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THE 'M' VOICE

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EASTERN NORTH CAROLINA'S MINORITY VOICE - SINCE 1987

WEEK OF FEBRUARY 20 - MARCH 3, 1995

Scenario of events leading to the complete state of disarray in the Greenville Police Department

The City of Greenville operates under a City Council/City-Manager form of Government. All individuals working for the City of Greenville, except the City Manager, the City Attorney, and the City Clerk, report under the City Manager. Neither the Mayor nor the City Council can hire, fire, or reprimand anyone working under the City Manager.

For many years now the Greenville Police Department has been suffering from very poor leadership, resulting in impartial, inconsistent, and polarizing practices. In 1990 and 1991, the moral among the Police Officers was so low that the Chief of Police and the City Manager decided to conduct an Internal Investigation. The investigation unveiled enough serious concerns, that the Greenville City Council, upon the recommendation of the City Manager, decided to commission a study by an outside private agency in order to determine the extent of the problems and to initiate corrective action.

This study was conducted in March 1991 by the Institute for Liability Management at the cost of \$25,000 and is commonly referred to as the Pat Gallagher Study because Mr. G. Patrick Gallagher, is the Director of the

agency who conducted the study. An in-depth review of this study in February 1995, reflected very little if any corrective action was taken by the G.P.D., the City Manager or anyone else to correct the discrepancies noted in the 1991 study.

While the study was initiated during the Administration of Chief Desmond, Chief Hinman was hired shortly after the study was completed. Chief Hinman basically came in and kept the same leadership which had been ineffective in prior years. He shuffled a few officers around within the organization, but these officers retained a leadership role within the organization.

With the support of Ron Kimble, Greenville City Manager, Chief Hinman established unwritten policies which significantly compounded the polarization among the police officers within G.P.D., e.g., The policy permitting police officers to drive their cars home (even outside the Greenville City limits); The policy of letting the policemen use their cars for private purposes, e.g., grocery shopping; The practice of permitting police officers to make cash pickups for depositing at local banks during duty hours with police cars, etc. (The policemen are paid by the private employers and the City of

Greenville for their services. There are no written procedures outlining these practices and no controls to facilitate monitoring the amount of time, during duty hours, that an officer is double dipping; the practice of permitting sexual harassment with little consequences, etc.

In October 1994, Lieutenant Angelo Fordham, G.P.D. approached the organizers of the Coalition Against Racism (C.A.R.) and complained that he was being harassed by G.P.D. in that his subordinates, peers, and superiors were directed to follow him and take notes as to his whereabouts. Lt. Fordham, a veteran of thirteen (13) years with the G.P.D. elected to file a complaint against his superior, Capt. Ennis, indicating he was being harassed because of the most recent strategy to investigate him. Lt. Fordham's complaint was dismissed as unfounded, yet the investigation of his whereabouts continued.

In early December 1995, Lt. Fordham was placed on Administrative Leave of Absence with pay. At that time, he was told that he was being investigated for three violations of city policies: A. Using a Greenville Police Car, assigned to him, for private purposes. B. Falsifying his time card (working on private duty while on duty). C. His police car having been seen at a female officer's residence during duty hours.

According to Lt. Fordham, Mr. Larry Graham, Mr. Ron Kimble and the Chief of Police, all have acknowledged to varying degrees, that some and/or all of these infractions are frequently committed by various police officers, e.g., Larry Graham admitted to Ed Carter, Rev. Jackson, and Mrs. Bennie Roundtree that the Chief acknowledges allowing policemen to use their cars to grocery shop while on their way home, the Chief and City Manager acknowledges the unwritten policy that permit policemen to work on private duty during regular police duty hours.

Lt. Fordham has indicated to "CAR" that the City of Greenville has no policy dictating the location of its higher ranking officers during their regular duty hours, other than if they have a meeting, or special requirement to be at a special job related function. Otherwise, ranking officers just need to be able to respond to callouts. There were no charges of Lt. Fordham not responding to his callouts.

In short every charge used by the Chief of Police to justify Lt. Fordham's dismissal were blatantly violated by his peers, subordinates and superiors. Although this information was provided to Asst. City Manager Davis, no comment. (Continued on page two)



PROVERBS 4:5 "WISDOM IS THE PRINCIPAL THING." Therefore get wisdom and with all thy getting get understanding." No one stressed this more than Mrs. Olga B. Myers, a retired high school english teacher. Accredited by her students as a positive role model.

Peace College to commemorate Women's History Month

RALEIGH—In commemoration of Women's History Month, Peace College along with the North Carolina Museum of History will offer the community Southern Women's Voices, a program providing both drama and dialogue to explore issues of special concern to women. The centerpiece of the program is the Cape Fear Regional Theater's production, *Dear Ms. Dare*, a celebration of women's words, which dramatically illustrates how North Carolina women throughout our history have used language to confirm their culture and their own lives.

Southern Women's Voices will honor both Black history and women. Early in the week of February 27-March 5, 1995, as both a finale to Black History Month and as preparation for *Dear Ms. Dare*, Peace is hosting two lectures. Dr. Cheryl Kirk-Duggan, theologian at Meredith College, will present a lecture titled "Spirituality Signi-

fied: Black Women Speak and Sing." Kirk-Duggan will focus on the spiritual expressions of Black women in both words and song. Dr. Lucinda MacKethan, noted scholar in Southern women's literature, will present "Finding Voice: The Experience of North Carolina Women." MacKethan will discuss how women, especially those in oppressive situations, have used language to affirm their identities.

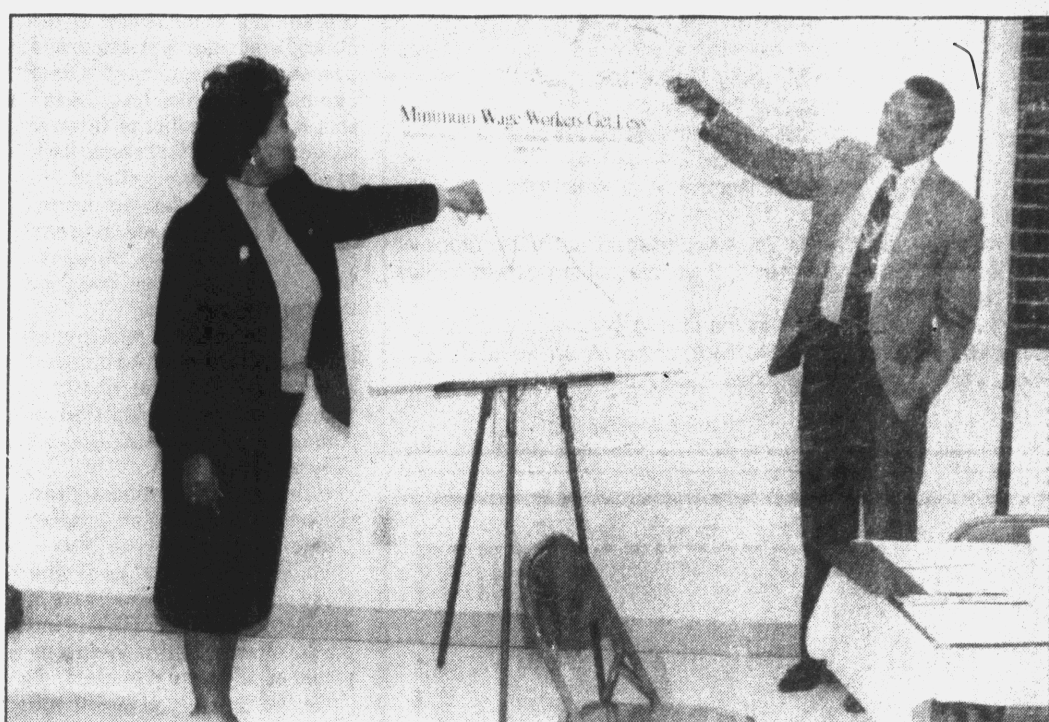
Dear Ms. Dare, originally written and produced for the 1992 conference *North Carolina Women Writers: Making the Difference*, celebrates women's words through excerpts from writings by a large number of North Carolina women writers. Compiled and directed by Bo Thorp, director of the Cape Fear Regional Theater, *Dear Ms. Dare* is a dramatic presentation of a broad panorama of human concerns from women's viewpoints. Critical social and cultural issues

such as love, friendship, family, religion, discrimination, abuse, and community are touched upon in this provocative performance.

The lectures/discussions and dramatic presentation in *Southern Women's Voices*, focus on the struggle of women to discover their own voices and to make those voices heard. *Southern Women's Voices* events will be held in the Kenan Recital Hall, Browne-McPherson Music Building, Peace College, 15 E. Peace St., Raleigh. The Browne-McPherson Music Building sits on the southwest corner of the Peace College campus at the intersection of Peace and Halifax Streets in downtown Raleigh. Parking is available on Halifax Street and in all campus lots.

Southern Women's Voices Schedule of Events:
Saturday, March 4, 1995, 8:00 p.m.

(Continued on page two)



MR. JOHNNY BARNES, CHIEF OF STAFF to the Congresswoman Clayton, is shown participating in a black leadership forum on economic development held at the York Memorial AME Zion Church.

Slave Mentality

By: Pastor Mark C. Olds
Covenant Gathering
Christian Church

In view of the recent republican triumph at the polls and their contract with America, a clear mandate has been pronounced, "Conservatism does not include African-Americans or God's definition of justice." Moses describes justice as God's nature, *"The Rock! His work is perfect, For all His ways are just; A God of faithfulness and without injustice, Righteous and upright is He."* [Deuteronomy 32:4 NASB] This definition is clearly absent from the conservative movement's agenda.

This is good for the African-American people, if they are willing to let go of the slave mentality. A slave-mentality is the acceptance of personal inferiority as the norm. The deliberate break from the slave-mentality is a call for the development of institutions by African-Americans which have a design to develop people and not organizations. Such an initiative calls for freedom from many designated leaders. Many African-American religious leaders operate from their own version of a slavemaster mentality in order to suppress and retain control of their constituencies, who are bound by a slave mentality.

There is a definite need in the African-American community to break the slave-mentality. Unfortunately, a slave-mentality is not easily broken. Many of these so called shepherds of local Christian assemblies are slave masters rather than shepherds. These spiritual plantation owners use their position to stifle the freedom to think by the members of their congregation. The only thoughts arising from the people are those which originate from the minds of these church plantation task masters.

Under the disguise of church family, the total social involvement or non-involvement is centered around the church's activities which are exclusively designed by its leader. There would be nothing wrong with this association, if there were provision for independence and empowerment of individuals. The flock's political thoughts or non-thoughts are likewise dominated by these misinformed, non-informed, greedy, or totally naive leaders.

A slave-mentality is not a myth, nor is it an excuse for a people's shortcomings. A slave-mentality does not open the floodgates of hatred and prejudice. Although painful, the person bound by the slave-mentality cannot function without a slave-master mentality to control his or her actions. This sensitive issue has been passed over for decades. A slave-mentality is an image created and re-enforced to keep people in submission to a particular dominant force. Some religious systems (whether a single independent congregation or a denominational body) are of-

ten guilty of robbing its membership of the freedom to make independent decisions. This control goes beyond spiritual oversight to total control of an individual or family. God gave men and women the freedom to make decisions. No matter how spiritual it may sound, no other man or woman has the right to exercise the removal or the deactivation of the decision making process or mechanism from another human being.

Oppression is the same whether it derives from a religious system or a political system. Jesus charged His disciples, *"Take heed, beware of the leaven of the Pharisees, and of the leaven of Herod."* [Mark 8:15 KJV] The end results of these two systems are the same when employed as tools of oppression. The people are spoiled of their potential and value by a slave-master figure. It is imperative that a clear statement is made here. No flesh is your enemy. However, Satan uses anyone he can. It does not matter to the devil if that individual is standing in the place of an angel of light.

No political approach alone can bring reformation. Justice cannot be fully comprehended until the spiritual eye of man has freedom. Under the inspiration of the Holy Ghost, the Apostle Paul penned: *Stand fast therefore in the liberty wherewith Christ hath made us free and be not entangled again with the yoke of bondage.* [Galatians 5:1 KJV]

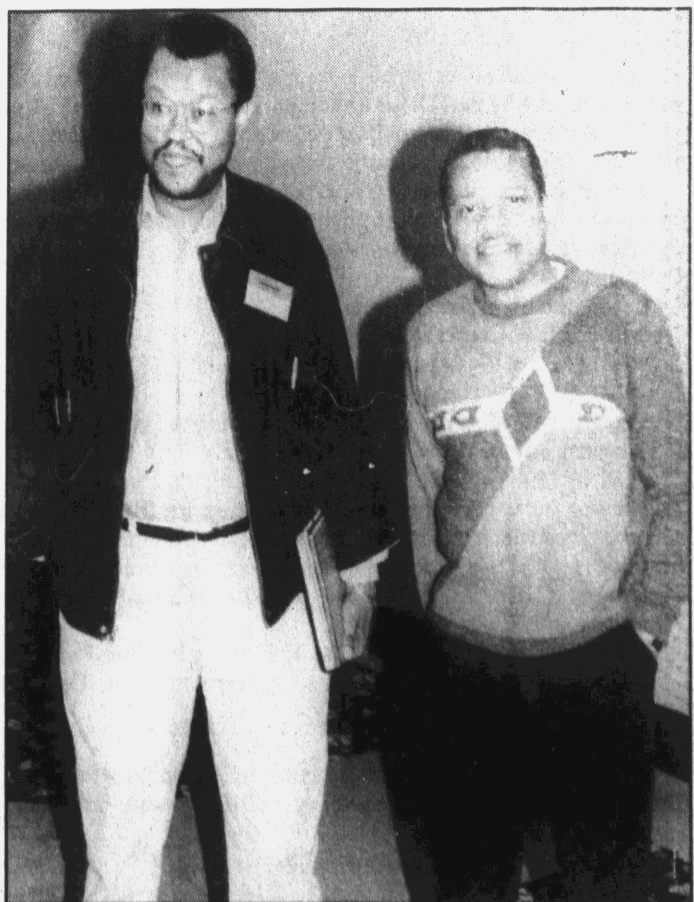
The slave-master and the slave-mentality both must be annihilated. This calls for the dismissal

of previous practices which are not based on truth.

Many so called leaders are not warring for the liberation of a people, but rather personal inclusion in the existing system to gather a personal share of the spoils. In other words, the oppressed long to be like the oppressor. The hunger which drives the slave in such an instance is the slave's pulsation to be the master.

Nothing retains dominance better than a slave-mentality. A slave may be defined as a human being who is owned as property and absolutely subject to the will of another; a person who is completely dominated by some influence or divested of all freedom and personal rights. Mentality may be defined as the mental capacity, power or activity; the mental attitude or outlook: state of mind. We set forth a slave-master mentality as the act of bringing another person under absolute subjection and ordering their mental attitude and activity. The slave-mentality is the acceptance of personal inferiority as the norm and thus accepting the domination by another.

The devil has astutely transformed himself as an angel of light to destroy multitudes through religious bondage and oppression. Evil men cannot comprehend that it is more profitable to love than to exploit. This factor is the governance practiced by so many religious leaders of color, and this is why this same segment of assumed leadership wars so hard against the truth regarding the slave-mentality. (Continued on page two)



ATTORNEYS CALVIN KING of New Bern and **Robert White** of Greenville are pictured taking a break at a recent seminar.

From Page 1

parable investigation and/or adverse action was taken to discipline other employees' violations in a fashion comparable to Lt. Angelo Fordham's.

Lt. Fordham was placed on Administrative Leave with pay in early December, without being afforded a copy of the specific charges against him. He was only given three very general charges. When asked of Mr. Kimble and Chief Hinman why he was not given a copy of the specific charges, they replied that the specific charges were kept in the investigative files and Fordham or no one else could have access to these files.

Lt. Fordham was asked to re-

signed two times and was placed on Administrative Leave for approximately one (1) month before he was given any specific charges responding his punishment.

There was no official explanation as to any of the following: 1. Why he was investigated by his subordinates, peers, superiors rather than internal affairs. 2. What prompted the investigation? (Was it a private matter which the police had no legal business in getting involved in?) 3. Why he was not timely informed of the specific nature of the complaint against him? 4. Why information he was asked to provide City Officials (which he provided to

Mr. Davis) was not used to conduct similar investigation on his fellow policemen? 5. Why was Lt. Fordham's credentials allowed to expire while on Administrative Leave when the Chief was personally informed of the problem? 6. Why other officers who were determined to be guilty of similar or worse violations were not treated as severely as Lt. Fordham, who had no adverse comments or evaluations in his personnel files prior to and subsequent to this incident? 7. Why is sexual harassment treated so lightly by the City Manager and Chief of Police when their favorite employees are the culprits?

8. Did the Management Consultant Group, hired to do the initial and follow up review of the Police Department's practices and procedures, recommend Chief Hinman as our chief. If so, doesn't this create a conflict of interest situation to have them come back to conduct a follow up study?

9. Why not immediately discontinue the practice of allowing city employees to take city owned vehicles home or to use them for their private purposes?

10. Why was an additional charge of insubordination initiated against Lt. Fordham nearly a month after him being placed on Administrative Leave of Absence? Why was he charged with being insubordinate with a person of the same rank, another Lieutenant?

11. Why not place the Police Chief on Administrative Leave of Absence until a thorough and impartial investigation has been completed on all internal matters?

We the members of "CAR" will not rest until these questions are answered and these gross inequities are resolved within city government. We are also asking that all decent, law abiding citizens of Greenville enjoin us in addressing these most serious concerns.

Advisor, Tallahassee Police Department; William G. Gay, director University City Science Center; Lou Relter, Deputy Chief (vet.) L.A. Police Department; Peter M. Walsh, Esq., Police Defense Counsel;

William S. Westfall, Assistant Director, Institute for Liability Management.

CAR has conducted an extensive investigation relative to the finding of the Institute for Liability Management in 1991 and the action taken to correct existing discrepancies. Needless to say, very little follow up/corrective action was taken to improve the operation of the Greenville Police Department.

Although Chief Hinman was hired shortly after the study was conducted, he has done very little, if anything, to correct the shortcomings found in the study. Secondly Chief Hinman has, for most part, elected to retain and/or promote the same police officers who were responsible for the discrepancies noted in the 1991 study:

Major Discrepancies Cited in 1991 Still exist in 1995 (yes/no)

1. "The message is that the organization has an unhealthy quality to it, that there are misconceptions faced by faulty or non-existent communications; that unfairness, discrimination, racial, friction, and sexual harassment are perceptions that upon examination and scrutiny can be sustained to varying degrees."

2. "The Department is a troubled department suffering from so many common ills that organizations are prone to suffer. But the extent of those common problems has been exacerbated by the individual management styles of its administrators which are as contrary and diverse as can be. It is inconceivable that the combination of management styles can only be categorized as dysfunctional to attainment of the appropriate mission statement, goals, and objectives of the department."

3. "Discipline in this Department has the most negative of evaluations if the surveys of the surveys of the officers are to be accepted! It is not respected because of the unevenness, perceived unfairness, and biases in its application."

4. "Employee concerns about discrimination in the police department are not a "black" issue. Such concerns exist among all employees. There is no evidence to show "disparate treatment" or "disparate impact" as a result of the current administration's employment practices."

5. "The frequent enough and continued occurrence of sexually harassing conduct by police employees creates could be considered an "intimidating, hostile, and offensive work environment."

6. Internal Affairs is run in a professional manner but its rule has not been clearly defined enough for its mandate to pursue all complaints concerning police personnel. The unevenness in complaint investigation must be eliminated, as must the current practice for assigning cars to various Investigators - other than the Internal Affairs Lieutenant.

7. The conduct of investigating into alleged wrong doing also has given the appearance of favoritism. Specific examples are the circumstances of the Internal Affairs Unit and the appointment of another supervisor who was the same race as the accused wrongdoer to handle the inquiry.

Listed above are just a few of the major discrepancies cited by the Institute for Liability Management which have gone unaddressed since 1991. Likewise many of the recommended corrective actions recommended have not been addressed by the City of Greenville. The Major, City Council, City Manager, and Police Chief have all taken action to spent \$10,000 to update this study (original cost was \$25,000) without having taken corrective action on the original study.

In closing an anonymous police

officer was quoted in 1991 saying the following: "This study is a waste of time. You will come in, do your study, and the results will be filed away in a drawer somewhere and in a few years when the lid blows off the Department again it will be pulled out and people will scratch their heads and wonder why nothing was done about it in 1991. Then they will commission another study and cycle will start again. You have your work cut out for you, and I wish you all the luck in the world. You are going to need it! How true it is!

In spite of the fact that these problems have existed for several years now and the Mayor, City Council, and Chief of Police refuse to acknowledge the seriousness of the problems in the Greenville Police Department and to take appropriate action to rectify those problems.

In view of the aforementioned CAR is now announcing the implementation of a Selective Buying Campaign designed to foster patronage of all business who pledge their support addressing the long-standing problems in City Government and the Greenville Police Department.

Copies of CAR's applications for the selector buying project will be made available through the "M" Voice Newspaper, WOOW Radio, the Daily Reflector, Scott's Cleaners (Old Fleetway cleaners), Eaton Service Center, Roundtree Restaurant, Phillipi Church of Christ, the NAACP Office, and the SCLC Office.

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310 Evans St. Mall, Greenville, NC 27835
919-757-0365/ Fax: 919-757-1793
WTOW P.O. Box 39, 902 Hackney Ave. Washington NC

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Coalition Against Racism (CAR)

Coalition against Racism's (CAR'S) Concerns Relative to the policies, procedures, and practices of the Greenville Police Department

Realizing serious problems existed within the Greenville Police Department in 1991, Mayor Jenkins and the Greenville city Council consented to having an outside agency, institute for Liability management, to conduct a comprehensive study of the operation, Policies, Procedures, and Practices of the Greenville Police Department.

This study was conducted by G. Patrick Gallagher, Director, Institute for Liability Management; Sue Carter Collins, Esq. Police Legal

From Page 1

Peace College

Sunday, March 5, 1995, 2:00 p.m. and 8:00 p.m. Dramatic Presentation: *Dear Ms. Dare*

Admission to Dear Ms. Dare is free, but reservations are required. Telephone 9919) 508-2000 by March 2 to reserve seats.

Southern Women's Voices, a series of three programs commemorating Women's History Month, is sponsored by Peace College and the North Carolina Museum of History, Division of Archives and History, Department of Cultural Resources. Funding is provided by:

- * The Katharine Patterson Gibson and Ziba Andrew Gibson Memorial Fund, Peace College;
- * A grant from the North Carolina Humanities Council, a foundation, supported by federal tax funds and private gifts, whose purpose is to encourage and assist public education activities in the humanities for adults;
- * The North Carolina Museum of History, Division of Archives and History, Department of Cultural History

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Notice to Bidders

Sealed proposal will be received by the Housing Authority of the City of Greenville in the Office of Authority, 1103 Broad Street, Greenville, North Carolina 27835, up to 2:00 PM, local time on Wednesday, 22 March 1995, and immediately thereafter opened and read in the presence of attending bidders for the furnishing of all labor, materials and equipment entering into construction of "Bathroom Rehabilitation" upon the Owner's property in Greenville, North Carolina.

Complete plans, specifications and contract documents will be open in the office of HR Associates, P.A., 1200 Navaho Drive, Raleigh, North Carolina. Prime bidders who are qualified and who will make a bid will, upon deposit of the sum of \$100 with the Architect, receive documents in duplicate. The full deposit will be refunded to those qualified prime bidders who submit a bona fide prime proposal, providing bidding documents are returned in good condition to the Architect within five days after receipt of bids. Subcontractors, materialmen, etc., may obtain applicable documents for the cost of reproduction and mailing. Prime bidders may obtain additional copies on the same basis.

The Work consists providing bathroom rehabilitation work to include shoer plumbing trim replacement, ceramic tile repair, new sheet resilient flooring and new toilet accessories at Newtown.

All Bidders are herby notified that they must have proper license under the State laws governing their respective trades.

Each proposal shall be accompanied by a cash deposit or a certified check drawn on some bank or trust company insured by the FDIC in an amount equal to not less than 5% of the proposal; or in lieu thereof, a Bidder may offer a bid bond of 5% of the proposal, executed by a surety company licensed under the laws of North Carolina to make payment forthwith to the obligee upon said bond if the Bidder fails to execute the contract in accordance with the bid bond. Said deposit shall be retained by the Owner as liq2uidated damages in the event of failure by the successful bidder to execute the contract within 10 days after the award or to give satisfactory surety as required by law.

A Performance Bond shall be required for 100% of the contract amount. In lieu of a Performance and Payment Bond, the Owner will accept a cash escrow of 20% of the construction contract amount, or a Letter of Credit of 25% of the construction contract amount.

Payment will be made on the basis of 90% of monthly estives, and final payment made upon completion and acceptance of the work.

The Housing Authority of the City of Greenville requires that all bidders shall make every effort to involve minority-owned and women-owned businesses in an amount not less than 10% of the bid proposal. Attention is called to the fact that no less than the minimum salaries and wages as set forth in the U.S. Department of Labor Wage Decision NC 940022 shall be paid on this project.

Forms to be submitted:

- Form of Proposal
- Bid Bond
- Previous Participation Certificate
- Non-Collusive Affidavit
- Representations, Certifications and other Statements of Bidders

No bid may be withdrawn aafter the scheduled closing time for the receipt of bids for a period of sixty days. The Owner reserves the right to reject any or all bids, to waive informalities, and to award contracts in the best interest of the Owner.

James E. Barnhill
Executive Director

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From Page 1

Slave Mentality

tality and the slave-master mentality.

When justice is absent, the social condition and moral condition of any people or nation dips into deep depravity. Whenever people dismiss the doctrine of justice, immorality and perversion abound. All African-Americans have the right to be free from bondage regardless of how it was induced. God designed men with the intent of freedom from the beginning. In

this freedom provided by God, man will discover loyalty, discipline, commitment, community, strength, and worship. Freedom brings harmonious living and the practice of justice. Justice is a foundation stone for the African-American community.

African-Americans must have a leadership who are bent on destroying the slave-mentality and resisting the temptation to employ the slave-master mentality!

**READ
THE
'M' VOICE**



REV. MILTON SUTTON, local playwright, and songstress Carolyn Williams posed for the camera.

Tar Heel beef industry has potential for growth, Graham says

RESEARCH TRIANGLE PARK — North Carolina's beef industry holds potential for growth, largely because of the state's diverse agricultural landscape, state Agriculture Commissioner Jim Graham said Monday, Feb. 13.

"Pork and poultry farmers are looking to cattle to help them utilize their property more efficiently," Graham told the 44th N.C. Cattlemen's Conference. "The waste generated from hog and poultry farms is being turned into fertilizer in pastures. Farmers are turning the burden of waste into an asset, and beef cattle are a big part of that."

"The different industries are working together for the common good," Graham said. "It's good for farm profits and it's good for the environment. Production agriculture is compatible with protecting natural resources. That's what I mean by diversity."

Graham told the group that North Carolina is a pioneer in cattle production waste management.

"This state is at the forefront of taking away the burden of waste," Graham said. "That's because of the cooperation of the N.C. Department of Agriculture, N.C. State University and the farmers themselves."

A national advertising campaign to promote beef is also a big help the cattle industry, he said.

"It has paid big dividends for cattlemen across the country," Graham said. The United States stands to make gains in beef exports because of quality, he said.

"There's nothing better than a

good, juicy USDA choice steak," Graham said. "We've got the corner on that market. Other countries are now finding this out."

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Greenville Utilities

What To Do In An Electrical Emergency

Electrical emergencies don't occur often in Greenville-Pitt County, but if severe weather causes power outages, it's best to be prepared ahead of time. These tips from Greenville Utilities can help ensure your safety:

- Never try to move downed power lines or trees or any other obstacles in contact with power lines. If you see a downed power line, flashes of light, or any other signs of trouble, call GUC immediately at 752-7166 during business hours or 752-5627 after hours. Our crews will work around the clock to restore your power as quickly as possible.
- If the power goes out, it's wise to unplug major appliances.
- Keep an emergency kit with flashlight (and batteries), candles, matches, battery-powered radio, manual can opener and a wind-up clock.

Maggie Walker opened more than the St. Luke's Bank.



She opened doors.

Maggie Walker founded the St. Luke Penny Savings Bank in 1907, both to serve the financial needs of her Richmond, Virginia community and to create jobs for other black women. She saw a need, found a solution,

and then made banking history—as well as black history—by becoming the first woman president of an American bank.

Wachovia salutes Mrs. Walker, and the enterprising spirit that inspired her.

WACHOVIA

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MINORITY BUSINESS ENTERPRISES

MARK YOUR CALENDAR

FOR THE

MBE Rally & Legislative Briefing

North Raleigh Hilton
March 8, 1995 10:00am - 3:00pm

\$15 per person, includes lunch
Send check and registration form to:
NCAMB PO Box 25358 Durham, NC 27702
or Call (919) 683-2456

Minority Business Entrepreneur, it is of the utmost importance that you join us for the MBE Rally and Legislative Briefing!!! The purpose of the Rally is threefold:

- 1) To share information with you regarding the status of legislation in North Carolina that will impact MBE programs.
- 2) To solicit your assistance in supporting recommendations that will help strengthen MBE programs, and
- 3) To let our representatives in the General Assembly and the Governor, know that we support efforts to increase MBE utilization in public sector contracting.

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Minority Business Development Centers NC M/WBE Coordinators Network
Metrolina Minority Contractors Association NC Institute of Minority Economic Development
Carolinas Association of Black Women Entrepreneurs

REGISTRATION FORM

NAME _____
COMPANY _____
ADDRESS _____
TELEPHONE _____ FAX _____
PRODUCT SERVICE _____

NAMES OF PERSONS ATTENDING

Enclosed is Check # _____ for _____ Registration

Church Calendar

Faye White
Associate Editor

If your church is having a special event that you would like to have included in this column, please submit it to Faye White, "M" Voice Church Calendar, at least two weeks prior to the event.

York Memorial AME Zion Church, 201 Tyson Street, Greenville.

Deaconess Board will sponsor Reverend sister Rosie O'Neal and the Koinonia

Christian Center's Choir & Congregation at 4:00 pm, Sunday, March 5.

Clemons Grove Holiness Church, Stokes,

Young Adult Choir will present Reverend Avery Barnes and his choir from Plymouth, NC at 7:30 pm, Friday, March 3 for their Pre-Anniversary, and then, at 4:00 pm on Sunday, March 5, they will celebrate the Anniversary of the Year.

Victory & Dominion Fellowship Center, Route 4, Box 87, Snow Hill, NC

will present "David's Mighty Men's Conference", Saturday, March 11. For more information, call (919) 747-5719.

York Memorial AME Zion Church will soon be celebrating Women's Day (April 2). Women's Day is a fund raising event. This year the funds will be used for the up-building of the Church. The "Little Women" (16 and under) of the church are hoping to raise \$2,000. With your help our dreams can become a reality. Mail your contributions to Ms. Floretta Graham H-2 Luci Drive, Greenville, NC 27858.

Koinonia Christian Center will have its monthly baptism on Saturday, March 4, 1995 beginning at 12:00 noon. We are located off 5th Street, on the corner of Hudson & Ward Street. If you are a local church that does not have a baptismal pool and would like to join us in our baptism services, please call the church at 752-1898.

A welcome is extended to the public to each of these activities.



"STRENGTH AND HONOR ARE HER CLOTHING; and she shall rejoice in time to come." "Her children arise up, and call her blessed..." Proverbs 31: 25, 28.

Four generations of descendants from Mrs. Carrie Lee Brown gathered at her home in Greenville to celebrate her 87th birthday. Mrs. Brown was showered with gifts of love by family and friends.

Did You Know?

by Okeora Keoba
Storyteller-Folklorist
Cultural Consultant

Did you know...

... That recently in Tampa, Florida, Governor Lauston Chiles signed into law a measure requiring public schools to teach Black History. The law says students MUST be taught about slavery, the passage of blacks of America, the abolition movement and the contributions of Blacks to American society. At the signing Chiles said, "the history of African-Americans must not be minimized

or trivialized. Knowledge is the antidote to the poison of prejudice."

... That Dr. Samuel Woodrow Williams was a mentor for Dr. Martin L. King, Jr. He was born February 20, 1912 in Chicot County, Arkansas.

... That Carter G. Woodson is known as the "Father of Black History Month." That he started this as a week-long celebration in the early 1920's to commemorate the birthday of Frederick Douglass, a former slave, who escaped to freedom and became a great abolitionist and orator.

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School Worker's rehiring confirms the Power of Organization

By: Don Cavellini

Winterville, NC - Pitt County school workers did not look to an individual "leader" to get Sereta Moye's dietary hours back. They relied on the solidarity and perseverance of the Pitt County School Workers Association and their alliance with the Coalition Against Racism and the Black Workers for Justice. As of February 9, 1995, Ms. Moye was reinstated with full back pay and 22 1/2 (not 7 1/2) hours of dietary work.

Although Sereta had continued to driver her school bus since being denied her additional 7 1/2 hours at the A. G. Cox Middle School on January 5, 1995, she no longer qualified for even Part-time benefits (sick/vacation time, and especially, health insurance for her four children).

She was also granted her long-sought-after transfer away from the harassment of her former supervisor.

At her evaluation hearing on December 16, 1994, she was brilliantly supported by Jim Grant of BWFJ and Greenville City Councilwoman Mildred Council. On January 5, 1995, long after the deadline to notify her, Sereta was suspended without pay. This was only the first of many violations of due process by Pitt County School Administrators. They later denied her a second level grievance hear-

ing with the superintendent.

CAR has been marching against racism and for workers right in Greenville and Pitt County since min-January 1995. The PCSWA is one of the organizations in CAR and its President, Bill Worthington, and advisor, Anganya Laughinghouse of BWFJ and Durham City Workers Local 1194, AFSC-E helped start CAR.

The marchers and others organizing against injustice pressured, not only Greenville Police Department officials, but also two African American School board members to meet with CAR and PCSWA. This resulted in the hearing with School Superintendent Sosne's designee and Sereta Moye's subsequent reinstatement.

By holding their elected representatives accountable and building organization, the PCSWA succeeded without relying on the "favor brokers" who seem to dominate "closed door deals" to settle similar disputes. Many Pitt County leaders depend on "favors" provided by business and government officials (most of whom are white and have easy access to money). These "favors" come at a price... the failure to change a system that continues to perpetrate racism, sexual harassment and oppression

of workers. As long as individuals (who may have achieved their prominence during the height of the Civil Rights movement) rely on "brokering favors" and "cutting deals", the people will have the power.

Even if the aggrieved worker gets their job back, the administrators/supervisors continue to exploit and harass workers because the institution and its structure has not changed. The "favor brokers" have only as much "power" as their sponsors allow; therefore, the Police Department or the Pitt County Schools will change only when forced to by workers and community united.

The PCSWA, the BWFJ and the NC Public Service Workers Network co-sponsored Workers Leadership Training on Saturday, February 25, 1995. Ms. Nathanette Mayo, Vice-President of Durham City Workers Local 1194, and Anganya Laughinghouse, International Organizer for AFSCME, helped workers from Goldsboro, Wilson, Winterville, and Greenville share their organizing experiences. They celebrated Sereta Moye's victory and planned for the strengthening of workers organizing throughout Eastern North Carolina.

Tar Heel beef industry has potential for growth

RESEARCH TRIANGLE PARK — North Carolina's beef industry holds potential for growth, largely because of the state's diverse agricultural landscape, state Agriculture Commissioner Jim Graham said Monday, Feb. 13.

"Pork and poultry farmers are looking to cattle to help them utilize their property more efficiently," Graham told the 44th N.C. Cattlemen's Conference. "The waste generated from hog and poultry farms is being turned into fertilizer in pastures. Farmers are turning the burden of waste into an asset, and beef cattle are a big part of that."

"The different industries are working together for the common good," Graham said. "It's good for farm profits and it's good for the environment. Production agriculture is compatible with protecting natural resources. That's what I mean by diversity." Graham told the group that North Carolina is a pioneer in cattle production waste management.

"This state is at the forefront of taking away the burden of waste," Graham said. "That's because of the cooperation of the N.C. Department of Agriculture, N.C. State University and the farmers themselves."

A national advertising campaign to promote beef is also a big help the cattle industry, he said.

"It has paid big dividends for cattlemen across the country," Graham said. The United States stands to make gains in beef exports because of quality, he said.

"There's nothing better than a good, juicy USDA choice steak," Graham said. "We've got the corner on that market. Other countries are now finding this out."

Hunt proclaims March as Mental Retardation Awareness Month

Governor James B. Hunt has proclaimed March as "Mental Retardation Awareness Month." Through this proclamation, issued to The Arc of North Carolina, the Governor is urging North Carolinians to learn more about mental retardation.

The Arc of North Carolina, with its 47 local chapters, has worked for over forty years to improve the welfare of individuals with mental retardation and other developmental disabilities.


For more information on The Arc of North Carolina or Mental Retardation Awareness Month, call 1-800-662-8706 or contact the chapter in your area.

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One	Two	Three	Four	Five or More	
2	2	2	1	1	2

QUIZ:

Dependents					
One	Two	Three	Four	Five or More	
2	2	2	1	1	

Residence					
With Parents	Rent Furnished	Rent Unfurnished	Own Mortgage	Own Clear	
1	2	3	4	5	

Years at Present Address					
Under 2 yrs.	2-4 yrs.	5-8 yrs.	9-14 yrs.	15 yrs. or more	
1	2	3	4	5	

Gross Monthly Income					
\$1,000-1,500	\$1,501-2,000	\$2,001-2,700	\$2,701-3,500	Over \$3,500	
3	4	5	6	7	

Years With Present Employer					
Under 2 yrs.	2-3 yrs.	4-6 yrs.	7-10 yrs.	Over 10 yrs.	
1	3	4	5	6	

Years With Previous Employer					
Under 1 yr.	1-3 yrs.	4-6 yrs.	7-10 yrs.	Over 10 yrs.	
0	1	2	4	5	

% Monthly Income Remaining (After monthly obligations)					
Less than 10%	10% to 24%	25% to 32%	33% to 49%	Over 50%	
1	2	3	4	5	

Bonus Points (Circle all that apply)					
Checking Acct. with UCB	Savings Acct. with UCB	Loan at UCB	Loan at another bank		
1	1	2	1		

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BLACK HISTORY MONTH observances have been held throughout the month of February. Activities have been diversified, reflecting the differences in yesteryear and today. Shown here are worshipers of the Mt. Calvary Free Will Baptist Church in Greenville as they celebrated "Unity Day" recently with a theme: "Uniting to Focus on the Black Male Image". As is evident by these jubilant faces, the event was a joyous one. Dressed in authentic African regalia, these nubian kings and queens really strutted their stuff. Pastor Elmer Jackson (top left) looks on approvingly as the spirit of "that ole time religion" prevails

Photos by Jim Rouse

From The Desk of Beatrice Maye

Michael Jordan tops list of highest paid athletes for third straight year - \$30.01 million, 1995. Forbes magazine reported in its December 1994 issue.

Dr. Dorothy Yancey named first woman president of Johnson C. Smith University.

Bessie Coleman, the first Black woman pilot, is featured in the U.S. Postal Service's 1995 Black Heritage commemorative Stamp Series.

The Rev. Dr. Henry J. Lyons takes helm as president of the National Baptist Convention, USA, Inc.

Dr. John Hope Franklin, the country's most esteemed historian, Duke University professor emeritus, speaks out on the ways race still shapes the lives of Blacks and whites.

Dr. W. E. B. DuBois - The University of Massachusetts in Amherst named its library in honor of the great sociologist W. E. B. DuBois. DuBois was the first Black awarded a doctorate from Harvard University.

Sojourner Truth, civil war heroine and abolitionist, who never learned to read or write, but for 40 years she was one of the most famous lecturers in America on the subject of slavery and women's rights.

George Francis Garrett - Mayor Nancy Jenkins proclaimed Saturday, October 15, 1994, "George Francis Garrett Day", honoring his 90th birthday. He was an activist and humanitarian.

Gwendolyn Brooks, poet laureate, received the National Book Foundation's Medal for Distinguished Contribution to American Letters stated JET magazine, October 24, 1994.

Barbara Jordan, the Presidentially-appointed Chair of the Com-

mission on Immigration Reform, and former U. S. Congresswoman, embraces the label, and the challenge.

Dexter King is named CEO of the King Center in Atlanta, Georgia. He's the son of the late Dr. Martin Luther King, Jr. and Mrs. Coretta Scott King.

U.S. Supreme Court Justice Thurgood Marshall, a gleaming nine story federal office building recently was named in honor of U. S. Supreme Court Justice Thurgood Marshall in the nation's capital. Marshall's hard work shattered segregation in public schools.

Maya Angelou, poet, author, actress, the 79th recipient of the Spingarn Medal, instituted 1914 for achievement in their respective field.

Joseph McNeil, Franklin McCain, Billy Smith and Clarence Henderson, four North Carolina N. C. A. & T. State University students, sit down at an all-white lunch counter of P. W. Woolworth Co., February 1, 1960, in Greensboro, where they were refused service. The Smithsonian Institution in Washington, D.C. has the counter on display. Dr. Prezell R. Robinson resigns after 27 years as president of St. Augustine's College in Raleigh, 1994.

Worth Remembering

1. Chelsi Smith from Texas was crowned "Miss USA 1995, Friday, February 10, 1995.

2. The Philadelphia Eagles recently hired Ray Rhodes as its new head coach, making Rhodes the 3rd Black head coach in NFL history.

3. "It's amazing how quickly a pat on the back can lighten fatigue".

Arnot L. Sheppard

4. "If you were another person, would you like to have yourself as a friend?" James R. Brewer

5. What Love Is...

Helping the kid next door who doesn't have a father to fly a kite.

Being nice to a bore and listening patiently to a braggart because you know how it is to be lonely. Allowing your children to speak their mind and show their anger just as you do yourself. Herm Albright

6. Parents quickly learn that setting a good example for their children takes all the fun out of middle age. Henry Boye

7. Flattery is the art of telling people what they already suspect. Harold Emery

8. "If you are busy trying to make something of yourself, you don't have time to make less of somebody else". Ruth Brown, singer-actress

9. "The most important thing we can do for our children is educate them". Rachel Robinson, Founder, The Jackie Robinson Foundation

10. Myrlie Evers-Williams, the widow of slain civil rights leader Medgar Evers was named chairperson of the NAACP, Saturday, February 18, 1995, in New York.

11. Couples who opt for twin beds may get a better night's sleep.

12. Watch What You Drink...

Apple, grapefruit and orange juice - 115 calories per 8 ounces

Grape juice - 150 calories per 8 ounces

Cranberry cocktail - 140 calories per 8 ounces

Soda - 150 calories per 12 ounces

Instead of juice, substitute with water and a slice of lime or lemon, unsweetened iced tea, seltzer or soda water or just plain water, suggests Dr. John Buse, Ph.D., M.D., assistant professor of medicine and director of the Diabetes Clinic at the University of North Carolina at Chapel Hill. If you drink sodas, choose the low-calorie varieties.

13. Don't let germs hitch a ride. Wash your hands. Always use soap; rinsing is not enough. Wash your hands frequently throughout the day, including after changing your child's diaper, using the restroom, playing outside, playing with animals or shared toys, blowing your nose/sneezing, commuting via public transportation or using a public pay phone.

Pastors/Preachers "A pastor/preacher who will not try to practice what he preaches is not fit to listen to". God gives a gift to all His churches. The special gift is a pastor. The pastorate can be one of the most enjoyable, satisfying, and fulfilling of all vocations. Pastors have the privileges of teaching the Word, providing spiritual guidance, instruction, and comfort and having the joy of pointing people to Christ, and then helping them to mature spiritually. But the work of the pastor is not all sunshine and roses. He battles with the devil. If you have a pastor who is faithfully teaching the Word, and who practices what he preaches, thank the Lord for him. But don't stop there. He also needs your prayers and encouragement. Genuine expressions of appreciation can go a long way to assure our pastors that their efforts are no in vain. Let's ask the Lord to guard them against temptation and keep them from discouragement.

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Cotton industry vital to Tar Heel economy, Graham says

RALEIGH — Cotton is a vital fiber that plays a key role in helping North Carolina rank third in agricultural diversity, according to state Agriculture Commissioner Jim Graham.

In 1994, North Carolina farmers harvested some 820,000 bales of cotton, the most since 1928. The total value of cotton was \$137 million, up 42 percent from 1993.

"Cotton is more important than ever," Graham told the growers gathered at the annual Carolinas Cotton Growers Association Inc. "The word is out that North Carolina cotton is right at the top when it comes to cotton quality. And if the word continues to spread, we can look forward to cotton being an even larger player in this state's economy."

North Carolina now ranks ninth nationally in cotton production. Cotton is one of many important agricultural commodities which help to pump some \$42 billion annually into the state's economy.

"Cotton is an important source of income for farmers," Graham said. "That's why we worked hard to eradicate the boll weevil from North Carolina soil. The boll weevil is virtually gone and has been since 1986."

A few boll weevils were discovered in cotton fields last year, Graham said, but experts believe the weevils represented only minor spot infestations. The pests were likely brought back into North Carolina on used harvesting equipment. The infestation

were treated, and, "We are continuing to monitor the situation," Graham said.

"We have come a long way, but we can't let our guard down and rest on our laurels," Graham said. "We need to keep working to grow a better, more efficient crop and market what we grow."

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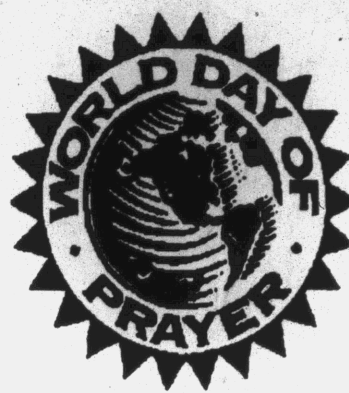
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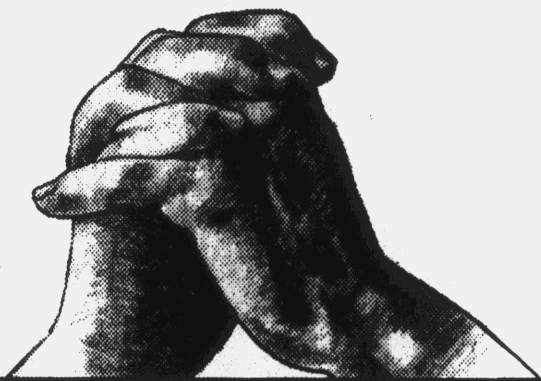
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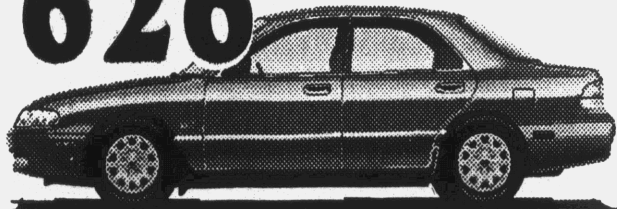
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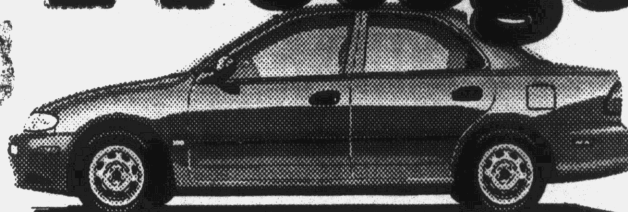
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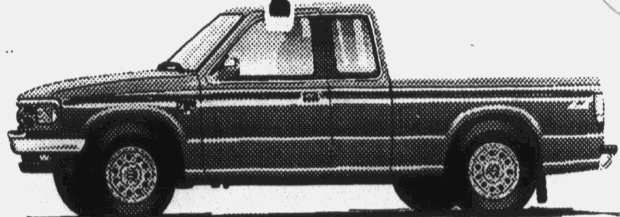
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Black Man... don't you know you are a threat

by Vetha Marie Coward

Black man...don't you know you are a threat,

I can see it in your walk,

LEATHER! LEATHER! LEATHER! LEATHER! LEAT

Detect it in your famous talk,
With your eyes alone you have
raised your family,
Sent signals to your offspring.

What's bad..What's wise...
What other man can move with
such beauty and grace?
Though you're burdened with
trouble...bad news up to here,
Yet there's that smile that says,
"Have no fear."
Jammed up in prisons,
Your freedom denied...
Well...
Nobody's ever kicked a dead dog
for his bark... not yet
When a man's on the move—no
longer a pet—life's a threat!

Black Man... don't you know you
are a threat.
You are a threat...Black Man
'Cause you're a survivor.. an
overcome..a believer.. a right-now
right-on man.
You're a spiritual man who
knows.. "I can"
Black man.. I Love You
Continue because being the man
you are.
'Cause you know
Black Man
You-Are-A-Threat.

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Black Man... don't you know you
are a threat,
The nine-to-five was not de-
signed for you.
You had to rise early to keep
your brood alive.
With your "short changed pay"
you gave your family all...
Fodd, clothing, creativity, too.
Sent money back home for
mama's bill that was due.
You can hide your hurt like none
other can.
You're a man.. you're a man...
you're man.
They change the rules to write
you out of history
To take your fame... your man-
hood... your name... your
family, and yet... you remain.
Remain of stature straight and
smooth.. with rhythm grand
A voice lie a band.. a saxophone..
a cello.. a bass fiddle,
A viola... a trumpet... an organ.

Black Man... don't you know you
are a threat
You give away what others don't
have to sell...
Your smile, the glint in your eye,
Your one word statements that
Cajole.. promise.. intrigue.. ag-
gravate..
taunt.. and tease.
And with your kind, your wave
length is fine
From your Father you got it all:
"Hey baby—luya—take it slow,
Like your style—not getting
fresh but just had to tell you
You're a gorgeous woman—I'm
proud of you—take it light— you
fine thing.
You've made my day.
Hey man, You're on the move
jsut standing still.

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