

Women with Vision

**Fallbrook CA Branch** P.O. Box 1061, Fallbrook CA 92088–1016 Website: fallbrook-ca.aauw.net volume 39, issue 7, February 2023 Celebrating Our 76th year!

Young women with dreams become women with vision

Our Mission: To advance gender equity for women and girls through research, education, and advocacy. Our vision: Equity for all. Our values: Nonpartisan, fact-based, integrity, inclusion, and intersectionality.

### Fight the Attacks on Reproductive Rights

#### Pass the Women's Health Protection Act!

Status: The Women's Health Protection Act failed to pass the U.S. Senate on May 9, 2022. Advocates for abortion access and reproductive rights-- both in Congress and around the country-- will continue to fight for this fundamental right. As the 118th Congress begins the new term, AAUW urges members of Congress to cosponsor and support legislation to protect reproductive rights.

The U.S. Supreme Court's 1973 ruling in *Roe v. Wade* found abortion to be a Constitutionally protected, fundamental right. However, the 2022 Supreme Court decision in *Dobbs v. Jackson Women's Health Organization* served to overturn this longheld precedent. While abortion is still legal in the United States today, the right is under attack in over half of the country's state legislatures. As public outcry continues to grow opposing the overturning of *Roe v. Wade*, federal legislation would provide critical protection for the right to abortion.

In the first four months of 2022, state legislators introduced 536 anti-abortion provisions in 42 states; 33 new restrictions are already in effect.

A majority of Americans support access to abortion care, but only 38 percent of reproductive-age women live in a state protecting their bodily autonomy. If Roe vs. Wade were to fall (meaning the Supreme Court overturns nearly 50 years of court precedent, which looks more likely with the most anti-abortion bench in recent history), there are 23 states with laws already on the books that would immediately block abortion care.

Access to critical health care should not depend on where someone lives. Congress must act to protect our constitutional rights in every state.

Legislation like the Women's Health Protection Act (H.R. 3755/S. 1975) is critically needed to address the ceaseless attacks on reproductive rights. Urge Congress to finally codify the right for patients to access, and health care professionals to provide, abortion care. They must pass legislation that would protect abortion care as a statutory right and prohibit restrictions — including mandatory waiting periods, arbitrary deadlines like 6- or 20-week bans, biased counseling, two-trip requirements, and mandatory ultrasounds — that are medically unnecessary. AAUW advocates for the passage of the Women's Health Protection Act or legislation that includes its protections.

Every person should have the ability to make their own informed decisions regarding their reproductive life. The ability to access abortion is directly connected to an individual's economic security: those denied an abortion have a higher rate of poverty and economic insecurity than individuals able to access abortion. Particularly during a global pandemic, it is paramount that all people be able to make decisions regarding their health, well-being, and economic security.

Tell your members of Congress to support abortion access for people everywhere in the United States!

Want to lean more? Check our AAUW's Rallying for Reproductive Rights toolkit after you use the form below to contact your members of Congress!

Submitted by Joy Frew

Public Policy

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### February/March Birthdays

#### February Birthdays

- Feb 2 Alice Orr Feb 4 Caron Lieber Feb 10 Sharon Robinson Feb 28 Liz Jamieson-Dunne <u>March Birthdays</u> Mar 2 Helena Hanna Mar 4 Anne Archer Butcher Mar 7 Charlotte Seidman
- Mar 10 Julie Norberg
- Mar 28 Joy Frew
- Mar 30 Kathy Bierbrauer



Contact Susan Duling/Maria Viernes, Co-Chair Corresponding Secretaries if you

know of any member who needs a card or a note: <u>susancasoduling@yahoo.com</u> text 760-390-6069 or Maria Viernes, <u>maria\_viernes@yahoo.com</u>

# *Fallbrook Avocado Themed Silent Auction Basket for IBC Luncheon*

Thank you to Carolyn Thom, Carlene Freisan, Sharon Robinson and the Fallbrook Chamber of Commerce for your donations to create 3 silent auction items, all with a Fallbrook Avocado theme.



### AAUW Board Meeting Minutes

### AAUW Board Meeting Summary

January 11, 2023

The meeting was held by Zoom Meeting, hosted by Margie Mosavi.

**Present:** Margie Mosavi, Patty Carlson, Carlene Friesen, Susan Duling, Diane Summers, Pamela Nevills. Karen Trapane, Joy Frew, Sharon Robinson, and Karen Langer Baker

**Approval of Previous Minutes -** Suggested corrections by members were made. Minutes were approved.

**Correspondence** – Susan Duling provided a log of correspondences, December 7 through January 8.

Susan noted that AAUW California website will be updated. Venmo codes and Zell can be used to pay for the monthly auction items in the future. Payment voucher needs to be available electronically. Karen T. will recreate the form.

**Treasurer's Report –** Karen Trapane provided a financial report for December through email to each board member. The report was reviewed. Checking balance is \$12,012. and savings is \$29,097. Financial Safeguards – discussion of suggestions and Karen's responses. This document was provided to all board members.

**Programs –** Patty reported that there was \$16,700 for Scholarship Legacy. Kudos for the Christmas event's planning, wonderful meal supplied by members, having the former mentor's introduction and update on their lives, and the speedy, efficient clean-up.

See programs in this newsletter for future AAUW events.

**Membership** – Carlene reported there are 66 members and 20 to 25 student members. Student membership revised document from December's meeting is available.

**Mentorship Program** – Friday, January 27<sup>th</sup> Speech contest is scheduled at the Fallbrook Library. Members are encouraged to attend and support this event. Carpooling is being arranged for a trip to San Diego's Balboa Park on February 21<sup>st.</sup>

**Tech Trek** – The Board was advised that the Fallbrook Branch has a Special Funds Account with AAUW California for Tech Trek participants. An MOA has been developed and due 2/14. Funding of \$5,500 is being held for our branch. We will sponsor 5 campers at a fee of \$1,000 each. They will be selected and names will be submitted by April 15<sup>th</sup>.

**Scholarship** – Pamela reported that she and Carlene met to review the process for scholarship applications, reviewing applications, the interview process, and final scoring. The Scholarship forms are being revised. AAUW member Elizabeth Ward helped to have applications submitted on-line through our branch website. Completed applications will be sent electronically to Pamela. Karen Trapane is working with representatives from Legacy. Three committee members will be invited to participate upon show of interest.

**Diversity** – Diane reported that she continues to participate in meetings and webinars regarding the topic of diversity. The four initial committee members will be inviting others to join the work at a get-together on February 11.

#### **Other Business/Reports –**

- ✓ Rally for Children Arts in the Park. This is a Community Volunteer Idea. Susan suggested we once again host a volunteer booth or provide support for the Rally for Children's fundraiser, Sunday, April 30, Live Oak Park.
- ✓ Discuss another time of year for our fund raiser. Christmas is a common time for EVERY organization to be asking for donations.
- ✓ Webinars are available from CA AAUW's CA communication tech peer meetings on a monthly basis. Check the CA website for more information.

The next Board Meeting is Wednesday, February 8 at 10:00 am at Carlene Friesen's home.

Respectfully Submitted by Pamela Nevills, Recording Secretary

### **Upcoming dates – Mark your Calendars:**

February 8, next Board Meeting at 10:00 am at Carlene Friesen's home.

February 21, Balboa field trip with mentees

Sunday, April 30, Live Oak Park. Volunteer booth or provide support for the Rally for Children's fundraiser

April 3, mentee career program, Carlene is the chair of the program. More information will be presented. Suggestion, the membership program for April could also focus on career development of high school students.

June 10, graduation party

# Branch Webpage

Please check out our Fallbrook Branch Webpage at <u>www.Fallbrook-CA.AAUW.net</u>

Newsletters are added ASAP. Click on Newsletter Tab, hover cursor over month and click to read.

If you have a photo of LESS than 3.0 Mb that you would like to see on our webpage, email it at LESS than 3Mb to <u>susancasoduling@yahoo.com</u> with the accompanying text/names/date and where, location/tab on webpage you want it added.

There are several items that need updating. Please send updated TEXT and information to Susan in a WORD document. This is a Word Press webpage: if you can help, please contact Susan.

# Fallbrook Student AAUW Member

#### AAUW STUDENT MEMBERSHIP DESCRIPTION AAUW FALLBROOK BRANCH

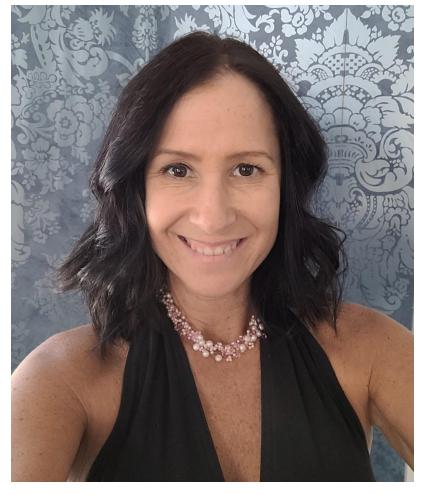
Adopted by the Board - December 2022 PURPOSE: The purpose of a "Student Fallbrook Branch Membership" is to provide a means by which current and past mentees and scholarship recipients can connect with and stay in touch with the local AAUW Branch organization. This category of membership supports Branch objectives in the area of diversity and inclusion, and hopefully encourages students to become full participating members once they have completed their formal education. Student Members are encouraged to attend the Monthly General Meetings where they can be supported by and learn from speakers and other AAUW members. The Student Members contribute to the meetings and gain experience and self-confidence. Student participation enriches the General Meetings and offers our members a deeper understanding of the challenges and opportunities girls and women face in their educational endeavors and society as a whole.

**CRITERIA FOR MEMBERSHIP**: • A current or past "Mentee" in the AAUW High School Mentorship Program, or current or past AAUW Fallbrook Scholarship recipient • Current high school or college student • Submission of a completed "Student Membership Application" form • Attendance at one or more AAUW General Meetings is strongly recommended.

**COST**: Student Membership is free to all qualified students

### Fallbrook AAUW New Member

Meet Dana Pellegrini, one of our new 2022-23 New Members Dana Pellegrini is originally from Bellevue, Washington where she had a long career in natural health and healing as a massage therapist, educator and advocate. Her husband's mother, Marion



Zurich was a long-time member of AAUW and designed the home in Fallbrook that Dana and her husband Brad inherited and now live in. Dana and Brad have two adult children ages 27 and 21. Dana is currently studying voiceacting as the next step in her career journey, where she hopes to sue her voice as a positive force in the world. Exciting New Member Opportunity!

Did you know that you can bring your friends to one of our meetings any time, all year long... and that now they can join our Chapter as a "PartialYear Member" for just \$20? It is the perfect opportunity for them to get acquainted with our mission and programs during the last half of the membership year. And, of course, we hope they will decide to join as a full member in August.

So, invite them to the February 11 meeting, and we'll be ready to welcome them aboard

### Diversity and Inclusion



AMERICAN ASSOCIATION FOR UNIVERSITY WOMEN FALLBROOK, CALIFORNIA DIVERSITY, EQUITY & INCLUSION CHAIR DIANE SUMMERS & THE DIVERSITY COMMITTEE

dianesummers04@gmail.com

CALIFORNIA STATE UNIVERSITY SAN MARCOS ATTENTION PRESIDENT ELLEN NEUFELDT

Dear President Neufeldt,

As an action project, we congratulate you for being ranked first as a national leader in social mobility through College NET. In our branch of AAUW Fallbrook, a large portion of our membership mentor girls from the Avid program at Fallbrook High School. We also provide college scholarships to the female Avid students, many which have chosen to attend CSUSM.

It goes without question that upward mobility is a difficult task. Many of our students are from the socio-economically diverse population in our community. Our mentors keep in touch with their students after high school graduation. We are always encouraged by these girls as they mature, finish college and get good paying fulfilling careers. We appreciate the focus you have shown to lead the way at the college towards this very important endeavor.

We want to offer whatever we can to support your efforts through community events. We are aware that public transportation from Fallbrook to the campus is lacking. Also, if you have an AAUW club on campus we are interested in giving them encouragement by perhaps visiting them at a club meeting. Connecting would be wonderful. Please contact us to help you expand your work with Diversity, Equity and Inclusion.

Again, congratulations for a job well done,

#### **Diane Summers**

#### DEI CHAIR & COMMITTEE MEMBERS

AAUW FALLBROOK

### Pressing problems

I see the main pressing problem with the Fallbrook United High School District is its "House" system. In the recent two years a House system was established at Fallbrook High dividing the school into three groups with a random criterion. Each house has its own Principal, assistants and attendance recording, in theory it would be assumed to create a more intimate atmosphere i.e., closer relationship between administrator, parents and students. This may seem more important if there were 5 – 6 thousand students like some big inter city schools. However, Fallbrook has close to 2,000 students. Two years into this the teachers have trouble working in their traditional departments. In a sense for them, it is a divide and concur experience. It has a minimum of four fallouts. First, it has created a discontent preventing colleague collaboration and mentoring. Second, house principals and their separate staffs are fiscally more expensive. Third, it has created a class scheduling nightmare giving some classes as many as 50 students and others 15 at the beginning of this year. Fourth, elective-vocational possibilities, vital to self-discovery selection has become restrictive.

#### **Charter School**

My position on Charter School comes from the CTA Californian Teacher's Association. Recently, I attended a state level conference where the pros and cons of charter schools were discussed. While there are many problems with charter schools, the exclusion of special education and English learners were the biggest concerns. This is because charter schools are free from those provisional regulations. Another huge concern is that they can be owned and operated by for-profit companies, hiring less experienced teachers at lower salaries with fewer benefits than district teachers. This lowers the standards for the whole teaching profession. Also charter schools present a burden on the district's schools who pick up the difference for the special ed and English learners. In San Diego County there are 131 charter schools compared to the 1,075 district schools. Charter schools provide specific specialized needs for many students. However, the overall opinion of the CTA is that charter schools are here to stay and both district and charter schools MUST adhere to the same regulations which definitely need to be enforced by the State of California

#### The Budget

The budget is the foundation for any organization. I find it deplorable that the Fallbrook Unified High School District is out of balance due to overpaying its administrators. I have been an observer at the district meeting for the last year and have been doing comparative research concerning this issue. As of September 2018 superintendent, Dr. Pedroza is earning 225,674 plus 26,258 in benefits even though it is the smallest school district in the region. Now add his assistant at 139,399 and assistant to the assistant with salary unknown. There are 5 principals: 1 for Fallbrook High, 3 House principals and one for the two continuation high schools all making over 100,000. The district was so out of regulation guidelines that they paid a fine of 13,000 for being out of compliance. At the board meeting in March, I witnessed several teachers who were given notices of termination because there was not enough money to pay them. There was a room full of upset teachers, parents and students over this issue. It does not make any sense to have all this anxiety at the school, deeply affecting morale when there is so much imbalance at the top of this district. As a comparison, Timothy Ritter Superintendent from Temecula Valley Unified School District with 26 schools made a salary base of 237, 580.

#### **Discipline Strategies**

My background suggests that the method of Conflict Resolution works for a discipline strategy. This is where both sides of an issue explain their point of view under the guidance of a teacher, administrator or other individual who understands the practice works. Then both sides brainstorm a solution and need to agree. Coming back for an evaluation and adjustment is always good as well. When the simplicity of this is beyond a resolution more intervention is necessary. Methods may involve counseling, group therapy or family intervention. I also believe that bullying is a prevalent reason for many problems and a policy of anti-bullying is essential for any school district along with Inservice training for all staff.

# Spotlight (A series of articles about the many amazing women in the Fallbrook AAUW Chapter)



SPOTLIGHT on Sara Solano who is our youngest - and perhaps newest member - of AAUW Fallbrook. Sara is a second year AAUW mentee whose mentor Norine Honea was delighted to continue in supporting Sara's college and career goals.

Sara took advantage of the offer of a free membership to join AAUW and has begun attending meetings. When asked why, Ms. Solano said it was so she could benefit from the combined experiences of other women in our group which would only help her in pursuit of her own goals.

Also, she stated she was looking forward to her second year in speech trek contest as it helped her prepare to explain her personal belief in expansion and changing gender norms.

Her mom is a quality control specialist and

her dad a machinist and because they are younger, they have been very supportive in understanding that times have changed. She credits them being young with their flexibility.

Sara's college to career goal is to become an experienced coder which she first developed an interest in while playing computer games in the 8 th grade. She found out about STEM and became interested in pursuing a college which specializes in this.

Sara hopes to graduate and expects to be certified as a " biliterate: Spanish and ASL/American Sign Language. Sara also has been told by her parents not to take too much for granted and to give back. She works at the Spanish Food Pantry on East Mission distributing fresh produce and feminine products and maternal care items like diapers.

GLAD TO HAVE YOU JOIN US SARA.

Submitted by Nancy Heins-Glaser

# Mentorshíp Program Karen Langer Baker

### Outings with the mentees

Kathy Bierbrauer and her mentee, Jassmin Cerda, enjoyed Quarteto Nuevo's concert (soprano saxophone, guitar, cello, and percussion) at the Mission Theater.



Quarteto Nuevo merges western classical, eastern European, folk, Latin and jazz with an organic feel that packs a wallop! These master musicians' razor-sharp precision melds music of ancient worlds and faraway places with a contemporary groove that enchants audiences



of all ages. Their repertoire is wide-ranging and travels a musical journey from Heitor Villa-Lobos' "Bachianas Brasileiras" to Chick Corea's "Children's Song No. 6" – as

well as many original works. Damon Zick, soprano saxophone; Jacob Szekely, cello; Kenton Youngstrom, guitar; Felipe Fraga, percussion,

# Speech Contest

We had a good meeting at the high school today (1/4). Thank you to all of the mentors and mentees who attended!

Seven mentees met to plan for the speech contest and practice good speaking skills

The group at the meeting today asked if we could meet every Wednesday after school for the next three weeks to practice their speeches in a group setting. Next Wednesday,

January 11, we will meet at 3:20 PM in Room 80. The following Wednesday, January 18, will be another early release day (as was today), so we will meet in room 80 at 2:40 PM. The Wednesday after that, January 25, we will meet in Room 80 at 3:20 p.m.

Everyone felt that a visit to Toastmasters would be a great idea, whether they are competing in the contest or not. Mentors can take their mentees without making reservations in advance any Monday evening to a Toastmasters meeting, which is held in the Historical Society building on Rocky Crest off S. Mission. The meetings start promptly at 6:45 PM, so try to get there around 6:30 or a few minutes after that.

Intending to compete: Seniors Alicia Tomas, Sara Solano, and possibly Xitlali Ortiz; Juniors Aracely Palma and Sheny Tzuquen; and Sophomores Daniela Martinez, Elena Mendoza, Lila Tapia, and Lucia Mendoza.



Aracely Palma

Sara Solano (Lila Tapia seen in mirror)



Elena Mendoza (Lila Tapia and Patty Carlson seen in mirror)



Karen Langer Baker, Xitlali Ortiz, Elena Mendoza, Alicia Tomas, and Carolyn Thom

ΓÖ



Lucia Mendoza

Lila Tapia and Patty Carlson



# Speech Fínal

The mentorship group speech contest was held in the community room at the Fallbrook library. The room was packed with more than 50 people in the audience! Five mentees participated in the speech contest. All five contestants did a magnificent job and all on the non-contestants who helped out really played an important role to help set up, act as greeters and hostesses and helped put everything away afterwards. The judges agreed that each of the contestants did a fantastic job, which made their ability to choose the order of awards very challenging.



All four judges were members of Fallbrook Toastmasters. Left to right: Lucy Boyd-Wilson, Maritza Gonzalez, Pam Eskue, and Karen Trapane



Left to right: first place winner, Sara Solano; second place winner, Daniela Martinez; honorable mention winners, Sheny Tzuquen and Elena Mendoza; third place winner, Alicia Tomas with program Director and her mentor, Karen Langer Baker



Mentors. Left to right: Elizabeth Leader, Susan Schaeffer, Karen Arter, Carolyn Thom behind Kathy Bierbrauer, Patty Carlson, Sharon Robinson, Grace Vanderwerf, Chris Assad, Susan Duling, Norine Honea, Helena Hannah, Marli Shoop, Karen Estes, Karen Langer Baker

### Key Dates Mentorship Program

- All Group Activity: Tuesday, February 21, Balboa Park Museum Visit by carpool, possible picnic lunch, Diane checking on museums
- All Group Activity: April 3,4,5,6, or 8 TBD Career Day in a mentor's home, Carlene working on this
- All Group Activity: Saturday, June 10 Graduation Party

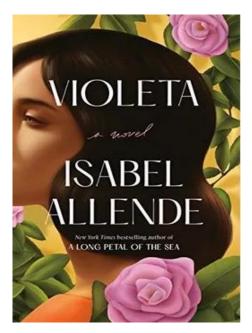
Additional Discussions:

- Mentors should be sure to meet with Mentee parents.
- Encourage mentees to write, email, text, or phone thank-you
- Invite mentees to AAUW meetings

### **Book Club** (Meets the $3^{rd}$ Monday of the month at 10:30)

*The Bibliobabes*, as we affectionately call the members of our Fallbrook AAUW book club, continue to meet monthly.

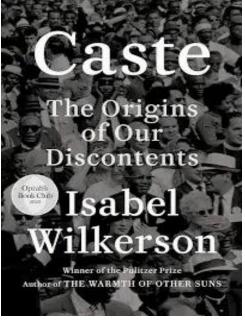
February 20th - Carlene's selection, "Violetta", by Isabelle Allende



Violeta comes into the world on a stormy day in 1920, the first girl in a family of five boisterous sons. From the start, her life will be marked by extraordinary events, for the ripples of the Great War are still being felt, even as the Spanish flu arrives on the shores of her South American homeland almost at the moment of her birth.

Through her father's prescience, the family will come through that crisis unscathed, only to face a new one as the Great Depression transforms the genteel city life she has known. Her family loses all and is forced to retreat to a wild and beautiful but remote part of the country. There, she will come of age, and her first suitor will come calling. . . .

 $\underline{March\ 20}$  - Margie's selection, "Caste", by Isabel Wilkerson



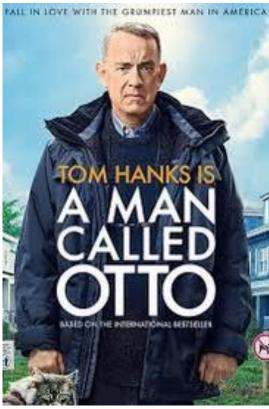
# Movie Group

The move review group began the year at the home of Marli and Rick Shoop. Karen Weisenberger led us in a discussion of the film "I Wanna Dance with Somebody." We had an opportunity to visit in small groups which was a great way to start the year.



Our next Movie Review Night is Friday, February 10. It will be at the home of Diane Summers and the Reviewers will be Carole Hodges and Paul Schumann.

Our next movie is "**A Man Call Called Otto**" starring Tom Hanks. It is currently playing at Bonsall D'Place and Cinepolis in Vista. Because the movie industry is changing, we are challenged to locate movies that will be accessible to all our members. We encourage you to see this movie in the near future to ensure it is available.



In <u>Marc Forster</u>'s genial, earnest yet unremarkable dramedy "A Man Called Otto," the titular character Otto can't pick his daily battles even if his life depended on it. Living in an unfussy suburban neighborhood of identical row houses somewhere in the Midwest, the aging man gets easily annoyed by every little misstep of a stranger.

### Híkíng Group

The hiking group is back on the trail! Our last hike was exploring Gird Road and the Monserate trail behind the winery. Of course, we had lunch and some wine after our hike!

We are going to venture out once a month to new places around north county. Here are the proposed hikes for the rest of January and February. Go to All Trails on line to find out more info on these hikes. You can always contact Carolyn Thom for more details or to get on our email list.

So here goes:

Jan. 27 - 10:00am Dixon Lake

Dixon Lake Trail on All Trails

https://www.alltrails.com/trail/us/california/dixon-lake-trail?p=-

Meet in parking lot

Feb. 10 - 9:00am Willow Glen, Fallbrook

Feb. 24 - 10:00 am Lake Hodges Coast to Crest trail by the mall. This is an out and back trail that goes under the frwy. We enter across from the mall. I will send more info later.

All of course are weather permitting. I am using a later start time for hikes that are further away. I will send reminders and more info if needed before each hike. I hope to see you there!

Carolyn Thom

# AAUW Fallbrook CA Branch

### Officers and Committee Chair for 2022-2023

#### **Elected Officers:**

#### President President Elect

1st VP, Programs 2<sup>nd</sup> VP Programs 2nd VP, Membership 3rd VP, AAUW Fund Finance Officer Recording Secretary Corresponding Secretary Parlimentarian

#### **Appointed Chairs:**

AVID Mentorship Program Directory

#### Diversity Historian Hospitality

MahJong MahJong Tournament

Newsletter Editor

Photographer Public Policy Public Relations/Publicity Scholarships Tech Trek Website Manager

#### Margie Mosavi Karen Langer Baker Patty Carlson

Dianne Summers Carlene Friesen AAUW Board Karen Trapane Pamela Nevills Susan Duling Elizabeth Leader

Karen Langer Baker Carlene Friesen Charlotte Seidman **Diane Summers** Nancy Heins-Glaser Maria Viernes Alice Orr Kathy Bierbrauer Araxy Moosa Kathy Bierbrauer Lesley Ibaven. Cynthia Young. Nancy Heins-Glaser Joy Frew Margie Mosavi Carlene Friesen Sharon Robinson Susan Duling

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karenlangerbaker@gmail.com carlenefriesen01@gmail.com cseidman7@gmail.com dianesummers04@gmail.com misswiss1965@gmail.com maria viernes@yahoo.com alliekorr@yahoo.com ckbierbr@gmail.com araxymoosa@gmail.com ckbierbr@gmail.com leslevibaven@gmail.com mscvnvoung@gmail.com misswiss1965@gmail.com JoyFrew@gmail.com margaret.mosavi@gmail.com carlenefriesen01@gmail.com sharonrobinsongroup@gmail.com susancasoduling@vahoo.com

#### **Special Interest Chairs:**

Book Group Hiking Group MahJong Group MahJong Tournament

Movie Review Group

Cynthia Young Carolyn Thom Kathy Bierbrauer Kathy Bierbrauer Araxy Moosa Carole Hodges Liz Jamieson-Dunne mscynyoung@gmail.com carolynthom1@gmail.com ckbierbr@gmail.com ckbierbr@gmail.com araxymoosa@gmail.com carole@carolehodges.com bjdmarketer@gmail.com