Archway Partnership

The University of Georgia
Grady County Listening Session Report
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Prepared by the Fanning Institute
for the
Archway Partnership
at the
University of Georgia
# What are the trends, forces and factors that will impact the community, your organization, agency, etc. (increasing, decreasing, or cyclical)?

Based on the trends, etc. that you identified, what are the specific things that need to be done in order to adapt to the change? (Start with a verb.)

What are the opportunities, assets, etc. that we need to be aware of that would assist our work in Grady County?

Do you have any additional thoughts for the Archway Partners?

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**Appendix A: Table Responses**

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**Appendix B: Individual Written Responses**

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Introduction

Cairo High School hosted over 180 Grady County community leaders and interested residents to discuss issues relevant to their partnership with the University of Georgia (UGA). The Archway Partnership is a joint venture between Public Service and Outreach and Cooperative Extension at UGA and the local governments, businesses and other organizations in the counties where Archway is located. Current partnerships exist with Washington County, Glynn County, Clayton County, Hart County, Sumter County, Pulaski County, and Whitfield County.

The Archway Partnership delivers the full range of university resources to cities and counties facing significant issues, especially those related to growth. Archway provides access to content, programs and resources not traditionally addressed by Cooperative Extension’s core program areas or Public Service and Outreach units. The Archway Partnership implements priorities identified by communities, in meetings such as this one, by providing a single access point to UGA and other University System of Georgia institutions. Archway also provides an arena for university faculty and the community to serve as both teachers and learners, while providing opportunities to engage students in active roles addressing community needs. The Archway partners collaborate with local community entities as well as state government agencies on a sustained, long-term basis to create solutions to community problems.

In an attempt to identify issues confronting Grady County, facilitators from across UGA led small group discussions around three key questions. The following report presents the results of the session. A fourth question, not discussed in small groups, is also included here. The first section presents a summary of the discussion results, and an appendix contains the results captured by facilitators as well as a transcription of individual written comments. Results are based on comments provided by those in attendance at the listening session and have not been edited except for spelling corrections.

Discussion Summary

What are the trends, forces and factors that will impact the community, your organization, agency, etc. (increasing, decreasing, or cyclical)?

As is the case with most places, the economy in Grady County has declined. There are fewer jobs, especially in the once-dominant agricultural sector. Several of the major employers are eliminating jobs. Manufacturing is still a factor but does not provide enough employment. Apprehension about the economy changes employment decisions in big and small industries. The lack of jobs affects other sectors, as well. Retail businesses are declining.

There are fewer jobs requiring unskilled labor, and many students who graduate do not have the skills to take the higher-skilled jobs that exist. The dropout rate has been increasing, increasing the unskilled labor force. The school system does not provide vocational training. It does provide Advanced Placement courses, and those are attended by over 10% of the students.

Grady County’s demographics are changing. The Hispanic population is increasing. The population is graying and retirees are moving in from Florida. Young people leave, because there are no job opportunities. Teen pregnancy is high. There are significant health issues, including high rates of cancer and diabetes.

The increase in unemployment mirrors the increase in poverty, drug abuse and crime. Housing is an issue; fewer people can afford rent and are crowding together, creating multifamily housing out of single family houses. The increased need for social services comes at a time of decrease in the tax digest.
Roads are deteriorating, especially in the city, and there is an increasing need for other options for transportation among many in the community. Lack of zoning in the county has created problems with land use and resource protection.

**Based on the trends, etc. that you identified, what are the specific things that need to be done in order to adapt to the change? (Start with a verb.)**

Create jobs. Diversify the economy by recruiting businesses and industry, providing tax and other incentives to encourage them. Find a niche to capitalize on; motocross, for example, or the existing agricultural sector. Expand the retail choices in the county so people won’t travel to Tallahassee. Redevelop and market the downtown area.

Expand vocational training and apprenticeship opportunities in the county; have technical colleges concentrate on training for jobs available in the county. Start vocational training in middle school. Teach life skills, work ethics, morals and manners in school. Provide after school activities and other programs for young people, especially at-risk youth. Start or expand programs like Boys and Girls Clubs and Young Life or encourage participation in 4-H or FFA. Create more opportunities for recreation, leadership development, and civic engagement for young professionals and youth.

Offer classes for all ages in Spanish for English speakers and English for Spanish speakers. The Hispanic community needs to assimilate, but they need help doing so: free English classes, access to agencies for obtaining work permits and licenses, and transportation.

Increase recreational and other activities in the county. Build the planned aquatics center or keep area pools open longer during the year. Enhance local parks: add a soccer field, basketball courts, and other facilities to give youth something to do in the summer. Develop the lake area. Create opportunities for festivals and cultural events.

Everyone needs to work together: non-profits to attack social problems; governments to increase options for housing and economic development; churches to address values; and individuals to foster better relationships, work on a community vision and find solutions to community problems.

**What are the opportunities, assets, etc. that we need to be aware of that would assist our work in Grady County?**

Grady County has excellent educational opportunities. The school system is good; it provides many extracurricular activities like sports and Young Life programs, as well as Advanced Placement classes for gifted children. The teachers are interested in student achievement. Additionally, there are good technical colleges in the area.

There are a variety of recreational options in the county: parks for sports and exploring nature, a golf course, good athletic programs, and land for hunting and fishing. There are also many events and festivals in the area: Mule Day, Rattlesnake Roundup, and the Christmas parade, for example. Grady County has arts and cultural opportunities, as well. Grady County Cultural Center makes use of the old syrup factory to provide a venue seating 400 people. The Zebulon Theatre, built in the 30’s, shows movies downtown. The community has potential for becoming a retirement community.

The people of Grady County are an asset. There is a good group of leaders and a group of concerned and active citizens. People are compassionate and willing to help each other.
Grady County has infrastructure and natural resources for economic development. There is a lot of available land for industry and agriculture. Highway 84 provides 4-lane road access, and Grady County is in a good location near Florida and an interstate. There is an airport and industrial park. The Ochlocknee River and the aquifer provide adequate water. There are good medical facilities: Grady General Hospital, doctors, and proximity to Thomasville with its health care resources.

*Do you have any additional thoughts for the Archway Partners?*

The Hispanic community would like to be involved in the process. Others in the Grady County are concerned about the legal status of some in the Hispanic community.
Appendix A

Table Responses
What are the trends, forces and factors that will impact the community, your organization, agency, etc. (increasing, decreasing, or cyclical)?

**Economy**

Jobs
- Lack of job opportunities of all ranges—professional and manual labor
- Increasing unemployment
- Fewer job opportunities—especially for people with secondary education
- Unemployment increasing
- Loss of industrial jobs—immigration laws hampering agricultural business
- Lack of opportunities for young professionals to encourage them to locate or return to Grady County
- Reduction of work force (10.3); unemployment spread across many industries and occupations
- Unemployment is up; no jobs
- Unemployment is increasing
- Continued lack of opportunity for well educated kids
- Lack of professional higher paying jobs
- People losing their jobs
- Insufficient industry presence reflects insufficient job opportunities
- Population loss due to lack of jobs
- Apprehension about the economy changes employment decisions in big and small industries
- No jobs for young professionals
- Monrovia is laying off over 200 people
- Job creation in the community
- Opportunities for college grads to return are limited and barely existent
- Increased level of unemployment

Agriculture
- Consolidation of agricultural operations from 400 to 50
- Agriculture is still a factor
- Agriculture jobs are decreasing
- Nursery business is decreasing
- Limited industry, ag based community—ag stable industry decreasing
- Drought impacts on ag production and ancillary products
- Small farms are disappearing
- Fewer farmers and fewer workers for farms—some are selling farms because there is no one to work them
- Increase in field worker salary or pay

Sectors
- Want new businesses and offer lots of support but don’t support or focus on helping existing business/industry grow
- Shrinking retail opportunities
- Lack of variety of businesses
- Recent retail locations have been national chains that compete with local, home grown businesses
- Downtown seems to be losing business—revitalizing downtown
- Manufacturing is still a factor
There is a wavering support for local shopping and loyalty to local businesses
Service industry absorbs dropouts
Grady schools are largest employer in county

Income
- Don’t rank high re: average household income
- Income is limited
- More people on welfare
- More people on welfare
- Poverty rates on increase
- Low socioeconomics at play in this community...we are becoming poorer at a faster rate than surrounding counties
- Teachers, staff, etc. at school system are making less
- Taxpayers are decreasing

Finance
- Money is drying up and affecting every segment of population
- Municipal debt increasing
- Financial instability of large employers

Other
- Need more skilled labor
- Aging workforce stays in workforce longer
- Not incentives to take jobs that don't require college education
- Increasing costs for fuel and groceries, and underemployment leads to reduced economic development
- Not many businesses moving to Cairo
- Attracting a qualified workforce with the technical skills needed among local people—workforce development
- People don't support local businesses, restaurants, etc.

Education

Student achievement
- Increased drop out rates
- Drop out rate is increasing, but went down last year
- Elevated high school dropout rate due to perceived lack of hope
- Increasing drop outs from high school—no program to help dropouts get GED or go back to school
- Over 10% of students involved in AP programs
- AP program rivals any south of Atlanta
- Disparity in educational attainment/achievement between whites and minority groups

Job readiness
- Students graduating without skills to get jobs
- Low education stats lead to poor job recruitment
- Education isn’t producing positive outcomes with job-ready—especially in minority community
- Lack of vocational training for those not going to post-secondary
• Great access to higher education resources and workforce development

Other
• Liaison between school and parents—communications problem
• Taking children from the Grady County public school system to private schools
• Students don't see relevance in work and education
• Dropouts/no educational attainment begets poverty
• Fewer dollars to spend on lifelong learning opportunities
• Not as much adult/teacher monitoring of youth behavior in school facilities
• TV shows that are a bad influence on children have caused students to mind less at school
• Community collaboration and participation with school system's strategic plan
• No adult education, limited continuing education, need more variety
• More programs for helping students in subjects/after school programs
• Hard to draw quality, young professional educators into vacant positions because of compensation and lack of social opportunities
• Hispanic population has a good relationship with the school system

Social issues

Single parents
• High number of single parent, non-male represented, grandparent led households
• Increasing single parent births and single parent housing
• Increasing teen pregnancy among 15-16 year olds among all races and ethnic groups
• High rate of high school pregnancy
• Teenage pregnancy
• Continued high level of pregnancy in high school (like the visibility)
• Increase in teen risky sexual behavior and pregnancy
• Teenage pregnancy and kids having kids leading to persistent poverty

Drugs
• Increasing amount of drug use
• Find ways to reduce the use of illegal drugs—increasing every year
• Increased drug use (meth, cocaine, prescription drugs, angel dust, ecstasy)
• Drug use in North Grady County is increasing
• Increase in teen drug use specifically meth
• Alcohol-drug abuse

Violence
• Increased number of domestic issue
• Increase in domestic violence
• High incidence of domestic abuse

Other
• Not enough strong families
• Parental involvement is not where it needs to be—family structure eroded
• Increasing hungry families, demands for food, affordable housing and utilities
• Increase in percentage of people on public assistance with no incentive to seek gainful employment
• Persistent poverty has become cyclical—some young people see no future and are not motivated
• Not enough services to meet our issues/challenges
• Citizens are looking for instant gratification
• Increasing prices of child care providers for infants and toddlers (do have adequate supply)

**Population**

• Influx of immigration, i.e. Hispanics—positive and negative impact—how do we deal in a positive way?
• Increase in Hispanic population with lack of support in terms of Spanish language in all aspects of community.
• Increasing number of Hispanic households over past 10 years
• Rapid expansion of the non-English speaking community and the community's ability to meet their needs
• Change in ethnic makeup in community—a LOT of Hispanics in the community who do not speak English and keep to themselves, not part of community
• Diverse population...Hispanic population is increasing
• Hispanic population is increasing and not reflected in the new census
• Changing status of immigrant population due to new laws
• Aging population with lack of support.
• Continue to get more Floridians
• Have become more multi-ethnic
• Increase in diversity of demographics
• New people are not moving to the community
• No young people moving back to Grady Co
• Brain drain
• Population is stable, not up or down
• Population increased in the census

**Housing**

• Need for new non-government housing construction...but no new homes being built
• Rental properties are harder to rent due to high unemployment
• More families having to live together—multifamily housing not intended to be multifamily
• Demand for affordable housing locally is increasing
• Increasing need for affordable houses and apt
• Increasing number of people hopping from house to house
• Decreasing housing
• Decrease in new housing construction
• Housing market decreasing drastically and foreclosures are out of control
• Tax digest on residential properties is decreasing
• Decreasing home values
• Lots of houses for sale and not many for rent and rental properties are often not kept up as well now
• Deterioration of housing stock
• Housing has become more integrated racially

**Government**

• Decreasing tax base due to legislative action that creates exemptions and decreasing property values
• Governments do not measure impact/outcomes prior to the expense (no business-like behavior)
• Dependency on government resources burdens the community—no initiative to find work
• Regulations are limiting and restricting business
• Increasing government control of private businesses
• More cooperation between governmental agencies, BOE, and others
• Young talented people are not running for office due to politics
• Challenges of aging population creates a void of leadership
• Lack of zoning and long term planning
• Decreased funding for public library and a need for upgraded technology

Infrastructure
• Roads are deteriorating; lots of potholes get fixed but get worse. Mostly the roads in the city.
• More options for transportation are needed, especially among Hispanics but for everyone. Only one taxi; no sidewalks. People have more difficulty getting around town. Also, gasoline prices are higher
• Commuting and transportation are limited for a lot of citizens, they don't have cars/access to transportation
• Do not have a good transportation corridor
• Increasing demands on the water aquifer
• Drought and well/water issues that have resulted from the lowered water table
• Decaying downtown buildings

Health
• People are walking more for exercise but need safe environment
• Childhood obesity in schools and health care related issues
• Uncertainty about healthcare
• Lack of affordable care for Alzheimer’s patients
• Cost of healthcare is increasing
• Increasing need for healthcare in future, although seems to meet current need.
• Increase in rabies
• Highest cancer rate in the state of Georgia

Attitude
• Apathy is increasing
• Value towards goals and achievement has decreased
• Resistance to change in the community
• Decline in values and morals in the community and acceptance and tolerance to the decline
• Disrespect in civil discourse
• Respect for law enforcement is decreasing
• Lack of family values

Public safety
• Crime rates and drug use on the rise
• Increasing criminal activity
• Need adequate police protection
• Crime is increasing, specifically break-ins
• More money than ever spent on security—i.e. police depts. having to ramp up, protection of water supply
• No drivers license
• Gang activity
Arts and events
- No interest in the arts—and no facilities for the people who are.
- Insufficient population numbers to support cultural opportunities
- Opportunities for young people to be involved in the fine arts
- Retaining a qualified workforce with community amenities
- Community events/opportunities (new and enduring) are bringing in people from outside the community

Youth
- More kids are joining gangs due to the lack of a youth center and other activities for youth
- Recreation department is great for younger kids, however no basketball and stops at certain age limit. Parks are getting run down.
- Lack of big brother, big sister program
- Young people are not participating in community organizations anymore

Other
- No identity—no reason to move here
- Civic engagement is decreasing
- Wells drying up in the county due to drought
- Climate extremes are trickling down here
- Opportunity with Leon County for growth and partnership
- Increasing economic and demographic stresses on public ed, adult literacy and healthcare
- More companies to have interpreters such as Schools Medical offices Police Station banks
- Strong religious base in Grady County
- A very faith based, active community

Based on the trends, etc. that you identified, what are the specific things that need to be done in order to adapt to the change? (Start with a verb.)

Develop the economy

Create jobs
- We need to create more employment
- Attempt to create job opportunities focused on young professionals and recruitment of their families.
- Attract higher-paying jobs (college educated workers)
- Get more jobs
- Bring in new manufacturing jobs
- More opportunity and jobs for our families in need
- Need jobs for young people to move here to participate in leadership and community organizations
- People need a way to earn a way with dignity
- Figure out how to keep people in Cairo for work
- More ag industries could hire workers
- Need more jobs for Hispanic
- More hours at work
- Need opportunities for teenagers to work
Provide incentives

- Outcompete surrounding counties with better incentives…tax breaks, utilities, give them the land…if you build it, they will come
- Offer incentives for new businesses
- Develop an inventory of incentives to offer to businesses to relocate to community
- Market currently empty buildings for occupation—possibly offer incentives and tax breaks for those willing to occupy and supply jobs
- Offer incentives for businesses that will locate downtown
- Need more local incentives to promote economic and industrial development

Recruit

- Recruit new businesses
- Bring in more employers to the area, factory or farm work. Most construction workers work in Tallahassee because of lack of need here.
- Be aggressive in recruitment of jobs and economic development
- Energize the chamber and the JDA to attract new business retain existing
- Target manufacturing to provide jobs for currently lesser educated workforce
- Perform a critical analysis of types of business and industry attempting to be recruited
- Capitalize on the agricultural heritage to attract ag industry, ag tourism.

Capitalize on motocross

- Motocross should be capitalized upon
- Opportunities to build upon motocross as niche market…bring people to the community
- Have motocross races here
- Build a race track
- Coexist with and capitalize on motocross tracks
- Leverage greater support for motocross training facility and possibly relocate to an area to reduce the nuisance factor

Find a niche

- Create a niche for our community that would help recruit young professionals or the target audience (i.e. something Thomasville doesn't have)
- Find something unique about Grady County and exploit it
- Aggressively search for a new niche, unique to Grady County, that will bring tourism dollars to the community
- Define a county identity; enhance old time days, Mule days—showcase agriculture

Other

- Need to diversify economy so as not to rely on one or two industries: ag, seed companies, Caterpillar
- Build new and different variety of restaurants and businesses
- Need a Wendy's and Chick-Fil-A
- Open a taco bell in town
- Innovation of new products
- Innovation of services and products
- Provide information about and encourage entrepreneurism
- Capitalize on strong agricultural presence in the community
- Embrace big agriculture companies
- Need high tech industry, new ideas
- Reinvigorate Chamber
- Recruit more retail so we don't have to go to Thomasville or Tallahassee
- Create opportunities to keep tax dollars local: better shops, restaurants
- Position existing industry to maximize potential
- Increase pay for the ones that work in the fields
- Opportunity for an economic corridor between Cairo, Whigham and Tired Creek
- Need to increase our tax base
- Businesses/residents must become partners (business must realize we can buy elsewhere, and residents need to support local businesses)
- Need more low skill industries that can hire current workforce
- Should be less government control of businesses
- Hard to create private sector that will bring jobs if you increase government regulation
- Capitalize on low house prices
- State farmers market needs to be relocated to increase participation

**Educate**

A workforce

- Local vocational training school
- Encouraging apprenticeships and show people what is available to them in work, emphasize dignity in work and soft skills
- Build liaisons between the businesses and high school students to equip them for employment with marketable job skills
- Specific skills training at a younger age
- Identify skill sets early and adapt studies as early as 6th grade
- Focus on school to work for at risk students
- Develop stronger ties between vocational programs and businesses: internships, mentorships, shadowing
- Technical college needs to train for jobs that are here
- Create course on how to start a small business
- Develop mentoring and training programs for basic business skills; hold at library
- Need more vocational training (same emphasis on college track)
- Expand technical school in Cairo, offer a great variety of programs
- Recommit dollars back to vo-tech education
- Protest potential merger of Bainbridge College and Valdosta State and Southwest GA Technical College with another technical college (we need more choice and services, not less)
- High school students need to develop job skills
- Offer more vocational programs in middle school

About specific subjects

- Science, technology, engineering, and math education
- Phonics education (as opposed to sight reading education) to build foundation
- Request PE be put back into schools and nutrition be mandated in high school
- Elementary school after-school tutoring program expansion—individualized curriculum
- Emphasize LIFE SKILLS early on in middle school
- Need to do a better job of teaching the fundamentals in k-12, then students can be trained for any jobs
• Better education for younger children such as teaching fundamentals of respect, no bullying, sharing, and doing their own work in a way where they can help themselves prosper in life and as intended to say it all starts at an early age
• Early education and intervention for children—develop a program before Pre-K for at risk youth
• Need to teach kids basic manners and how to disagree without being disagreeable
• Teach and develop good morals at a young age
• More education and training as it pertains to work ethics
• Implement programs that teach youth the difficulties of having a baby at a young age, including the STDs, expense, governmental assistance programs

The community
• Offer programs that help teach English and Spanish
• Establish bi-lingual programs for citizens to learn both English and Spanish
• Need for more programs to teach a 2nd language, both Spanish and English
• Educate community about our available resources
• More public education about "hot button" topics like zoning and consolidation
• Establish English classes for all ages
• More places where Hispanic can learn English free

Safely
• Need more security cameras in the high school
• No more bullying allowed in classes
• Increase teacher involvement to help prevent violence
• Make teachers aware of the greater need for supervision especially in restrooms, class change times, etc. in middle and high school.

Using technology
• Increase technology in the schools by purchasing iPads, netbooks, etc.
• Technology professional development for teachers
• Need more technology in the schools—must adapt to 21st century

Generally
• Less administrative work for teachers so they have more time to teach
• More local control of schools
• Privatize school system
• Need for new school facilities and relocation of middle school; updated technology cannot be accommodated. This is a barrier to new families coming in to community.
• Investigate High Schools That Work program (Southern Regional Educational Board)
• Create a way to get the ability to start our own charter school
• Augment public school system to have a greater impact on graduate opportunities
• Create a way to get parents more involved in their children’s education
• Create a way to have better communication between schools, parents and kids
• Establish an organization that helps with communication between the schools and parents—identify what can be done to help our children while in school
• Get at the heart at what makes effective teaching
• Complete BOE strategic plan
• Need to find a way attract and keep students in Grady County/ location of Middle school
• Encourage self-worth, let students know that they are worth something and will amount to something
• People need help pay their kid's school
• Need new school

**Expand activities**

• Indoor swimming and equipment
• Reopen the city pool for summer closes of recreation.
• Create opportunities for recreation—pool, etc.
• Build aquatic center as planned
• More parks, more entertainment for the family
• The pool close to the park where the Memorial Library is, if it could open again for the kids that can go there and adapt more to people and their surroundings
• Movies, bowling alley, etc. will bring in money and help keep some children from where they don't need to be
• Add more youth programs in safe area of town, such as basketball courts, swimming pools, new or upgraded movie theater, game room, and more supervision at skating rink
• Find activities to involve youth to do after school, summer and weekends. Only have skating rink
• Need more things for young families to do...arts, recreation, etc. draw in more people
• Establish a YMCA in Grady County
• Open school facilities for summer recreation
• Add a soccer field
• Enhance local parks
• Tom Brown Park in Tallahassee
• More relays such as 5k relays offered, because Georgia is the 2nd state with the most obese people and children, so if they see everyone else running around and doing sports so will they
• Rattlesnake roundup...mule day...build upon existing special events
• Local festivals are too crowded and everything is too expensive—find other options for the community
• County fair
• Create cultural opportunities for art, music, etc.
• Bring back the arts—helps revitalize and can attract people to come to the community.
• Pursue performing arts theatre
• Create arts center

**Work together**

• Increase collaboration amongst non-profits to attack economics and social problems
• All organizations need to support Family Connection
• Pull organizations together
• Work with neighboring communities and provide assessment to see if YMCA could be started in the community—establish need
• Focus on partnership with Leon County and surrounding counties for housing, development, etc.
• Foster stronger cooperation between city and county economic development staffs
• City and county and BOE could work together better...we get along but we don't collaborate
• Improve communication between city and county
• Churches need to come together to build program to address values
• Involve churches, pastors, all ethnic groups to help build families
• Increased community interaction beyond football games through increased community events—downtown, after school
• Cooperation and community gardens—community markets, vibrant farmers market
• Recruit people to participate in the community
• Create social infrastructure and meaningful relationships throughout the community as a whole
• Better relationships—lack of respect for differences
• Work on community vision together
• Step up and individuals participate in the solution
• Focus on communicating and communication skills throughout the community
• Collaborate with Hispanic community on arts

**Help Hispanics**
• Insure legality of Hispanic population and insure tax contribution of taxes and provide opportunity for jobs
• More equality in sense of human equality not legal status
• Assimilate Hispanic population into the Grady County community
• Print more documents in Spanish and English.
• Resources available in Spanish to facilitate the Hispanic community
• More information written in Spanish so that the Hispanic community be more aware of what’s going on in the community
• Assist Hispanic getting work permit
• More Hispanic representation
• More Americans to help the Hispanic community
• Hispanic parents need more support and help
• An agency closer than Atlanta where Hispanics can obtain passports and identification
• Transportation, and an agency where Hispanics can go and stress the discriminations going on in this area. More representation of Hispanic descent in the Executive committee
• More help for families that have handicapped members and cannot receive help, places where Hispanics can receive help no matter their status
• The Hispanics need to know more about the Spanish Section and Notices to the Hispanic
• Some kind of identification or license, that will let good Hispanic citizens drive without fear of police following to work, from work
• Permission from work
• Type of residency for Hispanics
• They can't work without papers
• Make a Hispanic Week and do a parade for the Hispanic Community
• More Spanish Literature in the Library
• Permission from work
• This is the option of the Hispanic people the they need license and permission of their jobs and the most important is no races between us like Hispanic.

**Help young people**
• Encourage parent involvement in children's mentorship
• Parents need to do their jobs and discipline their kids, this would help with the drug and crime problem
• More responsibility on the parent for children's behavior
• Create programs specifically geared towards at-risk youth
• Provide resources for Young Life and Boys and Girls Clubs
• Promote Young Life and Boys & Girls Club
• Bring back the Boy and Girl Scout programs
• More emphasis on Life Way which reaches out to the youth
Mentoring programs
Encourage 4H, FFA participation
City and county develop summer youth work program to teach work ethics and other life skills
Address gang related activity at elementary level before students get to middle and high
Discipline for the young teenagers
Find out what is really going on with the youth—talk with them to find out. Set up a program
Communication with youth of Cairo because they really know what is wanted and needed
Better coaches for sports that will take sports seriously and not just as a volunteer be there type of thing make the children get better in sports

Improve infrastructure
Fix roads properly the first time rather than trying to patch
Better transportation
In county transportation for unlicensed people
Repave roads and widen where appropriate
Transportation so they can stop putting people in jail for not having license
Need transportation
Want transport
More taxies in Cairo
Put railroad crossing by fire station (Sixth Street)
Need better handling of trucks for north-south traffic
Add sidewalks in the neighborhoods, especially in the city, for families with young children.

Change attitudes
Increase in work ethic
Increase in work ethic
Encourage discipline and recognize accomplishments
Change attitudes towards each other—caring and sharing.
Need to be more tolerant and provide more second chances for people
Submit plan of change if you are going to complain
Encourage responsibility
Stop for the immigration and have peace in the Cairo
Mixed feelings on reservoir
Offer something when you demand something

House
Helping to lower house and rent bills for low-income citizens
Affordable multifamily housing
More affordable housing
Decrease in rent and housing
Habitat for Humanity could build more houses with more funds
Tax credits for upgrade of HVAC systems and encourage solar and natural gas use
Encourage retrofitting old homes with new energy technology (use tax credits to incentivize)
Enforce codes related to rental properties; get landlords to eliminate blight and clean up their properties
Support Habitat for Humanity to increase participation
Promote Grady County

- Market Grady County climate, low cost of living, location near beach and Tallahassee
- Organize a group of business leaders to sell Grady County to large industry
- Rebrand Cairo-Grady County
- Create a community identity or brand
- Marketing plan for economic development and industry recruitment
- Establish community BRAND
- Need to market Grady County assets to promote economic development
- People need to know about our school system

Revitalize downtown

- Revitalize downtown Cairo, make it more welcoming
- Revitalizing the downtown area of Cairo to attract businesses—do not let downtown die out
- Downtown needs more retail
- Redevelop downtown...refurbish Davis park
- City should allocate % of budget for downtown improvement
- City has been demolishing old, dilapidated buildings
- More active downtown development authority

Expand social services

- Drug, alcohol help to those that need it
- Encourage community gardens, soup kitchens, etc. to tackle hunger
- Encourage cooperatives (buying, housing, growing, processing,...) shifting subsidies to teach people how to fish, not give them fish
- Protect abused children
- Need for public counseling especially for those out of work and searching for jobs
- Concentrate on early childhood health
- Need more health care

Improve public safety

- Need to enforce tougher drug penalties and drug control
- Enforce speed limits in neighborhoods
- Address fighting at school with increased discipline, elimination of gang activity, etc.
- Needs to stop drinking and driving
- Develop health and crime prevention programs for the youth
- Need license
- Check license
- Driver license

Plan

- Plan for growing need for recreation facilities for both young and old in our community
- Explore the need for comprehensive planning for growth, particularly with the lake project
- Need land use planning in the county
- Develop a comprehensive land use plan for city and county together to appropriately site activities and development
- Initiate a strategic plan, then take the plan and work it
Implement zoning
- Need to adopt zoning
- Implement zoning
- Develop county zoning plan and implement (can be done to protect agriculture)
- We need to start minimum zoning to address unregulated development and out of perspective property values
- Don't need to adopt zoning because it will limit business opportunities and entrepreneurs. New ideas and business could be started years ago, if zoning is adopted that will limit those opportunities

Improve government
- Streamline and consolidate government agencies to eliminate duplication of effort
- Explore idea of city/county consolidation to reduce expenses.
- County fund its fair share of the library
- Encourage local government to embrace technology
- Set standards on government investment to measure effectively successes and failures
- Make it more difficult for Floridians to buy up cheap property and retire here and pay less taxes

Change tax collection
- Taxes should be decreased
- Change the ad valorem taxes structure
- Stop passing all bills to middle class
- Taxing alcoholic beverages because instead they go to Florida

Reduce social services
- Pass drug test to get welfare
- Encourage reduction of public assistance through required work programs and/or drug testing
- Don't allow public assistance to households with more than one pregnancy
- If single parents get pregnant they should pay the bill

Attract retirees
- Develop retirement community associated with (a part of) Tired Creek project
- Emphasize Grady County as a retirement community
- Recruitment of older citizens—attract retirees
- Could become area that attracts retired folks

Recycle
- Implement recycling program
- Establish decent recycling program
- Improve and expand recycling

Other
- Capitalize upon the lake project...need more funding
- Build the lake: Tired Creek
- Create brand new economy through Tired Lake
- Develop Beachton area
- Emphasize Beachton area
- Build more churches
• Build more churches
• Identify the problem
• Identify problems
• Make an inventory of what we have, what we are doing right, doing wrong, etc.
• Create a way to identify affordable health care—coops
• Clinics, and hospitals need to attend people more promptly
• Get pastors involved in educating PARENTS
• Need for young leadership
• We must invest in things that will impact us positively
• What does the city of hospitality mean to industry leaders
• We need more financial help to start these agencies
• Maximize community potential to attract a higher income level to support existing community assets
• Revitalize support for "Neutral Zone"
• We need action now not in 2 or 3 months years Now
• Consider a mural project
• Need clean habit

What are the opportunities, assets, etc. that we need to be aware of that would assist our work in Cairo-Grady County?

Education
• Satellite center for SW GA tech
• Welding program at SWGA tech
• Outstanding vocational education
• Proximity to University and its attributes
• Location near Tallahassee schools
• Great schools
• School lunch is great!
• Excellent sports program in the schools
• Extracurricular and enrichment activities through schools
• Good tradition for some school programs
• Young Life in schools
• Opportunity for kids in school system to learn another language—Spanish
• Having schools outside of city is great
• There’s school activities for the kids that they can learn
• Great school system
• Real good school system
• School facilities are best in the state
• Great education
• School system has positive image
• School system is one of best public school systems in this area—need to rebrand schools away from "rural school system"
• Gifted kids have good programs in elementary and middle school—lots of AP classes
• School system does great with our population
• Grady County Schools as asset—AP program, test scores
• Good showing in Governors Honors Program
• Test scores are increasing
• Drop-out rate is decreasing
• More interaction between students and teachers
• No cheating on standardized tests like some other communities
• Great educational system with dedicated and committed staff and leadership
• Teachers are quality, caring and want students to succeed. They deserve good facilities.
• New teachers
• Some teachers are great, they put their heart into teaching and will help students individually
• Teachers have been able to keep jobs as a result of good
• Hope Scholarship
• New computers

Recreation
• Tired Creek
• Tired Creek Recreational Area
• Tired Creek
• Tired Creek property
• Boys and Girls Clubs
• Have a Boys and Girls Club
• Boys and Girls Club
• Community support for sports and band
• Sports and sports culture is a positive—a lot of positive athletes
• Good athletic programs
• Rec department and activities they offer
• A nice soccer field
• Nice golf course
• Parks in town are used for recreation—good facilities but a bit rundown
• Birdsong Nature Center
• Grady County wildlife plantations (Susina)
• Caverns—potential for a park
• Hunting, fishing and outdoor activities
• Excellent hunting opportunities and plantations
• Motocross tracks
• Motocross tracks as tourist destination
• Unique attractions: Christmas parade, mule days, rattlesnake round up, antique cars, Mr. Chic
• Good festivals
• Mule Day
• Mule Day
• Rattlesnake Round-Up
• County fair
• 4H livestock shows
• Great Christmas parade
• Big Christmas parade
• Good Christmas parade
• Thanksgiving week
• Kwanza Festival
• Hispanic Month Heritage Celebration
• Hispanic month heritage celebration
• Cinco de Mayo
Arts and culture

- Grady Cultural Center
- Grady Cultural Center holds 900 people and can serve 400 people—old syrup plant
- Community center—Grady County Cultural Center—underutilized
- Public facilities such as Zebulon Theatre and Grady Cultural Center
- Grady County Fine Arts project
- Zebulon Theatre
- Zebulon Theater
- Zebulon Arts Center asset for entertainment—multiple possibilities
- Downtown Theater
- Downtown theater
- Art deco theater
- Reasonable cost move theatre
- The arts—Syrup City Players, South Georgia Ballet, Off Broadstreet Dance
- Good band/music program
- Historical Society and Museum
- Dance academies and fine arts programs
- Antique car museum
- Sports hall of fame
- Gray facility RCC underutilized, great library
- Tour of Homes

People

- Good hardworking citizens
- Good people who love this community and willing to get involved
- We have a core group of concerned and active citizens
- We do have very good leaders without their own self agendas
- Skilled labor force
- Growing Hispanic population
- Concerned and supportive parents
- People with money that are willing to give to the community
- People willing to give back to the community
- Good people and good churches
- Dedicated volunteers (not enough, but the ones we have are great!)
- People care about others—most know you by name
- The community is very charitable, they take care of each other when going through tough times
- Everybody knows everybody
- A very compassionate city and county
- We have people who are willing to share their assets to support the community
- Good athletes have come from Cairo and made a name for us
- Wonderful hospital administrator
- Mayor Van Landingham
- Tommy Pharis
- We have Bilingual people available to help in our community We should use them and pay them

Infrastructure

- Hwy 84 and its easy access
- Hwy 84
- Highway 84 corridor
- East-west four lane corridor
- Excellent transportation and road system/close to interstate
- Good road and railroad
- Streetscape grant
- We have an airport—expansion of it would be helpful
- Airport can accommodate small/corporate jets—use this to our advantage
- Downtown vacancies used in an incubator model to encourage retail occupancy
- Have a good core downtown to build on
- A great industrial park
- Industrial park and governmental incentives
- Industrial park
- Technology is available in schools and at library
- Some kind of bus transport in the city of Cairo, transportation

**Resources**

- Land—and available at low cost
- Plenty of room for growth
- Land is our greatest assets—need a plan for promoting
- Lots of land
- Lots of agricultural space
- Great ag potential and land rich—ample opportunity to allow ag related business to grow
- Good water and available land
- Adequate resources for economic development (utilities, land, water, etc.)
- Water supply good—underground aquifer
- Good water resources and a rechargeable aquifer
- Great natural resource-Ochlocknee River-need to take more advantage-more opportunities to bring in outside tourism
- Forestry assets underutilized—variety of woods available
- There is a lot of private funding that can be tapped for the right project
- Natural resources are a great opportunity—need more promotion and marketing

**Health care**

- Hospital
- Great Health Department
- Good health care including doctors and hospital and caring health care professionals
- Good medical facilities
- Good hospital, good relationship with Thomasville
- Health facility (Grady General)
- Good doctors and service
- Our hospital is a huge community assets with good jobs, quality healthcare, top 100 rural health hospital
- Have a good hospital
- Support league of individuals for hospital
- Connection to healthcare in Thomasville is very helpful
**Geography**

- Proximity to the beach, mountains and other desirable locations
- Mild climate—good for older people to retire; it is affordable and desirable
- Good location
- Location
- Proximity to Tallahassee
- Location is ideal w/access to everywhere
- Moderate climate
- Very beautiful area that needs to be shown off to America
- Close to airport
- Proximity to Florida
- Climate is a great place for retirement

**Churches**

- Abundance of churches ready to be connected
- A lot churches that can bring people together to help solve problems
- Good churches
- Strong support for churches
- Good churches
- Churches do a good job of providing assistance to the needy
- Churches give out food and the community takes care of one another
- Churches
- Good churches
- Good churches
- Good Hispanic churches

**Library**

- Roddenberry Memorial Library
- Wonderful public library
- Good public library
- Excellent library
- That we can go to the library and look up resources that we need
- Excellent library for such a small community
- Have a good library
- Top library
- Great library—but under-funded
- Unique library for a community of this size

**Organizations**

- Good civic organizations
- Keep Cairo-Grady Beautiful
- FERST Foundation
- Kids Against Hunger
- Active Habitat for Humanity
- Habitat for Humanity
- Civic clubs are active and generous
- Foods drives and donations
• Second Harvest Food Bank
• Kids for hunger

**Attitude**
• Hospitality—small town, good climate, cost of living
• There is a good sense of community.
• Great sense of community; neighbors are still friends and friendly
• This is a good place to raise a family with small town values
• Slower pace of life is attractive
• Appreciation for simpler way of life to slow pace and enjoy simpler things
• Tremendous community pride (Syrupmakers)
• Race relations are good here
• Community pride
• Improving relationship between city and county

**Agriculture**
• Great agricultural community
• Strong agricultural community
• Opportunity to learn from Hispanics about farm cooperatives—tap their knowledge
• Agricultural base and production
• State farmers market—increase awareness and more marketing
• Farmers market

**Business**
• The Monrovia give out gloves to the co-workers so they can work comfortable
• Employers give working permits
• Businesses who are willing to donate and support the local community
• Non-union wages attractive to out-of state manufacturing businesses
• Cost of doing business is cheaper than other areas
• Enough businesses for basic needs

**Public safety**
• Good law enforcement officers—they know the community members personally and do their jobs well. They are dependable and fair.
• Volunteer fire dept.
• Excellent response from fire fighters
• Crime rate could be worse, safer than Miami

**Mr. Chick**
• MR CHICK
• Mr. Chick
• Mr. Chick

**Other**
• Low cost of living
• Cheaper to live here
• Good local newspaper
• Good newspaper
• Strengths of churches and schools
• Have plenty banks and churches
• ARCHWAY!!!!!!!
• Take advantage of the opportunities Archway presents
• Now we can start planning for the future
• Permission to work and drive
• Strong government leadership
• General history of clean government
• Pretty and clean city
• Newspaper, radio, chamber website, social networking to develop closer communication with community
• Sense of place downtown
• Recidation for Hispanic
• More jobs
• Cheap taxes
• Money for poor people
• Help with their kids at school and afterschool at home

Do you have any additional thoughts for the Archway Partners?

• We would like to see more Hispanic Representation in the Executive Committee
• More scholarship for brilliant, gifted and undocumented students
• True we need to let more Hispanics know that we have meetings so that it can help out more Hispanics
• Help more the Hispanic
• Need Hispanic presidents
• Need more money for Hispanic
• Speak English!!!!!!!
• Our focus needs to be legal residents in our community,... please do not cater to those living in our community illegally
• Remember illegal people are part of our community as well...
• Cairo industrial hub
• Don’t just talk... work!
• Need money for poor people
• School System needs more funds for implementing tutoring, after school help and programs for encouraging students to college
Appendix B

Individual Written Responses
What are the trends, forces and factors that will impact the community, your organization, agency, etc. (increasing, decreasing, or cyclical)?

- Increasing: drugs
- Decreasing: jobs—factory, ag. How can the applicants apply for these jobs and who gets these jobs? Where are these jobs?
- Hispanic population
- Job decreases
- Agr. jobs
- Markets agr. conn.
- Job unskilled labor
- Drugs
- Lack soft skills
- Jobs decreasing factor
- Agriculture: market facilities
- Unskilled labor
- Drug problem
- Lack of soft skills
- Value of morals—low
- Expense of healthcare
- Increase:
  - Hispanic Community
  - Drugs
  - Post-secondary education—SWGA Tech
  - Govt. regulations
- Decrease:
  - Agricultural jobs
  - Market facilities for ag. Commodities
  - Small farm land
  - Businesses—large amount of commercial properties empty
- Unemployment and education without work skills
- Education is falling farther and farther behind norms of the nation
- Increase in students who drop out before HS grad OR miss entry level college prep
- Lack of awareness of “way the world works”—cultural level would not fly in environment of educated people
- Unskilled labor in increasing—connection to education, training, and GUIDANCE
- Increase in teen pregnancy
- Que tu piensa sobre tu comunidad. [Our greatest asset is the people.]
- Gangs: increased gang activity and more youth trying to “join” or be in gangs
- The tv shows that are a bad influence on the children have caused the students to mind less of school
- J.D.A. will give incentives like tax breaks for jobs to new business
- Increasing: taxes, traffic, population
- Increasing timber, forestry, nursery
- Trends:
  - Partnerships in healthcare
  - Development commitment
  - Financial resources
  - Hispanic Population
• Ag based community, limited industry
• Something to keep our kids in county
• Parental support for school system for children
• Assist teachers
• Municipal debt increasing
• Security measures increasing
• Water shortages
• Unemployment increasing
• Industrial, agricultural and household pollution
• Lack of zoning long term
• Lack of youth
• Ag based
• Childhood obesity
• Hispanic
• Unemployment
• Loss of skilled labor or short supply
• Loss of migrant labor
• Loss of industrial/manufacturing jobs
• Loss of area saw mill
• Lack of zoning—lack of long planning
• Education for some students—not good
• Employment decreasing
• Trends: lack of Broad Street stores of all kinds, i.e.: gift, clothing, restaurants (coffee, sandwich, lunch). Decreasing—not cyclical. In relation to forces—Zebulon Theater Arts Center. Keep interest in area and give locals entertainment.
• Housing Market
• The unemployment rate unfortunately is a trend that will probably continue to hamper our ability to grow our tax base and will not allow our community to grow at the rate we would like to see.
• I think the growth of the Hispanic population and our inability to prepare for the influx and finding ways to help increase our labor force in a positive way.
• Childhood obesity
• Decreasing:
  o Jobs
  o Home values
  o Graduation where young people move
  o Back to start their careers
• Jobs loss
• Businesses closing (industry)
• Completion of Tired Creek project
• Civic clubs losing members due to reduced income
• Poverty increasing
• Uncertainty about Health Care
• Drug use
• Welfare
• Tax incentives
• Need more high end employers
• Money—drying up—affects everyone
• Housing: people that would like to move to the community or even move around in the community are unable to due to housing decline. Folks that are paying on two mortgage payments. Affects people’s abilities to save for retirement.
• Socioeconomics: poor county, getting poorer even in comparison to other parts of the state, jobs/salaries cut, largest employer
• Ethnicity: increasing migrant/ Hispanic population
• Education: dropouts/ failure rating
• Increasing collaboration/ strategic planning community wide
• No one has funding of 2000 city county, schools
• Needs/prioritized budgets
• Creation of jobs for young professionals
• Loss of jobs (horticulture)
• Decrease of house values
• Tax digest or revenue decrease
• Are we in Cairo and Grady County to be a retirement community or are we willing to attract sizeable industries to solve our unemployment situation? What is Grady County and Cairo willing to do in offering tax incentives or other benefits to get industries to locate in Grady County?
• Poverty—increasing
• Single parent
• Lack of work
• Teen pregnancy
• Drug use
• Increasing Hispanic population
• Downtown
• Cairo High School:
  • Increase Hispanic language
  • Students not understanding importance of education and work
  • Increase in teen pregnancy
• Job Loss
• Lack of job opportunities
• Healthcare?
• Hispanic population
• Single parent/ grandparents
• Free and reduced lunch
• Demographic changes
• Economy
• No incentive to want to be employed
• Aging population increases and less opportunities for young professionals
• High achievement gap between the races
• Hispanic population increasing—need to know Spanish or they need to speak English
• Increasing percentage of people on public assistance who do not want to be employed due to incentive not to work
• Decreased funding for education from the state. Some QBE funding based on 1985 costs. Example: $150 for a substitute for 8 days $30 for textbooks that cost $60+
• Property values decreasing, tax revenue decreasing
• Opportunities for jobs for college graduates are limited
• Increasing population of children and young people participating in recreational activities
• Lack of commitment
• Aging population
• Early education
• Health Focus
• Lack of industry
• Lack of skills
• Antique Car Rally—positive aspects
  o Bring people to the community
  o Increase revenue
  o Community awareness
  o How we earned “Hospitality City”
• Mule Day
  o Revenue
  o Show craft and arts of the community and other community
  o Educate child of our history
• Negative
  o Poverty increase
  o Lack of job opportunity
  o Lack of parenting or knowing how to be a parent
  o Home values
• Interest rates is the driving force in our organization but it affects the entire economy
• Thresholds: population—flat/minimal
• Global/National Economic Pressures
• Population is depressed due to economic depression
• Cyclical attitudes perpetrate poverty
• Building thresholds for cultural opportunities but it still below optimum levels for implementation
• Police Protection
• Find ways to reduce the use of drugs and to help the drug user to try and turn their lives around in a positive way
• Bring the arts back to Cairo in the form of the Syrup City Players and the bring back to life the Zebulon Theater.
• Downtown needs to be brought back to life.
• Impacts—trends in public education. Liaison between educators and citizens. Lack of knowledge on what should constitute important (basic) disciplines- How are skills in language, mathematics (Wal-Mart influence)? Train students to write (cursive).
• Location
• Soil
• People friendly
• Churches—outreach
• Clean up old building—take down
• Drop outs
• Abused children
• Upper middle class families moving children into private school vs. public
• Mfg. jobs and companies for work force and retail service resources and jobs; national (CVS, food—Zaxby’s)

• Decreasing: jobs/industry
• Fewer jobs available—need low skill industries
• Agricultural industry
Increasing unemployment: People losing jobs may also lose homes; being forced to move possibly multiple times. This causing instability in the family. Leads to possible drug abuse, domestic abuse and children being deprived of good nutrition and education. Also increases poverty in community.

- Taxes
- Population; district revisions
- Unemployment
- Homeless families (living with relatives)
- Budget deficits
- Economic/family issues
- Higher SES issues/population in schools
- High Unemployment
- Skilled Labor
- Manufacturing (lack of)
- Housing
- Downtowns decaying
- Loss of key employers: Monrovia, Roddenberry, etc.
- Homeless children
- Tax base, property value
- Retirement environment
- Number of Hispanic households particularly number of Hispanic students
- Financial instability of business—particularly Monrovia
- Decreasing tax base due to legislative active and decreasing values
- Consolidation of agriculture operations
- Continued lack of opportunity for well-educated persons in business
- Shrinking retail opportunities
- Continued push from Florida—Leon County
- Lack of decent housing
- Low level of standard of living
- Continued single parent births
- Decreasing—unemployment
- Need zoning
- Increasing volunteer from citizens to help less fortunate
- Increase adult education in not only scholastic but adding medium level education
- Gas prices up more than down, shortage of pay for teachers, property tax too high for the wages we are making, everything is passed on to the middle class workers
- The educational trend of at risk children is in need of mentors.
- Agriculture and agribusiness have been on a decrease. (Laws are affecting work force availability).
- Burden of government services providing dependency on welfare related services.
- Ability to recruit a quality educated workforce.
- Aging population with a void in younger people to carry the ball of organizations, etc. (outreach specifically).
- Fuel costs
- Traditional bearing
- Nursery business due
- Hospital
- Insurance and benefits—uninsured and undersured
- Workforce training
- Education
• 5 county elementary
• IB program: need to find a way to keep in the county
• Leadership
• Themes/Trends
  o Poverty
  o Downtown
  o Economic development
  o Challenges with Hispanic population—necessary workers but must be regulated appropriately
• Education—some leaving county, some coming to county (Gadsden)
• Job creation—lack of—no building
• Downtown loss of community support
• Mixing population/aging population
• Growth management—population increase (uncontrolled) based on our proximity to Florida
• Health care—uninsured, underinsured
• Lack of opportunity for young adults to move back and have a career here
• Economy, cost of living, unemployment
• Economy
• Changing in mix of population
• Aging of population
• Organization
• Education
• Decreasing home values
• Decreasing employment opportunities
• Leadership that is open to change
• Demographics—Hispanic population
• Opportunity: proximity to Tallahassee—potential residential growth
• No industrial growth, no commercial growth—jobs
• Beachton
• Parks
• Economic development
• Technology that will improve production efficiency
• Decreasing home values
• Number of jobs decreasing
• Involved leadership/concerned leadership
• Arts programs limited
• No vision
• Childhood obesity
• The Cairo/Grady County area seems to be following the national trend of decreasing home values.
The job outlook again as indicated by national.
• Opportunity, economic: Leon, Lake, Cairo, Whigham
• Growing Hispanic population
• Economic development
• Fewer businesses
• Wavering loyalty to shopping locally
• Unemployment
• Desire to improve
• Resistance to change
• Hispanic population
• Continuing drought related issues
• Decrease in new housing construction
• Need county zoning ordinance (in discussions now)
• Increase in Hispanic population
• Decrease in jobs available
• Increased student, decreased teacher ratios (education)
• Decrease in health service funding (decreased ICTF available)
• Increased teen pregnancy rate and increased ID rate among teens and young adults; need for better education and counseling.
• Increase in Hispanic population
• Limited English proficient healthcare
• Unemployment—increase in people requesting assistance (food stamps, WLC, Medicaid)
• Home foreclosures—need for housing assistance
• Risky sexual behavior—increase
• Lack of support for local business—no loyalty
• Jobs: lack—increase in unemployment
• High school drop-out rate
• Decrease in funding for public library
• Increase in drug use
• Technology: lack of—gap between desire for new technologies and …
• More DIY’s / Counseling needed
• Ability to meet needs
• Job opportunities
• Domestic violence
• Stressed law enforcement agency
• Graduation rates
• More technology
• Family Connection
• Educated work force
• Brightest students tend to leave Grady county
• High unemployment
• Decreased number of jobs, increased number of business—paradox
• Increased competition amongst students in high school
• More opportunities of teenagers to have influence in community
• Higher taxes—SPLOST
• Increase amount of unskilled labor
• General decrease in total revenue generated
• Drought—decreased farm production
• Increase in community projects
• Increase in gas prices compared to surrounded areas
• Increased agitation with education system
• Increased need for skilled labor
• Unemployment: people need jobs to earn money to provide for their families. I’m concerned with the number of lay-offs from our major industries.
• 21st Century learners in school system: more access to technology, increase personnel in the school systems
• Unemployment problem: not enough jobs, decreased amount of jobs for people. A decreased amount of a variety of businesses (excessive amounts of banks, chicken restaurants) need more variety of businesses
• Increased amount of drop-outs
• Reduction in jobs caused by reduction in business within community. Local people to often don’t purchase locally
• Increase in taxes/costs because local government does not manage government as a business should. All government projects need to be measured as to how the project improves the community and offers positive improvements.
• Increase in criminal activity
• Deterioration of housing inventory
• Decrease of home ownership
• Increasing poverty—public assistance
• Passion for work skills
• Continued high unemployment
• Lack of vocational skill upon high school graduation
• Climate extremes (drought) affecting agriculture
• Competition for jobs among all ages
• Aging workforce stays in workforce longer
• Fewer dollars to spend on lifelong learning resources; example, library.
• Increasing: the cost of living is higher; however, wages are stagnant.
• Decreasing: as a result of current economic conditions, opportunity for growth has decreased
• Our community has become more educated, but are being forced to seek relocation to support themselves
• Education: gap in education completion between white, black, Hispanics. Consequences: unattractive to businesses, brain drain—students leave and don’t return
• Hungry families: demand for food, needs for soup kitchens
• Demands for affordable housing: increasing homeless people
• Affordable utilities
• Affordable care for senior citizens
• Mas interprete en diferentes agencia [More interpreters in different agencies]
• Policia [Police]
• Schools
• Biblioteca [Library]
• Banco. Ect lugares [Bank, etc. places]
• Informacion en Español para la comunidad Hispana [Information in Spanish for the Hispanic community]
• Mas lugares para aprender Ingles gratuito. [More places to learn English for free.]
• Mas lugares para poder aplicar en Español para empleo. [More places to be able to apply in Spanish for employment.]
• A place where people can obtain passports and identifications closer than Atlanta.
• Transportacion accesible mas (Publico) [More affordable and accessible public transportation]
• Mucha discrimination por ser Hispana [A lot of discrimination for being Hispanic]
• Una agencia que atiende las quejas de discrimination [An agency that deals with complaints of discrimination]
• Yo necesito mas interpres [I need more interpreters]
• Yo necesito mas ayuda en la … con el Doctor [I need more help in the … with the doctor]
- Mas informacion en Español en la comunidad España [More information in Spanish in the Spanish community]
- Un intérprete en escuelas! [An interpreter in schools!]
- More better jobs
- Works that are clean
- Need help with application
- More information in both languages
- Better process for work permit for Hispanic
- Where can we find application for Hispanics that are good?
- Necesito un buen trabajo pero no tengo documentos buenos para trabajar. [I need a good job, but I don’t have good documents to work.]
- Helping the kids speaking English
- More information in both languages
- Las iglesias Cristianas: que ayudan a la comunidad hispana a superarse emocionalmente. [The Christian churches: what help to the Hispanic community to be better emotionally.]
- Drugs are increasing
- Welfare
- More homeless people
- Teenage pregnancy
- Fewer people working
- Increasing drop outs
- The students in the community are doing well in their classes. Why? Because the teachers help out and explain well to their students.
- Drugs increasing
- Hispanic increasing
- Alcohol increasing
- Monrovia decreasing: unemployment
- Losing some business
- Increase in field worker salary or pay
- Hispanic parents need more support and help with the school/parents connection
- More opportunity and jobs for families in need
- This is the option of the Hispanic people that they need license and permission of the work and need more jobs and the most important is no races between us Hispanic, white, and African people.
- Taxes
- License got to go to court to get them (right to have license)
- More education
- Not letting Hispanic get work (more privilege) (more work)
- Help families who are in need get help from people
- Decrease gas
- More money in paychecks
- Don’t pay hospital bills for Hispanics!
- Medicare and child support!
- Transportacion, para poder transportase a la escuela, cuando hay una sienta [Transportation, to be transported to school when there is a feeling]
- Mediquey para niños. [Medicaid for kids.]
- Permiso para poder trabajar en este país. [Permission so one can work in this country.]
- Falta de aprendizaje para los niños bajo indice academico [Lack of remedial classes/tutors for children performing below grade level]
• Que haya mas empleo [That there is more employment]
• Hispanics
  o License
  o Allow to work
  o More variety of jobs
  o New jobs
• Students
  o Different teachers that can teach a child without the child having to ask for help
  o Schools should attend to children immediately when sick
• Clinics and hospitals need to attend people immediately. Promptly.
• No bullying should be enforced in classroom and hallways
• Police towards Hispanics: abusing in a way because some don’t have license and then have to pay for bail more than $1000
• Nosotros el pueblo Hispano solo necesitamos la libertad de un trabajo porque somos nosotros los que trabajamos en el campo no importa que haga frio o calor y las mujeres embarazadas que no cobren en el hospital. [We the Hispanic people only need the freedom to work because we work in the field no matter how hot or cold, and the pregnant women should not be charged fees at the hospital.]
• Texting while driving—students
• More help with subjects
• Sports variety for kids and adults
• Helping the kids speak English
• Factories
• Agriculture
• Increasing: drugs
• No market for farm commodities
• Decreasing:
  o Job loss, more industry closings
  o Nursery, agricultural jobs leaving fast
  o Industries like McTavish closing, leaving
  o Jobs for unskilled laborers
• Increasing:
  o Costs for food, gas, clothing, transportation
  o Amount of illegal drug use
  o Apathy
Based on the trends, etc. that you identified, what are the specific things that need to be done in order to adapt to the change? (Start with a verb.)

- Teachers need to be checked on whether they are teaching right
- Marketing Grady County
  - Climate
  - Low cost of living
  - Proximity to Tallahassee, beach, mountains, etc.
  - Healthcare
  - Post secondary education (SWGTA Tech branch)
- Focus on school to work programs for at risk students
- Adopt a community vision
- Get rid of meth labs
- Bring in and support industries
- Work with youth and children to keep them in school
  - Train them
  - Start new tracks to identify skills and train them to do it
  - Give them incentive to stay in school
  - Offer them pay/discounts at stores
- Reconnect churches to community
- Go back to real morals at home and school
- The different agencies need to come together to see what resources are already out there and pool resources together to deal with a problem at a time.
- First (we must) identify the problems.
- Initiate strategic planning to focus on regional opportunities
- Plan for growing need of recreation opportunities for young and old.
- Encourage local government to embrace technology.
- Better planning—strategic planning: vision, mission, goals alignment
- Market Grady county
- Branding for economic development
- Develop plan for Beachton to attract commercial development
- Jobs, jobs, jobs
- Plan for improving infrastructure to support future growth
- Parks and recreation plan
- Improve pedestrian connectivity
- Downtown master plan
- Planning for growth from lake
- Local governments embrace technology
- Organize a group of business people to travel and sell Grady County to major CEOs in various industries
- Grady County competed with over 150 other counties to attract industry. How do we out-compete those other counties? Obviously if we offer better incentives to those industries they will come to Grady County.
- More money
- More employment, new industry
- New ideas: need luck, like having a new Steve Jobs here
- Development of something others don’t do that will open new doors
- More geeks or inventive minds
- Market our high points
- More support for what we have
- Need more recreation for families: pool, swim lessons, swim team
- Community events, downtown evenings, Taste of Grady County
- Technology to reach new people
- Encourage growth of what we already have: Country Club, Recreation Department, B-ball
• Develop business/school partnerships for workforce quality
• Incentives (tax, utility, etc.) for existing business to expand, new to come in
• Rebrand community (motocross, horticulture, big agriculture business)
• Complete lake project
• Help the present business with their employment issues
• More funding for youth activities
• Tax incentives for new business
• Find the youth things to do
• Fix the roads properly the first time around
• Agree with these items on computer:
  o 214 [Need to teach kids basic manners and how to disagree without being disagreeable]
  o 215 [Don't allow public assistance to households with more than one pregnancy]
  o 221 [Create a way to identify affordable health care—coops]
  o 222 [City has been demolishing old, dilapidated buildings]
• More attention on what the students are doing at school
• Stop allowing or cut out bad shows to be on tv so that kids will pay attention to school
• Build more big fun amusement parks so we wouldn’t go to Valdosta, Tampa, or other places far away.
• Shouldn’t try to stop or eliminate churches or religion, if they don’t want it they should just not get involved in it. Then they will be ruining more lives than they could imagine.
• Build program to promote family values
  o Drug use
  o Teen pregnancy—required parenting classes to help stress the importance of education
  o Education issues—trust between schools and parents
  o Single parent families—affordable child care
• Entice businesses to locate here
• Provide additional education opportunities and programs to decrease drug use, pregnancies, obesity—start earlier
• Find ways to educate parents to change trends
• Innovations in services and products
• Retirement community
• Teach Spanish classes for English speakers, teach English classes for Spanish speakers
• Recruit
• Develop a niche market
• Create incentives for retail business and recruit
• Increase focus on sex education—abstinence
• Attempt to create job opportunities for younger educated people in order that they can return to Grady County
• Planning events to get kids involved in community
• Offer incentives to business located in downtown
• Reach out to Latino population
• Motocross facility—work with expanding
• Build aquatic center
• Support local downtown businesses with planned group events
• Institute marketing plan of downtown
• Build the lake!
• Create social infrastructure
• Figure out how to co-exist with motocross
• Create community identity
• Need playgrounds for families
• Assimilate Hispanic citizens into the community/ teach English
• Address downtown vacancies with business that can thrive
• Recruit new businesses associated with current businesses: Ag processing, service for aging population, “Villages”
• Meaningful social relationships
Utilize the library! Lots of room for many activities and needs
Communicate! Through churches, reach out
Create meaningful relationships, listen!
Mentoring/tutoring programs, teach skills at library
Motocross
Christian Women’s Workforce
Identity
Community water system implemented in Reno/Calvary area which would increase revenue for the county.
Zoning implemented in the county to increase revenue for the county
Create new “attractive” businesses to attract the Florida/Thomasville crowd!
Need different variety of restaurant
Increase funding for healthcare services
Increase education and counseling for teens and young adults
Increase in salaries for healthcare providers to maintain staff (public health has had an increase in services needed in communities but does not have means to pay staff to maintain these services). More staff moving to private sector for better pay and benefits.
More after school activities for children—keep them from being home alone as most parents have to work.
Decrease access to ETOH and drugs, gangs.
Education of available resources
Community involvement
Involve community
Ask for volunteers
Involve parents
Mentor students
Recruit industry and provide support for small businesses
Investigate funding for special events and cultural events to bring other people to Grady County
Form more leadership groups with young people—high school age
Bring the Leader in Me program to middle school
Bring more technology to schools
Bring industry to community
Train future workforce to secure local jobs
Bring retail for local dollars to be invested
Build associations with outside agencies to address specific needs. Chamber and Economic Development Committees are a good start but each specific need needs an identifiable interval (county) agent matched with an outside agency. Developing industry/job growth needs a force outside of itself.
Expectations of community—all cost money. Question is: Where is money going to come from?
Positively address cultural attitudes—what moves culture forward, not back
Attract new types of businesses—infrastructure?
Bringing the community together to collaborate on lack of parenting
The community needs another county industry like the Roddenberry Syrup Co.
Bringing industries in to boost Grady County by cleaning up, working together, help each other.
Initiate the educational classes on youth pregnancies in the 6th grades rather than waiting to the 7th or 8th grade to prevent teenage pregnancies
More transportation like taxi for Cairo
The pool close [to] the memorial library needs people there, like kids.
Needs to stop drinking and driving
Need of transportation!
63 [Explore the need for comprehensive planning for growth, particularly with the lake project]
75 [Decrease in rent and housing]
92 [Need for new school facilities and relocation of Middle school; updated technology can not be accommodated. This is a barrier to new families coming in to community.]
131 [Assist Hispanic getting work permit]
168 [Stop for the immigration and have peace in the Cairo]
- We need action to be taken now! We need more finances to be able to create these agencies to help the Hispanic community.
- Spanish written resources to make the Hispanic aware of what’s going on.
- 37 [Insure legality of Hispanic pop and insure tax contribution of taxes and provide opportunity for jobs]
- 39 [Be aggressive in recruitment of jobs and economic development]
- 41 [If single parents get pregnant they should pay the bill]
- 62 [In county transportation for unlicensed people]
- 69 [Work with neighboring communities and provide assessment to see if YMCA could be started in the community—establish need]
- 83 [Establish English classes for all ages]
- 96 [Provide resources for Young Life and Boys Girls Clubs]
- 101 [Hard to create private sector that will bring jobs if you increase govt’ regulation]
- 108 [Provide information about and encourage entrepreneurism]
- 113 [Offer incentives for new businesses]
- 115 [Early education and intervention for children. Develop a program before Pre-K for at risk youth.]
- 122 [Create opportunities for recreation—pool, etc.]
- 130 [Investigate High Schools That Work program (Southern Regional Educational Board)]
- 200 [Create opportunities to keep tax dollars local...better shops, restaurants]
- Print more documents in Spanish and English
- Make sure time to getting work permit
- 41 [If single parents get pregnant they should pay the bill]
- 61 [Churches need to come together to build program to address values]
- 72 [Attract higher-paying jobs (college educated workers)]
- 76 [Add more youth programs in safe area of town, such as basketball courts, swimming pools, new or upgraded movie theater, game room, and more supervision at skating rink]
- Transporte [Transportation]
- Supervisión en los trabajos [Supervision in jobs]
- Mas ayuda con las mujeres hispanos embarazadas [More help with pregnant Hispanic women]
- Oportunidad de ir a la universidades [Opportunity to go to college]
- Necesito trabajar en una compañía gana y buen dinero para mi familia pero no tengo papeles buenos [I need to work in a company and earn good money for my family but I have no good identification papers]
- 104 [Communication with youth of Cairo because they really know what is wanted and needed]
- 105 [Get more jobs]
- Put more work for the people that don’t work
- 34 [More local control of schools]
- 41 [If single parents get pregnant they should pay the bill]
- 61 [Churches need to come together to build program to address values]
- 65 [Build the lake...Tired Creek]
- 72 [Attract higher-paying jobs (college educated workers)]
- 76 [Add more youth programs in safe area of town, such as basketball courts, swimming pools, new or upgraded movie theater, game room, and more supervision at skating rink]
- 88 [Need a Wendy's and Chick-Fil-A]
- Have more business in Cairo.
- Establish a decent recycling program.
- Lobby to restructure ad valorem taxation.
- City allocate a certain amount for downtown improvement each year to establish a program of improvement, target specific retail business through DDA loans and tax incentives
- Aggressive policy re. single parent births; discourage
- Establish English classes for all ages.
- Truck problem in Cairo.
- Need vocational training school—technical training school
- More social entertainment
- Something to do for teens
• YMCA
• Housing for low income families and greater support for HFH Volunteers and funds
• Emphasis on Life Way to counter youth vandalism and drugs
• Drug testing unemployed
• More volunteers to work with especially youth in a positive and counseling faction
• Less government paper work for teachers so they can teach and react with kids
• More encouragement to get more employment in Grady County
• More ownership for the county and better volunteers to help others.
• Build multi-family housing
• Provide more counseling opportunities, family educational courses/training
• Employ low skilled workers to improve community facilities/staff programs
• Increase number of retail stores for affordable clothing
• Continue to offer more opportunities for multi-cultural events
• People should buy from local businesses when possible, rather than driving to other towns
• More housing needs to be built/made available.
• Need more activity/community centers for children to attend when parents are at work.
• When single parents give birth make them pay for it. Public assistance is only meant for 1-2 years, not 18-20.
• Gas prices should be regulated, they should decrease the gas price just as much as they increased it, during the same week.
• Please stop passing everything to the middle class that you don’t want to pay for.
• Give more after school programs for the working family.
• Lobby for re-structure for pool and uneducated people, improve downtown Cairo, offer incentives for new businesses, fund library by the County.
• Create a business course from the new Cairo Thomas Tech here in Cairo.
• Support of community for Family Connection—all agencies involved
• Business Community/ Chamber of Commerce coming together with residents of community to discuss needs/awareness
• More shadowing of young people in business so young people can choose what they want to be
• More emphasis a middle school of life skills, to read and write also
• Creating some teenage programs (against drug use, teen pregnancy and drop-outs)
• Revitalize downtown Cairo (like Thomasville)
• Maximize identity (signs, businesses, etc.) “syrupmakers”
• Varietize restaurants (Taco Bell, Japanese)
• Railroad by school (by fire dept. near 6th St school, there’s no drop-down or light—could cause huge problems)
• Ipad—take out books (includes built in calculators, Microsoft word programs)
• Elective class in high school—help students with homework, testing (if failing), students that actually need the extra help never come after school—so make a class for them (to “catch up”) using good ‘life’ mentors
• Support food banks, soup kitchens, community gardens, farmer’s markets
• Programs to encourage
  • Efficient use of utilities
  • Tax credits to upgrade HVAC
  • Promote natural gas
  • Educate about solar energy opportunities
  • Retro-fit older home
• Set standards for returns on gov. investments in order to be more effective in measure success or failure. Returns do not always have to be financial. If there is a complaint then a plan of change must be submitted.
• Make the English language the principle method of communication
• Offer something when you demand something
• Educate our community—create more options make sure our teachers are teaching more than to tests.
• Support to those needing it. Show/guide them to a place where they are stronger
• Start from the weak and work our way up
• Take more responsibility for our community
• Provide and continue to provide funding and resources (mentors) for Young Life and Boys and Girls Club
• Commit dollars to vocation education in the high school.
• Strengthen the family unit within the communities
• Buy iPads, netbooks for the school system with staff development to ensure use
• Increase the lure of businesses to Grady Co.
• Attract higher skilled workers, professional, college educated work force.
• Increase technology in schools
• More computers in schools
• Involve churches/pastors
• Involve all ethnic groups
• Implement elementary school reading program based on phonics with the goal of all children reading on grade level when they complete elementary school
• Implement elementary school math program that requires all students to master the times table by grade 5
• Investigate and consider an educational model known as “high schools that work”
• Develop a program that prevents more than one single parent pregnancy that requires public assistance
• Protest the merging of Bainbridge College with Valdosta State University, also the merging of So. Ga. Tech with another institution
• Work hard to bring new business
• Change sheriff dept.
• More jobs
• More housing
• Better job opportunity
• Adapt change
• Successful community
• Development agriculture
• Establish a YMCA for Grady County
• Decrease taxes
• Less government control on businesses
• Cut government spending
• Need to reverse many of the treads seen in the direction of society. More freedom, more opportunity, less regulation, less social concerns need to become more an empowerment of the producers, doers, and responsible.
• Decreased government involvement/intrusion: federal, state, local
• Increased parent involvement
• Enforce immigration laws
• Cooperate: encourage, research, subsidize
  o Coops: buying, housing, selling, working
  o Homesteading as a second income
  o Recycling
  o Community gardens, gardens for all
  o Sustainable agriculture and forestry, local organic
  o Cottage industries
  o Local production for local use
  o Long range grassroots planning
  o Retool JDA
• Hispanic population: insure
  o Legality; government control
  o Tax base
  o Job opportunity available
• Obesity
  o Start P.E. daily or 3 time a week in schools
  o Home Economics nutrition classes mandated in high school
• Change our attitude toward each other, caring and sharing
• Work in cooperation with employers, local business, local municipalities, families for the good of the community
• Community garden and market
• Recruitment of older adults in the community to grow the tax base
• Start a retirement attraction program
• Build a farmers market that will serve the Florida population as well as our local citizens.
• Work with neighboring communities to see if a YMCA could be started.
• Instead of sending our children to Brookwood or the charter school in Thomasville, work on starting our own charter school in Cairo.
• Connect with local people who do not have or cannot afford health insurance and help find affordable options.
• Energize chamber or JDA to attract new business and support existing business
• Communication between schools—parents—students that parental involvement increases educational success.
• Pay less taxes for the family; student is early; not legal; group to help; room and more; all ages; set up the program; put in people; life in boy and girls that will bring more.
• Transportation for they can stop putting people in jail for not having licenses.
• 53 [Pass drug test to get welfare]
• 62 [In county transportation for unlicensed people]
• 66 [Taxing alcoholic beverages because instead they go to Florida]
• 141 [Implement programs that teach youth the difficulties of having a baby at a young age, including the STDs, expense, governmental assistance programs]
• 168 [Stop for the immigration and have peace in the Cairo]
• 176 [Address fighting at school with increased discipline, elimination of gang activity, etc.]
• Help for the rent and the bill of light for Hispanic
• Help with the police for the Hispanic
• Stop for the immigration, Cairo is a country for God
• Family need more
• Increase in work ethic
• Churches, pastors, build more
• Discipline for the young teenagers
• Increase more churches
• 61 [Churches need to come together to build program to address values]
• 53 [Pass drug test to get welfare]
• 62 [In county transportation for unlicensed people]
• 66 [Taxing alcoholic beverages because instead they go to Florida]
• Helping to lower house and rent bills for low-income citizens
• Helping poor
• Indoor swimming and equipment
• 41 [If single parents get pregnant they should pay the bill]
• 42 [Make it more difficult for Floridians to buy up cheap property and retire here and pay less taxes]
• 64 [Increase in work ethic]
• 67 [Involve churches, pastors, all ethnic groups to help build families]
• 69 [Work with neighboring communities and provide assessment to see if YMCA could be started in the community—establish need]
• 73 [Establish decent recycling program]
• 85 [Find out what is really going on with the youth. Talk with them to find out. Set up a program.]
• 100 [Need to be more tolerant and provide more second chances for people]
• 111 [Resources available in Spanish to facilitate the Hispanic community]
• 159 [Aggressively search for a new niche, unique to Grady County, that will bring tourism dollars to the community]
• 230 [Parents need to do their jobs and discipline their kids, this would help with the drug and crime problem]
• Better education for younger children such as teaching fundamentals of respect, no bullying, sharing, and doing their own work
• Movies, bowling galley will bring in money and help keep some children out of places they don’t need to go
• Que tengamos el mismo derecho también como los hispanos así también necesitamos la ayuda para la renta y la luz para las cosas económicas y también que nos ayuda para los niños que no son nacidos de aquí y también para la madres soltera que tienen 3 o 4 hijos [We have the same right also as Hispanics so we also need help for
rent and the light for economic things and also need help for children that are born here and also for single mothers that have 3 or 4 children]

- Combine county and city resource
- Industry and education work together to improve student’s ability to meet needed requirement
- Build new school building and halt the “band-aid” of old building. No new school building in Grady Co. since 1955.
- Hire highly effective qualified teachers
- Enhance agritainment
- Zoning
- Give the teachers a chance—get to the heart of what makes effective teaching/and teachers. So much has to do with communication skills—bring back the scouts (girl and boy). Bring forward training in the manual arts. Develop sense of community. Get a good music program, arts program.
- Responsibility on parents with repercussions
- Eliminate drugs!!!
- Have demolished unfit houses and rebuilt—updated
- Place children by “where they are” rather than by age
- Pregnant girls and fathers not in regular classes but in classes that include child care
- Higher expectations in classroom
- Too much looking away from behavior instead of facing it.
- Protect abused children
- Students leaving Grady County to attend private schools
- More communication between parents, teachers, and students
- Early education intervention: get what not from home, pre-K, target at risk
- High school UGA liaison professional track
- High school technical: liaison track, businesses here, business to train
- Increase public safety/health for drugs, babies
- We need to focus more on high school teen pregnancy
- Students who are dropping out of school
- Our young people
- Learn to speak the Hispanic language
- Help bring back downtown and arts to attract business. We need to do what it takes to attract business.
- More parks, more entertainment for the family
- In county transportation for unlicensed people
- Decrease in rent and housing
- Reopen the city pool for swimming classes and recreation
- Drug alcohol help to those that need it
- Planning/zoning
- Community engagement for social interaction
- Identify what makes Grady County unique and market it
- Employment needs and retail
- School issues: discipline facilities
- QOL—activity, recreation, family activities
- Quality primary employers that pay a higher wage. When this occurs the socioeconomic issues begin to drop/decrease.
- Start doing this—building
- Plan
- Unemployment
- Tired Creek
- Activities for family
- Downtown development
- Enact minimum zoning
- Move middle school
- Necesitamos trabajos de tiempo completo [We need full-time jobs]
- Salarios justos [Fair wages]
- Asistencia medica [Medical assistance]
- Mas seguridad en las fabricas [More security in factories]
- Un mejor sueldo [A better salary]
- Help her with her kid ‘cause she has a blocked knee
- Need help at school with homework
- They need license for work to go get food and so the police took them to jail
- We need identification
- Allow funding for the library. Support all of the teachers, principal
- Give your support more. Spend more time with your child homework, volunteer more to find out more about your child and his/her teacher. Stay with all of their activities. Become more positive in your community.
What are the opportunities, assets, etc. that we need to be aware of that would assist our work in Grady County?

- **Positive Things:**
  - Small community; small town/neighborly
  - Hospitality
  - Hospital
  - Land
  - Location
  - Safety
  - Kwanza Festival (Holder Park)

- Cairo industrial hub
- Big Martin Luther King Jr. parade
- RM Library—best around
- Medical facilities
- Climate
- Location
- Cost of Living
- Satellite center w/ Southwest Ga Tech
- Great agricultural community
- Tired Creek development
- Hospitality
- Current churches—we need to draw children and youth in and show them love
- Technical school here and working well
- Places to eat
- Proximity to Tallahassee (30 minutes)
- Availability of land
- Low cost of living
- Relatively good infrastructure
- Industrial park land is available
- Close to Interstate I-10
- Cairo High School identity and reputation
- Value for business: low utility cost, available labor, good transportation
- Hispanic Month Heritage Celebration
- Great Christmas parade
- Good churches
- More food
- More jobs
- New teachers
- New cars
- New computers
- Money for poor people that don’t have a place to live
- Paper for Spanish people
- Help people get more jobs
- Identification for work
- Tools for work—Monrovia—gloves—when planting roses and plants that have thorns
- 177 [They can’t work without papers]
- Volunteer work
- Kids for Hunger
- 224 [Hispanic Month Heritage Celebration]
- 248 [Boys & Girls Club]
- Permission from the job
- Work of identification
- Drivers licenses for the Hispanic
- Residency for Hispanic
- 176 [School system is one of best public school systems in this area—need to rebrand schools away from "rural school system"]
- 122 [Habitat for Humanity]
- 209 [Recidation for Hispanic]
- 112 [Driver license]
- Work: resident in USA for Hispanics!
- Have identification and have license to drive
- Let us work permanently here in the U.S.
- Permission to work here and good transportation and license to drive from home to work.
- Have license without fear of the police
- Having child health care
- 209 [Recidation for Hispanic]
- More hours for work
- 228 [Permission from work]
- Hard workers
- Great schools
- Library
- Employers give working permits
- Good doctors and service
- Food drives and donations
- Que saben nuestro saldo [They know our cost]
- Un permiso para manejar al trabajo [A license to drive to work]
- Un transporte propio sin peligro de manejar [Our own transportation without the fear of driving without license.]
- 176 [School system is one of best public school systems in this area—need to rebrand schools away from "rural school system"]
- 130 [Good road and railroad]
- 46 [The Hispanics need to know more about the Spanish Section and Notices to the Hispanic]
- We have plenty of churches and banks
- Good clean city unlike other cities
- Some citizens actually are so nice and don’t hate. They don’t mind what race you are!
- Recognize you for who you are
- Educational opportunities
- Public library
- Health department—3 interpreters
- Bird song
- Adult literacy center, adult help center (2 mornings)
- Capitalize on opportunities associated with Tired Creek and Motocross—use these to bring in people, businesses, etc.
- Public library
- Technical college
- Strong medical community
- School system
- Small town
- Public library
- Habitat for Humanity
- Boys and Girls Club
- Caring healthcare workers—make you glad to be in small town
- Tired Creek Lake
- Generous businesses who donate even during down economy
- Farmer’s Market
- Good hardworking citizens
- Strong communities: library, Health Department, medical community; caring
- Strong education; Votech and QuickStart
- Climate/weather, bird song, hunting
- Motocross
- Tired Creek
- Generous community and leaders
- Health and literacy center
- The EMC strength
- There is a lot of $ in Grady County
- Sports: school, motocross
- Churches: preschool care, inter denominational and racial
- Closer/better communication
- Tele communication
- Church activities, bring back Boy Scouts, Girl Scouts—Everyone should learn basic survival skills—however way these are taught.
- Good people who love this county
- Have some good leaders with no self agenda
- Great people ready to do anything it takes to get things going in Cairo.
- Syrup City Player
- Boys and Girls Club
- South Georgia Ballet
- Off Broad Street Dance
- Young Life and Boys and Girls Club—we need to do everything we can to promote these two organizations for our youth
- Habitat for Humanity
- Recreation department—active with elementary age group
- Strong interest in improvement
- Land—property values are low
- Location—good climate, near Tallahassee, close to the beach
- Tired Creek—finish it
- Land—asset to promote/work on a Grady Co. comprehensive plan
- Agriculture
- Plantation
- Recreation activities
- State Farmers Market
- Downtown/retail business—purchase vacancies to use a start up retail business
- Caves
- Highway 84—access for businesses (mfg-distribution)
- Agricultural land
- Individuals are willing and capable of leading committees to work on individual concerns
- Build on:
  - Tired Creek Lake Project
  - Agriculture, help produce and sell
  - State Farmers Market, revitalize and use
  - Land use
  - Railroad
- Location
- Community events based in the schools—academic, fine arts
- Develop Beachton Area
- Lake Project
- Library
Country Club
Recreation Department
Zebulon Theater
Downtown could be a great asset
I moved to Grady County from Leon County, Florida and reduced my cost of living by 75%—an opportunity for reasons to move to Grady County
CCC
Kiwanis, Rotary, etc.
Churches
Athletic program
Recreation program
RCC available for arts center—was feasible then abandoned due to lack of support from change in Gov.
Cost of living is good here—except gas.
River—natural opportunities (ecotours, etc.)
Create better access to provide recreational activities: kayaking, fishing
Schools
Public library
Public facilities, like Zebulon—Grady Cultural Center
Public School System
Tired Creek
Good government relations
Community spirit—support
Public Library
Fine arts program
Zebulon
Cultural Center
Churches
School System
Band/music program
Dance studios
Tired Creek
Public Library
School system
Adequate resources for economic development, land, plenty of water, utilities available
Create new, stand-alone economy by building Tired Creek Lake
Motocross
More Spanish information and more articles in Spanish in the Cairo Messenger
Spanish literature in library
Hispanic Week and create a parade and sell out in the streets Spanish or Hispanic cultural things!
Roddenbery Memorial Library: need to figure out how to maintain
Historical Society—preserve history
Consider mural project
Streetscape grant
Keep America Beautiful
Zebulon Theater/ Syrup City Players
Susina
Opportunities that would assist work in Grady County: Committed and dedicated school system with excellent leadership
Strong churches
Smaller communities like Calvary, Reno, and Whigham have strong support
School System is excellent… doing a great job with the current population
Community pride… Syrupmaker Football games have a huge fan base and support
Small, closely knit community
• Dedicated teachers who have committed to educating our children, even with reduced pay
• Great involvement within community (such as when someone has cancer, house burned down or lost a loved one—everyone pitches in to help)
• Great education system (teachers) that are willing to do whatever they can to help students
• Amazing support for the high school sports—especially football!
• Improved communication between local governments/organizations
• Improving vocational/technical education by providing prevocational in middle schools
• Keep Cairo/Grady Beautiful—improve community awareness
• Kids Against hunger
• Memorial Library
• Zebulon Theater
• Grady General Hospital
• Annier’s Courtyard Bed and Breakfast
• Grady County Kwanzaa Festival
• Location
• Climate
• Agriculture
• Capitalize on agribusiness related industry
• The environment (land) and terrain with beautiful rolling landscapes
• Churches
• Teachers
• Christmas parade
• Government cooperation
• Ag. Heritage
• Antique
• Healthcare
• Hospital
• Library/soccer field
• Recreation
• Need more and younger dedicated volunteers, lots of events:
  o Rattlesnake Roundup
  o Car shows
  o Mule Days
  o Christmas parade
• Plentiful water
• Unique proximity of location
• Great community
• Churches
• Schools
• Agricultural
• “farm way of life”
• Syrupmakers
• Location
• Climate
• Proximity to Florida beaches, Georgia mountains
• Mild climate
• Reasonable cost of living
• Great sense of community
• Churches
• Quality schools and education
• Core group of concerned citizens
• Community center
• Great agriculture potential—we are land rich and there are ample opportunities to grow the industry
• Mutual cooperation of individuals with school system
• Zebulon Arts Center—entertainment
  o Avenue for locals to perform
  o Movies for all
  o FSU Film school
• Take advantage of Archway
• We’ve got decent land but it is underused
• Churches provide assistance to needy
• Good sports program
• More jobs
• Less taxes
• Less tax credits
• Better law enforcement
• Retaining schools
• School system
• Great churches
• 3 Middle schools
• Low documented crime rate
• School system
• Church
• Charitability
• Christmas parade
• Hospital
• Library
• Industrial park
• Roads and rail infrastructure
• Water resources aquifer
• School system
• Government leadership
• Strong church support
• Community pride
• Weather is mild—October to April
• No private school in county to detract from public school system
• 84 is 4-laned
• School has some good programs—sports, band and teachers/leaders who are dedicated
• General concern about others
• History of clean government
• Good festivals
• Proximity to Tallahassee/Florida benefits
• Established agriculture traditions
• Relationship with Archbold
• Excellent public library
• Good Christmas parade
• Churches
• Positive teachers
• Habitat for Humanity
• Hospital
• Football
• Concerned and supportive parents
• Capitalize on low housing prices
• East-west 84 4 lanes
• Cheap labor
• Good school system
- Good hospital (doctors)
- Good library
- Nice climate
- Hwy 84
- People care about other people and community
- We have enough businesses to supply basic needs and then some
Do you have any additional thoughts for the Archway Partners?

- Put Cairo on the industrial hub—please
- Remember that the top cannot function without the bottom.
- Continue to monitor the cities below Macon. Thanks.
- Put Cairo in Industrial Hub
- Cairo should figure out how to do its own industry so that it is locally owned and run. Teach us how to do it ourselves!
- Math tutors
- Math teachers that are willing to help students in their own time because it’s a subject that most students don’t pass, which leads to cheating.
- How to improve/enhance our education system?
- Ideas to enhance our agricultural heritage!
- Downtown improvement/enhancement!
- Grady county is so far behind in change, please find a way to help us grow!
- Need to winnow out self-contradictory objectives. Focus needs to be economic development that doesn’t involve selling “to ourselves”
- Growth and vision without overreaching
- Thank you. Archway Partnership will be fantastic for Grady County.
- Revitalize
- State Farmers Market
- Downtown
- Archway Partnership is a very viable program. The key to success will be 100% commitment and an opened mind from the Grady County Community.
- Great program and I would love to see the results of the session.
- Thank you for coming I enjoyed the meeting and looking forward to working with Archway
- Cairo and Grady County, a good place to live
- Do good honest work so that the truth of what is and is not can honestly be determined. America deserves the best work our university can do so do it with heart.
- Grady county commission needs to donate Barber Park to YMCA and use the sales tax revenue it has been collecting for swimming pool to them.
- Zoning infuriates those who lack understanding or education to plan or perceive the future growth of this county.
- We need more public transportation for the tri-countries area Thomas-Grady-Leon. We need more cooperation between Thomas and Grady County.
- Grants
- Utilization of dollars
- Most “bang for the buck” in anything we try to achieve.
- Where’s the money? Funding
- Thanks for the opportunity!
- Better utilization of grant funding
- Great turnout which shows people care about this community!
- More Hispanic representation in the executive committee
- Make the Hispanic community more aware of programs and agencies available to cater to its people
- Make Archway more accessible for the Hispanic community.
- Need more teachers
- Need school supplies for school
- We have policies that are sometimes nice
- Have different foods here.
- Gracias por tomarnos en cuenta y necesitamos seguridad y que no nos descriminen [Please take us into account and we need security and not to discriminate]
- It was awesome. I liked how Mrs. Sue Chapman listened. I really was enjoying how they let our voices be heard. They let us open our opinions of our community. (Our community should change in so many ways.)
• Scott is the best.
• Scott’s tasty chicken
• Seminole marine
• Fire department
• Cairo gym
• Marilyn Fried Chicken
• Send Scott to us again!
• Let’s continue this activity.
• Scott is great and wonderful
• Interesting way to get information.
• Good to think what we do have.
• Moved very smoothly.
• Thank you for this opportunity.
• Great facilitation!
• Quality of education is always our goal—we need to examine how our teachers are trained, and what makes a top teacher. Right now teachers are outnumbered.
• Would like to encourage use of library for meetings. RM—Roddenbery Memorial Library.
• Keep/revive tradition of local movie theater (Zebulon).
• Help with funding ideas for Roddenbery Memorial Library.
• Ideas for our abandoned park (Azalea Ball Park).
• Anchor our downtown with possible different use for Train Depot—welcome center/tourism/Mainstreet/Chamber of Commerce
• Preserve historical building (current police station), offer possible retail: mural of Wight Nursery, Roddenbery, Campbell Soup
• Encourage more political participation—several elections not contested.
• Develop fair funding—non-political formula for library that is adequate.
• Make out of county/state businesses leaders of local businesses more aware of impact of decisions; example: Monrovia based in CA
• Take a long look at the cost/benefit of the Tired Creek project—adjust project accordingly.
• The county must do more long-term planning particularly in land use area.
• We have Kids Against Hunger—very active.
• Do not need cookie cutter plan, do something custom
• We appreciate your interest in us. Everything was highly informed. We thank you so much for visiting us. We just hope you enjoyed us as much as we enjoyed y’all. Thank you for being so open with us.
• What resources will Archway require?
• Are there successful models that Grady Co. can embrace immediately to solve some problems identified tonight?
• How will Archway prioritize problems identified for Grady Co.?
• Looking forward to this process. As school supt. I want to access UGA expertise to move the Grady system to higher levels
• No one likes taxes—that does not solve the problem of community needs. Other than Tired Creek project, Grady County overall appears to want to hold the line on taxes to the detriment of community need. (This is also a state and national problem.) The city of Cairo is more progressive than County, but has that mentality of we don’t want to raise taxes. Sometimes it is necessary. We need more tax base through new residents, business and industry.
• Cairo High School needs a possible elective that students that are on the verge of or failing classes can come into a “study hall” if you will (during school) to catch them up—after school or weekend programs are great but the students that actually need the extra attention/help won’t attend—this could be VERY beneficial to the drop-out and failing rates (maybe for middle school as well?)
• Revive Relay for Life!
• Industry and Business locations available to solicit prospects: Ford Place Property—truck stop, large truck service and sales; Farmers Market—possibility state would offer to city and county for location of middle school, business or industry.
• Help us get more technology in our public school system, please!
• Help us make Grady Co. more attractive
• Bring high quality jobs to Grady Co. jobs that require a college educated workforce.
• We need more advanced technology in our school system.
• Look short term and long term.
• No single project will satisfy everyone so multiple projects are best means of success to cover the entire community.