



Local and National News

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Volume 20, No. 20

"And Ye Shall Know The Truth..."

August 31, 2011



MLK Academy for Boys' Academic Success
 Assistant Principal Willie Ward, Principal Chad Kolebuck

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Where's The Leadership?

by Rev. Donald L. Perryman, D.Min.
The Truth Contributor



... I have always thought what is needed is the development of people who are interested not in being leaders as much as in developing leadership among other people. - Ella Baker, 1970

Despite obvious warning signs, Jack Ford's last minute announcement to not seek reelection to the Toledo Public School Board caught many political party leaders unprepared. Ford's timing also left aspiring successors a mere 48 hours to gather the required signatures to be placed on the upcoming ballot.

Amelia Gibbon, a talented and insightful grassroots candidate who, as the executive director of a North Toledo community center, works daily with the youth who make up TPS' primary demographic, fell just short of the mandated 300 legal signatures while using church and family volunteer help.

Ashley Traynum, a young, extremely bright grad student at The University of Toledo, graduate of the black, elite Howard University and Toledo's Notre Dame Academy, also fell barely short. Traynum, using family and friends to circulate petitions, indicated that she had previously reached out multiple times to the Democratic Party concerning her candidacy, but they failed to respond.

Finally, and greatly aided by the democratic party machinery, Cecilia Adams, Ed.D., a retired administrator and TPS insider, was able to successfully garner the required signatures to become the only candidate for the board's remaining vacancy.

Who would have been the better candidate given equal access to the party's political resources? No one knows for sure.

However, the messy process, with its desperate last minute maneuvering resulted in more than a few wounded and alienated souls. Many in the black community felt that their voices were not heard in deciding who should represent the community's children.

Many others, perhaps rightfully so, have used this fiasco to bash the Lucas County Democratic Party. But ultimately, the true indictment falls upon the black community itself.

The school board incident, along with the postponement of the dedication of the Martin Luther King Jr., Memorial on the Mall in Washington, D.C. because of Hurricane Irene, inspired me to reflect on the state of Toledo's black leadership.

A few thoughts:
Moral leadership, such as that which seeks to satisfy our higher needs, seems to be lacking.

The genius of King was his ability to apply elevated moral values to our civil context and contemporary socioeconomic problems while focusing on such ideals as "purpose" and changing the status of the entire black community as opposed to our contemporary preoccupation with individual wealth and personal advancement.

As a result, it is often our current leaders themselves, rather than followers, who become the largest beneficiaries.

Ella Baker, a generation ago, warned: "There is the danger in our culture that, because a person is called upon to give public statements and is acclaimed by the establishment, such a person gets to the point of believing that he/she is the movement. Such people get so involved with playing the game of being important that they exhaust themselves and their time, and they don't do the work of actually organizing people."

Another contributor to our leadership ineffectiveness is the persistent internal conflict of black leadership factions and militias over resources, legitimacy and recognition from the majority community with whom we are involved in a patron-client relationship.

But perhaps the most telling indictment of Toledo's black leadership is that we lack the competent black political infrastructure that can make a difference, despite the presence of many talented individual leaders and resourceful African Americans in positions of influence.

What is most needed, is a comprehensive leadership structure for the community, given the indifference and sometimes open hostility to constructive black interests.

For certain, the time has come for the black community to develop its own independent local political institution.

I know, I know. We're talking about black folk in Toledo. Well....

But until we are able to organize our vote into a power block, keep other political officials accountable, and provide funding, assistance and a policy agenda while developing our own candidates to field for elective office we are just "food-stamping" and without real power.

Finally, if black leadership here is to be truly legit, we must also create a black student or youth political development and training process that belongs to and is strictly owned by us.

For, it was Ella Baker, the unsung but quintessential black leader, who also said: "Every time I see a young person who has come through the system to a stage where they could profit from the system and identify with it, but who identifies more with the struggle of black people who have not had his/her chance, every time I find such a person I take new hope and I feel a new life as a result of it."

Contact Rev. Donald Perryman, D.Min., at
ddlperryman@centerofhopebaptist.org

Community Calendar

September 2-4

Macomber/Whitney Class of 1981 30th Reunion: Friday meet and greet at the Park Inn; Saturday dinner dance at Park Inn; Sunday worship service and picnic: 419-320-2778 or 419-360-2126

September 3

Greater St. John COGIC Annual Craft & Garage Sale: 9 am to 4 pm: 419-699-5767 or 419-478-0293

September 4

River Life Church Musical Celebration: 6 pm; Tramaine Hawkins, Jesse Simpson & DP, Quan Flowell: 419-917-6615

New Generation Return: 6 pm; United Community Church

September 9

Friends of Lathrop House Movie at Valentine Theater: "To Kill a Mockingbird;" 7:30 pm: 419-242-2787

Isaiah Thomas Giving Foundation Fashion Show: 5 to 7 pm; Wayman Palmer YMCA: 419-213-0323

September 10

Second Annual Dads and Kids Kamp Out: Lutheran Church of the Master in Perrysburg; Sponsored by RESTORE Inc; 6 pm: 567-698-3788

9/11 National Day of Service Health Fair: Body of Christ Fellowship Church; 10 am to 2 pm: 419-464-8586

Bereavement Meeting: Bethlehem Baptist Church; 10 am: 567-249-7470

March to End Violence: Sponsored by the Frederick Douglass Center and the Village50: Start at City Park at 9:20 am

September 11

New Light's 66th Anniversary and Homecoming Celebration: Worship service at 4 pm

Crusaders for Christ Musical: Local gospel choirs, groups and praise teams: 419-376-2331

Crusaders for Christ Annual Musical: "Give Him Glory;" 4 pm: www.crusadersforchristchurch.org

September 16

Northside Family Reunion: 5:30 pm to midnight; Sullivan Center/Gesu Parish; Music by Keith Success: 419-537-9346 or 419-350-4349

September 17

Grace Temple's 85 Anniversary Celebration: Lodge 636; 5 pm
"Strike out Hunger" - Fifth Annual "Bowlation:" Benefit for MLK Kitchen for the Poor; Interstate Lanes; 1 to 4 pm: 419-241-2596

September 18

City of Refuge Church First Annual Community Friendship Day: Noon: 567-686-2224

September 20

9th Annual Black College Tour Informational Meeting: Heatherdowns Branch Library; 6 to 7:30 pm Tour scheduled for April 8 to 13, 2012; 419-478-7844 or 419-944-5912

The Sojourner's Truth

Toledo's Truthful African-American

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Jason L. Lee Sr.
Kathleen Sweeney

Entertainment Critic
Layout Designer
Graphic Designer

A Certified MBE, 2009

The Sojourner's Truth, 1811 Adams Street, Toledo, Ohio 43604
Phone 419-243-0007 • Fax 419-255-7700
thetruth@thetruthtoledo.com

Choose Your Tutor Wisely

By David Sturtz, President, Tutoring In Your Home, LLC.
Guest Column

There has been quite a stir down here in Columbus this summer if you haven't yet heard. Twelve tutoring companies have been identified by Columbus City Schools as having significant safety violations and/or providing fictitious records for tutoring services they never provided. Seven of these tutoring companies operate here in Lucas County and as such will be marketing their "services" to Toledo Public Schools, Washington Local and a variety of charter schools. (see <http://www.dispatch.com/content/stories/local/2011/07/31/columbus-wants-to-drop-12-tutoring-firms.html>) for the article and list of offending companies). Parents, be informed and beware!

There are 146 tutoring companies who claim to provide services in Toledo including these seven identified for expulsion by Columbus City Schools. (See the Ohio Department of Education list for Lucas County at <http://dnet01.ode.state.oh.us/SES/ProviderLookup.aspx>.) Schools that have not made "Adequate Yearly Progress" or AYP for three years in a row are mandated to offer free tutoring services through the Federal No Child Left Behind Act (NCLB).

These free tutoring services are called "Supplemental Educational Services" or SES for short. Companies that provide these services are called "SES Providers." To receive these free services, a student must be on free or reduced lunch. Parents of eligible students can choose which company they want to have work with their child but not all tutoring companies are "created equal."

In other words, not all companies are designed with the best interest of the student in mind. If your child is eligible to receive free tutoring from one of these 146 different companies, how can you be sure that company is ethical and effective?

The best way to prevent yourself and your child from being taken advantage of by a fraudulent or unethical provider is to become informed of your choices, ask tough questions of these companies and make the decision about which company to choose based on which service will best help your child learn the core grade-level math and/or reading skills.

Aside from matters of family and faith, ensuring quality educational instruction for our children is arguably the most important gift we

can bestow on our sons and daughters. Here are three things parents need to know about tutoring options for their child:

1. Tutoring companies offer tutoring in groups or one-on-one. **Parents, beware!** Some tutoring companies tell parents they offer group tutoring services in an apartment complex or at their site for two-plus hours at a time, two-plus days per week, while failing to tell parents they actually tutor large groups (six-10) of students at a time and because they offer four-plus hours per week, they will stop serving these students after four weeks or less. Ask yourself, "Does my child who just spent all day in a group setting at school learn best in another large group after school or would my child learn more with individual attention?"

2. Tutoring companies are

given an effectiveness score and rating by the school districts they serve. Possible ratings are "Not Effective," "Needs Improvement," or "Effective" and points range from zero to 57 with 57 being a perfect score. **Parents, beware!** Tutoring companies can still work with your child even if your child's district gave them a "Not Effective" rating last year.

3. The only requirement tutoring companies are required to have in order to have a person work with your child is that this person needs two years completed in college/university or an associate's degree and a background check. **Parents, beware!** Because prior tutoring experience is not a requirement for companies, not all tutors are trained and prepared to best help your child succeed.

Here are three questions to ask a company represen-

tative. If he or she cannot answer them adequately, you likely want to choose another company for your child:

1. What is your teacher-to-student ratio and how long will your program last throughout the school year?

2. What effectiveness rating did our district (TPS, Washington Local, etc.) give your company last year and the year before that?

3. What are the qualifications of your tutors and what are your protocols if I am not satisfied with the quality of my son's or daughter's instruction?

Donna Sharper has been the regional director for **Tutoring In Your Home, LLC** in Toledo since 2008. Under Donna's leadership, our Toledo office has received a **perfect effectiveness score from TPS for the past three years** in a row, providing one-on-one tutoring by sending

a teacher to the families' homes or local libraries.

Tutoring In Your Home is a member in good standing with the Better Business Bureau (BBB) and our students average 20 percent growth after 26 hours of our program. Our tutors all have prior experience and most of them have their bachelors degrees, masters degrees or higher. We are also the exclusive provider of educational services for Lucas County Children's Services.

If you think your child might be eligible for free tutoring this year, please call Donna at (419) 708-0447 or email her at donna@tutoringinyourhome.com. She can help you determine whether or not your child is eligible and guide you through the registration process. If you believe our pro-

gram would be best for your child, we would welcome the opportunity to work with you this year. If you would prefer a group tutoring arrangement outside of the home or a local library, we would be happy to recommend another quality provider so that you can have confidence you are choosing a reputable company to work with your child.

In sum, parents need to be aware of the choices afforded their children and beware of those who have something less than the best interest of their children in mind. Choose wisely!

Contact David Sturtz at David@tutoringinyourhome.com or www.tutoringinyourhome.com

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Common Sense Perspectives on Federal Tax, Spending and Debt Retirement Policies

Carter A. Wilson, Ph.D. Guest Column



mist whose ideas got us out of the Great Depression. They can also be found in Bryan Jones and Walter Williams, The Politics of Bad Ideas. Drawing data from a pro-business and pro-corporation think tank, the Cato Institute, they demonstrate how corporate tax cuts have contributed to the national debt problem.

Keynes insists that the best way to stimulate the economy is to get more money in the hands of more consumers. When consumers have more money, they spend more. When consumers buy more things, producers are able to produce more. As producers produce more, they hire more people. As retail stores sell more, they hire more people. There are several ways of getting more money in the hands of consumers. These three stand out.

The first and most popular way of getting more money in the hands of consumers is through tax cuts. A tax cut on all families regard-

less of income is the most effective type of tax cut for stimulating the economy. When ordinary people get more money, they are likely to buy more things. However, tax cuts on corporations do not have the same impact.

When corporations get more money, they do not always expand production or create more jobs. Too often corporations use extra money to buy other corporations, to invest in labor-saving technology or to build in production facilities abroad. In each of these cases, jobs are not created. On the contrary, jobs are lost.

When corporations merge, they consolidate and engage in massive lay-offs. When corporations invest in labor saving technology, they produce more with fewer workers. When corporations build production facilities abroad, they close down facilities and lay off workers in the United States.

Tax cuts on the super-rich do not necessarily stimulate the economy either. The su-

per-rich constitute a small percentage of the population, much less than one percent. When they purchase more, they are more likely to buy luxury items such as diamonds, gold, yachts, jets, etc. They are more likely to invest in corporations. As we have seen, investments in corporations do not necessarily create more jobs.

The second way of getting more money in the hands of consumers is through transfer payments. Transfer payments include unemployment benefits, Social Security, SSI and others. Maintaining these programs stabilizes the economy. The economy would be much worse off without these payments.

The third way of getting more money in the hands of consumers is through other government spending programs such as infrastructure, education or health care or special stimulus packages. When the federal government spends money to repair roads, bridges, streets, sewage systems, more people are hired. This means more people with money to spend. Also, federal spending on health care creates jobs. Indeed, when the federal government spends more money on health care, even under the Obama

Care program, the nation will need more nurses,

physician assistants, nutritionists, lab-technicians, janitors, and others. Obama Care may negatively impact some small businesses, but this impact will be mitigated by federal subsidies to small businesses. Overall, Obama Care will create more jobs than it will destroy.

According to Keynes, federal programs that get money directly in the hands of consumers through transfer payments or other spending programs (infrastructure, education, or health care) have a multiplier effect. In other words they have a more powerful impact on stimulating the economy than tax cuts. The implications of this point is that cutting transfer payments and other federal programs will have a more devastating impact on the economy than raising taxes on corporations or the super-rich.

Three other points need to be made here. The first point is that in the past, we had higher economic growth with higher corporate taxes. During the post-World War II era—between 1945 and 1975—we had much higher taxes on corporations and the super-rich. At the same time, we had a much stronger economy, with much higher

levels of economic expansion and a much stronger and more thriving middle class than we have today. The point here is that modest tax increases on corporations and the super-rich will not kill jobs or hurt the economy.

The second point is that when the national debt ballooned out of control, other presidents increased taxes. Indeed, when the deficit almost doubled under Reagan, there were some efforts to restore some tax cuts. Even though George H. Bush promised—read my lips—no new taxes, Congress raised taxes under his administration without killing jobs. Corporate taxes increased under the Clinton administration. Miraculously the economy expanded and the deficit disappeared. Increasing taxes on corporations or the super-rich is a common sense approach to addressing the national debt problem.

The third point is that we have the terrible national debt because of 1) a war in Iraq and Afghanistan that we are not paying for, 2) tax breaks on corporations and the super-rich and subsidies to oil companies and agri-business that we are paying for and 3) Medicare Part D.

The point is that pulling out of Iraq and Afghanistan (Continued on Page 6)

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TPS Maintains Its "C" Rating on State Report Card

By Fletcher Word
Sojourner's Truth Editor

For the fourth year in a row, Toledo Public Schools earned a grade of "continuous improvement" on the State of Ohio annual report card released last week.

The district's overall score, for example, the performance index, increased for the fourth year in a row - improving from 79.1 on a scale of 120 during the 2006-2007 school year to 83.1 this year.

And while most schools in the district maintained their ranking from the previous year, the Martin Luther King, Jr. Academy for Boys stood out as a major academic success.

"This is a testament to what we can do at each and every school," said Romules Durant, assistant superintendent for elementary schools, during the announcement that was held at King. "We want to replicate this at other central city schools."

The Boys Academy underwent a number of changes this year. The school, which became a single-gender academy seven years ago, languished at the former Lincoln Elementary School and then at temporary quarters before moving into King this past academic year.

Because of the move into the new building, enrollment jumped from approximately 130 students to 280.

In addition, the district introduced to King students an intensive reading program called RAISE (Reading Academy Intensive Support Education). King was one of five inner city schools to receive the program that was developed during the last several years as a summer-school intervention tool.



"We wish we were moving at a faster pace but with a district this large, it takes time," said Board of Education President Bob Vasquez of the report card. "I believe that all of our teachers and our staff are doing their best. Join with us in celebrating performance increases where they are and in recognizing our challenges where they exist."

Five schools in the district received an excellent rating - Beverly and Elmhurst elementary schools, and Start, Early College High School and Toledo Technology Academy among the high schools. Thirty-five schools attained a ranking of continuous improvement or better.

Another bright spot for the district was found in the suspension statistics. Over the last five years, suspensions have decreased by about 50 percent - from 16,000 during the 2006-07 year to just over 9,000 for 2010-11.

In the bad news category, 10 schools ended the year with a grade of academic emergency, up from nine from the previ-

ous year.

Perhaps the most distressing news on the report card is the district's graduation rate. This year with a rate of 80.5 percent the district continued its steady decline from a high of 90.4 percent during the 2005-06 school year.

Up to this point state graduation rates have been calculated by using an estimated cohort rate - taking a current year graduation class minus calculations for recorded withdrawals in the four previous years. An updated method of calculation will track individual students using identification numbers to determine if they graduate on time, move to a different school or drop out.

The new method of calculating graduation rates will not affect overall grades on the report card immediately.

While district officials noted the incremental successes of the academic year, they also acknowledged that there is much room for improvement and that with all of the changes planned for the 2011-12 school year they will be expecting much better news this time next year.

As part of the transformation, middle schools have been eliminated and some of the district's best teachers have been transferred into under-performing school such as Jones, Robinson and Leverette elementary schools and Scott and Woodward high schools.

This year, Jones and Robinson were in academic emergency and Leverette finished in academic watch.

Part of the challenge for school officials during this first year under the K-8 plan is to fill the new slots at each school. King Academy, for example, has added seventh and eighth grade classes, says Principal Chad Kolebuck, but has a number of openings in both.

For more information on enrolling at King Academy, call 419-671-4550

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Advertisement for Toledo Public Schools. Includes text: 'Now is the time to trust your child's education to Toledo Public Schools.' and 'Register now for the 2011-12 school year'.

Star Academy: New Approach Brings a Two-Level Improvement on the State Report Card

Sojourner's Truth Staff

At the start of the 2010-11 school year, Samuel Hancock, Ed.D., then a newly-installed assistant principal at Star Academy, told The Sojourner's Truth that the school, which had scraped the bottom of the State of Ohio's ranking on the annual report card for the previous

year, would fare much better during the current year.

The 2010-11 rankings were released last week and Hancock proved to be accurate in his forecast. Star Academy jumped two spots from academic emergency into the continuous improvement category.



Gaye Dobson



Dobson, Sam Hancock and Star students

But while Hancock is excited by the early signs of progress, he's hardly content.

"We're excited especially that we met AYP (adequate yearly progress)," he said.

"But we're trying to get to the next level. We can't sit on our laurels. I want to see us in excellent as soon as possible."

Star Academy is part of Mosaica Education, a charter school group founded in 1997 by Dawn and Gene Eidelman. The local school was purchased from Constellation after the disastrous 2009-10 school year and a new principal, Gaye Dobson, was brought in to infuse the academy with the Mosaica model - a curriculum that devotes two hours a day to literacy and one and a half

hours to math.

Dobson and Hancock made wholesale changes in the staff - approximately 35 percent of the teaching force was turned over. The teachers who were retained, said Dobson at the time, had a clear understanding that the Mosaica curriculum would be followed to the letter. Leaving nothing to chance, every teacher sees the principal or assistant principal in the classroom every day.

"Every teacher gets evaluated every day," said Dobson back in November 2010. "Mosaica expects walk-

throughs and we do it every day. And teachers appreciate having more structure and support."

It wasn't just the classroom that was a concern, however. As Hancock explained last week, the whole school needed a culture shock.

"We changed the culture of the school behaviorally," he said. "We had to re-take control of the school."

The new approach worked wonders. The staff tested students frequently, said Hancock, and kept evaluating the school's progress. They felt confident enough in January to predict a continuous improvement ranking, in fact.

Hancock is particularly proud of the progress the eighth grade students made in math. It's a class he calls "behaviorally challenged" but they buckled down enough to send math scores "through the roof," he said. Within the 85-school Mosaica system, their scores were the best of all.

Hancock came to Star Academy after retiring from The University of Toledo's diversity office.

Dobson moved to Toledo from Atlanta to take over the helm of the school in 2010. She had previously been with the public school system of Fulton County, GA.

Common Sense Perspectives

(Continued from Page 4)

is another common sense approach to reducing the national debt. Also, while we are looking for ways to cut Medicare, we need to also look for ways to reduce the astronomically high costs of prescription drugs and other health care expenses. These are also common sense approaches to reducing the national debt.

As you listen to the continual debate over the national debt, understand this. The federal government must reduce the debt because with a large debt, a larger proportion of the national budget must go toward just paying the interest on the loans. That is, as interest payments on the debt increases, the amount of money in the national budget

left for other programs will shrink.

In the final analysis a common sense approach to solving the national debt problem must include the following: It must include a significant reduction of our military involvement in Iraq and Afghanistan. Also, it must include tax increases on corporations and the super-rich and substantial cuts in subsidies to oil companies and agri-business. Cutting back on unemployment benefits will not only hurt the unemployed. It will hurt the economy and slow down the economic recovery period.

The Tea Party movement has pushed the debate over the public debt so far to the

right that compromise proposals like Obama's have moved to the right of Ronald Reagan. What is needed are stronger voices in the center and left center demanding that corporations and the super-rich pay their fair share of taxes and that Tea Party Republicans back away from their assault on public education, health care, unemployment benefits, infrastructure and other state and federal programs that help stimulate the economy and help struggling Americans.

One other point needs to be made here. The Tea Party agenda is not popular. However, in order to succeed with this agenda, this party is working to weaken our democratic system by hacking away at the right to vote and the right to organize through collective bargaining. Every freedom-loving citizen of the state of Ohio should be actively working to repeal both HB194 and SB5.

Carter Wilson, Ph.D., is professor of political science and public administration at The University of Toledo.

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Hair: Black Folks' Struggle to Love Their Hair, Part 3

By Brittany Jones
Sojourner's Truth Reporter



Brittany Jones

Whenever I had problems, I would go to my grandmother and talk to her because she always gave me that insight from a different perspective. The kind of advice that really made you think.

Well, one day I went over there for her special "counsel" and even though I do not recall how we got on the subject, she mentioned my hair (at that time I was wearing sew-ins to grow out my hair). I distinctly remember her saying, "What you have on your head is not Brittany. You are hiding your natural beauty and it ages you. Stuff like that shows laziness and a lack of love for you, the God-given you."

These could be harsh words for some, but I know it was out of love. Truthfully, it was convenient and stylish, but she was right. I did become lazy because, hey, I did not have to worry about tackling it every day.

That was my last sew-in to say the least, but it did get me thinking: What did women of those past decades (60s and 70s), when natural was the way to go, feel about our styles now? How did we differ? Did we really become lazy, or lack of a better word, detached from our own hair?

The third part of the black woman hair series is going to address those questions, but in a more personal way. Meet the three 'Fros: Militant-Collegiate, International and "It Wasn't My Style."

These local women grew up through the 1960s and 1970s, seeing the many phases of hair in a short period time. Welcome to their world.

Margaret Watson: The Militant, Collegiate 'Fro
"If I could go back, it

would be like it was then, in the 60s and 70s," she said. "I would have never had a perm in the first place."

Watson was the epitome of the Black Power movement in her days. Her militant attitude started in high school and is still very much a part of her makeup today. In fact, she was so into her heritage that she did not even wear makeup.

"I knew who and what I was and there was nothing that I wanted to do, but be natural that even meant no makeup, no lipstick, not even lip gloss," she said. "Even today I might put on makeup

once in a blue moon, but I believe that all of those things age you faster. There's nothing like the inner you."

Watson always admired black women who did not put chemicals in their hair. Her mother was a beautician and a natural as well. She claimed that her mother could press a person's hair so well that it lasted a month—that's how good she was.

She described her hair as a good grade of hair. The type that was healthy—not smooth and silky, but healthy.

"That was the definition of good hair back then, not now, where it has to be long

and straight," Watson said. "To us, that type of hair was a sign that you wanted to be something you were not—that was not the definition of beauty."

Moving from the 60s to the 70s, Watson found herself a student at Bowling Green State University in 1972 and in the midst of a steady hair progression from natural to the straight look.

As she recalls, blacks were not rocking the afros on the predominantly white campus—they were doing press and curls or relaxers.

Watson saw it as a lost of identity and essence for accepting ourselves.

"They were being what they thought they needed to be in order to fit in," she commented. "It was almost like you have to conform so you could climb up the social and corporate ladder."

As with all things, nothing lasts forever. That goes for hairstyles too.

The mid-70s gave way to the jheri curl and relaxers—Watson was guilty of doing them both.

"From these experiences, I have learned that I have

wasted much money trying to 'jump on the bandwagon' with these hair trends," she declared. "I can say that because I saw the flow of change, but would I do it all over again—definitely not."

Debra Johnson: The International 'Fro

I have always wondered what it was like in other countries during the free-loving 60s and radical 70s. Imagining what styles they wore, what they thought of our styles, what inner struggles they were going through—well I found one woman who gave me that insight.

Her huge afro made a debut overseas in an interesting country—Germany. Yes, Germany. Did not see that one coming.

Just like Watson, Johnson remembers that era (when she was in the U.S.) as a time where natural was more acceptable and chemicals were looked down upon. She also recalls the phasing out of the kinky look to more straightened styles thanks to relaxers and the press and curl.

"A lot of people did not

accept the natural as well as they did with the perms and straightening, it was a change about it," she said. "The probably thought it was more manageable and that the nappy/kinky look was not beautiful."

In 1978, that atmosphere changed when Johnson went to Germany. It was a whole other ballpark in how people reacted to her hair.

"Surprisingly, the white people were very fascinated with it and accepted blacks as they were," Johnson said. "They liked to touch it and the black people who lived there asked questions of how I got my hair that way. They wore it straightened mostly," Johnson said. "The only difference between Germany and the United States is that I did not get as many questions while in the US."

As time went on, Johnson got a relaxer because she thought it would be more manageable, but then it started to thin and break off her hair. She ditched the chemicals.

"I like being a natural now, but my only problem is the

(Continued on Page 8)



Margaret Watson

"To protect the workers in their inalienable rights to a higher and better life; to protect them, not only as equals before the law, but also in their health, their homes, their fire-sides, their liberties as men, as workers, and as citizens; to overcome and conquer prejudices and antagonism; to secure to them the right to life, and the opportunity to maintain that life; the right to be full sharers in the abundance which is the result of their brain and brawn, and the civilization of which they are the founders and the mainstay... The attainment of these is the glorious mission of the trade unions."
- Samuel Gompers, 1898

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Hair

(Continued from Page 7)



*Debra Johnson
back in the day*

grey," she expressed jokingly. "I say to women who are considering it or who are natural, 'whip it back and forth' and be proud of who you are."

Deborah Barnett: The "It-Wasn't-My-Style" 'Fro
From movies to newspapers, it seemed as though

everybody wore a natural style, but not all. Meet Deborah Barnett, a woman who did not wear an afro back in the day.

It just wasn't her style. "To me, hair is an extension of how I feel and how I present myself to the world," she said. "For personal reasons, afros were not becom-

ing of me; they did not make me look feminine."

Growing up in 1960s Cleveland, Ohio, Barnett went to a predominantly black high school, Glenville High School, in fact. What was different, however, was that very few—well actually—only one black female roamed the halls wearing an afro. She was the first, as Barnett recalls.

"We applauded her be-

cause she had that militant attitude to wear her hair like that," she declared. "I think it was around the time that James Brown came out with the 'I'm Black and I'm Proud' song, so she came at the right time."

Most of the girls in her school wore their hair straightened, but the men wore "ferocious" afros as Barnett called them.



Deborah Barnett

Even though she grew up in the North and did not experience the same racism as her parents and grandparents, Barnett still embraced her culture and those actively fighting for their rights at that time. Half of the teachers were black at her school, so there was a movement to destroy the crutch of "because you're black you can't be this."

"I had that type of hair where it would hold any style, short or long," she said. "Even though I was not rocking my 'fro and being militant, I still embraced the whole 'we're black, but we're also proud of ourselves.'"

Today, Barnett, a former banker, is a consultant and provides marketing strategies for business and when asked if she could, would she go back and change her style... she said no.

Dazed, Confused and? Thoughts on Today's Hairstyles

During each interview, I asked the women what they thought about the hairstyles that the younger generations are sporting today. The consensus was similar: they have no clue what is going on with

the decision process behind some of these styles.

The militant Watson thinks a lot of them are outrageous because it is not natural, meaning; they were not born with it.

"To each his own, but let's be realistic. There is blue hair, pink hair, buying hair that's not 100 percent human—it is not natural," she stated. "We decided that someone else could define who we are and thinks that is cute, but it's not because we are not born that way."

She continued by adding: "We do more damage by trying to look cute. It's about what God gave us, not what God gave us the ability to buy because we can buy a lot of things, doesn't mean that its good for us."

Johnson said she just does not understand.

"Me myself, I do not understand weave. Why would someone put that stuff in their hair?" she questioned. "A lot of them are wearing it too long, so what are they trying to say when they wear it like that?"

She mentioned that (Continued on Page 16)

THE NEIGHBORHOOD HEALTH ASSOCIATION, CARMITH PRODUCTIONS AND THE SOJOURNER'S TRUTH PRESENTS ITS SECOND ANNUAL

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WITH NATIONAL RECORDING ARTIST

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For credit card purchase visit rhainc.org. For more information call: 419-720-7883 ext. 212

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Monroe Street Neighborhood Center's Annual "Hats Off Tea"

Sojourner's Truth Staff

The Monroe Street Neighborhood Center hosted its annual "Hats Off Tea" fund

raiser on Saturday, August 27, 2011 at the Hilton Hotel Ballroom and honored two

organizations for their work in the Toledo community.

This year's honored organizations were Mountain Mentors and the Beach House.

Mountain Mentors was founded in 1984 to mentor struggling boys and girls and is affiliated with the United Methodist church in the greater Toledo area.

The year-long program features: regular contact with a mentor, two team gatherings every month – for education, physical activities and service projects and a week with the team for hiking in the White Mountains of New Hampshire or biking in the Great Ohio Bike Adventure.

The Beach House is a community-based non-profit

organization founded in 1921 to help homeless women and families regain independence by fostering positive changes through structured programs focused on goal setting, employment, education and life management.

The Beach House serves approximately 200 people a year with its residential program and another 100 in its

non-residential program.

"We have a reputation that if you're not ready to take care of business, try another shelter," said Executive Director Tammy Holder of the Beach House's goal-setting requirements.

The Monroe Street Neighborhood Center was founded in the 1970's when the Monroe Street United Methodist Church began providing basic needs services to the community. The non-profit organization provides necessary food, clothing and transportation assistance to community members, as well as assisting with finding employment and managing finances. The center also provides services geared to strengthening families and offering children a safe environment outside of the home.

Clara Petty is the center's executive director.

Saturday's event included a silent auction and a tea time for attendees. The Toledo School of the Arts' Urban Jazz Collective provided the entertainment.



Mountain Mentor's board members, Patti Travis (l.) and Lynn Lyle with Clara Petty



Tammy Holder, Board member Bonnie Weis, Clara Petty



Bill is back and ready to slide into the school year with you!

Bill Enshaizer, MA, PCC-S
and Unison Behavioral Health Group's Child and Family Intensive Services team

Unison is pleased to announce that **Bill Enshaizer, MA, PCC-S**, has returned to lead our **Child and Family Intensive Services program**.

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- Argue with adults?
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- Blame others for mistakes or misbehaviors?
- Are often angry or resentful?

Children ages 3-21 with serious mental health needs and their families can access the program immediately – with most families scheduled for an assessment within 24 hours of their call.

Bill's unwavering commitment to caring for children and adolescents who face serious mental health issues has resulted in this new, vigorous approach to treatment.

Why choose Unison?

Professionals in the community can expect a level of competence, compassion, flexibility and collaboration unmatched by any other provider in the region. Services can be provided at Unison's 1425 Starr Avenue or 1212

Cherry Street locations, in the home, or in the school. Unison accepts Ohio Medicaid and most private insurances.

Don't wait! For information or an assessment call Bill Enshaizer directly at 419-808-7506. If you receive Bill's voicemail, press "0" and ask for Unison's Intake Department.

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www.unisonbhg.org
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1212 Cherry St.

Community Meeting: Erase the Hate of Toledo

Special to The Truth

On Thursday, September 15 from 11 a.m. to 1 p.m., at Toledo Botanical Garden, Erase the Hate of Toledo is inviting a broad spectrum of leaders in our community to a luncheon meeting to share its vision of Toledo as a compassionate city and leader in bringing people of diverse faiths, races and ethnicities together.

A panel will discuss the organization's past, present and future. Erase the Hate is a local coalition of organizations committed to help the city become a unified front in combating hate. The coalition is inviting all community leaders to add their voices in the furthering of our vision.

A light lunch will be served (no cost, but reservations are required by September 8 to Kenny Hager



Wendy Goldstein

rector of the Bureau of Community Relations for the City of Toledo and former co-chairman of Erase the Hate Greene will discuss the growth of Erase the Hate as a community-wide coalition.

Judy Trautman, chairman of the Erase the Hate committee Trautman will share current initiatives of a revitalized Erase the Hate Steering Committee, such as, the formation of a Youth Council and partnering with the MultiFaith Council in seeking official designation of Greater Toledo as a Compassionate City.

For questions, please call Wendy Goldstein, Jewish Community Relations Council Director for Jewish Federation of Greater Toledo, at 419-724-0360.

at registration@jewishtoledo.org or 419-724-0354).

Our panelists for the luncheon will include

• Rabbi Michael Ungar, former Rabbi of Congregation B'nai Israel Rabbi Ungar will discuss early beginnings of Erase the Hate in Toledo and honor founding members.

• Juanita Greene, past di-

THE LATHROP HOUSE

The Lathrop House was one of many locations that were scattered throughout the State of Ohio where men, women and children fleeing slavery found shelter and safety. Harboring runaway slaves was illegal in America after the passage of the Fugitive Slave Law of 1850. Despite the consequences, abolitionists

around the state continued to assist fleeing slaves in their journey to freedom. "Conductors" directed the escapees to the next safe house, barn or business as they ventured ever northward.

The renovated Lathrop House will provide the region with a premier museum dedicated to the area's

involvement as a major stop on the Underground Railroad. Please join us on September 9, 2011 to help raise funds for its restoration. The restoration effort is in cooperation with the Toledo Area Metroparks. For more information on the Lathrop House call (419) 407-9700.

It's JAZZ at The White Party – Links Style!

Special to The Truth

Toledo Chapter of The Links, Incorporated is pleased to announce its end-of-summer fundraiser: *It's JAZZ at The White Party – Links Style!* 3-7 p.m. on Sunday, September 18 at Brandywine Country Club, 6904 Salisbury Road, Maumee, OH 43537.

This exciting benefit will feature the amazing jazz sounds of sax man **Jesse Coleman and the JAMM Band**, along with a stepping demonstration from "United Steppers and Women of Step" and ballroom from Mind, Body and Soul.

It's Jazz at The White Party – Links Style! features delicious grazing, scrumptious dessert and CASH bar. Most importantly, all guests MUST wear an all-white outfit! White summer chic is the suggested attire!

Donation to attend this Must-Do event is \$50 per person. Tickets to attend must be purchased from a member of Toledo Chapter The Links, Incorporated.

Who Are The Links?

The Links, Incorporated, founded in 1946, is one of the oldest and largest volunteer service organizations of women who are committed to enriching, sustaining and ensuring the culture and economic survival of African Americans and other persons of African ancestry. Toledo Chapter of The Links, Incorporated was founded in 1972.

For additional information or tickets: Laneta Goings, Chair

Or, search our new Toledo Chapter of The Links, Incorporated page on Facebook:

Toledo Chapter of The Links, Incorporated QR Code (Official Facebook page)

For more details on The Links, Incorporated visit: www.linksinc.org

FLAG CITY FIESTA!!!

Celebrating Hispanic and Latino Heritage!!

Sponsored by the Black Heritage Library & Multicultural Center in partnership with Church of the Living God and WTKC Radio 89.7FM

Please join us on September 17th from 11am to 4pm for this fun-filled family event – Northwest Ohio's **FLAG CITY FIESTA** celebrating Hispanic and Latino Heritage!! **\$5 per person** and FREE for children under 10 that are accompanied by an adult! The event will be held at the Church of the Living God located at 701 North Main Street in Findlay, Ohio. The event will include delicious Hispanic/Latino cuisine for purchase, Live Music featuring the nationally known artist - Leannette Lopez!! The Ballet Folkloric Dance Troupe! Vendors! Art exhibits! Games! Bi-lingual story-time, craft activities, and piñatas for the children! Cultural and boutique items for sale! Special presentations and more!!

Vendors are invited! Please contact the Black Heritage Library & Multicultural Center at (419) 423-4954 for an application or more information.

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Book Review**A Belle in Brooklyn by Demetria L. Lucas**

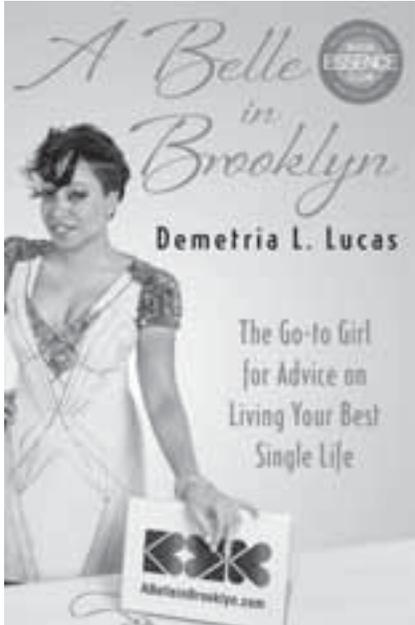
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\$24.00 / \$27.99 Canada

326 pages

By Terri Schlichenmeyer
The Truth Contributor

Men don't get it. They think that when you get together with your girlfriends, you all spend time



talking about recipes, gossip, and children. Like there's nothing more on your minds.

They're kind of right. That is what you talk about... at first.

And then you talk about men. How they're so great. How they're so irritating. How you just don't "get" them. But if you read **A Belle in Brooklyn** by Demetria L. Lucas, you'll get a little guidance.

Ever since she was a girl growing up in Maryland, Demetria Lucas wanted to be Nola Darling. Nola, a character in Spike Lee's first film, was young and single with a "harem of men vying for her affections." Lucas could see herself in that role, and she knew where she wanted to do it: in Manhattan, where she also longed to be a magazine editor.

Seven months after grad school, she moved to Brooklyn after having

landed a beginner job in which the "pay sucked." But the parties were free and open to a newbie in the industry, and that's where the cuties were.

As the months passed, Lucas moved up to newer and better jobs, with the side hope of moving up to newer and better men. She had lots of male friends, but things were bumpy. Dude left her for another woman with a bigger booty. Dakar was a good friend and mentor, until he did something totally creepy. She thought Greg was The One, until he moved away without asking her to move with him.

Why was dating so difficult? Was it because men

were reluctant to commit? Were they on the lookout for a woman with a smaller waist or longer "real" hair? And what about skin color? Did that matter, too? She polled her Male Mind Squad (a group of guy pals) and doggedly continued to date.

A date, Lucas points out, is just that. It's a couple hours. It isn't a commitment. It isn't forever.

But forever wouldn't be such a bad thing, either...

Did you ever see the *Sex in the City* movies? Well, this book is just like them, only so, so much better.

Reading *A Belle in Brooklyn* is like curling up in your bestie's living room with a chilled glass of wine and a couple hours of dish-

ing. It's like stepping out to find a "may-an" with a woman who's done your homework for you. It's like getting advice on a broken heart from a woman who's mended a few of her own.

Author Demetria L. Lucas doesn't preach here, though. She tells her story in a way that feels like a novel embedded with quite a bit of subtly useful advice. I also enjoyed that Lucas isn't stuffy; this book has the feel of a letter from a friend, a series of emails, or a good, long text.

If you've decided that decent dating experiences are the exception rather than the rule, you need this book. Look for *A Belle in Brooklyn*... and then get it.

Informational Meeting to be held on
Tuesday, September 20, 2011
At

Heatherdowns Branch Library
3265 Glanzman Rd.
(Down from the old Bowsher HS)
6:00 - 7:30

Eastern Tour includes:

- Virginia Union – Richmond, VA
- NC Central State – Durham, NC
- Johnson C. Smith – Charlotte, NC.
- Bennett College – Greensboro, NC
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- Howard University – Washington, DC
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Jay Z vs. Lil Wayne: Who Is Really the Best? Part I

By Michael Hayes
Minister of Culture



sult in 25 different impressions.

However, the reason we hang truly great paintings in art museums is because at some point enough of us agree that this piece of art is worthy to serve as an example for what art can be.

Writing a clever and thought provoking rhyme, is an art.

But in today's music industry, ruling the rap genre includes criteria beyond just spitting the illest lyrics.

You have to do what I just said, serve as an example of what the top rapper in the game truly is.

You have to be the best in multiple categories to be the best.

You have to have so many accolades, event moments, quotable rhymes, trends, sales, chart toppers, mogul moves, Forbes mentions and on line followers that anyone arguing your case for the crown will constantly have more and more ammunition to back up their point.

It's like college. Hip-hop higher learning is centered around backing up your point.

But, before we get into which categories define who the best is... let's discuss how the streets have been watching the throne.

HOW THE BEEF/ BATTLE TOOK SHAPE:



Lil Wayne outwardly expressed his allegiance to his southern roots, but as he became a better lyricist he also publicly aligned himself with many traits of East Coast hip-hop.

Before the skinny jeans and fans, Wayne went through a period where he traded the white tee and braids for boots and back-packs. Then the dreads came. Then his flow and wordplay were massively overhauled.

Wayne earlier this decade went on record and said Jay Z was a heavy influence on his new artistry.

And at the time, Jay Z was enjoying a reign at the top of rap music that was longer than anyone before him. For the next few years, Weezy's rhymes got better and bet-

ter. He still paid homage to Jay Z as the best in the game, but when Jay Z retired things changed.

At the end of "Bring It Back," Lil Wayne chants this refrain "the best rapper alive, since the best rapper retired." Once Jay Z retired, it was as if one star was falling as another was rising.

Jay Z has been looking to fill his own shoes since before he even filled Big's shoes.

Memphis Bleek was supposed to be his heir. I've always thought Fabulous, although not one of Jay's artists, would have been the best heir. Then Kanye comes along, but at the time of Jay's retirement Kanye lyrically isn't able to carry that torch. With Jay no longer a rapping mogul but just a mogul, that lane was all Wayne. And he intently built a resume that would make it a strain for anyone to deny his claim.

And then, Hova wanted to come back.

As quoted on MTV's website, December 4, 2006: Lil Wayne (speaking to Sway):

... "You left on a good note, and all of the artists were saying 'Yo, this is Jay's house. He's the best'.

Now he comes back and still things it's his house. It's not your house anymore and I'm better than you".

Now, you could say the beef started there...but not quite.

HOVI'SHOME!

The world welcomed Jay Z back from retirement with folded arms, not so much an open embrace.

There was a foul taste in the mouth of many artists who felt that even with all Jay had done to solidify himself as the top dog it was still too much ego to name his album *Kingdom Come* and take the stance that he was returning to save hip-hop. Also the breakup of one of the most successful black businesses in America was taking a toll on the rap world. Roc A Fella Records going from the three-man team that couldn't lose to Dame & Jay beefed out and openly dissing each other was heart-breaking.

In addition, Jay Z was no longer the upstart businessman who helped turn Roc A Fella from indie to powerhouse. He was now a fully suited up record exec as the new president of Def Jam.

And if it's any people that rappers usually dislike, it's

high-priced record executives who can wave a magic pen and destroy or build a career at a whim.

At the same time, the mixtape Weezy is burning up the streets and the Internet at once.

Getting better and better and better.

Its not like Jay fell off, he's actually never once fallen off.

Selling platinum and *being shipped* platinum are two different things, if they ship you platinum every time out ... you've never fallen off. Still had hits on deck, still set trends, same ol Hov.

Then, Lil Wayne releases a remix of Jay Z's "Show Me What You Got"...and things get interesting.

TO BE CONTINUED NEXT WEEK... keep reading.

Facebook search or email: glasscitytruth@yahoo.com

Will y'all hate me if I shout out my team right quick, I haven't done it in like two years:

U.G.E., whatever's left of this industry... we have got to get in and make a living doing what we love.

My co music producer, co ceo: Adonis Lavale. Other execs Kamille "Illey" Oxner and Acacia Baucom.

Our artists: T. Diamond, Chayse Evers, Aye Dee, B.M.G., Darron Scott, T Lynn, Mz. Johni, Thee Untouchable and our newest female soul singer.. Lady Dae.

Our open mic night; THE LISTENING, at The Truth Art Gallery Saturdays 9 p.m.

All this music we make, these hours of sleep we miss and can never get back.

I just want it to all pay off. Let's get it!

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African Art Has Arrived!!

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Bachelor of Business Administration in Information Systems or related field; 1-2 years relevant work experience; Ability to interpret government contract language; ability to interpret needs of internal and external customers to meet reporting guidelines; crystal report writer; Microsoft Access and Excel advanced user; Oracle Queries; Banner Experience. For more information and to apply please visit <https://jobs.utoledo.edu>. **Application deadline is Friday, September 9, 2011.** UT is an EEO, AA Employer and Educator.

Grants Coordinator 1, Main Campus

Requirements:
This position is part of the CWA Bargaining Unit. The minimum class requirements for this position are: Successful score on the Grants Coordinator 1 civil service exam; Knowledge of proposal writing or contract & grant preparation; Ability to calculate fractions, decimals & percentages & to read & write common vocabulary plus; 1 course in accounting (or 1 month experience); or equivalent; Must have excellent verbal, written, and interpersonal communications skills; Ability to interact with internal and external customers at varying levels; Proficient in Microsoft Office: Access, Excel, Word, PowerPoint.

For more information and to apply please visit <https://jobs.utoledo.edu>. **Application deadline is Friday, September 9.** UT is an EEO, AA Employer and Educator.

Wanted to Buy:

Diabetes Supplies Earn up to \$12 per box of 100 test strips Must expire after June 2012. Leave labels on boxes. We remove and shred. Call 419-740-7162 and leave message.

Notice to Bidders: Inquiry # FY12-021,

(Project # 0001-11-711) for UHall 5th Floor Renovation for UTL/C/Provost for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 3:00 p.m., Tuesday, September 20, 2011. Bids will be publicly opened that same day at 3:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Silica Press, 3545 Silica Road, Sylvania, Ohio 43560. Call 419-843-8500 for an appointment to pick up bid package. A cost of \$40.00 will be charged per set. Any further information may be obtained from Tadd Stacy or Dwight Gilliland of Architecture by Design at 419-824-3311. One Pre-Bid Conference will be held on Tuesday, September 13, 2011 at 11:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$85,900.00; Breakdown: General Const: \$41,500.00; HVAC: \$9,000.00 & Electrical: \$35,400.00.

Recruitment Officer 2, The Office of Undergraduate Admission

This position serves as a territory manager for a specified recruitment region. RO2 is responsible to identify, recruit, serve, and enroll prospective students to The University of Toledo. This includes travel to high schools, community colleges, community locations, presentations, in-person and phone call assistance. Minimum Qualifications: Bachelor Degree required, preferably in Marketing, Management, Communication or a relevant field; Not less than 2 years of college admission experience or closely related experience required; must have valid driver's license. For more information and to apply please visit <https://jobs.utoledo.edu>. Application deadline is Friday, September 9, 2011. UT is an EEO, AA Employer and Educator

Grants Coordinator 1, Health Science Campus

Requirements:
This position is part of the AFSCME Bargaining Unit. The minimum class requirements for this position are: Knowledge of proposal writing or contract & grant preparation; accounting; budgeting; public relations; Ability to gather, collate and classify information according to established methods; Ability to calculate fractions, decimals & percentages; Ability to interact with internal and external customers at varying levels; Proficient in Microsoft Office: Access, Excel, Word, PowerPoint.

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August 31, 2011

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PROGRAM MANAGER, PACT TEAM

Unison Behavioral Health Group is seeking a Program Manager to provide clinical and administrative supervision a team working with clients who are in need of a high level of service and/or are involved in the forensic system.

Qualified candidates must have leadership ability and creative problem solving skills. LPCC, LISW, or RN is required, along with case management or other work experience with adults with serious mental illness. Prior experience with the forensic system and supervisory experience is preferred.

Send resume or apply to:
Human Resources - PMP
Unison Behavioral Health Group, Inc.
1425 Starr Avenue
Toledo, OH 43605
Email: hr@unisonbhg.org
Fax: 419-936-7574
EOE

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Call Pam 419.243.0007

Mechanic

Lucas County Engineer – Road Maintenance
Responsible for maintenance and repair of vehicles and equipment. Please see job listing on County web page at www.co.lucas.oh.us for additional information and to apply.

Applications accepted through September 6, 2011

Snow Plow Operators with Vehicles

The City of Toledo, Streets, Bridges and Harbor Division is interested in contracting with owners/operators of snow plow vehicles for plowing on residential streets during heavy snow conditions. All bids must be received by 2:00 p.m. September 30th, 2011. For a copy of the bid proposals and specifications contact: Streets, Bridges and Harbor; 1189 W. Central Avenue; Toledo, Ohio 43610. Phone: 419-245-1575

Notice to Bidders: Inquiry # FY12-020,

(Project#5004-11-1623) for UT Hyperbaric Chamber for the University of Toledo Health Science Campus. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Main Campus, Facilities and Construction, Plant Operations Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Wednesday, September 14, 2011 Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1260. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615. Call 419-385-5353 for an appointment to pick up bid package. A cost of \$75.00 will be charged per set. Any further information may be obtained from Tom Stuckey of Poggemeyer Design Group, Inc. at 419-352-7537. One Pre-Bid Conference will be held on Wednesday, September 7, 2011 at 10:00 a.m. in Health Education Building, Room 227, at the University of Toledo, Health Science Campus, 3000 Arlington Avenue, Toledo, Ohio 43614. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$478,150.00; Breakdown: General Const: \$274,500.00; Plumbing: \$129,250.00; HVAC: \$23,575.00; & Electrical: \$50,825.00.

HUMAN RESOURCES ASSISTANT

Unison Behavioral Health Group, Inc. is seeking a full-time HR Assistant to provide professional and secretarial support for the Human Resources function. Position will perform duties such as benefits enrollment, COBRA administration, answering HR phone line, placing ads, conducting pre-employment meetings, responding to requests for information, verifying references/credentials, typing letters/minutes/reports, creating forms/databases/charts, writing and issuing agency newsletter, maintaining personnel files and professional development files, completing requests for professional education credits, and scheduling appointments. Position provides secretarial support to agency committees as assigned.

Position must be able to work a flexible schedule as needed including evenings. Qualified candidates must have excellent customer service skills and the ability to maintain confidentiality. Must be proficient in using computers and software such as Word, Excel and specialized software similar to ADP HRB/Payroll System. Working knowledge of employment and wage and hour laws required. An associate's degree and previous experience in HR is preferred.

Send resume or apply to:
Human Resources Director - HR-A
Unison Behavioral Health Group, Inc.
1425 Starr Ave.
Toledo, OH 43605
Fax: 419-936-7574
Email: hr@unisonbhg.org
EOE

PUBLIC NOTICE

CITY OF TOLEDO

SUBSTANTIAL AMENDMENT TO THE 2011-2012 ONE-YEAR ACTION PLAN

To all interested agencies, groups, and persons:

The City of Toledo is seeking comments on a Section 108 application and a proposed substantial amendment to its 2011-2012 One-Year Action Plan, which is a part of the 2010-2015 Five-Year Consolidated Plan, to the Department of Housing and Urban Development.

The Substantial Amendment and application includes a description of the proposed renovation project and funding for the "Berdan Building" located at 1 South Erie Street, Toledo, including detail on the national objective, eligibility, and a slum and blight study.

The draft Substantial Amendment to the 2011-2012 One-Year Action Plan will be available for review and comments beginning Wednesday, September 7, 2011, at the following locations:

- | | | |
|--|---|--|
| 1) Department of Neighborhoods
One Government Center, 18 th Floor
Downtown Toledo, Jackson & Erie | 4) All local branches of the Toledo-Lucas
County Public Library
(Refer to local telephone directory or
toledolibrary.org for locations) | 7) Lucas Metropolitan Housing
Authority
435 Nebraska Avenue
Toledo, Ohio |
| 2) Department of Development
One Government Center, 22 nd Floor
Downtown Toledo, Jackson & Erie | 5) The Ability Center of Greater Toledo
5605 Monroe Street
Sylvania, Ohio | 8) Toledo Lucas County Homelessness
Board
1946 N. 13 th Street, Suite 437
Toledo, Ohio |
| 3) Clerk of Council
One Government Center, 21 st Floor
Downtown Toledo, Jackson & Erie | 6) The Fair Housing Center
432 N. Superior Street
Toledo, Ohio | |

Two public hearings on a Section 108 application and a proposed substantial amendment to the 2011-2012 One-Year Action Plan are scheduled. The first public hearing will be held on **Thursday, September 15, 2011, 1:00 p.m. in City Council Chambers**. An ensuing public notice will be published at a later date notifying the public of the second hearing. The City of Toledo will receive comments from the public, in writing, until Thursday, October 6, 2011, at the following address:

CITY OF TOLEDO
DEPARTMENT OF DEVELOPMENT
SUBSTANTIAL AMENDMENT TO THE 2011-2012 ONE-YEAR ACTION PLAN
ONE GOVERNMENT CENTER, SUITE 2250
TOLEDO, OHIO 43604
(419) 245-1286/FAX: (419) 245-1462

Comments received during the 30-day comment period will be included in the substantial amendment submitted to HUD.

* Reasonable accommodations will be available upon request.

CLASSIFIEDS

August 31, 2011

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Notice to Bidders: Inquiry # FY12-027,

(Project # 5005-11-1625) for University Medical Center Medical Mall Phase I for the University of Toledo Health Science Campus. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Main Campus, Facilities and Construction, Plant Operations Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, September 20, 2011 Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615. Call 419-385-5308 for an appointment to pick up bid package. A cost of \$125.00 will be charged per set. Any further information may be obtained from Audie Bates, AIA of The Collaborative Inc. at 419-242-7405. One Pre-Bid Conference will be held on Tuesday, September 13, 2011 at 10:00 a.m. in the Health Education Building, Room 103, at the University of Toledo, Health Science Campus, 3000 Arlington Avenue, Toledo, Ohio 43614. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$3,224,187.00; Breakdown: General Const: \$1,351,749.00; Plumbing/Fire Protection: \$345,952.00; HVAC: \$773,924.00; & Electrical: \$752,562.00.

Volunteer Coordinator

United Way of Greater Toledo is currently seeking a part-time (20 hours per week) Volunteer Coordinator. The Volunteer Coordinator is responsible for matching organizations and interested volunteers. Additional responsibilities include:

- Identify opportunities to increase volunteer engagement and involvement in United Way's mission.
- Recruit volunteers.
- Assist with planning and implementation of United Way's Day of Caring and other service days.
- Coordinate the efforts United Way Volunteer Center in order to provide agencies and volunteers with materials, education, and training opportunities.

Applicants must possess a High School Degree with at least two years experience in the nonprofit sector and working with volunteers. Demonstrated knowledge of local community programs, agencies, and other resources is required.

Qualified candidates should submit a cover letter with salary requirements along with a resume to: kari.anthony@unitedwaytoledo.org - subject: VC

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Notice to Bidders: Inquiry # FY12-023,

(Project # 5003-12-1708) for HEB Loading Dock Repairs and RRC Parking Lot for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, September 13, 2011. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1260. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Rd., Toledo, Ohio 43615. Call 419-419-385-5303 for an appointment to pick up bid package. A cost of \$30.00 will be charged per set. Any further information may be obtained from Richard J. McGuckin of DGL Consulting Engineers at 419-535-1015. One Pre-Bid Conference will be held on Tuesday, September 6, 2011 at 10:00 a.m. Health Education Room 103, at the University of Toledo, Health Science Campus, 3000 Arlington Ave, Toledo, Ohio 43614. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$184,000.00; Breakdown: General Construction: \$184,000.00.

COMMUNITY PSYCHIATRIC SUPPORTIVE TREATMENT CLINICIAN

Unison Behavioral Health Group, Inc. is seeking full-time Community Psychiatric Supportive Treatment Clinicians to provide community support services to adults with serious and persistent mental illness. Duties will include assessment of client needs, assisting in the development of the treatment plan, coordination of the treatment plan, crisis management and stabilization, advocacy and outreach, education and mental health interventions addressing the mental illness.

Bachelor's degree in Social Work and a valid driver's license required. A Bachelor's in psychology or a related field may be considered in conjunction with relevant work experience. Ohio counselor or social worker license and experience preferred.

Send resume or apply to:
Human Resources - CPST
1425 Starr Avenue
Toledo, OH 43605
Fax 419.936.7574
Email: hr@unisonbhg.org
EOE

AOD THERAPIST

Unison Behavioral Health Group Inc. is seeking an experienced AOD Therapist to work with adults, children or adolescents providing individual, family and group counseling, case management and prevention services.

Candidate must possess a bachelor's degree, a minimum of two years experience working with children and adolescents with chemical dependency issues and one of the following Ohio licenses - LSW, LISW, PC, PCC, LCDC II, LCDC III or LICDC. A Master's degree and dual mental health /chemical dependency licensure preferred.

Send resume or apply to:
Human Resources Director - AOD
Unison Behavioral Health Group, Inc.
1425 Starr Ave.
Toledo, OH 43605
Fax: 419-936-7574
Email: hr@unisonbhg.org
EOE

Notice to Bidders: Inquiry # FY12-022,

(Project # 0003-12-772) for Snyder Memorial Center for International Studies for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 3:00 p.m., Tuesday, September 13, 2011. Bids will be publicly opened that same day at 3:05 p.m. in the Plant Operations Building, Room 1260. Copies of Plans, Specifications, and Bid Forms may be obtained from Apex MicroGraphics Inc., 5973 Telegraph Rd., Toledo, Ohio 43612-0457. Call 419-476-6535 for an appointment to pick up bid package. A cost of \$30.00 will be charged per set. Any further information may be obtained from Dave Serra of The Collaborative Inc. at 419-242-7405. One Pre-Bid Conference will be held on Tuesday, September 6, 2011 at 11:00 a.m. in Plant Operations Building Room 1000, at the University of Toledo, 2925 East Rocket Drive, Toledo, Ohio 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$92,000.00; Breakdown: General Construction: \$58,000.00; HVAC: \$7,500.00 & Electrical: \$26,500.00.

Network Specialist, Academic Support:

Requirements

An appropriate technical degree required and commendable work history in areas related to requisite tasks; Experience with the following applications/technologies is beneficial: Apache, Tomcat, Java, MySQL, Blackboard, Echo360, Epsilen, Wimba, PHP, SQL, XHTML, XML and Javascript; Experience in installing and maintaining diverse server and desktop hardware, associated peripherals, networking components and software. Experience in configuration and maintenance of servers, desktop computers, laptop computers and management of multi-workstation laboratory environments; Ability to communicate effectively with students, faculty and staff having varied levels of computer competency; Excellent organizational, oral and written skills, the ability to coordinate multiple and complex tasks, the ability to interact with multiple faculty and other individuals, and to work as a member of a team of professionals.

For more information and to apply please visit <https://jobs.utoledo.edu>. Application deadline is Friday, September 9, 2011. UT is an EEO, AA Employer and Educator.

Educational Technologist, College of Innovative Learning:

Requirements

Bachelor's degree in Instructional Design, Instructional Systems Technology, Curriculum and Instruction, Educational Technology or related field; Experience in consulting with faculty about teaching with technology in online, blended, and face-to-face environments; Experience using online and classroom technologies to advance the development of a digital learning environment; Willingness to explore the use of technology to advance learner-centeredness (contrasted with teacher-centeredness) in online, hybrid, and web-assisted courses; Experience developing accessible instructional materials; Experience using and consulting with faculty on Apple software and hardware; Experience using and consulting with faculty on Microsoft Office and Adobe Create Suite; Excellent interpersonal, verbal/written communication and organizational skills; Fluency with a course management system such as Blackboard, Moodle, or equivalent; Experience using and mentoring others in the use of classroom techniques such as Clickers, SMART Board, etc.; Able to work effectively in a collaborative environment. For more information and to apply please visit <https://jobs.utoledo.edu>. Application deadline is Tuesday, September 6, 2011. UT is an EEO, AA Employer and Educator.

Hair

(Continued from Page 7)

women especially young girls should keep in mind that there could be a time where they cannot wear weave because of health or personal reasons.

"You have to get used to your own hair and texture and not base an opinion just off the coarse appearance of the hair," Johnson added. "It can get so bad that some women cannot do anything without

weave. You have hair on your head, why are you stressing about some weave?"

Barnett took a different approach and called it an accessory to a costume. Costume? I like that choice of word, personally.

She goes to say that our society has become so enthralled with what celebrities are doing and how they live, that we want to mimic them in

every way. This is mostly due to the easy accessibility to technology and information is instantaneous.

"We see the extreme hair-styles, but for me it is like a part of their costume that the celebrity wears for entertainment purposes," Barnett explains. "For us regular people, this is not possible because if we come in for a job with that hair, appearances are the first

thing being judged so consider yourself not hired."

And that's the bottom line. Stay tuned for part four where we try to settle a debate that has been going on since relaxers came one the scene. It is round number "whatever" in the fight of "Relaxed vs. Natural." *Ding! Ding! Ding!*



Debra Johnson



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