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The Carolinian



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Meet The First Black Woman Newspaper Publisher

Mary Ann Shadd Cary was the first Black woman publisher in North America, the second Black woman in the US to receive a Law degree, and she fought for women's right to vote.

Mary Ann Shadd was born free in Wilmington, Delaware in 1823. Her activist parents, Abraham and Harriet, raised their thirteen children to fight for the abolition of slavery. Because Delaware prohibited black education, the Shadds moved to Pennsylvania where Mary Ann attended a Quaker boarding school until 1839.

In 1850, Congress passed the Fugitive Slave Act which deprived fugitive slaves of legal rights and imposed harsh penalties on those who aided fugitive slaves. Along with scores of other free and enslaved blacks throughout the nation, Shadd and her brother Isaac emigrated to Canada. In 1853, Shadd founded Canada's first-antislavery newspaper, The Provincial Freeman. She was the first Black woman in North America to run a newspaper. The weekly publication encouraged blacks to flee America for their freedom.

In 1856, Shadd married Toronto barber Thomas F. Cary. In 1860, Thomas Cary died and one year after his death, the Civil War began. Shadd Cary returned to the United States

to become a Recruiting Officer for the Union Army in Indiana. After the war, she moved to Washington, DC to teach and in 1867, she enrolled in Howard University's law program. In 1883 at the age of 60, she graduated - only the second African American woman in the US to earn a Law degree.

While living in DC, Cary continued to work as a political activist, a teacher, and a writer. She also wrote for a local African American newspaper The New National Era and gave public speeches to encourage African Americans to work together to recover from the slavery era. Cary was also a founder of the Colored Women's Progressive Franchise Association.

Cary also became involved in the women's suffrage movement. She was a member of the National Woman Suffrage Association (NWSA) and spoke at the NWSA's 1878 convention. She also advocated for the Fourteenth and Fifteenth Amendments at a House Judiciary Committee hearing. The Fourteenth Amendment defined citizenship and the Fifteenth Amendment granted African American men the right to vote. While Cary spoke in support of the Fifteenth Amendment, she was also critical of it as it did not give women the right to vote.



Negro League: Restoring A Missing Piece Of History With MLB

By Jeffrey Rousseau
GamesIndustry

This year's iteration of Sony's MLB: The Show will be the first time the baseball title features the Negro Leagues.

Created due to racial segregation within the MLB (and America as a whole), the Negro Leagues were home for Black and Latin American professionals to play from 1920 until 1950.

Speaking with GamesIndustry.biz, San Diego Studio's product development communications and MLB: The Show's brand strategist Ramone Russell talks us through the journey to bring this missing piece of baseball history to the game.

"Whenever we would start doing press [for MLB: The Show], I would always get the question, when are we going to do Negro Leagues?" he explains. "Somebody would ask, and the answer would always be, 'It's something that we think about all the time [but need to] figure out the right way to do it.'"

Russell notes that including the Negro Leagues wouldn't have been possible with technology from previous console generations, due to the need to present historical context and information in the right way, as well as authentically recreating the players, stadiums and crowds.

So the first question wasn't for lack of trying but for how to ap-

proach the project.

"If you wait for perfect conditions, you can't get anything done," he adds.

Telling the stories for these players presented multiple challenges for San Diego Studio.

"There's agency in video games where you can make choices," Russell explains. "But if you're telling historical stories about underrepresented communities and Jim Crow or the Civil Rights Movement, it gets real dicey, real quick. There's a reason why you haven't seen any video games made about [that era]."

Russell uses the example of Hall of Famer Jackie Robinson's story when he first played in the MLB. When Robinson broke the color barrier in 1947 and played for the Brooklyn Dodgers, he endured a great deal of anti-Black racism as he played.

Russell says, "We don't want to gloss over the ugliness of the history because it needs to be told accurately and also appropriately for your audience. [However] we're an officially licensed MLB game, so [our title] has to be rated E."

Finally introducing these players started with reaching out to the Negro Leagues Baseball Museum and its president Bob Kendrick, seeking the best way to incorporate the Kendrick's expertise into the baseball tile alongside the gameplay.

Russell says that this took a

number of attempts and prototypes. One of those ideas involved users getting history lessons in-game via a podcast-like audio recording. Eventually, a short visual clip of each player's story before they step onto the field fared better as an idea.

Russell explains that he took it upon himself to create a vertical slice for the team to convey the concept better. This took some help from the trailer team at PlayStation Creative.

"I started working with them, and it took us about 12 hours to put together this vertical slice video," he says. "It started with this Marvin Gaye track called Inner City Blues. I was in my car, out late one night, and Inner City Blues came on, and the light bulb went off [in my head]."

"That's the theme of this whole thing; that's the project. So the beginning of the vertical slice had Inner City Blues, and we did this slow crawl where it revealed 'MLB: The Show presents the Negro Leagues'."

It was January 2021 when the team got behind a clearer vision of the concept, selecting a round of eight players to form 60 stories.

"But we're a yearly title," Russell adds. "We have nine months to develop a game. We can't tell the breadth and depth of the Negro Leagues in the right way in one console release."

San Diego Studio then decided to include eight to ten players

per year. MLB: The Show presents the Negro Leagues: Season One is purposely titled to indicate that future content will be coming. And the team leaned on Kendrick's guidance when conceptualizing the inaugural roster.

"We called [Kendrick] and sat down with him; we needed a few heavy hitters and lesser-known individuals," Russell explains.

"So obviously, that starts with Leroy Robert 'Satchel' Paige and the transcended name of Jackie Robinson. His induction and breaking the color barrier signaled the end for the Negro Leagues."

Russell explains that the president of the Negro Leagues Museum was filmed over two days. To Kendrick's credit as a historian, he addressed all the

questions about the player's profiles in his first storyline recording without being asked directly during the process.

After filming, the team was again thinking about how they wanted to present this history.

"So these videos need to be real short. They also need to be educational. They need to be informative, and need to be visually appealing," Russell says.



San Fran Reparations Considers \$5M Payouts

SAN FRANCISCO (AP) — Payments of \$5 million to every eligible Black adult, the elimination of personal debt and tax burdens, guaranteed annual incomes of at least \$97,000 for 250 years and homes in San Francisco for just \$1 a family.

These were some of the more than 100 recommendations made by a city-appointed reparations committee tasked with the thorny question of how to atone for centuries of slavery and systemic racism. And the San Francisco Board of Supervisors hearing the report for the first time Tuesday voiced enthusiastic support for the ideas listed, with some saying money should not stop the city from doing the right thing.

Several supervisors said they were surprised to hear pushback from politically liberal San Franciscans apparently unaware that the legacy of slavery and racist policies continues to keep Black Americans on the bottom rungs of health, education and economic prosperity, and overrepresented in prisons and homeless populations.



"Those of my constituents who lost their minds about this proposal, it's not something we're doing or we would do for other people. It's something we would do for our future, for everybody's collective future," said Supervisor Rafael Mandelman, whose district includes the heavily LG-BTQ Castro neighborhood.

The draft reparations plan, released in December, is unmatched nationwide in its specificity and breadth. The committee hasn't done an analysis of the cost of the proposals, but critics have slammed the plan as financially and politically impossible. An estimate from Stanford University's Hoover Institution,

which leans conservative, has said it would cost each non-Black family in the city at least \$600,000.

Tuesday's unanimous expressions of support for reparations by the board do not mean all the recommendations will ultimately be adopted, as the body can vote to approve, reject or change any or all of them. A final committee report is due in June.

Some supervisors have said previously that the city can't afford any major reparations payments right now given its deep deficit amid a tech industry downturn.

Tinisch Hollins, vice-chair of the African American Reparations Advisory Committee, alluded to those comments, and several people who lined up to speak reminded the board they would be watching closely what the supervisors do next.

"I don't need to impress upon you the fact that we are setting a national precedent here in San Francisco," Hollins said. "What we are asking for and what we're

(See REPARATIONS, P. 2)



WAKE COUNTY SHERIFF'S OFFICE TO CRACK DOWN ON DRUNK DRIVERS DURING ST. PATRICK'S DAY ENFORCEMENT CAMPAIGN

If you decide to drink and drive this St. Patrick's Day, your luck will run out in Wake County. The Sheriff's Office will increase patrols to keep impaired drivers off the roads during the statewide St. Patrick's Day Booze It or Lose It enforcement campaign, March 13-19.

"As we celebrate St. Patrick's Day, we are aware that green-colored alcohol can be a popular choice. However, we urge everyone in Wake County to drink responsibly and avoid driving if they have consumed alcohol. It is crucial to plan ahead and have a designated driver or a reliable means of transportation to ensure a safe journey home. By doing so, you not only protect yourself but also others on the road from the risk of serious injury or death," said Sheriff Willie Rowe.

In 2022, 225 motorists were killed or seriously injured in alcohol-related crashes on North Carolina roads during the St. Patrick's Day enforcement campaign period. In Wake County, from January to December 2022, 37 people were killed in alcohol-related crashes. Increased enforcement during specific campaign periods year-round is a key part of making North Carolina roads safer.

San Fran Reparations Consider \$5M —CONTINUED FROM PAGE 1

demanding for is a real commitment to what we need to move things forward.”

The idea of paying compensation for slavery has gained traction across cities and universities. In 2020, California became the first state to form a reparations task force and is still struggling to put a price tag on what is owed.

The idea has not been taken up at the federal level.

In San Francisco, Black residents once made up more than 13% of the city’s population, but more than 50 years later, they account for less than 6% of the city’s residents — and 38% of its homeless population. The Fillmore District once thrived with Black-owned night clubs and shops until government redevelopment in the 1960s forced out residents.

Fewer than 50,000 Black people

still live in the city, and it’s not clear how many would be eligible. Possible criteria include having lived in the city during certain time periods and descending from someone “incarcerated for the failed War on Drugs.”

Critics say the payouts make no sense in a state and city that never enslaved Black people. Opponents generally say taxpayers who were never slave owners should not have to pay money to people who were not enslaved.

Advocates say that view ignores a wealth of data and historical evidence showing that long after U.S. slavery officially ended in 1865, government policies and practices worked to imprison Black people at higher rates, deny access to home and business loans and restrict where they could work and live.

Justin Hansford, a professor at Howard University School of Law, says no municipal reparations plan will have enough money to right the wrongs of slavery, but he appreciates any attempts to “genuinely, legitimately, authentically” make things right. And that includes cash, he said.

“If you’re going to try to say you’re sorry, you have to speak in the language that people understand, and money is that language,” he said.

John Dennis, chair of the San Francisco Republican Party, does not support reparations although he says he’d support a serious conversation on the topic. He

doesn’t consider the board’s discussion of \$5 million payments to be one.

“This conversation we’re having in San Francisco is completely unserious. They just threw a number up, there’s no analysis,” Dennis said. “It seems ridiculous, and it also seems that this is the one city where it could possibly pass.”

The board created the 15-member reparations committee in late 2020, months after California Gov. Gavin Newsom approved a statewide task force amid national turmoil after a white Minneapolis police officer killed George Floyd, a Black man.

The committee continues to deliberate recommendations, including monetary compensation, and its report is due to the Legislature on July 1. At that point it will be up to lawmakers to draft and pass legislation.

The state panel made the controversial decision in March to limit reparations to descendants of Black people who were in the country in the 19th century. Some reparations advocates said that approach does take into account the harms that Black immigrants suffer.

Under San Francisco’s draft recommendation, a person would have to be at least 18 years old and have identified as “Black/African American” in public documents for at least 10 years. Eligible people must also meet two of eight other criteria, though the

list may change.

Those criteria include being born in or migrating to San Francisco between 1940 and 1996 and living in the city for least 13 years; being displaced from the city by urban renewal between 1954 and 1973, or the descendant of someone who was; attending the city’s public schools before they were fully desegregated;

or being a descendant of an enslaved person.

The Chicago suburb of Evanston became the first U.S. city to fund reparations. The city gave money to qualifying people for home repairs, down payments and interest or late penalties due on property. In December, the Boston City Council approved of a reparations study task force.

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The Beta Phi Chapter of the Omega Psi Phi Fraternity held its Annual Talent Hunt Program on Saturday February 18, 2023, at 4:00pm. The event was held at ST. Joseph AME Church in Durham, N.C. The 7 participants all provided performances by playing classical music on the piano. L-R- 1st Place winner: Kahaan Khatri, 2nd place winner: Theodore Barzyk, 3rd Place winner: Jacob Lovins and 4th place winner: Lana Miller. Kahaan Khatri will represent the chapter at the Omega Psi Phi Fraternity’s Sixth District Third Council Meeting in Rock Hill, S.C. on March 18, 2023. The Talent Hunt Program is one of the Fraternity’s national mandated programs.

Thank You



LeCount and Queen would like to thank all of the employees, family and friends that have made this retirement a success. For over 50 years you have made LeCount’s catering a success. Thank you the decades of support.



Business & Finance

After SVB's Collapse, The US Banking Crisis Isn't Over Yet

By Vidhura S. Tennekoon

Indiana University

Silicon Valley Bank and Signature Bank failed with enormous speed – so quickly that they could be textbook cases of classic bank runs, in which too many depositors withdraw their funds from a bank at the same time. The failures at SVB and Signature were two of the three biggest in U.S. banking history, following the collapse of Washington Mutual in 2008.

How could this happen when the banking industry has been sitting on record levels of excess reserves – or the amount of cash held beyond what regulators require?

While the most common type of risk faced by a commercial bank is a jump in loan defaults – known as credit risk – that's not what is happening here. As an economist who has expertise in banking, I believe it boils down to two other big risks every lender faces: interest rate risk and liquidity risk.

A bank faces interest rate risk when the rates increase rapidly within a shorter period.

That's exactly what has happened in the U.S. since March 2022. The Federal Reserve has been aggressively raising rates – 4.5% points so far – in a bid to tame soaring inflation. As a result, the yield on debt has jumped at a commensurate rate.

The yield on one-year U.S. government Treasury notes hit a seventeen-year high of 5.25% in March 2023, up from less



than 0.5% at the beginning of 2022. Yields on 30-year Treasury's have climbed almost two percentage points.

As yields on a security go up, its price goes down. And so, such a rapid rise in rates in so short a time caused the market value of previously issued debt – whether corporate bonds or government Treasury bills – to plunge, especially for longer-dated debt.

For example, a two-percentage point gain in a thirty-year bond's yield can cause its market value to plunge by around 32%.

SVB, as Silicon Valley Bank is known, had a massive share of its assets – 55% – invested in fixed-income securities, such as U.S. government bonds.

Of course, interest rate risk leading to a drop in market value of a security is not a huge problem as long as the owner can hold onto it until maturity, at which point it can collect its original face value without realizing any loss. The unrealized loss stays hidden on the bank's balance sheet and disappears over time.

But if the owner has to sell the security before its maturity at a time when the market value is lower than face value, the unrealized loss becomes an actual loss.

That's exactly what SVB had to do earlier this year as its customers, dealing with their own cash shortfalls, began withdrawing their deposits – while even higher interest rates

were expected.

This brings us to liquidity risk. Liquidity risk is the risk that a bank won't be able to meet its obligations when they come due without incurring losses.

For example, if you spend US \$150,000 of your savings to buy a house and down the road you need some or all of that money to deal with another emergency, you're experiencing a consequence of liquidity risk. A large chunk of your money is now tied up in the house, which is not easily exchangeable for cash.

Customers of SVB were withdrawing their deposits beyond what it could pay using its cash reserves, and so to help meet its obligations the bank decided to sell \$21 billion of its securities portfolio at a loss of \$1.8 billion. The drain on equity capital led the lender to try to raise over \$2 billion in new capital.

The call to raise equity sent shockwaves to SVB's customers, who were losing confidence in the bank and rushed to withdraw cash. A bank run like this can cause even a healthy bank to go bankrupt in a matter of days, especially now in the digital age.

In part this is because many of SVB's customers had deposits well above the \$250,000 insured by the Federal Deposit Insurance Corp. – and so they knew their money might not be safe if the bank were to fail. Roughly 88% of deposits at SVB were uninsured.

Signature faced a similar problem, as SVB's collapse prompted many of its customers to withdraw their deposits out of a similar concern over liquidity risk. About 90% of its deposits were uninsured.

All banks face interest rate risk today on some of their holdings because of the Fed's rate-hiking campaign.

This has resulted in \$620 billion in unrealized losses on bank balance sheets as of December 2022.

But most banks are unlikely to have significant liquidity risk.

While SVB and Signature were complying with regulatory requirements, the composition of their assets was not in line with industry averages.

Signature had just over 5% of its assets in cash and SVB had 7%, compared with the industry average of 13%. In addition, SVB's 55% of assets in fixed-income securities compares with the industry average of 24%.

The U.S. government's decision to backstop all deposits of SVB and Signature regardless of their size should make it less likely that banks with less cash and more securities on their books will face a liquidity shortfall because of massive withdrawals driven by sudden panic.

However, with over \$1 trillion of bank deposits currently uninsured, I believe that the banking crisis is far from over.

U.S. Court Rules Uber And Lyft Workers Are Contractors

BBC—A US court has ruled that "gig" economy giants including Uber and Lyft can continue treating their workers as independent contractors in the state of California.

The California appeals court found that a labor measure, known as Proposition 22, was largely constitutional.

Labor groups and some workers had opposed the measure, saying it robbed them of rights like sick leave.

The firms say the proposition protects other benefits such as flexibility.

The latest ruling overturns a decision made by a lower court in California in 2021, which found that Proposition 22 affected lawmakers' powers to set standards at the workplace.

The state of California and a group representing Uber, Lyft and other firms appealed against the decision.

On Monday, a three-judge panel at the appeals court ruled that workers could be treated as independent contractors. However it removed a clause, which put restrictions on collective bargaining by workers, from Proposition 22.

Shares in Uber and Lyft were almost 5% higher in after-hours trading.

"Today's ruling is a victory for app-based workers and millions of Californians who voted for Prop 22," Tony West, chief legal officer at Uber said.

"We're pleased that the court respected the will of the people and that Prop 22 will remain in place, preserving independence for drivers," Mr West added.

Lyft said that the proposition "protects the independence drivers value and gives them new, historic benefits."

The Service Employees International Union, which challenged the constitutionality of Proposition 22 with several drivers, said it was considering appealing against the court's decision.

In November 2020, voters in California passed Proposition 22 that allowed freelance workers to be classified as independent contractors.

It was a victory for Uber and Lyft which run a \$205m (£168.7m) campaign to support the measure.

However, the win came with some concessions and companies were required to offer workers

some benefits, including health-care and accident insurance.

Some drivers had backed Proposition 22 but other drivers and labor groups opposed it, pointing out all the benefits of being classified as employees including sick days, leave and overtime pay.

Tens of millions of people work in the global gig economy across services like food delivery and transport.

Gig workers are paid for individual tasks, such as a food delivery or a car journey, rather than getting a regular wage.

Most US federal and state labour laws, such as those requiring a minimum wage or overtime pay, do not apply to gig workers. Firms like Uber and Lyft have come under increased scrutiny as the industry grows in size.



North Carolina's Economy Is Slowing, But Still Growing

Many people are familiar with the economic numbers reported in the business news, such as weekly jobless claims, monthly unemployment rates, and quarterly gross domestic product figures. But few are aware that, behind the scenes, the government agencies and private organizations that produce these numbers are continuously revising them to incorporate new information that wasn't available when they were first reported.

This month, the US Bureau of Labor Statistics published revised historical data on unemployment and job growth for every state in the nation, including North Carolina.

It can be easy to overlook these revisions. For one thing, they tend to receive limited coverage in the news media. Also, while the impact of these data revisions is often quite meaningful, this year's revisions didn't measurably change our understanding of where the economy is headed.

These revisions had relatively little impact on North Carolina's unemployment rate, which ended 2022 at 3.8%, compared to 3.9% in the preliminary estimates, after rising from a low of 3.3% in April. Likewise, revised data show that over-the-year job growth in North Carolina ended the year at 3.4%, compared to 4.1% in the preliminary estimates—slower than we initially thought, and slower than the frenetic growth rates that were common during 2021, but still much faster than the pre-pandemic norm. Both data points depict an economy that is slowing, but still expanding, and certainly not experiencing a much-feared recession.

We find more notable data discrepancies in certain sectors of our economy when we scratch beneath the surface. For instance, revised data for the Management of Companies and Enterprises sector, which includes corporate offices and headquarters, tell a substantially different story than the preliminary estimates. The initially reported figures had this sector contracting throughout 2020 and 2021 and remaining around 10% below pre-pandemic employment levels during much of 2022 [Figure 2]. The revisions released today reveal that, after bottoming out in 2021, this sector began to grow again and, as of the end of 2022, is gradually recovering the jobs it shed earlier in the pandemic. This has important implications for economic developers, who often target corporate headquarters in their business recruitment efforts: although the shift to hybrid and remote work may have slowed growth in corporate headquarters projects in North Carolina, this sector's employment decline was nowhere near as large as initially estimated.

New HUBZone Map Expands Small Business Eligibility

(GLOBE NEWSWIRE) -- The U.S. Small Business Administration (SBA) announced the launch of a new Historically Underutilized Business Zone (HUBZone) preview map, which shows that hundreds of firms in newly released designated underserved areas will become eligible to apply for HUBZone certification, enabling them to compete for billions of dollars in federal contracts set aside for HUBZone-certified firms, to create jobs, and to improve the economy in their communities.

"By channeling a record \$14 billion in federal purchases to HUBZone-certified small firms last year, the Biden-Harris Administration gave a critical financial boost to hundreds of entrepreneurs in economically disadvantaged rural and urban areas," said Administrator Isabella Casillas Guzman. "The HUBZone Program is an essential component of President Biden's commitment to expanding federal contracting opportunities for small businesses across the country."

The HUBZone preview map shows changes that are scheduled to take effect on July 1, 2023, reflecting updates from the 2020 U.S. Census. HUBZones are designated based on economic and population data from the Census Bureau and other federal agencies, using a formula established by Congress. The map update highlights growth opportunities for small businesses in more than 20,000 HUBZone areas across the United States and Territories, including 3,732 newly qualified communities.

"For small businesses in new HUBZone areas, SBA's certification provides a gateway to billions of dollars in federal contracting opportunities, contributing to the economic growth and strengthening of underserved communities while also ensuring that employment opportunities benefit the people living in communities that most need positive economic impact," said Lori Gillen, Director of the Office of the HUBZone Program.

At the same time, according to the new map, many currently HUBZone-designated areas will no longer qualify for participation in the program because they have outgrown their disadvantaged status thanks to increased employment, increased average incomes, or other signs of positive economic development. To provide a sufficient off-ramp for communities losing this designation, the expiration of their HUBZone status is being extended until July 1, 2026, providing firms and communities additional time to transition.

In addition, HUBZone-certified firms with principal offices in areas that have been in "Redesignated" status since 2018, and whose communities have had time to transition out of the program will officially lose their HUBZone eligibility after July 1, 2023, unless they relocate their principal offices to qualifying areas.

Before the upcoming changes, HUBZone-certified firms should verify that they will meet the 35 percent HUBZone employee residency and principal office requirements on their annual recertification anniversary date following July 1, 2023. Firms eligible at the time of offer for a HUBZone contract are generally considered to be HUBZone firms through the life of that contract, meaning current HUBZone contracts will not be disrupted by the map update.

For a map of current HUBZones, visit <https://maps.certify.sba.gov/hubzone/map>.



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Despite Increased Black Unemployment Rate, Biden Celebrates

By Stacy M. Brown

NNPA

America's employers added 311,000 jobs last month, surpassing the 208,000 experts predicted. Further, the last two years saw more jobs created since 1940, a sign that the country has recovered soundly from the COVID-19 recession. In January, employers added 504,000 jobs, and then 300,000+ last month, robust gains that pointed to high demand for labor. However, despite the solid report, the African American job market remained problem-

atic.

According to the U.S. Bureau of Labor Statistics, the overall unemployment rate rose to 3.6% in February from 3.4% the prior month. Women over 20 saw an unemployment rate slightly rise to 3.2% from 3.1%. Unemployment rates for Black women climbed to 5.1% from 4.7%. Among Hispanic women, it jumped to 4.8% from 4.4%. The Black unemployment rate peaked at 5.7%, up from 5.4% in January. But President Biden said he was excited about overall progress. "I'm happy to report that our economy has cre-

ated over 300,000 new jobs last month, and that's on top of a half a million jobs we added the month before," a celebratory President Joe Biden exclaimed. "All told, we've created more than 12 million jobs since I took office, nearly 800,000 of them manufacturing jobs. "That means, overall, we've created more jobs in two years than any administration has created in the first four years." Biden said he believes his administration's economic plan is working.

The President asserted that when he took office, the economy was reeling. "And 18 million

people were unemployed, on unemployment insurance, compared to less than 2 million today," he stated. "Unemployment was 6.3 percent, and the non-partisan Congressional Budget Office predicted it wouldn't get below 4 percent until 2026. "Because of our economic plan, unemployment has been below 4 percent for 14 straight months since January 2022."

In February, the unemployment rate remained near the lowest level in a half-century.

"That's really good news. People who were staying out of the job market are now getting

back into the job market," the President noted. "They're coming off the sidelines. They're getting back into the job market. And today's job numbers are clear: Our economy is moving in the right direction." Biden declared that jobs are available, and Americans are working again and becoming more optimistic about the future. He called right-wing Republicans the biggest threat to America's economic recovery.

"The reckless talk, my MAGA friends. This is not your — as you've heard me say, it's not your father's Republican party,"

Biden railed. "But the Republicans in the United States Congress, what they want to do with regard to the debt limit. You know, they're threatening to default on our national debt. Planning to default, as some Republicans seem to be doing, puts us much at risk." He continued: "I believe we should be building on our progress, not go backward. So, I urge our extreme MAGA Republican friends in Congress to put the threats aside."

Instead, join me in continuing the progress we've built. We've got a lot more to do, so let's finish the job."

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Health & Wellness

Denied By AI: Algorithms, Not Doctors, Are Making Decisions

By Casey Ross & Bob Herman

STAT

An algorithm, not a doctor, predicted a rapid recovery for Frances Walter, an 85-year-old Wisconsin woman with a shattered left shoulder and an allergy to pain medicine. In 16.6 days, it estimated, she would be ready to leave her nursing home.

On the 17th day, her Medicare Advantage insurer, Security Health Plan, followed the algorithm and cut off payment for her care, concluding she was ready to return to the apartment where she lived alone. Meanwhile, medical notes in June 2019 showed Walter's pain was maxing out the scales and that she could not dress herself, go to the bathroom, or even push a walker without help.

It would take more than a year for a federal judge to conclude the insurer's decision was "at best, speculative" and that Walter was owed thousands of dollars for more than three weeks of treatment. While she fought the denial, she had to spend down her life savings and enroll in Medicaid just to progress to the point of putting on her shoes, her arm still in a sling.

Health insurance companies have rejected medical claims for as long as they've been around. But a STAT investigation found artificial intelligence is now driving their denials to new heights in Medicare Advantage, the taxpayer-funded alternative to traditional Medicare that covers more than 31 million people.

Behind the scenes, insurers are using unregulated predictive algorithms, under the guise of scientific rigor, to pinpoint the precise moment when they can plausibly cut off payment for an older patient's treatment. The denials that follow are setting off heated disputes between doctors and insurers, often delaying treatment of seriously ill patients who are neither aware of the algorithms, nor able to question their calculations.

Older people who spent their lives paying into Medicare, and are now facing amputation, fast-spreading cancers, and other devastating diagnoses, are left to either pay for their care themselves or get by without it. If they disagree, they can file an appeal, and spend months trying to recover their costs, even if they don't recover from their illnesses.

"We take patients who are going to die of their diseases within a three-month period of time, and



we force them into a denial and appeals process that lasts up to 2.5 years," Chris Comfort, chief operating officer of Calvary Hospital, a palliative and hospice facility in the Bronx, N.Y., said of Medicare Advantage. "So what happens is the appeal outlasts the beneficiary."

The algorithms sit at the beginning of the process, promising to deliver personalized care and better outcomes. But patient advocates said in many cases they do the exact opposite — spitting out recommendations that fail to adjust for a patient's individual circumstances and conflict with basic rules on what Medicare plans must cover.

"While the firms say [the algorithm] is suggestive, it ends up being a hard-and-fast rule that the plan or the care management firms really try to follow," said David Lipschutz, associate director of the Center for Medicare Advocacy, a nonprofit group that has reviewed such denials for more than two years in its work with Medicare patients. "There's no deviation from it, no accounting for changes in condition, no accounting for situations in which a person could use more care."

Medicare Advantage has become highly profitable for insurers as more patients over 65 and people with disabilities flock to plans that offer lower premiums and prescription drug coverage, but give insurers more latitude to deny and restrict services.

Over the last decade, a new industry has formed around these plans to predict how many hours of therapy patients will need, which types of doctors they might see, and exactly when they will be able to leave a hospital or nursing home. The predictions have become so integral to Medicare Advantage that

insurers themselves have started acquiring the makers of the most widely used tools. Elevance, Cigna, and CVS Health, which owns insurance giant Aetna, have all purchased these capabilities in recent years. One of the biggest and most controversial companies behind these models, NaviHealth, is now owned by UnitedHealth Group.

It was NaviHealth's algorithm that suggested Walter could be discharged after a short stay. Its predictions about her recovery were referenced repeatedly in NaviHealth's assessments of whether she met coverage requirements. Two days before her payment denial was issued, a medical director from NaviHealth again cited the algorithm's estimated length of stay prediction — 16.6 days — in asserting that Walter no longer met Medicare's coverage criteria because she had sufficiently recovered, according to records obtained by STAT.

Walter died shortly before Christmas last year.

NaviHealth did not respond directly to STAT's questions about the use of its algorithm. But a spokesperson for the company said in a statement that its coverage decisions are based on Medicare criteria and the patient's insurance plan. "The NaviHealth predict tool is not used to make coverage determinations," the statement said. "The tool is used as a guide to help us inform providers, families and

other caregivers about what sort of assistance and care the patient may need both in the facility and after returning home."

STAT's investigation revealed these tools are becoming increasingly influential in decisions about patient care and coverage. It found that, for all of AI's power to crunch data, insurers with huge financial interests are leveraging it to help make life-altering decisions with little independent oversight. AI models used by physicians to detect diseases such as cancer, or suggest the most effective treatment, are evaluated by the Food and Drug Administration. But tools used by insurers in deciding whether those treatments should be paid for are not subjected to the same scrutiny, even though they also influence the care of the nation's sickest patients.

In interviews, doctors, medical directors, and hospital administrators described increasingly frequent Medicare Advantage payment denials for care routinely covered in traditional Medicare. UnitedHealthcare and other in-

surers said they offer to discuss a patient's care with providers before a denial is made. But many providers said their attempts to get explanations are met with blank stares and refusals to share more information. The black box of the AI has become a blanket excuse for denials.

"They say, 'That's proprietary,'" said Amanda Ford, who facilitates access to rehabilitation services for patients following inpatient stays at Lowell General Hospital in Massachusetts. "It's always that canned response: 'The patient can be managed in a lower level of care.'"

Brian Moore, a physician and advocate for patients denied access to care at North Carolina-based Atrium Health, recalled visiting a stroke patient who was blocked from moving to a rehabilitation hospital for 10 days. "He was sitting there trying to feed himself. He was like, 'I just never thought when I signed up for Medicare Advantage that I wouldn't be able to get the care I need,'" he said. "He was drooling and crying."

The EPA's New Rules To Crack Down On PFAS



By Lisa Sorg

NC Policy Watch

The EPA announced its proposed maximum contaminant levels — MCLs — for six types of toxic PFAS in drinking water and acknowledged that no amount of these compounds is safe.

"EPA anticipates if fully implemented the rule will prevent tens of thousands of serious PFAS-attributable illnesses or deaths," the agency wrote in a slide presentation obtained by Policy Watch.

Known MCLs, they are legally more robust than the agency's previous health advisory goals, in that they're enforceable under the Safe Drinking Water Act. If the rules are finalized, public utilities will face a herculean and expensive task of installing advanced treatment systems to reduce the compounds from treated water.

The EPA set an MCL of 4 parts per trillion for PFOA and PFOS. It is essentially detection level — the lowest concentration that can be reliably detected by most laboratories.

For four other PFAS types, the EPA would measure them as a mixture: GenX, PFNA, PFBS and PFHxS, either individually or combined, should not exceed 1 part per trillion.

Depending on exposure levels, PFAS have been linked to multiple health problems, including thyroid and liver disorders, reproductive and fetal development problems, immune system deficiencies and kidney and testicular cancers.

In addition to drinking water, PFAS are found in microwave popcorn bags, compost, artificial turf, fast food containers, firefighting foam, water-, stain- and grease-resistant fabrics, and hundreds of other consumer products.

There are upward of 12,000 types of PFAS; they're known as "forever chemicals" because they persist in the environment for hundreds, if not thousands of years.

If the rules are finalized as written, public utilities would be required to monitor for the six types of PFAS, notify the public of the levels, and reduce the concentrations in drinking water.

"No one should ever wonder if the PFAS in their tap water will one day make them sick," said Emily Donovan, co-founder of Clean Cape Fear in a prepared statement. "... Today is a good step towards tackling our nation's massive PFAS public health crisis by including commercially relevant PFAS like GenX.

"We now need every office within the EPA, and all other federal agencies, to use a whole of government approach to address PFAS as a class, stop all PFAS exposures at their source, make responsible parties pay for the clean-up, and give overexposed communities access to health monitoring."

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When It's Time To Plant: The Seed Is Where It All Begins

By Jason Lindsay

Staff Writer

Seeds have symbolized so many things to society over the millennia. It is the seed that teaches us timing and patience. The time to plant is not the time to harvest. It is the time of input because growing (farming) is a backend game. When it's time to plant, a new season begins, and the next generation is called to duty. And as the saying goes, "there is more than one way to skin a cat."

To grow from seed, one word would be helpful to understand: germination. Some folk prefer to buy seedlings (a small plant grown from seed) because growing from seed can be sometimes tricky. But seedlings can be expensive in comparison to buying seeds, and germinating seeds isn't rocket science.

Germination is simply the start of a plant from seed. In most cases, the process of germinating seeds doesn't even require soil. Though soil is commonly used in seed germination, a seed must only have water, air, and a warm temperature.

Plants like beans and okra can be germinated in water. Farmers will soak their beans or okra the day before planting their fields to ensure an increased germination rate (the average number of seeds that will germinate in a particular time frame (usually 5–10 days)).

Other crops like pepper generally take more time to germinate but still require water and air with a mean infuses on a warm temperature. Pepper seeds require a soil temperature of 70 to 80 degrees to germinate, whereas other plants can withstand temperatures as low as 55 degrees. For early-season pepper, farmers invest in heating mats.

Heating mats are electrical mats that are designed to in-

crease the temperature of the soil placed on them. They really look like heating pads with the fabric cover removed. Once seeds are planted in seedling trays, they are put on heating mats to secure soil temperatures between 70–80 degrees. Other crops like tomatoes, cucumber, melons, squash, and corn also require soil temperatures above 70 degrees.

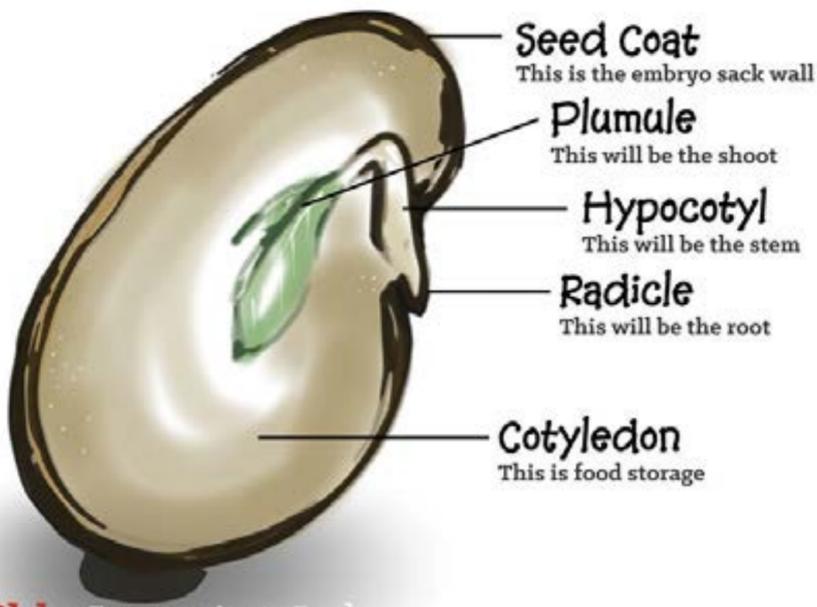
Nature speaks loud in its approach to the average seed's anatomy. Within the anatomy of the seeds lies the immediate demands the seed needs to grow. It is the parenting generation that gives the seed these attributes.

Seeds are designed with an outer coating to protect them from outside influences. The seed possesses a "plumule" that will become the plant's first shoot later. Beneath the plumule is the "radicle" that becomes the root. Yet, with crops like beans, most of the seed is made up of the "cotyledons." The cotyledon is where the seed stores its nutrient to preserve it until the plant can photosynthesize. It is important to note that nature prepares her young (seeds), leaving an inheritance with the anatomy.

But not all crops are started from seed. Some plants require an asexual (not requiring the fusion of male and female germ cells) approach. Some plants are vegetative. Crops like onions and garlic reproduce themselves from bulbs. The bulbs are globe-shaped and the stem of a bulb is reduced once above ground. Leeks and shallots are also grown from bulbs.

Yet, bulbs are not the only plants that are produced asexually. Potatoes use "tubers." Flower crops like Gladiolus, crocus, and crocosmia are all produced from "corms." Strawberries produce "stolons," which are tiny plants that grow horizontally from the plant, commonly known as "run-

Anatomy of a Seed



Edible Learning Lab

ners" or "daughters; even the seeds of blackberries are produced asexually.

Another crop that uses the vegetative style is Ginger. At a price range exceeding onions and leeks, ginger increases serotonin and dopamine levels within the body, which reduces inflammation and even depression. Ginger doesn't grow from bulbs, though. Ginger grows from "rhizomes," which are not uniform like bulbs and has nodes and internodes that can be broken off from the rhizome root and planted to produce more ginger. Asparagus is another plant that produces rhizomes.

A beautiful aspect of rhizomes is that they are perennial (they will come back the following year without planting). Rhizomes can be propagated artificially by detaching the nodes and spreading them for next year's harvest. So, if you invest in rhizomes, know that the possibility of not needing to repurchase them next year is high.

Seed/Root saving is our cultural inheritance and a responsibility that is currently under threat.

The art of collecting seeds and roots is at the root of civilization as we know and have known it. Historians believe that even before the crop cultivation of the Neolithic period, communities were collecting seeds and roots, a process that led to artificial selection (selectively developing particular plants over others).

Seed saving was so embedded in our communities that it

became a part of the culture. At some points, seeds were even used as collateral. And in more cases, seeds were commonly traded amongst farmers. This perspective of viewing seeds as valuable and trading them amongst our neighbors is the perspective that has reserved humanity since the dawn of agriculture.

But today, seeds are being stripped from community-based farmers to profit-driven corporations. For at least 12,000 years, farmers have mastered the art of farming, making plants produce more fruit, larger fruit, and more consistently. From this system, we have preserved crops from antiquity to the present day, but the global seed market is a multi-billion dollar market, and these billions have caught the eye of billionaires.

Two American seed companies

own 37 percent of the global proprietary seed market (Monsanto and Dupont). These companies are also the leaders in GMO development, producing known carcinogenic crops. Companies like these are stripping the very right to own seed away from the people and putting them into the hands of exclusively revenue-driven corporations.

Another corporation is "The Consultative Group of International Agriculture Research" (CGIAR). CGIAR is a collaboration of 15 different seed companies from 15 different countries. Together as CGIAR, they have found the financial support of the World Bank, Rockefeller Foundation, Ford Foundation, and the Bill and Melinda Gates Foundation.

In the past, these companies were the first to round up seeds that belonged to the people; Heirlooms that had been passed down for generations and replaced them with GMO rice, wheat, and corn. Since 2003 the Gates Foundation has given over 720 million dollars, and to date, gives 850 million per year.

GMO seeds are not the road to a prosperous future, yet a future that is controlled by corporate entities that will never share our neighborhoods and will always care more about their bottom line and ability to control than our well-being. Again, we are responsible for feeding ourselves as it has always been. Alongside this massive merging in the agrochemical and chemical seed companies are community-led businesses that do care for our well-being. Here's a list of black and brown-owned (non-GMO) seed companies for you to invest in your future and remember it is our responsibility:

Ujamaa Seeds, Urban Farms Garden Shop, TrueLove Seeds, Urban Garden Project, Tennessee Tropical, God's Garden Girls, Coco and Seed, Vegan Chef Letef, Big Fig N Vegetables, Seed Mail Seed Co., Melanated Organic Seeds, Ivy Leaf Farm Seed Co., Kitazawa Seed Company, The Hood Garden, I Grow Shit LLC, Aina & Co Supply.



GOING STRAIGHT TO THE TOP— On last Tuesday a group of North Carolina farmers to a trip to Washington D.C. to address the USDA about discriminatory practices here in the state. Representatives from different departments spoke with the group and addressed their concerns. Some of the meetings were beneficial and so others were 'more of the same' rhetoric.

What is on the table now is opportunity! Having met personally with some of the USDA representatives, as well as members of Congress, the take-away is overall positive. The next few months will tell the truth, but the conversation has begun with some people that are willing to listen.

New Child Labor Investigation Shows Urgent Need For Change

By Margaret Wurth

Human Rights Watch

A devastating new investigation by the *New York Times* found migrant children across the United States working in dangerous jobs in violation of US child labor laws.

There is more to this story. A group of often-overlooked US child workers – those working in agriculture – regularly risk their health and lives in dangerous jobs. But their backbreaking work rarely violates child labor laws because they lack basic protections given to other child workers.

Child farmworkers often work 10 or 12 hours a day in grueling conditions, exposed to pesticides,

extreme heat, heavy machinery, and other dangers. Many start working at age 12 or 13 to help their families make ends meet.

Agriculture is the deadliest sector for child workers in the US; thousands are injured on farms every year.

But under US labor law, children as young as 12 can work unlimited hours on farms of any size with parental permission, as long as they do not miss school. Once 16, child farmworkers can do work considered hazardous, compared to 18 for other sectors.

The roots of these agricultural exemptions is ugly and racist. In adopting the Fair Labor Standards Act in 1938, Congress excluded agricultural workers to deny Black people opportunities

for economic freedom. Harmful carveouts remain and continue to have racist impacts – with Latinx children and families bearing the burden.

In addition, outdated and narrow regulations for hazardous work in agriculture leave child farmworkers unprotected. The US Secretary of Labor has the authority to determine which jobs are prohibited for children under 16 in agriculture. The hazardous work list for agriculture has not been updated since 1970.

The Times reporting shows even strong laws cannot protect children from harm without adequate social protection to meet children's basic needs, and strong enforcement to hold employers accountable. In response to the investigation, the US Department of Labor committed to stepping up strategic enforcement of labor law.

But without changes to US law and regulations, additional enforcement isn't enough. If an inspector finds a 12-year-old child working a 12-hour shift cultivating tobacco, there is currently no child labor violation to report.

Congress should urgently pass legislation to close the gaps in US labor law, and the Department of Labor should update regulations on hazardous work in agriculture.

Without greater protection, child farmworkers' health and lives will remain in danger.



A 15-year-old girl works on a tobacco farm in North Carolina. © 2013 Human Rights Watch

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Community

The Collins Brothers Establish Legacy Through Endowment

By Tyria McCray

Staff Writer

A 501(c)(3) launched by three brothers is making a difference in the lives of college students. With the help of The CNOTE (Create Nothing Other Than Excellence) Foundation located in Durham, NC, \$25,000 scholarships are provided to students at NC A&T majoring in the College of Engineering with a cumulative GPA of 3.0 or better and are also residing in Durham or graduated from Hillside High School.

Durham, NC natives Victor '07, Chantin '11, and Daniel Collins '17 attended North Carolina Agricultural and Technical State University with degrees in engineering. Once the last brother graduated, they all set their sights on helping unserved students. For over three years, the brothers developed a way to help students in Durham academically and financially. By December 2020, the trio established The Collins Brothers Endowed Scholarship which later became The CNOTE Foundation. Using grassroots donation campaigns and proceeds from hosting enthralling community events, art showcases, and festivals, the Collins brothers have raised over \$52,000 within the

last two years.

We had the pleasure of speaking with one of the three Collins brothers, Chantin.

"It was important for us to establish a scholarship for students at North Carolina A&T because when we were growing up, our parents worked really hard and we didn't have a lot of resources to go to college. I was a first-generation college student paving the way for my brothers and I experienced first-hand what students need to make it at a university. Saying all that, we began to host Durham Bull Games and other events around the city to raise funds and that grew into what we have now. We are now able to give scholarships from our A&T endowment and we are still working on North Carolina Central. We plan to provide students scholarships to ten HBCUs [Historically Black Colleges and Universities]."

Knowing of the wealth of great minds and talents spread across our nation's HBCUs, Chantin shared that it is important for them to ensure resources are not scarce. Endowments essentially serve as an institution's savings account and at HBCUs because they provide a plethora of things, such as ensuring University stability, helping leverage other



revenue like student aid and inconsistent government grants, and lastly providing long standing financial support.

Even though the brothers are running an organization, they're

still accomplishing major success. Victor is an international and residential real estate broker located in Atlanta, Daniel is an engineer with the N.C. Department of Transportation

in Henderson, North Carolina, and Chantin is a full-time entrepreneur and business owner of A Plus Group, a natural cleaning business based in Durham. The brothers plan to continue to use

a unique path to raise funds for endowments that is designed to bring together HBCU alumni, current students/staff, and local communities.

Additionally, being that they hit their goal of over \$52,000, the organization is working on fulfilling two other endowments at North Carolina Central University and Shaw University. The money raised will go directly to fulfilling scholarship endowments and helping financially support students who attend each university. For the upcoming fall semester, scholarship applications will open in May.

Lastly, to support the fundraising commitment for their endowment, The CNOTE Foundation plans to partner with several organizations such as the A Plus Group, Dirty Bull Brewing, The Durham Bulls Baseball Organization, Kappa Alpha Psi Fraternity Inc., Durham Hillside High School, and many others. Also, to give directly to their endowment at North Carolina A&T simply text CollinsBrothers to 41444. Visit the link to learn more. <https://www.cnotefoundation.com/>

"We believe every student who wants to attend an HBCU should be able to attend," said Chantin Collins.



A LONG TIME COMING—Dr. Aaron L. Fleming, Superintendent of the Harnett County Schools presented Mrs. Ida Pauline Hicks-Hall with a Honorary High School Diploma from The Harnett County Training School, class of 1940. The Harnett County Training School was a historic school complex for African American students located at Dunn, Harnett County, North Carolina. The complex was built between 1922 and 1956 and consists of one two-story and five single-story brick buildings. Rosenwald School and in 2014 listed on the Historic Registry of important places.

On May 2, 2023, Ms. Hicks will celebrate her 101 birthday!

Justices Revisit Maps

RALEIGH, N.C. (AP) — The North Carolina Supreme Court is revisiting this week whether a previous combination of justices got it wrong three months ago when declaring that the legislature produced illegal district lines tainted by excess partisanship and a photo voter identification law infected with racial bias.

The rehearing's Tuesday and Wednesday on cases already decided are exceedingly rare for the court — granted just two other times in the past 30 years, according to one justice. The justices' decision to rehear arguments has fanned accusations that recent decisions on politically charged topics before the state's highest court have been based upon which party has held the majority.

Last month, the court's new 5-2 Republican majority agreed to take a second look at a pair of 4-3 party-line rulings that went against GOP legislators. At the time of the Dec. 16 decision, Democrats still held four seats on the court. The court's majority flipped to Republicans in January after Trey Allen and Richard Dietz won November associate justice elections.

The court granted the requests of Republican legislative leaders who claim the prevailing redistricting and voter ID case opinions show the court "has overlooked or misapprehended" facts or laws.

The justices have no deadlines by which they must rule. Favorable new opinions for Republicans could let them redraw legislative and congressional maps for 2024 and beyond in the closely divided state with more favorable partisan tilts. While Republicans still control the state House and Senate, the congressional delegation is now 7-7 after two additional Democratic wins in November.

The Supreme Court also could reverse a trial court decision that declared a 2018 voter ID law unconstitutional, or it could direct an examination based on different standards.

"It's not an overstatement to say that the very health of democracy in North Carolina is at stake when you are talking about voting rights and fair maps," Bob Phillips, executive director of Common Cause North Carolina, said in an interview. Common Cause is a plaintiff in the redistricting case.

Senate leader Phil Berger, a named defendant in both cases, argues that actions by the court's previous Democratic majority were unusual, with results that appear to have been "decided based on a particular outcome." Republicans have lamented other 2022 decisions over a 2018 constitutional amendment and who can order spending on education improvements.

"I think that there are a lot of questions about whether or not the court did the right thing last year, and hopefully this court can rectify that," Berger told reporters.

Associate Justice Anita Earls, in her dissent against rehearing the redistricting case, wrote that the GOP majority's "display of raw partisanship (calls) into question the impartiality of the courts."

On redistricting — set for Tuesday arguments — attorneys for the GOP argue the Democratic majority got it wrong when it struck down a state Senate map the legislature drew and upheld congressional boundaries drawn by trial judges.

At the heart of the redistricting issue is a February 2022 ruling that declared the state constitution outlawed extensive partisan gerrymandering and that Republicans also want tossed. The Democratic majority threw out legislative and congressional district lines lawmakers had drawn the previous fall, citing evidence the districts gave Republicans outsized electoral advantage compared to their voting power.

St. Aug Represents Well At Academic Bowl

RALEIGH— On Saturday, February 25, the Saint Augustine's University (SAU) Honda Campus All-Star Championship (HCASC) Team placed third in the National Qualifying Tournament hosted by Winston-Salem State University. Although SAU did not advance to the national tournament in Torrance, CA, they earned a \$3,000 grant for the university.

"I am still really proud of the hard work our scholars have put in. To compete at this level with

so little experience is tremendous," said SAU Interim Associate Vice President of Academic Affairs Dr. Jennings-Alexander. "I look forward to honoring them later in the year."

Dr. Jennings-Alexander also served the Head Coach and Campus Coordinator of the SAU team. Mr. Chris Baker, Circulation Librarian, was the Assistant Coach. The team was comprised of all women who are freshmen, consisting of three international

students and one student from the United States.

THE SAU HCASC TEAM
Ms. Ana Nunez, criminal justice
Ms. Stephanie Sierra Medina, business administration
Ms. Sophie Sommer, senior, early college
Ms. Tadiwanashe Rukasha, engineering mathematics
Mr. Chris Baker, Assistant Coach
Dr. Janelle Jennings-Alexander, Head Coach and Campus Coordinator



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Community



JCSU Students Recognize March As 'Social Work Month'

Tyria McCray

Staff Writer

A private, historically black college located in Charlotte, North Carolina designated March as its National Social Work Month. Recognized by the U.S. Congress in March 2016, "March Is Social Work Month" provides the distinct visibility and opportunity to express the uniqueness of the social work profession and spotlight the important contributions social workers make to society. During the month they highlight social work students and university faculty. The month-long celebration kicked off on Feb. 27, 2023, with a visit from social work pioneer and former congressman Edolphus "Ed" Towns.

Assistant professor of social work, Dr. Judith D. Crocker-Billingsley, professional speaker, Dr. Dezette C. Johnson, and Dr. James T. Freeman, associate professor of social work, planned exciting and thought-provoking events that exemplified the importance of social work as a profession. The School of Social Work at Johnson C. Smith University (JCSU) serves as an academic unit designed to focus on the undergraduate and graduate

disciplines of the field of social work. The Program's mission is to provide students with a liberal arts and social work education that prepares them for graduate school or to enter the job market.

"We are pleased that our well-prepared students are eager to participate in a variety of ways as we promote the Social Work profession. On behalf of our School of Social Work, thank you for joining our meaningful events this month. I am confident that this celebration will be professionally beneficial to all." Dr. Helen T. Caldwell, Associate Dean of the School of Social Work said.

During the kickoff ceremony on campus, brothers from the Alpha Epsilon chapter of Phi Beta Sigma Fraternity gave a special presentation and took questions and answers from students who inquired about the fields of social work and politics. One of those students was Joshua Isaac Daniels, a young man who has his sights on running for a spot on a local school board or city council.

"Many people assume that Social Work is a field only for women, but that's simply not true," he said.

"My first year as a Social Work

major, I attended the 'Black Men and Opportunities in Social Work' event during 'March is Social Work' month, which was incredibly inspiring. Being a social work major has been an incredibly rewarding experience. Not only has it taught me a range of important skills, such as listening and communication, but it also gave me a newfound confidence in my own intelligence."

On the first day of March, the National Association of Social Workers health held the N.C. "Social Work Advocacy Day," which provided students the opportunity to network with other students from North Carolina.

Attendees also had the chance to practice their advocacy skills and learn about current state policies that impact the field of social work. The following day, the NASW-NC held a virtual seminar on virtual opportunities for black men in social work. Men account for only 20 percent of social workers in the U.S. Thus, the virtual conversation highlighted professional opportunities by black men who are currently working in social work careers.

The advocacy day was facilitated by Associate Professor of Social Work at the JCSU MSW Program, Dr. James T. Freeman.

Featured guests included New Elect NASW CEO, Dr. Anthony Estreet, Associate Professor, Dr. Darrin Wright, Director of Field Education at Clark Atlanta University's School of Social Work and The Association of Baccalaureate Social Work Program Directors, Dr. Angelo McClain, and former Congressman Edolphus "Ed" Towns.

On March 7th-9th, the 4th Annual Congressional Social Work Virtual Roundtable kicked off the congressional events. Sponsored by The Congressional Research Institute for Social Work and Policy, the two-day roundtable discussed key stakeholder and constituent policies. Social Work leadership organizations

who participated in the panel discussion included: Congressional Research Institute for Social Work and Policy, Council on Social Work Education, Nancy A. Humphreys Institute for Political Social Work, National Association of Black Social Workers, National Association of Social Workers, and Social Work Reinvestment Act Lecture Series.

Lastly, throughout the rest of the month, students and faculty will be able to participate in several social work events which are open to the public and held virtually. Next Tuesday, March 21, 2023, from 1 to 2 p.m., the Mecklenburg County DSS Food Insecurity Evaluation Team will discuss the onset of COVID-19

and increased homelessness.

In hopes to strengthen service delivery, Mecklenburg County DSS plans to utilize grant funds to implement a "No Kid Hungry Mecklenburg Food Security Program" (FS Program). The goal of this project will be designed to coordinate nutrition support and the advancement toward the elimination of childhood hunger. On Friday, March 24 at 3 p.m., a virtual tribute will be held to honor Dr. Mildred "Mit" Joyner as the former NASW National President. Followed by Dr. Helen T. Caldwell, Associate Dean of the School of Social Work in the College of Business and giving a tribute to Dr. Yvonne Chase, the newly elected NASW president.



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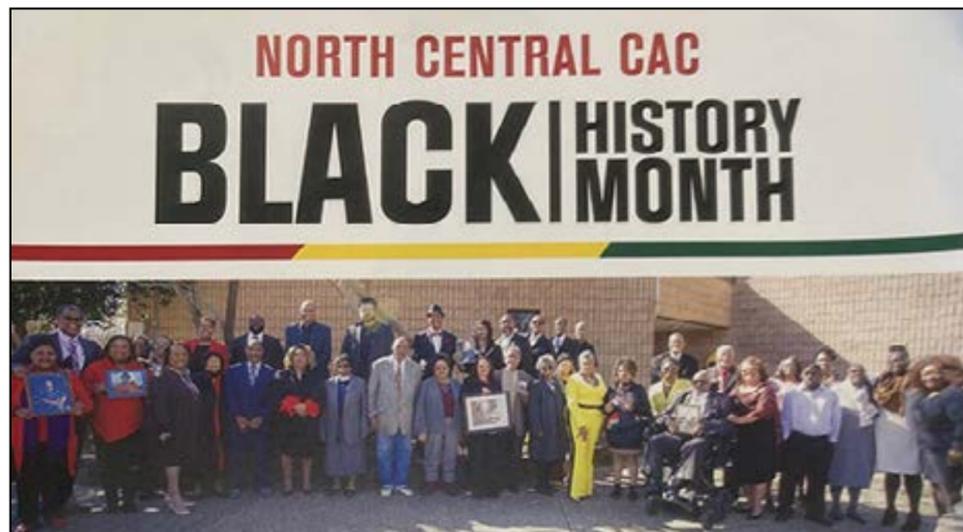
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PUTTING THE 'COMMUNITY' IN CAC— On February 25th, at Tarboro Road community center in Raleigh, the North Central CAC celebrated their 31st Annual Black History Month program. The event began in prayer, which was lead by Rev. Henry Caldwell of First Church of God. There were presentations, declarations and acknowledgements that followed.

In attendance were a wide variety of people that are deeply invested in this community. NC Supreme Court Justice Michael Morgan, US Congresswomen Deborah Ross, Wake County Commissioner James West, NC State Senator Dan Blue, NC State House Rep Abe Jones and many more. Some of the speakers during the event were Ms. Octavia Rainey, Mrs. Virginia Tally and Mr. Orange Quarles, III, who was the keynote speaker.

Black Artists Lead Preservation

By Abby Schultz

PENTA

In 2017, four African American artists learned that the childhood home of singer and social activist Nina Simone in Tryon, N.C., was in danger of demolition, so they pooled their resources and bought the simple clapboard house for US\$95,000.

These New York City-based artists—Adam Pendleton, Rashid Johnson, Julie Mehretu, and Ellen Gallagher—purchased the property as a "political act," aimed at preserving a piece of African American history, according to the National Trust for Historic Preservation. The modest, three-room structure tells the story of where the future "High Priestess of Soul" grew up after her birth in 1933 as Eunice Waymon, and of lives led in the Jim Crow south.

On May 20, Pendleton and tennis star Venus Williams are co-hosting a dinner gala at Pace Gallery's West 25th Street location in Manhattan to raise funds for the Nina Simone Childhood Home preservation project. The dollars will support short- and long-term engagement with the historic property, says Brent Leggs, founding executive director of the African American Cultural Heritage Action Fund at the National Trust, where he also is senior vice president.

On Pace's walls during the gala will be works by Pendleton, Johnson, Mehretu, and Gallagher in addition to works by other well-known contemporary artists, including Mary Weatherford, Stanley Whitney, Robert Longo, and Cecily Brown. These

artists, and others to be announced, are contributing works that will be sold via an online Sotheby's auction curated by Pendleton and Williams from May 12 to May 22.

The goal is to generate as much as US\$5 million for the preservation project, dollars that will restore the structure, support interpretation and public programming, and will ensure appropriate management of the site, Leggs says.

Leggs recalls arranging to meet with Pendleton (who is represented by Pace) in his New York studio five years ago after learning he and his fellow artists had bought the home "as a form of art activism and politics." Their efforts intrigued him as he has dedicated his career at the National Trust since 2005 to preserving historic African American places, launching the Action Fund in 2017.

"The National Trust is a respected, national leading preservation organization," Leggs says, and the organization now has African American professionals like himself who are "part of the first generation of academically trained practitioners," who can

bring "a level of technical expertise and passion to be able to realize a bright future for America's diverse cultural heritage."

The Action Fund, which Leggs calls a "revolution in historic preservation," has raised nearly US\$90 million since its launch five years ago to support more than 200 preservation projects.

"Through our impact, we are igniting a national conversation about what historic places matter in American history," he says. What's interesting about the Simone project is that it exemplifies "the beauty of Black family life in rural America, and the essence of Black childhood in the segregated South," he says.

Simone began playing piano at an early age, accompanying the sermons of her mother, a Methodist preacher. According to the National Trust, Muriel Mazzanovich, a piano teacher, and another woman who heard Simone accompany a community choir when she was only 6 years old convinced her mother to give Simone piano lessons. Mazzanovich taught her for four years at the home in Tryon and raised a fund to support Simone's training after high school, the National Trust said.



Church

SERMON of the WEEK



IT'S ABOUT RELATIONSHIP
Sermon by Elder Demetrius Hunter

I would like to examine how Relationship drives responsibility. Now let me explain what I mean. So many times, we confuse attraction for love. Or even lust for love. But if we are honest the only thing that builds relationship is responsibility. So, if you would stay with me as I look at the Gospel according to John the 21st chapter and verses 15-17. We will bring it all together.

1. Attraction won't last: One thing that is for sure what attracts you will never keep you. We see here Jesus has appeared to the disciples again after His resurrection to find them fishing. After helping them with their task He asks a question to Peter. Jesus asked, do you love Me? Now Jesus realized that He was not going to remain on earth. He knew that He was going to leave and as promised to go to prepare a place for us. But He knew that the work of the Lord had to continue. But the only way that the work could continue He had to ensure that He had a solid relationship with His disciples. You see He had to make sure that the disciples grew past the attraction and were in love. Jesus found Himself performing the same miracle that attracted the disciples three years earlier. After this He poses the question. To make it plain and simple what attracts you will never keep you.

So many times we have difficulty staying with people because what attracted us is not what we need to keep us. Just like when we meet that PYT in the mall. We are attracted to her style and her long hair and nice figure. But when we get to know her, she can't cook, she doesn't clean, she's bad with money. The things that attracted that man ain't enough to keep him. The same on the other side. That man that was so fly when you met him, he dressed good and had a nice car. But when you learned that he still lives with his mother, that nice car he is driving cost him \$800 a month because his credit is bad, and he has no plan to take care of you, he ain't so attractive. Some of us are attracted to the church service. We like the music, the choir, and the shouting. But when the pandemic shut the service down did you have a relationship with the Church? Jesus needed to know is it a relationship or just an attraction.

2. Responsibility of love: Jesus asked the question and Peter responded with, yes, I love You. Jesus then gave Peter a charge to feed My sheep. You see the words were not enough to prove the Love Peter said that he had. Peter had to do something. Just like with us. I may say I love my wife but if I never pay a bill, if I never clean the car, if I never take the trash out she will feel differently. You see the things we love we take responsibility

for. It takes a show of responsibility to have a true relationship. We can't simply declare love for something. To further the relationship with Christ we must take the responsibility of the things He requires for the relationship. As long as you are doing your part God will do His. Taking responsibility for things shows the importance and the love you have for them. Jesus needed the disciples to understand to make it in this life, and in the relationship with Him we had to take responsibility of the work in front of us.

3. Love is all we need: Now we have established two things. Attraction won't keep you. And to truly be in a relationship of love we have to be responsible. But I want to let you know that Love is all you need to stay in this relationship. Because when you understand the Love Jesus has for you, you will fall for Him. John 3:16-17 lets us know the sacrifice and the responsibility He was willing to take to prove that love. Jesus wants a relationship with us so bad He gave His life for it. So, because His love is so great, I can't help but love Him back. When I think about how much He loves me I can't help but shower Him with all the love I have. David said what can I render unto God for all His benefits towards me. I say how can I not love a man that loves me so much He was not only willing to die for me.

Practical Biblical Principles

DEFEATING TEMPTATION

Read: 1 Corinthians 10:13

My dear Christian Friends let us not make God out to be a liar when we pray and testify about His promise to us, that He will never allow more temptation on us than we can bear. However, there is always the part the Believer must play in defeating temptation.

Pastor Rick Warren reminds us that it may be a surprise to those who study scriptures that nowhere in the bible does it tell us to resist temptation. We are told to resist the devil (James 4:7). The main point to be made here is that resisting a thought doesn't work. To do so only intensifies one's focus on the wrong thing and strengthens the temptation being thought on. The more one thinks about the temptation the deeper it is driven into one's mind.

The best defense against thoughts of temptation is to change your thoughts or think on something else besides what is tempting you. Remember, temptation starts with a desirous thought. Don't fight the thought just change the download coming into your mind. The battle to gain the victory over temptation is won or lost in one's mind. If you can't seem to be able to change your mind, then change your environment. This is the first step in defeating temptation.

One yields to temptation when one is continually thinking about the desirous thought. Ignoring temptation is more effective than fighting it. When your mind is on something else temptation loses its power. When temptation

calls you on the phone, don't argue or answer, just hang up!

Jesus taught on one occasion, if your eyes cause you to sin pluck them out (Matthew 5:28-29). Job in his trying times said, "I made a covenant with my eyes not to look with lust upon a young woman (Job 31:1). The Psalmist prayed, Lord turn me away from what is useless and not Your Plan (Psalm 119:37). Paul encourages his readers, "Whatever is good, think on these things (Philippians 4:8). Tell ourselves what we teach our little children, "Be careful with your eyes and what you see."

Temptation can be of any nature. It may consist of sex, thievery, cheating, lying, desire for power and control, drugs/alcohol, eating, revenge, and anger. Any area that one's five senses can detect is subject to introduce temptation into one's life. It is your mind which controls all five of the human senses and not the devil. The devil does not make anyone do anything. He keeps your thoughts on the thing which he knows you desire until you give in to them, then you sin. This is why it is important to change your desirous thoughts, 'get out of Dodge' or reveal your thoughts to a godly friend or pastor. We shoot ourselves in the foot spiritually, if we do not have praying families/friends in which we can feel comfortable confiding. Otherwise, one will likely fall head-on into temptation over and over again.

When one has yielded to temptation, all is not lost. Confess your sin to Jesus. And if you

wish to be healed of persistent temptations that keeps defeating you, don't repress it. Confess it! Don't conceal it because of your pride, reveal it! Revealing your feelings to Jesus is the beginning of healing. Hiding your shame/hurt only intensifies it.

If the devil had the power to make us do anything he wishes, then there may not be any Christians around come the end-time. The devil would have gained control over all souls. God's plan for man's salvation will have been defeated.

The devil still uses his 'old-but-still-working temptation tricks.' Desire, doubt, deception, disobedience. These tricks worked on Adam/Eve ages ago and they are still being used today by the devil. What God had given us to help shield us from the devil's tempting arrows are the Bible, faith, the Holy Spirit and the cross on Calvary which holds Jesus up against the wiles of the devil. These heavenly weapons are most effective when we are obedient to the Words of God, which aides us in avoiding the deceptive traps the enemy attempts to snare us in.

Trusting and trying God in one's life will lead us to not doubt God in His promise to us in that He will not allow any temptation to overpower us that we can't handle when Jesus is walking with us, even when we stumble. God is faithful!

J. L. Caldwell, Pastor
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Who are Jehovah's Witnesses?

By Mathew Schmalz
Special To The Carolinian

Six adults were killed March 9, 2023, in Hamburg, Germany, in what police described as a "rampage" after an evening religious service. Several others were wounded during the attack at a Jehovah's Witness center, called a Kingdom Hall, including a woman who lost her pregnancy. The suspected shooter was reported to be a former member of the religious group.

The attack has put a focus on the religious group, which has some 8 million members across 240 countries. In Germany, more than 170,000 Jehovah's Witnesses are associated with 2,020 congregations, according to the organization's records.

In many countries, Jehovah's Witnesses are known for their outreach work, going door to door or standing in public areas to try to distribute religious material. But many people are unfamiliar with their beliefs, and when the group makes headlines, it is often for reasons related to persecution abroad.

So who are they? The story of Jehovah's Witnesses begins in the late 19th century near Pittsburgh, Pennsylvania, with a group of students studying the Bible. The group was led by Charles Taze Russell, a religious seeker from a Presbyterian background. These students understood "Jehovah," a version of the Hebrew "Yahweh," to be the name of God the Father himself.

Russell and his followers looked forward to Jesus Christ establishing a "millennium" or a

thousand-year period of peace on Earth. This "Golden Age" would see the Earth transformed to its original purity, with a "righteous" social system that would not have poverty or inequality.

Russell died in 1916, but his group endured and grew. The name "Jehovah's Witnesses" was formally adopted in the 1930s.

Early Jehovah's Witnesses believed 1914 would be the beginning of the end of worldly governments, which would culminate with the Battle of Armageddon. Armageddon specifically refers to Mount Megiddo in Israel, where some Christians believe the final conflict between good and evil will take place. Jehovah's Witnesses, however, expected that the Battle of Armageddon would be worldwide, with Jesus leading a "heavenly army" to defeat the enemies of God.

They also believed that after Armageddon, Jesus would rule the world from heaven with 144,000 "faithful Christians," as specified in the Book of Revelation. Other faithful Christians would be reunited with dead loved ones and live on a renewed Earth.

Over the years, Jehovah's Witnesses have reinterpreted elements of this timeline and have abandoned setting specific dates for the return of Jesus Christ. But they still look forward to the Golden Age that Russell and his Bible students expected.

Given the group's belief in a literal thousand-year earthly reign of Christ, scholars of religion classify Jehovah's Witnesses as a "millennarian movement."

What are their beliefs?

Jehovah's Witnesses deny the idea of the Trinity. For most Christians, God is a union of three persons: Father, Son and Holy Spirit.

Instead, Jehovah's Witnesses believe that Jesus is distinct from God - not united as one person with him. The "Holy Spirit," then, refers to God's active power. Such doctrines distinguish Jehovah's Witnesses from mainline Christian denominations, which hold that God is "trine" in nature.

But like other Christian denominations, Jehovah's Witnesses praise God through worship and song. Their gathering places are called "Kingdom Halls," which are ordinary-looking buildings - like small conference centers - that have the advantage of being easily built. Inside are rows of chairs and a podium for speakers, but little special adornment. Jehovah's Witnesses are best known for devoting a substantial amount of time to Bible study and door-to-door evangelizing.

Their biblical interpretations and missionary work certainly have critics. But it is the political neutrality of the group that has attracted the most suspicion.

Jehovah's Witnesses accept the legitimate authority of government in many matters. For example, they pay taxes, following Jesus' admonition in Mark 12:17 "to render unto Caesar what is Caesar's."

But they do not vote in elections, serve in the military or salute the flag. Such acts, they believe, compromise their primary loyalty to God.



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Editorials

Editorial Policy

Unsigned editorials in this space are the opinion of the newspaper. All other opinion pieces, including those from regular columnists, are the opinion of the writers themselves. The Carolinian strives to provide provocative commentary that is likely to spur thoughtful debate, regardless of whether we agree with it.

By Rodney Ross

Special To The Carolinian

There is a great misconception that African Americans are a monolith who only vote democrat. This way of thinking is lazy, especially if you assume that young, educated African Americans are going to tow the line like prior generations may have. The advantage that many young African Americans have is the access to do research right at their fingertips. The ability to span beyond the limits of textbooks and become exposed to history that extends beyond the underground railroad, Selma and the march on Washington, have become a staple in this now mature, information age. Some of them actively engage their elders who literally survived segregation and Jim Crow with reverence and respect. But, not to the point where their misaligned political ideals persuade them to ignore how black America really wound up in the disarray it currently exists in. Nor are they so narrowly shaped by Hollywood's attempt to culturally appropriate and remake historical stories by bastardizing and diminishing the heroism and the will it took to exist as a black person prior to emancipation as well as during the great exploitation of the reconstruction period. Undoubtedly, there were tragedies, but they moved in tandem with great successes that could only happen with alliances forged by those who believed in what America could become for all people, instead of what America was for some people.

Where the republican party fails is by not taking control of the conversation and talking points that are still sensitive to a significant base from the African American community. It is actually simple. Proactively address how humans were set in bondage against their will, and many times these indentured humans fulfilled their obligations to those who owned them and when the topic of manumission surfaced, these men and women were denied their freedom. And then remind all of America of the great debt we owe to the African Americans, the indigenous Americans from from both Mexico to those who we coin Native, the Chinese and the Philippines, all of whom's history are ignored to promote the notion that the men who are credited with established America were of nobility and just when in fact, they were just men who made choices that benefited themselves based on the times they lived in. It is not difficult, but being tone deaf underscores the notion that the republican party is bigoted or racist. The parallel comes from the bitter past reality that slave owners often refused to acknowledge that terms of servitude were gratified, in some cases tenfold. Yet when the opportunity presented itself to honor the agreement, they rejected manumission simply because they knew they did not have to. Integrity and the lack thereof speaks volumes.

George Washington, who also never freed his slaves, crossed the Delaware, but a black slave called York crossed the entire country, pulled his fair share of the responsibilities, and when he made it back to Kentucky, his owners refused to free him and eventually conspired to sell him off, separating York from his wife indefinitely.

George Washington Bush, another black man, helped establish America in the far west along the Oregon Trail. However, he was not allowed to set up his family and community in Oregon because they did not allow black people to be free or own property. It is well documented that many of the whites who came to the prairies would have died if it were not for the gregariousness of George Washington Bush feeding and clothing the westward migrants. Bush took on the financial burden purchasing essentials at an inflated premium because he was black. However, the prejudices he faced only galvanized alliances with migrants black and white who refused to establish their colonies in Oregon due its exclusionary laws. They instead settled in what would be called the state of Washington in 1845. Bush is credited as being the first non indigenous Americans to settle and establish Washington. His oldest son Owen, became a member of the inaugural state Legislature in 1889.

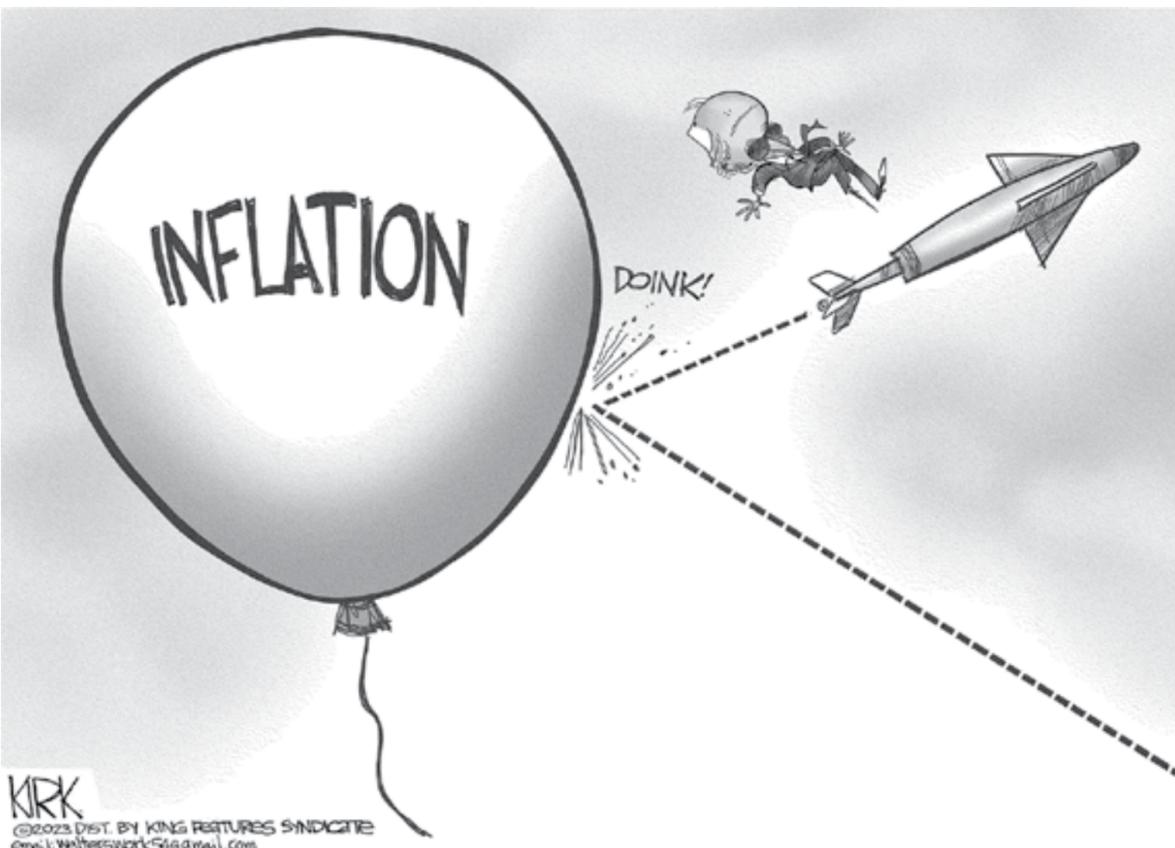
The point of using a story like George Washington Bush is that it exemplifies what America looks like when we are united. This is America being great, this white America owning it's gross error, and this African Americans maintaining their humanity and dignity in spite of the humiliation and suffrage at the hands of pompous and unhonorable. The example of these people are those who refused to see their connection to humanity as one nation under God, and do the most unpatriotic thing ever by not acknowledging them as fellow countrymen and Americans.

If a leftist entertainment program wishes to continue the narrative of all republicans are Trump supporting racists because of their rejection of critical race theory, all they have to do is open up any talk and reference an unknown historical injustice committed by America against humanity and extol the triumph of those who forged forward for progress. Then simply remind the audience that the conversation of America's short and brilliant history is littered with tragedy and coupled with moments of wonderful triumphs and the issue with CRT is not the conversation we all must have as Americans, but the notion that the base they are asked to represent does not want black history to be laced with homosexuality like a date rape drug dropped in a drink unknowingly because person's choice of love has nothing to do with the inability to choose who you were born to and the expectations on how to exist based on your pigment.

Keep in mind, the conversation of slavery goes deeper than the United States of America. The country is a baby compared to the rest of the established world. President George Washington reneging on his promise to free his slaves is a clear lapse in moral character. I can not qualify or justify his reasons for going back on his words. But he led a colony against a world superpower and won. The principles of establishing independence would echo in the hearts of men for generations until the day came where we all can have equal protection of the law and equal access to opportunities. We can choose to go to predominantly white schools like Chapel Hill, Duke, North Carolina State, and Wake Forest or we can choose to go to Historically Black Colleges and Universities like North Carolina Central, Shaw, St Augustine, Bennett, Livingstone, Johnson C Smith, Elizabeth City, Winston-Salem State, North Carolina A&T and Fayetteville State. We can choose to be the criminal or the one with the badge. The one who gives to the community or the one who takes. We can choose to keep our dollar circulating in our community or spend it elsewhere at our discretion. This does not mean bias does not exist. Of course it does. The journey of America is far from done and each generation bears the responsibility to make progress as this is a burden on all of humanity. Perhaps if the republican party spoke more on the history highlighting the magnitude of the contributions of African Americans and how that impacted their personal journey, it would create the opportunity to establish a genuine connection to this under-represented base. But it's hard to do that, if not impossible, when you do not know America's history either. That is because there is no American history without the Africans who built this country for free and received more contempt and obfuscation than reverence and appreciation for being the fertile dirt that allowed our nation to seed and flourish. Please don't tell me that if you want to hide something from a republican, all you have to do is hide it in a history book that speaks about all of our history.

After all, was it not the republican party that fought to end slavery in the Civil War. That is what is taught, however modern commentary will suggest that the reason for the war had nothing to do with emancipation and was more about crippling the economy of the south by banning free labor. It can be argued that for some, that was absolutely the case. But there were others who believed it was a sin to enslave men and fought with their lives to emancipate the slaves.

Either way, it is an excellent talking point to present to an audience who is eager to know what the republican party and its candidates are doing in communities to ensure all Americans, especially black minorities, have a platform to pursue what this country has to offer as one nation, under God, indivisible with liberty and justice for all.



FUNDraising Good Times

By Mel & Pearl Shaw
Saad & Shaw



DEFINE THE ROLES OR SOMEONE ELSE WILL! (PART TWO)

When it comes to raising funds for your organization, is everybody doing everything all at once? Are some people doing nothing? Are there lapses in your fundraising activities? If you answered yes to any or all of these, you may find the situation can get better when everyone knows what roles and responsibilities are. These let everyone know what they've agreed to do, when, how, and with whom.

We recommend defining roles and responsibilities for all the people who will help you reach your fundraising goals. When you present a staff person, board member, or volunteer with a written description of what exactly you want them to do it is easier for them to say "yes" or "no" or to ask questions. Don't worry that people will reject working with you if you document exactly what it is that you expect them to do. It is much better for people to know your expectations in advance. That way they can give you an honest response as to whether or not they can truly be of service. It also allows volunteers the opportunity to set aside time in advance to fulfill their responsibilities. If someone can't fulfill the roles and responsibilities you have set out, you can mutually negotiate them. Or you can ask someone else to serve instead.

Here are a few examples to consider including in a description:

Identify 35 prospective donors who have the interest and financial capacity to make an annual gift of \$15,000 each.

Host quarterly "fundraisers" for prospective donors, volunteers, or supporters.

Meet personally with each prospective donor to explore his interests, provide information about our fundraising, and answer questions.

Secure pro-bono printing services for the printing of new brochures.

Participate in the process of selecting and testing new donor management software.

Provide electronic contact reports after each visit with a current or prospective donor.

If you are writing roles and responsibilities for a committee, be sure to include a list of the types of people who you suggest as potential members. Ideally, the committee chair should invite people she knows to serve with her on the committee. You can always suggest potential members, but remember, it is best to empower your volunteer leadership. Let them attract people they want to work with.

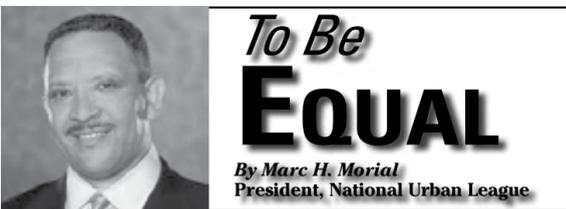
We cannot stress enough how important it is to attract people who are willing and able to fulfill identified roles and responsibilities. It may take you six to nine months to secure a fundraising chair who is willing to solicit lead gifts (a minimum of 20 percent of your fundraising goal) and major gifts. That is much better then quickly attracting a chair who is not willing to solicit gifts at all.

We recommend that you work with your team to create roles and responsibilities for the following:

- Board chair
- Board members
- Fundraising leadership team
- Development committee of the board
- Executive director
- Development director
- Senior staff
- Fundraising volunteers

Here's a closing tip. Before drafting job descriptions for staff

(See **FUNDRAISING GOOD TIMES**, P. 11)



CRUSHING STUDENT LOAN DEBT HINDERS BLACK HOME OWNERSHIP, FEEDS RACIAL WEALTH GAP & STALLS ECONOMIC GROWTH

Homeownership is the primary driver of household wealth in the United States. It fosters educational achievement and civic participation, drives down crime rates and even improves health care outcomes. It remains, for good reason, a key component of the American Dream.

Skyrocketing student debt is crushing the American Dream and driving the racial wealth gap.

President Biden's debt relief plan can restore the dream for millions of Americans, but the Supreme Court seems ready to snatch it away.

This week, six states asked the Court to permanently block the Biden administration's student loan forgiveness program -- a program that will provide critical relief to over 40 million borrowers most at risk of defaulting on their student loans when the repayment pause ends. In less than a month after the student debt relief application was available, 26 million people applied or were deemed automatically eligible for relief. The need and demand for this program has been undeniable.

However, since the administration has been banned from implementing its program, the weight of student loan debt has continued to impact the lives of everyday Americans and has proven to have long-term effects on other aspects of their lives including homeownership.

When new graduates enter the workforce, some average \$25,000 in student loan debt. Despite their qualifications, graduates often settle for lower-paying, lower-skill jobs just so they can start paying their loans right away. As a result, graduates in debt often miss out on the benefits that come with a degree. This is even truer for borrowers of color. Research from the Federal Reserve Bank of St. Louis found that after college graduation, white households receive wealth transfers from their family to help pay for things like the purchase of a home. Students of color are less likely to have wealth to finance either an education or a home purchase, leading to higher rates of loan debt. The different patterns of intergenerational transfers contribute to nearly three-quarters of Black borrowers' student loans having a higher balance today than they did when they first graduated, disproportionately limiting their homeownership possibilities.

Extensive evidence underscores how debt affects mortgage eligibility and credit score, erect clear barriers to homeownership; barriers that wouldn't exist without the anti-Black policies that have diminished wealth-building opportunities that accelerate economic and social mobility. The racial disparities in wealth and income alone force a disproportionate number of Black students to take on greater financial risks to pursue a higher education -- risks that further widen the racial homeownership gap. This is especially true for Black women. As the most educated group in the United States, Black women are more likely to be saddled with student loan debt. A report by the American Association of University Women (AAUW) found that Black women amass an average of \$41,466 of debt by college graduation, compared to the \$33,851 held against white women and \$19,500 held against white men. The numbers nearly double when you consider those who continue their education to attain their master's, PhD's, and their doctorates. This issue is also further compounded by the nation's gender and racial pay gap. Currently, a black woman only makes 63 cents compared to every dollar a white man makes, forcing Black women to take years to pay off their student loan debt.



THE TRUTH OF SELMA

"History matters . . . The truth matters—notwithstanding what the other team is trying to hide. They're trying to hide the truth. No matter how hard some people try, we can't just choose to learn what we want to know and not what we should know. We should learn everything—the good, the bad, the truth—of who we are as a nation. And everyone should know the truth of Selma."

On Sunday, President Biden spoke at the Edmund Pettus Bridge in Selma, Alabama, to commemorate the anniversary of "Bloody Sunday." That was the day in March 1965 when John Lewis, Hosea Williams, and 600 others who had set out on a nonviolent march from Selma to Montgomery to demand their right to vote were brutally attacked at the bridge by lawless state and local law enforcement officials.

President Biden continued: "Six hundred believers put faith into action to march across that bridge named after the Grand Dragon of the KKK. They were on their way to the state capitol in Montgomery to claim their fundamental right to vote, laid in the bedrock of our Constitution, but stolen by hate harbored in too many hearts. With unflinching courage, foot soldiers for justice marched through the valley of the shadow of death, and they feared no evil. The forces of hate conspired to demise, but they endured. They forced the country to confront the hard truths and to act to keep the promise of America alive." The televised images of the attacks on the bridge and the savage beatings of the marchers—including John Lewis, whose skull was fractured, and 53-year-old Amelia Boynton (later Boynton Robinson), who was tear gassed and beaten unconscious—did indeed force the country to confront hard truths. They became a pivotal moment in the Civil Rights Movement and in America's struggle to become America.

The Selma march was originally planned not only to gain the right to vote, but to protest the tragic death of Jimmie Lee Jackson, a 26-year-old Black church deacon and military veteran killed in Marion, Alabama days earlier when he, his mother, sister, and 82-year-old grandfather attended another nonviolent voting rights demonstration where marchers were brutally attacked by racist Alabama law enforcement officials. Jimmie Lee Jackson was beaten and shot trying to shield his mother from a police nightstick. This week's release of the Justice Department report documenting the Louisville, Kentucky police department's pervasive patterns of racial bias, constitutional rights violations, and excessive use of force against Black residents was a reminder of the tragic and deadly through line that connects Jimmie Lee Jackson to Breonna Taylor and thousands of other Black citizens, then and now. Just as voting rights are under renewed attack in Alabama and elsewhere, buoyed by those who are still trafficking in lies about the last election and fighting desperately to find new ways to suppress and challenge votes in the next one, we are still fighting to keep the promise of America alive. The struggle towards progress is only compounded when we need to divide our energy to fight those trying to hide the truth

(See **CHILD WATCH**, P. 11)

Other Viewpoints

By Dr. John E Warren

San Diego Voice

The Black Press has existed for 196 years because it understands service to our communities, and the business of how we pay for it is a part of our survival.

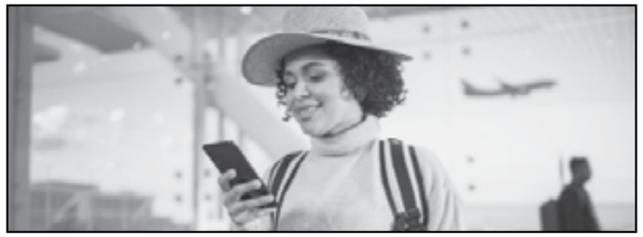
A perfect example of how business and public policy come together can be found in the recent notices concerning the collapse of the Silicon Valley Bank and its impact on the public's perception on the safety of small banks around the country.

The President's statement on the commitment of the Federal Government to all depositors is newsworthy and should be published by all media as a service affecting national confidence. However, the statement by Trade Associations to their membership is done as a matter of business. Trade Associations benefit from the President's reaffirmation of the government's policy concerning the nation's financial system. Because of the importance of Minority Deposit Insurance, which is not necessarily covered to the same extent as the Federal Deposit Insurance Corporation (FDIC), there exists a greater need to assure public confidence beyond the President's statement and actions.

Hence, a general letter from an association holding the membership not only of small banks, but also minority banking institutions and their clients, should be a "paid" statement, just as other organizations have done in such papers as USA Today and the New York Times. These are large dailies that have made the distinction between a policy statement by the President and/or an organization's effort to get a business message to the public and its membership.

The statement from the National Banker Association, which can afford to pay for the distribution of such notices should be doing so as a matter of demonstrating its fiduciary responsibility to the Comptroller of the Currency as the watchdog over all banking.

The NNPA leadership must also come to understand this point so that even as we provide coverage of news items, we still remind people that we are businesses engaged in serving our population, in particular, and the broader public in general. We in the Black media industry must come to understand the difference between a guest commentary and a message that is an advertisement. We live and serve in changing times, we must also change even as we serve.



REREGULATION OF AIRLINES WILL HAVE NEGATIVE IMPACT ON TRAVELERS OF COLOR

Among the significant strides our country has made to create a more equitable society, air travel does not always come to mind. However, it was not long ago that air travel was only for the elite. Airfares were prohibitively expensive, and flying on commercial airlines was a privilege that almost exclusively upper-class, white Americans could enjoy.

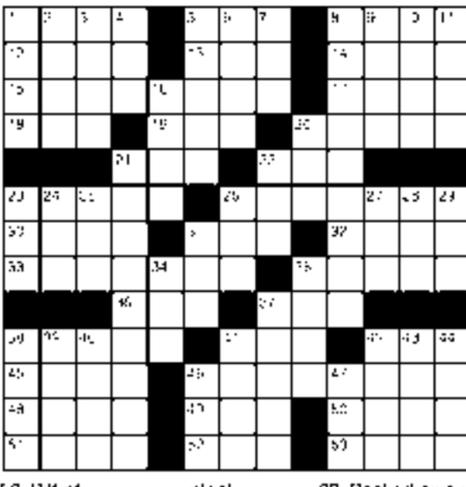
Today, the vast majority of Americans from all income levels and walks of life are able to travel by air. According to an Ipsos survey, more than 90% of Americans have flown commercial in their lifetime - with 53% of Americans taking to the skies before the age of 16. It is hard to believe that only 50 years ago, fewer than half Americans of all ages had experienced air travel.

What spurred this new reality of affordable airline fares and accessibility? The answer is simple: the deregulation of the industry in

King Crossword

ACROSS

- 1 Two-wheeler
- 5 Bumped into
- 8 Pack-down
- 12 Ireland
- 13 Payer's brother
- 14 "The Time Machine" people
- 15 Octopus arm
- 17 Lunch hour
- 18 Request
- 19 IV measures
- 20 Must-haves
- 21 Crag
- 22 Vagrant
- 23 More recent
- 25 Goddess of wisdom
- 30 Tolkien's country
- 31 Six one
- 32 Tidy
- 33 Workshop cutter
- 35 Rock
- 36 Very long time
- 37 Possesses
- 38 Drummy
- 41 Small barrel
- 42 "The Wedding Planner" address, to lars
- 45 New York's - Field
- 46 Bicycle type
- 48 N. Mex. neighbor
- 49 - Linquis



- 50 Pill of
- 51 Carry
- 52 Layer
- 53 Round Table Miles
- 10 Disposition
- 11 Bowing lagers
- 16 Computer board
- 20 Convent manager
- 21 Preparation for cooking
- 22 Barcooboke of jazz
- 23 Pencil
- 24 Mixed state
- 25 Pallid
- 26 Turn the grass
- 27 Old
- 28 Movable type
- 29 Packed away
- 31 Summer cooler
- 34 Drunkard
- 35 Droops
- 37 Ford or Hudson
- 38 E.ia's style
- 39 Surrealist
- 40 Booking
- 41 Fall (over)
- 42 Ryan of Boston
- 43 Tragical king
- 44 Probability
- 46 Light touch
- 47 "Fortling" air

DOWN

- 1 Test version
- 2 Enrages
- 3 Neck problem
- 4 Tolkien creature
- 5 Pilgrimage site
- 6 Building wings
- 7 Dead heat
- 8 Some urban homes
- 9 Medicinal

the 1970s. Today, there are some in the Biden Administration and in Congress pushing to reregulate the airline industry - a decision that threatens to upend the progress our country has made to make air travel more accessible for all Americans.

In 1978, President Carter signed the bipartisan Airline Deregulation Act into law - ushering in a new age for air travel. This bill drove tremendous progress in improving the accessibility of air travel, especially among low-income and diverse communities.

The bill introduced a free market in the commercial airline industry. Dozens of new airlines formed, and due to increased airline competition, more planes took to the skies every day, new routes were added, and fares plummeted, providing more and more passengers with the opportunity to take advantage of a fast and safe method of travel.

Today, two million passengers board planes across the U.S. every day to visit friends, reunite with families, and meet with colleagues. These travelers are benefitting from an unprecedented amount of choice - more carriers to choose from, more flights and routes and varying ticket types that include more affordable options.

Two new carriers entered the market during the pandemic, offering new service to small communities and further spurring the fierce competition within the industry. This, in turn, drives down fares - and improves the travel experience - as the carriers all vigorously compete for the same consumers.

The benefits of the Airline Deregulation Act are still felt throughout the country, with fares remaining remarkably affordable. In 2021, domestic air travel in the U.S. was 55 percent less expensive than it was in 1979. As a result, one-third of Americans boarding commercial aircraft in the U.S. had family incomes under \$75,000.

FUNDRAISING GOOD TIMES

Continued from page 10

members and volunteers, seek their input. An internal and informal audit of roles and responsibilities provides a helpful starting point for more formal documentation. As appropriate, ask staff, volunteers, and executive leadership to create a comprehensive list of the tasks they complete on a daily, weekly, and monthly basis on behalf of your organization. This accounting will help crystallize the scope of duties required of each position and may identify gaps or inconsistencies in the workflow. Use this information as you create standardized job descriptions for current and future staff and volunteers.

Here's a checklist you can use to help stay on track with creating the roles and responsibilities you need to support your organization's fundraising. Reference the list as you go through the process of defining roles and responsibilities and - importantly - gaining the agreement of those who will fulfill them.

We have identified who we need to write specific roles and responsibilities for.

Roles and responsibilities documents have been prepared for each identified committee, volunteer, or employee.

All volunteers and employees have reviewed their respective roles and responsibilities.

Roles and responsibilities have been revised and updated based on feedback from volunteers and employees.

Orientation or launch meetings have been held for each committee to ensure all members understand their collective and individual roles and responsibilities and have determined how they will organize themselves to meet those goals.

CHILD WATCH

Continued from page 10

about our nation's history. Two weeks after Bloody Sunday, I traveled from Mississippi, where I was working as a young civil rights lawyer, to Alabama to join John Lewis, Dr. Martin Luther King, Jr. and about 25,000 fellow citizens to resume marching the 54 miles from Selma to Montgomery. As Dr. King spoke from the steps of the state's capitol at the end of the exhilarating march, he said we needed to keep going: "Let us therefore continue our triumphant march to the realization of the American dream. Let us march on segregated housing until every ghetto or social and economic depression dissolves, and Negroes and whites live side by side in decent, safe, and sanitary housing. Let us march on segregated schools until every vestige of segregated and inferior education becomes a thing of the past. . . . Let us march on poverty until no American parent has to skip a meal so that their children may eat. . . . Let us march on ballot boxes until we send to our city councils, state legislatures, and the United States Congress men [and women] who will not fear to do justly, love mercy, and walk humbly with thy God."

President Biden ended his own remarks in Selma this way: "We know history does not look kindly on those who deny the march across the bridge to redeem the soul of America. Let me close with this: In many of your faith traditions, Sunday is the Sabbath, a day of rest. But on that Sunday morning, on March 7th, 1965, Amelia Boynton Robinson and 600 of her fellow children of God chose different pews. On this bridge of her beloved Selma, they were called to the altar of democracy, unsure of their fate but certain that the cause was righteous. So she would go on to say, 'You can never know where you're going unless you know where you've been.' We know where we have been. And, my fellow Americans, on this Sunday of our time, we know where we've been and we know, more importantly, where we have to go: forward together. So let's pray, but let's not rest. Let's keep marching. Let's keep the faith." This is what we must all still do.

Classifieds

DURHAM COUNTY

STATE OF NORTH CAROLINA
DURHAM COUNTY
NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 183

The Undersigned, having qualified as Executor of the Estate of Howard Monroe Fitts, Jr., late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 26th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.
Howard Arnold Fitts
Executor
7312 Arbron Dr
Durham, NC 27713
2/23, 3/2, 3/9 and 3/16/2023

STATE OF NORTH CAROLINA
DURHAM COUNTY
NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 120

The Undersigned, having qualified as Administrator of the Estate of Elaine H. Yarborough, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 25th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.
Felicia M. Yarborough
Administrator
611 Nash Street
Durham, NC 27707
2/23, 3/2, 3/9 and 3/16/2023
STATE OF NORTH CAROLINA
DURHAM COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 93

The Undersigned, having qualified as Administrator of the Estate of Sandra Faye Saunders, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 26th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.
Bartow Saunders III
Administrator
25 Burgess Lane
Durham, NC 27707
2/23, 3/2, 3/9 and 3/16/2023

NOTICE TO CREDITORS
The undersigned having qualified as Executor of the Estate of EARL O. FARLOW a/k/a EARL ODOM FARLOW Deceased, late of Durham County, North Carolina, this is to notify all persons, firms and corporations having claims against the Estate to Exhibit them to the undersigned at the office of IDOL LAW, PLLC, PO Box 51759, Durham, North Carolina 27712, on or before the 26th day of May, 2023, or this Notice will be in bar of their recovery. All persons indebted to the Estate will please make immediate payment.

This is the 23rd day of February, 2023.
Gary F. Farlow
Executor
Estate of Earl O. Farlow a/k/a Earl Odom Farlow, Deceased.
Robert A. Idol, Esquire
IDOL LAW, PLLC
Attorney at Law
PO Box 51759
Durham, NC 27717
(919) 401-5151
2/23, 3/2, 3/9 and 3/16/2023

NOTICE TO CREDITORS
The undersigned having qualified as Executor of the Estate of BETSY M. FARLOW a/k/a BETSY MERLE FARLOW Deceased, late of Durham County, North Carolina, this is to notify all persons, firms and corporations having claims against the Estate to Exhibit them to the undersigned at the office of IDOL LAW, PLLC, PO Box 51759, Durham, North Carolina 27712, on or before the 26th day of May, 2023, or this Notice will be in bar of their recovery. All persons indebted to the Estate will please make immediate payment.

This is the 23rd day of February, 2023.
Gary F. Farlow
Executor
Estate of Betsy M. Farlow a/k/a Betsy Merle Farlow, Deceased.
Robert A. Idol, Esquire
IDOL LAW, PLLC
Attorney at Law
PO Box 51759
Durham, NC 27717
(919) 401-5151
2/23, 3/2, 3/9 and 3/16/2023
STATE OF NORTH CAROLINA
DURHAM COUNTY

NOTICE TO CREDITORS
The undersigned, having qualified as Executors of the Estate of MEREDITH SLANE PERSON AKA MEREDITH SLANE FINCH MICHENER of Durham County, North Carolina, do hereby notify all persons, firms and corporations having claims against said estate to present them to the undersigned

on or before May 24, 2023, or this notice will be pleaded in bar of their recovery. All persons, firms or corporations indebted to said estate will please make immediate payment to the undersigned. This the 23rd day of February, 2023.
CIBC National Trust Company
Co-Executor of the Estate of Meredith Slane Person aka Meredith Slane Finch Michener
3290 Northside Parkway NW
7th Floor
Atlanta, GA 30327
Sumner Slane Finch
Co-Executor of the Estate of Meredith Slane Person aka Meredith Slane Finch Michener
1204 Westwood Avenue
High Point, NC 27262
Edgar S. Levy III
Gallimore Levy Chrisawn Gallimore
PLLC 1838 Eastchester Drive
Ste 100
High Point, NC 27265
Telephone: (336) 754-8489
2/23, 3/2, 3/9 and 3/16/2023
STATE OF NORTH CAROLINA
DURHAM COUNTY

on or before May 24, 2023, or this notice will be pleaded in bar of their recovery.

All persons, firms or corporations indebted to said estate will please make immediate payment to the undersigned.

This the 23rd day of February, 2023.
CIBC National Trust Company
Co-Executor of the Estate of Meredith Slane Person aka Meredith Slane Finch Michener
3290 Northside Parkway NW
7th Floor
Atlanta, GA 30327
Sumner Slane Finch
Co-Executor of the Estate of Meredith Slane Person aka Meredith Slane Finch Michener
1204 Westwood Avenue
High Point, NC 27262
Edgar S. Levy III
Gallimore Levy Chrisawn Gallimore
PLLC 1838 Eastchester Drive
Ste 100
High Point, NC 27265
Telephone: (336) 754-8489
2/23, 3/2, 3/9 and 3/16/2023
STATE OF NORTH CAROLINA
DURHAM COUNTY

NOTICE TO CREDITORS
THE UNDERSIGNED, having qualified on the 10th day of February, 2023, as Executor of the ESTATE OF PATRICIA HARDING NESTLER A/K/A PATRICIA NESTLER, Deceased, of Durham County, North Carolina, do hereby notify all persons, firms and corporations having claims against said Estate to exhibit them to the undersigned on or before the 24th day of May, 2023 or this Notice will be pleaded in bar of their recovery. All persons indebted to said Estate will please make immediate payment to the undersigned.

This, the 23rd day of February, 2023.
KATHRYN NESTLER
EXECUTOR
ESTATE OF PATRICIA HARDING NESTLER
A/K/A PATRICIA NESTLER

c/o Shirley M. Diefenbach, Attorney
Walker Lambe, PLLC
Post Office Box 51549
Durham, North Carolina 27717
2/23, 3/2, 3/9 and 3/16/2023

NOTICE TO CREDITORS
2023 E 204
ALL PERSONS, firms and corporations having claims against Omelia L. Walker, of Durham County, N.C., are notified to exhibit the same to the undersigned on or before the 25th day of May 2023, or this notice will be pleaded in bar of recovery. Debtors of the decedent are asked to make immediate payment.

This the 23rd day of February, 2023.
Tanya Wiley
7718 Abbotsinch Court
Charlotte, NC 28269
2/23, 3/2, 3/9 and 3/16/2023
STATE OF NORTH CAROLINA
DURHAM COUNTY
NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 81

The Undersigned, having qualified as Executor of the Estate of Mary Anne Weaver, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 26th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.
Mary Caroline Weaver
Executor
2222 West Club Blvd
Durham, NC 27705
2/23, 3/2, 3/9 and 3/16/2023
STATE OF NORTH CAROLINA
DURHAM COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 22 E 1350

The Undersigned, having qualified as Administratrix of the Estate of Gloria Ann McAllister, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 26th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.
Sherri Morrison
Administratrix
2290 Merck Drive
Unit 203
Winston Salem, NC 27106
2/23, 3/2, 3/9 and 3/16/23
STATE OF NORTH CAROLINA
DURHAM COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 22 E 1206

The Undersigned, having qualified as Administratrix of the Estate of Tabatha Renee Harris Deshazo, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 26th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.

Classifieds

Deborah H. Walker
Administratrix
357 Barrett Street
Danville, VA 24541
2/23, 3/2, 3/9 and 3/16/23
STATE OF NORTH CAROLINA
DURHAM COUNTY

**NOTICE OF SERVICE
OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 233**

The Undersigned, having qualified as Executor of the Estate of Henry Jack Wilkerson, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 26th day of May 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 23rd day of February, 2023.

Jill Wilkerson Smith

Executrix

1109 Lynch Cir.

Warminster, PA 18974

2/23, 3/2, 3/9 and 3/16/23

NOTICE TO CREDITORS

File Number 23 E 179

Having qualified as the personal representative of the estate of James W. Faucette, late of Durham County, NC, Jill F. Hofler, the undersigned, does hereby notify all persons, firms, and corporations having claims against the estate of decedent to exhibit them to the undersigned at 1007 Vickers Ave., Durham, NC 27707, on or before June 15, 2023, or this notice will be pleaded in bar of recovery. All persons, firms and corporations indebted to the estate will please make prompt payment to the undersigned.

This the 23rd day of February, 2023.

Jill Faucette Hofler

Executrix

Wilfred F. Drake, P.C.

Attorney for the Estate

1007 Vickers Ave.

Durham, NC 27707

919-683-8441

2/23, 3/2, 3/9 and 3/16/23

NOTICE TO CREDITORS

ESTATE OF

ROSALIE RANKIN FONDA

File No. 23 E 88

Having qualified as Executor of the Estate of Rosalie Rankin Fonda, the undersigned does hereby notify all persons, firms, and corporations having claims against the estate to exhibit them to the undersigned on or before June 5, 2023, or this notice will be plead in bar of their recovery. All persons, firms and corporations indebted to said estate will please make immediate payment to the undersigned.

This the 23rd day of February, 2023

John Rankin Fonda

Executrix of the Estate of Rosalie Rankin Fonda

1019 McCarley Blvd.

Wilmington, N.C. 28412

3/2, 3/9, 3/16 and 3/23/23

NOTICE TO CREDITORS

Having qualified as Executor of the Estate of Linda Gilliam AKA Linda Harris Gilliam FKA Linda Darrielle Harris, late of Durham County, North Carolina, the undersigned does hereby notify all persons, firms and corporations having claims against the estate of said decedent to exhibit them to the undersigned on or before the 5th day of June, 2023, or this notice will be pleaded in bar of their recovery. All persons, firms and corporations indebted to the said estate will please make immediate payment to the undersigned.

This 2nd day of March, 2023.

David Harris

Executrix of the Estate of Linda Gilliam AKA Linda Harris Gilliam FKA Linda Darrielle Harris

c/o Lori M. Bernstein

Attorney at Law

2726 Croasdaile Dr. Suite 202

Durham, North Carolina 27705

3/2, 3/9, 3/16 and 3/23/23

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE OF SERVICE

OF PROCESS BY PUBLICATION

In The General Court Of Justice

Superior Court Division

Before the Clerk

File Number 23 E 235

The Undersigned, having qualified as Administrator of the Estate of Harriet Holtzman, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 5th day

of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 2nd day of March, 2023.

Jack Holtzman

Administratrix

2736 Dogwood Road

Durham, NC 27705

3/2, 3/9, 3/16 and 3/23/23

NOTICE TO CREDITORS

The undersigned having qualified as Executor of the Estate of MARVIN LIONEL HEDGEPEETH, Deceased, late of Durham County, North Carolina, this is to notify all persons, firms and corporations having claims against the Estate to Exhibit them to the undersigned at the office of IDOL LAW, PLLC, PO Box 51759, Durham, North Carolina 27717, on or before the 5th day of June, 2023, or this Notice will be in bar of their recovery.

All persons indebted to the Estate will please make immediate payment.

This is the 2nd day of March, 2023.

Lisa A. Hedgepeth, Executrix

Estate of Marvin Lionel Hedgepeth,

Deceased

Robert A. Idol, Esquire

IDOL LAW, PLLC

Attorney at Law

PO Box 51759

Durham, NC 27717

(919)401.5151

3/2, 3/9, 3/16 and 3/23/23

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE OF SERVICE

OF PROCESS BY PUBLICATION

In The General Court Of Justice

Superior Court Division

Before the Clerk

File Number 23 E 99

The Undersigned, having qualified as Administrator of the Estate of Martha Ann Banfield a/k/a Martha A. Banfield, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 5th day of June 2023, or this notice will be pleaded in bar of their recovery.

This the 23rd day of February, 2023.

Jill Faucette Hofler

Executrix

Wilfred F. Drake, P.C.

Attorney for the Estate

1007 Vickers Ave.

Durham, NC 27707

919-683-8441

2/23, 3/2, 3/9 and 3/16/23

NOTICE TO CREDITORS

ESTATE OF

ROSALIE RANKIN FONDA

File No. 23 E 88

Having qualified as Executor of the Estate of Rosalie Rankin Fonda, the undersigned does hereby notify all persons, firms, and corporations having claims against the estate to exhibit them to the undersigned on or before June 5, 2023, or this notice will be plead in bar of their recovery. All persons, firms and corporations indebted to said estate will please make immediate payment to the undersigned.

This the 23rd day of February, 2023

John Rankin Fonda

Executrix of the Estate of Rosalie Rankin Fonda

1019 McCarley Blvd.

Wilmington, N.C. 28412

3/2, 3/9, 3/16 and 3/23/23

NOTICE TO CREDITORS

Having qualified as Administrator of the Estate of Eldridge Lucky Avent Olive, late of 2201 S. Alston St., Durham, Durham County, North Carolina, the undersigned does hereby notify all persons, firms and corporations having claims against the estate of said decedent to exhibit them to the undersigned at Law Office of Ken Hirsh, 1821 Hillandale RD, STE 1B-344, Durham, North Carolina 27705, on or before the 5th day of June, 2023, or this notice will be pleaded in bar of their recovery.

This, the 23rd day of February, 2023.

/s/ David Olive

Administrator of the Estate of Eldridge Lucky Avent Olive

Kenneth J. Hirsh

Law Office of Ken Hirsh

1821 Hillandale RD STE 1B-344

Durham, NC 27705

3/2, 3/9, 3/16 and 3/23/23

NOTICE TO CREDITORS

ESTATE OF DAVID FREDERICK

WILLIAM GRANT

DURHAM COUNTY

FILE NO. 2023 E 195

All persons, firms, and corporations having claims against David Frederick William Grant deceased, of Durham County, North Carolina are notified to exhibit them to the undersigned on or before June 5, 2023, or be barred from their recovery. Debtors of the decedent are asked to make immediate payment.

This 2nd day of March, 2023.

Sharon Grant, Executrix

1107 Grangerford Ct.

Durham, NC 27703

Attorney, Walter Brodie Burwell, Jr.

Envisage Law

2601 Oberlin Road, Suite 100

Raleigh, NC 27608

3/2, 3/9, 3/16 and 3/23/23

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE OF SERVICE

OF PROCESS BY PUBLICATION

In The General Court Of Justice

Superior Court Division

Before the Clerk

File Number 23 E 216

All persons, firms and corporations having claims against WIL-

Before the Clerk
File Number 23 E 149

The Undersigned, having qualified as Administrator of the Estate of Cary H. Glass a/k/a Cary Howard Glass, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 5th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 2nd day of March, 2023.

Littleton David Glass

Administratrix

617 Preston Andrews Rd.

Bahama, NC 27503

3/2, 3/9, 3/16 and 3/23/23

NOTICE TO CREDITORS

COUNTY OF DURHAM

23 E 216

All persons, firms and corporations having claims against WIL-LIE BENNIE HAYES deceased, are notified to exhibit them to Travis Whitt Williams, Executrix of the decedent's estate on or before June 2, 2023, c/o James C. Stanford Attorney for the Estate, at P. O. Drawer 1529, Hillsborough, North Carolina 27278, or be forever barred from their recovery. Debtors of the decedent are asked to make immediate payment to the above named Executrix.

This the 2nd day of March, 2023.

Travis Whitt Williams

Executrix of the Estate of Willie

Bennie Hayes

Coleman, Gledhill, Hargrave,

Merritt & Rainsford, P.C.

James C. Stanford

Attorney for Estate

P.O. Drawer 1529

Hillsborough, NC 27278

(919) 732-2196

March 2nd, 9th, 16th and 23rd

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE OF SERVICE

OF PROCESS BY PUBLICATION

In The General Court Of Justice

Superior Court Division

Before the Clerk

File Number 22 E 1502

The Undersigned, having qualified as Administrator of the Estate of Michael G. Beamon, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 5th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 2nd day of March, 2023.

Earlene Beamon

Administratrix CTA

720 Ferris Road

Durham, NC 27704

3/2, 3/9, 3/16 and 3/23/23

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE TO CREDITORS

File No. 22 E 1291

All persons, firms and corporations having claims against the Estate of WILLIE ENNIS SMITH, JR., Deceased, of Durham County, N.C., are notified to present the same to the Personal Representative listed below on or before the 5th day of June, 2023, or this Notice will be pleaded in bar of recovery.

All debtors of the said Estate are asked to make immediate payment.

This 2nd day of March, 2023.

Anya Smith Walker

Ltd Personal Representative

4 Andi Ct

Durham, NC 27713-2778

3/2, 3/9, 3/16 and 3/23/23

STATE OF NORTH CAROLINA

COUNTY OF DURHAM

EXECUTOR'S NOTICE TO CREDI-

TORS OF HARRY FRANCIS

DAWLEY, JR., DECEASED

The undersigned, GARY LUKE, having duly qualified as Executor of the Estate of HARRY FRANCIS DAWLEY, JR. deceased, late of Durham County, North Carolina, notify all persons, firms, and corporations having claims against the estate of said deceased to exhibit them to the undersigned at the law office of Sharon A. Thompson, Attorney, at 401 W. Knox Street, Durham, NC 27701, on or before 5th day of June, 2023, or this notice will be pleaded in bar of their recovery.

All persons, firms, and corporations indebted to said estate will please make immediate payment.

This 2nd day of March, 2023.

GARY LUKE

Executrix of the Estate of HARRY

FRANCIS DAWLEY, JR.

3/2, 3/9, 3/16 and 3/23/23
STATE OF NORTH CAROLINA
DURHAM COUNTY

**NOTICE OF SERVICE
OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 300**

The Undersigned, having qualified as Executrix of the Estate of Sue Parrish Hicks a/k/a Rachel Sue Hicks, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 12th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 9th day of March, 2023.

Robin Wood Malphrus

Executrix

2210 Anderson Dr

Raleigh, NC 27608

3/9, 3/16, 3/23 and 3/30/2023

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE OF SERVICE

OF PROCESS BY PUBLICATION

In The General Court Of Justice

Superior Court Division

Before the Clerk

File Number 23 E 278

The Undersigned, having qualified as Administrator of the Estate of Carlton Aaron Wilkes, late of Durham County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 12th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 9th day of March, 2023.

Ronnie Leo Wilkes

Administratrix

1117 Dilworth Crescent Row

Charlotte, NC 28023

3/9, 3/16, 3/23 and 3/30/2023

STATE OF NORTH CAROLINA

DURHAM COUNTY

NOTICE OF SERVICE

Classifieds

WAKE COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
STATE OF NORTH CAROLINA
COUNTY OF WAKE
In the General Court of Justice
District Court Division
File No: 22 CV 013998
Carla A. Washington,
Plaintiff

vs.
Jasmine Breona Atkinson and Unknown Father,
Defendant.
Notice of Service of Process by Publication to: Unknown Father:
Take notice that a pleading seeking relief against you has been filed in the above-entitled action. The nature of the relief being sought is as follows: Complaint for Temporary and Permanent Custody for Non-Parents.

You are required to make defense to such pleading within forty (40) days from the date of the first publication of the Notice. If you fail to do so, the plaintiff will seek the relief sought herein.

This, the 2nd day of March, 2023.
Yasmin K. Morton
The Morton Law Offices, PLLC
5510 Six Forks Road, Suite 107
Raleigh, NC 27609
(919) 863-4329.
3/2, 3/9 and 3/16/23
STATE OF NORTH CAROLINA
WAKE COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 21 E 1847

The Undersigned, having qualified as Administrator of the Estate of Delores M. Lucas, late of Wake County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 12th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 9th day of March, 2023.
Michael J. Lucas
Administrator
1715 Aragon Drive Apt. 208
Knightdale, NC 27545
3/9, 3/16, 3/23 and 3/30/2023
STATE OF NORTH CAROLINA
WAKE COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 23 E 1943-910

The Undersigned, having qualified as Executor of the Estate of Mae Veola Banks, late of Wake County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 12th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 9th day of March, 2023.
Rosa P Burt
Executor
3920 Vesta Drive
Raleigh, NC 27603
3/9, 3/16, 3/23 and 3/30/23
THE STATE OF NEW HAMPSHIRE
JUDICIAL BR A NCH
NH CIRCUIT COURT

CITATION BY PUBLICATION-TERMINATION OF PARENTAL RIGHTS
Courtroom 1-1st Circuit-Family Division-Lancaster
Case Number:
651-2022-TR-00010

TO: MARCO A. DOMINGUEZ TORRES
LKA: 2020 YONKERS ROAD
RALEIGH, NC 27699-4226

Formerly of and now parts unknown
Preliminary Hearing Petition for Termination of Parental Rights
A petition to terminate parental rights over your minor child(ren) has been filed in this Court. You are hereby cited to appear at a court to respond to this petition as follows:

CAUTION TO RESPONDENT

It is very important that you personally appear in this Court on the date, time and place provided in this notice. If you fail to personally appear, you may be defaulted and your parental rights may be terminated even if you are represented by an attorney who has filed a written appearance and/or personally appears at this hearing. **IMPORTANT RIGHTS OF PARENTS THIS PETITION IS TO DETERMINE WHETHER OR NOT YOUR PARENTAL RIGHTS OR YOUR CHILD(REN) SHALL BE TERMINATED. TERMINATION OF THE PARENT/CHILD RELATIONSHIP MEANS THE TERMINATION SHALL DIVEST YOU OF ALL LEGAL RIGHTS, PRIVILEGES, DUTIES AND OBLIGATIONS, INCLUDING BUT NOT LIMITED TO THE LOSS OF ALL RIGHTS TO CUSTODY, VISITATION AND COMMUNICATION WITH YOUR CHILD(REN). IF TERMINATION IS GRANTED, YOU WILL RECEIVE NO NOTICE OF FUTURE LEGAL PROCEEDINGS CONCERNING YOUR CHILD(REN).**

You are hereby notified that you have a right to be represented by an attorney. You also have the right to oppose the proceedings, to attend the hearing and to present evidence. If you desire an attorney, you may notify this Court within ten (10) days of receiving this notice and upon finding of indigency, the Court will appoint an attorney without cost to you. If you enter an appearance, notice of any future hearings regarding this child(ren) will be by first class mail to you, your attorney and all other interested parties not less than ten (10) days prior to any scheduled hearing. Additional information may be obtained from the Family Division Court identified in the heading of this Order of Notice.

If you will need an interpreter or other accommodations for this hearing, please contact the court

immediately.
Please be advised (and/or advise clients, witnesses, and others) that it is a Class B felony to carry a firearm or other deadly weapon as defined in RSA 625:11, V in a courtroom or area used by a court.
BY ORDER OF THE COURT
Terri L. Peterson
Clerk of Court
1st Circuit- Family Division - Lancaster
55 School St., Suite 202
Lancaster NH 03584
Telephone: 1-855-212-1234
TTY/TDD Relay: (800)735-2964
https://www.courts.nh.gov
3/9 and 3/16/23
STATE OF NORTH CAROLINA
WAKE COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 2022 E 004432

The Undersigned, having qualified as EXECUTOR of the Estate of Wennie Faye Rayford Scarborough a/k/a Wennie R Scarborough, late of Wake County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 19th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 16th day of March, 2023.
Cullus Conray Dunston
Executor
494 Beasley Road
Louisburg, NC 27549
3/16, 3/23, 3/30 and 4/6/2023
STATE OF NORTH CAROLINA
WAKE COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division

Before the Clerk
File Number 23E002009-910
The Undersigned, having qualified as EXECUTOR of the Estate of DOROTHY COPPEDGE CROCKER late of Wake County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 19th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 16th day of March, 2023.
Sue C Rudy
Executor
508 Easy Wind Lane
Garner, NC 27529
3/16, 3/23, 3/30 and 4/6/2023
STATE OF NORTH CAROLINA
WAKE COUNTY

NOTICE OF SERVICE OF PROCESS BY PUBLICATION
In The General Court Of Justice
Superior Court Division
Before the Clerk
File Number 2022 E 004432

The Undersigned, having qualified as EXECUTOR of the Estate of Wennie Faye Rayford Scarborough a/k/a Wennie R Scarborough, late of Wake County, North Carolina, hereby wishes to notify all persons having claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 19th day of June 2023, or this notice will be pleaded in bar of their recovery.

All persons indebted to the Estate will please make immediate payment to the undersigned at the below listed address.

This the 16th day of March, 2023.
Cullus Conray Dunston
Executor
494 Beasley Road
Louisburg, NC 27549
3/16, 3/23, 3/30 and 4/6/2023

D/M/WBE

SUBCONTRACTORS/SUPPLIERS WANTED

T. A. Loving Company (NC General Contractor License No. 325) is seeking certified DBE, MBE, and WBE subcontractors and suppliers for the **Frontier Project FY23-09** project for the **City of Jacksonville** which bids **March 23, 2023, at 3:00 PM**. Plans and specifications for this project are available at the following locations: TA Loving Company, 400 Patetown Road, Goldsboro, NC 27530 * City of Jacksonville, Engineering Division; 815 New Bridge Street; Jacksonville, NC 28540.

Potential subcontracting opportunities include but are not limited to surveying, clearing and grubbing, hauling, asphalt paving, striping, earthwork, erosion control, seeding, line-work, CIPP, and flatwork. Please contact **Jeff Price** (jprice@taloving.com) if you are interested in submitting a proposal on any portion(s) of this project. Contact via phone 919-734-8400; fax 919-736-2148; or email. All quotations will be accepted up to bid closing time of the bid date. TA Loving Company is an Equal Opportunity/Affirmative Action Employer.

Please advise if assistance is needed with obtaining necessary equipment, supplies, materials, or insurance/bonding to satisfy the work requirements. We are willing to accept quotations for all or partial quantities and items of work. We can offer 2-party check payments and quick payment agreements, but the agreements need to be negotiated prior to the bid date.

D/M/WBE

SUBCONTRACTORS/SUPPLIERS WANTED

Pipeline Utilities, Inc. (NC General Contractor License No. 325) is seeking certified DBE, MBE, and WBE subcontractors and suppliers for the **Ricochet Drive Gravity Sewer Installation** project for the **City of Raleigh Public Utilities Department** which bids **March 23, 2023, at 2:00 PM**. Plans and specifications for this project are available at the following locations: Pipeline Utilities, Inc.; 2204-F Associate Drive; Raleigh, NC 27603 * Black and Veatch International Company; 175 Regency Woods Place, Suite 200; Cary, NC 27518 * Dodge Data and Analytics website * ConstructConnect website * Construction Journal website * NC Institute of Minority Economic Development (NCIMED) website.

Potential subcontracting opportunities include but are not limited to surveying, demolition, clearing and grubbing, hauling, asphalt paving, erosion control, seeding, electrical, bypass pumping, flatwork, and manhole lining. Please contact **Tim Hogan** (thogan@pui-nc.com) if you are interested in submitting a proposal on any portion(s) of this project. Contact via phone 919-772-4310, ext.: 107; fax: 919-772-3261; or email. All quotations will be accepted up to bid closing time of the bid date. Pipeline Utilities, Inc. is an Equal Opportunity/Affirmative Action Employer.

Please advise if assistance is needed with obtaining necessary equipment, supplies, materials, or insurance/bonding to satisfy the work requirements. We are willing to accept quotations for all or partial quantities and items of work. We can offer 2-party check payments and quick payment agreements, but the agreements need to be negotiated prior to the bid date.

D/M/WBE

SUBCONTRACTORS/SUPPLIERS WANTED

T. A. Loving Company (NC General Contractor License No. 325) is seeking certified DBE, MBE, and WBE subcontractors and suppliers for the **Blue Clay Road Business Park Infrastructure** project for **New Hanover County** which bids **March 23, 2023, at 3:00 PM**. Plans and specifications for this project are available at the following locations: TA Loving Company, 400 Patetown Road, Goldsboro, NC 27530 * New Hanover County website * McKim & Creed, Inc.; 243 North Front Street; Wilmington, NC 28401.

Potential subcontracting opportunities include but are not limited to surveying, clearing and grubbing, hauling, asphalt paving, striping, earthwork, erosion control, seeding, sod-ding, linework, jack & bore, bypass pumping, dewatering, flatwork, CIPP, CIPC, and fencing. Please contact **Jeff Price** (jprice@taloving.com) if you are interested in submitting a proposal on any portion(s) of this project. Contact via phone 919-734-8400; fax 919-736-2148; or email. All quotations will be accepted up to bid closing time of the bid date. TA Loving Company is an Equal Opportunity/Affirmative Action Employer.

Please advise if assistance is needed with obtaining necessary equipment, supplies, materials, or insurance/bonding to satisfy the work requirements. We are willing to accept quotations for all or partial quantities and items of work. We can offer 2-party check payments and quick payment agreements, but the agreements need to be negotiated prior to the bid date.

D/M/WBE

SUBCONTRACTORS/SUPPLIERS WANTED

Pipeline Utilities, Inc. (NC General Contractor License No. 325) is seeking certified DBE, MBE, and WBE subcontractors and suppliers for the **State Street Water and Sewer Improvements - Phase II** project for the **City of Raleigh Public Utilities Department** which bids **March 30, 2023, at 2:00 PM**. Plans and specifications for this project are available at the following locations: Pipeline Utilities, Inc.; 2204-F Associate Drive; Raleigh, NC 27603 * CDM Smith, Inc.; 5400 Glenwood Avenue, Suite 400; Raleigh, NC 27612 * Dodge Data and Analytics website * ConstructConnect website * Hispanic Contractors Association of the Carolinas website * NC Institute of Minority Economic Development (NCIMED) website.

Potential subcontracting opportunities include but are not limited to surveying, hauling, asphalt paving, striping, traffic control, erosion control, bypass pumping, CIPP, and flatwork. Please contact **David Murchison** (dmurchison@pui-nc.com) if you are interested in submitting a proposal on any portion(s) of this project. Contact via phone 919-772-4310, ext.: 117; fax: 919-772-3261; or email. All quotations will be accepted up to bid closing time of the bid date. Pipeline Utilities, Inc. is an Equal Opportunity/Affirmative Action Employer.

Please advise if assistance is needed with obtaining necessary equipment, supplies, materials, or insurance/bonding to satisfy the work requirements. We are willing to accept quotations for all or partial quantities and items of work. We can offer 2-party check payments and quick payment agreements, but the agreements need to be negotiated prior to the bid date.

CITY OF RALEIGH HOLDING SECOND PUBLIC HEARING ON THE DRAFT FY 2023-2024 ANNUAL ACTION PLAN

The City of Raleigh will conduct a public hearing on the draft Fiscal Year 2023-2024 Annual Action Plan (AAP) on April 4, 2023 after 7pm in the Raleigh City Council Chambers (pending City Council authorization).

The hearing will allow city residents to comment on the draft AAP document and the spending plan for federal housing and community development funds during the fiscal year starting July 1, 2023 through June 30, 2024. The AAP describes how the City will spend Community Development Block Grant (CDBG), HOME Investment Partnership (HOME), and Emergency Solutions Grant (ESG) funds provided by the U.S. Department of Housing and Urban Development (HUD) to address the needs of low- and moderate-income persons.

The draft AAP is available on the City's website at www.raleighnc.gov and a 30-day comment period is being held from March 1 - April 1, 2023. Written comments may be submitted by email to cd.info@raleighnc.gov or mailed to Housing and Neighborhoods Dept., P.O. Box 590, Raleigh, NC 27602.

Accommodations for disabled or non-English speaking residents will be made available upon advance request. The City offers interpreter services in other languages, including American Sign Language, at no cost to the speaker. Requests for interpreter services may be submitted on the City's Public Hearings web page when the sign-up window for the hearing is open. Please allow for at least 5 business days for the City to secure an interpreter; if less than that, services cannot be guaranteed. Deaf and hearing-impaired individuals needing interpreter services should provide advance notice by calling 919-996-3100 (voice) or 919-996-3107 (TDD).

Residents are now able to phone in ahead of meetings at 919-301-9499 and leave up to a three-minute voicemail message. This option allows people who may not be able to or want to attend meetings in-person to participate. Comments provided via voicemail may be submitted starting 5pm the Thursday before the meeting and by 5pm the day before the meeting. The comments will be uploaded approximately 30 minutes prior to the start of the City Council meeting.

For additional information, please email cd.info@raleighnc.gov or call 919-996-4330.3/9/23

King Crossword

Answers

Solution time: 23 mins.

B	I	K	E		M	E	T		T	A	M	P	
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COMICS

Just Like Cats & Dogs by Dave T. Phipps



Amber Waves by Dave T. Phipps



CRIN and BIAR IT by Wagon



The Spats by Jeff Pickering



Out on a Limb by Gary Kopervas



In celebration of **Black History Month**, we honor those who have and continue to protect themselves and their loved ones against **COVID-19**.

Stay up to date on vaccines. For more information visit [MySpot.nc.gov](https://www.myspot.nc.gov) or call 1-800-CDC-INFO.



Healthier **TOGETHER**
A PUBLIC-PRIVATE PARTNERSHIP