Spring has Sprung and newness abounds. My son played soccer in high school along with many other sports, but I admired this coach the most, with his own money he purchased tee shirts for the boys that read "What doesn’t kill me, Makes me stronger". That thought phrase has come back to me on different occasions and makes me stop and realize "That in the "Big Things of Life, We are at One". Another great thought phrase that comes from the BPW/NC Collect. I love the Collect and have said on more than one occasion that it is one of the main reasons I wanted to be a part of BPW, if I could take the Collect and make it part of my everyday life that “Life Would Be Good”. And if I surrounded myself with likewise thinking women “Life Would Be Great”. Unfortunately, some have either only said the words or read the words but never stopped to really think about the words.

Now the first "American Idol" Kelly Clarkson has released a new song called "What Doesn’t Kill You" from her new album "Stronger". I just had to look up the lyrics. If you haven’t heard it, listen for it on the radio. But just in case I’ve pulled a few of the stanzas.

"You know the bed feels warmer, Sleeping here alone, You know I dream in color, And do the things I want, You think you got the best of me, Think you had the last laugh, Bet you think that everything good is gone, Think you left me broken down, Think that I’d come running back, Baby you don’t know me, cause you’re dead wrong. What doesn’t kill you makes you stronger, Stand a little taller, Doesn’t mean I’m lonely when I’m alone, What doesn’t kill you makes a fighter, Footsteps even lighter, Doesn’t mean I’m over cause you’re gone. What doesn’t kill you makes you stronger, stronger, Just me, myself and I, You heard that I was starting over with someone new, They told you I was moving on over you. You didn’t think that I’d come back, I’d come back swinging. You tried to break me, but you see, Thanks to you I got a new thing started, Thanks to you I’m not the broken hearted, Thanks to you I’m finally thinking bout me, You know in the end the day you left was just my beginning.”

We all start things with great intentions and then life gets in the way, so we pick ourselves up and dust ourselves off and we move on. This could be the story of the BPW/NC Executive Committee and Board this year, we have had our share of “Life Moments”. It started last year when our beloved Barbara Bernard tragically lost her son during the time of state convention, but she persevered as parliamentarian until the sad news of her father’s stroke and she realized she would not be able to give 100% and needed to resign to be with her father out of state. Next our wonderful sister duo of Tonya Holbert, State Treasurer and Leanne Schuller, State Secretary; two very strong women who not only served on the state level as officers but held dual roles in both Hendersonville and Asheville BPW Clubs. They are our fresh faces with their enthusiasm and drive to make a difference. Then personal and family issues got in the way of their dreams and they too needed to take time to get their own lives in order to better serve hopefully at another time. We need to encourage them both to serve again in some kind of capacity. We need young rising stars to carry on the great mission of the BPW/NC organization.

"Continued on page 2"
President’s Message, Continued
Rhonda Hunter, President

The last one I need to share tugs at my very own heart strings, our forever smiling Judy, Judy Smith with the Hickory BPW has been diagnosed with breast cancer and has been undergoing surgery and treatments to fight this. Talk about “Fighting Like A Girl” Judy is a fighter! Regrettably, Judy has recently sent me her resignation as State Convention Chair after hanging in there for a few months with great hopeful-ness that nothing serious would come of the testing. Please keep her in your thoughts and prayers as she wins this battle.

Whew! Losing four key people could certainly feel like one is dying, but if it doesn’t kill you, it will make you stronger. So I’m going with the stronger.

On the brighter side, I want to share about the strong women who have stepped up to the mid-year challenge and have accepted my appointments to serve out these wonderful ladies terms. Starting with Parliamentarian, Susan Benton Wilson, next Treasurer Faye Painter, and last but not least Secretary Joanna Moses-Elliott; these ladies are already currently serving on the board and have many years of experience, knowledge and a passion for BPW and have agreed to serve dual roles. To these ladies I am thankful and know that they will help make me a stronger leader.

With the recent resignation of Judy as State Convention Chair, the convention committee is up for the challenge to make sure this convention, a dream-in-the-making full of Judy's vibrant personality and smile will definitely comes true. Please make plans to join us and Judy as she anticipates attending; if the Good Lord is willing and the creek don’t rise, or stuff hits the fan or other thought provoking isms that I’ll save for another Tar Heel Woman.

In closing, a warm special hug to all of my sisters across the state and I feel the same in multiple returns; remember... “If it doesn’t kill you, it WILL make you STRONGER”.

Pay Equity
Still a Struggle for Working Women & their Families

Every year I try to find out something new about pay equity issues. I’m sure that most BPW members know that women have traditionally been paid less than their male counterparts. However, are we aware that the wage gap isn’t shrinking very fast? When will women and men reach parity at the current rate of change? What is being done about the wage gap? What can I do myself to work on this issue? Is this an issue I should be worried about?

The National Committee on Pay Equity (NCPE) (http://www.pay-equity.org) was founded in 1979. It is a coalition of women’s and civil rights organizations; labor unions; religious, professional, legal, and educational associations, commissions on women, state and local pay equity coalitions, and individuals working to eliminate sex- and race-based wage discrimination and to achieve pay equity. BPW Foundation (USA) is a board member of the NCPE and supports the Statement of Principles of the organization. BPW has long worked for pay equity. The signing of the Equal Pay Act of 1963 by President Kennedy was witnessed by 1962-1963 BPW/USA President Dr. Minnie Miles. The wage for women was 59 cents on average for every dollar earned by men (based on Census figures of median wages of full-time, year-round workers). By 2010, women earned 77 cents to men’s dollar; a narrowing of the wage gap by less than half a cent a year. Over a working lifetime, this wage disparity costs the average American woman and her family an estimated $700,000 to $2 million, impacting Social Security benefits and pensions. This is definitely an area where women and their male counterparts should be pulling together in support of pay equity. Reduced wages during your lifetime result in reduced purchasing power to feed and clothe your children and reduced retirement income. Men too would benefit from eliminating the wage gap.

In a paper by the Institute for Women’s Policy Research published in April 2011, “The Gender Wage Gap by Occupation”, the conclusion was that “The gender wage gap and occupational segregation - men primarily working in occupations done by other men, and women primarily working with other women - are persistent features of the
US labor market." The study goes on to say that "Women's median earnings are lower than men's in nearly all occupations, whether they work in occupations predominantly done by women, occupations predominantly done by men, or occupations with a more even mix of men and women." Women working in occupations done primarily by men have higher salaries than women who are in women dominated occupations. This means that we have to work on reducing occupational segregation and the wage gap in each category. It's a good read showing statistics for many common occupations for women and men.

On January 29, 2009 President Obama signed the Lilly Ledbetter Fair Pay Act to correct questions of timing when filing for discrimination cases. Now the sister legislation, Paycheck Fairness Act (H.R. 1519 (S.797), has been re-introduced again (started in 105th Congress in 1997-98) in the Congress. This legislation "amends the portion of the Fair Labor Standards Act of 1938 (FLSA) known as the Equal Pay Act to revise remedies for, enforcement of, and exceptions to prohibitions against sex discrimination in the payment of wages." Here is a place where we can become involved individually by contacting our Representative and Senators in the U.S. Congress and requesting that they co-sponsor their respective bill. Without voices supporting this legislation it will not pass.

This year Equal Pay Day will be Tuesday, April 17th. Wear RED on Equal Pay Day to symbolize how far women and minorities are "in the red" with their pay!

At our present rate of progress we will not reach parity in wages until 2057. That is definitely something to fight about!
Making a real difference on the job isn’t easy. But what better legacy to leave to your daughters, nieces, granddaughters and younger friends than to eliminate the wage gap, once and for all?

Women working full time—not part time, not on maternity leave, not as consultants—still earn only 77 cents for every full-time male dollar. The wage gap has been stalled for more than a decade. Very few individual women can ever find out exactly what their male counterparts would be making in the same job.

As a woman, what would you do with that extra 23 cents—an increase of nearly one-third on top of your current 77-cent paycheck—a raise that got you even with men? That 23-cent gender wage gap is a personal gap in each woman's life: vacations not taken or dental work that’s put off, or lessons that her children are denied.

Few women think about it this way. Women don’t talk about what they should have earned, or how each year’s missing lump of money—whether one thousand, ten thousand, or fifty thousand—would have added up over her lifetime. Surely that attitude is personally sensible: no sane person wants to dwell on what she believes she can’t have. But we’re not going to close the gender wage gap until women realize how much it’s costing us and our families. So let’s add it up over a lifetime:

- If you’re a young woman who graduated last summer from high school, you will earn $700,000 less than the young man standing in line with you to get his diploma over your working life.
- If you graduated from college, you’ll lose $1.2 million compared to the man getting his degree along with you.
- If you graduated from law school, medical school, or got an MBA last summer, you’ll lose $2 million over your lifetime.

That money represents food you can’t buy, credit cards you can’t pay off, lessons your children won’t have, and retirement savings you can’t put away.

So what do we do to earn more? Ask for more money! Don’t be afraid! Too many women are afraid to ask for a raise in pay. On April 20, 2012 this year’s Equal Pay Day, wear RED on Equal Pay Day to symbolize how far women are “in the red” with their pay!

Pay It Forward!

Gail Harper, IMP and Membership Chair

Think back over time. Close your eyes, slow your breathing, relax. Now think about the women who have been instrumental in your life. The women who have helped mold and shape you into the professional and woman you are today. Many women have come to mind – mothers, grandmothers, aunts, teachers, friends, professors, co-workers, and on and on. What did these women receive for all the effort and energy they invested in you as an individual? More than likely they only received satisfaction! Not some great monetary reward or recognition, simply the pleasure of knowing in their hearts that they helped you become a successful vital member of society.

Delve a little further into your subconscious. How can you repay these women, your mentors? By paying it forward! As women we have an obligation and desire to help other women. Think about where you are in your life. Obviously if you are reading this article, you are a BPW member. Who mentored you and introduced you to BPW? Many of you speak of women no longer with us who took you under their wing and created the love for BPW and our mission in you. There is no greater way to honor your mentor than by mentoring someone else. You simply need the desire to share your key to success with a mentee.

Webster’s Dictionary defines "mentor" as a trusted coach or advisor. Mentors have been around since ancient times in Europe and became popular in America in the 1970’s according to Management Library. Become a trusted advisor and begin to "pay it forward" today! Continue the tradition!
Where does the time go? Three quarters of our BPW calendar year is gone and the deadlines for awards are fast approaching. The State Nike/Issues Management award is presented at State Conference to a Local Club for the best overall coordinated programming through the entire year.

Entries will be judged based upon the following:

1. Relevance to the implementation of BPW/NC mission and objectives.
2. Effect of programs on the internal growth of the local club, membership growth, the individual development of its members, and quality of goals.
3. The projection of the BPW image in the community.
4. Variety and creativity expressed in overall programming, format, techniques, and resources used. Creativity and relevance in overall programming is the key.

The full application details are found on the BPW NC website, so be sure to review the criteria and put your package together to send by the May 15th deadline.

We still have a number of opportunities to advance our mission before the year end. Have you made plans for an Equal Pay Day Event...maybe an “Unhappy Hour” is on your schedule? Gather a few friends together and educate them about the facts that women still earn less than their male counterparts and how that affects their lives and the lives of their family.

Over a lifetime of work this loss adds up into a shockingly high career wage gap. The career gap lowers women’s earnings over a lifetime and reduces their long-term assets and that of their families. The typical woman loses $431,000 in pay over a 40-year career. (http://www.americanprogress.org/issues/2010/04/equal_pay.htm). For more information see the (national) BPW Foundation website.

Have you looked at HERvotes? In recognition of the anniversary of the ratification of the 19th Amendment granting women the right to vote, and the anniversary of the 1963 civil rights march on Washington, a coalition of women’s organizations, representing millions of women, announced plans to counter the attacks on women’s economic and health security through a new multi-organization effort, HERVotes. The goal is to mobilize women voters in 2012 around preserving women’s Health and Economic Rights (HER rights.)

The top priorities of HERvotes are to educate and engage more women to use their voices and their votes to urge lawmakers who seek to represent them to:

- Stop the attacks on historic advances for women;
- Preserve successful policies, such as Medicare, Medicaid and the Affordable Care Act;
- Respect women’s contribution to the economy; and
- Act on jobs at livable wages and equal pay for our families’ economic security.

This multi-organization effort is coming together to harness the growing power of women in the United States. Women now comprise half of the entire paid labor force, and are essential contributors to the economy, both as workers and consumers. Women are also an increasingly powerful political force. According to the Center for American Women in Politics, women had a higher turnout rate in 2008 than men, with 60.4 percent of women turned out to vote compared to 55.7 percent of men. This gender gap held true across all ages and races. Take a look at the top 12 issues at risk of being lost. http://hervotes.org/top-12-advances-at-risk/

I received information about a coalition called NC Women Matter, and on March 10th, I attended a meeting in Greensboro with a group of 60 women from various non-profit organizations, most of whom are affiliated with North Carolina Women United, to look at what we, as women, need to do to be sure that we get out the vote in the upcoming elections to be sure that the voices of all North Carolinians are heard in 2012 and that no one takes for granted that our economic and health issues are safe and secure. For more information about those efforts visit: http://ncwomensmatter.org/

Some of the issues submitted to this coalition include Economic Issues, state budget cuts and how the recession has hurt women; Education- Early childhood education and Title IX funding; Women’s health care and lack of access to services and Environmental concerns – Toxic Chemicals. Watch for the position papers to be published for the next series of the North Carolina Women’s Agenda Assemblies which will be held in the fall. The report card for how our NC legislature acted on the 2010-2011 Women’s Agenda will be published within the next few months.

So how does this all fit in with Issues Management? In addition to advocating for Equal Rights for All People, our legislative platform is for Economic Equity-To ensure pay equity, equal educational and economic opportunities at all stages of life; and promote affordable quality dependent care to help ensure economic self-sufficiency for women. Health- To ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women’s health care needs; and encourage the development of a national health care plan recognizing the special health care needs of women. Civil Rights- To ensure equal rights and remedies for women in all phases of their lives; support affirmative action; and to eliminate sexual harassment and violence against women.

When we embrace the issues of importance to women; when we work to improve the circumstances of our sisters and their families; when we speak up for women who may not be able to speak for themselves; when we ask for the things we need for ourselves, we are making a difference for all women. As we share our vision of a better world, we become stronger, and together, our impact is magnified.
As part of BPW/NC’s Legislative Platform, below is the section concerning Health:

"Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women’s health care needs; and encourage the development of a national health care plan recognizing the special health care needs of women."

In the middle of the 20th century safe and effective oral contraception was developed. In 1960, the FDA first approved the sale of an oral contraceptive and in 1970, President Richard Nixon signed into law Title X of the Public Health Services Act, which provided federal support and funding for family planning services. This has been the law of the land for many years.

On January 22, 1973, the U.S. Supreme Court announced its decision in Roe v. Wade, a challenge to a Texas statute that made it a crime to perform an abortion unless a woman’s life was at stake. The court recognized for the first time that the constitutional right to privacy “is broad enough to encompass a woman’s decision whether or not to terminate her pregnancy”

In the last year we have watched as women’s reproductive freedom has eroded on the national level and in our state. North Carolina became the third state in the nation to ban Planned Parenthood from receiving any state or federal funding. Contrary to what some have stated, these funds do not cover abortion services; they do provide life-saving health-care services, including STI testing and cancer screenings, as well as affordable contraception and teen pregnancy prevention programs. In addition, two special provisions depleted the State Abortion Fund (which has existed for decades and provides abortion funding for low-income women) and barred coverage of abortion in the state employee health insurance plan. Gov. Perdue vetoed the bill on 6/12/11, but the House and Senate each voted to override her veto on 6/15/11.

Another bill, the so-called “Unborn Victims of Violence Act” was signed into law on 4/29/11. This legislation exploits the issue of violence against women in order to establish personhood rights for an embryo or fetus “at any stage of development” and to make a political gain in the abortion debate. Pregnant women who are victims of assault are especially tragic cases, and these crimes should be punished severely. However, North Carolina law already provides for penalties in these cases. Also, a federal law, also known as the “Unborn Victims of Violence Act,” exists.

Ruth Samuelson, Representative in Mecklenburg County, co-sponsored the “Woman’s Right to Know” Act, which passed the House 71-48, one vote shy of a veto-proof majority. It passed the Senate 29-20; and was sent to Governor Purdue who vetoed the bill. Her veto was overridden in the House by a margin of one vote and also in the Senate by a margin of one vote.

This bill undermines the doctor-patient relationship and interferes in a woman’s ability to make her own health-care decisions, will now become law. It requires:

1. Mandated counseling written by politicians with no expertise in obstetrics-gynecology;
2. A 24-hour mandatory delay for women seeking abortion care;
3. Physicians, registered nurses, nurse practitioners, and physician assistants to provide consultations for any woman who calls to schedule an abortion even if the provider has never met the woman nor confirmed that she is pregnant;
4. North Carolina to produce printed materials and a website;
5. The physician or qualified technician to perform an ultrasound - giving a description of the fetus or embryo - 4 hours before the abortion, forcing the woman to wait additional time;
6. A page and a half of newly created reporting requirements which must be completed by the physician, including documentation of the consultations provided to women who call but never become a patient.

There are no exceptions for cases of rape, incest or fetal anomaly. Doctors who do not comply can be sued by the woman seeking the abortion or the man who impregnated her.

These are a few of the bills that limit women’s reproductive freedom in North Carolina. I urge you to become informed on what’s happening in our state as well as our country. Please vote in May and in November for the candidates who will advance women’s and families’ issues.
The BPW/NC Foundation has five scholarships to award, but the deadline is quickly approaching. Even though the IRS has extended the tax deadline to April 17th, BPW/NC has not. April 15th is the deadline to apply for one of the available scholarships. The Elsie G. Riddick Scholarship is awarded to someone preparing for a business or professional career. The Ruth Moss Easterling Scholarship will go to someone pursuing a degree in the field of law, public administration or political science. The Joyce V. Lawrence Scholarship is limited to someone pursing a degree in the field of education. There are also two general Foundation Scholarships, one for a student in any undergrad program and one available for a graduate student in any field. In addition, each of these scholarships require an applicant to be currently enrolled in either an accredited community college or an accredited four year college or university, need financial assistance to obtain goals and have a definite career plan.

Applications are available on the BPW-NC website www.bpw-nc.org. The applicant must submit three (3) copies of this application and three (3) copies each of a most recent grade transcript (high school or college, whichever is applicable; one (1) of which must be an official transcript with school seal) two (2) recommendation forms, one (1) educational/professional and one (1) personal; and a summary of career goals, previous honors or community activities and justification of need for this scholarship.

Again, the application deadline is April 15, 2012. All application forms and attachments must be sent together, and must be postmarked on or before April 15, 2012. Incomplete applications will not be considered. Applications and attachments should be sent to Jo Naylor, Scholarship Chair, 1604 B Hollow Drive. Greenville, NC 27858. Anyone with questions should call Jo at 361-813-0966.

Last year the BPW/NC Foundation sold purses at a silent auction at State Convention to raise money to finance the five scholarships given to worthy applicants. It was quite a fun event and a successful fundraiser. This year, the Foundation Green and Gold Committee is going to sponsor a second silent auction, this time selling costume jewelry. What a wonderful opportunity for attendees to add to their jewelry collections for a great price and support a good cause as the same time.

The presidents of the local clubs have already been contacted asking that each club collect ten items of jewelry and mail them along with information as to the donors to Linda Hardy no later than June 1, 2012. Since jewelry is not extremely heavy or bulky, mailing the items will give the committee time to organize the auction so that it will be up and running at the beginning of the State Convention. Each donation will be acknowledged as a valid donation to a 501(c)(3) organization. Please encourage your club to participate in this endeavor so that there will be numerous items for sale. Last year the activities at Convention raised approximately $1,000, and we hope this year's activities will be even more successful, but we cannot do it without your assistance.

Just like last year, there will also be a bonus for the person who pays the most for a piece of jewelry and a prize for the person who donates the ugliest piece of jewelry. The ugliest piece of jewelry will be awarded to the person paying the most for their piece of jewelry. The Foundation Board will have the fun of judging which piece of jewelry is the ugliest.

In addition to the silent auction, the Foundation also plans to conduct several regular auctions for individual items throughout the State Convention. Among auction items discussed are a piece of jewelry and a framed piece of needlework.
BPW-NC State Nominations Committee
Presents Slate of Candidates

Linda Karolak, Nominations Chair

BPW-NC State Nominations Chair, Linda Karolak, along with committee members Gail Harper, and Susan Benton Wilson, are happy to present the following slate of candidates for BPW-NC State Offices:

Candidate for President-Elect - Mimi Zelman

A native of Buffalo, NY, Mimi began her advertising career in Southern California, where she represented the Yellow Pages. Mimi was one of the first women hired for outside sales and grew to be in the top 10% of over 100 employees, of which 98% were men. She also won numerous sales quotas.

The Zelman family relocated back to Buffalo to raise their two daughters, and Mimi began working for R.L. Polk & Co., as an outside sales representative selling directory listing and advertising to businesses in Western New York. She was promoted to regional manager within two years, and served in that capacity for 12 years.

Mimi began to work for TV Fanfare Publications, selling advertising space first as a sales representative, then quickly was promoted to assistant sales manager, and then transferred to Charlotte, NC to run the Charlotte office. She created a sales force from scratch, and her office grew to be within the top 10% of the company’s national sales offices.

While working at Greater Charlotte Biz, Mimi became involved with many networking groups. She saw the need to create a women’s resource guide, which led to the creation of Women With Know How, a publication featuring women owned businesses and professional women and businesses that want to cater to a female clientele through advertising. Mimi was named Mecklenburg Times Honoree “50 Most Influential Women in Charlotte”.

Mimi served as President of Metropolitan BPW 2009-2010, and served as Vice President of Metropolitan BPW 2011-2012. Mimi has served as President of BPW-NC this year of 2011-2012, and is happy to be a candidate for President-Elect.

Candidate for Vice President - Linda S. Hardy

Linda was born in Baltimore, Maryland, and attended an all girl high school where “Eastern Ladies” were taught that women could do whatever needed to be done without losing their femininity. Linda also learned this lesson at home, where, as an only child, her father believed that his daughter could do anything a son could have done! From this beginning of being encouraged to succeed and excel, Linda has gone far. After high school, she came to NC to attend N.C. Wesleyan College in Rocky Mount, received a BA in History, met and married a NC native and remained in Rocky Mount ever since. Linda’s advanced degrees are a Master’s degree in Education and an MLS degree, both from East Carolina University.

Linda worked for 24 years in Halifax County teaching history, computers, and competency lab skills in middle and high school. She then moved to the Nash-Rocky Mount School System where she worked as a media coordinator in a middle school for the last 16 years of her career. Thus, Linda has 40 years experience as a classroom teach and media coordinator. Linda has been recently taking some time to travel, to complete some projects at home, and to enjoy being with her family before deciding further directions. She has one son who lives in Rocky Mount, and is hoping to add a daughter-in-law and her son to the family in the near future. Linda also has a god daughter, (more like a daughter), who lives in Delaware, and visits often. The final member of Linda’s family is a 15 year old Jack Russell Terrier named Dexter.

Linda has been a BPW member since 1978, having served on almost every committee on the local level, and has held each office, including President (3 terms), V.P., Secretary, Treasurer (10+ terms), Newspaper Editor (5+ terms), Finance Chair, Membership Chair, and Programs Chair. On the state level, Linda has served as Treasurer, (2 terms), Secretary (2 terms), Board of Trustees member, and Foundation Board Member and Chair. She has been on the Foundation Board ever since it was reorganized several years ago.

Linda is currently serving as treasurer of the Nash County Chapter of the International Reading Council. She is also a member of the National Teachers’ Association and its state and local organizations, serving as local school representative for many years.

Linda names organizational ability as her greatest skill, and dependability as her greatest strength. She states that since BPW/NC is foremost an organization of women helping women through its educational programs, its legislative platform, and its Foundation, she believes that we need to strengthen our membership, expand our outreach, and make ourselves heard as an important voice for women. She believes that we should continue to fight for women’s rights, especially in this current climate, where these rights are being threatened.
**Candidate for Secretary - Carol Ambrose**

Carol is a Charlotte, North Carolina native, who attended public schools, and graduated from Western Carolina University with a BA degree in Art. Her post graduate studies abroad, in studio and Art History through University of Georgia took place in Cortona, Italy.

Carol taught art in Charlotte Mecklenburg Schools and Central Piedmont Community College. She worked at foundries in mid management, casting sculpture in several states throughout the United States. She returned to Charlotte, and began a career in the museum field, working at Discovery Place, the Nature Museum, and in the Mint Museum, in the museums’ Design and Installation Department.

Carol entered the Real Estate field in 1991, and had 19 years experience at Dick Carter Realty and Keller Williams Realty, before retiring in August, 2010.

Carol joined Metropolitan BPW in 1991 to help develop the left side of the brain. During membership in Metropolitan BPW, she has served in numerous officer roles, including Secretary, Treasurer, and President. Her work on BPW committee chairs on the local level include Foundation, Scholarship, and Newsletter Editor. Currently, she is serving as Immediate Past President, Webmaster, and PR/Marketing Chair for the local club.

Carol’s BPW/NC positions have included BPW/USA Foundation, Tar Heel Woman Editor, and currently PR/Marketing Chair.

**Candidate for Treasurer - Paisley D. Wessel**

Paisley grew up in a successful Massachusetts family, the only daughter of an attorney, and an educator. She graduated at age 21 from Fairfield University. Paisley is quite proud to have been a member of the first class of women accepted at the previously all male university. She has continued her education by earning advanced designations from The Wharton School of The University of Pennsylvania, Long Island University, and the College of Financial Planning.

Paisley has been married for over 27 years to a wonderful man, Mike Wessel, a native Marylander, who is a successful contractor. They have one son, Cory, who graduated from UNC-Chapel Hill. Paisley and her family enjoy spending time on The Outer Banks of North Carolina, where they like to walk, bike, swim, and fish.

Paisley has been advising clients for over twenty eight years. She has clients across the country. Having earned the Certified Financial Planner certification, Paisley approaches investing as the family physician approaches patient healthcare. She reviews the entire financial picture. She analyzes possible pitfalls, and prescribes appropriate investments. Paisley reviews the progress for changes in the economic environment or in investment goals. Paisley earned her Certification in Financial Planning at the College of Financial Planning, and also studied at Duke Non-Profit Management Continuing Education.

Paisley is currently Senior Vice President - Investment Officer at Wachovia Securities/Wells Fargo, where she has practiced since 1998. She previously worked for Prudential Securities from 1982-1998. Paisley’s Registrations and Certifications include Financial Advisor for Stocks, Bonds, Mutual Funds, Health, Life, and Annuity Insurance, Commodities, Foreign Currencies, Options, Mortgage Backed Securities, and Future Ethics Training. Paisley’s Designations include Senior Vice President-Investment Officer, Certified Financial Planner, Retirement Planning Advisor, Certified Investment Management Consultant, and Certified Investment Management Analyst.

Paisley’s BPW Federation experience includes local and state offices. On the local BPW club level, she has been Membership Chair, Chair of the Women’s Expo Committee, and has served as BPW Club President for two terms. On the BPW-NC State level, Paisley is currently Chair of the Finance Committee.

All of these women have been endorsed by their local BPW clubs, with the signature of their local Club President on their respective Candidate Agreement Forms.

The nomination for a candidate for State Nominations Chair has not been finalized at the time of this printing, and remains open. As always, nominations can be accepted from the State Convention floor, with the provision that all appropriate nomination forms must be completed, the potential candidate must have the local club endorsement, with a signature of the candidate’s local Club President on the Candidate Agreement Form. Any questions regarding forms can be directed to me, Linda Karolak.
Here's To Ruth - Thanks for all you did

Her list of distinguished honors and awards as listed in her obituary numbers 27, and the list is very amazing.

So now you see why we felt so compelled to pay a special tribute to this amazing woman and honor her by establishing this endowment fund. Her legacy will live on.

Metropolitan Business and Professional Women is proud to announce that we have completed our funding of the Ruth Moss Easterling Endowment Fund at the UNC Charlotte Foundation. It was very important to us to provide a significant acknowledgment of the contributions that Ruth made for the betterment of the lives of women and children not only in Charlotte, but throughout our country. Ruth was the founder of Metropolitan BPW and was known to several of us over the years. For those of you who are not familiar with Ruth’s history, you are in for a treat. Her legacy is impressive---so here we go. Portions of this information were obtained from a timeline prepared by UNC/TV and her obituary presented by her family.

- December 26, 1910 Ruth was born. Grew up in mill towns Gaffney, Blacksburg, Chesney, and Shelby.
- 1929 Graduated high school in Blacksburg.
- 1932 Graduated from Limestone College in less than 4 years by going to summer school to save money. Went to work in cost accounting department at Dover Mill in Shelby, where she made $50 per week. She took a business course at night while working there.
- 1937 Business and Professional Women first endorses Equal Rights Amendment
- 1939 Married Claude B. Easterling of Mississippi. He worked for Sears, and was transferred frequently. They eventually settled back in Mississippi, where he took over the family business. Ruth continued to work outside the home.
- 1946 Divorced. Ruth was left with no property from the marriage, leading to her strong convictions about equitable distribution of marital property.
- 1947 Started working at Radiator Specialty in Charlotte. She continued to work there even after she went to the General Assembly.
- 1948 Joined the local Charlotte Business and Professional Women’s Club.
- 1954 Was named Charlotte Secretary of the Year. Was one of the first two women to pass the Certified Professional Secretary exam the year before.
- 1962-1963 Became president of the NC Federation of Business and Professional Women’s Clubs, Incorporated. Called on Governor Sanford to establish Commission on Status of Women. The establishment of “Status of Women” commissions in the US in 1963 was due largely to BPW efforts.
- 1964 Charlotte Woman of the Year. Also was awarded the Order of the Long Leaf Pine by Governor Terry Sanford. The Order of the Long Leaf Pine is among the most prestigious awards presented by the Governor of NC.
- 1964 Ruth saw the need for a lunch meeting group of Business and Professional Women, and was the leader in establishing the Metropolitan Business and Professional Women organization.
- 1970 Became president of BPW/USA, the national organization
- 1972 Attended meeting about the formation of the Women’s Political Caucus and was active in its formation. She served four years as Chair of the Legislative Women’s Caucus of the ANC General Assembly as well as four years as Chair of the Mecklenburg Delegation to the General Assembly.
- 1972 Appointed to City Council. US Senate passes ERA that same week.
- 1973 Ran for re-election to City Council and lost primary in October
- 1974 Ran for the NC House of Representatives and lost.
- 1976 Elected to NC House of Representatives where she served for 13 terms (26 years). There were 23 women in the House when she got there. Ruth said she would run until NC passes the ERA, or until she is 91 years old. She worked mainly on women’s and children’s issues and the state budget.
- 1980 Woman of the Year form the NC Federation of Business and Professional Women’s Clubs, Incorporated.
- 1993 Ruth speaks on the House floor for 1 ½ hours at 2 AM to defend Smart Start against GOP attacks. She sponsored the Smart Start Bill.
- 1995 Ruth moves to the back row in seniority in the House because of GOP majority. She and Joe Hackney push through bills reforming divorce laws.
- 1998 Democrats regain the House. Ruth moves back to the front row in the House.
- 1999 Ruth is appointed co-chair of the Appropriations Committee for NC, probably the most prestigious position in the House. She is the first woman to hold that position. She was ranked seventh most effective member of the House—the highest since the rankings began 25 years earlier.
- 2000 Ruth runs for re-election the last time.
- 2002 Ruth retires from the NC House. True to her word, she was 92 at the time. There were 31 women when she left.
- 2003 Ruth is diagnosed with breast cancer and has a mastectomy.
- November 1, 2006 Ruth died, leaving a legacy of serving others. She worked to improve financial rights of women and children upon separation and divorce, worked to improve education and payment of child care workers and staff/child ratios in homes and centers.

So now you see why we felt so compelled to pay a special tribute to this amazing woman and honor her by establishing this endowment fund. Her legacy will live on.
By the time the next issue of the Tar Heel Woman is published, the deadlines for Awards will have passed. Do not miss your opportunity to be in the spotlight at State Convention this year!

The State Federation Membership Award is earned by sponsoring just two new members. Have you? Then get that form from Gail Harper, your State Membership Chair, so you can send it to me by the deadline of May 31st.

The Equal Pay Creative Communications Award is a great way to highlight the hard work your Club has put into your Equal Pay Day observance. How are you getting the word out? Share your ideas and let us celebrate with you in June.

The Marlene Plyler Membership Award is awarded to the Club with the largest percentage increase in Membership. Now is the time to welcome those new members who have been thinking about joining your Club.

The Pat Nixon-Bettye Powell Award is awarded to the Club with 100% retention of members. Have you had a wonderful BPW year, participating in lots of thought-provoking and energetic programming? Are you planning on renewing your membership so your Club can bring home this auspicious honor? Get those renewals in soon!

Remember: the forms you need are on the BPW/NC website www.bpw-nc.org. If you have any questions about how to submit an Award entry, or when the entry is due...anything...send me an email at caryl@sinfield.us and I will be more than happy to point you in the right direction. I want lots of company on that dais at State Convention this year!

Elva Graham
Career Woman of the Year Chair

News Flash: Spring has Sprung! The birds and crickets are chirping, the flowers are blooming, the trees are budding, and the bees and butterflies are out in full force. With this burst of color comes on the “buzzing” about and preparation for the upcoming events for State BPW.

One of those events is the State Career Woman of the Year event. As mentioned in a previous article, there have been some exciting changes to the Career Woman of the Year program. The first major change is the deadline to get those forms in the mail; it is now August 1st. The forms can be found on the website at www.bpw-nc.org under the “Members-Only” tab, remember you must be logged in to access.

The second major change involves the presentation of the award. The award presentation will take place at the Fall WEE event, usually held in October. We are asking each club to have the Career Woman of the Year representative attend the Fall WEE event.

Continue to look for other changes that may be taking place in the future. It’s time to get to work clubs, if you haven’t selected a Career Woman of the Year, there is still time. And remember, It’s All About You...Believe in Your Own Greatness!

Susan Benton Wilson
Governance Chair

In addition to it being tax time, it’s also Bylaws time. In addition to this edition of the Tar Heel Woman, we will be publishing a special edition of the Tar Heel Woman on the BPW/NC Website where you will find the proposed Bylaws amendments for 2011-2012. These proposed amendments will be presented at the state convention in June for approval by the convention body. As you will see, there are many items that have been changed. Most of them are more cosmetic than substantive. Many are grammatical, making formatting consistent, or making references consistent throughout the document. More significant ones have been highlighted. Please take a few minutes and read over these proposed amendments before you come to state convention so you will be better prepared and we can move through the approval process in an efficient manner.