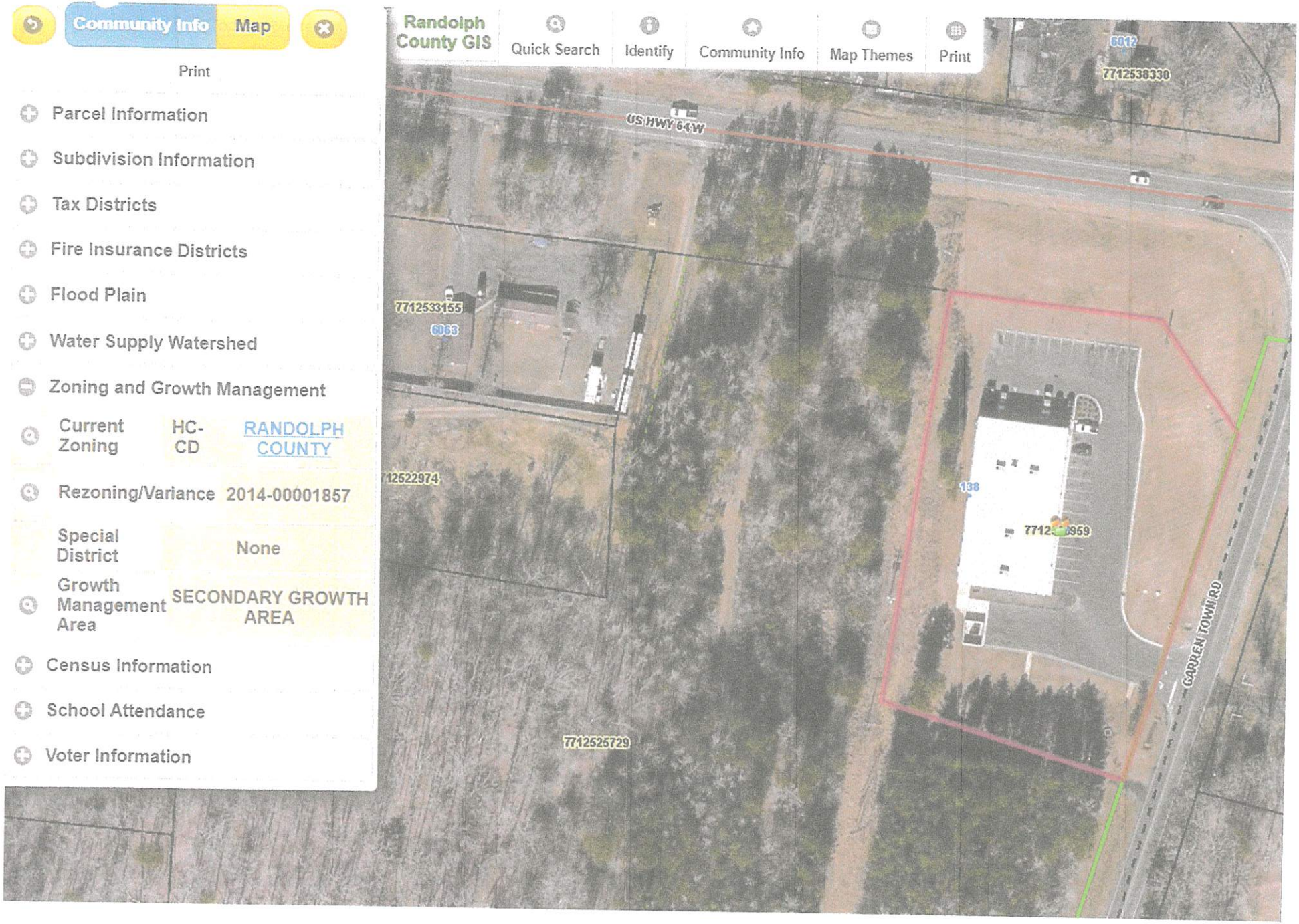
Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 83 feet
5/3/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning: HC-CD — RANDOLPH COUNTY
  - Rezoning/Variance: 2014-00001857
  - Special District: None
  - Growth Management Area: SECONDARY GROWTH AREA
- Census Information
- School Attendance
- Voter Information



Randolph County, NC

REID	22390	OWNER ADDRESS2	
PIN	7712237750	OWNER CITY	ASHEBORO
TAXED ACREAGE	0.45	OWNER STATE	NC
PROPERTY DESCRIPTION	COUNTRY CLUB AC;L8	OWNER ZIP	27205
DEED BOOK & PAGE	002053/01170	LOCATION ADDRESS	6454 US HWY 64 W
PLAT BOOK & PAGE	12-31	LOCATION ZIP	ASHEBORO,27205
OWNER	WILSON, LARRY G	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6436 US HWY 64 W		

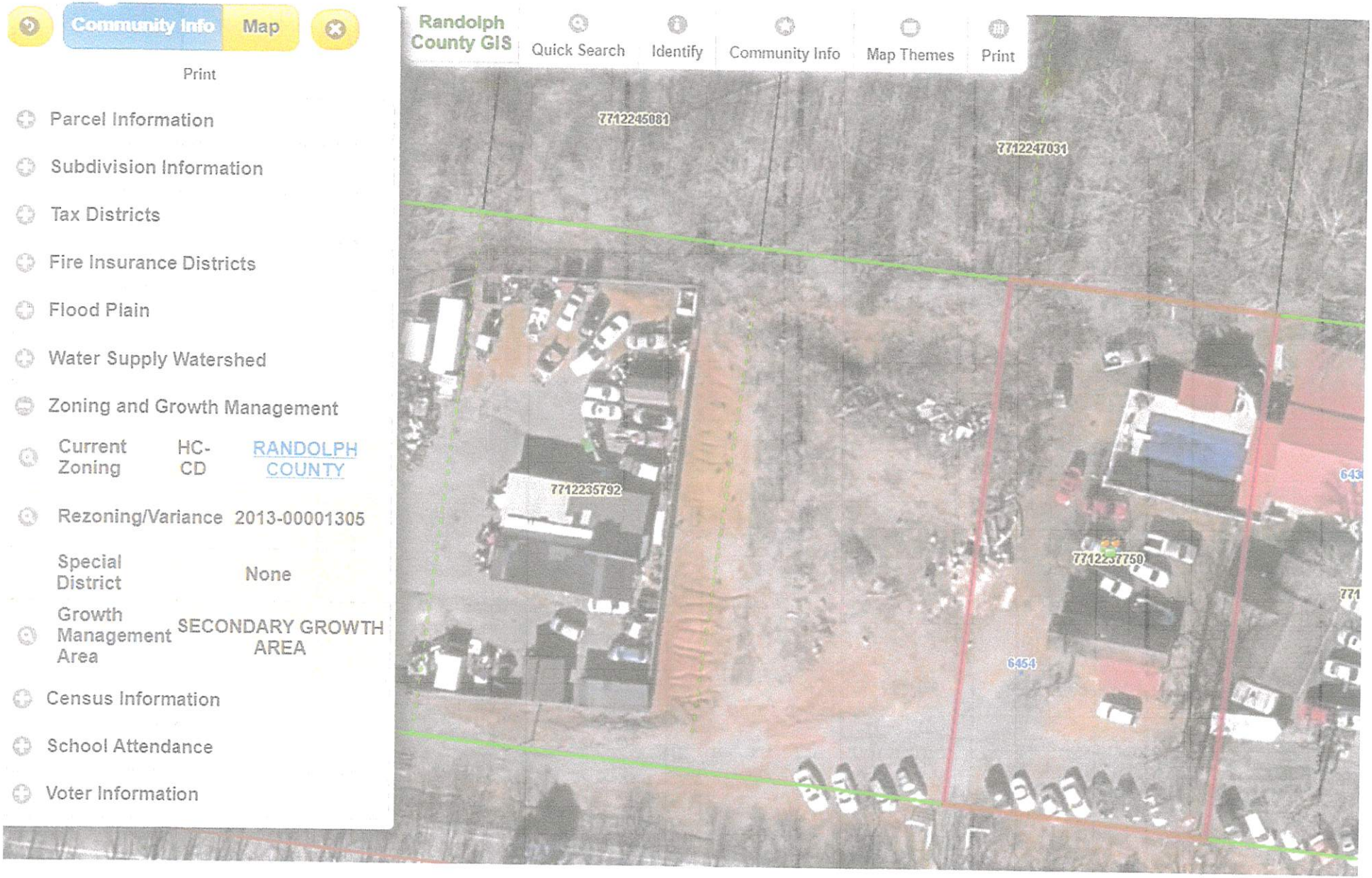
Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

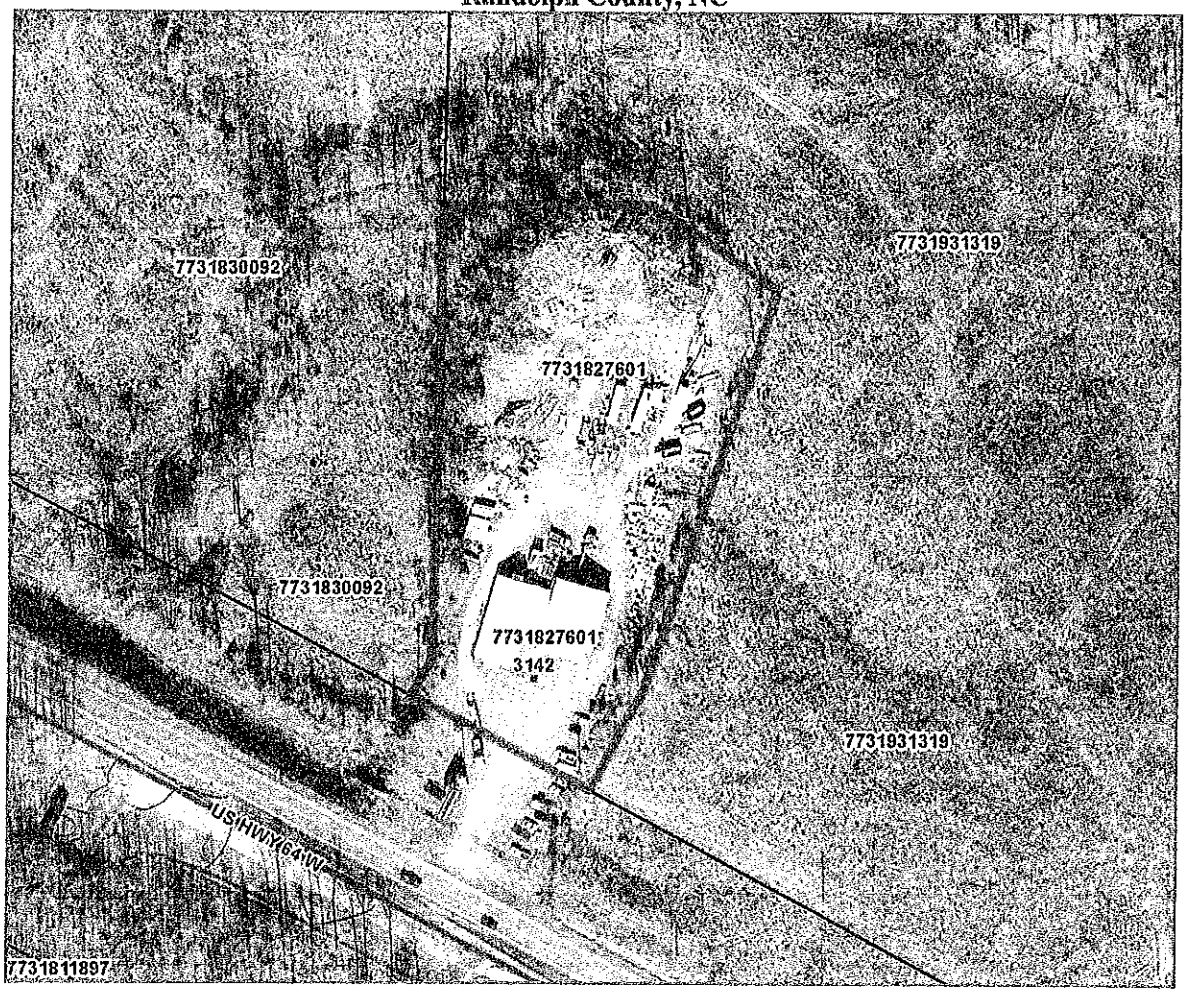
Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning: HC-CD — RANDOLPH COUNTY
  - Rezoning/Variance: 2013-00001305
  - Special District: None
  - Growth Management Area: SECONDARY GROWTH AREA
- Census Information
- School Attendance
- Voter Information



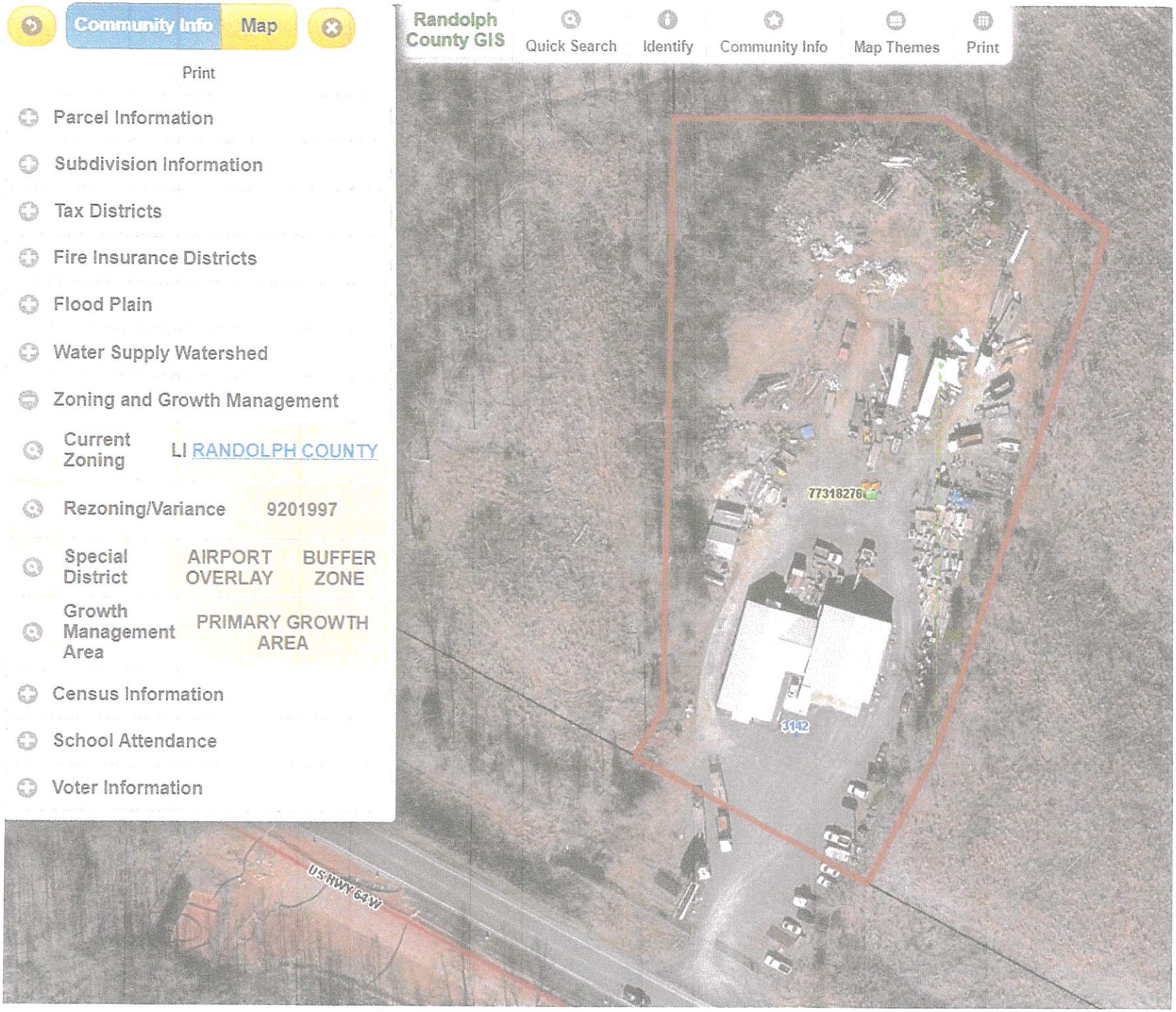
Randolph County, NC



REID	33960	OWNER ADDRESS2	C/O TIMOTHY TEX GRAHAM
PIN	7731827601	OWNER CITY	ASHEBORO
TAXED ACREAGE	3.15	OWNER STATE	NC
PROPERTY DESCRIPTION	DAVID PARRISH LO 2, PT 1	OWNER ZIP	27204
DEED BOOK & PAGE	001878/01044	LOCATION ADDRESS	3142 US HWY 64 W
PLAT BOOK & PAGE	54-59	LOCATION ZIP	ASHEBORO,27205
OWNER	T T GRAHAM CONSTRUCTION INC	DATA REFRESHED	5/1/2022
OWNER ADDRESS	PO BOX 2031		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 167 feet
5/3/2022

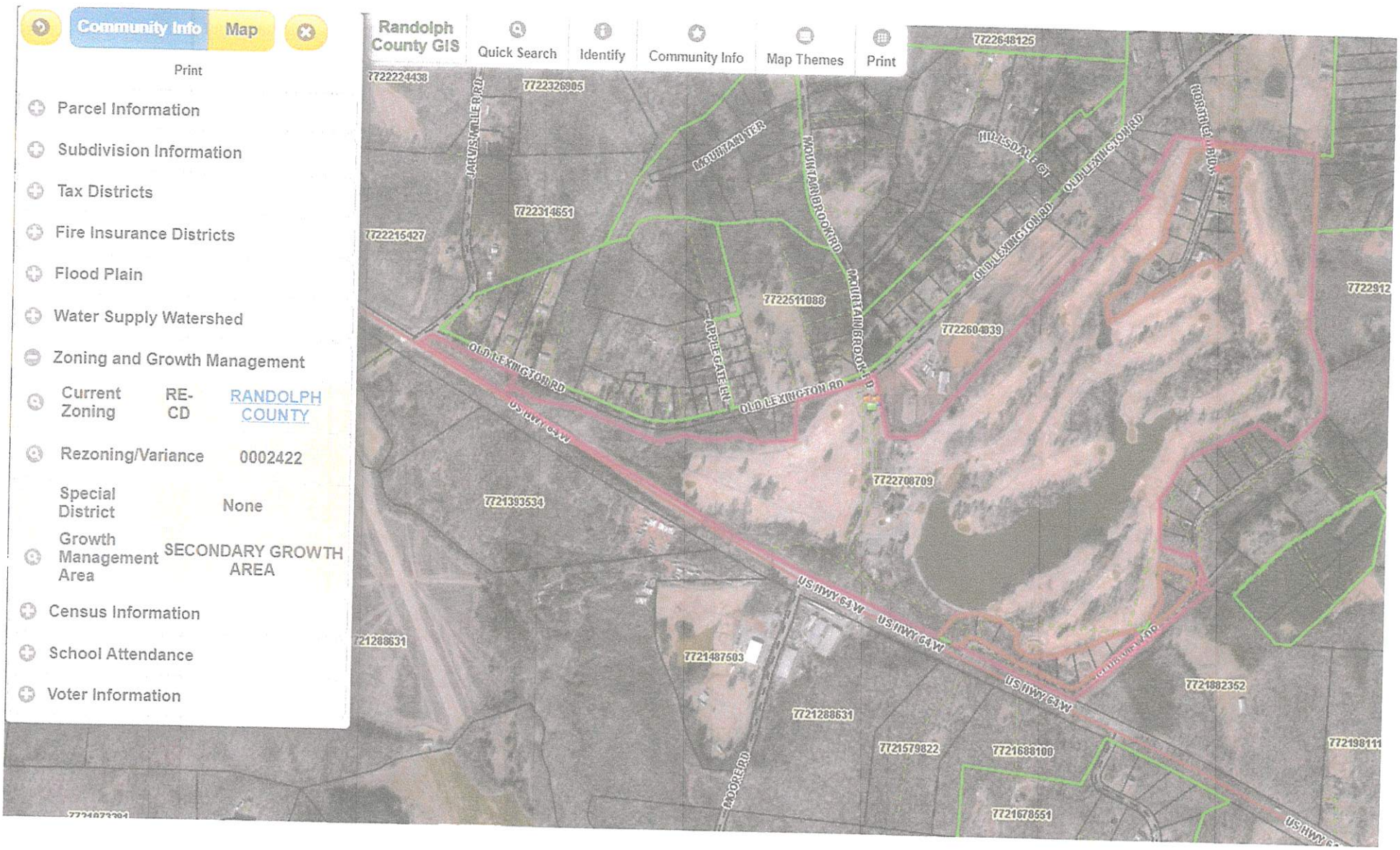

Community Info
Map
Print
Parcel Information
Subdivision Information
Tax Districts
Fire Insurance Districts
Flood Plain
Water Supply Watershed
Zoning and Growth Management
Current Zoning
LI RANDOLPH COUNTY
Rezoning/Variance
9201997
Special District
AIRPORT OVERLAY
BUFFER ZONE
Growth Management Area
PRIMARY GROWTH AREA
Census Information
School Attendance
Voter Information
Randolph County GIS
Quick Search
Identify
Community Info
Map Themes
Print
77318276
3142
US HWY 64 W

Randolph County, NC

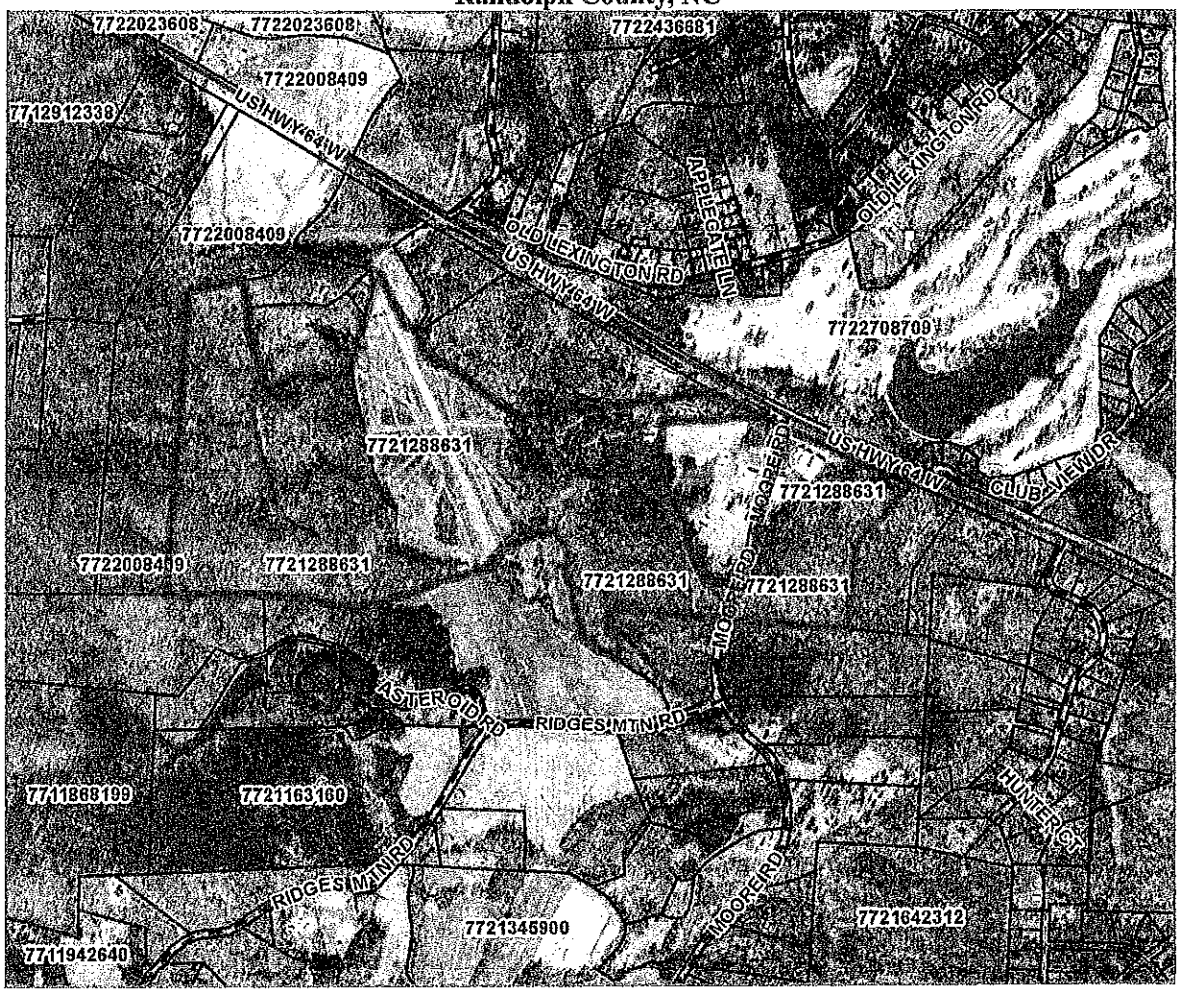
REID	28640	OWNER ADDRESS2	
PIN	7722708709	OWNER CITY	ASHEBORO
TAXED ACREAGE	178.23	OWNER STATE	NC
PROPERTY DESCRIPTION	R64;N R1416 S	OWNER ZIP	27203
DEED BOOK & PAGE	002682/00048	LOCATION ADDRESS	5105 OLD LEXINGTON RD
PLAT BOOK & PAGE		LOCATION ZIP	ASHEBORO,27205
OWNER	ASHEBORO COUNTRY CLUB AND EVENT CENTER LLC	DATA REFRESHED	5/1/2022
OWNER ADDRESS	465 LEWALLEN RD		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 1333 feet
5/3/2022


Community Info
Map
Print
Parcel Information
Subdivision Information
Tax Districts
Fire Insurance Districts
Flood Plain
Water Supply Watershed
Zoning and Growth Management
Current Zoning
RE-CD
RANDOLPH COUNTY
Rezoning/Variance
0002422
Special District
None
Growth Management Area
SECONDARY GROWTH AREA
Census Information
School Attendance
Voter Information
Randolph County GIS
Quick Search
Identify
Community Info
Map Themes
Print
7722224438
7722326905
7722648125
7722314651
7722215427
7722511088
7722604839
7722708709
7721393534
7721288631
7721487503
7721882352
7721579822
7721688100
7721678551
JARVIS MILL RD
MOUNTAIN VIEW
MOUNTAIN BROOK RD
APPLE GATE LN
OLD LEXINGTON RD
US HWY 64 W
MOORE RD

Randolph County, NC



REID	80432	OWNER ADDRESS2	
PIN	7721288631	OWNER CITY	ASHEBORO
TAXED ACREAGE	193.61	OWNER STATE	NC
PROPERTY DESCRIPTION	R64;R1318	OWNER ZIP	27203
DEED BOOK & PAGE	00018E/00177	LOCATION ADDRESS	4705 US HWY 64 W - Additional Addresses
PLAT BOOK & PAGE		LOCATION ZIP	ASHEBORO,27205
OWNER	DELK, FRANK JEROME (DELK, CYNTHIA L)	DATA REFRESHED	5/1/2022
OWNER ADDRESS	5203 US HWY 64 W		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 1333 feet
5/3/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning at map click: RA — RANDOLPH COUNTY
  - Also on parcel: HC — RANDOLPH COUNTY
  - Rezoning/Variance at map click: None
  - Also on parcel
    - Special District: None
    - Growth Management Area: RURAL GROWTH AREA
- Census Information
- School Attendance
- Voter Information

Randolph County, NC

REID	28217	OWNER ADDRESS2	
PIN	7721487503	OWNER CITY	ASHEBORO
TAXED ACREAGE	20.00	OWNER STATE	NC
PROPERTY DESCRIPTION	R1318 & R64;	OWNER ZIP	27205
DEED BOOK & PAGE	002062/00358	LOCATION ADDRESS	220 MOORE RD - Additional Addresses
PLAT BOOK & PAGE		LOCATION ZIP	ASHEBORO,27205
OWNER	POWERS, PAUL CLARK	DATA REFRESHED	5/1/2022
OWNER ADDRESS	138 MOORE RD		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

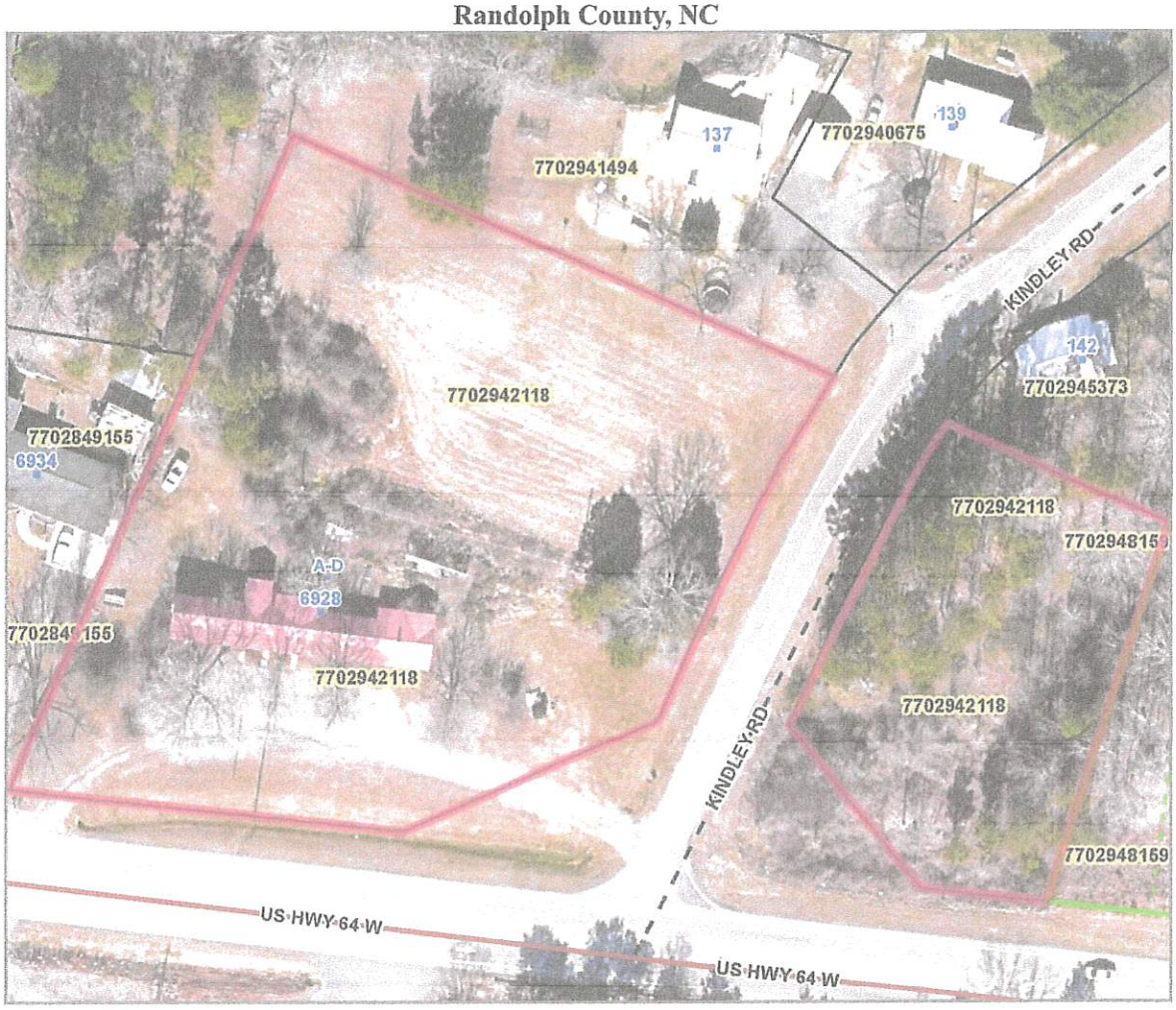
Map Scale
1 inch = 333 feet
5/3/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning at map click: RA — RANDOLPH COUNTY
  - Also on parcel: HC — RANDOLPH COUNTY
  - Rezoning/Variance at map click: None
  - Also on parcel
  - Special District: None
  - Growth Management Area: SECONDARY GROWTH AREA
- Census Information
- School Attendance
- Voter Information

Randolph County, NC



REID	18643	OWNER ADDRESS2	
PIN	7702942118	OWNER CITY	CLEARWATER
TAXED ACREAGE	2.64	OWNER STATE	FL
PROPERTY DESCRIPTION	LEROY HERBERT HOOVER;TR2	OWNER ZIP	33756
DEED BOOK & PAGE	002736/01848	LOCATION ADDRESS	6928 US HWY 64 W - Additional Addresses
PLAT BOOK & PAGE	86-2	LOCATION ZIP	ASHEBORO,27205
OWNER	RUSSELL, JENNIFER N	DATA REFRESHED	5/1/2022
OWNER ADDRESS	1591 S PROSPECT AVE		

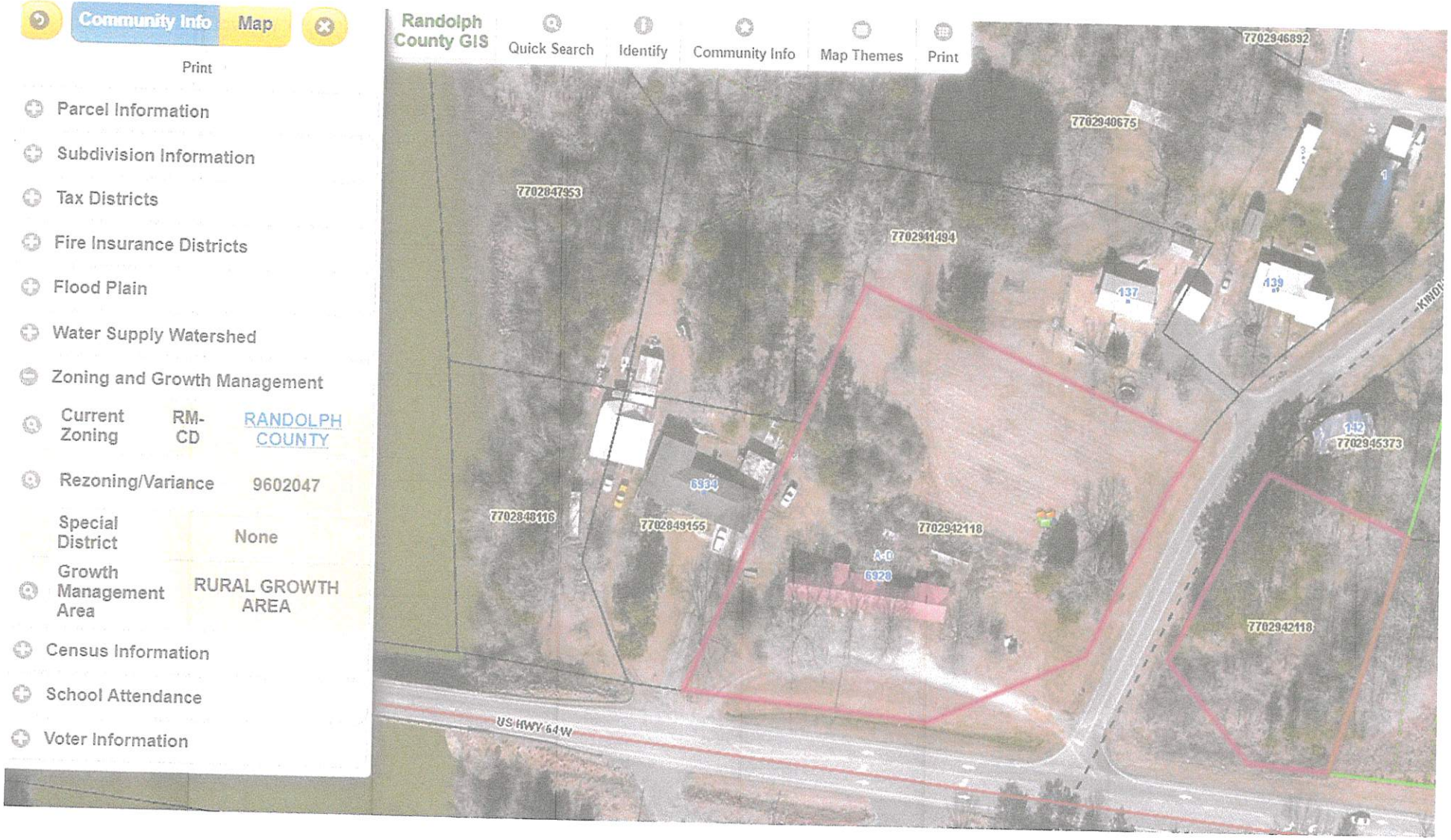
Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 83 feet
5/3/2022

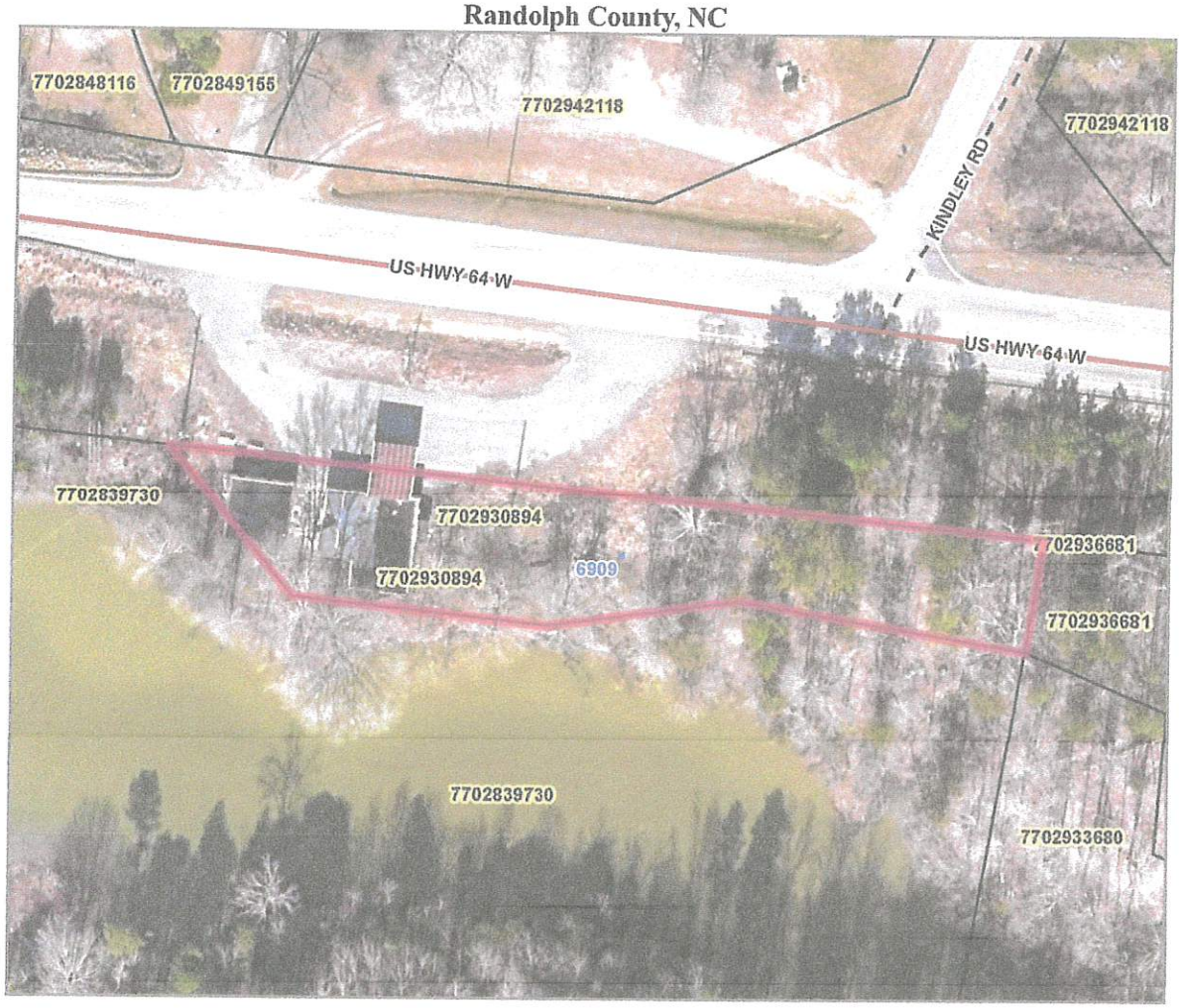
Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning: RM-CD — RANDOLPH COUNTY
  - Rezoning/Variance: 9602047
  - Special District: None
  - Growth Management Area: RURAL GROWTH AREA
- Census Information
- School Attendance
- Voter Information



Randolph County, NC



REID	18640	OWNER ADDRESS2	
PIN	7702930894	OWNER CITY	ASHEBORO
TAXED ACREAGE	0.55	OWNER STATE	NC
PROPERTY DESCRIPTION	R64;S	OWNER ZIP	27205
DEED BOOK & PAGE	002634/00829	LOCATION ADDRESS	6909 US HWY 64 W
PLAT BOOK & PAGE		LOCATION ZIP	ASHEBORO,27205
OWNER	HOOVER, TONY L (GALLIMORE, KATHY H) - Additional Owners	DATA REFRESHED	5/1/2022
OWNER ADDRESS	139 KINDLEY RD		

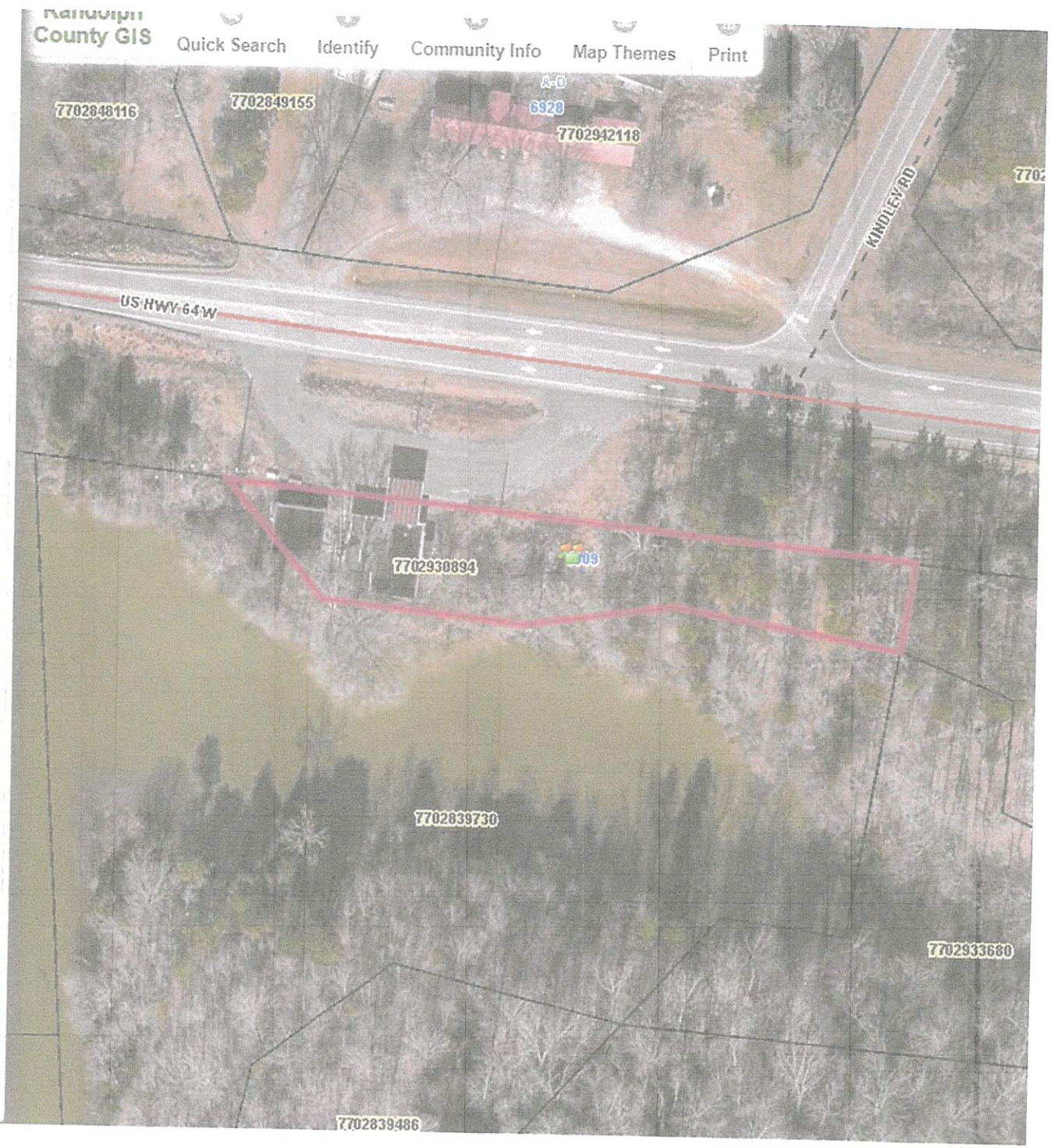
Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 83 feet
5/3/2022

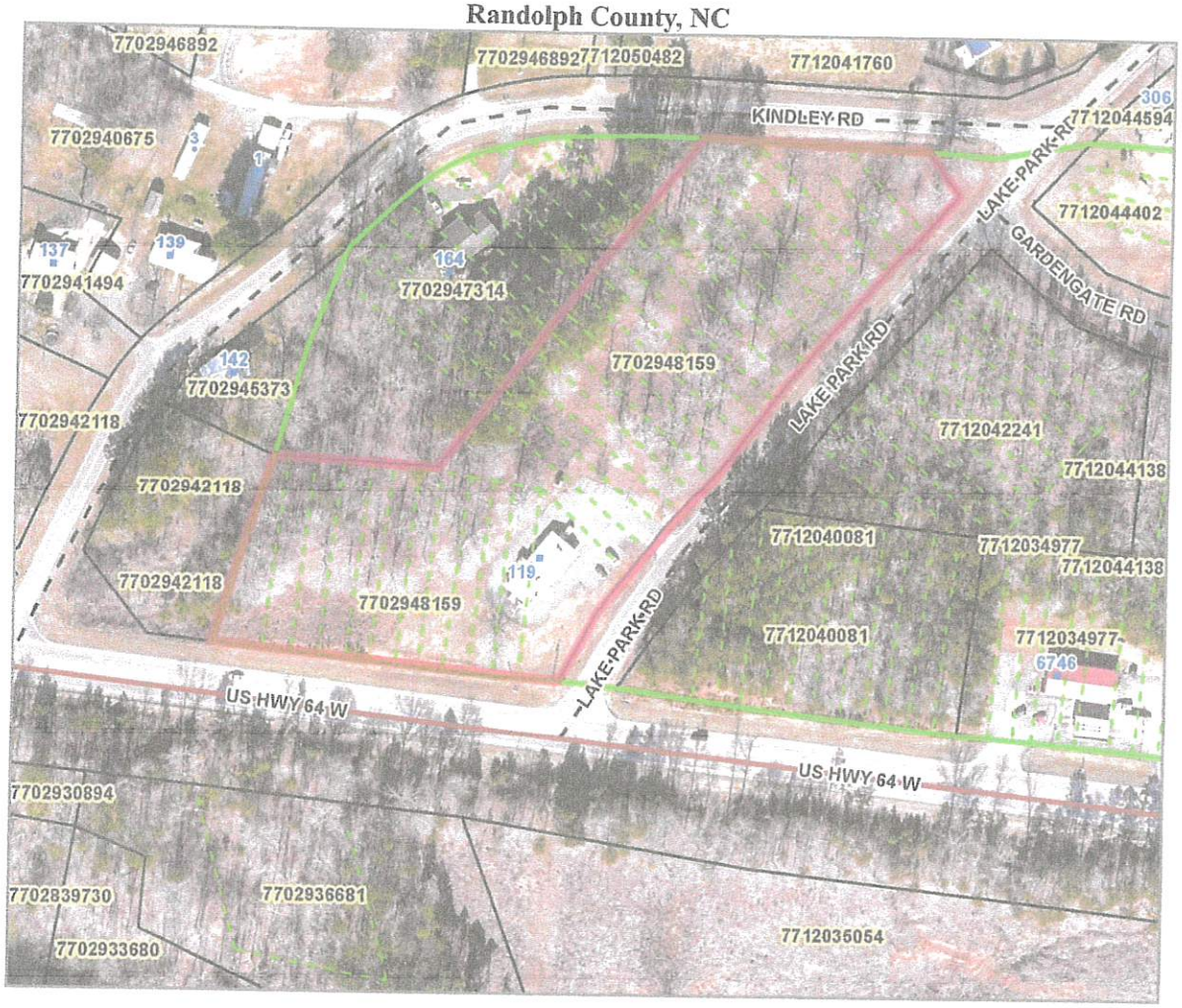
Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning at map click: HC — RANDOLPH COUNTY
  - Also on parcel: RA — RANDOLPH COUNTY
  - Rezoning/Variance at map click: None
  - Also on parcel
  - Special District: None
  - Growth Management Area: RURAL GROWTH AREA
- Census Information
- School Attendance
- Voter Information



Randolph County, NC



REID	18646	OWNER ADDRESS2	
PIN	7702948159	OWNER CITY	ASHEBORO
TAXED ACREAGE	3.92	OWNER STATE	NC
PROPERTY DESCRIPTION	R1409;R1807	OWNER ZIP	27203
DEED BOOK & PAGE	002725/01859	LOCATION ADDRESS	119 LAKE PARK RD
PLAT BOOK & PAGE	96-34	LOCATION ZIP	ASHEBORO,27205
OWNER	NARDALI GROUP LLC	DATA REFRESHED	5/1/2022
OWNER ADDRESS	919 CLIFF RD		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 167 feet
5/3/2022

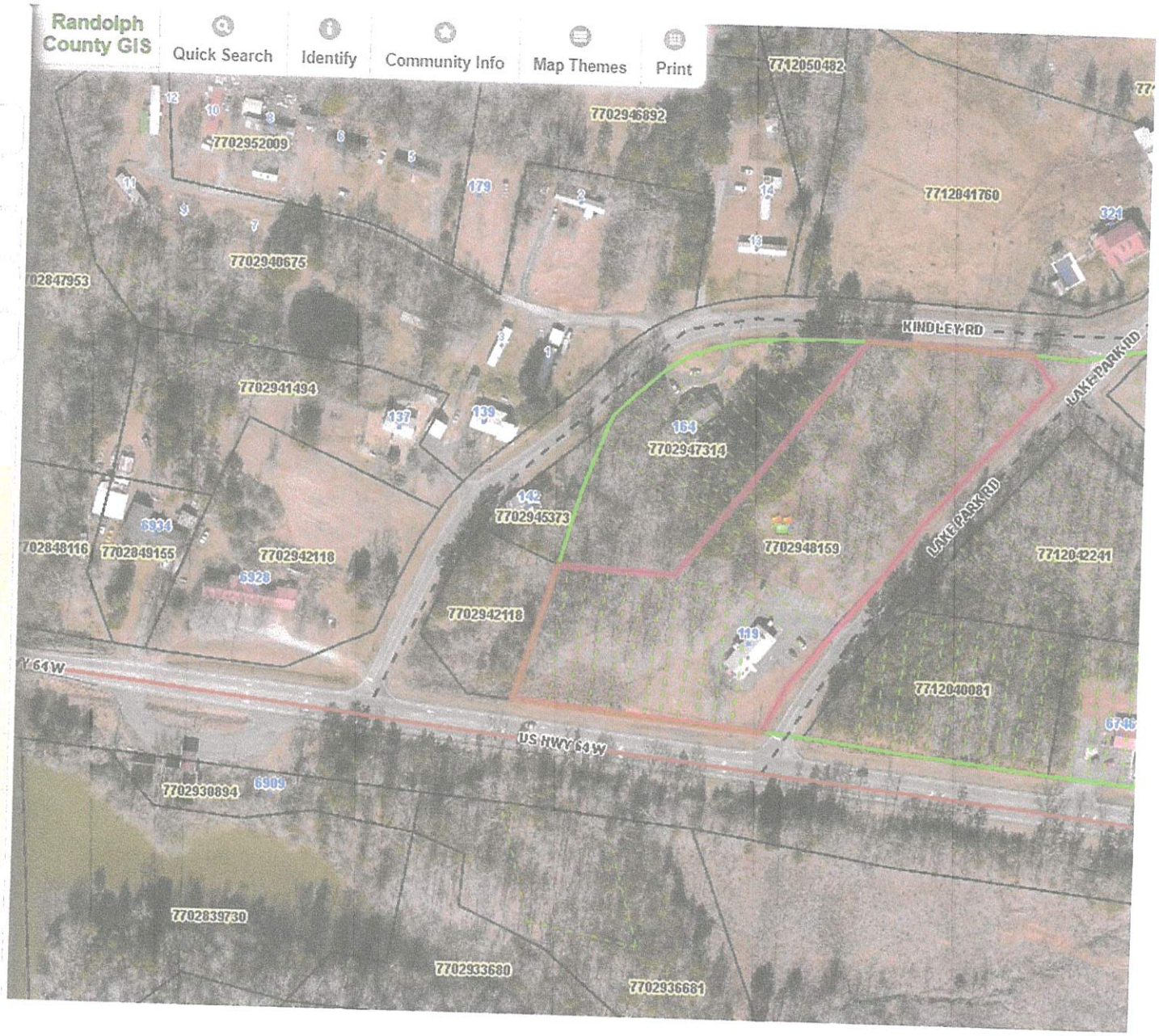
Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management

Current Zoning at map click	HC	RANDOLPH COUNTY
Also on parcel	RA	RANDOLPH COUNTY
Rezoning/Variance at map click	0402814	
Also on parcel		
Special District	None	
Growth Management Area	RURAL GROWTH AREA	

- Census Information
- School Attendance
- Voter Information



Randolph County, NC

REID	22316	OWNER ADDRESS2	
PIN	7712034977	OWNER CITY	ASHEBORO
TAXED ACREAGE	2.24	OWNER STATE	NC
PROPERTY DESCRIPTION	TABERNACLE AC;L86-105	OWNER ZIP	27205
DEED BOOK & PAGE	002606/01280	LOCATION ADDRESS	6746 US HWY 64 W
PLAT BOOK & PAGE	11-14	LOCATION ZIP	ASHEBORO,27205
OWNER	ALJARADI, GAMIL YAHYA	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6746 US HWY 64 W		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

Community Info
Map
Print
Parcel Information
Subdivision Information
Tax Districts
Fire Insurance Districts
Flood Plain
Water Supply Watershed
Zoning and Growth Management
Current Zoning
HC
RANDOLPH COUNTY
Rezoning/Variance
9601603
Special District
None
Growth Management Area
RURAL GROWTH AREA
Census Information
School Attendance
Voter Information
Randolph County GIS
Quick Search
Identify
Community Info
Map Themes
Print
7712042241
7712044138
7712045186
7712043877
674

Randolph County, NC

REID	22387	OWNER ADDRESS2	
PIN	7712233754	OWNER CITY	ASHEBORO
TAXED ACREAGE	0.46	OWNER STATE	NC
PROPERTY DESCRIPTION	COUNTRY CLUB AC;L4	OWNER ZIP	27205
DEED BOOK & PAGE	002053/01166	LOCATION ADDRESS	No Physical Address
PLAT BOOK & PAGE	12-31	LOCATION ZIP	No ZIP
OWNER	WILSON, LARRY G	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6436 US HWY 64 W		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

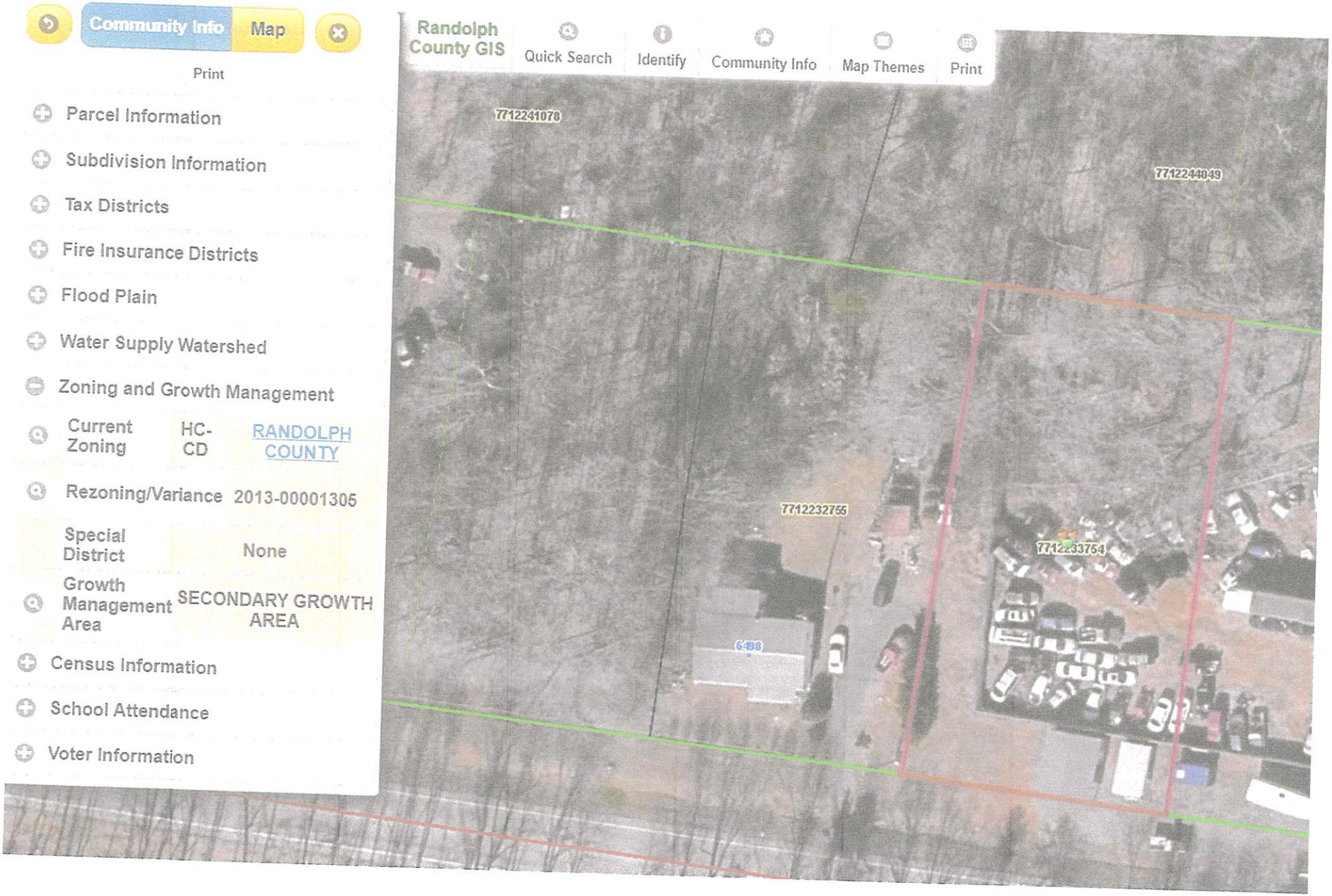
Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management

Current Zoning	HC-CD	RANDOLPH COUNTY
Rezoning/Variance	2013-00001305	
Special District	None	
Growth Management Area	SECONDARY GROWTH AREA	

- Census Information
- School Attendance
- Voter Information



Randolph County, NC

REID	22389	OWNER ADDRESS2	
PIN	7712235792	OWNER CITY	ASHEBORO
TAXED ACREAGE	1.38	OWNER STATE	NC
PROPERTY DESCRIPTION	COUNTRY CLUB AC;L5-7 MP1	OWNER ZIP	27205
DEED BOOK & PAGE	002053/01168	LOCATION ADDRESS	No Physical Address
PLAT BOOK & PAGE	12-31	LOCATION ZIP	No ZIP
OWNER	WILSON, LARRY G	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6436 US HWY 64 W		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

Community Info
Map
Print
Parcel Information
Subdivision Information
Tax Districts
Fire Insurance Districts
Flood Plain
Water Supply Watershed
Zoning and Growth Management
Current Zoning
HC-CD
RANDOLPH COUNTY
Rezoning/Variance
2013-00001305
Special District
None
Growth Management Area
SECONDARY GROWTH AREA
Census Information
School Attendance
Voter Information
Randolph County GIS
Quick Search
Identify
Community Info
Map Themes
Print
7712244849
7712245091
7712233754

Randolph County, NC

REID	22424	OWNER ADDRESS2	
PIN	7712330646	OWNER CITY	ASHEBORO
TAXED ACREAGE	0.46	OWNER STATE	NC
PROPERTY DESCRIPTION	COUNTRY CLUB AC;L11	OWNER ZIP	27205
DEED BOOK & PAGE	002053/01176	LOCATION ADDRESS	6422 US HWY 64 W
PLAT BOOK & PAGE	12-31	LOCATION ZIP	ASHEBORO,27205
OWNER	WILSON, LARRY G	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6436 US HWY 64 W		

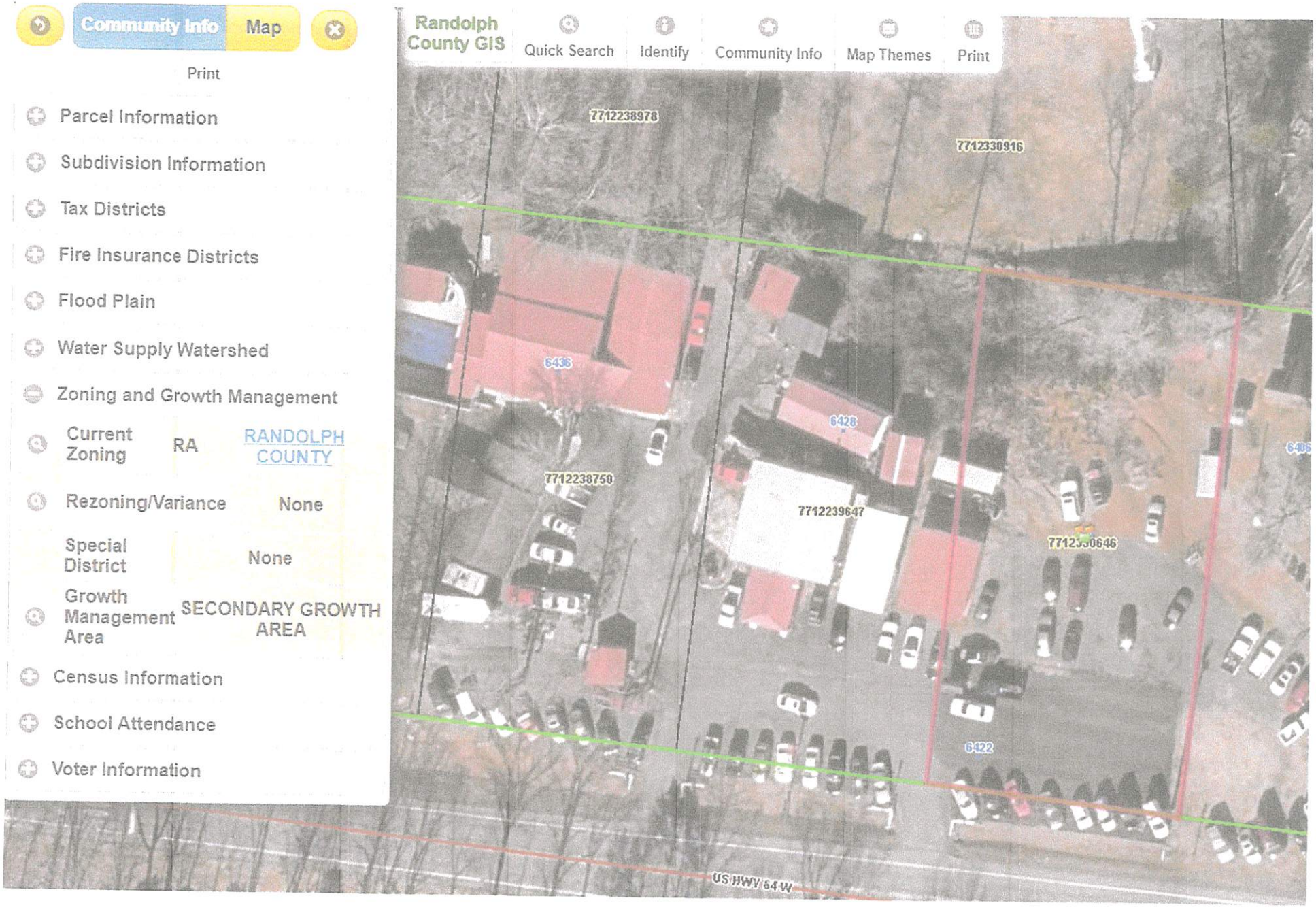
Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning: RA — RANDOLPH COUNTY
  - Rezoning/Variance: None
  - Special District: None
  - Growth Management Area: SECONDARY GROWTH AREA
- Census Information
- School Attendance
- Voter Information



Randolph County, NC

REID	22393	OWNER ADDRESS2	
PIN	7712239647	OWNER CITY	ASHEBORO
TAXED ACREAGE	0.46	OWNER STATE	NC
PROPERTY DESCRIPTION	COUNTRY CLUB AC;L10	OWNER ZIP	27205
DEED BOOK & PAGE	002053/01174	LOCATION ADDRESS	6428 US HWY 64 W
PLAT BOOK & PAGE	12-31	LOCATION ZIP	ASHEBORO,27205
OWNER	WILSON, LARRY G	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6436 US HWY 64 W		

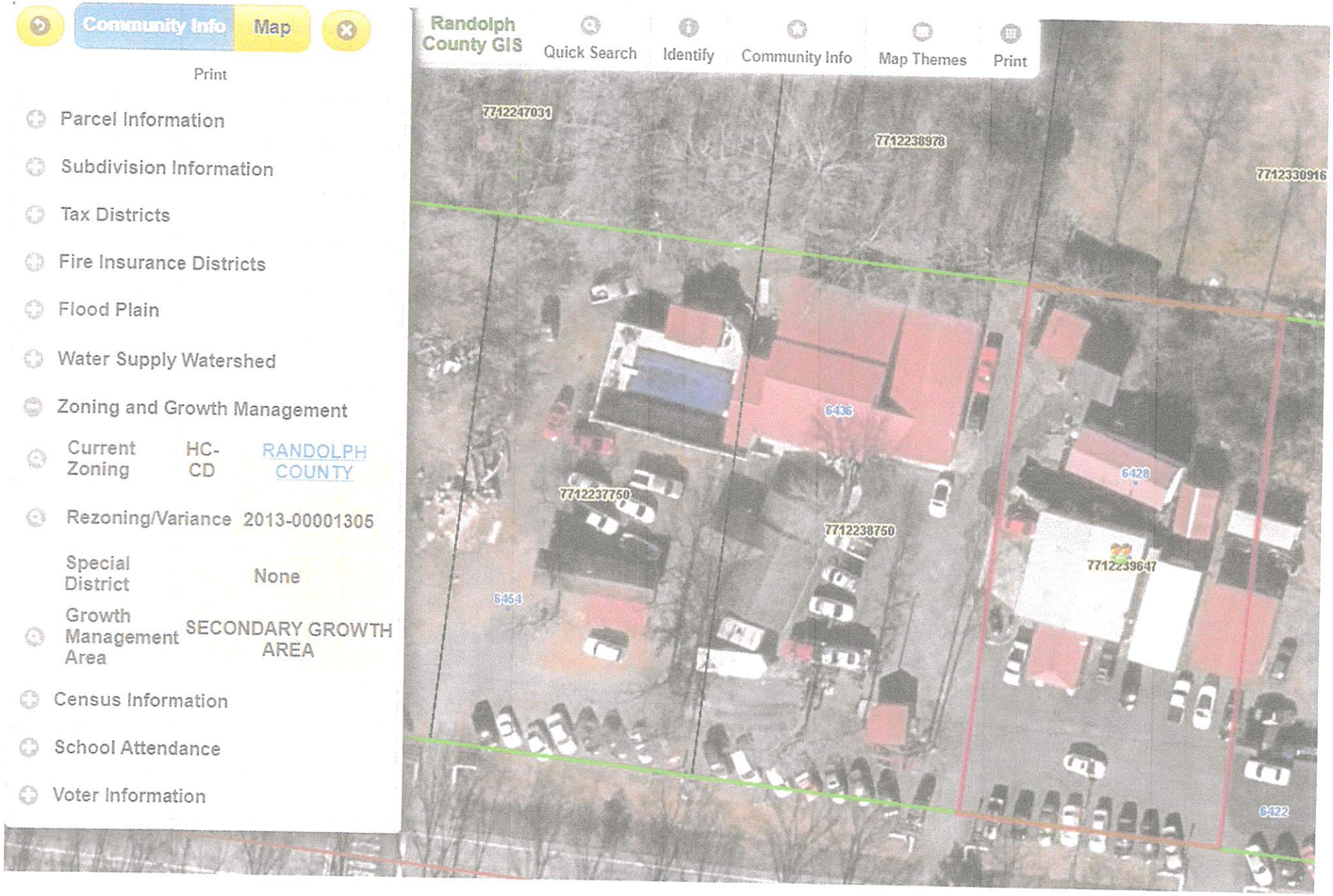
Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management
  - Current Zoning: HC-CD — RANDOLPH COUNTY
  - Rezoning/Variance: 2013-00001305
  - Special District: None
  - Growth Management Area: SECONDARY GROWTH AREA
- Census Information
- School Attendance
- Voter Information



Randolph County, NC

REID	22391	OWNER ADDRESS2	
PIN	7712238750	OWNER CITY	ASHEBORO
TAXED ACREAGE	0.46	OWNER STATE	NC
PROPERTY DESCRIPTION	COUNTRY CLUB AC;L9	OWNER ZIP	27205
DEED BOOK & PAGE	002053/01172	LOCATION ADDRESS	6436 US HWY 64 W
PLAT BOOK & PAGE	12-31	LOCATION ZIP	ASHEBORO,27205
OWNER	WILSON, LARRY G	DATA REFRESHED	5/1/2022
OWNER ADDRESS	6436 US HWY 64 W		

Disclaimer: This map was compiled from recorded deeds, plats, and other public records and data. Users of this data are hereby notified that the aforementioned public information sources should be consulted for verification of the information. Randolph County, its agents and employees make no warranty as to the accuracy of the information on this map.

Map Scale
1 inch = 42 feet
5/3/2022

Community Info | Map

Print

- Parcel Information
- Subdivision Information
- Tax Districts
- Fire Insurance Districts
- Flood Plain
- Water Supply Watershed
- Zoning and Growth Management

Current Zoning	HC-CD	RANDOLPH COUNTY
Rezoning/Variance	2013-00001305	
Special District	None	
Growth Management Area	SECONDARY GROWTH AREA	

- Census Information
- School Attendance
- Voter Information

Photo #

1. Highway 64 looking west toward Tabernacle School Zone just ahead.
2. Traffic at Tabernacle (twice per day) This is only a small portion of traffic. It extends all the way around the bus parking lot, ball field and many times down the highway. A video would be the only way to capture the traffic.
3. View from Robbins Circle looking west
4. View from Robbins Circle looking east, school busses travel this road every day. Access driveway would be in middle of curve.
5. View from Robbins Circle looking east with church in view.

6 & 7 Bethel parking lot across from the property (site of access drive).

8. Traffic exiting Bethel to Hwy 64 (95% exit to 64).
9. The close proximity to Bethel.

1
FOR SALE
HEPLER
REALTY
336.475.5025
www.HeplerRealty.com
COMMERCIAL
Nathan Hepler
336-906-3417

2

3

4

5

6

8

9
Bethel Baptist Church
Pastor: Jody Harrison
OWNLOAD OUR NEW APP
Bethel Baptist
of Asheboro
The Old Way in a New Day

Koger Rezoning Request

Legend

Parcels

Structures

Type

- Permanent Structure
- Temporary Structure
- Miscellaneous Structures

Roads

WaterBodies

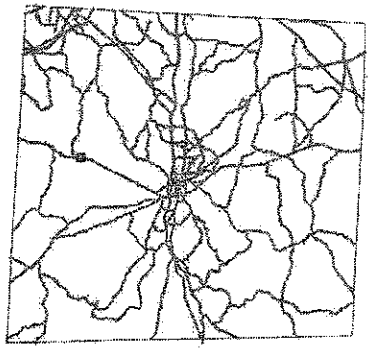
Streams

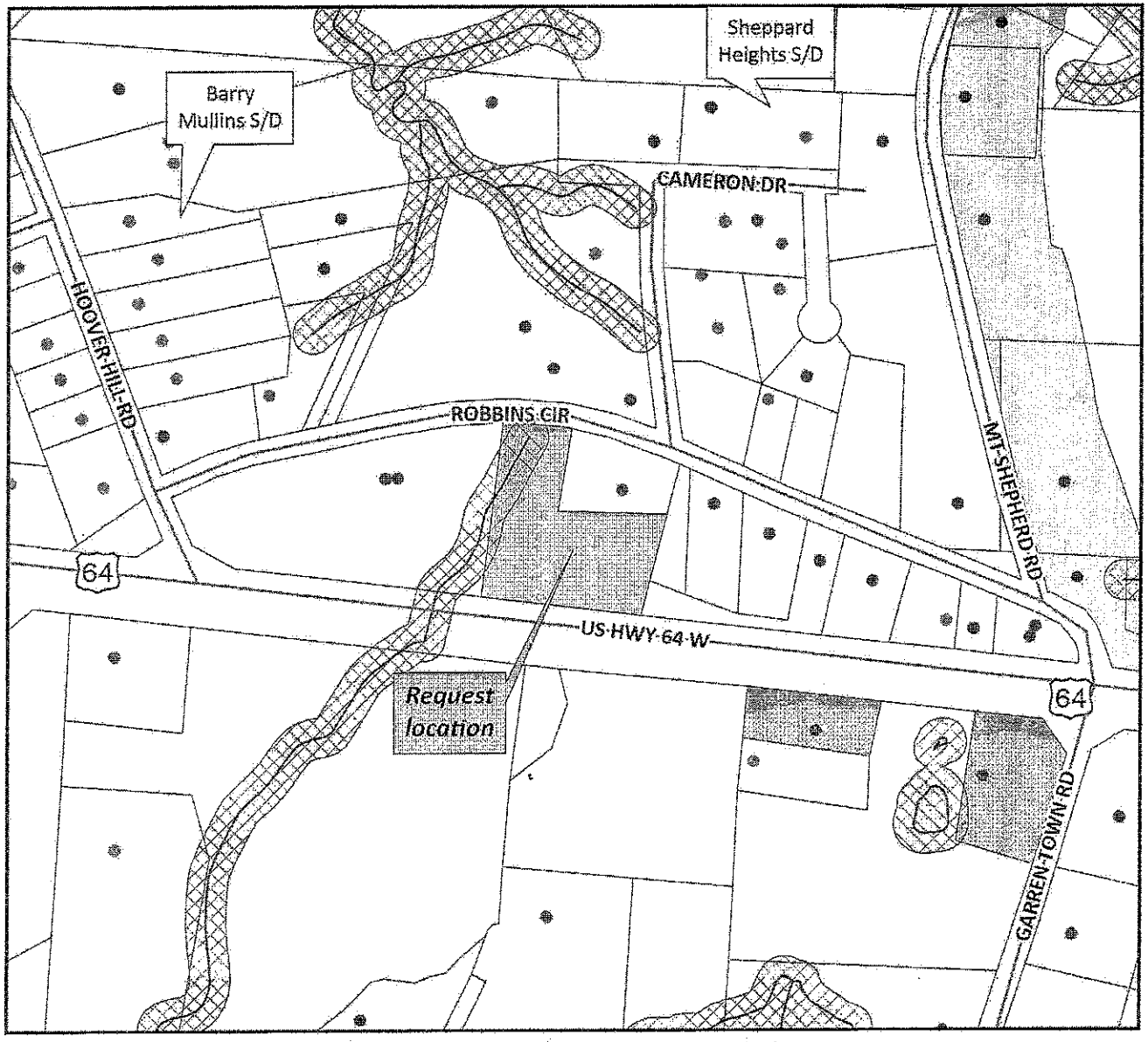
50 ft. Stream buffer

County zoning

Districts

- HC
- RA
- RR





The request is located in Lake Reese Watershed Area.

1 inch equals 400 feet

Special Meeting – October 17, 2022

The Randolph County Board of Commissioners met in special session at 6:00 p.m. in the 1909 Randolph County Historic Courthouse Meeting Room, 145 Worth Street, Asheboro, NC. Chairman Darrell Frye, Vice-Chairman David Allen, Commissioner Kenny Kidd, Commissioner Maxton McDowell, and Commissioner Hope Haywood were present. Also present were County Manager Hal Johnson, Assistant County Manager/Finance Officer Will Massie, County Attorney Ben Morgan, Deputy Clerk to the Board Sarah Pack, and Clerk to the Board Dana Crisco. The purpose of the meeting was to consider workforce development realignment. The meeting was livestreamed on Facebook and YouTube.

Workforce Development Alignment Overview

Chairman Frye explained the reason for the meeting and said this process has been ongoing for nearly a year. There has been a lot of information involved. Randolph County didn't go out seeking these types of changes, but it is something the County must address. The County has been a part of Regional Consolidated Services (RCS) for quite a long time. This workforce development realignment proposal was not mandated, but left up to individual boards. Other local counties have voted to realign themselves in different directions.

Recently, the Economic Development Corporation (EDC) released a campaign for securing funds and extend the reach of the county beyond governmental restrictions. Chairman Frye explained the initiatives in the campaign and noted the significance of the initiatives in relation to workforce development. He read several excerpts from the campaign.

This is not a reflection of any mistake by RCS; rather, they are caught in the middle of this process. Chairman Frye explained several memos sent by various State departments addressing the need to consider realignment of workforce development boards. The deadline for workforce realignment was back in August, but that deadline was not met. Randolph County is the last in this region to make a decision. Chairman Frye reviewed other documents relative to the meeting and the decisions of other local counties to realign.

Current Workforce Development Operations

Krystal Parks, Executive Director of Regional Consolidated Services Regional Partnership Workforce Development Board, said this process has been ongoing for 11 months. Originally there were two workforce boards that were merged after Richmond County went to another workforce board. The position of RCS has changed. Ms. Parks said RCS is the only entity that came out of the realignment process with no funding. She is very proud of the staff that she has, even with the stress of this process.

RCS did not have control of this process, and Ms. Parks is a very dedicated person who has worked hard to preserve the RCS board during this process. Two counties needed to stay with RCS in order to have enough funding. Because of this, Ms. Parks encouraged the Commissioners to realign with Piedmont Triad Regional Council (PTRC). RCS doesn't want to leave the workforce development industry entirely; they are available to assist the County and Randolph Community College (RCC). RCS and PTRC have similar funding streams. PTRC has applied for two additional streams that RCS did not apply for.

Ms. Parks believes that this process is simply a political powerplay. She is concerned about the development of the rural areas. She advised the Commissioners to be aware of State funding and monitor performance. The County will need funds for the Megasite. She asked the Commissioners to advocate for keeping the local career center open; this is an important service for citizens.

RCS has been in the workforce business since 1979. Staff have an amazing knowledge base. Ms. Parks asked Commissioners to advocate for the staff's continued employment for long enough for a seamless transition. Ms. Parks said she wanted to make sure the Commissioners were properly informed. This has been a learning process. RCS plans to continue supporting the county and its citizens and will seek additional funding.

Chairman Frye confirmed that the Headstart and senior programs will continue and Ms. Parks said yes. Chairman Frye asked Ms. Parks to keep the Board of Commissioners informed regarding ongoing programs and funding.

Ms. Parks referenced an informational packet that included a performance report that was given to Commissioners (Attachment A).

Piedmont Triad Workforce Development Board

Wendy Walker-Fox, Workforce and Economic Development Director of the Piedmont Triad Regional Council (PTRC), handed out a packet of information (Attachment B) to the Commissioners and introduced Jenni Harris, the Executive Director of Business Services at the North Carolina Department of Commerce.

Chairman Frye said Ms. Harris had recently conducted a workshop for workforce alignment that he was impressed by.

Ms. Harris explained the North Carolina Prosperity Zones created by general statutes 143B-28.1. This divided the state into eight regional prosperity zones.

Chairman Frye noted that the other counties in the same region as Randolph had aligned with PTRC. Guilford County is still a standalone entity.

Ms. Harris explained the 22 current workforce development boards in the state and their distribution across the prosperity zones. The governor is trying to get the state's workforce development boards realigned in order to support the state's employers. This realignment makes it easier for employees to develop a workforce.

The State is not mandating eight Boards. Realignment does not necessarily mean one specific number of local workforce boards will be the result. Funding for rural counties will not be impacted by any realignment changes. All counties receive funds based on established US Department of Labor (DOL) formulas. There will still be local control of all workforce boards and NCWorks Career Centers.

Ms. Harris said the State does not foresee massive layoffs with local workforce staff. There may be some administrative savings, over time. Following a request from local governments, the State has the statutory authority to implement realignment for individual boards. North Carolina General Statute § 20 CFR 679.240 allows the Governor to designate a local area, after the appropriate local elected officials make such a request. The Division of Workforce Solutions (DWS) will work with local governments to implement the NCWorks Commission's guiding principles regarding alignment.

Title I Funding Allocations are calculated at the county level using set federal formulas. The amounts each county receives are unaffected by realignment. There will be a reduction in funding due to state budget cuts, but this is not affected by realignment. States that perform better economically receive less workforce money, and the same is true for high performing counties. North Carolina is in the top three in the country, which leads to receiving less federal dollars for workforce funding. Ms. Harris reviewed statistical data regarding commuting patterns for Randolph County residents and employees. Most commuting employees are from the same prosperity zone as Randolph County.

Vice-Chairman Allen said these statistics may change with the development of the Greensboro-Randolph Megasite and the Chatham Megasite.

There are 17 companies that received state economic development incentives in Randolph County between 2017 and 2021. Two of these companies have received NCWorks workforce services. This is indicative of why workforce alignment needs to occur; so those who need assistance are receiving it.

Ms. Harris said the Governance and System Alignment Committee consists of eight facets:

1. Seek to better the lives of North Carolinians through realignment
2. Expand local workforce development board access
3. Decrease redundancy among local workforce development boards within economic development areas
4. Better align community college and workforce development board service areas
5. Match local workforce development board outreach to area jobseeker and business customer needs
6. Ensure consistent service, strong visibility, and sufficient capacity among local workforce development boards
7. Allow flexibility for administrative entities
8. Consider further review of the broader workforce system

Other states have already been through this process, and even others are preparing to begin the process. Ms. Harris briefly discussed the benefits of realignment and the timeline of this process. November 9th is the next NCWorks Commission Meeting, where letters of intent will be presented from other counties who have chosen to realign. Counties can choose to realign at any time; this particular process is to better align with State initiatives.

Ms. Walker-Fox said PTRC has been around for a long time and the County has a relationship with PTRC that is over fifty years old. PTRC is regionally focused on providing services to

employers. There is no intention of closing the local career center. Consistency of services is very important; every effort will be made to provide opportunities for current staff, including board staff.

PTRC has federal mandates to adhere to, determining how the board must be made up. The current board has approximately 23 seats. This may be increased to 35 in order to accommodate the newly realigned counties. Randolph County still has the authority to appoint representatives to seats. Six of the seven current PTRC counties are rural counties, and Randolph County would be the fourth largest if Randolph joins PTRC. Funding allocations are spent where there is a need. At least 51% of the board has to be from private industry, and Ms. Walker-Fox explained the other seats on the board, which are appointed by commissioners. The number of seats the county has on the board is determined by populations.

Commissioner McDowell asked for more information regarding board seat makeup and Ms. Walker-Fox explained the mandates on the seats and how population correlates to the number of seats a county gets.

Randolph Community College Perspective

Elbert Lassiter, Interim President of Randolph Community College, said workforce development creates a pipeline of employees. There are numerous corporations, including Toyota and Wolfspeed, that are new to the county that RCC is working with to create a partnership to develop employees. This is a critical point for RCC. Training must be delivered to the future employees that was promised to the State. Mr. Lassiter said he would support the decision of the commissioners.

He has served on the PTRC board and has seen the level of services and provision of resources that the PTRC has provided for other counties. Randolph County citizens deserve that as well. A regional approach is needed to supply employees for corporations like Toyota at the Greensboro-Randolph Megasite. He supports the PTRC.

Board Discussion

Chairman Frye reiterated that Ms. Parks has encouraged the Board to go with PTRC. RCS will still be a part of Randolph County.

Vice-Chairman Allen said he does not like having no choice in this situation. Economic development is not based on lines of prosperity zones. It's difficult to vote for something you're forced into, and that's a position the Board has found itself in. PTRC is not to be blamed, but the Board is in a difficult spot. Government is best served at the lowest level. There are advantages of combining boards but there are also advantages to working with local boards. Randolph County is unique and different from other local counties.

Chairman Frye said this Board could remain as a single county, but that isn't really an option. The community college will also benefit from joining with the PTRC.

On motion of Kidd, seconded by Frye, the Board voted 5-0 to approve changing the local workforce development board to the Piedmont Triad Regional Council Workforce Development Board and authorize the Chairman to sign a letter of intent.

Vice-Chairman Allen reminded the Board of an upcoming food insecurities event.

Adjournment

At 6:56 p.m. on motion of Allen, seconded by Haywood, the board voted 5-0 to adjourn.

_____	_____
Darrell Frye, Chairman	David Allen
_____	_____
Kenny Kidd	Maxton McDowell
_____	_____
Hope Haywood	Sarah Pack, Deputy Clerk to the Board

Attachment A

109 N. Main Street
P.O. Box 487
Randleman, NC 27317
336-629-5141

Regional Partnership WORKFORCE Development Board

Workforce Development Presentation to Randolph County Commissioners Meeting Date: October 17, 2022 at 6 pm

Presenters: Krystal Parks, RCS Executive Director
Tammy Wall, Regional Partnership Workforce Board Director

Good afternoon Chairman Frye, Commissioners and County Staff.

It has been almost 11 months since we learned that this topic of realignment would be a priority for Governor Cooper and the NCWorks Commission.

I do want to say I appreciate this opportunity to address you and I appreciate the individual time you have invested in this process, as well as the time you've taken to ask questions.

Although our position has changed, I did decide to leave the previous presentation documents in your packet. The documents are full of facts and good information that I stand by, therefore I decided to leave them. And there is a good possibility you may get remainders one more time.

I feel I owe it to my staff and my sub-recipient to acknowledge that I am pretty sure we are the only administrative entity that will no longer get some type of funding. Something about that feels odd. And you can imagine, we have heard there would be little to no job loss, however rather than to go any further on that topic, I want to say publically, how proud I am of my Workforce staff and the way they have conducted themselves. It has been stressful. They work hard. And it seems none of us at the Workforce Board level could have controlled any piece of what was happening.

No one here should doubt, I am very passionate about all of the work RCS does, and let's be honest, we all know I do NOT give up easy. However I still stand by my original position, we needed at least two counties to stay with Regional Partnership to make the program work financially. Since that did not happen. I would encourage you to go with PTRC. There are perks to being a part of a multi-county workforce board.

With the change in our circumstances I would like you to know, we do not want to be out of the workforce business altogether. There has to be a tremendous amount of work to do in the coming months for Toyota alone. I want to assure you RCS remains committed to assisting you the Randolph County Commissioners, Elbert Lassiter and his team at Randolph Community College, Kevin Franklin and his team at Economic Development, and any other entity whom we can assist; we want to; because we believe in the work we do and the people we do it for. We want to be a part of making Randolph County a place where families can live, grow and prosper for a lifetime.

Because I would not be doing my job if I did not address some of the information in the packet from PTRC, which I reviewed and want to convey to you, that RCS too has most of the same funds streams that they reference: Workforce Innovation and Opportunity Act funds, National Dislocated Workers effected by COVID-19, Finish Line Grants, and State of NC Legislative Funds through the Eastern Triad Workforce Initiative, as well as Carolina Across 100. Golden Leaf and the Appalachian Regional

Commission are the two we do not get. I am also proud to say we too, also had an application approved to participate in the first ever cohort for the IEI Workforce Leadership Initiative.

I am a Randolph County born and bred citizen, my interest is in my home county. I want to go ahead and publically address a few concerns: Again, this is going to take some effort on your part. Remember the Devil is in the details. Because I do believe this is nothing more than a political power play, I am very concerned about the rural areas continuing to be served.

1. I would ask you to please be aware of the State Allocation vs. the allocation your administrative entity gives you. If performance falls off, it could be justified to allocate less to our county, however currently Randolph is a Star performer and we as a county will need sufficient funds to handle the work that is needed to be done for the mega site.
2. I would ask you to advocate to keep the Randolph County Career Center open, so that citizens who need assistance with supportive services, career coaching, and business services will have a place to go and receive the necessary services. Currently located at: 600 S Fayetteville St, Asheboro.
3. We have been in the business of Workforce prior to our agencies creation on 4/4/1979, over 43 years. Our staff, and our sub recipient staff has an amazing amount of knowledge, about Randolph County, Workforce in general and the employers in Randolph County. I would ask you to advocate for their continued employment, if for nothing more than 90 days at least.

Again, I appreciate the communication we have all shared up to this point. I also appreciate the opportunity to speak here this evening. My door is always open, most of you know that, and please never hesitate to reach out. And that invitation stands for all entities involved in this process and in the work we have to do in the future.

Thank you.

Attached you will find current performance measures and all Workforce Boards scores.

Percent Achieved- PY 21	Employment Q2 Adult	Employment Q2 DW	Employment Q2 Youth	Employment Q4 Adult	Employment Q4 DW	Employment Q4 Youth	Credential Adult	Credential DW	Credential Youth	Skill Gains Adult	Skill Gains DW	Skill Gains Youth
33-Cape Fear WDB	99.9 %	93.2 %	102.1 %	99.5 %	110.6 %	93.6 %	101.2 %	126.7 %	80.5 %	116.1 %	96.7 %	83.0 %
34-Capital Area WDB	96.1 %	87.2 %	100.7 %	99.6 %	87.5 %	92.2 %	104.8 %	98.3 %	91.4 %	107.2 %	124.0 %	108.3 %
35-Durham WDB	102.8 %	104.2 %	102.6 %	98.8 %	112.5 %	90.6 %	91.7 %	111.6 %	85.9 %	59.4 %	121.4 %	109.9 %
36-Centralina WDB	99.5 %	89.6 %	110.1 %	103.5 %	103.2 %	100.6 %	131.7 %	138.9 %	117.6 %	151.7 %	127.5 %	109.0 %
37-Charlotte Works WDB	96.5 %	99.2 %	98.4 %	93.1 %	93.4 %	98.3 %	83.5 %	86.8 %	79.8 %	79.3 %	104.4 %	117.5 %
39-DavidsonWorks Inc WDB	99.2 %	102.3 %	86.7 %	115.5 %	109.6 %	65.4 %	137.5 %	133.1 %	176.9 %	145.8 %	122.9 %	192.8 %
40-Eastern Carolina WDB	103.8 %	95.0 %	101.0 %	102.6 %	89.0 %	95.4 %	119.9 %	115.7 %	73.5 %	128.0 %	141.8 %	114.7 %
41-Gaston County WDB	91.3 %	91.7 %	117.0 %	105.5 %	79.7 %	86.6 %	143.9 %	122.0 %	56.6 %	107.4 %	125.4 %	121.6 %
42-GuilfordWorks WDB	94.9 %	92.8 %	103.0 %	94.9 %	93.9 %	102.3 %	105.8 %	98.5 %	86.4 %	95.8 %	94.4 %	74.0 %
43-Kerr-Tar WDB	84.9 %	66.6 %	95.1 %	98.0 %	96.6 %	95.0 %	120.4 %	101.1 %	88.7 %	111.0 %	137.2 %	86.1 %
44-Lumber River WDB	104.7 %	99.4 %	107.9 %	96.6 %	95.2 %	104.8 %	99.4 %	118.9 %	98.6 %	104.7 %	116.6 %	121.6 %
47-Piedmont Triad Regional WDB	102.2 %	110.7 %	108.9 %	102.5 %	94.8 %	96.6 %	108.3 %	71.9 %	87.2 %	106.8 %	127.2 %	122.9 %
48-Foothills WDB	91.8 %	109.0 %	99.3 %	100.5 %	105.1 %	122.0 %	122.4 %	72.9 %	120.5 %	181.0 %	169.3 %	126.4 %
49-High Country WDB	95.6 %	92.6 %	110.7 %	97.6 %	98.9 %	103.9 %	115.8 %	102.5 %	115.6 %	141.4 %	136.3 %	146.3 %
51-Turning Point WDB	104.1 %	126.6 %	98.5 %	112.4 %	133.3 %	109.6 %	120.4 %	186.6 %	76.5 %	136.1 %	150.4 %	61.2 %
52-Rivers East WDB	104.2 %	85.5 %	100.9 %	96.6 %	81.4 %	91.4 %	82.9 %	134.1 %	65.9 %	145.8 %	94.3 %	90.8 %
54-Regional Partnership WDB	**103.6 %**	**87.0 %**	**97.4 %**	**114.1 %**	**101.6 %**	**98.8 %**	**117.6 %**	**132.0 %**	**112.3 %**	**129.4 %**	**121.6 %**	**92.5 %**
55-Southwestern WDB	105.1 %	110.8 %	102.7 %	107.5 %	114.2 %	107.0 %	124.0 %	70.7 %	102.2 %	139.2 %	148.2 %	123.0 %
56-Western Piedmont WDB	107.3 %	94.6 %	105.2 %	104.2 %	92.1 %	103.0 %	116.9 %	115.6 %	142.1 %	152.4 %	158.4 %	148.6 %
59-Northeastern WDB	107.2 %	96.2 %	151.7 %	109.7 %	96.6 %	135.9 %	114.3 %	79.9 %	58.8 %	101.1 %	146.8 %	108.0 %
60-Triangle South WDB	101.2 %	81.7 %	104.5 %	94.6 %	104.5 %	99.5 %	132.2 %	111.9 %	103.6 %	100.3 %	102.0 %	106.4 %
61-Mountain Area WDB	98.2 %	75.7 %	91.1 %	101.6 %	85.0 %	96.5 %	126.4 %	109.3 %	97.7 %	112.2 %	123.5 %	133.3 %
62-Cumberland County WDB	81.3 %	91.7 %	106.9 %	92.4 %	85.8 %	83.4 %	61.0 %	102.5 %	54.5 %	150.6 %	156.4 %	152.5 %

Business Proposal

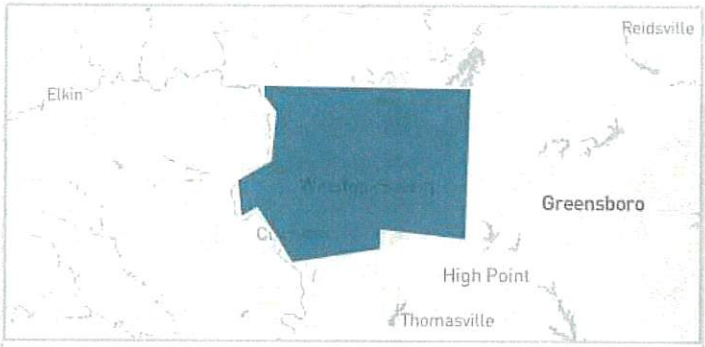
Michelle's Maintenance Co.

General Maintenance and Repair Workers, Machinery Maintenance Workers, Industrial Machinery Mechanics, and Electrical Repairers

Workforce Demographics in Your Area 3
Industry Snapshot 5
General Maintenance and Repair Workers Occupation Snapshot 6
General Maintenance and Repair Workers Occupation Demographics 8
General Maintenance and Repair Workers Education Profile 9
Machinery Maintenance Workers Occupation Snapshot 10
Machinery Maintenance Workers Occupation Demographics 12
Machinery Maintenance Workers Education Profile 13
Industrial Machinery Mechanics Occupation Snapshot 14
Industrial Machinery Mechanics Occupation Demographics 16
Industrial Machinery Mechanics Education Profile 17
Electrical Repairers Occupation Snapshot 18
Electrical Repairers Occupation Demographics 20
Electrical Repairers Education Profile 21
Pain Points/Main Goals Identified with Employer 22
Services/Referrals Proposed 23
Next Step 27

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Workforce Demographics in Your Area



383,843
Population Size

0.5%
May 2019 - May 2020

Source: U.S. Census Bureau

Workforce Demographics - Gender

47.3%

Nationwide
49.2%

52.7%

Nationwide
50.8%

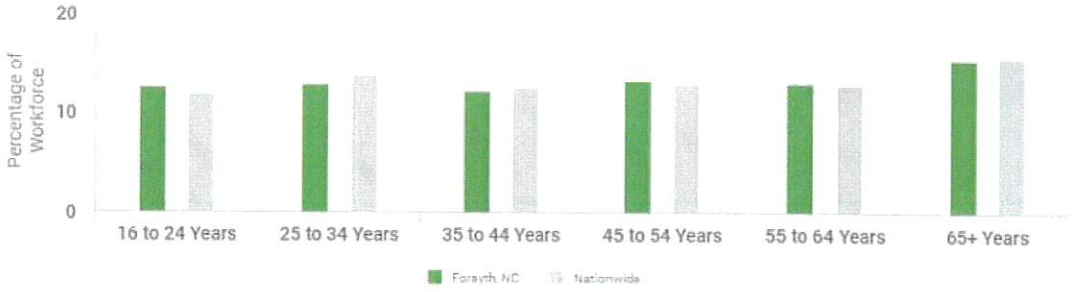
Source: U.S. Census Bureau, 2015 - 2019 American Community Survey 5-Ye Estimate

Workforce Demographics - Age

Median Age

Forsyth, NC
39 Years

Nationwide
39 Years



Source: U.S. Census Bureau, 2015 - 2019 American Community Survey 5-Year Estimates

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Workforce Demographics - Race

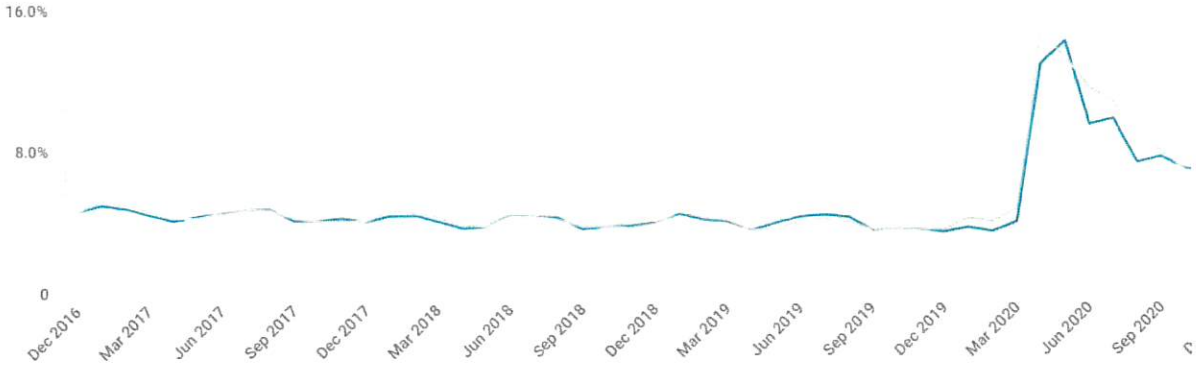
Unemployment Rate

Apr 2021

Forsyth, NC
4.4%

Nationwide
5.8%

Source: Local Area Unemployment Statistics (LAUS)



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Industry Snapshot

Repair and Maintenance in Forsyth County, North Carolina, 2021Q1[1]

		CURRENT			5-YEAR HISTORY			1-YEAR FORECAST				
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Trend	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
811	Repair and Maintenance	1,441	$38,252	0.77	-5		-0.1%	157	59	94	4	0.3%
	Total - All Industries	191,938	$54,567	1.00	-1,970		-0.2%	21,785	8,951	11,984	850	0.4%

Source: JobsEQ®
Data as of 2021Q1
Note: Figures may not sum due to rounding.
1. All data based upon a four-quarter moving average
Exits and transfers are approximate estimates based upon occupation separation rates.

Key Metrics

Job Postings
Last 12 Months

Average Demand
565

Unemployment Rate
Apr 2021

2.9%

Projected Growth
10 Years

+12.7%

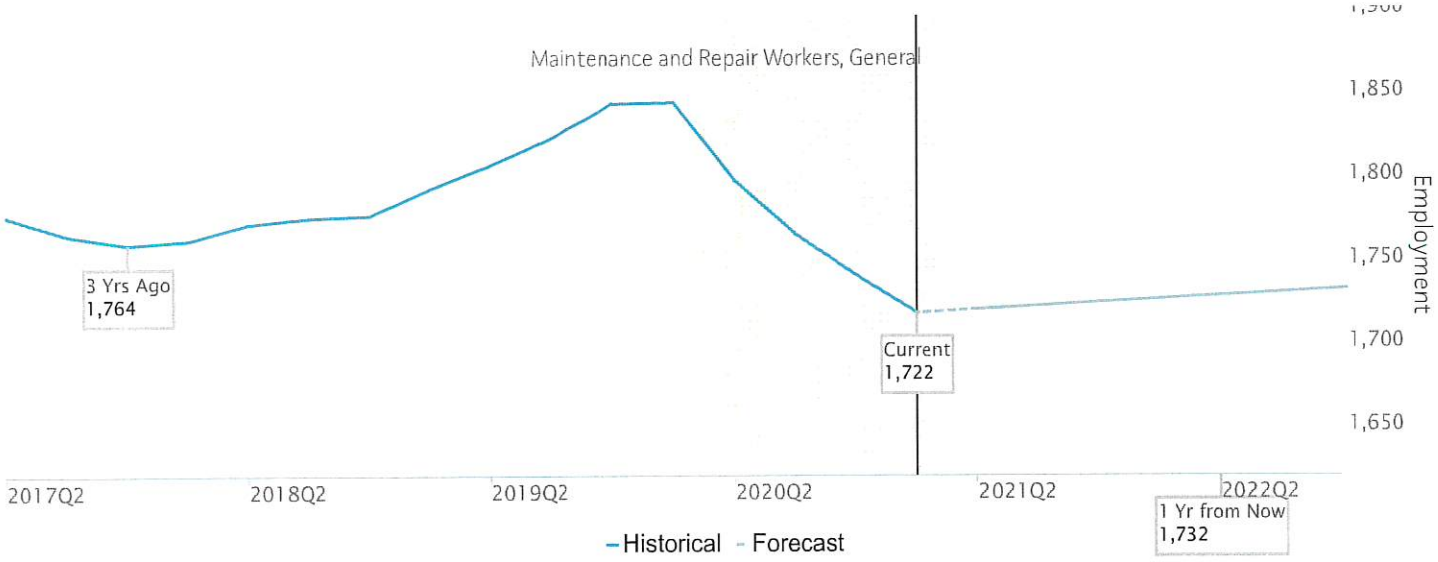
Location Quotient

High

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

General Maintenance and Repair Workers Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Maintenance and Repair Workers, General	**1,722**	**$42,400**	**0.97**	**-44**	**178**	**0.5%**



Job Metrics

Job Postings
Last 12 Months

Very High Demand
935

Projected Growth
10 Years

+10.9%

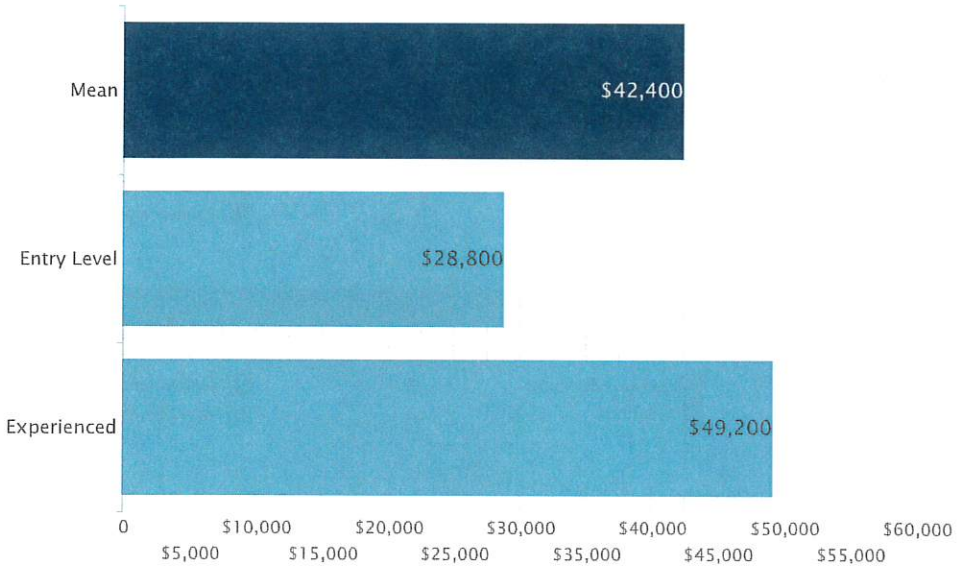
Time to Fill

Similar to Fill
38 days

Location Quotient

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Wages:



Occupation	Mean	Median	Entry Level	Experienced
Maintenance and Repair Workers, General	$42,400	$41,000	$28,800	$49,200

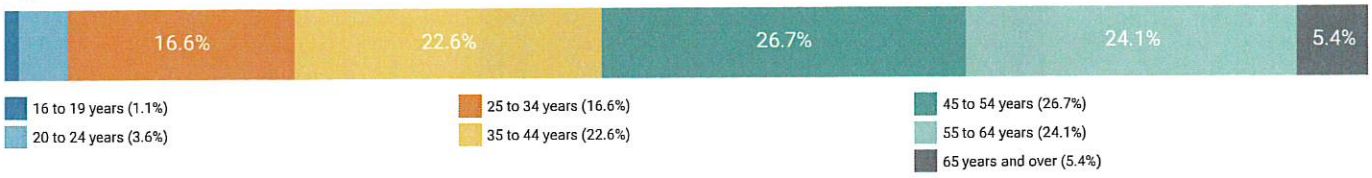
Top Employers Seeking Similar Talent in the Area:

Employer	Industry	job postings
Rollins Incorporated	Administrative and Support and Waste Management and Remediation Services	18
PepsiCo Inc.	Manufacturing	11
Amentum	Manufacturing	9
McDonald's	Accommodation and Food Services	9
Wells Fargo	Finance and Insurance	9
Morgan Properties	Real Estate and Rental and Leasing	8
Hawthorne Residential Partners	Professional, Scientific, and Technical Services	7
Csl	Health Care and Social Assistance	6
ADT Security Services	Administrative and Support and Waste Management and Remediation Services	5
Gene Glick Company Incorporated	Others	5

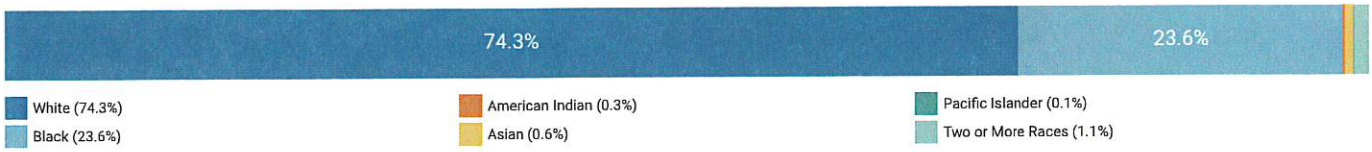
Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Occupation Demographics

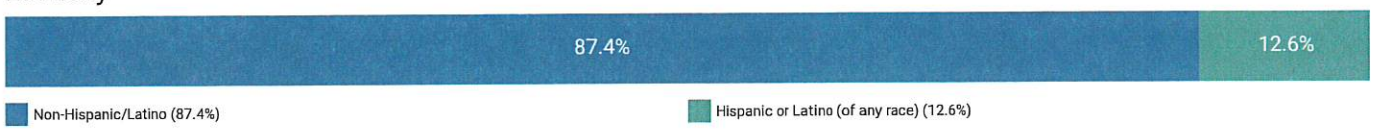
Age



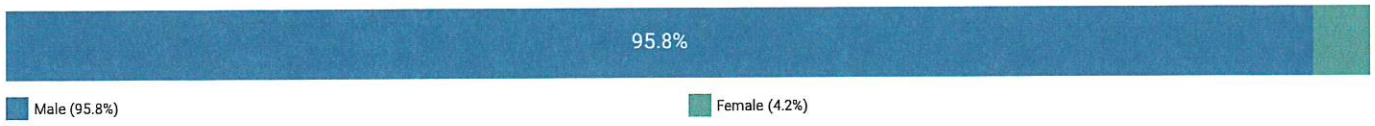
Race



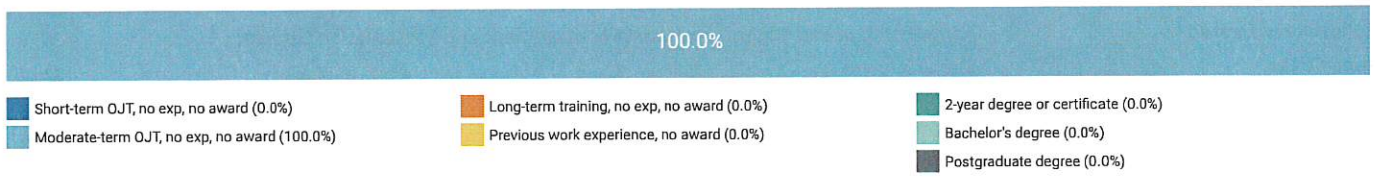
Ethnicity



Gender



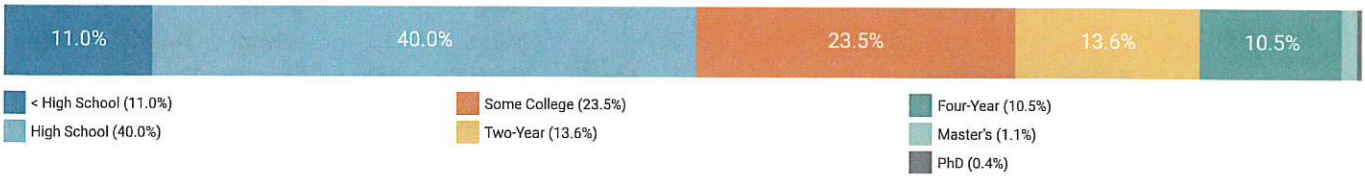
Education and Training Requirements



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Maintenance and Repair Workers, General	High school diploma or equivalent	None	Moderate-term on-the-job training

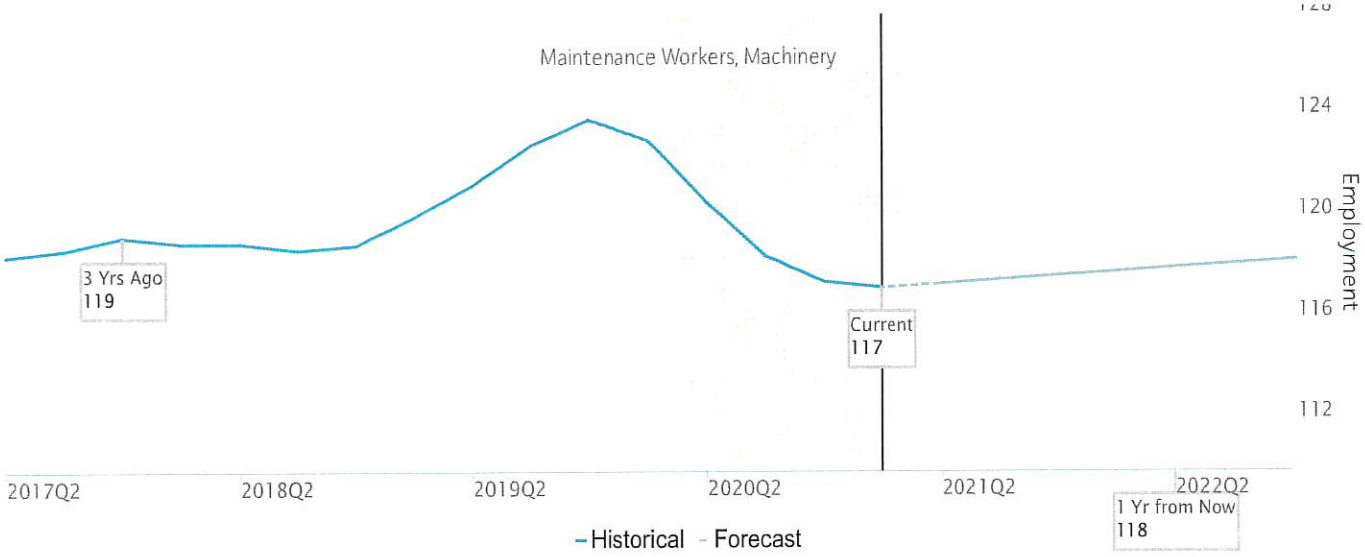
The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Machinery Maintenance and Repair Workers Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Maintenance Workers, Machinery	**117**	**$50,300**	**1.39**	**-2**	**11**	**0.5%**



Job Metrics

Job Postings
Last 12 Months

Low Demand
5

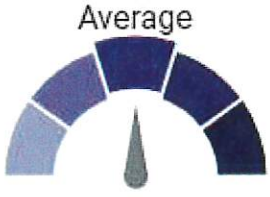
Projected Growth
10 Years

+6.4%

Time to Fill

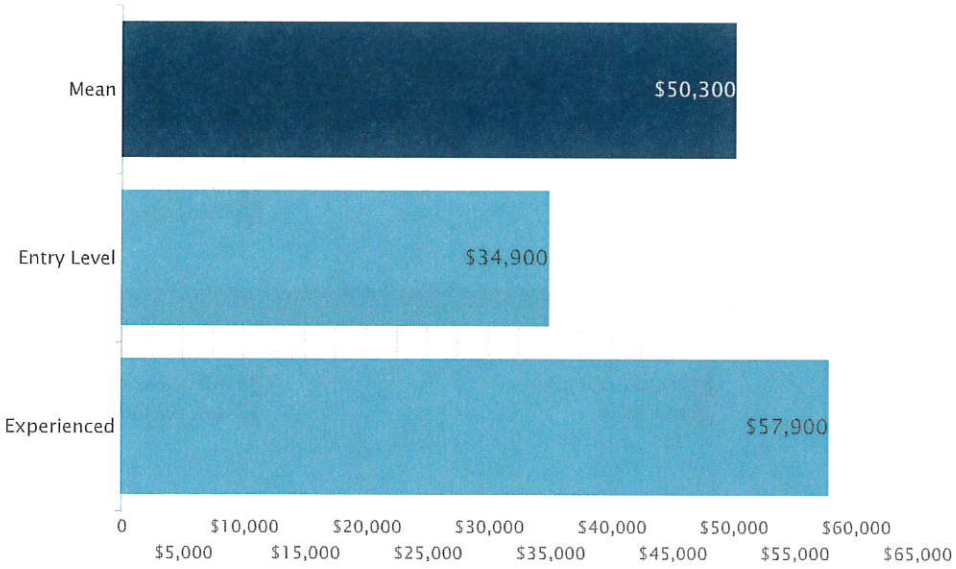
Similar to Fill
40 days

Location Quotient



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Wages:



Occupation	Mean	Median	Entry Level	Experienced
Maintenance Workers, Machinery	$50,300	$51,300	$34,900	$57,900

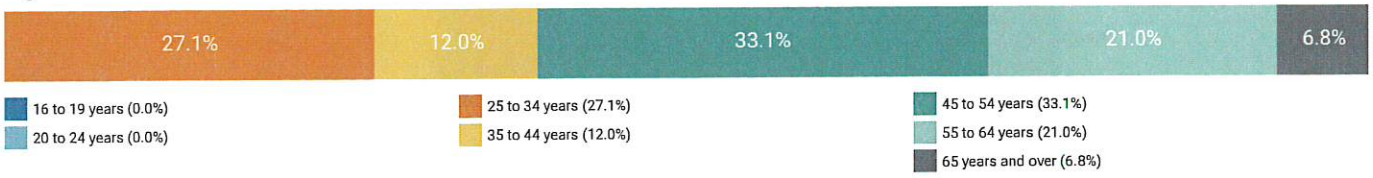
Top Employers Seeking Similar Talent in the Area:

Employer	Industry	job postings
Amentum	Others	2
Allen Group Services	Other Services	1

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

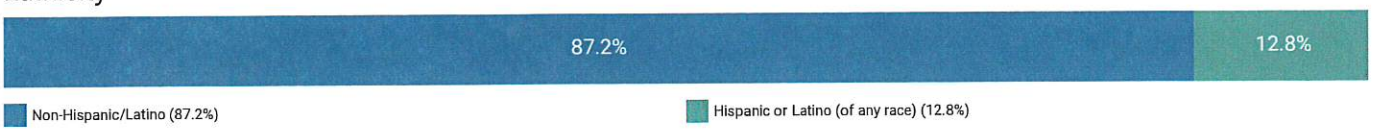
Occupation Demographics

Age

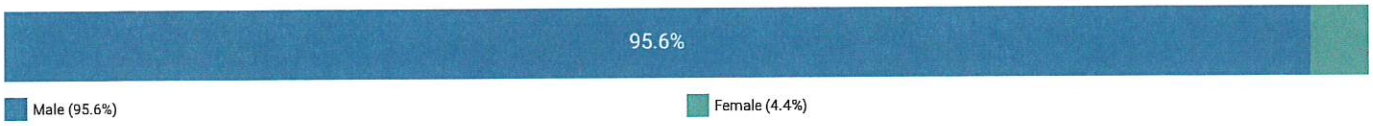


Race

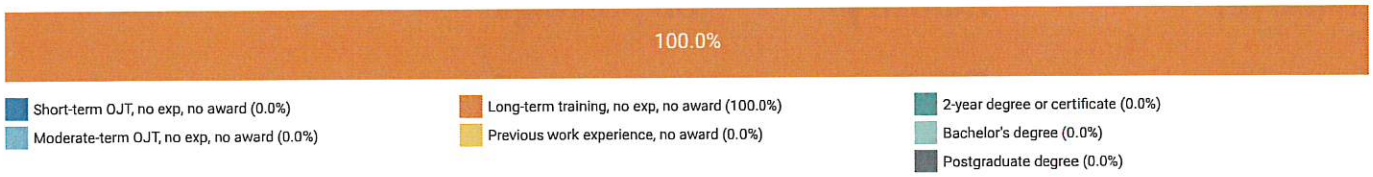
Ethnicity



Gender



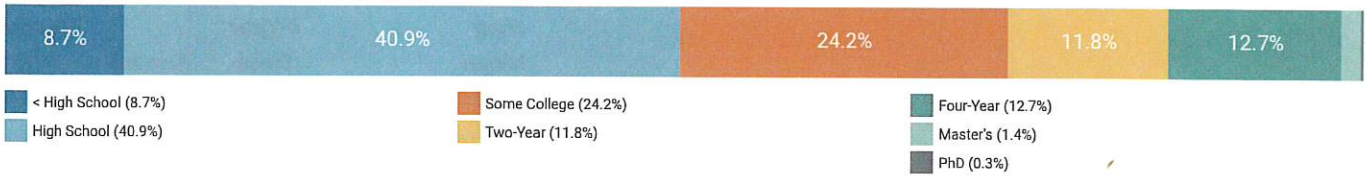
Education and Training Requirements



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Maintenance Workers, Machinery	High school diploma or equivalent	None	Long-term on-the-job training

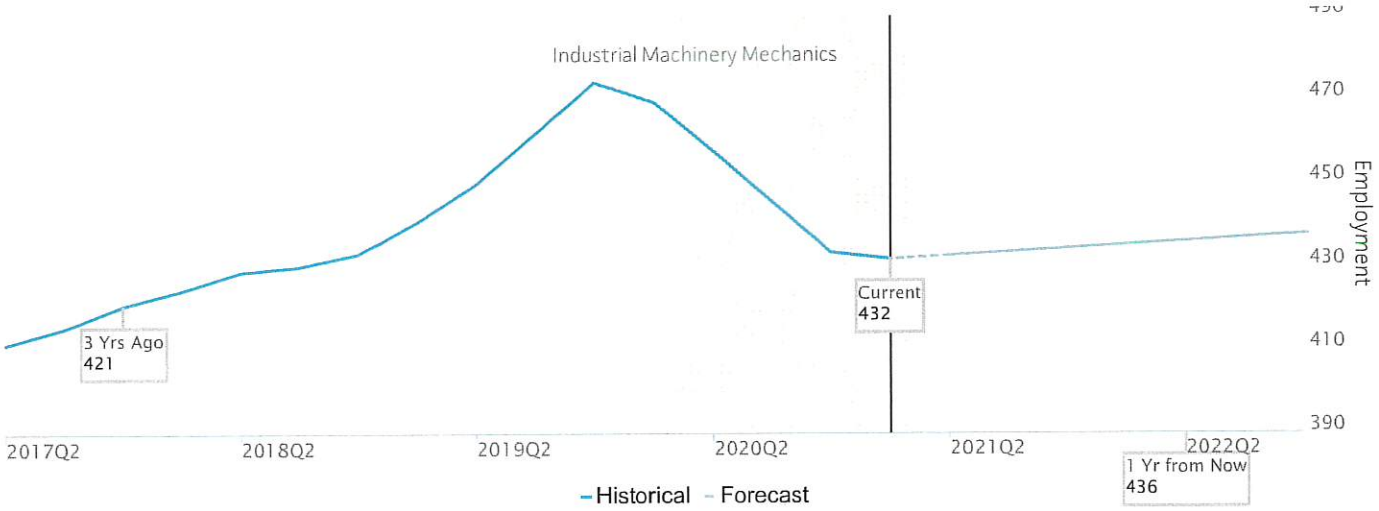
The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Industrial Machinery Mechanic Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Industrial Machinery Mechanics	**432**	**$50,300**	**0.86**	**7**	**44**	**0.8%**



Job Metrics

Job Postings
Last 12 Months

Average Demand
80

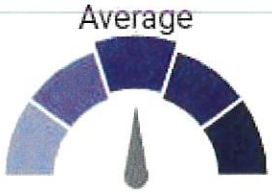
Projected Growth
10 Years

+6.6%

Time to Fill

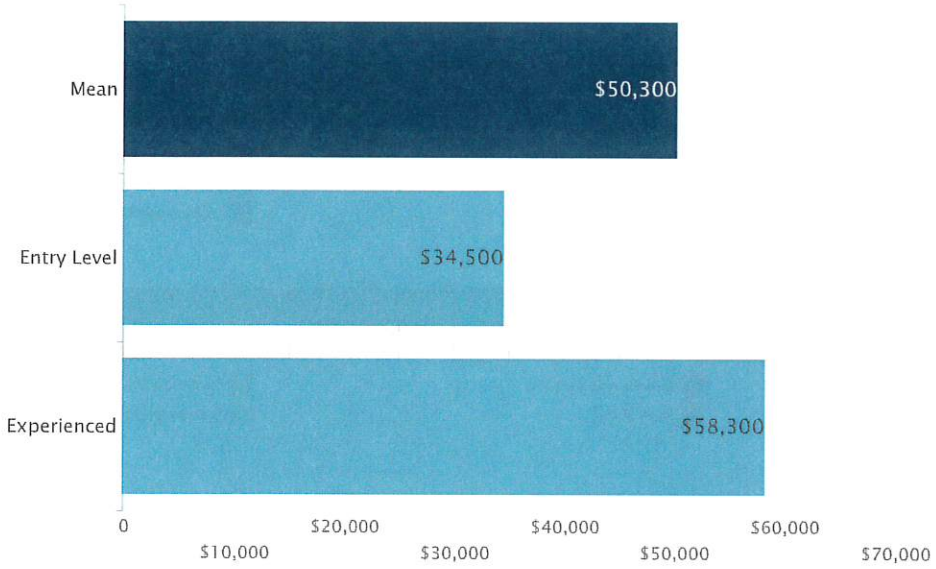
Similar to Fill
38 days

Location Quotient



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Wages:



Occupation	Mean	Median	Entry Level	Experienced
Industrial Machinery Mechanics	$50,300	$48,000	$34,500	$58,300

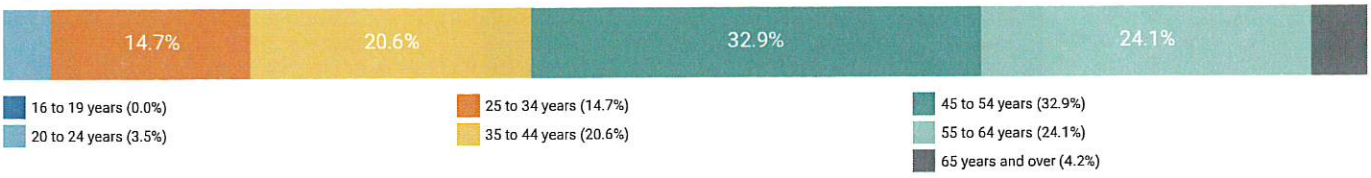
Top Employers Seeking Similar Talent in the Area:

Employer	Industry	job postings
Hanesbrands, Inc.	Retail Trade	6
City Winston Salem	Utilities	4
Herbalife	Manufacturing	4
Sonoco Products Company	Manufacturing	4
Amentum	Others	3
Greif Incorporated	Manufacturing	3
Bowlero Limited	Arts, Entertainment, and Recreation	2
Emcor Group	Construction	2
Johnson Controls Incorporated	Manufacturing	2
Tekni Plex Incorporated	Manufacturing	2

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

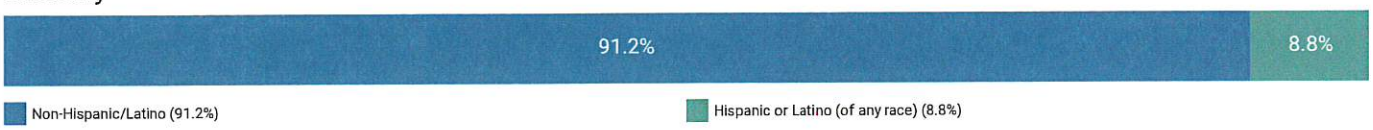
Occupation Demographics

Age

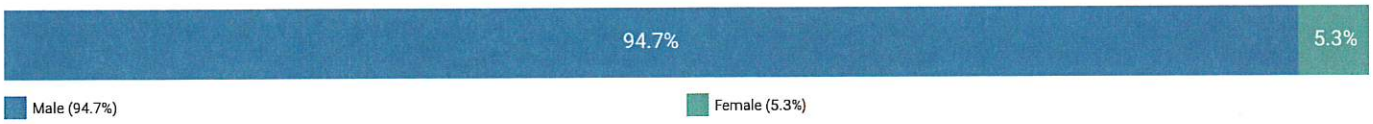


Race

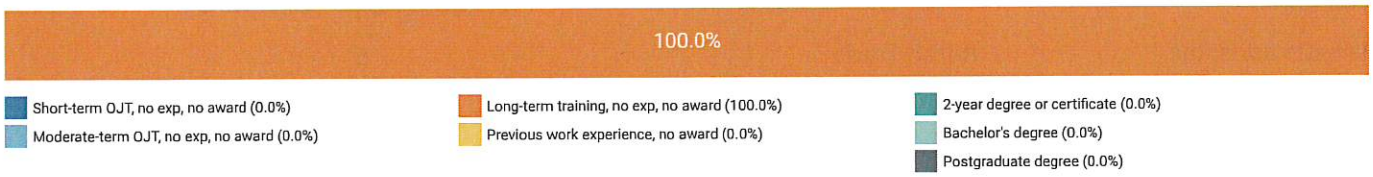
Ethnicity



Gender



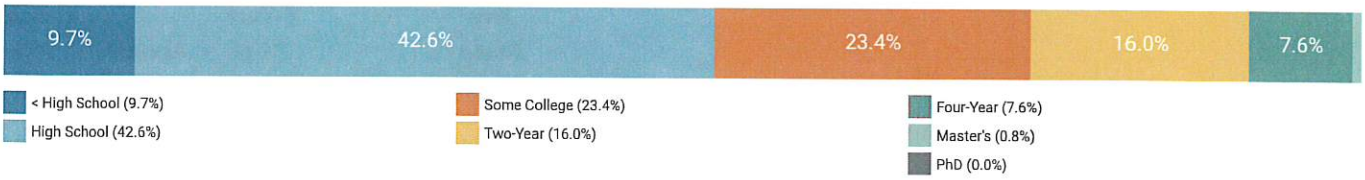
Education and Training Requirements



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Industrial Machinery Mechanics	High school diploma or equivalent	None	Long-term on-the-job training

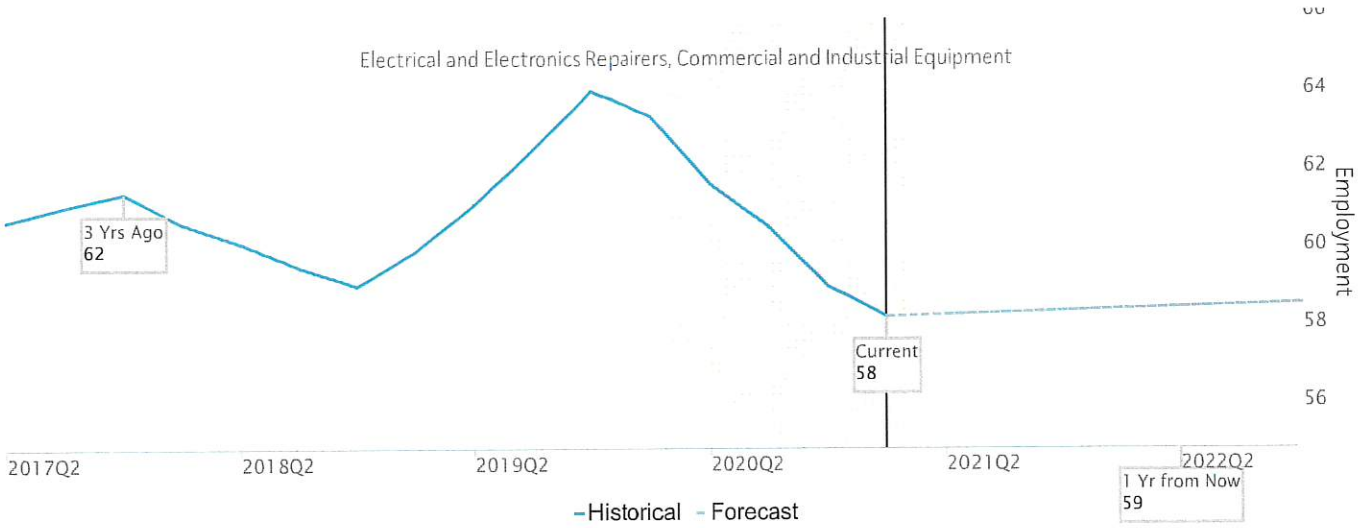
The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Electrical Repairers Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Electrical and Electronics Repairers, Commercial and Industrial Equipment	**58**	**$49,300**	**0.84**	**-2**	**5**	**0.3%**



Job Metrics

Job Postings
Last 12 Months

Low Demand
34

Projected Growth
10 Years

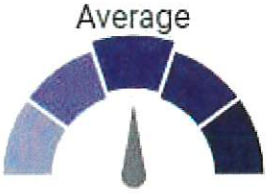
+6.7%

Time to Fill

N/A

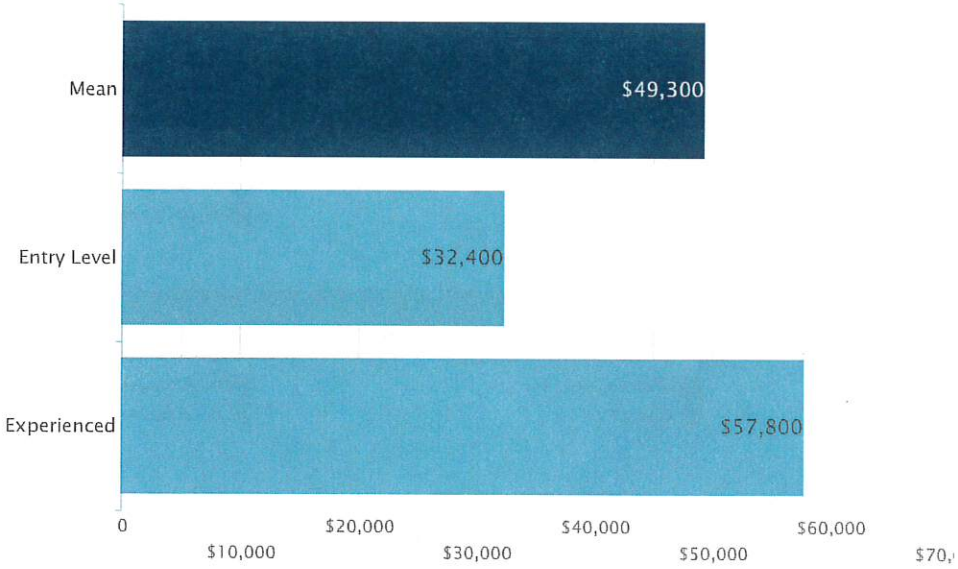
Location Quotient

Average



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Wages:



Occupation	Mean	Median	Entry Level	Experienced
Electrical and Electronics Repairers, Commercial and Industrial Equipment	$49,300	$47,600	$32,400	$57,800

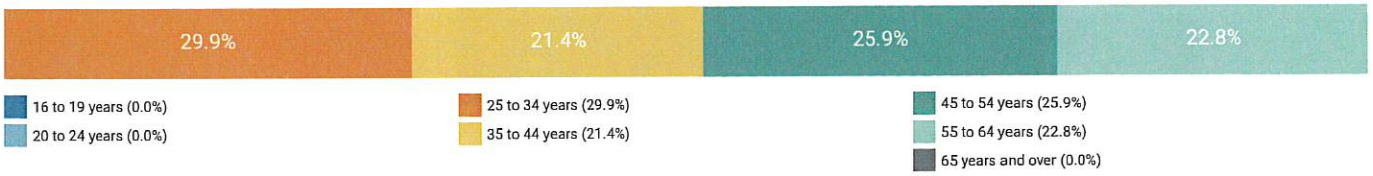
Top Employers Seeking Similar Talent in the Area:

Employer	Industry	job postings
Asurion	Finance and Insurance	12
Mobile Communications America Inc	Information	3
Mobile Communications America	Information	2
Bird Dog Traffic Control	Others	1
By Light Professional It Services	Others	1
Hartsell Brothers Fence Company	Others	1
Jernigan Electrical Services Company	Others	1
Mr Electric Llc	Construction	1
Multimedia Solutions Incorporated	Others	1

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

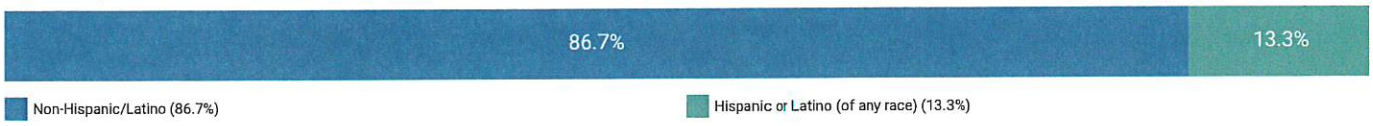
Occupation Demographics

Age

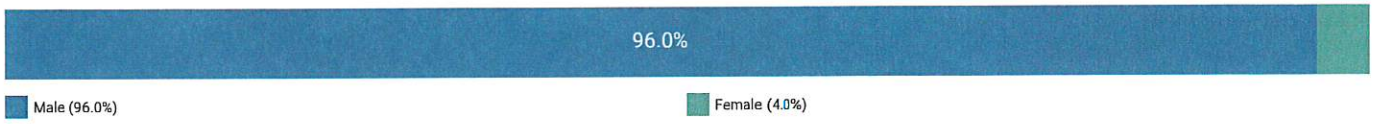


Race

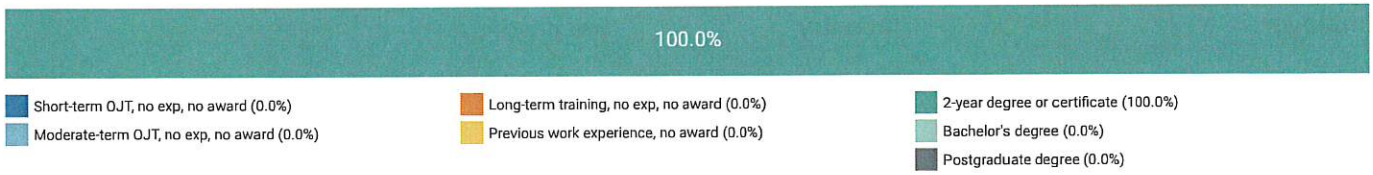
Ethnicity



Gender



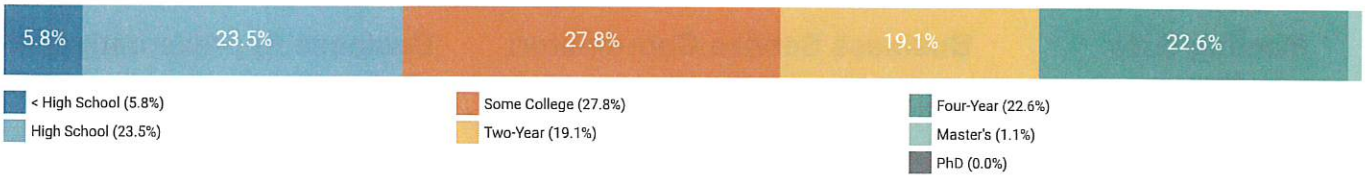
Education and Training Requirements



Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Electrical and Electronics Repairers, Commercial and Industrial Equipment	Postsecondary non-degree award	None	Long-term on-the-job training

The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Pain Points/Main Goals Identified with Employer

Meeting Date:	Business Service Coordinator:	Business Representative(s):
07/14/21	Preston Roseboro	Hailey Hendrix (Sr. Recruiter)

Pain Points Identified:

- Difficulty filling current openings. Low number of applicants, especially qualified applicants.
- Large number of new openings expected at Winston-Salem facility.
- Lack of job seeker awareness of Michelle's as a place of employment in our area.

Goals of the Employer:

- Increase company awareness in the region.
- Think of creative ways to attract new talent and increase number of applicants.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Services/Referrals Proposed

Services Proposed	Synopsis of Service	Benefits to Employer
On-The-Job Training	The Piedmont Triad Regional Workforce Development Board's (PTRWDB) On-the-Job Training program is designed to help offset the cost of training new hires and provide opportunities for job seekers who may not possess all of the skills needed for an open position. An OJT solution is a win-win for employers willing to hire and provide related instruction to new employees at the place of employment; while the new employees benefit by earning while they learn to perform the new job tasks and skills. OJT Registered Employers have the opportunity to receive reimbursement funds for up to 50% of the new hire's wages for up to 6 months (max $4000) depending upon factors such as the qualifying number of hours needed to reach job competencies and the rate of pay.	Offsets the cost of onboarding new talent, and relieves some of the stress of having to train new employees.
Work Experience	Short-term, development programs for in-school and graduating youth offers employers an opportunity to shape the minds and skills of students to build stronger work-ready communities and hire new talent as they enter the workforce. Speak with your Business Services Coordinator to learn more about the Triad Career Connect Work Experience Program and how to get involved with this proven model of Work-Based Learning.	Connects employer with young and eager talent, and allows employer to introduce young people to their company and industry.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Referrals Proposed	Synopsis of Referral	Benefits to Employer
NCWorks Career Center (Justin Tanks: justin.tanks@nccommerce.com)	NCWorks Career Centers can assist employers with many of their hiring needs by posting and advertising open positions on the NCWorks.gov website. NCWorks Career Centers also assist with screening candidates, and making referrals to employers. Employers also have the option of partnering with the NCWorks Career Centers to host hiring events and job fairs.	Provides a direct connection to job seekers that may be unemployed, or underemployed, and seeking their next career opportunity.
Referral: Forsyth Tech Learn & Earn Apprenticeship Program (LEAP) (Danielle Rose: drose@forsythtech.edu)	Registered apprenticeship is a training program designed to meet the needs of the employer by providing the employee with structured on-the-job learning, related instruction and a progressive wage scale. Registered apprentices earn state and national credentials certifying their skills.	Apprenticeship allows employers to structure a program that combines on-the-job training, and related instruction through the community college. Apprentices are often some of an employer's most loyal employees because they appreciate their employer investing so much into their skill development.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

Next Step

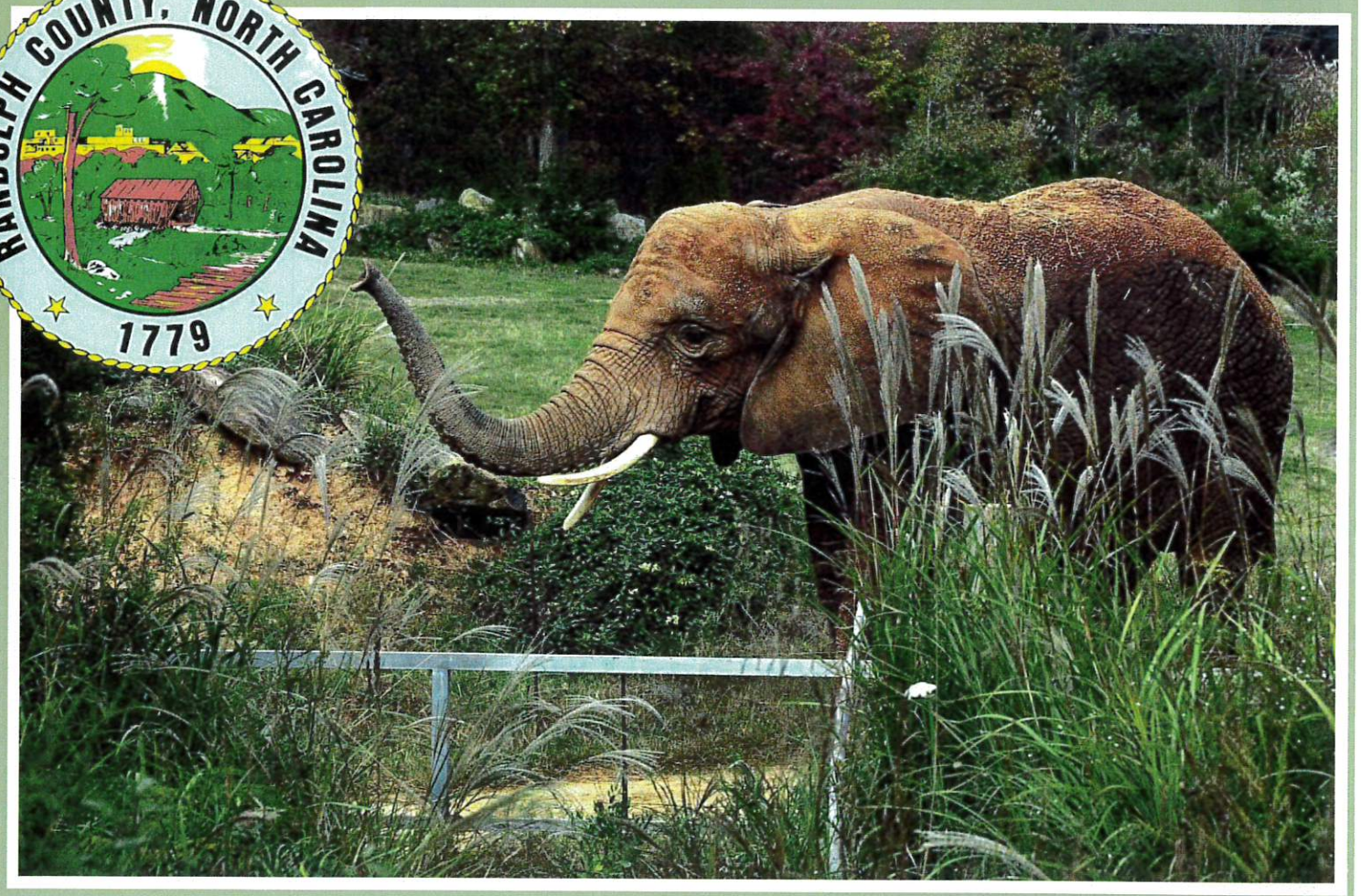
- Complete OJT Pre-Award Analysis if interested in OJT program.
- Continue to communicate and partner with PTRWDB/NCWorks staff on recruitment efforts.
- I have already virtually introduced you to Danielle Rose at Forsyth Tech. Follow up with her if you are interested in furthering a discussion around apprenticeship.
- Continue to attend job fairs/hiring events, and connecting with community partners to increase community awareness of Michelle's career opportunities and benefits.

Preston Roseboro
Business Service Coordinator
1398 Carrollton Crossing Drive | Kernersville, NC 27284
Phone: (336) 904-0300 | Fax: (336) 904-0308
proseboro@ptrc.org | www.ptrc.org |

The Piedmont Triad Regional Council is Proudly Serving

Randolph County

A PTRC member since 1969



PTRC
2022

SNAPSHOT OF SERVICES AND RETURN ON INVESTMENT

RANDOLPH COUNTY

FY 2021-2022

Dues Paid to the PTRC

$ 53,421

→

Funding pass through amounts and grant funding secured by the PTRC

$ 1,787,364

Program or Service Area	Grant Funding Provided
Aging Services Services for older adults include meals for seniors, transportation and legal services, prescription assistance and healthcare management, caregiver and respite assistance, in-home services, adult day care, four congregate nutrition sites, and the senior centers in Archdale, Asheboro, Liberty, and Randleman.	$ 1,196,578
Housing Programs Single Family Rehabilitation grants—4 units completed in FY 21-22	$ 247,619
Weatherization Services Grant funding secured to weatherize **24** homes for low income households, including repairing or replacing appliances and repairing/replacing heating and air conditioning units.	$ 343,167
On an investment of **$30,364** in membership dues, **$12,494** in RPO (transportation planning) dues, and **$10,563** in Stormwater Education and Outreach dues	**$ 1,787,364** returned

A look at the services and programs the PTRC is involved with in RANDOLPH COUNTY

Environmental Programs

- Stormwater Education: **16** direct education events in the county. **1,105** educational outreach packets distributed (nature notebooks, seed packets, rain scaping guides).
- Stormwater education mass media campaign impressions:
  178,240—Television/Cable; **66,144**—Radio; **177,081** Online and social media
  Website unique visitors—**11,944**

Economic Development Initiatives

- Small business development revolving loan fund—fully funded in 21-22.
- EDA funding of $500,000 awarded in phase 1 of the Build Back Better Regional Challenge. The region was one of 60 entities chosen from a pool of 529 applicants.
- Staffing for the Piedmont Triad Regional Food Council, promoting an inclusive, healthy, and resilient local food economy
- NC Triad website / Workforce Talent Alignment & Place Marketing (nctriad.com)
- Regional outdoor recreation website (nctriadoutdoors.com)

Housing & Community Development Programs

- Secured grant funding to weatherize **24** homes for low income homeowners and to rehab 4 additional single family units. Total value of improvements - **$590,786**

Aging Programs: funding, planning, and administration for services for older adults

- Over **$1 million** in funding for aging service providers in the county
- Served **1,544** Randolph County seniors in need; provided **89,351** meals to seniors, **9,124** transportation trips (including medical appointments), and **5,525** in-home/ personal care visits. Services are provided in partnership with Randolph County Senior Adults and Regional Consolidated Services.
- **3,465** grocery/produce bags distributed to low income seniors.
- **78** visits to 15 area long term care facilities. Ombudsmen provided assistance to **2,300** people via phone or email, and closed **1,037** complaints.
- In-home COVID-19 vaccination program for homebound seniors—**33** Randolph seniors vaccinated. In addition, **6,000** free at-home COVID tests were distributed to seniors regionwide.

Management & Planning Assistance

- Deep River Trail Conceptual Plan
- The Randolph County Locally Coordinated Transit Plan (a requirement of NC DOT).
- Monthly manager's meetings with state officials and federal representatives.
- Haskett Creek Watershed Stormwater Control Measures.

Weatherization Works

Creative Regional Solutions

The Piedmont Triad Regional Council is a voluntary association of local governments, urban and rural, authorized to:

- Make and implement joint regional decisions;
- Provide management, planning, and technical services to local governments;
- Identify and solve short and long term problems best addressed at the regional level; &
- Bring together local elected officials on a regular basis, giving them the opportunity to form working relationships.

Piedmont Triad Regional Council
1398 Carrollton Crossing Drive
Kernersville, NC 27284
(336) 904-0300

Guiding Principles for Workforce Development Realignment

The NCWorks Commission voted, during a special meeting on March 30, 2022, to approve this memorandum as an expression of the considered opinion of the entire Commission.

1. **Seek to better the lives of North Carolinians through realignment:** Support changes to the workforce development board system that will prioritize access to services for jobseekers and employers, efficient use of available resources, and responsiveness to local and regional needs.
2. **Expand local workforce development board access:** Reduce the number of single county workforce development boards to better reflect labor market and commuting patterns.
3. **Decrease redundancy among local workforce development boards within economic development areas:** Minimize the overlap of workforce development boards across multiple Prosperity Zones and, as applicable, Councils of Government, to better promote alignment with economic development activities.
4. **Better align community college and workforce development board service areas:** Minimize the overlap of workforce development boards across multiple community college service areas.
5. **Match local workforce development board outreach to area jobseeker and business customer needs:** Maximize the average percentage of individuals who live and work in the same region to be more reflective of current labor and commuter patterns.
6. **Ensure consistent service, strong visibility, and sufficient capacity among local workforce development boards:** Support policies that will strengthen the visibility and capacity of workforce development boards as well as partnerships between workforce and economic development entities to make certain that employers and jobseekers receive consistent service and response across the state.
7. **Allow flexibility for administrative entities:** Support existing administrative entities, including Councils of Government (COG), non-profits, and city/county governments, to remain in their administrative role, even if newly redrawn workforce area boundaries are different from previous boundaries.
8. **Consider further review of the broader workforce system:** While the role of workforce boards is central in workforce development, they are part of a broader system which may benefit from additional changes to further promote alignment and efficiency.

Conclusion

As North Carolina continues to focus on an equitable recovery out of the global COVID-19 pandemic, a strong, robust workforce development board system is essential. By better aligning workforce development boards with economic development activity, North Carolina can enhance access to services for jobseekers, provide greater support for employers, and increase prosperity for all. The Committee encourages local leaders to review and act in accordance with the principles (listed above) to develop a cohesive workforce board system that supports both local and statewide goals around workforce and economic development.

PIEDMONT TRIAD REGIONAL
WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT

WIOA and Strategic Opportunities

PTRWDB Strategic Funding Approach

Job Seeker and Business Services

Source: Workforce Innovation and Opportunity Act (WIOA)
Strategy: Training, supportive services, career coaching, work experience, business services, etc. for target populations. Operation of NCWorks Career Centers.

Additional Funding Resources

In order to achieve the impacts we hope to see in our community, strategic funding options are sought after by way of grant applications. These allow the PTRWDB to serve a greater portion of the workforce in innovative ways.

Rural Transportation Initiative

Source: Golden Leaf Opportunities for Work *Total: $200,000*
Strategy: Rural transportation research and project implementation

---

Job Seeker Resources for COVID-Impacted Dislocated Workers

Source: Department of Labor *Total: $450,000*
Strategy: Training and supportive services for COVID-impacted workforce. Allows flexibility and additional resources to serve job seekers that are otherwise not covered by WIOA.

Opioid Recovery to Work Initiative & Cohort

Source: Appalachian Regional Commission &
Development District of Appalachia *Total: $50,000*
Strategy: Training and supportive services for COVID-impacted workforce. Allows flexibility and additional resources to serve job seekers that are otherwise not covered by WIOA.

WIOA Funds Voluntarily Transferred from Other Workforce Boards

Source: NC Commerce *Total: $730,000*
Strategy: Provide additional job seeker services in addition to our formal allocation. This funding gave us the opportunity to serve more people through our NCWorks Career Centers.

PTRWDB Strategic Funding Approach

Supplemental Supportive Services for Students

Source: Governor's Set Aside Funds – Finish Line Grant
Strategy: Financial support and resources to complete training at NC community colleges

---

Modernizing Employer and Job Seeker Connections

Source: State Legislative Funds - ETWI *Total: $480,983 (2 terms)*
Strategy: Offering improved and flexible connections for employers to onboard new staff and creative outreach and technology solutions for the NCWorks Career Center.

Strategic Initiatives

These opportunities are offered by the PTRWDB outside of our WIOA-funded services. These initiatives represent solutions to recognized challenges in the local area.

Workplace Restart

Working closely with course developer, 180Skills, the PTRWDB has developed a training to support employers wanting to have their staff return to work safely. Participants received Renfro face masks upon completion. This initiative received a NADO award.

Dream It. Do It.

This flexible initiative connects the next generation of the workforce with hands-on experience in career exploration. Ambassador Training develops a peer network to share the benefits of careers in this pathway.

Mobile Fleet

With two flexible options for on-site events and resource sharing, the PTRWDB mobile fleet is a fantastic resource for job seekers and employers. Both vehicles are equipped with WIFI and laptops.

Carolina Across 100

The PTRWDB's opportunity youth placemaking initiative was selected for the ncIMPACT Carolina Across 100 opportunity. Here, we will connect youth with employment and highlight the assets in their communities which make them the perfect place to call home.

Triad Career Connect

This NADO award winning initiative of the PTRWDB includes employer-informed 2-week classroom training followed by an 8-week paid work experience.

IEI Workforce Leadership Initiative

The PTRWDB's application for the IEI Workforce Leadership Initiative was recently selected to participate in the first ever cohort for this training program.

PIEDMONT TRIAD REGIONAL
WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT
SNAPSHOT BY COUNTY

HOLDER County - Program Year 2021-2022 | February 20xx

Federal Workforce Development Funding:

Source: Workforce Innovation and Opportunity Act (WIOA)
Strategy: Training, supportive services, career coaching, work experience, etc. for target populations

WIOA Totals				
Population	PY2021-2022 Q1		PY2020-2021 Total	
	Funds Expended	% Population Budget Expended YTD	Funds Expended	% Population Budget
Youth (16-24)	71,797.93	47.38	538,810.60	39.2
Adult	99,096.98	60.63	741,138.03	58.22
Dislocated Worker	98,735.92	54.8	580,941.66	43

State Funding: Finish Line Grant

Source: Governor's Set Aside Funds
Strategy: Financial support and resources to complete training

Workforce Development Board:	**Piedmont Triad**	
Community College:	Example Community College	
Total # of Grants Paid since JULY 1, 2021	**Total dollar amount (paid) since JULY 1, 2021**	**Number of 1st time recipients since JULY 1, 2021**
64	$24,189.12	30

Grant Funding: National Dislocated Worker Grant (NDWG)

Source: Department of Labor
Strategy: Training and supportive services for COVID-impacted workforce

Financial Summary

	Disaster Relief Employment (Invoices Paid to Date)	Work Site Support (Equipment, Tools, etc.)	Supportive Services (Child Care, Transportation, Work Clothes, etc)	Career and Training Services (Invoice Paid to Date)	Administration (Staff, Travel)	Other Expense	Total Grant Expenditures
Reporting Month	$0.00	$0.00	$0.00	$1,412.40	$0.00	$0.00	$1,412.40
Prior Month Program Total	$0.00	$0.00	$0.00	$254,573.47	$0.00	$0.00	$254,573.47
Totals - All PYs	$0.00	$0.00	$0.00	$255,985.87	$0.00	$0.00	$255,985.87

Grant Funding: Golden Leaf Opportunities for Work

Source: Golden Leaf Foundation
Strategy: Rural transportation research and implementation

Golden LEAF		
Budget	**Expenditures**	**Balance Remaining**
$69,000.00	$34,541.99	$34,458.01
$0.00	$0.00	$0.00
$3,000.00	$0.00	$3,000.00
$0.00	$0.00	$0.00
$113,000.00	$0.00	$113,000.00
$15,000.00	$0.00	$15,000.00
$200,000.00	$34,541.99	$165,458.01

EXAMPLE

PIEDMONT TRIAD
WORKFORCE DEVELOPMENT

Piedmont Triad Regional Workforce Development Board

REAM IT. DO IT.

The next generation of talent in manufacturing will be inspired by hands-on, meaningful experiences gained through the creative career exploration resources offered by the PTRWDB. The DIDI initiative provides this connection for local employers to showcase high-quality career pathways to local talent.

CUSTOMIZED BUSINESS PROPOSALS

WIOA-funded business services bridge the business and talent gap. The PTRWDB recognized the need to direct these solutions using a business needs assessment coupled with high-quality labor market information. The resulting business proposal provides data-driven solutions for businesses of all sizes.

UILD BACK BETTER REGIONAL CHALLENGE

PTRC received the BBBRC Phase I award in December 2021 and applied for Phase II, to be announced September 2022. The PTRWDB is leading the talent development component project for the Piedmont Triad connecting employers with new talent pipelines. Job seekers can access extended supportive services and training to enter or re-enter the workforce.

TALENT ALIGNMENT STRATEGY

Recognizing an increasingly tight labor market, the PTRWDB conducted a regional study to assess gaps between educational attainment and employer need. The determined gaps are areas which workforce development directs initiatives and resources through business and job seeker services.

ICTRIAD.COM

The PTRWDB engages employers, chambers of commerce, travel bureaus, and other partners to support regional branding efforts in the Piedmont Triad. The NCTriad.com website is a talent attraction and retention website offering a custom job search platform, a cost of living tool, and a commute time tool.

CONSULTATIVE APPROACH

Each employer engaged with the PTRWDB business services team receives a 1:1 personalized needs assessment to determine their specific pain points. This approach allows for a tailored response including WIOA-funded solutions, partner referrals, or customized strategic initiatives.

Manufacturing Ambassadors
Enthusiastic employees who play a front-facing role in their community representing the manufacturing industry. By sharing their real life stories of success, they inspire future employees to find their dream.

MFG Day
A celebration of modern manufacturing held on the first Friday each October. By opening their doors to local students, manufacturers can showcase the amazing work they do on a daily basis and educate the community.

The Dream It. Do It. Network
The Dream It. Do It. network is a unique national network of professionals dedicated to engaging, educating and employing the next generation in high-quality manufacturing jobs.

Changing Misperceptions
Manufacturing has an image problem. These misperceptions lead potential employees away from high-paying, rewarding careers in manufacturing. The Dream It. Do It. initiative seeks to change this narrative.

PIEDMONT TRIAD dream it. DO IT.™

Randolph County Administration

Memo

To: Randolph County Board of Commissioners

From: Will Massie, Assistant County Manager / Finance Officer

Date: 11/4/2022

Re: Fidelity Bonds

Session Law 2022-53 was signed into law on July 7, 2022. One of the provisions included in the Senate bill was a revision on the amount of fidelity bond coverage for every unit of government's finance officer. Instead of a $50,000 minimum, NC General Statute 159-29 now reads:

§ 159-29. Fidelity bonds.

(a) The finance officer shall give a true accounting and faithful performance bond with sufficient sureties in an amount to be fixed by the governing board. A person may not be appointed as a finance officer if the person is unable to obtain the bond required by this section. The premium on the bond shall be paid by the local government or public authority. The amount of the bond fixed by the governing board may not be less than the greater of the following:

(1) Fifty thousand dollars ($50,000).

(2) An amount equal to ten percent (10%) of the unit's annually budgeted funds, up to one million dollars ($1,000,000).

As a result, the fidelity bond for both the Finance Officer and the Deputy Finance Officer is required to be set at the $1,000,000 level, rather than the current $500,000.

Please set the fidelity bond level for the Randolph County Finance Officer and Deputy Finance Officer at $1,000,000. The Finance Officer bond will take effect December 1.

Randolph County

Office of the County Manager
725 McDowell Road
Asheboro, North Carolina 27205
www.randolphcountync.gov

Date: November 7, 2022

To: Board of Commissioners

Re: Firefighter's Relief Fund Nominations

With the legislative changes in 2017, the Relief Fund Certification to the Commissioners required by statute commonly known as the "Report of Fire Conditions," "Certification of Eligibility," or "Board of Trustees Report," must now be collected by the NC State Firefighters' Association. This report is made by the Fire Chief when entering Certified Rosters at year end. The report is due to the NC State Firefighter's Association by January 15th, along with the Certified Roster. Once the report is compiled by NCSFA, they will provide the information to NCDOI.

Please find the attached list of appointees. All are the same as last year.

Let me know if you have any questions.

Thank you,

Dana Crisco

Telephone: 336-318-6300
CountyManager@randolphcountync.gov

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

MEMORANDUM

To: Randolph County Commissioners

From: Tara Aker, Public Health Director

Re: Request to Appoint Danielle Corona, RN, to the Randolph County Board of Health

Date: October 6, 2022

On November 30, 2022, Julie Mabe, RN, completes her appointment on the Randolph County Board of Health with nine years of service. During her service, Ms. Mabe has been an asset to the board.

I am requesting the appointment of Danielle Corona, RN, to the Randolph County Board of Health. Danielle grew up in Mt. Airy, NC; she has resided in Randolph County since 2004. She received an Associate's Degree in Nursing from Surry Community College and a Bachelor's Degree in Nursing from Winston-Salem State University. Danielle currently works for Randolph Health Pediatrics. Her previous work experience includes work in the Emergency Department and Labor and Delivery at Randolph Health. Danielle lives in Randleman and is a member of St. Joseph Catholic Church. In her spare time, she enjoys spending time with her family.

Danielle will make an excellent addition to the Randolph County Board of Health. Her appointment will be effective December 1, 2022. I appreciate your consideration of this recommendation.

Randolph County
Serving with Heart from the Heart of North Carolina

Tracie Murphy
Director

Department of Social Services

Susan A. Stevenson
Board Chair

Memo

To: Randolph County Commissioners

From: Tracie Murphy, Director of Social Services

Date: October 27, 2022

Re: Adoption Awareness Month Proclamation

National Adoption Awareness Month is celebrated in November. Randolph County Department of Social Services currently has 237 children living in foster care. 108 of those children have adoption as their permanent plan. Please give positive consideration to proclaiming November as Adoption Awareness month in Randolph County.

RandolphCounty
Heart of North Carolina

RANDOLPH COUNTY
BOARD OF COMMISSIONERS

Randolph County Office Building ■ 725 McDowell Road
Asheboro, North Carolina 27205 ■ Telephone 336-318-6300

Darrell Frye, Chairman
David Allen, Vice Chairman
Kenny Kidd
Maxton McDowell
Hope Haywood

Proclamation

ADOPTION AWARENESS MONTH-NOVEMBER 2022

WHEREAS, November is celebrated nationally as **ADOPTION AWARENESS MONTH** to express the right of every child to grow up in a permanent, secure, and loving family; and

WHEREAS, the adoptive experience provides the foundation for a happy, productive adulthood; and

WHEREAS, the Randolph County Department of Social Services currently serves 237 children in substitute care who live apart from their birth families and adoption is the permanent plan for 108 of these children; and

WHEREAS, Randolph County actively promotes the timely adoption of these children and has finalized 38 adoptions since July 1, 2021, some of whom have special needs; and

WHEREAS, children waiting for adoptive families and those families who have adopted these children require and deserve community support.

NOW, THEREFORE, BE IT PROCLAIMED, that the Randolph County Board of Commissioners recognizes November 2022 as **ADOPTION AWARENESS MONTH** in our county and we urge our citizens to recognize and support this observance.

This the 7th day of November 2022.

_____
Darrell Frye, Chairman
Randolph County Board of Commissioners

Randolph County Administration

Memo

To: Randolph County Board of Commissioners

From: Will Massie, Assistant County Manager / Finance Officer

Date: 11/4/2022

Re: Budget Amendment – Local Assistance and Tribal Consistency Fund Grant

---

The American Rescue Plan (ARP) appropriated $2 billion to Treasury for federal fiscal years 2022 and 2023 to provide payments to eligible revenue sharing counties and eligible Tribal governments, for use on any governmental purpose except for a lobbying activity. Allocations were determined by evaluating economic conditions of each eligible revenue sharing county, using measurements of poverty rates, household income, land values, and unemployment rates as well as other economic indicators, over the 20-year period ending with September 30, 2021.

Randolph County can receive $50,000 for each of the two federal fiscal years. Eligible revenue sharing county governments must request funding by January 31, 2023.

To accept this grant, please a) appoint the Assistant County Manager / Finance Officer as the authorized representative to apply for this funding and b) the approve the following budget amendment to the General Fund:

2022-2023 Budget Ordinance

Budget amendment #_____

General Fund

Revenues	**Increase**	**Decrease**
Restricted Intergovernmental	$50,000	
Appropriations	**Increase**	**Decrease**
Administration	$50,000	

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

MEMORANDUM

To: Randolph County Commissioners

From: Tara Aker, Public Health Director

Re: Board of Health – Reappointment

Date: October 6, 2022

As of December 1, 2022, The Randolph County Board of Health requests that Dr. Amy Williams be reappointed for a second term of three years as the Dentist representative to the Board of Health.

Dr. Amy Williams
476 Walnut Drive
Asheboro, NC 27205
336-629-9146 (work)
336-653-7041 (mobile)
Amy.Williams2@randolphcountync.gov

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

MEMORANDUM

To: Randolph County Commissioners

From: Tara Aker, Public Health Director

Re: Board of Health – Reappointment

Date: October 6, 2022

As of December 1, 2022, The Randolph County Board of Health requests that Dr. Carri Hampton be reappointed for a second term of three years as the Veterinarian representative to the Board of Health.

Dr. Carri Hampton
3928 Lassiter Mill Road
Asheboro, NC 27205
336-328-1000 (work)
910-975-1280 (mobile)
Carri.Hampton@randolphcountync.gov

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

MEMORANDUM

To: Randolph County Commissioners

From: Tara Aker, Public Health Director

Re: Board of Health – Reappointment

Date: October 17, 2022

As of December 1, 2022, The Randolph County Board of Health requests that Dr. Robert Brown be reappointed for a third term of three years as the physician representative to the Board of Health.

Robert Brown, MD
1654 Gray Owl Road
Asheboro, NC 27205
Robert.Brown@randolphcountync.gov

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

MEMORANDUM

To: Randolph County Commissioners

From: Tara Aker, Public Health Director

Re: Board of Health – Reappointment

Date: October 6, 2022

As of December 1, 2022, The Randolph County Board of Health requests that Dr. Ryan Snipes be reappointed for a second term of three years as the Optometrist representative to the Board of Health.

Dr. Ryan Snipes
2572 Caraway Springs Trail
Sophia, NC 27350
336-495-3937 (work)
336-337-1298 (mobile)
Ryan.Snipes@randolphcountync.gov

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

Memo – Budget Amendment

To: Randolph County Board of Commissioners

From: Tara Aker, Health Director

Date: 10/10/2022

Re: Budget Amendment – Public Health

Randolph County Public Health has been awarded temporary funding in the amount of $38,321 from the Whole Child Health/Division of Child and Family Well-Being. Funding will be used to support staff positions that will foster, grow and maintain the tie between public health and education to support COVID testing and response programs and other activities that improve population and individual health for students and school staff.

Please make the following budget amendment to the General Fund:

2022-23 Budget Ordinance

General Fund

Budget amendment #_____

Revenues	**Increase**	**Decrease**
Restricted Intergovernmental	$38,321	
Appropriations	**Increase**	**Decrease**
Public Health	$38,321	

RANDOLPH COUNTY

TAX DEPARTMENT
725 MCDOWELL RD, ASHEBORO, NC 27205-7370

Date: **October 27, 2022**

To: **Randolph County Commissioners**

From: **Debra P Hill, Tax Administrator**

RE: **Appointment to the Board of Equalization and Review**

I am requesting the Board of County Commissioners reappoint Michael Ayers to the Board of Equalization and Review.

Mike has served on the Board since 2001. He has a good understanding of the powers and duties of the Board of Equalization and Review set forth by the North Carolina General Statutes.

I have spoken with Mike and he is willing to serve another term.

Should you have any questions please contact me at 318-6531 or Debra.Hill@randolphcountync.gov

Thank you for your consideration.

Date: October 27, 2022

To: Randolph County Commissioners

From: Debra P Hill, Tax Administrator

RE: Reappointment to the Tax Commission and Board of Equalization and Review

---

I am requesting the reappointment of Michael J Somero to the Tax Commission and Board of Equalization and Review. He has served since 2015.

He has proven to be very knowledgeable and an asset to the Boards. He has a good understanding of the powers and duties of the Board of Equalization and Review set forth by the North Carolina General Statutes.

I have spoken with Michael and he is willing to serve another term.

Should you have any questions please contact me at 318-6531 or dphill@co.randolph.nc.us.

Thank you for your consideration.

CITY OF RANDLEMAN
204 S. Main Street
Randleman, North Carolina 27317
(336) 495-7500 / Fax: (336) 495-7503
www.randleman.org/
Gary Betts Sr., MAYOR

ALDERMEN
Renee Bryant, Mayor Pro-Tempore
Melissa Blalock
Nancy Henderson
Sharon Leonard

William Johnson, City Manager

October 19, 2022

To the Randolph County Commissioners:

The City of Randleman humbly requests the reappointment of Ms. Wanda Hilton, Mrs. Peggy Hinshaw and Mrs. Judy Kirkman as E.T.J. members of the Randleman Planning & Zoning Board and the Randleman Board of Adjustment. Thank you for your consideration of our request.

Sincerely,

Greg Patton
Randleman Planning Director

Randolph County
Department of Social Services

TRACIE MURPHY
DIRECTOR

P.O. BOX 3239
ASHEBORO, NORTH CAROLINA
27204-3239

SUSAN STEVENSON, CHAIR
SOCIAL SERVICES BOARD

Memo – Budget Amendment

To: Randolph County Board of Commissioners

From: Randolph County Department of Social Services

Date: 11/4/2022

Re: Budget Amendment – Social Services Grant

DSS has received a grant from Randolph County Partnership for Children for United Way child care for 2022-2023. The grant from the Partnership for Children supports children in the Archdale/Trinity area by funding payments to child care providers.

Please make the following budget amendment to the General Fund:

2022-2023 Budget Ordinance

General Fund

Budget amendment #_____

Revenues	**Increase**	**Decrease**
Restricted Intergovernmental	$ 23,782	
Appropriations	**Increase**	**Decrease**
Social Services	$ 23,782	

PIEDMONT TRIAD REGIONAL COUNCIL
1398 CARROLLTON CROSSING DRIVE
KERNERSVILLE, NC 27284
(336) 904-0300
MATTHEW L. DOLGE • EXECUTIVE DIRECTOR

October 26, 2022

Ms. Dana Crisco
Clerk to the Board of Commissioners
Randolph County
725 McDowell Rd.
Asheboro, NC 27205

Dear Ms. Crisco,

This letter is to request the reappointment of Ms. Linda Covington to the Randolph County Nursing Home Community Advisory Committee. She is a true asset to the committee and is willing to continue to serve.

Your assistance in bringing this matter to the Board of County Commissioners is appreciated. If you have any questions please contact me at (336) 904-0300. Thank you for all of your help.

Sincerely,

Ashley Marcolivio

Ashley Marcolivio
Long-Term Care Ombudsman

RANDOLPH COUNTY SHERIFF'S OFFICE
SHERIFF GREGORY J. SEABOLT

727 McDowell Road
Asheboro, North Carolina 27205
Phone: 336.318.6699 Fax: 336.318.6618

Memo

To: Randolph County Board of Commissioners
From: Sheriff Greg Seabolt
Date: 11/07/2022
Re: Budget Amendment – Walmart Community Grants and Bikers behind the Blue Donation

The Randolph County Sheriff's Office has been awarded a total of $3,500 through Walmart Community Grants. These funds are to be specifically used for outfitting less lethal shotguns and wrapping a vehicle for community service events. In addition to this there was also a donation from the "Bikers behind the Blue Ride" this is charitable event in which funds are donated to local law enforcement agencies. A total of $1,200 was donated to the Randolph County Sheriff's Office canine unit to purchase a new bite suit for training purposes.

Please approve the following budget amendment:

2022-2023 Budget Ordinance

Budget amendment #_____

General Fund

Revenues	**Increase**	**Decrease**
Miscellaneous	$4,700	
Appropriations	**Increase**	**Decrease**
Sheriff	$4,700	

Randolph County Public Health

ASHEBORO, NORTH CAROLINA 27205-7368

Ira McDowell Governmental Center

2222-B South Fayetteville Street

Telephone (336) 318-6200

Fax (336) 318-6234

Memo – Budget Amendment

To: Randolph County Board of Commissioners

From: Tara Aker, Health Director

Date: 10/20/2022

Re: Budget Amendment – Public Health

Randolph County Public Health has been awarded temporary funding in the amount of $1,158 from the Epidemiology/Communicable Disease Branch. Funding will be used to enhance latent tuberculosis (TB) infection and active TB disease screening and treatment for Ukrainian refugees and humanitarian parolees by expanding TB-related services to include: diagnostic testing, providing directly observed therapy, promoting treatment initiation and completion, and by providing linguistic assistance.

Please make the following budget amendment to the General Fund:

2022-23 Budget Ordinance

General Fund

Budget amendment #_____

Revenues	**Increase**	**Decrease**
Restricted Intergovernmental	$1,158	
Appropriations	**Increase**	**Decrease**
Public Health	$1,158	

MEMORANDUM

TO: County Commissioners

FROM: Wendy Kennon, Public Health Educator II

DATE: October 31, 2022

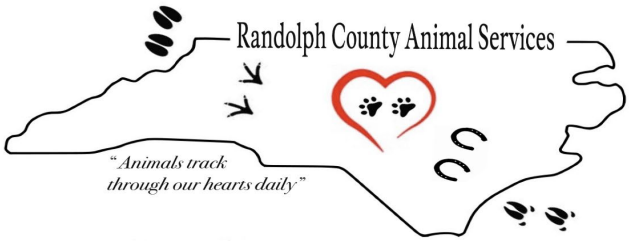
RE: JCPC Member – Reappointment

- The following members have terms expiring and have agreed to serve another two-year term:

  Brian Arrington
  Hal Johnson
  Patrick O'Hara

Jonathan Moody
Randolph County Animal Services Director
1370 County Land Rd
Randleman, NC 27317

Office(336) 683-8237
Cell (336) 963-6650
Fax (336) 629-5965



I am recommending Veterinarian Larry J. Minter from the North Carolina Zoo to sit on the Animal Advisory Board. The Advisory Board currently has an open board seat for a Veterinarian. I was able to meet with Dr. Minter on Thursday, October 27th along with current board member Jason Balder. We were able to discuss the past, present, and future of Randolph County Animal Services with Dr. Minter. During this time, I was able to discuss the open board seat. Dr. Minter agreed, if able to, he would like to fill that seat. Given Dr. Minters knowledge, he would be an asset to the Randolph County Animal Services Advisory Board.

Thank you,
Jonathan Moody
Director, Randolph County Animal Services

Randolph Partnership for Children

Created by:

Institute for Family

Children's Home Society of North Carolina

2022 Randolph County Assessment Report

Funded by the Randolph County Board of Commissioners

October 2022

Table of Contents

Executive Summary 3

Acknowledgments 5

Definition of Terms 6

Introduction 7

Assessment Process 8

Section 1: General Community Demographic Trends 11

Section 2: Community Asset Inventory 15

- Section 2.1: Existing Community Services 15
- Section 2.2: Assets Identified By Residents 17
- Section 2.3: Key Takeaways 20

Section 3: Community Need/Opportunities 21

- Section 3.1: Community Data Summary 21
- Section 3.2: Community Needs Identified By Residents 28
- Section 3.3: Key Takeaways 32

Section 4: Community Narratives And Beliefs Around Children And Families 34

- Section 4.1: Narratives Identified Through Caregiver And Community Influencer Interviews 34
- Section 4.2: Results From Media Analysis 36
- Section 4.3: Key Takeaways 38

Section 5: Community Dynamics And Readiness For Change 39

- Section 5.1: Community Dynamics Noted By Residents 39
- Section 5.2: Results From Community Readiness For Change Assessment Tool 43
- Section 5.3: Key Takeaways 45

Section 6: Child Welfare Analysis **46**

Section 6.1: General Randolph County Findings And Areas Of Success **46**

Section 6.2: Randolph County Trends Over Time **48**

Section 6.3: Results From Caregiver And Community Influencer Interviews **52**

Section 6.4: Key Takeaways **54**

Section 7: Financial Analysis **55**

Section 7.1: Department Of Social Services Budget Analysis **55**

Section 7.2: Public Financing Streams With Aligned Goals **57**

Section 7.3: Key Takeaways **59**

Section 8: Limitations **60**

Section 9: Final Recommendations **61**

Conclusion **63**

Appendix **64**

Endnotes **78**

Executive Summary

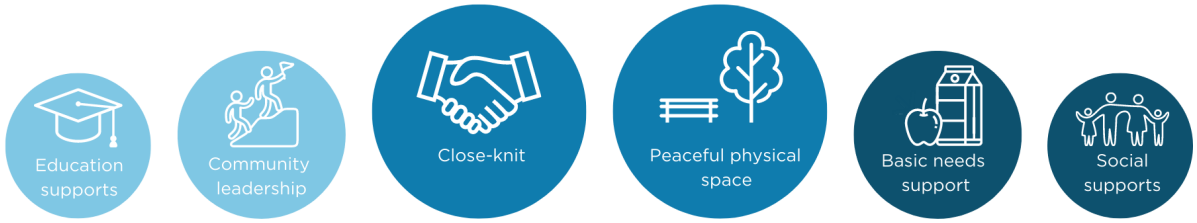
2022 Randolph County Community Assessment Snapshot

Children's Home Society, through its Institute for Family (IFF), received funds from the Randolph County Board of Commissioners to assess trends around family well-being and provide insights on how to reduce the rising pattern of kids in foster care in Randolph County. The process took place between January-July 2022 and included:

- An analysis of population health and DSS data
- An environmental scan of assets and opportunities
- Over 100 resident interviews (81 caregivers and 26 community influencers)
- Media analysis of stories about child maltreatment

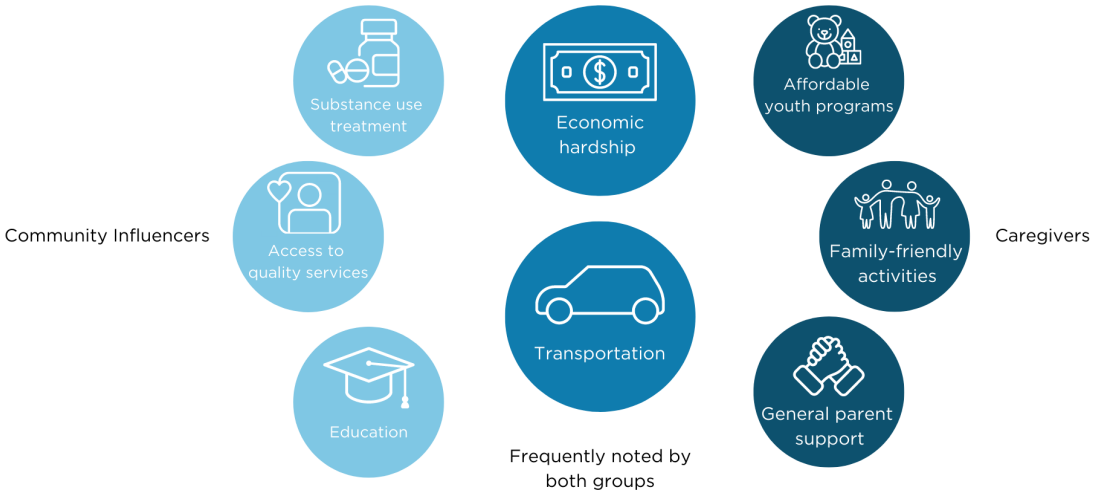
RESIDENTS NOTED MANY ASSETS IN RANDOLPH COUNTY

(n=79 parents, 17 community influencers)



RESIDENTS IDENTIFIED OPPORTUNITIES TO BETTER SUPPORT LOCAL FAMILIES

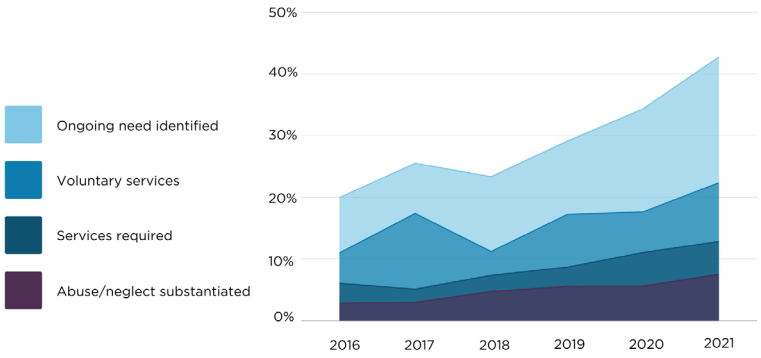
(n=79 parents, 17 community influencers)



STRESSORS THAT OVERBURDEN FAMILIES ARE INCREASING IN RANDOLPH COUNTY

Department of Social Services (DSS) Assessment findings show growing needs at every phase. For example, the proportion of families with needs/concerns identified has more than doubled and foster care rates are up 82% since 2016. Even with employment, caregivers consistently noted that they are struggling with transportation and meeting their most basic needs.

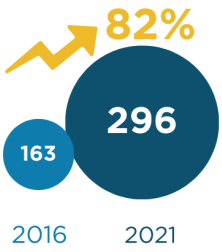
Percentage of total assessments with service needs or abuse/neglect substantiated (2016-2021)



> "Families make too much to receive things like food stamps, but they still struggle because they do not make enough to get by."
>
> - Randolph County Caregiver

THE INCREASED PROPORTION OF FAMILIES WITH COMPLEX NEEDS IS DRIVING COSTS UP

CHILDREN IN FOSTER CARE
Randolph County



*Compared to a 2% increase across North Carolina over this same time period

COST OF CHILD WELFARE
Randolph County

*Compared to a 5% increase in Medicaid over this same time period

TO BEGIN REDUCING THE NUMBER OF CHILDREN IN FOSTER CARE, IFF RECOMMENDS:

- **Enhance relationships** between overburdened caregivers and historical decision-makers.
- **Expand shared decision-making processes** that include caregivers that are the most overburdened and co-create new solutions.
- **Invest in addressing the economic hardships** that families are experiencing and transportation needs.
- **Support the digitization of DSS data** to increase efficiency, information access, data-driven decisions, and ability to measure effectiveness.
- **Assess history** to identify how past policies, practices, and investment patterns may link to present conditions.
- **Prioritize resources** in areas with lower community health and wellness scores.
- **Shift investments** more upstream to prevent families from entering the child welfare system.
- **Build community awareness** about factors that overburden families and how the community can help.

Acknowledgements

The Institute for Family (IFF), a department of Children's Home Society of North Carolina, would like to thank the numerous partners that made this assessment possible. First, a special thank you to the Randolph County Board of Commissioners for providing funds to support the work, and to the Randolph Partnership for Children who dedicated countless hours as the lead partner in planning and implementing the assessment process. IFF would also like to recognize the dedicated members of the Department of Social Services team, particularly the leadership, quality improvement, and fiscal management teams, who provided ongoing access to data and participated in numerous meetings to share insights and provide historical context. We would also like to acknowledge the meaningful contributions and support from the Department of Public Health team including the sharing of prior community assessments, and joint coordination around data collection and utilization.

IFF would especially like to thank the more than 80 caregivers who demonstrated their unwavering dedication to Randolph County by making their voices heard during the interview process. For the purpose of this assessment, caregiver was defined as an adult family member who provides care for children (e.g. parent, grandparent, aunt, uncle, etc.). We are extremely grateful for the courage, vulnerability, and extensive knowledge that caregivers provided and for sharing their innovative ideas on how the community can support family well-being. Additionally, we would like to recognize more than 20 community influencers who provided valuable perspectives during the assessment process including school district leaders, elected officials, individual donors, members of the faith-based community, local community champions, justice system members, and leaders from the non-profit sector. Finally, a special thank you to the following entities for meeting with our team to provide support and guidance:

- Asheboro Housing Authority
- Asheboro Raiders Football Team
- Faye's Hope
- Lydia's Place
- Mt. Shepherd Retreat Center
- Our Daily Bread Soup Kitchen
- Randolph ChAMPS
- Randolph Community College
- Randolph County Community Navigators
- Randolph County Managers
- Randolph County Family Crisis Center
- Randolph County Public Libraries
- Randolph Partnership for Children
- Regional Consolidated Services
- United Way of Randolph County
- Village of Barnabas Initiative (VOB Initiative)
- Your Choices Randolph

Definition of Terms

Community asset: A strength or something perceived as beneficial within a community.

Caregiver: An adult family member who provides care for children (i.e., parents, grandparents, aunt, uncle, etc.).

Child welfare system: Group of services designed to promote the well-being of children by ensuring safety, achieving permanency, and strengthening families.[i] In Randolph County, the Department of Social Services (DSS) is the designated child welfare agency.

Child welfare involvement: Any interaction between a child welfare agency and caregivers.

Community influencer: Individuals that are actively involved in supporting child/family well-being such as school district leaders, elected officials, individual donors, members of the faith-based community, local community champions, justice system members, and leaders from the non-profit sector.

Family well-being: A state in which all family members are safe, healthy, and have the ability to reach their full potential.[ii]

Prevention: Upstream strategies to keep families from facing child welfare involvement such as addressing root causes of stress prior to problems escalating.

Primary drivers of health: Circumstances that are shown through research to affect a person's health and quality of life which include access to quality health care, education access and quality, access to and affordability of healthy foods, social connections and support, stable employment and housing, safe neighborhoods, clean air and water, and more.[iii]

Quantitative data: Numerical information that is used to shed insight on trends.[iv]

Qualitative data: Information that is non-numerical that seeks to understand opinions, experience or concepts.[v]

Introduction

The Institute for Family (IFF) is a department of Children's Home Society of North Carolina that seeks to advance family well-being. IFF received funds from the Randolph County Board of Commissioners to conduct a Community Assessment for Randolph County. Funds were distributed through the Randolph Partnership for Children who served a lead role in planning and implementing the assessment process. The assessment was designed to help community stakeholders better understand the needs, set priorities, and inform investments, with a particular emphasis on how to reduce the number of children in foster care and enhance family well-being.

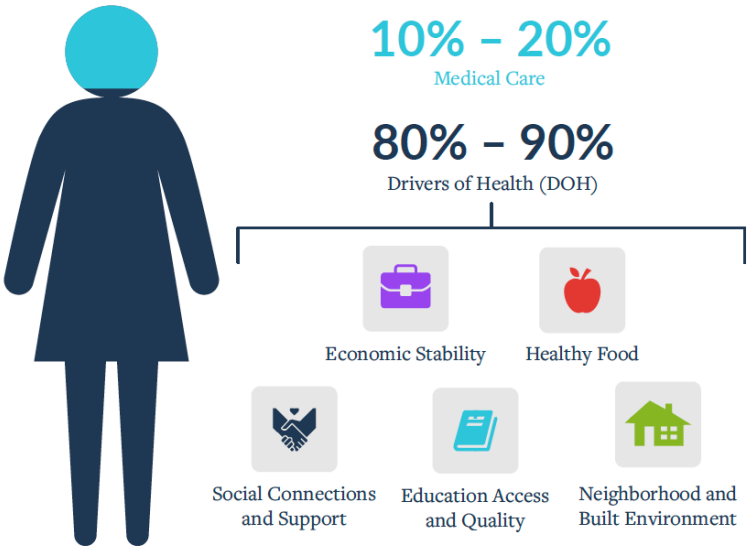
In December 2021, IFF leaders met with county leaders to discuss and refine the assessment process to be used. This report summarizes the findings from the assessment, which occurred between January and July 2022, and includes recommendations for moving forward.

.

Assessment Process

For this assessment, IFF used a mixed-method approach that combined both quantitative and qualitative data collection and analysis. The quantitative analysis, conducted in partnership with researchers from the University of North Carolina at Chapel Hill, assessed the county's economic, health, educational, social, and neighborhood contexts as well as child welfare trends. These factors were used as extensive research shows these are critical to increase health, mental health, well-being and quality of life outcomes for individuals. Commonly referred to as "drivers of health," these are conditions in the places where people live, learn, work, play, and pray that have been shown to impact a wide range of health, quality-of-life risks, and wellness outcomes.[vi] As demonstrated in Figure 1, research shows that these conditions account for between 80-90% of an individuals' health and wellness, with only 10-20% being impacted by direct care, such as medical care.[vii] There is also a strong relationship between these factors and the likelihood that someone will end up in the child welfare system.

Figure 1: Conditions where people live, learn, work, play, and pray drive health and well-being outcomes more than access to treatment.
Source: Christensen Institute



> "[Randolph County] feels like home. I love the community and the neighbors. [The] county has some supports for families."
>
> - Randolph County Caregiver

Data from six sources were used to examine characteristics of the County, child welfare trends, and the extent to which family and child well-being are supported through community protective factors:

1. The American Community Survey (ACS)
2. The 2021 Population Census
3. The Centers for Disease Control and Prevention (CDC)
4. Kids Count Data Center
5. The US Department of Agriculture (USDA)
6. Randolph County Child Welfare Administrative and Fiscal Data

The American Community Survey (ACS) data are estimates based on a rolling sample survey from 2015 to 2019 (i.e., 60 months). The census data come from the most recent data collection released in 2021 and are aggregated at the census tract level. Both the ACS and census data were procured from the Esri GeoEnrichment Service. All geographic data were analyzed and are displayed at the census tract level. The Child Welfare Administrative Data come from two administrative records, the Child Protective Services (CPS) application form (DSS-5104, Appendix A) and the Department of Social Services (DSS) client entry form (DSS-5027, Appendix B), as well as fiscal data that was requested for fiscal years 2017-2022. These data were obtained through consultation with the Randolph County DSS Office of Quality Improvement and the fiscal management office. Data reported by Randolph County to the North Carolina Department of Social Services were also pulled from the Child Welfare Work First and Food and Nutrition Services website (CW/WF/FNS website).

Additional data were obtained from federal agencies, including crime data from the Federal Bureau of Investigation (FBI) Uniform Crime Report, mortality data from the National Center for Health Statistics at the Centers for Disease Control and Prevention, and food access data from the Food Access Research at the US Department of Agriculture (USDA).

IFF requested additional quantitative data including participation trend data, program completion data, waitlist data, and outcomes data from various entities in the community providing services, but these data were not available as most agencies indicated they do not have this type of data readily accessible.

The qualitative data analysis was multi-pronged and included three parts:

1. **Informal interviews** ranging from 90-120 minutes with 8 key non-profit agency leaders across the community.
2. **Structured community influencer interviews** ranging from 60-90 minutes with 18 community leaders across sectors using the Community Readiness for Change Instrument (developed by the Tri-Ethnic Center for Prevention Research at Colorado State University) and supplemental community assessment questions developed by IFF. Community influencers included but were not limited to school district leaders, elected officials, individual donors, members of the faith-based community, local community champions, and justice system members. Please note that one community influencer interviewed did not feel she had enough knowledge to answer some of the required questions, so only 17 interviews were coded/scored.
3. **Interviews with 82 caregivers** in Randolph County ranging from 30-60 minutes with the IFF-developed community assessment questions and a small subset of the Community Readiness for Change questions. For demographics on caregiver respondents, please see Appendix C. Please note that three of the data recordings were damaged so only 79 interviews were coded/scored and included in the analysis. Family caregivers received a $75 gift card as a token of appreciation.

Data from the Community Readiness for Change Instrument was scored according to the guidance provided by Colorado State University as more thoroughly described in Section 5.2. For the questions developed by the Institute for Family, a minimum of two independent reviewers first assessed responses to identify common themes across respondents. Once identified, the team analyzed all responses and calculated percentages of responses that fell within the themes. Responses from family members were compared to community influencers responses.

Finally, a media analysis of stories relating to child welfare was conducted as an indicator of what community members may know or believe about families involved with the DSS system. This analysis, coupled with qualitative questions around beliefs in the community, were analyzed to inform future knowledge/awareness building opportunities.

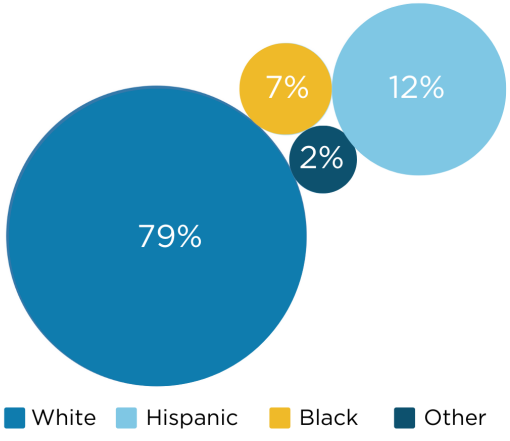
> **“I’ve heard caregivers of youth all over Randolph County say ‘we have got to have this support… we have got to have this awareness…we have got to have the resources that give these families and children a chance to fight to stay together, to get better’…and it is loud, you must hear it.”**
>
> **- Randolph County Caregiver**

Section 1: General Community Demographic Trends

As of 2020, Randolph County, North Carolina was home to just over 144,000 residents which ranks 20th out of 100 in terms of county population size in the state.[viii] Generally, the population has grown slower than that of North Carolina, increasing just 2% between 2011 and 2020, compared to the increase of 10% in the state during the same period. The child population trend in Randolph County also differs from the state as it has been declining—down 7% between 2011 and 2020 (from 34,337 to 31,891)[ix]—as compared to the 1% increase in the statewide child population.

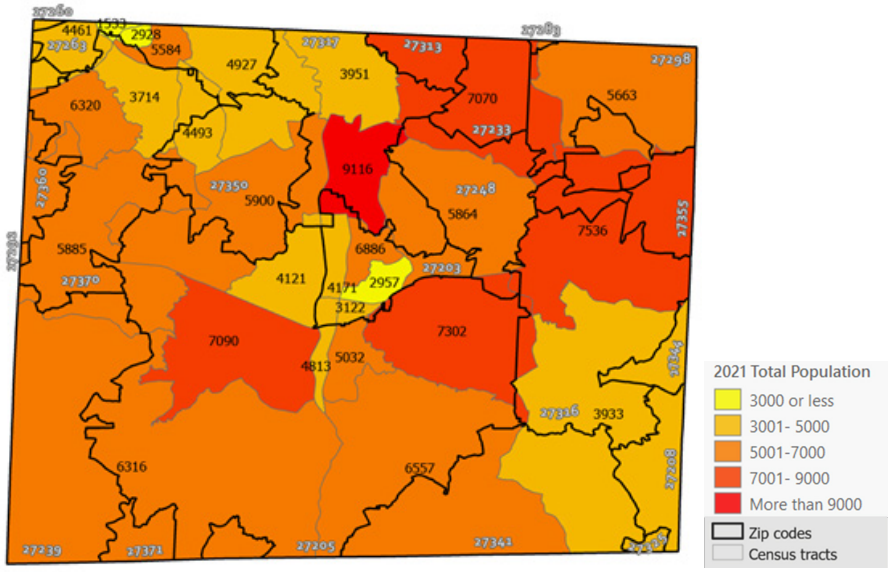
As shown in Figure 2, Randolph County residents primarily identify as white (79%), followed by Hispanic (12%), African American (7%) and other (2%). The community is becoming more diverse over time, evidenced by the steady decline in the white population (down 2% between 2011-2020) with corresponding increases in populations of color (Hispanic population up 19% between 2011-2020, Black population up 15% during same time period).

Figure 2: Demographics breakdown in Randolph County (2020)



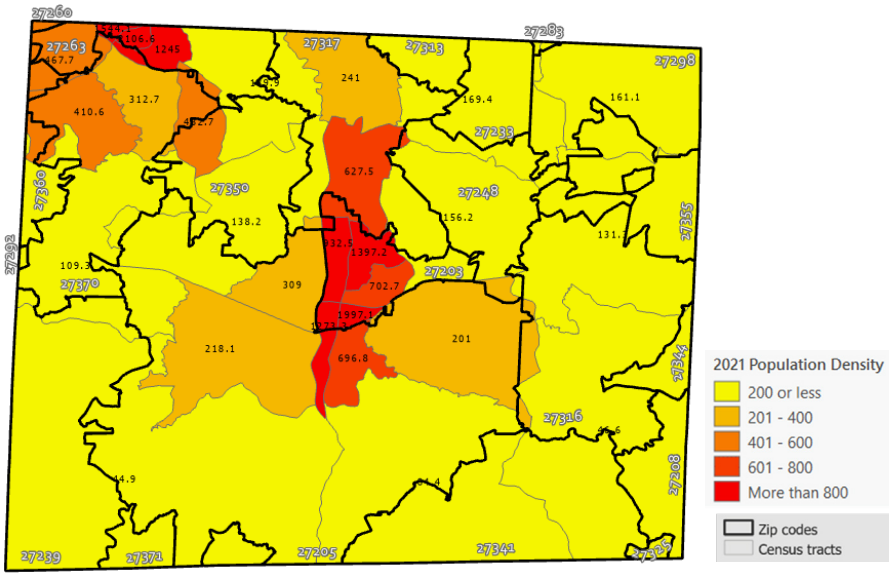
In terms of resident geographic spread, there are 28 census tracts, defined as small statistical subdivisions, in Randolph County ranging in size from just over 1,500 residents to 9,165. Figure 3 visually depicts how the current population is distributed amongst the geographic space and census tracts (note the census tracts are outlined in gray, with darker red shades indicating higher population; the zip codes are outlined in black).

Figure 3: Geographic distribution of Randolph County residents across 28 census tracts.



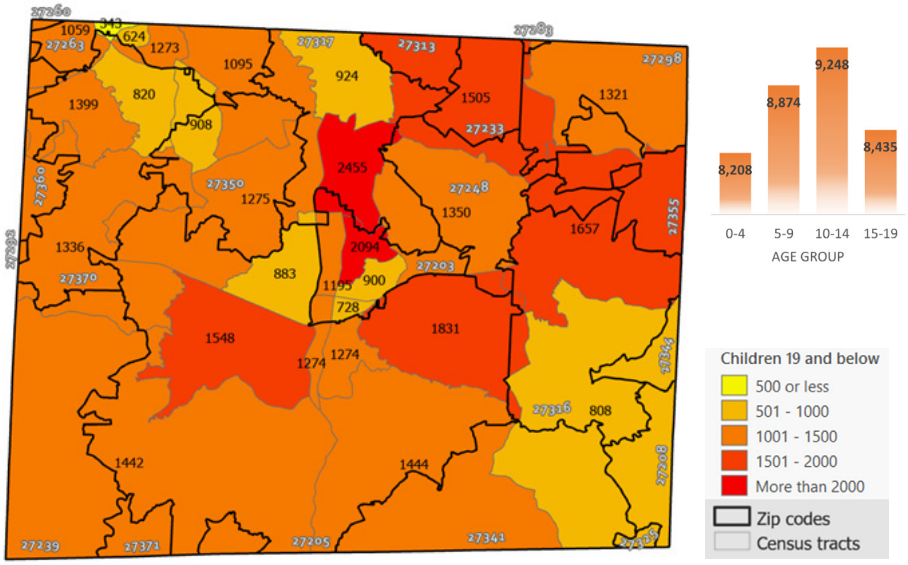
The population density analysis of the county, measured as the number of persons living per square mile, shows the center and northwestern part of the county are comparatively more densely populated. Figure 4 depicts a heat map of population density with darker red shades representing a higher number of people living in close proximity to one another.

Figure 4: Total population density



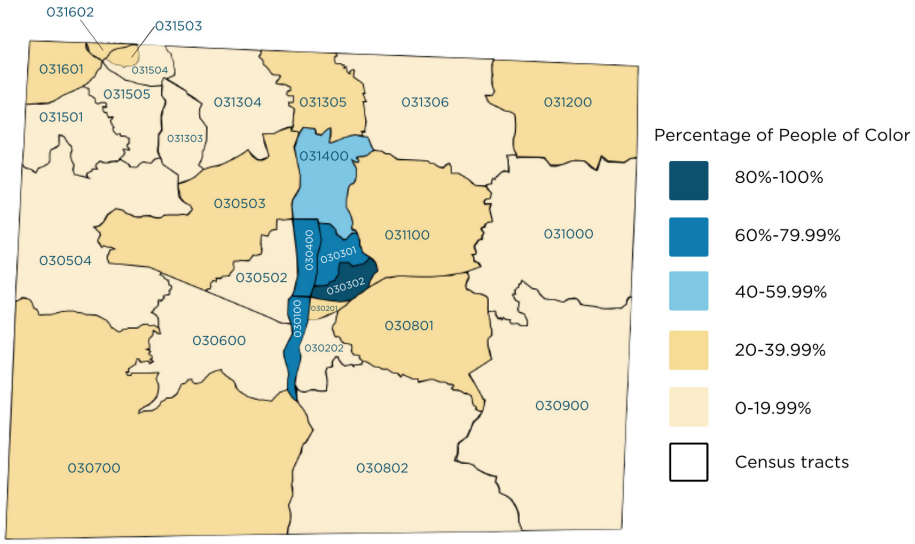
The child population in Randolph County is spread across the county, with the highest number of children living in the more central and eastern portions as depicted in Figure 5.

Figure 5: Child population



In terms of race/ethnicity distribution across the county, populations of color are over-represented in the center and northeastern part of the county. As further discussed in the opportunity section below, these are also the census tracts with the lowest levels of community health. Figure 6 depicts a visual representation of distribution by race and ethnicity where the darker shades represent a higher proportion of persons of color.

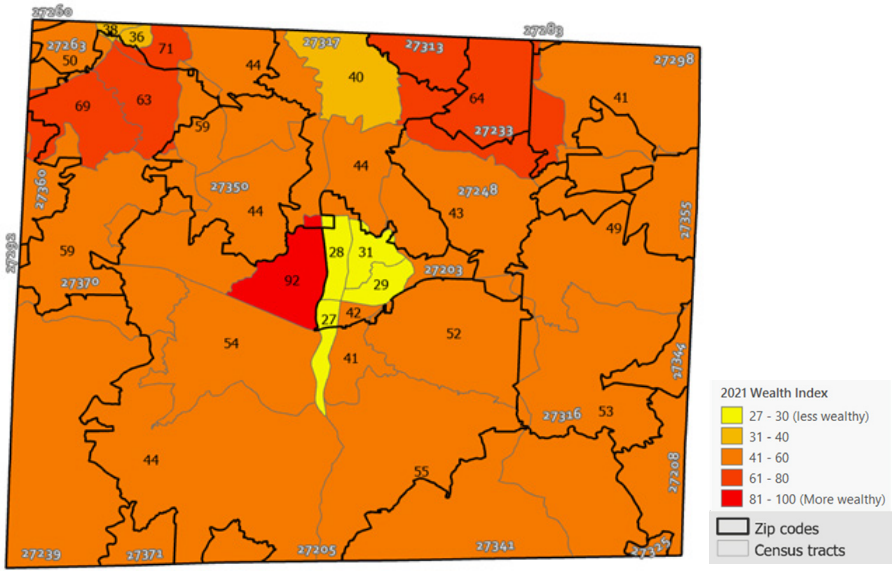
Figure 6: Percentage of people of color by census tract



When looking at household makeup, the number of households with children looks relatively similar in Randolph County to that of North Carolina as a whole (31% of households in Randolph, 30% in North Carolina).[x] The types of households (e.g., married-couple household, cohabitating households, number with individuals living alone, etc.) also look relatively similar for North Carolina and Randolph County. However, Randolph County has slightly fewer female households with no spouse/partner (26%) compared to North Carolina (29%), and slightly more households with grandparents raising grandchildren (10%) versus North Carolina (7%).[xi]

As of 2020, the median household income in Randolph County was just under $49,000.[xii] The median family income was $53,891 between 2016-2020.[xiii] As further discussed below, this is lower than that of North Carolina as a whole. In terms of wealth distribution across the county, a heat map of wealth index was utilized. Wealth index is a composite measure of wealth reflecting both average household income and average net worth. The index measures each census tract's wealth compared to the national average. Values exceeding 100 represent above average wealth. Figure 7 shows that the census tracts in the center of the county represents the area with the lowest wealth index, followed by highest wealth index areas adjacent, above, and west of this area.

Figure 7: Wealth index (2021)



> "The working poor only has so much...We don't have public transportation here. There are people that will walk five miles to get to health care. There is not enough access to parks."
>
> - Randolph County Community Influencer

Section 2: Community Asset Inventory

The analysis of community assets included researching and documenting existing support services, noting community-level opportunities that are on the verge of impacting Randolph County, as well as interviewing and documenting responses from more than 100 caregiver and community influencer interviews. The findings from each of these processes are below along with some key takeaways that were drawn from the data.

SECTION 2.1: EXISTING COMMUNITY SERVICES

An examination of programs available in Randolph County identified numerous assets that support the well-being of children, youth, and families. Regarding basic needs, food and nutrition benefits are available and in 2022 served just over 12,000 households in Randolph County.[xiv] The number of households receiving food and nutrition services had been steadily declining since 2013 but increased between January 2020 (around 9,000 households served) and January 2022 (just over 12,000 families), likely due to COVID-19. This pattern mimics the trends on the state level.[xv]

Work First, supported by federal Temporary Assistance for Needy Families (TANF) funds, provides qualifying families assistance with three types of support: diversion services to help address unexpected emergencies; short-term cash assistance for working parents; and retention services by ensuring the benefits of working outweigh the benefits of receiving government assistance. Families whose income is at or below 200 percent of the federal poverty level are eligible.[xvi] In 2020, approximately 270 children received Work First benefits in Randolph County.[xvii]

The Community Services Block Grant, administered by Central Piedmont Community Action, provides additional services for low-income families in Randolph County including money management training, workforce readiness training, short-term job skills training, educational assistance, employment assistance, housing assistance, and crisis intervention. This occurs through the Self Sufficiency Program and CARES NC program. Over the past five years, the self-sufficiency program has served 158 families in Randolph County and has maintained minimal waitlists (between 4-23 individuals annually over a 5-year period). The overarching goal is to raise family income above the federal poverty guideline for the family size and assist the family to attain a level of economic self-sufficiency. This includes providing comprehensive case management services to stabilize participating families and to help family members enhance life skills, employability, and maximize opportunities for economic growth. The CARES NC program, established in 2020 to assist families with the economic hardships caused by the pandemic, has served 126 Randolph County Families since its establishment.[xviii]

In addition to the benefits referenced above, families can also receive childcare subsidies to assist with the costs of attending a childcare program. According to the Director of the Department of Social Services, Randolph County has successfully eliminated the waitlist for this service as of 2022.[xix] Randolph County also benefitted recently from a one-time investment of $805 million in North Carolina's early care and learning programs.[xx]

Randolph County received $3,144,695 from these stabilization grants.[xxi] There are also close to 375 pre-kindergarten spots in Randolph County[xxii], and just under 150 Head Start spots through the three programs offered across Randolph County.[xxiii]

The analysis also identified just under 50 parent education class spots using the Incredible Years curriculum, and 56 spots in the Parents as Teachers home visiting program through Partnership for Children, the local Smart Start partner providing an array of supports to children 0-5 and their families. The goal is to ensure all children enter kindergarten healthy and ready to succeed in school and life. Randolph Partnership for Children provides additional support, such as the Dolly Parton Imagination Library, Reach Out and Read, and Little Free Libraries as well as provides professional development to enhance quality of early education programs.[xxiv]

Other non-profit organizations providing services within the community were also identified as assets for children and families through this process. First, the Randolph County Family Crisis Center provides an array of services to support families experiencing domestic and family violence, sexual assault, child abuse, and human trafficking in Randolph County. This includes emergency shelter, crisis services, advocacy, outreach, case management, counseling, and support groups. In addition, Your Choices Randolph was identified as an asset for women who are experiencing unexpected pregnancies and need support exploring available options. The analysis also identified numerous faith-based support programs for families including programs through local churches and Christian United Outreach Center, a short-term financial crisis intervention center. Finally, the United Way was identified as an asset providing support through a multitude of programs, including emergency support programs that emerged in response to COVID-19.

The analysis additionally found numerous assets at a grassroots level that seek to build a sense of community within Randolph County, particularly within the East Asheboro Community where a core group of residents have been donating their time, passion, and skills to enhance the life of youth and families. For example, the Village of Barnabas (VOB) Initiative is a comprehensive mentorship program that seeks to pair children in the community with caring adults who can help foster academic, social, and resiliency skills. Through partnership with the VOB Initiative, the Asheboro Raiders Football Program was established to give approximately 100 youth aged 5-12 the opportunity to build life skills and social connections through recreational sports and off-field support. Having just ended its inaugural season, the program exceeded all goals and has plans for expansion and further connecting youth to community. Asheboro's Hope of East Side is an additional program that seeks to build a sense of community. They have organized various events since their recent inception, including an inaugural Christmas gift-giving program where they collected between

300-350 presents to give away to youth in the community. Our Daily Bread Kitchen, a local food pantry providing daily meals and support to anyone in need, was identified as another important asset to the community. Other initiatives from the grassroots leaders are underway and will serve as assets, including creating Randolph Community College satellite classes, mobile healthcare access, and building additional resource connections.

The analysis additionally identified community-wide opportunities that are newly developed or on the horizon that are intended to have a positive impact on family health and wellness. First, the 100-acre Sportsplex that is planned will have a range of family wellness activities such as soccer, football, volleyball, and lacrosse. It will additionally have family-friendly activities such as an amphitheater, walking/bikes trails, playground, and picnic areas.[xxv] The recently added Community Navigator program is also intended to serve as a support network for families throughout the community. Housed in the local libraries, an identified safe space for many, navigators help connect individuals to resources that can help individuals reach their goals.

Furthermore, the new women's shelter, Lydia's Place, will be an additional resource for women and families experiencing housing insecurity, providing temporary housing.[xxvi] The Toyota Megasite coming to Randolph County will also bring numerous jobs with an average salary of more than $62,000 to the area, which is an important indicator of family health and wellness.[xxvii] Please note, while some benefits are likely, there were individuals in the community who did not perceive this as an asset, expressing concerns about things such as the population growth, traffic, crime, and other indicators. Finally, the community of east Asheboro has plans to renovate a building that was previously used for a childcare center but has been vacant since closing in 2014. The plans include creating a recreational center that will support youth and families with various services such as tutoring, mentorship, and family-friendly activities.

> "I do like the sense of community...we are very willing to help each other."
>
> - Randolph County Community Influencer

SECTION 2.2: ASSETS IDENTIFIED BY RESIDENTS

In addition to documenting existing programs, the community asset analysis gathered perspectives from more than 100 residents including caregivers and community influencers. To get a true sense of stakeholder perspectives and encourage broad thinking, these interviews started with open-ended questions (e.g., "What do you like most about your community") and then added focused questions about specific types of resources/assets that have been shown through research to drive family health and wellness (e.g., parks, transportation, childcare, safe environments, etc.).

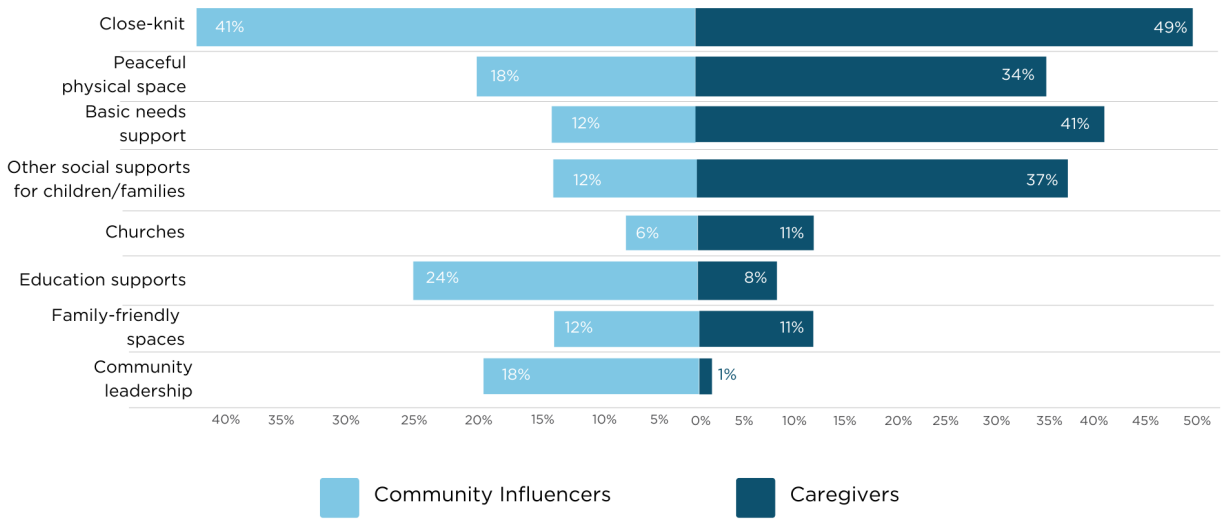
In response to the open-ended questions, the most widely noted asset by both caregivers (49%) and community influencers (41%) interviewed in Randolph County was the close-knit feel of the community. Residents of Randolph County specifically noted the strength of

the community members coming together to support one another and a general sense of "we look out for each other." The physical appeal of the community was also a commonly identified asset by both caregivers (34%) and community influencers (18%).

> **"I like that [Randolph County] is a small community. A lot of resources are close to each other. With it being a small community, everybody knows how to network. I like the concerts in the park. It gets families out in a relaxed atmosphere. Kids can play and older people can dance."**
>
> **- Randolph County Caregiver**

Beyond these similarities, there were differences noted in the top assets identified between the groups. Specifically, programs assisting with basic needs were the second most common asset identified by caregivers (41%), with other social supports in the community identified third (37%). These were not commonly identified assets in the open-ended questions with community influencers. These individuals more commonly identified supports around education (24%) and community leaders (18%) as assets in Randolph County. Figure 8 shows the top assets noted for families in relation to the assets noted by community influencers.

Figure 8: Community assets identified by respondents (Appendix C)



Of the 41% of caregivers that identified basic needs supports as an asset, many specifically referenced Our Daily Bread Food Pantry, the income support programs offered through DSS (e.g., food stamps, WIC), the Salvation Army, and the Christian United Outreach Center.

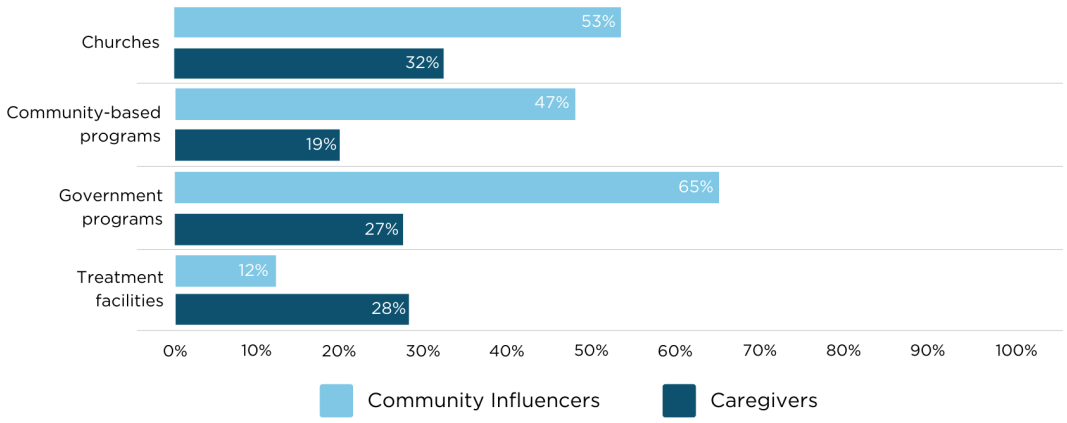
Places offering recreational activities for families, including the YMCA and the Recreation Center were also mentioned various times. Several families also acknowledged the support from Medicaid/Medicare programs through DSS.

Beyond asking open ended questions, the assessment process asked about access to specific resources that have been shown through research to improve overall health and wellness of individuals and families. These resources ranged from physical environment (parks, safe neighborhoods) and support programs (churches, healthcare, substance use, mental health, schools) to economic indicators such as jobs that pay enough to afford bills, affordable childcare, and safe/affordable housing. Respondents were also asked to identify the extent to which individuals could access more informal support from family and friends. Figure 9 depicts the four assets that both caregivers and community leaders identified as being more accessible resources in the community. For an overall assessment of accessibility to each of the research-identified resources, please see Figure 25 on page 30.

Figure 9: Four community resources identified as most accessible

As a different approach to identifying community assets, caregivers and community leaders were also asked an open-ended question about where families go for support or guidance when needed. While there were similarities between groups in terms of the top places identified, there were differences between groups in terms of the ranking of support areas. Specifically, community influencers perceived government programs as the top place families would go (65%), followed by churches (53%), and community-based programs (47%). Caregivers identified churches as the most common place for support (32%) followed by treatment facilities (28%) and government programs (27%). Community-based programs were only mentioned in 19% of the parent interviews compared to nearly 50% of the community influencer interviews. Figure 10 demonstrates the similarities and differences between the two groups.

Figure 10: Where families go for support or guidance, according to respondents (Appendix D)



SUBSECTION 2.3: KEY TAKEAWAYS

In conclusion, Randolph County is a close-knit community with many positive assets that support families. From its physical beauty to the residents coming together to look out for one another, Randolph County is a place where people generally enjoy living. Families have access to a combination of support programs including churches, non-profit organizations, grassroots programs, and government programs. There are also several new opportunities on the horizon for the community that will likely enhance the health and wellness outcomes for families, including but not limited to the Sportsplex, new Resource Navigator Program, and expansion plans for Randolph Community college.

In terms of specific existing resources, churches, schools, parks, and support from family and friends were identified as accessible assets by both caregivers and community influencers. Caregivers additionally identified programs that support families in meeting basic needs as critical to their success followed by social supports in the community. Community influencers were more likely to note schools and community leaders as assets in the community. Overall, there are many positive assets from which to build upon in Randolph County to enhance the health and wellness of families.

Section 3: Community Need/Opportunities

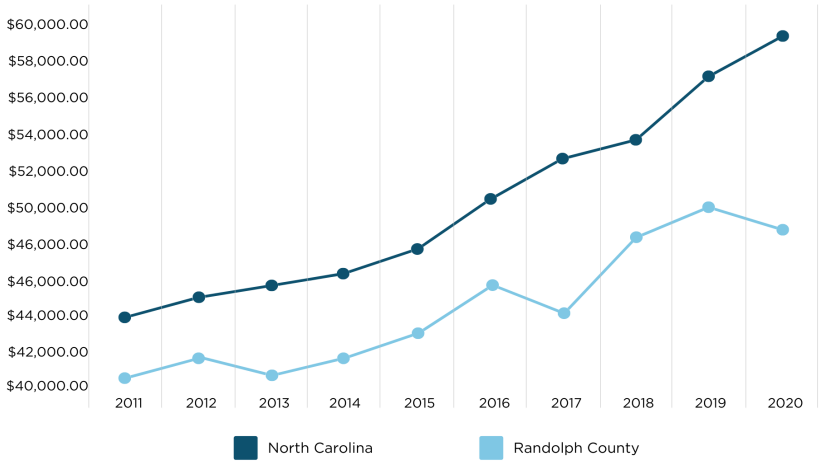
In addition to assets, the analysis identified various areas of need or opportunity for Randolph County by using a combination of community health data analysis and resident interviews. Community data indicators were selected based upon research identifying primary drivers of health and wellness. The results of the community data summary and the community interviews are summarized below along with conclusions.

SECTION 3.1: COMMUNITY DATA SUMMARY

Randolph County families experience more economic hardship than families in North Carolina. This is partially evidenced by the fact that 1 in 5 Randolph County children live in poverty (20%) which is slightly higher than North Carolina (18%).[xxviii] Randolph County households additionally have a lower median household income compared to both North Carolina and the United States. Specifically, in 2020, the median income for Randolph County was more than $10,500 less than that of North Carolina as a whole ($48,849 in Randolph County compared to $59,616 in North Carolina).[xxix]

The income discrepancy may be partially because the income growth in Randolph County has not kept pace with the income growth seen by North Carolina. For example, while there was a 35% increase in household median income for North Carolina between 2011 and 2020 (from $44,028 to $59,616), median household income for Randolph County only grew 20% during that same time frame (from $40,749 to $48,849).[xxx] Figure 11 shows the trend of income growth for Randolph County as compared to North Carolina.

Figure 11: Median income growth (2011-2020) in Randolph County compared to North Carolina



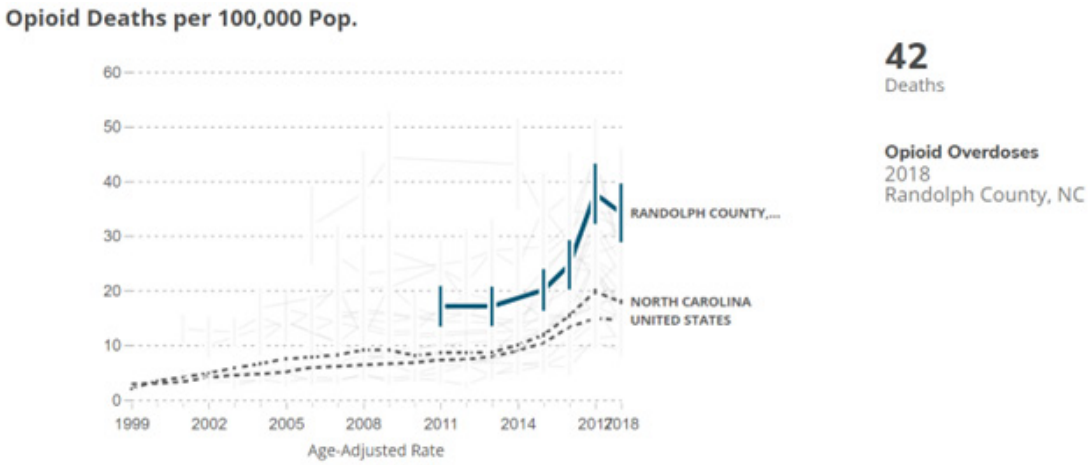
> "[We need] better jobs and better benefits within the job."
>
> - Randolph County Caregiver

Despite the slower income growth, Randolph County has made more progress than North Carolina in reducing the percent of households that spend more than 30% of income on housing (generally known as housing burden), but there is an opportunity to reduce this even more. In 2020 approximately 1 in 6 Randolph County residents (compared to approximately 1 in 5 for North Carolina) were spending more than 30% of income on housing.[xxxi] This is important as spending more than 30% of one's income on housing is an indicator that housing is not affordable and is a risk factor for homelessness.

Regarding education, Randolph County is faring slightly worse than North Carolina as a whole. For example, while approximately 79% of Randolph County individuals aged 18-24 have completed high school, this is lower than the 88% for North Carolina.[xxxii] Early childhood program utilization, which has been shown to increase school readiness, is also lower in Randolph County than North Carolina. More specifically, 70% of children in Randolph County that are under age five are not in a childcare center.[xxxiii] This is 10% less than North Carolina as a whole, where approximately 60% of children under five are not in childcare.[xxxiv]

As shown in Figure 12, Randolph County continued to lead both North Carolina and the United States in opioid deaths per 100,000 in 2018.[xxxv] This supports the common belief expressed by many that substance use is a predominant issue facing the community.

Figure 12: Opioid deaths in Randolph County



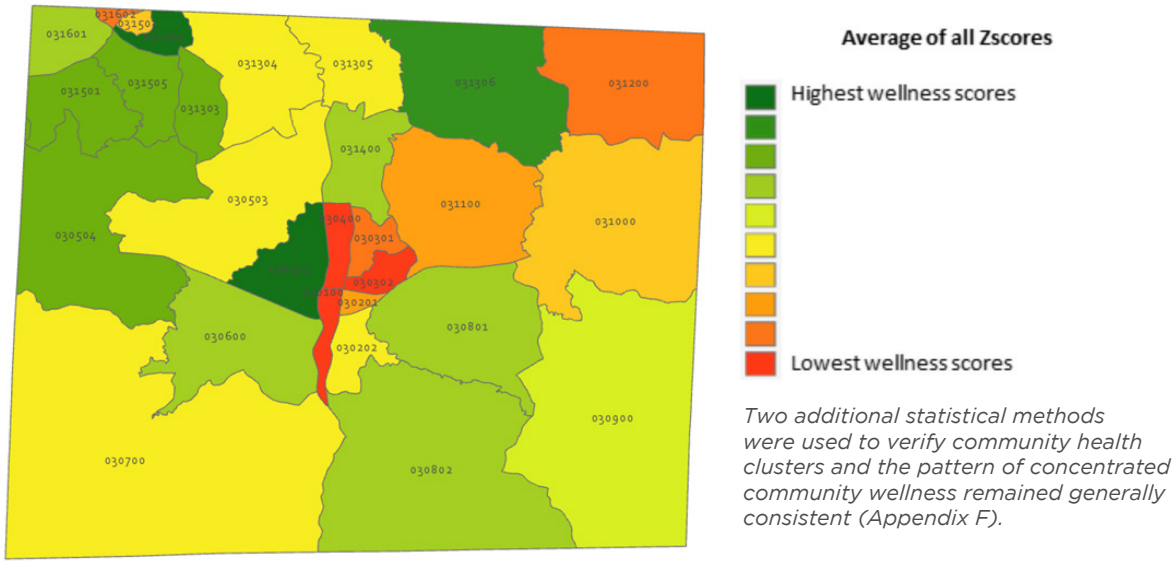
> "I would like for us to have intentional preventive support with substance addiction."
>
> - Randolph County Community Influencer

In addition to providing a sense of how Randolph County compares to North Carolina around certain variables, the assessment process sought to identify how community health factors were geographically distributed. More specifically, a multidimensional community health assessment index was created using 27 factors that are demonstrated through research to increase health and well-being and impact one's likelihood of involvement with the child

welfare system. These 27 factors clustered into five domains: economic, health, education, social, and neighborhood environment. For a full list of factors within each cluster please see Appendix E.

Each of these factors were pulled and a composite wellness score was created. Once created, a heat map was developed to identify geographic portions of the community with the highest and lowest wellness scores. A heat map represents data values as colors and shades on a map. As shown in Figure 13, five of the six census tracts with the lowest community wellness scores were centralized in zip code 27203, with the sixth in the Liberty area[1]

Figure 13: Community wellness scores by census tract



Two additional statistical methods were used to verify community health clusters and the pattern of concentrated community wellness remained generally consistent (Appendix F).

The geographic mapping process has been found to help improve community health and reduce involvement within the child welfare system. This type of analysis provides opportunities to focus conversations and supports in areas that have the lowest community supports in place. Increasing community support systems and strategies in these areas will have the largest impact on community health and wellness in Randolph County overall and offer the strongest likelihood of decreasing the need for more costly child welfare interventions. Please note that mapping child welfare involvement at the census tract level would provide the most accurate picture of where supports/interventions should be focused. However, these data were not available at the time of the assessment, as the addresses for individuals involved with DSS were on paper forms and not coded electronically. As such, data that are often related to child welfare involvement were used.

To understand the dynamics distinguishing higher community wellness from areas of lower community wellness, additional analyses were conducted using a few select factors. First, income discrepancies between the census tracts were further examined to identify if there were potential explanations. The result of this analysis was that income discrepancies could not be explained by factors that seem most closely linked such as employment rates or education. More specifically, some areas with lower income had higher employment and education scores than areas with higher income.

For example, the area with the highest wealth index in the county (census tract 030502), is also ranked 24 out of 28 in overall community wellness and has one of the lowest poverty rates (Figures 14 and 15). However, the unemployment rate in that area is greater than or equal to all but one of the corresponding census tracts with the lowest household wealth index (Figure 16). The percentage of population 25 years and older who have earned a high school diploma was also lower in the area with the highest wealth index than the each of the census tracts with the lowest wealth indices (Figure 17).

Figure 14: Census tract outlines with tract numbers

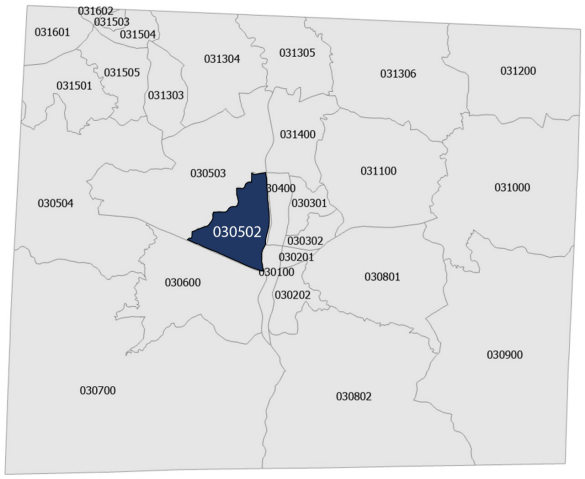


Figure 15: Wealth index (2021)

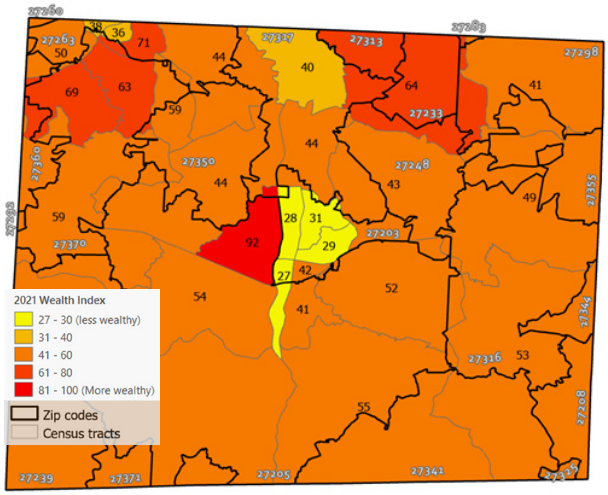


Figure 16: Unemployment rate

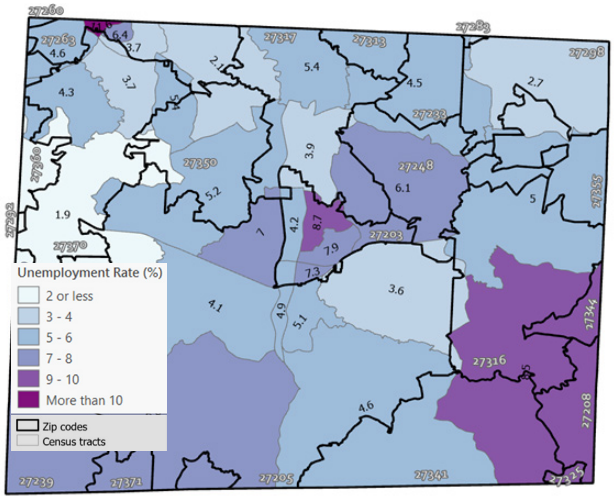
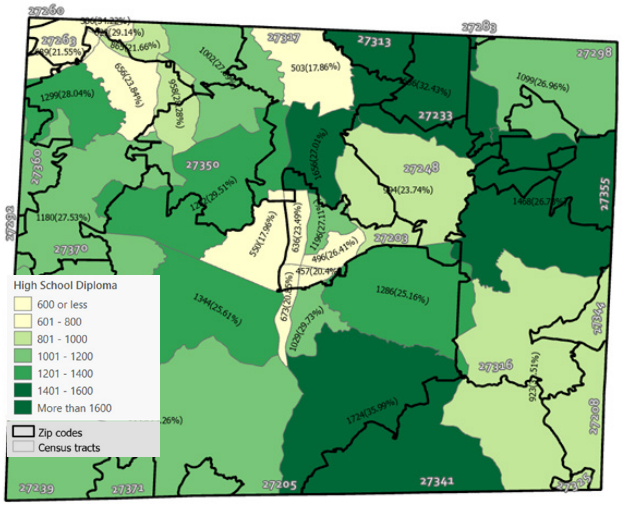


Figure 17: Percentage of populations 25 years and older who have earned a high school diploma



Another interesting observation when assessing factors was that low income and employment rates did not seem to fully account for the distribution of public benefits. More thoroughly, many of the census tracts with lower median income (Figure 18) and lower levels of unemployment than other areas (in and around zip code 27203), had lower rates of public assistance income and were less likely to utilize food stamps as shown in Figures 19 and 20.

Figure 18: Median household income (2021)

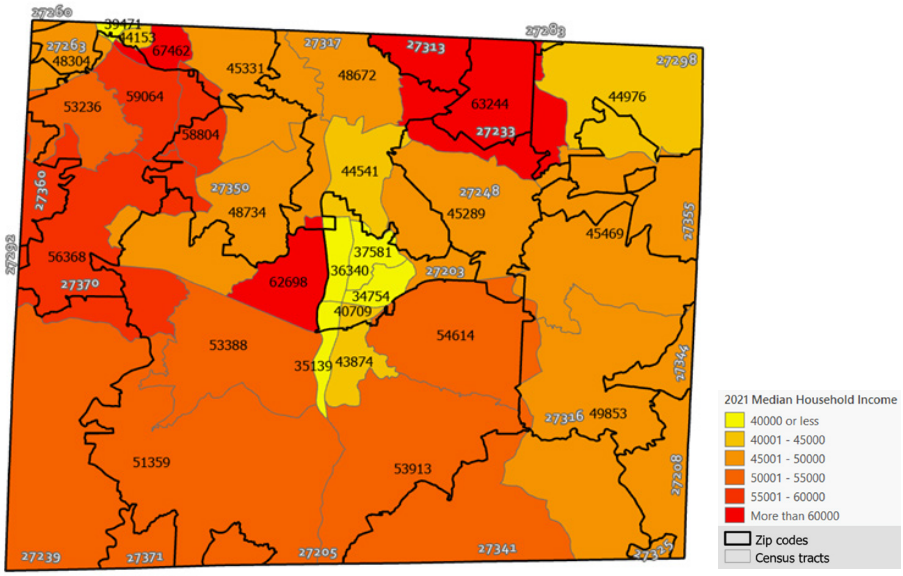


Figure 19: Percent of households on public assistance

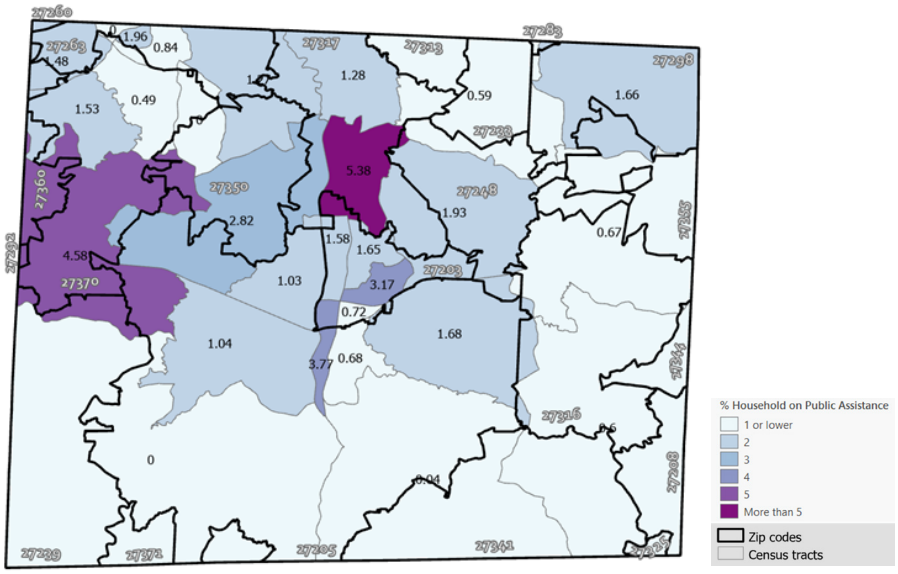
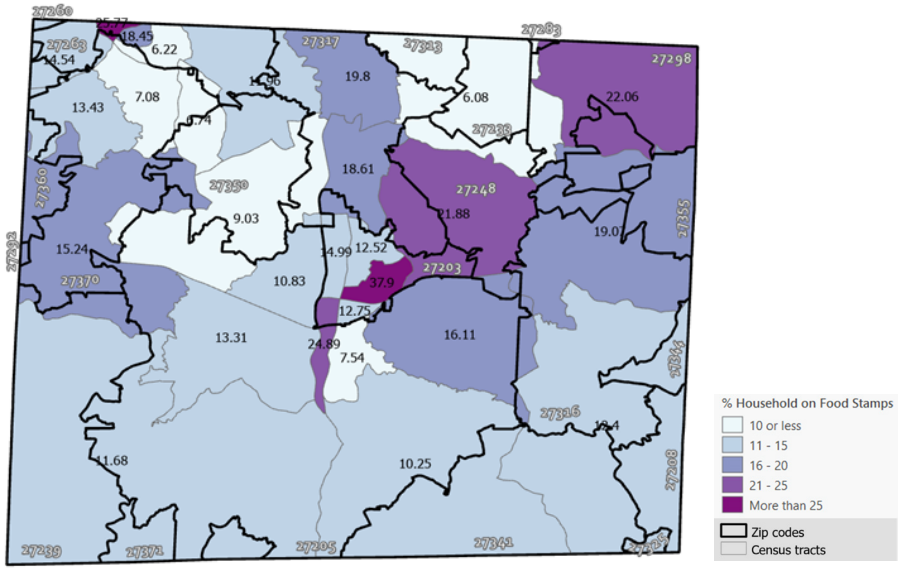
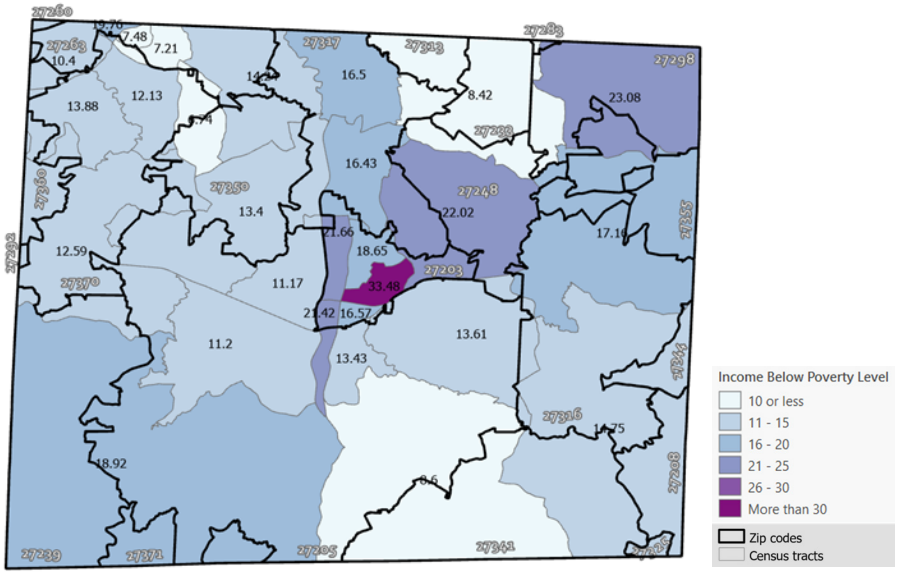


Figure 20: Percent of households on food stamps



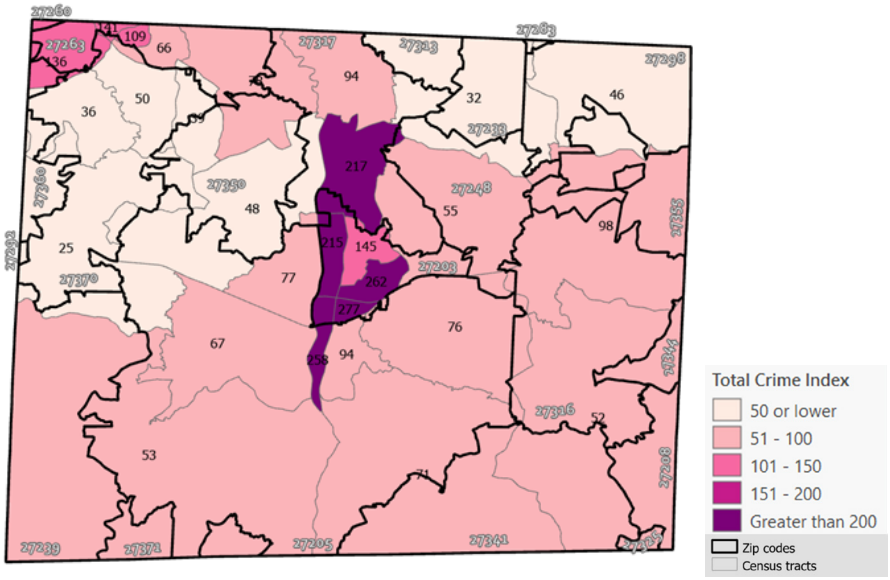
Additionally, the overall community health and wellness scores could not be explained by economic hardship alone. For example, Figure 21 shows the distribution of households with income below the poverty level, where the darker shades represent higher poverty. Many of the areas with higher poverty levels also had higher overall community health scores (Figure 13) and vice versa. See Appendix G for two additional heat maps with similar patterns.

Figure 21: Households with income below the poverty level



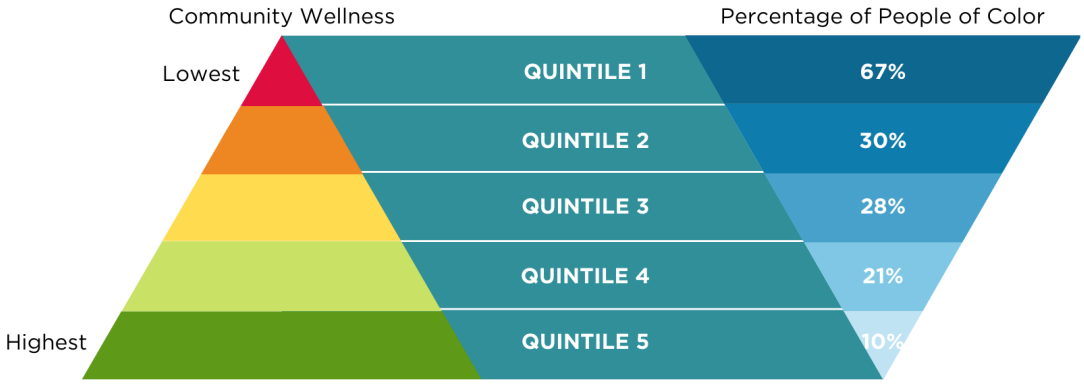
Crime was also found to have a geographic pattern that could not be fully explained. Specifically, the assessment identified that almost all crime in Randolph County is centralized. Figure 22 shows the distribution of the total crime index assessing the relative risk of seven major types of crimes: murder, rape, robbery, assault, burglary, larceny, and motor vehicle theft. This may be partially explained by the population density as a similar pattern emerged, though other underlying factors are likely contributing given some differences noted.

Figure 22: Total crime index



A final pattern emerged as part of this analysis that should be further explored. Specifically, persons of color were over-represented in areas with low community health and wellness supports. This was determined by ranking each census tract from lowest to highest and then dividing them into five categories called quintiles from lowest wellness score to highest. Figure 23 shows that persons of color are more likely to live in quintiles that lack health and wellness infrastructure.

Figure 23: Greater percentages of people of color live in quintiles with lower community wellness scores (Appendix H)



This pattern is consistent with community assessments across the country and should be further explored. Specifically, a historical analysis of past policies and practices around health and wellness and the impact on present day conditions may offer additional guidance on strategies moving forward.

SECTION 3.2: COMMUNITY NEEDS IDENTIFIED BY RESIDENTS

The predominant recurring theme from caregiver interviews was around economic hardship and the difficulty in meeting basic needs. For example, in an open-ended question about what changes caregivers would like to see for Randolph County to better support families, 54% noted supports that would address economic hardship (e.g., food, housing, financial distress). Within this cluster, caregivers most noted concerns around general basic needs (25%) and housing (17%). Interestingly, several noted that economic hardships are additionally impacting families just above the poverty line and the bottom of the middle-class, who are not eligible for many assistance programs but do not make enough money to afford the cost of living in the area. Fifty-three percent of community influencers that were interviewed also noted economic hardship and basic needs support as critical. This theme reinforced the previously noted data on how income and economic hardship is impacting Randolph County.

...in an open-ended question about what changes caregivers would like to see... to better support families, 54% noted supports that would address economic hardship.

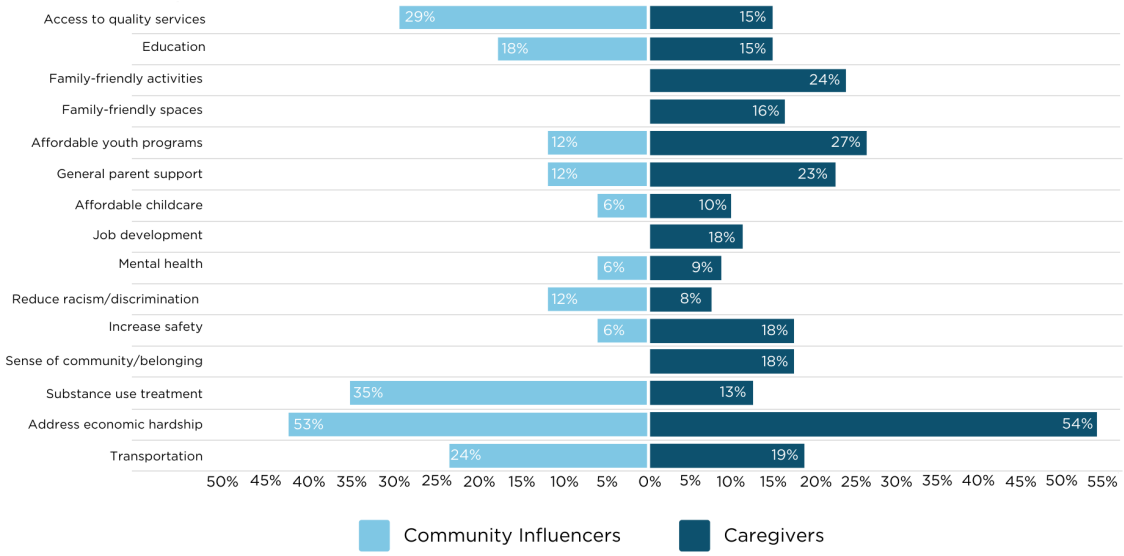
Increasing economic stability has also been found to reduce instances of child maltreatment and foster care. For example, a study conducted in 2017 found that every $1 increase in the minimum wage is associated with a 9.6% reduction in neglect reports.[xxxvi] Similarly, states with state-level refundable earned income tax credits had 11% fewer entries into foster care after controlling for poverty, race, education, and unemployment. Another study found that each additional $1,000 spent on public benefits programs annually per person living in poverty is associated with a reduction in child maltreatment reports, foster care placements, and child fatalities due to maltreatment.[xxxvii]

> "Families make too much to receive things like food stamps, but they still struggle because they do not make enough to get by."
>
> - Randolph County Caregiver

Despite the similar belief between groups that economic stability was the most pressing need, there were numerous differences between caregivers and community influencers on additional supports needed. Specifically, caregivers were more likely to identify community-level supports that drive health and wellness (e.g., family-friendly activities, a sense of community belonging), whereas community influencers were more likely to identify later-stage intervention services (e.g., substance use treatment, coordination of services,

etc.). Figure 24 shows the similarities and differences between what caregivers stated would support families and what community influencers believe will offer support. This demonstrates the importance of including caregivers when creating policies and making decisions that impact their well-being.

Figure 24: Community supports needed by families, according to respondents (Appendix I)

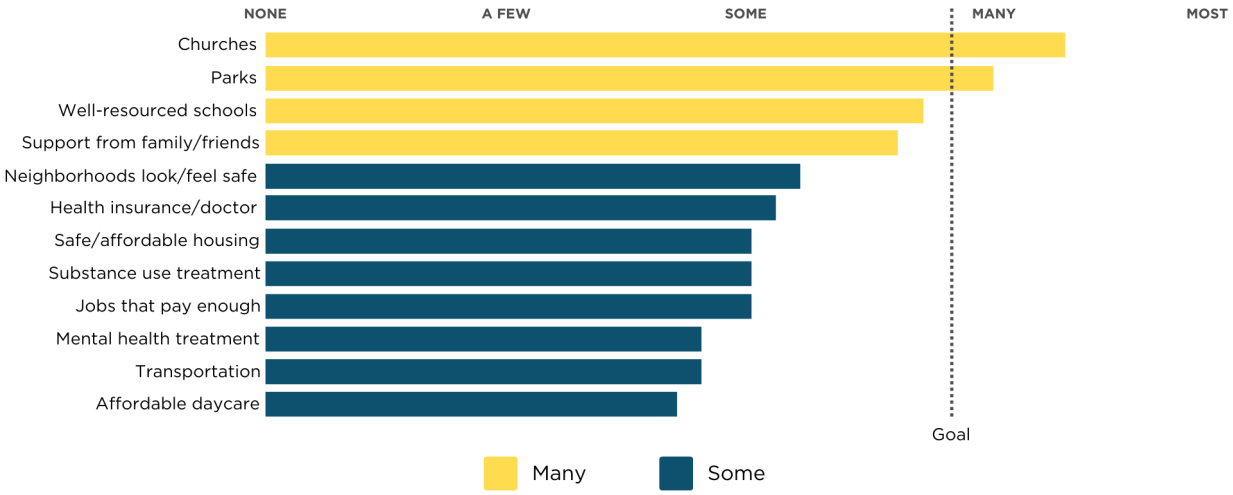


> “Would like to see more community things where people get together...more free programs in the community. Community festivals with things that can help people but make it fun.”
>
> - Randolph County Caregiver

In addition to the open-ended question about the types of support families need, individuals provided input on the extent to which families could access a pre-determined list of supports that enhance well-being. Individuals were asked whether none, a few, some, many, or most families in Randolph County could access each resource. Figure 25 shows the perceptions of caregivers and community influencers around resource access. According to respondents, most of the resources shown through research to enhance well-being were not accessible to the majority of families.

...most of the resources shown through research to enhance well-being were not accessible to the majority of families.

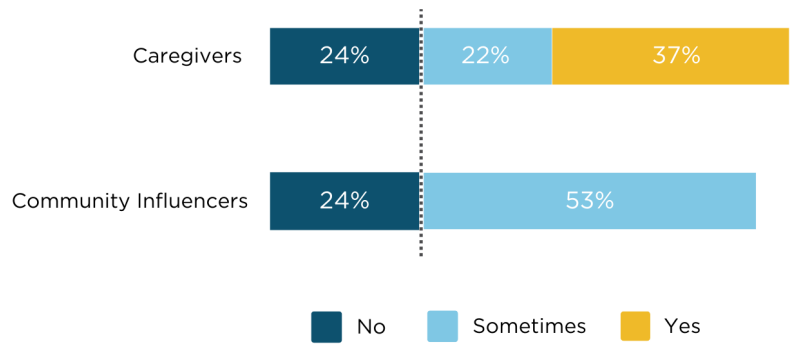
Figure 25: Number of community members that have access to resources, according to respondents



To get a better sense of whether access to resources was influenced by geographic area, respondents were asked to identify in an open-ended question whether there were areas within the county that had more difficulty accessing resources and their perception of why. There were two primary themes that emerged in terms of geographic areas that have more difficult access: 1) The lower income areas in Asheboro (East Side) noted by 25% of caregivers and 65% of community influencers; 2) More rural areas of the community identified by 10% of caregivers and 18% of community influencers.

In terms of why access is a challenge, transportation was identified most often in the open-ended responses from caregivers (25%), followed by income (13%). The opposite was true for community influencers who perceived that income was the biggest barrier (47%) followed by transportation (24%). Other challenges noted were lack of awareness (8% caregivers, 6% community influencers), lack of trust (8% caregivers, 18% community influencers), and the area is under resourced with the wrong type or not enough supports (10% caregivers, 0% community influencers).

Figure 26: Whether families feel safe reaching out for support, according to respondents



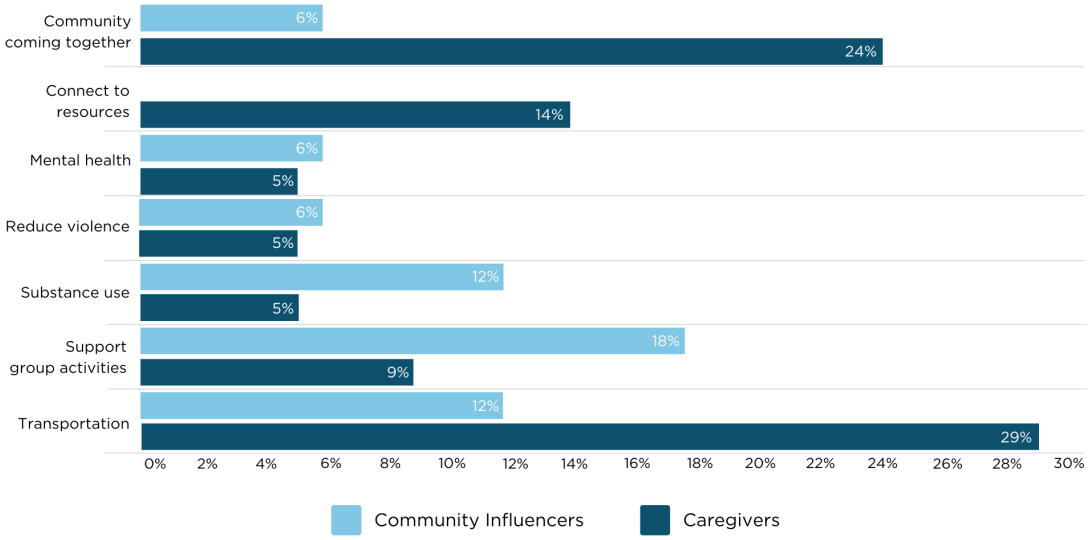
When asked whether respondents thought parents felt safe reaching out to places in the community for support/ guidance when needed, there was another distinction between caregivers and community influencers as evidenced by Figure 26.

Caregivers and community influencers both responded in an open-ended question

that stigma/gossip is the number one thing that keeps parents from feeling safe reaching out for support or guidance (16% caregivers, 53% community influencers). Other common themes noted for why parents would feel unsafe reaching out were distrust (9% caregivers, 18% community influencers), perception that resources are not helpful (6% caregivers, 0% community influencers), and the process of reaching out is intimidating/overwhelming (5% caregivers, 0% influencers). See Appendix J for all responses.

The final question about needs included asking what would be most helpful to support family well-being in Randolph County. While a shared view that addressing transportation was key, noted most frequently by caregivers (29%) and second most frequently by community influencers (12%) some interesting differences emerged. Specifically, 24% of caregivers noted that the community and government coming together to build relationships and solve problems would be most helpful. This was the second most common thing noted by caregivers but was only noted once by community influencers. Fourteen percent of caregivers also noted connection to resources as critical as compared to no community influencers noting this as the most helpful strategy. The most common response by community influencers to what is needed was support groups/activities (18%), which was only noted by 9% of caregivers. Figure 27 displays similarities and differences more specifically.

Figure 27: Resources and strategies most helpful in supporting family well-being, according to respondents (Appendix K)



> **"[I] want more things that include all colors of children. There's still lots of division in this county. We need some more affordable housing and childcare. The voucher system is great but...had to wait eighteen months.**
>
> **- Randolph County Caregiver**

> "If you don't have transportation, it's a challenge...I lost my job because of this."
>
> - Randolph County Caregiver

SECTION 3.3: KEY TAKEAWAYS

While the assessment identified potential areas of focus to reduce child welfare costs and improve health and wellness in Randolph County, in and around zip code 27203 and in the Liberty area, it did not identify a clear explanation for the discrepancies. However, historical community investment patterns have been shown to account for similar discrepancies in other communities. Specifically, community neighborhoods/census tracts with lower levels of historical community investment (as defined as dollars, resources, and distribution of power), have been shown to have higher present day stress factors such as the conditions identified through this analysis (e.g., poverty, higher levels of crime, etc.). These analyses have similarly found a demographic pattern of a higher number of persons of color in communities with lower community wellness infrastructure. Contributing factors to this pattern have included historical policies and practices, sustained trauma across generations, and inherited poverty.

More exploration around historical investment patterns, policies, and practices should be conducted to identify whether such factors are playing a role in Randolph County health and wellness differences. Additional analyses and community conversations to better understand the wellness discrepancies across areas should include and prioritize perspectives of individuals in areas with lower wellness scores. Partnering with individuals that have first-hand knowledge and experience helps ensure different perspectives are represented and incorporated into decision-making. This has been shown to advance progress around health and wellness and reduce downstream child welfare costs in other areas.

Additionally, both the community data and resident interviews indicated that addressing income challenges and transportation may offer increased family well-being in Randolph County. There were also many differences in perspectives that emerged between families and

community influencers. Generally, community influencers were more likely to reference solutions focused on individual parenting skills/behaviors, whereas caregivers were more likely to reference broader, community-level changes that are needed such as transportation, well-paying jobs, enhancing community environments/safety, and increasing family-friendly activities.

Generally, community influencers were more likely to reference solutions focused on individual parenting skills/behaviors, whereas caregivers were more likely to reference broader, community-level changes that are needed such as transportation, well-paying jobs, enhancing community environments/ safety, and increasing family-friendly activities.

Caregivers' responses also suggested the need to bring together government and community residents/parents to work towards the common good in Randolph County. Specifically, when asked what would be most helpful for Randolph, caregivers noted responses such as "We need to pull together. It's not about me, myself and I. It's about everybody" while noting there is a mindset that parents must "fend for themselves" and need "more support from the government." There was a general sentiment expressed by about a quarter of respondents that caregivers, particularly those living in areas with lower community wellness scores, feel their perspectives and needs are overlooked. Responses suggested that bringing together caregivers and community influencers to deepen relationships, broaden perspectives, and create solutions that prioritize the needs of overburdened families would be a positive direction for Randolph County.

> "On a government level, there is underresourcing. I would like to see combating of the opioid crisis...I would also like to see more work on racial issues. The camps are privately funded. Our theater troop gets some city resourcing and have been able to do some cool youth programing and are going to start doing some tutoring in underprivileged areas."
>
> - Randolph County Community Influencer

Section 4: Community Narratives And Beliefs Around Children And Families

Research shows that mindsets and beliefs about families affect policy, practice, and investment decisions that are made. The Frameworks Institute has been researching existing narratives or beliefs about children and families across the country for close to 20 years. This has included research about families that are involved in the child welfare system. As a result of this research, they have identified a handful of narratives that can hinder progress around preventing child maltreatment and supporting family wellness. These include specific beliefs or perceptions around families living in poverty, families involved with the child welfare system, as well as beliefs around who can be part of the solution.[xxxviii]

To determine the current beliefs in Randolph County, caregivers and community influencers were asked to indicate how many people in the community believe certain things. Some of the statements tested were things that have been shown to increase family support, and others were beliefs that have been shown to hinder progress. The assessment process additionally included an analysis of media stories that have run in local outlets to provide a sense of the information that people have been exposed to regarding child maltreatment. This is important as most community members do not have first-hand knowledge of these issues and their only knowledge comes through media exposure. The findings from these two processes are outlined in the subsections below as well as key takeaways.

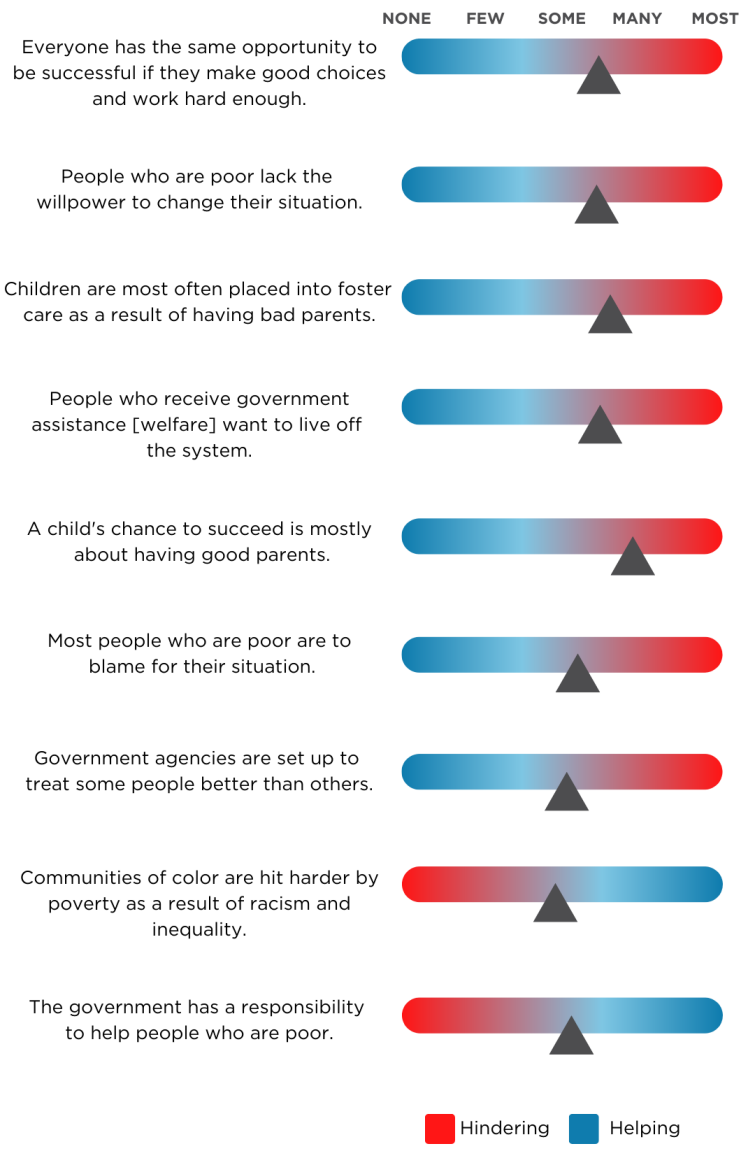
SECTION 4.1: NARRATIVES IDENTIFIED THROUGH CAREGIVER AND COMMUNITY INFLUENCER INTERVIEWS

On a scale of 1-5 where 1 represented no people and 5 represented most people, participants were asked how many people in Randolph County believed various statements. In Randolph County, there was a relatively small range of responses occurring across all narratives, from 3.0-4.0, indicating that respondents believed that somewhere between some and many people believed each narrative (Figure 28). Caregivers and community influencers indicated that more people believe narratives that have been found to hinder progress, than those that have found to advance progress around family well-being.

This was partially evidenced by the fact that people were less likely to believe that external factors play a role in individual-level outcomes. For example, the most prevalent narrative in Randolph County was the belief that "a child's chance to succeed in life is mostly about having good parents" (4 out of 5). This narrative has been found to hinder progress in prevention because it does not consider the external factors that drive health and well-being such as one's physical environment, or access to education and economic resources. This notion of individual responsibility was somewhat reinforced by the fact that fewer people in the community believe that the government has a role in supporting families (3.2 out of 5) as well as the relatively prominent narrative that "Everyone has the same opportunity to be successful if they make good choices and work hard enough" (3.6). Finally, of all the narratives, people were least likely to believe the statement "Communities of color are hit harder by poverty as a result of racism and inequality" (3.0). The narrative of "Government agencies are set up to treat some people better than others (e.g., schools, criminal justice system, etc.)" was the second least predominant (3.1).

Additional narratives tested the extent to which individuals hold beliefs that portray parents in less favorable ways (e.g. bad or lazy). This cluster of narratives fell right behind the "good parent narrative" in ranking with responses ranging from 3.5-3.7. These narratives specifically included the belief that "Children are most often placed into foster care as a result of having bad parents" (3.6); "People who receive government assistance [welfare] want to live off the system" (3.6); and "People who are poor lack the willpower to change their situation (3.5)." A related though less predominant narrative was "Most people who are poor are to blame for their situation" (3.3).

Figure 28: Amount of community members that believe certain narratives, according to respondents



SECTION 4.2: RESULTS FROM MEDIA ANALYSIS

In order to gauge the information that people have been exposed to about families involved with DSS, a media analysis was conducted. The purpose of this analysis was not to suggest that these findings would be different than what is generally found in the media about child maltreatment, namely that the more egregious cases would appear. The analysis instead sought to identify how information reported compares to how often these cases occur within the system at large. Since most people are only exposed to what they see in the media regarding this topic, this helps understand the types of messaging they have seen and the degree to which more typical stories have been covered. There was also an intent to determine whether the audience could walk away feeling like they can make a difference.

The media analysis included a review of stories that ran in print and news media outlets over the last three years including the Courier Tribune, Fox 8, Spectrum Local News, WFMY 2, WNCT, and WXII. Each outlet was searched for terms including child abuse, child maltreatment, neglect, Department of Social Services, DSS, child protective services, adverse childhood experiences, and child trauma. The following types of stories were eliminated from the analysis: cases outside of North Carolina, cases where the perpetrator is not a family member and/or didn't live with the child (e.g. teacher, childcare workers, kidnappings, etc.), listing of charges brought against people that had been arrested, children that went into custody after their parent was killed, neglect cases for adults, stories that occurred prior to 2019, stories recruiting foster parents, and stories related to youth running away. This left 127 stories that were analyzed by a minimum of two reviewers at the Institute for Family.

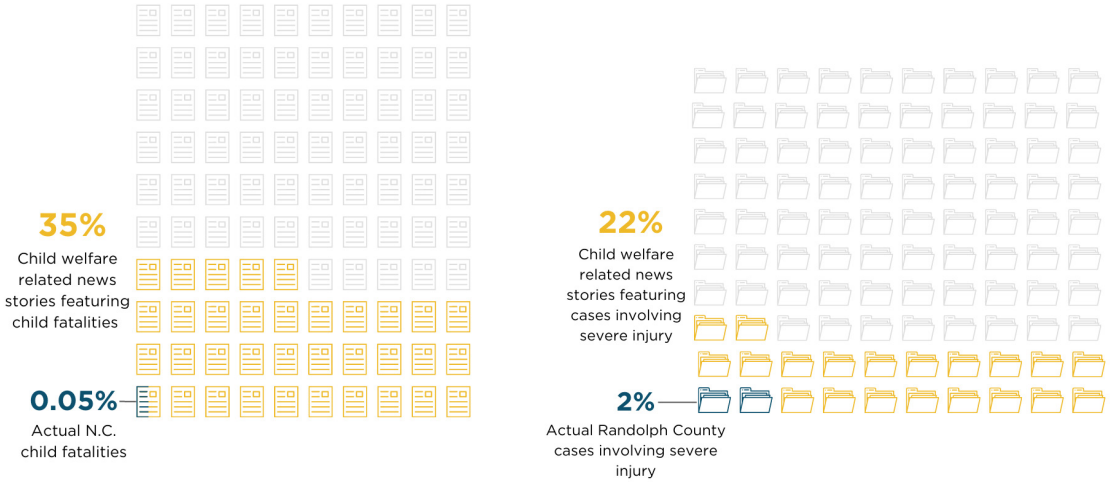
Each of the stories was analyzed using the following criteria. First, stories were assessed around level of severity including whether there was a child death, severe child psychological, physical or sexual abuse that required medical intervention, other child abuse and neglect case, or general information about the subject that was not specific to a single case. Second, stories were assessed for whether issues such as substance use, domestic violence, economic hardship, and mental health/stress were referenced. Finally, stories were assessed for the narratives that they conveyed comparing:

- Bad parents or bad choice narratives versus a narrative of overburdened parents
- Private issue/family solely responsible versus narratives around child maltreatment as a public health issue that requires collective responsibility and response
- Whether the problem was presented as preventable or not

Similar to the interviews, these narratives were intentionally selected based upon the Frameworks Institute research and the types of narratives that help or hinder progress around prevention. More specifically, narratives around bad parents making bad choices have been found to impede progress versus narratives that highlight the more common experience of families that are overwhelmed. Narratives around the problem as a private issue that only family members can solve have been shown to impede progress as they discount the role that community members can play in supporting families and discourage people from becoming part of the solution. Finally, narratives around whether a problem is preventable can positively impact progress as they affect whether community members believe there is a viable solution.

Results from this analysis mirrored patterns found in other areas, and the pattern that was anticipated, namely that stories available in the media tend to be more extreme cases and do not represent the more typical experiences of families that encounter the child welfare system. For example, as shown in Figure 29, 35% of stories that individuals were exposed to through media referenced a child death resulting from abuse/neglect. However, child deaths accounted for only .05% of the cases of child maltreatment in North Carolina 2020 (the most recent data available).[xxxix] Similarly, cases involving severe injury represented 22% of cases in the media but accounted for only 2% of cases in Randolph County in 2020. Alternately, one of the more common factors faced by many families that encounter the system, economic hardship, was under-represented in the media. Income instability has been shown to have a statistically significant direct link to child maltreatment reports resulting in children in lower-income households being over-represented in child welfare data.[xl] However, economic hardship was only referenced in 8% of the media articles.

Figure 29: Percentage of child welfare-related news stories featuring child fatalies or severe maltreatment compared to percentage of actual cases



In terms of how to solve this problem, media stories were more likely to paint a picture that could discourage individuals from acting. For example, only 15% of stories indicated this problem is preventable, with 81% of stories that did not present the problem as preventable. Approximately 75% of stories presented the problem as one that only impacts or can be solved by individual family members, while only 25% reported some type of broader impact on communities and the role/responsibility of our collective society to solve this problem. Finally, about 76% of stories presented a picture of “bad parents” and/or parents making

bad choices, while only 8% reflected the more typical story of parents who are overburdened and in need of support.

These findings are not intended to imply ill-intent on the part of reporters and editors, who are likely seeking to make a positive difference. That said, without being balanced by more common experiences of parents that encounter the system for issues related to stress and poverty, or without noting that these cases are less typical, these narratives can present a limited perspective. They can also hinder progress as readers may leave with the impression that all parents in DSS are bad people that should not be helped. These narratives can also convey a sense of hopelessness in community members who may walk away with the impression that these problems are unavoidable, isolated to a few, and that there is nothing they can do to help their neighbors and community.

SECTION 4.3: KEY TAKEAWAYS

Caregivers and community influencers interviewed perceived that people in Randolph County are more likely to believe narratives that can hinder progress as opposed to narratives that advance progress around increasing family well-being. This could in part be because knowledge around this issue is often limited to media exposure which tends to present more extreme cases. As commonly found in other communities, residents of Randolph County have been exposed to more severe abuse cases in the media and may not have a sense of the more common struggles that can lead to child welfare involvement. The degree of exposure, such as 35% of stories referencing a child death as compared to .02% of DSS cases that involve child death, could also lead one to believe that these cases are more common than they are. This may be impacting how people feel about parents that need support, as well as inadvertently minimizing the role that community members can play in reducing child maltreatment.

This presents an opportunity to increase awareness and understanding for the community by telling more typical stories of families that come to the attention of DSS because they are overburdened and lack support. Given the degree to which Randolph County residents care for one another, telling these stories, including factors that drive child welfare cases, will likely help the county reduce child welfare involvement.

Section 5: Community Dynamics And Readiness For Change

Understanding the dynamics of a community and the readiness for change are important elements to addressing social issues, such as the increase of children in foster care. The assessment process therefore included a multi-pronged approach to better understand these areas. First, family members and community influencers were asked questions about the overall community dynamics including how power is distributed, how decisions get made, and the extent to which they believe citizens are heard. The assessment also included a question about how people learn about information to help inform future outreach efforts as well as highlighted how the community is currently mobilizing around issues. Interview respondents were also asked questions from the Community Readiness for Community Change validated tool. Findings from each of these are outlined below.

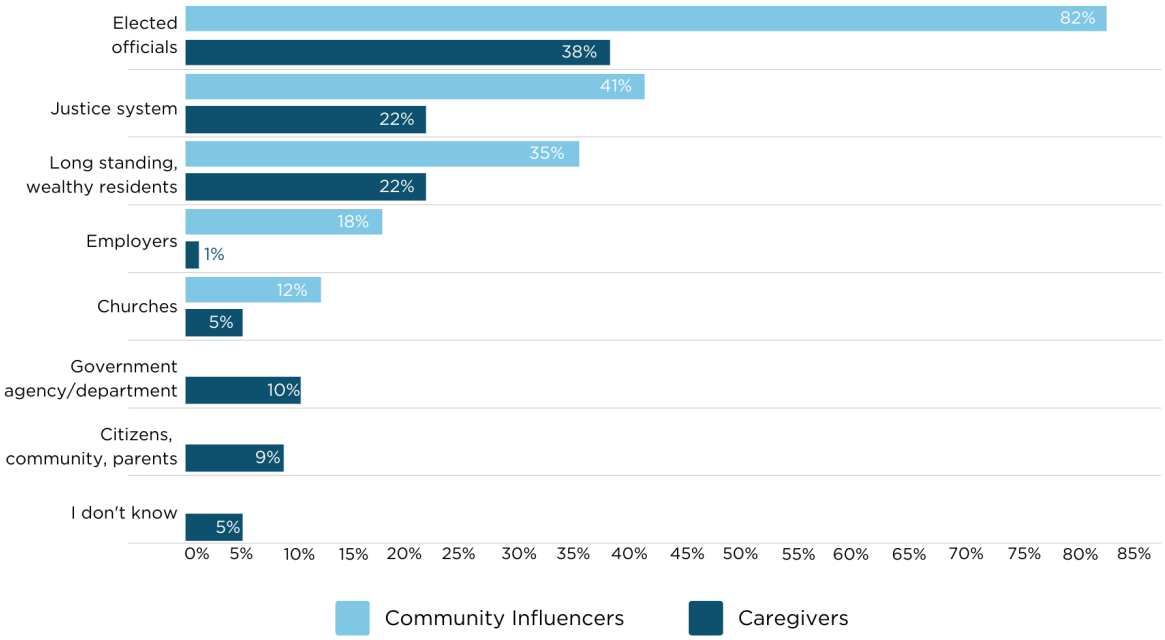
SECTION 5.1: COMMUNITY DYNAMICS NOTED BY RESIDENTS

Findings from this portion of the analysis highlighted similarities and differences between how caregivers and community influencers perceived power, decision-making, and whether citizens believe they are heard. Most notably, caregivers were less likely to identify or recognize the impact that external decisions had on their family unit. For example, caregivers were much more likely to believe that they themselves made all decisions that impacted their family well-being (33%) compared to 12% of community influencers that believed caregivers make the decisions that impact their families. Community influencers were more likely to believe that elected officials make decisions that impact families (65%) while only 32% of caregivers indicated that elected officials make decisions that impact them. Community influencers additionally believed that the education system makes decisions impacting

families (29%) and the justice system (24%). In comparison, only 3% of caregivers thought the education system makes decisions that impact their families, and 1% of caregivers identified the decisions of the justice system as impacting them. Both groups recognized to some extent that government agencies make decisions impacting families with 8% of families identifying this group, compared to 18% of community influencers.

Regarding the distribution of power in the community, both groups identified similar entities as holding power when responding to the open-ended question. As shown in Figure 30, elected officials were the most frequently referenced by both caregivers (38%) and community influencers (82%), followed by the justice system (22% caregivers, 41% community influencers) and long standing, wealthy residents (22% caregivers, 35% community influencers). However, like the decision-making trend identified, caregivers were much less likely to recognize or reference how power is distributed. For example, while both groups identified elected officials the most frequently, only 38% of caregivers noted the power held by officials as opposed to 82% community influencers.

Figure 30: Who holds the most power to influence community decisions, according to respondents (Appendix L)



> **"[Decision-makers] have their own agenda. What the community looks like it needs and what it gets are completely different things."**
>
> **- Randolph County Caregiver**

Finally, the assessment asked residents whether they believe the voices of regular citizens are heard by leaders with power in Randolph County. Caregiver respondents were more likely to believe that citizens are not heard (43%) compared to community influencers (29%), as shown in Figure 31. Furthermore, while 35% of caregivers believed that leaders hear citizens, only approximately 4% believed that they listen to regular citizens or people without power (Figure 32). Fifty-six percent of caregivers believed leaders only hear the voices of leaders or long-standing, wealthy residents. Approximately 41% of community influencers believed that leaders hear the voices of citizens, with 24% believing they only listen to some residents, namely people with power or long-standing, wealthy residents. Community influencers did not identify regular citizens as a group that is heard by leaders, noting that others with power or wealth are often heard.

Figure 31: Whether decision-makers hear the voices and concerns of regular citizens, according to respondents

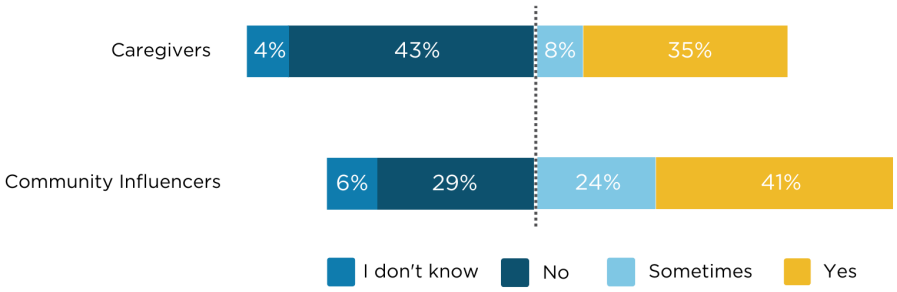
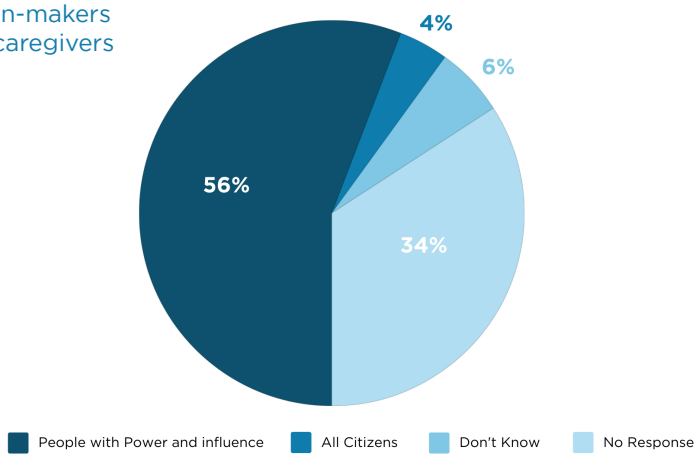


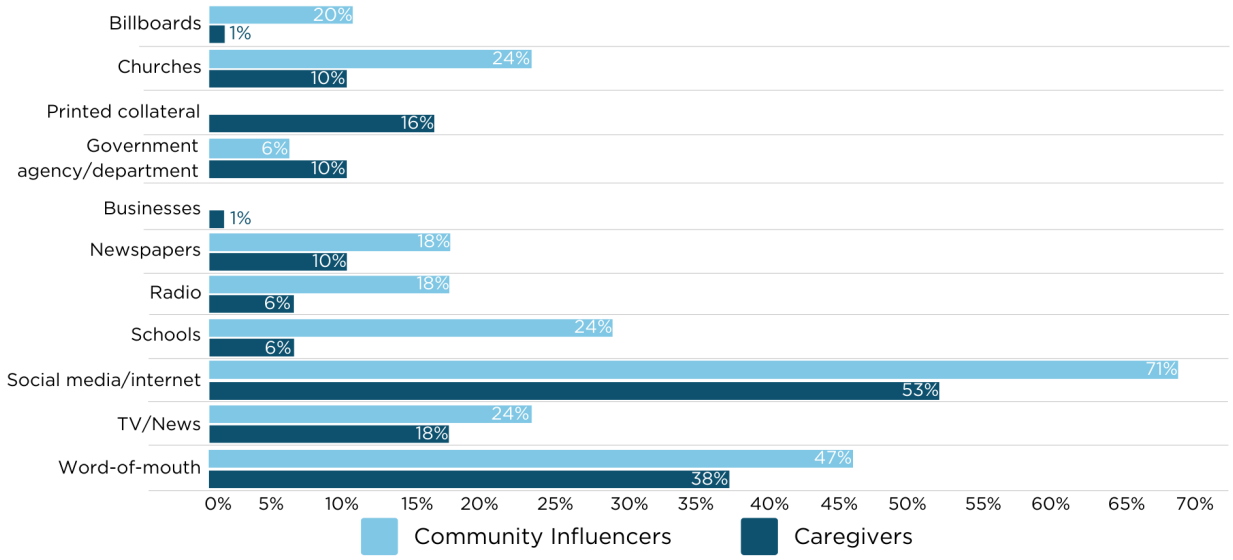
Figure 32: Who decision-makers listen to, according to caregivers



> "[The problem is] because of poor perception and relationship with city government. The perception that they are not going to help us. But it is a matter of asking for help. We can help them, and they can help us. It is a win-win situation."
>
> - Randolph County Community Influencer

To inform future efforts, the assessment also asked about how people learn about resources in the community. Social Media/internet was the most common open-ended response by both caregivers (53%) and community influencers (71%) followed by word of mouth (caregivers 38%, community influencers 47%). Key differences noted included community influencers were more likely to believe that schools were a source of information (29% of respondents) compared to caregivers self-reporting schools as an information source (6% caregivers). Forty-four percent of caregivers also noted learning about resources by printed collateral (e.g., fliers/pamphlets/posters/bulletin boards), which was not identified as a source of information by any community influencers. Figure 33 shows additional similarities and differences in perceptions around how parents learn about resources.

Figure 33: How families learn about resources, according to respondents (Appendix M)



> **"[We need to] seek to know and develop relationships with each other within a community."**
>
> **- Randolph County Caregiver**

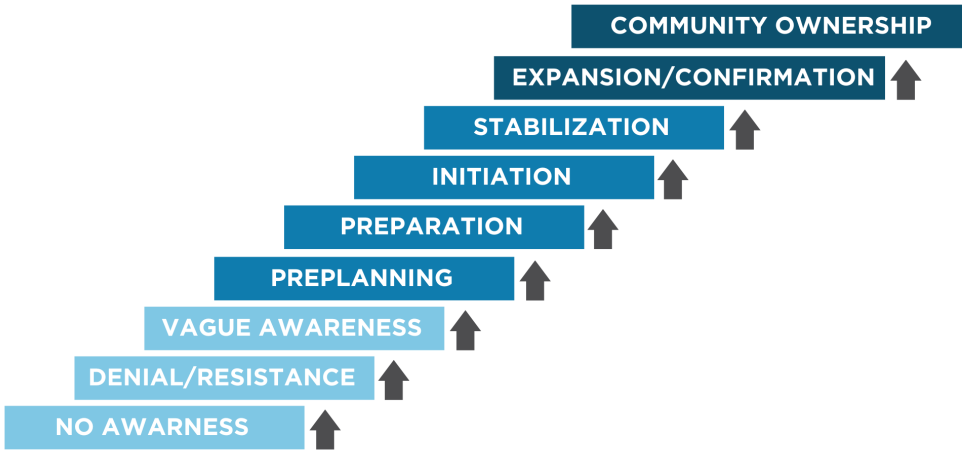
Additionally, the analysis identified various collaborative groups coming together to address complex issues facing the community. First, Project Safe Randolph is a local implementation of the national Project Safe Neighborhood program, which seeks to reduce violence within communities. This program brings together federal, state, and local law enforcement and community leaders and focuses on providing comprehensive support to some of the community's most violent offenders.[xli] Two inter-connected collaboratives led by Randolph Partnership for Children, namely the Family Engagement & Leadership Coalition (FELC)

and Randolph ChAMPS additionally bring together caregivers and community influencers to enhance policies and practices for families in the community. Finally, the new opioid collaborative through the Department of Public Health brings together leaders from various agencies in the community to address the substance use challenges faced by Randolph County.

SECTION 5.2: RESULTS FROM COMMUNITY READINESS FOR CHANGE ASSESSMENT TOOL

Understanding the degree to which a community is ready and willing to take action on an issue, such as the number of children in foster care, is important. Having this understanding can help prioritize strategies in a way that will successfully advance change. As such, the current assessment utilized a model developed by Colorado State University through the Tri-Ethnic Center for Prevention Research.[xlii] This model, which builds upon the Transtheoretical Model of Behavior Change by Prochaska and DiClemente, identifies nine stages of readiness as depicted in Figure 34. The level of readiness is determined by assessing five areas: community knowledge of the issue, community knowledge of the efforts to address the issue, leadership attitude toward addressing the issue, community climate or attitude towards addressing the issue; and the resources that are currently or could be used to address the issue.

Figure 34: Stages of community readiness model



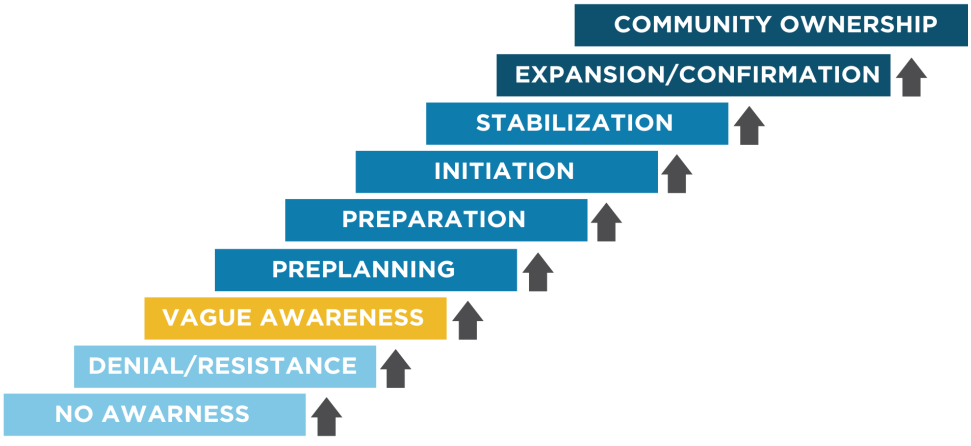
While there can be back and forth between stages, each stage generally builds upon the prior. For example, a community that has denial and resistance to change is considered more ready to address the issue than one that has no awareness. It is important to note that the model is not entirely linear, in that communities can and do increase and decrease in level of readiness to address an issue.

The model is intended to be used to help prioritize strategies around the community's current level of readiness and to avoid strategies that are not aligned. For example, trying to plan solutions to implement within a community that has no awareness, will likely yield limited success. A more effective strategy would be to raise awareness within the community about the issue and how it impacts the area.

To assess the current level of readiness of Randolph County around the issue of children going into foster care, this validated measurement tool was used with community influencers. While the tool only requires between 4-12 respondents, this assessment process included 17 community influencers to get more broad representation. As referenced early in the report, these respondents were cross-sectional including government representatives, elected officials, involved citizens, non-profit leaders, faith-based leaders, individual donors, and school district leaders.

As shown in Figure 35, results indicated that the current readiness stage in Randolph County is "Vague Awareness" (3.1). This stage typically indicates that a few community leaders have limited knowledge, there is no immediate motivation to act on the part of leadership, and there are limited resources that could be used to further efforts to address the issue. The general sense is that something should probably be done, but there is no knowledge about what to do and no ownership over who should act. Recommended strategies at this stage are presenting information at local events/groups, including stories as opposed to relying on facts alone, publishing materials such as articles, editorials, and billboards that relate the information to the local situation. Initiating events in the community to present information on the issue has also been found to be an effective strategy if the events are engaging or have other benefits to potential attendees.

Figure 35: Randolph County is in stage 3 of 9 of the community readiness model



When looking at each individual dimension of readiness, Randolph County scored highest in leadership (4 of 9), and lowest in knowledge of current efforts being done (2.4 of 9), followed closely by resources (2.8 or 9). Knowledge of the issue (3 of 9) and community climate (3.5 of 9) fell in between. This indicates raising awareness about both the issue and the efforts currently underway, may be helpful. It would also be helpful for the community to focus on resources that may be available to address this issue in the community.

SECTION 5.3: KEY TAKEAWAYS

The results from this section indicated that both caregivers and community influencers believe that elected officials, the justice system, wealthy residents, and government leaders hold the most power within Randolph County. Both groups additionally believed that regular citizens, that are not wealthy or in positions of power, are generally not heard by those with power. This presents an exciting opportunity to create space for listening to the unique experiences of caregivers who are overburdened by stressful conditions.

The analysis additionally concluded that Randolph County is in the Vague Awareness Stage of community readiness. This means that while some in the community have limited knowledge and understanding of the issue, the community at large is not aware. Efforts to make change at this stage should center around increasing community knowledge and understanding, focusing awareness efforts on the more typical cases within the child welfare system. Increasing motivation of community members to act, by building empathy for families and enhancing understanding of the community-level impact, would help advance change towards reducing the number of children in foster care.

Section 6: Child Welfare Analysis

To better understand how to reduce foster care and other costly child maltreatment interventions in Randolph County, the assessment process included an analysis of data about families within the DSS system. The goal was to identify trends in the data as well as potential explanations for various patterns noted. For this portion of the assessment, data was primarily received from the Quality Improvement Coordinator at the Randolph County DSS office. The individual providing this information also contributed numerous hours of expertise around the data through multiple meetings with evaluators from the University of North Carolina at Chapel Hill and the Institute for Family. This support was instrumental to the process and further demonstrated the dedication and passion within county DSS staff for families and children.

Data reported by Randolph County to the NC Department of Health Services, as well as data extrapolated from federal reporting sources, were also analyzed. During the time of the analysis, 2021 data was only partially complete, so the numbers reflected in this report are likely lower than the final totals. Additionally, across the United States, the occurrence of COVID-19 in 2020 significantly reduced child maltreatment reports coming into the system. This is likely because children/youth were more isolated within the home and not exposed to others who often report child maltreatment. Data from 2020 were therefore interpreted with caution in this analysis. The following sections provide a general overview of the data findings and areas of success, as well as a trend analysis over time.

SECTION 6.1: GENERAL RANDOLPH COUNTY FINDINGS AND AREAS OF SUCCESS

Since 2016, Randolph County DSS has received between about 1,760-1,860 calls per year for alleged child maltreatment. On average, about 73% of calls coming in are "screened-in" meaning there is a determination made that a more thorough assessment is needed. Over the past six years, there have been anywhere between 1,745 to 2,253 children within the cases assessed per year in Randolph County. Randolph County is unique in that it receives a much higher percentage of calls from non-professional sources such as relatives or neighbors (approximately 31% in Randolph County in 2019 compared to 15% nationwide). Other common sources of reporting for both Randolph and the nation are education personnel (25% Randolph, 21% nationwide in 2019), human services (15% Randolph, 10% nationally in 2019), legal (9% Randolph, 19% nationally in 2019), and medical (10% Randolph, 11% nationally).[xliii]

Reporting trends in Randolph County are evolving as the reports coming in from parents and relatives are generally trending down whereas reports from legal and medical sources are increasing. The average age of children reported has remained relatively consistent in Randolph County between 2016 (7.8) and 2021 (7.7).

Randolph County DSS has reduced the number of days between initial report and case decision between 2016 and 2021. More specifically, in 2016 it took an average of 104 days to come to a case decision, whereas by 2021 these decisions occurred on average within 73

days. Reducing the number of days between calls and case decisions is generally a positive indicator if the quality of decision-making remains. For all but one year assessed, there was no statistically significant difference between the initial report and case decision by race/ethnicity. The one exception was 2018, where mixed-race children had fewer days between initial report and case decision than all other race/ethnicity groups. This was a statistically significant difference.

Similar to national trends, data analysis showed that populations of color are over-represented in the DSS system in Randolph County. For example, while the Black population represents only about 6.5% of the population in Randolph County, they represented about 10% of cases in 2021. Similarly, families that are multiracial represented 1.6% of the population at large but close to 10% of DSS cases. Finally, the Hispanic population accounts for 12.7% of the overall Randolph County population but account for approximately 15% of DSS cases. It is important to note that while children of color were over-represented in Randolph, this disparity was generally smaller than the disparities seen at state or national levels.

While further analysis is needed to determine the exact cause for the over-representation of populations of color in Randolph County, other places have identified that children of color are more likely to be over-reported to the system. This has been found to be related to things like historical policies/practices, sustained trauma across generations and inherited poverty experienced by populations of color which can increase the likelihood of being reported for child neglect. Additional analysis to better understand this trend in Randolph County would be beneficial.

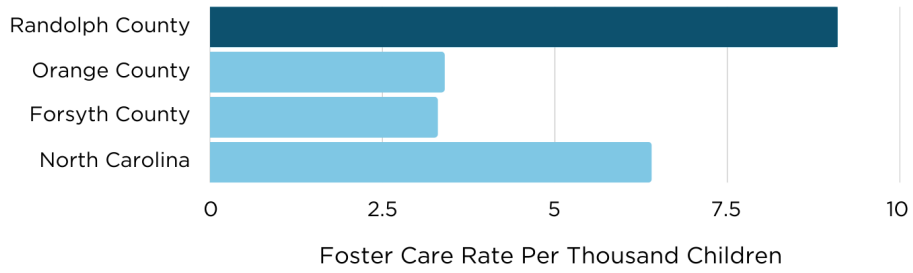
The data also indicate that Randolph County DSS has made strides towards serving some families of color in less-intensive ways. Specifically, DSS has increased the proportion of non-white children that are served during the family assessment phase, which often includes referrals being made for basic needs support. For example, in 2016, Black children represented approximately 11% of children served during the assessment phase. In 2021, Black children represented 20% of children served through this more preventative strategy. The proportion of Black children represented in more intensive categories,

such as required late-stage services, has generally trended down (Black children accounted for 18% of substantiated cases where services were required in 2016, but only 4.8% of such cases in 2021). However, the pattern has not been consistent, so more analysis and tracking are needed. Additional analysis by race and ethnicity for children in foster care to determine the extent to which children of color may be over-represented is also needed.

Mixed race children remain over-represented in more intensive service categories. For example, in 2021 children identified as mixed race accounted for about 1.2% of the population, yet 9.7% of substantiated child maltreatment cases and 9.2% of cases where services were required. Race did not, however, seem to be a key factor impacting how long a child remains in foster care. In all but one year, there were no statistically significant differences between different pairs of racial groups. There was an exception in 2018 where mixed raced children spent, on average, 13 days less than white children in foster care.

When compared to other areas, Randolph County appears to have more overburdened families, evidenced by higher rates of DSS involvement and higher intensity of cases requiring late-state interventions. Specifically, Randolph County has a higher child abuse and neglect investigation rate per 1,000 children (55.6) than North Carolina (45.2), as well as a higher rate of cases substantiated per thousand, 10 in Randolph versus 8 in North Carolina.[xliv] As shown in Figure 36, Randolph County also has foster care rates that are higher in comparison. As of 2021, the foster care rate per 1,000 in Randolph County was 42% higher than that of the state (9.1 children per 1,000 in Randolph compared to 6.4 children per thousand in NC). As a county-level point of comparison, Orange County had a similar child population in 2021 but had less than half as many kids in foster care (127 kids in Orange County compared to 296 kids in Randolph County). Forsyth County had more than double the population of children (63,440 additional children), but only 31 additional kids in care (327 kids in Forsyth care versus 296 kids in Randolph County).

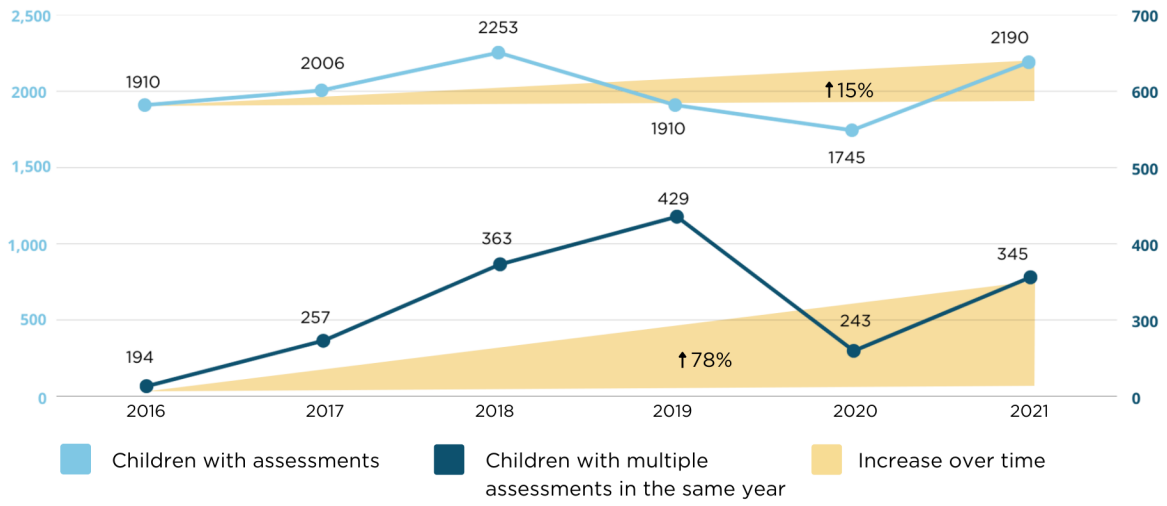
Figure 36: Foster care rate per 1,000 children



SECTION 6.2: RANDOLPH COUNTY TRENDS OVER TIME

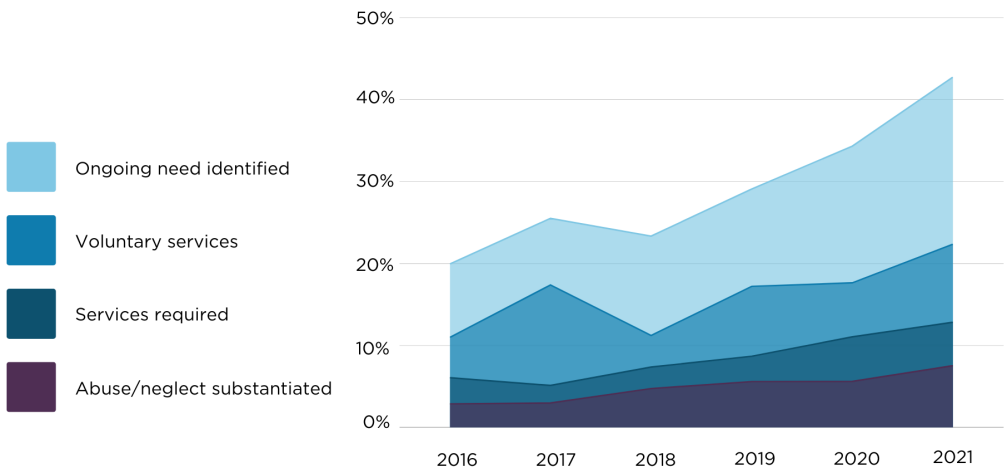
When looking at the trends since 2016, the data indicate that families are increasingly overwhelmed and in need of more support. For example, the number of children coming into the system has generally increased, up a minimum of 12% between 2016 and 2021 (this number is likely higher due to data tracking in process). The number of children with multiple cases in the same year has additionally increased 78% during this same time frame (from 194 to 345 children). This means that assessments are completed, and then families are re-reported within the same year. Figure 37 shows the trend of the number of children in the system over the past six years, as well as the number of children with multiple cases in the same year.

Figure 37: Number of children with DSS assessments (2016-2021)



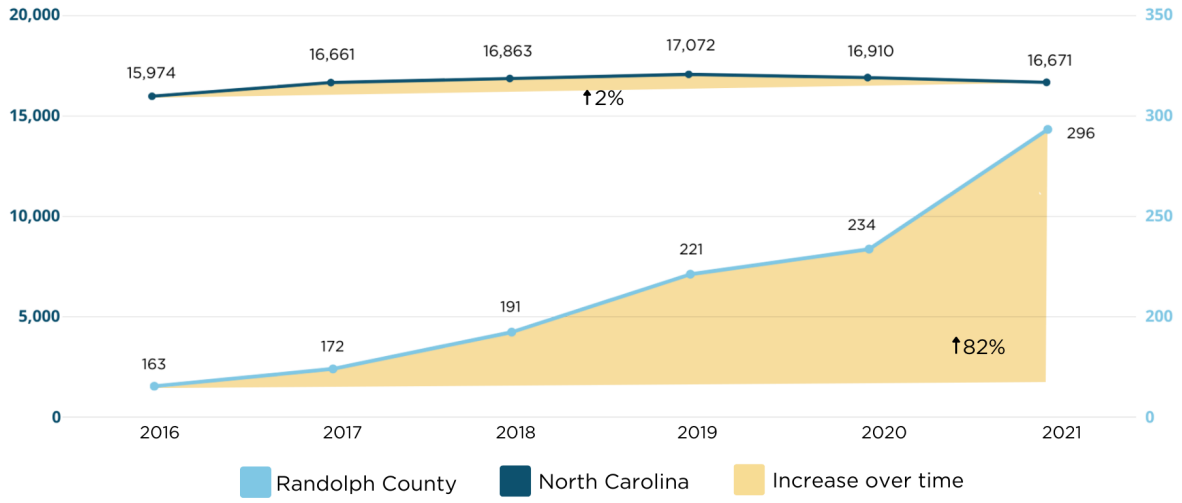
In addition to these increases, there were other indicators suggesting that outcomes for families in Randolph County are headed in the wrong direction. For example, in 2016, only about 20% of assessments had ongoing needs or concerns identified, defined as cases with services recommended, services provided, services required, or abuse/neglect substantiated. As of 2021, that number had more than doubled to 43%. This means nearly 1 in 2 children are currently recommended for some additional support, as opposed to the 1 in 5 children from just 6 years prior. As shown in Figure 38, this pattern held true at each level of intensity including a higher percentage of abuse/neglect substantiated (the most severe cases) from 3.8% in 2016 to 8% in 2021, a higher percentage of cases requiring services (from 6% in 2016 to 13% in 2021), and a higher percentage of cases where voluntary services were recommended (from 11% in 2016 to 22% in 2021).

Figure 38: Percentage of total assessments with service needs or abuse/neglect substantiated (2016-2021)



Additionally, the number of children in foster care in Randolph County has increased and continues to grow each year as demonstrated by Figure 39. The change from 2016 to 2021 represents an 82% increase for Randolph County. The number of children in foster care in North Carolina had been steadily increasing until fiscal year 2019 but has been declining since and is down 2% from where it was in 2019.

Figure 39: Total number of children in foster care per fiscal year (FY2016-FY2021)



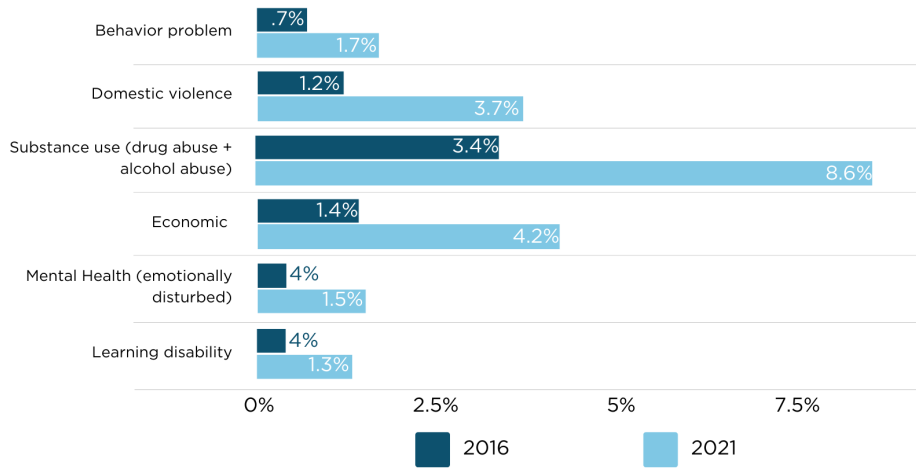
In terms of understanding what factors are driving child welfare involvement in Randolph County, more analysis is needed. The current assessment requested data between 2016 to 2021 to identify the factors that contributed to reports. This included factors that are identified on the assessment form within caregivers (alcohol abuse, drug abuse, mental retardation, emotionally disturbed, visual/hearing impaired, learning disability, physical disability, other medical condition, or lack of child development knowledge), youth (alcohol problem, drug problem, mental retardation, emotionally disturbed, visual/hearing impaired, learning disability, physical disability, other medical condition, behavior problem), and households (domestic violence, inadequate housing, financial problem, public assistance) as noted on Form DSS-5104.

Data received indicated that none of these factors applied in almost all cases (77%-91% of cases between 2016-2021). This would mean that only between 9-23% of cases included any of these factors. This seems unlikely given what is known about factors correlating to child maltreatment reports and anecdotal data shared by DSS staff. There is more likely some factor in the data that is contributing. Data experts within DSS speculate that the existing query may only be pulling the factor identified as the "primary" reason, as opposed to pulling any of the factors that were noted.

Despite this, the contributory factors that were identified in about 10-20% of cases were analyzed to get a sense of what may be occurring. Of all the factors listed above, substance use was most common (8.6% of cases in 2021 when combining drug abuse and alcohol abuse), followed by financial issues (4.2% in 2021 when combining inadequate housing, financial problems, and public assistance), and domestic violence (3.7% in 2021). These data

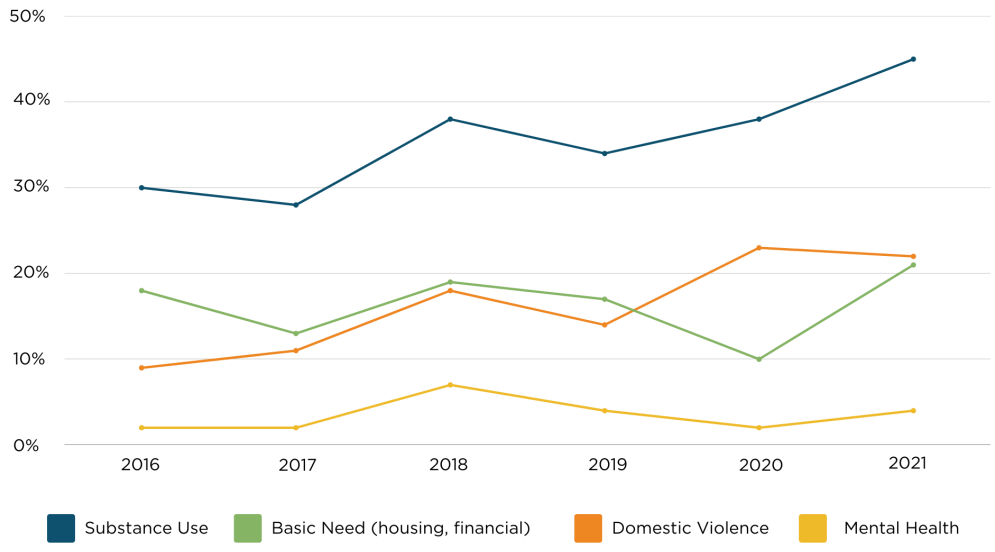
did seem to validate the trend found in other data around family needs becoming more intense. Specifically, the percentage of cases with these challenges identified increased between 2016 and 2021 as noted in Figure 40.

Figure 40: Contributing factors for DSS involvement for 2021 compared to 2016



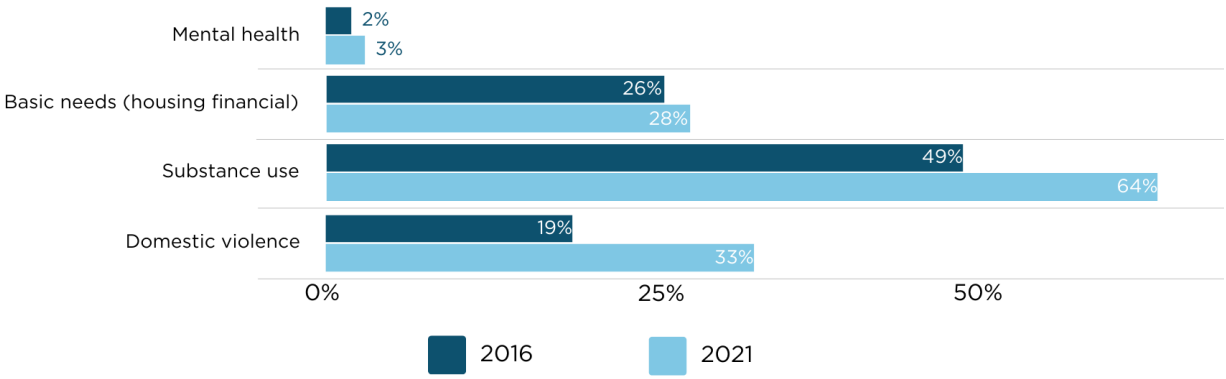
This analysis additionally assessed contributing factor data for a subset of all cases, namely those where there was some type of need or concern found during the assessment (substantiated, services required, services recommended, services provided). This portion of the analysis removed cases with the finding of "unsubstantiated" and "services not recommended" with the assumption that these cases are generally less severe and may account for a large portion of cases with no contributing factors identified. The results from this analysis similarly demonstrated that substance use, basic needs, and domestic violence are the three most common contributing factors for DSS reports. Figure 41 shows the trend for the top factors identified between 2016-2021. Substance use has increased annually and accounted for just under 50% of cases in 2021. Domestic violence has also trended upward over the years accounting for about 22% of cases in 2021. Reports related to basic needs have fluctuated, but also accounted for just over 20% in 2021.

Figure 41: Contributory factors for cases where concern/need was identified



Finally, contributing factors for cases of repeat maltreatment reports were also analyzed and demonstrated a similar trend. Specifically, factors that contribute to cases have increased over time and are primarily due to substance use, domestic violence, and basic needs. As noted in Figure 42, substance use was a factor in nearly 65% of repeat maltreatment cases, followed by domestic violence (33%) and basic needs (28%).

Figure 42: Contributing factors for repeat maltreatment cases for 2021 compared to 2016



SECTION 6.3: RESULTS FROM CAREGIVER AND COMMUNITY INFLUENCER INTERVIEWS

Despite the trends that emerged in the data, community residents feel optimistic about the possibility of preventing foster care. When asked in an open-ended question whether it was possible to prevent foster care, 83% of respondents indicated that preventing foster care was possible, at least in certain instances, with only 4% indicating that they did not think it was ever possible. Respondents believed that increasing quality services and addressing stressors that impact families could lead to a reduction in foster care. Respondents also noted that additional support for relatives who could care for family members if a child needed to be removed would be helpful (Appendix N).

As another avenue to informing prevention of foster care, both caregivers and community influencers were asked questions about the knowledge people have about the issue of children in foster care. On a scale of 1 to 4, with 1 being nothing and 4 being a lot, respondents were asked how much people in Randolph County know about the issue of kids going into foster care. This included asking about causes, the impact, the prevalence, how to prevent it, and the impact of children going into foster care on family and friends. There was generally consensus among caregivers and community influencers that people in Randolph County do not have much knowledge about the issue. The average score across knowledge domains ranged from 2.1 to 2.5 out of 4. While differences were slim, respondents perceived that community members know most about the effect of foster care on family and friends (2.5) and the causes (2.4), and least about how many children in Randolph County go into foster care annually (2.1).

> “[There needs to be] more help for grandparents that are raising grandkids…[I’m] raising two grandbabies and trying to get [my] other grandbaby…because he got put into foster care—we were told grandparents had no rights.”
>
> - Randolph County Caregiver

Respondents were also asked to share their perspectives on why children go into foster care in Randolph County in an open-ended question. Substance use was referenced most frequently by both caregivers (49%) and community influencers (53%). Both groups also commonly identified economic hardship (22% caregivers and 18% community influencers). Interestingly, domestic violence was not frequently referenced, though it has consistently been one of the lead contributory factors. An interesting difference also emerged between groups where 11% of caregivers referenced lack of community support as an issue, but no community influencers identified this as a contributing factor to kids going into foster care. Mental health and trauma were referenced relatively frequently among community influencers (18%) but were only mentioned in 3% of caregiver responses. The percentage of cases where mental health was identified as a contributing factor have also been relatively low. Other reasons perceived to lead to foster care had to do with perceptions of bad parenting, particularly parents that are ill-equipped, lack parenting skills, or make bad choices noted by 34% of caregivers and 12% of community influencers. While commonly perceived to contribute, parenting knowledge was not a common factor noted in CPS assessment findings, only accounting for between 1-5% of cases.

Finally, key stakeholders with more in-depth knowledge of the child welfare data were asked to identify strategies that may produce more immediate cost-savings to the system. The most common theme identified from these responses was that more support for relative caregivers could potentially reduce costs. Specifically, individuals noted that many children/youth end up in the foster care system for the sole reason that they are being raised by grandparents, who do not have legal custody. Establishing a means to support the grandparent living arrangement, instead of taking custody of the child, was referenced as a potential strategy by various stakeholders. There was also agreement from respondents that providing more support for family members to allow them to care for children if a removal was necessary would be helpful. Community experts believed that this could help reduce the number of out-of-county placements and the associated costs. At the time of this assessment, data was not available on the number of children in care due to a grandparent raising them or the number of placements that could have been avoided with a relative caregiver arrangement. Capturing this data, and having it available electronically, would help the county better assess whether these strategies would effectively reduce costs and/or enhance outcomes for families.

SECTION 6.4: KEY TAKEAWAYS

In conclusion, the analysis of DSS data confirmed the perspectives shared by DSS leadership. Namely, family needs are getting more complex and DSS cases are getting more intense, which is taking a toll on hard-working DSS team members. Leaders reported staff feeling overwhelmed, exhausted, and burned out, working harder on more problems and not seeing the desired results. If nothing changes, this pattern will likely continue.

However, there was also hope that was reflected in interviews where community residents expressed that it is possible to prevent foster care. Generally, people felt that increasing support and resources for caregivers would yield positive results that could help reduce instances of foster care. Those with more in-depth knowledge of the data additionally felt that providing support to relative caregivers, including grandparents who are raising grandchildren without legal custody or relatives who may need to step in upon a removal, would be helpful. Respondents also indicated that there is an opportunity to increase knowledge and awareness of these issues within the community, which could likely improve outcomes for children and families.

An important finding from this section was that Randolph County DSS collects most data on paper forms and information is not available within a data system. For example, data such as family strengths and needs, services received, specific family circumstances, and location were not available and made it difficult to understand the core drivers of child welfare and cost-effectiveness opportunities.

Other child welfare systems across the country utilize technology such as tablets for social workers, who enter data electronically while working with families. This provides access to real-time data and has been shown to increase efficiency in the field and data-driven decision-making.

County leaders at DSS support the idea of digitizing data but have been reluctant to make this transition as the state has indicated the intent to rollout a mandatory system in the coming years. This leaves the county in a difficult position as the timing of the required state rollout remains unclear. It would be helpful for Randolph County leaders to share concerns with state leaders to expedite the rollout of a statewide data system and solidify timelines.

Depending on the timing of the state system, it may be helpful for Randolph County to consider an interim solution, such as temporarily utilizing a customizable data system to gather some key data variables. These systems (e.g. Penelope, Salesforce) often allow an easy way to build customized forms and reports and they can be cost efficient. More analysis around creating a short-term data-access solution should be conducted to determine the relative costs and benefit. This should factor in current costs incurred for time spent manually entering data and scanning forms as well as the cost of not having access to information when needed.

Section 7: Financial Analysis

To better understand the fiscal impact of overburdened families in Randolph County who are referred to DSS and to identify the potential for future cost-savings, an analysis of fiscal data from Randolph County DSS was conducted. These data were provided by the Program Accountant for Randolph County Government. In addition to providing the fiscal data, this individual provided numerous hours of technical expertise and context around the numbers which was critical to the assessment process. The analysis also included an assessment of other public financing streams that may be able to support the goal of improving family well-being. The results from each of these are detailed below.

SECTION 7.1: DSS BUDGET ANALYSIS

One of the primary questions driving this portion of the assessment was "What is the total cost for child maltreatment interventions, and specifically child removals, in Randolph County?" One immediate finding in this process was that the total fiscal impact of child welfare interventions in Randolph County is currently unknown. This is because funding comes from various sources (federal, state, and county) and not all the dollars filter through the county budget. There are also costs from other line items such as Medicaid and Work First that support families both within and outside of the child welfare system. There is currently no mechanism in place to analyze and track the full costs to the child welfare system across all funding streams. Establishing such a process in the future would allow the county to have a better sense of the total fiscal impact of this problem and better analyze the potential for cost-savings by investing more upstream.

Despite this fact, the analysis assessed the cost impact to the Randolph County budget using actual costs between 2017-2021 as well as the 2022 cost projections to date. Please note that due to a shift in how childcare assistance funds were allocated in 2017 (through the county budget) and the other assessment years (allocated through NC Fast directly to Smart Start partners), the childcare and family services line item was not included in the assessment of financial trends. These funds accounted for 2% of the total budget for DSS in 2021, down from 5% in 2018.

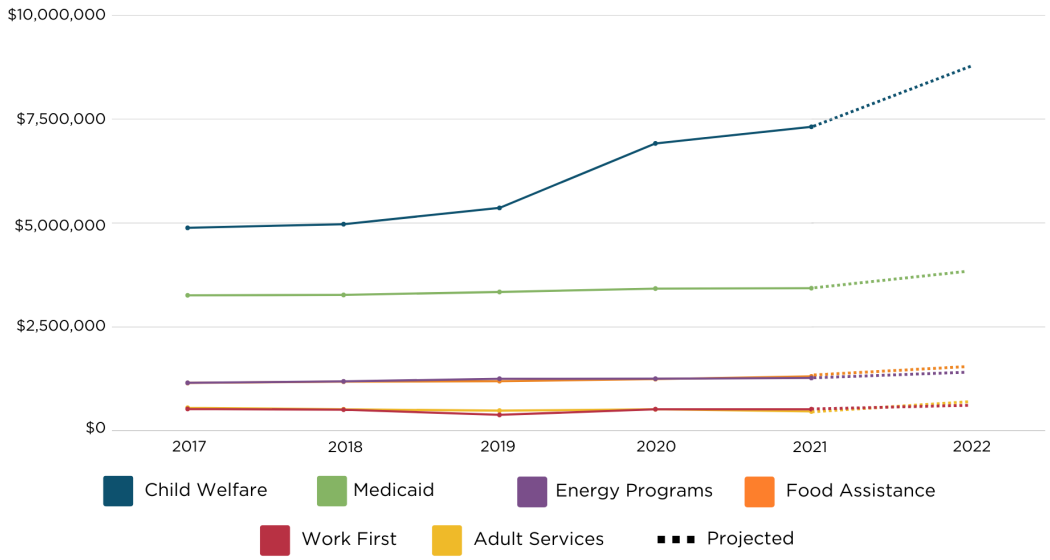
The overarching trend identified by the assessment was that the increased proportion of families with complex needs is driving costs up.

The overarching trend identified by the assessment was that the increased proportion of families with complex needs is driving costs up. Specifically, the costs for Randolph County DSS have increased annually, up 24% between 2017 to 2021. Based on projections for 2022, the overall cost increase to Randolph County since 2017 is anticipated to be 45%.

This is primarily due to the increase in costs for child welfare interventions in Randolph County (child protective services, in-home services, foster care, and adoption and home finding) which are increasing at a higher rate. These costs alone increased by 50% over the four-year period. As a point of comparison, Medicaid costs, which also account for a large portion of

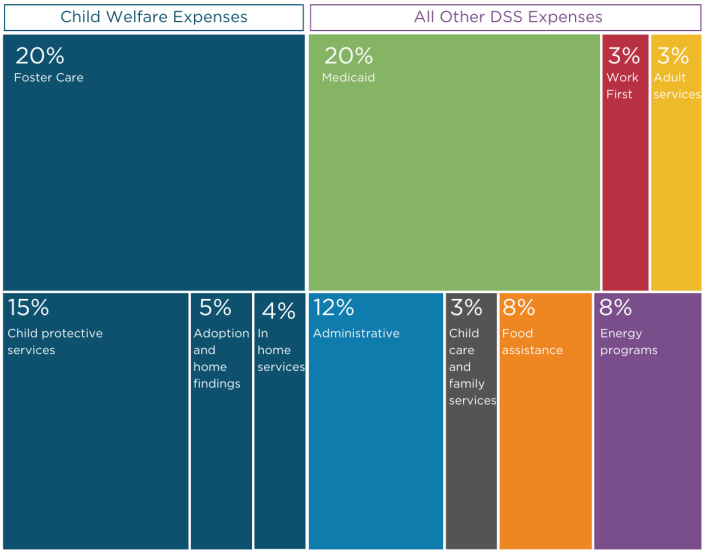
the DSS budget, only increased 5% during this same timeframe. Figure 43 shows the increase in costs for each line item (excluding childcare) between 2017-2021, as well as the projected costs for 2022.

Figure 43: Randolph County DSS budget by line item (2017 to 2021 and project costs for 2022)



Costs associated with child welfare interventions account for the largest portion of the DSS budget, accounting for nearly half of all costs in 2021. Figure 44 shows the overall breakout of costs in 2021. Within the various types of child welfare interventions, costs associated with child removals (foster care and adoption/home finding) account for the largest portion of cost, followed by costs for child protective services and costs for in-home services. Of the child welfare costs, foster care accounts for the largest segment.

Figure 44: Randolph County DSS budget breakdown (2021)



This analysis additionally sought to assess trends in prevention investments by using line items that are available to support families prior to child welfare involvement (e.g., Medicaid, Work First, Food Assistance, etc.). However, since families within child welfare services also receive these supports, and it was not possible to differentiate between groups, IFF was not able to identify the portion of costs that were supporting families prior to child welfare involvement.

SECTION 7.2: PUBLIC FINANCING STREAMS WITH ALIGNED GOALS

In addition to assessing current public funds operating through DSS, this analysis sought to identify other public funds that are intended to support family and community health and wellness. The goal of this portion of the assessment was to identify public funding streams that are well-aligned with the goal of improving family health and well-being and to assess whether these funds could be used to test new solutions generated by the Randolph County community. This was done using the research-based expanded concept of prevention, focusing on the primary drivers of health (e.g., neighborhood and built environment, healthy food, economic hardship, etc.). The summary below provides a general overview of a few public funding streams that were identified. More analysis is needed on each of these funding streams to identify their current use in Randolph County, and any potential opportunities to leverage funds in a way that increases investments in family wellness. There are also public funding streams noted that do not currently support work in Randolph County but could be monitored for long-term potential.

The Community Services Block Grant, a federally funded program operated through the Administration of Children & Families, provides funds to alleviate the causes and conditions of poverty in communities. As referenced earlier, these funds are currently supporting families in Randolph County and are operated through Central Piedmont Community Action, Inc. (CPCA). The local administering agency has some authority over how to utilize these funds within the respective services area. Should Randolph County decide to pursue new solutions to reduce foster care, a partnership with CPCA to identify shared goals, strategies, and opportunities to leverage funding could be beneficial.

As one of the largest federal block grant programs in operation, Title V funding provides support for promoting and improving the health and well-being of mothers, children, and their families. Title V funds are administered through the Women's and Children's Health Section (WCHS) in the NC Division of Public Health (NC DPH), within the NC Department of Health and Human Services (NCDHHS). North Carolina received close to $19,000,000 in Title V funds for FY 2021.[xlv] The funds are distributed through local health departments, who have local autonomy over spending. In Randolph County, funds are operated through the Department of Public Health who collaborates with MERCE Family Healthcare. Given how closely aligned the goal of these funds are with the goals of reducing foster care by addressing primary drivers of health, more exploration is warranted on whether there is potential for expanded use of these funds that are mutually beneficial. This could include prioritizing focused investments within the areas with the lowest health/wellness scores identified earlier, and/or co-creating, with caregivers, new solutions to test that are work toward the aligned goals.

North Carolina also allocated funds from the American Rescue Plan towards Rural Transformation Grants. Categories for these grants include downtown revitalization projects, resilient neighborhoods, and community enhancements. Randolph County was awarded $900,000 in the resilient neighborhoods category as part of Phase I of funding which was announced in June 2022. A second round of funding is anticipated in Fall 2022 and could further support the goals of advancing community and family wellness outcomes.

To address the neighborhood and built environment factors that drive family well-being, public infrastructure funds available through the North Carolina Department of Commerce may be a fit. These funds support utility and transportation infrastructure as well as Community Development Block Grant funds that address housing, enhance living environments, and expand economic opportunities.[xlvi] Randolph County has received some of this funding recently including an $85,000 for the City of Archdale to support the renovation of a 58,101-square-foot building and a $140,000 grant in Ramseur to support the 9,600-square-foot expansion of a building in Ramseur, occupied by Kraftsman, Inc. More exploration is needed around how these broader funds could be used to help address the environmental factors that lead to involvement with the DSS system.

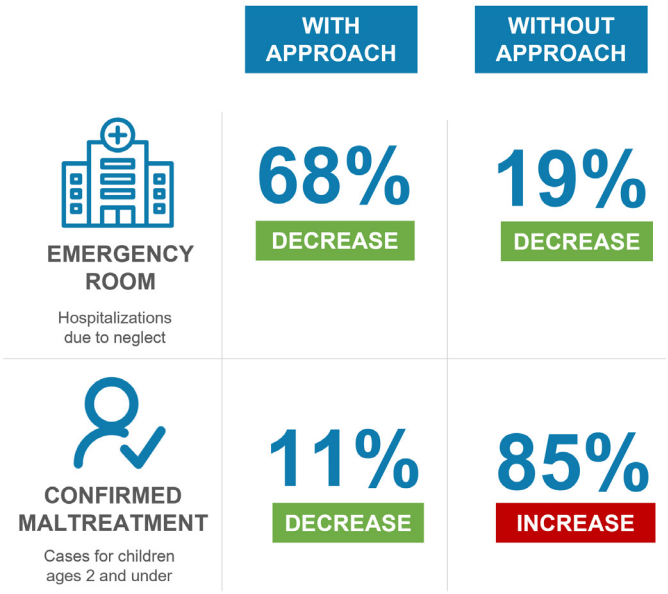
Other funding sources that are not currently available in Randolph County may be worth tracking to identify future potential, given the close alignment with the goals. Specifically, the Maternal Infant and Early Childhood Home Visiting Program (MIECHV) provides funds to support evidence-based home visiting programs that support families. North Carolina currently uses these funds to support Nurse-Family Partnership and Health Families America. Finally, the Community Based Child Abuse Prevention Program (CBCAP) is a generally flexible federal funding stream that supports prevention. North Carolina currently utilizes these funds in other areas of the state to provide parent education and support.

SECTION 7.3: KEY TAKEAWAYS

The increased proportion of families with complex needs is driving costs up. Specifically, costs to intervene through the child welfare system account for the largest portion of the DSS budget and are increasing each year. These costs have increased by 50% in the past five years compared to Medicaid costs which have increased 5% during the same period. This trend is projected to continue.

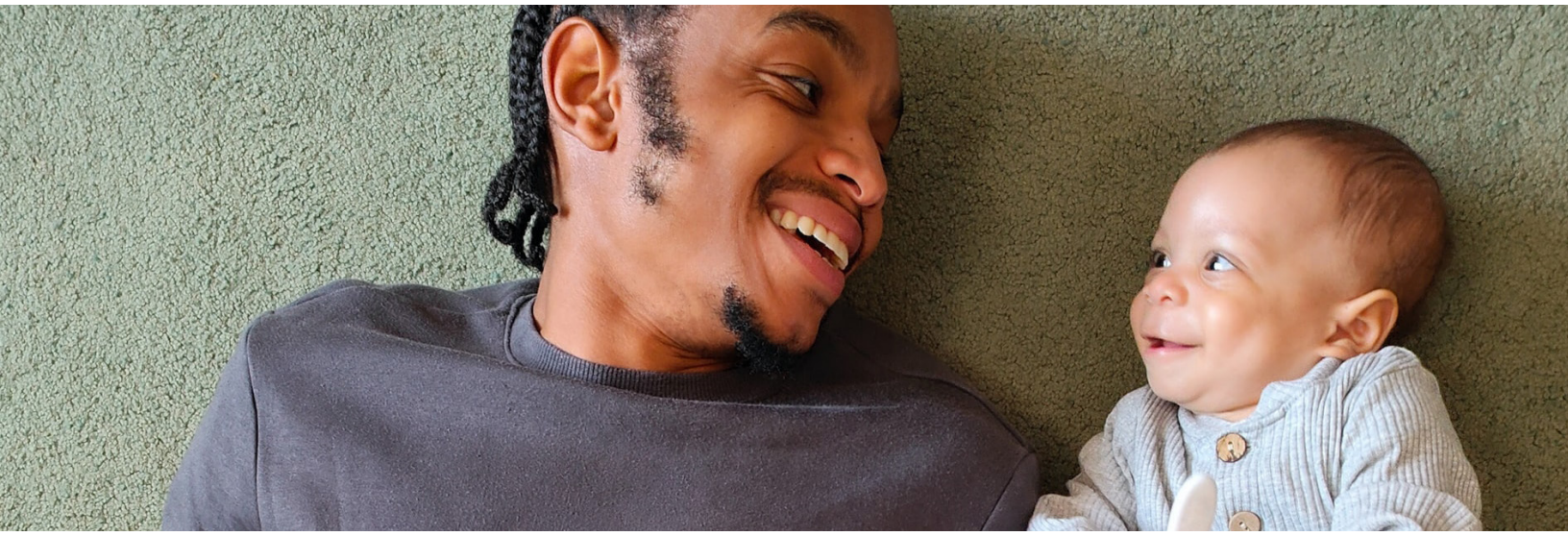
While more exploration is needed to identify what specifically will work in Randolph County, other areas across the country have been able to reduce costs by investing in family well-being before problems reach the child welfare system. For example, as shown in Figure 45, the Strong Communities Initiative in South Carolina was able to demonstrate reductions to emergency room/hospitalizations and confirmed maltreatment cases by taking the approach of developing, in partnership with parents, proactive community-level supports for families.[xlvii]

Figure 45: Results from South Carolina's Strong Communities Initiative



These positive trends held true across all age groups of youth studied and included other positive outcomes.[xlviii]

The analysis identified various public funding streams that can support drivers of family health and wellness. Further research on the funding opportunities and how they could potentially support the goals identified within Randolph County is needed.



Section 8: Limitations

The process used for the Randolph County community assessment had a few limitations which should be considered when utilizing findings. First, the process for the assessment was designed by the IFF team and feedback was solicited from community stakeholders in Randolph County prior to implementation. In an ideal scenario, parents and community residents would have come together to design the assessment, including identifying what questions should be asked based upon the things that are most pressing for the community. While the current analysis can serve as a helpful first step, the community could build upon this by bringing together caregivers and residents to identify where to go from here. This could include prioritizing areas of the assessment where the community would like to go deeper and/or identifying things that were not included in the initial assessment process that would be helpful to learn.

Similarly, the input from caregivers and other stakeholders was received from point-in-time interviews and did not include ongoing dialogue. Also, while about 25% of caregiver interviews were conducted by a parent resident of Randolph County, the interviews were mostly conducted by individuals outside of the community. The responses were therefore largely limited to those who felt comfortable enough to share their insights. Future efforts should increase the number of interviews conducted by parent residents.

Finally, as noted in the report, current data limitations made it difficult to assess certain areas that would be beneficial. For example, the child welfare data did not include geographic information, or information about family needs/strengths, what services were provided, and any outcomes associated with those services. Similarly, data around numbers served, wait list, demographics of those who completed services, and associated outcomes was not available from organizations in the field. Finally, the financial data that was assessed only covered the dollars that filter through the county budget and do not accurately account for the total costs to child welfare system in Randolph County.

Section 9: Final Recommendations

The following recommendations are based upon cumulative findings from the report. These are action steps that can be taken in Randolph County that will likely begin to reduce the number of families involved in child welfare and/or the number of children in foster care.

1. **Enhance relationships between caregivers and historical decision-makers** by intentionally creating accessible opportunities to hear from individuals who live in communities with lower health and wellness scores. Listen to their unique concerns and experiences and invest in family-wellness projects that are important to residents in the community, such as the creation of the community resource center referenced in Section 2.1.

2. **Build upon existing shared decision-making processes** (facilitated by Randolph Partnership for Children) that bring together caregivers who live in communities with lower health and wellness scores and historical decision-makers (e.g., government/ non-profit leaders). Jointly create new solutions that support health and wellness for families that consider all perspectives. Once identified, identify funding streams to implement, evaluate, and scale effective solutions.

3. **Invest in addressing economic hardships facing families and transportation needs.** This could include priorities such as increasing the number of jobs with higher wages, increasing housing affordability, and/or developing a public transportation system.

4. **Enhance data infrastructure** by supporting the shift of DSS from paper data management to electronic data management. This could include sharing concerns with state leaders about the impact of not having the statewide data system available and clarifying anticipated timelines. Depending on the timing of a state system rollout, doing a cost-benefit analysis of a temporary data solution may also be helpful. This could include using a customizable system to capture a limited set of key indicators. The cost analysis should compare current costs of manual data entry and form scanning, as well as the efficiencies and effectiveness gained from having more immediate access to data.

5. **Assess historical investment patterns, policies, and practices** in Randolph County to determine any present-day impact. Identify resource distribution patterns at a census tract level, demographics of historical and current decision-makers, and examine how factors like inherited poverty and stress may be impacting family well-being.

6. **Prioritize resources in areas with lower community wellness scores** identified in Figure 13 on page 23. Strategic focus at a geographic level offers the greatest opportunity to improve outcomes and reduce government costs.

7. **Seek opportunities to shift investments more 'upstream'** to prevent families from coming into the child welfare system. Think about prevention of child welfare and foster care more broadly by addressing the primary drivers of family health and wellness. Research has shown that up to 90% of health and wellness is attributed to factors such as neighborhood environment, transportation, quality education/early education, and economic opportunity. These factors also drive individual behaviors and skills and can impact many social problems including child welfare involvement, foster care, substance use, crime, and mental health.

8. **Build awareness within the community about families that interact with the child welfare system.** Include information about how things like economic hardship and other external factors can lead to child welfare involvement and how this impacts the community at large. Provide examples of how community members can support parents that are overburdened and how the economy and overall wellness of the community improve when all families are supported.

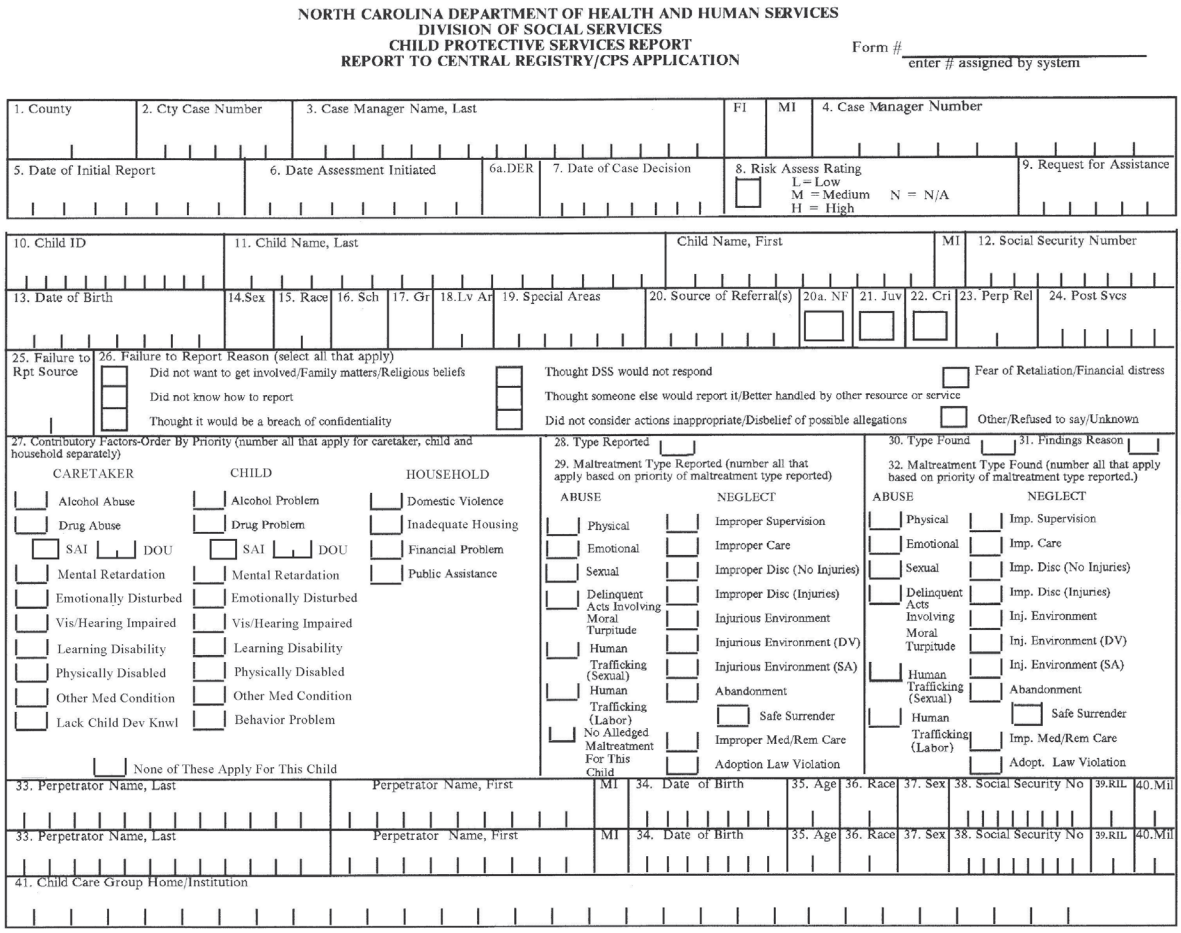
Conclusion

This assessment identified numerous strengths and opportunities to improve family well-being in Randolph County and prevent more costly child welfare interventions. While there was a consistent trend of increased stress in Randolph County families, residents in the community feel very connected to one another and believe that it is possible to prevent foster care with enhanced support for families. There are numerous residents already committed to supporting families in Randolph both formally and informally, and there is a lot of momentum to grow these opportunities.

The assessment identified that building awareness in the community would likely increase the number of individuals committed to advancing positive change. The caregivers and community influencers interviewed shared similar goals of what they would like to see in the community, such as addressing transportation and economic hardship, which can serve as a guide moving forward. More conversations within the community to identify and prioritize other drivers of family well-being and possible solutions are warranted. Investing in the health and well-being of all families in Randolph County, by addressing priorities identified by caregivers and community influencers, can help the community shift the current trends and enhance the well-being for children, families, and the community.

Appendix

APPENDIX A: DSS-5104 FORM



NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF SOCIAL SERVICES
CHILD PROTECTIVE SERVICES REPORT
REPORT TO CENTRAL REGISTRY/CPS APPLICATION

Form # _____ enter # assigned by system

1. County	2. Cty Case Number	3. Case Manager Name, Last	FI	MI	4. Case Manager Number

5. Date of Initial Report	6. Date Assessment Initiated	6a.DER	7. Date of Case Decision	8. Risk Assess Rating L = Low M = Medium H = High N = N/A	9. Request for Assistance

10. Child ID	11. Child Name, Last	Child Name, First	MI	12. Social Security Number

13. Date of Birth	14.Sex	15. Race	16. Sch	17. Gr	18.Lv Ar	19. Special Areas	20. Source of Referral(s)	20a. NF	21. Juv	22. Cri	23. Perp Rel	24. Post Svcs

25. Failure to Rpt Source

26. Failure to Report Reason (select all that apply)

- Did not want to get involved/Family matters/Religious beliefs
- Did not know how to report
- Thought it would be a breach of confidentiality
- Thought DSS would not respond
- Thought someone else would report it/Better handled by other resource or service
- Did not consider actions inappropriate/Disbelief of possible allegations
- Fear of Retaliation/Financial distress
- Other/Refused to say/Unknown

27. Contributory Factors-Order By Priority (number all that apply for caretaker, child and household separately)

CARETAKER	CHILD	HOUSEHOLD
Alcohol Abuse	Alcohol Problem	Domestic Violence
Drug Abuse	Drug Problem	Inadequate Housing
SAI DOU	SAI DOU	Financial Problem
Mental Retardation	Mental Retardation	Public Assistance
Emotionally Disturbed	Emotionally Disturbed	
Vis/Hearing Impaired	Vis/Hearing Impaired	
Learning Disability	Learning Disability	
Physically Disabled	Physically Disabled	
Other Med Condition	Other Med Condition	
Lack Child Dev Knwl	Behavior Problem	

None of These Apply For This Child

28. Type Reported

29. Maltreatment Type Reported (number all that apply based on priority of maltreatment type reported)

ABUSE	NEGLECT
Physical	Improper Supervision
Emotional	Improper Care
Sexual	Improper Disc (No Injuries)
Delinquent Acts Involving Moral Turpitude	Improper Disc (Injuries)
Human Trafficking (Sexual)	Injurious Environment
Human Trafficking (Labor)	Injurious Environment (DV)
No Alledged Maltreatment For This Child	Injurious Environment (SA)
	Abandonment
	Safe Surrender
	Improper Med/Rem Care
	Adoption Law Violation

30. Type Found 31. Findings Reason

32. Maltreatment Type Found (number all that apply based on priority of maltreatment type reported.)

ABUSE	NEGLECT
Physical	Imp. Supervision
Emotional	Imp. Care
Sexual	Imp. Disc (No Injuries)
Delinquent Acts Involving Moral Turpitude	Imp. Disc (Injuries)
Human Trafficking (Sexual)	Inj. Environment
Human Trafficking (Labor)	Inj. Environment (DV)
	Inj. Environment (SA)
	Abandonment
	Safe Surrender
	Imp. Med/Rem Care
	Adopt. Law Violation

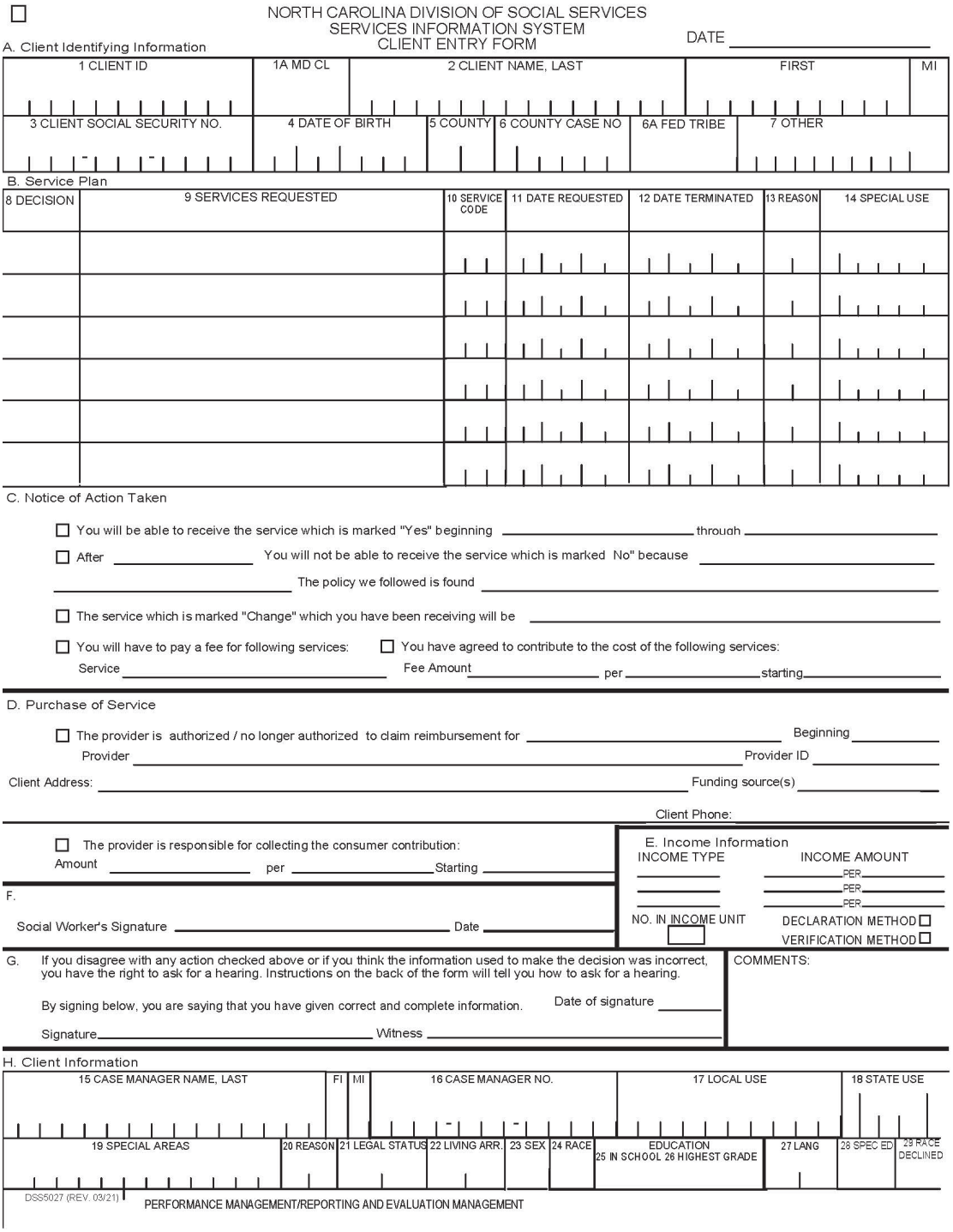
33. Perpetrator Name, Last	Perpetrator Name, First	MI	34. Date of Birth	35. Age	36. Race	37. Sex	38. Social Security No	39.RIL	40.Mil

33. Perpetrator Name, Last	Perpetrator Name, First	MI	34. Date of Birth	35. Age	36. Race	37. Sex	38. Social Security No	39.RIL	40.Mil

41. Child Care Group Home/Institution

DSS-5104 (REV CWS 06/20)

APPENDIX B: DSS-5027 FORM



☐

NORTH CAROLINA DIVISION OF SOCIAL SERVICES
SERVICES INFORMATION SYSTEM
CLIENT ENTRY FORM

DATE _____

A. Client Identifying Information

1 CLIENT ID	1A MD CL	2 CLIENT NAME, LAST	FIRST	MI

3 CLIENT SOCIAL SECURITY NO.	4 DATE OF BIRTH	5 COUNTY	6 COUNTY CASE NO	6A FED TRIBE	7 OTHER
- -					

B. Service Plan

8 DECISION	9 SERVICES REQUESTED	10 SERVICE CODE	11 DATE REQUESTED	12 DATE TERMINATED	13 REASON	14 SPECIAL USE

C. Notice of Action Taken

☐ You will be able to receive the service which is marked "Yes" beginning _____ through _____

☐ After _____ You will not be able to receive the service which is marked "No" because _____

_____ The policy we followed is found _____

☐ The service which is marked "Change" which you have been receiving will be _____

☐ You will have to pay a fee for following services: ☐ You have agreed to contribute to the cost of the following services:

Service _____ Fee Amount _____ per _____ starting _____

D. Purchase of Service

☐ The provider is authorized / no longer authorized to claim reimbursement for _____ Beginning _____

Provider _____ Provider ID _____

Client Address: _____ Funding source(s) _____

Client Phone: _____

☐ The provider is responsible for collecting the consumer contribution:

Amount _____ per _____ Starting _____

E. Income Information

INCOME TYPE	INCOME AMOUNT
	PER
	PER
	PER

NO. IN INCOME UNIT ☐

DECLARATION METHOD ☐

VERIFICATION METHOD ☐

F.

Social Worker's Signature _____ Date _____

G. If you disagree with any action checked above or if you think the information used to make the decision was incorrect, you have the right to ask for a hearing. Instructions on the back of the form will tell you how to ask for a hearing.

By signing below, you are saying that you have given correct and complete information. Date of signature _____

Signature _____ Witness _____

COMMENTS:

H. Client Information

15 CASE MANAGER NAME, LAST	FI	MI	16 CASE MANAGER NO.	17 LOCAL USE	18 STATE USE
			- -		

19 SPECIAL AREAS	20 REASON	21 LEGAL STATUS	22 LIVING ARR.	23 SEX	24 RACE	EDUCATION 25 IN SCHOOL	26 HIGHEST GRADE	27 LANG	28 SPEC ED	29 RACE DECLINED

DSS5027 (REV. 03/21)

PERFORMANCE MANAGEMENT/REPORTING AND EVALUATION MANAGEMENT

APPENDIX C: COMMUNITY ASSET THEME RESPONSES

The table below represents the data that was used in the Community Assessment.

This chart shows exact numbers, percentages and common themes that were highlighted between community Influencers and caregivers. The data below are community assets that were identified by respondents.

Community Asset Themes	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Close-knit	39	49.37%	7	41.18%
Churches	9	11.39%	1	5.88%
Peaceful physical space	27	34.18%	3	17.65%
Mental health support	5	6.33%	1	5.88%
Basic needs support (food, rent, shelter)	32	40.51%	2	11.76%
Free/low cost family friendly activities (concerts in park, recreational activities, Easter Egg Hunt, etc.)	6	7.59%	1	5.88%
Safe	4	5.06%	1	5.88%
Parent support programs	3	3.80%	0	0.00%
Healthcare	2	2.53%	1	5.88%
DV Support	4	5.06%	0	0.00%
Other social supports for children/families	29	36.71%	2	11.76%
Education support (schools, libraries)	6	7.59%	4	23.53%
Family-friendly spaces (parks, playgrounds)	9	11.39%	2	11.76%
Employment opportunities	1	1.27%	0	0.00%
Community improvements (improving)	2	2.53%	0	0.00%
Helping people connect to resources	2	2.53%	0	0.00%
Substance Use	1	1.27%	0	0.00%
Community Leadership	1	1.27%	3	17.65%
Daycare	5	6.33%	0	0.00%

Demographics of caregiver respondents

RACE/ETHNICITY GROUP			GENDER			FAMILY ROLE				NEED IDENTIFIED*		
White	Non-White	No Answer	Male	Female	No answer	Parent	Grandparent raising grandkids	Other	No answer	Yes	No	No Answer
46%	51%	4%	24%	58%	18%	59%	9%	16%	15%	78%	9%	13%

*Individuals who indicated a need in one or more of the areas that drive health/wellness

APPENDIX D: PLACES IDENTIFIED BY RESPONDENTS THAT PARENTS WOULD GO FOR SUPPORT OR GUIDANCE

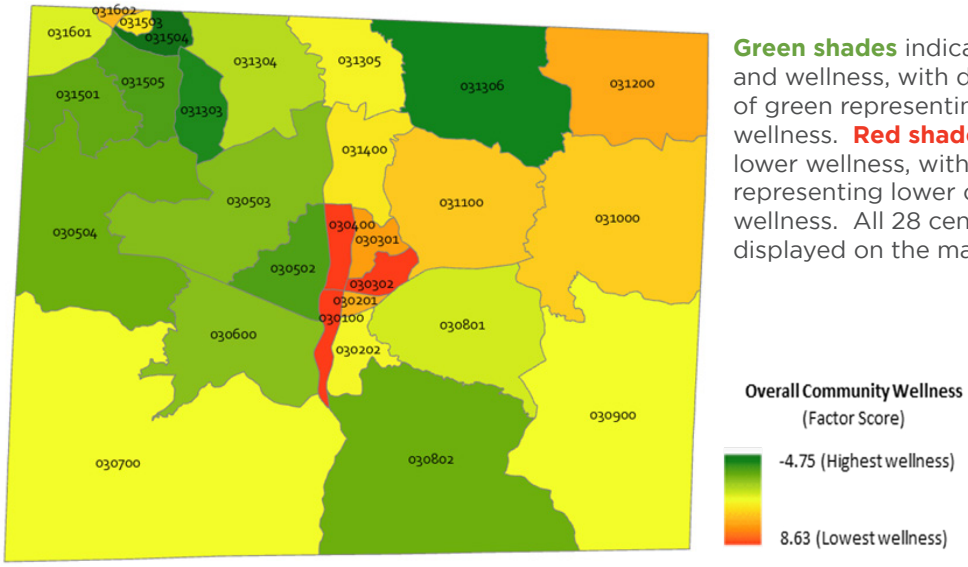
Support/ Guidance	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Government Resource	21	26.58%	11	64.71%
Community Based Program	15	18.99%	8	47.06%
Church	25	31.65%	9	52.94%
Treatment Facility	22	27.85%	2	11.76%
Family/Friend/ Neighbor	6	7.59%	1	5.88%
Mental Health	10	12.66%	3	17.65%
Hotlines	2	2.53%	0	0.00%
Hospital	3	3.80%	0	0.00%
Employer Benefit	0	0.00%	1	5.88%
No Place Exists	1	1.27%	0	0.00%

APPENDIX E: VARIABLES USED FOR COMMUNITY HEALTH AND WELLNESS ASSESSMENT

Domains	Sub-Domains & Indicators
Neighborhood and Built Environment	• 2021 Vacant Housing Units • 2019 Renter Households • 2019 Average Contract Rent • 2021 Travel-Transportation Costs • Housing: Mobile Homes • Households With Internet • Low Vehicle Access (Access To Vehicles & Greater Distance To Supermarkets)
Economic Stability	• Percent Below Poverty o Households Below Poverty Level o 2019 Households Receiving Food Stamps/SNAP o 2019 Households with Public Assist Income • Percent Unemployed o 2021 Unemployment Rates • Percent Uninsured o 2019 Pop <19: No Health Insurance o 2019 Pop 19-34: No Health Insurance o 2019 Pop 35-64: No Health Insurance o 2019 Pop <19: Medicaid Only o 2019 Pop 19-34: Medicaid Only o 2019 Pop 35-64: Medicaid Only • Median Household Income o 2021 Median Household Income
Health and Health Care	• 2019 HHs with 1+ persons with disability • Life expectancy (2015)
Education	• Completion Pop 25+ High School Diploma o Pop 25+ GED • Enrollment o 2019 Pop 3+ enrolled in nursery/preschool
Social and Community Context	• 2019 Pop 18-64 speak Span/No English • 2021 Pop Age 15+: Divorced • 2021 Diversity index • 2021 Total Crime index

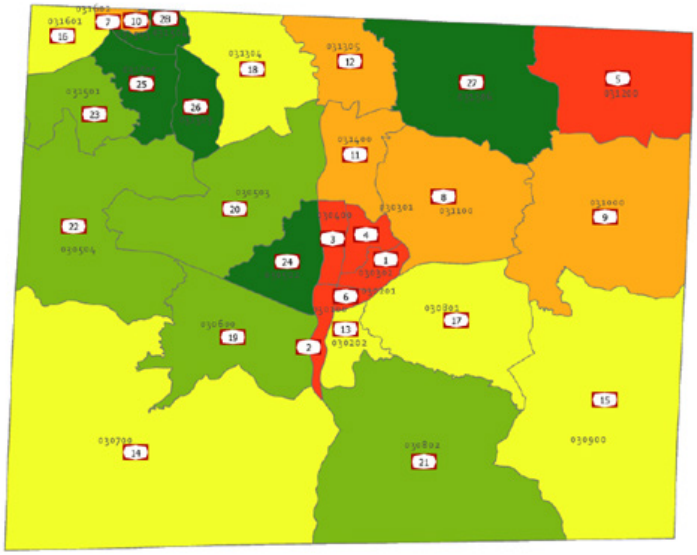
APPENDIX F: OTHER METHODS FOR GEOGRAPHIC MAPPING OF COMMUNITY HEALTH AND WELLNESS

Results from Principle Component Analysis



Green shades indicate higher health and wellness, with darker shades of green representing much higher wellness. **Red shades** denote lower wellness, with darker shades representing lower community wellness. All 28 census tract IDs are displayed on the map.

Results from Non-Spacial Risk Clusters (Without Neighborhood Effects)

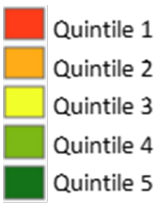


In this map, all census tracts are grouped into quintiles (5 categories of wellness) based on their risk.

The census tracts shaded red and orange have the lowest wellness and are labeled as 1st and 2nd quintiles.

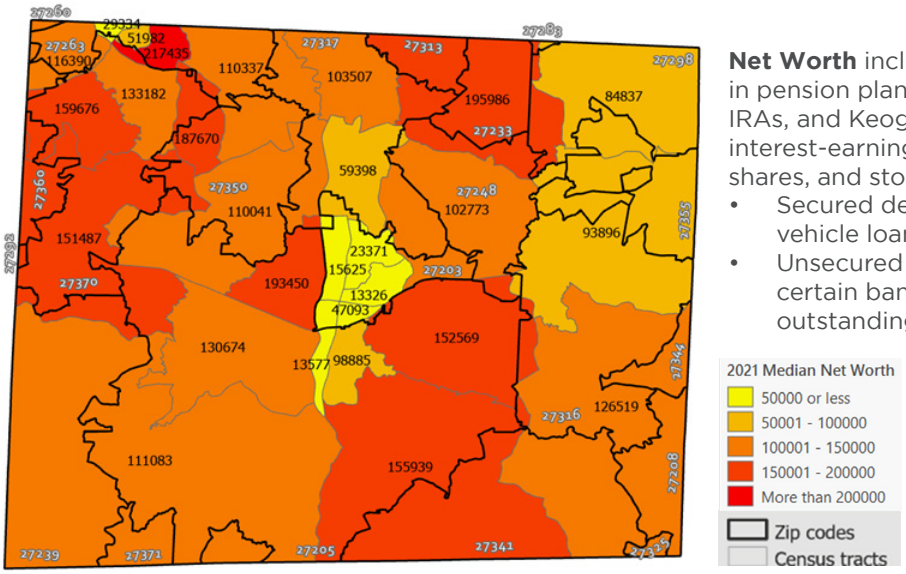
The yellow shaded tracts are the 3rd quintile and have moderate wellness scores.

The green shaded tracts are the 4th and 5th and represent the highest level of wellness.



APPENDIX G: ADDITIONAL HEATMAPS SHOWING MEDIAN NET WORTH AND PERCENTAGE OF HOUSEHOLDS IN RENTAL HOUSING UNITS

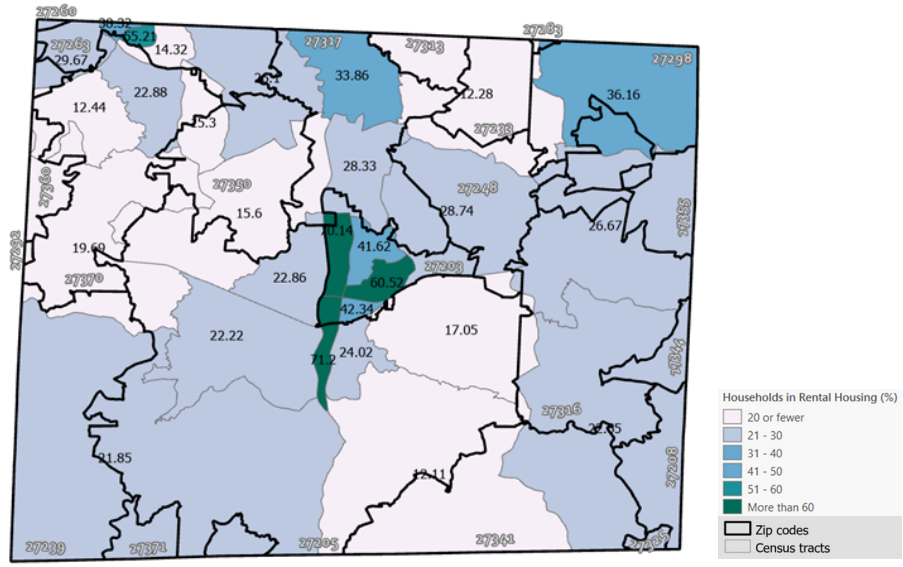
Median Net Worth in 2021



Net Worth includes home equity, equity in pension plans, net equity in vehicles, IRAs, and Keogh accounts, business equity, interest-earning assets, mutual fund shares, and stocks. It also includes:

- Secured debt: home mortgages and vehicle loans.
- Unsecured debt: credit card debt, certain bank loans, and other outstanding bills.

Percentage of Households Living in Rental Housing Units in 2019



APPENDIX H: DEMOGRAPHICS BY COMMUNITY HEALTH RANKINGS

			Population			Gender		Race					Ethnicity	Economic Status	
	Rank	Census tract	Total Population	Child Popoluation	Households with children	Female Children	Male Children	White	Black	Pacific Islander	Asian	Other race	Hispanic	Median Household income	Median net worth
1st Quintile	1	030302	2957	900	317	483	417	38.18	40.51	0.14	0.41	15.76	28.24	34754	13326
	2	030100	4813	1274	515	604	670	58.26	16	0.1	0.1	17.91	27.9	35139	13577
	3	030400	4171	1195	479	557	638	64.04	8.61	0.14	0.14	20.86	40.83	36340	15625
	4	030301	6886	2094	992	1083	1011	63.17	9.02	0.2	0.2	19.18	38.22	37581	23371
	5	031200	3122	728	372	336	392	74.79	10.54	0	0	10.44	17.2	40709	47093
2nd Quintile	6	030201	5663	1321	603	599	722	73.81	15.56	0	0.23	5.63	12.96	44976	84837
	7	031602	1533	343	139	162	181	78.8	4.17	0	10.37	2.54	9.26	39471	29334
	8	031100	5864	1350	825	650	700	86.29	4.47	0	0.36	5.97	12.62	45289	102773
	9	031000	7536	1657	965	857	800	76.05	13.18	0	0.94	6.04	13.32	45469	93896
	10	031503	2928	624	333	298	326	79.88	6.93	0	7.55	2.87	6.73	44153	51982
3rd Quintile	11	031400	5032	1274	512	630	644	73.15	4.07	0.16	2.21	17.85	29.35	43874	98885
	12	031305	9116	2455	1232	1208	1247	79.04	6.04	0	0.97	9.92	17.79	44541	59398
	13	030202	3933	808	415	373	435	89.35	6.61	0.08	0.64	1.22	3.69	49853	126519
	14	030700	3951	924	335	464	460	84.31	6.81	0.05	0.81	3.77	9.49	48672	103507
	15	030900	6316	1442	752	696	746	92.51	1.08	0.05	1.54	2.52	5.72	51359	111083
4th Quintile	16	031601	4461	1059	531	526	533	85.77	4.39	0	3.21	4.46	8.81	48304	116390
	17	030801	7302	1831	946	889	942	83.09	5.78	0.11	1.04	7.57	12.97	54614	152569
	18	031304	4927	1095	652	539	556	90.16	2.84	0.1	0.99	2.39	5.07	45331	110337
	19	030600	7090	1548	979	724	824	89.79	2.6	0	0.61	4.99	9.45	53388	130674
	20	030503	4121	883	472	437	446	82.6	6.28	0.05	1.99	7.09	10.68	62698	193450
5th Quintile	21	030802	5900	1275	602	626	649	92.71	2.05	0.14	0.46	2.39	6.41	48734	110041
	22	030504	6320	1399	675	680	719	93.24	2.34	0	1.38	1.44	3.21	53236	159676
	23	031501	6557	1444	892	681	763	89	4.5	0.05	0.35	3.97	8.63	53913	155939
	24	030502	3714	820	335	383	437	89.93	6.73	0	1.27	0.94	1.91	59064	133182
	25	031505	5885	1336	705	694	642	95.99	1.29	0	0.32	0.42	1.72	56368	151487
	26	031303	7070	1505	726	756	749	92.21	1.7	0.07	0.61	1.95	4.51	63244	195986
	27	031306	4493	908	521	448	460	95.17	0.82	0.07	1.09	0.58	1.8	58804	187670
	28	031504	5584	1273	658	636	637	85.87	3.9	0	7	1	3.47	67462	217435

APPENDIX I: COMMUNITY SUPPORTS NEEDED BY FAMILIES

The table below represents the data that was used in the Community Assessment.

This chart shows exact numbers, percentages and common themes that were highlighted between Community Influencers and parents. The data below are things identified by respondents that could help strengthen the community.

Community Opportunity Themes	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Affordable youth programs	21	26.58%	2	11.76%
Job development	9	11.39%	0	0.00%
Increase safety	14	17.72%	1	5.88%
Substance use treatment	10	12.66%	6	35.29%
Transportation	15	18.99%	4	23.53%
Family-friendly activities	19	24.05%	0	0.00%
Family-friendly spaces	13	16.46%	0	0.00%
General parent support	18	22.78%	2	11.76%
Justice system	3	3.80%	1	5.88%
Education	12	15.19%	3	17.65%
Sense of Community/Belonging	14	17.72%	0	0.00%
Reduce racism/discrimination	6	7.59%	2	11.76%
Affordable child care	8	10.13%	1	5.88%
Family violence support	2	2.53%	0	0.00%
Access to quality resources	12	15.19%	5	29.41%
More stores	2	2.53%	0	0.00%
Support rural areas	1	1.27%	0	0.00%
Mental health	7	8.86%	1	5.88%
Citizen voice in decision-making	2	2.53%	0	0.00%
Community Leadership		0.00%	1	5.88%
Support for elderly	1	1.27%	0	0.00%
Other social supports	2	2.53%	1	5.88%
Healthcare	1	1.27%	2	11.76%
Prevention	1	1.27%	0	0.00%
Support around economic hardship/ basic needs	43	54.43%	9	52.94%

APPENDIX J: REASONS FAMILIES DO OR DO NOT SEEK SUPPORT, ACCORDING TO RESPONDENTS

The data below are reasons why an individual may or may not seek out support or guidance.

Why	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Stigma	13	16.46%	9	52.94%
Distrust	7	8.86%	3	17.65%
Familiar/safe Space	2	2.53%	0	0.00%
Lacking Knowledge	2	2.53%	0	0.00%
Many Options	3	3.80%	0	0.00%
Guarantee of Help/Helpful	8	10.13%	0	0.00%
Support is Needed	1	1.27%	0	0.00%
Intimidating/Overwhelming	4	5.06%	0	0.00%
Family-friendly spaces (parks, playgrounds)	9	11.39%	2	11.76%
Employment opportunities	1	1.27%	0	0.00%
Community improvements (improving)	2	2.53%	0	0.00%
Helping people connect to resources	2	2.53%	0	0.00%
Substance Use	1	1.27%	0	0.00%
Community Leadership	1	1.27%	3	17.65%
Daycare	5	6.33%	0	0.00%

APPENDIX K: SUPPORTS THAT CAREGIVERS AND COMMUNITY INFLUENCERS BELIEVED WOULD MOST LIKELY INCREASE FAMILY WELL-BEING

Most Helpful	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Support groups/ activities	7	8.86%	3	17.65%
Transportation	23	29.11%	2	11.76%
Daycare	2	2.53%	1	5.88%
In-home services	2	2.53%	0	0
Family Friendly resource	3	3.80%	0	0
Reduce violence	4	5.06%	1	5.88%
Connect to resources	11	13.92%	0	0.00%

APPENDIX L: PERCEPTIONS OF POWER DISTRIBUTION IN RANDOLPH COUNTY

Power	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Justice System	17	21.52%	7	41.18%
Education System	1	1.27%	2	11.76%
Church	4	5.06%	2	11.76%
Elected Officials	30	37.97%	14	82.35%
Long Standing, Wealthy Residents	17	21.52%	6	35.29%
Community Based Organizations	2	2.53%	1	5.88%
Employers	1	1.27%	3	17.65%
Citizens	2	2.53%	1	5.88%
I don't know	4	5.06%	0	0.00%
Community Leaders/Activists	2	2.53%	0	0.00%
Citizens/Community/Parents	7	8.86%	0	0.00%
Gov't Agency/Department	8	10.13%	0	0.00%
Media Outlet	1	1.27%	0	0.00%

APPENDIX M: WAYS THAT FAMILIES LEARN OF RESOURCES

Learn of Resource	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Social Media/Internet	42	53.16%	12	70.59%
Radio	5	6.33%	3	17.65%
TV/News	14	17.72%	4	23.53%
Newspaper	8	10.13%	3	17.65%
Word of Mouth	30	37.97%	8	47.06%
Flyers/Pamphlets/Posters/ Newsletter/Bulletin Board	13	16.46%	0	0.00%
Schools	5	6.33%	5	29.41%
Community Based Organization	2	2.53%	0	0.00%
Community Leaders	2	2.53%	0	0.00%
Government Agency/Department	8	10.13%	1	5.88%
Don't Know	1	1.27%	0	0.00%
Healthcare	2	2.53%	0	0.00%
Billboards	1	1.27%	2	11.76%
Church	8	10.13%	4	23.53%
Business	1	1.27%	0	0.00%
The Hub	2	2.53%	0	0.00%

APPENDIX N: CAREGIVER AND COMMUNITY INFLUENCER RESPONSES FOR WHAT WOULD HELP PREVENT FOSTER CARE

Prevent Foster Care	Caregiver Response	Caregiver Percent	Community Influencer Response	Community Influencer Percent
Mental Health	7	8.86%	3	17.65%
Accessbility of Interventions/ Resources	2	2.53%	5	29.41%
Expanded Government Support	6	7.59%	3	17.65%
General Parent Support	14	17.72%	6	35.29%
Social Emotional Learning for Childen	0	0.00%	1	5.88%
Prevention	1	1.27%	1	5.88%
Substance Use	9	11.39%	4	23.53%
Job Development	1	1.27%	0	0.00%
Childcare	1	1.27%	1	5.88%
Transportation	1	1.27%	1	5.88%
Not Possible/Shouldn't Always Prevent/Don't know	8	10.13%	0	0.00%
Family Friendly Activities	3	3.80%	0	0.00%
Jobs	1	1.27%	0	0.00%
Other Social Supports	2	2.53%	0	0.00%
Send Kids to Family Members	4	5.06%	0	0.00%
Basic Needs Support	10	12.66%	0	0.00%
Parents Do the Right Thing	11	13.92%	0	0.00%
Community Support	6	7.59%	0	0.00%
Improved Quality of Support	8	10.13%	0	0.00%
Education	1	1.27%	0	0.00%

Endnotes

i. Children's Bureau/ACYF/ACF/HHS, 2020. How the Child Welfare System Works. Retrieved online at: https://www.childwelfare.gov/pubpdfs/cpswork.pdf.

ii. Head Start: Early Childhood Learning & Knowledge Center, 2022. Family Support and Well-being. Retrieved online at: https://eclkc.ohs.acf.hhs.gov/family-support-well-being#:~:text=Family%20well-being%20occurs%20when,educational%20advancement%20and%20economic%20mobility"https://eclkc.ohs.acf.hhs.gov/family-support-well-being#:~:text=Family%20well-being%20occurs%20when,educational%20advancement%20and%20economic%20mobility.

iii. Hogg, A.N. (2022). You Are What You Treat: Transforming the health care business model so companies – and people – thrive. Retrieved online at: https://www.christenseninstitute.org/wp-content/uploads/2022/05/DriversofHealth.pdf.

iv. The Odum Institute, 2022. Quantitative Research & Statistics. Retrieved online at: https://odum.unc.edu/statistics/#:~:text=QUANTITATIVE%20RESEARCH%20%26%20STATISTICS,and%20typically%20analyzed%20using%20statistics.

v. The Odum Institute, 2022. Qualitative Research. Retrieved online at: https://odum.unc.edu/qualitative-research/#:~:text=Qualitative%20research%20is%20a%20social,Dissertation%20%26%20Thesis%20Assistance.

vi. Centers for Disease Control and Prevention. Social Determinants of Health: Know What Affects Health. Retrieved online from: Social Determinants of Health | CDC.

vii. Hogg, A.S. (2022). You Are What You Treat: Transforming the health care business model so companies-and people-thrive. Retrieved online from: DriversofHealth.pdf (christenseninstitute.org).

viii. United States Census Bureau. B01001 SEX BY AGE, 2020 American Community Survey 5-Year Estimates. U.S. Census Bureau, American Community Survey Office. Retrieved online from: https://www.northcarolina-demographics.com/counties_by_population.

ix. The Annie E. Casey Foundation: Kids Count Data Center. Child Population by age group in Randolph County. Retrieved online from: https://datacenter.kidscount.org/data/tables/6169-child-population-by-age-group?loc=35&loct=2#detailed/5/4985/false/574,1729,37,871,870,573,869,36,868,867/158,137,138,182,838,392,440/12869.

x. United States Census Bureau. Selected Social Characteristics in the United States. Retrieved online from: DP02: SELECTED SOCIAL... - Census Bureau Table.

xi. United States Census Bureau. Selected Social Characteristics in the United States. Retrieved online from: DP02: SELECTED SOCIAL... - Census Bureau Table.

xii. The Annie E. Casey Foundation: Kids Count Data Center. Median Household income in Randolph. Retrieved online from: https://datacenter.kidscount.org/data/tables/4447-median-household-income?loc=35&loct=5#detailed/5/4985/false/574,1729,37,871,870,573,869,36,868,867/any/10004.

xiii. The Annie E. Casey Foundation: Kids Count Data Center. Median family (with child) income in Randolph. Retrieved online from: https://datacenter.kidscount.org/data/tables/9860-median-family-with-child-income?loc=35&loct=2#detailed/5/4985/false/2026,1983,1692,1691,1607,1572,1485,1376,1201,1074/any/19178.

xiv. University of North Carolina at Chapel Hill. NCFAST Food and Nutrition Services Households (Point of Time Data) for Randolph County. Retrieved online from: http://sasweb.unc.edu/cgi-bin/broker?_service=default&_program=fsweb.graCross.sas&county=Randolph&label=County&format=html&entry=1&fn=x&type=Ncase.

xv. University of North Carolina at Chapel Hill. NCFAST Food and Nutrition Services Households (Point of Time Data) for North Carolina. Retrieved online from: http://sasweb.unc.edu/cgi-bin/broker?_service=default&_program=fsweb.graCross.sas&county=North%20Carolina&label=%20&type=Ncase&fn=x&format=html&entry=1.

xvi. North Carolina Department of Health and Human Services Division of Social Services. North Carolina's Temporary Assistance for Needy Families State Plan (Effective October 2019-September 2022). Retrieved online at: https://www.ncdhhs.gov/media/10943/download.

xvii. The Annie E. Casey Foundation: Kids Count Data Center. Children receiving Work First in Randolph. Retrieved online at: https://datacenter.kidscount.org/data/tables/2243-children-receiving-work-first?loc=35&loct=5#detailed/5/4985/false/574,1729,37,871,870,573,869,36,868,867/any/12874.

xviii. Data request received from Central Piedmont Community Action, Inc. on 5/16/2022.

xix. Interview conducted on April 25, 2022.

xx. North Carolina Department of Health and Human Services Division of Child Development and Early Education. American Rescue Plan Act Stabilization Grants for Child Care Providers. Retrieved online at: https://ncchildcare.ncdhhs.gov/Home/Stabilization-Grants.

xxi. Total NC Payments. Retrieved online from: Workbook: Provider Payment Report 4.1.22 (ncdhhs.gov).

xxii. Randolph Partnership For Children. NC Pre-Kindergarten Program. Retrieved online at: https://randolphkids.org/home/families/nc-pre-k/.

xxiii. Data provided by Regional Consolidated Services on February 3, 2022.

xxiv. Randolph Partnership for Children. Annual Report (2020-2021). Retrieved online from: 2020-21-Annual-Report_FINAL.pdf (randolphkids.org).

xxv. Randolph-Asheboro YMCA City Sportsplex. Retrieved online at: https://randolphasheboroymca.com/zoo-city-sportsplex.

xxvi. Retrieved online at: https://lydiasplacenc.org/.

xxvii. Gordon, B. (2022). NC adds another massive incentives package for Toyota, finalizes VinFast funding. The News & Observer Today's eEdition, August 16, 2022. Retrieved online at: NC Toyota plant gets more funding as VinFast funds finalized | Raleigh News & Observer (newsobserver.com).

xxviii. The Annie E. Casey Foundation: Kids Count Data Center. Children in poverty in Randolph. Retrieved online at: Children in poverty | KIDS COUNT Data Center.

xxix. The Annie E. Casey Foundation: Kids Count Data Center. Median household income in Randolph. Retrieved online at: Median household income | KIDS COUNT Data Center.

xxx. The Annie E. Casey Foundation: Kids Count Data Center. Median household income in Randolph. Retrieved online at: Median household income | KIDS COUNT Data Center.

xxxi. The Annie E. Casey Foundation: Kids Count Data Center. Percent of housing units where households spend at least 30% of income on housing in Randolph. Retrieved online at: Percent of housing units where householders spend at least 30% of income on housing | KIDS COUNT Data Center.

xxxii. The Annie E. Casey Foundation: Kids Count Data Center. Percentage of persons 18-24 who have not completed high school. Retrieved online at: Percentage of persons 18-24 who have not completed high school | KIDS COUNT Data Center.

xxxiii. The Annie E. Casey Foundation: Kids Count Data Center. Total enrollment in child care in Randolph. Retrieved online at: Total enrollment in child care | KIDS COUNT Data Center.

xxxiv. Ibid.

xxxv. Randolph County Opioid Death Statistics. Retrieved online from: https://www.livestories.com/statistics/north-carolina/randolph-county-opioids-deaths-mortality.

xxxvi. Anderson, C., Grewal-Kök, Y., Cusick, G., Weiner, D., & Thomas, K. (2021). Family and child well-being system: Economic and concrete supports as a core component. [Power Point slides]. Chapin Hall at the University of Chicago. [Updated April 2022]. Retrieved online from: https://www.chapinhall.org/wp-content/uploads/ECS-one-pager.pdf.

xxxvii. Ibid.

xxxviii. Frameworks Institute, 2021. Reframing Childhood Adversity: Promoting Upstream Approaches. Retrieved online from: https://www.frameworksinstitute.org/wp-content/uploads/2021/03/ReframingChildhoodAdversity2021.pdf.

xxxix. Prevent Child Abuse North Carolina. Child Maltreatment Statistics. Retrieved online from: https://www.preventchildabusenc.org/resource-hub/child-maltreatment-statistics/.

xl. Eckenrode, J., Smith, E.G, and McCarthy, M.E. (2014). Income Inequality and Child Maltreatment in the United States. Pediatrics, 133 (3), 454-461.

xli. Biggs, J. (2020). Project Safe Randolph calls in violent offenders. Courier-Tribune, February 25, 2020. Retrieved online from: https://www.courier-tribune.com/story/news/crime/2020/02/25/project-safe-randolph-calls-in-violent-offenders/112342570/.

xlii. Colorado State University (2014). Model originally developed by: Oetting, E.R. Oetting, B. A. Plested, R. W. Edwards, P. J. Thurman, K. J. Kelly, and F. Beauvais. Modified and expanded by: Stanley, L. R. Tri-Ethnic Center Community Readiness Handbook. Retrieved online from: Handbook for Using (colostate.edu).

xliii. Children's Bureau, An Office of the Administration for Children & Families. (2021). Child Maltreatment 2019: Summary of Key Findings. Retrieved online from: https://www.childwelfare.gov/pubpdfs/canstats.pdf.

xliv. The Annie E. Casey Foundation: Kids Count Data Center. Child abuse and neglect reports investigated and substantiated in Randolph. Retrieved online from: Child abuse and neglect reports investigated and substantiated | KIDS COUNT Data Center.

xlv. North Carolina Department of Health and Human Services (2020). Maternal and Child Health Services Title V Block Grant North Carolina FY 2021 Application/FY 2019 Annual Report. Retrieved online from: https://dph.ncdhhs.gov/wch/doc/NC-FY21-MCH-Title-V-Block-Grant-Application-for-Website.pdf.

xlvi. North Carolina Department of Commerce. Public Infrastructure Funds. Retrieved online from: NC Commerce: Public Infrastructure Funds.

xlvii. Melton, G.B., McLeigh, J.D. The Nature, Logic, and Significance of Strong Communities for Children. Int. Journal on Child Malt. 3, 125–161 (2020). https://doi.org/10.1007/s42448-020-00050-w.

xlviii. Ibid.

Institute for Family

Children's Home Society of North Carolina

2022 ANNUAL REPORT TO THE COUNTY

Waste Management of Carolinas, Inc.

Great Oak Landfill

NCDEQ Permit No. 7607-MSWLF-2015

October 2022

Submitted to:

Randolph County, North Carolina
725 McDowell Road
Asheboro, NC
Phone: 336-628-6026

Prepared by:

Waste Management
3597 Old Cedar Falls Road
Randleman, NC 27317
Facility Phone Number: 336-628-6026

TABLE OF CONTENTS

1.0 INTRODUCTION 1

1.1 Purpose 1

1.2 Background 1

1.3 Tonnage Increase 1

2.0 CURRENT WASTE MANAGEMENT STATUS 1

2.1 Construction 1

2.2 Waste Stream Summary 1

2.3 Annual Disposal Data 1

2.4 Recycling Summary 2

2.5 Annual Airspace Report 2

2.6 Regulatory Status 2

2.7 Landfill Staffing 3

3.0 SUMMARY OF TAXES AND FEES PAID 3

3.1 Fees Paid to County 3

3.2 Taxes Paid 3

4.0 COMMUNITY ADVISORY COMMITTEE MEETINGS 4

5.0 HOUSEHOLD HAZARDOUS WASTE DAY 4

6.0 COMMUNITY GROUPS SERVICED BY WM 4

7.0 PUBLIC AMMENITIES UTILIZED 5

8.0 LOCAL CONTRACTORS AND BUSINESS USED 5

9.0 CONVENIENCE CENTER UPDATE 5

LIST OF ATTACHMENTS

ATTACHMENT I – LOCAL CONTRACTORS AND BUSINESS PARTNERS

ATTACHMENT II - CITIZEN'S ADVISORY COMMITTEE MEETING MINUTES

1.0 INTRODUCTION

1.1 *Purpose* - This Annual Report is being submitted as required under Section 10.1.2 of the "Amended and Restated Agreement for the Construction and Operation of a Municipal Solid Waste Landfill and Related Services Between Randolph County, North Carolina and Waste Management of Carolinas, Inc. (WM), April 1, 2019" (Agreement). The purpose of the Report is to provide the County with an annual update on all aspects of Waste Management's (WM) operations from July 1, 2021 through the end of the fiscal year (June 30, 2022).

1.2 *Background* - Randolph County (County) and WM executed the original Agreement to build and operate Great Oak Landfill on June 2, 2014 and it was subsequently amended in April 2019 to reflect an increase in daily allowable tonnage. The North Carolina Department of Environmental Quality (NCDEQ), Division of Waste Management (DWM) issued the facility's Permit to Construct on January 19, 2016. The initial earth moving activities began in May 2016 and were largely completed by the end of the calendar year. The NCDEQ issued the facility's Permit to Operate for Cell 1A on December 29, 2016, and the first loads of waste were accepted on January 9, 2017. Since that time, Cells 1B, 2, 3A, 3B, 4, 5, 6 and 7 have received a Permit to Operate from NCDEQ. The facility operates on a 5.5 day per week schedule, accepting municipal solid waste (MSW) from Randolph County and other counties throughout North Carolina.

2.0 CURRENT WASTE MANAGEMENT STATUS

2.1 *Construction* - Construction on Cells 6 and 7 began in October of 2021. The entire area is approximately 12.3 acres and was completed in August of 2022. The NCDEQ Permit to Operate for Cells 6 and 7 was issued on August 5, 2022. The facility is currently operating and conducting disposal activities in Cells 1A, 1B, 2, 3A, 3B, 4, 5, 6 and 7. No additional construction is expected until 2025.

2.2 *Waste Stream Summary* - As a fully permitted Subtitle D MSW Landfill, Great Oak Landfill can accept and dispose of non-hazardous MSW, Construction and Demolition (C&D) materials, and commercial/industrial waste ("Special Waste"). Great Oak Landfill primarily services Randolph County and the immediately surrounding counties, however, the site is permitted to accept waste from all counties in North Carolina.

2.3 *Annual Disposal Data* - Based on Great Oak's FastLane scaling system, the site received **725,977** tons of solid waste from July 1, 2021 through June 30, 2022 (end of fiscal year).

2.4 *Recycling Summary* - As part of the Agreement between Randolph County and WM, the Great Oak Landfill and other WM facilities provide recycling services to the County through the County convenience sites. This includes bulk goods, tires, used oil, batteries, electronic waste (or "E-waste"), and "single stream" recyclables (plastic, glass, aluminum, paper, and cardboard). Based on internal and Randolph County records, WM managed the following tons of recycled materials from July 1, 2021 through June 30, 2022 (end of fiscal year):

Material	Tons
Single Stream (tons)	658
Tires (tons)	2009
Used Oil (gal.)	8,034
Anti-freeze (gal.)	450
Electronics (tons)	72
Metal/Bulk Goods	357
Batteries (lbs.)	6,837
Refrigerant (oz.)	3,028
Cooking oil (gal)	240

2.5 *Annual Airspace Report* - An Annual Airspace Report was generated in April 2022 based on an aerial flyover conducted in January 2022. The following statistics detail the site's airspace usage for 2021 and are based on this report:

- 775,110 cubic yards of airspace consumed in 2021
- 1,804,300 estimated cubic yards of soil available in stockpile
- Site soil usage for daily and intermediate cover is 6%.

2.6 *Regulatory Status* – The Great Oak Landfill operates under the purview of several regulatory agencies including the NCDEQ DWM; Division of Air Quality (DAQ); and the Division of Energy, Minerals and Land Resources (DEMLR). Since opening, Great Oak has been routinely inspected by these entities. In addition, the facility is routinely visited by the City of Asheboro who conducts regular inspections of the leachate collection recovery system (LCRS). During the past reporting year, the facility was inspected once by the DWM, as well and once by the DAQ.

2.7 *Landfill Staffing* – Great Oak Landfill is currently staffed with a total of twenty-two (22) employees, nineteen (19) of whom are Randolph County residents.

3.0 SUMMARY OF TAXES AND FEES PAID

3.1 *Fees Paid to County*

The following table summarizes cumulative fees paid to Randolph County through June 30, 2022:

Date	Type	Amount
6/2/2014	Solid Waste Permit per Contract	$38,500
6/2/2014	Contract Payment	$3,500,000
12/15/2015	Contract Payment	$500,000
6/1/2016	Annual Payment	$1,007,000
5/31/2017	Annual Payment with CPI	$1,029,154
1/10/2017	Capital Projects	$750,000
6/30/2018	Annual Payment with CPI	$1,052,825
6/30/2019	Annual Payment with CPI	$1,069,670
6/30/2020	Annual Payment with CPI	$1,081,436
6/30/2021	Annual Payment with CPI	$1,112,798
07/31/2021	Variable Tonnage Fee	$135,065
06/30/2022	Annual Payment with CPI	$1,214,063
07/31/2022	Variable Tonnage Fee	$301,793
	Total	**$12,792,304**

3.2 *Taxes Paid*

The following table summarizes taxes paid through June 30, 2022:

Date	Type	Amount
3/31/2017 (Q1 2017)	NC Solid Waste Tax	$133,812.12
6/30/2017 (Q2 2017)	NC Solid Waste Tax	$181,152.68
9/30/2017 (Q3 2017)	NC Solid Waste Tax	$184,012.88
12/30/2017 (Q4 2017)	NC Solid Waste Tax	$159,535.08
3/31/2018 (Q1 2018)	NC Solid Waste Tax	$180,860.92
6/30/2018 (Q2 2018)	NC Solid Waste Tax	$219,928.48
9/30/2018 (Q3 2018)	NC Solid Waste Tax	$264,587.06
12/30/2018 (Q4 2018)	NC Solid Waste Tax	$275,078.48
3/31/2019 (Q1 2019)	NC Solid Waste Tax	$263,511.50
6/30/2019 (Q2 2019)	NC Solid Waste Tax	$250,090.14
9/30/2019 (Q3 2019)	NC Solid Waste Tax	$257,494.00
12/30/2019 (Q4 2019)	NC Solid Waste Tax	$251,257.54
3/31/2020 (Q1 2020)	NC Solid Waste Tax	$267,927.82
6/30/2020 (Q2 2020)	NC Solid Waste Tax	$271,162.04

9/30/2020 (Q3 2020)	NC Solid Waste Tax	$308,538.44
12/31/2020 (Q4 2020)	NC Solid Waste Tax	$302,600.40
3/31/2021 (Q1 2021)	NC Solid Waste Tax	$332,073.42
6/30/2021 (Q2 2021)	NC Solid Waste Tax	$288,893.52
9/30/2021 (Q3 2021)	NC Solid Waste Tax	$305,012.38
12/31/2021 (Q4 2021)	NC Solid Waste Tax	$359,418.10
3/31/2022 (Q1 2022)	NC Solid Waste Tax	$335,695.40
6/30/2022 (Q2 2022)	NC Solid Waste Tax	$383,560.88
	Total	**$5,776,203.04**

4.0 COMMUNITY ADVISORY COMMITTEE MEETINGS

Working together with Randolph County and local leaders and citizens, Great Oak Landfill has established a Community Advisory Committee. The purpose of this committee is to provide a liaison group to enhance communication between the local community and the landfill. This forum allows the landfill to hear the needs and concerns of the community and to act appropriately to address any concerns. The Committee also provides a means to educate local citizens on activities, operations, and technical matters involving the landfill and regarding the solid waste and recycling industry.

Meetings were held on February 24th and September 28th of 2022. Minutes of the meetings are provided in Attachment II of this report.

5.0 HOUSEHOLD HAZARDOUS WASTE DAY

Randolph County's Annual Household Hazardous Waste (HHW) Day was held on October 15, 2022. WM employed ECOFLO, Inc. to collect and properly manage the citizen's HHW to ensure the materials are properly recycled or disposed of. Total management and disposal costs for the event have not been provided to WM in time for inclusion in this report.

6.0 COMMUNITY GROUPS SERVICED BY WM

Waste Management is fully committed to investing in the communities that surround our facilities. To date, Great Oak Landfill has been involved with the following organizations in Randolph County:

- Asheboro/Randolph Chamber of Commerce Annual "No Tie Affair"
- Asheboro/Randolph Chamber of Commerce Annual Golf Tournament
- Audubon Society
- Boys and Girls Club
- City of Asheboro Summer Concert Series
- Community in Schools of Randolph County

- Homebuilders Association
- Member of Asheboro/Randolph Chamber of Commerce
- Randolph County Earth Day
- Randolph County Extension
- Randolph Hospital Community Health Foundation Dine Around
- YMCA
- Your Choices – Randolph

7.0 PUBLIC AMENITIES UTILIZED

As part of the local business and utility community, Great Oak Landfill utilizes, and is a partner with, various public services and facilities. These include the City of Asheboro Wastewater Treatment Facility for leachate disposal and City of Asheboro Water System for our water supply.

8.0 LOCAL CONTRACTORS AND BUSINESS USED

Great Oak Landfill is pleased and proud to work with many talented vendors, contractors and business entities located in the City of Asheboro and within Randolph County. We truly feel that investing in the local economy is not only the right thing to do, but also results in long-term partnerships that ensure the success of the site.

A partial list of local vendors that the site has utilized since the landfill project began is included in **ATTACHMENT I**.

9.0 CONVENIENCE CENTER UPDATE

WM, in accordance with the executed Agreement, manages and operates the County's six convenience centers referred to as the Farmer, Coleridge, Liberty, Trinity, Randleman and County Land Road. In addition to the management and operation of the referenced facilities, WM provides the waste containers and the hauling services necessary for waste disposal at these Convenience Centers. Recycling services and collection of batteries, oil filters, antifreeze, motor oil, E-waste, and tires are also being provided by WM at the Convenience Centers and at the two (2) Recycling Centers. The approximate expense related to all these activities exceeds $800,000 annually. This figure does not include the cost of waste disposal at Great Oak Landfill or the cost of processing recyclable materials at our Winston-Salem MRF.

ATTACHMENT I

LOCAL CONTRACTORS AND BUSINESS PARTNERS

GREAT OAK LANDFILL LOCAL VENDORS

Vendor Name	Item Description
Airgas	Welding supplies
Amick's Superstore	Outdoor Equipment
Asheboro Alarm & Electric	Electrical Construction and Repair
Asheboro Ford	Truck Service
Asheboro Lock & Key	Locksmithing Services
Asheboro Recycling Center	Recycling Services
Countyline Welding	Welding Repair and Fabrication
Clean Sweep of Ramseur Inc	Mowing & Landscaping
Covanta	Environmental Services
Hamilton's Steakhouse	Catering
Hugo's Carwash	Truck washing
James River Equipment	Repair parts
Martin Marietta Materials Inc	Gravel
Matco Tools Local Franchise	Tools
NAPA Auto Parts – Walker Automotive	Truck Parts
Piedmont Fasteners	Hardware, Hydraulic Hoses
Plumbing by Danny Eaton	Plumbing
Pugh Oil Company	Shop Lubricant Oils
SE Trogdon & Sons Inc	Construction Services
Snap-On Local Franchise	Tools
Stinson Electrical	Electrical Construction and Repair
StoneTree Signs LLC	Signs
Survey Carolina	Construction Surveying
The Flying Pig	Catering
Thomas Tire	Tires and truck service
Trollinger Construction Inc	Building Construction
Viking Hose and Fittings LLC	Hoses
Weldrite Fabrication	Welding

ATTACHMENT II

CITIZEN'S ADVISORY COMMITTEE MEETING MINUTES

Meeting Minutes For:

Great Oak Landfill – Community Advisory Committee Meeting

February 24th, 2022

Attendees:

Mike McFeeley, District Manager of Great Oak Landfill
Bob Peeler, Waste Management Senior Manager of Government Affairs
Kyle Mertens, Waste Management Area Environmental Protection Manager
Darrell Frye, Randolph County Commissioner
Dwight Ayers, Resident
Mark Trollinger, Resident
Harold Holmes, Resident
Bill Henley, Resident
James and Debra Cox, Residents
Linda Daves, Resident
Hope Moody, Resident

The staff of Great Oak Landfill held another meeting of the Community Advisory Committee on Thursday, February 24th at Hamilton's Steakhouse in Asheboro.

Mike McFeeley (Waste Management) opened the meeting explaining to those present that this was an informal meeting to discuss happenings since the last Community Advisory Committee meeting. Bob Peeler (Waste Management) stated that Waste Management is committed to addressing any concerns that residents have about Great Oak Landfill and its operation.

Harold Holmes (Resident) thanked Commissioner Daryl Frye for participating in the meetings and thanked the Commissioner for everything that he does for Randolph County.

Mike McFeeley updated the group on the construction of Cells 6 and 7 which started in September. Mr. McFeeley explained that installation of the liner system had begun and that the project completion was projected to be in June. Mr. McFeeley also said that the large number of dump trucks entering the site were hauling in sand to be used as a protective layer over the landfill liner system. Hope Moody asked if there would be any blasting associated with the project and Mr. McFeeley explained that all blasting had been completed during the excavation phase of the project in October and November.

Mr. McFeeley discussed the operation of the county convenience sites. Mr. McFeeley said that WM had added additional hauls for the recycling cans at the sites and that WM had not received any recent complaints about recycling capacity at the sites. Commissioner Frye said that he had not received any recent complaints about the convenience sites. James Cox asked about tire disposal for residents. Mr. McFeeley explained that residents can dispose of five tires per day at the sites and commercial tire haulers are unlimited with a North Carolina Scrap Tire Hauler Registration. Mr. McFeeley said that the influx of scrap tires continues to be an issue at the sites and that the tire recycler is working hard to keep up with the volume.

Mr. McFeeley discussed the operation of the landfill gas extraction system and that additional gas wells were constructed in the active landfill cells. Mark Trollinger asked about the potential for a landfill gas development project where the landfill gas would be utilized as a fuel source. Mr. McFeeley explained that the landfill was still in the early stage of gas production and that the volume of gas produced would need to increase for a development project to be viable. Mr. McFeeley also explained that Randolph County had the rights to the landfill gas and that any future projects would be up to the discretion of the County staff.

Mr. McFeeley discussed the active odor control system that is being employed at the landfill that disperses a steady mist of an odor-neutralizing agent from the top of the landfill. James Cox stated that they have not noticed odors from the landfill as strong or as often since the landfill gas system became operational in 2020.

James Cox said that he is seeing an increase in the buzzard population around his cow pasture and asked about the buzzard trapping at the landfill. Mr. Cox said that he believed that the trash in the landfill was attracting the buzzards to his pasture, and he was concerned about the safety of his cows. Mr. McFeeley explained that USDA Wildlife control continued to operate a live trap at the landfill and that approximately 130 buzzards had been trapped and removed to date.

Mr. Peeler thanked those in attendance and the meeting was adjourned.

Meeting Minutes For:

Great Oak Landfill – Community Advisory Committee Meeting

September 28th, 2022

Attendees:

Mike McFeeley, District Manager of Great Oak Landfill
Bob Peeler, Waste Management Senior Manager of Government Affairs
Kyle Mertens, Waste Management Area Environmental Protection Manager
Darrell Frye, Randolph County Commissioner
David Allen, Randolph County Commissioner
Maxton McDowell, Randolph County Commissioner
Hope Haywood, Randolph County Commissioner
Dwight Ayers, Resident
Hope Moody, Resident
Mark Trollinger, Resident
Harold Holmes, Resident
Bill Henley, Resident
James and Debra Cox, Residents
Linda Daves, Resident

The staff of Great Oak Landfill held another meeting of the Community Advisory Committee on Wednesday, September 28th at Hamilton's Steakhouse in Asheboro.

Mike McFeeley (Waste Management) opened the meeting explaining to those present that this was an informal meeting to discuss happenings since the last Community Advisory Committee meeting. Bob Peeler (Waste Management) stated that Waste Management is committed to addressing any concerns that residents have about Great Oak Landfill and its operation.

Mike McFeeley updated the group on the operation of the recently constructed Cells 6 and 7 and explained that the landfill was accepting an average of 3,000 tons per day. Mr. McFeeley discussed the expansion of the landfill gas extraction system and said that a contractor was currently on site constructing new gas collection wells and header pipe. Mr. McFeeley updated the group on the operation of the six county convenience sites. Commissioner McDowell asked for an update on tire disposal at the sites. Mr. McFeeley stated that WM was maintaining four storage trailers at the County Solid Waste Facility and that the four trailers were in regular rotation and the tires were being hauled to Central Carolina Holdings for recycling. Commissioner McDowell said that he had not received any recent complaints about the capacity for tire disposal at the sites.

Bill Henley asked about the increase in the number of trucks hauling dirt to the landfill and asked if the dirt was being hauled in for cover material. Mr. McFeeley explained the trucks were hauling contaminated soil from different remediation projects and that the material was handled as waste in the landfill. Mr. Henley told the group that he had been involved in an accident with one of the dirt trucks on Old Cedar

Falls Road and said that he was concerned that someone would eventually be killed because of the truck traffic on that road.

James Cox asked if the buzzard removal program was still being employed at Great Oak Landfill. Mr. McFeeley stated that USDA Wildlife Control personnel were still operating a buzzard trap at the landfill and that over 330 birds had been trapped and removed to date. Mr. Cox said that one of his cows had given birth and he was concerned for the safety of the calf because there were buzzards roosting in the trees in his pasture. Mr. Cox said that he believes that the buzzard population has increased due to the presence of the landfill. Bill Henley said that he believes that the buzzards are attracted because the waste in the landfill was not being covered with dirt every night. Mr. McFeeley explained that the landfill utilizes Posi-Shell, which is a spray coating that has been approved as an alternate daily landfill cover material.

Mark Trollinger complimented the landfill staff on their efforts to keep the surrounding roadsides clean and free of litter and asked if the litter crew were WM employees. Mr. McFeeley explained that the litter crew were employees of Clean Sweep of Ramseur, the local landscape contractor that WM employs for maintenance on the landfill and the convenience sites. Mr. McFeeley said that WM personnel and the litter crew clean Old Cedar Falls Road from Presnell Street to Loflin Pond Road, Henley Country Road from Presnell Street to the County Solid Waste Facility and Foxworth Road from Loflin Pond Road to Old Cedar Falls. Mr. McFeeley said that, although roadside litter was being cleaned up daily, illegal dumping of waste on the surrounding roadsides was a growing problem. Several of those in attendance agreed that illegal dumping has been a problem county-wide.

Commissioner Darrell Frye asked if the trucks entering the landfill were following the approved truck route. Mr. McFeeley said that most of the trucks were complying with the route, but a few trucks were still using alternate routes. In particular, collection trucks running routes in Asheboro were using Old Cedar Falls Road all the way from Asheboro to access the landfill. Bill Henley asked for confirmation that the portion of Old Cedar Falls Road from Asheboro to Henley Country Road was not part of the approved route and Mr. McFeeley said that it was not. Mr. Henley said that he often drives his log truck on that part of the road and that the road is too narrow for truck use.

Dwight Ayers said that since his mailbox on Old Cedar Falls Road had been hit and damaged by trucks that he had not had any more problems with traffic on his road. Mr. Ayers also said that the previous issue of mud being tracked out of the landfill onto Old Cedar Falls Road had improved significantly and that he had not seen any mud on the road recently. Mr. McFeeley explained that all trucks leaving the active landfill are routed through the on-site wheel wash and that seemed to be effective in preventing mud from being tracked out onto the surrounding roads.

Mr. Peeler thanked those in attendance and the meeting was adjourned.

Randolph County Administration

Memo

To: Randolph County Board of Commissioners

From: Will Massie, Assistant County Manager / Finance Officer

Date: 11/4/2022

Re: Budget Amendment – Public Services Appropriations

With funding obtained in the State budget by Senator Dave Craven, the County was provided a grant for any public purpose. Since we used these funds to assist with ambulance replacement, the County can consider using fund balance for special appropriations to community organizations that provide public services. These appropriations total $500,000, and support a number of community programs.

We have also discussed assisting Seagrove-Ulah with repairs to its existing wastewater treatment plant. The County has already contracted to have the repairs performed, but have not formally designated the source of funds. We recommend a $50,000 transfer from the General Fund to cover the critical repair work. That will leave the $2.5M State water and sewer grant for major improvements.

If the Board wishes to authorize the attached list of appropriations, please approve the following budget amendment to the General Fund and the transfer to the Seagrove-Ulah WWTP Capital Project:

2022-2023 Budget Ordinance
Budget amendment #_____
General Fund

Revenues	**Increase**	**Decrease**
Appropriated Fund Balance	$550,000	
Appropriations	**Increase**	**Decrease**
Sheriff	$20,000	
Animal Services	$20,000	
Other Public Safety	$220,000	
Other Economic and Physical Development	$35,000	
Other Human Services	$205,000	
Transfer to Seagrove-Ulah WWTP Project	$50,000	

Seagrove-Ulah WWTP Capital Project Ordinance

Amendment #_____

Revenues	Increase	Decrease
Transfer from General Fund	$50,000	
Appropriations	**Increase**	**Decrease**
Construction	$50,000	

Requested Agency Appropriations

	Amount	Public Purpose
Experience Liberty	$ 25,000	economic development / program support
Your Choices Randolph	$ 50,000	human services / program support
Randolph County United Way	$ 50,000	human services / agency support
Farmer Civitan Club	$ 10,000	human services / community support
RC Family Crisis Center/Emmy's House	$ 20,000	human services / program support
Asheboro Downtown Development	$ 10,000	economic development / program support
Randolph County Sheriff's Office	$ 20,000	public safety / law enforcement
Randolph County Crime Stoppers	$ 20,000	public safety / law enforcement
Our Daily Bread Soup Kitchen	$ 10,000	human services / program support
Randolph County Animal Shelter	$ 20,000	public safety / program support
Honoring Our Veteran's	$ 20,000	human services / program support
Asheboro Raiders Youth Football	$ 5,000	human services / program support
Ramseur Food Pantry	$ 5,000	human services / program support
Randolph County Honor Guard	$ 5,000	human services / program support
Petty Family Foundation	$ 20,000	human services / program support
Habitat for Humanity	$ 10,000	human services / program support
Municipal and Volunteer Fire Departments	$ 200,000	public safety / fire protection
	$ 500,000	

NOTICE

The proposed true value and present-use value schedules, standards, and rules to be used in appraising real property in the county for the 2023 reappraisal have been submitted to the Randolph County Board of Commissioners and a copy is available for public inspection in the office of the County Assessor in the Randolph County Office Building, 725 McDowell Road, Asheboro, North Carolina.

The Randolph County Board of Commissioners shall hold a public hearing on the proposed true value and present-use value schedules, standards, and rules on Monday, November 7, 2022, at a meeting which begins at 6:00 p.m. in the 2nd Floor Meeting Room of the Randolph County Historic Courthouse, 145-C Worth Street, Asheboro, North Carolina.

Dana Crisco
Clerk to the Board
Randolph County Board of Commissioners
September 4, 2018

NOTICE

The proposed true value and present-use value schedules, standards, and rules to be used in appraising real property in the county for the 2023 reappraisal have been submitted to the Board of Commissioners and a copy is available for public inspection in the office of the County Assessor in the Randolph County Office Building, 725 McDowell Road, Asheboro, NC

The Randolph County Board of Commissioners shall hold a public hearing on the proposed true value and present-use value schedules, standards, and rules on Monday, October 1, 2018, at a meeting which begins at 6:00 p.m. in the Commissioners' Meeting Room in the Randolph County Historic Courthouse Meeting Room, 145-C Worth Street, Asheboro, North Carolina.

Amanda Varner
Clerk to the Board
Randolph County Board of Commissioners
September 4, 2018

TAX DEPARTMENT

RANDOLPH COUNTY OFFICE BUILDING
725 MCDOWELL RD, ASHEBORO, NC 27205-7370

Date: **October 27, 2022**

To: **Randolph County Commissioners**

From: **Debra P Hill, Tax Administrator**

RE: **Public Hearing for the 2023 Schedule of Values, Standards and Rules**

North Carolina General Statute 105-317 prescribes the procedure that the assessor and county commissioners must adhere to for the reappraisal process. On October 3,2023, I presented the proposed Schedule of Values, Standards and Rules for the 2023 countywide reappraisal. The next step in the process is to set a public hearing to give the public an opportunity to comment on the true market and present use schedules, standards and rules to be used in the 2023 Reappraisal.

The Public Hearing was set for November 7, 2023 at a meeting starting at 6:00 pm.

If you have any questions before November 7, feel free to contact me at 336-318-6531 or Debra.Hill@randolphcountync.gov

RANDOLPH COUNTY
PUBLIC LIBRARIES

Memorandum

October 18, 2022

TO: **Randolph County Board of Commissioners**
FROM: **Ross Holt, Library Director**
RE: **Bid award request – RFID project**

The library has planned a project to implement Radio Frequency Identification (RFID) for items in the library collection to further automate materials handling, provide self-checkout capability and free staff for more substantive interactions with patrons. The project is funded by a federal Library Services and Technology Act grant and a local match.

The library conducted a formal bid process to select a vendor for the project. We received three responsible bids as follows:

Vendor	Bid	Year 2 Maintenance
mk Solutions Inc.	$125,875.00	$4,955
Bibliotheca	$142,782.00	$11,632
Tech Logic	$172,657.11	$6,720

All the vendors presented credible systems; mkSolutions Inc. of York, PA, was low bidder both in terms of initial equipment and installation, and ongoing maintenance costs.

Therefore, we respectfully request that you award the bid to mk Solutions Inc. and authorize the county manager to sign the contract.

The low bid came in at $15,450 over the amount available in grant and local match funding; we will make up the difference using funds from the one-time SFRF State Aid distribution.

Thank you.

RANDOLPH COUNTY SHERIFF'S OFFICE
SHERIFF GREGORY J. SEABOLT

727 McDowell Road
Asheboro, North Carolina 27205
Phone: 336.318.6699 Fax: 336.318.6618

Memo

To: Randolph County Board of Commissioners
From: Sheriff Greg Seabolt
Date: 11/07/2022
Re: Request for 4 New Deputy Sheriff Positions for the Randolph County Elementary Schools

The Randolph County School System and Randolph County Sheriff's Office are requesting four (4) additional School Resource Officers to serve the elementary schools. This includes Salary, Fringe Benefits, Vehicles, Vehicle Equipment, Installation, Maintenance, Fuel, and Uniform/Equipment for the positions.

Cost Breakdown (4 Deputy Sheriff's – January through June 2023):
Salary - $96,768
FICA - $7,404
Health Insurance - $21,120
Retirement - $12,676
401K - $4,840
Vehicle, Equip & Install - $185,296
Fuel and Maintenance - $9,700
One-Time Program Investment Fee - $46,200

Total: $384,004

Sheriff's Office Cost (Jan. through June 23)
Salary - $16,128
FICA - $1,234
Health Insurance - $3,520
Retirement - $2,113
401K - $806
Total: $23,801

Randolph Co. School (Jan. through June 23)
Salary - $80,640
FICA - $6,170
Health Insurance - $17,600
Retirement - $10,563
401K - $4,034
Total: $119,007

Combined Contribution Total: $142,808 for Salaries and Fringe Benefits

RANDOLPH COUNTY SHERIFF'S OFFICE
SHERIFF GREGORY J. SEABOLT

727 McDowell Road
Asheboro, North Carolina 27205
Phone: 336.318.6699 Fax: 336.318.6618

Equipment Costs for Randolph County Sheriff's Office:

Vehicle, Equip & Install - $185,296
Fuel and Maintenance - $9,700
One-Time Program Investment Fee - $46,200

Total: $241,196

Randolph County Sheriff's Office Contribution: $264,997
Randolph County Public Schools: $119,007

Coverage will be provided for 17 Elementary Schools:

- Deputy 1 – Archdale, Hopewell, John Lawrence, Trinity and Trindale
- Deputy 2 – Level Cross, New Market, Randleman and Grays Chapel
- Deputy 3 – Seagrove, Southmont, Farmer and Tabernacle
- Deputy 4 – Franklinville, Liberty, Ramseur and Coleridge

Please approve the four additional Deputy Sheriff positions and the following budget amendment to the General Fund:

2022-2023 Budget Ordinance
Budget amendment #_____
General Fund

Revenues	**Increase**	**Decrease**
Sales and services	$119,007	
Fund Balance Appropriated	$264,997	
Appropriations	**Increase**	**Decrease**
Sheriff	$384,004	

RANDOLPH COUNTY SHERIFF'S OFFICE
SHERIFF GREGORY J. SEABOLT

727 McDowell Road
Asheboro, North Carolina 27205
Phone: 336.318.6699 Fax: 336.318.6618

To: Board of County Commissioners

From: Sheriff Greg Seabolt

Date: March 7th, 2022

RE: Request of Approval to Purchase Law Enforcement Vehicles through the North Carolina Sheriffs' Association and North Carolina Statewide Vehicle Contract

The Sheriff's Office wishes to purchase 10 Dodge Chargers through the NCSA Procurement Program. The North Carolina Sheriff's Association's Procurement Program helps to eliminate duplication of effort through the creation of one statewide bid that can be used by all 100 sheriff's offices in North Carolina, as well as units of local governments and political subdivisions including, but not limited to, county, local county board of public instruction, municipalities and/or police agencies.

- Ilderton Dodge was awarded the bid for the 2021-2022 fiscal year – 22-08-0913
- This bid has been extended by one (1) year - October 2, 2022 – October 1, 2023

The Sheriff's Office also wishes to purchase 5 Ford Police Interceptor through the North Carolina Statewide Vehicle Contract.

The Division of Purchase and Contract governs procurement for State agencies, community colleges, universities and some local government entities, ensuring that the State acquires the goods and services it needs to operate at costs which are fair and effective uses of taxpayer dollars.

Performance Chrysler Dodge Jeep Ram was awarded the bid under the North Carolina Statewide Vehicle Contract #202100002

Randolph County Purchasing Policy requires all purchases over $90,000 and above to be approved by the Board of Commissioners. The total purchase price for 5 Ford Police Interceptors and 10 Dodge Chargers comes to $528,745. Funding for these purchases were included in the Sheriff's 2022-2023 budget. Please approve our request.

RANDOLPH COUNTY PUBLIC WORKS
725 McDowell Road
Asheboro, North Carolina 27205
Telephone (336) 318-6605 * Fax (336) 636-7573

Memo

To: Randolph County Board of Commissioners

From: Paxton Arthurs, County Engineer

Date: November 7, 2022

Re: I-74 Pump Station property purchase

Design of the I-74 Force Main and Pump Station are underway. Due to grade and site features, an area to the Northeast of the project has been identified as the most suitable location for a pump station (see attached preliminary maps). Originally, it was anticipated that we would need approximately 1 quarter of an acre for this; however, because the property is located in a critical watershed, we will need approx. 2.5 acres to meet impervious surface requirements. After authorization in a closed session meeting, the Economic Development Corporation has negotiated with the property owners for the purchase of this property for $ 76,398.00. I will present this at your November Board meeting and will be glad to answer any questions at that time.

Thank you.

Proposed Pump Station Site

Lot 5
Lot: 42 Acres +/-
Building: 232,000 SF +/-

Lot 6
45 Acres +/-
260,000 SF +/-

Lot 4
Lot: 23 Acres +/-
Building: 182,000 SF +/-

Lot 3
Lot: 14 Acres +/-
Building: 143,000 SF +/-

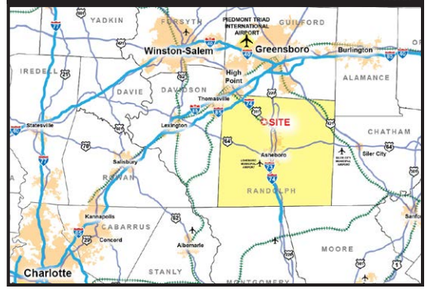
Lot 2
Lot: 16 Acres +/-
Building: 156,000 SF +/-

Lot 1
Lot: 19 Acres +/-
Building: 182,000 SF +/-

Walker Mill Road
Wall Brothers Road
Commonwealth Road
Interstate 74
Old Plank Road
Millikan Road
US Highway 311
Harrison Trail
Frazier Country Drive
Old Way Road
Coltrane Cedar Road
Ford Road

This site plan is for illustrative purposes to show the proposed design intent. The plan is based on limited available information and is subject to change based on actual site conditions, local jurisdiction review, code requirements, and final architectural and engineering documents.

Vicinity Map



Preliminary Concept 1	
Total Lots:	6 Lots
Total Building:	1,155,000 sf +/-
Total Lot Acreage:	159 Ac. +/-
Common Area:	0 Ac. +/-
Road Right-of-Way:	1 Ac. +/-
Total Acreage:	160 Ac. +/-

SITE DATA

Jurisdiction:
City of Randleman ETJ
Randolph County, NC

Zoning:
Existing: R-1
Proposed: I-1 / I-2

Watershed:
The site is located within the Randleman Lake WS-IV water supply watershed district.

Site Acreage:
Wall Industrial Site: 160 AC +/-
(Per digital Randolph County GIS data)

This site has been evaluated as part of Duke Energy's Site Readiness Program

DUKE ENERGY.

Wall Site

Randolph County, NC 06/15/2021

Concept 1

Prepared for:
DUKE ENERGY.

DRAFT
05.28.2021

Project #: 21-067

Prepared by:
stimmel
LANDSCAPE ARCHITECTURE
CIVIL ENGINEERING
LAND PLANNING
601 N. TRADE STREET, SUITE 200
WINSTON-SALEM, NC 27101
www.stimmelpa.com 336.723.1067

North

0 600 900 1200

Scale: 1" = 600'

COMMONWEALTH RD

P/L

PROPERTY ACQUISITION LINE

Neal Coltrane
D_1450_0530
P_0030_0068

Clinton Albert Lambert
D_2793_2013

GEN

CP

FUTURE ODOR CONTROL

10+00

695

PUE

SS

FM

RB Z1

RB Z2

Future Sewer

8027
0.00
POT

8026
0.00
MH2

PUMP STATION LOT
TO BE ACQUIRED
AREA = 111,882 SQ FT
= 2.568 Ac

GRAVITY SEWER EASEMENT

12+00

8028
0.00
MH-3

13+00

8029
0.00
POT

ALT 2

14+00

8030
0.00
MH-4

15+00

8031
0.00
MH-5

Wall

PROPERTY TO BE ACQUIRED
FOR PROPOSED PUMP STATION
1" = 40'