



Local and National News

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"And Ye Shall Know The Truth..."

February 16, 2011

# The Toledo Community Examines the School Transformation Proposals

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*There are three aspects of the TPS proposal that caught everyone's attention: the district plans to shift from a middle school format to a kindergarten to eighth grade format system-wide; each high school will offer specialized instruction in a particular course of study and 132 art, music and physical education specialists will be laid off – The Community Comments on TPS' Transformation Proposal, page 4*

## A Black History Moment – After All These Years the Wereth 11 Are Recognized

By Brittany Jones  
Sojourner's Truth Reporter

There is always something more to a story. Whether it is written, orally translated or illustrated with visual images, when one looks deep, there are little, hidden details waiting to be discovered, or in some cases, uncovered. History has many of these obscurities especially when dealing with African-American history.

The event – the Battle of the Bulge, during World War II. The place – a cow pasture in the village of Wereth, Belgium. The date – February 1945. The situation – 11 bodies discovered in a corner of the pasture by villagers.

The melting snow during mid-February exposed the execution site of the “Wereth 11,” the 11 black soldiers of the 333<sup>rd</sup> Field Artillery Battalion (FAB) who were slaughtered, shot and mutilated by German elite First SS Division troops. This illegal war act committed by the German forces was filed away by the War Crimes Investigation Unit when it was deemed that the killers could not be identified.

It was not until the 1990's when the incident began to receive global publicity and the fallen soldiers' honor was restored.

For those who are not history buffs, this is the background of one of the deadliest and bloodiest battles recorded in American past time.

The Battle of the Bulge began December 16, 1944 and encompassed the Ardennes Mountains region of Germany, Luxembourg and Belgium. It was the last big offensive attack for the Germans. During a snowstorm with record-hitting cold temperatures, Hitler sent more than 500,000 troops across an 85-mile area that was occupied by Allied forces. The goal was to force the Western Allies (America and Britain) to negotiate a peace treaty that was in favor of the Axis Powers—it was a desperate attempt for Hitler to gain control. The Germans' plan was to split American and British lines in half and destroy a few Allied armies to capture their [Allied Powers] lands.

About 29 German divisions attacked more than three Allied sectors in which, over 76,000 Americans were killed, wounded or captured. The German troops advanced to almost 50 miles within the Allied defenses, creating a “bulge.” The battle ended January 25, 1945.

As mentioned before, the “Wereth 11” was part of the 333<sup>rd</sup> Field Artillery. This regiment has been in battle since its arrival at Utah Beach on June 29, 1944. In entirety, the group was composed of two then-segregated groups, the all-black unit commanded by white officers and the 969<sup>th</sup> FAB. Together they made the 333<sup>rd</sup> Field Artillery Battalions.

The duty of the 333<sup>rd</sup> FA was to service the 155mm howitzers that took down German troops as far as 10 miles away. The branch was also there to support the Second Division and the 106<sup>th</sup> Infantry Division, which was its replacement.

As the battle progressed, the Allied forces were about 11 miles behind their lines and after being overwhelmed by the German troops, the 333<sup>rd</sup> FAB was ordered to retreat further west. Retreats began around 1 a.m. on December 17, but those ordered to stay behind were the 106<sup>th</sup> Division and the firing battery (military term for artillery unit) “C” in which the black

(Continued on Page 13)



James Aubrey Stewart

## Community Calendar

### February 16

ProMedica Community Health Fair: Mayores Senior Center: 9 to 11 am; Free blood pressure screenings: 419-469-3716

### February 18

BHM Family Night: The Isaiah Thomas Giving Foundation hosts “Waiting on Superman;” Refreshments served; 7 to 9 pm; Wayman Palmer YMCA ProMedica Community Health Fair: AP Federal Credit Union (N. Detroit and N. Reynolds): 2 to 4 pm; Free blood pressure screenings: 419-469-3716

### February 19

Urban Church Ministries Network: Equipping and collaboration session; Sanger Branch Library; 10 am: 419-531-2959  
Tested Faith Ministries Free Tax Clinic: 10 am to 3 pm: 419-277-4942

### February 20

Historic Third Baptist Church Concert: Father William Cunningham Memorial Choir of Detroit: 4 pm: 419-248-4623  
Holland Third Baptist 23<sup>rd</sup> Black History Musical: 4 pm

### February 21

SA PATH Coalition of NOW: Monthly Circle; Cordelia Martin Health Center; 11:30 am to 1 pm: 419-729-0245

### February 26

Happy Family Seminar: 5 pm; Parkwood SDA Church; Learn how to communicate with spouse, loved ones, friends and neighbors: 419-241-5456

### February 27

Calvary Baptist Church Culinary Food Taster: 4 pm  
St. Paul AME Zion Black History Month Celebration: 4 pm: 419-243-1065  
GLADettes Youth Club 7<sup>th</sup> Annual Black History Extravaganza and Soul Food Buffet: 2 to 5 pm; Local 14 UAW Hall: 419-535-5960 or 419-537-9042

### March 5

Rossford First Baptist 12<sup>th</sup> Annual Scholarship Program Musical: 6 pm

### March 13

Historic Third Baptist: Inkster High School Concert Choir; 11 am: 419-248-4623

### March 18

Zepf Center's “Serve Up an Ace” Tennis Fundraiser and Silent Auction: 7 to 11 pm; Laurel Hill Swim and Tennis Club: 419-841-7701

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## Do You Like Each Other?

By Lafe Tolliver, Esq  
Guest Column



I normally have a strict policy of not allowing someone to "ghost speak" through me in a column. That is to say, permitting them to express their concerns via my writings but ...

By this "but," I am making an exception since the writer has expressed some ongoing and legitimate concerns about a chronic condition within the black community that needs some attention.

The "ghost speaker" is a 40's-something college-educated male who was born in Toledo (eastside) and went away to college at Oberlin and then received a MBA from

Columbia and worked in several stateside and overseas positions with an accounting/auditing firm.

He and his wife and three children have returned to Toledo and he now works at Owens Corning in the financial risk management and debt restructuring department.

I have known "Reggie" (not his real name) for about 14 years. I first met him when he was a young kid at a large local black Baptist Church. Even then, he was years beyond his peer group in developing ideas about how organizations work and how money is the liquid glue for making things go... "Pop!"

His parents are go-getters and quite active in trying to coalesce various community groups around common agendas. I have no doubt that Reggie learned his activist skills from parents who both are now semi-retired in Tempe, AZ.

Well, here is the essence of Reggie's concern and it is something that can be found not just in Toledo but also in other cities, big or small, that have a substantial count of black churches.

The problem is that for the most part, it seems that black pastors do not

like or trust each other enough to share the monies that their individual churches collect each week and to use those funds to work towards a common goal of economic development.

Oh, they will meet and greet for board meetings and award ceremonies for the Mother's Board and get together for the obligatory Democratic photo op with an aspiring politico, grin and smile for the cameras but go home with the same lint in their pockets that they came downtown with (only meaning that they got nothing in return for their political support)...but.

But, they will not take the time and concerted energy to make systemic changes in how they view their role as one of many leaders in the community. Reggie indicated that he is now part of a large church fellowship but their investment portfolio is practically non-existent even though the weekly cash flow is quite impressive. He indicated that they simply bank their monies in accounts that are practically free parking for the church and which pays rich dividends to the bank which in turn takes those funds and leverages them out in loans for their own benefit and balance sheet...not for the depository church.

Reggie opined that with the many dozens of black churches in Toledo and each church taking up weekly collections (sometimes offerings on Wednesday nights and at "special events"), the combined yearly gross income exceeds several million of dollars...but.

But, why don't those dollars do what is termed "double duty" and re-circulate over and over again in the black community? Instead, those dollars making a bee line to the local white-owned malls, car dealerships, restaurants, stores and professional service providers (doctors, lawyers, etc...)

When you understand that the black church is the largest and most visible institution in the black community and which, on any given Sunday, has the collective ear (and wallet and purse) of thousands of black people, you can only then begin to calculate the enormous economic impact the black church in Toledo could have on the lives of people of color...but.

But, that is not the case. Aside from paying the usual freight on the church mortgage debt, utilities and salaries and attendant costs of doing business as a church, the "excess" funds are not intentionally engaged in doing economic exercises for the people who faithfully and weekly place their offerings in those church platters, pouches or baskets.

This is by no means to detract from the pri-

mary mission of the church which is to go and make disciples of all nations but if you make an extra dollar, you can feed another mouth and that mouth would be more receptive to the gospel message. A real no brainer...but.

But, when you see the acute economic deprivation in the inner city of Toledo and that the inner city is surrounded by a belt of independent black churches, you must ask yourself, "do these pastors really like or trust each other enough to shake another pastor's hand and in that handshake is a check for a 10th of the amount of their weekly gross income?"

It is well and good and proper that the pastors love God but do they even like or trust each other enough to make a five to 10-year commitment that says: "Each time we take up an offering, we will place 10 percent of that collected amount into a common fund that will be used for the economic uplift of our congregants and the overall good of the community?"

What is so radical and over the top that the local pastors can not forego any turf wars and egos and as good under shepherds, look out for the collective economic good of the community from which they gain their very own sustenance? Are they saying that they can fellowship with each

other and say, Praise The Lord! to each other but when it comes time to cut up the money pie, everyone sees the big bucks on the table and they grab back their own contributions and dash for the door?

Are the local pastors saying that God is their source but when it comes to them being a source for someone else being blessed or receiving a loan for economic development, that they get nervous and want to bail?

Imagine if you will a corporate set up with a board of qualified overseers who are bonded and are trained in money management and investments and there are about 60 subscribing churches that weekly deposit a 10th of their weekly gross take into various investment vehicles.

Imagine those funds growing each and every month, year after year and thus funding entrepreneurs, neighborhood development, a revolving loan fund, bonding for contractors and programs to strengthen the black family. Imagine...but.

But, until the local pastors can learn to trust each other and commit to servanthood and not their "third eye" always on the altar of mammon (money), that economic development idea will not come to pass.

This concept is not new. It is old...old...old. People and groups have

been coming together for centuries to pool their wealth to gain bigger benefits and economic leverage for their group and/or communities whence they came...but.

But, it appears in Toledo that such a concept of ongoing and systemic accumulation of collective wealth for the good of the whole and initiated and sustained by the black church is viewed as an awkward idea...but.

But, sadly it appears that each black church will still go it alone and hobble along and we wonder why we are partly in the economic shape that we find ourselves.

Find me some visionary pastors who will like each other and trust each other and they will make quantum leaps forward and become the fire and not the smoke.

Find me some trustworthy pastors and congregations that will pledge to themselves, "not a nickel but a dollar" each week and we will be able to make both disciples and invigorate dying neighborhoods.

Find me some pastors who will not be envious and jealous of each other and who will pool their dimes that can be transformed into dollars and we will write history in Toledo...but.

But, will we and shall we?

Contact Lafe Tolliver at tolliver@Juno.com



### Letters from the Heart

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Feb. 2010

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Dec. 1987

One of my mom's last wishes was for her favorite soda, even though she couldn't drink. On the night she passed away, a nurse from Hospice of Northwest Ohio put a few drops in her mouth. We'll never forget that compassion.  
April, 2005

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## TPS Holds Community Forums to Gauge Response to Transformation Proposal

By Fletcher Word  
Sojourner's Truth Editor

The Toledo Public Schools' administration held a series of meetings February 8, 9 and 10 to gain feedback from the community about their plan to transform the school district. And on at least one point there was a loud and clear consensus—do not drop art, music and physical education from the school curriculum.

Superintendent Jerome Pecko, Ph.D., and his staff conducted six meetings in three days within the six learning communities to explain how they plan to close budget deficit that could approach \$40 million and, in the process, transform the way the district does business.

There will, of course, be school closings in the fall of 2011—Fulton Achievement (which will be moved to Westfield);



East Side Central; Lagrange, the second DeVeaux building, Crossgates and the Summit Annex (programs to move to Scott High School).

Then there are three aspects of the TPS proposal that caught everyone's at-

tention: the district plans to shift from a middle school format to a kindergarten to eighth grade format system-wide; each high school will offer specialized instruction in a particular course of study and 132 art, music and physi-

cal education specialists will be laid off.

During last week's presentation, TPS Treasurer Dan Romano and Business Manager Jim Gant spoke of the financial issues facing the district and interim Chief Academic Office Jim Gault, Assistant Superintendent Romules Durant and interim Assistant Superintendent Brian Murphy laid out the eight "imperatives" that form the core of the proposed transformation plan.

The audience was then divided into working groups to flesh out their responses and concerns about the proposal. They were asked to answer in those group sessions four questions: what do you like about the proposal, what obstacles do you see looming ahead, what concerns are there within the specific learning community and what concerns do you have district-wide about the implementation of the proposed transformation.

All of the group responses were collected for analysis and individuals also

ten through eighth grade format seemed to gain approval as audiences learned that, statistically, academic achievement suffers and discipline issues increase amongst students confined to middle schools for grades six through eight.

Nevertheless, the responses raised all kinds of issues that would arise—from shifting seventh and eighth graders back to elementary school to dealing with accommodating kindergartners in facilities built for older children.

Scott High School, for example, would contain a teacher prep academy and Bowsler would house a performing arts academy.

Nevertheless, while these academic added-value courses of study were popular with the audiences questions arose about the implementation of such programs. How would transportation be arranged asked many?

In addition, at every forum, participants asked how well a performing arts academy would fare if 132 positions in arts, music and physi-



had the opportunity to fill out supplemental questionnaires about their concerns.

But if the group responses are any early indication of the community's feelings about the plan, the administration learned several things in a hurry during the week.

First, there seemed to be an overall positive response to the idea of moving to a K-8 format. Second, virtually no one likes the idea of eliminating arts, music and physical education. Third, the participants expressed a great deal of skepticism as to how TPS could accomplish its ambitious goals.

The notion of re-structuring schools into a kindergar-

cal education were to be cut thereby leaving students unprepared for such a program. The next move for the district

One of the aspects of the proposal that audiences seemed to appreciate in great numbers was the plan to place special courses of study in each high school. (Continued on Next Page)

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## Dr. Samantha Adams Among Those Honored by YWCA

*Sojourner's Truth Staff*

The YWCA announced its 2011 Milestones Honorees last month and among the eight women who will receive the annual award is Dr. Samantha Adams who is being recognized for her accomplishments in the sciences.

This is the 16<sup>th</sup> year that the YWCA of Greater Toledo has recognized women on northwest Ohio who have demonstrated outstanding leadership qualities and who have opened doors for other women to succeed.

Along with Dr. Adams, this year's other honorees include Margaret Trumbull in the arts category; Rita Mansour in business; Martha Mewhort in education; Olivia Summons in government; Pamela Howell-Beach in social services and Pamela Hershberger for volunteerism.

Dr. Adams' trailblazing began in 1947 when she became the first African-American woman to pass the Ohio State Medical Board in her field of chiropractic medicine.

In 1977, Dr. Adams was elected to the Toledo Board of Education – the first black woman elected to such a position and the first black fe-

male elected to office in Lucas County.

She has served, on the state level, as a member of the Large City Schools Commission and nationally as the representative to the National Urban Boards of Education.

She was president of the Toledo Branch of the NAACP from 1970 to 1972.

A graduate of Scott High School, Dr. Adams attended The University of Toledo and received her Doctor of Chiropractic Degree from the Chiropractic Institute of New York. She was married to Paul L. Adams for more than 62 years and is the mother of six children.

In addition to the traditional Milestones awards, the YWCA board has also announced that Executive Director Lisa McDuffie will receive the YWCA Woman of Distinction Award – given for service to the community, the YWCA of Greater Toledo and the support of its mission.

The 16<sup>th</sup> annual YWCA Milestones: A Tribute to Women awards ceremony will be held at the SeaGate Convention Centre on March 17 at 11:30 a.m..



*Photo: Margaret Trumbull, Rita Mansour, Martha Mewhort, Olivia Summons, Pamela Howell-Beach, Pamela Hershberger*

## Community

*(Continued from Page 4)*



trict, according to Pecko, is to analyze responses from individuals and the working groups in order to calculate the overall community sentiment for various aspects of the plan.

The results of the analysis will be posted on the TPS web site and as details of the proposal are finalized, said Pecko, further forums will be held to keep those in the community apprised of the district's progress.



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## Tackling Tough Times

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## Remember “Black Entrepreneurship” During Black History Month...and Throughout the Year

By Rubin Patterson, Ph.D.  
Guest Column



Black entrepreneurship tends to be a forgotten or ignored subject in American universities as well as among those who give extra attention to the black experience during Black History Month. Even when the subject of

black entrepreneurship is taken up in universities, it tends to be analyzed from the perspective that African Americans’ poor business performance stems from the absence of a black business tradition.

Fortunately, scholarship is emerging from individuals such as Professor Juliet Walker of The University of Texas. Her works and the works of others are establishing an African origin of the African-American business tradition. These scholars report that, rather than being snuffed out, a vibrant African business ethos survived the transatlantic passage.

Most Africans brought to the United States did not come from subsistent hand-to-mouth societies. For

neural enterprises whose products and services fed into corporatized structures, including those relating to

many centuries before Europeans ever made contact with West Africa, Africans lived in societies where expertise in agriculture, metallurgy, and various crafts resulted in surplus production. Many citizens had entrepreneurial enterprises whose products and services fed into corporatized structures, including those relating to

the selling of kidnapped individuals and prisoners of war to Europeans. Out of necessity, large numbers of “free blacks” in the United States during the colonial and antebellum periods were entrepreneurs. Since they had trouble being hired and compensated commensurately with their skill and effort, they often decided to become self-employed. Their thinking, given their unique situation, is similar to the thinking patterns of a large percentage of Asian immigrants who establish their own businesses as a means of economic survival in this country.

Asians have the highest levels of self-employment as well as the highest levels of educational attainment in the United States, with over half of Asian adults possessing at least a college degree and nearly a quarter of Asian entrepreneurs possessing at least one graduate degree. What’s more, their degrees tend to be in technical fields. However, they face significant discrimination in terms of advancing within their respective professions. That is, they are unable to convert their higher levels of advanced education and skills into increasingly higher managerial and professional positions and incomes. Therefore, rather than enduring racial discrimination, they become entrepreneurs.

Similarly, referencing the historical position of “free blacks,” occupational blocks often forced them to convert their technical skills as craftsmen and artisans into entrepreneurial enterprises. Enslaved blacks also occasionally worked as entrepreneurs, which is how some eventually “bought their free-

dom.” Here is a stunning observation: Blacks in the United States before the Civil War,

Lancaster carried out this great work until President Eisenhower started his term in 1953, at which time the black division of Commerce was shut down and Lancaster was out. Before he was cashiered from the Commerce Department, Lancaster kept his head down, did great work, and had tangible impacts on many black lives across the country. Due to his work, many blacks became entrepreneurs who might not have otherwise; many existing entrepreneurs at the time became larger and more successful than otherwise; and many blacks became gainfully employed who may not have had opportunities otherwise.

Among the early African Americans who worked diligently to restore the black business ethos from earlier periods in America and establish it as part of the continuum stretching back to Africa was Emmer Lancaster. Robert Weems, Jr. discusses the pioneering work of Lancaster and others in *Business in Black and White*. Lancaster was born in Akron, Ohio in 1898 and headed the local NAACP chapter in the 1930s before moving to Washington, DC, and subsequently leading the US Department of Commerce’s Division of Negro Affairs.

We cannot allow the great work of Emmer Lancaster to be swallowed up by obscurity. Lancaster instituted “business clinics” around the country to help African-American businesspersons construct business plans and expand profitable enterprises that created jobs. Under the auspices of the Commerce Department, Lancaster organized several national conferences to help black businesses in America. The conferences helped with strengthening business curriculums at historically black colleges and universities; communicating detailed information about government services available to them; assisting with submitting proposals for government contracts; and providing

opportunities to meet and learn from the more successful black entrepreneurs in the country.

Lancaster carried out this great work until President Eisenhower started his term in 1953, at which time the black division of Commerce was shut down and Lancaster was out. Before he was cashiered from the Commerce Department, Lancaster kept his head down, did great work, and had tangible impacts on many black lives across the country. Due to his work, many blacks became entrepreneurs who might not have otherwise; many existing entrepreneurs at the time became larger and more successful than otherwise; and many blacks became gainfully employed who may not have had opportunities otherwise.

Today, America is challenged with growing, retaining, and attracting a sufficient share of the presently limited global supply of high-skill, high-wage jobs. More training in entrepreneurship can help individuals meet the challenges posed by the new era of global knowledge-based capitalism. Some African Americans can avoid joining the ranks of a high-skill, low-wage workforce by reclaiming the centuries-long black entrepreneurship ethos. While this article appears as a reminder of an aspect of black history that should not be overlooked during Black History Month, it should be accepted as a continuous reminder of the work that is needed to ensure economic advancement within black communities.

Toledo-area black businesspersons, along with local chapters of The NAACP, The Urban League, and The University of Toledo, are now preparing a new phase of this work.

Rubin Patterson, Ph.D., is professor of Sociology, chairman of the Department of Sociology and Anthropology and director of Africana Studies at The University of Toledo

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## ASK YVON

By S. Yvon Harper, CEO  
Focus on Finance, LLC  
Guest Column



### Wisely Funding Your Year

It never fails to amaze me when I discover people with strange thought patterns around the use of money. Imagine you are receiving a one time sum of a large amount of money. Amazing, right? So what would you do

with it? Buy a new car, go on an exotic vacation, shop till you drop or put it away for a rainy day? Any of these may be valid options, but it depends on the specific factors the cash recipient currently or will face in the near future.

Surprisingly, you may be the cash recipient I'm speaking of, if you are expecting a onetime IRS cash refund this tax year. Millions of Americans will receive the cash benefit of recent tax law changes in 2011. This includes the expanded Child Tax and/or Earned Income Credits (EIC). My tax company, Focus on Finance, has seen refunds close to \$10,000 already this tax season. All of which is great, right?

The simple answer is yes, if you use this sudden wind-fall to wisely fund for expense the rest of the year and properly plan for next tax year. This can be a challenge for many people, because they fail to plan for needs further than the end of the nearest checkout lane. Now is the time to stop to consider what may be coming your way and how you can use your tax refunds or unexpected bonuses to weather upcoming financial storms.

First, we must all recognize that the economy is not yet out of ICU and there is a long way to go before things are even close to what was considered normal. I'll take an opportunity here to tell

you that what we're currently experiencing with the economy is the new normal...for now, but that will change and it may not be for the better.

This is why your financial plans for any intake of funds needs to include, in my opinion, three things.

- Cash,
- Elimination of debt, and
- A clearly stated and followed spending plan or budget

Cash: Yes, you do need to have cash on hand, because in a jilted economy liquidity is king over assets, which must be sold to get money. We are seeing this now in the real estate arena where people aren't quickly buying these types of assets. Look for places to invest with minimal risks of loss to your principal invested amount.

Debt elimination: Getting rid of debt should be a no brainer. The less you owe the more you can grow your cash reserves. It also allows for greater financial choices. One client was able to take advan-

tage of quickly relocating for a new job, because their debt load would allow them to thrive on less income. This would not have been possible, if their debt load was the primary factor in considering this opportunity.

Spending Plan: Or as others call it a budget...is not an option! Many of the expenses that we will face this year are not a surprise, even though they are treated as one. For example, make a list of all birthdays, anniversaries, weddings, holidays, credit due dates, and the like that you know are coming this year. Then determine how you will pay for them. If you are already in the red for these future expenses then sideline a portion of your tax refund to pay for them. Better yet, if you can pay for them early, before temptation sets in, do so. Lastly, you may need to reduce the list of personal expenditures to allow greater gains to increase savings and eliminate more debt obligations.

Tax time preparation may

not always be thrilling, but the use of any refund to wisely fund future expenses is exciting. Don't fail to capture maximizing this opportunity. Focus on Finance's 23 years of experience can help you legally maximize getting a potential IRS refund and we can prepare your tax paperwork no matter where you are located. Contact us today at 513-291-3007.

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ASK YVON

By: S. Yvon Harper, CEO  
Focus on Finance, LLC

## How to Make Entrepreneurial Vision a Reality

Special to The Truth

Have you ever dreamed of becoming an entrepreneur? Unsure how to make the transition from your current career area to implementing a business plan of your own? Audrey Wong Chung, Owner and Founder of [Beliza Design](http://BelizaDesign.com), an international design and fashion company, based in Ann Arbor, MI, has some unique insight on the entrepreneurial process as she moved from management consulting to jewelry design.

### Combine Your Talents

"I have always wanted to marry my business experience and my art background. In 2000, I made the decision to become an entrepreneur and designer," says Audrey. "I continued to work in my career as I launched my first business in parallel. Combining my unique skill sets allowed my creativity to take life not only in designing, but the entire business approach spanning from marketing, process innovation, strategic planning, and so on."

### Create a Plan

"In becoming an entrepreneur, time is the biggest asset," continues Audrey. "The biggest thing in starting a business is setting goals. In order to reach your goals, you have to map out a project plan. The first step of my plan was to downsize my life style. That means making your life style more simple and focusing on the things you really need. This will open up more time and money to get your business rolling."

"Start your business, but keep your day job. Prioritize to use your free time and after work hours to craft your new business. This way, you can fund your business with your day job, with additional help from mortgages, credit cards, or even loans."

### Take Full Control

"Once your business gets rolling, you can quit your day job and are able to gain total control on your own. Remember, the process of becoming a full entrepreneur takes time," says Audrey. "Along the way, don't look at the world in terms of success or failure. Everything contributes to the overall success of your business. With this in mind, it will help you avoid dwelling on any bumps along the way."

**About Audrey Wong Chung:** Audrey Wong Chung is the founder and CEO of [Beliza Design](http://BelizaDesign.com) and managing partner and cofounder of [Etre Design](http://Etre Design). After obtaining a Bachelor of Science degree from Rutgers University in Computer Science with a minor in Psychology, Audrey began her career as a management consultant at Accenture. After ten years of experience in managing consulting, process and systems design, development, implementation, and change management experience, Audrey decided to take a turn in her career pathway. Thus, she founded [Beliza Design](http://Beliza Design), an international design and fashion company, based in Ann Arbor, MI, in 2008. Complimenting her success with [Beliza Design](http://Beliza Design), Audrey went on to begin the [Vasati Foundation](http://Vasati Foundation), dedicated to promoting the overall health of women and children, and freedom. Audrey can be contacted directly at: [audrey@belizadesign.com](mailto:audrey@belizadesign.com).



The City of Toledo is rich with neighborhoods with homes of unique character. It is home to teachers and nurses, Mothers and Fathers, Aunts and Uncles, bankers and firefighters.

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February 19	4-7 pm	February 26	4-7 pm
February 20	1-4 pm	February 27	1-4 pm

### Refreshments provided

\*20% downpayment assistance available for qualified buyers. For more information on the Neighborhood Stabilization Program, please call (419) 245-1400.

## Fifth Third Bank Introduces Credit Builder Program Program designed to help customers build or rebuild credit

While the country continues toward economic recovery, millions of Americans face the unfortunate reality of poor or impacted credit. To help consumers, Fifth Third Bank is pleased to announce today the introduction of its Credit Builder Program, a full suite of financial tools designed to help consumers

establish or reestablish credit. Credit Builder Program participants will work one-on-one with a financial professional to review their credit profile, choose the appropriate checking and savings packages and establish a savings plan. Program participants receive access to their ongoing credit information at

all three major credit reporting agencies through Fifth Third Identity Alert. They may review progress to understand what impacts their scores and use "what if" scenarios to estimate the credit score impact of certain actions. Customers may also apply for a Secured MasterCard tied to the amount of money in their Fifth Third Savings Account to help establish or rebuild their credit history.

"We recognize the need for a program such as Credit Builder, especially during these economic times," said Kathy Jumper, senior vice president and head of Retail Banking, Fifth Third Bank

(Northwestern Ohio). "We want to be proactive in helping our customers understand how their decisions impact their credit, and provide the tools and knowledge they need to help manage and achieve their financial goals."

Jumper adds, "Since 2009, Fifth Third Bank has introduced a number of product packages designed to address a variety of short-term financial needs as well as long-term financial goals. These packages better represent the way consumers are managing their finances today and encourage active use and account management."

In addition to being available at Fifth Third's more than

1,300 banking center locations, the Bank will bring the Credit Builder Program on the road as the Fifth Third eBus tours the Bank's markets throughout 2011. The eBus is a 40-foot bus that doubles

as a mobile classroom providing credit counseling, financial literacy, homeownership and foreclosure prevention services directly to the community.

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### Fifth Third Bank Sponsoring a Radio Promotion Featuring African American History Makers

Fifth Third Bank is partnering with WIMX-FM, the MIX 95.7, to highlight the accomplishments of African American history makers in February.

In addition, Fifth Third Bank is sponsoring a promotion in which the "MIX" DJ will invite listeners to call in for a chance to win a \$50 MasterCard® gift card from Fifth Third Bank. The daily winners will be automatically entered in a Fifth Third Bank-sponsored, on-air drawing at month's end for \$1,000 and an additional \$5,300 to go to an African American focused local charity of the winner's choosing.

"Fifth Third is pleased to partner with the "MIX" to honor the historical life-changing contributions of African Americans during Black History Month," said Robert W. LaClair, President and CEO, Fifth Third Bank (Northwestern Ohio). "It not only underscores the commitment Fifth Third Bank has to serving all customers in our market, but also enables us to give back to a non-profit organization that serves important, specific needs within our local community."



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Scholarship application deadline is June 1, 2011

## Workforce Development Agency Launches New Training Program

Special to The Truth

The Lucas County Commissioners announced last week that the Workforce Development Agency (LCWDA) is launching a new program designed to help employers train new workers. A press conference regarding the program was held on Thursday, February 10 at The Source Northwest Ohio, 1301 Monroe Street in Downtown Toledo.

Dubbed *You Hire, You Train, We Pay* the \$3.8 million program is administered statewide by the Ohio Department of Job and Family Services (ODJFS) and LCWDA is the point-of-contact for businesses at the local level.

Funded through a National Emergency Grant (NEG) from the US Department of Labor (USDOL), the program targets workers have nearly exhausted their unemployment by providing training funds to companies that provide them an employment opportunity.

"I am happy to announce this great opportunity to get Lucas County residents back into the workforce," commented Commissioner Tina Skeldon Wozniak. "This is the kind of program that can assist in local economic recovery."

Companies interested in

the program are encouraged to contact Michael Veh, Workforce Development manager, at The Source of Northwest Ohio to begin the process that includes posting a job opening through the one-stop employment center.

"We are very pleased to announce this opportunity for Lucas County residents and employers," added Commissioner Carol Contrada. "It is good news for the county and will help

put people back to work."

Qualified candidates will be identified and matched to the position and contacted regarding the opportunity. Companies will then select workers using their own processes and hiring practices.

LCWDA has identified approximately 1,200 Lucas County residents who may meet participation requirements and they are being notified about the opportunity.

The employer will then begin training the new workers on-the-job and will be reimbursed up to 50 percent of the wages paid the worker during the training period. Training may last up to six months and reimbursement is limited to \$8,000 per employee.

For further information, contact Michael Veh at LCWDA by calling 419.213.6304.

## Does Your Home Need Improvements or Weatherization?

Special to The Truth

The USDA Rural Development Section 504 Loan and Grant programs allow very low income households to sustain their independence, enabling them to remain in their own homes and improve the quality of their lives.

The 504 loan program helps qualifying applicants improve or modernize their home, to make it safer or more sanitary, or remove health and safety hazards. One percent (1%) fixed interest rate loans are available to very low income rural homeowners when other loan options are not available.

The 504 grant program may assist very-low income homeowners that are 62 or older. Grant recipients must lack repayment ability for any portion of the assistance being received as a grant.

Under the Section 504 program, Rural Development may loan up to \$20,000 with terms not exceeding 20 years and grants must not exceed \$7,500.00. A combination of both loan and grant funds must not exceed \$27,500 for qualifying homeowner/occupant.

Both programs provide funds to make major repairs or renovations such as removing electrical and fire hazards, replacing roofing, installing or improving water and wastewater disposal systems, making home accessible for people with disabilities, and installing insulation and heating and cooling systems.

To be eligible for assistance through these programs, applicants must meet income limits, be unable to obtain the requested assistance through other sources, show adequate repayment ability for a loan request, have an acceptable credit history and have the legal capacity to incur the obligation.

Applicants must be the owner and occupant of the home they want rehabilitated when their application is submitted for rural housing assistance and the home must be located in an eligible rural area.

Please visit our website at [http://www.rurdev.usda.gov/HAD-RR\\_Loans\\_Grants.html](http://www.rurdev.usda.gov/HAD-RR_Loans_Grants.html) to review income limits and eligible areas for our programs. For more information or an application, please call the Rural Development Office at 419-422-0242, ext.117 or email [leta.somerville@oh.usda.gov](mailto:leta.somerville@oh.usda.gov).

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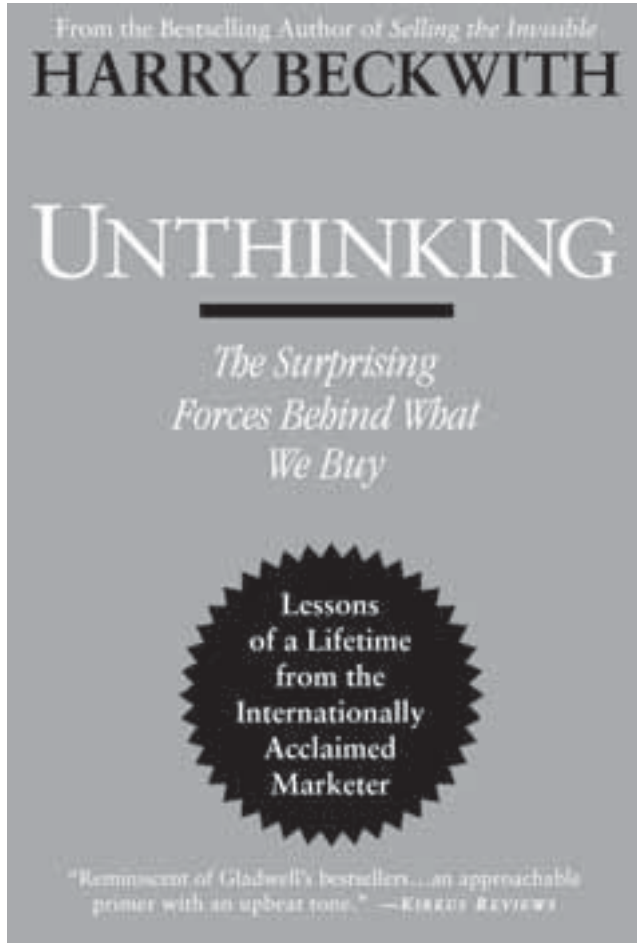
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**Book Review**

***Unthinking: The Surprising Forces Behind What We Buy*  
by Harry Beckwith**

c.2011, Business Plus / Grand Central Publishing    \$24.99 / \$27.99 Canada    326 pages

By Terri Schlichenmeyer  
The Truth Contributor



Do you really know what you know?

Beckwith thinks not. People, he says, tend to choose “shortcuts” and things that are familiar—which means that what we “know” may not be true. We tend to rely on common knowledge, not statistics, and feelings often trump the truth.

There are, says Beckwith, three things that drive those feelings: our childhoods (play), our culture (optimism), and our eyes (beauty).

If you’ve ever watched animals, you know how they love to play—and humans are animals. Our music reflects play, as do movies and commercials, even our language: we “won” a new account or “scored” a great bargain. Playfully, our brains are wired to love surprises and hate things that are “big” or too familiar.

But there are conundrums: we also love the famil-

iar. We crave individuality and we love feeling like we’re members of an “exclusive” club, but we happily leap aboard the loudest bandwagon. We’ll willingly walk two blocks to save \$30 on a \$70 watch, but we won’t take the effort to save \$30 on a \$700 stereo. Overall, we argue and squabble, but we always know that, fiddle-dee-dee, tomorrow’s another day.

Most of all, though, we are visual creatures who love colors and graphs and pictures. Even as infants, we can spot beauty and appreciate it. And we love marketing that is short, concise, and to the point.

Says Beckwith: “We love easy.”

But I didn’t love this book so much at the beginning.

Taking his own advice to “tell stories” because we relish them, author Harry Beckwith does exactly that over the course of nearly this entire almost-300-page book.

Just about every point he makes is illustrated with a story, and that’s not a bad thing—unless you’re a busy businessperson who only needs the facts. The stories, while entertaining, seemed to be too subtle for time-starved readers.

But take another look, and you’ll see an *Outliers* kind of book filled with examples and insights on American behavior and habits. Read past the how-will-this-help-me feeling, and you’ll start to see yourself and your clients. You’ll begin to understand why your advertising is—or isn’t—working. Things begin to make sense, if you can stick with this book.

So the core advice is: don’t read it unless you’ve got time to absorb its subtleties. Put it aside and wait for another day. If you can do that, you may find that *Unthinking* helps you get a fair shake in business.

You can’t survive without them, but there are times when your clients just make you shake your head.

One wants “new.” You show them “new” and they

pick the same old thing. Another aspires to a serious reputation, but you know the CEO is a wild man. And if changing their minds was an Olympic sport, they’d all have a dozen gold medals.

Wouldn’t you love to know what makes your customers and, come to think of it, your employees tick? Read the new book *Unthinking* by Harry Beckwith, and you might get an idea.

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## Has Hip-Hop Been Good for Black History?

By Michael Hayes  
Minister of Culture



We have these February facts about our culture.

Who discovered what, who marched where, who was the first this or that?

But is there a place where our current modern-day reality intersects with black history being made in our time? Of course we have Oprah and President Barack Obama who are creating new historical markers for our people every day they wake up.

But what about in hip-hop music?

We set records and break records with the records we make.

Jay Z eclipsing Elvis Presley's title for most number one albums when *Blueprint 3* came out is a sweet victory for our culture not only because Elvis was a notorious black

music thief but also because it's a milestone that no black artist reached until a rapper came along.

I could list albums sold, and radio spins and awards won but honestly I feel that the actual impact of the music on the people has been hip-hop's actual contribution to black history.

I'm not talking about the career milestones and badges of success.

I'm talking about the ability of the art to address the condition of the people.

Do you listen to rap/hip hop music?

Do you really listen?

Or do you just use it as the soundtrack for your weekend?

Walk with me on this one, because I think too many of us have slept on the fact that hip-hop music and culture has given radical change to our experience here and there's been much more good than it is accounted for.

### IMAGE:

From Nina Simone to James Brown, black music has challenged America to embrace how our people look and want to be portrayed. But until the explosion of rap music in the 1980s (simultaneous with the on-

slaught of music videos as a media art form) little black boys and girls couldn't always turn on the TV and see faces that looked like their own.

But suddenly, it was like someone just placed a camera in every ghetto in the U.S.

As the culture evolved, so did the imagery.

Queen Latifah's "Ladies First" video was monumental in showing black women in positions of power, pride and self-respect. A multitude of videos from the Native Tongues crew (Tribe Called Quest, De La Soul, Jungle Brothers etc) showed the world young black men who wore African medallions and had a style focused more on being humble than flamboyant. Suddenly our spectrum became vast and rich.

It's not enough to just say that Run DMC helped Adidas make historic profits in the 80s.

You have to see that millions of young black boys and girls finally had figures in media they could relate to naturally.

Of course, there was the extreme... a lot of violent imagery from the West Coast.

A lot of overtly sexual imagery from 2 Live Crew down South, but just taking young urban America and putting them on TV and in magazines forever

changed our inner dialogue about how we appear to the world and to ourselves.

### SOCIAL ISSUES:

It's been said that rap music is urban America's CNN but showing what's going on in the streets isn't nearly as important as changing what's going on in the streets.

The way Public Enemy spoke of crack's effect on our communities was a wake up call.

I was in grade school when "Night Of The Living Baseheads" came on YOMTV Raps

and growing up around drugs and drug sales I was already desensitized until P.E. gave me a fresh perspective on how ravaging this epidemic had become to my people.

X Clan, Ice Cube, Public Enemy and other rap acts instilled a black consciousness for people who weren't getting it from their parents or community.

Hip-hop educated its listeners.

Everything from the slave trade, to institutionalized racism, to police brutality to just the need for black pride could be found in a great deal of rap music.

Even though the music didn't stay so politically amped for long, for years mainstream rap music dealt with issues that sparked new mindsets and understanding in its fans.

When rap music started addressing all the men who ran out and abandoned their children and left women to deal

with the situation alone, it changed the course of action that many young black men took.

In songs such as "Be A Father To Your Child" by Ed O.G. along with quotables from Biggie and even Shaq ("my biological didn't bother"), rap music tackled the societal ills we faced by calling for a new standard of how to conduct ourselves.

"Black Girl Lost" by Nas illustrated what so many were thinking about the waywardness of so many women in our community addicted to the fast life, and although this same artist could make a song celebrating that life the awareness to the condition was still sparked.

For those of us who realize we have a higher responsibility to our ancestors and fore fathers, for those who strive everyday to create black American justice within this American stranglehold... it's vital to see that hip-hop music has changed black people's condition in this land to a certain extent.

### ART:

Lastly, the art form of a music genre can come and go.

Jazz music was the hip-hop of the 1920s, just as big band/swing in the 1930s.

Funk died. Disco died. Rock fell off, became fragmented and hasn't been the same since.

It's entirely possible that rap/hip-hop music may be nearing the end of its lifespan.

But just as integral to our history as The Harlem Renaissance and The Last Poets, hip-

hop music has the ability to serve as a beacon and instrument for progress.

Sure, it's progress to say we have yet another mogul standing atop a lucrative empire.

But it's progressive to realize that the art being created is what will feed the most of us the longest.

Mos Def is an artist who has created pieces of music that I consider timeless and essential. The Mighty Mose came with his debut *Black On Both Sides* just as I was still getting used to life as a college student. His song "Hip Hop" is the most accurate and encompassing description of hip-hop ever recorded, as far as I'm concerned.

His topics range from rampant crime and causation, to women, to the advice given from a relative: "Um! Says shine ya light on the world!"

Drake's album, *Thank Me Later*, is another stunning achievement in the art of hip-hop music. The textured sounds and emotive tones create a new era where grown men can express exactly how they feel without being limited by tough talk and bragging.

It's this type of transformative property that propels listeners to identify with their own lives and seek clarity and change, all because of some dope ass rap music.

The music has to be appreciated.

Until next week, y'all... peace: (btw: Feb 26<sup>th</sup> is my Birthday! - hit me up on email or fb search:

glasscitytruth@yahoo.com)

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## Black History Moment

(Continued from Page 2)



**William Edward Pritchett**

soldiers served. They had to provide covering fire for the 106<sup>th</sup> Infantry.

With most of the soldiers killed or captured, 11 men became separated and escaped into the woods where they stumbled upon the small town of Wereth. They were attempting to reach American lines.

According to confirmation from the town's Burgermeister (mayor), Mathias Langer, the hungry and cold troops arrived at his farmhouse around 3 p.m. At that time, loyalties to Germany were divided in that area of Belgium, but Langer was not one of them. He underwent a huge risk when he sheltered the men.

Later that day, an unknown Nazi supporter revealed the unit's presence to members of a SS patrol. At 4 p.m., that division showed up at the Langer's home where the black soldiers surrendered immediately. Testimonies from the family revealed that the Germans directed the

soldiers to sit on the cold ground in the rain until nightfall for almost an hour. Then they were lined up in the street and marched in front of the Germans' vehicles. Later, gunshots were heard.

Reportedly, two civilians found the snow-covered bodies the next morning, but did not move them. The bodies lay there until February when the United States 99<sup>th</sup> Division unit was directed to search the war zone for missing equipment after German offensive failed. When they arrived in Wereth that is when the villagers pointed to the site of the dead soldiers.

U.S. Infantry Major James Baldwin, the one who ordered the patrols to do the search, found that "four of the men had fractured skulls, one with bayonet stab to the head, one with double fracture of the jaw, one with an eye gouged out and one with four fingers pulled off a hand.

Apparently, the men were run over because there were vehicle track marks on their legs. (Cincinnati Herald)" These findings among others were confirmed by a medical report on February 15, 1945.

Despite a great deal of decomposition, the bodies of the men were identified.

They were: Technical Sergeant William Edward Pritchett of Alabama, Technical Sergeant James A. Stewart of West Virginia, Staff Sergeant Thomas J. Forte, Corporal Mager Bradley of Mississippi, Private First Class George Davis of Alabama, Private First Class James Leatherwood, Private First Class George W. Morten, Private First Class Due W. Turner of Arkansas, Private and medic Curtis Adams of South Carolina, Private Robert Green and Private Nathaniel Moss.

Seven of the men were buried in the Henri-Chapelle Wartime Cemetery near Wereth, while the rest were shipped to the United States for stateside burials throughout the country. Their home states consisted of Mississippi, Alabama, Oklahoma, West Virginia, Cleveland, Ohio and others.

Their deaths were kept quiet for quite sometimes—not even the families knew about it. In 1994, Herman Langer, the son of Mathias Langer, built a makeshift cross on the site where the troops were slain on their 50<sup>th</sup> anniversary.

It was still hard to locate because there were no signs that directed people to that site.

In 2001, however, three Belgium citizens got together to construct an official memorial site that not only honored the "Wereth 11," but all of the black soldiers of World War II. With the help of an American physician, a fundraiser was put into place and land was purchased for the site.

Now there are road signs to show the way and it is even listed in the Belgium Tourist Bureau's 60<sup>th</sup> Anniversary of the Battle of the Bulge.

Three years later in 2004, a military dedication ceremony took place.

That is not all the attention these fallen men are receiving.

Philadelphia film director Rob Child is about to broadcast a television documentary dutifully titled, "The Wereth Eleven." It is set to be released for Black History month on PBS.

For a war that claimed more than 60 million lives on four continents, the "invisible soldiers"—the 1.2 million black troops who fought in World War II—will always be heroes in the eyes of history.

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 Call - K. LaVerne Riddell at 419.242.6845

**Duplex for Purchase or Lease**  
 Great investment property! Excellent condition! Move in ready for owner or tenants. Both units contain newer furnace, hot water tanks, new windows, updated electrical system. Both consist of large living areas and lots of storage space. WOW! Motivated seller. Easy access for showings.  
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**\$16,000 Down Payment Assistance**  
 May include other incentives if you purchase now! Unique two-story brick home located Olde South End. Totally remodeled! Over 1,500 sq. ft. home furnished with appliances. 1<sup>st</sup> floor LNDY room, large bedroom. Large closets. Extra loft for entertainment. Must see!  
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**Hillandale - \$87,000/REDUCED**  
 Ottawa Hills condo. 1440 sq. ft., 2 full baths. Location, location, location. Bright home, new carpet, newly painted. Spacious one floor. Lots of storage, private garage. One great unit.  
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**Woodley Court - \$259,000**  
 6 bedroom, 2 1/2 baths, 3488 sq. ft.-Custom-built home. Must see to believe. Located in the quiet Trail Acres subdivision. Built for entertaining or large family. Easy to show and ready for buyer.  
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# CLASSIFIEDS

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February 16, 2011



**Parker Hannifin, a Fortune 500 Company, has an immediate need for a 3<sup>rd</sup> shift supervisor at its Hydraulic Filter Division located in Metamora, Ohio.**

Supervisory responsibility includes, but is not limited to, training and developing subordinates, delegating work assignments, writing and conducting performance appraisals, coaching and counseling employees, and administering disciplinary procedures up to and including Written Warnings. The supervisor will interact with employees at all levels of the organization, customers, and outside contacts. This person will work with team members to identify continuous improvement opportunities and constantly identify and eliminate waste in assigned departments. The selected candidate will champion Lean Kaizen events to identify cost and time savings and ensure quality standards are met that emphasize and focus on continuous improvement in an effort to reduce rework and scrap. The supervisor will also promote and enforce compliance of safety policies and procedures.

Qualifications for this role include a four year degree in business, engineering or other related discipline. The candidate must have three to five years experience in a manufacturing supervisory role. This person must have demonstrated leadership abilities and be proficient in the use of computers and software (e.g. Word, Excel, Lotus Notes, etc.). The selected candidate must have ability to effectively work with people in a team environment and at various levels of the organization.

If qualified please visit [www.parker.com/careers](http://www.parker.com/careers) to apply.  
EOE/M/F/D/V

**Clinical Coordinator, AOD Services**

Unison Behavioral Health Group, Inc. has a full-time position available for experienced individual to manage adult AOD programming. Responsibilities will include processing referrals, program marketing, diagnostic assessments, insuring appropriate documentation and reporting, group and individual counseling, consultation with and supervision of staff, maintaining ODADAS certification, development of relationships with external sources and other related projects as assigned.

Qualified candidates must possess a current LISW or LPCC and Chemical dependency licensure. Must be competent in substance abuse assessment and counseling, have experience working with individuals and families with mental health and substance abuse problems and have previous management experience.

Send resume or apply to:  
Human Resources - CCAOD  
1425 Starr Avenue  
Toledo, OH 43605  
Fax 419.936.7574  
Email: [hr@unisonbhg.org](mailto:hr@unisonbhg.org)  
EOE



**Manufacturing Flex-Tech – 2nd Shift  
Parker Hannifin, a Fortune 500 company, has immediate openings on 2nd shift for Flex -Techs at its Hydraulic Filter Division located in Metamora, Ohio.**

Responsibilities include but not limited to closing consolidations, shipping, pull, mark and pack generic elements, type tags as needed, pull parts for various departments, assist assembly with testing and packing, support element assembly, parts finishing, receiving and warehouse functions. Forklift/lift truck experience preferred. May cover other shifts with 2 week advanced notice in above areas during planned holidays and vacations and able to work overtime as needed. The successful candidate must possess a high school diploma or GED equivalent and be a US citizen.

Parker offers a comprehensive benefits program that provides financial protection today while preparing for the financial security of tomorrow. It is also flexible to meet the different – and often changing – needs of our employees and their families. If qualified, please go online to [www.parker.com/careers](http://www.parker.com/careers) to apply. EOE M/F/D/V



**Parker Hannifin, a Fortune 500 Company, has an immediate need for a Buyer at its Hydraulic Filter Division located in Metamora, Ohio.**

The Buyer will be responsible for commodities or assignments requiring application of basic purchasing principles, theories and concepts relating to the Aerospace industry. The Buyer ensures timely acquisitions of product or service from known sources of supply. Additionally, the Buyer will resolve issues in the areas of requisition accuracy and completeness, on-time delivery or supplier payment. This person will also be responsible for production scheduling and resolving supplier quality issues within as well.

The successful candidate will possess a 4 year college degree Supply Chain management or relevant discipline, experience and/or exposure to supply chain concepts and methodologies, and manufacturing through internships or training programs, possess analytical and technical skills required to understand business practices and recommend proper automation opportunities. This person must also have intermediate computer skills and be able to understand of electronic processing and be a U.S Citizen.

If qualified please visit [www.parker.com/careers](http://www.parker.com/careers) to apply.  
EOE/M/F/D/V

**Donor Relationship Officer**

United Way of Greater Toledo is seeking a motivated and goal oriented individual to fill the critical role of Donor Relationship Officer (DRO). Working in the Resource Development department, the DRO will coordinate and execute the annual fundraising campaign within an assigned account portfolio. This exciting opportunity includes but is not limited to:

- Executing annual giving campaigns by providing customer service and fundraising consultative support in planning, organizing and implementing workplace campaigns.
- Identifying new donors and campaigns while successfully stewarding existing donors and campaigns.
- Managing data on assigned accounts and leadership donors/prospects.
- Analyzing and setting overall goals/relationship strategy for accounts.
- Speaking at campaign events and functions as required.
- Attending fundraising activities and special work related events, including those outside regular business hours as required.

A Bachelor's degree with at least two years experience in fundraising or sales; and experience working with volunteers is required.

Qualified candidates should submit a cover letter with salary requirements along with a resume to [karri.anthony@unitedwaytoledo.org](mailto:karri.anthony@unitedwaytoledo.org) – subject: DRO

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**Machinist – 2nd Shift  
Parker Hannifin, a Fortune 500 company, has immediate openings on 2nd shift for experienced Machinists at its Hydraulic Filter Division located in Metamora, Ohio.**

Responsibilities include but not limited to setting up, programming and operating small and large CNC lathes, mills and a variety of conventional machines. Minimum 3 years diversified machining experience with large & small equipment in manufacturing environment desired. Mazak equipment experience a plus. Ability to interpret blueprints, sketches and engineering specifications, use quality gauges and solve machining problems. The successful candidate must possess a high school diploma or GED and be a US citizen. Associates degree and/or certification in related field preferred.

Parker offers a comprehensive benefits program that provides financial protection today while preparing for the financial security of tomorrow. It is also flexible to meet the different – and often changing – needs of our employees and their families. If qualified, please go online to [www.parker.com/careers](http://www.parker.com/careers) to apply. EOE M/F/D/V

# CLASSIFIEDS

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## INTERESTED BIDDERS:

### TOLEDO PUBLIC SCHOOLS – RE-BID BEVERLY K-8, BIRMINGHAM K-8, OLD ORCHARD ES, RIVERSIDE ES, AND WALBRIDGE ES FURNISHINGS AND EQUIPMENT PACKAGE

Sealed bids will be accepted by the Board of Education of the Toledo Public School District until 1:00 p.m. on March 09, 2011, at the Toledo Public Schools Treasurers' Room 3, 420 E. Manhattan Blvd., Toledo, Ohio 43608, for all labor, material and supervision necessary for the Re-bid Beverly K-8, Birmingham K-8, Old Orchard ES, Riverside ES, and Walbridge ES FF&E package, as more fully described in the drawings and specifications for the project prepared by MacPherson Architects, Munger Munger + Associates, and The Collaborative Inc. and will be opened publicly and read immediately thereafter.

Bid Documents for the project may be examined at the F.W. Dodge plan room in Columbus, Builders Exchange in Toledo, University of Toledo – Capacity Building, E.O.P.A. – Hamilton Building, Northwest Ohio Hispanic Chamber of Commerce, and The Plan Room in Ann Arbor, Construction Association of Michigan, Toledo Regional Chamber of Commerce and Ohio Construction News.

Bidders may obtain copies of the documents starting **February 16, 2011 which can be purchased from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615, phone: (419) 385-5303. Drawings may be obtained on CD-ROM for no cost with the purchase of the specifications.**

A PREBID CONFERENCE is scheduled for February 25, 2011 at 2:00 p.m. at Toledo Public Schools Board Room, 420 Manhattan Blvd, Toledo, Ohio 43608.

If you have any questions or a need for additional information, please direct all questions in writing Jessica.Dandino@lgb-llc.com, by phone at (419) 776-5600, or (fax) (877) 281-0784.

Bid Item #1: Beverly K-8	School FF&E	\$ 524,295.00
Bid Item #2: Beverly K-8	Office FF&E	\$ 224,695.00
Bid Item #3: Birmingham K-8	School FF&E	\$ 381,026.00
Bid Item #4: Birmingham K-8	Office FF&E	\$ 163,300.00
Bid Item #5: Old Orchard Elementary	School FF&E	\$ 305,037.00
Bid Item #6: Old Orchard Elementary	Office FF&E	\$ 130,730.00
Bid Item #7: Riverside Elementary	School FF&E	\$ 385,222.00
Bid Item #8: Riverside Elementary	Office FF&E	\$ 165,095.00
Bid Item #9: Walbridge Elementary	School FF&E	\$ 254,187.00
Bid Item #10: Walbridge Elementary	Office FF&E	\$ 108,935.00
	<b>Total Estimate:</b>	<b>\$ 2,642,522.00</b>

The Lucas Metropolitan Housing Authority (LMHA) is seeking proposals from qualified licensed, and insured environmental, abatement and demolition companies for the purpose of providing hazardous material abatement services and demolition services to LMHA.

### Project LMHA – Agency Wide

Pre-Proposal Meeting Date Tuesday, February 22, 2011 @ 11:00am at 201 Belmont Modernization Department, Toledo, OH 43604

Proposal Due Date Tuesday, March 1, 2011 @ 4:00 pm at 201 Belmont Modernization Department

Please direct questions regarding this proposal to, Tom Neeb (419) 259-9419 or via email to [tneeb@lucasmha.org](mailto:tneeb@lucasmha.org). Copies of the plans and specifications for this project are on file at City Blueprint of Toledo, 3455 Briarfield Boulevard, Suite D, Maumee, OH 43537, (419) 243-7271. Please fax your order to (419) 243-6418. Visa, MasterCard, cash or company checks are accepted. These documents are also available at the following web address: [www.lucasmha.org](http://www.lucasmha.org) and selecting procurement, open solicitations.

All offerors shall be required to meet the Affirmative Action requirements and Equal Employment Opportunity requirements as described in Executive Order #11246. Each bidder must insure that all employees and applicants for employment are not discriminated against because of their race, color, religion, sex, national origin, disability, handicap, age, ancestry, creed, or military status.



## HOUSING SPECIALIST

Lucas Metropolitan Housing Authority (LMHA), located in Toledo, OH is seeking experienced applicants for its Housing Specialist position. This position interviews and processes applicants and housed clients; investigates and verifies accuracy of data provided; determines initial eligibility for the program and continued eligibility of applicants and housed clients; provides information to applicants, housed clients and landlords; calculates rent; processes request for tenancy approvals; and performs other clerical tasks necessary to complete work assignments. Maintains records associated with the application and recertification process. Qualifications include completion of two years of college in public administration, the behavioral sciences, or other related discipline, plus one year experience in application intake and maintenance or equivalent. Hourly rate is \$18.06. We do background checks and this position is subject to drug and alcohol testing. Please note on your submittal if you are a LMHA public housing or Section 8 resident. This is a Section 3 covered position and HUD recipients are encouraged to apply. Send cover letter and resume, specifying the position for which you are applying to: LMHA, PO Box 477, Toledo, OH, 43697-0477, Attn: Eleanor L. Gore. All materials submitted must be received at LMHA not later than 5:00 P.M. on Friday, February 25, 2011.

NO PHONE CALLS

Visit our web site at [www.LucasMHA.org](http://www.LucasMHA.org), for a detailed job description or call our job line at (419) 259-9537 for a complete listing of employment opportunities.

Equal employment opportunity shall be afforded to all qualified persons without regard to age, race, color, religion, creed, sex, military status, ancestry, disability or national origin.

Human Resources Department  
435 Nebraska Avenue, PO Box 477  
Toledo, Ohio 43697-0477  
419-259-9400 Fax 419-254-4366  
Jobline 419-259-9537  
[www.lucasmha.org](http://www.lucasmha.org)



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HO197-3

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- Visit our website at [www.ht9743.com](http://www.ht9743.com)
- Fax 419-740-7162
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