

City of Asheville
BOARDS AND COMMISSIONS
Application Form

**APPLICANTS ARE STRONGLY URGED TO ATTEND SEVERAL MEETINGS OF A BOARD PRIOR
TO APPLYING AND/OR APPOINTMENT TO A BOARD**

Name of board or commission(s): Asheville City Council

Your name: Sylvia E. Farrington Home Phone #: (828) 251-6222

Street address: 8 Valle Vista Drive City: Asheville Zip Code: 28804

Mailing address (if different): N/A

Employer: AB Tech Community College and Department of Homeland Security/Federal Emergency Management Agency (DHS/FEMA).

Your position: GED/ABE Instructor /Disaster Assistance Employee - Senior Management Official
Office Phone #: (828) 242-9002

Resident of City X County _____ Race B * Sex F * Age 54 *

Are you a United States Citizen (circle one)? Yes or No

Residence location (check one): Central _____ North X South _____ East _____ West _____

How did you become aware of the opening? _____ Webpage _____ Current Volunteer _____ eNews
X Government Channel _____ Newspaper _____ Radio _____ Organization _____ Agenda _____ Other _____

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving (use additional sheets if necessary). **See Attached Resume**

Expertise: _____ Legal _____ Technical _____ Fundraising X Community Contacts
_____ Business Management (Financial) X Business Management (Operational) X Public Speaking

Education: B.A., Mathematics, Columbia University of New York

Training: Emergency Preparedness and Response, Incident Command System, Disaster Field Operations Management, Grants Management, Mitigation Planning, Hazards US (HAZUS - MH), Benefit Cost Analysis, National Flood Insurance Program (NFIP) - Floodplain Management, National Emergency Management Information System: Train-the-Trainers, Hazard Mitigation Technical Assistance Program/Contract Management, Disaster Field Office - Mitigation Operations, Hazard Mitigation Training, Hazard Mitigation Grant Program Management Costs, Community Relations Field Teams Skills Enhancement, Hazard Mitigation Applicant Briefings, NFIP Workshops, Hazard Mitigation Grant Program (HMGP), Regional and National Response Plans, Project Officer; Time Management; Stress Management; Information and Planning Annex; Executive Presentation Skills; Cooperative Learning Techniques; Whole Language Educational Strategies; Adult Education Techniques; Correlation and Product Integration Techniques; Training Specifications for Persons with Visible and Invisible Disabilities; Interpersonal and Professional Team Development, Coleman Cross-Cultural Relations.

Additional Information:

I possess strong analytical, writing and editing skills, and am highly proficient throughout various levels of literacy and functional literacy skills, and levels of management communication. I am an effective facilitator and trainer and a qualified and dynamic presenter. In my senior level management capacities I have effectively engaged in communicating goals and objectives for programmatic and operational success.

I have been directly involved in adult literacy programs for over 15 years, contributing to the success of public, private and academic literacy and functional literacy programs. I've coordinated efforts to incorporate cultural mores and practices into training efforts and modifications to existing practices, and have been directly involved with public relations, person-to-person communications, direct customer sales and new business development.

I've been a contributing author to national policy and institutionalized operational designs. I have successfully incorporated processes to obtain review comments from work groups, prepare draft documents for review and consensus by federal headquarters and regional staff; coordinated relevant program area consensus; developed processes for state and local concurrence; coordinated for national application; coordinated final product development and hard-copy electronic version release of final; developed and delivered presentations for various venues.

In my capacity as Mitigation Community Education and Outreach (CEO) Branch Chief/Group Supervisor during catastrophic events (DHS/FEMA), I championed the standardization of outreach efforts to incorporate private, public, non-profit and academic stakeholder participation and application during our response, immediate and long-term-recovery efforts. I've provided policy, operational, personnel development and deployment guidance and further developed and implemented cross-disciplinary approaches to the management of extreme events and disaster loss-reduction policies and practices.

I've earned Advanced Certifications in Emergency Preparedness and Response, Incident Command System, Disaster Field Operations Management, Mitigation Planning and Management, the National Response Plan, all significant programs that incorporate the collection, analysis, dissemination and application of critical information and resources.

I continue to hold a high-level security clearance for DHS/FEMA.

I've also served as the Personnel and Security Manager, for a private sector food processing, manufacturing and trucking facility in New York City, responsible for Human Resource management functions of 300+ union employees and staff management. In this capacity, I managed day-to-day operations and successfully coordinated a major downsizing of staff, which mandated sensitivities and application of EEO guidelines. This firm was operational with compliance requirements from two national union entities: International Brotherhood of Electrical Workers (IBEW), and the Teamsters Union. I participated in contract negotiations with the Teamsters and IBEW, and managed contract administration and compliance.

I further developed job descriptions, job classifications and designed modifications to the plant Rule Book, as another example of my experience as a contributing author to written policy and institutionalized operational designs.

Additional Prior Experience:

Alternate Delegate – 1984 Democratic Convention, attended
Co-Campaign Manager – South Dade County, Miami FL – local legislative candidate
Appointed, Democratic Executive Committee, Dade County, Miami, FL
Co-coordinator, South Dade Democratic Organization - *Presidential, State legislative, local and judicial campaigns.*

INVITED PAPERS/PRESENTATIONS:

- ❖ Invited Speaker, 2005 National Hurricane Conference, New Orleans, LA and 2005 Florida Governor's Hurricane Conference, Orlando, FL. Promoted effective and easy-to-use tools, techniques and successes to foster mitigation behavioral change. Discussed the complex role of mass media in disseminating information to the public and shaping messages and myths regarding preparedness and mitigation.
- ❖ "Disaster Field Operations;" Community Education and Outreach Operations and Documented Successes. FEMA 1999 - 2002
- ❖ "Diversity within Multicultural Communities," National Black Women's Health Project Annual Conference; Atlanta, GA, 1995
- ❖ "Examining Internalized Racism within Communities of Diverse Interest," National Woman's Conference; Atlanta, GA, 1990
- ❖ "Correlating Adult Technology Systems with Standardized Testing Curriculum," Wicat Symposium; Park City, UT, 1991
- ❖ "Send Our Kids Back to the Public Library System: Redirecting Active Participation from A Commercialized Library System of Mega Bookstores," Wicat Symposium, Park City, UT, 1992.

Return to:

Maggie Burleson, City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: mburleson@ashevillenc.gov
Telephone: 259-5601
Fax #: 259-5499

Signature: 

Date: November 26, 2008

E-Mail: Sylvia.Farrington@yahoo.com

Fax #: (828) 251-6222 (call first)

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

8 VALLE VISTA DRIVE, ASHEVILLE, NC 28804, USA
PHONE (828) 251-6222 /(828) 251-6222 • E-MAIL: SYLVIA.FARRINGTON@YAHOO.COM

SYLVIA E. FARRINGTON

EDUCATION

B.A. Mathematics, Columbia University, New York NY

SPECIAL QUALIFICATIONS

- Senior level Manager with substantial staff and project management expertise.
- Extensive public, private and academic strategic partnership experience for the successful promotion of community economic sustainability initiatives.
- Strong analytical skills. Excellent problem solving, team-building and negotiation skills.

EMPLOYMENT

2007 – present Asheville-Buncombe Technical Community College, Continuing Education Instructor/Trainer. Adult Education courses for higher academic education, basic employment and educational skills, job training and retraining, personal growth and development. Instructor for *Personal Effectiveness in the Workplace and Career View*, providing tools and resources for job retention, transitional skills identification and development, and personal development within diverse workplace environments.

1996 – present Federal Emergency Management Agency, Mitigation Division RIV, Atlanta, GA
Disaster Assistance Employee – Reservist Positions: Deputy Federal Coordinating Officer for Mitigation, Community Education and Outreach Branch Chief, Project Manager, Private Sector Coordinator.

- *Senior level Management authorities to develop and direct programmatic and operational strategies in support of Federal, State and local community mitigation objectives, for federally declared disaster. Identify and implement private sector partnership opportunities to attain community-based mitigation objectives.*
- *Design, development and training of skills and core competencies for mitigation emergency management personnel to enhance field operability and staff capabilities.*

1988 – 1996 Independent Contractor, Atlanta, GA

Senior Education Consultant/Program Implementation Specialist

Consulting services to businesses and urban school districts for adult education programs; update training methodology and designs; curriculum development to integrate education technology products and services, adult education and Tech Prep programs; employability skills design and development training. Authored training manuals for supervisory and operational support. Market development and support of educational/library systems software products for adult education and literacy programs. Designed and implemented employer-based remediation and employability development training programs. Coordinated outreach and recruitment programs, involving business and community based organizations. Developed implementation strategies and Learning Improvement Plans for employer-sponsored and State-sponsored education and training programs for multicultural learners. Managed contractual adherence. Account management for training, consulting, support services and staff selection. Recognized accounts included:

Milliken and Company, Spartanburg, SC and LaGrange, GA

Implemented strategies and Learning Improvement Plans for interstate Centers for Continuing Education. Developed academic enhancement and employability skills programs for multicultural workforce, and family literacy components. Sites awarded Congressional Merit Award for Centers' objectives and results.

Memphis City Schools, Memphis TN

Integration of educational technology curriculum for multicultural, young adults/senior citizen, Adult Basic Education and teen parenting programs.

Donaldson Learning Center, Simpsonville, SC

Consolidation of Centers for Adult Education, on site that previously housed Donaldson Air Force Base. Business consortium sponsoring adult training and education centers for multicultural workforce.

1980 – 1988 American Telephone & Telegraph Company (AT&T), Atlanta, GA
Staff Trainer/Business Office Manager

Southeast Region Project Manager for historical divestiture of AT&T. Design, development and implementation of office procedures. Authored methods and procedures for Southeast Region residential customer service delivery systems. Designed employee development training programs. Recipient of numerous awards and recognition for outstanding job performance, to include AT&T Council of Leaders, AT&T Circle of Excellence, monetary bonuses based on national performance ranking. Designed training programs for internal employee development system.

PROFESSIONAL MEMBERSHIPS, RECOGNITIONS AND AWARDS

2006 –present

President, Asheville Global Services Group, Incorporated

Member, YWCA Board of Directors, Asheville NC

Co-Chair, Sustainable Advisory Committee on Energy and the Environment, Asheville NC

Member, Asheville Mountain BizWorks – Black Business Alliance, micro enterprise development

Invited Participant, Annual Hazards Research and Applications Workshop, University of Colorado at Boulder

2001 –2006

Executive Director, Center for Unlimited Possibilities, Asheville NC

Invited Participant, Annual Hazards Research and Applications Workshop, Natural Hazards Center, Institute of Behavioral Science, University of Colorado at Boulder

Commissioner, Asheville Civic Center Commission, appointed

Recipient, FEMA HQ and Regional Recognitions for Outstanding Performance

Outstanding Disaster Management Award – FEMA Region IV

Volunteer, American Red Cross, Mountain Chapter, Asheville NC

1994 -2000

Appointed, National Organization of Women - Executive Board

Member, National Association for Supervision and Curriculum Development

Member, National Black Women's Health Project

Volunteer, Venue Communications, Atlanta Committee for the Olympic Games

Past Affiliations

Instructor, Adult Education and At-Risk Students, New York City Board of Education

Member, National Association of Bilingual Educators

Past President, Black Women's Association for Women of Color, Barnard College

Past Volunteer Member, Big Brothers, Big Sisters of New York

Past Volunteer Troop Leader, Girl Scouts of America

"Outstanding Black Students in America," Black Enterprise Magazine

REFERENCES

Available upon request

1. What motivates you to apply for this position?

I believe that it is a basic obligation for members of a community to bring their skills and abilities to support the growth and sustainability of the communities in which they reside. As a 10-year resident of Asheville, I'm committed to the resolution of both short and long-term issues, impacting the City.

I am a highly effective, results-driven project manager, with a proven track record of consistently motivating individuals to excel within highly diverse community environments. I've continually demonstrated personal and professional commitment to diversity and inclusion of all team members.

My background includes extensive private, public, non-profit and academic sector experience, with a history of successful accomplishments in local, regional and national innovative initiatives; strategic planning and project promotion to support public and private sector stakeholder objectives.

It is my objective to bring my skills and abilities "to the table" in service to the Asheville community.

2. Where do you fall on the conservative-liberal spectrum in terms of fiscal and social policy?

I do not capriciously or exclusively fall on any specific, pre-defined spectrum in terms of fiscal and social policy. It is my belief that policy proposals be considered independent of political identities. Every issue in a community has its benefits and shortfalls. Asheville is an eclectic community ripe not only with diverse opinions, but with a myriad of ways in which these opinions are expressed.

I believe that the community has a right to participate in community education and engagement processes, which allow their voices to be heard by the public officials who are in place to serve the needs of the community.

With due respect to this service, I am committed to listening to all sides, and performing due diligence to participate in an educated, informed decision-making process.

3. In your eyes, what should be the top 2 or 3 priorities our City Council should be focused on in the upcoming year and why?

I perceive three top priorities our City Council should be focused on in the upcoming year are:

1. Workforce Housing

I believe City Council has made tremendous strides to promote and educate the community of the necessity and priority of affordable and workforce housing. As our population continues to grow and residents support workforce requirements, housing which allows for family sustainability remains a critical need.

Workforce housing, coupled with efficient mass transit, increased employment opportunities provides for a critical resource for citizens of Asheville to be mobile and reduce adverse impacts on city resources.

2. Cooperative City-County Infrastructure Development To Meet The Current and Future Demands of Our Fast Growing Communities

Addressing our collective infrastructure needs is directly related to meeting the goals of items 1 and 2 of this list. Without the efficient upgrading of existing infrastructure components in concert with the implementation of a well-planned infrastructure expansion, will stifle potential opportunities to reach the necessary goals of fiscal stability and continued community growth.

Realizing our common goals with cooperative planning and execution will maximize efficient use of all resource categories. We will also be positioned to utilize the "fast tracked" funding recently stated to be forthcoming from the Federal Government.

3. Emergency Awareness and Preparedness

The City of Asheville and Buncombe County are exposed to numerous potential natural and technological disasters. Preservation of our structural and economic infrastructure is crucial to short and long term sustainability.

A significant number of Asheville residents have relocated from other areas throughout the country and internationally. Many are unaware and not, if minimally prepared to respond and sustain themselves in the event of a natural or technological disaster. Many disasters occur without warning. Community awareness and preparedness both directly and indirectly increases the level of support to first, secondary and tertiary responders. This further applies to the significant numbers of tourists who travel to Asheville year round.

I believe we have the opportunity to expand our outreach with a comprehensive plan, which emphasizes:

1. Increased community awareness
2. Increased community preparedness
3. Expanded partnerships between the private, public, non-profit and academic key stakeholders.

In the arena of emergency awareness and preparedness I believe we will be able to identify, secure and utilize resources from the Federal and State levels with which to further expand our positioning as a regional asset to the contiguous states.

4. What do you consider the most crucial problem, need, or cause for the citizens of Asheville? How would you approach its resolution or champion the cause?

I believe a most crucial need for the citizens of Asheville, especially in the area of gainful employment, is promoting cross-sector collaborations to create more flexible public, private, non-profit and academic partnerships.

There seems to be a significant disconnect between the availability of jobs and job seekers' abilities and resources to identify, secure and retain gainful employment. Workers need employment that will sustain a family; provide a house, feed, cloth, educate and provide for the physical and emotional well being the family. If citizens of Asheville are not able to secure and retain this level of employment, there will continue to be a negative impact the City's tax-base, and subsequently its ability to provide the services necessary to maintain a vibrant community.

I would like to champion the cause of cross-sector partnerships that identify critical employer needs and resources within the community, and focus on employee training and education. This, I believe, ultimately strengthens a citizen's opportunity to live in a community where they may enjoy life, and sustain their basic needs.

I would like to work with a team to create an innovative, strategic plan to expand workforce development, education, training and employment initiatives within the City. This initiative could incorporate key stakeholders in the private and academic sectors and move us towards realized objectives.

5. 2008-09 and 2009-10 fiscal years will be financially tough for the City. What will be your top funding priorities and what would you like to see reduced to balance the budget?

I don't venture to arbitrarily identify budgets cuts, without a comprehensive understanding and due diligence of the scope and overall context of the City's budget requirements and planned initiatives.

As noted, both 2008-09 and 2009-10 fiscal years will be financially tough, while we continue to see a steady growth rate within the City and contiguous local jurisdictions.

I believe an overarching funding priority will be to provide employee development systems to enhance and promote quality of service to the community.

The quality of city services, as provided by city employees, will continue to contribute to the community's perception of quality in response to the needs and demands of our growing population. City staff must address and meet a service standard that provides a high level of both internal and external customer service. Many of our services merit recognition and commendation. I believe workforce development, training and retention will be key to promoting and maintaining consistency in citywide services.

As we forge ahead to respond to expanding needs, presumably city department heads have been asked to consider their internal workforce planning needs over the next two years, including critical talent issues, leadership and worker shortages. What are workforce retirement and attrition trends? What is the impact of city and countywide demographic shifts? What are the strategies for recruiting and retaining potential talent? How will they recruit and manage a diverse multi-generational workforce?

I recognize that each area of the budget has its own unique strengths that should be maximized. No one department or area can completely and effectively meet every need of our community. I believe there would be a need to strategically prioritize and focus existing resources, with a goal of achieving stronger inter-departmental and programmatic collaborations. The city will need to continue efforts to identify and minimize duplication of programs and resource expenditures.

Thank you for your consideration.

City of Asheville
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**APPLICANTS ARE STRONGLY URGED TO ATTEND SEVERAL MEETINGS OF A BOARD PRIOR
TO APPLYING AND/OR APPOINTMENT TO A BOARD**

Name of board or commission(s): Asheville City Council

Your name: Clifford O. Feingold, DDS Home Phone #: 828 258-8390

Street address: 4 Stuart Circle City: Asheville Zip Code: 28804-1748

Mailing address (if different): _____

Employer: Self

Your position: Dentist Office Phone #: 828 670-9894

Resident of City Asheville County Buncombe Race white * Sex M * Age 59 *

Are you a United States Citizen (circle one)? Yes or No

Residence location (check one): Central _____ North x South _____ East _____ West _____

How did you become aware of the opening? _____ Webpage _____ Current Volunteer _____ eNews
_____ Government Channel _____ Newspaper x Radio _____ Organization _____ Agenda _____ Other

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving (use additional sheets if necessary). Expertise: x Legal x Technical x Fundraising x Community Contacts
x Business Management (Financial) x Business Management (Operational) x Public Speaking

I have lived in Asheville for 56 years. I have operated a business here (dental practice) for 32 years. I felt the need to give back to my profession by serving on the

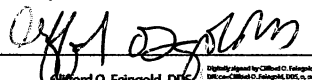
State Board of Dental Examiners (2005-2008) (legal experience). I have been president of the Buncombe Co. Dental Society, Cong. Beth Israel, Asheville Smoke Booster

Club, and my dental fraternity. I have served on the Asheville School Alumni Council for 32 years. All of these activities have given me the expertise in all the above

areas to serve well on the Asheville City Council.

Return to:
Maggie Burleson, City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: mburleson@ashevillenc.gov
Telephone: 259-5601
Fax #: 259-5499


Signature: _____
Digitally signed by Clifford O. Feingold, DDS
DN: cn=Clifford O. Feingold, OU=, ou=, email=clifford@ashevillenc.gov, c=US
Date: 2008.11.06 14:17:02 -0500

Date: 11/6/2008

E-Mail: cfeingold@aol.com

Fax #: 828 670-7107

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.