

“HAVING BEEN A WOMAN ALL OF MY
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THAN SUBJECTIVE IN WRITING ABOUT
WOMEN FOR THE INTRODUCTION
TO THE **2000 ANNUAL REPORT** OF THE
Z. SMITH REYNOLDS FOUNDATION
AND I FEEL ENTITLED TO BE SUB-
JECTIVE NOT ONLY AS A PERSONAL
REWARD, BUT BECAUSE I BELIEVE
THAT THE FOUNDATION — LONG A
LIBERATING FORCE FOR WOMEN —
WOULDN’T HAVE IT ANY OTHER WAY.”





WOMEN & LEADERSHIP
in NORTH CAROLINA

Z. SMITH REYNOLDS FOUNDATION
ANNUAL REPORT
2000

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Z. SMITH REYNOLDS FOUNDATION

MISSION

THE Z. SMITH REYNOLDS FOUNDATION WAS ESTABLISHED MORE THAN 65 YEARS AGO FOR THE BENEFIT OF THE PEOPLE OF NORTH CAROLINA. IN ITS CHARTER, THE FOUNDERS - DICK, MARY, AND NANCY REYNOLDS - SET FORTH THE FOUNDATION'S PURPOSE IN CLEAR AND SIMPLE LANGUAGE:

“THE OBJECT FOR WHICH THIS CORPORATION IS FORMED IS THE ACCOMPLISHMENT OF CHARITABLE WORKS IN THE STATE OF NORTH CAROLINA.”

No other general purpose foundation in the country as large as the Z. Smith Reynolds Foundation - its two trusts have approximately \$471 million in assets - has a legal mandate to make grants within a single state.

While the geographic boundary is firm, the Foundation's grantsmaking strives to be far-reaching. It often seeks to initiate rather than to react, to question rather than to accept, to challenge rather than to affirm.

In working to enhance the quality of life in North Carolina, the Foundation places a higher value on developing new programs than on sustaining well-established

ones, regardless of how worthy they may be. To accomplish its purpose, the Foundation currently gives special attention to certain focus areas - community economic development, the environment, precollegiate education, issues affecting minorities, and issues affecting women. Endowment and brick-and-mortar projects receive low priority from the Foundation.

Headquartered in Winston-Salem, where it was founded in 1936, the Z. Smith Reynolds Foundation accepts proposals for grants twice a year, by February 1 for consideration in May and by August 1 for consideration in November.



Zachary Smith Reynolds
1911-1932

LETTER FROM THE PRESIDENT

North Carolina is blessed with an abundance of strong, thoughtful leadership. Over the last several decades, the face of that leadership has changed, and North Carolina is better for it. As proof, one needs to look no further than this 2000 annual report. In the pages that follow, you will find profiles of women who have distinguished themselves in medicine, education, the arts, religion, politics, athletics, nonprofit administration, advocacy, the law, and other professions.

A friend reminded me that as recently as the mid 1960s, the law school he attended here in North Carolina had only four or five women and two African Americans enrolled. That was not uncommon. I expect friends in other professions could tell similar stories.

Yet, at the same time, we were making enough progress in opening doors and availing ourselves of the talents of women that Lady Bird Johnson would say in 1964 to the students of Texas Woman's University, "It is a good time to be a woman because your country, more than at any time in its history, is utilizing your abilities and intelligence."

But there were obvious limitations on that progress, and Marya Mannes summed them up in an article for *Life* magazine when she said, "Nobody objects to a woman being a good writer or sculptor or geneticist as long as she manages also to be a good wife, mother, good-looking, good-tempered, well-dressed, well-groomed, and unaggressive."

Several decades later, the prevailing view is different, but the change has not come easily. There are women and men - and more than a few organizations - all across the state who have the battle ribbons to prove that fact. And there is more that must be done.

When I wrote my letter last year, I did not know that we would be focusing on North Carolina women this year. However, I noted then that women's issues are a priority at the Foundation and observed, "Few things encourage me more than seeing the leadership roles being assumed and executed so effectively by women in our state. Women are playing major roles in higher education. They are holding an increasing number of local and statewide elected offices. In the private sector, more and more businesses have women at the helm or in leadership roles."

My sentiment is even stronger now as North Carolina has elected four women to the Council of State. Only five years ago, Elaine Marshall, our Secretary of State, became the first woman to be elected in a state-wide race.

But I admit that as I thought about the outstanding North Carolina women we would spotlight in this report, I felt something was missing and that if it were left out, we would have missed the mark.



I'm referring to the need to acknowledge the women who have been the backbone of the state, serving our communities and our families for years in countless ways with little appreciation, and even less recognition.

Consider, for instance, all the women across this state who have not only raised their own children, but have picked up the pieces from shattered lives and reared grandchildren, nieces and nephews, or simply "thrown-away" kids. Many of these women are stretching Social Security checks and tiny pensions and still working at age 70 and 75 to buy tennis shoes and jeans for children they have taken into their homes and into their hearts.

Think about the strong, upright women of another generation - many still among us and cherished by us - whose worlds largely were their homes, whose lives to a great degree revolved around their husbands and their children but whose love, support and steadfastness at the darkest times were keys to the success of those they held dear.

There are those women near the bottom of the economic ladder, earning meager wages, who are the mainstay of our healthcare system - nurse's assistants, attendants and others whom we entrust with our aging loved ones, and who give them loving care and keep them clean, and feed them, and encourage and comfort them when we are not there.

Then there are the women who have never attended a rally or a NOW meeting, but have given generously to many good causes, encouraged other women to seek elective office and supported them, written letters to legislators and made phone calls when issues related to women were before them, and advanced the cause of equal rights and opportunities for women in a thousand other ways.

This annual report is not meant to designate the Year 2000 as "the year of the woman," for we have no such intention. We view the empowerment of women as one of the many principles that shapes our everyday decisions at the Foundation. And we feel it appropriate to emphasize that principle by spotlighting the important accomplishments of many in this state whose voices would not have been heard not so long ago. We honor these women and thank them for their service to North Carolina.

Don't forget the millions of women who will never be singled out for individual recognition but who, in the truest sense, are also profiles in courage.

Remember them all. Honor them, too.

JOCK TATE
President
Z. Smith Reynolds Foundation

“WE VIEW THE EMPOWERMENT OF WOMEN AS ONE OF THE MANY PRINCIPLES THAT SHAPES OUR EVERYDAY DECISIONS AT THE FOUNDATION.”



ISSUES AFFECTING WOMEN HAVE BEEN ONE OF THE FIVE FOCUS CATEGORIES FOR OUR GRANTS-MAKING FOR THE PAST DECADE, AND TREMENDOUS PROGRESS HAS BEEN MADE, BECAUSE OF THE WORK BEING DONE BY THE ORGANIZATIONS WE HELP FUND.

It is an honor for me to give this report on the Z. Smith Reynolds Foundation to the people of North Carolina. On January 1, I became Executive Director of this Foundation, the fourth person to hold this position since the Foundation was established 65 years ago and only the second in the last 23 years.

These past few months have been among the most extraordinary of my life. Virtually all of my life has been spent in some way in public service, either as a judge, an administrative assistant to a congressman, a professor of law and government, or, more recently, as Director of the Administrative Office of the Courts. But during the days and nights since early January, as I have traveled countless miles and met with thousands of North Carolinians – some in groups and some one-on-one – I have come to realize more clearly what it means to be a North Carolinian.

Last year's annual report focused on that, and people from diverse backgrounds told what it meant to them to be a citizen of this state. They talked about our strength of character, our rugged pioneer spirit, our resiliency, tolerance, compassion, our commitment to shared values such as education, and our collective desire to conserve the incredible natural resources that are ours.

I sensed it before I took this job, but now I know the diversity of this great state. The face of North Carolina has changed significantly in my lifetime. *Brown v. Board of Education* was decided when I was four, and the public schools of my hometown, Greensboro, were integrated while I was attending them. Then, North Carolina was primarily black and white, except in a few counties where we had significant Native American populations, and our racial challenges were two-dimensional. That has changed dramatically. In the last decade, the Latino population has nearly quadrupled, and the number of Latino children in our schools has increased by 440 percent. Projections are that by 2050 the number of African Americans and Latinos together will exceed the number of Caucasians. These changes mean many of us have a great deal to learn about the people with whom we will be – and already are – sharing this state.

What about within the Foundation? People who know the Z. Smith Reynolds Foundation (and I've learned that while our name recognition may not be universal, many, many people know about the good works carried out by the organizations we help fund) have asked, "How is the Foundation going to change?"

That is a good question. With one exception, our entire program staff is new. Moreover, most of the former program staff members had been here for many years, and to many people they were the faces of the Z. Smith Reynolds Foundation. Today, at this Foundation – as in North Carolina – there are new faces.

Surely, some changes will occur in a thoughtful, measured way. I am reminded of something Alfred North Whitehead wrote: "The art of progress is to preserve order amid change and to preserve change amid order." Our mission, which prefaces this Annual Report, remains unchanged. The 12 members of our Board of Trustees play an active role in the life of this Foundation in terms of overall leadership in policy and grantsmaking. The constancy of our board provides continuity, even when staff is new.

It is safe to say that we will strive to continue the good work that has been done by the Foundation in the past. At the same time, because times change, we will look for ways to change with them. Change is what this Foundation is all about. Since 1936, it has made thousands of grants to help nonprofit organizations and agencies bring about change in public education, attitudes toward the environment, race relations, issues affecting women, criminal justice, issues affecting minorities, and in community economic development, to name a few.

In July, the Board of Trustees and staff will meet and, as it has done periodically over the years, review our history, assess our current status, and discuss together our future. I am certain that changes will come from that meeting. I am just as certain that the fundamental core values that have guided the Z. Smith Reynolds for two-thirds of a century will not change.

One of those values is to be inclusive and to recognize the contributions that any one of us in North Carolina, regardless of color, cultural background, gender, sexual orientation, or creed, can make to the collective good of this great state. As a judge, I saw time and time again the disastrous results of people feeling excluded or marginalized, for whatever reason. In my new role, I want to do what I can to encourage everyone to give other people every opportunity to be successful.

Issues affecting women have been one of the five focus categories for our grantsmaking for the past decade, and tremendous progress has been made because of the work being done by the organizations we help fund. "Progress is a nice word," Robert F. Kennedy said, "but change is its motivator and change has its enemies." Equality for women surely has had its "enemies," and change often has come far too slowly.

In the summer of 2000, the Foundation gathered nearly 100 women, ranging in age from 15 to 70, from across the state, and we posed the question, "Where Do North Carolina Women Stand?" We wanted to hear from this diverse group about the progress made by, and the obstacles still facing, the women in our state. One lesson remains clear: "Until women are not disproportionately affected by violence, poverty, and discrimination, they deserve and need resources and programs that will increase their quality of life." (Alicia Woodrick, Michigan Women's Fund Award winner).

In this Annual Report, we focus on contributions that North Carolina women make. The 30 women we have profiled are representative, selected to remind us of strong leadership in a wide range of areas. Young and old, rural and urban, they are role models for all of us. The ideals they embrace – commitment, dedication, courage, and, of course, perseverance – know no gender.

I am grateful to be a part of the Z. Smith Reynolds Foundation so that I can participate more actively in bringing about change in our state that will benefit all of our residents. One thing I know about this Foundation is that it realizes it can be effective only if it works with and through the hundreds of organizations it supports. Without those groups, our work would be minimal at best. Our Trustees and staff will continue to be collaborators and partners, always recognizing the sacrificial hard work being done by others in every community in our state. I am thankful for their dedication, excited about the opportunities that lie ahead, and hopeful that the Foundation can continue to be a positive change agent for the people of North Carolina.

THOMAS W. ROSS
Executive Director
Z. Smith Reynolds Foundation

“IF THERE’S A PROBLEM TO BE SOLVED, THERE’S A WOMAN WHO WILL TRY TO SOLVE IT.”



Having been a woman all of my life, I can't be anything other than subjective in writing about women for the introduction to the 2000 Annual Report of the Z. Smith Reynolds Foundation. And I feel entitled to be subjective not only as a personal reward for finishing a decade of objective research for a 400-page and extensively footnoted women's history of North Carolina's women (co-authored with Margaret Supplee Smith), but also because I believe that the Z. Smith Reynolds Foundation, long a liberating force for women, wouldn't have it any other way.

Readers of this report are not the kind who would expect me to preface my remarks with, "I hope I don't sound like a feminist, but..." I have the choice to say whatever I want to say in this introduction. I use this word "choice" as a word that belongs in a woman's vocabulary, and I will return to it later.

Profiled in the pages that follow are a small number of North Carolina's outstanding women, whose careers could hardly have been imagined at the end of the 19th century, before women could even vote. Among them are the first woman president of the NC Bar (Anne Reed Dunn), economic development leaders (Lou Adkins and Fannie Corbett), a Methodist bishop (Charlene Kammerer), and a Governor's wife with her own career (Mary Easley). Added to this impressive list are other women who made history in the year 2000 - three women elected to the Council of State: Beverly Perdue, Lt. Governor; Meg Scott Phipps, Secretary of Agriculture; Cherie Berry, Commissioner of Labor; and Elaine Marshall, re-elected as Secretary of State, who proudly calls attention to the fact that in 1996 she was the first woman elected to the Council. (Many women candidates are more selective about when they bring up the gender issue.)

Seven colleges and universities (four of them women's colleges) have women presidents: Gloria Scott (Bennett); Nannerl Keohane (Duke); Maureen Hartford (Meredith); Laura Carpenter Bingham (Peace); Marye Anne Fox (NC State); Julianne Still Thrift (Salem); and Patricia Sullivan (UNCG, the former Woman's College). Molly Broad heads the University of North Carolina system. Seven of the states' 57 community colleges have women presidents. In the General Assembly (legislators as well as lobbyists for constituents as diverse as hog farmers and daycare workers), courts, chambers of commerce, boards of education, city councils, and board rooms, some women hold powerful positions.

Academic women, in greatly increased numbers over the last 30 years, chair departments and publish, some with the help of stay-at-home dads (who usually get more acclaim than stay-at-home moms). Law firms are staffed with many women: partners, paralegals, and secretaries. Women soccer and basketball stars excite sports fans. The state arts council and the state humanities council are recognized nationally for their long-time leaders (Mary Regan and Alice Barkley, respectively).

North Carolina native Elizabeth Dole was a candidate for the 2000 GOP presidential nomination. And there is Wake Forest University's Maya Angelou to show us the courage to be phenomenal women. Younger generations are coming along at a much faster pace: Women students are in the majority in many colleges and universities, and women in law and medical schools are present in equally impressive numbers. College women considering the possibility of a life without a man by their side sing lustily, "I will survive."

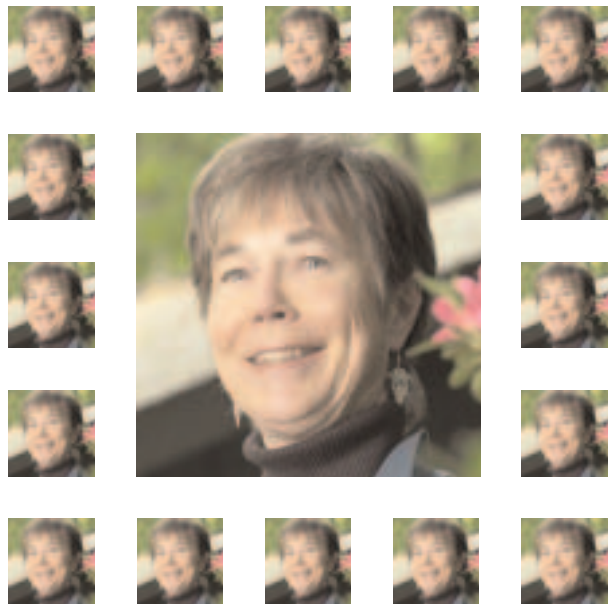
These highly visible changes were a long time coming. (Salem College, an institution for girls and women since the late 1700s, only now has its first woman president, and men who think women are "taking over" will not find evidence for their argument in the U.S. Congress, the N.C. General Assembly, or executive suites.)

The revolution for full and equal opportunities for women has not run its course, and if Gloria Steinem is right, it will take almost to the end of this century. Women still make less than men, are in the minority in high-paying jobs and in the majority in low-paying jobs, have the primary care for families (both children and aging parents) in addition to holding down a job, or two; and divorced, single, and lesbian women often feel they must work harder than other women to prove themselves leaders. Women preachers encounter hostility in their churches. Bad jokes about women are routine. New TV commercials next year will feature a successful man leaving the office early to hop a plane for a quick vacation, and a successful woman leaving the office early to go home to be with the family – evidence that admen live on Mars.

And there are other signs that are disturbing: epidemic numbers of women with lung cancer, single mothers and children without health care, domestic violence and child abuse. The glass ceiling isn't a symbol most women would recognize because they work on the concrete floor. And most profoundly disturbing, traditional women's professions – such as nursing and teaching – face critical shortages at a time when healthcare and education are said to be the most important essentials of life. Why? Because women with more choices choose other professions? Yes, in part. But what about women who love to teach but quit?

If you believe that women use their authority to help other women and use authority differently from men, you should ask the large numbers of women on school boards why they have permitted the resegregation of schools by race and class. Ask a question of mothers who are disrespectful to teachers. A question for all politicians who have jumped on the testing bandwagon. A question for all of us: What are we thinking of that we have watched teaching, the oldest profession for women (next to midwifery), become so undermined and unrewarded?

I don't know where you go for answers to difficult questions, but I turn to the arts and humanities.



A public school teacher in Atlanta, Margaret Edson, interviewed by a newspaper reporter about a new production of her Pulitzer prize play *Wit* with Emma Thompson, was quoted as saying that what she most appreciated about the production was that it was “quick.” It was a surprising and disappointing comment to come from an artist and teacher. “Quick,” I thought. As in Internet access? Was the woman in the play who loved Donne’s poetry and was dying of ovarian cancer “beaming” her doctor with her Palm Pilot? Say it isn’t so, Margaret.

And then I happened to see the same story again in another newspaper. Margaret Edson actually had said that what she loved about the production was that it was “quiet.”

The difference between “quick” and “quiet” is not lost on the women I admire most.

North Carolina women today feel the effects of the quickened pace of 21st century changes, many driven to “succeed” or “to make a living” or “to have it all.” The pace, driven by money, is often at odds with women’s traditional sense of moral purpose.

What we are missing, I believe, is a quieter, deeper understanding that might help us live with our choices, and more than that, resist the pressures to make the wrong choices.

What differences will women make in North Carolina in 2001? If you know your choice now, please make it. Otherwise, stay on the line.

EMILY HERRING WILSON

JOANN BURKHOLDER
MARINE BIOLOGIST RALEIGH

If anyone ever had the right to say, “I told you so,” it is Dr. JoAnn Burkholder, Professor of Aquatic Botany and Marine Sciences at North Carolina State University.



Burkholder discovered *pfiesteria*, the extremely toxic prehistoric alga – part plant and part animal – that was creating havoc in eastern North Carolina waters and causing massive fish kills. But when she told the world, powerful factions whose economic interests were threatened tried to destroy her credibility and career. Wounded, she survived and since has been honored repeatedly for standing firm.

“Several key people with integrity helped me to bring the *pfiesteria* issue forward,” she said, “chief among them the quiet belief in me from my father and mother. I acted as I did because I considered it my professional responsibility and because I felt morally that I had no other choice.”

After receiving the Ph.D. degree in botanical limnology from Michigan State University, Burkholder labored in her lab, quietly studying the nutritional ecology of algae, dinoflagellates and sea grasses, especially environmental factors that nourish and enhance algal blooms. Though Burkholder was tremendously talented, few outside the scientific community knew of her. That changed after massive fish kills in eastern North Carolina and after people exposed to those fish and waters developed distressing illnesses such as sores, stomach cramps, headaches, and memory loss.

This story sounds like science fiction; instead, it is scientific fact. Burkholder’s research turned up one of the world’s most vicious villains, *pfiesteria*, an alga that appears suddenly from the mud, destroys aquatic life, and then just as suddenly goes back to the bottom. Best evidence, perhaps, of the deadly nature of *pfiesteria* was the fact that both Burkholder and her research partner were attacked by the organism in the lab and became ill. Eight years later, she still has symptoms. Subsequently, other humans who came into contact with the organism became extremely ill with profound memory loss. Their immune systems may have been severely compromised.

Burkholder came under fire when her research indicated that *pfiesteria* was appearing in waters with high pollution levels – pollution that served as nutrients for the *pfiesteria* – and that waste from factory-style hog operations and poorly treated

human sewage was a primary source of that pollution.

First she was praised for discovering *pfiesteria*; then she was widely criticized when she revealed what caused its deadly attacks. An ABC television special titled *Cells from Hell* said, “The swine industry was outraged at the suggestion that it was in any way linked to water quality and fish kills. As one of the biggest and most powerful lobby groups in the state, it drew on all its considerable muscle to discredit and discourage JoAnn’s research... JoAnn plummeted from public hero to enemy of the state.”

State health and environmental officials, instead of heeding her warnings and becoming her ally, seemed more concerned about adverse effects of her discoveries on tourism and the state’s economy.

“The researchers began to be threatened... We received word...that our funding basically was being blacklisted by several different agencies locally,” said Burkholder. “It was almost impossible to conduct the research because

of extreme pressures from not just politicians and industry people but from certain scientists with compromised ethics...”

A grassroots rebellion against “Boss Hog’s” excesses diminished the industry’s power, and time and additional discoveries proved Burkholder right. But, in the meantime, her life was a professional nightmare.

Today, Burkholder has tremendous stature in the scientific community and has received numerous awards, including the

Scientific Freedom and Responsibility Award from the American Association for Advancement of Science. She was nominated by Public Employees for Environmental Responsibility (PEER). PEER Executive Director Jeff Ruch said, “JoAnn Burkholder’s struggle is emblematic of... public employees who, in the face of intense political pressure and at great peril to their careers, pursue scientific truth and maintain their integrity.”

“The flushing effect of recent hurricanes has given our state a welcome break from *pfiesteria*, but it will be back,” Burkholder said. “And now our state has early warning systems in place. Despite this progress, North Carolina is still struggling to make major changes that are critically needed to improve and protect our aquatic resources. Our state can meet that challenge, but it will take the concerted efforts and caring of many, many people to help ensure that we have healthy rivers and estuaries for our children who will inherit them,” she said.





KAY YOW

WOMEN'S BASKETBALL HALL OF FAME RALEIGH



Kay Yow said she has always felt like there was something missing from her college experience. She excelled as an all-state basketball player in high school, but when she graduated from East Carolina University in 1964, women's basketball was still five years away from becoming a varsity sport. Now, as one of the nation's premier coaches of women's basketball, she works tirelessly to ensure that no other woman has to go through college with something missing.

Yow, a Gibsonville native, was the first full-time coach for women's athletics at a North Carolina college, and she is one of the most admired and respected coaches in collegiate basketball.

At 58, Yow has been the head women's basketball coach at North Carolina State University for more than 25 years, winning more than 600 games, four ACC championships, and a spot in the Women's Basketball Hall of Fame.

She has earned two women's basketball Olympic Gold medals, as an assistant coach in 1984 and as a head coach in 1988. She also coached the national women's basketball team to a gold medal in both the first Goodwill Games and the World Championships in 1986.

"Kay is certainly one of the true pioneers in women's

athletics," North Carolina State athletics director Les Robinson said in an interview with the Greensboro News & Record. "All of the excitement and recognition that women's basketball players enjoy today, she can claim some of the credit for that. She deserves that credit."

But her journey hasn't been an easy one. When she started coaching, she had no role models, little money, and few fans. She worked hard to develop the program from its infancy into the nationally recognized program that it is today.



But a bigger battle lay ahead. In August of 1987, when she was at the peak of her career, she was diagnosed with breast cancer. After undergoing grueling examinations and treatments, she was again a winner - completely cancer free.

Her mother died of lymphoma in December of that same year, after six years of fighting the disease. Following her own battle with cancer and the loss of her mother, Yow struggled through the season.

She now uses her experiences on and off the court, conducting clinics and speaking for charitable organizations all over the country.

Yow is proud of the accomplishments women's basketball has made. Today women can play professionally as well as at the college level. Six of Yow's former athletes now play in the WNBA.

"I can't believe that we are where we are," Yow said in a Durham *Herald-Sun* interview.

"When I think back to high school, I never imagined basketball for women would be where it is today."

But the journey is far from over. Women's basketball and women's athletics in general still have a long way to go, and Yow continues to make an impact.

"The past is the past, and you can't change it," Yow told reporters. "But what we can do is learn from it and keep dealing with the present. We are where we are. We have to continue to work to make it better."

WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP



JANE PREYER

ENVIRONMENTAL DEFENDER CHAPEL HILL



Jane Preyer. Where do you start?

It's tempting to start with Wimbledon, where she competed four times as one of the world's top-ranked women tennis players. Or the win over tennis legend Evonne Goolagong that prompted her hometown newspaper, the Greensboro *Daily News*, to proclaim, "Ding Dong! Ding Dong! Jane beat Goolagong."

But how about the five consecutive ACC tennis championships that Duke won while she was the women's tennis team coach and being named ACC Coach of the Year three times? Maybe it's best to start with her present work as director of the North Carolina Office of Environmental Defense, where she started as an intern and became the only non-lawyer to direct the office.

It's hard to choose. But one thing is sure: Few women in North Carolina have had more interesting and diverse careers.

Jane Preyer graduated Phi Beta Kappa from the University of North Carolina at Chapel Hill and went straight to the professional women's tennis circuit, where she was ranked in the top 50 in the world. An elbow injury sidelined her after five successful years, and she returned to academia, where she earned the M.S. degree in sport studies. Then she accepted an invitation to coach at Duke and racked up several championships during her six-year tenure there.

In 1993, she returned to school, received the Masters of Public Administration degree from the University of North Carolina at Chapel Hill and joined the staff of Environmental Defense as an intern. In 1997, she became director, supervising a staff of 14.

Her interest in protecting the environment was not newfound. "From childhood days of fishing on North Carolina lakes and rivers with my Dad (Congressman Richardson Preyer), I developed a serious sense of stewardship," she is quoted as saying. Her late mother, Emily, and her brother, Rich, have been principal movers in the Nature Conservancy. Her father, who died earlier this year, was a founding member of Save Our State, a group of high-profile North Carolinians dedicated to sustainable economic development and protection of the environment.

Becoming director of Environmental Defense was following a family tradition, and it immediately put Preyer in the hot seat. Problems associated with factory-style hog farming in eastern North Carolina had reached crisis proportions, and she and the leaders of other environmental organizations rose to the challenge. Going toe-to-toe with the hog barons, launching an aggressive public relations campaign and pushing for legislative action resulted in a moratorium on new hog factories in North Carolina.

Preyer's modesty is endearing and instantly raises the comfort level of those with whom she collaborates. At the same time, her competitive spirit is evident - on the tennis court, in the battle for public opinion on environmental questions, and in the quest for clear-cut legal victories on air and water issues. On the court or in court, she is intent on winning.

W
BELINDA FOSTER
DISTRICT ATTORNEY REIDSVILLE

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Rockingham County District Attorney Belinda Foster frequently works until late night, takes work home with her, and then arrives at work by 7 o'clock the next morning. And when she arrives at her office, she is often greeted as she opens her car door by people with case-related questions.

"Sometimes I'm too tired to chew my food when I get home from work, but it comes with the territory," said Foster, who takes her unrelenting workload in stride.

She was appointed by Governor Jim Hunt and was sworn into office on February 1, 1993 - the first and only African-American woman to be a District Attorney in North Carolina. Before becoming District Attorney, Foster was an associate attorney with the law firm of Michaux and Michaux in Durham.

During her career as District Attorney, Foster has earned the reputation for being a tough prosecutor. "I make decisions based on the evidence and the law - I will not take a case to trial with insufficient evidence. I'm strong in that conviction, and it doesn't always make me popular with law enforcement," said Foster. "I know I'm the person who's responsible for upholding the law at the end of day, and I'm committed to working within the system."

But Foster also has a highly compassionate side, especially for victims' rights. She and her staff developed model victims' rights initiatives in Rockingham County, several years before some similar victims' rights laws were enacted in the late 1990s.

A key part of her victims' rights program is the victims' care package program. "Crime victims often go to the hospital and must surrender their clothes and other personal belongings as evidence," Foster said. "After seeing one elderly lady who was a rape victim being forced to leave the hospital in a paper gown on a cold night, we knew that something had to be done."

The Rockingham County District Attorney's office, working in conjunction with hospital officials, now provides victims' care packages containing new clothes, underwear, personal hygiene items, brochures for referral help and, for children, stuffed animals.

Foster strongly believes in staying in touch with the community she serves. "I ask that all of the staff in the District Attorney's office, myself included, serve in the District Court once or twice each month," she said. "It's one of the best ways to meet and know the people we serve."

Foster was born in nearby Yanceyville in Caswell County, and her mother still lives there. Foster draws her work ethic from her father, who died several years ago. Her father operated a large tobacco farm in Yanceyville, working hard to make a living. "Before my father died, he said to me, 'I always wanted to make a million dollars . . . maybe you will,'" Foster said.

Foster readily acknowledges that she probably won't make that million working as Rockingham County District Attorney, but that is all right with her. "Money does not motivate me. I like trying cases, giving victims a level of closure where we can," Foster said. "My job continues to be a challenge, and that's why I look forward to coming to work every morning."

She said that she may return to private practice some day to help put her on the path to making the million dollar mark. For now, she is devoted to an elective office in Rockingham County. "I believe that in politics everyone has a time," she said. "For now, it's Belinda Foster's time."



WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP



There was a time not too many years ago when nonprofit organizations were outsiders, often having to approach businesses, governments and individuals on bended knee for attention and money. But not anymore.

Julia Nile, Executive Director of Family Service of the Piedmont, did her share of begging but has a much different approach now. “Most leaders of nonprofits used to seek funding by saying, ‘We have big hearts and we do good things, please give us some money so that we can do our work,’” Nile said.

“Today, we say ‘Look at our results. Look at our successes. We’ve earned our revenue,’” she said. “We’re not beggars anymore.”

Born and reared in London, Nile met her husband-to-be, Terry, at the University of Sussex. Terry was hired as a chemistry professor at the University of North Carolina at Greensboro in 1970, and they moved to the United States. Nile then earned a masters degree in sociology from UNC-G and later taught sociology there.

“I became interested in domestic violence in the mid-1970s,” Nile said. “I learned to write grant applications and began nurturing early attempts at women’s shelters in Greensboro and High Point,” she said.

At that time, Nile said, groups that helped domestic violence victims were seen purely as “feminist organizations.” A Greensboro newspaper went as far as describing Nile as “a radical” for addressing domestic violence issues. Still, Nile pressed for acceptance and funding to support the fledgling domestic violence groups in Greensboro and High Point.

“Local governments at that time were very reluctant to get involved with domestic violence issues,” Nile said. “One Guilford County Commissioner said that asking the commissioners for funding was ‘like farmers asking them to tame their wild horses.’” Nile and her colleagues were persistent and eventually received funding from local gov-

ernments. United Way started funding the organization in 1981 through a program called “Turning Point.”

Nile said the group grew tremendously in size, stature and mission during the 1980s, changing its name to Family Service of the Piedmont to assist battered women, rape victims, and abused children. The once-separate Greensboro and High Point groups came together under the umbrella of the Family Service of the Piedmont.

With improved organization and better funding, Family Service of the Piedmont faced yet another obstacle: competition. “During the 1990s, we realized that we were competing with the private sector and that we would have to change the way we did business,” Nile said. “Like any good business, we wanted to be able to say, ‘Yes, we can’ to anyone who came walking through the door.”

To achieve this goal, Nile engineered a culture change at Family Service of the Piedmont. She and her colleagues created a climate for a customer-focused, goal-directed workplace. Nile streamlined operations, introduced computers and data management, redefined employee roles to maximize staff use, and aggressively pursued expanded revenue sources through Medicaid, insurance reimbursements and contracts.

The results: The number of clients served during the last five years increased 104 percent; the total budget increased 54 percent; the number of staff increased 28 percent; and income from fees increased 40 percent.

Nile’s role at Family Service of the Piedmont has changed. She’s not on the front lines as much any more.

“There weren’t many women role models in the world of domestic violence when I started my career. Mentoring is such a new generation thing,” she said. “Now that I’ve become more distanced from the day-to-day operations, I miss working directly with our clients, but I enjoy seeing the new generation do a better job than I did.”



BEVERLY PERDUE

NORTH CAROLINA LT. GOVERNOR RALEIGH



Former Prime Minister of England Margaret Thatcher once said, "In politics if you want anything said, ask a man. If you want anything done, ask a woman." As the state's first female lieutenant governor - the most powerful woman in the General Assembly - Beverly Perdue has things she wants to get done during her four-year term.

How did she become North Carolina's second-ranking elected official? Speaking to the General Assembly, she said, "Being the first woman lieutenant governor is a gift from the people of this state, and I treasure the historical relevance; but basically I got here the same way you all got here - just by hard work," she said.

Born in Grundy, Virginia, Perdue grew up the daughter of a coal miner (and later mine owner), learning the value of hard work and ingenuity. She received the undergraduate degree at the University of Kentucky and earned the graduate degree in education as well as the Ph.D. in health care administration from the University of Florida at Gainesville.

As a Craven County Democrat, Perdue was ranked one of the most effective members of the North Carolina General Assembly during her five terms in the Senate. She also served two distinguished terms in the state House of Representatives. Where does she get all her gumption and tenacity? It comes from living a full, diverse life as a wife and mother, a teacher, and a medical professional. She has subsequently used this unique amalgam of skills to fight for the concerns of North Carolina's families.



At her first session of the Senate as Lieutenant Governor, Perdue summed up the challenges that face us this way: "Our opportunities to grow are great, but our resources are limited. Tough decisions are needed for tough questions that lie ahead - tough decisions that require a united North Carolina and a united General Assembly."

At the top of Perdue's agenda is building better public schools. "We have the pieces before us; now we must put them together: reduced class size, hire exceptional teachers, and accountability," Perdue said. Along with this, Perdue is fighting to improve health care and make medications available to seniors. Finally, she recognizes the gap between urban and rural North Carolina and believes that changes must take place in order to benefit all North Carolinians equally.

Perdue has been praised for her efforts, receiving the North Carolina Association of Educators' President Award, North Carolina Nurses Association's Legislator of the Year Award, National Association of Local Boards of Health Legislator of the Year Award, North Carolina Community Colleges' Faculty Association Legislator of the Year Award, and North Carolina Council of Women's Jean H. Nelson Distinguished Woman of the Year Award.

As Perdue enters a new chapter of her political life, she said, "This Senate has . . . given me ten of the best years of my life. Now I return to this chamber, back with friends and family, to continue our work for the people of North Carolina."



MARY NEWSOM

WRITER & SMART GROWTH PROPONENT CHARLOTTE



Mary Newsom, associate editor, member of the editorial board, and columnist for *The Charlotte Observer* since June 1994, focuses much of her writing on urban planning and design, an interest that sprang from her extensive travels as a child and young adult.

An Arkansas native, she grew up in Florida, suburban Chicago, Atlanta, Florida again, then later Chapel Hill, Raleigh, Fayetteville, and Roanoke, before winding up in Charlotte, after some European jaunts, some 23 years ago.

A personal situation in large part led to her professional success: the isolation she felt as a new Charlotte mom – and her discovery of a communal bench in her neighborhood. The combination serendipitously created a passion in Newsom for people-friendly spaces.

“I was lonely,” Newsom wrote in a 1999 column about her post-partum sense of isolation. Lush, spacious suburbia with its air-conditioned mini-van errands left her craving contact with other humans, to the point of buttonholing strangers in the grocery store checkout line just to converse about day-to-day events, babies and bargains and what-to-do and who-to-be-with around the area. In a city-county region that has grown some 23 to 30 percent in the 1990s, those questions provided no easy answers.

On that neighborhood bench, she found some answers, but perhaps found even more questions. She wrote a column about that bench, which caught the eye of a prominent local urban planner, who went so far as to pin it to his office wall.

Newsom says that five years ago, the “growth beat” was not even on the radar.

“Everybody was reporting on the trees and not the forest. ...I just started writing about it, and it seemed to touch a nerve and fill a void,” she said.

Newsom is still touching that nerve and filling that void with her columns about urban planning and design, and how they affect human beings.

Her two main areas of interest, she said, are how buildings and public spaces affect people’s behavior, and the “open secret” of how politicians’ and developers’ power affects that process.

“I’m still curious,” Newsom said, “about how they wield that power, and the extent that people let them do that.”



CARRIE BOLTON

MINISTER PITTSBORO



The Rev. Carrie Bolton calls herself “ecumenical.” “I grew up Baptist and married an AME Zion minister,” said Bolton, who now leads the Alston Chapel United Holy Church of America, a pentecostal congregation of some 200 active – very active – souls in Pittsboro.

Activism beyond the purely spiritual has been a calling card for Bolton. In fact, it was her involvement with social upheavals, racial strife, and political assassinations of the 1960s, while she was in college, that prompted her to follow a call to ministry.

“When you minister to the spiritual part of the individual, there must also be action that translates into the well-being of the physical,” said Bolton. Her pride and joy today is her church’s five-star daycare center that she put her blood, sweat, and tears into – not to mention shoeboxes full of financial receipts – as the center’s unpaid volunteer director shortly after her arrival in Pittsboro at the behest of her bishop in the mid-1990s.

“I saw all of these children, and it just had an impact on me, and I knew I would never leave,” said Bolton. Today, the center serves 34 children from potty-trained to 11 years old, about two-thirds of them African American. A long waiting list attests to the success of the center, which Bolton said she has worked diligently to keep affordable in the low-wage region.

The impetus for Bolton’s success is undeniably personal, evoking her own childhood. She beat the odds by getting an education, and she wants to continue fostering better odds for today’s young people, too. Bolton was one of ten children of sharecroppers in Enfield and was the first in her family to attend college, at Livingstone College in Salisbury.

“I didn’t realize I was poor until I got to undergraduate school,” Bolton jokes, recalling outdoor plumbing and weeks of missed schooling as a child to harvest the cotton, tobacco and peanut crops. The only days she got to go to

school during harvest times were when it was raining. Still, somehow, with the help of strong-willed teachers, she did get to college, even receiving a grant to study sociology at Livingstone. Just as she “tasted the sweetness” of higher education, she began hearing the inner call to ministry, which led her to the mix of spiritual and physical activism that is her hallmark in Pittsboro. Keeping the daycare center community-based, for instance, has been a defining aspect of its affordability, said Bolton.

“I’m really good at pulling in volunteers and donations,” said Bolton, who serves on the board of trustees of the United Way of Chatham County and is chair of the leadership committee for the Triangle Community Foundation. She continues to use those kinds of experiences and contacts, not only on behalf of the beloved daycare center (which, now in its sixth year, has a paid director and bookkeeper), but also to fight against racism and for causes such as campaign-finance reform and the environment. The State of North Carolina, Bolton said, is looking into charges of administrative racism in local schools for the second time, a situation that she is keeping an eye on from her leadership position. And just last fall, Bolton was jailed for criminal trespass, following a confrontation when she tried to deliver a letter of protest to the head of CP&L’s Shearon Harris nuclear plant, which has been pushing for increased capacity.

Even with her social activism garnering headlines from time to time, it is during that segregated hour on Sunday morning that the “ecumenical” Bolton is most apt to focus on fostering change among religions and among races.

“I am very deliberate in encouraging and participating in interfaith, interdenominational events,” said Bolton, who invites guest preachers often, and often preaches elsewhere as a guest.

“You just have to stand up and be counted,” said Bolton.

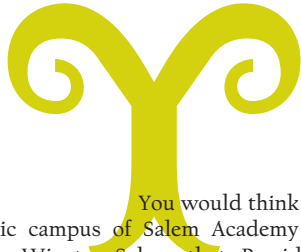


WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP



DR. JULIANNE THRIFT

COLLEGE PRESIDENT WINSTON-SALEM



You would think when driving onto the historic campus of Salem Academy and College near downtown Winston-Salem that President Julianne Still Thrift's office would be in the imposing building with the enormous white columns. But it's not. Instead, it's tucked away in a corner near the main student quad, a place where she is easily accessible to students.

And that's where Thrift wants to be.

She knows most of the students at Salem College. And they know Thrift. On a recent day, Thrift's office door was covered with handmade signs from adoring students. "We Love President Thrift." "Yeah for Pres. Thrift." "We ♥ President Thrift." And "President Thrift ROCKS!"

Filled with emotion, Thrift carefully looked at each sign as a potential keepsake. "This is the good life," she said.

Life has not always been so good at Salem. When Thrift came to the college nearly a decade ago, she faced dwindling enrollments and a financial crunch. The enrollment at Salem now stands at 1,238 – up 35 percent during Thrift's tenure as president.

Thrift is the 18th president of Salem Academy and College and is the first woman to hold its top administrative post. The school was founded a few years before the Revolutionary War by Moravian settlers who believed that women should have educational opportunities equal to those available to men.

"There is no disagreement here about our mission, and everyone at Salem understands that," said Thrift. "It's for the women."

Since 1990, freshman enrollment at Salem has doubled, applications are the highest since 1968, and the school's endowment has almost tripled to \$50 million.

Another part of Thrift's mission at Salem College has been to increase campus diversity. When she joined the school, it was 97 percent Caucasian. Now, the school boasts a student population that is 28 percent international.

In 1999, Thrift received one of the five \$150,000 Presidential Leadership Grants the Knight Foundation gives each year to unsuspecting leaders of private liberal arts colleges.

But Thrift doesn't revel in conversation about herself. Ask her a question about Julianne Thrift and the answer somehow turns into a success story about a Salem student.

Ask her another question about herself, and you'll hear another story about another successful Salem student.

"I know every woman in our senior class," she said. "In the past week, one of them has gotten into Yale and another into veterinary school." Her face glowed with pride.

Thrift draws inspiration for her success at Salem not from scholars, scientists or classical writers but from the

people around her. "People who work hard inspire me," said Thrift. "When I come into work, often I'm greeted by Estelle cleaning my office or Roger with public safety – I draw inspiration from them and the many other dedicated employees, teachers, and women students."

Even the always energetic, cheerful Julianne Thrift has an occasional bad day. "When I'm having a crummy day, I go to the campus refectory and eat lunch with the women of Salem College. That sets the day on the right path."

What lies ahead for Julianne Thrift and Salem College? "Like a good Presbyterian, I never look ahead. I know that doors always will open for us."





ANN REED

PRESIDENT, NORTH CAROLINA STATE BAR RALEIGH



When Ann Reed graduated from the University of North Carolina School of Law, her first job was in the State Attorney General's office. Thirty years and six attorneys general later she is still there, a senior deputy supervising more than 70 lawyers. She has distinguished herself as a career public servant and an accomplished attorney who has earned one of the highest honors a North Carolina lawyer can receive - election as president of the North Carolina State Bar.

Reed is the first woman and also the first lawyer from the public sector to serve in this position. In every sense of the word, she has earned it, serving on various bar committees for more than 25 years and in 1996 becoming chair of the sensitive Grievance Committee.

She came into the Department of Justice shortly after Robert Morgan became attorney general. There was only one other woman attorney on the staff. Today the legal staff is almost evenly divided between women and men.

Morgan, an old-school populist, had promised to be "the people's attorney" and make protecting the public interest his highest priority. He recruited promising law school graduates such as Reed, Burley Mitchell, Jr., later to be Chief Justice, and others who shared his activist philosophy. They joined a core group of respected attorneys who had a wealth of experience to share with the young turks. For Reed, it was the best of two worlds.

Chief Deputy Attorney General Edwin Speas joined the Attorney General's staff the same day as Reed - September 1, 1971. "She is a wonderful, talented colleague," said Speas, "who has never had any other agenda but serving the public interest."

Reed received baptism by fire. Within the first six months, she had handled several criminal appeals in the Court of Appeals and had survived an appellate argument before Judges Raymond Mallard and Hugh Campbell, Sr., both of whom enjoyed grilling young lawyers. Before the end of her first year, she had argued before the North Carolina Supreme Court.

Reed brought with her self-confidence, a command of the law and a respect for the legal profession that she had acquired from her father, Kinston attorney Olin Reed. "My hero is the first lawyer I ever knew, my father," Reed said in a *State Bar Journal* interview. She cited his high ethical and professional standards and his belief that attorneys should use the law for the public good.

She illustrates by telling how her father in the 1960s represented, pro bono, a black soldier who was arrested for attending a segregated USO dance in Kinston. Kinston was a conservative hotbed then, and her father was pressured and ostracized.

Reed notes that although her father died five months after she started practicing law, he is still the yardstick by which she measures her conduct. Reed's husband is an attorney, also, and they have a daughter attending law school.

Ten percent of North Carolina lawyers practice in the public sector. Reed hopes that her serving as president of the state bar will encourage those lawyers and women to take a greater role in bar activities.



WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP



MARY EASLEY

LAW PROFESSOR & FIRST LADY OF NORTH CAROLINA RALEIGH



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Mary Easley, originally from New Jersey, almost left Wake Forest University and the state less than a year after coming south. She felt stifled by the rules of the then Baptist university, but was persuaded by an administrator to stay. She graduated, receiving her training at the Wake Forest University Law School, and today is the first career woman to serve as First Lady of North Carolina.

“Mary’s bringing us to a new era in the governor’s mansion,” Superior Court Judge Allen Cobb, Jr., a longtime friend of the Easleys, told the *Greensboro News & Record*. “She’s part of the new generation; now it takes two breadwinners in the house to raise a family.”

At 50, Easley is a clinical professor at North Carolina Central University School of Law, the mother of a 15-year-old son and the wife of Governor Mike Easley. After more than 30 years in North Carolina, she is passionate about the state.

In her new role, Easley believes that she is just representing the women in North Carolina who want to be good moms but also have successful careers.

“She’s got a wonderful perspective on women in North Carolina,” Jennie Hayman, a member of the Raleigh Junior League, said. “We want to do the traditional things, be a good mom, drive the car pool. But we were also trained in a career. You don’t walk away from that.”

Easley has been leading the way for women in North Carolina since she moved to the state. After earning the B.A. and Juris Doctorate degrees from Wake Forest University and Wake Forest University School of Law, Easley became the first woman Assistant District Attorney in eastern North Carolina, serving Pender and New Hanover counties, and establishing herself as a bright, self-assured, talented attorney.

Now, Easley not only teaches law but supervises law students working in the Alternative Dispute Resolution Clinic and is a regular faculty member for the National Institute of Trial Advocacy, Southeast Region.

Easley said she has never considered quitting her job to become a full-time First Lady. “It’s very important for the health of my family, and for my health, for each of us to do something that fulfills us individually, that makes us whole,” she said in a recent interview.

According to Easley, her new role won’t be any harder than the challenges facing millions of families across the country every day.



“I really feel the most important thing I can do as First Lady is to create the best environment for my family and keep living the same life, busy as it is, of lots of North Carolinians,” she told reporters.

But Easley also enjoys fulfilling the traditional role of the governor’s wife and looks forward to welcoming visitors to North Carolina and promoting North Carolina products.

“I’m going to have a wonderful time,” she was quoted as saying. “I hope I can do some good – and just showcase how wonderful North Carolina is to anyone who wants to listen.”

WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP



Few people have as strong a sense of place as Donna Chavis, Executive Director of Native Americans in Philanthropy. She was born and reared in Robeson County, educated there and has made her life's work there. In fact, the national organization she directs is headquartered in Lumberton because Chavis made that a condition of her employment.

She had other choices. An honors student, she graduated from high school at 16 with lots of alternatives. But a mother's concern for a 16-year-old daughter and a near-fatal auto accident caused Chavis to enroll at nearby Pembroke State University. There, an early fascination for computer science lost out to social science, which became a life-long passion.

In the '60s, professional opportunities were scant in Robeson County, and young Native Americans left in droves. Chavis knew what the outside world had to offer. Growing up, she spent her summers with relatives in New York's Westchester County and roamed the streets of Greenwich Village. Oddly, it was her strong self-esteem – a rarity at that time among her Native American peers in Robeson County – that permitted her to remain in Robeson County and make her mark there.

Chavis attended segregated movie theaters where African-Americans and Native Americans had separate sections in the balcony. There were three school systems, and one oddity that Chavis remembers is a line drawn on the floor of the drug store. "We weren't supposed to get any closer to the prescription counter than that," she said. "Regardless, our parents nurtured our self-esteem and refused to let us grow up feeling limited."

Chavis was shocked when her teenage friends asked if she

"passed" when spending summers in New York. They never believed her when she answered, "No." She never considered denying her Native American heritage and believes now that her identity actually was affirmed during summers in that multicultural setting. However, leaving the county and being assimilated into the white community was an objective of many of her friends.

After college, she shocked some people by taking a job at the Robeson County Mental Health Center. "I thought you would leave here and make something of yourself," one friend told her bluntly.

"Leave here," no. "Make something of yourself," yes. And she dreams that her children, two of whom are students at the University of North Carolina at Chapel Hill, will return upon graduation.

Before becoming executive director of Native Americans in Philanthropy, Chavis was cultural educator/programmer for the North Carolina Indian Cultural Center. In her present position, she helps Native Americans throughout the country understand modern philanthropy, develop organized giving programs, and access resources available.

Chavis has given immeasurable time to nonprofits over the years. She just concluded a two-year stint as chair of the board of the Jessie Smith Noyes Foundation, headquartered in New York. She also has served on the boards of the Fund of the Four Directions, North Carolina Center for Nonprofits, North Carolina chapter of the American Civil Liberties Union, Robeson Healthcare Corporation, and Changemakers. Native Americans in Philanthropy is an affinity group of the Council on Foundations, and she co-chairs the Affinity Group Steering Committee of the Council.




DELILAH BLANKS
 EDUCATOR & CIVIC LEADER RIEGELWOOD



Delilah Blanks was born in Bladen County to parents of Native American and African-American heritage. They loved the land of their forebears, owned a small farm and sharecropped, maintaining their independence while eking out a living for seven children. Blanks came up through a segregated school system and throughout her life has faced the double challenge of being a woman of color.

Her earliest dreams were of being a lawyer, and the fact that she is not one today points out the importance of role models. There were no lawyers to encourage her or that she could relate to, she said – and certainly no black or women lawyers. But she admired her English teacher and, “I decided I wanted to be just like her,” Blanks said. Teaching and nursing, according to Blanks, were the two professions that were open to women of color in that era.

She attended Shaw University, earned her degree and tried teaching for a while in Wake County and schools in southeastern North Carolina. Then she went to East Carolina University and obtained a second undergraduate degree in library science. Again, she found herself restless. She turned to social work, obtaining a graduate degree from the University of North Carolina at Chapel Hill and then taking a position on the faculty at UNC-Wilmington. Later she earned a doctorate in public health.

She believed strongly that the state needed professional social workers, and she spent the next 22 years teaching social work and developing a highly acclaimed program at UNC-

Wilmington. The Delilah B. Blanks Social Work Award was established in her honor upon her retirement in 1992.

But Delilah Blanks is hardly retired. Through the years she has fought for social and political justice. The legal action she and others instituted in Bladen County ended county-wide voting for county commissioners and school board members, making it possible for minorities to be elected to key local positions. She has served as a long-time Bladen County Commissioner, and today is president of the North Carolina Association of County Commissioners – 5,000 members strong. Stately, thoughtful, self-assured and poised, she speaks **b e f o r e** and presides over large gatherings with ease.

Blanks also is chair of the Committee on Education, Families and Children of the National Association of County Commissioners, a member of the North Carolina Progress Board and a member of several local and regional boards.

Blanks demonstrates a strong work ethic and self-discipline. “I believe we are all put here for a purpose and that we are obligated to seek it out and find it.”

Her passion for North Carolina and this nation motivates her and gives her the energy to invest a tremendous amount of time in local civic and government activities and to criss-cross the state and country as a part of her public service. “I firmly believe that no matter where and how you were brought into this world – and in spite of poverty and prejudice – if you have the motivation, you can be what you want

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CHARLENE KAMMERER

UNITED METHODIST CHURCH RESIDENT BISHOP CHARLOTTE



As a child, Charlene Payne Kammerer had no idea that good Methodist girls could be pastors. It was just not something discussed at her home church, First United Methodist in Winter Garden, Florida.

Now, Kammerer is Resident Bishop of the Western North Carolina Conference of the United Methodist Church, with headquarters in Charlotte. First elected to the Methodist episcopacy in 1996 and based in Charlotte, Kammerer was reassigned to the Western North Carolina Conference in 2000, where she now superintends some 290,000 members in 1,144 churches from Greensboro to the Tennessee border. Reassignment is a way of life in the Methodist Church.

“We travel light,” Kammerer said of the Methodist predilection for moving its leaders around more than some other denominations.

Traveling light or not, it’s been a long road for the young woman. She reflects on the care and listening she learned in her early church days, on the informal counseling, on her unspoken dream of perhaps being a missionary, and later on her stellar academic performance in church history at Wesleyan College by simply saying today, “I loved all that, but it was just being stored in me.”

Now the “storehouse” is open, as Kammerer brings what she calls her God-given leadership gifts not only to the “spirituality

of administration,” but, for example, to her church assignments on the General Commission of Religion and Race and on the Task Force of the Bishops’ Initiative on Children and Poverty.

“God uses the gifts that people have,” Kammerer said in her plain-spoken, yet polished, manner.

Growing up, Kammerer was active inside and outside her church, leading the Methodist Youth Fellowship, serving as President of the student body of her high school, cheerleading, public speaking, and volunteering for public service. In 1970 she married Leigh Kammerer while both were still in school and finding their way to a faith of works – that works

for them. Today, Leigh Kammerer, who has also learned to “travel light,” works with inmates who receive addiction counseling as part of their sentencing.

Kammerer holds no rancor for the “not-in-my-backyard” attitudes she has encountered along her own path concerning women in the ministry. But it was a relief, she said, when finally, when she was 24 years old, some of the old male-dominated conditioning of her early years begin to fall away, making room for the realization of dreams to become a leader in her beloved Methodist church.

“At age 24, I finally could say, ‘This is who I am,’” said Kammerer.





LOU ADKINS

AFFORDABLE HOUSING ADVOCATE LEXINGTON



I

“If you build it, they will come,” goes the line in the movie. But what happens if it’s not ready when they get there? Call Lou Grubb Adkins, Executive Director of the Lexington Housing Community Development Corporation (LHCDC). Adkins and LHCDC, which she founded in her realty office with a \$3,000 budget from the City of Lexington in 1994, meet potential homebuyers where they are. And many of them are in the middle of a bad credit history, without any formal training in personal finance.

Adkins, a Lexington realtor who was serving on the Habitat for Humanity board of directors and as president of the local human relations commission in the early 1990s, saw a need for educating potential affordable-housing homebuyers about credit and finance. So she got busy with her tiny LHCDC budget.

In response to Adkins’ requests, hard work and honey-smooth Southern accent, banks contributed money for books and supplies. Davidson County Community College agreed to teach the course for free. And slowly but surely, many area mills have even agreed to provide space for their employees to take the personal finance/homeownership classes on-site at the end of their shifts. “Anywhere anybody wants it, we will come teach,” Adkins said.

Such moving is, indeed, a way of life for Adkins, a Lexington native and graduate of Salem Academy and Virginia Commonwealth University. Now, of course, there are more potential buyers in Lexington prepared for homeownership than there were a decade ago. Everybody gets some kind of return on the original investment of Adkins and others, which has grown from that first \$3,000 to about \$70,000 this year from various sources.

In 1998, an Adkins-led consortium based at the LHCDC was selected to pilot a U.S. Labor Department savings program called Individual Development Account (IDA) designed to help low-income people get on their feet. IDA has been a huge success (23 enrolled, two home sales complete, several more pending). Now Adkins already is dreaming of next year, working with individual construction companies, Habitat for Humanity, the religious youth mission program Group Work Camps, and many others.

“You don’t have to go to Belize to work on houses,” Adkins said. “In 1994, I had no idea this was going to take over my life,” the former stay-at-home mom said with a good-natured laugh.

Things were not always easy at home, either, as mental

illness surfaced in a family member whom Adkins assisted in and out of hospitals. He is currently unable to live alone. Through that experience, Adkins, in typical fashion, started looking around for ways to take lemons and make lemonade. Now, she serves on the N.C. Commission on Mental Health, Developmental Disabilities and Substance Abuse, working with advocacy groups statewide to develop legal trust tools and housing options for the mentally ill.

“If I live long enough, my next goal is to have IDAs for people with disabilities in North Carolina,” Adkins said.



WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP

W

DEBORAH HOOPER

BROADCAST EXECUTIVE GREENSBORO



What's a typical day for Deborah Hooper, president and general manager of WFMY television in Greensboro? Power breakfasts and early morning executive meetings? Board meetings through supertime? And then evenings filled with civic and professional engagements? No, days like these are not the "usual."

To be sure, Hooper has her share of long, intense days. But she has other priorities, too.

"Mornings, evenings, weekends - that's my time to spend with my daughters and my husband, Jim," Hooper said. "Being married and having children was the greatest thing that ever happened to me. It helped me put my life in



perspective, and, fortunately, Gannett broadcasting, which owns WFMY, has been completely supportive of those of us at the station who are devoted to both family and work life."

Hooper promised herself long ago that she would be able to reflect on her life and say, "No regrets." "I made a commitment to ask myself every year if I were happy devoting this much time to career - and still knowing that my family is being taken care of well."

The answer always has been, "Yes."

Born in the northwestern Guilford County town of Oak Ridge, Hooper worked part time for an accounting firm while in high school. "I didn't know what I wanted to do in life at that point," she said, "but I knew that I liked the meticulous, detailed nature of accounting."

After receiving the associates degree from Guilford Technical Community College, she worked at an accounting firm but was laid off. "It was one of the best things that ever happened to me," Hooper laughs. "It forced me to begin thinking about going back to school for a four-year degree."

With the encouragement of attorneys at the Greensboro law firm where she was working as a paralegal, Hooper sold her car for tuition money and returned to school at East Carolina University. Hooper graduated from ECU with honors and passed the CPA exam during her senior year.

Out of school and working for Arthur Andersen & Co., Hooper learned life skills that she still uses. "I learned to ask a lot of questions as an auditor," said Hooper. "You're thrown into a totally new situation every day and have to digest huge amounts of information in such a short time. You have to look at something and say if it's right or not right - and go with it."

Another of Hooper's life goals was to find a career that would be fun, challenging and allow her to stay energetic for the long haul. She found that career at WFMY, starting as controller, later becoming program manager and vice president/broadcast, and finally president and general manager in 1995.

"Gannett took a leap of faith when they promoted me to general manager in 1995," said Hooper. Eight months pregnant with her second daughter at that time, Hooper praises Gannett for promoting someone with growing family commitments to such a demanding position.

"Jim and I have experienced our share of ear infections and sick days with the children," she said. "But Gannett has walked the talk of fostering family life and corporate diversity, especially for women and minorities."

Where is Deborah Hooper - president, general manager, wife and mom - headed?

"For years I've said that I want a life that is fun, challenging and full of energy," said Hooper. "Right now, I'm not short on any of those things either at work or at home. The future looks very interesting."



FANNIE CORBETT

COMMUNITY ECONOMIC DEVELOPMENT PIONEER WILSON



Fannie Corbett, who founded and guided Wilson Community Improvement Association (WCIA) for more than 30 years, is a pioneer of the community economic development movement. You cannot tell the story of the work done in North Carolina's low-resource communities to provide affordable housing and other programs without using Corbett and WCIA as an example.

"A child of the Great Depression," she has known tough times. Her schooling stopped when she started a family, then struggled to support herself. Once she found solid ground, helping others do the same became her life's work.

WCIA was founded in 1968 with a lot of vision and few resources. She gives credit to others, including Wallace Bailey, her board chair. She says simply, "They have always stuck with me," and you can tell that is very important to her.

Every day was a battle. She received little help from local government as she provided day care for working mothers, worked with seniors and at-risk young people, and started programs to help those with the least. "We even sold sandwiches to pay the light bill," she said.

She notes several milestones. In the mid 1980s, WCIA received its first grant from the Rural Center in Raleigh. With that impetus, she established the Gee Corbett Senior Center surrounded by comfortable, affordable apartments for the low-resource elderly. Since her recent retirement, she has served as interim director there.

But she was still a prophet without honor in her own country until she received the Nancy Susan Reynolds Award, often

called North Carolina's "Nobel Prize." "That was the real turning point," she said. The award in 1988 spotlighted her achievements and gave her credibility. "From then on, when we went before the City Council, we got respect, some financial support, and cooperation," Corbett said.

Another milestone was the Nehemiah Award from Housing and Urban Development (HUD) - a million-dollar grant to develop a 60-home subdivision for low and moderate income families. That highly acclaimed project required a strategic partnership involving WCIA, public agencies, banks, and others that still exists. A couple of years ago, WCIA, under Corbett's leadership, broke ground for 100 more houses.

In 1995, WCIA received a \$150,000 grant from the North Carolina Community Development Initiative for operating expenses.

"That was a godsend," she said. For the first time in her life, she said, she didn't have to wake up worrying about how to pay the bills. WCIA still receives support from the Initiative.

Under Corbett's leadership, WCIA bought and renovated apartment complexes, purchased several commercial properties, and built more affordable houses - including homes for victims of Hurricane Floyd's floods.

All the while, Corbett has shared her experiences in community economic development by giving her time and energy to other nonprofits and serving on state and national boards. Through her determination and self-education, this pioneer has become the consummate professional who has achieved great things for others against all the odds.





With a husband, three sons and two grandsons, Mayor Lucy Allen is used to being outnumbered. Maybe that's why it has never bothered her that she entered a profession dominated by men. Only 19 percent of local elected officials were women when Allen became mayor of Louisburg in 1985, but she went on to become President of North Carolina's League of Municipalities. Allen will tell you that she has not faced difficulties because of her gender. Perhaps that's because she is such a good leader.

"Harry Truman used to say that leadership is the ability to get people to do what they don't like to do and like it. She can do that," Ellis Hankins, Executive Director of the North Carolina League of Municipalities, told reporters. And according to Karen Anderson, Mayor of Minnetonka, Minn., she does it graciously, "with the soft side of the stick."

For Allen, it just comes with the territory. "I like being a participant and not a spectator," she said.

Not only has she participated, but she also has led some of the top public service organizations in the state, working with people across North Carolina and the country to help cities and towns "manage growth, development and other aspects of change by choice, not by chance."

While Mayor of Louisburg, Allen has worked for more than a decade with the League of Cities and the North Carolina League of Municipalities. She has served on boards and committees for both leagues and is the past President of the state organization. She is also President of the North Carolina Institute of

Government Foundation Board, Chair of the National League of Cities project on "Building Quality Communities," and a member of the North Carolina Smart Growth Commission.

But her plan was not always public service. She enrolled at Duke University in 1960, intending to leave North Carolina and become a journalist. She married while at the university and had a son. When the marriage ended, she moved home to Louisburg with her son and commuted to Meredith College to earn her degree in English.

After working as a teacher, she was inspired to do even more for her community and won a seat on the school board. After more than 15 years in elective office, she decided it was time to pass the torch and is now serving her last term as Mayor of Louisburg.

Her deep roots in Louisburg and love for the small Franklin County town have been a great advantage to her as mayor. "In Louisburg, people think of downtown as 'ours,' which is why people get on me so bad when things aren't going well," she told *Raleigh News & Observer* reporters. "They inherited it from their families. They feel an ownership in it. I don't think people in big cities feel that ownership."

For Allen, the hardest part of public service is not being able to solve everyone's problem. "Every time you disappoint somebody, it becomes easy to lose your perspective," she said.

"I would be involved and love anywhere that I found myself," Allen said. But after 59 years in Louisburg, where she was born and reared, she seems to have found herself there.

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Mikki SAGER

ENVIRONMENTALIST CHAPEL HILL

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Mikki Sager, North Carolina representative for The Conservation Fund, was born and reared in New York City and Pennsylvania. Her grandparents were Italian immigrants. “I guess it’s the Italian in me that makes me passionate,” Sager said. “My husband says I always have to have a cause.”

Sager’s first passion was whitewater rafting. She was the U.S. National Champion in Olympic Flatwater Kayaking, women’s singles and doubles in 1975, and she placed near the top in the Whitewater World Championships in 1973 and 1975.

Out of college, Sager went looking for whitewater rafting jobs in the Northeast. “No one wanted to hire a woman,” Sager said. “They wanted to hire my brother – and he had virtually no experience.” The Nantahala Outdoor Center in Bryson City gladly hired Sager, and she worked there for nearly a decade.

“During that time, I continued to develop my appreciation for the outdoors,” she said. At the same time, Sager became keenly aware of the depressed economy in Swain and other counties of the southern Appalachians. “When it came time for my son to enter the first grade, the only choice we had was a teacher who taught multiple grades and with extremely limited resources.”

Sager and family followed the road to better schools in Chapel Hill, where she got a job with an engineering firm. “I became frustrated at the engineering firm because we did land surveys without ever doing environmental impact studies,” she said. “I

knew something was wrong with this.”

She joined The Conservation Fund in 1990 and began the personal and professional mission that she carries on today. At that time, The Conservation Fund had purchased the 110,000-acre Colony Farms property that spanned Hyde, Tyrrell, and Washington counties. Sager said that leaders in Hyde and Washington counties vehemently opposed The Conservation Fund’s purchase of the property and even asked the State of North Carolina to nullify the transaction, which the State could not do.

Leaders in Tyrrell County, however, took a different approach. “They came to The Conservation Fund and said, ‘Okay, we’re the poorest and the smallest of the counties involved – help us create some kind of tourism opportunity,’” Sager remembered.

Eco-tourism was born.

To launch this program, leaders from Tyrrell County and The Conservation Fund went in search of money to build a \$24,000 visitors center. “In a strange twist of fate, the Bryan Family Foundation granted us the \$24,000 but only if we could find matching grants of another \$24,000,” Sager said. “At the same time, I read a book about community development corporations (CDCs) and went to talk to the Z. Smith Reynolds Foundation about both funding for the visitors’ center and the CDC movement.”

Leaders at the Z. Smith Reynolds Foundation suggested that Sager meet Abdul Rasheed at the North Carolina Community Development Initiative. She did, and with the guidance of the Initiative and several organizations, the Tyrrell County CDC was created.

“The fundamental outcome here was that we created a community partners mission,” she said. “It was a unique blend of economic development and environmental missions. I think there are many of us doing ‘environmental work’ who have forgotten that people are part of the ecosystem.”

“If you take a map of North Carolina and overlay areas of important natural resources with the areas of greatest poverty, you will see a very strong correlation,” she added. “We’re trying to find new economic opportunities, create decent jobs and, at the same time, preserve their cultural, historic, and environmental heritage, primarily in the southern Appalachian and coastal plain areas of the state.”

Cheerleader. Organizer. Technician. Lobbyist. Shoulder to cry on. Sager is all these things and more in her mission to respect the local people in North Carolina and protect the land at the same time. “This is my passion,” Sager said. “I can’t believe they pay me to do this.”





Someone once said that usually the most remarkable thing about a person who has lived a long life is that he or she has lived a long life. This is not the case with North Carolina Representative Ruth Moss Easterling, a Democrat from the Charlotte area.

The *Charlotte Observer's* Jim Morrill has observed: "Like a feisty Energizer rabbit, she keeps going and going, with determination, dry humor, and more energy than people half her age."

That observation was written more than ten years ago, when Easterling was a mere 80 years old. She's still going and has not lost any of her determination, humor or energy. She strides like the purposefully engaged and gracious Southern woman she is into The Andersons' restaurant for a Saturday morning interview, instantly at home in the long-time Charlotte political powerhouse restaurant.

What becomes even more apparent than her longevity is her consistency of approach to serving the people of North Carolina – all of them, she emphasizes, not just those who voted for her on account of a political affinity. She repeatedly comes back to the idea she so often reminds her colleagues of in the General Assembly: "It's about the people."

Easterling traces her early positive influences to her family and to her coming of age in the Great Depression.

"We learned tolerance just by living it. I can't ever remember discussing it," said Easterling, born in Gaffney, South Carolina the day after Christmas, 1910. Graduating from Gaffney's Limestone College in 1932 (in three years, by working and going to summer school), she looked around and saw the pain and suffering of the Depression, which cemented her lasting impression of the reason for public service through government: the welfare – in the broadest sense – of the people.

The welfare of the people includes responsible budget-making, Easterling said, noting that she often begins churning her own numbers and research on state budget and policy questions two months before the House goes into session. It's hard to imagine her having taken any other approach since she first went to Raleigh in 1977. Maybe that's why she's been there ever since.



Easterling's own history of professional and civic accomplishments and awards stretches across five, single-spaced pages of listings. She moved to Charlotte in 1947, a determined, divorced woman in a day when there were far fewer of those around, something of a pre-feminism feminist even then.

She got a job as executive assistant to Herman Blumenthal at Radiator Specialty Co., rose to the top of the skill ranks in her profession through continuing education, was active throughout the community, was named WBT's Woman of the Year in 1964, convinced a 1960s North Carolina governor to establish the North Carolina Commission on the Status of Women, and visited the White House in 1970 as president of the National Federation of Business and Professional Women. The list goes on, through appointed service on Charlotte City Council to her election to her current post in 1977, where she has become one of the strongest building blocks of the Mecklenburg delegation.

Another old, "feisty" newspaper quote dates Easterling on a specific issue, but also emphasizes her perseverance in doing right for all the people of North Carolina.

"I said (in 1974) 'I'm going to run until we ratify the ERA or until I'm 91,'" she once told a reporter.

Ruth Moss Easterling, 90, is planning on running again in November, 2002.

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CATHERINE POMERANS

LONG-TIME LATINO ACTIVIST RALEIGH



For more than 15 years, Catherine Pomerans has worked tirelessly to give a voice to the Latino communities in North Carolina. “It’s not a sacrifice or obligation,” she says. “It’s a joy to me to do this type of work. I am an immigrant, and I want to give back to the community.”

She volunteers more than 30 hours per week while working full-time and has improved the lives of thousands of Latinos throughout North Carolina, earning recognition as one of the state’s most respected Latinas.

Pomerans was the first Latina to graduate from Leadership North Carolina and the first Latina ever elected to the North Carolina NAACP’s Board of Directors. She also received the 2000 Governor’s Award for Outstanding Volunteer Service.

“Improving conditions for minorities and Latino communities is something that has to be done,” Pomerans said in a Greensboro News & Record interview. “One of the reasons I do this volunteer work is for the community to be able to represent itself and to feel that they are part of North Carolina. Part has to do with being accepted and part has to do with people having a role of civic responsibility.”

Born in Uruguay, Pomerans joined the Peace Corps in 1967 and worked in Bolivia. In 1971, because of political unrest, she and her husband were forced to leave the country and chose to make North Carolina their home when few Latinos lived in the state. Today, Latinos are the state’s most rapidly growing population.

“Each generation of immigrants finds its own challenges,” Pomerans said. “Hopefully, the new generation will find a North Carolina that’s readier to receive them.”

Pomerans has helped thousands of immigrants become a part of the North Carolina culture that she has grown to love. She is responsible for North Carolina’s driving test manual and driving test being offered in Spanish and led the way for developing a special advocacy council on Latino affairs, designed to make government more accessible to Latinos and to create a stronger awareness of issues affecting their communities.

“It wasn’t about getting Latinos special treatment,” she said in an interview about the advocacy council, “but recognizing this as a segment of the population that needs an opportunity to represent themselves.”

Additionally, Pomerans was part of a group that founded El Pueblo, the largest Latino advocacy organization in North Carolina. It is a statewide nonprofit organization designed to foster Latino advocacy and public policy and strengthen the Latino community. Pomerans believes that every Latino in North Carolina has benefited from the organization.

“In order to be within the system, the community, we need to understand the community and know how to work to a peaceful resolution,” she said.

In addition to her volunteer hours, Pomerans presently works as the coordinator of the AgrAbility Program, is the Hispanic Program Specialist for the North Carolina State University Cooperative Extension Service, and serves on several task forces addressing racial and ethnic issues.

“You see the need around you and you have a choice of complaining about what’s not getting done or helping to get it done,” she said. Pomerans chooses to get things done.

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VALERIA LYNCH LEE
FOUNDATION PRESIDENT ROCKY MOUNT



When Valeria Lee was named President of the Golden LEAF Foundation last fall, she was described as one of the most informed and experienced professionals in North Carolina philanthropic circles. It would take someone of her stature, the trustees of that foundation knew, to lead it during these critical, formative years.

Lee gained most of her experience in philanthropy at the Z. Smith Reynolds Foundation, where she served as program officer from 1985 until her appointment as president of the Golden LEAF Foundation. Earlier, from 1983 until 1985, she was on the Z. Smith Reynolds Foundation Advisory Panel, and when her term ended, she is fond of recalling, she liked the foundation experience so much that she refused to leave.

During her 15 years at ZSR, Lee not only gave strong leadership to a number of the Foundation's focus categories, such as issues affecting women and minorities, but she also helped develop special initiatives, such as two major race relations projects, the sabbatical program, and the annual Nancy Susan Reynolds Awards.

She also emerged as a leader in national philanthropic circles, and often is called on to lead seminars and speak at meetings across the country. She is active in Women and Philanthropy and the Southeastern Council of Foundations.

But it is in North Carolina where her leadership is most effective. Serving at the Golden LEAF Foundation requires knowledge and understanding of grantsmaking, board dynamics, politics, and other administrative matters. Lee brings an additional qualification to her new job, however. She grew up in rural, northeastern North Carolina, in a community called Hollister, and during her youth she worked in tobacco.

The Golden LEAF Foundation, which distributes part of the funds that North Carolina receives as a result of tobacco com-

pany litigation settlements, was established to provide economic assistance to economically affected or tobacco-dependent regions of this state. Her roots are in tobacco.

Lee's life has been about public service. After an early career as an educator, Lee helped found WVSP, a non-commercial public radio station in Warrenton, where she served as general manager from 1973 to 1985. It was unquestionably a pioneer effort in public radio and filled a tremendous cultural and informational void in northeast North Carolina.

After she joined the Z. Smith Reynolds Foundation, Lee's leadership broadened. She has served on the Board of Governors of the University of North Carolina, as a trustee of her alma mater, North Carolina Central University, and since 1987 has provided key leadership to the North Carolina Rural Economic Development Center, of which she is Vice Chair.

In 1996, Lee, who knows every nook and cranny in North Carolina as a result of her travels on behalf of the Z. Smith Reynolds Foundation, ran a spirited campaign for the Democratic nomination for Secretary of State. Although she finished second, her commitment to public service did not wane.

Throughout her life, Lee has been committed to improving the lives of the people of North Carolina. She is perceptive, fair-minded, and forward-thinking. Diplomatic and capable of dealing comfortably with people across the board, Lee believes she is now in the right position at the right time in her life. "Golden LEAF Foundation has the potential to make a lasting impact on the fabric of our state, and I believe I have a responsibility to lead it as it does just that. It is a privilege that I am honored to have, and my goal, as we go about our grants-making, is to involve and affect as many North Carolinians as possible. This truly is the people's foundation," she said.



“My folks were farmers and manual laborers, but I always knew I was going to be a doctor,” Patricia Johnson said. And through pure grit, she became one and has the only practice in Graham County, near the Tennessee border.

Growing up in Hartselle, Alabama, Johnson began working as a nurse’s aide at 15. She turned down a full nursing scholarship, choosing instead to pursue her dream of becoming a doctor, paying her own way and graduating from the University of Alabama Medical School.

Johnson loved the western North Carolina environment and decided that a couple of years there would clear her head before choosing a specialty or plunging into a big-town practice. The National Health Service Corps placed her in Robbinsville, where the only doctors were a revered husband and wife team near retirement.

Drs. Nelly and Dick Parettes, who early on had made house calls on horseback, retired, and Johnson took over their practice. She’s been there since, operating the Tallulah Health Center in Robbinsville – now with the help of another woman physician. The practice has 20,000 patients from all over western North Carolina. During almost 25 years, she has seen 15 or more doctors come and go, most placed with her by the National Health Service Corps.

“Life here is good, but there’s not much to do. Usually the spouse wants to be in a larger city and, of course, they can make more money there,” she said. “So they leave when their obligation is over.”

Johnson has a special interest: She is deeply involved in holistic medicine, believing that the mind tremendously influences the body and overall mental and physical health.

“The most valuable thing you can give a patient is your attention. I start by listening to my patients and finding out what is going on in their lives. You leave medical school believing there is a pill or a surgical procedure for every disorder. You soon find out that is not always true. Sometimes you just have to help people sort through things and help them get well themselves. Increasingly we are discovering that the body will express what the mind is thinking,” said Johnson.

Her former home in Robbinsville has become The Healing House, a nonprofit holistic resource center supported by the community. “It seemed like a natural thing to do. I had accumulated a tremendous amount of material on holistic medicine that I wanted to share. We already had a cancer support group and needed space for other group therapy activities,” she said.

“For a while I felt like I was two people – practicing traditional medicine at the Center and using more holistic approaches at The Healing House. I don’t feel that way anymore,” she said. Today holistic medicine is a board-certified medical specialty, and she views the two approaches as totally compatible. Soon The Healing House will become a satellite of the health center.

Besides being a member of the Academy of Family Physicians, Johnson is a Founding Diplomate of the American Board of Holistic Medicine. She conducts seminars on holistic medicine for other medical professionals throughout the nation.

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DEE GRANTHAM
TEACHER CULLOWHEE
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It took Dee Grantham a while to find her life calling, but now a team of wild horses couldn't pull her away from teaching and the classroom. Mary Jo Allen, Executive Director of the North Carolina Center for the Advancement of Teaching (NCCAT), can testify to that fact. She offered the high school language arts teacher at Smoky Mountain High School in Sylva a position on her staff. It was substantially more money and prestige.

At first Grantham said, "Yes." "Then I sat in my swing and thought about it," Grantham said, "and it just didn't feel right. It was then that I realized that what I do is who I am. I couldn't walk away from what I was doing."

Dee Grantham has been a teacher since 1984 and, by all accounts, an especially good one. "I am my own harshest critic. I set a standard for myself, and I have to satisfy myself that I have met it. That is much more important to me than impressing principals or supervisors."

She has a special passion: helping her students understand their own self-worth, appreciate diversity and respect other human beings. This Mississippi native starts by demonstrating that she respects them.

"I remind myself constantly that I may be the kindest voice some children hear all day. I share decision-making in the classroom, and when I ask them to make recommendations, I take them," she said. "That's one way I can show my respect and help them learn to think through and solve their own problems," she said.

In 1995, Grantham participated in a NCCAT summer program at the National Holocaust Museum in Washington. She was so moved by the experience and the potential for using the Holocaust as a teaching tool that she selected Nobel Prize winner

Elie Wiesel's book on the Holocaust, *Night*, for her world literature class.

"The students responded to it wonderfully," she said. A local Holocaust survivor, Rena Gelissen, author of *Rena's Promise*, has provided a personal link. Now Grantham takes students to Washington each summer to visit the museum. They compete for a chance to go, writing essays, maintaining high academic averages, and demonstrating exemplary deportment.

"I believe strongly in the worth of every individual, and I simply must help my students break down stereotypes, appreciate others and, at the same time, recognize their own value and importance."

Grantham is a spokesperson for the NCCAT Holocaust program, helping raise funds to endow it. She is a resource for the education and English departments at Western Carolina University, serves as a director of the North Carolina English Teachers Association and has reviewed textbooks for the North Carolina Textbook Commission. She was twice voted Teacher of the Year at Smoky Mountain, Jackson County Teacher of the Year and runner-up for Regional Teacher of the Year.

Next year, Grantham will coordinate Smoky Mountain High School's new "teacher cadet corps," a program to encourage seniors to become teachers by giving them real life experiences in classrooms K-8. She already sponsors the future teachers club.

Grantham has had personal challenges. Ten years ago she was diagnosed with cancer. "Things didn't look good as I began chemotherapy," she said. "My colleagues and students really supported me during that very difficult time." She also drew strength from her personal motto: "The last of human freedoms – the ability to choose one's attitude in a given set of circumstances."

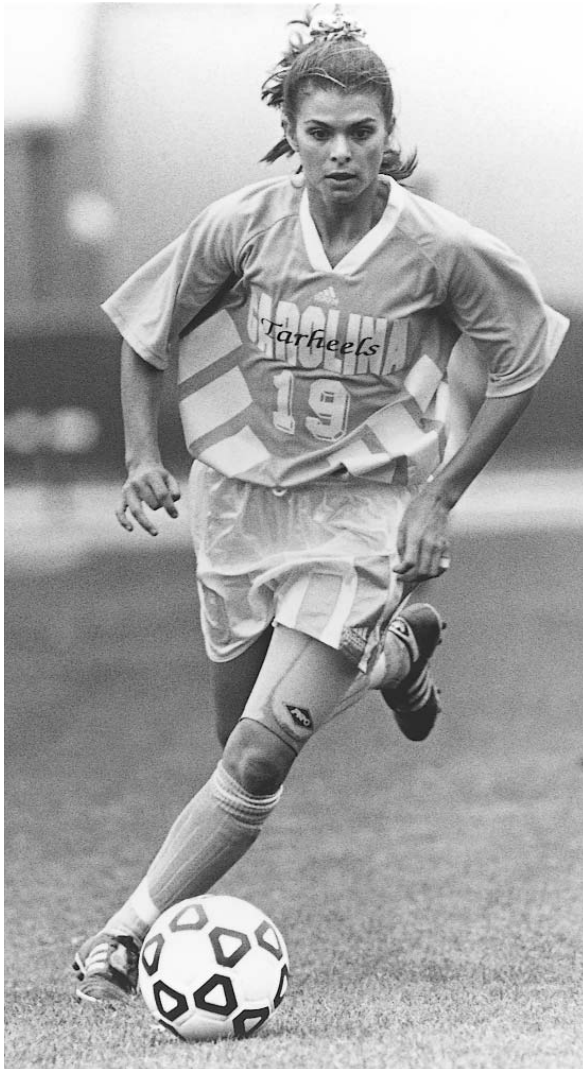


MIA HAMM

SOCCER GOLD MEDALIST CHAPEL HILL



At 15 she was the youngest woman ever to play on the U.S. Women's National Soccer Team. At 19 she was the youngest player on the 1991 Women's World Cup Team. Now, at 28, she has won two World Cup championships, earned an Olympic gold medal, an Olympic silver medal, four ACC championships and is the highest-scoring, most-recognized women's soccer player in history. Mia Hamm has earned the respect and admiration of her country and the world.



Currently, Hamm plays for the newly formed Washington Freedom and the U.S. national team, but is remembered for her career at the University of North Carolina at Chapel Hill, where she also lived after graduation.

"I have grown more here (Chapel Hill) than any place in the world," Hamm said in an interview. "There is something special about this place. I see a lot of athletes who went to school here wanting to come back here. I think it's that security and sense of home that brings them back."

Not only was she safe at UNC, but she was also a star, and has been dubbed "the Michael Jordan of women's soccer." A three-time NSCAA All-American, Hamm ended her college career as the ACC's leader in goals, assists, and points. In 1994, her number 19 UNC jersey was retired.

"I think she is everything that is good about athletics – immensely talented and successful, physically demure, but photogenic. She is humble. She deflects praise. She shares glory and money with her teammates," Anson Dorrence, coach of the UNC women's soccer team, has said.

With her shy but friendly demeanor, Hamm has changed the course of women's athletics in America. Named by *People* magazine as one of the 50 Most Beautiful People in 1997, she proves that women can be athletic and feminine, smart and mesmerizing.

Hamm, the ultimate team athlete, is a role model for team sports. Her passion brings an audience to her sport and women's athletics in general. Now, she is the role model she never had. She works tirelessly to gain sponsorships, television support, and fans to create the first women's professional soccer league in the United States, the Women's United Soccer Association, which debuted April 14, 2001.

Hamm's love of soccer developed as a child. Born in Selma, Alabama, to a military family, she often moved from one city to another. Sports were a way for her to meet people on the base; her five brothers and sisters became her soccer team.

Like all great heroes, Hamm didn't reach the top without struggle, heartache, and tragedy. Her older brother Garrett, a Thai-American orphan adopted by the Hamms, was diagnosed with aplastic anemia, a rare blood disease, at 16 years of age. The disease took his life in 1996 at age 28.

In 1999, Hamm, inspired by her brother's struggle and deeply saddened by his loss, formed the Mia Hamm Foundation to support bone marrow disease research and to encourage and empower young female athletes, two issues close to her heart. She wants all female athletes to have the chance to excel in sports. Hamm recognizes that others have opened doors for her, and she is now opening doors for the next generation.

Hamm said, "My goal is to leave a positive and lasting legacy in the research of bone marrow diseases and for all female athletes to have the opportunity to play the sports they love."

WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP



MARY KLENZ & BETTY SEIZINGER

GRASSROOTS ACTIVISTS CHARLOTTE



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Passionate grassroots activism is at the heart of Mary Klenz and Betty Seizinger's success in mobilizing their forces for political change. Their base of operations is the Charlotte chapter of the League of Women Voters, a non-partisan group whose roots in the women's suffrage movement early in the last century have evolved to welcome all comers, including full-fledged status for men in 1972.

The biggest League-led "change" that most North Carolina residents probably have noticed in recent years is the increased amount of change - real change, the kind that jingles in your pocket - that grocery shoppers have been getting back at the register since 1996. In 1995 and 1996, powerhouses Klenz and Seizinger were at the epicenter of a statewide, grassroots effort to repeal the state's four percent food sales tax. The "temporary" tax, a 1960s holdover from former governor Terry Sanford's valiant efforts to improve funding for education, was never officially earmarked for education and somehow never got repealed.

As serious as their causes are, Klenz and Seizinger clearly like to have fun with their work, acknowledging the inherent political gamesmanship of their efforts with biting good humor. Their statewide anti-food tax efforts ("We went from Murphy to Manteo," said Klenz) included everything from well-researched and politically realistic plans for phasing out the tax, to mobilizing Charlotte grocery shoppers to save scads of receipts for presentation to former Governor Jim Hunt when he was in town. The regressive food tax (hurting the poor more than the rich on the purchase of basic food items) was repealed.

Klenz and Seizinger are no less active today. Their "Civics 101" class, designed to show the average citizen how to work the halls of city and county power, is growing by leaps and bounds. The League provides voter guides to inform citizens of candidates' stands on the issues. Depending on the cause at hand, they are ready to jump into their cars and visit union leaders, newspaper editors, festivals, and parades. They've even been known to send Valentine, Christmas, and Mother's Day cards, just for that personal touch.

And that personal, grassroots touch has provided them a success that few crusading journalists or politicians can hope to accomplish alone.

As Seizinger puts it, "People have to know more than what (they) read in the paper or see on TV. It's vital, and not many people do it."

The Charlotte chapter of the League of Women Voters, more than 160 members strong under the passionate leadership of Klenz and Seizinger, does all that and more.



WOMEN AND LEADERSHIP WOMEN AND LEADERSHIP

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GLENIS REDMOND

POET ASHEVILLE



NERDS RULE!

I'M A WORD NERD.
I'M A BOOK GEEK.
I'M A READING FREAK.

ONE DAY THE UNIVERSE WILL BE MINE;
UNDERSTANDING mc^2 LIKE EINSTEIN.

DO YOU WANT TO BE LARGE AND IN CHARGE?
THEN, GET YOURSELF A LIBRARY CARD.

Nerds Rule by Glenis Redmond © 1999



It's a whimsical little poem to illustrate performance poet Glenis Redmond's commitment to finally taking her own poetry seriously enough to make a career out of it. From a vocational standpoint, not many people are willing to put the sacrifice and discipline of poetic pursuits at the top of their list of career goals. Neither did Redmond for a long time, she says – until she felt she had to.

A one-time psychological counselor who had put her literary bent on hold during college, Redmond said she was led to a successful career in poetry after a serious illness forced her to take stock of her life several years ago. Somehow, she knew that poetry would provide her healing answers.

"I just knew it was in my life to help me," Redmond said, recalling her earliest journal writings at the insistence of a teacher she had at age 12, and how churches and other community groups in her native Fountain Inn, South Carolina, came to call on her to mark important occasions with her poems.

Later, as a student at Erskine College, Redmond put poetry behind her, focusing on academics. Now, she calls that a "drought period." Even so, she enjoyed her work as a counselor until auto-immune problems forced her to take a year's medical leave from her job in the early 1990s. That led her to heed the still, small, poetic voice. She signed up for The Artist's Way class based on the book by Julia Cameron, and she was off and writing again on largely autobiographical topics, both serious and

whimsical, about her life as an African-American female in the 20th-century American South.

Today, Redmond is in her seventh year of pursuing poetry full time and lives in poetry-friendly Asheville. Following her dream has led her to become a nationally recognized poet with an agent who keeps her busy traveling across the land, shouting or whispering her poetic messages to audiences at poetry events, and garnering awards, including the Carrie McCray Literary Award in Poetry.

She has received fellowships from the Vermont Writing Center and the Atlantic Center for the Arts, and has published two chapbooks, a video of performance poetry, an audiotape and has a Website at www.glenisredmond.com. Educational Television in Redmond's native South Carolina takes her literary stature "seriously" enough to have used "Nerds Rule" as a public service announcement for the South Carolina State Library.

Happy and secure in her life with 11-year-old twin daughters, Redmond dreams of exploring her ancestral continent of Africa. And, of course, continuing to take her poetry seriously.

"Above all, I think poetry is rhythm," she writes. "It is all those silent moments that you wanted to say but didn't know how and then they just lap up against your shore like gray waves. Beating Beating Beating..."

W

JENNIFER EHLE

ACTRESS WINSTON-SALEM

W



For Jennifer Ehle, who is a stage and screen star at age 31, the arts are a family business. Ehle is the daughter of North Carolina author John Ehle and British-born actress Rosemary Harris.

Ehle was born in Winston-Salem and was raised as a “child of the theatre.” She traveled with her award-winning mother and changed schools some 18 times. Ehle attended the North Carolina School of the Arts, which her father helped found, and then attended London’s Central School of Speech and Drama. It was during her final term there that she was offered a leading role in the British television drama *The Camomile Lawn*. She has been wowing audiences since.

According to Ehle’s mother, she does not have a philosophy, per se, about the arts; it is simply her chosen profession – what she loves to do. In fact, Harris recalls asking her teenage daughter why she chose acting. In reply, Ehle said, “Mom, why wouldn’t I? You have so much fun.”

And apparently she does have fun. She has performed in seven films, ten television productions, 12 stage productions, and five radio programs. Most notably, she played Elizabeth in the BBC/A&E production of *Pride and Prejudice*, for which she won the BAFTA for Best Actress (the British equivalent of the Oscars). In 1999 she filmed *Sunshine*, in which she and her mother both play the role of Valerie, and she recently finished production of *Possession*.

Ehle returned to Broadway after taking the London stage by storm. On Broadway, mother and daughter found themselves competing for the much-coveted Tony award for Best Actress in 2000. Ehle, nominated for her role in *The Real Thing*, would take the prize. “I wouldn’t be here without my beautiful, beautiful, beautiful parents,” Ehle said as her mother cried, not for her loss, but for her daughter’s victory. Harris, who was nominated for her role in *Waiting in the Wings*, already had won a Tony in 1966 for her part in *The Lion in Winter*.

Throughout her acting career, Ehle has maintained a measure of privacy. “I’ve always had reasons for not standing up and not having an identity as an actor whom people knew as well as my work. A lot of that was fear,” Ehle said. “Right now, I seem not to be letting that stop me. Usually I run away when something becomes successful, but when *The Real Thing* became a hit, I still had to turn up every night because something was expected of me, and that was a good thing to learn. Now I’m here on Broadway and I can’t quite see how it happened, but I’m loving it. I’ll just see how long I last before I scramble away again.”

It seems as if her success is lasting quite a while. The North Carolina native is currently starring in the well-received stage reprise of *Design for Living* in New York.



SUE COLE

BANKING EXECUTIVE GREENSBORO



When U.S. Trust was founded in 1853 as the nation's first trust and investment management company, money management was considered a man's game.

But Sue Cole, the President of U.S. Trust of North Carolina, based in Greensboro, said a woman's perspective can be a plus when you are talking about the kinds of sensitive and personal issues that surround issues of wealth management. "A lot of people think that having money ends all your worries," Cole said, "but really it's just the beginning in some ways ... what do they want to do with the money?"

One anecdote sticks in Cole's mind. An unmarried woman with substantial assets wanted to do good with her money for her community, but was unclear how to go about it. U.S. Trust provided her with information and created opportunities for direct contact with agencies her foundation might ultimately assist, making her decisions much more meaningful.

That, to Cole, is successful wealth management, whether it's for her company's many individual and family clients, nonprofits, colleges, or business sales and mergers. And Cole has earned her reputation for such expert service the old-fashioned way - working her way up through the ranks of executive management after earning the BS degree in business administration and then the MBA in finance from the University of North Carolina at Greensboro. Oh, and raising two daughters with her husband of 31 years, Gordon. All the while, she also served in a variety of civic and business groups. After 13 years as a Senior Vice President in Management Training at the former NCNB (now Bank of America), she joined the North Carolina Trust Co. in 1987. That company merged with U.S. Trust in 1999.

Cole is currently Second Vice Chair of North Carolina Citizens for Business and Industry, which works closely with the legislature on such issues as the recent repeal of the intangibles tax. Cole will assume the chairmanship of the 60-year-old NCCBI in the coming year. She is a trustee at UNC-Greensboro and serves on the board of directors of the North Carolina Center for Public Policy Research, as well as on the CEO Advisory Council for Guilford Technical Community College.

Cole credits much of her success to the good fortune of working for companies along the way that focused "not on the shape of the skin, but on the ability of the person." Cole's high-powered career in the world of finance may leave you wondering just when she has time to pursue her passions for walking, gardening roses and herbs, and simply spending time with her family. She will tell you that, like most working women, she sets her priorities and has learned to balance what is important to her.



Even Fay Walker herself is at a loss for words sometimes when describing what she does, because it isn't easy to put the monumental task of "undoing racism" into a neat package. Regardless, she goes about her "heart work," as she calls it, with a singleness of purpose.

In the broad but sparsely populated field of race relations, Walker is a recognized leader. For years she has worked in her hometown of Brevard to establish and keep discussions and activities going to help people of different races better understand one another. She was a leader in a program called the Bridges of Transylvania County, which sought to bridge the divide. That program has been emulated in many other communities. She also founded a program called Rise & Shine, which involves scores of volunteers who tutor children after school. The program crosses lines of race and class and, although it is intended to boost academics, Rise & Shine encourages relationships between students and volunteers and their families.

Years ago, when the Ku Klux Klan planned a march in Brevard, she organized a door-to-door campaign to get signatures denouncing the march. In reaction to the march, she organized a women's group, aptly named "Friends Group," that still meets monthly, more than a decade later.

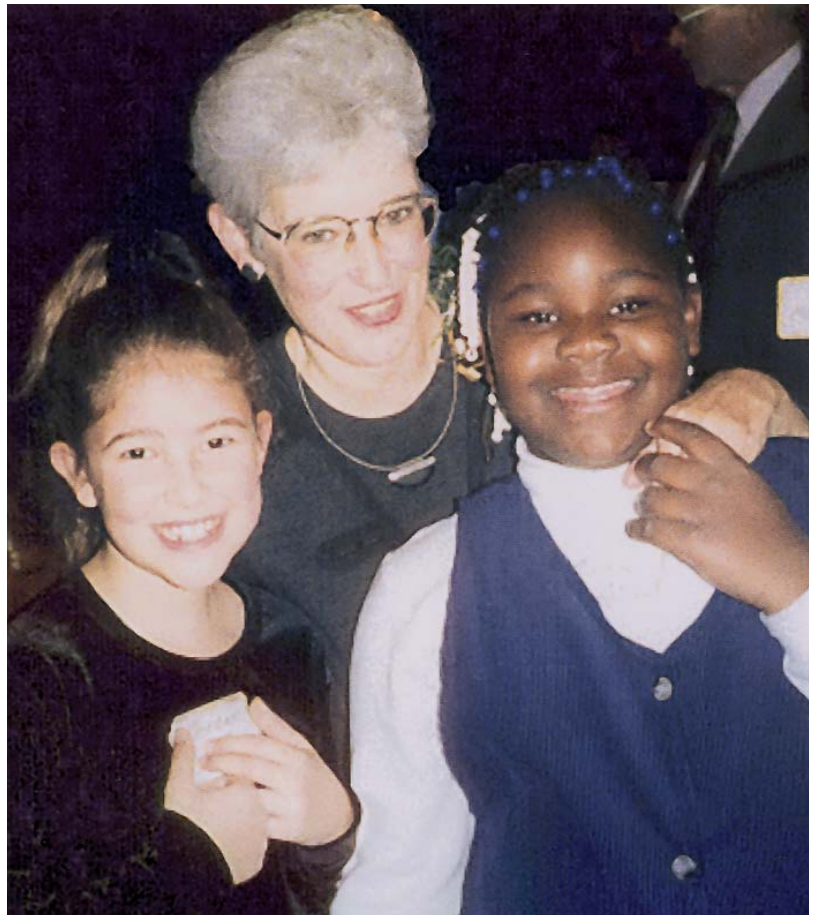
A devout Episcopalian, Walker chairs a diocesan commission in her church that focuses on undoing racism, and she conducts workshops throughout the 28 counties that make up the Episcopal Diocese of Western North Carolina.

In 1999, Walker received the Nancy Susan Reynolds Award for Race Relations, and since then the scope of her work has broadened considerably. From the relative tranquility of Brevard, a college town southwest of Asheville, she travels regularly to counsel people throughout the state who are interested in undoing racism.

Walker, who grew up in rural, segregated Georgia, wondered from an early age why the world was divided by color and why people of color most often were poor and were denied good jobs, good schools, and good medical care. She wondered aloud, and she was told that race was not something to talk about. All her life she pondered, until she realized that racism was institutionalized and that "white privilege" was its foundation. She defines white privilege as meaning that people who are white are born with certain privileges already built in, while people of color are born facing inevitable challenges and hurdles.

She believes with all her heart that discrimination and privilege based on race permeate social, economic, and political institutions. "Racism is everybody's problem, and racism is an urgent

problem," she said. Upon receiving the Nancy Susan Reynolds Award, Walker said, "Institutional racism is in the bone marrow of our society, and interpersonal solutions seem a weak response. Yet, we can only begin where we are. The approach is face-to-face. It begins as people realize it is impossible for anyone to be benign in the malignant system of race. Then we move from denial to



naming racism; from silence to a moral voice."

Her message is clear, and wherever it is told, it is conveyed with the passion that only a true believer can express. And it is a message that slowly is taking hold in individual lives and in broader communities.

Z. SMITH REYNOLDS FOUNDATION

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CHANGES IN LEADERSHIP

The year 2000 saw a change of leadership at the Z. Smith Reynolds Foundation. Our Executive Director, Tom Lambeth, retired after years of dedicated service, and his successor, Tom Ross, assumed day-to-day leadership of the Foundation's work.

The Foundation also bade farewell to two other senior members of the staff with more than 30 years of combined, dedicated service. Valeria Lee is now serving as president of the Golden LEAF Foundation, and Joe Kilpatrick is pursuing interests in the nonprofit arena that have long been dear to his heart. No one understood the Foundation's mission better than Joe and Valeria or could have advanced it in a more professional manner. The other Trustees and I forever will be grateful to Joe and Valeria for their immeasurable contributions to the Foundation and the people of North Carolina.

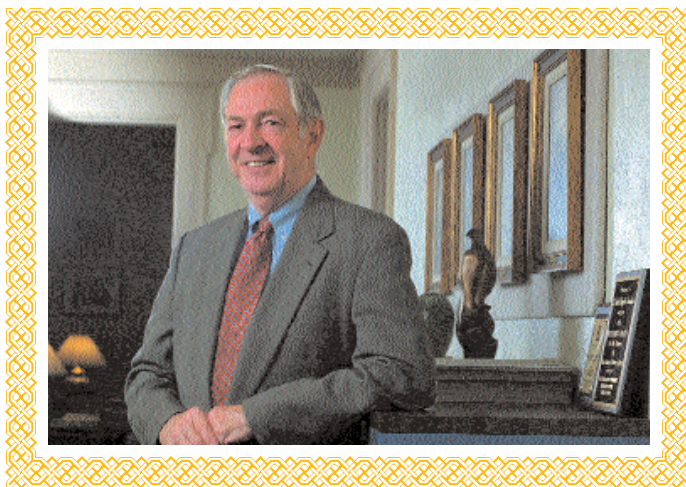
There were several occasions for old friends and a host of people with whom Tom, Valeria and Joe had collaborated over the years to gather, savor the memories and wish them godspeed. One of the most memorable ones was in Chapel Hill, where the trustees honored Tom, and friends and well-wishers came from throughout the state and nation. Former Congressman and federal judge, L. Richardson Preyer, Tom's close friend and mentor who then was courageously battling cancer, both entertained us and touched our hearts with his comments. Rich Preyer, dear friend of this Foundation and many of us personally, has since left us, and we miss him.

No one expected or wanted Tom to just fade away, and we all are thankful that he hasn't. His "lifelong love affair with North Carolina," as Skipper Bowles once described Tom's devotion to his state, is just as passionate as ever. His commitment to make North Carolina even better is just as strong. His contributions to the commonweal in the future, we know, will be just as significant.

The Foundation is delighted that Tom agreed to remain at the Foundation in a new capacity, Senior Fellow. One of his first tasks in this role is to help create the framework for the Thomas W. Lambeth Professorship at the University of North Carolina at Chapel Hill that the Trustees of the Foundation established in his honor. Tom's devotion and record of service to the University, where he served as chair of the board of trustees, is legendary. For this reason, the Trustees thought endowing a Thomas W. Lambeth Professorship at Chapel Hill was an appropriate way to honor him and express our appreciation and respect for his leadership.

As Senior Fellow, Tom also is giving us the benefit of a lifetime of involvement in improving North Carolina's educational system and is providing invaluable assistance in other areas.

I personally look forward to many years of partnership with Tom in attempting great things for North Carolina. The challenges of this new century are formidable, and we need patriots of Tom



Lambeth's stature to provide leadership and direction.

At the same time, we have welcomed Tom Ross to the Z. Smith Reynolds Foundation as Executive Director. He brings with him tremendous enthusiasm and energy, as well as experience, that have allowed him to assume the administrative responsibilities of the Foundation and keep us moving forward without a hitch.

The future is bright for this Foundation. We face the days ahead, stronger for the service and contributions of Tom, Joe and Valeria who have left us, and confident in our present Executive Director, Tom Ross, and the professional team that he is assembling.

JOCK TATE
President
Z. Smith Reynolds Foundation

THE NANCY SUSAN REYNOLDS AWARDS

The Nancy Susan Reynolds Awards seek to honor, and, in a small way, reward previously unrecognized North Carolinians who have worked to make a positive difference at the grassroots level. Believed to be the only awards of their kind in the country - they honor extraordinary leadership at the grassroots level for advocacy, personal service and race relations - they were first presented in 1986.

The awards are named for Nancy Susan Reynolds, a daughter of R.J. Reynolds and Katharine Smith Reynolds and sister of Z. Smith Reynolds. Nancy Susan Reynolds helped establish the Z. Smith Reynolds Foundation in 1936 and was instrumental in its work for almost half a century until her death in 1985.

Since their inception, the awards have given \$1,125,000 to grassroots leaders and nonprofit organizations. At a ceremony in Greenville last November, the Z. Smith Reynolds Foundation presented Nancy Susan Reynolds Awards to Matthew Bacoate, III, of Asheville; Nettie Coad and Suzanne Plihcik, co-recipients from Greensboro; and Frank Stephenson of Murfreesboro.

Matthew Bacoate's story is one of crime, drug addiction, redemption and, then, service. Broken by addiction and a prisoner in the Buncombe County jail, he decided to turn his life around. He later founded Life On Life's Terms in Asheville, a residential drug treatment program that reaches out to addicts that most people have given up on. The program involves a 12-step program, peer monitoring, strict rules, graduated privileges, and job placement.

Nettie Coad and Suzanne Plihcik - one black, one white; one a product of the segregated South, one who has lived a privileged life - spend their days talking to groups of students, police, executives, ministers, and anyone else who will listen.

Working together, Coad and Plihcik help individuals understand the roots of racism and then move beyond it. They are best friends, and each one's talents, background, and experiences complement the other as they fight ingrained, but often unconscious, racism.

Frank Stephenson, of Murfreesboro, has made a major dif-

ference in the lives of 2,000 African-American teenagers in three of North Carolina's poorest rural counties. He founded Upward Bound at Chowan College 25 years ago to place a college education within the reach of students in Bertie, Northampton and Hertford counties. Then he fiercely defended the program from racially motivated attempts to frustrate and dismantle it. He identifies and recruits students with college potential and enrolls them in an intense, six-week summer residential program.

The four winners of the 2000 Nancy Susan Reynolds Awards were the subjects of a television program produced by the Z. Smith Reynolds Foundation that aired across North Carolina in the spring of 2001. The Foundation hopes that, through the recognition associated with the Nancy Susan Reynolds Awards, fellow North Carolinians will draw personal inspiration and renewed strength from the recipients' stories.

Each Nancy Susan Reynolds Award is accompanied by a



2000 Nancy Susan Reynolds Awards recipients (left to right): Frank Stephenson, Matthew Bacoate, Suzanne Plihcik, and Nettie Coad.

grant of \$25,000, of which \$20,000 must be designated by the recipient to charitable organizations in North Carolina. To nominate a fellow North Carolinian for a Nancy Susan Reynolds Award, please call or write the Z. Smith Reynolds Foundation or visit its Web page at www.zsr.org.

THE Z. SMITH REYNOLDS SABBATICAL PROGRAM

"Some gifts are so remarkably overwhelming that they are remembered, in detail, for a lifetime."

2000 RECIPIENT

The Foundation established the Z. Smith Reynolds Sabbatical program in 1990 with the hope that sabbatical recipients, who are chosen from the leadership of North Carolina's nonprofits, would renew themselves personally and professionally and return to work with fresh ideas for achieving their missions and with more balanced lifestyles.

Each of the five 2000 sabbatical recipients received a \$15,000 grant to enable her or him to take leave from work for three months to a year to read, relax, travel, work on special projects, be with their family, or simply reflect.

Recipients of sabbaticals are chosen on the basis of the need for a break from the daily stress and challenges of their work environment, the innovation and creativity they have demonstrated in their work achievements in the past, and their potential to continue to make a significant contribution to public service.

Browning Brewton, Domestic Violence Coordinator for the Abuse Prevention Council in Shelby, used her sabbatical to spend time outside with God, sit with her husband, go eat lunch at school, make crafts at school with second graders, dig in the dirt, call friends, and, as she said, "just plain enjoy life." "My sabbatical was a wonderful blessing that allowed me to be alive again. I spent time learning how to take care of me and who I am. Most of my time was spent outside walking, riding my bike, hiking, enjoying the beauty of nature that God created for us," Brewton said. "One memorable day was spent hiking at Chimney Rock, watching the fog lift away from the waterfalls while eating lunch on a rock with my children. Returning to work, I will take my inner peace and my spirit renewed. I also have strengthened relationships with my husband and children. I am alive!"

Linwood Cox, President of the North Carolina Minority Support Center in Durham, said that he knew that he needed a break – but had no idea how urgently until he experienced his sabbatical. "I would like to thank the Foundation for offering such a program to people in the nonprofit sector," said Cox. "My passion for the great outdoors along with extensive deep-sea fishing along the Carolina and Florida coasts was fulfilled and so was my desire to cut off the alarm clock in the morning." Cox said the experience gave him the chance to appreciate more than ever that which nature has to offer. "Simply put, I had become an 'office

rat.' The experience gave me the opportunity to rest, reflect, and come back with a level of energy I felt I was losing."

Helen and Freddy Johnson, co-founders of Building Together Ministries in Raleigh, used their sabbatical time to embark on a five-month journey, traveling more than 20,000 miles through Canada, Alaska, and the western U.S. National Parks. "Hiking was the highlight of our trip. Through wilderness, rainforests, deserts and over mountain peaks, we hiked over 250 miles," the Johnsons said. "We discovered new meaning to a balanced life as we rested and slept, exercised, rested and slept, enjoyed contemplative silence, rested and slept, and read 30-plus books. During the last month, we were able to have our daughter and three of our grandchildren join us for five days at the Grand Canyon. We return renewed and refreshed for our future years in the ministry in the city."

Stanley Sprague, Public Benefits Specialist for Central Carolina Legal Services, emerged from his sabbatical with a renewed commitment to helping the poor. "I loved getting up whenever I wanted

and lounging around in tennis shirts and pants. At home, I fell into a routine of doing my 'inside' work (e.g., reading) in the mornings and doing my 'outside' work (e.g., landscaping/gardening) in the afternoons," Sprague said. "I read 20 fictional books, with the goal of having fun while improving my reading speed. I also read some nonfiction books, which helped me focus on the meaning of life. In addition, I took three trips – two visiting relatives and one tour of Scandinavia with my wife."

Gary West, Executive Director of Fifth Street Ministries in Statesville, described his sabbatical through alliteration. "Rest, Read, Renewal, Reflect, and Radical. The first four were daily experiences that played into and made more possible the fifth. By radical, I do not mean extremist but rather its root meaning, 'to go to the root of.' This is how I seek order in my life," said West. "The old labels, conservative or liberal, no longer work for me. The sabbatical became a lens through which I have more clearly seen how to go about seeking to relate to others in various small ways as I live day by day. As my mentor, Will Campbell, has said, 'I do not have a ministry, I have a life.'"

Please call the Foundation for an application if you know someone who may deserve a Z. Smith Reynolds Sabbatical.



The 2000 Z. Smith Reynolds Sabbatical recipients: (left to right) Browning Brewton, Helen Johnson, Freddy Johnson, Gary West, Stanley Sprague and Linwood Cox



MAKING GRANTS TO THE PEOPLE
OF NORTH CAROLINA

During the course of its 65-year history, the Z. Smith Reynolds Foundation has made grants to support projects in every North Carolina county - rural and suburban, rich and poor, east and west. The Foundation's trustees carefully review and evaluate each grant proposal and actively encourage grant seekers to submit proposals for consideration each May and November. A section on applying for grants is on page 55 of this report.

During 2000, Trustees of the Z. Smith Reynolds Foundation evaluated 757 grant requests. Most of the grant requests had merit. After a careful review process, the Trustees awarded grants to 265 organizations across the state - 35 percent of grant requests received.

The Foundation's trustees focus their philanthropic efforts in certain areas that they consider most crucial to the people of North Carolina. At present, the Foundation has five priority areas of grantsmaking: community economic development, the environment, issues affecting minorities, pre-collegiate education, and issues affecting women. The Foundation gives priority to grant seekers in these areas but also maintains a strong "miscellaneous" category of grantsmaking.

The Foundation also maintains a long-standing tradition of support for Wake Forest University and each year makes significant grants to the university.

COMMUNITY ECONOMIC DEVELOPMENT

The Foundation is a supportive partner in efforts to help communities revitalize themselves and create bold new opportunities for the people who live in them. Grants in this category are intended to foster a process for residential and commercial development in areas that have great potential but need a jump-start to achieve sustainable economic development.

ENVIRONMENT

Many organizations across North Carolina have been formed

to give notice and attention to the state's fragile environment. Progress is taking place, but there is a long and uncertain road ahead for the environment. The Foundation enthusiastically supported the efforts of many environmental projects during 2000, including grants for land trusts, air quality, water quality, forest lands, and environmental education.

ISSUES AFFECTING MINORITIES

Equity, justice, and economic opportunity are among the issues facing North Carolina's minority populations. With its grantsmaking in this area, the Foundation's trustees attempt to address the pressing needs of minorities, especially in terms of providing affordable housing, job training and security, and educational opportunities - all the things that make and keep families and communities strong.

PRE-COLLEGIATE EDUCATION

The Z. Smith Reynolds Foundation readily recognizes that North Carolina's future depends on what happens in classrooms today. The Foundation seeks to draw attention to and support programs that add quality and substance to North Carolina's public school classrooms. The Foundation's long-time support of the Public School Forum continued in 2000.

ISSUES AFFECTING WOMEN

A diverse group of grantees are working to address women's issues head-on. Projects funded in this category last year included those that helped prevent violence against women, healed those who have been abused, provided child care for working mothers, created economic opportunities for low-resource women, fostered self-esteem in young women, ensured parity in the workplace, and helped meet the overall challenges of parenting, especially for single mothers.

A complete listing of the 2000 grant recipients and brief descriptions of their projects follows.

GRANTS 2000

Z. SMITH REYNOLDS FOUNDATION

1898 FOUNDATION, INC., WILMINGTON \$25,000

Initiatives in the areas of racial reconciliation and economic inclusion that emerged from the centennial commemoration of the Wilmington coup and violence of 1898.

26TH JUDICIAL DISTRICT, CHARLOTTE \$35,000

Pilot program in the Mecklenburg County Family Court in dispute mediation to help resolve child abuse, neglect, and dependency cases.

ADOLESCENT PREGNANCY PREVENTION

COALITION OF NC, CHAPEL HILL \$100,000

Project Independence, to create a sustainable financial base.

AFRICAN-AMERICAN DANCE ENSEMBLE, DURHAM \$25,000

Organizational development and increased capacity building.

AFRO-AMERICAN CHILDREN'S

THEATRE, INC., CHARLOTTE \$25,000

Stop Racism Youth Challenge, to give youth opportunities to participate in activities to reduce racism in our community and society.

ALBEMARLE LEARNING CENTER, EDENTON \$40,000

Sharing Our Stories: Oral History Project and Community Museum Exhibit, which seeks to improve interracial understanding and cooperation among 4th grade teachers, their students, their families and their communities.

ALBEMARLE REGIONAL LIBRARY, WINTON \$20,000

For the purchase of furniture, shelving, books, and other circulating materials that were lost at the Lawrence Memorial Library during the floods caused by Hurricane Floyd.

AMERICAN RED CROSS, HIGH POINT-

THOMASVILLE CHAPTER, HIGH POINT \$35,000

Diversity dramatist training and videotape program to provide audiences with live role plays about various diversity issues.

APPALACHIAN COMMUNITY

LAW CENTER, BOONE \$15,000

To increase access to civil legal services for low and moderate-income individuals and to provide community education on legal matters.

APPALACHIAN STATE UNIVERSITY, BOONE \$50,000

Practitioners in Residence program, to identify outstanding minority educators in public schools of NC and bring them to the Reich College of Education to work as adjunct professors for varying periods.

APPALACHIAN VOICES, BOONE \$25,000

Shaping the Public Policy Debate on Air Pollution and Energy Policy in NC through the establishment and implementation of an NC comprehensive Energy Blueprint for a clean air future.

APPALACHIAN VOICES, BOONE \$20,000

Organizing efforts in NC to drastically cut NOx emissions to reduce noxious ozone pollution.

BEING A POSITIVE INFLUENCE, GREENSBORO \$10,000

Know Together Grow Together, a community education program to provide services to individuals who feel that the current system does not meet their specific needs.

BIG BROTHERS/BIG SISTERS OF

HIGH POINT YMCA, HIGH POINT \$25,000

To establish a branch office of Big Brothers Big Sisters in Asheboro.

BIG BROTHERS/BIG SISTERS OF

FORSYTH COUNTY, WINSTON-SALEM \$25,000

Community Tolerance Project, to generate candid, in-depth and broad-based dialogue about race and ethnicity that gets beyond the superficial.

BIG BROTHERS/BIG SISTERS OF

WESTERN NC, ASHEVILLE \$15,000

For the Burke County Branch Office for a mentoring program for at-risk youth.

BLUE RIDGE DISPUTE SETTLEMENT

CENTER, INC., BOONE \$20,000

To expand the organization's conflict resolution and mediation program to two new counties (Madison and Yadkin).

BLUE RIDGE PARKWAY FOUNDATION,

WINSTON-SALEM \$20,000

General operating support to preserve, conserve, and enhance the Blue Ridge Parkway for the present and future benefit of the American people.

BLUE RIDGE RESOURCE CONSERVATION

AND DEVELOPMENT COUNCIL, SUGAR GROVE \$30,000

Project Branch Out, to create new and expanded markets for native plants as a way of stimulating the economy in harmony with the environment.

BLUE RIDGE RURAL LAND TRUST,

PINEY CREEK \$25,000

General support and organizational development to preserve rural communities and culture in northwestern NC through the protection of land resources.

BLUE SPRINGS-HOKE COUNTY COMMUNITY DEVELOPMENT

CORPORATION, RAEFORD \$25,000

Community education and empowerment to increase the quality of life for Hoke County residents.

BOY SCOUTS OF AMERICA, CENTRAL

NC COUNCIL, ALBEMARLE \$25,000

To expand the Scoutreach program to Salisbury and Rowan County Housing Authorities.

BOYS AND GIRLS CLUB OF BREVARD/TRANSYLVANIA

COUNTY, INC., BREVARD \$20,000

Power Hour, an after-school program that focuses on the importance of education.

BOYS AND GIRLS CLUB OF

SANFORD/LEE COUNTY, SANFORD \$25,000

For a new satellite location to serve additional children.

BROTHERS HELPING BROTHERS, CHARLOTTE \$15,000

Outreach and survival skills for delinquent and at-risk teenagers.

BRUNSWICK COUNTY PARTNERSHIP FOR CHILDREN, SHALLOTTE \$25,000

Fatherhood Resource Center's Fatherhood Project to provide services to fathers and families in Brunswick, Columbus, New Hanover, and Pender counties.

BRUNSWICK FAMILY ASSISTANCE AGENCY, INC., SUPPLY \$25,000

For the Common Ground park, which will be a place to reflect on and celebrate the diversity of the Brunswick County community.

CAPE FEAR RIVER WATCH, WILMINGTON \$25,000

Operating and staff support to protect and preserve the Cape Fear River.

CAROLINA COMMERCE AND TECHNOLOGY CENTER, RED SPRINGS \$50,000

Education and Economic Development Technology (EED-Tech) Project to provide technology to link a highly distressed region so it can be responsive to technological education-driven economic development.

CAROLINA ESTUARINE RESERVE FOUNDATION, BEAUFORT \$15,000

Operating support to enhance research, education, management, and preservation efforts through the NC Coastal Reserve Program.

CAROLINA FARM STEWARDSHIP ASSOC., PITTSBORO \$20,000

To develop finance and marketing tools to assist existing organic farmers as well as farmers who are new to organic production.

CAROLINA MOUNTAIN LAND CONSERVANCY, HENDERSONVILLE \$25,000

To conserve outstanding natural areas and create a network of protected lands in Henderson, Transylvania, and neighboring counties.

CAROLINAS HERITAGE TOURISM NETWORK, WILMINGTON \$25,000

To support the implementation of an economic development initiative in Wilmington for Black heritage tourism.

CASWELL COUNTY YOUTH SERVICES, YANCEYVILLE \$15,000

To assist at-risk youth in Caswell County to understand the importance of character development and self-enrichment.

CATAWBA LANDS CONSERVANCY, CHARLOTTE \$50,000

Operating support to protect the natural resources in a six-county region.

CATAWBA RIVER FOUNDATION, INC., CHARLOTTE \$35,000

Organization development and for the employment of a development director.

CATAWBA-WATEREE RELICENSING COALITION, CHARLOTTE \$35,000

To facilitate an open process involving stakeholders to protect, enhance, and restore the natural, cultural, recreational, and economic resources of the river basin in conjunction with Duke Power Company's efforts to secure a new license for its hydropower operation.

CENTER FOR DEMOCRATIC RENEWAL AND EDUCATION, ATLANTA \$25,000

To launch the Southern Hate Crime Initiative in NC to chronicle hate-group activities, hate crimes and hate activities and to create a listing of resource providers and examples of effective state model responses and best practice projects.

CENTER FOR PARTICIPATORY CHANGE, INC., ASHEVILLE \$30,000

Community organizing, community development, and community capacity building to enable low-income communities to address the multiple issues that they face.

CENTRAL CAROLINA CHOICES, CHARLOTTE \$15,000

Developing the Community Will: A Model for Regional Change, to produce a case study of the Voices and Choices civic engagement process in the Charlotte region.

CHARLOTTE ORGANIZING PROJECT, CHARLOTTE \$20,000

General support to work on tenant education and organizing in addressing the problems of low-income renters.

CHATHAM EDUCATION FOUNDATION, PITTSBORO \$35,000

Next Step, organizational capacity building to create a sustainable financial base.

CHEROKEE COUNTY PUBLIC SCHOOLS, MURPHY \$50,000

Net Schools/Parents Computer Literacy Program, to help parents work with their children in doing homework.

CHILDREN AND FAMILY RESOURCE CENTER OF HENDERSON COUNTY, HENDERSONVILLE \$25,000

To provide seamless, centralized, and coordinated access to services that meet the ongoing and emerging needs of families in the community.

CHILDREN FIRST, ASHEVILLE \$25,000

To provide leadership in the Asheville community to improve the lives of children, youth, and their families through collaboration, education, advocacy, and policy development.

CHOWAN COLLEGE, MURFREESBORO \$20,000

Nancy Susan Reynolds Award designated by Frank Stephenson, Jr. for the J. M. Jenkins Activities Center.

CLEAN WATER FUND OF NC, ASHEVILLE \$25,000

To broaden the organization's work of organizing people for clean, safe communities through training, technical empowerment, facilitation of community environmental decision-making, research, and public policy analysis.

CLEVELAND COUNTY FAMILY YMCA, INC., SHELBY \$25,000

Black Achiever's Program, to encourage African-American teens to develop and pursue higher education and career goals with the assistance of African-American professionals from a variety of careers.

COALITION OF YOUTH EMPOWERMENT, GREENSBORO \$15,000

For the CAMARY (Community Approach to Mentoring At-Risk Youth) project.

COMMON CAUSE EDUCATION FUND, WASHINGTON, DC \$100,000

To educate North Carolinians on the issue of special-interest money in politics and inform citizens about how the current campaign finance system in NC affects them.

COMMON SENSE FOUNDATION, RALEIGH \$100,000

Common Sense Commission for Fair Testing, which will hold hearings about the state's public school standardized testing program and the effect it has on students, teachers, and families.

COMMON SENSE FOUNDATION, RALEIGH \$20,000
To formulate and promote progressive public policies for workers in NC by producing a State of the Worker report which will examine seven broad areas of worker well-being not previously analyzed.

COMMUNITIES IN SCHOOLS OF WILKES COUNTY, NORTH WILKESBORO \$8,000
To expand mentoring programs for at-risk and in-need youth to help young people successfully learn, stay in school, and prepare for life.

COMMUNITY BUILDING INITIATIVE, CHARLOTTE \$20,000
Resource Team for Systemic Change, to produce a replicable model for use with a broad range of institutions and organizations, to raise community awareness about the impact of race and ethnicity on institutions, and to increase citizen ownership of institutions through education.

COMMUNITY REINVESTMENT ASSOC. OF NC, DURHAM \$40,000
General support for economic advocacy and literacy.

CONCERNED CITIZENS OF TILLERY, TILLERY \$35,000
Alternative Livestock Waste Management System utilizing closed vessel aerobic digesters, which are designed for the small independent producer.

CONSERVATION FUND, CHAPEL HILL \$75,000
Livable communities and watersheds project to provide coordination and mentoring of recovery activities in each of the three watersheds (Cape Fear, Neuse, and Tar-Pamlico) that were most severely impacted by Hurricane Floyd.

CONSERVATION TRUST FOR NC, RALEIGH \$30,000
To create a new land trust to serve northeastern NC.

CORE SOUND WATERFOWL MUSEUM, HARKERS ISLAND \$25,000
To preserve and celebrate the art, history, and culture of decoy carving, hunting and fishing in coastal communities.

COUNCIL ON ADOLESCENTS OF CATAWBA COUNTY, CONOVER \$15,000
What It Means to be a Teen, a year-long series of events to promote creative accomplishments and leadership opportunities for teens in Catawba County.

COURTHOUSE KIDSCENTER, INC., RALEIGH \$30,000
To support North Carolina's first court-based, drop-in child-care center for children who must come to court.

DAVIDSON HOUSING COALITION, DAVIDSON \$25,000
To increase and sustain the supply of affordable housing throughout the town of Davidson.

DAVIDSON-WEST COMMUNITY DEVELOPMENT CORPORATION, LEXINGTON \$25,000
Community/economic development in the West Davidson Community.

DEMOCRACY SOUTH, CARRBORO \$450,000
To build public support for comprehensive campaign finance reform in North Carolina.

DIocese OF EAST CAROLINA, WASHINGTON \$25,000
Beaufort Latino Housing Initiative, to develop high quality and affordable housing for the growing Latino population.

DISPUTE SETTLEMENT CENTER OF ORANGE COUNTY, CARRBORO \$28,000
Support of two regional conferences, Improving Public Decision-Making Through Participation: Leadership, Governance, and Community.

DOGWOOD ALLIANCE, INC., ASHEVILLE \$35,000
For a campaign, working with the Southeast Forest Project, to use the report generated by the NC Chip Mill Study to galvanize support for a long-term forest protection policy for North Carolina.

DUKE UNIVERSITY, DURHAM \$20,000
To initiate and develop the Regarding Race project, a collaboration between the Center for Documentary Studies and the NC Teaching Fellows Program.

DUKE UNIVERSITY, DURHAM \$42,000
To support the work of Ambassador James A. Joseph as the Hart Leadership Program's Leader in Residence at Duke University's Terry Sanford Institute of Public Policy and as President of the U.S.-South Africa Center for Leadership and Public Values.

DUKE UNIVERSITY, DURHAM \$25,000
To the Nicholas School of the Environment to develop an upper-level Environmental Science Institute for NC high school environmental science teachers.

DUNBAR COMMUNITY DEVELOPMENT CLUB, BATTLEBORO \$10,000
Operating support and administrative capacity building.

DUPLIN COUNTY DISPUTE SETTLEMENT CENTER, KENANSVILLE \$25,000
To implement a multi-level program addressing racism and power imbalances in Judicial District IV, primarily Duplin County, which has a distinctive African-American presence and a rapidly growing Hispanic population.

DURHAM PROUD PROGRAM, DURHAM \$20,000
School-based project designed to reach at-risk youth in the Durham School District.

DURHAM PUBLIC EDUCATION NETWORK, INC., DURHAM \$35,000
To narrow the achievement gap between white and non-white students in the Durham Public Schools and to comprehensively address the needs of low-performing students and schools.

EAGLE/MARKET STREETS DEVELOPMENT CORPORATION, ASHEVILLE \$20,000
General operating support to reverse the economic devastation on "The Block," the traditionally African-American section of downtown Asheville.

EAST CAROLINA UNIVERSITY, GREENVILLE \$70,000
Coffee in the Kitchen, a university/community initiative on race to promote group discussions among university and community participants about race issues.

EAST CAROLINA UNIVERSITY, GREENVILLE \$50,000
Eastern NC Emergence Initiative, an economic base analysis of Eastern NC including agriculture, military, tourism, government, and manufacturing.

EAST TARBORO-PRINCEVILLE COMMUNITY DEVELOPMENT CORPORATION, TARBORO \$23,000
To implement a Housing Counseling Program designed to help the residents of Tarboro, Princeville, and surrounding areas recover from the devastation of Hurricane Floyd.

EL CENTRO LATINO, INC., CARRBORO \$30,000
To fund the position of a Membership Coordinator to develop a paid membership base.

EL PUEBLO, INC., RALEIGH \$20,000
To develop, pilot, and evaluate a youth-focused leadership development project targeting three diverse Latino youth groups from across the state.

EL PUEBLO, INC., RALEIGH \$100,000
General operating support to strengthen the Latino community through leadership development, education, and promotion of cross-cultural understanding.

ELIZABETH CITY STATE UNIVERSITY, ELIZABETH CITY \$50,000
Northeastern NC Communication Skills Enhancement Program for potential and pre-service teacher education majors who require a strong background in verbal and written communication skills.

ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS, ELIZABETH CITY \$30,000
For the Standard Bearer School District Project to organize a framework to strengthen the capacity of local school districts to support and sustain fundamental change in the operation of schools and classrooms.

ENVIRONMENTAL DEFENSE OF NC, RALEIGH \$40,000
To reduce levels of sulfur dioxide and oxides of nitrogen necessary to help NC meet the health-based smog standard, protect sensitive ecosystems, and improve visual air quality in the southern Appalachian Mountains.

ENVIRONMENTAL EDUCATION FUND, RALEIGH \$25,000
Staff support for baseline measures of awareness and use of environmental education resources.

ENVIRONMENTAL FEDERATION OF NC, DURHAM \$25,000
To implement a strategic plan and organizational development and to expand the Federation's campaign and access programs.

FAMILY SERVICES OF DAVIDSON COUNTY, INC., LEXINGTON \$25,000
Development of an integrated approach to family violence prevention and intervention.

FELLOWSHIP OF CHRIST CHURCH, ROCKY MOUNT \$25,000
Creative Building and Home Repair Service to provide job training for underemployed or unemployed citizens of Rocky Mount and surrounding areas.

FIRST MISSIONARY BAPTIST CHURCH, SOUTHERN PINES \$15,000
Little Sisters/Little Brothers, a program to prevent adolescent pregnancy.

FISHERIES DEVELOPMENT FOUNDATION OF NC, NEW BERN \$30,000
General support to conduct a major oyster study to administer the ongoing project of Enhancement of Oyster Culture in North Carolina.

FOOD BANK OF NC, RALEIGH \$100,000
Rural Enrichment Partnership to increase the ability of agencies to leverage additional resources to meet growing demands, focused primarily on the 100 agencies served by the Food Bank's branch in Greenville.

FOOTHILLS CONSERVANCY OF NC, INC., MORGANTON \$50,000
For the Upper Catawba River Basin Conservation Plan.

FOUNTAIN YOUTH DEVELOPMENT CENTER, FOUNTAIN \$25,000
Educational Growth Program to improve student achievement.

FUTURE FOCUS, INC., WINSTON-SALEM \$25,000
To develop scenarios describing the future of minority communities living in NC between now and the year 2020.

GLORY TO GLORY HOUSE OF REFUGE, RALEIGH \$10,000
General support to empower single homeless women to become self-sufficient members of society through teaching important life skills, job readiness, HIV prevention, building self-esteem and tutorial assistance with basic math and reading skills.

GOOD WORK, INC., DURHAM \$25,000
General support for a microenterprise development program that serves hard-working, resource-poor entrepreneurs.

GUILFORD COLLEGE, GREENSBORO \$50,000
The Training Institute, to develop organizers and trainers in the values, knowledge, and skills of community building, historical and systemic racism, the sources of neighborhood decline, and organizing with a power rather than a victim analysis.

GUILFORD COLLEGE, GREENSBORO \$20,000
Nancy Susan Reynolds Award designated by Nettie Coad and Suzanne Plihcik for the Partnership Project at Guilford College.

HALIFAX/EDGEcombe/WILSON ENTERPRISE ALLIANCE, INC., ROCKY MOUNT \$40,000
Operating support to maintain staff capacity, manage a ten-year strategic plan, and maintain and expand current programs.

HEALING HEARTS, INC., PINEVILLE \$20,000
Operating support for a long-term, transitional housing program for women, with children, who flee from domestic violence situations.

HEALING PLACE OF WAKE COUNTY, RALEIGH \$25,000
To provide innovative recovery and rehabilitation to the homeless, needy, alcoholic or chemically dependent through a continuing mutual-help program.

HEALTHY START, INC., GREENSBORO \$25,000
For the PROMISE (Pre-Teens on A Mission to Excel) program, which targets girls ages 9 to 12 and provides workshops and seminars on a variety of topics such as health and hygiene, delaying sexual activity, team building and leadership, interpersonal skills, career options, and other issues.

HELPING EMPOWER LOCAL PEOPLE, CHARLOTTE \$40,000
IAF South NC Citizenship Education Program to improve the quality of life for families in NC.

HELPING HANDS CENTER, SILER CITY \$10,000
To support education of poultry workers and community members about workplace health and safety issues and community building of relationships among African-Americans, Latino, and white members of the community.

HIGH COUNTRY CONSERVANCY, BOONE \$25,000
To protect land in the rapidly growing areas around Boone, Blowing Rock, Linville, and Banner Elk.

HIGH POINT REGIONAL HEALTH SYSTEM, HIGH POINT \$15,000
Teen Resource Center for teenagers to participate in after-school and summer programs and activities.

HISPANIC TASK FORCE OF LEE COUNTY, SANFORD \$15,000
To facilitate the integration of Spanish-speaking immigrants and remove cultural and language barriers.

HISPANIC/LATINO CENTER, FAYETTEVILLE \$25,000
Start-up and operational support of the Center.

HOUSING DEVELOPMENT CORPORATION OF THE NC COUNCIL OF CHURCHES, RALEIGH \$15,000
To develop a coalition of farmworker advocacy and service agencies dedicated to providing safe, sanitary, and affordable housing for farmworkers in NC.

INSTITUTE FOR SOUTHERN STUDIES, DURHAM \$40,000
Farmworker Justice Project to increase public understanding of the state's growing farmworker population, foster informed policy decisions, and promote the livelihood and rights of NC farmworkers.

INTERNATIONAL HOUSE OF METROLINA, INC., CHARLOTTE \$25,000
Issue Resolution Service to provide direct assistance to internationals in need and to identify recurring problems.

JOHNSTON COMMUNITY COLLEGE, SMITHFIELD \$20,000
To establish a Mediation Center at the College that will serve the entire county.

KINGDOM COMMUNITY DEVELOPMENT CORP., FAYETTEVILLE \$25,000
Housing Development Program to build affordable housing for low-to-moderate income families in Fayetteville.

LAND TRUST FOR THE LITTLE TENNESSEE, FRANKLIN \$25,000
General support and for the Needmore Conservation Project.

LAND-OF-SKY REGIONAL COUNCIL, ASHEVILLE \$25,000
To continue the Clean Air Campaign in the five county region around Asheville and to assist the new Mountain Air Quality Coalition in expanding the public awareness campaign to the entire 23-county mountain region.

LANDTRUST FOR CENTRAL NC, SALISBURY \$25,000
Operational support and for the South Yadkin River Wildlife Refuge capital campaign.

LATIN AMERICAN RESOURCE CENTER, RALEIGH \$25,000
Operational support for DIALOGO, a program dedicated to improving human relations through education.

LEADERSHIP AMERICA NC, CHARLOTTE \$20,000
To organize an Annual Issues Forum to inquire, inform, and advance women leaders who will influence North Carolina's future.

LEADERSHIP NC, INC., GREENSBORO \$20,000
For scholarships for nonprofit managers/directors, small business owners, community college personnel, and teachers/principals from the public schools.

LEGAL SERVICES OF NC, RALEIGH \$45,000
For North State Legal Services' Environmental Poverty Law Program to expand the program statewide and continue to address the disproportionate burden of environmental hazards to low-income children and families.

LEGAL SERVICES OF SOUTHERN PIEDMONT, CHARLOTTE \$20,000
Hispanic Outreach Project to educate the non-English-speaking, low-income Latino population about their rights with regard to government benefits, housing and consumer issues, domestic violence, and related issues.

LENOIR-RHYNE COLLEGE, HICKORY \$45,000
Building Community from Diversity, a project that has connected approximately 6,000 people in the Unifour area of NC over the last two years through conversations and dialogues about race and diversity.

LIFE ON LIFE'S TERMS, INC., ASHEVILLE \$20,000
Nancy Susan Reynolds Award designated by Matthew Bacoate.

LINDEN COMMUNITY CULTURAL ENHANCEMENT CENTER, LINDEN \$10,000
For the Linden Outreach Project, which will offer a combination of academic support, cultural enrichment, and recreational activities to youth.

LITTLE WILLIE CENTER, GREENVILLE \$9,750
To improve the existing Survival Skills program by teaching additional life coping skills with an emphasis on adopting a nonviolent approach for young people's confrontations and problems.

LOVE CENTER FOR COMMUNITY ENHANCEMENT, EAST SPENCER \$25,000
To establish the Forever Free Halfway House, a transitional facility for women, especially those recovering from substance abuse, release from prison, homelessness, victims of domestic violence, or sexual assault.

LUTHERAN FAMILY SERVICES IN THE CAROLINAS, RALEIGH \$25,000
For the Montagnard Cultural Preservation Project to promote, protect, and ensure the cultural survival of the distinctive Montagnard/Dega people of Vietnam's Central Highlands.

MARS HILL COLLEGE, MARS HILL \$50,000
Growing Our Own Teachers for the Future, a program to prepare at least 25 motivated and capable African-American and Latino paraprofessionals to be K-12 teachers.

MDC, INC., CHAPEL HILL \$50,000
Supporting Communities in Comprehensive Change Efforts, to research and design a Community Problem Solving Center to build the capacity of communities to solve complex community problems inclusively and collaboratively.

MDC, INC., CHAPEL HILL \$75,000
For the Autry Fellowship Program, which will increase economic opportunities for poor people and poor places in NC and across the South by developing a cadre of leaders who have experience in issues related to economic development, workforce development, and community capacity building in the South.

MEDIATION CENTER OF ASHEVILLE, ASHEVILLE \$20,000
To increase collaborative approaches for leadership groups, board retreats, visioning processes, community dialogues, and improved meeting facilitation for the six western centers of the NC Mediation Network.

MID-EAST DEVELOPMENT CORPORATION, WASHINGTON \$50,000
To plan for and create affordable housing with services for low-income seniors in eastern NC.

MONTAGNARD CULTURAL HERITAGE AND RESEARCH, INC., HIGH POINT \$10,000
To support a part-time executive director for the Montagnard Cultural Heritage and Research Center.

MOUNT ZION COMMUNITY DEVELOPMENT, INC., ASHEVILLE \$25,000

To narrow the digital divide by providing underserved individuals and families in the Asheville/Buncombe County community with access to computers and opportunities for education in computer technology.

MOUNTAIN MICROENTERPRISE FUND, ASHEVILLE \$25,000

Follow-up services for post-loan and post-training to help hard working, low-income people grow their businesses.

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC., NEW YORK \$100,000

To advance minority political participation and protect minority voting rights, especially surrounding the upcoming state and local redistricting process.

NAMI NORTH CAROLINA, RALEIGH \$30,000

For an Advocacy Project to provide a unified voice for persons with mental illness as the state embarks on a redesign of the mental health system.

NATIONAL INTERFAITH COMMITTEE FOR WORKER JUSTICE, PITTSBORO \$35,000

NC Interfaith Alliance for Worker Justice to educate and support the faith community in its efforts to improve working conditions, wages, benefits, and to seek a voice in the workplace.

NC ASSOC. OF BLACK LAWYERS, DURHAM \$40,000

Land Loss Prevention Project for the NC Rural Environmental Equity Project.

NC ASSOC. OF COMMUNITY DEVELOPMENT CORPORATIONS, RALEIGH \$50,000

Jump Start Project, a new pre-development assistance loan fund for emerging CDCs.

NC BAR ASSOC. FOUNDATION, CARY \$75,000

For the Hubert B. Humphrey Justice Fund to provide legal services for low-income people and pro bono work for nonprofit organizations.

NC CENTER FOR INTERNATIONAL UNDERSTANDING, RALEIGH \$70,000

Latino initiative for NC public policy and civic leaders to help prepare a core group of leaders from 19 counties to make well-informed decisions about issues resulting from Latino immigration to NC.

NC CENTER FOR NONPROFIT ORGANIZATIONS, RALEIGH \$100,000

Nonprofit sector advocacy initiative to help significantly more nonprofits across the state to engage in and be effective in advocacy and public policy for their own causes.

NC CENTER FOR PUBLIC POLICY RESEARCH, RALEIGH \$125,000

General operating support to evaluate state government programs and raise public policy issues that affect the lives of North Carolina's citizens.

NC CENTER FOR VOTER EDUCATION, RALEIGH \$450,000

To elevate the issue of comprehensive campaign finance reform in the eyes of the public, opinion leaders, and the media.

NC CENTRAL UNIVERSITY, DURHAM \$25,000

NC Middle School Achievement Project to develop the core curriculum in The Exemplary Middle School using distance education to train middle school teachers in the exemplary school models.

NC CENTRAL UNIVERSITY, DURHAM \$40,000

To document the conditions and architectural needs of historically significant structures at NC's historically Black colleges and universities.

NC CHILD ADVOCACY INSTITUTE, RALEIGH \$100,000

For general support of the Public Policy Division to give priority to juvenile justice and delinquency prevention, child maltreatment and child fatalities, and child/adolescent health and safety.

NC COALITION AGAINST DOMESTIC VIOLENCE, DURHAM \$75,000

Operating support to provide comprehensive services to member programs.

NC COALITION TO END HOMELESSNESS, ASHEVILLE \$14,000

For start-up support and for a statewide summit on homelessness.

NC COMMUNITY SHARES, DURHAM \$20,000

General support to continue workplace solicitation campaigns for social justice organizations.

NC COUNCIL FOR WOMEN, RALEIGH \$21,000

To develop a pilot project, targeting females ages 13-15, titled Developing Young Female Trailblazers for the New Millennium, in Warren, Rockingham, and Pamlico counties.

NC COUNCIL OF CHURCHES, CHAPEL HILL \$75,000

People of Faith Against the Death Penalty to support the Moratorium Now campaign.

NC COUNCIL OF CHURCHES, CHAPEL HILL \$15,000

Curriculum for Racism and Criminal Justice, for three adult education lessons based on a policy paper titled "The Elephant in the Courtroom."

NC DEPARTMENT OF ADMINISTRATION, RALEIGH \$10,000

For the NC Commission of Indian Affairs to develop an American Indian Scholarship Foundation to support scholarships for American Indian students at NC state universities, community colleges, and private colleges.

NC DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES, RALEIGH \$50,000

To support the Governor's Million Acre Initiative to conserve one million acres of NC land over the next ten years.

NC FAIR HOUSING CENTER, DURHAM \$25,000

Landlord/tenant initiative to inform community members and industry groups of their fair housing and landlord/tenant rights and responsibilities.

NC FAIR SHARE EDUCATION FUND, RALEIGH \$25,000

For a Citizen's Advocacy Institute Program to directly involve individual community members in the resolution of consumer and community issues and to train community members to be a part of the power base at the decision table.

NC FAMILY RESOURCE COALITION, GREENSBORO \$30,000

To strengthen family support efforts in NC.

NC FOUNDATION FOR SOIL & WATER CONSERVATION DISTRICTS, INC., RALEIGH \$25,000

To promote the wise use of North Carolina's natural resources through public and private partnerships.

NC HERITAGE, INC., GREENSBORO \$20,000
General support and to develop a how-to manual designed to help generate sustainable economic development in communities across NC.

NC HUMANITIES COUNCIL, GREENSBORO \$100,000
Transforming Landscapes and People, a project that involves teachers in rethinking the narrative and historiography of North Carolina's history.

NC HUMANITIES COUNCIL, GREENSBORO \$10,000
To support the development of in-depth feature stories for public radio stations across the state during the coming year.

NC HUNGER NETWORK, RALEIGH \$25,000
General operating funds to carry out a mission of reducing hunger and malnutrition in NC.

NC INSTITUTE OF MINORITY ECONOMIC DEVELOPMENT, DURHAM \$75,000
Organizational development and to develop a white paper and informational materials targeted to the minority community on the issue of predatory lending.

NC INSTITUTE OF POLITICAL LEADERSHIP, WILMINGTON \$25,000
Fellowships and other program support.

NC JOHN MUIR FOUNDATION, CHARLOTTE \$35,000
To empower citizens to encourage the state's leaders to take a proactive approach toward environmental protection in the wake of Hurricane Floyd.

NC JUSTICE AND COMMUNITY DEVELOPMENT CENTER, RALEIGH \$75,000
NC Living Income Initiative to inform employers, workers, policymakers and the public about the unfairness of the state's present wage and income structure for poor workers and to promote strategies for change.

NC JUSTICE AND COMMUNITY DEVELOPMENT CENTER, RALEIGH \$150,000
Operating support to promote and protect the interests of low-income North Carolinians.

NC JUSTICE AND COMMUNITY DEVELOPMENT CENTER, RALEIGH \$50,000
NC Utility Watch Project, which informs policymakers and educates and empowers consumers, advocacy groups, and community-based organizations about the dramatic changes underway in the field of public utilities.

NC LOW INCOME HOUSING COALITION, RALEIGH \$75,000
To continue building and strengthening the campaign for housing initiatives to address the state's critical need for decent, safe, and affordable housing by raising awareness and marshalling public and private resources.

NC MINORITY SUPPORT CENTER, DURHAM \$100,000
To provide performance-based equity grants to up to five growing, yet undercapitalized, CDCUs.

NC OCCUPATIONAL SAFETY AND HEALTH PROJECT, DURHAM \$20,000
To establish the Latino Community Job Information Center.

NC PEDIATRIC SOCIETY FOUNDATION, RALEIGH \$15,000
Child Advocacy Training Initiative to educate medical students and pediatric residents in Forsyth County about health policy, political process, local and state government affairs, and current child health issues.

NC PUBLIC INTEREST RESEARCH GROUP EDUCATION FUND, CHAPEL HILL \$50,000
To build support for public campaign financing in NC.

NC PUBLIC INTEREST RESEARCH GROUP EDUCATION FUND, CHAPEL HILL \$25,000
Clean Air Program, to frame the debate on clean air in NC and increase public scrutiny of the link between old power plants and air pollution.

NC REAL ENTERPRISES, DURHAM \$40,000
For a project, in partnership with Randolph Community College and national REAL Enterprises, to provide entrepreneurial training for NC's rural Latino population.

NC SHORE AND BEACH PRESERVATION ASSOCIATION, INC., OAK ISLAND \$35,000
To broaden the scope of environmental education in public schools to include complex scientific, social, and economic issues involved in shore and beach preservation.

NC SOLAR ENERGY ASSOC., RALEIGH \$45,000
Expanding renewable energy programs for a healthier environment.

NC STATE UNIVERSITY, RALEIGH \$75,000
Operational support for the NC Progress Board.

NC WASTE AWARENESS & REDUCTION NETWORK, INC., DURHAM \$30,000
To strengthen organizational capacity to assist over-exposed communities and the general public on issues of toxic and radioactive pollution.

NC WATERSHED COALITION, FRANKLIN \$20,000
To promote watershed protection throughout NC through citizen education, creation of new local watershed protection groups, and establishment of a citizen-led water quality monitoring program.

NC WESLEYAN COLLEGE, ROCKY MOUNT \$35,000
Strategic development and capacity building project.

NEIGHBORS IN MINISTRY, INC., BREVARD \$30,000
To provide education for and stimulate action within the seven collaborating organizations that have been involved with the Rise & Shine After School Enrichment Program and the Neighbors in Ministry Board of Directors.

NEW LIFE WOMEN'S LEADERSHIP PROJECT, INC., WILLIAMSTON \$20,000
To help women recover with dignity from the effects of welfare reform and Hurricane Floyd.

NORTHEAST TARHEEL CONSERVANCY, NASHVILLE \$30,000
To build the capacity and continue the operations of this newly launched land trust serving the Upper Tar River Basin and surrounding region.

NORTHEASTERN NC REGIONAL ECONOMIC DEVELOPMENT COMMISSION, EDENTON \$50,000
To support the Eastern NC Heritage Tourism Initiative.

OLIVE HILL COMMUNITY ECONOMIC DEVELOPMENT CORPORATION, MORGANTON \$25,000
To provide affordable housing and business development that will employ low-to-moderate income people and promote worker management and ownership in the Olive Hill community.

OPERATION SPRING PLANT, INC., OXFORD \$30,000
Rural Farm PAC, Co-op Development, to develop and implement ways to create agriculture-related jobs for persons living in poverty.

OPTIONS, INC., MORGANTON \$20,000
To purchase and renovate a building to serve as a shelter for victims of family violence.

ORGANIZATION FOR AFRICAN-AMERICAN HERITAGE PRESERVATION AND CULTURAL COMPLEX, RALEIGH \$25,000
To provide programs and services about African-American history to the general public and make people aware of the contributions made by African Americans to NC.

PANTEGO AREA COMMUNITY DEVELOPERS, PANTEGO \$25,000
Community-wide sewage treatment facility and for a community educator.

PEACEHAVEN INCORPORATED, WARRENSVILLE \$35,000
Support for the Police Encourage Alternatives for Children's Empowerment program.

PEOPLEACT, STOKES \$20,000
To create a 30-minute video of An American Café, a race-relations initiative, and to use the video as a dialogue-generating tool in workshops and instructional material available to interested teachers and community leaders.

PHILIPPI COMMUNITY DEVELOPMENT CORP., GREENVILLE \$25,000
Recovery Center for Families to assist victims of Hurricane Floyd with transportation needs.

PISGAH LEGAL SERVICES, ASHEVILLE \$45,000
Rutherford-Polk Outreach Project to educate and train providers of services to recognize poverty law issues.

PITT COUNTY SCHOOLS, GREENVILLE \$30,000
Success Tech, to provide learning/training activities and purchase technology for a comprehensive Community Learning Center.

PLANNED PARENTHOOD OF THE CAPITAL AND COAST, RALEIGH \$50,000
Women's 21st Century Leadership Institute, to increase the numbers and influence of young advocates on women's health issues and to build greater public understanding of the pro-choice movement.

RALEIGH-WAKE MARTIN LUTHER KING CELEBRATION, RALEIGH \$50,000
To establish the MLK Center for Reconciliation to provide opportunities for people from diverse backgrounds to come together to develop immediate and long-term strategies, initiatives, and solutions to improve race relations.

RANDOLPH ARTS GUILD, ASHEBORO \$13,800
For the CommonVisions project, which will address specific community needs across cultural, racial, and generational communication in Randolph County.

RAPE CRISIS VOLUNTEERS OF CUMBERLAND COUNTY, FAYETTEVILLE \$20,000
To increase outreach services by developing and establishing an Internet Website providing on-line support and resource services to citizens of Cumberland County and surrounding counties.

REBUILDING BROKEN PLACES CDC, GOLDSBORO \$30,000
To engage in community and economic development of low and moderate-income persons from a faith-based perspective.

ROANOKE ECONOMIC DEVELOPMENT, INC., RICH SQUARE \$40,000
To implement the Roanoke Chowan Partners for Progress project by hiring an organization developer to determine how to best leverage and deploy the collective strength of the 30 partner groups and for technological infrastructure capacity building.

ROANOKE ISLAND HISTORICAL ASSOCIATION, MANTEO \$30,000
To establish an educational outreach program for the Lost Colony outdoor drama.

ROCKY MOUNT, CITY OF, ROCKY MOUNT \$20,500
To increase understanding of race relations and to develop mechanisms to improve those relationships.

RURAL ADVANCEMENT FOUNDATION INTERNATIONAL-USA, PITTSBORO \$50,000
For support of the NC peanut and tobacco growers projects.

RURAL ECONOMIC DEVELOPMENT CENTER, INC., RALEIGH \$100,000
General support and for the Rural Information Network to build a broad coalition of leaders with an in-depth understanding of rural trends and issues.

RURAL ECONOMIC DEVELOPMENT CENTER, INC., RALEIGH \$100,000
To support the NC Sustainable Communities Initiative.

RURAL INITIATIVE PROJECT, INC., WINSTON-SALEM \$25,000
To support a community developer who will assist staff with the completion of current projects on schedule, including providing support for members involved in addressing inadequate infrastructure in communities across Davie, Forsyth, Stokes, and Surry Counties.

SALEM ACADEMY AND COLLEGE, WINSTON-SALEM \$500,000
Capital projects for rehabilitating the historic campus, primarily the Sisters House, constructed in 1785 with an addition in 1819.

SALISBURY, CITY OF, SALISBURY \$50,000
To support a coordinator position, Train-the-Trainer stipends and speaker fees for the City's Community Multiculturalism Program.

SANDHILLS AREA LAND TRUST, SOUTHERN PINES \$35,000
To support the Conservation Center of the Sandhills to expand the capability to protect land and work with conservation partners in the Sandhills.

SANDHILLS MEDIATION CENTER, INC., LAURINBURG \$25,000
Let It Begin With Me, an issues forum to teach facilitation, provide opportunities for cross-racial and economic interaction, in-depth issue exploration, and formation of groups for further action.

SMART GROWTH PARTNERS OF WESTERN NC, ASHEVILLE \$30,000
Research, education, and advocacy of smart growth in Asheville and the surrounding mountain communities.

SOUTHEAST REGIONAL ECONOMIC JUSTICE NETWORK, DURHAM \$50,000
For the NC Black/Latino Reconciliation Project, a pilot initiative to demonstrate and replicate how Latinos and African Americans can work together.

SOUTHERN MEDIA FOUNDATION, CHAPEL HILL \$25,000
For an educational media project, February One: Forty Years After, that tells the story of the four young men who sat down for service at the Woolworth's lunch counter in Greensboro in 1960, and to develop an accompanying toolkit for schools and the community.

SOUTHWESTERN COMMUNITY COLLEGE, SYLVA \$50,000
For a 23-county, broad-based public/private initiative in western NC to formally aggregate bandwidth demand via a large regional cooperative and several smaller sub-regional cooperatives.

STONE CIRCLES, DURHAM \$25,000
To expand the Ripples project, a national training program that builds the capacity of nonprofit, social change organizations.

STORIESWORK, DURHAM \$20,000
To create, launch, and promote an educational Internet Website to assist advocates, facilitators, and other counselors who work with victims of domestic violence.

STUDENT ACTION WITH FARMWORKERS, DURHAM \$20,000
Into the Fields Organizing Project, to help field workers organize for better wages and benefits and educate them about their legal rights and responsibilities.

SURRY WOMEN'S SHELTER, DOBSON \$20,000
For a Resource Coordinator for the residents of the domestic violence shelter to empower them to take control of their situation and to develop their own support system.

TARBORO AREA DEVELOPMENT CORP., TARBORO \$50,000
Downtown Tarboro Revitalization to revitalize the downtown commercial district following massive devastation caused by flooding.

TRANSLYVANIA COUNTY HOUSING DEVELOPMENT CORPORATION, BREVARD \$30,000
For a site supervisor/construction manager for affordable home ownership development of single-family units for low- to moderate-income persons.

TRANSLYVANIA VOCATIONAL SERVICES, BREVARD \$15,000
Life Skills Program for aging disabled adults.

TRI-COUNTY COMMUNITY COLLEGE, MURPHY \$50,000
Renovation of a room for the creation of a technology certification center.

TRIANGLE J COUNCIL OF GOVERNMENTS, RESEARCH TRIANGLE PARK \$35,000
Triangle GreenPrint: A regional green space plan to help implement the Million Acre Initiative.

TRIANGLE LAND CONSERVANCY, RESEARCH TRIANGLE PARK \$50,000
Little River: A River Worth Protecting, to help purchase a 391-acre tract along the Little River for use as a regional nature preserve.

TWIN COUNTY INTERFAITH RECOVERY INITIATIVE, INC., ROCKY MOUNT \$40,000
Disaster relief and recovery for the victims of Hurricane Floyd in Nash and Edgecombe counties.

UHURU COMMUNITY DEVELOPMENT CORPORATION, RICH SQUARE \$25,000
To provide affordable housing and create occupational opportunity in the community.

UNITED HMONG ASSOCIATION, HICKORY \$5,500
Racial Diversity Awareness Conference to introduce the Hmong social and cultural norms to other ethnic groups and the general public.

UNIVERSITY OF NC AT CHAPEL HILL, CHAPEL HILL \$100,000
To the Frank Porter Graham Child Development Center for Partnering on NC Child Policy for the 21st Century.

UNIVERSITY OF NC AT CHAPEL HILL, CHAPEL HILL \$666,667
To establish the Thomas Willis Lambeth Distinguished Chair in Public Policy.

UNIVERSITY OF NC AT CHAPEL HILL, CHAPEL HILL \$50,000
For the Institute for Research in Social Science to extend the "Tracking County Responses to Welfare Reform" initiative.

UNIVERSITY OF NC AT CHAPEL HILL, CHAPEL HILL \$250,000
For the Institute of Government Foundation's NC Civic Education Consortium.

UNIVERSITY OF NC AT CHAPEL HILL, CHAPEL HILL \$30,000
To the Institute of Government for adolescent pregnancy legal guides to make booklets on the legal rights and needs of pregnant adolescents widely available to social services and school employees.

UNIVERSITY OF NC AT GREENSBORO, GREENSBORO \$50,000
Piedmont Triad Education Consortium's Lifting Minority Leadership in Education to provide leadership development experience for minority mid-level managers in education.

UNIVERSITY OF NC AT WILMINGTON, WILMINGTON \$25,000
Lower Cape Fear River Program, to develop an understanding of the processes that control and influence the Cape Fear River in order to preserve the capacity of the river to sustain economic development and to protect its natural resource values.

UNIVERSITY OF NC AT WILMINGTON, WILMINGTON \$35,000
Collaborative Community Assistance Network, an on-line information service that citizens across southeast NC can access free of charge to locate any health and human service provider in a nine-county region.

VICTORY COMMUNITY DEVELOPMENT CORPORATION, HIGH POINT \$15,000
Second Chances, a program serving juveniles with minimal criminal charges or those who may be on probation.

WAKE EDUCATION PARTNERSHIP, RALEIGH \$45,000
To promote teacher professionalism and competency and the teaching profession by providing unique opportunities for teachers to engage in collaboration with peers, university professors, and business professionals to enhance curriculum relevance for the benefit of students.

WAKE FOREST UNIVERSITY, WINSTON-SALEM \$1,200,000
Annual grant, under 1990 contract, for general support, faculty development, and scholarships.

WASHINGTON COUNTY YOUTH CENTER, PLYMOUTH \$20,000
Changing Hearts Instead of Losing Lives (CHILL), a program to prevent juvenile delinquency and provide role models for youth.

**WESTERN CAROLINA WOMEN'S COALITION,
ASHEVILLE** \$25,000
To promote education, cooperation, and communication among women and/or women's organizations for the advancement of women.

**WILDACRES LEADERSHIP INITIATIVE,
CHAPEL HILL** \$50,000
Building Capacity for Collaborative Action, to support the collaborative action of the William C. Friday Fellows for Human Relations to expand opportunity for North Carolinians.

**WINSTON-SALEM STATE UNIVERSITY,
WINSTON-SALEM** \$20,000
To provide an opportunity for teacher educators and classroom teachers to collaborate in developing a model to create caring communities in classrooms through infusion of character education in the pre-service curriculum.

**WINSTON-SALEM/FORSYTH COUNTY
SCHOOLS, WINSTON-SALEM** \$30,000
Hispanic Infusion Curriculum Project, to develop and implement a K-12 social studies curriculum that infuses Hispanic history, culture, and customs.

**WOMEN'S RESOURCE CENTER
OF GREENSBORO, GREENSBORO** \$20,000
Community Education Program for Hispanic women and families and other immigrant populations to provide direction, resource building, outreach, and solutions to the human service delivery sector.

WORKING FILMS, INC., CHARLOTTE \$30,000
To link independent documentary filmmaking to social action and community education.

**YADKIN RIVER GREENWAY COUNCIL,
NORTH WILKESBORO** \$20,000
Completion of Phase I of the Yadkin River Greenway plan.

**YELLOW CREEK BOTANICAL
INSTITUTE, INC., ROBBINSVILLE** \$30,000
To develop training programs and materials that will demonstrate techniques in converting from existing unsustainable crops such as burley tobacco to alternative crops conducive to the environmental conditions of western NC.

YMI CULTURAL CENTER, INC., ASHEVILLE \$25,000
General operating support for educational and cultural programs.

YOUNG LIFE (DURHAM URBAN), CHAPEL HILL \$25,000
To develop a special Friday night outreach program, Phat Fridays, to give inner-city teenagers an alternative to "hanging out" on the streets on Friday nights.

YOUTH EMPOWERMENT, SPINDALE \$60,000
Reaching the Summit, a weekend retreat for sixth graders to connect them with other ethnic groups in the county and participate in multicultural activities.

YWCA, ASHEVILLE \$25,000
For the Diversity Education Program, which seeks to provide cultural competency training and program support to western North Carolinians.

YWCA, ASHEVILLE \$25,000
Network for Empowerment and Women's Self-Sufficiency, a program to empower women who are struggling financially to identify and access services that will help them become economically self-sufficient.

YWCA OF WAKE COUNTY, RALEIGH \$20,000
For the Vortex Group's community-wide initiative that will build a community of people committed to addressing racism at all levels.

**YWCA OF WINSTON-SALEM/FORSYTH
COUNTY, WINSTON-SALEM** \$40,000
For the Stop Racism Youth Challenge to encourage young people to come together to find creative means of tearing down barriers to racial harmony.

265 GRANTS TOTALING
\$12,428,218



REQUIREMENTS & PROCEDURES

FOR SUBMITTING GRANT PROPOSALS

ELIGIBILITY

The Z. Smith Reynolds Foundation, Inc., by the terms of its charter, is restricted to making grants for the accomplishment of charitable works in the State of North Carolina.

The Foundation makes grants only to nonprofit, tax-exempt, charitable organizations and institutions that are exempt under Section 501(c)(3) of the Internal Revenue Code or to governmental units. No grants are made to individuals for any purpose. Organizations that operate both within and outside of the State of North Carolina may be eligible for consideration for programs operated exclusively in North Carolina.

The present policy of the Foundation is to give low priority to endowments and to brick-and-mortar or equipment projects.

The Foundation does not pay indirect or overhead expenses for projects at colleges, universities, governmental units, or other established organizations.

THE FOLLOWING ITEMS MUST BE SUBMITTED

1. **APPLICATION FORM:** An application form must be completed by all organizations applying for grants. Forms may be downloaded from the Foundation's Website (www.zsr.org) or may be obtained by writing to the address below.

2. **PROPOSAL:** In addition to the application form, a proposal also must be submitted giving a more detailed description of the program or project. The proposal should be on the petitioning organization's letterhead and should be signed by an authorized official of the petitioning organization; it should be limited to three single-spaced pages, should have a left-hand margin of no less than one inch, and should be on paper that will photocopy. Only one copy of the proposal should be submitted, and it should not be bound or fastened in any way. The first paragraph of the proposal should contain a sentence stating the specific amount and the purpose of the request, and the proposal should contain

- * a concise description of the project
- * total funds required for the project
- * other funding sources
- * need for the project
- * objectives and how they will be achieved
- * method and criteria for evaluation of the project
- * description of the petitioning organization
- * if this is not a new organization, a separate page on previous accomplishments of the organization or project, people served, goals achieved, funding sources, etc.

3. **BUDGET:** Submit the following: (a) Prior year's actual budget showing expenses and specific sources of income; (b) a one-page, line-item budget (show anticipated income and

expenditures) for the total operations for the organization's fiscal year for which funds are being requested; and (c) if the funds being requested are for a specific project rather than for general support, also submit a one-page, line-item budget for the specific project for which funds are being requested (show anticipated income and expenditures).

4. **GOVERNING BOARD:** A list of the members of the petitioning organization's governing board, with a brief explanation of how members are elected.

5. **TAX-EXEMPT STATUS:** A copy of the petitioning organization's federal tax-exempt certification under Section 501(c)(3) of the Internal Revenue Code, including a determination as to the organization's status as a publicly supported organization. Governmental units need not submit these documents. The Foundation will not make pass-through grants from one organization to another.

6. **OPTIONAL MATERIALS:** Additional information and material may be submitted to supplement the application.

DEADLINES

* The Board of Trustees of the Foundation meets twice annually to consider grant applications: the third Friday/Saturday in May and the third Friday/Saturday in November.

* The deadline for receipt of proposals to be considered for the May meeting is February 1, and the deadline for the November meeting is August 1.

* When deadlines fall on a weekend, the following Monday will be the deadline.

* The Foundation has a very strict policy regarding deadlines. Proposals must be postmarked on or before the deadline dates. Late proposals will not be accepted.

* The Foundation will not accept proposals by facsimile and such proposals will not be considered as having met the deadline.

SEND PROPOSAL, APPLICATION FORM, AND ATTACHMENTS TO

Mr. Thomas W. Ross
Executive Director
Z. Smith Reynolds Foundation, Inc.
101 Reynolda Village
Winston-Salem, NC 27106-5199

STATEMENT OF INCOME, GRANTS, EXPENSES & UNDISTRIBUTED INCOME

DECEMBER 8, 1936 THROUGH DECEMBER 31, 2000	1999	2000	1936-2000
UNDISTRIBUTED INCOME BEGINNING OF PERIOD	\$13,386,854	\$17,715,848	
INCOME RECEIVED			
ZACHARY SMITH REYNOLDS TRUST	8,039,297	10,177,025	\$131,224,483
W. N. REYNOLDS TRUST	10,598,459	12,253,486	172,794,149
INTEREST ON INVESTMENTS*	356,106	538,650	12,674,255
REFUNDS OF GRANTS	5,906	31,084	360,820
OTHER INCOME			6,925
TOTAL INCOME	18,999,768	23,000,245	\$317,060,632
DISBURSEMENTS			
GRANTS PAID	\$12,986,763	\$16,858,379	\$273,923,031
DIRECT CHARITABLE ACTIVITIES:			
NANCY SUSAN REYNOLDS AWARDS	154,136	151,498	1,630,500
SABBATICAL PROGRAM	86,847	108,016	1,016,181
RACE RELATIONS PROJECTS	8,016	67,705	208,235
GOOD GOVERNMENT	76,989	70,920	147,909
SPRAWL/GROWTH MANAGEMENT	8,714	43,815	52,529
TOBACCO SETTLEMENT	18,544		18,544
TRIAD LEADERSHIP	60,127		60,127
YOUTH DEVELOPMENT/YOUNG SCHOLARS PROGRAM	2,752	251,500	254,252
WOMEN'S INITIATIVES		25,841	25,841
SPECIAL PROJECTS/MEETINGS/SEMINARS	9,810	77,802	2,296,549
TOTAL GRANTS AND DIRECT CHARITABLE ACTIVITIES	\$13,412,698	\$17,655,476	\$279,633,698
ADMINISTRATIVE EXPENSES			
PERSONNEL	\$543,476	\$532,233	7,006,696
OPERATING EXPENSES	707,478	807,320	8,466,504
FEDERAL EXCISE TAX	7,122	12,264	244,934
TOTAL ADMINISTRATIVE EXPENSES AND TAXES	\$1,258,076	\$1,351,817	\$15,718,134
TOTAL DISBURSEMENTS	\$14,670,774	\$19,007,293	\$295,351,832
UNDISTRIBUTED INCOME END OF PERIOD	\$17,715,848	\$21,708,800	\$21,708,800
UNPAID GRANTS END OF PERIOD	27,357,010	22,803,202	22,803,202
EXCESS OF UNDISTRIBUTED INCOME OVER UNPAID GRANTS	(\$9,641,162)	(\$1,094,402)	(\$1,094,402)

NOTES TO FINANCIAL STATEMENTS

The Foundation's income is derived from two trusts that are separately controlled and each of which meets the reporting requirements of the federal government and of those states in which they are located. No list of investments appears in this report because the Foundation itself has no assets.

*Interest earned on short-term investments of income received from the two trusts but not yet distributed.



STATEMENT ON INCLUSIVENESS

The mission of the Z. Smith Reynolds Foundation is to improve the quality of life of the people of North Carolina. Toward this end, the Foundation actively seeks to promote access, equity, and inclusiveness; and to discourage discrimination based on race, ethnicity, gender, age, socioeconomic status, and other factors that deny the essential humanity of all people.

The Foundation has the conviction that inclusiveness benefits everyone and is not only compatible with, but also promotes, excellence. The Z. Smith Reynolds Foundation's grants-making policies reflect the belief that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in an organization's activities and decision-making process.

We recognize that this policy must be practiced with flexibility and with sensitivity. In this spirit, applicants to the Z. Smith Reynolds Foundation are asked to provide general information about the race and gender of their board and staff. With the aid of this information, the Foundation is better equipped to do its modest part to foster inclusiveness and equal opportunity throughout the State of North Carolina.



ACKNOWLEDGMENTS

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Winston-Salem, North Carolina

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Lexington, North Carolina

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