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# DHHS Orders Consolidation Of State-Funded Mental Health Agencies

by Taylor Knopf

NC Health News

In an effort to streamline the public mental health care system in North Carolina, the state Department of Health and Human Services is reducing the number of state-funded regional behavioral health management companies from six to four. These groups — known as LME-MCOs — have been responsible for managing mental health services for uninsured patients and people receiving Medicaid for a decade.

The state budget, passed in September, gave the state health department secretary increased authority over the LME-MCOs. Health leaders in the General Assembly say they've received many complaints about the services available through the LME-MCOs. This has happened in an environment where lawmakers have struggled to control the groups that manage state dollars and services.

During budget negotiations this summer, lawmakers said they discussed the future of the state-funded mental health system and wanted to see a reduction in the number of LME-MCOs with a key

goal of successfully launching tailored plans by July of next year. The rollout of tailored plans — intended to provide more intensive services to approximately 143,000 Medicaid recipients with complex mental health needs and/or intellectual and developmental disabilities — have been delayed multiple times at the LME-MCOs' request.

Last week, DHHS Secretary Kody Kinsley issued a directive that reduces the number of LME-MCOs, reassigns several counties to different LME-MCOs and sets an aggressive timeline for putting these changes in place. The directive dissolves Sandhills Center, the LME-MCO that served 11 counties in the southern Piedmont, and instructs Eastpointe and Trillium Health Resources to consolidate to cover the entire eastern half of the state.

The directive reassigns the majority Sandhills' counties to the consolidated Eastpointe/Trillium LME-MCO with three exceptions. Effective immediately, Davidson County will be served by Partners Health Management; Harnett County will be served by Alliance Health; and Rockingham County will be served by Vaya Health.

By consolidating the LME-MCOs,

state officials hope for a more timely, successful launch of the tailored plans, as well as more streamlined mental health services across the four regions of the state.

Big changes in eastern NC

Eastern North Carolina will see the largest changes as three formerly separate LME-MCO catchment areas merge into one.

The consolidated Eastpointe/Trillium LME-MCO — which will include the majority of Sandhills' former counties — will serve a total of 46 counties. Though it's nearly half of the state's counties, the counties are largely rural. Though the new consolidated LME-MCO will be the largest in terms of geography, it will still serve a smaller population than Alliance, which serves seven counties that are the state's largest urban hubs.

Kinsley said the department's plan was built on Sandhills and Eastpointe's request to merge earlier this year.

"I wouldn't think so much about it as Sandhills being dissolved," Kinsley said. "Really this is about building on the merger that they proposed, while taking into account that some of the counties wanted to look into a slightly different direc-



tion, and it was justified because the people in their communities are frankly getting care more in those other catchment areas already."

Additionally, he said, Sandhills struggled to secure provider contracts for the tailored plans while other LME-MCOs were making significant progress on their contracts. In an update to lawmakers in

March, DHHS also identified Sandhills as the only group that had not started testing a system to process claims for health provider payments and authorizations.

Meanwhile, Kinsley said Eastpointe and Trillium share similar regions of the state and some of the same health providers, meaning that consolidation of the groups

would simplify things from an administrative standpoint. He said the LME-MCOs also share some "complementary strengths."

"Trillium has some phenomenal strengths in the way that they serve kids," he said. "They have done work on crisis services and thought really creatively about rates and in-lieu-of services."

# Chinese Factories, American Workers

By Rob Schmitz

Marketplace

In the 1960s, South Carolina was a state where African-Americans fought for the right to attend white-only schools, restaurants and bowling alleys; a state where the National Guard attacked and killed protesters who were fighting for these rights. South Carolina Secretary of Commerce Bobby Hitt says that era's turmoil had a serious impact on business.

"I think the sense was that it was hard to recruit American companies into South Carolina because of this parochial attitude," Hitt said. "So I think the strategy started to emerge that if we couldn't sell to our local national audience, maybe we should overseas."

For decades, trade between the two largest economies of the world has depended on a convenient status quo: American companies employing hundreds of millions of low-wage Chinese workers to make products for export back to America. As China's economy rises to overtake America's, that trend is beginning to reverse.

Big Chinese companies are setting up factories all over the United States, employing American factory workers. Nowhere is this more evident than in South Carolina. Plants owned by BMW, Mercedes Benz and Volvo have now made the state the largest exporter of cars in the United States. Foreign tire makers like Michelin and Giti have made the state the largest tire producer in the nation. South Carolina now leads the country in foreign direct investment, and much of the new money is coming from China.



A machine grinds spirals into high performance drill bits on an assembly line in the small town of Seneca in eastern South Carolina. Once finished, the bits will be shipped to customers throughout North America and Europe, as well as China. Ten years ago, this factory was run by Greenfield Industries, an American drill bit company. Then the recession hit.

"It looked more like the building wasn't even open," said Operations Vice President Bobby Densmore. "The property wasn't taken as good care of, the grass was head high; people thought we had closed."

In 2009, Chinese company Top-Eastern — the world's largest drill bit company — bought Greenfield. The new Chinese managers went on a hiring spree, the grass was cut, and in an overgrown plot of company land once used by employees as an

ad hoc driving range, the firm's global headquarters was built.

"So you've had over the last five years various levels of constructions going on, you've got new jobs coming in," Densmore said. "Now we're a driving force in the community."

Densmore estimates the Chinese takeover of this factory added 200 jobs to a community of 8,000 residents suffering from the recession. They're positions that pay an average of \$16 an hour, and like most jobs in South Carolina, they're nonunion; one of several things that's attracted other Chinese companies like Hai'er, the world's largest appliance maker, to build factories here.

"We are a low-cost community in a low-cost state," said Richard Blackwell, executive director of the Oconee Economic Alliance, an organization that aims to attract

investment to Oconee County in upstate South Carolina. "We have a lot of economic development incentives that bring that cost burden down even further. We've proven that global companies can be successful here."

Oconee County lowers property taxes for outside investors, and the state of South Carolina, said Commerce Secretary Bobby Hitt, offers another incentive.

"We offset most of their income tax with credits," Hitt said. "We want our companies to be profitable, because if they're profitable, they're going to grow and add more employees. It's pretty straight-up formula."

It's a formula that's put nearly 3,000 South Carolinians to work manufacturing products for Chinese companies and giving a new meaning to the term "outsourcing."



## DRIVERS STUNNED TO SEE RACIAL SLUR ON DIGITAL SIGN IN NORTH CAROLINA

Drivers traveling along a North Carolina road were shocked to see a digital sign displaying the racial slur "n\*\*\*\*r" last Friday. The North Carolina Department of Transportation stated that an unknown perpetrator had hacked the sign at some point overnight, WRAL reports. The sign's vulgar message was removed by the following morning, but this wasn't an outlier incident for the agency.

The sign belonged to contractors Branch Civil and Flatiron and was placed about ten miles southwest of Raleigh. The organizations involved say the sign was hacked. It wasn't as technically complex as it seems. While NCDOT says the display had both a lock and a passcode, the agency also stated that the equipment wasn't locked at the time of the incident. The contractors gave a statement to WRAL about the profane display: "The Flatiron-Branch team is extremely dismayed by the act of vandalism at one of our local construction projects. We regret that area residents experienced this offensive action. We are investigating how this could have happened and are taking steps to prevent it from happening again. Each day, the people of Flatiron and Branch strive to build an inclusive culture and contribute to the well-being of the communities where we live and work."

Digital displays are relatively easy to interfere with for the dedicated vandal. Digital displays are becoming more prevalent than ever and are even being used as license plates. The only way to prevent similar incidents is for road management agencies to ensure that all security precautions are taken and the signs are monitored consistently. Why the vandal would choose to display a racial slur is another important question.

## BETA TECHNOLOGIES BREAKS GROUND ON FIRST ELECTRIC AIRCRAFT CHARGING SITE IN NORTH CAROLINA

With initial production at its new manufacturing facility underway, electric aircraft developer BETA Technologies has begun setting up charging infrastructure to support its ongoing interstate flights. The company held a groundbreaking ceremony in North Carolina today, where it will install the first electric aircraft charging station in the entire state.

BETA Technologies is a fully integrated electric aircraft and systems developer based in Vermont that we've covered since 2021 when we caught a glimpse of its first aircraft — an eVTOL called the ALIA-250. That model has since been renamed the ALIA VTOL.

The VTOL has since been joined by an electric conventional takeoff and landing (eCTOL) plane called the ALIA CTOL, which had already flown over 26,000 test miles to date. That particular aircraft has already undergone evaluation flights for FAA certification and is targeting full approval for commercial operations by 2025.

In its test flights from Vermont, one of BETA Technologies stops has been North Carolina, the birthplace of flight, thanks to the Wright Brothers 120 years ago, with contributions from the coastal state's strong winds. Yesterday, BETA broke ground on a new electric aircraft charging site in the Tar Heel State as it continues to expand its operations in the US.

The groundbreaking ceremony held at Raleigh Executive Jetport in Sanford, North Carolina, featured executives from BETA as well as state Transportation Secretary Joey Hopkins, director for Raleigh Executive Jetport Bob Heuts, and speakers from NCDOT, US Air Force program AFWERX, United Therapeutics, and AUVSI.

There was another special guest at the ceremony too — BETA's CTOL electric aircraft (seen above), which flew in for the groundbreaking on its way down to Florida.

BETA will eventually install multimodal charging stations to support both electric aircraft and passenger electric vehicles. When complete, the site will house a Level 3 fast charging cube, capable of replenishing BETA's electric aircraft in under an hour, supported by a new Charge Center for the crew to rest during the process.

The Raleigh site will also include the addition of a Level 2 car charger, which will be installed in the airport's parking lot. BETA COO Blain Newton spoke to this infrastructural milestone:

The future of transportation is electric, and as we look to make this new technology a widespread reality in aviation, forward-leaning partners and investment in infrastructure will be critical. We have certainly found that in North Carolina. We are excited to have been able to fly our all-electric ALIA aircraft into Raleigh Executive Jetport from Burlington, Vermont, and chargers like the ones we will install together are what will power these types of missions in the future. This state has always been a first mover in aviation, so it's no surprise that we've found support for the next generation of sustainable aviation solutions, too.

BETA shared that the new electric aircraft charging site is expected to be operational by Q1 of 2024. Simultaneously, the aircraft developer continues the installation of its assembly tooling and production lines of various adjacent systems at its new 188,500-square-foot manufacturing facility in Vermont.

## Our Unforgettable Holiday Gift to Business Owners!

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### Holiday Ad Page Details

- The Holiday Business Segment will be published December 7 - December 27, 2023
- Each Business will have a 4" x 3.5" (width x length) ad space
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- Ad must be legible. No screenshot ads or blurry photos.

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# J.D. Lewis Honored With Congressional Gold Medal of Honor

On November 9th, the North Carolina Department of Military and Veterans Affairs, in collaboration with the North Carolina Museum of History, hosted the 2nd Annual NC Military Hall of Firsts Induction Ceremony. During the event, eight remarkable individuals were recognized for their contributions, and a special honor was bestowed upon the late J. D. Lewis. Lewis had the privilege of being posthumously awarded the prestigious Congressional Gold Medal of Honor.

The Congressional Gold Medal is one of the highest civilian hon-

ors in the United States and is awarded to individuals who have made significant contributions to the nation. J. D. Lewis, known for his outstanding service and dedication, was a deserving recipient of this esteemed recognition.

In a heartfelt moment, Lewis' children, along with his daughter Yvonne Holley, had the honor of accepting the award on his behalf. The Congressional Gold Medal serves as a testament to Lewis' unparalleled commitment and selfless sacrifice.

The event served as a poignant opportunity to pay tribute to the

brave men and women who have served in the military and made extraordinary contributions to the state of North Carolina. The induction ceremony not only celebrated the achievements of those honored, but it also highlighted the enduring legacy of J. D. Lewis, who will forever be remembered for his remarkable service and the indelible impact he made on the

community. Through events like the NC Military Hall of Firsts Induction Ceremony, the state of North Carolina continues to recognize and honor the significant contributions of its military veterans, ensuring that their sacrifices and accomplishments will be remembered and celebrated for generations to come.



Mathias Bishop Photo



**IT'S KIND OF A SELFIE-** Montford Point Marine Francis M. Hooper Jr. photographs a picture of himself on the Wall of Inductees at the 2023 class of the North Carolina Military Hall of Firsts held last weekend. As a Marine, Hooper maintained a working relationship with Japanese police interpreters during the Korean War, learning how to write and speak fluently in Japanese.



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# DA Deberry's Entry Shakes Up Race For North Carolina Attorney General

RALEIGH, N.C. (AP) — Durham County District Attorney Satana Deberry announced on Friday that she is running for North Carolina attorney general next year.

Her candidacy shakes up a Democratic primary for the job that had appeared to swing heavily toward U.S. Rep. Jeff Jackson. Now Jackson, who got into the race two weeks ago after the General Assembly, during redistricting, drew his home into a heavily Republican congressional district, will compete with a current top local prosecutor from an urban county that is overwhelmingly Democratic.

Deberry was first elected DA in 2018 and was reelected last year after winning almost 80% of the Democratic primary vote. Her time as district attorney has been marked in part by efforts to alter how cash bonds are used to reduce what she considers unnecessary jail time before trials, and to promote

diversion programs for offenders of nonviolent crimes.

"The people of North Carolina deserve an Attorney General who is fair, firm, and consistent. An Attorney General who will go to work for them every day no matter where they come from or who they are," Deberry said in a news release. "My life's work has been dedicated to putting the people above politics and the people's business first," she said, adding that "as Attorney General of this state, that's exactly what I will do."

Duplin County attorney Charles M. Ingram and Fayetteville lawyer Tim Dunn also have announced bids for the Democratic nomination to become North Carolina's top law enforcement officer. Republican U.S. Rep. Dan Bishop said in August he would seek the GOP nomination. Primary elections are March 5.

A Republican hasn't been elected attorney general in North Carolina in well over a century. Current Attorney General Josh Stein, a Democrat, is running for governor.

Bishop and Jackson are considered strong fundraisers and high-profile names in their respective parties. Jackson ran for U.S. Senate until he left the race in late 2021, deferring to ultimate nominee Cheri Beasley.

Deberry, whose candidacy was first reported by WFAE-FM, hasn't formally run for a statewide position before and would become the first Black woman elected to such a job if she were to win in November 2024. Jackson, an ex-state senator, Afghan war veteran and current lawyer in the National Guard, also was once a former assistant prosecutor in Gaston County.

Jackson's campaign put out a statement late Friday mentioning his own legal career and saying that "we're glad to welcome anyone to the race and hope that any primary can be positive and thoughtful."

Deberry told The News & Observer of Raleigh during her 2022 DA's campaign that she had "brought a sense of equity and fairness" to the Durham DA's office.

"Our approach separates out the violent crime from the unnecessary prosecution of the most vulnerable members of our community just because they are poor or mentally

ill or have substance abuse issues," she told the newspaper. She also said at the time she would continue to decline to consider the death penalty in murder cases, calling the punishment "neither fair nor equitable."

Deberry, who is from Richmond County and graduated from Princeton University and Duke University law school, also previously served as general counsel for the state Department of Health and Human Services and executive director of the North Carolina Housing Coalition.

# Indigenous Leaders Host 2nd Annual "Truthsgiving"

SAXAPAHAW, NC — On Sunday, November 19th from noon to 3pm at the Haw River Ballroom, 7 Directions of Service invites the public to attend Truthsgiving 2023. This free, all ages event will uplift the untold historical truths of the U.S. Thanksgiving holiday, and amplify Indigenous resistance and visions for the future through Storytelling, Panel Discussions, Short films, Creative Arts Food and Performances by powerful local Indigenous and Afro Indigenous leaders. Last year's Truthsgiving event drew out an intergenerational crowd of over 300. Doors open at 12pm and the programming kicks off with collaborative storytelling with the Paperhand Puppet Intervention.

7 Directions of Service Co-Founders, Dr. Crystal Cavalier-Keck and Jason Crazy Bear Keck, assert their continued aspiration as Truthsgiving hosts: "We hope this event will serve as a starting point to spread decolonizing practices, and relationships built on recognition, truth-telling and respect."

The event is FREE, and registration is required. You can register at <https://tinyurl.com/mrxy7tuh>

All ages are welcome! We recommend folks with young children come at 12pm to enjoy tasting Indigenous foods and to settle in for storytelling.

EVENT DETAILS  
 Sunday, November 19th from 12pm-3pm  
 The Haw River Ballroom  
 1711 Saxapahaw-Bethlehem Church Rd, Graham, NC  
 Email [kasey@7directionsofservice.com](mailto:kasey@7directionsofservice.com)

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# New Deputy Dir. for Durham DSS

Durham, N.C.— Mr. Valery Dambreville has been chosen as the new Deputy Director of the Durham County Department of Social Services. The position has been newly created to deal with the expeditious growth of the agency.

"Durham is growing rapidly, which means the services that DSS offers must grow as well. We're excited to welcome Val to our team, and look forward to his leadership in social work, data management, quality assurance and policy," states Maggie Cveticanin\* Durham County DSS Director.

For over 10 years, Mr. Dambreville has honed his talents at Duplin County and Onslow County Departments of Social Services. Most recently he served as an Assistant Director in Randolph County DSS over Child Welfare. As the new Deputy Director of Durham County Social Services, Dambreville will oversee both the Aging and Adult Services Division, and the Child Family Services Division. Both divisions carry multiple complex federal, state and county programs, serving thousands of Durham residents daily.



VALERY DAMBREVILLE

# NC's State Auditor Says She'll Resign

RALEIGH, N.C. (AP) — North Carolina State Auditor Beth Wood announced on Thursday that she will resign from her elected post next month, a decision coming two days after she was indicted on charges that she misused her state-owned vehicle for personal activities.

Wood, a Democrat who was first elected auditor in 2008, had already announced last week that she wouldn't seek reelection in 2024. That was revealed before a Wake County grand jury formally accused her of a pair of misdemeanors.

"I will step down as State Auditor on December 15, 2023, completing 30 years of service to the State of North Carolina," Wood said in a written statement, "I made this decision because we have such a great team doing incredibly important work and I don't want to be a distraction. It has been an honor and privilege to work with such a talented staff and to

serve the citizens of this great state." The indictment followed an eight-month investigation by state agents that appeared to germinate after she was cited last December for leaving the scene of a crash when she drove her state-owned vehicle into a parked car. Wood pleaded guilty in March to misdemeanor hit-and-run involving the crash and paid fines and court costs. She apologized, telling the presiding judge that she had made a "grave mistake" by leaving the accident scene.

The state constitution directs Democratic Gov. Roy Cooper to appoint someone to fill the remainder of her four-year term through the end of 2024. Cooper also could initially name an interim auditor before making a full appointment. The appointee could decide to run for the job next year. Several people had already announced they're running. Candidate filing begins next month,

with primary elections in March. Wood informed Cooper of her resignation decision on Thursday afternoon, the governor's office said.

Cooper "respects her decision and thanked her for her years of service to North Carolina," spokesperson Jordan Monaghan said in a text message. "Our office will have more information about the appointment process for this position in the coming days."

This week's indictment alleged that in 2021 and 2022, Wood used an assigned state-owned vehicle for "hair appointments and dental appointments out of town, traveling to shopping centers and spa locations where she was not engaged in business in her official capacity."

Wood, 69, said on Tuesday that she was "very disappointed" that Wake County District Attorney Lorin Freeman had brought the charges against her.



# Business & Finance

## SAU Hosts Inspiring Entrepreneurs Among Us Meetup Event

On Wednesday, November 8th, entrepreneurs, business leaders, and college instructors united at St. Augustine's University for the Entrepreneurs Among Us Meetup event at the Prezell Robinson Library. Approximately 25 attendees came together to network and engage in discussions regarding the current business landscape. LaShae Johnson Jr., a talented student at St. Augustine's and a successful business owner, shared his remarkable journey of growing an apparel business. LaShae's accomplishments include working with overseas manufacturers and the recent opening of a warehouse in Cary. This event allowed participants to uncover valuable connections and gain inspiration from entrepreneurial peers.

*Pictures captured by Mathias Bishop*



## New Rule Would Make It Easier For American Workers To Unionize

(AP) A new federal rule that goes into effect next month could make it easier for millions of workers to form unions at big companies like McDonald's. But it's already facing significant pushback from businesses and some members of Congress.

The rule — announced late last month by the National Labor Relations Board — sets new standards for determining when two companies should be considered “joint employers” under the National Labor Relations Act.

It sounds wonky. But essentially, the rule could widen the number of companies that must participate in labor negotiations alongside their franchisees or independent contractors. For example, it might require Burger King to bargain with workers even though most of its U.S. restaurants are owned by franchisees. Or it could require Amazon to negotiate with delivery drivers who are employed by independent contractors.

“It's trying to take in the realities of today's workforce, when many employers subcontract out work and say, ‘Oh, we're not the employer,’” said Cathy Creighton, director of the Buffalo Co-Lab at Cornell University's School of Industrial and Labor Relations. “It's the employer who is really calling the shots and has the money.”

The NLRB says the new rule changes a 2020 rule that made it too easy for joint employers to avoid

their responsibility to negotiate with workers. The 88-year-old National Labor Relations Act guarantees the right of U.S. workers to form or join unions.

But critics say the new rule is an overreach by the labor-friendly Biden administration that undermines independent business owners. Some — including the American Hotel and Lodging Association — have already sued to block it.

“The franchise business model is a really great American innovation. It's created wealth for thousands, particularly underrepresented minorities and women,” said McDonald's President and CEO Chris Kempczinski during a recent conference call with investors. “This is something we think needs to be supported, not attacked.”

U.S. Sens. Joe Manchin, a West Virginia Democrat, and Bill Cassidy, a Louisiana Republican, have introduced a Congressional Review Act resolution that would overturn the rule. The resolution must pass both houses of Congress and be signed by President Joe Biden.

Biden hasn't said whether he supports the new joint employer rule, but he has cast himself as the most pro-union president in history. The new rule is scheduled to go into effect Dec. 26.

Richard Eiker, 54, has worked in fast food for 25 years and now works at a McDonald's in Kansas City, Mis-



souri. He said McDonald's clearly controls its franchised stores and sidestepping its responsibilities to workers.

Eiker, a leader in the pro-union group Stand Up KC, said unionizing could improve his pay, benefits and working conditions. Eiker has foot pain and high blood pressure, but said his job doesn't offer affordable health care or paid time off to see a doctor. He often cuts his prescription medicines in half because he can't afford to refill them.

“McDonald's made almost \$15 billion in profits over the last two years. They can certainly afford to treat us better, and with a union we could

make them do right by us,” he said.

The new joint employer rule had its origins in the Obama administration. In 2015, the NLRB ruled that Browning-Ferris Industries, a waste management company, should be considered the joint employer of contract workers who were sorting its recycling because it had authority over their working conditions. A federal court upheld the NLRB's decision in 2018.

But during the Trump administration, the Republican-controlled labor board narrowed the definition of a joint employer. Under the 2020 rule, companies could be considered a joint employer only if they had “sub-

stantial direct and immediate control” over employment conditions.

The latest rule — passed by a board now controlled by Democrats — more closely resembles the Browning-Ferris ruling from 2015. It says companies may be considered joint employers if they have the authority to control — directly or indirectly — at least one condition of employment. Conditions include wages and benefits, hours and scheduling, the assignment of duties, work rules and hiring.

The rule only applies to labor relations. The Department of Labor sets its own joint employment standards for issues like meeting minimum wage requirements.

Still, the new rule could have a major impact. Local franchise owners employ more than 8 million people in the U.S., according to the International Franchise Association. Millions more work for subcontractors or temporary agencies.

John Motta, who owns 32 Dunkin' locations in New Hampshire and Virginia, said franchisees must meet certain brand standards and use Dunkin' uniforms and signage. But beyond that, they want to run their businesses independently.

“We don't want our corporate partners to be telling us, ‘You have to pay this much per hour,’” he said. “That's not why I came into this business. I wanted to make all those decisions by myself.”

Motta leads the Coalition of Franchisee Associations, which represents around 46,000 franchisees. He's worried the rule will prompt Dunkin' and other companies to stop working with franchisees and run stores themselves so they won't be held responsible if a franchisee commits labor violations.

Michael Kaufman, an attorney who represents companies in labor disputes, said the rule has other potential complications. If a business hires temporary workers through a contractor but then asks the contractor to fire a temporary worker for harassing someone, the new rule might allow the temporary worker to bring unfair labor charges against the business, Kaufman said.

“The NLRB thinks they are holding more people accountable, but they're holding the wrong people accountable,” he said.

Labor unions say the NLRB will consider such circumstances on a case-by-case basis, but the rule is still necessary to ensure all workers can negotiate wages and working conditions.

“Workers' right to collectively bargain cannot be realized if the entity that has the power to change terms and conditions of employment is absent from the bargaining table,” the AFL-CIO, the Teamsters and the Service Employees International Union wrote in a letter sent this month to members of Congress.



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# Black Women Are Still Missing From Corporate Leadership

By **Oludolapo Makinde**  
University of British Columbia

While white women may speak of breaking through the “glass ceiling,” for many Black women, it’s more like a “concrete ceiling.” Black women experience unique and formidable barriers in the workforce that are not only difficult to break, but also obscure their view of career advancement opportunities.

A comprehensive study in 2020 exposed the harsh reality of Black representation on Canadian corporate boards: Out of 1,639 board positions across eight major Canadian cities, only 0.8 per cent were occupied by Black directors.

According to the report, in Toronto, where the Black community makes up 7.5 per cent of the population, Black people hold a mere 0.3 per cent of corporate board seats.

These statistics become even more disheartening when compared to the representation of Black women on corporate boards. As of 2020, although women held about 21.5 per cent of directorship positions in Toronto Stock Exchange companies, Black women held less than 0.8 per cent of these positions.

The numbers paint a clear picture: there need to be continued efforts

to enhance diversity and inclusion within Canadian corporate boardrooms.

There are measures Canada can take to crack the concrete ceiling, including establishing racial diversity quotas specifically for Black women, collecting disaggregated racial diversity data, providing mentorship opportunities and raising awareness of unconscious bias among recruiters. These are all critical steps toward achieving equitable and inclusive corporate governance in Canada.

**The problem with the term “visible minorities”**

The term “visible minorities” is quite a broad category that obscures the representation of Black women, making it difficult to ascertain how and to what extent they are actually represented.

In 2018, significant amendments were made to the Canada Business Corporations Act, which regulates Canadian business corporations at the federal level.

These changes came into effect in 2020 and require companies to report on the inclusion of four equity-seeking groups: women, visible minorities, Indigenous people and persons with disabilities. The goal of these amendments is to improve the diversity at board and senior man-



agement levels.

In October 2023, reporting based on this requirement revealed that 10.2 per cent of corporate board members were visible minorities, 0.7 per cent were persons with disabilities, 0.9 per cent were Indigenous people and 28.5 per cent were women.

While mandatory disclosure of representation across these equity-seeking groups — each grappling with their unique challenges — is a commendable step towards transparency, we also need to ask a critical question: “Who are the women being appointed to these boards?”

**Anti-Black racism is a distinct**

**issue**

About seven years ago, the United Nations Working Group of Experts on People of African Descent visited Canada and emphasized the need to address the unique challenges faced by Black people due to a history of enslavement, racial segregation and marginalization.

It is important to recognize that anti-Black racism is a distinct issue that demands dedicated attention, going beyond the scope of current social justice frameworks. What particularly sets Black women apart is how they face overlapping discrimination based on race and gender. Black women often grapple with

the “angry Black woman syndrome” stereotype that characterizes them as “combative, easily angered, overly aggressive, and difficult to work with,” despite their undeniable competence.

This stereotype does not bode well for a candidate’s perceived interpersonal skills and their ability to contribute effectively to boards, or to even secure mentors. Consequently, even when Black women are highly qualified, they face systemic biases that hinder their progress.

**Making corporate diversity real for Black women**

Canada’s approach to fostering diversity on corporate boards has largely taken the form of “comply or explain” diversity rules and disclosures, where companies either follow the rules or explain why they don’t.

However, these measures are clearly not working, as they have not effectively addressed the underrepresentation of Black women at the corporate level. What we need are specific quotas set by both corporations and governments dedicated to the inclusion of Black women. We also need to collect detailed data on the racial distribution of corporate boards, rather than relying on broad categorizations of “visible minorities.” Even still, quotas and racial diver-

sity data are not enough; we must combat the deeply ingrained racism entrenched in recruitment processes to ensure that Black women are not mere tokens, but have meaningful roles and opportunities to influence decisions.

Achieving this requires heightened awareness of biases and continuous anti-racism training for recruiters and board members. It also requires establishing and supporting organizations dedicated to providing specialized training, mentorship and coaching sessions tailored to helping Black women succeed in these positions.

Racial justice movements like Black Lives Matter have shone a spotlight on systemic racism across various facets of society, including the issue of diversity on corporate boards. Current measures to enhance gender parity and racial representation often overlook the unique challenges faced by Black women, resulting in their continued underrepresentation, or even absence, from corporate boards.

For authentic inclusivity and equity to blossom, we must cultivate a corporate culture that robustly champions, supports and amplifies the voices and contributions of Black women.

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# Health & Wellness

## Drugs Aren't Required To Be Tested In People Who Are Obese

(AP) More than 40% of American adults are considered obese, yet the medications many take are rarely tested in bigger bodies.

That's because they are not required to be included in drug studies. And often, they're explicitly excluded.

"Clinical trials and dosing instructions don't always ensure that drugs will be safe and effective for people with obesity," said Christina Chow, a drug researcher who's reported on the challenges of considering obesity in drug development. "There's no real emphasis for them to be studied at all."

Many widely prescribed drugs and over-the-counter medications work differently in people who are obese, but exactly how and at what dose often isn't clear. Research suggests that may include antibiotics and antifungal drugs used to treat serious infections, synthetic hormones used in Plan B emergency contraception and even ibuprofen, the common painkiller sold as Advil.

The U.S. Food and Drug Administration and the National Institutes of Health — agencies that regulate and fund drug testing — are putting new focus on the gaps in research. At a workshop last year, FDA Commissioner Dr. Robert Califf acknowledged a "deficit of evidence" about how medicines act in patients who are obese. The NIH now encourages researchers to consider the impact of excluding obese people in their studies, a spokesperson said.

At a recent medical conference, Chow presented a review of more than 200 studies for new drugs in the U.S. last year. Of those, nearly two-thirds failed to mention weight or body mass index — a common assessment of obesity — meaning they wouldn't ensure inclusion of people with obesity, she said.

The studies that did cite weight were most often used to exclude people with obesity from participating, said Chow, who works for Emerald Lake Safety, a California company that investigates severe drug reac-



tions. People with a body mass index or BMI of 30 or higher are considered obese.

Historically, certain populations have been left out of testing for fear of harm, including pregnant people and children. Women, racial and ethnic minorities and the elderly, too, have been underrepresented before recent efforts to bolster diversity.

The reasons for excluding people with obesity are longstanding and varied, said Dr. Caroline Apovian, a researcher at Brigham and Women's Hospital in Boston and co-author of Chow's study.

Participants willing to sign up for studies are often leaner and don't reflect the general population, she noted. And researchers often worry that health complications that can come with obesity will cloud the results of their work.

"Sometimes patients with obesity have many more comorbidities than others. They'll have more diabetes, more heart disease, more strokes," she said.

But if drugs aren't studied in a condition that affects 42% of the U.S. population, the real-world consequences can be dire, experts said.

Some drugs can become concen-

trated in fat tissues and not in the bloodstream. That means there will be less medication in the blood, leading to undertreatment, Apovian said.

Other drugs remain in the body longer in the obese. That could result in harmful drug interactions if another medication is added too soon.

An antipsychotic drug called Rexulti is often prescribed for people suffering from schizophrenia or major depressive disorder, Chow noted. Research has shown that in obese patients it may take much longer to reach the concentration of Rexulti needed to be effective. As a result, many patients — and their doctors — may stop treatment too early or conclude that the drug doesn't work.

"Not treating or undertreating schizophrenia may be dangerous to themselves and the people around them," Chow said.

The emergency contraception drug Plan B One-Step is another example. Studies suggest that levonorgestrel, the active drug, may not work as well in people with obesity, possibly leading to drug failure and pregnancy, said Dr. Alison Edelman, an OB-GYN and researcher at Oregon Health & Science University, who studies contraception and obesity. But the FDA says the data are limited and conflicting, so there's not enough evidence to require a label warning.

Even a drug as common as ibuprofen, sold as Advil, may not relieve

pain in people at higher weights when taken as directed, research shows.

But without adequate testing and clear instructions, doctors won't know how to adjust dosing for obesity, said Dr. Colleen Tenan, a board member of the Association of Clinical Research Professionals.

"It's very hard to be a physician and say that I'm going to prescribe out of the normal range," she said.

Change is coming, but progress is slow, Edelman said. In 2019, the FDA issued draft guidance on hormonal contraception that asks study sponsors to lift restrictions on body mass index and include obese women. Even though the guidance isn't final, it already has changed how she and some others researchers structure their studies, she said.

"It's just something that we have to chip away at because it's so important," she said. "Because unless we see representation in our study population, we don't end up with treatments that work well for individuals."

In the meantime, Apovian said patients can ask their doctors about whether the standard dose of a medication is appropriate for their weight. The doctors may not know, but it could start an important conversation about effective treatment.

"This is a big issue," she said. "It can be important for patients to speak up."



**THE GOLDEN YEARS**  
By Judykay Jefferson

### THE UPSIDE?

Surely, there must be some benefits of aging beyond wisdom and possible retirement. Many service providers recognize the powerful senior market, some beginning to pursue our business as early as age 55. Restaurants, tourist attractions and public parks, public transportation, pharmacies, and of course, AARP find value in making what they are selling more attractive to an older demographic. Us.

I remember the first time my then 9 year old daughter was mortified when, dining at the Bonanza Steak House, that I was 55 years old and wanted my discount. Her eye-rolling was audible, and subsequently ignored. I appreciated the cost break and vowed to seek out other such opportunities to save a dollar or two.

Many restaurants offer senior discounts, typically for customers aged 60 or older. It's a good idea to check with individual restaurants for their specific policies.

2. Retail stores: Some retail chains offer senior discounts on certain days of the week or for specific items. Ask store personnel or check their websites for details.

3. Museums and attractions: Many museums, zoos, and other attractions provide reduced admission prices for seniors. Be sure to inquire about senior rates when visiting these places.

4. Public transportation: Public transportation systems often offer senior discounts or reduced fares. Check with local transit authorities for information on senior rates.

5. National and state parks: Seniors can often get discounted admission or camping fees at national and state parks in North Carolina.

6. Pharmacies: Some pharmacies offer senior discounts on prescription medications and over-the-counter products.

7. AARP membership: Consider joining AARP, as they offer various benefits, discounts, and resources for seniors.

Keep in mind that the availability and terms of senior discounts may change over time, so it's a good idea to check with specific businesses and organizations in North Carolina for the most up-to-date information on senior deals.

Another area that often make price adjustments for seniors are auto insurance companies. Have you ever wondered what insurance SHOULD cost because if you call and say you're changing companies because of the cost, miraculously, they offer a reduced premium if you'll just stay with them. Sometimes it's significant, leaving me puzzled as to why I was paying so much more, but I digress. Some auto insurance discounts begin as early as age 55. Here are some of the companies commonly offering senior discounts:

1. Geico: Geico offers a defensive driving course discount for seniors, typically for drivers aged 50 and older. The requirements often include completing a state-approved defensive driving course.

2. Allstate: Allstate provides a discount for senior citizens who have completed a defensive driving course, typically for drivers aged 55 and older.

3. State Farm: State Farm may offer discounts to seniors who have completed a mature driver improvement course, typically for drivers aged 55 and older.

4. AARP/The Hartford: The AARP Auto Insurance Program from The Hartford is designed for seniors and often offers discounts for drivers who complete an approved defensive driving course, typically for drivers aged 50 and older.

5. Progressive: Progressive may offer discounts for seniors who complete a defensive driving course, but the requirements can vary by state and policy.

Call your insurer and negotiate your best deal. As with everything else, it's important to note that the availability and details of these discounts may vary by location and may change over time. To find out specific requirements and discounts available in your area, it's recommended to contact the auto insurance companies directly or visit their websites. Additionally, some states mandate discounts for completing defensive driving courses, so it's a good idea to check your state's specific regulations as well.

Although the common age of retirement varies from country to country and can change over time due to government policies, economic factors, and individual preferences, in the United States, for example, the traditional retirement age is 65, but many people choose to retire earlier or later based on their financial situation and personal goals.

There can be benefits to working beyond the common retirement age, including:

1. Financial Security: Continuing to work can provide a more substantial income, allowing you to build a larger retirement nest egg and have more financial security in your later years.

2. Social Engagement: Work often provides social interaction and a sense of purpose, which can contribute to overall well-being and mental health.

3. Health Benefits: Some jobs offer health insurance and other benefits that can be crucial for healthcare coverage in retirement.

4. Delayed Social Security: In some countries, like the United States, delaying the start of Social Security benefits beyond full retirement age can result in larger monthly benefits.

5. Continued Skill Development: Staying in the workforce can help you keep your skills and knowledge up to date, making you more marketable and maintaining your mental acuity.

6. Fulfillment: Many people find fulfillment and satisfaction in their work, and continuing to work allows them to pursue their passions and interests.

It's important to note that the decision to work beyond the common retirement age is a personal one and should consider your financial situation, health, and individual goals. Some individuals may choose to retire early, while others may work well into their 70s or even longer. It's essential to plan for retirement and consider the potential advantages and disadvantages of working beyond the traditional retirement age. It's important to note that the decision to work beyond the common retirement age is a personal one and should consider your financial situation, health, and individual goals. Some individuals may choose to retire early, while others may work well into their 70s or even longer. It's essential to plan for retirement and consider the potential advantages and disadvantages of working beyond the traditional retirement age. Life happens and challenges such as personal assets take a hit, adult children (and their children) need you to fill in the blanks, the inability to remain in the paid-for family home and a move into an expensive (they all are) assisted living facility.

The bottom line is, we deserve as many breaks as we can get. Check online for discounts and negotiate when possible. Every penny counts.

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# Ag-Grow-Culture

## Winter Planning Is Looking More Like Early Spring Prep

By Jason Lindsay

Staff Writer

Now that we've experienced a frost or two, our summer crops have run their course. The days have grown shorter, with them, long nights that make our growing spaces somewhat dormant, especially for those who didn't plant a fall garden, most of which won't last through deep winter. But fret not; dormancy in our neck of the woods is not only ok but necessary.

My father told me stories of Daddy Joe (his acting grandfather), who would take the winter to track the fields from high to low, dictating where ditches would be dug and the land flattened. Traditions of the winter for the land stewards, from tool and equipment repairs to just allowing the ground to rest, our practice of using the winter to plan for the coming spring is nothing new.

Winter planning on my family's farm this winter looks more like spring preparation. Although many crops die over in the winter, there is much you can do to make your spring, spring higher.

In previous articles, I have expressed

the importance of mulch and mulching. The cold of fall and winter is the perfect time to apply. As soil does not like to be too hot in the summer, well, the roots of your perennials like to be insulated in the winter. Mulching around your perennial flower and herb beds alongside berry bushes will stimulate root growth throughout the winters and protect soil temperature and moisture levels during the summer.

Mulching is also ideal for winter installation because cold weather profoundly influences decomposition. When using mulch in your fields or around trees, make sure woodchips are at least six months to a year aged. Adding these aged woodchips to your land will break down, creating beneficial fungi and conditions that hold more water for extended periods. Mulch around your perennials eight to twelve inches and watch your summers grow easier.

In a state like North Carolina, composting is more than ideal. Before laying out that mulch, place a layer of compost (three to five inches) down first. Now, when it comes to compost, all compost is not created equal. The better your compost, the more impact-

ful your results. Good compost is light and fluffy, with only a tiny percentage identifiable. Compost is considered a slow-release fertilizer. Unlike most bagged fertilizers, compost releases nutrients like nitrogen, which is directly related to plants' greenness and growth, potassium which is much more readily available in compost than nitrogen, phosphorus which stimulates water use efficiency while building disease resistance; magnesium, calcium that strengthens plant cells and root growth, iron, copper which is critical in plant reproduction, boron, manganese, sulfur which is related to the formation of chlorophyll (the green fluid in the plant leaves that convert sunlight into energy), nitrate, and iodine. The average finished compost will release these nutrients every time it rains for the next five years. This provides your crops with steady food sources, increasing chances of crop success.

Now that we have covered ground around our perennial root systems, many perennials are best planted in late fall and winter. Lavender is a plant that comes to mind, relieving areas of mosquitos, fleas, ticks, and moths while

attracting beneficials like bees, dragonflies, ladybugs, butterflies, and hoverflies. Lavender also helps you sleep, relieves migraines, and grows your hair. Thyme and Witch-Hazel are two others. Thyme benefits you internally and witch-hazel on the outside. Thyme can be planted, and its robust root system can prevent erosion even on sloped terrains. It serves as a ground cover while retaining moisture, allowing more beneficial life forms to be unlocked in the soil. Thyme is so hardy that it gets used as a walkable ground cover in places where farmers and gardeners don't want to have to cut grass. When you plant time around over crops like broccoli, cabbage, or cauliflower, thyme serves as a natural pesticide with no need to spray. And when planted with lettuce, it has been known to increase the flavor profile.

Witch-Hazel takes a different approach to environmental benefits. While thyme can tolerate more rocky sloped soils, witch hazel needs moist, well-drained soil that serves as erosion prevention once roots are established. It is witch-hazel late winter blooms that make them unique. When food is running low in the wild for pollinators,

these blooms grant them a treat. Some consider witch-hazel a large bush, while others a small tree. The witch-hazel is the only tree in N. America that grows next year's leaf buds and fruits simultaneously. This brightly-colored winter tree provides food for the wildlife, including birds and deer.

The berry bushes are another bush, though not as large as witch hazel, which has grown up to fifteen feet tall. I would say the berry bushes are the sweetest fruits of our region—ones like blackberries that grow so abundantly in the wild. Blackberries are nitrogen fixers, yet not legumes. Blackberries mine nutrients from the soil and store a large percentage in their leaves. When these leaves die in the winter, the nutrients obtained during the warmer months decompose, releasing nutrients back into the ground where they can be used the following year.

Blueberries are another one. Though over-sized chemical farm blueberry operations make it seem blueberries are sour for the planet, they are not, Big Ag. is. Blueberries serve as an early pollination source for Mother Nature. In late summer and early spring, bee tribes run low

on their reserve; blueberry blossoms show up as early relief. Additionally, berries reduce the potential for chronic disease, improve vision, and enhance overall health. And yep, it's best planted in the wintertime.

There are also trees. Less than two generations ago, fruit and nut trees populated almost every yard in the south. They were agrarian staples. Today, we need them, and now is the time to plant them. Tree-like pecan that lowers blood pressure and strengthens bones and teeth. Another is persimmons, which aid digestion, help regulate blood pressure, and increase immunity. The fruit of plum trees reduces inflammation while protecting plant cells from free radicals. Fig trees can be planted now, and their natural latex is cancer-fighting.

Even though winter seems as though it has killed everything and what it hasn't, it has slowed down; it is still the divine reflection of what the beginning of rebirth looks like. Our planning time in itself is preparation for expanded expectations. Meeting the expectation of our health, both physically and mentally, requires that we plant some s\*\*\*.

## 'We're Cut Off': Rural Farmers Are Desperate For Broadband

By Emily Baron Cadloff

Modern Farmer

Millions of Americans live without reliable internet services. For farmers and food providers, this leaves them lagging behind competition and stuck with outdated equipment. Now, they're looking to the Farm Bill for answers.

When COVID hit, Lisa Stroup was excited for her granddaughter to come stay with her full time. The girl's father was deployed with the military and her mother is a front-line worker; it was safer and easier for everyone if the then-five-year-old moved in with her grandparents for a while.

But things got complicated, and quickly. As schools went virtual, little Hudson had to start her kindergarten classes online. "It was impossible. She could not connect, even with the hotspot device, because we get terrible reception. Nothing worked," Stroup recalls. By the third day of school, the girl was crying, worried that the rest of her classmates would learn to read while she was left behind.

Stroup closed the laptop. She

packed a lunch, took her granddaughter by the hand and walked down to the nearby creek. Together, the pair went through sets of picture books, until Hudson was able to sound out the words by herself.

Unfortunately, most issues caused by Stroup's slow internet connection are not so easily solved. Stroup and her husband farm about 200 acres near Bessemer City, NC. They raise beef cattle and plant wheat and soybeans. But they have been consistently stymied when it comes to internet access on their farm. The issue became even more apparent during COVID. With no reliable internet connection, the Stroups were stuck selling person to person, in a time when that sort of business was the most dangerous option. "It crippled us, especially then," says Stroup.

Even now, the lack of internet keeps the farm lagging behind. Most new farming equipment relies on an internet connection for GPS or other services. Even if the machine itself is not connected, you need the internet to fix it. "If you buy something new, they no longer give you a printed manual. As



far as fixes and repairs and whatnot, you have to be able to download [a manual] off the internet." So, Stroup is stuck with vehicles and equipment from the 1970s. "We can't modernize," she says. "We're cut off."

The Stroup farm is a classic example of those impacted by the middle mile effect. In an urban area, if an internet

service provider (ISP) lays a mile of cable for broadband internet, it will be able to connect hundreds, if not thousands, of customers because the area is densely populated. In a rural area, that same mile of cable might connect a single family, so ISPs aren't financially incentivized to run cable in those regions. What ends up happening is a lot of high-volume areas, surrounded by dead zones.

In fact, Stroup says she was told by one ISP that it would not run cable connecting her farm with a new housing development being built at the edge of her property line unless the Stroups paid for it themselves at a cost of more than \$15,000. Stroup was shocked. "Are you crazy?" she thought. "Why am I paying for it?"

She sent a letter to her senator, who responded in 2021. He said there could be funding available for her through the Infrastructure Bill but that the decision of how and when to allocate those funds was down to the local level. He encouraged her to contact her governor. Stroup did. The governor's response was to send her a

fundraising letter.

"You hear on the news that there's new funding available and billions of dollars pumped in to specifically connect the middle mile," says Stroup. "Where is that funding?"

The Federal Communications Commission (FCC) defines broadband as having download speeds of at least 25 megabits per second (Mbps) and upload speeds of at least three Mbps. The commission is in charge of keeping track of who is connected, what their speeds are and what needs to be done to get more Americans connected. It collects data, which gets compiled into the National Broadband Map. But the numbers on how many people are without broadband are anything but concrete. Some government figures put it at one in five US households, which would be 24 million households without access. The FCC's 2020 report estimated that there were only 21 million individuals without access. But research from BroadbandNow, an independent firm, puts that number closer to 42 million Americans.

### 2024-2025 ANNUAL ACTION PLAN PUBLIC HEARING #1 ON HOUSING AND COMMUNITY DEVELOPMENT NEEDS

The Raleigh City Council will conduct a public hearing related to the 2024-2025 Annual Action Plan on Tuesday, December 5 (pending Council authorization), during its evening meeting after 7:00 PM. This public hearing will provide a formal opportunity for the public to provide input on housing and community development needs to help inform the development of the draft Action Plan.

The Annual Action Plan guides City expenditures of federal Community Development Block Grant (CDBG), HOME Investment Partnership (HOME), and Emergency Solutions Grant (ESG) funds, as well as related local funds. The U.S. Department of Housing and Urban Development (HUD) provides funds to the City to help it address the needs of low- and moderate-income persons. This will be the final Action Plan guided by the City's 2021-2025 Consolidated Plan.

To speak at a public hearing, you are required to sign up by 5:00 PM on the Monday prior to the hearing. Please visit the City of Raleigh Public Hearings web page more information. You may also call the Clerk's office at 919-996-3040 to sign up. Written comments may be submitted by email to [cd.info@raleighnc.gov](mailto:cd.info@raleighnc.gov). A public survey is also available from November 1st to December 15th. Please search for 'Community Housing and Needs Assessment' on the City's website.

Accommodations for non-English speaking or residents with disabilities 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 or by contacting the Clerk's office. 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).

For additional information, please email [cd.info@raleighnc.gov](mailto:cd.info@raleighnc.gov) or call 919-996-4330. The draft Annual Action Plan will be available on the city website in early 2024 at [www.raleighnc.gov](http://www.raleighnc.gov).

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# Community

## Triangle Named One Of The Finalists For The Lewis Prize For Music Awards

The Lewis Prize for Music – a philanthropic music arts organization advancing systems change through creative youth development – has selected Durham’s own Joy Harrell Goff of BUMP: The Triangle as a finalist for the fifth annual Accelerator Awards.

Founded in 2018 by philanthropist Daniel R. Lewis, The Lewis Prize for Music believes young people with access to high-quality music learning, performance, and creation opportunities will mature into thriving individuals. Inequitable systems often fail to prioritize music learning in young people’s lives. As a result, too many young people are not supported to express themselves creatively. This stifles young people’s potential to become powerful citizens, who through musical pursuits learn to contribute positively to their communities. By supporting music leaders across the country to continue their great work, The Lewis Prize for Music hopes to inspire other partners to work together to ensure every young person has the opportunity



to access transformative music learning, performance, and creation. The Lewis Prize for Music has identified Joy Harrell Goff of Durham as one of those leaders. BUMP’s Mission is to foster excellence and agency in youth through the cultural assets of African diasporic visual and performance arts.

They offer youth African-diasporic cultural enrichment, visual and performance arts programming that build artistic proficiency, cultural knowledge, heritage knowledge, and resilience.

BUMP resources African diasporic music and art as a liberatory practice for social-emotional wellness, creative autonomy, and joy for BI-POC youth ages 6-18. They connect and model for youth the power of music and art to locate stories, protect community, and create what they wish to see for themselves and their communities. BUMP cultivates, advocates, and partners with others to support and protect accessible, safe, welcoming, creative, and

culturally affirming learning spaces for youth to exercise liberatory and healing practices through artistic expression.

Heritage Knowledge African-American, Afro-Caribbean, and Afro-Latinex youth benefit from the knowledge of cultural continuities when heritage knowledge is identified and/or recuperated through accurate scholarship as told or demonstrated through black and brown voices typically excluded in standard instructional material and pedagogies.

“The 11 Finalists for the 2024 Accelerator Awards have smart, articulate, passionate leaders that collaborate with their teams and local leaders to provide adolescents most negatively impacted by inequities with all they need to have productive, exciting and rewarding lives”, says Daniel Lewis, Founder of The Lewis Prize for Music. I am enthusiastic that these organizations focus on developing the artistic, interpersonal and leadership skills as well as the self-confidence, ambition and discipline of their young members to become creative participants in an educated local workforce and a sustainable economy.”

Awardees for The Lewis Prize for Music, which is split into three categories and includes both long-term and single-year support, will be formally announced on Tuesday, January 9th, 2024.



## Disney on the Yard at NCCU

North Carolina Central University (NCCU) and ABC11 recently collaborated on a recruitment event exclusive to NCCU students and staff.

The festivities commenced during the 10:40 break at the Library Bowl, an established tradition that provides students with a brief respite. Drum Major Mickey and the NCCU Sound Machine offered an exclusive performance, while other activities included a recognition ceremony for the school’s football team, trivia, and a live DJ.

Additionally, The Walt Disney Company and ABC11 organized a career expo with classroom visits. Disney on the Yard (DOTY), a division of The Walt Disney Company, spearheads the initiative at NCCU, aiming to foster a community for HBCU alumni and provide opportunities for students to thrive within the company.

*Pictures captured by Mathias Bishop*



**Aviation Boatswain’s Mate (Fuels) 2nd Class Ricardo Passians, a native of Raleigh, North Carolina, monitors pressure gauges during a refueling evolution aboard USS Somerset (LPD 25), Oct. 30, 2023. Somerset is a San Antonio-class amphibious transport dock ship currently underway in the U.S. 3rd Fleet area of operations. (U.S. Navy Photo by Mass Communication Specialist 2nd Class Evan Diaz)**

## Knightdale Celebrates Nat’l Apprenticeship Week

The Town of Knightdale kicked off National Apprenticeship Week by partnering with Wake Tech in recognizing the Tennie Group as WakeWorks Program’s 100th employer to participate in their dynamic Apprenticeship Placement Program. This milestone signifies the commitment of Wake County to workforce development and the growth of our local community.

“Mr. Tennie and his team have graciously and selflessly nurtured local talent for years and their commitment is commendable,” said Jes-

sica Day, Mayor. “We are delighted to recognize them as the 100th employer partner in the WakeWorks Program during National Apprenticeship Week.”

National Apprenticeship Week, an annual event celebrated nationwide, is a time to acknowledge the importance of apprenticeships in building a skilled and competitive workforce. It serves as an occasion to highlight the successes and partnerships that are critical to the success of apprenticeship programs.

WakeWorks Program, a leader in

workforce development, has been at the forefront of creating opportunities for individuals to gain hands-on experience and skills through apprenticeships. The program’s goal is to address the shortage of technical workers in the area, which is ever-increasing as the county grows and changes. Their apprenticeship placement program has enabled countless aspiring professionals to learn while they earn and embark on meaningful career paths.

The Tennie Group has demonstrated an unwavering commitment

to investing in our community’s future. By becoming the 100th employer in the program, they exemplify the importance of fostering talent and providing individuals with the opportunity to learn and grow within their industry. Their dedication to apprenticeship placements underscores the positive impact that businesses can have on the local job market and economy. The collaboration is a win-win for the business and the apprentices, creating a positive cycle of growth and opportunity within the community.



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# Church

## Obituaries



**JERRY VINCENT PEEBLES, SR. OBITUARY**

Jerry Vincent Peebles, Sr., son of the late Howard and Margaret Peebles, was born on July 21, 1951 in Raleigh, NC on October 19, 2023, the Lord called him home.

Jerry joined Wilson Temple United Methodist Church at a very early age. His mother required that he and his brothers attend Sunday School and Church. Jerry also had to attend Vacation Bible School every summer.

Jerry attended Wake Co. Public Schools and graduated from J.W. Ligon in 1969. He intended to follow his father's footsteps to become a Brick Mason, so he decided to attend W.W. Holding Technical institute and obtained a Certification for Building Trades & Blue Print Reading.

Jerry later had a change of heart about his career and decided to join the US Army in February 1970. He attended Quartermaster School, Fort Lee VA., and became certified as a Parachute Rigger. He also completed training for Basic Airborne and Medical Corpsman. Jerry received a badge for Sharpshooter with a M-16 Rifle.

After completing his military career in 1973, Jerry returned home and resumed his Brick Mason career. He worked for Jo To Masonry, All American Masonry, and Smith Masonry for many years. After 30 years as a Brick Mason, he retired due to health complications.

Jerry was preceded in death by his daughter Lillie and brothers, Alphonso, Howard, Calvin, and Burton.

Jerry leaves to cherish his memories: daughters Margarita Peebles and Yasmin Peebles both of Winston-Salem, NC; son, Jerry "JR" Peebles, Jr. of Raleigh, NC; brother Darryl Peebles, Sr., (Debra Ann) of Raleigh, NC; sisters-in-law Carolyn Peebles of Garner, NC and Willa Robinson-Robertson of Raleigh, NC; and a host of nieces, nephews, cousins, and friends.



**DEJUAN "DEE" LAMAR SCARBOROUGH OBIT**

On November 2, 2023 DeJuan "Dee" Lamar Scarborough departed his earthly life. DeJuan was born on May 25, 1984 in Wake Co., NC, the son of Ms. Angela Scarborough and Mr. Kelvin Burroughs. He graduated from South East Raleigh High School in 2002 and enlisted in the US Navy, where he served 5 years on a nuclear submarine. He briefly attended North Carolina Central University and continued his education, receiving several certifications in information technology. He was a dedicated Cyber Security Specialist for Duke Energy and executed a variety of security and compliance projects. DeJuan was a dedicated husband, son, grandson, nephew, cousin, and friend. He was a light to many and had a contagious smile that would light up a room. His sense of humor kept his family and friends entertained.

DeJuan was preceded by his

grandfathers Robert C. Scarborough and Dr. Frederick D. Burroughs, and special Uncle Charles B. Scarborough (Faye), DeJuan leaves to cherish his loving memories; his wife Kavondra "Pepper" Scarborough, mother Angela Jacobs, siblings Daniel Jacobs and Andrea Peterson, grandmothers Irene Scarborough and Geraldine Burroughs, very special uncle Lynn Scarborough (Reene), very special aunt Angela Burroughs, and a host of other relatives, loved ones, and friends.



**GERTRUDE GREEN CROMWELL OBIT**

Gertrude Green Cromwell was born in Raleigh, NC on September 9, 1936, to the late James and Ida Belle Green. She is preceded in death by her two brothers: James Green Jr. and Bobby Green; her four sisters: Elizabeth Ellis, Katherine Ford, Dorothy Tynes and Ruby Wilkins. Gertrude was educated in the Raleigh School System and attended Washington High School and the new J.W. Ligon High School from which she graduated in 1954.

Following her high school graduation, Gertrude attended Shaw University where she majored in Home Economics. It was a Shaw University where she met her future husband, Julius Cromwell. They were college sweethearts during their four years at Shaw. In her senior year at Shaw, she was crowned Queen of Delta Psi the undergraduate chapter of Omega Psi Fraternity, Inc. Following her graduation

from Shaw University in May 1958, she moved to New York City where she was employed as a dietitian at Metropolitan Hospital.

Gertrude entered the field of education, in 1960, teaching Home Economics initially in Junior High and later in high school in the NYC Board of Education. She pursued studies in Guidance Counseling at New York University, Special Education studies at Brooklyn College, and Studies in Human Relations, Conflict Resolution and Equal Opportunity Training at City College New York. In June 1977 Gertrude received a Master of Science Degree from Bank Street College of Education. In September 1977, she achieved permanent certification as School Administrator/Supervisor.

Gertrude had a passion for teaching and helping students with special needs, and behavioral issues, as well as issues with authority figures. She chose to work in high schools with programs designed to address the educational needs and concerns of students who felt left outside of the mainstream of the traditional high school system, such

as Cities in Schools, City of the Classroom and Pacific High School Learning Center. Her greatest enjoyment was working as the assistant principal at the Rikers Island Educational Facility. Rikers Island is the largest correctional facility in New York City. She helped inmates, ages 18 to 21, study for and obtain their GED and apply for admission to colleges in the City University of New York (CUNY) system. She also worked with the parents of the younger inmates to gain their support in this educational process. Gertrude retired from the NYC Board of Education in 1995 after more than thirty years of service.

Through it all Gertrude was always an active volunteer. Her volunteer activities included teaching at the Brooklyn YWCA's dressmaking classes, Troop Leader in the Ebbet's Field Girl Scouts, teaching at the Brooklyn Senior Citizens Center Sewing Classes, tutor at the Daroff Elementary School Tutoring and Conflict Resolution Workshops.

Gertrude was a longtime member of Watts Missionary Baptist Church. She was president of the Seniors' program

for several years. She coordinated tours to New York City, Atlanta, Charleston, SC, the Pennsylvania Amish Country, and the Liberty Bell in Philadelphia. She also created the Seniors' "Souper Bowl" where each member would bring t their annual Super Bowl luncheon their favorite soup during the week of the NFL Super Bowl game. Gertrude would visit seniors who were not able to attend the seniors meetings or activities. She involved the Watts seniors in events and activities sponsored by the Department of Parks and Recreation.

Gertrude is survived by her husband, Julius, children: Adrienne Cromwell, Annette Tarver (Fred Tarver), Allyson Smith (Jemal Smith), Sean Cromwell and Juan Cromwell; Grandchildren: Justin Cromwell (Nicole Mitchell), Ashley Cromwell, Alyssa Tarver (Tokima Tarver), Aryn Tarver, Cory Tarver, Aliyah Smith, Alyson Smith, Jemal Smith and Kiara Negron; Great-Grandchildren: Audrina Warren and Amarei Tarver; Sister: Mae Lois Penny (Clyde Penny Sr.) and a host of nieces, nephews, cousins and friends.

## SERMON of the WEEK

### FOUR POINTS TO SUCCESS

By CEO Leslie Covington – *The Carrying Place*

I would like to address four things that have helped me reach my goals and what I feel is success in my life. While success is a term that is debatable and is fluid as it is based on personal preference. These four points I feel places one in a prime position to reach any goal set. So, for a few moments let's look at these points.

I. Know your WHY: Why you do something is very important to continuing the process towards your goals. Others may phrase this as your purpose. It is very important that this WHY is determined by God as He will direct you to your purpose. We should not let others direct our WHY as they may become selfish and lead us astray. God has a plan for us, and He knows what is best for us. Trust in Him and He will direct you to your divine purpose. He has an expected end for you. Identify your WHY and move forward. My Scripture for that would be Jeremiah 29:11

II. Don't be afraid of the hard things: We have a tendency as humans to look for the easiest route. God does not necessarily give easy assignments. We must embrace the process. When I made the choice to go back to school it was scary and one of the most difficult things that I could have done. But by embracing the task, it turned into the

most rewarding experience in my life. Many people may try to influence you to take a shortcut. Know that if God is with you. He is more than the world against you. Look out for the ones that don't push you to be great. These are the ones that will get you off track. While on your journey to success there will be haters and ones to come up against you. Stay the course and watch what God does. My Scripture for that is 2 Timothy 1:7

III. Don't take God's Credit: As you progress it will be easy to take the applause of other's and get the big head. We all like to feel good about the work we do. But remember with Him it would not be. Our job is to stay humble enough for God to use us. Our gifts and abilities are gifts from God, and we have to realize that without Him nothing is possible. The recognition that I have received is all due to how God has favored me. When we humble ourselves, God will place us in a position that no man can take from us. Understand that your success is a testimony to what God can do. Give Him the glory and credit for all the success you have in the future and see how far He will take you. My Scripture for this is Matthew 5:16

IV. Don't do It Alone: We are not islands in this walk. We all have to have help and be a help to someone else. Being connected to a positive community is vital to your success.

Having support is a motivating factor that is sometimes underestimated. Also find yourself positive mentors that will keep you accountable. One thing I have learned is that correction is necessary. Having a mentor that can correct you gives you guiderails in life. If we are honest, we all have done stupid things. And the truth is we will do some more stupid things in life. Having a community around you that will help you through those moments and help prevent the recurring of those moments is key to progressing to any goal set. Even Jesus sent the Disciples out two by two for this very reason. Don't think that you are the only one. The Bible says that we are surrounded by a cloud of witnesses. There is someone that has gone through what you are facing. Our job is to accept the correction and follow the educated advice to aid in our efforts towards the goals.

In closing I would like to say that it is vital to identify the things that will assist you in the goals set for life. But the one thing for sure that is proven over the years that will help us all reach any goal is a relationship with Christ. This has been the key to success for a multitude of people and it still works today.

To view complete sermons by Pastor William Eli Ratcliff and Associate Ministers, please visit our website at: [lincolnparkchurch.com](http://lincolnparkchurch.com)

## Practical Biblical Principles

### DID MOSES LIE TO PHARAOH?

Read: Exodus 3:16-20

When we were in our parent's home, we were taught to never tell a lie. We grew up with this moral teaching whether we practiced it or not. This teaching got through to some and others fell on deaf ears. Telling lies has nothing to do with how much education one has. It depends upon how much truthfulness one possesses within him or herself. Christians lie as well as the devil's people. One can be sure, according to Mahalia Jackson, "Everybody talking about heaven ain't going."

There are no liars in heaven (Revelations 22:15). Yet we find in the Bible several instances wherein people of faith told lies without having to be judged. There was Rahab, the Jericho harlot, who hid Joshua's spies in her roof of drying flax seed and lied to her king's soldiers when they came looking for them (Joshua 2:4-6).

Then there is the event of today when Moses told Pharaoh, the king, that he and the elders had a meeting with their God and their God requested of you to let His people go three days into the desert so they can worship Him.

Is this request a half-truth or a ruse which was intended to deceive Pharaoh? In other words, is Israel's request for a three-day wilderness trip to worship God only an excuse to leave the bounds of Egypt in order to try and make a break for it with a three-day head start before Egypt's army go after them?

Being that Pharaoh with his harden

heart would never submit to God's will, would Moses and the elders have been justified in tricking the king in order to get the children of Israel out of the slave pits of Egypt? Psalm 18:26 says, "God will be truthful to the truthful and dishonest with the dishonest." Is this what God is doing to Pharaoh? No! God cannot lie. What God is doing is being open and fair with the king. God's request to let His people go three days in the desert and worship Him and then return to their slave pits of Egypt was an honest request.

The three-day journey into the wilderness would allow the Hebrews to make the required sacrifices to God using animals which the Egyptians worship as gods. This way the Egyptians would not be offended because the offence would not be seen or smelled by the Egyptians and afterwards the Hebrews would return to their slave pits. The question remains, if Pharaoh would have permitted the first request, how will he react to a second and third request that were sure to come? God deliberately graded His request so as to unwind Pharaoh's harden heart. Here God is showing His tenderness and patience toward the hard-hearted king. God's last resort was to take down the king by ten plagues. Divine judgement only came upon the king after he rejected all of God's divine appeals. The last plague was the taking of life away from Egypt's first-born males, humans, and animals alike in the land.

God warned Moses and the elders to be emotionally prepared when Pharaoh denies His request. Moses and

the people would have to abide their time until God finishes His chastisement with Pharaoh.

No Moses didn't lie to Pharaoh. Neither did Rahab lie to the king's soldiers when they came looking for the spies hidden in her house.

There is a vast difference between telling a lie and concealing information that others have forfeited a right to know because of their hostile attitude toward God or God's moral standards. King Saul, for example, forfeited his right to know all the reasons for the prophet Samuel's visit, which was actually to anoint David as the next king of Israel (1 Samuel 16:1-3).

Likewise, in certain situations, such as sports or warfare, part of the objective is concealing as much of one's activities as possible.

We may now sharpen our definition of lying to mean the intentional deception of an individual, who has the right to know the truth from us, and under circumstances in which he or she has an honest claim to such knowledge. Lying is more than intentional deception, it is a moral evil.

Therefore, all men and women always have an obligation to speak only the truth, but they do not have an obligation always to speak up or tell everything they know just because they are asked—especially when some will have forfeited their right to know the truth when intending to create more evil.

J. L. Caldwell, Pastor  
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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.

Kirk (Journal, 1071 15th Street, Raleigh, NC 27601) Email: kirk@carolinian.com

# Editorials

## Artificial Intelligence Could Impact Black Voting During 2024 Elections

By Barrington M. Salmon

For much of the last century, segregationists and their anti-Black racist allies who were intent on ensuring that African-Americans couldn't exercise the right to vote, erected an assortment of barriers to that end.

Segregationists used the courts, local and state laws, literacy tests, poll taxes, fraud, brute force, violence and intimidation by the Ku Klux Klan to impede and prevent Black people from exercising their constitutional right.

In the 21st century, voter suppression has gone high-tech with the same characters still plotting to control who votes, when and how. They are employing an assortment of methods including Artificial Intelligence (AI). Concerns about misuse of AI in the electoral ecosystem is what brought Melanie Campbell and Damon T. Hewitt to testify before the U. S. Congress.

Campbell, President & CEO of the National Coalition on Black Civic Participation (NCBCP) and Convener of the Black Women's Roundtable (BWR), spoke of the urgency around creating safeguards and federal legislation to protect against the technology's misuse as it relates to elections, democracy, and voter education, while fighting back against the increasing threats surrounding targeted misinformation and disinformation.

"AI has the potential to be a significant threat because of how rapidly it's moving," Campbell said. There was Russian targeting of Black men with misinformation in 2020 to encourage them not to vote. It started in 2016."

Both civil rights leaders warned that misinformation driven by artificial intelligence may worsen considerably for African-American voters leading up to the 2024 presidential election.

"What we have seen though our work demonstrates how racial justice, voting rights, and technology are inextricably linked," said Hewitt, president and executive director of The Lawyers' Committee for Civil Rights Under Law during his testimony. "Voters of color already face disproportionate barriers to the ballot box that make it more difficult and more costly for them to vote without factoring in the large and growing cost of targeted mis- and disinformation on our communities."

Hewitt said AI technologies could be used to refine and test data to generate targeted lists of voters based on the patterns, interests, and behaviors of specific individuals.

"Forget using zip codes as a proxy for race; the targeted lists of tomorrow will weaponize sophisticated machine learning technologies, using individual identities or behaviors to target Black voters with surgical precision, all in order to mislead and harm them," he warned.

Campbell and Hewitt said that during recent election cycles, African Americans have been specifically targeted by disinformation campaigns.

"AI technology threatens to turn already fragile conditions for our democracy into a perfect storm," Hewitt said. "The spread of misinformation and disinformation online to influence elections and disenfranchise voters, often specifically Black voters, is already commonplace. Communities of color who already sacrifice so much to cast a ballot and make our democracy work are increasingly subjected to new downsides of technological innovation without reaping the rewards."

The pair referred to a lawsuit, NCBCP vs. Wohl, filed by the Lawyers' Committee and involving NCBCP which was a plaintiff two men who targeted Black voters in New York, Pennsylvania and Ohio disinformation via robocalls in an effort to sway the outcome of the 2020 Elections.

"In the weeks before the 2020 Election, the Election Protection hotline received complaints from voters about robocalls using deceptive information to discourage people from voting. After investigating, we found that two individuals, Jack Burkman and Jacob Wohl, had sent 85,000 robocalls largely to Black Americans," Hewitt said.

The goal was to discourage African Americans from voting by mail, lying that their personal information would be added to a public database used by law enforcement to execute warrants; to collect credit card debts; and by public health entities to force people to take mandatory vaccinations.

"These threats played upon systemic inequities likely to resonate with and intimidate Black Americans," Hewitt said. "We filed a lawsuit, National Coalition on Black Civic Participation v. Wohl, in which a federal court issued a restraining order to stop the robocalls and later ruled that this conspiracy to silence Black voters was intimidating, threatening, and coercive in violation of the Voting Rights Act and Ku Klux Klan Act. The methods used for those deceptive robocalls in 2020 look primitive by 2023 standards. But they hold three important lessons for democracy when surveying the AI technology of today and tomorrow."

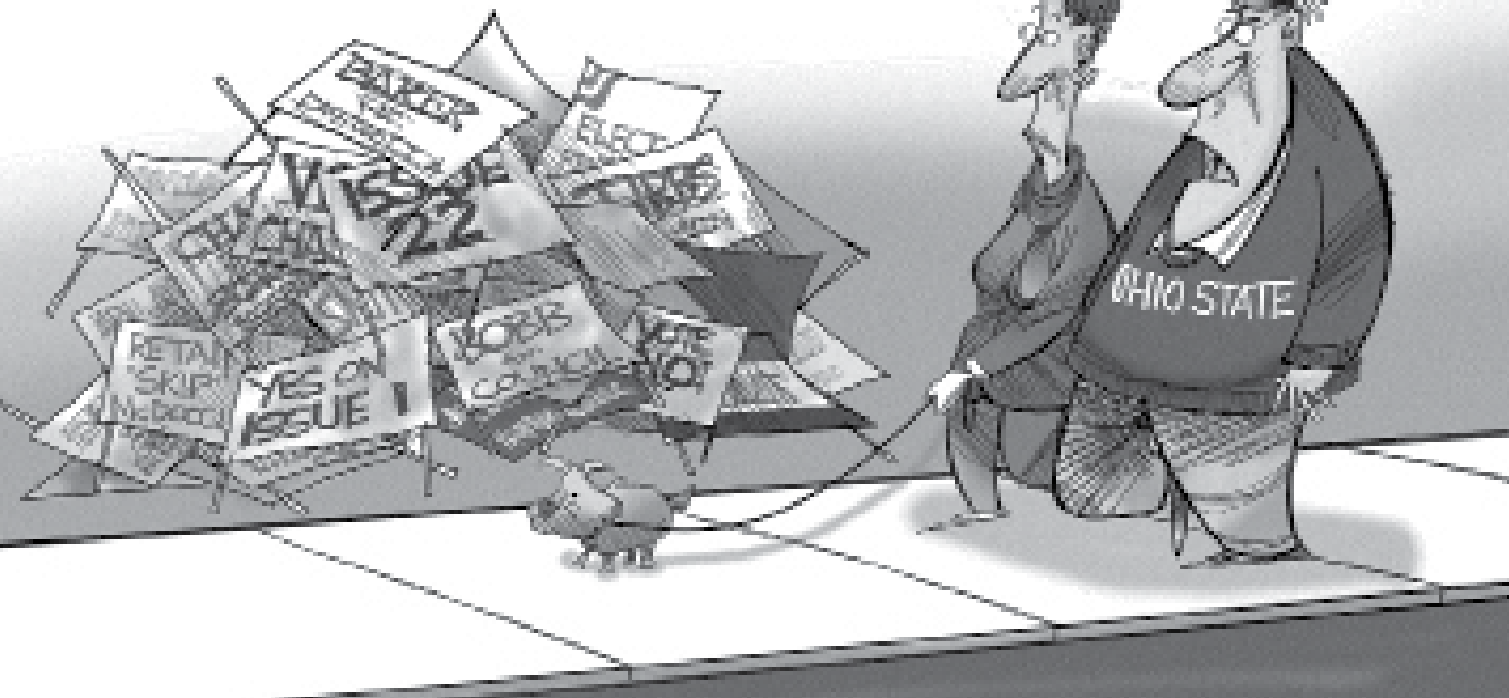
Campbell concurred. She said AI would allow this type of weaponization to be more significant using texts, video and audio.

"AI increases the ability to do that in larger formats. We are trying to address this. Elections and democracy is really, really important," she said. "So many places that can go. So much you can do online now. You have open source where just about anyone who wants to can use AI for nefarious means. There is a lot of angst with those doing voting rights and elections work."

You don't know how bad it can be until you know how bad it's been."

Campbell and Hewitt agree that the exploding capabilities of AI technology can drastically multiply the amount of harm to American democracy. Campbell adds that Google, Microsoft and Meta are the front line companies who activists hope will step up and put guardrails in place because the 2024 elections is overwhelmed by AI-driven misinformation and disinformation.

"In malicious hands and absent strong regulation, AI can clone voices so that calls sound like trusted public figures, election officials, or even possible friends and relatives," said Hewitt. "In malicious hands and absent strong regulation, AI can clone voices so that calls sound like trusted public figures, election officials, or even possibly friends and relatives. The technology could reach targeted individuals across platforms, following up the AI call with targeted online advertisements, fake bot accounts seeking to follow them on social media, customized emails or WhatsApp messages, and carefully tailored memes."



## FUNdraising Good Times



### YOUR 2024 SUCCESS REQUIRES ACTION TODAY

Are you planning for how you're going to work extra hard in 2024 to make your nonprofit a success? If you answer yes, we ask you to consider a different, more feasible course of action. We suggest you get to work immediately identifying people who can help you meet your goals so that you bring others into your vision, and don't spend 2024 flailing while trying to do the impossible.

Unless you are an established, well-funded, well-governed, in-demand, high profile nonprofit, chances are slim that you have the resources you need to grow. Consider the research coming out from Young Black & Giving Back. Here are two of their main points: Black-led and benefiting nonprofits do a lot with a little, with 76.7 percent of the nonprofits surveyed operating on a budget of less than \$500,000 a year; nearly one third operate with just \$30,000 a year. And, these organizations manage largely with volunteers, with 43.5 percent operating without any paid, full-time employees, and 45.65 percent indicating that they didn't have any paid, part-time employees.

So, how does a nonprofit make it happen? Over the years we've learned that volunteers make it happen. And that has been reinforced over the past few years, more than ever. By "volunteers" we mean people who believe in your vision and who have the time, network, and resources to bring your vision to life. If you find yourself dreaming of the day when you'll have staff to do all that needs to be done, you will be dreaming for a good time. Remember: those with relationships, skills, and resources are almost always willing to help when asked to assist with a specific project.

We recommend working with volunteers who are willing to "own" a project and advance it on your behalf. That means they chart the course, engage others, and consistently share information with you, and ask questions. These are people you should not micro-manage: they are self-starters who can make things happen. They can help with projects such as advocacy for and engagement with the people at the core of your vision. In terms of fundraising, they can take responsibility for critical areas such as data management; donor stewardship and communication; prospect identification, cultivation, and solicitation; defining donor benefits and opportunities; and defining fundraising priorities and goals.

In terms of building organizational capacity, they can take on projects such as identifying and securing the in-kind services and resources you need; creating a volunteer recruitment and management program; defining job descriptions for staff, recruiting employees, and creating an onboarding process; and developing processes for meeting management and reporting. Board recruitment is a critical function that well-connected people can help you with. In all cases, let your volunteers define their timeline and ask that they regularly share their progress with you.

Remember, it is your responsibility as a nonprofit CEO to make the time to meet with those who are supporting you. If you can't do that, then don't ask for help.

## A Different Voice

By Dorothy Shaw Thompson



### WHERE ARE THE PEACE WARRIORS?

I've mentioned before that I tend to avoid the bad news of the world. I must admit that my friends just won't let me stay in "de-nile" (denial). I guess they don't care if I visit Egypt, but they can't stand my ignorance on all the bad things that disturb them. So I fill my ears with all their fears, predictions, interpretations, etc. Not all my friends, some feel the way I do. So anyway, here's my take on Israel and Palestine. I don't think boundaries are the solution. I think democracy is. I believe that if some adults would take this upon themselves for a solution, it would be easy. Actually, it could be easier there than here. Why is that you may ask? Well, here we've got an entrenched problem of caring about skin color, lips, hair color, etc. So our differences are hard to ignore, and here we are determined not to ignore them. To me and my eyes, the Palestinians and Israelis look alike. They might not dress alike, worship the same way, or use the same word to call God's name, but why should any of those things be reasons to kill each other?

I'm not really in denial, I know what the problem is. The problem simply put is about dirt. They refer to it as land, but we all know it's dirt. We all know some other things, such as we didn't make the dirt and we really can't own it, though we can divide it up and pay for it and own it for our time on Earth, but since we can't take it with us when we die, do we really own it? The other thing is that the Jewish people, Christians, and the USA think that the land should belong to the Israelis because God gave it to them. This is based on history passed down to them and their interpretation of what the Torah says...okay so if you've read the Bible and the rules of that day, didn't a mother fool a father who was blind by sending the son she wanted to inherit to the father in disguise? So who got the birthright and who should have gotten it? Now, of course, this is complicated in our country because we don't honor that the land we exist on is owned by who

got here first now, do we? We don't call Columbus and the pilgrim invaders now, do we?

Stay with me, so if we give arms to the Jews because they are our allies in the region and guns and ammunition are keys to peace, what do we do with the Palestinian Americans who don't agree? If the Jews are concerned about their relatives in Gaza, shouldn't the Palenstines be concerned about theirs too? So those of you who say that Hamas started this when they bombed, pillaged, and ran people out of their homes... Do we accept that the same thing happened in Tulsa, Oklahoma, and nobody rushed to their defense with guns and ammunition? Bill Maher said this weekend that he was disappointed in Obama because what he said, though true, was inflammatory. Ok, Bill, so a talk show host gets to weigh in but a recent former President shouldn't? If so, the media shouldn't keep talking about Trump's lies. Either we live by the truth or we don't, Bill. Now run and tell that.

Somebody posted this on Facebook—which seems appropriate for me to share here. I can't name them because the picture came without a name. Here it goes, "long story short": They forgot that they are all brothers and sisters cohabitating on the same planet. So they kind of became delusional and imagined these invisible structures separating them and started destroying each other and the Earth they live on instead of just living, sharing, creating, and evolving together. Huh, sounds familiar?

I've got an idea. There are those on the side of Israel and there are those on the side of Palestine. Each side thinks in terms of righteousness and indignation. Each side thinks that God is on their side. So my idea is this. Throw away the guns and bombs and take the uniforms away from the soldiers. Suppose with me an idea from the 60s, "Suppose they had a war and nobody came?" No death, no boundaries, no illusions of winning by killing, no hate. Only the golden rule to use as the law to the govern war. Since each side believes in God let's let God decide. What you think? Sounds like a plan right? Let's tell our "leaders" we want them to solve this problem without killing, and then let the rest of us pray. Afterall, we are the prayer warriors we are looking for.

## Ben Jealous

### One More Thing!

By Ben Jealous



### VOTERS SPOKE: CLIMATE ACTION IS HERE TO STAY

This month's election results should be a wakeup call to any politician who had been unsure of Americans' desire for robust climate action and support for a green economy. In states and counties that are red, blue, and everywhere in between, voters favored forward-looking candidates who embraced both the need for and the economic benefits of aggressive climate action.

As much of the reporting on this election cycle has already pointed out, reproductive freedom was clearly a heavy driver of Democratic performance on Election Day. That shouldn't overshadow the fact that, in marquee races, well-funded attacks against strong climate policies from the Far Right and fossil fuel interests were ignored or rejected by the voters they hoped to sway. And it doesn't diminish the role that issues like clean energy and a healthy future for our planet and our communities played in galvanizing voters.

The climate crisis is here. It's not politely knocking at our door; it's banging it down. Americans in every corner of this country are hyper-aware of it, especially after the dangerous and deadly heat waves and wildfires many of us experienced this year. What we're seeing in our backyards is connected to a larger, global crisis that is affecting all life on this planet we call home. Just-released research shows that the past 12 months were the hottest on record. This fight has always been about our future but increasingly it's also about our present. Voters get it.

This was especially evident in Virginia, where voters forcefully denied the Republican governor's bid for full control of the state government. The electoral rebuke of Gov. Glenn Youngkin and his views – in which Democrats didn't just protect their state Senate majority but also gained control of the state House – effectively ends his push to undo the climate progress enacted under his predecessor.

Youngkin sought to roll back emissions standards aimed at moving Virginia away from the sale of new vehicles with internal combustion engines as of 2035. And he has been waging an effort to withdraw Virginia from the Regional Greenhouse Gas Initiative cap-and-trade program.

LaTwyla Mathias, who leads Progress Virginia and worked to mobilize voters in this year's election, said that among her organization's digital ads this cycle – which were shown to voters of color, young voters, and women – the ads focused on climate were the top performers.

"Our research shows that climate voters care about freedom: the freedom to breathe clean air, the freedom to live in a healthy environment, and the freedom to make decisions for themselves," Ms. Mathias said. "Black and brown voters showed up on Tuesday because they know we've fought too long and too hard to let special interests take these freedoms from us."

"By electing climate champions, we can fight back on growing health risks and pollution in marginalized neighborhoods, defend our neighbors with severe medical conditions, make sure that our communities have an opportunity to get trained in new jobs so that the transition to clean energy doesn't leave anyone behind, and protect the progress we've made with the Regional Greenhouse Gas Initiative."

So, as we discuss all the fundamental rights that were on the ballot this year and will be in 2024 – abortion, the right to vote, gender equality, workers' rights, and more – let's not forget that the results of this week's elections prove that the right to a clean environment and a habitable planet is a major election issue an ever growing number of Americans – especially those communities on the frontlines of the climate crisis.



# Classifieds

## DURHAM COUNTY

### NORTH CAROLINA DURHAM COUNTY NOTICE TO CREDITORS

The undersigned having qualified as Executor of the Estate of ALICE NEEL HAGAN, 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 29th day of January, 2024, or this Notice will be in bar of their recovery.

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

This is the 26th day of October, 2023.

John Walter Hagan, Executor ESTATE OF ALICE NEEL HAGAN, DECEASED

c/o Robert A. Idol, Esquire IDOL LAW, PLLC Attorney at Law PO Box 51759 Durham, NC 27717 (919) 401.5151 10/26, 11/2, 11/9, and 11/16/2023

### STATE OF NORTH CAROLINA DURHAM COUNTY NOTICE TO CREDITORS

ESTATE OF EDWARD MOLNAR FILE NO. 23-E-1269

All persons, firms, and corporations having claims against EDWARD MOLNAR deceased, of Durham County, North Carolina are notified to exhibit them to the undersigned on or before January 28, 2023 or be barred from their recovery. Debtors of the decedent are asked to make immediate payment.

This 26th day of October, 2023. Harriet Gamble Molnar, Executor 1314 Canary Pepper Drive Durham, NC 27713

c/o Attorney Walter Brodie Burwell, Jr., Envisage Law 2601 Oberlin Road, Suite 100 Raleigh, NC 27608 10/26, 11/2, 11/9, and 11/16/2023 STATE OF NORTH CAROLINA IN THE PROBATE COURT OF DURHAM COUNTY

### NOTICE TO DEBTORS AND CREDITORS

IN RE: Walter Edward Glenn, DECEASED ESTATE NO. 17-E-766

All creditors of the Estate of Walter Edward Glenn, deceased, late of Durham County, are hereby notified to render an account of their demands to the undersigned, according to the law, and all persons indebted to said and all persons indebted to said estate are hereby required to make immediate payment to the undersigned on or before the 28th day of January 2024, or this notice will be pleaded in bar of their recovery.

This 26th day of October, 2023.

Scott J. Rizzo c/o Attorney for the Estate of Walter Edward Glenn, deceased 15720 Brixham Hill Ave, Suite 300 Charlotte, NC 28277

Gregory Glenn, Administrator of the Estate of Walter Edward Glenn, deceased 1012 Dove Ridge Road Bahama, NC 27503 10/26, 11/2, 11/9, and 11/16/2023

### STATE OF NORTH CAROLINA DURHAM COUNTY NOTICE TO CREDITORS

Having qualified before the Clerk of Superior Court of Durham County as Public Administrator of the Estate of WILLIAM JOSEPH CHESNUTT, this is to notify all persons, firms, and corporations having claims against the Estate to send them, duly itemized and verified, to P.O. Box 51429, Durham, NC 27717, on or before the 28th of January, 2024 (three months after the date of this Notice) or this Notice will be pleaded in bar of their recovery.

All persons, firms and corporations indebted to the Estate are requested to make prompt settlement with the undersigned.

This the 26th day of October, 2023.

Robert E. Levin Public Administrator of the Estate of William Joseph Chesnutt, Deceased

P.O. Box 51429 Durham, NC 27717 10/26, 11/2, 11/9, and 11/16/2023

### 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 NO: 23 SP 890 ROBERT E. LEVIN, Public

Administrator of the ESTATE OF WILLIAM JOSEPH CHESNUTT, DECEASED, Petitioner, V.

LACE BULLOCK, GUARDIAN AD LITEM OF ALL PERSONS IN ESSE AND NOT IN ESSE WHO MAY CLAIM TO HAVE AN INTEREST IN THE ESTATE OF WILLIAM JOSEPH CHESNUTT, DECEASED, Respondents.

TO: All Persons In Esse And Not In Esse Who May Claim To Have An Interest In The Estate of William Joseph Chesnutt, Deceased.

Take notice that a pleading seeking relief against you has been filed in the above action. The nature of the relief being sought is as follows: Petitioner has filed a Petition to Sell Property and to Determine Heirs.

You are required to make defense to such pleading no later than the 5th day of December, 2023, which is 40 days from the first publication of this notice. Upon your failure to file a pleading by the above date, party seeking service against you will apply to the Court for the relief sought.

This the 26th day of October, 2023.

Robert E. Levin Petitioner HAYWOOD, DENNY & MILLER, L.L.P. P.O. Box 51429 Durham, NC 27717 Telephone: 919-403-0000

### 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 NO. 23-E-1227

The Undersigned, having qualified as ADMINISTRATRIX of the Estate of HORACE ALEXANDER HICKS, 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 28th day of January 2024, 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 26th day of October, 2023.

Shannon Alexia Hicks Administratrix 1319 Taylor St. Durham, NC 27703

10/26, 11/2, 11/9, and 11/16/2023 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 NO. 23-E-1301

The Undersigned, having qualified as ADMINISTRATOR of the Estate of JACQUETTA BRITTON, 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 28th day of January 2024, 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 26th day of October, 2023.

Ernest Gillespie, Administrator 724 Kavkaz Street Raleigh, NC 27610

10/26, 11/2, 11/9, and 11/16/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS

The undersigned, Reginald B. Lipscomb, having duly qualified as Executor of the Estate of ROOSEVELT LIPSCOMB, JR., deceased, late of Durham County, North Carolina, hereby notifies all persons, firms and corporations having claims against the Estate to present them to the undersigned in care of Ronald G. Coulter, Attorney for the Estate, 3400 Croasdaile Dr., Ste 205, Durham, NC 27705, on or before January 26, 2024 or it will be pleaded in bar of their recovery. All persons and legal entities indebted to the Estate will please make immediate payment.

This the 26th day of October, 2023.

Reginald B. Lipscomb, Executor C/O Ronald G. Coulter, Attorney 3400 Croasdaile Drive Ste 205 Durham, NC 27705 1-919-246-5775 10/26, 11/2, 11/9, and 11/16/2023

STATE OF NORTH CAROLINA

### DURHAM COUNTY NOTICE TO CREDITORS

All persons, firms and corporations having claims against JAMES WAYNE MARSHALL, deceased, late of Durham County, North Carolina, are hereby notified to present them to Michael A. Marshall, as Administrator of the decedent's estate, on or before February 5, 2023, in care of the undersigned's attorney, 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 above-named Administrator.

This the 2nd day of November, 2023.

Michael A. Marshall Administrator of the Estate of James Wayne Marshall c/o Steven W. Arrington, Esq. The Arrington Firm, P.C. P. O. Box 4753 Greensboro, NC 27404

11/2, 11/9, 11/16, and 11/23/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS

Having qualified as Administrator CTA of the Estate of THEODORE J. KACZYNSKI, Deceased, late of Durham County, North Carolina, the undersigned individual hereby gives notice to all persons, firms, and corporations having any claim against the Estate of THEODORE J. KACZYNSKI, Deceased, to present such claims to the Administrator CTA, c/o Adam P.M. Tarleton, Brooks, Pierce, McLendon, Humphrey & Leonard, L.L.P., Post Office Box 26000, Greensboro, North Carolina 27420 on or before February 5, 2024, or this notice will be pleaded in bar of their recovery. All persons, firms, and corporations indebted to THEODORE J. KACZYNSKI, Deceased, are requested to make immediate payment to the undersigned Administrator.

This the 2nd day of November, 2023.

Alexander E. Uziel, Administrator CTA of the Estate of Theodore J. Kaczynski ADAM P.M. TARLETON, Attorney Brooks, Pierce, McLendon, Humphrey & Leonard, L.L.P. Post Office Box 26000

Greensboro, North Carolina 27420 11/2, 11/9, 11/16, and 11/23/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS AND DEBTORS OF CHARLOTTE T. COONEY

All persons, firms and corporations having claims against CHARLOTTE T. COONEY, late of Durham County, North Carolina, are notified to exhibit them to Michael W. Cooney as Executor of the decedent's estate on or before February 10, 2024, c/o Gregory Herman-Giddens, Attorney at Law, 1414 Raleigh Rd., Ste. 203, Chapel Hill, NC 27517, or be barred from their recovery. Debtors of the decedent are asked to make immediate payment to the above-named Executor.

This the 9th day of November, 2023.

Michael W. Cooney, Executor c/o Gregory Herman-Giddens, Atty. TrustCounsel 1414 Raleigh Rd., Ste. 203 Chapel Hill, NC 27517

11/9, 11/16, 11/23, and 11/30/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS AND DEBTORS OF PHYLLIS SAUNDERS CARSWELL

All persons, firms and corporations having claims against PHYLLIS SAUNDERS CARSWELL, late of Durham County, North Carolina, are notified to exhibit them to Gregory Herman-Giddens as Executor of the decedent's estate on or before February 10, 2024, at 1414 Raleigh Rd., Ste. 203, Chapel Hill, NC 27517, or be barred from their recovery. Debtors of the decedent are asked to make immediate payment to the above-named Executor.

This the 9th day of November, 2023.

Gregory Herman-Giddens, Executor c/o TrustCounsel 1414 Raleigh Rd., Ste. 203 Chapel Hill, NC 27517

11/9, 11/16, 11/23, and 11/30/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS

The undersigned having qualified as Executor of the Estate of PAMELA DOANE MORRELL, 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 12th day of February, 2024, or this Notice will be in bar of their recovery.

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

This is the 9th day of November, 2023.

Francis Field Cox, Executor Estate of Pamela Doane Morrell, Deceased Robert A. Idol, Esquire IDOL LAW, PLLC Attorney at Law PO Box 51759 Durham, NC 27717 (919) 401.5151

11/9, 11/16, 11/23, and 11/30/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS

Having qualified before the Clerk of Superior Court of Durham County as Administratrix of the Estate of FULVIA MAX, Deceased, this is to notify all persons, firms, and corporations having claims against the Estate to send them, duly itemized and verified, to 3511 Shannon Road Suite 140, Durham, NC 27707, on or before the 9th day of February, 2024 (90 days after the date of first publication of this Notice) or this Notice will be pleaded in bar of their recovery.

All persons, firms and corporations indebted to the Estate are requested to make prompt settlement with the undersigned.

This the 9th day of November, 2023.

Daria Hester, Administratrix of the Estate of Fulvia Max, Deceased c/o John R. Kincaid Attorney for the Administratrix 3511 Shannon Road, Suite 140 Durham, NC 27707

11/9, 11/16, 11/23, and 11/30/2023 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 NO. 23-E-1430

The Undersigned, having qualified as ADMINISTRATOR of the Estate of SHIRLEY JUNE NORRIS, 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 11th day of February 2024, 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 November, 2023.

William Gowen, Administrator 3539 Gibson Rd. Durham, NC 27703

11/9, 11/16, 11/23, and 11/30/2023 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 NO. 23-E-1464

The Undersigned, having qualified as EXECUTOR of the Estate of ROBERT KEITH 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 18th day of February 2024, 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 November, 2023.

Darlene Keith-Barnard, Executor 5306 Danube Lane Durham, NC 27704

11/16, 11/23, 11/30, and 12/7/2023 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 NO. 23-E-1333

The Undersigned, having qualified as EXECUTOR of the Estate of WALTER HOWARD MORRIS, 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 18th day of February 2024, 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 November, 2023.

Walter Brian Morris, Executor 5808 Wake Forest Highway Durham, NC 27703 11/16, 11/23, 11/30, and 12/7/2023

### 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 NO. 23-E-1471

The Undersigned, having qualified as EXECUTOR of the Estate of LYNN CANTRELL GUERRANT, 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 18th day of February 2024, 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 November, 2023.

Steven Emory Guerrant, Executor 5204 Middleton Rd Durham, NC 27713

11/16, 11/23, 11/30, and 12/7/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS FILE NO: 23-E-1456

Having qualified as Administratrix of the Estate of JAYDON A. HAYES, deceased, this is to notify all persons, firms, and corporations having claims against the Estate of Jaydon A. Hayes to present them to the undersigned within three months from the date of the first date of publication of this Notice or same will be pleaded in bar of their recovery. All persons, firms, and corporations indebted to said Estate, please make immediate payment.

This the 16th day of November, 2023.

Jewel Lillie, Administratrix c/o Robert T. Perry Attorney for the Estate PERRY, PERRY & PERRY, P.A. Post Office Drawer 2051 Durham, North Carolina 27702 Telephone: (919) 683-8685 11/16, 11/23, 11/30, and 12/7/2023

### STATE OF NORTH CAROLINA DURHAM COUNTY NOTICE TO CREDITORS

FILE NO: 23-E-1457

Having qualified as Administratrix of the Estate of JOSEPH L. ROBERTS, deceased, this is to notify all persons, firms, and corporations having claims against the Estate of Joseph L. Roberts to present them to the undersigned within three months from the date of the first date of publication of this Notice or same will be pleaded in bar of their recovery. All persons, firms, and corporations indebted to said Estate, please make immediate payment.

This the 16th day of November, 2023.

Leisa Roberts, Administratrix c/o Robert T. Perry Attorney for the Estate PERRY, PERRY & PERRY, P.A. Post Office Drawer 2051

Durham, North Carolina 27702 Telephone: (919) 683-8685 11/16, 11/23, 11/30, and 12/7/2023

### 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 NO. 23-E-1454

The Undersigned, having qualified as CO-ADMINISTRATOR of the Estate of JAMES THOMAS WALSH, 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 18th day of February 2024, 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 November, 2023.

David Walsh, Co-Administrator Shelia Walsh, Co-Administrator c/o Bagwell Holt Smith, PA 111 Cloister Court, STE 200 Chapel Hill, NC 27514

11/16, 11/23, 11/30, and 12/7/2023 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 NO. 23-E-1355

The Undersigned, having qualified as ADMINISTRATRIX of the Estate of WILLIAM BRANSON GUNTER JR, late of Durham County, North Carolina, hereby wishes to notify all persons having

In The General Court Of Justice Superior Court Division Before the Clerk

FILE NO. 23-E-1455

The Undersigned, having qualified as ADMINISTRATOR of the Estate of JEFFREY THOMAS JOHNSON, 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 18th day of February 2024, 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 November, 2023.

Cathy Jeddour, Administrator c/o Bagwell Holt Smith, PA 111 Cloister Court, STE 200 Chapel Hill, NC 27514

11/16, 11/23, 11/30, and 12/7/2023 STATE OF NORTH CAROLINA DURHAM COUNTY

### NOTICE TO CREDITORS

The undersigned having qualified as Administrator of the Estate of WAN CHUN LIN, 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 20th day of February, 2024, or this Notice will be in bar of their recovery.

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

This is the 16th day of November, 2023.

Wan Ming Lin, Administrator Estate of Wan Chun Lin, Deceased c/o Robert A. Idol, Esquire IDOL LAW, PLLC Attorney at Law PO Box 51759 Durham, NC 27717 (919)401.5151

11/16, 11/23, 11/30, and 12/7/2023 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 NO. 23-E-1192

The Undersigned, having qualified as ADMINISTRATOR of the Estate of SANDRA L. JOHNSTON, 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 18th day of February 2024, 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 November, 2023.

Sharleen M. Johnston Administrator 6417 Cain Branch Durham, NC 27712

11/16, 11/23, 11/30, and 12/7/2023 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 NO. 23-E-1434

The Undersigned, having qualified as EXECUTOR of the Estate of JONETTE M. BAUER, 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 18th day of February 2024, 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 November, 2023.

Greg J. Bauer, Executor 1145 East Rosedale Creek Dr. Durham, NC 27703

11/16, 11/23, 11/30, and 12/7/2023 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 NO. 23-E-1355

The Undersigned, having qualified as ADMINISTRATRIX of the Estate of WILLIAM BRANSON GUNTER JR, late of Durham County, North Carolina, hereby wishes to notify all persons having



# Classifieds

claims against the Estate of said deceased to exhibit them to the undersigned at the below listed address on or before the 18th day of February 2024, 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 November, 2023.  
Katherine Anne Gunter  
Administratrix  
c/o Richard F. Prentis, Jr.  
4 Consultant Place  
Durham, NC 27707  
11/16, 11/23, 11/30, and 12/7/2023  
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-945

The Undersigned, having qualified as EXECUTOR of the Estate of JAMES CHARLES MAU, 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 18th day of February 2024, 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 November, 2023.  
Greg Mau, Executor  
816 Stroud Circle  
Wake Forest, NC 27587  
11/16, 11/23, 11/30, and 12/7/2023

**WAKE COUNTY**

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 23E002623-910

The Undersigned, having qualified as ADMINISTRATOR of the Estate of EULA MAE HINTON, 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 28th day of January 2024, 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 26th day of October, 2023.  
Anthony Kevin Hinton  
Administrator  
311 N. Fisher St.  
Raleigh, NC 27610  
10/26, 11/2, 11/9, and 11/16/2023  
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 23E004973-910

The Undersigned, having

qualified as EXECUTOR of the Estate of DORIS ELEANOR LEECH, 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 28th day of January 2024, 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 26th day of October, 2023.  
David Andrew Leech, Executor  
8205 Fountain Park Drive  
Raleigh, NC 27613  
10/26, 11/2, 11/9, and 11/16/2023  
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 23E005248-910

The Undersigned, having qualified as EXECUTOR of the Estate of RUPERT HAROLD FOWLER, 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 28th day of January 2024, 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 26th day of October, 2023.  
Donald Bryant Fowler, Executor  
c/o Lena Bradshaw  
Law Office of Jennifer Haynes Rose  
1135 Kildaire Farm Rd., Ste. 200  
Cary, NC 27511  
10/26, 11/2, 11/9, and 11/16/2023  
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 23E005117-910

The Undersigned, having qualified as ADMINISTRATOR of the Estate of KATHLEEN MCGUINNESS, 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 5th day of February 2024, 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 November, 2023.  
Jocelyn McGuinness-Hickey  
Administrator  
1404 Ravenhurst Dr.  
Raleigh, NC 27615  
11/2, 11/9, 11/16, and 11/23/2023  
STATE OF NORTH CAROLINA  
WAKE COUNTY

**IN THE EIGHTH JUDICIAL DISTRICT COURT**  
CLARK COUNTY, NEVADA  
CASE NO.: A-23-872605-C  
DEPT. NO.: 31  
**SUMMONS**  
BRENDA THAO NGUYEN, an

individual; Plaintiff, vs. **MATTHEW FOREMAN**, individually; **PENSKE TRUCK LEASING CO.**, a Nevada Limited Partnership; **J.W. TRUCKING & LOGISTICS, LLC**, a North Carolina limited liability company; **DOES I** through **X**, and **ROE BUSINESS ENTITIES I** through **X**, inclusive, Defendant(s).

**NOTICE! YOU HAVE BEEN SUED. THE COURT MAY DECIDE AGAINST YOU WITHOUT YOUR BEING HEARD UNLESS YOU RESPOND WITHIN 21 DAYS. READ THE INFORMATION BELOW.**

**TO THE DEFENDANT MATTHEW FOREMAN:** A Complaint has been filed by the Plaintiff against you for the relief set forth in the Complaint, i.e., Negligence, Negligent Entrustment, Attorneys' Fees, and Pain & Suffering.

1. If you intend to defend this lawsuit, within 21 days after this Summons is served on you, exclusive of the day of service, you must do the following: (a) File with the Clerk of this Court, whose address is shown below, a formal written response to the Complaint in accordance with the Rules of the Court. (b) Serve a copy of your response upon the attorney whose name and address is shown below.

2. Unless you respond, your default will be entered upon application of the Plaintiff and this Court may enter a judgment against you for the relief demanded in the Complaint, which could result in the taking of money or property or other relief requested in the Complaint.

3. If you intend to seek the advice of an attorney in this matter, you should do so promptly so that

your response may be filed on time.

This the 2nd day of November, 2023.

Clerk of the Court  
County Courthouse  
200 Lewis Avenue  
Las Vegas, NV 89155  
Issued at the direction of:  
/s/ Michael Lee  
Michael B. Lee, Esq.  
Nevada Bar No. 10122  
1820 East Sahara Avenue, Ste 110  
Las Vegas, NV 89104  
(702) 546-7055  
Attorneys for Plaintiff  
11/2, 11/9, 11/16, and 11/23/2023  
STATE OF NORTH CAROLINA  
WAKE COUNTY

**NOTICE TO CREDITORS**

Having qualified as Personal Representative of the Estate of **KENNETH MYRON FISH**, deceased, late of WAKE 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: 300 PINEHURST AVENUE, SOUTHERN PINES, NORTH CAROLINA 28387, on or before the 2nd day of FEBRUARY, 2024 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 the 2ND day of November, 2023.

GAIL A. FISH  
PERSONAL REPRESENTATIVE  
FOR THE ESTATE OF KENNETH MYRON FISH  
JAMES H. JENKINS  
Thigpen and Jenkins, L.L.P.

Attorney for Estate  
300 Pinehurst Avenue  
Southern Pines, NC 28387  
November 2, 9, 16, & 23, 2023  
STATE OF NORTH CAROLINA  
WAKE COUNTY

**NOTICE OF SERVICE OF PROCESS BY PUBLICATION**  
In the Wake County District Court  
McLean v. Hampton:  
**DOUGLAS HAMPTON**

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: Absolute Divorce.

You are required to make defense to such pleading not later than December 21, 2023 and upon your failure to do so the party seeking service against you will apply to the court for the relief sought.

This, the 9th day of November, 2023.

Tanya Allison Plekan  
Attorney for Plaintiff  
P.O. Box 2426  
Asheville, NC 28801  
828-820-4240  
11/9, 11/16, and 11/23/2023  
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 23E005676-910

The Undersigned, having qualified as EXECUTOR of the Estate of GARY THOMAS JOHNSON, 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 18th day of February 2024, 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 November, 2023.

Lisa Jeffries Gardner, Executor  
7000 Ferrell Woods Lane  
Raleigh, NC 27603  
11/16, 11/23, 11/30, and 12/7/2023  
NORTH CAROLINA  
WAKE COUNTY

**NOTICE TO CREDITORS**  
FILE NO. 23E005555-910

The undersigned, having qualified as Executor of the Estate of Alton Bruce Jones, Jr. late of WAKE County, NC does hereby notify all persons, firms and corporations having claims against said estate to present them to the undersigned at the address below on or before the 16th day of February, 2024, 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 16th day of February, 2024.  
Alton Bruce Jones, III, Executor of the Estate of Alton Bruce Jones, Jr. c/o The Law Office of Anne Page Watson, PLLC, 3400 Croasdaile Drive, Suite 205, Durham, NC 27705.  
11/16, 11/23, 11/30, and 12/7/2023

**MBE CONTRACTORS WANTED**  
BCS Contractors needs MBE participation for the grading of an industrial shell building and small gravel parking lot in Nashville, NC. BCS will break down or combine elements of work into economically feasible units to facilitate minority participation. We will try to negotiate joint ventures to help increase minority participation. BCS will also provide quick pay agreements to meet cash flow demands. Need bids by November 27 by fax 252-478-4141 or email bcscontractors@embarqmail.com. Plans/specs may be viewed at our office (call 252-903-4102) or emailed to you.

**ADVERTISEMENT FOR BIDS**  
North Lenoir Water Corporation  
220 Academy Heights Road  
Kinston, NC 28504  
Separate sealed BIDS for the construction of 2022 NC-DOT Water Line Relocation - NC55 Contract No. 2 - Water Line Relocation will be received by the ENGINEER at North Lenoir Water Corporation, 220 Academy Heights Road, Kinston, NC 28504 until 2:00 PM, December 19, 2023, and then at said office publicly opened and read aloud.  
The CONTRACT DOCUMENTS may be examined at the following locations:  
North Lenoir Water Corporation, 220 Academy Heights Road, Kinston, NC 28504  
McDavid Associates, Inc., 3714 North Main Street, Farmville, NC 27828-049  
Dodge Data and Analytics, 2860 South State Highway 161, Suite 160, #501, Grand Prairie, TX 750527361 (View online at www.construction.com)  
ConstructConnect, Attn: DPC, 30 Technology Parkway South, Suite 100, Norcross, GA 30092 (View online at www.constructconnect.com)  
Construction Journal, 400 SW 7th Street, Stuart, FL 34994 (View online at www.ConstructionJournal.com)  
Builders & Contractors Exchange, Inc., 1118 Azalea Garden Road, Norfolk, VA 235025612 (View online at www.bceva.com)  
Copies of the CONTRACT DOCUMENTS may be obtained at the office of McDavid Associates, Inc. located at 3714 North Main Street, Farmville, NC 27828-0049 upon a nonrefundable payment of \$102.00 for each set.  
The OWNER reserves the right to reject any and all BIDS. BIDDER shall be properly licensed under Chapter 87, General Statutes of North Carolina.  
Small, minority, women's, and disadvantaged businesses and labor surplus area firms are encouraged to submit BIDS.  
This PROJECT is subject to the good faith efforts and goals for participation by minority businesses required by G.S. 143-128.2. The OWNER has adopted a verifiable ten percent (10%) goal for participation by minority businesses in the total value of the WORK.  
BIDDERS shall, within the time frames specified in the BID documents, submit all required affidavits and documentation demonstrating that the BIDDER made the required good faith effort in compliance with G.S. 143-128.2. Failure to file all required affidavits and documentation within the required time frames is grounds for rejection of the BID.  
Prospective BIDDERS who have been found guilty of discrimination within the last two (2) years are debarred from bidding.  
A pre-Bid conference will be held at 10:00 AM on November 29, 2023 in the North Lenoir Water Corporation Office, 220 Academy Heights Road, Kinston, NC 28504. Prospective BIDDERS are encouraged to attend this prebid conference as part of their good faith efforts.  
November 17, 2023  
Jimmy Parks  
President  
North Lenoir Water Corporation

**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 **Grace and Chestnut Street Water and Sewer Rehabilitation** project for **Cape Fear Public Utility Authority** which bids **November 21, 2023, at 11:00 AM**. Plans and specifications for this project are available at the following locations: TA Loving Company, 400 Pate-town Road, Goldsboro, NC 27530 \* Cape Fear Public Utility Authority; 633 Groundwater Way; Wilmington, NC 28411 \* Carolinas AGC Website \* Dodge Data and Analytics website \* ConstructConnect website \* Construction Journal website \* Hispanic Contractors Association of the Carolinas website \* North American Procurement Council website \* Blue Book Building & Construction Network website.  
Potential subcontracting opportunities include but are not limited to surveying, hauling, asphalt paving, striping, traffic control, erosion control, seeding, linework, dewatering, bypass pumping, CIPP, flatwork, CIPC, and concrete forms. 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**  
T. A. Loving Company (NC General Contractor License No. 325) is seeking certified DBE, MBE, and WBE subcontractors and suppliers for the **Contract No. 2 - Raw Water Intake, Pump Station and Transmission Main** project for the **City of Sanford - Water Filtration Facility 30-MGD Expansion** which bids **December 14, 2023, at 2:00 PM**. Plans and specifications for this project are available at the following locations: TA Loving Company, 400 Patetown Road, Goldsboro, NC 27530 \* Hazen and Sawyer via email: **Sanford-RW-Contract2@hazenandsawyer.com** \* Dodge Data and Analytics website.  
Potential subcontracting opportunities include but are not limited to surveying, demolition, clearing and grubbing, hauling, asphalt paving, earthwork, erosion control, seeding, sodding, electrical, dewatering, masonry, roofing, HVAC, roll up doors, flatwork, CIPC, concrete forms, concrete rebar, painting, plumbing, and fencing. Please contact **Tyler Sutton** (tsutton@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.

**Just Like Cats & Dogs** by Dave T. Phipps

**CONSIDERING YOUR ENTIRE FAMILY WILL BE HERE FOR THANKSGIVING THIS MIGHT BE PERFECT TO HIDE MY EXPRESSION.**



# Sports

## Virginia Union Wins First CIAA Football Title In 22 Years

Virginia Union University's football team captures its first CIAA Championship in 22 years by downing Fayetteville State University 21-10 in the 2023 CIAA Football Championship Game, held on Saturday, November 11, in Salem, Va.

The first half of the championship clash lived up to its billing, with both teams showcasing exceptional defense. Virginia Union would find the endzone first, with touchdowns by Jada Byers and Christian Reid, giving the Panthers a 14-0 lead.

Momentum swung in Virginia Union's favor shortly after a muffed punt by the Broncos in the third

quarter. The Panthers then went on a five-play 27-yard drive leading to yet another Byers touchdown. The Panthers defense continued to shut out the Broncos offense during the 4th quarter forcing a fumble recovered by Shamar Graham.

Virginia Union's rushing game continued to shine as Jada Byers finished with 135 yards and two touchdowns on the day. The game would conclude 21-10, Panthers. Byers also went home as the 2023 Food Lion Most Valuable Player for Virginia Union.

"I'm just happy, that's all I can say," said VUU Head Football Coach

Dr. Alvin Parker. "I was here in 2001 when we went down to Winston-Salem and won it. I remember how it felt then, but this is a little bit better. I was the leader of the program and I felt like I was leading us in the right direction, but all of the

guys bought into the process, even though it wasn't easy."

This evening's win serves as the first Championship Title for Head Coach and 2023 CIAA Coach of the Year, Dr. Alvin Parker.

Steve Worthy Photos



## Kerolin Named MVP



(AP)—North Carolina Courage forward Kerolin was named the National Women's Soccer League's most valuable player on Friday.

The speedy Brazilian-born attacker scored a career-high 10 goals and added three assists in 19 games with the Courage this season. She was instrumental in North Carolina's 9-7-6 finish this season, good for third in the NWSL standings.

North Carolina was eliminated 2-0 by Gotham FC in the quarterfinals of this season's playoffs. Gotham advanced to Saturday night's championship match against OL Reign. She was chosen by a vote of players, team staff, media and fans.

Kerolin, 23, who was also on the roster for Brazil at this summer's Women's World Cup, is the 11-year-old league's first MVP from South America.

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