

Mo'ne Davis comes to Durham this weekend.



Citizens speak out at CAN meeting

By Latisha Catchatoorian
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DURHAM - It was a packed church on one of the hottest days of summer thus far, and it wasn't even Sunday.

Durham CAN (Congregations, Associations and Neighborhoods) hosted a delegates assembly meeting Tuesday night to discuss common goals and possible agreements towards Durham's future. Mayor Bill Bell, Durham Public Schools Superintendent Bert L'Homme, County Commissioner Brenda Howerton and Durham Police Chief Jose Lopez, along with over 400 CAN clergy and community member, were packed into Saint Philip's Episcopal Church like sardines.

CAN is asking the Durham Police Department to strengthen the written consent search policy designed to deter police profiling by enacting additional policies successfully implemented by other police departments.

In regards to job training, the organization is asking that the city partners with DPS, Durham Technical Community College, Made in Durham and Triangle Transit Authority to design of a job training program that prepares Durham's workforce to take advantage of future transit-related jobs.

Please see **CITIZENS/2A**

Budget guts teacher assistants

By Lindsay Wagner
THE POLICY WATCH

Senate leaders unveiled portions of a 2015-17 budget proposal Monday that gives teachers an average 4 percent pay raise and lowers class sizes in the early grades. But much like last year's initial Senate proposal, the budget also would substantially gut funding for teacher assistants by eliminating more than 8,500 TA jobs over the biennium.

The Senate plan also spends considerably less than the House proposal on teacher pay raises with the bulk of the new funding targeted toward early career teachers. The highest percentage salary increase would go to a teacher with four years of experience, while veteran teachers with 25 years' experience and on would see no raises at all as their base salaries would be capped at \$50,000.

At an early afternoon press conference on Tuesday, Senate leader Phil Berger (R-Rockingham) and Sen. Harry Brown (R-Jones, Onslow) touted the Senate's proposal

Please see **NC BUDGET/3A**



Raising black sons in a hostile environment

By Latisha Catchatoorian
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For many young black men, no cop is a good cop.

Though police officers are called to serve and protect, much negative light has been shed on the force due to the deaths of Eric Garner, Freddie Gray and more at the hands of law enforcement. So do we teach our sons (and daughters) to fear the force or to trust it?

The Tribune had two fathers weigh in for Father's Day.

"Our black sons are capable of being engineers, doctors, lawyers, etc.," said Mike Anderson, founder/director of the nonprofit Polished Souls, and father to a young son. "Why should we fear such productive citizens unless we have failed to take control of their developmental periods in life? Why should a law enforcement officer assume the worst upon encountering our black sons unless, of course, he is trained to solely annihilate a particular race through a hidden agenda?"

Polished Souls works with adjudicated youth to help instill in

them that they have value and potential, and can make something of themselves. Anderson said oftentimes these youth have lacked adequate parenting, and a father's presence can help prevent an adjudicated outcome.

"I see it (as) imperative that some positive male role model should intervene with the possible demise of that black male child," he said.

Quintin McGee, an assistant district attorney in the state's 13th District, did not meet his biological father until he was 23. He said he had to navigate the transition into adulthood without the man who helped bring him into the world, but had the great influence of his grandfather who played a major role in his life.

"(He) ensured that in him, I always had a positive male role model to look up to. He experienced the civil rights era and all of the difficulties that came with being a black man at that time, and still managed to create a nice life for himself and his family despite (the) racism that he experienced," McGee said. "I

think his experiences in those times helped to shape his perspective on the world and why he taught me that, despite race or anything else, if I worked hard enough, anything in life was attainable and I still hold to that belief."

When asked if he thinks young black males have something to fear in regards to law enforcement and the criminal justice system, McGee said people innately have a fear of the unknown.

"I think that young black men do have something to fear - a world that doesn't understand them. Make no mistake about it; law enforcement officers have a difficult and often thankless job. Many times that job results in physical confrontations that require officers to make quick decisions that are often in the interest of ensuring the safety of themselves and the public that they serve," he said.

"With that being said, it's my belief that the concept of police brutality is something that has always existed in some form. The tragic deaths of Michael

Please see **RAISING/2A**

Black women speak out on violence

By Latisha Catchatoorian
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DURHAM - No woman in America is more likely to experience domestic violence or be assaulted than a black woman. Historically, African-Americans and women have been societally silenced, especially when it comes to the topic of violence, but this norm slowly is changing.

Women - and a few men - gathered at the Hayti Heritage Center last week to participate in Black Women Talking Back. The event was the first forum to discuss minimizing violence in black women's lives.

"We believe the coming together of black communities...can provide healing. We believe

it is the black collective (that is central) in figuring out solutions," said the Rev. Aleese Moore-Orbih, CEO of The Light-house and sponsor of the forum.

The incident of rape is 22 percent higher for black women than it is for their counterparts, even though black women comprise just 13 percent of the population in America. Black women are killed at two-and-a-half times the rate of white women. Half of these murders are the result of domestic violence.

Moore-Orbih said the media repeatedly portrays men (even if negatively), but oftentimes leaves women out of the conversation almost completely.

"We internalize that



More black women are speaking out about domestic violence and sexual assault.

and take the blame for our own experience," she said. "Tonight is about bringing black women and others together to talk not only about violence against us but violence in our communities."

Various panelists discussed different types of violence from specific perspectives, after which the audience engaged in a question and answer session.

Please see **BLACK/2A**

Will NC be ready for 2016 presidential election campaign?

By Stephanie Carson
N.C. NEWS SERVICE

RALEIGH - North Carolina is projected to be a swing state by analysts for the 2016 presidential election, yet its election law changes and redistricting still are being challenged in court.

If the 2014 election is any indication, there is cause for concern, according to a Democracy North Carolina report released Monday that estimates that at least 30,000 voters did not vote in that election because of new voting limitations and polling-place problems.

Report co-author Isela Gutierrez, Democracy North Carolina's research director, said the state needs to take time to make sure the 2016 elections go smoothly.

"We don't want to become a national joke," she said. "We have time now to take the right proactive action to make sure voting goes smoothly in North Carolina, even if these restrictive new laws are not overturned by the courts."

The State Board of Elections just concluded a series of nine hearings to help educate voters around the state on the voting-law changes, which in-

Please see **WILL NC/2A**

Activist wants to increase black businesses

By Dafney Tales-Lafortune
CORRESPONDENT

RALEIGH - Community activist Shemekka Coleman said she plans to help build Raleigh's black business community one event at a time.

With a clear vision, Coleman created what she hopes will become the go-to event for the burgeoning group of like-minded millennials. "Sunday Stacks," as she titled it, is meant as a space for networking, making business contacts and learning valuable information, all while being entertained. The events, which will be tentatively held every other month, will be capped with live music and catered meals.

She is among a new wave of existing and aspiring entrepreneurs in Raleigh's African-American community who are not only eager to chart their own course, but to help champion the area's black business community in the process.

"This is the fun part of what I do, but I still get to engage people with knowledge," Coleman said. "We try to trick people into learning something by incorporating entertainment."

Coleman, a 35-year-old divorced mother of two boys, ages 8 and 10, noted how challenging the Raleigh business market can be for some to penetrate. She also runs a consulting business, I Am Brilliant (iambrilliant.org), a personal brand-building agency.

Shelly Johnson, 35, a Raleigh-based aspiring entrepreneur, agreed that the event series can serve as a hub for resources and economic growth.

"It's very needed," Johnson said. "So many people here have ideas and don't know which direction to take."

The June 14 inaugural event at the Southern Star Ballroom Center on Falls of Neuse Road featured a keynote address by Michael Stewart-Isaacs, who has partnered with Coleman in growing the grassroots movement.

No stranger to the business world, Stewart-Isaacs, 31, founded apparel company Mosayk in 1998 at the age of 13. Having added to his cache, he also sells t-shirts adorned with faith-based messages, which he calls "Praise Him Apparel." He also heads digital branding businesses like Hip Hop Wall St. (<http://hiphopwallst.com>).

Stewart-Isaacs, whose mother emigrated from Sierra Leone and father from the Caribbean, jumped at the chance to partner with Sunday Stacks.

"So many people are dying with their dreams, and we're

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Will NC be ready for 2016 presidential election?

Continued from page 1A clude the requirement of a state-issued photo ID starting next year and the elimination of straight-ticket voting and out-of-precinct voting, which took effect in 2014. Verdicts in the court challenges are expected in the fall, but since appeals are expected, Gutierrez said the final decisions aren't likely until next year.

Josh Lawson, spokesperson for the Board of Elections, said his administrative body is practicing "business as usual" and preparing to implement the current laws as they were written.

"We look forward to the outcomes of those trials over the next two months, but we are

also preparing for the implementation," he said. "You'll see that the presidential primary will be the first time that we have a run at this implementation, and there will be a number of elections thereafter before we get to November and the time that everybody is watching the state."

The report also found that the ballots of more than 2,300 provisional voters would have counted, at least in part, if same-day registration and out-of-precinct voting still had been in place in 2014. Gutierrez said the increased voter turnout expected next year could further complicate the election process.

"Thinking ahead to 2016, which is going to have much larger turnout, we've got real concerns that unless the State Board of Elections and local county Boards of Elections and even the state General Assembly make some changes and take some proactive action that we're going to see possibly up to 100,000 voters disenfranchised in this upcoming election."

The Democracy North Carolina report recommended that the state implement intensified voter education, training for election officials and the increasing of staff at polling places.

The full report is online at demnc.com.

Raising black sons in a hostile environment

Continued from page 1A Brown, Eric Garner, Tamir Rice, Walter Scott and Freddie Gray at the hands of law enforcement officers have sparked a national conversation on the issue of police brutality."

Anderson said law enforcement authorities are no longer aware of their own authority so they fear what authority a black male teenager may have in the streets. He said this disillusionment can stem from many factors and sources.

Anderson was once a "teenager in the streets" and eventually ended up serving a life sentence. After many years of time served and reevaluating his goals in life, he walked free and wants his son to learn from his past.

"He will see that my prosperity came from being reformed from crime and not the crime itself," he said. "I begin in the household with education. We never allow there to be a limitation placed on what my son's learning capacity consists of. I teach him to be his best and then some so that the competitive struggle of being a black man will not become his conscious excuse to be less."

McGee said his grandfather taught him that things like his opinion transcend his race and instilled in him character traits and values that all people should have. He said if he's fortunate enough to have sons one day, he plans to instill in them many of the same

values and also the history of being an African-American in the United States and how that history might effect how others perceive them.

"I think it's naive and an extreme disservice to all children, regardless of race, not to properly educate them about the sordid history of race relations in this country and the effects that continue to resonate in our present-day society," he said. "My hope is that the media's continued attention to these (police) tragedies continues to spark not only continued conversation about race (but) understanding that hopefully works to prevent tragedies such as these from occurring in the future."

Activist wants to increase business

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trying to keep that from happening," he said. "My purpose is to help other people find their own purpose."

Using his life story as a model for overcoming obstacles and obtaining success in entrepreneurship, Stewart-Isaacs shared his journey from childhood illiteracy to representing himself in a law-

suit against the State of New York, which he won.

He discussed his 21-point philosophy that he said had helped guide him to self-determination and success. Laced with dynamic overtures and a rap song, Stewart-Isaacs captivated the audience with such sage advice as protecting one's business ideas and

building confidence.

What lacked in attendance that night, the speaker and entertainment made up for it in excitement.

"As long as you all are here, this will grow," he said to the handful of attentive attendees. "What started tonight will reverberate throughout the country."

Black women speak out on domestic violence issues

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Aurelia Sands Belle, executive director of the Durham Crisis Response Center, said the center takes 1,000 crisis calls a year and housed 314 women and children last year.

Mary Williams-Stover, assistant director of the N.C. Council for Women, said North Carolina ranks eighth in the nation for human trafficking. Women make up over half of the state's population.

"We're at the bottom of the totem pole," Williams-Stover said.

Chimi Boyd-Keyes of CBK Enterprises said her best friend's boyfriend beat her, and she fought in court to get justice. "The one thing that helped her stay in the fight for two years is she won her case. She actually got restitution... is because of the work of a court advocate. Because of the difference I saw that made in her life, I decided to get into this work," Boyd-Keyes said.

Boyd-Keyes spoke heavily from a college campus perspective, especially regarding HBCUs. She said there is a high incidence of strangulation and choking on HBCU campuses, and 10 percent of the women who enter these campuses are already survivors.

"They have already encountered sexual assault or interpersonal violence. We also know that 14 percent of our women will be sexually assaulted once they get on the campus," she said. "This is (also) what I call the conundrum of black women in a college system; there's a lot of silences we know in the black community, particularly on college campuses."

Cindy Canty-Dumas knows what it's like to be silent. A survivor of domestic violence during childhood, she wanted to be a child what she wished someone had been to her and became a social worker. But it took her decades to find her voice and the courage to tell her story. She said that silence keeps people in bondage.

"It's either you're going to do the same thing or you're going to try something different. I've been a fighter my whole life to do something different," she said. "I try to do this work around domestic violence to honor my mom because she died at 44... He (her father) didn't kill her, but he did kill her. He didn't physically kill her, but her spirit was broken."

It is also challenging for victims to differentiate between

the abuser and the parent of their children. Belle said that 50 percent of the women at the DCRC return to their abuser because of a lack of resources, but also because of the struggle of wanting a father for their children.

"When we ask, 'Why does she stay?' we should ask, 'Why does he batter?'" Belle said.

Elliott Hoskins, a former police officer for 18 years, saw a lot of horrific violence against females. There are 15 gang sets in Durham. He said girls who join gangs have to essentially be sexed in.

One day he got a call about a 14-year-old girl who had been raped by nine different men over the course of two days and was waiting for nine more in order to be initiated into a gang.

"The question I leave with you is 'who is less valued?'" Hoskins asked. "Our boys or our girls? Because you're going to lose one of them."

Added Moore-Orbih: "It is time. You know we've been talking back since we were little. It's time for us to talk back with each other."

For more information, visit: <http://blackwomentalking-back.vpweb.com>.



LATISHA CATCHATORIAN

The Rev. Mark Anthony Middleton of Abundant Hope at the podium.

Citizens speak out at CAN meeting

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And it wants city and county officials to take leadership in fulfilling the affordable housing goal that requires at least 15 percent of all housing located at future transit station stops to be affordable to families.

Officials met nearly all of the proposals with some form of agreement or consideration.

First on the public action agenda was police profiling.

"Specifically, we ask that the officer make the stop (and) provide the driver of the vehicle with one reasonable factor implicating the driver and/or occupants of criminal activity," said Tim Conder, pastor of Emmaus Way Church who said that extreme nervousness alone is not a good enough reason to pull someone over.

Lopez was then invited to respond to CAN's proposal. He interjected with wanting to "clarify" things, much to the disgruntlement of the audience. He said he felt that he was put on the spot to commit to something right now when they had not finished their discussions about what the DPD and CAN had talked about privately.

"Does the police department only stop vehicles with a reasonable factor, indicating the driver or vehicle occupants are (engaged in) criminal activity?" Conder asked Lopez.

"That's not a yes or no question," Lopez replied. "Sometime there's a probable cause to search a vehicle, during which time you're not going to need consent. But if an officer is going to ask someone to freely allow their vehicle to be

searched, then 'yes' we do require that the individual sign consent. As we spoke to these issues, we found that this was something most of my officers were doing before any mandate."

Lopez did agree that nervousness, even in high crime areas, is "never" a good enough reason to stop someone. He said that DPD has addressed a lot of issues and reached out to CAN, and he needs help making Durham the great city that it is and asked citizens to start trusting the department.

Anita Cash spoke of the help she received from the Durham Economic Resource Center. Cash, formerly homeless, had non-drug related charges against her, which made it difficult to land a job. Now a nursing assistant, she said that with the help of elected officials and others involved she was able to get on her feet.

"For a long time, Durham has been interested in connecting people to jobs that pay livable wages," said Jackie Brown, CEO of DERC. "Go Triangle has agreed to pay all transportation employees livable wages, including contracted workers."

Go Triangle has also agreed to be in discussions with CAN about further action to help the jobs situation towards the end of 2016.

"One of the mandates that my office has is connecting people better (to jobs) with multiple barriers. We will need the power and advocacy of organizations like the ones in this room," said Kevin Dick, director of the city's Workforce Development.

Mel Norton of the Durham

People's Alliance, and also a resident of the Golden Belt neighborhood and an urban planner, briefly discussed the issue of gentrification to support her argument for the need of more affordable housing.

She relayed how a man who had worked on Duke University's campus for 30 years had to move because the rent on his duplex doubled.

"The challenges of Durham are not boarded-up houses," she said. "I believe it is time to draw a bigger circle around success, and we need help from our elected officials to do that."

Bell said that he's been talking about the affordable housing landscape since before he was elected. "We're the only city in North Carolina that has dedicated (a percentage) of property tax to affordable housing. We aren't late to the party; we're part of the party," he said.

County commissioners Michael Page and Howerton agreed to take a look at CAN's plans for the most optimal location to build affordable housing complexes (Fayette Place) and to the requirement that 15 percent of all housing near transit stops be affordable.

"We are Durham CAN. We can have affordable housing. We can have a livable wage, (and) we can have commitment and resources dedicated to our youth on the front end to avoid problems on the back end," said Pastor Mark Anthony Middleton of Abundant Hope Christian Church.

For more information, visit durhamcan.org.

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NC Senate unveils education budget that guts teacher assistants

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to reduce class size for grades K-3, adding 2,000 classroom teacher positions to the state's rolls next year.

Noting that research supports the notion that students do better in early grades with smaller classes, the Senate proposes increasing funding for classroom teacher positions by more than \$270 million over the biennium to reduce class sizes in kindergarten to a 1:17 ratio and in grades one to three to a 1:15 teacher-student ratio.

But the reduction in class size comes at a cost. In exchange for more teachers, Senate budget writers are proposing pink slips for more than 8,500 teacher assistants statewide over the next two years.

Last year, teacher assistants' jobs were at the heart of the budget showdown. The Senate initially proposed laying off all teacher assistants in the second and third grades in order to pay for hefty teacher pay raises, but after intense negotiations, they backed off their proposal though the final budget resulted in a reduction of teacher assistant positions varying from district to district. And that came on top of several large cuts to teacher assistant funding over the past several years; the

state already has 7,000 fewer TAs than it did in 2008.

As with last year, the House's 2015-17 budget proposes saving TA jobs, and there is likely to be another showdown on this line item yet again. A side effect of the move to cut TAs who often double as school bus drivers would create a double burden.

For example, 50 percent of Catawba County's bus drivers are teacher assistants, which means laying off a huge chunk of TAs would make for a very big challenge to get students to school.

The biggest chunk of the Senate's proposed teacher pay increases comes for early career teachers. Beginning teachers would see their starting base pay bumped up from \$33,000 to \$35,000 — making good on a promise made to teachers last year when GOP lawmakers said they'd raise starting teacher pay up over a two-year period from a career-entry salary of \$30,800 to \$35,000. The House and the governor have the same proposal for raising beginning teacher pay to \$35,000 in their budgets.

Other teachers would see raises, too, with the Senate plan. The largest percentage increase would come for a teacher moving to the fourth

year of experience to the fifth — a 16 percent raise. But, as was the case last year with the Senate's initial proposal, veteran teachers would be ignored — those with 25 years and on would receive no raise, with their salaries capped out at \$50,000.

The House proposal is more generous to veteran teachers, offering them 2 percent raises by lifting the \$50k cap.

Notably, the Senate proposal provides no funding going forward to pay teachers a salary supplement for obtaining master's degrees. The House proposal would continue to provide a pay bump to those who obtain master's degrees in the disciplines in which they teach.

State funds for driver's education are slated to dry up beginning this fall, and while the House proposed to keep funding this program that is run by local school districts, Senate leaders want to move the responsibility of providing students with driver's education to community colleges by 2016, and they have no plan in place yet to fund the measure.

In the interim, local school districts would run driver's education programs for one more year beginning this fall, and families would have to bear the full cost.

Clinton taps Drane for black voter outreach

By James Wright
AFRO-AMERICAN NEWSPAPER

Democratic presidential candidate Hillary Clinton knows that she will need strong black support to win the White House in 2016. So she has hired a former Congressional Black Caucus executive director to help her do that.



Clinton has hired LaDavia Drane, who works for D.C. Mayor Muriel Bowser (D) as the director of federal-regional affairs, as her campaign's director of African-American Outreach. Drane, who will formally join the campaign at the end of this month, is excited about the opportunity.

"I cannot talk about what my role in the campaign will be because I am not working with it yet," Drane said to two dozen professional black women at the LEAP Luncheon Series on June 3. "But I love working on campaigns, and I live and thrive on them. It was

hard for me to sit on the sidelines for the first African-American president, and it would have been hard for me to sit on the sidelines for possibly the first female president."

Drane served as the executive director of the CBC from 2013-15 under the tutelage of her political mentor, U.S. Rep. Marcia Fudge (D-Ohio), who served as chairman of the organization during that time. She had worked with Fudge in various staff capacities before becoming the administrative leader of the CBC.

Drane holds a bachelor's degree from Miami and a law degree from Cleveland State University's Cleveland-Marshall College of Law, and has worked in the legal field before joining the Obama campaign in 2008.

Fudge said that she knows her protégé will make a difference for the Clinton campaign. "LaDavia was instrumental to the work and successes of the CBC during her time with us, and her hire guarantees that Hillary Clinton's campaign is committed to working to earn every vote

in our community," Fudge said. "Whether it is criminal justice, education or health care, LaDavia understands the issues and how they impact our community."

While her duties have not been defined at this point, it is clear that Drane will supervise the black vote turning out for Clinton next year. The black vote has played a crucial role in the election of presidents, starting with President Franklin D. Roosevelt (D) winning Illinois in 1940 to win that year's election over Republican Wendell Willkie; President Harry S. Truman's (D) upset victory over Republican New York Gov. Thomas Dewey in 1948; Democratic candidate John F. Kennedy's win over Republican Richard M. Nixon in 1960; and Democrat Jimmy Carter's victory over President Gerald Ford (R) in 1976.

In 1992, Democrat Bill Clinton defeated Republican President George H.W. Bush with the support of blacks in states such as Ohio, Pennsylvania and even Georgia, in which Clinton won only by 0.59 percent or about 9,000 votes.

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Closing achievement gaps requires more than education reform

By Freddie Allen
NATIONAL NEWSPAPER
PUBLISHERS ASSOCIATION

WASHINGTON — Education reform alone isn't enough to close achievement gaps between blacks and whites, according to a new report by the Economic Policy Institute.

The study by EPI, a Washington, D.C.-based think tank focused on the needs of low- and middle-income families, analyzed how key social and class factors work to diminish student achievement. Those characteristics include parenting practices, single parenthood, irregular work schedules, lack of access to primary and preventive

health care, and lead exposure.

Leila Morsy, a lecturer from the University of New South Wales in Sydney, Australia, said that even though politicians understand that family and community characteristics affect student performance, they don't understand how to address its impact.

"Though not all lower social-class families have each of these characteristics, all have many of them," Morsy said in a statement. "Pushing policies that address these social class characteristics might be a more powerful way to raise the achievement of disadvantaged children

than school improvement strategies."

Educators should still be encouraged to support strategies such as improving access to early childhood care and education, school-based health centers and after-school and summer opportunities, the report suggested, but those programs must be pursued in conjunction with "macroeconomic policies like full employment, higher wages and stable work schedules" that also help to nurture children.

Parental engagement and an educational home environment are critical to fostering student achievement.

According to the Education Department's Early Childhood Longitudinal Study, black parents reported an average of 44 books in the home, less than half the number given by white parents (112). Black parents also spend about 40 percent less time reading to their young children compared to whites, and black mothers are "two-thirds as likely as white mothers to read to toddlers daily," according to the EPI report.

Parental engagement and home environment can be life-changing in those preschool years, and research shows that poor families — independent of race — can take

steps to make sure that their children don't lose ground to their financially-stable peers.

"Low-income parents of children in Head Start who spend more time reading to their children, visit the library more often, keep more children's books in the home, and begin reading to their children at an earlier age have children with higher literacy skills," the report said. "These children are more ready to read when they reach school age, have better vocabularies, are better able to identify words and letters, and know more story and print concepts — the title of a book, the author, reading from left to right, understand-

ing characters' feelings."

The report said that single parents are more stressed, and single mothers who suffer from depression at higher rates are "more likely to abuse children, causing worse outcomes for children themselves."

"That stress is compounded when parents have irregular or nighttime work schedules.

"For example, for low-income African-American mothers of preschool children, each additional nighttime hour of work is associated with a decrease in cognitively stimulating mother-child activities," the report said.



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Clinton evokes 'collective anesthesia'

In March of 2007, I wrote a column under the headline "Obama Drama." It began, "Will the euphoria sweeping through our ranks over the possibility of a Black President eventually dominate our collective psyche? Will it overwhelm us with notions of 'equality' and 'victory,' and ostensibly cause us to subordinate our primary interests and abandon the pressing issues that negatively impact Black life in America?"

Just when I thought we had learned our political lesson, along comes another one. Our collective anesthesia began in the first week of June, when Hillary Clinton made voter suppression her major theme. She went to Texas and called out Rick Perry, Chris Christie, Scott Walker and Jeb Bush, all of whom she said supported voter suppression laws in their respective states.

Not only did she go into that lion's den called the state of Texas, she gave her speech at Texas Southern University, a black college. "So what," you say? Take your anesthesia mask off for a moment and think about this.



JAMES CLINGMAN

In 2007, black people started inhaling the nitrous oxide and fell into what has now become nearly a seven-year state of political euphoria. Some of us are still laughing from the gas we inhaled.

Now with Clinton's foray into the sacred bastion of voting, saying she will fight against voter suppression while surrounded by smiling black folks (Or, should I say, grinning black folks?) on a black college campus, the fix is in once again. We are being numbed out and dumbed down, and many of us will traipse to the polls and vote for Hillary in 2016 simply because of this one issue.

"She's for voting rights," many will say, and that will simply be enough for them. Yes, voting is very important, but that one issue must not be used as the panacea for black political empowerment.

There will be no other issue on the minds of many black voters since they will have been programmed while under anesthesia. They will demand nothing more of Hillary or any of the other presidential candidates. They will not make demands around criminal justice; they will not demand some form of reparation for black people; they will not demand a student loan bailout, and they will not demand a Marshall Plan for America's urban areas where blacks reside.

Hillary is already playing the voting card with black folks because she knows that's what wins us over. I am sure she will be in Selma, Alabama, next year, lending her shoulder to John Lewis as he weeps, saying, "Don't worry black folks; I will protect your right to vote, for real this time."

She will attend the NAACP national convention in a staunch show of support for that organization's fight against voter suppression, even though the NAACP has shown no penchant for outlawing voter suppression in its own ranks. That's right; there are several open cases of the NAACP allowing and maybe even supporting voter suppression in local branches across the nation, led and promulgated by Gill Ford.

Hillary is already dancing to the black voter tune, and once the music stops in a couple of months, and we are well under the influence of her anesthetizing effect, she will then move to the more important business of dealing with the agendas of other groups. She knows all we need to pacify us is a call for voting rights.

Not to worry though. There is a group of conscious (as opposed to being politically anesthetized and unconscious) black people who will not submit to the nitrous oxide. It is called the One Million Conscious Black Voters and Contributors (OMCBV&C). We will not be lulled to sleep nor put to sleep by the political shenanigans of any candidate. We will not be beholden to a particular party, and we will cast our votes for the candidate who publicly supports our platform. Likewise, we will withhold our votes and our dollars from any candidate who does not.

Once and for all, black people must stop allowing ourselves to be manipulated by politicians; we must stop letting them off so easily, and we must stop giving them our so-called "precious" votes with no reciprocity other than a good feeling. This goes for any candidate running in 2016.

Let them all know that we are not little children who simply need a warm hug or a pat on the head to make it all better. That's what we got in 2008, and Hillary, sure to be followed by others in the race, is getting her simple obligation to black voters out of the way early. Join the OMCBV&C if you are conscious, and let's put an end to this political nonsense. Go to www.iamoneofthemillion.com and register.

Jim Clingman, founder of the Greater Cincinnati African American Chamber of Commerce, can be reached at professionalpublishinghouse.com.

Send comments and questions to:
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Summer jobs pay future dividends for kids

I can still remember my very first job and the valuable lessons I learned from it that continue to inform my career to this day. I got my first taste of entrepreneurship as one-



MARC MORIAL

third of a three-man janitorial company I started with two childhood friends. We mowed lawns, washed cars and cleaned windows. If it needed fixing or cleaning, we were the ones to call.

At the age of 15, I earned my first steady paycheck as a copy boy for a local newspaper. Like so many millions of teens before and after me, I had the chance to be exposed to the world of work at an early age. And I earned more

than money from the experience. With work came important lessons about responsibility, effective communication, time management, interpersonal skills and more. Today, as our nation continues to recover from the crippling impact of the Great Recession on our economy and job market, the ability of teens to jump-start their future careers, as they were once able to, remains in jeopardy.

Not only did jobs disappear during our nation's economic downturn, summer jobs - widely acknowledged as the traditional means of entry into our nation's workforce for teens and young adults - became scarce. Competition from older workers for those entry-level jobs once reserved for teens increased as the labor market weakened, and with

states slashing budgets to make ends meet, state and federally-funded summer jobs placement programs were either underfunded or cut.

But teen employment matters for their future and for our nation's. It not only gives young people something productive to do during the summer months, that job in the retail store, library or the local newspaper is money in their pocket and money being spent within the community. Studies have also shown that those who work when they are young are more likely to be employed in the future and will earn higher salaries.

After a high of 27.2 percent teen unemployment in 2010, according to the Bureau of Labor Statistics, unemployment for workers ages 16-19 is now down to 17.9 percent.

As is the case with adult workers, teens are beginning to find jobs as the market recovers, but unemployment remains high for young people - disproportionately affecting low-income youth, and blacks and Hispanics.

The national unemployment rate stands at a staggering 30.1 percent for black teens and 19.2 percent for Hispanic teens. The groups of teens who need the work most in order to help themselves, and very often make a significant contribution to their family's budget, are not finding the jobs.

Our nation's answer to this dilemma has been a fractured portrait of private and public initiatives and success. Cities and states have cobbled together money - when it's in the budget - and have funneled it to local groups or agencies that connect youths to jobs or job training.

In 2012, the White House launched Summer Jobs+ as part of the We Can't Wait initiative. The project brought together the federal government and the private sector to create 180,000 employment opportunities for low-income youth.

At the National Urban League, we work with at-risk youth to introduce them into the workforce through a comprehensive set of services through the Urban Youth Empowerment Program. While all of these efforts are laudable and have changed many lives and communities for the better, it is not enough. Our nation needs to expand summer job programs and create year-round employment for our young people. We need a commitment that says yes to teens and to their future.



The Senate's 504-page budget manifesos

Senate leaders didn't just unveil a budget proposal this week, they released a 504-page ideological wish list that makes dramatic changes to the state Medicaid system, repeals important health care regulations, rewrites economic development policy,



Chris Fitzsimon

changes who oversees the licensing of teachers and prohibits Wake County from voting on a half-cent sales tax increase for transit improvements.

It creates new state departments, changes the way local sales tax revenues are distributed, ends a longstanding tax break for nonprofits and closes a school for mentally ill children.

It ends state funding for the N.C. Biotechnology Center, the Human Relations Commission, the Office of Minority Health and the Hunt Institute for Educational Leadership.

And it eliminates more than 8,500 teacher assistant jobs in public schools while increasing funding for the state's sketchy and likely unconstitutional school voucher scheme.

And that's only a few of the lowlights.

It's not just a budget; it's a right-wing manifesto crafted behind closed doors by Senate leaders who are rushing it through committees and floor votes this week before most senators and the people they represent can comprehend the true scope of what it would do.

Not too many years ago, the same Republican Senate leaders remaking state government in this year's budget bill complained when Democrats put major policy decisions in the budget. But there's never been anything like this.

The actual fiscal decisions are troubling enough. Senate leaders want to spend just 2 percent more than last year with most of the new funding paying for enrollment increases and inflationary adjustments.

Two notable exceptions are the proposals to hire additional teachers to reduce class size in the early grades and to give another pay raise to teachers early in their careers. The Senate budget pays for those proposals by laying off more than 8,500 teacher assistants over the next two years and leaving many vet-

eran teachers with a small raise or no raise at all.

And even when the Senate budget claims to make investments, there's almost always a catch. The budget funds the increased enrollment at UNC campuses, but then imposes another \$35 million "flexibility" cut over the next two years.

The budget finally includes a modest increase in funding for the woefully underfunded court system, but bizarrely provides no new money for technology upgrades, a top priority for court officials including Supreme Court Chief Justice Mark Martin.

And the increases are few and far between. The Senate budget would slash funding for N.C. pre-K resulting in a loss of 520 slots for at-risk kids in a program that already falls well short of serving the children who need it.

Ironically, that comes in a budget that also calls for increasingly punitive measures for schools with high percentages of at-risk low-income students who don't perform well under the state's arbitrary A-F grading system.

The investments are limited because Senate leaders also included more tax cuts in the spending plan, reductions that will eventually cost more than a billion dollars when fully implemented.

Those are precious resources that could instead be used to restore the damaging cuts to education made in recent years and to repair the gaping holes torn in the state's safety net designed to help the most vulnerable people.

Tax cuts were again the priority of the Senate leadership this year: tax cuts and boasting about how little they were investing in the state and its people while using the budget to make sweeping fundamental changes to state policy with no time for real discussion of their impact.

Senate leaders also declined to restore the historic preservation tax credit program that is a top priority of Gov. Pat McCrory and don't seem too interested in the transportation bond McCrory has been touting either.

They don't seem too worried about disappointing the governor whose recent vetoes they recently overrode in a reminder of who is running things in Raleigh these days.

The budget the House passed last month was a relatively anemic attempt at addressing the state's most pressing needs.

OUR VOICES

Be present and visible on Father's Day

By GLENN MOLLETTE

Sadly, too many Americans are growing up without the presence of a father. According to the U.S. Census Bureau, 24 million children live in biological-absent father homes.

The positive impacts of having dad around are numerous such as better social-emotional and academic functioning, and fewer behavioral problems. Children in father-absent homes are almost four times more likely to be poor. In 2011, 12 percent of children in married-couple families were living in poverty, compared to 44 percent of children in mother-only families.

Youths in father-absent households had significantly higher odds of incarceration than those in mother-father families. Youths who never had a father in the household experienced the highest odds.

A study using data from the Fragile Families and Child

Wellbeing Study revealed that in many cases the absence of a biological father contributes to increased risk of child maltreatment. The results suggest that Child Protective Services agencies have some justification in viewing the presence of a social father as increasing children's risk of abuse and neglect. It is believed that in families with a non-biological father figure, there is a higher risk of abuse and neglect to children, despite the social father living in the household or only dating mother.

Other problems such as drug and alcohol abuse, childhood obesity and struggling with education are also associated statistically with children who live in father-absent homes.

Obviously, there are cases where children have done very well. Statistically, it has not been the norm.

I'm glad mom and dad didn't abort me, and I'm glad they stayed together.

Looking back I know it took both of them working very hard to raise five children. My dad was not perfect, but there are many good things I can say about him. I wish he were still alive so I could say, "Happy Father's Day."

I have had a lot of good mentors over the years. Mentors can do and be a lot. However, it's tough to replace a father.

One of my sons has been with me the last few days. We've been on the basketball court a few times. We've sat on the back porch and chatted late at night. As always we have shared a lot of meals and spent time hanging out. On Father's Day, he will head out to his next military assignment.

We will stand in the airport and hug farewell. I will tell him I am so proud of him and love him. I will wave goodbye until he disappears on the other side of the security gate. I will then call my other military son to tell him

essentially the same thing.

Be quick on the visits and the telephone this Father's Day. Regardless if you are the child or parent, the present is what we have and absence must be a thing of the past.

Glenn Mollette is a syndicated columnist and author. He is the author of 11 books and read in all 50 states.



BUSINESS BRIEFS

RALEIGH CHAMBER
 June 25, 11:30 a.m. to 1:30 p.m. - State of the City and County, Marriott Raleigh City Center, 550 Fayetteville St. RSVP by June 22 @raleighchamber #SOTCAC.
 July 16, 5:30 to 8 p.m. - Partners Dinner, 214 Martin St. RSVP by July 10 to Abbie Mahoney at 664-7090.

SMALL BUSINESSES
 Raleigh's Business Assistance Program will host a training session for small, disadvantaged, minority- and women-owned businesses on productivity June 24, 2 to 4 p.m. in Room 1 at Wilders Grove Solid Waste Services Operations Center, 630 Beacon Lake Dr. Register at www.raleighnc.gov and type "SDMWOB" in the search engine.

GDBCC
 The Greater Durham Black Chamber of Commerce will host a commemorative luncheon to celebrate 30 years of the LEAD program at Duke University's Fuqua School of Business June 27, 10:30 a.m. to 1:30 p.m. in the Kirby Reading Room. RSVP to www.leadprogram.org/duke30.

MISC.
 NCWorks Career Centers at Briggs Avenue and Northgate Mall in Durham have extended their hours. Contact Tanya Spaulding-Smeltz at 560-6880, ext. 202 for more information.

Send your business news to info@triangletribune.com.

CFOs expect hiring and wage growth

By Bonitta Best
 editor@triangletribune.com

DURHAM - Just in time for college graduation, U.S. chief financial officers say they expect continued growth in employment and wages, according to a Duke University/CFO Magazine Global Business Outlook Survey.

Companies expect wages to rise over 3 percent, with hiring increasing by more than 2 percent.

Those wages and employment growth are predicted to be strongest in tech, services and consulting, health care and construction.

"Wage growth expectations the past few quarters have been the highest in the survey since 2007," said John Graham, a finance professor at Duke's Fuqua School of Business and director of the survey. "In fact, CFOs indicate that difficulty in hiring and retaining qualified employees is a top three concern, especially in industries like tech and health care."

However, not all the news is good.

Employment is expected to shrink in the finance and energy industries over the next year.

"The downward trend in the finance industry will continue into next year, as financial institutions continue to adapt to new regulations and restrictions," Graham continued. "The U.S. energy bubble also will continue to deflate due to the recent fall in the price of oil."

Employer security also is a concern. Over 80 percent of U.S. companies admit that their computer systems have been hacked.

The hacks have been more successful at smaller firms, with 85 percent of companies with fewer than 1,000 employees having been successfully hacked, compared to about 60 percent of larger companies.

"Corporate America is an easy mark for hackers as we are repeatedly reminded in the news," Graham said.

"However, it is not just big firms like Target that are being hit. No one appears safe. The situation may even be worse than reported because many firms might not even realize that they have been attacked."

Business

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SECU supports the March of Dimes' March for Babies walk



SECU

Over 180 SECU employees, family members and friends recently joined thousands of other March of Dimes supporters for a three-mile hike in support of the Triangle area's March for Babies walk in Morrisville. Fundraising efforts among local SECU branches and operations departments raised nearly \$53,000 to help provide local programs and lifesaving research for problems that threaten newborns. In addition, SECU branch fundraisers held in other areas across the state have not gone unnoticed, adding several thousand dollars more to the Credit Union's cumulative support for March of Dimes this year.

Fair housing and credit violations take millions away from minorities

Redlining, mortgage denials and rescue scams found

By Charlene Crowell
 NATIONAL NEWSPAPER PUBLISHERS ASSOCIATION

Despite longstanding federal laws banning discrimination in housing and credit, three recent actions reveal how the road to fair housing remains an arduous journey - especially for black and Latino communities.

On May 26, the U.S. Department of Housing and Urban Development resolved the largest disparate treatment in redlining in the agency's history.

The settlement is also one of the largest redlining complaints brought by the federal government against a mortgage lender.

Associated Bank, based in Wisconsin and operating in multiple states, denied black and Latino mortgage applicants loans from 2008-10, particularly in large minority neighborhoods.

As a result, Associated must now make more than \$200 million in new mortgage lending available in majority-minority census tracts located in Chicago and adjoining Lake County, Milwaukee and nearby Kenosha; and in Minneapolis-St. Paul.

Beyond the \$200 million in new mortgage lending, Associated Bank's settlement also guarantees the opening of four loan offices in four of the majority-minority census tracts - three in Chicago and a fourth in the Milwaukee area.

Within six months, fair housing training must be offered to all of its employees and agents with substantial residential lending, and a second level review on all denied residential loans will also go into effect.

An additional \$5.75 million from the bank will be used to support homeowner improvements/repairs (\$3 million), affirmative marking of loans (\$1.4 million), community reinvestment and fair lending, and education training (\$1.35 million).

Days later, the CFPB took two, back-to-back enforcement actions - again largely affecting black and Latino consumers who either purchased a home or were striving to avoid foreclosure.

About 16,000 affected



minority consumers will share a total of \$36.7 million for the harms incurred by these illegal actions.

On May 28, the CFPB and the Department of Justice filed a joint complaint against Provident Funding Associates.

The firm charged higher fees that were unrelated to an applicant's creditworthiness, and additionally allowed broker discretion to charge higher interest rates to black and Latino consumers seeking a mortgage.

At the same time, similar white consumers were never charged the higher costs. Provident encouraged its brokers to follow these discriminatory practices by sharing a portion of the higher costs, also known as yield-spread premiums, with their brokers.

The DOJ and CFPB filed charges based on the Equal Credit Opportunity Act that bans creditors from discriminating against applicants in credit transactions on the basis of characteristics such as race and national origin.

While charging these minority consumers higher rates than those of white borrowers, the DOJ further alleged that Provident violated the Fair Housing Act, which also bans discrimination in mortgage lending.

As a result, approximately 14,000 black and Latino who were sold Provident mortgages from 2006-11 will share \$9 million in damages for the harms incurred.

Based in California, Provident mortgage brokers made loans across the country.

In 2006, the CRL released a report that documented how both bro-

kers and lenders disproportionately affected minorities in subprime mortgage pricing.

On May 29, the CFPB and the Florida Attorney General's Office together obtained a final \$27.7 million judgment against a foreclosure relief scam that targeted troubled homeowners facing foreclosure.

Hoffman Law Group (formerly known as Residential Litigation Group), its affiliates and operators were charged with using deceptive marketing practices and scams to take \$11,730,579 in illegal fees from approximately 2,000 Florida consumers.

Their actions violated both federal and Florida laws by charging troubled homeowners upfront fees of \$6,000 to presumably keep their homes, and an additional \$495 in monthly fees.

Additionally, consumers were told to stop communicating with both their lenders and servicers. In exchange for the fees paid, consumers were to be added to frivolous lawsuits that the firm claimed would pressure lenders to modify loans or provide foreclosure relief.

In addition to the \$11 million restitution paid to consumers, the final court judgment also ordered the corporate defendants to pay two different civil penalties.

The first is \$10 million for the violation of Regulation O, formerly known as the Mortgage Assistance Relief Services rule that bans advance fees for mortgage loan modification services and misrepresentations about loan modifications. The second civil fine, another \$6 million, is charged for violation of Florida state law.

Try not to retire in North Carolina

By Stephanie Carson
 N.C. NEWS SERVICE

CARY - Seventy-five-year-old Ken Cowick and his wife moved to Cary from Michigan with their retirement in mind. What's top of mind now for the stroke survivor is that the Tar Heel State seems increasingly less supportive of its retiree population.

This year Cowick paid \$1,200 in additional taxes because medical expenses are no longer tax deductible in North Carolina, a result of the state's 2013 tax reform.

"Immediately my mind went back to when Gov. (Pat) McCrory signed the bill, stating everybody would benefit from the new tax law," Cowick said. "I realized that anybody with medical expenses would not benefit, but would indeed be punished."

The financial publication Kiplinger's recently rated North Carolina as the sixth worst state for retirement. In addition to the elimination of medical deductions, most other income is subject to tax other than Social Security benefits.

The average income for 65 and over households in North Carolina is \$39,000 per year.

North Carolina lawmakers are considering restoring the medical-expense tax deduc-

tion for seniors, but there is ongoing discussion about how to pay for the tax break's annual \$37 million price tag. Cedric Johnson, public policy analyst with the North Carolina Budget and Tax Center, says the extra tax bill weighs heavily on the bottom line of retirees on a fixed income.

"When you look at the different tax changes that yield upon one another, you get into a situation where seniors can find themselves easily paying more in taxes," he said. "That has implications in regards to whether North Carolina is a state that retirees will see as a place or destination."

With retirees having less money to spend, or even leaving the state altogether, Johnson said the entire economy of the state is impacted.

"Dollars that are not able to go out into local economies takes away from economic activity here in North Carolina," he said. "That's important when we're talking about vibrant communities and creating jobs, and making sure the economy grows so we all benefit."

Other tax changes that were signed into law in 2013 that impact retirees include a doubling of the electricity tax, and tax increases on entertainment, auto repair contracts and a gas tax.

Put your feminine strengths to work at work to succeed

SPECIAL TO THE TRIBUNE

For decades, women in business strove to become members of the boys' club. We mimicked how men thought, communicated and even dressed. But now, trying too hard to tap into our "masculine side" has gone the way of severely tailored 1980s power wear (complete with giant shoulder pads).

"Women already have the raw material we need to become successful leaders," said Dr. Nancy D. O'Reilly, who, along with 19 other women, co-wrote the new book *Leading Women: 20 Influential Women Share Their Secrets to Leadership, Business, and Life*. "We just need to shift our attitudes and master the best practices to put these natural skills and abilities to work."

Here, O'Reilly and some of her co-authors share ways you can use your feminine strengths to lead like a girl:

1. **Reframe your ideas about power.** If you think power necessarily means "command and control leadership," think again. Women wield our own style of power and, frankly, it packs quite a punch.

2. **Don't try to be the strong, silent type.** Because women are seen as talkative and chatty (often non-productively, too), many make a conscious effort to hold their tongues in professional settings. But research suggests that this is a misconception.

3. **Ask for help.** The traditional image of the "strong" leader is a man who is self-sufficient and capable. He's the prototypical rugged individualist and never asks for help. Of course, this is an outdated stereotype, but for many leaders (male and female alike), the reluctance to ask for help persists. What we need to understand is that women have long realized the benefits of tapping into the resources and expertise of others.

DMV goes digital

By Bonitta Best
editor@triangletribune.com

RALEIGH - Those long lines at the DMV are about to get shorter.

Governor Pat McCrory announced last week that the state is testing online driver's license renewals. Allowing customers to renew online will help reduce wait times in DMV offices throughout the state.

"This new service is a major milestone in our continued efforts to improve customer service online and in our DMV offices throughout the state, making it faster, easier and more convenient for people to complete their business and get back to their busy lives," McCrory said.

The DMV will be issuing a more secure and durable type of license through online renewal and online duplicate request. The new design helps prevent counterfeiting, reduces the risk of identity theft, decreases the potential for fraud and meets federally recommended security features. It will be available this summer.

Drivers can renew their license online as early as six months before its expiration. They must verify their identity, address on the license, and that they have no vision problems that would impair their driving skills. New licenses are mailed in seven to 14 business days.

Customers can't use the online system to obtain their original license or ID card. It is also not available if a driver has a restriction other than corrective lenses, is in the medical review program, is trying to renew a commercial driver license or a state ID card, or has an expired, suspended or revoked license.

EARTH TALK

Is wood smoke safe?

EDITORS OF E - THE ENVIRONMENTAL MAGAZINE

Dear EarthTalk:

Now that summer is coming, my neighbors will be firing up their backyard fire pits again, and I'm wondering if the wood smoke drifting in my open windows is a health hazard for my family, and if I have any standing to require them to refrain?

- Mitch Brasky, Reno, NV

Dear Mitch:

With summer approaching, many of us are eagerly anticipating the first night we can gather with loved ones under the stars around our backyard fire pits. But neighbors might have not-so-warm feelings about wood smoke entering their yards and homes.

According to the U.S. Environmental Protection Agency, wood smoke is a complex mixture of gases and microscopic particles, and when these microscopic particles get into your eyes and respiratory system, they can cause health problems such as burning eyes, runny nose and bronchitis.

As part of its Burn Wise program, the EPA warns that people who have heart or lung disease, such as congestive heart failure, angina, chronic obstructive pulmonary disease, emphysema or asthma, should especially limit their exposures to wood smoke. If you're concerned about smoke emitting from a neighbor's fire pit, speak to your neighbor about the matter. If the smoke remains an issue, contact your local health or fire department to determine further action.

If you're in the market to buy a fire pit and would like to avoid having smoke drift into your neighbor's yard or home, some models are specially designed to reduce smoke output. The American-made Backyard Firefly fire pit, for example, utilizes a vertical design that causes the smoke to be combusted in the fire and the remainder to rise vertically, reducing air pollution by over 50 percent from conventional campfires. There are also a multitude of beautifully designed natural gas fire pits currently available. Natural gas fire pits won't produce smoke, will instantly light, and won't have to be cleaned like wood-burning fire pits that accumulate ash and soot residue.

If you already own a wood-burning backyard fire pit, you can replace conventional wood with certain varieties of Duraflame Logs. Duraflame Stax logs are shaped like split wood and burn with the same charred appearance and crackling sounds of a wood fire, but with half the hazardous air pollutants of an equivalent wood fire.

Duraflame Campfire Roasting Logs create hot coals safe for roasting marshmallows, hot dogs or cooking other campfire foods and produce 60 percent less particulate emissions than an equivalent wood fire. No trees are cut down to produce these logs, and they are made of 100 percent renewable resources.

For those who own a wood-burning fire pit and would like to continue using conventional chopped wood, the EPA Burn Wise program advises to use only properly dried wood, because wet wood can create excessive smoke. To allow wood to properly dry, stack it away from buildings on rails in a single row with the split side down. Cracked ends typically means it's dry enough to burn.

FOCUS

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Standing l-r: Fran Ellison, Bettie Davis, the Rev. Larry E. Thomas, Judy Byrd Dillard, Margratha Y. Chambers, Vanessa Cooke Hinton and Carolyn Jones Thomas; front row, left to right: Teka Dempson, Eldner Arrington Degraffenreidt, Oveta Satterfield McIntosh, Bertha Vinson Eason and Marcella Kaye Sullivan.



Elaine Whitworth, executive director of Bridge Pointe Sickle Cell Foundation.



New Members of Ebonettes Service Club.

Ebonettes Service Club salutes nine

Submitted by
Bernadette G. Watts

DURHAM - The Ebonettes Service Club of Durham celebrated its 43rd Founders Day recently with over 300 guests in attendance. The event theme was "Forty-three Years of Living and Sharing a Blessed Vision."

Nine civic and community individuals "who dare to make a difference" in the community were honored for their committed volunteer outreach efforts in four categories: Education, Service to Youth, Service to Senior Citizens and Service in Community Action. Soloist Mia Rothwell entertained guests.

Four African-American women who wanted to make a difference in their community founded the Ebonettes Service Club, a 501(c)3 organization, in March 1972. Judy Byrd Dillard of Durham, Dr. Susanna Gentry-Bell (currently living in Greensboro), Carolyn Jones Thomas of

Durham and Marjorie Lester Monroe Thorpe (deceased) founded the organization on four broad objectives: to enhance the development of black youth, to become more aware of our cultural heritage, to become politically astute and relate to issues that affect our lives, and to become meaningfully involved with the senior citizens of our community. The club's motto is "Lend a helping hand today, see a smiling face tomorrow."

The 2015 Dare to Make a Difference honorees are Margratha Y. Chambers, Service to Youth and Education; Bette Davis, Service to Youth; Eldner Arrington Degraffenreidt, Service in Education and Community; Teka Dempson, Service to Youth and Families; Bertha Vinson Eason, Service in Education; Vanessa Cooke Hinton, Service to Youth, Seniors and Education; Oveta Satterfield McIntosh, Service to Youth

and Education; Marcella Kaye Sullivan, Service to Youth, Seniors and Education; and the Rev. Larry E. Thomas, Service to Youth.

Each year the club founders select a service organization that is committed to making a difference in the lives of Durham citizens and surrounding areas. The 2015 Founders' Award and a donation of \$1,000 was presented to the Bridges Pointe Sickle Cell Foundation for the support of sickle cell client services, education and support.

Membership Chair Yolanda Ford introduced and installed three new members during the program: Bernadette Cooper, Patricia King and Lori McFadden. They completed community service projects at CAARE in Durham during January and February.

Fran Ellison is club president and Gayle Harris served as the 2015 fundraising chair.

SCHOOL NEWS



ORANGE COUNTY

The Duke Energy Foundation has granted the Chapel Hill-Carrboro Public School Foundation \$11,000 to support initiatives that emphasize science, technology, engineering and math, as well as programs and scholarships that will contribute to the success of low-income students.

Indira Everett, district manager of government and community relations for Duke Energy, presented the check to CHCCS Superintendent Tom Forcella and Public School Foundation Program Services Manager Lynn Lehmann at Estes Hills Elementary. School social worker Betsy Booth and some of the students who have participated in one of the projects funded by the grant were also included in the presentation.

STEM-related programs that will benefit from the grant include Super Science Saturdays at Estes Hills Elementary, which provides field trips to science-related destinations for lower-income students, parents and/or caregivers to experience hands-on engaging science opportunities. The funding will also provide materials for Ocean Life units in the Morris Grove Elementary fourth grade in order for students to conduct research.

The grant will also fund two scholarships for each of the district's high schools for seniors who will be going to college and are currently in the Advancement Via Individual Determination program. AVID's mission is to close the achievement gap by preparing all students for college readiness and success.

DURHAM COUNTY

VIF International Education, a global education partner of K-12 schools and districts, has named Holt Elementary Language Academy as a 2015 VIF Global School Award winner. In addition to being honored as a top international school in the region, Holt was awarded funds for global education materials to benefit the school. Holt Language Academy is a year-round elementary magnet school focused on global studies and foreign languages. Students have opportunities to study Mandarin or Spanish beginning in kindergarten in order to become conversationally fluent by the end of fifth grade. Teachers at Holt actively participate in professional development and classroom resource creation in the VIF learning center to support the incorporation of global content into everyday class instruction.

ADOPT US!

Melody, 14
Micah, 8



Micah

Eight-year-old Micah is a loving and affectionate young man who likes to help others. Micah likes to ride his bike and to play basketball and video games. His favorite subjects in school are art, music, math and science. When he grows up, Micah would like to become a firefighter or policeman.



Melody

Fourteen-year-old Melody is described as resilient, forgiving, friendly and outgoing. This young lady is very well rounded and enjoys a host of extracurricular activities. She participates in band and chorus at school. In her spare time, Melody enjoys playing basketball, spending time with her friends, swimming, going to the movies, playing musical instruments and navigating social media.

She also enjoys shopping and trips to the beach or the mountains. Academically speaking, Melody excels. Currently, she is enrolled in a few honors classes and is more than capable of making the A/B honor roll when she applies herself.

Micah and Melody desire to become part of an active two-parent (male/female) African-American forever family that will support them academically and in extracurricular activities alike. Micah desires a family that will take him to the park, to restaurants and to church. The family for Micah should also have some insight into grief and loss issues, and autism.

One summer league returns

Area basketball fans have been going through withdrawal for the past two summers. Both the Greater N.C. Pro-Am and the Chavis summer basketball leagues have been MIA for various reasons.



BONITTA BEST

While the pro-am summer league in Durham, which was co-founded by friends Jerry Stackhouse, Chuck Jones and Donyell Bryant, looks to be dead in the water, the Chavis league returned this week to a familiar venue on St Augustine's campus.

With all the hoopla over the pro-am the past few years, many people forgot that it was the Chavis Summer Basketball League that started it all. It's where I saw Vince Carter show up and show out, and where Stackhouse and friends got the idea to start a league in Durham.

But North Carolina's NCAA woes with PJ Hairston at the time made coaches hesitant about involving their players. And, of course, if UNC wasn't playing, well, neither were Duke nor N.C. State - the three main draws of the league.

The pro-am still hosts its annual Martin Luther King Holiday Tournament, but the summer - for now - belongs to Chavis.

The seven-week season runs through July 28 on Mondays, Tuesdays and Thursdays beginning at 6:45 p.m. Ten teams are competing, and a tournament schedule will be announced later. Admission is free.

We got next

Actually, the women have already started.

The Carolina Lady Rush, formerly Fayetteville Rush, is a member of the Women's Blue Chip Basketball League. The Lady Rush previously operated out of Fayetteville, but moved its franchise to Raleigh this year.



MYEESHA HOCKADAY

The WBCBL is a professional development league for women.

The teams comprise of former college players (many from HBCUs) to former NWBL/WNBA players and international athletes.

The league is celebrating its 10th anniversary this year, and over this time has helped hundreds of players pursue professional careers in the U.S. and overseas.

The Carolina Lady Rush is owned and coached by Myeesha Hockaday since 2008.

Some familiar names on the roster are Jessica Freeman, Deja Middleton, Jasmine Gill, Alex Miller, Loreal Price and Chasidy Williams. The team is tied for fourth place in the Carolinas Division.

Any female 20 years or older who has no college eligibility left is eligible to play in the league. Visit <http://www.ladyrushbasketball.com> for more information.

Play ball!

Of course, it is almost summer and that means one thing: baseball!

The Durham Bulls Youth Athletic League has been in full swing since May, while the Long Ball program began its season last week.

Long Ball will make national headlines this weekend when Little League star Mo'ne Davis and six of her Little League teammates comes to Durham to play an exhibition game against Long Ball's Durham Redhaws.

The game will be played at Southern High School on Sunday at 10 a.m.

If you're reading this in the paper instead of on our website, then it's probably too late to attend. Better luck next time.

Bonitta Best is the sports editor of The Tribune.

Sports

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The Triangle TRIBUNE

SUNDAY, JUNE 21, 2015 - SECTION B



BONITTA BEST

Hillside graduate Matthew Miller scored the winning run in the bottom of the fourth inning to give the Braves an 8-7 win over the Rays in the senior division of the Long Ball-Durham Triple Play League. Miller went 2-for-3 with two doubles and a walk.

He will attend Oral Roberts University in the fall.

WSSU adds to HOF class

By Bonitta Best

editor@triangletribune.com

Winston-Salem State will induct seven individuals and one team into the Clarence E. "Big House" Gaines Athletic Hall of Fame.

The ceremony will be held Oct. 9 at the Benton Convention Center as part of Hall of Fame Weekend.

The Rams take on Johnson C. Smith Oct. 10 at Bowman Gray Stadium.

Mae Godette is a lifetime member of the WSSU National Alumni Association and an athletics liaison to the NCAA.

Linwood Jerald is a member of the Winston-Salem Sportsmen Club and of the WSSU Football Game Day.

Bobby Garner was a member of the 1970 CIAA championship basketball team, as well as the 1971 CIAA football championship team. He was a 17th round pick in the 1973 draft by the New Orleans Saints.

Melvin Fair was a four-time CIAA Coach of the Year (1987-1990) and

coached the Rams to three consecutive CIAA wrestling championships (1988-90).

His Rams teams are two-time Mid-South Wrestling Association champions (1989-90). He had three individual NCAA Division II All-Americans, and one guided his team to a No. 15 ranking in the nation.

Pete Richardson was the head coach of the football team from 1988-92. During that time, his teams amassed 41 wins, 14 losses and one tie. They won three CIAA championships (1988, 1990, 1991).

He went on to coach 17 years at Southern University in Baton Rouge, where he won five SWAC titles, including a three-peat from 1997-99 (the school's first consecutive SWAC titles since 1959-60), four black college national titles (1993, 1995, 1997 and 2003) and four Heritage Bowl titles.

Freager Richard Sanders Jr. was a four-year letterman on the football team from 1946-50, a four-year letterman on the boxing team, and

earned all-CIAA honors in both sports.

Valanda Calloway was a four-year letterwinner and varsity cheerleader from 1990-94. In 2013 Calloway was inducted into the first class of Winston-Salem State University's 40 under 40 club in recognition of her public service and career milestones. A dancer and cheerleader since her early years, she went on to cheer professionally for the Washington Redskins.

The 1984-86 softball team was one for the ages. Nicknamed the "Red Machine," the 1984 team won the first CIAA championship in school history, and then went on to win three consecutive more. These teams accomplished the first three-peat in women's sports and also won the CIAA's inaugural fast-pitch championship.

Coached by Tim Grant, they produced a combined record 70-18 record while also having four consecutive conference players of the year awards.

COLLEGE CORNER

NCCU's Kimber heads to Royals

WOMEN

Shaw

Volleyball coach DiShondra Goree has signed five players in her first recruiting class:

- Kelly Murphy, Mukwongo (Wisconsin) High school
- Khana Harris, Trinity (Texas) Christian High
- Morghan Robinson, La Mirada (California) High
- Christine Ngeve-Evette, Southern High
- Tamarea Townes, Beachwood (Ohio) High

MEN

N.C. Central

Recent graduate Eric Kimber got the call every athlete dreams of. After an impressive showing during a tryout in Burlington, Kimber was offered a contract with the Kansas City Royals.

Kimber signed the contract on Monday before heading out to Arizona.

"That was a very exciting moment," Kimber said about the call. "I almost couldn't maintain my composure."

Kimber started 20 games at third base, 18 at left field, five at second base, two in right field, two as a designated hitter and two as a pitcher. He is the first NCCU player to sign a MLB contract in the modern era.

Please see ROYALS/2A

MEAC MINUTES

Aggies scoring in class, too

By Bonitta Best

editor@triangletribune.com

North Carolina A&T women's basketball program earned a perfect score of 1000 for the 2013-14 year in the NCAA's latest Academic Progress Rate report.

Also receiving perfect scores were women's tennis, bowling, swimming and volleyball programs.

Implemented in 2003 as part of an ambitious academic reform effort in Division I, the APR holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term.

"This is the most rewarding statistic for me," head coach Tarell Robinson said. "It goes far beyond winning basketball games. When a team accomplishes something like this, there are so many people behind the scenes that deserve a great deal of gratitude for their hard work and vision."

Similar to a report card, every Division I sports team calculates its APR each academic year. Scholarship student-athletes earn one point each semester for remaining eligible and one point for staying in school or graduating. In order to compete in the 2015-16 postseason, teams must achieve a 930 multi-year APR.

B-CU receives APR award
Bethune-Cookman football received the most improved APR award by the MEAC at a

Please see MEAC/2A



7 SWAC players get draft notices

By Bonitta Best

editor@triangletribune.com

Seven SWAC players were selected in the 2015 Major League Baseball Draft.

Alabama State pitcher Armando Ruiz was a 29th round pick by the Oakland A's. He pitched in 88 games during his four-year career, posting a 5-7 record, a 3.97 ERA, 14 saves and 125 strikeouts.

Teammate Jorge Pantoja was se-

lected in the 30th round by the Washington Nationals. He struck out 54 batters in 56 innings pitched.

Alcorn State center fielder Earl Burl III made the 2014 all-SWAC baseball tournament team. He recorded two hits, scored two runs and collected three RBIs.

Grambling State center fielder Edwin Drexler was picked in the 38th round by the Los Angeles Dodgers. He was second on the team in hits (39) and scored 30 runs.

Mississippi Valley State out fielder Kalik May was drafted by the Toronto Blue Jays in the 33rd round. Kalik started in all 42 games this season. His slugging percentage was .356 and fielded .941 of balls.

University of Arkansas-Pine Bluff pitcher Andre Davis was picked in an impressive eighth round by the Royals. Davis completed his senior season with 51 hits (.364 average), 39

Please see SWAC/2A



NCCU's Kimber heads to Kansas City Royals

Continued from page 1B

St. Augustine's
Basketball coach MarQuis Johnson has signed two recruits for the fall.

Devon Derry is a 6-foot-5 wingman who earned all-state and all-region honors at Furtah Prep in Acworth, Georgia. He averaged 15 points, 10 rebounds and three blocks in his senior season.

Antonio Watson of Knightdale High is a 6-foot point

guard that was his conference's defensive player of the year. He averaged seven points, eight assists and four steals this past season.

"Devon is an athlete who can really shoot," Johnson said. "His size on the wing is something that we stressed in our recruiting this year."

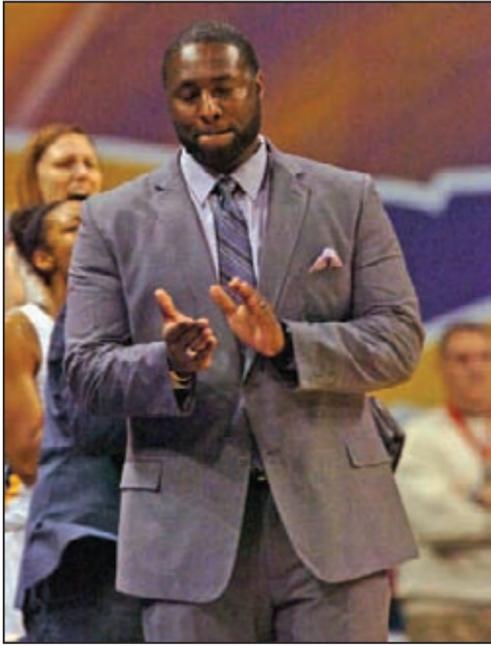
"Antonio is a true point guard with a pass-first mentality. He was the floor general for a great Knightdale team."

Shaw
Joel Hopkins was saying all the right things at his press conference last week...until he mentioned Jacques Curtis. Boy, did the mood change in room.

"I know he's different, but he's my mentor," Hopkins said.

CC could hear almost everybody behind us say in unison "Yeah, he's 'DIFFERENT' all right!"

And we'll leave it at that.



N.C. A&T

Aggies coach Terrell Robinson

Aggies score in classroom

Continued from page 1B

luncheon in Orlando, Florida. It's the third such award in the past four seasons.

"I am so proud to stand on behalf of the student-athletes, coaches and academic staff who continuously strive for academic excellence," Senior Associate Athletics Director Sandra Booker said.

Little diversity found in media sports departments

By Kyle Hightower
ASSOCIATED PRESS

ORLANDO, Fla. — The number of jobs held by minorities and women in sports departments at newspapers and websites remains low, with most jobs dominated by white males, according to a study released Wednesday.

The report by the University of Central Florida's Institute for Diversity and Ethics in Sports once again gave the more than 100 outlets that belong to the Associated Press Sports Editors a C-plus grade for racial hiring and its fourth consecutive failing grade for gender hires in jobs that include sports editor, columnist, reporter and copy editor.

The biennial report is the fifth on APSE since 2006.

Last year, 91.5 percent of sports editors, 90.2 percent of assistant sports editors, 83.5 percent of columnists, 85 percent of reporters and 83.3 percent of copy editors or designers were white. Also, 90.1 percent of sports editors were men.

"The report card is disappointing and shows how far we have to go," said Mike Sherman, APSE's president and sports editor of The Oklahoman. "It's imperative that APSE continue to encourage and assist member or-

ganizations as they strive to build staffs that reflect the growing diversity of our communities."

To that end, Sherman noted several efforts APSE has used to foster diversity.

For three years APSE has offered Diversity Fellows, a nine-month program for mid-career minority male and female journalists interested in pursuing careers in management.

Mary Byrne, an NFL, NHL and motor sports editor for ESPN, will become APSE's first female president since Sandra Rosenbush in 1993. Other continuing efforts are conducted by Scripps Howard, which holds a Day of Diversity at Hampton University, and the Sports Journalism Institute, which places minority journalists into internships.

ESPN had a number of minorities who were columnists and sports editors. Of the 16 minorities who were sports editors in the top circulation classification, seven worked at ESPN. Of 11 women who were sports editors at that same level, seven worked for ESPN.

The Boston Globe employed two of the 10 black sports editors in the study and three of the 21 female sports editors.

The 2013 report indicated

whites made up 90.9 percent of sports editors, 86.6 percent of assistant sports editors, 83.9 percent of columnist, 86.3 percent of reporters and 86 percent of copy editors/designers. Males accounted for 90.4 percent of sports editors that year.

Report author Richard Lapchick said it's imperative that media outlets find a way to ensure their staffs are more representative of the communities they cover. Lapchick recommends APSE consider formalizing a policy similar to the NFL's Rooney Rule, which requires organizations to have a diverse pool of candidates, including women and minorities, for each key job opening.

While some sports departments have their own policies to ensure diversity, Lapchick said it should be APSE-wide.

"I think formalizing it makes a statement. Individuals are doing it, but there's no tracking, so we don't know how extensive it is and there's nobody holding them accountable," he said. "If there were a formal policy, I think it would provide some of the results to change the numbers. We would not end up with as bad of results as some of the media outlets collectively have had."

7 SWAC baseball players get MLB draft notices

Continued from page 1B

RBI's and scoring 34 runs. He also recorded 12 doubles, a triple and six home runs.

Teammate Kevin Walsh went to the Philadelphia Phillies in the 21st round. He compiled a 4-2 record with a 1.70 ERA and 54 strikeouts.

NCAA pressured to open doors for minority coaches

By Kenneth J. Cooper
DIVERSE ISSUES IN EDUCATION

After black coaches Tony Dungy and Lovie Smith led their teams to the 2007 Super Bowl, college athletic directors of the NCAA's top football division adopted a version of the NFL's Rooney Rule in 2008, which requires teams to interview a minority candidate for head coach openings.

Also in 2007, Portland State University hired Jerry Glanville as its new football coach because of his NFL experience — without interviewing any other applicants. Activist and alumnus Sam Sachs was so upset that, in 2009, he lobbied through the Oregon Legislature, the first and only state law that imposes a form of the Rooney Rule on public universities.

In one way, the 2008 standard of the Division I Athletic Directors Association is broader than the NFL's rule because job interviews are to include "one or more minority candidates" for head football coach jobs. In another way, so, too, is the Oregon law. It applies to head coaching positions in all sports at seven state-supported universities.

The athletic directors and Oregon's legislators did not adopt authorized penalties, a \$500,000 fine in the NFL, for violations. Monitoring of compliance, by the athletic directors association and the state of Oregon, has also been inconsistent.

But both initiatives have contributed modestly to coaching diversity at the college level, though progress has been unsteady and halting.

In 2007, the year before the athletic directors adopted the policy, there were seven minority coaches in DI, also known as the Football Bowl Subdivision. That number climbed to a high of 19 in 2011-12, before dwindling each year to 14 in 2014-15, according to The Institute for Diversity and Ethics in Sports at the University of Central Florida.

"I'll say in the very first year of implementation, all but one search had at least one minority legitimately involved and, in most cases, more than one. Then we started to see a marked increase in the number of minorities that were actually hired," said Dutch Baughman, who recently retired as executive director of the DI Athletic Directors Association, based in Grapevine, Texas.

Baughman said he found such widespread compliance in the early years that the association stopped tracking whether schools interviewed minority candidates.

Dr. Richard Lapchick, director of TIDES, has complained that minority coaching candidates have been getting interviewed but not hired. He has continued to push for the NCAA to adopt the NFL's Rooney Rule. The NCAA has maintained it lacks the au-

thority to impose the practice on member schools of the voluntary association, unlike the NFL, which is a business with franchises.

The Oregon University System had monitored compliance with the law through its equal employment office, but that statewide governing body does not have the same oversight functions it once had. State Rep. Mitch Greenlick, the law's sponsor, has filed legislation for a successor agency, the Higher Education Coordinating Council, to take on the role. Sachs also favors that takeover of responsibility.

"It made great sense to me from the beginning," Greenlick said. "Oregon is a pretty white state and, on the other hand, we have a lot of black athletes. And it seemed to me very appropriate to give black coaches a chance."

Sachs, 47, brought a well-versed background to the issue as a former football player at Western Oregon, a college and pro football fan, and a Portland State graduate with a black studies degree.

"I'd been an athlete my whole life, and I'm Jewish as well. I kind of experienced discrimination and racism," he said. "Every year you would see the same thing. These coaches would get recycled, and there would be African-American coaches that would be overlooked. I just got tired of it and said someday I'm going to do something about it."



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TRIANGLE GOLF CHALLENGE

The Triangle Golf Challenge held its annual tournament fundraiser last week at the Lonnie Poole Golf Course on N.C. State's campus. Over 88 golfers enjoyed the picture-perfect (albeit hot) weather, delicious food and southern hospitality. Proceeds supported Communities in School of Durham and down payment assistance for low-income families seeking home ownership.



Sherrod Banks (right, foreground) and Walter Davis (left) welcome the golfers. Banks is founder of the Banks Law Firm in Durham and the Banks Foundation which sponsors the fundraiser. Davis was a co-captain.



See, rival frat brothers can get along for a good cause.



N.C. Central coach LeVelle Moton braved the hot sun. Moton also was a co-captain.



Former NC State standout Chris Corchiani was the third co-captain.

Golfers and award winners



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CAREER CORNER

Changing healthcare requirements prompt registered nurses to earn bachelor's degrees

Brandpoint

Laura Gilmore earned her Bachelor of Science in Nursing (BSN) degree in 2012, more than five years after she got her first job as a nurse. Today, as the Magnet Coordinator for Cancer Treatment Centers of America (CTCA) in Zion, Illinois, Gilmore reflects on the decision to pursue her BSN.

"I didn't need a bachelor's degree to be hired as a registered nurse (RN) when I started working in 2007," Gilmore says. "Today, the industry is changing, and many hospitals now require nurses to hold a bachelor's degree. I knew I needed to go back to school to stay competitive and to improve the quality of care I provide to my patients."

Healthcare leaders agree that nurses with a BSN degree or higher possess a broader knowledge base of patient care, quality standards, business acumen and other skills that result in improved patient outcomes.

A recent study from the American Association of Colleges of Nursing (AACN) indicates that increasing the percentage of nurses with bachelor's degrees in a hospital can significantly lower readmission rates and shorten lengths of stay. That is why nearly half of hospitals and other healthcare settings have begun to require incoming nurses to have a BSN, according to the study.

In 2013, when Gilmore's hospital earned magnet status, a prestigious designation by the American Nurses Credentialing Center (ANCC), it agreed to a magnet requirement that 80 percent of its RNs hold a BSN by 2020. According to the ANCC, healthcare organizations achieving Magnet status provide higher-quality patient care, foster innovations in the nursing practice and contribute to a more collaborative work culture.

Gilmore's path to earn her BSN is not uncommon, but her motivation to provide her patients with high quality care is extraordinary. Gilmore decided she wanted to be a nurse during high school after her brother underwent an extensive hospital stay for a brain tumor.

"I had the opportunity to witness the extraordinary care my brother's nurses provided during his hospitalization," Gilmore says. "Their compassion and professionalism inspired me to attend nursing school in the first place."

After securing her certified nursing assistant credential, Gilmore chose to study for her RN license at a local technical school so she could help her mother care for her brother. He has since made a full recovery.

When Gilmore started working at the CTCA in 2008, the facility was already on track to earn magnet status. She quickly set her sights on going back to school, so she could become part of CTCA's 80 percent. Gilmore enrolled in Chamberlain College of Nursing's RN to BSN online degree completion option in 2010.

"Chamberlain's program is 100 percent online with eight-week class sessions, which allowed me to continue working full-time and take classes when my schedule permitted," Gilmore adds. "Plus, I was able to interact with my instructors as often as needed."

Gilmore credits Chamberlain's RN to BSN option with helping her advance her nursing education and develop the leadership, communication and critical thinking skills necessary to move ahead in her profession.

BSN-educated nurses are in demand. A 2013 national survey from the AACN found that 59 percent of new BSN graduates had job offers at the time of graduation. More than 43 percent of hospitals and other healthcare settings now require incoming nurses to have a bachelor's degree in nursing, and 78.6 percent say they prefer BSN graduates.

This heightened focus on baccalaureate education puts a spotlight on nursing programs that offer continuing education or degree-completion opportunities for the many RNs who aspire to advance their careers. Nearly 700 RN to BSN programs are available nationwide, including more than 400 offered at least partially online, according to the AACN. While their lengths vary, programs such as Chamberlain's allow RNs to earn their BSN in as few as three semesters with year round, full time enrollment.

Gilmore says earning her BSN has made her more confident as a practitioner, and enhanced her credibility as a healthcare professional. She recently implemented a clinical update at her hospital that has improved care for a large number of patients.

GARNER PAGEANT
Ebony Pearl Pageant & Scholarship Benefit is June 26, 6-10 p.m. at Garner Performing Arts Center, 742 W. Garner Rd. Contact: Tanya McCoy Sutton, (919) 931-2704.

APEX PICNIC
Western Wake Democrats will host a picnic June 28, 1:30-3:30 p.m. at Apex Community Park, 2200 Laura Duncan Road.

RALEIGH DEDICATION
The city will dedicate new fire station, Station 29, June 23, 10 a.m. at 12117 Leesville Rd.

TRIVIA NIGHT
Triangle Literacy Council will host Trivia Night June 25, 5:30 p.m. at Sammy's Tap and Grill, 2235 Avenet Ferry Rd. Contact: Christina Wall, 787-5559.

GRADUATION
Fathers Forever will host its 12th graduation June 27 at Campbell University School of Law, 225 Hillsborough St.

DURHAM WORKSHOP
A Superhero Fan Fiction Workshop is June 22, 2 p.m. at North Regional Library, 221 Milton Rd. Contact: Christine Grant, 560-0238.

BUDGET
County commissioners will vote on the budget June 22, 7-9 p.m. at 200 E. Main St. Open to the public.

WRITERS CAMP
Duke Young Writers' Camp is June 23, 7:15 p.m. at the Regulator Bookshop, 720 Ninth St.

CONCERT
Durham Parks & Recreation's Rock the Park Movie & Concert Series returns.
June 27, 6-8 p.m. - family friendly movie, Durham Central Park, 502 Foster St.

PARTY
Ivy Community Center will celebrate its 20th anniversary June 26-28. Visit www.alphazetaomega.org/icc20icc20 for a listing of events.

GAS MOWERS
The annual Get Your Grass Off Gas event is June 27, 10 a.m. to 5 p.m. at Lakewood Shopping Center parking lot, 2000 Chapel Hill Rd.

FUNDRAISER
100 Men in Black & Friends will perform in concert as a scholarship fundraiser for Hillside High School June 28, 5 p.m. at 3727 Fayetteville St. Call 683-1709.

RECIPE OF THE WEEK
NORTH AMERICAN PRECIS SYNDICATE

Grilled Salmon with Strawberry Ginger Salsa

Salsa:
Prepare at least one hour ahead.
1 English or seedless cucumber, finely chopped
1 green onion, thinly sliced
1 Tbsp. cilantro, cut into strips
1 tsp. fresh ginger, freshly grated
1 yellow pepper, diced small
3-4 Tbsp. seasoned rice wine vinegar
2 cups fresh California strawberries, hulled and diced small
Sauce:
1 stick unsalted butter
1 clove garlic
1 Tbsp. honey
2 Tbsp. soy sauce
1 Tbsp. fresh lemon juice
6 salmon fillets (or fish of choice), skinless
Mix cucumbers, green onion, cilantro, ginger, yellow pepper and vinegar. Cover and chill at least one hour. Just before serving, add strawberries. In a small saucepan, melt butter with garlic over low heat. Stir in honey, soy sauce and lemon juice, and cook 2 minutes; set aside. Prepare a charcoal grill; when ready, brush sauce on salmon pieces and place on a well-oiled fish-grilling rack. Place rack over coals about 4 inches from fire and grill approximately four to five minutes on each side. Brush with the sauce again after turning and again when done.

Life & Arts

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A man and his locks

Twisted: My Dreadlock Chronicles
By Bert Ashe
Agate Bolden, \$15 PB

Twisted: My Dreadlock Chronicles is one of the first books to explore the perennially compelling subject of African-American hair from a man's point of view, using the author's quest to lock his hair to unfurl a fascinating investigation into the "true" meaning of dreadlocks — historically, culturally and stylistically.



Ashe

After leading a far-too-conventional life for nearly 40 years, author Bert Ashe began the long, arduous and uncertain process of growing dreadlocks in an attempt to step out of American convention. As his hair takes on a life of its own and gets "twisted," Ashe chronicles the reactions of his family, friends, strangers and colleagues — and his own frustration and bewilderment at his locked hair.

With humor and exacting self-reflection, Ashe uses his own experience not only to explain the history of dreadlocks, but also to unpack the complicated issues of identity, politics, gender and culture in America.

Black people's hair, after all, does matter. African-Americans are constantly subjected to snap judgments about their appearance, in particular their hair. When it comes to someone with dreadlocks, a range of assumptions are quickly made: he's Jamaican, he's Rasta, he plays reggae; he stinks, he smokes, he deals; he's bohemian, he's creative, he's counter-cultural.

In the United States, few hairstyles are weighted with more symbolism and generate more conflicting opinions than dreadlocks.

In Twisted, Ashe provides a witty firsthand account of what happens when a middle-aged professor and father of two steps out of his far-too-orthodox life. What results is a quirky and fascinating exploration of the historical, cultural, and stylistic meanings of dreadlocks in the twenty-first century.

ABOUT THE AUTHOR: Ashe is an associate professor of English and American Studies at the University of Richmond. He has been published in numerous academic journals and has contributed to several essay collections. He lives in Virginia with his wife.



Perry Tankard II is DJ Pdogg.

Durham DJ Pdogg fights for top title

By Maria Magher

CORRESPONDENT

Perry Tankard II goes by many titles: Husband. Father. Mentor. DJ.

Now the man known professionally as @Djpdogg #inthemixx will be fighting it out for another title: The Ultimate Mad DJ.

Durham native DJ Pdogg will battle 11 other DJs in The Ultimate Mad DJ Competition in Atlanta this weekend. The competition is hosted by Scream Nation in affiliation with concert promoter Live Nation.

The competition is being held as part of the Boom 102.9 Birthday Bash.

All DJs participating in the competition had to submit a three-to-five-minute video and an essay about why they thought they were the ultimate mad DJ.

In his essay, DJ Pdogg presented a larger vision for the future — a reason why he wants to do more than just win the title.

"The whole goal for me is to use any and everything to do with my career to show kids from East Durham who may have no hope that you can have those opportunities," he said. "Just look at me."

DJ Pdogg, 33, grew up in East Durham, where poverty and gang

activity are rampant. He made his way out by going to Liberty University in Virginia, where he received a scholarship as a DJ after showing up for an open audition. Before that, he had been trained in radio and had always had a love for music.

He started touring in college and later hooked up with rapper Lecrae. He even scored a spot on the hit VH1 show "106 and Park."

Over time, he honed his personal style, which focuses on old-school hip-hop and Christian hip-hop. He admires the work of artists like Afrika Bambaataa, who was once a leader of the Black Spades, one of the biggest gangs at the time.

"He decided, 'We're gonna stop gang banging and we're gonna stop tearing down our community, so we're gonna start this thing called hip-hop and we're gonna start building up our community,'" DJ Pdogg said. "I'm going back to those original roots as a DJ and saying, 'Let me turn these tables. Let me do with hip-hop what it was intended to do, which was building up the community instead of tearing it down.'"

DJ Pdogg said he hopes that by winning this competition, or even just by competing in it, he can do the same thing in East Durham by

encouraging more support of mentoring programs. He already mentors kids at the Agape Corner School and through Grace Park Church, where he is an associate pastor. His Pdogg name stands for "Perry Depends on God's Grace."

"I don't think it's any mystery as to what's going on in our country right now, especially when it comes to black men," he said. "With everything that's going on, I think there needs to be more programs to lead young men."

DJ Pdogg has been married for seven years and has 4-year-old twins (a boy and a girl), a 1-year-old son and a 2-month-old son.

"I want to teach young men how to respect women. I want to teach women that they don't have to shake their butts. I'm showing them like, 'No, that's not the way to go. Let's take care of our women. Let's take care of our kids so that the next generation can grow up different. That's really going against the grain of what hip-hop is right now and is going back to its roots.'"

The second and final round of The Ultimate Mad DJ Competition will take place on Saturday at The Tabernacle in Atlanta. A variety of prizes will be awarded, including the chance to join a fall tour with Scream Nation.

RIDES



2016 Volvo XC90 agile, powerful and thrifty entry in the SUV market

By Frank S. Washington

NINPA COLUMNIST

SANTA MONICA, CALIF. — Now that Volvo has been left alone by its new Chinese owners, the Swedish automaker can get back to being itself. That was evident here as Volvo unveiled its XC90 three-row sport utility.

The 2016 Volvo XC90 is a significant new vehicle on several levels. It signals Volvo's climb into the ranks of luxury automakers. It also signals technological advancements. And it is the beginning of a product onslaught that will make the 2016 XC90 the oldest vehicle in Volvo's lineup by 2018.

First up is power. For the U.S. market, the XC will be propelled by

2.0-liter, four-cylinder Drive E engines. There will be two versions: one for the 2016 Volvo XC90 T6, the second for the T8. But it is not what you think; both engines are identical technologically advanced 2.0-liter four cylinders.

All 2016 XC90s sold here will be all-wheel drive models. But for fuel economy, their AWD system will be front-wheel drive based capable of sending half of the vehicle's torque to the rear wheels when needed.

We test drove the T6 and the T8, and found neither lacking in power or agility. Handling was good, especially for a sizable sport utility with three rows of seats. And both of our testers had the top-of-the-line air suspension.

The T6 got 20 mpg in the city, 25

mpg on the highway and 22 mpg combined. The T8 got 59 mpg in the city. Highway numbers were not available at the time of the test drive. The T6 could get from zero to 60 mph in 6.1 seconds while the T8 could do it in 5.3 seconds, and the pair have a top speed of 130 mph.

Still, neither felt overweight, and both were fairly agile. They were well balanced as we drove through the mountains and canyons here with their twisting, tightly curved two-lane roads. What's more, the blowers enabled the T6 and the T8 to get up and over and through the mountain roads without the straining that normally comes with four-cylinder engines at altitude. In addition, both can tow up to 5,000

pounds.

The interior of the XC was concept car quality. It was airy and loaded with matted walnut wood trim that looked almost natural. There was also a trim level that featured aluminum and chrome appointments. The T8 even featured a handmade crystal shift knob. Plus, the XC90 has a top-of-the-line audio system that features 19 speakers and 1,400 watts of power. It includes an air-ventilated system in the wheel well that turns the entire interior into a giant subwoofer.

The seats were exemplary. They had what Volvo called an ergonomic shape that resembled the human spine. The XC90 took four years to develop; the seats took seven. Not only did they look good, like a pillowed new age office chair, they took up less space because they were thinner. Thus, they created more legroom for second and third row passengers.

We didn't try them, but Volvo said the last row of seats, which folded creating a flat cargo floor, could accommodate someone 5-foot-6 tall. The second row featured three individual seats with an optional child booster seat in the middle. All three could recline as well as slide forward, creating more space for third-row passengers. The seats could be outfitted with adjustable side bolsters, seat cushion extensions and had massage capability.

The T6 goes on sale in July; the T8 follows in October. There are three trim lines for each model: Momentum, Inscription and R-Design. Base prices range from \$48,900 to \$71,600; neither includes a \$995 freight charge.

Quality, safety and technology is what you expect from Volvo. It has been a long wait for the automaker to start funneling new products to market, but we don't think anyone is going to be disappointed. The challenge now is will Volvo put forth the marketing muscle — meaning money — to reclaim its niche in the American car market.

Frank S. Washington is editor of AboutThatCar.com.

Pray on God's time, not yours

By James Washington
THE HOUSTON FORWARD TIMES

If you're like me, prayer is a subject that keeps popping up because sometimes out of sheer habit, I keep doing it. Intellectually, I understand its purpose and its benefit. But sometimes I get lost in the reality of whom and under what circumstances I'm moved to pray. It's then that I want my prayers answered on my time, for my reasons, forgetting or not wanting to remember all things happen for a reason; God's reason to be precise.

On a recent Sunday, my pastor reminded me that God's plan happens on God's time, and our job is to be open and ready for His answer to our prayers. Simply put, he said, delay is not denial. God answers all prayer in His time, in His way, with His power and for His purpose. That's it, and we need to learn how to deal with it.

But as Christians, when you think about it, God's time, His will and power for His purpose is not so bad. As a matter of spiritual fact, we should prefer it that way even when we have the audacity to think we know what's best for us. "For my thoughts are not your thoughts, neither are your ways my ways, declares the Lord. As the heavens are higher than the earth, so are my ways higher than your ways and my thoughts (higher) than yours." Isaiah 55:8-9.

First of all, God answers all prayer in one of three ways: Yes. No. Not now. The question is never can God answer. The real question is does your faith acknowledge that you know that He can?

One of the hardest things to reconcile is that there are times that God puts you in helpless and impossible situations in order to let you know it's all about Him. "Yet he did not waver through unbelief regarding the promise of God, but he was strengthened in his faith and gave glory to God, being fully persuaded that God had power to do what he had promised. This is why "it was credited to him as righteousness."

These words were written not for him alone, but also for us to whom God will credit righteousness for us who believe in Him who raised Jesus our Lord from the dead." Romans 4: 20-24. The more you read about and try to really comprehend prayer, the more you come away knowing how pure this communication should be between you and God. There is no disbelief for a child who believes in Santa Claus because his parents told him to. God keeps telling us to believe in Him. Can you? Do you really? "Therefore I tell you, whatever you ask for in prayer, believe that you have received it and it will be yours." (Mark 11:24.)

Each and every time it comes down to that belief thing, prayer always calls your faith into question.

I sometimes pray for the faith that accesses the power of God. This is not ego on my part, but humility to ask that I might be a vessel empty enough of me to be filled with the Holy Spirit. I believe God's grace will flow more freely and through me. Wouldn't you like to know that kind of power up close and personal in your own life?

Think again about why that mustard seed example was given in the first place. "Then the disciples came to Jesus and asked, 'Why couldn't we drive it out?' (Matthew 17: 19.) They couldn't do something they thought they should have been able to.

"He replied, 'Because you have so little faith. I tell you the truth, if you have faith as small as a mustard seed, you can say to this mountain, move from here to there, and it will move. Nothing will be impossible for you.' (Matthew 17:20-21.)

Unfortunately, maybe fortunately, faith is tested each and every day.

Religion

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N. Carolina's religious exemption to gay marriage bill now law

By Scott Barkley
ASSOCIATED PRESS

RALEIGH - A measure allowing some court officials to refuse to perform gay marriage responsibilities because of their religious beliefs became law in North Carolina last week, but opponents said litigation challenging the new measure was likely to come soon.

The state House voted to override Republican Gov. Pat McCrory's veto of the bill, making the law effective immediately. The Senate voted to override last week.

North Carolina becomes the second state with such an exemption for court officials. Utah passed a similar one earlier this year.

The new law means some register of deeds workers who assemble licenses and magistrates to solemnize civil marriages can decide to stop performing all marriages if they hold a "sincerely held religious objection."

The law "protects sincerely held religious beliefs while also ensuring that magistrates are available in all jurisdictions to perform lawful marriages," House Speaker Tim Moore, R-Cleveland, said in a statement.

Gay rights groups and Democrats who opposed North Carolina's bill said after the vote that litigation was likely to be filed soon. Republicans supporting the measure said federal laws provided religious accommodations to government officials, in keeping with the U.S. and state constitutions.

McCrory had said no one who takes a government oath should be able to avoid performing the duties that it

requires.

"It's a disappointing day for the rule of law and the process of passing legislation in North Carolina," McCrory said in a statement. McCrory had been unhappy with several days of delays before the override vote by House leaders, while Democrats complained that the GOP used a parliamentary maneuver Thursday to abridge debate.

The law says court officials who disclose a "sincerely held religious objection" must stop performing marriage duties for both gay and heterosexual couples for at least six months. The chief District Court judge or the county register of deeds - both elected officials - would fill in on marriages if needed.

Senate leader Phil Berger, R-Rockingham, introduced the bill shortly after federal rulings last October overturned North Carolina's voter-approved constitutional ban on gay marriage. Berger responded to several magistrates who resigned when the state's top court administrator wrote in a memo that those who declined to officiate for same-sex couples could be punished, terminated or face charges.

Providing religious accommodations are "the way employment law has worked for more than 50 years, and it was only in this misguided memo ... that even started this issue," said Rep. Paul Stam, R-Wake, a key supporter of the law.

In his May 28 veto message, McCrory said many North Carolina residents, including him, believe marriage is between a man and a woman. But "no public official who vol-

untarily swears to support and defend the Constitution and to discharge all duties of their office should be exempt from upholding that oath," he wrote.

The Senate overturned McCrory's veto quickly, but House Republicans put off a vote because some supporters of the original bill were absent. Others were on the fence, according to lawmakers.

Opponents said the bill created a new form of discrimination similar to biases of a generation ago against multiracial marriages. They also said the bill didn't prevent delays for gay couples getting married if a court official suddenly disclosed a religious objection when a couple approached the office counter of the magistrate or a register, particularly in smaller counties with smaller staffs.

The state ACLU urged people who encountered "new hurdles" getting married to contact its office. "This shameful backlash against equality will make it harder for all couples in our state to marry," state Executive Director Sarah Preston said.

McCrory's decision put him at odds with social conservatives aligned with Republicans. Concerned Women for America accused McCrory of betraying state residents and forcing court officials to violate their consciences.

"It's hard to believe that any governor - much less a conservative one - would veto a bill protecting the religious freedoms of his constituents," North Carolina Values Coalition Executive Director Tami Fitzgerald said.

Worship Briefs

RALEIGH
OAK CITY BAPTIST
726 Method Road
Vacation Bible School is June 22-26 at 6:30 p.m. nightly.

SUMMER CAMP
The Encouraging Place will host Summer Camp for Women 2015 from June 29 to Aug. 15 at 6:30 p.m. nightly. Register at www.theencouragingplace.org or call (919) 834-7626.

DURHAM
NORTHEAST BAPTIST
3204 Hwy 55
· June 21, 10:45 a.m. - Father's Day speaker is the Rev. Delton Farmer
· June 22, 6:30 p.m. nightly - VBS

FISHER MEMORIAL
420 E. Piedmont Avenue
Effective June 21, Bible Church School will begin at 9 a.m. and morning worship at 10 a.m.

ST. JOSEPH AME
2521 Fayetteville Street
· June 22 to Aug. 7, noon - summer feeding program for youth up to 18. Call the church.

DUKE UNIVERSITY
Duke Chapel will feature local ministers during the summer. All services are at 11 a.m. in Baldwin Auditorium on East Campus.
· June 21: The Rev. Jennifer Copeland, incoming executive director of the N.C. Council of Churches

MARKHAM CHAPEL
404 Dowd Street
The Men's Ministry presents Men in Worship June 28 at 4 p.m. Several guests will perform. Call 688-6052.

REBIRTH BAPTIST
462 S. Driver Street
Men's Day is June 28 at 4 p.m. Dr. Luther Brooks and congregation of St. James Baptist will render service.

FAITH ASSEMBLY CHRISTIAN
3120 Fayetteville Street
The third annual N.C. Gospel Fest is July 25, 3 to 9 p.m. Various choirs and individuals will perform. Contact: Carol Coco Diggs at (919) 519-7242.

BAHAMA
MT. CALVARY MB
8021 Stagville Road
Vacation Bible School is June 22-26 at 6 p.m. nightly. The public is invited

CHAPEL HILL
FIRST BAPTIST
106 N. Roberson Street
Vacation Bible School is June 22-26 at 6 p.m. nightly.

Send your church news to:
The Triangle Tribune, 115 Market Street, Suite 360G, Durham, NC 27701; e-mail info@triangletribune.com; or fax 688-2740. Deadline: Tuesday by noon.

Pastors: 'Decrease' so Christ can increase

BAPTIST PRESS

COLUMBUS, Ohio - The 2015 Southern Baptist Convention Pastors' Conference's afternoon and evening sessions June 15 continued on the theme of "He Must Increase" from John 3:30. Six speakers during the two sessions encouraged and challenged Southern Baptist pastors to emulate John the Baptist's charge to decrease so that Jesus Christ might increase.

"God takes what seems impossible, and He makes it a reality," said Clint Pressley, senior pastor of Hickory Grove Baptist Church in Charlotte, and first vice president of the Southern Baptist Convention.

He challenged the audience to pursue God's definition of success by fully obeying Christ.

"Don't be afraid to walk into something that doesn't make sense to anybody but you and the Lord," Pressley said.

Preaching on "The Changeless Christ" from Hebrews 13:18, H.B.

Charles, pastor of Shiloh Metropolitan Baptist Church in Jacksonville, Florida, declared, "Jesus Christ is the same yesterday, today and tomorrow."

While leaders come and go and rise and fall, Jesus Christ is the same, Charles said. And while preachers come and go, "preaching must remain gloriously monotonous. You don't need new truths when you have the same Christ."

Pastors must pray with fervency, faith and forgiveness if their ministry is to follow the model for biblical revival, said Steve Gaines, pastor of Bellevue Baptist Church in Cordova, Tennessee, and a former president of the Pastors' Conference.

"The difference between us and the early church is that we don't pray like they prayed," Gaines said. "If we want God to birth a revival, we must labor in fervent prayer."

J.D. Greear, pastor of The Summit Church in Raleigh-

Durham, offered insight into the realities of preaching in the midst of today's "seismic cultural revolution." Greear challenged pastors to distinguish the difference between judging and speaking truth to others, drawing from Jesus' words in Matthew 7:1-6.

"He spent His whole ministry telling people they were in error," Greear said. "It cannot mean that you don't tell people they are wrong. When we push someone away after speaking truth, we have failed to represent our Savior. 'How can you ever say to someone 'depart from me' when Jesus would not say it to us?"

James MacDonald, pastor of Harvest Bible Church in Chicago, explained that when one is enduring a particular trial in ministry that "you can't do what you want" but must "humble your-



The Rev. H.B. Charles of Shiloh Metropolitan Baptist Church.

self." MacDonald further noted that the act of humbling oneself is an action, not a concept, and it requires servanthood. "I am the servant. I am the messenger, and I am nothing.... I deserve nothing.... The messenger is nothing; the message is everything. And if you get ahold of 'I am nothing,' the message is everything. I am sent, but it is about the Sender.... Only God is great; humble yourself.... It's OK if we decrease ... so that He could increase."