TOWN OF BLACK MOUNTAIN
APPLICATION TO FILL VACANT TOWN COUNCIL SEAT

Appointment Period: Through December 2026

Application Deadline: Wednesday, May 6, 2026 at 5:00 p.m.

Appointment Date: May 11, 2026 Regular Monthly Council Meeting*

Applicant Information

Legal First Name: Debra Legal Last Name: Norman

Residential Address: 230 N Fork Rd

City: Black mountain State: NC Zip Code: 28711

Mailing Address (if different): _____

Primary Phone: 919-410-1363

Other Phone: N/A

Email Address: debinormannc@gmail.com

Eligibility (Check Yes or No)

1. Are you a registered voter in Buncombe County? ☑ Yes ☐ No
2. Do you live within the municipal limits of Black Mountain? ☑ Yes ☐ No
3. Are you 21 years of age or older? ☑ Yes ☐ No

Application Questions

1. What motivates you to serve as a member of the Black Mountain Town Council?

Please see attached

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2. Describe any relevant experience you may have and why you should be selected to fill this vacancy?

Please see attached

3. Describe your understanding of the Council-Manager form of government.

Please see attached

4. What are the most important elements in developing a municipal budget?

Please see attached

5. How would you ensure all voices in the community are represented?

Please see attached

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Certification

I certify that the information provided is true and complete. I further understand that if appointed, I will abide by the local governing board's code of ethics and rules of procedure, https://tinyurl.com/tobmethics, which is pursuant to N.C.G.S. §160A-86.

Signature: Debra Dillman **Date:** 30 Apr 26

Submission Information

Submit applications to Town Clerk Wesley Barker by 5:00 pm on Wednesday, May 6th, 2026 in the following ways:

1) In person at Town Hall, 160 Midland Ave., Monday-Friday, 8:00 a.m. – 5:00 p.m.

2) Via email: wesley.barker@tobm.org and/or town.clerk@tobm.org

3) Via USPS: Town of Black Mountain, Attn: Town Clerk, 160 Midland Ave., Black Mountain, NC 28711

Contact Information for Questions:
Wesley M. Barker, Town Clerk
160 Midland Ave., Black Mountain, NC 28711
(828) 419-9310
wesley.barker@tobm.org, or town.clerk@tobm.org

**Town Council will review the applications and will vote via ballot method at the beginning of the May 11th, 2026 regular monthly Town Council meeting, which will be held at 6:00 p.m. at Black Mountain Town Hall. At that time, following the ballot voting, the Council will formally vote to appoint the member to the Council, and they will subsequently be sworn in and participate in that meeting, if in attendance.*

Application to Fill Vacant Town Council Seat

Debra J. Norman

30apr26

#1 What motivates you to serve as a member of the Black Mountain Council?

I was massively depressed after the death of my parents and other life difficulties. I needed to make some life changes, but did not know what they were. I had never heard of Black Mountain and moving here was certainly not on my radar. January 2020, I came to visit a friend in Asheville; had lunch in Black Mountain and was overwhelmed by the feeling that I needed to move here. February 20, 2020, I closed on a house that I looked at once for about five minutes. Then COVID and lockdown hit. I spent lockdown walking around Lake Tomahawk, my neighborhood, down town and the town park. I quickly fell in love with Black Mountain and slowly healed.

In order to give back to the "Little Town that Rocks" I became part of the Historic Preservation Commission in 2024. In 2025 I joined the Fire Department's CERT Team (Community Emergency Response Team).

Helene hit all of our community hard and continues to affect us. Just like Black Mountain helped me heal, I want to work towards helping Black Mountain heal. I want to help work on our infrastructure, public safety and local services. I want to be involved in shaping our future growth and make a positive difference in our community and build resilience.

#2 Describe any relevant experience you may have and why you should be selected to fill this vacancy?

I am a retired nurse with plenty of free time to work on helping to make Black Mountain continue to be a great place to live for all ages, races and political views.

For 10 years I was a travel nurse. This involved changing locations multiple times a year. The one thing I took from these experiences is there are 100's of ways of doing the same thing, and all of them can be right. I learned to be much more flexible and work with people from different backgrounds and beliefs. I learned to listen to what my patients, their family members and co-workers actually meant instead of what they were sometimes saying.

Most of the time I worked Labor and Delivery, Intensive Care or Emergency. From this I learned to handle fluid situations when everyone around me was stressed and time was of the essence.

For five years I owned my own business. I managed 6 nurses who consulted in assisted living facilities and skilled nursing homes across North Carolina, Virginia and South Carolina. I

handled all the marketing, budgeting and payments, scheduling, working with the clients, human resources, developing policies and procedures and clean up when things did not go as expected.

I used the knowledge I gained from working as a travel nurse and owning my own business when I transitioned to becoming a nurse consultant for a pharmacy that serviced assisted living facilities and skilled nursing facilities. As the nurse consultant I was response for developing the policies and procedures that allowed the pharmacy to bill Medicare and Medicaid. I also developed and conducted training programs for pharmacy staff and staff in our client facilities. I was responsible for developing and implementing the budgets for the programs. I was also responsible for conducting Medicaid required audits or the pharmacy.

In addition to my nursing degrees, I have a degree in Communications. While I was in college I was on the speech and debate teams and hold multiple national awards for speech and debate.

In addition, throughout my career I have been involved in public speaking, including being the Key Note Speaker at several conventions.

I am very active in the community including being a member of the Friends of Library, CERT Team, active in the Lakeview Center, serve on the Historic Preservation Commission and I am a member of Black Mountain Presbyterian Church. For the Presbyterian Church I am on the Congregational Living committee and am a member of the security team.

I am currently taking a grant writing course at Asheville Tech and if permitted, would like to work on writing grants for projects that will benefit the community.

I attend or watch on line every Council Meeting. I have made public addresses to the council, including speaking on behalf of parking for Lakeview Center.

#3 Describe your understanding of the Council-Manager form of government.

The council is an elected body. The Manger is appointed by the council and is responsible to the council.

The council develops the budget based on income, community goals and needs. The council is also responsible for passing policies and laws

The manager manages the day-to-day operations of the town administration. The manager advises the council and makes budget recommendations based on income and needs.

#4 What are the most important elements in developing a municipal budget?

The budget should be developed within the income available.

Strategic planning is utilized to develop a list of needs.

After reviewing the needs of the community, the needs are prioritized and short-term and long-term goals are developed.

After these actions have taken place, a budget is developed.

Budgeting a circle. Once the budget has been developed, project management and review must be conducted.

#5 How would you ensure all voices in the community are represented?

I have become very active in the community. I am a member of the Friends of the Library and will be assisting at their booth at the Market on Saturdays. This will me to talk directly with members of the community.

My other community activities (please see above) will allow me to be out in the community talking directly with our citizens. In addition, I will conduct town hall type of meetings at the local churches, and venues such as Peri Social.

Thank you for your consideration!