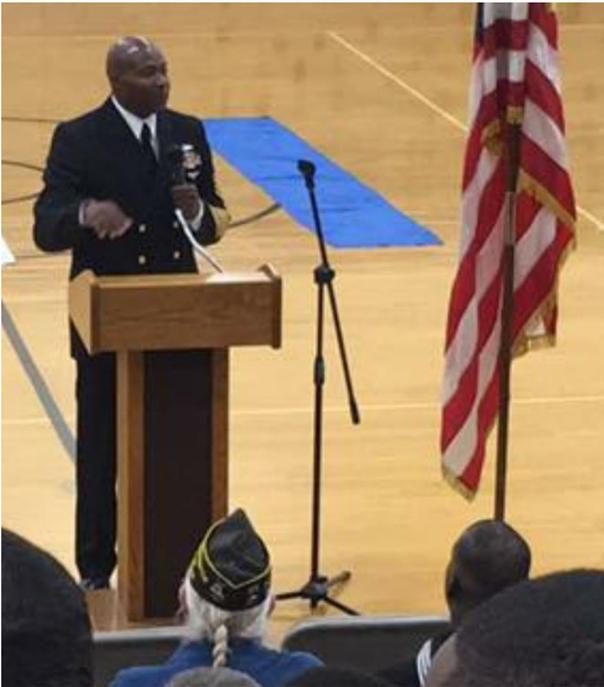


## Covington Schools held Veterans Day Programs



Crestview Middle student Lucas Ballard (top L) played Reveille at the school's Veterans Day program November 11<sup>th</sup> in front of the CMS Choir. After a beautiful program in the gym, a reception followed in the library (top R). Veterans participated along with the students and the public was invited.



Covington Integrated Arts Academy held their Veterans Day program on November 10<sup>th</sup> for the school and community. Parks and Recreation Director and Retired Navy Master Chief Petty Officer Joseph Mack addressed the crowd (L) and kindergarten teachers and students welcomed guests (above)

# Frazier Park Beautification ongoing through Adopt-A-Park



Frazier Alumni Association member and Covington Alderwoman Minnie Bommer thanks fellow member Larry Vanderbilt (L) for working to clean and beautify Frazier Park. Frazier Alumni Association adopted the park as part of Parks and Recreation's Adopt-A Park program. To adopt a park, please call Parks and Recreation Director Joseph Mack at 901-476-3734

The grounds were cleaned, flowers planted, landscaping spruced up and the area was mulched at Frazier Park by Frazier Alumni members who volunteered to give the park ongoing personal attention through the Adopt-A-Park program.



# Veterans Folded Flags for Contributors to Carl Perkins Center



Members of the Tipton County Veterans Council folded over 400 flags that were from the Carl Perkins Center's fundraiser **Field of Flags**. These flags were folded in the conference room at the Tipton County Museum and individually packaged for those who contributed to the event.

# Canaan Baptist Church hosted Annual Thanksgiving Luncheon



Tipton County Commission on Aging participants and public servants from throughout Covington and Tipton County gathered at Canaan Baptist Church for the 5<sup>th</sup> annual Thanksgiving Luncheon Monday. This service was started by Elbert and Nanny Johnson to support the Commission on Aging when Mr. Johnson was a Board member there. It has grown to include public servants and the Johnson's children have continued the service as a tribute to their parents. People enjoyed the fellowship at the Thanksgiving luncheon, as well as the delicious food provided by the Johnson Family, Ted Williams, Dewayne Edwards, The Kitchen Committee, and other Canaan Baptist Church members.



Members of the Johnson family (above L) Mary Smith, Maria Harrell, Annette Johnson, and Anita Lark, along with brothers Elbert Johnson, Jr., Andrew Johnson, and Willie Mae Harrell (not pictured) are continuing the Thanksgiving luncheon tradition started by their parents. Alderwoman Minnie Bommer, Mayor Justin Hanson. And Commission on Aging Director Kerry Overton thanked them for this service. Above R, Annette Johnson and members of Cannan Baptist not only cook, but serve the meal, as well.



## Tipton County working to meet goals for [A Healthier Tennessee](#)



Senator Mark Norris hosted the West Tennessee regional “Healthier Tennessee” breakfast for area leaders. Covington and Tipton County were recognized for our participation in the Governor’s Healthier Tennessee program as we continue to make strides to meet criteria for certification. Tipton County was represented by Matt McDaniel, Director of the Tipton County Health Department, Rosemary Bridges, Director of the South Tipton Chamber, and Justin Hanson, Mayor of Covington. Governor Haslam initiated this program to bring together leaders at the local levels across Tennessee in a coordinated way to promote and support Tennesseans making healthier choices. The Healthier Tennessee program provides regionally based support and guidance to improve the health of their communities. They are working to initiate and sustain community-wide opportunities for physical activity, promote healthy eating, and help people avoid tobacco products.



Crestview Middle School recently celebrated Red Ribbon Week with this year’s theme, “Be the One to Stand Up, Stand Out, and Say No.” Students designed posters emphasizing being drug free. L-R Jasper Hunter, Gracyn Ramsey, and Alyssa Hubbard won 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> place and were awarded Walmart gift cards. Drug Free Tipton sponsored Red Ribbon week and donated the prizes.

Eric Parish, son of Mathew and Diane Parish of Covington and 6th grade student at Covington Integrated Arts Academy, led the Pledge of Allegiance for the large crowd that gathered at CIAA on November 10 to honor veterans in the school’s Veteran’s Day celebration.



# Thank You Unilever and Keep America Beautiful!



## **CONTACTS**

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Website: [kab.org](http://kab.org) / [tiptonco.com/keep\\_tc\\_beautiful/](http://tiptonco.com/keep_tc_beautiful/)

## **For Immediate Release**

### **Recycled Water Bottles to Keep Tipton County School District Kids Warm this Winter**

*Keep America Beautiful & Unilever to Donate 700+ Recycled Content Fleece Jackets to Students*

**BRIGHTON, Tenn. (Nov. 10, 2016)** – To help celebrate this year's America Recycles Day, more than 700 warm fleece jackets made from recycled water bottles will be donated to students in the Tipton County School District. An event will take place Saturday, Nov. 12, at Brighton Elementary School, featuring representatives from Keep America Beautiful, Keep Tennessee Beautiful and Keep Tipton County Beautiful, as well as educational activities and the distribution of jackets to local schoolchildren. America Recycles Day, a Keep America Beautiful national initiative, takes place on and in the weeks leading into Nov. 15, and is dedicated to promoting and celebrating recycling in the United States.

The donation is from Keep America Beautiful and its partner, Unilever, a national sponsor of the national nonprofit's "[I Want To Be Recycled](#)" public service advertising and awareness campaign, which seeks to educate and engage people to understand the "how, what, where and why" of recycling. Tipton County's Keep America Beautiful affiliate, Keep Tipton County Beautiful, is coordinating the donation.

"As the colder temperatures roll in, we are thrilled to be able to provide local students with warm jackets. That they are made from recycled content makes the opportunity that much more rewarding," said Ruth Wallace, director of Keep Tipton County Beautiful.

Saturday's event will start at 10:00 a.m. at Brighton Elementary School, 1201 Old Highway 51 S, Brighton, TN 38011. [Keep Tipton County Beautiful](#) will be joined by Missy Marshall, director, [Keep Tennessee Beautiful](#) and Brenda Pulley, senior vice president of recycling, [Keep America Beautiful](#), to discuss the importance of recycling and how to recycle correctly. By recycling at home and on-the-go, educating friends and family about the importance of recycling, and buying products made with recycled content, today's students will become tomorrow's recycling leaders.

Unilever has joined with Keep America Beautiful to encourage Americans to reassess their recycling habits and treat their bathroom empties with the same respect as their kitchen counterparts. As part of the "I Want To Be Recycled" campaign earlier this year, Unilever and Keep America Beautiful showcased the amazing things recycled bottles can become when you #ReThinkRecycling. Consumers voted online for which products they wanted their recyclables to become and children's jackets was the winning vote.



[I want to be Recycled](#)

[Improve Recycling](#)

[Keep Tennessee Beautiful](#)

The regularly scheduled meeting of the Finance and Administration Committee met in the Lower Level Conference Room at Covington City Hall Tuesday, November 15. Chairman Alderman Jere Hadley called the meeting to order at 1:00. Hadley informed the committee that the Mayor had three items to bring to their attention that were not on the agenda, but that needed their consideration, and called on Mayor Hanson to proceed.

The first item Mayor Hanson asked the committee to consider is moving the regularly scheduled Board of Mayor and Alderman meeting from November 22 to November 29. Alderman Ed Timberlake, who did not seek reelection, will be out of town with his family that week and doesn't want to miss his last Board meeting. Alderwoman Minnie Bommer will be visiting with her family as well and she, too, will be unable to attend on November 22. Alderman McGowan said he will not be available on November 29. Alderman John Edwards motioned to move the meeting to Nov 29 and Alderman Glass seconded. Motion passed with McGowan abstaining.

Next, Mayor Hanson introduced City Judge Beth Ziarko and asked her to explain to the committee the process for identifying and collecting taxes, particularly delinquent taxes. Our records show that from 2006 to present, the City is owed \$502,703.48 in delinquent property taxes. Hanson stated he wants to go on record that he is encouraging the collection of these delinquent taxes and further expressed that these monies need to be brought in because they are vital for the city to operate - sales taxes and property taxes are the only sources of revenue for the city.

Ziarko explained how the process works and the difference in taxing the land and the personal (commercial) belongings and the difference in informing people. There were questions from committee members as well as members of the public who were in attendance. Ziarko stated if the County comes in and takes over city property, they are not subject to the City's lien – which is why the city would be better off taking the property ourselves, cleaning them off, and selling the land. Alderwoman Bommer reiterated it will be a good suggestion (from Ziarko) for the city to take properties we have liens on so we can collect our own back taxes when property is resold. McGowan asked Recorder-Treasurer Dunn if we would have come up with monies to pay Chancery Court. Ziarko stated yes – City has to pay Chancery court and the delinquent county taxes. But, she continued her answer by explaining the property will belong to the city and can hopefully sold at a higher price than the County taxes we would be required to pay. Alderwoman Bommer motioned to take Ziarko's suggestions under advisement and discuss in next meeting. Edwards Seconded. Alderman Drew Glass asked Judge Ziarko to please return to the meeting Dec 20<sup>th</sup>. Motioned passed with unanimous vote.

The third of Mayor Hanson's items to be discussed was a recent report concerning the boiler at the Tipton County Commission on Aging (TCCA) facility, which is owned by the City of Covington and located at 401 South College Street in Covington. A recent analysis of the boiler by Roy Clay Turner showed that it is beyond repair and unsafe to operate. He estimates it would cost the city about \$10,000 to replace the boiler. Hanson suggested the TCCA go on and move into the Covington Municipal Center, (which has been retro-fitted to accommodate the organization) under a temporary occupancy certificate. Hanson suggested to Director Kerry Overton they go ahead and move rather than us buying a new boiler when the TCCA will move out of that building within the next few months, anyway, but she doesn't want to try to move until after the first of the year.

Because of continued problems with contractor at CMC, (currently lacking interior doors), Hanson has sought assistance from A2H Engineering on the issue of the CMC not being completed – and their contract was to have it completed by July 1, 2015. Hanson stated he is in negotiations with the company and believes TCCA can move in to their part under a temporary occupancy certificate, but also stated this is yet another problem caused by the contractor not completing the job on schedule.

Alderwoman Bommer stated we need to let them know they can move over under temporary occupancy certificate and not allow them to occupy a building without heat. She stated we will open ourselves up for problems if we allow them to stay in the current location without heat. Attorney Rachel Witherington asked what Mr. Turner said might happen if the boiler is turned on. Mayor Hanson stated he was told it could explode. Witherington responded that certainly, we cannot allow them to turn it on. Mayor Hanson stated he just found out about this situation yesterday and has been in contact with Pat Harcourt with A2H Engineering and they are working on a plan.

Alderwoman Bommer stated that as responsible people, we must tell TCCA they cannot use that facility without heat and they cannot turn on that boiler. Lessie Fisher stated that until the state fire marshal gets back in town, she doesn't know how we can get a temporary certificate of occupancy. Fire Chief Naifeh stated that he believes the fire marshal will be out for 2 weeks. Hanson stated that the TCCA will be closed some during the holidays.

Alderman Edwards suggested going after the contractor for breach of contract. Mayor Hanson stated he has had that discussion with them and they are well aware we may do just that. Hanson stated he is moving forward with having them get things completed as well as seeking damages.

Bommer motioned that we notify the TCCA the building is not warm enough to stay open and they cannot turn on the boiler, therefore, they must either close down or move. McGowan seconded. They cannot move to the CMC until there is a certificate for occupancy, so they must close down until we get a certificate of occupancy, or move somewhere else in the meantime. Attorney Witherington asked how many people are served daily at the TCCA, and asked if there is a temporary way to bridge the gap, particularly for serving meals. Hanson stated that will have to be investigated. Margaret Fleming suggested the meals can be delivered rather than served from the College Street location. Alderman Edwards asked that we do whatever needs to be done to get the CMC in order for the certificate of occupancy so these elderly citizens can stay warm and fed.

Hadley asked for a vote on Bommer's motion – notify TCCA the building is to be closed and they will need to move or cease operations until they can move into the CMC. Bommer said she wants part of her motion to include the city will do everything we can to expedite this process – perhaps through Parks and Rec. Motion passed unanimously. (Since that time, Mayor Hanson has been in negotiations with Director Overton to accommodate TCCA in another City facility.)

First item on regular committee agenda:

Representatives from the Boys and Girls Club of the Hatchie River Region (BGCHRR) have asked to do some work on the inside of the facility – which is owned by the City of Covington. Board Chairman Joey Caldwell distributed maps of the interior of the building to the committee members to discuss proposed changes.

Caldwell started first by thanking the City for all the work that has been done to provide this facility for the BGCHRR. He stated the good news now is they want to expand on the internal structure, but are not asking for money. They want to provide more mentoring and counseling services and need some rooms for privacy. He estimates the change will cost about \$40,000, and they are completing application for grants and loans through USDA. They requested the City to support their loan/grant applications, since we own the building. Bommer made a motion for the City to support the BGCHRR application to USDA for grants/loans to make changes inside the building. Alderman Edwards seconded. Alderman Glass asked when funding might take place. Dr. Charlotte Fisher stated monies are available and USDA is waiting on signatures at this time. McGowan asked for the motion to be read again. Dunn read Bommer's motion – which was for the City to approve USDA paperwork for loans/grants for BGCHRR to expand and construct rooms inside the building. Motion passed unanimously. Alderman Edwards stated needing to expand is good problem to have and he thanked the reps for the work they are doing with the club. Board President Caldwell also thanked the City again for all they have done to provide the facility for the club.

Human Resources Director Tiny Barton and her assistant Charlita Foulks presented ideas for small changes again today in medical insurance and Sam Stitt and Carla Witherington of McGowan and Stitt Insurance Company were present to answer any questions.

Stitt addressed the committee and discussed the structure of our current plan. He then presented a different plan that would allow employees to pay in increments, rather in a lump sum. The amount would not change, just the format of making payments. Director Barton stated the bottom line with employees is what has to come out of their pockets. Alderwoman Bommer stated she looks to the personnel office to analyze all proposals and make the best decision for all employees. Barton stated she is in agreement with Stitt's suggestion, and Foulks agreed. Alderman Glass asked Stitt his opinion and he explained the new suggestion is simply a change in how monies are divided up and paid out – but the amount will not change. Glass stated that based on the feedback he has heard from personnel dept and Mr. Stitt, he makes the motion that we make this change. Alderman McGowan seconded. Mayor Hanson stated that the reality is insurance costs have gone up and most likely will continue to go up, and we may need to take a look at this in the future in order to take care of our employees as well as protect the city. Motion passed with Alderman Edwards voting against the change.

Director Barton brought up the "phone-a-doc" program, which is a phone-in program through which people can call in for minor health concerns and receive assistance, such as prescriptions. She believes this would help employees because that service would not count against HRA balance. This program would be an option and cost around \$10 a month. Carla Witherington stated many companies do start out by letting employees opt in. Tele-doc has been around for a while and does conserve health care dollars. However, she warned if it is done voluntarily, we may not see the cost savings. Carla Witherington went on to say that about 70% of what people might see a doctor for can be solved by tele-doc. Many ER visits can be avoided. If you pay for it as an organization, your return can be as high as 400% because of all the office visits and ER visits you may avoid. It also helps reduce absenteeism.

Alderman McGowan asked if we bought this for our employees at roughly \$16,000, can we quantify our savings at the end of the year? Carla Witherington stated yes – they provide detailed individual reports. McGowan suggested it may be worth the money to offer it to all employees this year and judge the program's effectiveness at the end of the year by utilizing the reports. Witherington stated she uses the service and has been pleased. It also saves employees that \$40 copay because there is no copay for this service.

Hanson stated this is not a budgeted item and asked C. Witherington if she thinks the City will save enough to be able to pay for this service. Witherington offered no guarantees, but she has been very pleased and gets medicine quickly and then gets back to work. Witherington went on to say that employees don't have to take off to go to the doctor and if they can get medicine more quickly, they are more likely to get well and back to work more quickly. The service can be used anywhere. If patient calls in with serious complaints, they will be referred to urgent care clinic or ER. The service asks a series of questions and has protocol for assisting patients. Tele-doc is most highly regulated and has largest network and highly accredited.

McGowan asked that the city go ahead and pay for all employees to have this service and we can evaluate the savings at the end of the year. Drew Glass asked where this money will come from and stated it is not budgeted and we can't just pull it out of the air. Glass asked Stitt to bring more real numbers and examples for him to study before he can agree to spend money we don't have. Stitt stated he will get some numbers together – however he believes the city will at least break even and perhaps can come out ahead. Attorney Witherington asked if people can opt in to try it. The cost will be more for opt-ins, but we will have a basis from which to share information. McGowan then motioned that we offer an opt-in service to tele-doc at the employees' expense and Bommer seconded. Hanson stated this will go before the Board on Nov 29<sup>th</sup> and perhaps we can have more information by that time. Edwards asked if we need Board authorization for employees to opt in. Hanson stated if it is voluntary and not coming at City's expense do we need to vote on this today? Bommer stated the vote is to allow employees to use payroll deduction for this service. Motion was voted on and passed with Glass voting no.

The committee discussed the two vacant buildings owned by the City adjacent to the Covington Municipal Center (former First Baptist Church) on South Main Street. Director Barton stated she had advertised for RFPs in *The Leader*, but received no response. There was discussion on leasing or renting the buildings, auctioning them off, or relisting them for sale. Alderman John Edwards motioned for the Mayor to research the options and come back to the next meeting with information. This motion passed unanimously.

Airport Director Robin Anderson brought before the committee his Airport Policies and Procedures for approval. All committee members were given a copy of the policies and procedures and motion was made to send to Board for approval – seconded by Timberlake – passed unanimously. Hanson reminded Anderson these will not be formally adopted until approval at Board meeting on Nov 29<sup>th</sup>.

Anderson went over the bids for the farmland owned by the City and adjacent to the airport. He distributed bids to committee members and discussed. Highest bid was Harris Hughes at \$202.50 per acre. Anderson believes this high bid is a good firm bid and doesn't believe we need to change lease agreement since bids were received. He asked committee to accept this bid. Bommer asked how long the current lease is for – 3 years with a 3-year option. Bommer asked if he is in agreement with the lease – Anderson stated he is pleased with the bid agreement, but there are some things included that are outdated. Attorney Witherington stated if we change the lease at all, we will be obliged to re-bid it. Witherington stated if we accept this bid, it must be exactly under the parameters of the current lease, and if we change anything – we must rebid.

Alderman Edwards motioned to accept the highest bidder (Harris Hughes) at \$202.50 per acre under the current parameters of the existing lease. Bommer seconded. Motion passed unanimously. Recorder-Treasurer Tina Dunn will notify Mr. Hughes.

Museum Director Barrie Foster stated they have an antiquated software system and archivist Sherry Onorati has found a software that is highly recommended and includes photographs. They requested permission to spend \$2,225 to upgrade their software system for archiving. She stated there's plenty of money in the museum budget for this. Foster stated they have already gotten a new laptop and this software will operate on that machine. Edwards motioned to approve the purchase of the software and Bommer seconded. Motion passed unanimously.

Fire Chief Michael Naifeh brought before the committee his cost analysis review for an out-of-Rank/ or Promotional Process. Naifeh asked committee to ponder his proposals for moving forward and pointed out that three additional personnel were budgeted for, but have not been hired yet, leaving monies in his budget for either of these plans. Bommer asked if the money is there and Naifeh stated it is because the new personnel have not been hired yet, but have been budgeted for, therefore monies are there. Naifeh suggested they adopt the promotional process as it would save money and be clear. Bommer motioned to approve the promotional process as presented by Chief Naifeh. McGowan seconded. Dunn pointed out that this plan will require an additional \$20,000 next budget year to cover it, but can be budgeted for. Motion passed unanimously.



## **Representatives from the Site Selectors Guild visited West Tennessee including Covington and Tipton County**

Duane Lavery, President and CEO of HTL Advantage, scheduled a visit to Haywood, Tipton, and Lauderdale Counties from representatives of the [Site Selectors Guild](#). The Site Selectors Guild is the only association of the world's foremost professional site selection consultants. Guild members provide location strategy to corporations across the globe and for every industry, sector, and function. They toured our area for the purpose of evaluation for potential industrial interests here. They spent three days touring and visiting sites so they could familiarize themselves with the three West Tennessee counties. On Wednesday, they debriefed with local leaders at the Chamber Center in Covington and entertained questions and ideas from the crowd.

The four-member team was complimentary of Haywood, Tipton, and Lauderdale Counties and pointed out that our location, the pride of the people here, and access to transportation are all in our favor. Areas to improve included the Highway 51 corridor through Covington. They suggested extensive curb appeal renovations in the area stating that potential investors do extensive research in areas before deciding to where to locate. They stated cleaning up Highway 51 through Covington is necessary in order to show we are a town that cares and takes pride in our community. Covington Mayor Justin Hanson, County Executive Jeff Huffman, State Representative Debra Moody, Lauderdale County Executive Maurice Gaines, Covington Alderwoman Minnie Bommer, Alderman Mac McGowan, and many others attended events with the Guild members including the final session. HTL Advantage President-CEO Duane Lavery organized and guided the entire tour for the group. Mayor Hanson and Duane Lavery will travel to the Site Selectors Guild conference in Tucson, Arizona in the spring to further develop a relationship with this elite organization and promote industrial development in our area.



**HTL Advantage President-CEO Duane Lavery (above L) introduced The Site Selectors Guild representatives who toured Haywood, Tipton, and Lauderdale Counties to the community leaders from these counties at a debriefing at the Chamber Center in Covington. They talked with the crowd about their findings and entertained questions. Right, leaders from Covington and Tipton County listened to their recommendations.**

# GUIDELINES FOR COVINGTON CHRISTMAS PARADE

- The 2016 Covington Christmas Parade will be December 12<sup>th</sup> at 7:00. All participant forms must be completed and received by the City of Covington no later than December 2, 2016 ([CLICK HERE FOR FORM](#)). An assigned registration tag will be sent to the contact person's email address. This registration tag should be printed (8 ½ x 11 page) and be visibly displayed on the left side front of the parade participant. If email is not available, the assigned registration tag must be picked up at City Hall, by December 9, 2016. Parade night check in begins at 5:30 pm at Cummins and Sherrod Streets. Any participant, without prior registrations and display tags will be turned away. Further directions will be given at check in. We ask everyone to be lined up and ready to go by 6:45pm.
- All participants must be Christmas related.
- All participants must be a Civic, Religious, Business, or Educational organization. All entries **MUST** be decorated with a Christmas theme and if sponsored, must have a visible sign indicating the business and/or organization.
- All participants must keep moving at a slow pace. Marching bands will be placed throughout the parade line up and will be allowed to stop moving during the parade to perform.
- Absolutely **NO** horses or horse drawn wagons will be allowed.
- The City of Covington Santa will ride atop a Covington Fire Department ladder truck and will be the only Santa allowed to ride in the parade.
- Due to safety issues, no candy will be allowed to be thrown from parade participants. If you wish to distribute candy, each participant is responsible for providing the candy and each participant **MUST** provide an adult "WALKER" that will travel the parade route and distribute (hand) the candy. Absolutely no candy is to be thrown.

## PARADE ROUTE

We ask everyone to be lined up and ready to go by 6:45 pm. Parade night check in begins at 5:30pm at Cummins and Sherrod Streets. Parade participants will be lined up numerically by registration tags beginning at Covington High School. The Parade will begin headed North on College Street to Sherrod, at the 4-Way Stop, turn East on Sherrod to Main, North on Main to Court Square, around Square to Liberty, West on Liberty to College, South on College and will disband from Covington High School.

[CLICK HERE TO DOWNLOAD FORM](#)



Mayor Hanson was a guest speaker at the Northwest Tennessee Head Start Parent Committee Wednesday. He updated the committee on how the City of Covington is working to address domestic violence issues and reduce these crimes. He thanked the parents for being involved on the committee and encouraged them to always be actively engaged in their children's lives.

#### Dates to Remember...

- November 18 - Introduction to Acrylics with Barbara McBride - 9:30 – Tipton County Museum, Covington. Call 901-476-0242 or scroll down for more information.
- November 19 – Artist in Residence Peggy Kunkle lectures on the St. John Bible - the 1<sup>st</sup> handwritten, illuminated Bible in 500 years – Tipton County Museum. 10:00 – 11:30. Scroll down for more info.
- Thanksgiving Holidays at Covington City Hall – Closing at noon on Wednesday, November 23 and will reopen Monday, November 28 so our employees can enjoy Thanksgiving with their families.
- Covington Aquatic Center will be open Thanksgiving week from 1:00 – 6:00 daily expect Thanksgiving Day, when they will close. Aerobics classes will meet. Swim Team will not practice all week.
- THE BOARD OF MAYOR AND ALDERMAN MEETING SCHEDULED FOR NOVEMBER 22<sup>ND</sup> HAS BEEN MOVED TO NOVEMBER 29<sup>TH</sup> AT 5:30 PM.
- December 3 – Breakfast with Santa – scroll down for details
- December 10 & 11 – Dickens on the Square in Covington
- December 12 – Covington Christmas Parade – 7:00 – [download entry form here](#)
- December 13-14-15 – THE LION KING presented by CIAA and Tipton Arts Council. Scroll down for more info or call 901-840-9150 for show times.
- December 16 – Christmas Open House – Covington City Hall – 9:00 – 11:00 – open to the public
- Christmas Holidays at Covington City Hall – Closed on Friday, December 23 and Monday, December 26, as well as Monday, January 2.





Keep up with News, Events, and Information from Covington and Tipton County

[City of Covington](#)

[Covington-Tipton County Chamber of Commerce](#)

[Tipton County](#)

[Covington Sportsplex](#)

[Tipton County Schools](#)

[South Tipton Chamber of Commerce](#)

[Boys and Girls Club of the Hatchie River Region](#)

[Covington Aquatic Center](#)

[Tipton County Museum](#)

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Tipton County Veterans Services Officer Alex Jones has announced new hours at the Munford location. If you have any questions please don't hesitate to contact his office 901.476.2456.

Monday: 7:30 am – 3:30 pm

Tuesday: 7:30 am – 3:30 pm

Wednesday: 7:30 am – 3:30 pm

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\* Information in this newsletter is an overview of events. All official minutes and documents can be viewed at Covington City hall at 200 West Washington Street, Covington, TN.  
or on our website at [www.covingtontn.com](http://www.covingtontn.com)  
The City of Covington is an Equal Opportunity Employer



# **C.A.R.E. Bake Sale!!**



**Covington Animal Rescue Effort**



**Tuesday November 22nd, 2016**

**on the Tipton County Courthouse Lawn**

**8:00 am until....**

**Get there early for best selection!**

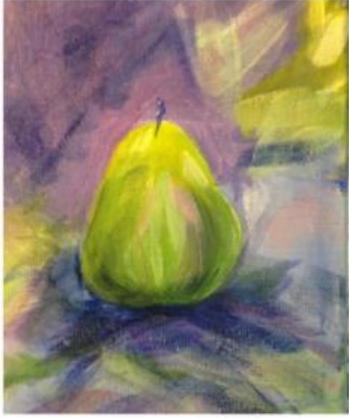
**Cakes, pies, breads, and other goodies**

**(if it rains the location will be inside UpScale ReSale, beside Regions Bank on the south side of the square)**



**Get your Thanksgiving desserts !!**





The Tipton County Museum, Veterans Memorial & Nature Center

Presents

## Introduction to Acrylics

with

Barbara Flowers McBride

**When:** Friday Mornings, 9:30—11:30, Oct. 21 & 28, Nov. 18 & Dec. 2, 2016

**Where:** Tipton County Museum, 751 Bert Johnston Ave., Covington, TN

**Fee:** \$60 Museum Members, \$80 General Public

Acrylics are permanent, fast drying, and versatile, and Barb will show you how easy and enjoyable they are to paint with! No previous art experience is required. Please call the Tipton County Museum for registration and supply list.

Tipton County Museum, Veterans Memorial & Nature Center

751 Bert Johnston Ave., Covington, TN 38019

(901) 476-0242



# POSITIONING, PLANNING & PROFITING:

## A Life Cycle Approach to M/WBE Business Growth

**November 29, 2016**  
**8:30 a.m. – 11:30 a.m.**

(Continental Breakfast Provided)

Jimmy Naifeh Center at Tipton County  
Baptist Memorial Health Care Academic Building Auditorium  
3149 Highway 51 South, Covington, TN 38019

**M**any dynamics impact your business growth locally. A true understanding and assessment of your company is critical to taking advantage of growth opportunities. From start-ups to seasoned enterprises, there are challenges and opportunities at every stage of growth. This seminar targets minority and women-owned businesses seeking information and strategies that answer the burning question of how to grow business.

#### **This Seminar**

- Introduces the M/WBE Life Cycle Continuum
- Identifies common growth challenges and opportunities for businesses
- Empowers business to assess their current and desired position in the Business Life Cycle (from start-up to IPO)
- Provides tools that help business owners chart a course for disciplined growth

***Register today to reserve your seat. Space will be limited!***

RSVP by November 22 – call Jessica Cannon at (901) 475-3137  
or send an e-mail to [cannon@dsc.edu](mailto:cannon@dsc.edu) or [rsvp@mmbc-memphis.org](mailto:rsvp@mmbc-memphis.org)



This seminar is co-hosted by Dyersburg State Community College and The MMBC Continuum of Memphis, Tennessee. Through a strategic investment from the Economic Development Administration, The MMBC Continuum is partnering with Dyersburg State to support the growth and development of minority and women-owned businesses in the West Tennessee region.

Dyersburg State Community College does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs, and activities sponsored by Dyersburg State Community College. The following staff has been designated to handle inquiries regarding non-discrimination policies: Equity Officer, [equity@dsc.edu](mailto:equity@dsc.edu), Gile Administration Building, Room 221, 1510 Lake Road, Dyersburg, TN 38024, (731) 286-3216 or Dean of Student Services, Deputy Title IX Coordinator, [fsr@dsc.edu](mailto:fsr@dsc.edu), Student Center, Room 123, 1510 Lake Road, Dyersburg, TN 38024, (731) 286-3234. The Dyersburg State Community College policy on nondiscrimination can be found at <http://www.dsc.edu/node/6332>.  
PUB 10\_16\_167



# Breakfast with Santa

Please join us on:

December 3rd, 2016 from 8:00am until 1:00pm.  
At the Covington Assembly of God located at 1861 Hwy 51.

We will be serving pancakes and sausage with your choice of milk, juice or coffee.

Then let your child create their own craft as well as receiving reindeer food to sprinkle outside on Christmas Eve.

Then your child will have their picture taken with the one and only Santa Claus.

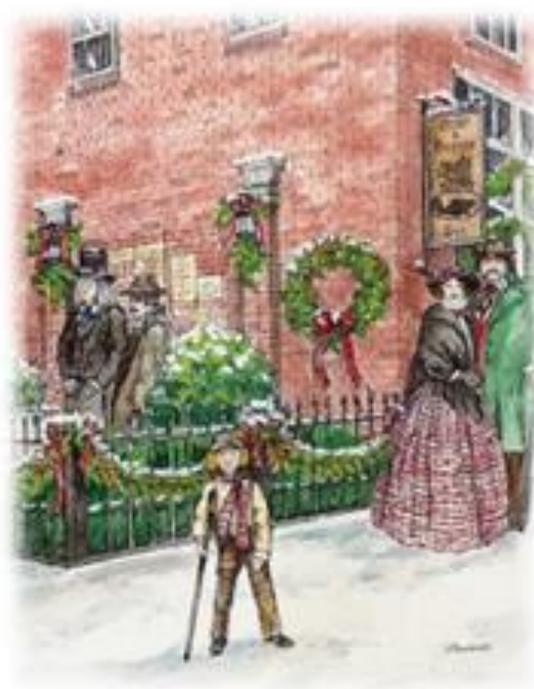
Tickets are only:

\$5.00 for ages 5 and under &  
\$6.00 for ages 6 and up

We will also be selling crafts and having a merry time.



Presented by the Covington High Band Boosters  
We appreciate your support!



## Dickens on the Square

Covington's  
Historic Court  
Square

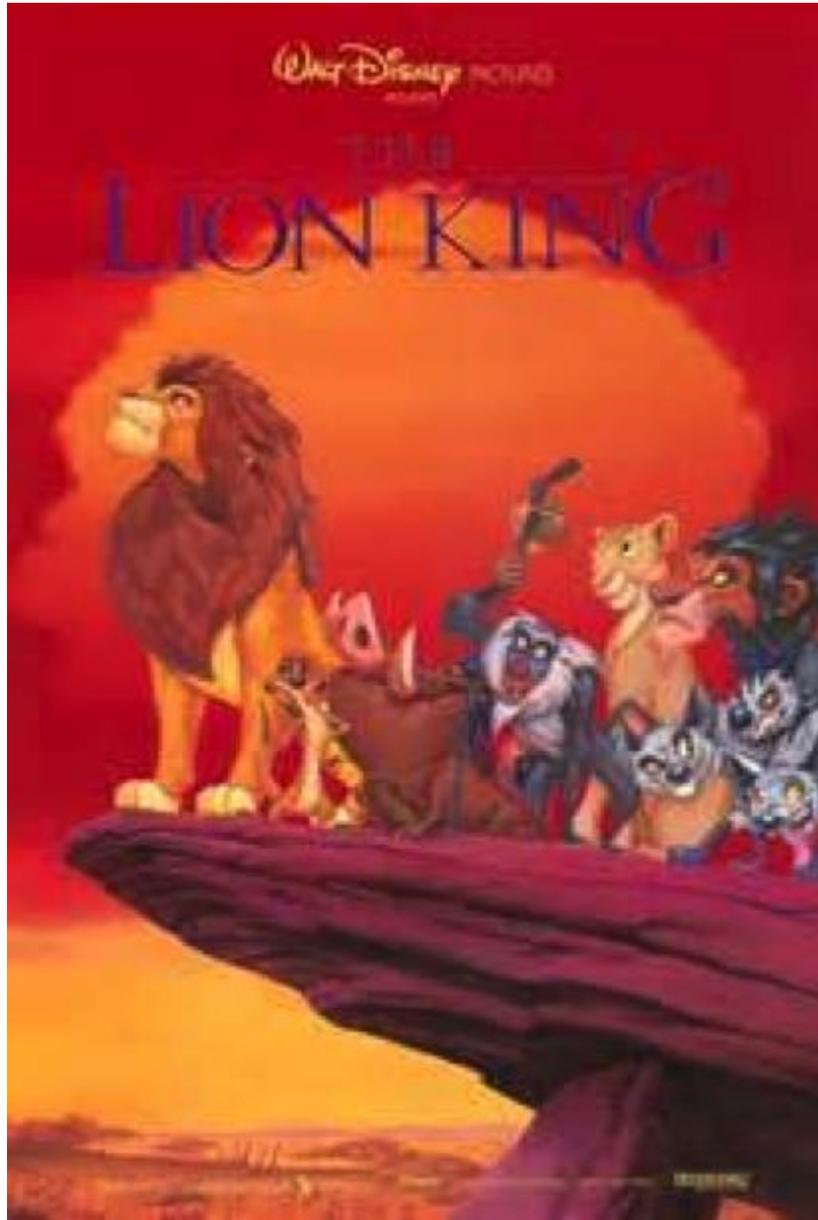
Saturday, December 10<sup>th</sup> - 10AM to 5PM  
Sunday, December 11<sup>th</sup> - 1PM to 5PM

Join us for a unique and magical Christmas celebration on Covington's Historic Court Square as we bring Charles Dickens' "A Christmas Carol" to life. Delight your senses with carolers, storytellers, puppet shows, carriage rides, performers and visits with Father Christmas as you explore the shops all decked out in their Christmas finery. There will be activities for the entire family and the event is **FREE** to all!



# CIAA presents Disney's Lion King, JR

Director – Deborah Walker  
Performers – Students of CIAA



**PERFORMANCE DATES 2016: December 13<sup>th</sup> 14<sup>th</sup> & 15<sup>th</sup>**

**TIMES: 9:00 am and 12 noon shows on December 13<sup>th</sup> 14<sup>th</sup> & 15<sup>th</sup>  
6:00 pm show on Thursday, December 15<sup>th</sup>**

**\$2 per student and Chaperones are FREE for field trip groups  
\$5 for adults**

**Contact Dr. Bonnie Wright to reserve a time for your group at [bwright@tipton-county.com](mailto:bwright@tipton-county.com)**

## Pool News



Roby Myers, son of Doug and Brandi Myers of Covington, has been named November Swimmer of the Month for the Covington Manta Rays swim team. Roby earned a triple win at the Paris, TN swim meet on Nov. 5, and has many other accolades in swimming including high-point runner up for Mid-South Swim Conference, 2016 Manta Ray High-Point Winner, Gold Medal in 50 Meter Butterfly, and several other triple wins. His favorite stroke is the butterfly. Roby is a 6<sup>th</sup> grader at Brighton Middle School and plays on their football team. He is very active and enjoys other sports and outdoor activities such as hunting. He has been a Manta Ray team member since 2012.

**LIFEGUARD CLASSES STARTING AT COVINGTON AQUATIC CENTER  
901-476-9178**



**Earn Money  
Be a Leader  
Save Lives**



### **Become a Lifeguard**

- Lifelong lifesaving skills
- Hands-on training
- Certification in as little as 24 hours of training
- American Red Cross certification, a name employers know and trust

**Sign Up Today**

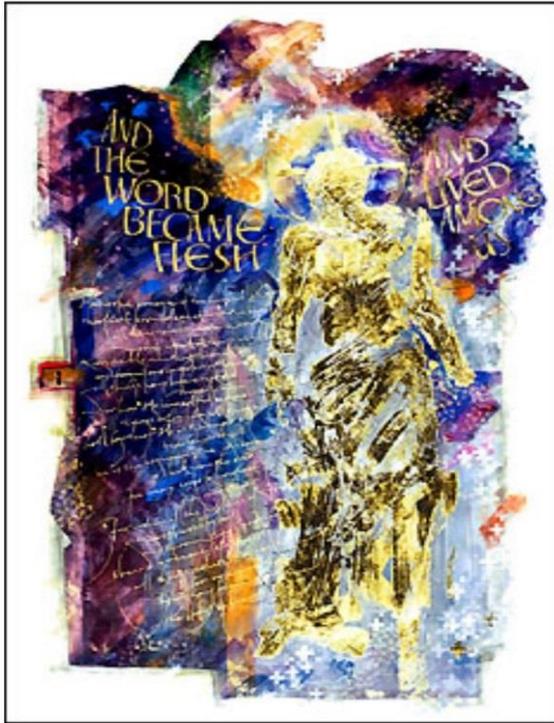
**American Red Cross**

\* You must be at least 15 years old.

## What's Happening at the Museum?



Last Saturday, Museum Director and artist Barrie Foster (top left) lectured on Vincent van Gogh in the morning, then led 18 participants, including a mother/son duo, a mother/daughter duo, high school buddies and two sisters, in painting "The Starry Night" in oil pastels. Everyone had a great time and created beautiful artwork. The next artist painting event will be in the spring, so be sure to watch for it! Please contact Director Barrie Foster at the Tipton County Museum for a complete listing of upcoming events at 901-476-0242 or visit online at <http://www.covingtontn.com/museum.html>



The Tipton County Museum, Veterans Memorial &  
Nature Center Presents

## THE ST. JOHN'S BIBLE

### *Illuminating the Word*

**What:** Lecture and Photographs

**When:** Saturday, November 19, 2016, 10—11:30 a.m.

**Where:** Tipton County Museum

751 Bert Johnston Ave., Covington, TN 38019

**Fee:** FREE to Museum Members, \$5 General Public

Artist in Residence Peggy Kunkel will be lecturing on the first hand-illuminated bible to be commissioned by a Benedictine monastery in over 500 years, which took almost 15 years to complete! There will be plenty of time for questions and answers. Light refreshments will be served, and everyone is welcome.

Tipton County Museum, Veterans Memorial & Nature Center

751 Bert Johnston Ave., Covington, TN 38019

(901) 476-0242

## The Tipton County Veterans Council and the Tipton County Museum, Veterans Memorial and Nature Center



presents

## Veteran of the Month for November, 2016

### Harold David Harden

Harold David Harden grew up in Jackson, TN and graduated from Jackson Central Merry HS in May 1980. Immediately following high school, he enlisted in the Tennessee Army National Guard (NG) as an Administrative Specialist. While serving in the NG, he attended Jackson State Community College and worked a full-time job at Lane College as a campus security guard. After receiving an Associate's Degree in General Studies, Harold found himself lacking funds to pursue a Bachelor's Degree. In September 1985, Harold enlisted in the US Army for the Army College Fund as a Military Policeman. Harold retired in December 2006 as a First Sergeant (1SG) from the United States Army after 21 years. Including his time in the Tennessee Army National Guard, he has a total of 26 years of military service.

Prior to retiring, he served as the First Sergeant for B Company, 701<sup>st</sup> Military Police Battalion and as the Noncommissioned Officer in Charge of the Force Protection Training Division (FPTD) responsible for training Department of Defense personnel in law enforcement, physical security and antiterrorism tactics, techniques

and procedures. His other stateside assignments included a short stint at Seneca Army Depot before reenlisting for a station of choice to Fort McClellan, Alabama as an Army Instructor at the Military Police School. While at the Military Police School in Fort McClellan, he was pictured in GQ, Jet, Ebony, and other major magazines as an Army leader setting the example and leading Soldiers. He was then selected as an Army Recruiter and stationed in Tulsa, OK. After completing this tour as a Station Commander, he was assigned to the United States Army Japan command in Camp Zama, Japan.

He served a total of four overseas tours to Europe and Japan. His first tour was with the 1<sup>st</sup> Infantry Division (Forward) “the Big Red One” in Goppingen, Germany. While there, he deployed to Morocco, Africa in support of the Army’s humanitarian efforts. For his second tour, he deployed a platoon of military policemen from the 716<sup>th</sup> Military Police Battalion, Fort Campbell, KY to Mannheim, Germany in support of the Bosnia and Herzegovina peace building efforts. The other overseas tours were with the United States Army Japan (USARJ) as the Command Force Protection Noncommissioned Officer (NCO) and the 17<sup>th</sup> Area Support Group (ASG) as the 88<sup>th</sup> Military Police Detachment Sergeant.

1SG (Ret) Harden has been married to the former Elizabeth Lee Dupree for 29 years. Elizabeth served as a military spouse alongside 1SG (Ret) Harden for almost 20 years of his military career. They have three daughters and 2 grandchildren.

During his military tenure, he completed his Bachelor of Science Degree in Social Science from the University of Maryland University College in Adelphi, Maryland and a Master of Science in Criminal Justice Degree from Troy University in Troy, Alabama. 1SG (Ret) Harden truly lives by his coined adage “There’s always work to be done and progress to be made” and embodies strong values.

1SG (Ret) Harden’s awards include Meritorious Service Medal (5 Awards), Army Commendation Medal (3 Awards), Army Achievement Medal (6 Awards), Army Good Conduct Medal, National Defense Service Medal, Global War on Terrorism Medal, Noncommissioned Officer Professional Development Ribbon, Overseas Service Medal, Army Superior Unit Award (2 Awards), the Gold Recruiter Badge with three Sapphire Stars, and the Air Assault Badge.

He is a member of Court Appointed Special Advocate, and is currently employed with the U.S. Army Corps of Engineers as the Memphis District Chief of Security and Law Enforcement. He was nominated for ‘Veteran of the Month’ by Vietnam Veteran and May 2015 Veteran of the Month John McBride.

**VETERANS** – Clinics are held WEEKLY to provide you with information – click [here](http://www.tiptonco.com/veterans_services/index.php) to learn more:  
[http://www.tiptonco.com/veterans\\_services/index.php](http://www.tiptonco.com/veterans_services/index.php)

# Tipton County Museum, Veterans Memorial & Nature Center

Presents:

## 2016 Artist in Residence Peggy Kunkel

Artist in Residence Peggy Kunkel is a calligrapher with over 25 years of experience and has taught calligraphy extensively throughout the Memphis area. She is a past President of the Memphis Calligraphy Guild and is a member of the Tipton Art League. Her exhibition, "This and That", is on display in the Conference room of the Tipton County Museum. She and her husband Keith live in Covington.

- March 22     **Reception:** Come out and meet Peggy! 6:30 p.m., **Free**
- June 4        **Lecture:** "Rock, Paper, Stone, plus a Demon" The History of Calligraphy, 10 – 11:30 a.m., Free to Members, \$5 Nonmembers
- July 23       **Workshop:** "Improve Your Handwriting", 10 a.m. – Noon, \$10 Museum Members, \$15 Nonmembers
- August 13    **Workshop:** "Celtic Knots Simplified", 10 a.m. – Noon \$10 Museum Members, \$15 Nonmembers
- Oct. 27       **Host:** "Museum Merchant Gala", Meet local artists, 6 – 8 p.m., Free and Open to the Public
- Nov. 19**     **Lecture:** "The St. John's Bible", The 1<sup>st</sup> handwritten, illuminated Bible in 500 years, 10 – 11:30 a.m., Free to Members, \$5 Nonmembers
- Sept. 6, 20, 27 **Calligraphy Class:** "Italic Hand", Tuesday nights, 6 – 8 p.m.
- Oct. 4 & 18    \$60 Museum Members, \$65 Nonmembers for the 5 week class