

Community Health Assets Mapping Partnership – Food Pathways

CHAMP – Food Pathways

Provider-Level Workshop Report

**Forsyth County
Winston-Salem, NC**

Friday, June 12, 2015

CHAMP - Food Pathways Workshop



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With Collaboration from:

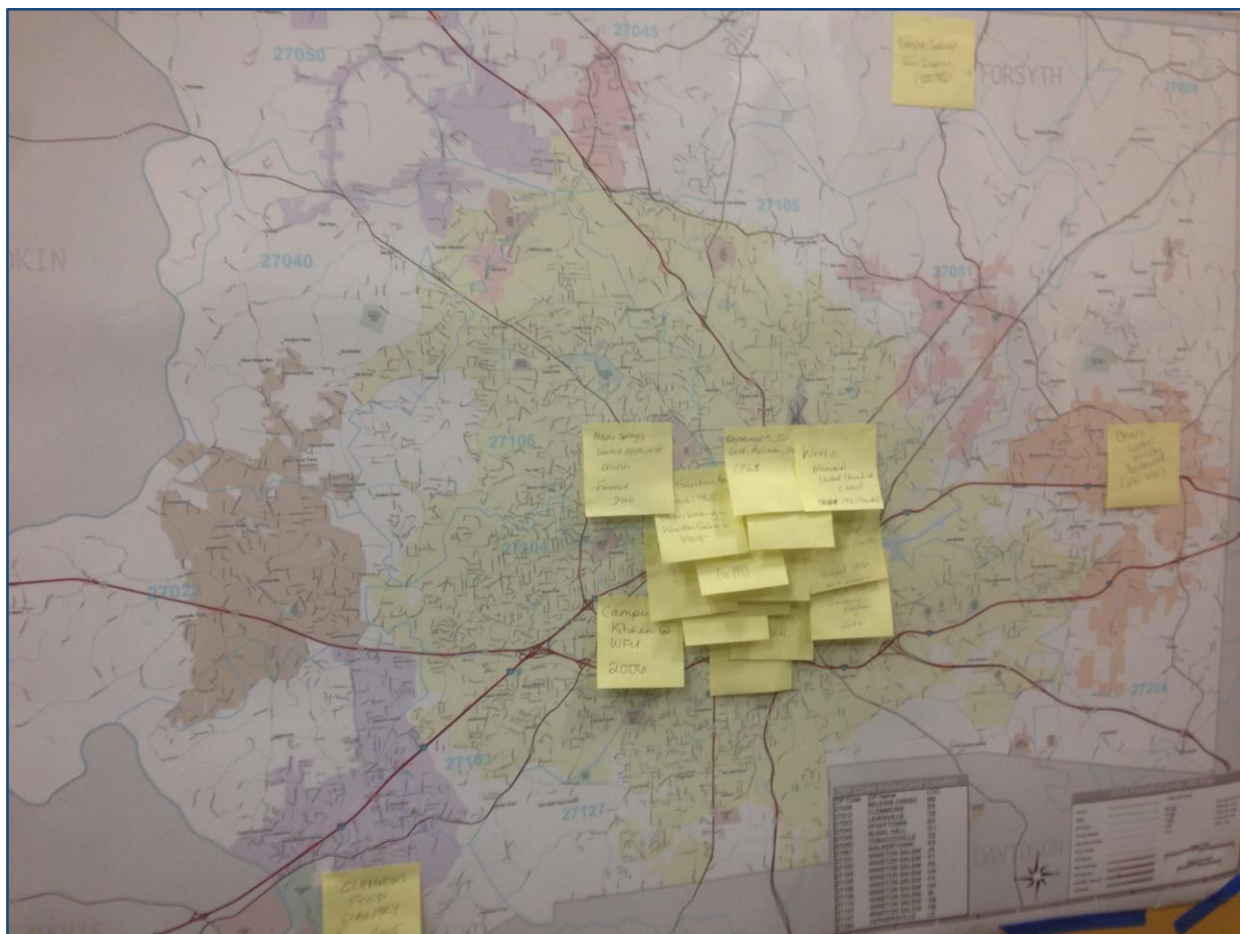
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SECTION A

Food Provider Workshop Information



1. AREA AND LEVEL

A workshop facilitated by Wake Forest University Baptist Medical Center, Wake Forest University School of Divinity was offered in Winston Salem, NC at the health provider level on June 12, 2015 scheduled for 9:00am to 1:00pm. As a part of the Community Health Asset Mapping Partnership-Food Pathways in Winston Salem, NC, the workshop focused on institutional, organizational, and individual providers offering food services to the population of Forsyth County. Forsyth County is comprised of zip codes: 27104, 27101, 27103, 27050, 27040, 27045, 27106, 27105, 27019, 27052, 27009, 27284, 27107, 27127, 27012, 27023. **Image 1** is a map outlining the boundaries of Forsyth County.



IMAGE 1.

1. DATE AND PLACE OF WORKSHOP

The workshop took place on June 12, 2015 at The Enterprise Conference and Banquet Center located at 1922 S Martin Luther King Jr Dr, Winston Salem, NC. The workshop began at 9:00 am and was completed by 1:00 pm.

2. FACILITATION TEAM

Lead Facilitator:

Teresa Cutts, PhD

Co-Facilitator

Mark Jensen, PhD

Background Content and Materials Expert

Khelen Kuzmovich, MDiv

Dianne Horton

Primary Report Writer:

Registration

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3. PHYSICAL DESCRIPTION

The workshop was held in a conference room of The Enterprise Center. The registration table was positioned at the entrance, immediately on the right when participants entered the conference room. Morning refreshments and lunch were provided for participants. Coffee, fruit and breakfast pastries were located on rectangular tables on the right side of the room behind the registration table. Chairs were arranged in two sections in one half of the conference room, forming a semi-circular pattern. Tables were set up in the other half of the conference room for use by participants at lunch and for smaller group discussions. Lunch was served buffet style in the foyer at the end of the hallway connected to the conference room. The rest rooms were located along this hallway. Maps were positioned on the wall surface facing the participants and various flipcharts were arranged for easy access by facilitators and participants. **Image 2** depicts the layout of the conference room during the workshop.

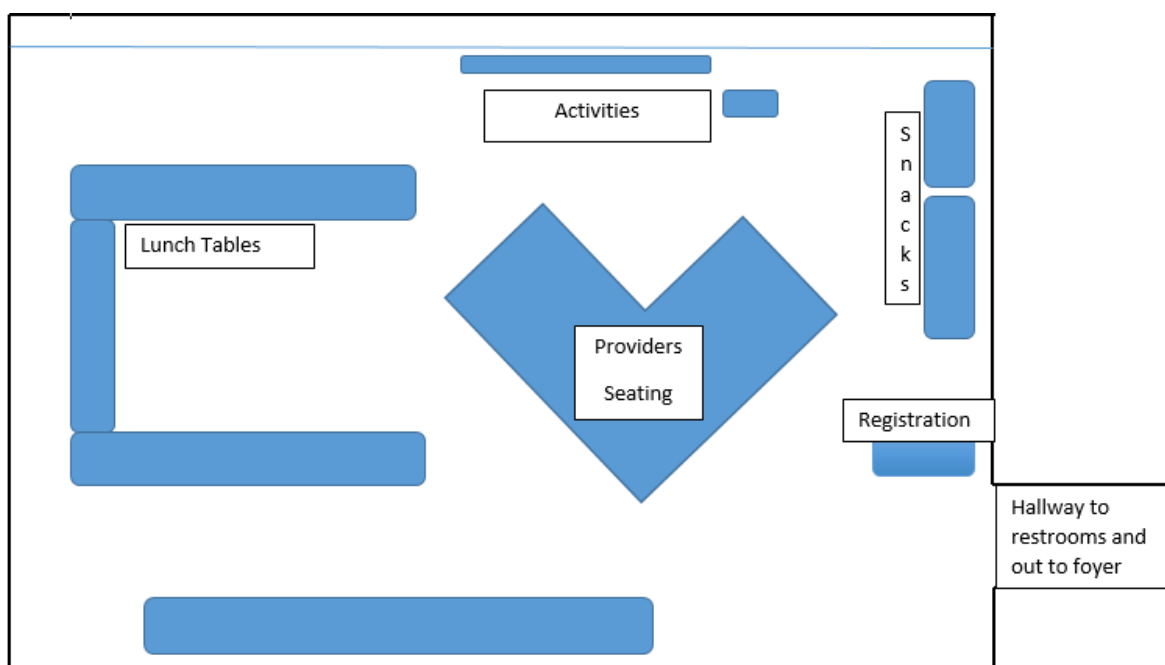


Image 2

PREPARATORY WORK

Preparatory work for this CHAMP-Food Pathways workshop included several different activities including: background research, field study, data collection, map generation, facilitation team training, workshop planning, and workshop materials preparation.

Background Research included a review of Religious Health Assets Mapping projects in Southern Africa, Memphis, as well as various approaches to community mapping, and models for participatory research projects.

Field Study included a series of transect drives through the study area with team members familiar with this area as well as the initial identification of key assets and potential key informants. These transect drives, in combination with the insights from key informants, were used to decide the preliminary boundaries for this mapping exercise.



Data Collection included the acquisition of basic demographic, socioeconomic, and psychographic data in the study area. Study staff compiled lists of known assets and interviewed key community informants.

Map Generation involved the processing and analysis data on the study area, the incorporation of these data into a geographic information

system, and the generation of geographical and special representation of area information through a series of GIS maps layers.

Facilitation Team Training occurred through team members' participation in training events, past workshops held in similar locations, and a familiarity with the PIRHANA and CHAMP methodology and other participatory models for focused group discussion.

Workshop Planning involved identifying potential participants for the Food Pathways Providers workshop, developing and disseminating a letter of invitation, and following up with potential participants. Workshop staff held face-to-face planning meetings weekly for two months prior to the event, sent emails, and made follow-up telephone calls during the 2 weeks prior to the workshop. Workshop staff also identified The Enterprise Conference and Banquet Center as an appropriate site for the workshop and made the arrangements for AV equipment and lunch.

Workshop Materials Preparation included the generation and printing of neighborhood maps, the printing of materials to be handed out, the packaging of these materials, and the organization of all the materials needed for the workshop exercises (for example, large pieces of paper, post-it notes, writing utensils, flip charts, and tape).

4. PARTICIPANTS

Upon registration, each participant was asked to register their consent to participate in the workshop and document their preferences with regards to the use of photographs. This was completed as each participant entered the conference room at the registration table. Each participant was also provided with a name tag.

Nineteen organizations considered to be food providers or associated with the provision of food in Forsyth County were represented. The participants were comprised of a range of ages. Organizations represented were located in the following zipcodes: 27607, 27106, 27105, 27101, 27103, 27127, 27107, 27284, 27012.



5. INTRODUCTION TO WORKSHOP

The workshop commenced with a welcome and introduction to the workshop by the lead facilitators Dr Teresa Cutts and Dr. Mark Jensen along with an opening prayer by Rev. Dianne Horton. There was a transition to introductions of the participants along with their respective organizations, followed by the introduction of the rest of the team. Participants were asked to introduce themselves, their organization, institution or ministry, their roles in their organization, institution or ministry.

The participants within this workshop on the health provider level contributed their knowledge and community understanding in a variety of activities and exercises throughout a half-day workshop.

Lead facilitator, Dr. Teresa Cutts (“TC”) introduced the background of the Community Health Asset Mapping Partnership (CHAMP) program. Participatory Inquiry into Religious Health Assets, Networks, and Agency (PIRHANA) is a research model developed by Dr. Gary Gunderson, Dr. James Cochrane, and Dr. Deborah McFarland in South Africa that focused on identifying positive health assets present within communities in the midst of the HIV/AIDS epidemic within sub-Saharan Africa. CHAMP was further refined in Memphis by Dr. Teresa Cutts and team from 2007-2013.

The objective of this version, CHAMP-Food Pathways, is to translate the PIRHANA research method for North Carolina communities to discover assets within their respective counties and regions around, health, food access and food security. Dr. Cutts identified asset mapping as a tool for expanding the scope of how to identify positive assets in an effort to develop community food security. The positive attributes of this tool include providing a way for those “working in the trenches” to connect with each other and not just working in isolation, as well as building community through connecting tangible and intangible assets.

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Food insecurity was defined as whether or not households have access to food according to the standard of three meals each day, every day of each month. This definition provided a framework for the workshop.



SECTION B

Food Provider Activities

1. COMMUNITY MAPPING- ORGANIZATIONAL FOOTPRINT

a. OBJECTIVE

The purpose of the community mapping activity was to provide an idea of the footprint of the organizations and ministries, their organizational operations and their location. The mapping exercise provides a greater awareness of which organizations are present in the area of Forsyth County.

b. METHOD

Each participant was asked to identify their organizations, institutions or ministries and the start date of their organization, institution or ministry and place this information on a yellow sticky note to be positioned on a map of Forsyth County. All the participants' sticky notes were positioned on the map. After the sticky notes were placed on the map, Dr Cutts directed each organizational representative to provide more details on the services their particular organization offered. They shared their challenges, their objectives, and their joys in serving the community.

c. DISCUSSION

As each participant was speaking, they were affirmed by those listening and clearly began to develop relationships with other participants. Participants learned more about the organizations identified as food providers, as well as the challenges and the accomplishments for each organization. They were able to make connections amongst their respective organizations identify other factors that intersect with food security in the county i.e. economic influences, state and federal policy.

Mapping Information of organizations based the sticky notes located on the map:

Maple Springs United Methodist Church (2000)
Clemmons Food Pantry (2004)
Crisis Control Ministry Kernersville (1977)
Wentz Memorial United Church of Christ (1921)
H.O.P.E. of Winston Salem (2013)
Forsyth County Department of Public Health (1916)
Salvation Army Boys and Girls Club Gardening Program (2006)
Crisis Control Ministry (1973)
Love CDC (1999)
Morning Star Community Garden
Sunnyside Ministry (1978)
Taking it to the Street Ministries (2002)
Cobblestone Farmer's Market (2012)
AIDS Care Service (1993)
The Salvation Army Winston Salem (1907)
Experiment in Self-Reliance, Inc (1965)
Campus Kitchen at Wake Forest University (2006)
Forsyth Community Food Consortium (2013)
Partners in Health and Wholeness (2009)



In reflective analysis, participants expressed questions about the location of the mapped organizations and comments about whether or not their locations are meeting their needs. The discussion turned to the identification of organizations and institutions who were not present or accounted for in this community building and networking. These included retailers, the food bank, and farmer's markets.

There was also discussion around the need for more communication with the food bank and the lack of much representation from retailers. Participants were also able to give an analysis of food security

acknowledging that many organizations seem to be focused on giving food, but there are many underlying factors that have grown up around food that tends to exclude the very people served.

Providers at the workshop were able to articulate that the voice of people working and trying to work in food, do not always have time to access food services. The positioning of the organizations on the map also provided some idea of the geographical nearness of food pantries which lead into a discussion of the necessity for more communication about time and coordination in providing services.

2. FOOD SERVICE MATRIX

a. OBJECTIVE

The Food Service Matrix activity aimed to document each agency's top two primary roles within the community, the organization's sense of identity, and the participants' two primary roles in their organization. The exercise provides a way to gain an overview of the way in which local entities contribute to the provision of food and the ways in which the organizations identify themselves. It also describes services heavily offered and identifies gaps of services. This exercise also serves to identify serves currently offered and gaps in the provision of services in the community.

b. METHOD

Participants placed the information on sticky notepaper and these were positioned on the large chart placed on the wall for ease of access. They were asked to classify their organization as faith based, for-profit services, or government/federally-qualified. They then



classified their organizations' two primary areas of engagement and the participants' two top primary roles in the organization.

c. DISCUSSION

The majority of organizations present identified themselves as not for profit organizations, and four identified as faith based, four identified as government/federally funded, none identified as for profit or business organizations. Multiple groups can fall in both faith based and not for profit.

As the participants analyzed the chart they created, they were quick to recognize that some of the organizations fall in more than one category (faith based and not for profit). The absence of for profit organizations and restaurants became very obvious with no organizations represented in those categories. The Central Terrace UMC representative pointed out lack of representation for the transport of resources. Most of the organizations represented were those that provided aid during a crisis or emergency. Partners in Health and Wholeness was one of the organizations identified as one that did not address crisis situations.

Opportunities identified by the participants included the potential for sharing resources, logistics of food services that require a short turn-around time and the need to line up logistics/organizational flow of services. The management of health conditions was highlighted as one of those areas that provides a perspective on pushing care upstream and how it impacts food choices, including analyzing ways that the two are related. The Faith Community Nurses was identified as one of those that connect to the self- management of health conditions.

There is a lot of opportunity for collaboration upfront especially in crisis management, but finding where the insufficiencies are is a way for community gardens etc. to provide a strategic flow of opportunity in food services and needs. Participants also identified the challenges presented by the increasing complexity of government regulations and food distribution systems. There seems to be a need for building an aggregation resource as a part of change in food distribution systems. Recent changes such as those made by the City Council to allow small scale agricultural is opening the doors for some of these changes. The possibility exists for a mobile farmer's market as one way of addressing the transportation issue.

Participants were able identify other factors that were related to the food needs of residents in Forsyth County. The food strategy seems to be fill the gap and objectifies food itself and not the complex relationships with which food intersects. Relational needs may outweigh food needs. Another thing missing is those who fail to seek food or relationship making them access these services sporadically and what is the root problem and what can we do about the identified obstacles. Self-empowerment is missing from the model.

Food pantries and food insecurity have continued to grow according to data some of the participants shared as a part of the basis for discussion. At the same time, growing more food is not necessarily the answer. Questions that the workshop participants were able to formulate included the following

- 1) How do you cultivate dignity?
- 2) Are there ways of getting input from those who are served?
- 3) What about experiential education?

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The final thoughts for this exercise were that food could not be separated from injustice and food could be viewed as a tool for community development. There was the acknowledgment that missing from the current system seems to be the need for the building of a resilient community for people, businesses etc.

Table 1 on the following page displays the matrix demonstrating the various organizations, the sector in which they identify themselves, and their primary areas of engagement within the community.

	For Profit	Faith based	Not for Profit	Government/Federally Qualified Health Services
Food Pantry		Went Memorial UCC, Taking It to the Street Ministries, Crisis Control Ministries, Sunnyside Ministries, The Salvation Army	Taking it to the Streets Ministries, Clemmons Food Pantry, AIDS Care Service, Experiment in Self-Reliance, HOPE of Winston Salem, Crisis Control Ministry, Love CDC	
Soup Kitchen		The Salvation Army	HOPE of Winston Salem	
Education		Maple Springs United Methodist, Partners in health and Wholeness	The Salvation Army Boys and Girls Club, Sunnyside Ministries, LOVE	Be Healthy School Kids

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			CDC – Education Media Center, Experiment in Self- Reliance	
Self Manageme nt of Nutrition and Health Conditions				
Medical Nutritional Support			AIDS Care Services	
Community Gardens			Salvation Army Boys and Girls Club	
Advocacy			Forsyth Communit y Food Consortiu m, partners in Health and Wholeness, Cobbleston e Farmer's Market	
Vouchers (EBT, WIC)			Cobbleston e Farmer's Market	
Retail - Grocery		Cobblestone Market		
Retail - Restaurant				

Direct Meal				Campus Kitchen WFU
Provision				
Other		Cobblestone Farmer's Market	Went Memorial UCC- Health Fair	Campus Kitchen WFU, Forsyth Community Food Consortium

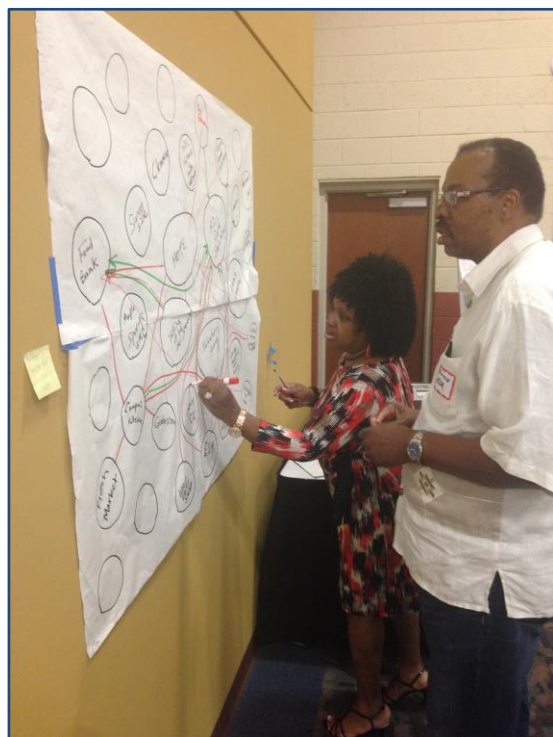
3. SOCIAL CAPITAL AND NETWORKING

a. OBJECTIVE

The objective of the third exercise was to gain a picture of the ties, networks, and links between the various entities present. The exercise helps to gain a picture of connections to wider institutions and facilities that play a role in the provision of food. It also helps to get data regarding important relationships that contribute to the success of health service delivery.

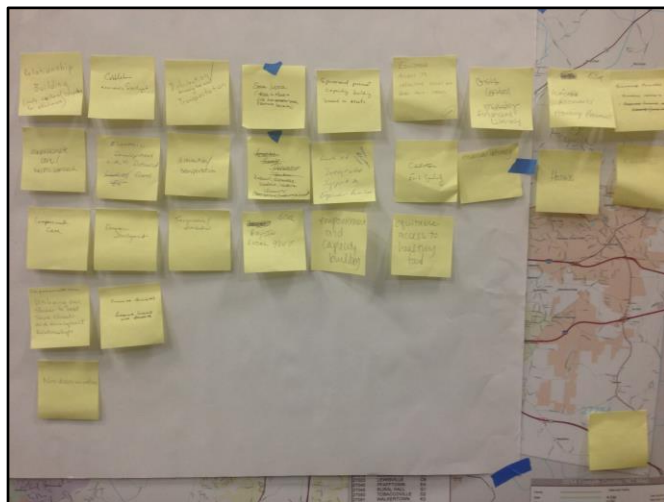
b. METHOD

The third activity was centered on drawing connections via a spidergram chart. Representatives of present organizations were asked to draw their organizational connections with other local organizations. If organizations partner, meet with, or network, a line was drawn with a “red” pen. If organizations are connected via financial resources such as funding, their connection was drawn with a “green” pen. If organizations saw a potential beneficial relationship, they drew a line in “blue.”



c. DISCUSSION

Out of the exercise came the idea that organizations have more partners than they think they do. There are many potential partners.



4. CONTRIBUTIONS TO FOOD SERVICE

a. OBJECTIVE

The fourth activity was comprised of a two-part brainstorming activity. Part I consisted of the participants brainstorming the two factors they believe to be most important to food security. Part II consisted of naming two factors their organization believes to be most important food security.

b. METHOD

On two separate notecards, each participant was asked to write two factors they believe

are most important to food security. Each participant's notecards were combined and shared. These notecards were positioned on the wall in the front of the room. After sharing the notecards, participants were then asked to vote on what they personally felt were the most important factors out of the original list. In Part II of this activity, each participant was then asked to document two factors their organization feels are most important.

c. DISCUSSION

Factors shared by participants in the brainstorming and discussion round.

- **Economic Development/ Income**
- **Adequate Housing – nowhere for people on the street to store food with working**
- **Relationship building/ compassionate care/ Cultural Competence,**
- **Distribution/ Transportation/ minimizing food waster**
- **Housing**
- **Financial Literacy**
- **Equitable access to healthy foods and basic food items**
- **Equitable access to healthy foods**
- **Education – for both seekers and providers (cultural competency), portion control**
- **Jobs**
- **Economic Development**
- **Compassionate Care**
- **Choice**
- **Education and Utensils/ resource and skill capacities**
- **Relationship/ mutually sustainable partnerships, assets of people being served**
- **Reciprocity**
- **Non-discrimination – helping without judgment of finances, personally, socio-economic status and meeting everyone where they are**
- **Income and living wage**
- **Policy**
- **More participatory and democratic planning**
- **What does food insecurity look like**

- **Food quality**
- **Distribution**

Out of the abovementioned list of factors, participants were then asked to vote on the top factors they felt are most important.

- 1) **Compassionate Care/Relationships**
- 2) **Economic/Income/Living Wage**
- 3) **Adequate Housing – nowhere for people on the street to store food with working**
- 4) **Literacy**
- 5) **Education-for both seekers and providers (cultural competency, resource and skill capacity building)**
- 6) **Distribution/ Transportation**
- 7) **Jobs**
- 8) **Choice**

5. COLLABORATION CONTRIBUTION GRID

a. OBJECTIVE

The objective of this exercise was to identify existing and potential collaborative partnerships and shared resources. This activity sets the foundation for next action steps in terms of strengthening partnerships and building capacity.

b. METHOD

Collaboration contribution grid forms were handed out to representatives of the organizations present at the workshop. Participants had the opportunity to sit and fill out their forms individually. After their forms were completed, they were handed in toward the end of the workshop. See the contribution grids below for faith based and other organizations.

c. DISCUSSION

Participants were asked to explore the networking that can happen from this workshop.

ORGANIZATIONS
Tables 2 - 11

Wentz Memorial UCC				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Campus Ministries		X	Distribution site for their collected food items, source for volunteers	Donated food items

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H.O.P.E of Winston Salem		X	Space for their feeding program for Lakeside and Eastgate, emergency pantry	
Take it to the Streets Ministries		X	Refer guests who are home bound	Donated food items
Crisis Control		X	Referral of Our Guests	
Forsyth Community Food Consortium		X		Connection to other providers
AIDS Care Service		X		

Campus Kitchen				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Cobblestone Farmer's Foodshare	X		Volunteers, produce transport	Produce from farmers/vendors
El Buen Pastor	X		Provide produce and hot meals	Space for cooking class or workshop
Campus Garden	X		Volunteers	Produce space for gardening, food workshop, camp
Went Memorial UCC		X	Hot meals (once a month), bread	Community connection, opportunity for CK leadership development
Salvation Army		X	Extra food, space for cooking	

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Partners in Health and Wholeness				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Sunnyside Ministries		X	Helping bring faith communities into relationship	Partnership, space, community health events
Maple Springs UMC (other faith communities)		X	Resources, mini-grant funding, partnership	
H.O.P.E of Winston Salem	X		Resources, mini-grant funding, partnership	
Health Department		X	Connection with faith community	Resources, education, programming
Ministerial Alliance		X	Resources, mini-grant funding, partnering with congregation	Connections with faith communities

Maple Springs UMC				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
ESR		X	Shared knowledge	Ideas, shared knowledge
H.O.P.E of Winston Salem	X		Volunteers, resources, meal prep and distribution	Fresh produce
Partners in Health and Wholeness		X	Shared knowledge	Certification, funding
Cobblestone		X	New clients	Fresh produce?

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Farmer's Market				
Clemmons Food Pantry			Shared knowledge	Shared knowledge
Wentz Memorial UCC			Shared knowledge	Shared knowledge

Experiment in Self Reliance, Inc.				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Crisis Control	X			
The Salvation Army	X			
Food Bank	X			
Taking it to the Streets Ministry		X	Education, housing placement	Client base

Love CDC				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Taking it to the Streets Ministry		X	X	
H.O.P.E. of Winston Salem		X		X
AIDS Care Services			X	
Trader Joe's				X
Health Dept.		X		X

Taking it to the Street Ministries				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Food Bank	X			
H.O.P.E of Winston Salem	X			
ESR	X			
The Salvation Army	X			
Community Gardens		X	X	X
Education		X	X	X

H.O.P.E of Winston Salem				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
All			Free find food app – Apple store: H.O.P.E of Winston Salem or online at hopews.org	Any updated info to infor@hopws.org or marty@hopews.org or feedback through app
The Salvation Army	X		Add pantry to app	Need information to include
Faith Health		X	Have groups gathered who want these services	Classes at delivery sites, health screenings

Sunnyside Ministries				
Name of Other	Existing	Potential	Contributions	Contributions you

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Organization	Partnership	Partnership	you are or could potentially make	receive or would like to receive from this organization
Second Harvest Food Bank	X		Distribute food, provide nutrition education	Food, nutrition resources
Crisis Control Ministries	X		Collaboration on Client assistance, database of client info	
The Salvation Army	X		Collaboration on client assistance, client file database	
Forsyth County Health Department		X	Location and clients for health assessments	Information to make available to our client

The Salvation Army of Winston Salem				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Second Harvest Food Bank	X			
Campus Kitchen of Wake Forest University		X		
Taking it to the Street Ministries		X		

Crisis Control Ministry				
Name of Other Organization	Existing Partnership	Potential Partnership	Contributions you are or could potentially make	Contributions you receive or would like to receive from this organization
Sunnyside Ministries	X		We help when their resources have been exhausted	Have a meeting
Cobblestone Market		X	Healthy eating education and referral to market	
H.O.P.E of Winston Salem	X		Healthy eating education and referral to market	

6. LOCAL ACTION

a. OBJECTIVE

The final exercise helped to identify next steps for collaborative partnering, understand the next steps in the community, and share the date of the report meeting.

b. METHOD

At the end of the workshop, the facilitators asked all participants, “What’s next?” Many participants responded with what they would like to see come of out of these workshops.

c. DISCUSSION

Next Action Steps:

- Continue the conversation and find ways to continue to develop relationships and become a more connected community that works together and supports each other
- More regular meeting group or piggyback on existing meetings
- Building familiarity of faces and spaces to think of our community in visual ways and collecting active data
- Lobbying for and demanding changes on a local level that contribute to systemic food issues
- Identify resources/organizations that have transportation that is not always used

APPENDICES

I. Forsyth County Demographic Data

Forsyth Demographic Information	27105 Zip Code	North Carolina	United States
Total Population	39,568	9,535,483	308,745,538
Gender			
Male	18,525 (46.82%)	48.72%	49.16%
Female	21,043 (53.18%)	51.28%	50.84%
Race			
White	9,322 (23.56%)	68.47%	72.41%
Black/African American	24,535 (62.01%)	21.48%	12.61%
Hispanic	6,386 (16.14%)	8.39%	16.35%
Asian	244 (0.62%)	2.19%	4.75%
Native	272 (0.69%)	1.35%	1.12%
One Race, Other	4,300 (10.87%)	4.34%	6.19%
Two or more races	895 (2.26%)	2.16%	2.92%
Educational Achievement (25 years and over)			
Less than High School	5,558 (21.95%)	15.49%	14.28%
High School Graduate	9,520 (37.59%)	27.24%	28.24%
Some College or Associate Degree	6,902 (27.25%)	30.44%	28.99%
Bachelor's Degree	2,431 (9.60%)	17.82%	17.88%
Graduate or Professional Degree	915 (3.61%)	9.01%	10.61%
Marital Status (15 years and over)			
Males- Never Married	6,217 (43.80%)	32.82%	35.08%
Males -Married	5,690 (40.09%)	55.55%	52.93%
Males- Widowed	553 (3.90%)	2.48%	2.53%
Males-Divorced	1,734 (12.22%)	9.15%	9.46%
Females- Never Married	6,808 (39.91%)	26.93%	28.74%
Females- Married	6,231 (36.53%)	51.62%	49.95%
Females- Widowed	1,742 (10.21%)	9.83%	9/34%
Females- Divorced	2,276 (13.34%)	11.62%	11.97%
Employment (16 years and over)			
Males- In labor force	8,945 (64.44%)	69.94%	70.20%
Females- In labor force	9,218 (54.87%)	58.94%	59.43%
Males- Employed	7,064 (79.08%)	89.23%	90.27%
Females- Employed	7,853 (85.33%)	89.81%	91.21%
Males- Unemployed	1,869 (20.92%)	10.77%	9.73%
Females- Unemployed	1,350 (14.67%)	10.19%	8.79%
Nativity	91.37%	92.47%	87.13%
Median Age	35.10	37.40	37.20
Households	14,803	3,745,155	116,716,292
Family Households	9,869 (66.67%)	66.73%	66.43%
Married-couple family	4,689 (31.68%)	48.38%	48.42%
Nonfamily households	4,934 (33.33%)	33.27%	33.57%
Income			
Median Household Income	\$31,402	\$46,450	\$53,046
Families in Poverty	2,726 (27.35%)	12.41%	10.92%

ACKNOWLEDGEMENTS

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