



LAKE NOW NEWS

April 2014

President's Message



Fifty-one years after the Equal Pay Act of 1963 and 50 years after Title VII of the Civil Rights Act of 1964 made compensation discrimination illegal, here are the facts:

- The average U.S. woman is paid only 77 cents for every dollar a man is paid and this number has not

improved in the last decade. Consequently, the average working woman in the U.S. must work from January 1, 2013 until approximately April 8 - 15, 2014 to be paid as much as the average white man was paid in 2013.

- The wage gap is even greater for women of color. Black women are paid only 64.5% of the average white man's wage while Hispanic women are paid only 54.1% of the average white man's wage.
- This pay disparity is not alleviated with additional education because the wage gap exists at every level of education.
- Women earn less than men even in fields that are traditionally female. For example, the average female nurse earns \$1,086 per week while the average male nurse earns \$1,189.
- The wage gap is not related to whether women have children or not. It exists even for recent college graduates who have not yet had children.
- Women head over 80% of single parent households.
- Less than 50% of custodial parents receive the full child support to which they are entitled.
- Over 28% of single parents live below the poverty line. Notice I have used the term "paid", not "earned"

because the women and men are doing the same jobs. Some argue women are paid less because women tend to work in lower wage jobs, which does nothing to explain the following discrepancies.

Occupation	Men's average salary/week	Women's average salary/week
Manager	\$1,409	\$1,078
Accountant	\$1,350	\$996
Chief executive	\$2,275	\$1,730

In other words, women are paid less solely because they are women despite the work they do, how much they are educated, and their motherhood status. Then, on this lesser salary they frequently must support their children with inadequate financial support.

For us and our children, this is a problem that must be solved. Think of this as you celebrate National Pay Equity Day on April 8 and Equal Pay Day on April 15. Then, explain things to anyone who argues women have already achieved equal rights.

Sandra Gray Paradise, Lake NOW President

Treasurer's Message



Thank you to all who renew your memberships in a timely manner when you get the bill from National. These renewals go directly to National and the chapter gets a rebate. PLEASE if you have a NEW member, have them give the membership fee directly to Lake NOW. We will then disburse the funds as prescribed by National. If more convenient for you, I am also willing to take any renewal checks at the meetings.

Welcome Pam Ward, a new member, who has volunteered as Assistant Treasurer. Thank you in advance for all your efforts. As we move through the year she will be taking over some of the duties of The Treasurer.

I still need a member, not on the board now or on the previous board, to review the transactions of 2013. This does not have to be anything formal, just look and see that all is proper.

Congratulations to the committee for Vagina Monologues. From their efforts, our member support, the community and Bay Street Players we have given The Haven of Lake & Sumter Counties a check for \$5,112 and we sent to the World Wide V-day effort \$568. Thank you all for your support. Note: if you missed the V-Pops at the performances, you will have a chance to purchase them again at the Florida NOW Conference, which will be at the Lakeside Inn in Mount Dora at the end of May.

Karen Salvat, Lake NOW Treasurer

Vice-President's Message



What an eventful month March was! Lake NOW, in association with the Bay Street Players, put on 2 performances of the "Vagina Monologues" and it was a terrific success! We raised money to benefit The Haven of Lake & Sumter Counties and hopefully raised awareness of our chapter in the process. The next big item on our

schedule is the Florida NOW Conference which is being held May 30 to June 1 at the Lakeside Inn in Mount Dora. While we continue with our monthly activities – such as the book club, our monthly general membership meeting and our socials, we also are more directly turning attention to the preparations for being the host chapter for the biggest NOW event in Florida NOW's year. Please note that registration is open and you can go to www.flnow.org to register for the conference. We'd love it if ALL Lake NOW members could be there!

In addition to the duties I perform in my role as Vice President of Programs, I have also taken over as newsletter editor from Sandee Paradise. This is my first go at the newsletter and I hope you all like it.

Lucinda McGinn, Lake NOW Vice-President

April Program

Who: FAITH MARTIN, Certified Financial Planner

What: Special Financial Needs of Women and Financial Advice for Surviving the Current Economy

When: Wednesday, April 16, 2014 at 7 p.m.

Where: W. T. Bland Library

Lake NOW presents Faith Martin, a Certified Financial Planner with Regions Bank who will discuss the special financial needs of women – paid less – live longer; and strategies for surviving the current economy. Question and answer period to follow.

Following the presentation, we will hold our general membership meeting and will be voting on some suggested changes to the bylaws and operating rules. We hope all of you can be there for this event.

Florida NOW Conference

Registration is open for the 2014 Florida NOW Conference, which is being held in Mount Dora May 30 – June 1, You may register directly on Florida NOW's website: www.flnow.org . There is an option to print out a form and mail it in if you can't pay online via paypal.

Secretary's Message



To begin, we had a great time at the last meeting portraying various "foremothers" in support of Women's History Month. In addition, I would like to give special thanks to two of the members of our Communications Committee, Linda Robinson and Linda Bozeman for their assistance calling members whose renewals are pending and polling them as to what they envision for Lake NOW in the near future. Fellow member, Linda Robinson, kept me very busy this past month forwarding newsletters, etc. to potential members. A special thank you to Linda for bringing so many new faces to our meetings and functions. If you would like to be a part of the Communications Committee, please see me at the meeting, call, or send me an e-mail.

At our April meeting, we will be voting to approve or disapprove minor changes to the ByLaws and Operating Rules creating a position on the Lake NOW Board for the Immediate Past President and providing once the nominating committee completes its duties, the secretary will notify the general membership by e-mail or mail. Hope to see you at the meeting.

As I stated last month, beginning in mid-May, I will be attending graduations of various grandchildren in three different states; plus going on vacation with my husband once he completes tax season. I would greatly appreciate if someone would volunteer to take minutes at the Board meetings and/or the general membership meeting during the time when I am not available. It's not a difficult task and provides an opportunity to give back to NOW!
Barbara Hill, Lake NOW Secretary

Membership Director's Message



I am pleased to report that our NOW chapter has received a flurry of new members recently. This may be a result of the recent publicity that the chapter received for sponsoring the "Vagina Monologues," or the recent informative and entertaining meetings, or in advance of our chapter hosting the Florida State NOW Convention in May or for all of the above mentioned reasons. If you know someone who is a candidate for membership please invite them to the next meeting (April 16th) or the next social which will be the first Wednesday in May. These are both great places to meet interesting people and learn about the mission of NOW in Lake County. It is an exciting opportunity to be a part of an organization that is larger than ourselves and our county.

Deana Goldstein, Lake NOW Membership Director

Lake NOW Socials

It was a beautiful day on Wednesday, April 2nd for our April Social and we were able to enjoy occupying outdoor tables at [Norm's Palette](#) in Mount Dora. We spread out over three tables and some moving around and mixing it up was done so that people could chat with each other

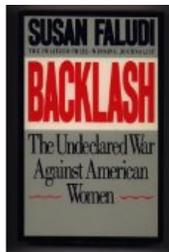
Our next social, for May, will be held on Wednesday, May 7th at 5 p.m. at [Casa Mia Cafe](#), 505 West Main Street in Tavares.

Come enjoy the good conversation and fun. We look forward to seeing you there!

Action Item

Please remember that we are bringing in items to donate to the Families In Transition (FIT) program. We decided to help out the program following Kristen McCall's presentation at our February meeting. Their needs fluctuate, but according to Kristen they could particularly use peanut butter and jelly, cereal, shelf milk and full-sized shampoo. We would like to be able to help out this very worthwhile program that serves homeless children in Lake County. Items should be brought to the general membership meeting on April 16th.

Book Review



Last month, the Lake NOW Book Club read Susan Faludi's seminal work "Backlash: The Undeclared War Against American Women." Although this book was written over 20 years ago, it is remarkably relevant. It discusses the disparities and hypocrisy in how women are treated on topics ranging from movies, television, beauty, fashion,

politics, women's reproductive rights, and more. Although the book is not light reading, it can be easily be read on a chapter-by-chapter basis with no worry about losing the train of a plot. It was an eye-opener in many ways and I encourage all feminists to read it but you must be warned that it may affect how you hear future news stories.

Sandee Paradise

Suggested Programs

Lake NOW wants your suggestions for upcoming programs. Feel free to send ideas for things you might want to know more about to the Lake NOW vice-president, who is responsible for arranging programs.

Lake NOW Book Club

Following is a listing of books will be discussed by the Lake NOW Book Club throughout the next 12 months.

Month	Book
April 8, 2014	The Bonesetter's Daughter by Amy Tan (2001)
May 13, 2014	"Wild: From Lost to Found on the Pacific Coast Trail" by Cheryl Strayed
June 10, 2014	"Good Wives" by Laurel Thatcher Ulrich
July 8, 2014	"The Language of Flowers" by Vanessa Diffenbaugh
August 12, 2014	"Winona's Righteous Warriors" by Gypsy Marie Roberts
September 9, 2014	"In the Time of Butterflies" by Julia Alvarez
October 14, 2014	"Egalia's Daughters" by Gerd Brantenberg
November 11, 2014	"A Woman of Substance" by Barbara Taylor Bradford
December 9, 2014	"The Measure of Our Success" by Marian Edelman AND "On the Pulse of Morning" by Maya Angelou
January 13, 2015	"Book of Ages: The Life and Opinions of Jane Franklin" by Jill Lepore
February 10, 2015	"Redefining Realness" by Janet Mock
March 10, 2015	"A House in the Sky" by Amanda Lindhout and Sara Corbett
April 14, 2015	"The Immortal Life of Henrietta Lacks" by Rebecca Skloot

The Lake NOW Book Club meets on the second Tuesday of each month at 3:30 p.m. at the W. T. Bland Library in Mount Dora. All Lake NOW members are welcome to participate.

Anyone who is interested in forming a second book club that meets outside normal work hours may contact Sandee Paradise.

Win a 1-Year Membership

Beginning in February, members may purchase tickets at each monthly meeting for \$2 each. When at least \$50 in tickets is sold, a drawing will be held for a free 1-year membership in Lake NOW. Members need not be present to win provided correct contact information is written on the tickets purchased.

Lake NOW Calendar

Tues., Apr. 8, 3:30 p.m.	Lake NOW Book Club "The Bonesetter's Daughter" by Amy Tan W. T. Bland Library
Wed., Apr. 16, 7:00 p.m.	Lake NOW Monthly Meeting W. T. Bland Library Topic: Special Financial Needs of Women and Financial Advice for Surviving the Current Economy
Wednesday, May 7, 4:00 p.m.	Lake NOW Board Meeting, Casa Mia Cafe, 505 West Main Street, Tavares
Wednesday, May 7 5:00 p.m.	Lake NOW Social, Casa Mia Cafe, 505 West Main Street Tavares
Tuesday, May 13 3:30 p.m.	Lake NOW Book Club "Wild: From Lost to Found on the Pacific Coast Trail" W.T. Bland Library
Wednesday, May 21, 7:00 pm.	Lake NOW Monthly Meeting W.T. Bland Library, Topic: Legislative Wrap-Up
May 30-31 and June 1	Lake NOW hosts the Florida NOW Convention in Mt. Dora, FL
Wednesday June 4 4:00 p.m.	Lake NOW Board Meeting, Wine Cellars: Uncorked, 106 East Magnolia Avenue, Eustis
Wednesday, June 4 5:00 p.m.	Lake NOW Social, Wine Cellars: Uncorked, 106 East Magnolia Avenue, Eustis
Tuesday, June 10 3:30 p.m.	Lake NOW Book Club "Good Wives" W.T. Bland Library
Wednesday, June 18 7:00 p.m.	Lake NOW Monthly Meeting W.T. Bland Library Topic: Stand Your Ground
June 27 – 29	National NOW Conference in Albuquerque, New Mexico

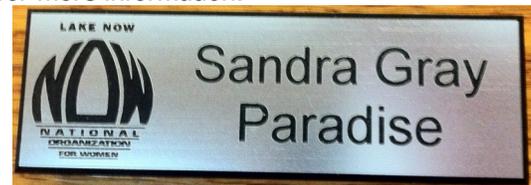
Irene has three children: Jason, Noel and Gordon, and was a housewife during the tumultuous years of anti-war demonstrations and the feminist emersion. Irene went back to work in 1978 at UCF's Student Center. She divorced in 1985, and prompted by a Domestic Abuse counselor joined Al-Anon, which Irene says was a life-saver. After joining NOW, she realized how little a woman made in the work force, and began working towards her bachelor's degree.

Irene married Bernie Chandler in 1991, left UCF with ambitions of having a writing career, and worked at several small newspapers, finishing her working career at Devereux Therapeutic Foster Care.

Today, Irene believes the most important feminine issue is the attack on women's reproductive rights. Plus, she includes the right to NOT bear arms and be safe in society. Irene stated that Lake NOW is ambitious and active and that increasing membership is a good goal. She would like to see NOW be more active in lobbying the Florida House and U.S. Representatives on issues of interest to women. Irene's hope is that they are still interested in hearing from voters.

Lake NOW Badges

Lake NOW is selling Lake NOW badges to its members. The badges look like the one shown below with the Lake NOW logo and the member's name. The badges can be purchased through Lake NOW for \$12 each. See Karen Salvat for more information.



Lake NOW's Mission Statement

Lake NOW is a chapter of the non-partisan Florida and National Organization for Women (NOW) devoted to the continuing improvement of women's rights and freedom from discrimination. Consistent with the foregoing, it is Lake NOW's purpose to embrace members of all races, ages, gender and sexual orientation. Lake NOW will focus on activities that advocate and advance the equal status of women and girls in all aspects of their lives through educational, legislative and political work, while adhering to the bylaws, policies and resolutions of the Florida and National Organization for Women.

Our priority goals, include, but are not limited to:

- Addressing women's health issues and reproductive rights
- Stemming violence against women
- Improving and promoting diversity/ending racism
- Encouraging economic justice and labor rights.

Member Spotlight



This month's Member Spotlight is on Irene Chandler. Irene is originally from Pennsylvania and is the daughter of a railroader and a housewife. Dinner conversations always

included politics and issues of the day. Irene has two older brothers and a younger sister. She graduated in 1962 from Sacred Heart High School in Williamstown and began working at the Pennsylvania Department of Health as a clerk typist in the Crippled Children's section.

Committees

The following standing committees are being formed. Please review this information and determine how you can participate in Lake NOW.

MEMBERSHIP: The Membership committee is chaired by the Membership Director with the purpose of building, retaining and engaging Lake NOW membership in support of the principles of National NOW.

FINANCE: The Finance committee is chaired by the Treasurer with the purpose of managing the finances and budget of Lake NOW.

NOMINATING: The Nominating Committee is chaired by a non-Board member of Lake NOW as approved by Board. The committee's purpose is to find, encourage and recommend members of Lake NOW to be candidates for the Board.

BYLAWS: The Bylaws committee is chaired by a non-Board member of Lake NOW as approved by the general membership. The committee's purpose is to:

- Review and manage any requested changes to the Lake NOW Bylaws or Operating Rules per the requirements established in the Operating Rules.
- Be knowledgeable in the area of the National Bylaws and Policies; the State Bylaws, Operating Rules and Policies; and the Lake NOW Bylaws, Operating Rules and Policies.
- Serve in an advisory role to the Board of Directors and general membership regarding the interpretation and any discrepancies between the National, State and Lake NOW organizations.

COMMUNICATIONS/PUBLIC VISIBILITY:

- Technology: Examine all technological opportunities, such as internet, e-mail, websites, social media and more, to ensure Lake NOW is capitalizing on all available technologies.
- Writers' Committee: Draft letters to newspapers, legislators, local governmental entities, etc. Create a scrapbook to record Lake NOW activities, press releases and other historical documents.
- Public Visibility: Develop information such as tri-fold pamphlets, advertising, etc., for distribution in the community to ensure public awareness of Lake NOW and its Mission Statement. Join with other agencies or organizations to develop networking opportunities, as well as contact local colleges, places of worship and non-profits.
- Telephone Outreach: Aid other committees and officers when networking by telephone is requested.

LEGISLATIVE COMMITTEE: Track legislative issues, bills and amendments and report to the membership.

ACTION COMMITTEE: Organize rallies, protests, and other activities in order to publicize NOW's support or opposition to current issues.

STRATEGIC PLANNING: Organize, develop, implement, and monitor the Strategic Plan of Lake NOW. This

committee shall coordinate to ensure proper training and education on Strategic Planning and the philosophy of it. This committee shall report to the President of Lake NOW. At the President's request, the Strategic Planning Committee shall report to the membership on the status of the Plan (accomplishments, amendments, etc).

Lake NOW Board

President:	msscgp@yahoo.com	Sandra Gray Paradise (352)343-2064
Vice-President:	labrys@comcast.net	Lucinda McGinn (352) 602-7057
Secretary:	bmhill123@comcast.net	Barbara Hill (352)589-1495
Treasurer	Karwag.sal@comcast.net	Karen Salvat (352)385-0860
Membership Director	deanaegoldstein@gmail.com	Deana Goldstein (615) 438-5225

Lake County

National Organization for Women

P.O. Box 1134, Mt. Dora, Florida 32756

E-mail address: contactLakeNOW@yahoo.com

lakenow.weebly.com

Facebook: Lake-NOW

Twitter: lake_now

Lake NOW is a chapter of the non-partisan Florida and National Organization for Women (NOW).

Monthly meetings

Third Wednesday of each month at 7 p.m.
(Exceptions will be announced on the web page and in the newsletter)

Meetings held at W. T. Bland Library
1995 N. Donnelly St., Mt Dora, Florida 32757
Organized 2012

ARE YOU BEING NOTIFIED when something happens? Do we have your current email address? Or phone number? There are often messages that you might interest you but do not necessarily appear in the newsletter or web site and an email is sent to all members to keep them informed. If you have changed your address or just want to check to make sure, please contact Sandra Gray Paradise.

NEWSLETTER SUBMISSIONS

Members are encouraged to submit articles for our monthly newsletter. You may submit proposed articles by sending them to contactLakeNOW@yahoo.com. Please type your newsletter submissions directly into the body of your text formatted email. Please do not use HTML or RTF format or special fonts. Submissions may be vetoed by the NOW board and/or edited for clarity and brevity.

Next month's deadline for submissions: 5/1/14