

# ***Rediscover Your*** Neighborhood



Participatory Design Module <sup>PDM</sup> ©

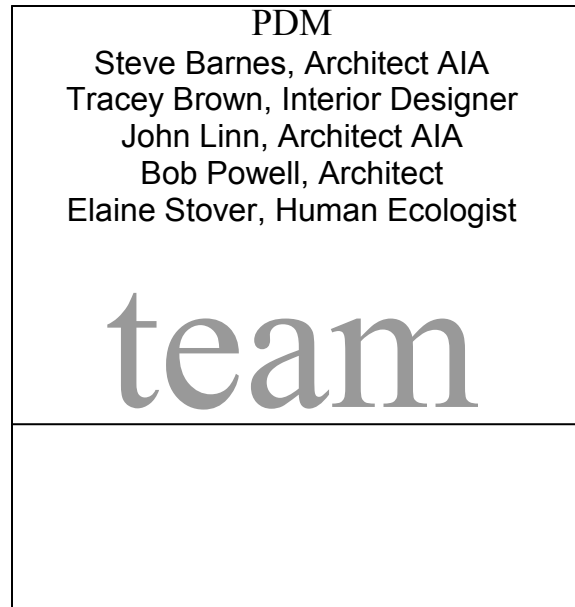
---

**Eastside Park Neighborhood  
Greensboro, North Carolina**

 **ICA** The Institute  
of Cultural  
Affairs in the U.S.A.  
**The Institute of Cultural Affairs at Greensboro**

 **Community  
Foundation**  
of Greater Greensboro

*Neighborhood residents are our partners in design.*



The Institute of Cultural Affairs at Greensboro

5911 Western Trail, Greensboro, NC 27410

[icagboro@igc.org](mailto:icagboro@igc.org)

[www.ica-usa.org](http://www.ica-usa.org)

(336) 605-0143

© ICA 2003

**Session 1**  
September 14, 2002

# DESCRIBING OUR NEIGHBORHOOD

**Morning**

Welcome & Introductions Conversation  
PDM Overview  
Slideshow Presentation “Characteristics and Features of Neighborhoods”  
Neighborhood Walk (by teams)  
Teams Prepare Story Boards

*Lunch*

**Afternoon**

Teams Report to Entire Group  
Workshop: Synthesis of Teams’ work  
Question to address: What are the significant features of our neighborhood?  
Assessment: Determining the Importance of the Features  
Reflection on the Day’s Work

PREVIEW **Session 2**

## Session One Documentation Neighborhood Description

### TEAM 1

Arby Court – “Pleasantville”; quiet and nice.  
 Ball playing in the street used to be an issue. Now motor scooters are issue.  
 Noise disturbance on Sunday mornings.  
 Buffer between houses and Highway 29.

Perkins Street intersects directly with sound and traffic.

Gillespie Street – “Speedway”  
 Eastside Park new entry sign – needs shrubbery and flowers  
 RR tracks noise. Neighborhood garden along tracks from Gillespie past Peachtree and almost to cemetery. Want to see it come back , but smaller scale. It was too much to maintain.

### TEAM 2

Interesting mailboxes  
 Wonderful flowers  
 Nice view over the creek with woods  
 Now kids have fun and play sports in the street  
 Need people to talk other languages  
 Empty lot on the corner of Gant  
 Roads fixed on Perkins and Gant Streets  
 More large trees on Bingham than Gant St.  
 When we want candy, go to the candy lady on Gant St.  
 At the end of Bingham where the park is the people down there don’t participate like others do

Alexander Homes – Monument and grassy knoll, very nice. Have restrictions against children on grassy area, no cooking out. Would be nice park but danger to children playing because of Gillespie traffic.

Sidewalk stops – needs to continue.  
 “Barracks” near RR. “Night Owls”  
 Cemetery – city operations. Were having issue with gates not being locked at night.

Bingham Street Park needs a new name. No life in the park.

Problem with foul odor around apartments at Bingham and Spencer.

Private domain	Public domain
Special mailboxes with plantings/flowers Flower beds, pets Cars jacked up in yards Closed blinds	Big trees, stretches with no trees Porches – eyes on the streets Kids playing in street Few sidewalks Trash on vacant lots

Areas with more apartments have less neighborhood participation  
 Areas with more houses have stronger neighborhood feeling

Sounds	Smells	Daily, Seasonal Rhythms
Children shouting, playing. Train. Dudley marching band practices. Sirens in surrounding areas/Market St. Music from cars cruising through.	Tobacco plant Sewer plant at times.	Summer time, small children out early/all day Older youth come out around 5 pm, linger in evenings School year, youth are out later

### TEAM 3

Three day care centers. Cars arrive at different times in the morning but come all at one time in the afternoon causing traffic jams.

#### Activities

Boy Scouts

Chess Club

Spreadword Bible Club and Girl Scouts – were dropped because no place to meet before Community Center was built. Can we bring these programs back now?

Bingham/Hassall Creek floods over. Trash floats down with it. Problem for people’s back yards. People have even lost pets. Odors develop in basements.

Safe neighborhood except Gillespie/Spencer. Drug dealers hang out; junkies, even rats.

#### Special occasions

Smith household gatherings – cook-outs; birthday and graduation celebrations

Basketball, movie outings, etc.

Easter activities

Christmas decorations very popular, even apartments.

Halloween – people are out all over neighborhood

#### Neighborhood Potential

More places for outdoor activities – basketball courts, etc.

Make sidewalks contiguous on main streets

Cars stopping there all the time. Police working hard on problem. We need to work hard with them.

Four churches in the neighborhood. Bingham, Spencer, Gillespie and Hillsboro

But 60% of people in neighborhood go elsewhere to church. People outside neighborhood attend the churches in Eastside Park.

Smell Lorillard; smells like “people dipping snuff.”

Hear train coming through often. Can distinguish Amtrak from freight trains.

John’s Curb Market – “worst store in Greensboro for kids to go to”

Would like to see a community store, for the community, run by the community – return profits here.

## PLENARY

### **What is working in Eastside Park?**

Community center brings people together  
Neighbors watch over youth  
Activity nodes on secondary streets

### **What is NOT working in Eastside Park?**

Bad influences in some areas  
Police patrol not effective  
Outdoor activities have no place designed for them  
No desirable commercial places in neighborhood  
Storm water system  
Homeowner's support

### **What do we need MORE of?**

Lights  
Activity clubs

Ways to involve more people  
Play equipment

### **What do we need LESS of?**

Crime  
Drugs  
Prostitutes

### **What are our ASSETS?**

People  
Green space - developable  
People looking out for each other

### **What are our LIABILITIES?**

Absentee landlords  
Restrictions on tenants set by landlords  
Speeding on Gillespie  
Noise from the railroad

**Session 2**  
September 30, 2002

## CREATING A SHARED VISION

**Evening**

Welcome & Introductions Conversation  
PDM Overview: Where we are in the PDM Process  
Review of Session 1 Products

**The Visioning Process**

Individual Brainstorm  
Small Group Brainstorm  
Organizing Our Ideas  
Naming the Vision Clusters  
Group Reflection on Vision Clusters

PREVIEW **Session 3**

How will Eastside Park create and maintain  
a safe, healthy, caring, lovely and growing neighborhood  
for all ages over the next five years?

Street Beautification	Safe for All People	Natural Connections	Family Friendly Recreation	Neighborhood Pride	Neighborhood Resources/Support	Controlled Traffic
<p>Well-lit scenic areas</p> <p>Nice street lamps</p> <p>Pathways/walking trails – well-lit, clean and safe</p> <p>Park trees</p> <p>Medians with median trees</p> <p>More and brighter street lights</p> <p>Sidewalks on tree-lined streets</p> <p>Continuous sidewalks on busy streets</p> <p>Attractive neighborhood sign with light on it</p> <p>Street trees</p>	<p>“Clean-up house” for crackheads and prostitutes</p> <p>Drug Free neighborhood</p> <p>Engage faith community</p> <p>New houses where Feeney Apts. Are</p> <p>Safe, clean, affordable well-stocked neighborhood store</p> <p>Seniors enjoying walking after dark</p> <p>Protective bus stops</p>	<p>Greenways near streams</p> <p>Scenic area with benches and flowers on Perkins St.</p> <p>Relaxing park with benches/seating in the shade at Alexander Homes</p> <p>Small scale parks close to homes</p> <p>Carry out “stream green” program</p>	<p>More playground equipment</p> <p>All ages talking and playing games together</p> <p>Casual conversations</p> <p>Larger park with more equipment</p> <p>All debris and broken glass removed</p> <p>Park athletic courts</p>	<p>Homeowners association established with architectural property/controls</p> <p>Canisters for trash disposal</p> <p>Surcharge for neighborhood support</p> <p>Clean, well-groomed lawns and flower gardens</p> <p>Clean-up cars, trash, tires</p> <p>Eliminate driveway fix-it shops</p> <p>Post signs with fines for dumping (appliances/other household items)</p>	<p>Support for single mothers and fathers with kids</p> <p>Housing stock survey completed</p> <p>People sharing rides – cars, buses, vans</p> <p>Supports for grandparents raising grandchildren</p> <p>Education and training for adults</p>	<p>Speed limits signs and police patrol</p> <p>Narrower streets with patterned paving</p> <p>Pave Gant Street</p> <p>Traffic circles</p> <p>Slower traffic</p>

**Session 3**  
October 26, 2002

# DEVELOPING OUR STORY

**Morning**

Welcome & Introductions  
PDM Overview: Where We Are in the PDM Process  
Review of Session 2 Vision Chart  
Discerning Three Themes  
Group divides into teams to work on themes

*Lunch*

**Afternoon**

Theme Story Boards (words and pictures)  
Team Reports and Interpretation  
Reflection on the Day's Work

PREVIEW **Session 4**

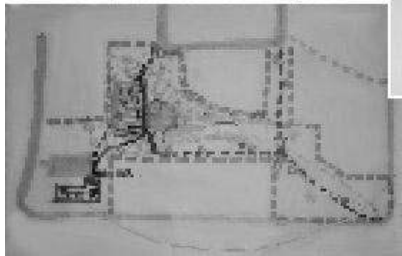


**PHASE - A**

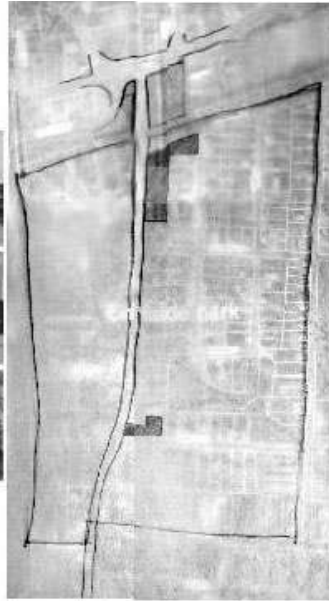
- PLANNING FOR SMALL BUSINESS
- IMPROVED SIDEWALKS, PARKS
- PARKING SPOTS TO ALLOW FOR PLAYGROUND DEVELOPMENT
- OFFICIAL NEIGHBORHOOD PLAN
- LOCAL BUSINESS INCUBATOR

**PHASE - B**

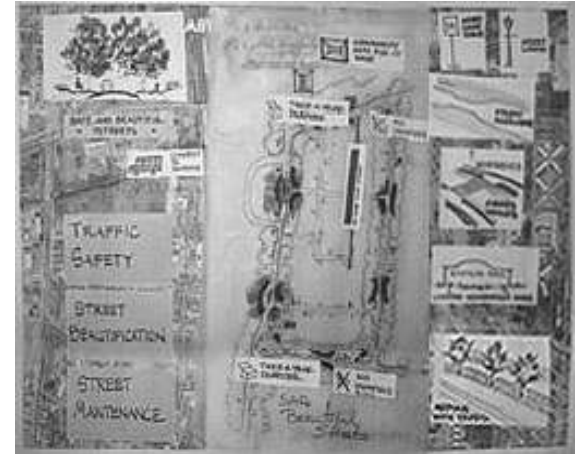
- GROWTH TO CURRENT OPERATIONS
- LIMITED PARKING & PLAYGROUND
- NO OTHER ESTABLISHMENTS TO BE PLANNED



**Neighborhood Park**



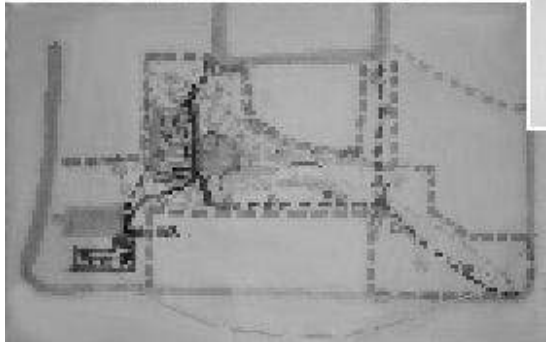
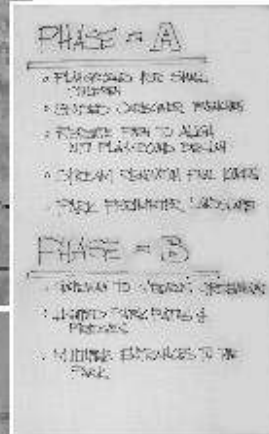
**Friendly Supportive Services**



**Safe and Beautiful Streets**

## The Three Themes

Having walked the neighborhood examining its features, PDM participants extracted three design themes. These themes highlight activities, events, assets, and desires of the neighborhood which will bring them closer to their vision.



## THE NEIGHBORHOOD PARK

We present the theme **The Neighborhood Park** for consideration by the larger Eastside Park neighborhood in order to “create and maintain a safe, healthy, caring, lovely and growing neighborhood for all ages over the next five years.”

This work will **fulfill the vision** in the following ways:

- Lovely space in the center of the neighborhood – desirable outdoor gathering place
- Healthy and safe place for children to play

- Fully utilize city property

**Individual projects** in this theme include: Well designed neighborhood park, possible additional stream restoration, lighted paths, and children’s playground with shaded benches for caretakers and linkages to Greensboro’s greenway system.

**Comments on presentation at the Eastside Park neighborhood potluck held February 8, 2003:**

### **What draws you in?**

Bridges connecting  
Cleaning up the stream

### **How will the Park improve EP?**

Won’t have kids playing in the streets  
Get to know each other better  
Support childcare business  
Park equipment will help improve health

### **What should be kept in the plan?**

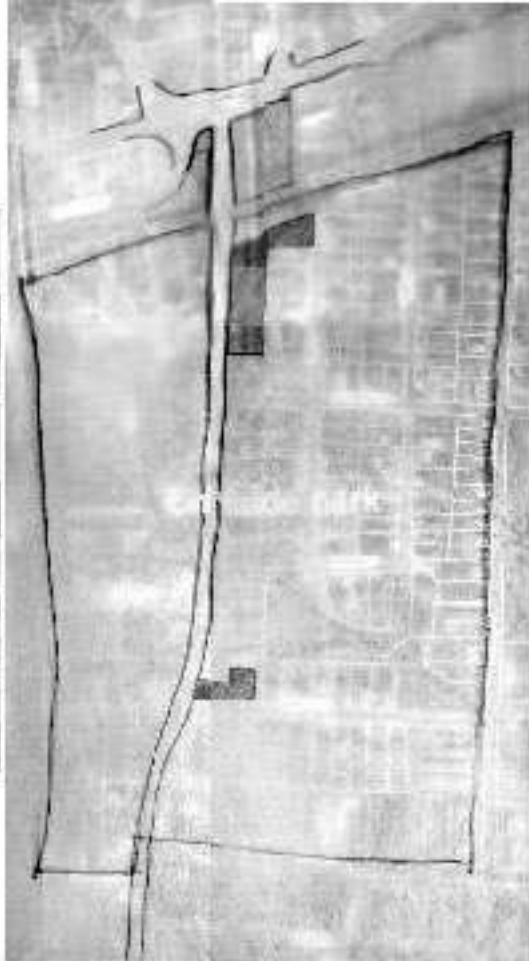
Bridges

### **What should be changed in the plan?**

Flooding of the creek  
Another place for the basketball court  
Redesigning Bingham Park

### **What should be added to the plan?**

Picnic tables  
Clean up vegetation of the stream  
Gazebo?  
Adult fitness equipment along the path



## **FRIENDLY SUPPORTIVE SERVICES**

We present the theme **Friendly Supportive Services** for consideration by the larger Eastside Park neighborhood in order to “create and maintain a safe, healthy, caring, lovely and growing neighborhood for all ages over the next five years.”

Our work will **fulfill the vision** in the following ways:

- Create a safe, drug-free environment
- Transform neglected areas
- Provide a variety of affordable housing

This work is **important to Eastside Park’s future** because we have to deal with the root of the issues we face in the neighborhood, such as drugs, prostitution and other undesirable behavior in order to have lasting change; we want to support all residents – children, parents, grandparents and youth; we want to meet the practical, everyday needs of residents.

**Individual projects** included in this theme are: neighborhood co-op retail store, a rehab and/or job training center, a police sub-station in the neighborhood and supportive housing.

**Comments on presentation at the Eastside Park neighborhood potluck held February 8, 2003:**

**What drew you in?**

Police substation  
Nursing home  
Transition house  
Recreational facility for youth

**Where have you seen similar services?**

Mary's House  
Malachi House

**What makes you hopeful about this plan?**

Accessible treatment in the neighborhood  
Treating root causes  
Job Creation  
Work readiness is important  
Training is needed  
Skills development  
Raising self-esteem  
Motivation  
Self-support

**What are you worried about?**

Having a stronger neighborhood watch  
Management of services at all hours  
Commitment from who??

**What should be *kept* in this plan?**

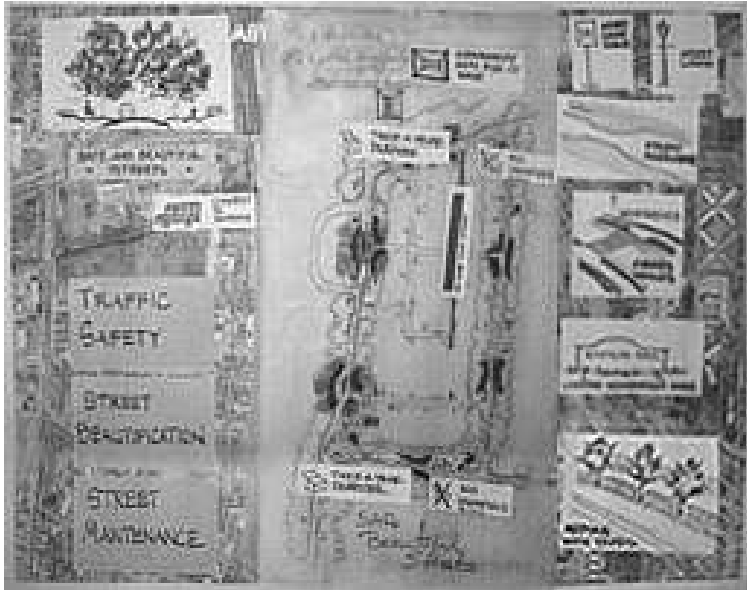
The teens saw the need for supportive services *in the neighborhood*  
This is consistent with neighborhood's beliefs/desires

**What should be *changed* in the plan?**

No police substation in the neighborhood  
Get to know each other first!

**What should be *added* to the plan?**

Determine the management of the services; hours, etc.  
Identify the kind of services desired  
GED classes  
Physical fitness activities and equipment  
We really need this for the future!



## **SAFE AND BEAUTIFUL STREETS**

We present the theme **Safe and Beautiful Streets** for consideration by the larger Eastside Park neighborhood in order to “create and maintain a safe, healthy, caring, lovely and growing neighborhood for all ages over the next five years.”

This work will **fulfill the vision** in the following ways:

- Traffic safety
- Street beautification
- Street maintenance

These improvements are **important to Eastside Park’s future** because we desire accident free streets and safety for pedestrians.

**Individual projects** included in this theme are:

Street lights, two medians to narrow streets and slow traffic (Gillespie St.), three additional neighborhood entry signs at the other entrances, sidewalks on major streets (on both sides of the street), dumpsters for trash, repaving of Gant Street, signs with fines for illegal dumping, more 25 mph speed limit signs, elimination of “Fix It” shops and marked crosswalks.

### **Comments on presentation at the Eastside Park neighborhood potluck held February 8, 2003:**

#### **What caught your attention?**

Plan to deal with fix-it shops  
 Safety and beautification work together  
 Plan for more street lights  
 Feel and look of canopy of trees down the streets  
 Landscaped median strips like on Spring Garden St. and MLK Blvd.

#### **What makes you hopeful?**

Our planning  
 PDM came in  
 Safety part of the sidewalks

#### **Where are your concerns?**

Displaced people

#### **Where do you see significant potential change?**

Lighting, sidewalks, landscaping  
 More appealing  
 Talking together  
 Care about others, not just ourselves

#### **What should be kept in the plan?**

Tree canopy, street lights, signs – safety features, sidewalks

**What should be *added* to the plan?**

More trash cans

Work to include Maplewood Cemetery

Address flooding on Bingham St.

Landscape O'Henry Blvd. buffer



**Session 4**  
February 24, 2003

# TESTING IT OUT

**Evening**

Welcome & Introductions Conversation  
Marie Stamey, President, Eastside Park Neighborhood Association

PDM Overview: Where we are in the PDM Process  
Purpose of Session Four

Presentation of Three Themes  
“Safe and Beautiful Streets” Mary Dowdell  
“The Neighborhood Park” Marie Stamey  
“Friendly Supportive Services” Maybelle Williams

Theme Group Table Conversations  
Focus Question: What does EP need to know, be aware of, consider, do,  
in order to make a realistic and successful implementation plan in these theme arenas?”

Closing & Thank You's

# THE NEIGHBORHOOD PARK

## Design and Construction

Playground space requirements for fall zones – 70' x 30' fall zone areas

Trails require 20' right of way – 10' wide surfaces

Modern equipment is more composite, but more activity possible

Focus on 5-12 year olds or 2-5 year olds; most young kids use big kids equipment

American Disability Act has specific requirements

Bounded park – trees could do Memorial/Honor trees through GBI

Cushioning wood fiber

Check encroachment areas with Danny Nall

Pathway to Bingham Park

- Off the end of Gant St.
- Another bridge
- Greenway development
- Sidewalk on Perkins St.
- Give intentional development to both sides of park

## Other Relevant Information

Bond issue – Bingham Park included to be redesigned

Apply to Adopt a Park – through P & R Commission

Greenways (walking paths) connector to Barber Park (Mike Simpson)

## Implementation

Decide Pressure Points

Have conversation with Willow Oaks Association re the design of Bingham Park

(People returning to Hope VI in Spring '04)

Together with Willow Oaks, develop a plan for Bingham Park.

Phase the work and apply for CIP funding

Get signed support (and \$\$?) from Day Care providers for children's playground area

## Four Major Strategies

1. Design and Landscape “village green” to define and beautify space—perimeter and entrances; approval of plan by P & R. Installation – neighborhood workday.

2. Decide about children's playground – ages, size and placement Design and install equipment. Talk with resident's living around perimeter of proposed playground. Talk with families with young children as well as daycare operators.

3. Meet together with Willow Oaks to start planning Bingham Park

4. Plan greenway in park area to join up with Barber Park Greenway

## Contact People

Craig McKinney

Dick Faucette – P & R, 332-6441

Jim Sykes – P & R

Dyan Arkin – Hope VI

David Phlegar – Storm Water Division

Bobby Coltrane P & R – Landscaping

## FRIENDLY SUPPORTIVE SERVICES

### **Design and Construction**

Addressing housing needs and other support needs simultaneously.  
Who needs housing as well as supportive services? Who just needs one or the other?

With the array of services possible, probably talking about a complex of buildings.

Must feel you're entering a neighborhood of nice places.

Facility should have neighborhood feel.

Need to think through what the services are and how they will shape that place.

Can't transform this area without strong police present. Doesn't have to be first thing you see when entering neighborhood, but should have some visibility and a real presence, at least through the transition phase.

### **Questions brought up for participants in this theme group**

What are all the services that are needed?

Which of these services does neighborhood want to offer?

What can be housed at the community center?

What needs to be in a new location?

What group of the population will be served

### **People to Contact**

Jon Links - Lillian Plummer and Valerie Horton

Delancy Street

(substance abuse and criminal history recovery)

Mary's House

(mothers recovering from addiction)

Malachi House (primarily for men in recovery but want to start a place for women)

Christian Counseling Wellness Group

Youth Focus (housing for youth)

Housing Authority/Willow Oaks

### **Integration of Components**

Form network of support with Community Center, Willow Oaks to the south, and JobLinks on Raleigh Rd (to north). Linking with churches crucial too. What are their outreach programs?

Need 24-hour professional staffing.

Neighborhood residents have to really know and be aware of proposal.

Go door-to-door if you have to.

### **Streamlining the Process**

Identify organizations that have experience in supportive housing.

Interview them to find the ones that will act on neighborhood vision.

Must be really clear about their level of commitment to what the neighborhood wants.

Select one with whom to work on funding applications, etc.

Neighborhood should decide who this is.

Identify all supportive resources.

DSS is changing the way it provides services. This project in E.P. could be model for how it sets up other operations.

Mental Health Coalition – Antonia Reeves

Urban Ministry (Self Help Serve?)

Neighborhood Churches

Area businesses

Note: Elliott Milford, Dir. of Unity & Diversity at Canterbury School, contacted me and is interested in this proposal. I believe he has resources to contribute toward it but am unclear what or how. His contact info is Canterbury School, 5400 Old Lake Jeanette Road, Greensboro, NC 27455, phone 288-2007, ext. 105.

# SAFE AND BEAUTIFUL STREETS

## Ideas

Inform City Council on what this community has put together – their goals, etc.

Stop signs in the middle of the street to stop/slow traffic along long stretches

Eye catchers

Street trees

Community fix-up

Few Street lights (Only 7)

Street calming features

Use on-street parking to help slow traffic. A lot of cars are needed to effectively slow traffic.

Grade separation for RR and Gillespie study being done by state – long term project

Petitions require around 75% approval/support from property owners.

Gillespie may need the higher level of treatments for traffic calming.

GDOT would do some studies in the area to determine the level of treatment needed.

E. Market St. replace bridge over OHenry; ramp to connect with Gillespie

## Questions

How can we pay for improvements?

Giving up property for sidewalks, etc.

Is the entire neighborhood behind the improvements or just selected leaders?

## Street Trees

Make sure the right tree is in the right place

Giving the tree adequate space to grow

Planting on private property through a planting easement

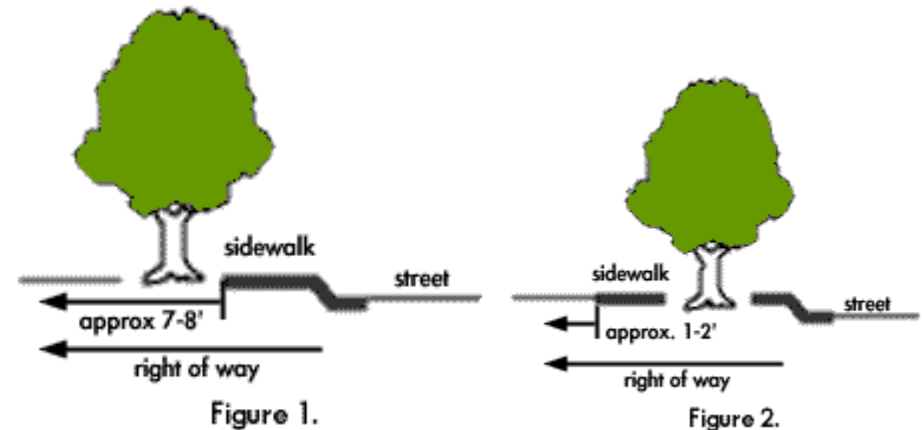
Quality trees

Grants

## Easement Option

1. Place trees behind sidewalk

2. Place sidewalk on private property (diagrams)



## Funding

Submit request to city for capital improvement projects to fund more significant items.

(Might be on a long list)

Bake sales

GDOT Regional programs can accommodate (require community support)

- Lights (on wood poles)
- Signs
- Crosswalks
- Street maintenance issues

Grants/Foundations could help leverage matching funds from CIP projects

Neighborhood grants

Sidewalk petition needs 50% support

Street signs need 75% support

Auto Fix it Shop – Collaborate with Jonesboro Scott Park across Market St.

### **Implementation Guidelines**

#### **Who to Contact**

Trees on cemetery: Bobby Coltrane, Parks and Rec. Dept.

Street Trees: Melissa Begley – Planning Dept.

Street lights: Michael Covington

Sidewalks: Craig McKinney

Traffic calming: Adam Fischer, Bill Judge

Cross walks - “ “

Signs: CIP request form – Art Davis

Signs: Money in hand – Zoning office

Speed limit signs: David Fogleman

O’Henry buffer: State R-O-W-State

Street maintenance: Dale Wyrick

Flooding on Bingham St.: Tori Small – Stormwater Division, Env’l Services

Dumpster: Solid Waste Division

Have the community prioritize what they want

Order in a phased approach

- Utilities and lights
- Sidewalks/curbs
- Paving
- Trees and landscaping

## **Session 5**

March 22, 2003

# PLANNING THE NEXT STEPS

### **Afternoon/Evening**

Welcome & Context

PDM Purpose & Process

Focus Question: "What do we intend to do in the next 12 months?"

Session 5 Process and Products

Theme Teams Work on Questions and Key Components

Whole Group Discussion

Teams Plot Quarterly Accomplishments

*Potluck Dinner*

Presentation of Teams' Projected Quarterly Accomplishments

Commissioning of Guide Teams

Acknowledgements

Presentation of Certificates

Challenge to Eastside Park Residents

## NEIGHBORHOOD PARK

**How do we gain clarity on the type of playground that will meet the neighborhood's needs?**

- A. Village Green
- B. Playground A, B, or C?
- C. Greenway

D. Bingham Park Revitalization

Talk with resident's living around perimeter of proposed playground.  
Talk with families with young children as well as daycare operators.

## FRIENDLY SUPPORTIVE SERVICES

**How can we increase support and participation inside the neighborhood to carry out our vision?**

- A. Make neighborhood center heart of the community.
- B. Build support and participation. Form a troop to make individual house visits.

- C. Learn whop all offers what services/programs across city.
- D. Identify what supportive services need to be in new location (City property/formerly Feeney).
- E. Identify who will work *with* as well as *for* the neighborhood

## SAFE AND BEAUTIFUL STREETS

**Of the three sub-areas – traffic and safety, street beautification, and street maintenance – where do we start and what is the first step?**

- A. Information on high speed train, Perkins and Spencer dead ends, ramp off hwy 29, regulations on speed limit.
- B. Getting neighborhood together on petitions - requires 70% or 50%?

- C. Can proposals be grouped? (CIP proposals due ASAP)
- D. E. Market St. CDC (Jim Donnelly) to bring back info on community auto fix-it shop.

Have a good resource list from session four. Need to take PDM plan to engineers in GDOT, Planning or Civil Engineering.  
Start with street trees, lighting, and an integrated comprehensive plan.

**Projected Quarterly Accomplishments 2003-2004**

	<b>April - June</b>	<b>July - September</b>	<b>October - December</b>	<b>January – March</b>
<b>Neighborhood Park</b>	<p>Funding in place for landscape architect</p> <p>Landscape plan in hand CIP request</p> <p>Initiate Bingham Park conv'n with Willow Oaks</p> <p>Playground conversation with users</p>	<p>Playground plan in hand</p> <p>Sit with Bingham Park committee</p> <p>Report to neighborhood re Bingham Park progress</p> <p>Promote plan to city and neighborhood</p>	<p>Landscape installation for “village green”</p>	<p>CIP request</p>
<b>Friendly Supportive Services</b>	<p>Resident’s interest survey</p> <p>Interview city about uses of vacant lot</p> <p>Identify existing programs of interest for 18-40+ ages</p>	<p>Neighbor to Neighbor Outreach Group formed</p> <p>Gather with reps. for 18-40 age programs</p>	<p>Proposal forward for vacant property</p>	<p>Collaboration between residents and supportive services/city</p>
<b>Safe and Beautiful Streets</b>	<p>Identify how to hire engineers</p> <p>Apply for CIP grant</p> <p>Hire engineers</p>	<p>Complete integrated comprehensive plan</p> <p>Petitions done</p> <p>E. Market St. CDC reports back on plan for fix-it shop</p> <p>Information about city plans and regulation gathered</p>	<p>Complete plans for trees and lights (detailed)</p> <p>Trees planted</p>	<p>Apply for CIO 2<sup>nd</sup> phase</p> <p>Complete 2<sup>nd</sup> phase detailed plan</p> <p>Street lights up</p>

## PARTICIPANTS

Barrett, Sequeya  
Black, Sohnie  
Boyd, Enrique  
Boyd, Phyllis  
Boyd, Ricque  
Cherry, Pat  
Dowdell, Mary  
Gary, Leona  
Gibson, Amanda  
Gibson, Michael  
Gibson, Michelle  
Gilmore, George  
Harris, Shirley  
Herring, Bernell  
Herzing, Mike  
Kollare, Dashawn  
McCollum, Kennita  
McCollum, William  
Mills, Carolyn  
Moore, Mattie  
Morehead, Channay  
Newton, Donna

Powell, Bob  
Prather, Patricia  
Reed, Sadie  
Rivers, Sylvia  
Rushing, Jacquasa  
Sheparel, Tasha  
Smith, Ramona  
Stamey, Asia  
Stamey, Marie  
Tillman, Sandra  
Wade, Tianza  
Wall, Cynthia  
Watkins, Pamela  
Williams, Cecil  
Williams, Maybelle

### **Session 4** Resource People

Arkin, Dyan  
Battles, A.D.  
Begley, Melissa  
Curry, Dan  
Donnelly, Jim

Faucette, Dick  
Fogleman, David  
Ford, Wanda  
Grady, Milton  
Judge, Bill  
McKee-Huger, Beth  
McKinney, Craig  
Phlegar, David  
Rideout, Ruth  
Sandercock, Tara  
Sykes, Jim  
Torain, Gwen  
Johnson, Melissa

### **ICA Greensboro Team**

Barnes, Steve  
Brown, Tracey  
Cranford, John  
Linn, John  
Stover, Elaine