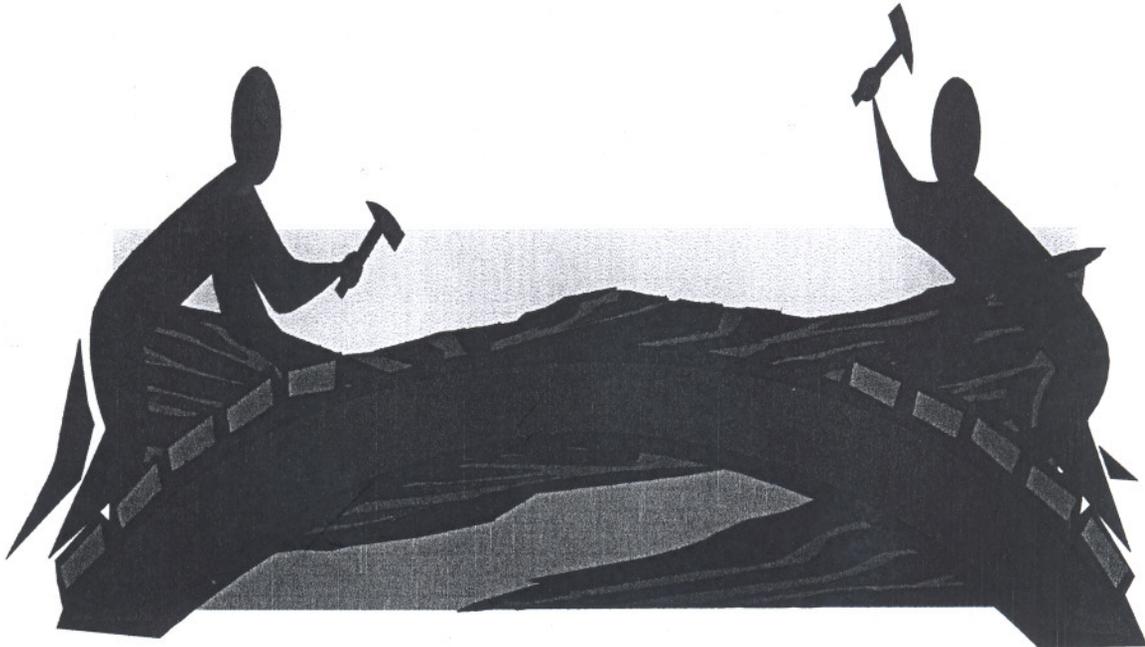


**WILSON COUNTY  
DEPARTMENT OF SOCIAL SERVICES**

**Faith Based Initiatives**

**PATHWAYS FOR SUCCESS  
&  
FAITH CONNECTIONS**



**BUILDING BRIDGES BETWEEN  
FAITH COMMUNITY, BUSINESS  
AND GOVERNMENT**

**Program Coordinator  
© Roy F. Falgout, Jr., M.Div., LMFT**

# Introduction

J. Glenn Osborne  
Director

## WILSON COUNTY DEPARTMENT OF SOCIAL SERVICES

Post Office Box 459  
Wilson, North Carolina 27894-0459

Phone 252/206-4000  
Fax 252/237-1544  
252/206-4198

*Greetings from Wilson, North Carolina!*

*Over the past seven years with the implementation of North Carolina's welfare reform, Work First, we have created and developed programs and services to assist families in their movement from welfare to self-sufficiency. Through these efforts we have reduced our welfare rolls by 74%. This is a remarkable reduction, but we continue to help and serve the "plight of the working poor". The poverty rate in Wilson has dropped slightly in the past five years from 19.5% to 18.7%. We still have a long way to go. In 1999, we were fortunate to have the opportunity and the vision to hire our Faith and Business Coordinator, Rev. Roy Falgout.*

*Our faith and business collaboration was the right thing to do! The faith and business coordination continues to grow and many of the programs that have come out of this initiative are being replicated at the state and national level. We are very proud to have Rev. Roy Falgout as part of our DSS Family!*

*Rev. Falgout has worked extremely hard over the past four years to train, mobilize and organize congregations and faith leaders to assist families moving from welfare to work under the Work First Program. In addition, Rev. Falgout has joined partnerships with employers, Chamber of Commerce, JobLink Partners, government agencies and non-profits to develop a "Pathways for Success" model. Rev. Falgout provides and has access to more resources including a huge religious community of volunteers.*

*Our Faith Connections Program, which began October, 2001 has developed over the past year as a resource not only for our customers, but for our agency staff as well. Faith Leaders from various denominations volunteer four hours a month and our part of our helping agency. This process and continued communication has prevented duplication of services, time, resources, and streamlined the process of assistance for our customers.*

*I certainly hope that you will feel the energy, excitement, worth, respect, dignity, and courage that Rev. Falgout has to offer and take these wonderful programs back to your community to replicate. These programs have worked for us, they can certainly work for you!*

*Have a great conference and God Bless You All!*

*Sincerely,*

*Susan Parker  
Self-Sufficiency Program Manager  
Wilson County Department of Social Services*

*The Wilson County Department of Social Services promotes safety, self-determination and self-sufficiency for families, children and adults through the delivery of services in a professional and caring manner.*

**AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**

**Visit our website at [www.wilson-co.com](http://www.wilson-co.com)**

V

# PATHWAYS for SUCCESS

Roy F. Falgout, Jr., M.Div., LMFT  
Program Coordinator  
© Faith and Business Community Coordinator  
Wilson County D.S.S. – Career Plus  
PO Box 459  
Wilson, NC 27894  
(252) 293-4324 – rfalgout@wilson-co.com



## ***Mission Statement***

*To intentionally develop community collaboration based career system pathways, for persons with limited opportunities, in order to meet specific business staffing needs and optimize the use of available public and private community resources for recruiting, screening, training, support and retention.*

## **Abstract**

Over the past three years, The Pathways for Success Program, has recruited, screened, trained, employed, and provided post employment support services. Persons receiving these collaborative services have been employed at local businesses, specifically, Eurest Dining at the Bridgestone/Firestone Plant, Wal-Mart, Wilson Medical Center, Willie and Mary Brick Academy, and a variety of Long-Term Nursing Care Facilities. This community collaboration based program brings together government, business and faith community resources to plan and implement a workforce development process to meet specific business staffing needs identified in the community. Pathways for Success partners include local community public and private resources such as faith-based organizations, local businesses, Chamber of Commerce, Wilson Technical Community College, Employment Security Commission/JobLink, Wilson OIC, Vocational Rehab and Work Central/Connect Inc.

# **Pathways for Success Executive Brief**

## **Core Values**

- We believe healthy community systems are the primary resource for a healthy and well-trained workforce for businesses.
- We believe that community based collaboration systems intentionally involving public and private community partners enables more effective distribution and use of public and private resources and increases potential for successful outcomes.
- We believe that a broad spectrum of employment opportunities, experiences, choices and support, increase positive motivation, self-esteem, personal commitment, and maturity in the relationship between work, worker, and employer.

## **The Roles and Responsibilities of Community Partners**

### **Business Partner Commitments**

- Compensate selected trainees for time in training at minimum wage rate.
- Offer a specific number of conditional employment positions (8-12 per program).
- Cooperative agreement with Case Management Process.

### **Government Partner Commitments (Dependent on Program Eligibility)**

- Recruitment from appropriate Community Employment Services Programs.
- Provide pre-employment resources and screening.
- Provide appropriate access to public funded training resources (WIA).
- Provide appropriate post-employment services and individual case management for employment support and retention.

### **Faith Based Partner Commitments**

- Provide financial assistance for persons ineligible for available Government funding resources.
- Provide appropriate motivational and self-esteem support resources.
- Assist in case management and the resolution of crisis and possible employment derailment.
- Resource and support transportation programs for auto donation repair.