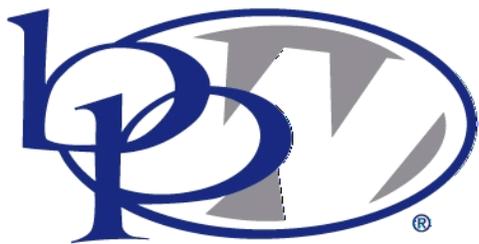


TAR HEEL WOMAN

a publication of BPW/NC

Working Women

Helping Women Work



Volume 94, Issue 2

September 27, 2018



TAR HEEL WOMAN

**is a publication of North Carolina Federation of
Business & Professional Women's Clubs**

BPW/NC Officers 2018-2019

President: Barbara Bozeman, Rocky Mount / Nashville

Vice President: Jazmin Caldwell, Concord-Cabarrus

Treasurer: Linda Hardy, Rocky Mount

Recording Secretary: Julie Ueleke, Concord-Cabarrus

Parliamentarian: Barbara High-Tyre

Immediate Past State President - Elva Graham, Henderson

BPW/NC Mission Statement

The mission of BPW/NC is to provide professional and personal growth opportunities and to promote equity in the workplace.

BPW/NC Objectives

- * Improve outreach to North Carolina women to ensure membership growth of both local clubs and the Federation
- * Promote program opportunities and resources for personal and professional growth for members across North Carolina
- * Advocate for North Carolina working women and their families
- * Promote structural changes to improve the effectiveness and efficiency of the Federation

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BPW COLLECT

*Keep us, O God, from pettiness; let us be
large in thought, in word, in deed.*

*Let us be done with fault-finding and leave
off self-seeking.*

*May we put away all pretense and meet
each other face to face -- without
self-pity and without prejudice.*

*May we never be hasty in judgment and
always generous.*

*Let us take time for all things; make us to
grow calm, serene, gentle.*

*Teach us to put into action our better
impulses, straightforward and
unafraid.*

*Grant that we may realize it is the little
things that create differences, that
in the big things of life we are at
one.*

*And may we strive to touch and to know
the great common human heart of
us all, and, O Lord God, let us
forget not to be kind!*

*-- Mary Stewart, April
1904*

Dates to Remember

October 6 ERA-NC Annual Meeting

*

October 17—Fempowerment, The Roadmap to Success

*

October 22-26, 2018 National Business Women's Week

*

October 27— Souper Luncheon Fundraiser

PRESIDENT: BARBARA J. BOZEMAN

Dear BPW family:

What a busy, challenging time of year! As if we needed a hurricane to show up and slow our roll?!? Here's a few of the adventures since last THW:

- Sanford—Aug 2nd - Enjoyed the kick-off meeting for Sanford BPW
- Carrboro—Aug 4th—First Board of Directors meeting at Headquarters
- Pittsboro—Aug 8th—Start-up meeting for new club in Pittsboro area
- Lincolnton—August 11th—journeyed to the 40th Annual Apple Queen Scholarship Pageant. Big shout out to the Lincolnton ladies. The process by which they conduct their mentoring / training program produces very impressive and poised young women.
- Cary—August 23rd—Dinner meeting with BPW of the Triangle—brought along a potential new member.
- Greensboro- Sep 22nd—met with other Lead Organization representatives for the ERA-NC

So, as you can see, not much going on...

High on the “To-Do” list is cleaning up some of our documentation. In addition to spending two days sorting through paperwork at headquarters, we are hard at work on updating our guidance materials.

A new club warming up for their chartering event in October, brought the Model Club/ New Club documentation to the top of the list. Thanks go out to our BPW sisters in California. They shared their information with us, and I think you will find the new materials quite valuable—especially for membership drives too. The New Club Program Book will be posted to the website on October 1st.

About that new club. Jean MacDonald and the 20+ ladies she has already gathered are getting ready to hold a chartering event in October. They will be known as the Chatham County BPW. I hope you will all find a way to make them welcome and show them your support.

Hope you are all recovering from whatever Florence threw at you—and gearing up for a great experience during National Business Women’s Week. Would love to hear from you via phone, text, email, or sharing on the Facebook page or hey—might just get to attend your meeting some time soon!

Remember—the key is to connect and above all HAVE FUN!



Barbara

WANTED

BPW/NC members willing to share their talents

SHORT TERM

HELP TURNING CURRENT DOCUMENTS TO FILLABLE ONES

WRITE / SUBMIT AN ARTICLE FOR THE NEXT TAR HEEL WOMAN

SHARE PHOTOGRAPHS OF LOCAL CLUB EVENTS

LONG TERM

AWARDS CHAIR FOR 2018-2019

TEAM MEMBERS FOR ANNUAL CONVENTION

ASSISTANCE EDITING THE TAR HEEL WOMAN

~~~~~  
OPPORTUNITIES TO HELP ON SHORT TERM AND LONG TERM  
PROJECTS AT THE STATE LEVEL ARE ALWAYS AVAILABLE

WADE IN! GIVE IT A TRY!

CONTACT: [PRESIDENT@BPW-NC.ORG](mailto:PRESIDENT@BPW-NC.ORG)

# What WEE will we do in 2019?

## What is a WEE?

Women's Enlightenment and Empowerment Event... we call it a "WEE"

BPW/NC is divided into three regions, Western, Central and Eastern.

Annually, there can be an event in each of the regions. The Annual Convention is considered the event for that region for that year. In one or each of the two regions in which the Annual Convention will not be held, an event can be scheduled annually. An event can be held in the fall and one in the spring.

The Club hosting the event shall be responsible for all aspects of planning and executing the event with the guidance and approval of the Executive Committee and/or other committees as necessary.

The BPW/NC dues paid by each member includes an amount to be set aside to fund the events. Currently this is where \$3 of your state dues goes every year.

Advantages for the hosting club include:

- \* showcasing your club
- \* \$100 expenditure from the event budget is made to the Club that hosts the event
- \* Every member of the host club (in good standing) , shall receive a \$25 discount on registration for the Annual Convention

BPW Clubs may bid or apply to the Executive Committee to host an event.

**CONTACT: [PRESIDENT@BPW-NC.ORG](mailto:PRESIDENT@BPW-NC.ORG) FOR MORE INFORMATION**

# Would you like to host the 2019 WEE?

**SECRETARY: JULIE UELEKE**



It's been a few months since Convention, but we wanted to give everyone a summary. As I mentioned in June, we had a very detailed and tight budget and I am pleased to report, that we came in under budget!!

From what I've been told, this is the first time in many years this has happened. Kudos to Concord Cabarrus and everyone that attended.

We are still waiting on the final cost of the award engraving from Virginia Adamson, but it should be less than \$100 based on previous years. We are past our 45 days past convention to have everything completed, totaled, tallied and paperwork handed off to the next Convention team (handed off everything in June). After the engraving, we will wrap things up at \$527 under budget. Thank you to all that attended.



Julie Ueleke  
2018 Convention Chair  
2018-2019 BPW NC Secretary

Late Breaking News from  
our Green and Gold Chair,  
Varnell Kinen

The gift basket/ centerpiece  
silent auction earned  
\$960 for future scholarships!



**Fempowerment—A Women’s Roadmap to Success  
 October 17, 7pm Online Webinar  
 Hosted by BPW Triangle**

*2nd Annual*  
**SOUP-er Luncheon & Fundraiser**  
*for women*

PRESENTED BY THE FRANCES B. LONG SCHOLARSHIP FOUNDATION, INC.



Soups and Tea sandwiches



Bid in the silent auction on gently used name brand purses

*Saturday October 27, 2018*  
**10:00am-1:00pm**

2Gals Kitchen  
 80 Union St  
 Concord NC 28025

**Tickets \$25.00**

*Featured Speakers*



Barbara Proctor  
 President of The Woman’s Edge



Loretta Gifford  
 Financial Advisor, Edward Jones

The Frances B Long Scholarship Foundation, Inc. is a 501 (c)(3) nonprofit organization.

**Purse Shopping and raising money for scholarships  
 Frances B. Long Scholarship Foundation, Inc.  
 Concord, NC**

# advocating for change

“Strategy without tactics is the slowest route to victory.  
Tactics without strategy is the noise before defeat.” – Sun Tzu, The Art of War

## WHAT IS ADVOCACY?

Advocacy is the active promotion of a cause or principle that involves actions that lead to a selected goal. It can be used as part of a community initiative, nested in with other components. Advocacy does not necessarily involve confrontation or conflict, but usually involves getting government, business, schools, or some other large institution (also known as Goliath) to correct an unfair or harmful situation affecting people in the community (also known as David, and friends). So, how do we make sure that our advocacy is as effective and powerful as it can be? A key is to act strategically – moving beyond just tactics and actions to a wider view that threads activities together into something coherent and powerful.

To understand what advocacy is and isn't can be confusing.

| Advocacy is                                                                                                                                                                                                                           | Advocacy is not                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| You organize and agitate to get a proportion of apartments in a new development designated as low to moderate income housing.                                                                                                         | You join a group that helps build houses for the poor.                   |
| You hear that land used for the recycling center is going to be closed down and you band together with many others to get the city to preserve this site or find you a new one. Some of you even think about blocking the bulldozers, | You spend your Saturdays helping sort out goods at the recycling center. |

## BUILDING YOUR OWN COMPREHENSIVE STRATEGY

*Use these questions as a guide to help craft an approach that will help you to move beyond individual tactics and disconnected actions to the wider view that threads activities together into a comprehensive, coherent, and powerful strategy.*

### **What do you want?**

- What is the problem you are trying to solve? Historical Perspective: Why is this problem an issue?
- What is the solution you are proposing? What are your goals?
- On the local level, what are the shorter-term objectives that build towards that vision?

### **What does the political map look like?**

- Who/what individuals or organizations are working towards solutions on the local level?
- List the local change agents, decision makers and influencers pertinent to making the change happen. Who has the authority and who else wields significant influence?
- Based upon what you know, what are your strategic priorities?
- Who has an oppositional opinion to your stance? Why? What issues are they opposed? What is their approach? What commonalities do you both have? Can you work together to overcome the problem?

### **What is your plan of action to win?**

- How will you talk about your issue? What are the messages that express your objectives in the most powerful way possible?
- How can you blend information and human stories together into something genuinely compelling?
- How do you make your messages clear and understandable?
- What activities and actions will help you to advance your objective?

### **How do you know your strategy is working?**

- How can you tell along the way if your strategy is working? Did you hit a wall that you didn't anticipate in advance?
- Are your tactics having the impact you hoped? Has some new opportunity presented itself that is a surprise?
- Does your strategy still hold? What are the mid-course corrections that make sense along the way?

*Source: "The Art of Advocacy – Three Essential Questions for Planning Strategy", a publication for the Democracy Center, April 2017.*

To learn more about how to plan for an advocacy effort, recognize allies, and identify opponents. and how to build a comprehensive strategy, visit [Principles of Advocacy, Chapter 30 of the Community Toolbox](#):

*submitted by your Legislative Chair—Sterling M. Fulton, MHA*

# *Goldsboro*

NC



**Save The Date!**

**100 years**

**of Working Women Helping  
Women Work**

**Annual Convention**

**June 21 and 22, 2019**

**Goldsboro, North Carolina**



## **Important Questions to Ask Yourself About Estate Planning**

Below you will find a list of major questions to ask yourself and your spouse/partner (if you have one) when thinking about creating your estate plan. There are definitely many more questions that can be explored during a consultation with an experienced estate planning attorney, but I wanted to give you a few important ones to think about.

### **A. Last Wills & Testaments**

1. Beneficiaries: Who are the heirs or beneficiaries you want to inherit your tangible personal property and/or real property?
2. Is there real property or properties? Is there a mortgage?
3. Executors: Who do you want to be your executors to handle and possibly administer your estate, if needed? (It is best to have at least 2 or 3 alternates, if possible.)
4. Are there specific gifts you would like to make (i.e. to certain people, charities or churches, etc.)?
5. Are there any minor children?
6. Are there any disabled or special needs heirs?

### **B. Durable Power of Attorney (Financial)**

1. Who do you want to be your durable power of attorney? (This person (s) handles everything except healthcare) Who do you **trust** to have this general, sweeping power over financial decisions?

### **C. Living Will- Advanced Healthcare Directive**

1. Do you want extraordinary measures (i.e. ventilator, artificial hydration and/or nutrition, etc.) that will keep you alive?
2. Do you want your healthcare power of attorney to be the final decision maker for these directives?

### **D. Healthcare Power of Attorney**

1. Who do you want to be your Healthcare Power of Attorney? Who do you **trust** to make healthcare decisions for you in the event you cannot speak for yourself? (Need at least 1- 2 alternates after first person, if possible)
2. Do you want to donate organs?
3. Do you want to be buried or cremated?
4. Do you want an autopsy?
5. What other healthcare decisions or directives do you want, or have you discussed?

It is not recommended that you create your own documents, because an estate planning attorney can definitely help guide you through these questions and help you focus on those decisions. Also, an estate planning attorney will make sure all the NC requirements are fulfilled when signing your documents, so there is no need to worry about their validity when needed.

If you have questions about the above topics or just other questions that deal with estate planning, please reach out to an experienced estate planning or elder law attorney. And as always, you can feel free to pick my brain anytime!

Jazmin G. Caldwell  
Attorney at Law  
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Federal License: United States District Court of the Western District of North Carolina

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# The Power of BPW

In 2014, there was a handful of new members to Concord Cabarrus BPW. We were two of those new members. We were new to BPW, and we didn't know each other prior. Within a handful of months, we figured out we had a lot in common and just "clicked".

We ended up on the same committees and the friendship grew. We proposed the Special Projects Committee to our club, to focus on getting to know each other outside of our meetings by having quarterly socials. We were on the Scholarship Committee together, and then took on the roles of President and Vice President for 2 years. We then took on the task of heading up the Convention Committee for Concord Cabarrus to host the 2018 BPW NC Convention.

While we were participating in these roles in BPW, the friendship continued to grow. We are often referred to as Thelma & Louise, Double Trouble, Soul Sisters, the list goes on. Our husbands have gotten to be friends as well, and we've even gone on vacation together. All because we met at BPW.

We both work full time jobs, but last year we wanted to do something else. We thought an event planning business was the best option, since people always ask us to help with events. Due to time constraints of our schedules and needing to write up contracts, get insurance, interview vendors, etc. we were at a standstill.....until June of this year. We created a few different bracelets for the incoming EC and for giveaways during Convention. They were a huge hit, and we were then asked to make some for the NFBPWC Convention in Orlando! The lightbulbs went off then! We both love creating jewelry, and people were asking for it already, so why not create a jewelry business!! We could work that into our crazy schedules, make money and have fun doing it! So, Dandelion was born! Check us out--Dandelion on Facebook or Dandelionbling.com. We have some ready- made jewelry, essential oil jewelry, and custom creations. We can create bracelets for your high schools (teachers, alumni, parents, students), favorite sports team (college, NFL, NBA, MLB etc.) and we created a hero line for the police, fire, medic, sheriff and all 5 branches of the military. If none of those appeal to you, we will create one that suits you! Another member of Concord Cabarrus BPW has a boutique downtown Concord and is carrying our jewelry!!

That is what BPW can do!! It can create friendships and business partnerships that wouldn't have happened without BPW.



by [redacted]  
Thelma & Tracy Winchin

## Why should you consider participating in the Nominations process?

A couple of months ago I asked club presidents to recommend someone from their club to be part of the state nominations committee.

Why you might ask? It's important to have people from across the state participate in the nominations process. We need a good representation of our members to consider becoming part of the leadership team for our organization. Having members from across the state speaking with and recommending their fellow local club members to fill openings on our leadership team is important for the diversity and longevity of our organization. You also know who the members of your club are who are passionate about the club and the mission. We want them on the state level!

What does it take to be part of the nominations committee? You must be willing to communicate with your fellow local club members. Reading the descriptions of the offices and sharing that information with prospective officers is a must. All the information can be found on the website in the bylaws and in the handbook. Marsha, Elva, and Mary Lou are happy to help with this part. Between the 3 of us we have served just about every position in the club.

How much time is needed to commit to the nominations committee? Since you are already going to your local club meeting, it will be easy to speak with prospective state leaders. The nominations committee also reviews paperwork for the candidates in March. This year all the paperwork will be electronic, so no need to run to the post office! And you can look at the paperwork from the comfort of your own home! Any meetings we have will be electronic/on the phone so no need to travel.

We are looking for a minimum of 2 members from the central region and 1 member from the western region to serve on the nominations committee. This is a great way to experience a state position without a huge time commitment. What do you say? Contact Marsha at 252/423-0819 or [romarsci@gmail.com](mailto:romarsci@gmail.com) But wait there's more...

If you just read this article and are upset that no one has asked you to be part of next year's leadership team, call Marsha and speak with her. You don't have to be asked by someone on the nominations committee, you can nominate yourself!

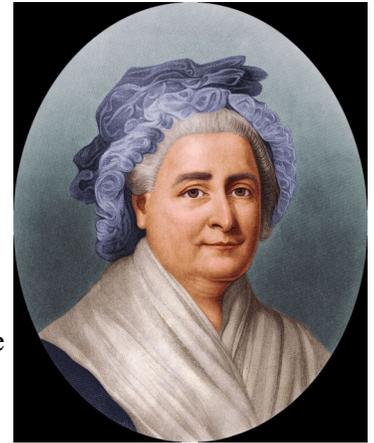
**NOMINATIONS CHAIR: MARSHA RIIBNER-CADY**



## Working Women of Colonial America By Linda Hardy

Colonial Williamsburg in recent years has added several new characters to their Nation Builders program including one aristocrat, two women who represent what we would now call the middle class and one extraordinary slave. During a recent trip to the historic city, I had the opportunity to meet these women and get to know more about their life and times, and I'd like to introduce them to you as predecessors of the professional women of today.

First, let's remember Martha Washington. Wait, wasn't she George's wife? Sure, she was his hostess and ran his house, but that's not what we think of as a working woman, not that that wasn't a full-time job. But before she was Martha Washington, she was Martha Custis, wife of Daniel Park Custis, one of the wealthiest men in Virginia. When he died leaving 26-year-old Martha a single parent of two toddlers, he didn't leave a will. The courts awarded the entire estate to Martha and her children, one third to each with Martha the executrix of it all. Suddenly she was in charge of landholdings in over six Virginia counties and responsible for all decisions on what crops to grow, how to manage the large number of slaves, and how to sell her harvests at the best profit, all the while seeing to the wellbeing of her two- and four-year olds. She managed these holdings until she married George Washington and happily turned the management of the Custis estate over to him.



Then let's meet Clementina Rind. Mrs. Rind came to Williamsburg in 1769 with her new husband who set up a printing press in the city on the recommendation of several of the more radical Virginians who were leaning toward a break with England. At the time, these men were unable to get their opinions published in the only other newspaper in town which tended to be very conservative. The new *Virginia Gazette* flourished. Mrs. Rind worked beside her husband, being particularly good at setting type. Unfortunately, Mr. Rind died in 1773, leaving Mrs. Rind to run the newspaper and raise their four children, ages 11, 10, 6. And 4. Mrs. Rind, with the help of one hired hand and a cousin, rose to the challenge, became the editor and continued to publish the weekly newspaper. In addition, she managed to convince the Virginia government to elect her to be the official publisher of the legislature and government. In fact, as a result of this appointment which had to be voted on by the House of Burgesses and approved by the Governor's Council, she was able to say that she was the first woman elected to any office in Virginia.

(Working Women of Colonial America cont.)

Next there was Ann Wager, a teacher at the Bray School in Williamsburg for fourteen years. The Bray School was founded by a group in London with the aim of educating slaves, which sounds a little strange at first. Each year she would take about thirty students, ages five or six years of age, and teach them to read and do basic arithmetic, in preparation of them becoming valets, ladies' maids, cooks, or even secretaries. Most students stayed in the school for two or three years before taking up the duties for which they were trained. The owners of these children did



not seem to see a problem with educating slaves since the education included indoctrination and instruction in the Church of England which believed all souls were equal, but stressed that slaves held a certain place in society and should be happy in that place. Ann Wager was the only teacher the Bray School in Williamsburg ever had, and when she died in 1774, she was not replaced, and the school closed. In all she taught about 350 children.

The fourth woman was perhaps the most interesting, and it could be said that she was a member of the oldest profession. Her name was Aggy of Turkey Island and she acted as the wife of Ryland Randolph, a cousin of Thomas Jefferson and a member of the Virginia Randolphs. Ryland owned a plantation on the James River and he owned slaves. He never married, but Aggy gave him two children, Sylvia Alice and Phillip Andrew, and acted as his hostess throughout his lifetime. Of course, the idea of a white man marrying a slave, or even a free woman of color, was unheard of at the time. In his will, Ryland Randolph freed Aggy and her children, and after a few bequests, gave her the bulk of his estate. Unfortunately, Ryland's brother Richard, contested the will, convinced the powers in charge that there was no money in the estate and claimed Aggy and her children as his slaves. With the help of Robert Pleasants, a well-known anti-slave advocate and Quaker, Aggy fought for her freedom. Even after Richard died, his sons still claimed ownership of Aggy and her children. They even offered her money and a house if she would drop her suit, but still she continued her fight. Finally, in 1791, the court agreed to hear her case. Aggy was awarded her freedom, a forgone conclusion since only a free person could bring a case before the court in the first place. Since the court ruled that she was a free person and had been since Ryland's death, her children were also free. Unfortunately, Aggy's story disappears from history at this point since there is no record of the name she adopted once she was freed so no more record has been found of this fascinating woman.

As a historian and a member of the Colonial Williamsburg Foundation, I invite all of you to visit Colonial Williamsburg and meet some of these and other women who fought for recognition and the right to pursue professions, even in the early days of our country.

**STATE TREASURER: LINDA HARDY**



# BIG DOINGS AROUND THE STATE:

**The “Boss Ladies” of Concord-Cabarrus: August 25th, the Boss Ladies teamed up with Habitat for Humanity to participate in an All Women Build! Helping to build a home for a single mother getting back on her feet. “Working Women Helping Women Work” - in action!**

**Way to go ladies!**



**From Lincolnton BPW:**

**For the 40th consecutive year, Lincolnton BPW has put on the Apple Queen Scholarship Pageant. Incredible community support, impressive training program for all pageant participants. What a great program!**



## BPW/NC 2018-2019 Calendar of Events

### 2018

October 22-26 .....National Business Women’s Week  
October 29, 2018 .....Executive Committee Meeting (Zoom)  
November 11.....Veterans Day  
November 13..... *Tar Heel Woman* article deadline  
November 23..... *Tar Heel Woman* published

### 2019

January 11 .....*Tar Heel Woman* article deadline  
January 18 .....*Tar Heel Woman* published  
February 20-21.....Federation Board of Directors meeting  
March 8 .....International Women’s Day  
March 12.....*Tar Heel Woman* article deadline  
March 19.....*Tar Heel Woman* published  
April 15.....Equal Pay Day  
May 14..... *Tar Heel Woman* article deadline  
May 21..... *Tar Heel Woman* published  
June 4 .....100th Anniversary 19th Amendment Event

This is the calendar as published on each of the place cards at the Installation Ceremony.

As the Executive Committee, various Boards and Clubs meet, there will be additions, changes and adjustments made.

We will endeavor to make you, the members, aware of the changes in as timely a manner as possible

Barbara Bozeman

**June 21/22, 2019**  
**100th Annual Convention**  
**of the BPW/NC**  
**GOLDSBORO, NC**





***EMBLEM BENEDICTION***

***This emblem binds us all  
In one great sisterhood.  
It bids us hear our conscience call,  
For nobler womanhood.***

***God guide us when we wear  
this emblem o'er our heart.  
Keep us true and always fair***

***GOD BLESS US AS WE PART.***