



Local and National News

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"And Ye Shall Know The Truth..."

November 16, 2011

Amelia Gibbon, Executive Director The Friendly Center

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Power, Privilege and Pathology

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



When the lifter lifts the stone then what is under comes out. - Ewe Proverb

From Privilege and Idolatry in Reflections of an Afro-Christian Scholar by Yolanda Pierce, PhD:

I try not to write when I'm angry, but I plan to be angry for a long time. I've watched in horror as events at Penn State have unfolded this week. I've wept as I thought about children, known and unknown, who have been so brutally violated. And I've railed against all the many people, institutions, and structures that have failed to protect the most vulnerable of our society. My white hot angers centers around these few thoughts:

This is NOT a sex scandal:

I curse up a blue streak every time I hear the tragedy and horror at Penn State referred to as a sex scandal. Politicians who cheat on their wives and get caught are involved in sex scandals. People who become D-list celebrities because of leaked sex tapes and five-minute marriages are involved in sex scandals. The rape, molestation, and abuse of children is NOT a sex scandal: it is a horror, a tragedy and a criminal offense.

Worshiping false gods and the golden calf of football is idolatry:

I almost threw my shoe at the television listening to news commentators speculate about upcoming football games, whether certain people should be present on the sidelines, or the effect of negative publicity on a new class of recruits. I am sickened when I think about the fact that any sport, any form of entertainment is more important than the systematic house cleaning that needs to take place at Penn State.

When we commit the sin of idolatry, worshiping a thing or a mortal person, we fall into a moral abyss. And that moral abyss is evidenced by the desire to protect the reputations of rapists and rape-apologists, over the desire to support victims of horrific abuse.

Privilege, combined with absolute power, corrupts:

Just last week I read a report and subsequent comments on college sports leadership. Over 90 percent of leadership positions are held by white men. I've written before about paying attention to who is present and who is absent at the table (sacred or secular), as that determines the shape and scope of decisions made at that table. An "old boys club" at Penn State protected the absolute power of a few.

As you read the news reports, ask yourself: where are the women in this legendary sports organization? Why were the mothers who went to the authorities not taken seriously? Criminals with power and privilege often prey on the most vulnerable for exploitation

This horror of power and privilege, and the abuse of vulnerable children, is nothing new in the history of sports. But how long will we repeat our past?

I watched footage of students hugging, kissing, and literally falling prostrate at the feet of a statue. Is one flawed human being worthy of such adoration and praise? I watched footage of students rioting, breaking windows, overturning vans, and committing other acts of destruction...is football more important than protecting children from abuse?

I listened as commentators urged us to focus on all the good that has been done before this, all the scholarships given and games won...but if you cover up child rape, what else will you cover up? I read an article with the awful title "The Struggle to Recover" at Penn State. But there can be no recovery without the full discovery of the scope, the horror, the culpability, and the punishment of all those involved.

© Yolanda Pierce

Rev. Yolanda Pierce, PhD is the Elmer G. Homrighausen Associate Professor of African American Religion and Literature at Princeton Theological Seminary, and Liaison with the Princeton University Center for African American Studies. used by permission

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

Community Calendar

October 28-November 30

The "Soil: The Foundation of Life" Exhibit: Monroe County CC Whitman Center; Life-sized exhibits on conservation; 8 am to 9 pm – Mon – Thurs; 8 am – 4 pm on Fridays: 734-384-4207

November 14-18

Shiloh MBC Fall Revival: Services 7 pm nightly; Guest evangelist O.J. Hudson of Mt Calvary MBC, Carthage, MS: 419-693-6698 or 419-535-0615

November 16-19

Parkwood Seventh Day Adventist Church Revival: 419-241-5456

November 17

EOPA Reverse Job Fair: www.eopa.org or 419-255-1082 ext 2233

November 19

Calvary Baptist Women's Ministry Annual Cancer Awareness Luncheon: 10 am to 2 pm; Various agencies to offer information

Maumee Bay Club of NANBPWC, Inc Holiday Craft Bazaar: Lucas County Rec Center Clubhouse; 10 am to 4 pm: 419-277-7091

Canaan Outreach Center Benefit Boxing Exhibition: 6 pm; JKA Boxing Club; Proceeds for the After School Enrichment Program: 419-244-5700

Third Baptist Church of Holland Appreciation Musical for Brother Mick: 5 pm

November 20

Warren AME Harvest Celebration Service: Non-perishable and personal care items presented to the Cherry Street Mission's Women's Sparrow's Nest; Guest speaker Bishop Henning

November 22

Temple of Praise Church Free Thanksgiving Dinner: 419-754-0325

November 23

The Need to Feed Free Thanksgiving Dinner: Ebenezer Church: 11 am to 2 pm

November 24

United Vision Baptist Church Community Day Thanksgiving Dinner: Zablocki Senior Center; 11 am to 1:30 pm: 419-720-0050

November 25

Mt. Nebo MBC Women's Ministry's Christian Fellowship and Shop: 419-283-2775

November 26

Families for Fitness Benefit: 5 to 11 pm; The Lodge at Strawberry Acres in Holland; Games, music, fun: 419-917-2557

November 27

Brian Thomas Chorale's 27th Anniversary: 6 pm; The Calvary Baptist Church; Guest choir Joe Derrico & Latter Rain, Bishop Roger Hairston and the Voice of Deliverance

December 4

St. Stephen's COGIC "Jubilee of Praise:" 4 pm

December 9

1st Annual "Koinonia" Spelling Bee: Ages 13-16; 6 pm; Bethesda Christian Cathedral: 419-944-0984

The Armory Church Singles Conference: Featuring author Dr. R.A. Vernon from The Word Church in Cleveland and his book, 10 Rules of Dating: 419-537-9736

December 9-11

Friendship Baptist Church 25th Pastoral Anniversary: Bishop Duane Tisdale; Sunday morning worship at 9:45 am: 419-531-3242 or 419-787-1994

December 11

Clarence Smith Community Chorus "A Community Celebration of Christmas:" 6 pm; Mt. Pilgrim Church

Josh Project "Soul Food for Swimming:" Stephenson-Roberts Fellowship Hall; 1 to 4 pm

Calvary Baptist Church Christmas Concert: 6 pm

Fighting to Keep Seniors Warm this Winter

By Sherrod Brown, U.S. Senator (Dem. OH) Guest Column



For more than 30 years, the bipartisan Low Income Home Energy Assistance Program (LIHEAP) has helped many Ohio seniors and families - especially those with the lowest incomes who pay a high proportion of their income on home energy - keep warm in the winter. Yet, under a new proposal in the House of Representatives, warm-weather states may receive additional funds at the expense of cold weather states like Ohio. Seniors facing rising home energy costs during Ohio's cold winters shouldn't be forced to choose between heating their homes and buying groceries. A bill in the House would slash vital energy resources for low-income and elderly Ohioans to send a large share of energy assistance resources to warm-weather states like Florida and Arizona. By setting aside a bipartisan for-

mula for disbursing assistance that's been used for 30 years, the House proposal would result in colder-weather states receiving less help - to the tune of \$15 million in Ohio alone. It's time to listen to and speak out for the 426,410 Ohioans who don't know how they're going to keep the heat on this winter. When elderly and low-income Ohioans pay high heating costs to keep their homes warm, they often cut back on other bills - like buying groceries or paying for medicine. Recently, I visited with a constituent who lives in Cuyahoga County. The woman I met with - at her home - is in her nineties and relies on LIHEAP funds to help keep warm as the temperature falls. I also spoke with a senior citizen from Waterford who has a monthly income of about \$694 and in the winter spends a large portion of her income on heating. While the debate in Washington has been focused on the budget deficit, what programs we choose to cut have real-world consequences. We cannot forget the challenges faced by America's seniors and low-income, working families.

The senior from Washington County said she doesn't know what elderly Ohioans are going to do if this is cut. Further cuts to LIHEAP could result in Ohio seniors receiving smaller award amounts to help heat their homes this winter or denied assistance altogether. Hypothermia claimed the lives of hundreds of Ohioans over the past five years - and this was at a time when LIHEAP resources were more abundant. With heating oil prices expected to rise by 10 percent this winter, we have a responsibility to help keep Ohio families safe. Let's make sure we don't have to get to that point. That is why I led 33 of my Senate colleagues - both Republicans and Democrats - in writing to the Obama Administration in support of the rapid deployment of LIHEAP resources to the communities in cold, Midwestern and Northeastern states that need it most. As poverty rates increase, it becomes even more imperative that America acts to protect our values.

In America, no senior should have to worry about freezing in their own home. A single, working parent

shouldn't have to choose between keeping the heat on and paying for food for her children. Like most Ameri-

cans, I care about the budget and the deficit. But we need to cut wasteful subsidies for Big Oil companies or extra

tax breaks for giant corporations before cutting lifelines for Ohio seniors.

UT Alumni Groups Collecting Hats, Mittens for Elementary School Students

Special to The Truth

November has brought with it some cold temperatures and a University of Toledo alumni group is collecting mittens and hats to help area youth through the winter.

The Judith Herb College of Education, Health Science and Human Service Alumni Affiliate is sponsoring its third annual hat and mitten collection drive for area elementary schools throughout the month of November. The UT College of Engineering Alumni Affiliate is assisting with the collection drive.

Donations of mittens and hats in youth and small adult sizes can be dropped off at the Driscoll Alumni Center in Room 2001, from 8:15 a.m. to 5 p.m., Monday through Friday, throughout the month. The Driscoll Alumni Center is located on the Main Campus of The University of Toledo at the intersection of Bancroft Street and University Hills Boulevard.

School supplies, such as pencils, pens, paper, hand sanitizer and tissues, also will be accepted and used to help students succeed during the remainder of the school year. "The JHCOEHSHS Alumni Affiliate is excited to again partner with the Engineering Alumni Affiliate. We know that the more hands involved, the more hands and heads will be covered," said Stacey Scharf, co-president of the JHCOEHSHS Alumni Affiliate.

All donations will go to the students of area elementary schools. For more information visit www.toledoalumni.org or call 419.530.2586.



Advertisement for the TV show 'Hart of Dixie' featuring the cast members. Text includes 'HART OF DIXIE Where the bullies are!', 'MONDAYS 9 PM', and 'TOLEDO CW5 toledo5.com'.

Advertisement for the TV show 'Ringer' featuring the main cast members. Text includes 'Baby, you lie...', 'RINGER', 'TUESDAYS 9 PM', and 'TOLEDO CW5 facebook.com/Toledo5'.

Amelia Gibbon: Building Dreams and Aspirations at The Friendly Center

By Fletcher Word
Sojourner's Truth Editor



"I love it – it's challenging," said Amelia Gibbon of her first year on the job as executive director of The Friendly Center. "No one could have prepared me for the experience but it's an opportunity to impact on a number of levels."

The Friendly Center in north Toledo is a community resource agency that provides basic needs – food and clothing – to residents of the area, specifically residents in the zip codes of 43604, 43611 and 43608.

The agency, however, goes far beyond its core mission. As Gibbon noted, "It's more than giving out bread."

The Center has a senior program, an after-school youth program and a variety

of classes and programs that deal with such issues as anger management, domestic violence and parenting.

Gibbon assumed leadership of the Center in November 2010 and it's been a whirlwind ride for the former community impact specialist with United Way of Greater Toledo.

"It's a diverse neighborhood and the challenge is to make sure that The Friendly Center is no longer pegged only as a crisis center for emergencies," said Gibbon. "It's a place to build dreams and aspirations."

Gibbon's goal is to make sure that The Friendly Center is an integral part of the lives of the community residents in all aspects.

"We want to reconnect with our neighbors," said Gibbon. "We hope to build a bridge to get everyone in the neighborhood to see us as a true resource center."

And that strategy of engaging residents is working, Gibbon said after reflecting on the challenges of the first year.

"They are beginning to believe by our actions at The Friendly Center that we sincerely want to help not define nor dictate, but simply be good neighbors by bringing our resources and adding them to theirs," she wrote recently in her news letter.

She now sees neighbors frequenting the facility on a more regular basis; she sees a circle of corporate partners

that have found the Center to be a place to make a difference in the lives of others; she sees a board and staff fully committed to the mission work established by the Methodist Church which founded and oversees the Center.

There are, however, a number of challenges – both short and long term – remaining for the Center, as Gibbon

neighborhood even closer to the Center by bringing on a board member from the residents in the area. "We should be reflective of the community we serve," she said.

In the long term, Gibbon sees the Center as a place where she and her staff can create a leadership academy for women. "Where women learn that they have those skills for leadership and can

teers to help "brush up" The Friendly Center.

Coming soon are a Thanksgiving community dinner, a holiday food drive, a Jungle Bells/community party and a community Christmas party.

Gibbon, who earned a bachelor of arts degree from The University of Toledo, spent a number of years in a variety of positions with the

"We need fund development strategies that were never necessary before."

noted.

First and foremost, as with just about every non-profit agency these days is the challenge to raise funds in an unfriendly economic environment.

"We've learned how to adjust the expense side," said Gibbon. "We need fund development strategies that were never necessary before."

There is also an urgency, said Gibbon, to bring the

improve those skills. Women in poverty are leaders and can learn those skills," she said. "A lot of the challenges we are facing as a nation are community driven."

During the past year, Gibbon and her staff of six, along with a host of volunteers, have organized a huge garage sale, the annual golf outing, a fall festival, a November fund raiser by the Service Guild and have brought in Chrysler volun-

teers to help "brush up" The Friendly Center.

She is still on the National Advisory committee on Pathways with the Girl Scouts of the USA, a member of United Way's Speakers' Bureau, an ambassador for the American Heart Association's "Go Red Campaign" and a board member of the Leaders of Tomorrow Initiative.

Special Foster Parents Needed

To care for babies and groups of brothers and sisters age five or younger.

Do you love babies and young children? Due to the recent retirements of many veteran foster parents, Lucas County Children Services is looking for families to provide foster care for babies and children under five.

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See more art online at www.thetruth Toledo.com

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The Truth ECONOMY

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Tackling Tough Times

United Way's African American Initiative Holds Breakfast for Leaders

Sojourner's Truth Staff

General Motors' U.S. Vice President for Diversity and Director of Industry Dealer Affairs Eric Peterson was the keynote speaker at this month's United Way's African American Initiative's Breakfast with Leaders last Thursday morning.

Peterson, an Ohio native and long-time member of the General Motors' family, addressed the audience of just over 100 on the topic of "Success Strategies for Minority Leadership Development."

"People are the most important resource we have and we should develop them," said Peterson as he opened his speech at the Toledo Club. For Peterson, as he ex-

plained to the breakfast crowd, the key element of a successful leader is the ability to "take the road less traveled."

He touted his own company for its decisions over the years to foster education and diversity.

"I'm pleased that we have stayed close to our roots in terms of helping the community, especially in education," said Peterson who joined General Motors in the mid-1970's.

GM, Peterson noted, had recently committed to give \$27 million to the Detroit Public Schools over the course of five years.

He also noted that such

largesse is not without great benefit to GM, particularly as the auto manufacturer looks to the future and the growing needs the company will have for an educated work force. "We can't find in the U.S. [enough] kids with engineering qualifications and so it's important that we take on what we can - to develop those skills in kids."

Peterson said that as auto companies increase their development of electrical vehicles, they will need a vast number of engineers to assist in that endeavor.

GM has for decades embraced the need to diversify its workforce, said Peterson. In fact, the company was well

ahead of the curve in that respect, he added.

"Diversity is a business imperative - not just for General Motors but for the U.S.," he said. "If we don't reflect and understand that, it we don't embrace that, then why are people going to buy our products or look at us as the company of choice?"

Peterson's key message to the group, however, was a challenge to them to work with others.

"I challenge this group to take a leadership position, to stand tall and make the hard decisions," he said. "Each of us has to do our part and investing in our children is so important. Leadership is easy to talk about but not easy to do. I appreciate what you are doing, but there is a lot of work to do. Our children need you."

United Way's African American Initiative is a diverse group of area corporate, professional and non-profit community leaders. The purpose of the Initiative is to bring together leaders

who share a sense of commitment, passion and a drive to overcome obstacles and to provide the time, energy and financial resources to build a stronger community.

The focus of the group is to raise scholarships for pro-

spective African-American teachers and to increase African-American graduation rates in the area of education and to promote childhood health and wellness by confronting issues such as childhood obesity.



Eric Peterson

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Guest Choirs
New Hope - Calvary - Ebenezer
First Church of God - Macedonia Men's Choir

REBUILDING
Lives Hope
Trust
Relationships

Friday - November 18
Special Service
Victory Rally
For ND on Issue 2

NETEMIAH
So built we the wall; and all the wall was
joined together unto the half thereof; for
the people had a mind to work.
Nehemiah 4:8

Mt Nebo Church
831 Detroit Avenue
Toledo, OH 43607
419-246-8561

Mount Pastor
Gordon Brock

Senior Evangelist
Pastor Ronald Johnson
Pastor M. Lee - Director

ASK YVON

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



Let me begin by telling you a story. Linda Joy wanted to go shopping so she planned her list carefully, which included a trip to the bank. She had a new debit card and needed to activate it for use in the store that day.

Linda stopped at the nearest ATM outside of her bank's network, because one store was close by and about to close. After wrongfully entering her PIN several times she finally remembered it. She proceeded to get some cash with a \$3 out of network ATM fee. Linda then went shopping and caught some great unexpected sales, but was happy she had her new debit card to use. It was a great day.

At the end of the month Linda's bank statement came as expected, but she didn't expect to see several additional fees from her day of shopping:

- \$5 Use of Debit Card for the month,
- \$3 Out of Network ATM,
- \$1.50 Multiple Entries of PIN at the ATM
- \$6 Increase of Checking Account Fee

Linda discovered the hard way that her big of day shopping had turned into a fees windfall for her bank. What Linda experienced is what consumers must be on the alert for. Since before October 1, 2011, when the Dodd-Frank Act took effect to curb excessive banking fees, many larger banks have been quietly un-bundling there included services to charge new fees to their customers all in the name of raising profit. Most recently repealed were the Monthly Debit Card

Usage fees that were to take effect at the beginning of the year. Bank of America, Chase, US Bank and Wells Fargo, to name a few, were set to require the \$3 to \$5 fee just for using your debit card to pay for purchases. After a major uproar by not only consumers, but also lawmakers the fee was scrapped...for now at least. One of the most notorious comments came from Bank of America's CEO Brian Moynihan who initially defended it, saying that his company "has a right to make a profit."

This brings to the forefront the need to know what fees your bank charges for their services. Unfortunately, these fees are not always posted upfront and many are only discovered after they have been incurred by the customer. The U.S. Public Interest Research Group published a report Big Banks, Bigger Fees, earlier this year to provide insight into these fees. You can read it on their website at www.PublicInterestNetwork.org it suggests that there are upwards of around 49 fees at time of the report printing.

Bank customers should ask for a full listing of your banks fees, if even available. If you find that there are too many you may want to do what 650,000 other customers did when the Debit Card Usage fee was announced and join your local credit union. Credit unions are a staple in the financial industries and often times avoid the fees for services that traditional banks charge, because they are member owned. To find a credit union in your area search on line at www.CreditUnionsOnline.com the service is free.

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Chamber Announces Schedule for Leadership Academy

Special to The Truth

The Toledo Regional Chamber of Commerce Leadership Fund, in partnership with the Ohio State University Extension Service and Sea Grant Program, has announced that its 11th Annual Leadership Academy will begin on Monday, January 16th 2012.

The Leadership Academy is a 10-week course that outlines the basic issues, requirements, expectations and practices associated with various types of public service in Northwest Ohio. It is designed to be a guide for current public officials, private citizens considering running for public office, individuals appointed to various boards, committees and commissions or anyone employed in a position that requires interaction with elected officials. The course can also be an excellent professional development choice for those in corporate and public management.

The 10-week course covers:

- Duties and Responsibilities of Public Officials
- Codes of Ethics
- Standards of Conduct
- Conflict of Interest
- Open Meeting Laws/Executive Sessions
- Communicating and Working with the Media
- Building Sustainable Communities
- Conflict Management and Dispute Resolution
- Leadership Skills and Style
- Intergovernmental Relations
- Technology in Local Government
- Team Building

(Continued on Page 10)

NEW FOR 2011
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Lucas County Children Services Asks You To "Give the Best Gift Ever" Annual Holiday Gift Drive Benefits Abused and Neglected Children

Special to The Truth



Northwest Ohio and Southeast Michigan residents have the opportunity to "Give the Best Gift Ever" to children who are victims

of abuse and neglect by supporting the annual Holiday Gift Drive sponsored by Lucas County Children Services (LCCS) and Friends of Lucas County Children Services (FLCCS). The goal is to "Give the Best Gift Ever" to as many as 2,000 abused and neglected children being served by LCCS. The campaign runs through December 15.

The drive provides gifts for children living with their families under LCCS supervision, or who are living with relatives in order to be safe. "In 2011, we've seen abuse and neglect cases continue in Lucas County," explains Sherry Dunn, LCCS public information specialist and campaign coordinator. "Family stress is a big factor in child abuse and neglect, and the recent reports of increased poverty

and economic hardship in Lucas County coincide with the steady number of reports of suspected child abuse. We want to make sure that kids who have been through these tough times have something to be happy about this holiday season," she says.

The gift drive provides toys for children from birth to age 18. While we are seeking gifts for all age groups, the agency is in particular need of gifts for children of all ethnic groups who are newborn to four years old, and gift cards for teenagers. Several generous community partners are again stepping up to support the gift drive: Banner Mattress & Furniture; Bennett Management Corp., a franchisee of BURGER KING Corporation; *The Blade*; Buckeye CableSystem; radio station WRVF 101.5 The River, Allshred Services and Woodcraft. Local residents are encouraged to drop a new, unwrapped toy in the collection boxes located around the community:

- Allshred Services, 3940 Technology Drive in Maumee (which is offering

up to five bags or boxes of shredding free when you donate a toy or gift card at its offices between November 28 and December 9).

- Banner Mattress & Furniture locations at 5200 Monroe St., Sylvania; 6400 Hill Ave. and 2521 West Alexis Rd., Toledo; 3249 Navarre Ave., Oregon; 10005 Fremont Pike, Perrysburg; and 1135 South Main St., Bowling Green.

- *The Blade* office at 541 North Superior Street, Toledo.

- All Toledo-area BURGER KING® restaurants.

- Buckeye CableSystem bill payment centers located at 5566 Southwyck Boulevard and 2600 West Sylvania Avenue in Toledo, and at 3021 Navarre Avenue, Oregon, inside computer XTREME.

- Woodcraft, 5311 Airport Highway, Toledo.

Additionally, the Barnes & Noble Booksellers at 4940 Monroe Street in Toledo has designated the LCCS Holiday Gift Drive as the recipient of its 2011 holiday book donation campaign, which encourages customers to purchase

books to be donated to the gift drive.

On Saturday, December 3, 101.5 The River morning show hosts Mary Beth Zolik and Rick Woodell will broadcast live from the BURGER KING® at 4870 Monroe Street (across from Westfield Shopping Center) from 1 to 3 p.m. The public is encouraged to stop by and support the gift drive during that time. "This should be one of the busiest shopping days of the season, and we're hoping that people will show they care about abused and neglected children. We invite them to visit BURGER KING® and at the same time, drop off a toy or gift card," says Beverly Benner, vice president, marketing and administration for Bennett Management Corp.

"We are hoping that with the awareness our partners will bring to this campaign, that Toledo-area residents will open their hearts and help us reach our goal of providing toys to all of the children in need," says Clare Armbruster, president of Friends of Lucas County Children Services.

Church's CHICKEN
BIG TASTE LOW PRICES

2PC \$4.49 sm. mashed potatoes & biscuit
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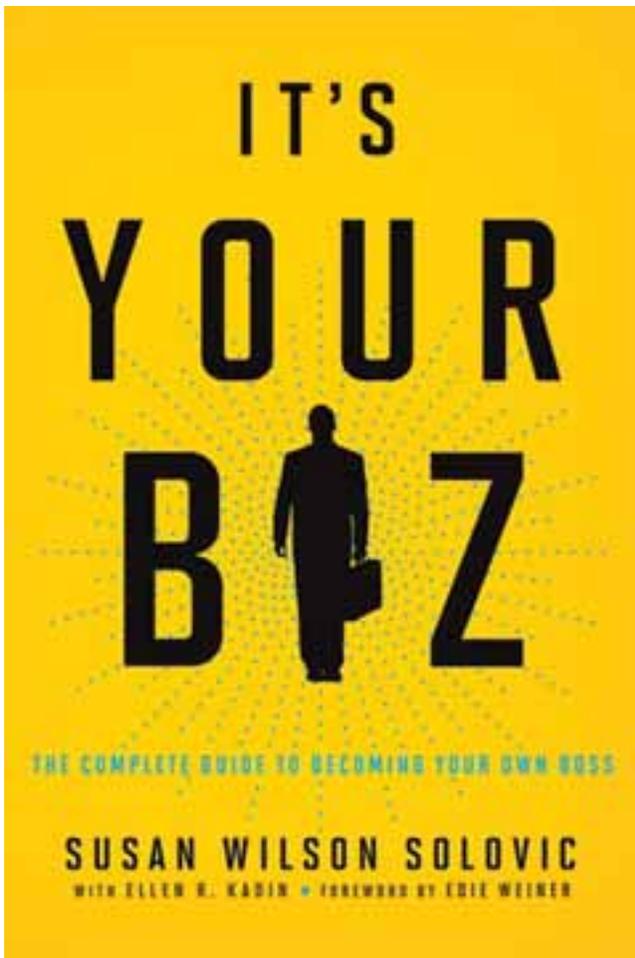
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Book Review

***It's Your Biz: The Complete Guide to Becoming Your Own Boss* by Susan Wilson Solovic with Ellen R. Kadin**

By Terri Schlichenmeyer
The Truth Contributor



Before you get too excited, though, first examine your motivation: are you passionate about this endeavor? Do you have a “burning desire” and the right personality to build and maintain a good business? Can you work by yourself, manage time wisely, and take responsibility? Or are you a play-it-safe kind of person who’s just looking for a way out of a bad situation? If your motivation leans toward the latter, you’ll want to re-think entrepreneurship for now.

Still excited? Okay, then, take a look at your finances. It might be awhile before you get a paycheck, so Solovic recommends that you put things in order before taking the self-employment plunge. And if you’re having second-thoughts about now, she says that’s good. It shows that you’re “thinking carefully.”

You might also want to consider dipping your toe in the waters by going part-time in the business you’re considering. Start slow, do research, “test drive” things first, and begin with something you know. Oh, and be careful not to burn bridges by “stealing” time or resources from your current employer.

Write a business plan and remember the “cornerstones” of business and the “seven P’s of business success.” Know your business’ purpose, your customers, and your competition. Don’t waste money on things you don’t need, but do learn to hire good employees, CPAs, and lawyers (no friends or family, please!).

Above all, says Solovic, use MACS: “massive amounts of common sense.” At a time when workplaces are squeezing every possible energy molecule from the employees they have left, it’s natural to dream about being self-employed. *It’s Your Biz* might help make that dream a reality, or it might make you change your mind by sanely applying the brakes before you make a dreadful mistake.

Author Susan Wilson Solovic, herself a business owner, fills her book with caveats, straight talk, reminders, and common sense that serves to winnow out the determined from the dreamers. I particularly appreciated Solovic’s thoroughness here: included in this book are points and tips that are important, but that many neophyte entrepreneurs might not have realized.

I think that, if you have the passion and see a need you can profitably fill, this book will get you started on self-employment. If you’re ready to be your own boss, grab *It’s Your Biz* ... and do it.

You’re not going to do it anymore. You’re not going to haul your carcass out of bed at 5 o’clock in the morning, throw down some coffee and dash out the door so you can make it look like you slept at your desk. You’ll no longer grin til your lips ache at a co-worker you never really liked. You will not ever play office politics again.

That’s because you’ve decided to open a business of your own. You’ll be your own boss from here on in - as soon as you figure out how to get started. In the new book *It’s Your Biz* by Susan Wilson Solovic (with Ellen Kadin), you’ll get usable tips from an entrepreneur who’s done it.

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Owens Community College Hosts Toy Drive

Special to The Truth

Owens Community College's Veterans Club is looking to spread holiday to those less fortunate children by collaborating with the U.S. Marine Corps Reserve and hosting its first-ever Toy Drive, Nov. 9-30.

Beginning Wednesday, Nov. 9, the Veterans Club will accept new and unwrapped toys as part of a collaborative effort with the U.S. Marine Corps Reserve Toys for Tots Program. The donation drive will run through Nov. 30. All collected donations will then be delivered to the U.S. Marine Corps Reserve for distribution to needy children in the surrounding communities.

"All children should experience the joys of the holiday season," said Vickie Adams, Owens Director of Veterans Services. "Owens Community College's Veterans Club wants to help in spreading cheer to less fortunate children throughout Northwest Ohio by hosting its first toy drive. I encourage local residents to give back and brighten a child's holiday season with a toy donation."

Donations can be dropped off on the College's Toledo-area Campus, which is located on Oregon Road in Perrysburg Township, at collection points in the College Hall Room 130 reception area, the Student Health and Activities Center and the Center for Fine and Performing Arts.

Owens' Office of Veterans Services is dedicated to assisting veterans, active service persons, reservists and eligible dependents in their pursuit of a college education. To date, 318 individuals are involved in Owens' veterans services programs. The College recently earned the distinction of being designated as a Military Friendly School by "G.I. Jobs", a nationally-recognized magazine for military personnel transitioning into civilian life. The 2012 Military Friendly Schools listing honors the top 20 percent of colleges, universities and trade schools for exemplary efforts in embracing America's military service members and veterans as students.

For more information about the toy drive, call (567) 661-8387 or 1-800-GO-OWENS, Ext. 8387.

Nothing to Fear at Social Security's Website

By Phil Walton

Social Security Manager in Toledo, OH

Guest Column

Different people have different fears, and often Halloween seems to be a time to talk about them. Children may be afraid of monsters in the closet or creatures lurking beneath the bed. Teenagers may fear not fitting in with the popular crowd.

There's something else that needlessly frightens some people: doing business online with Social Security. But the good news is that those fears should be just as unwarranted as being afraid of children in costumes.

There are a number of things you can do online at www.socialsecurity.gov, and none of them should send so much as a shiver down your spine. Save yourself a trip to a Social Security office and transact your business from your home or office computer. There's no need to be afraid to go online because it's so easy to do business at www.socialsecurity.gov.

Here are just a few of Social Security's online services you can take advantage of with ease from the convenience of your home or office computer:

- Apply for retirement, disability, or Medicare benefits;
- Find out what benefits you might be eligible to receive;
- Apply for *Extra Help* with your Medicare prescription drug costs;
- Estimate your future benefits;
- Appeal an unfavorable decision on a disability claim;
- Change your address; and
- Report employee wages.

For a complete list of our online services, visit www.socialsecurity.gov/online-services. You also can find forms, publications, answers to frequently asked questions, Social Security news, and much more at www.socialsecurity.gov.

You'll find our online services are frighteningly easy to use. Don't be afraid to visit www.socialsecurity.gov

Social Security Helps the Homeless

By Phil Walton

Social Security Manager in Toledo, OH

More than half a million Americans experience homelessness on any given night. Nearly 20 percent of them are "chronically homeless," meaning they are on the streets regularly. Social Security has several programs that pay benefits to qualified individuals, includ-

ing those who are homeless. These programs include retirement, disability, and survivors benefits, as well as Supplemental Security Income (SSI), which is a needs-based program for people who are blind, disabled, or age 65 or older. If you know someone who is homeless, and you want to learn more about how Social Security might help, a good place to get information is at www.socialsecurity.gov/homelessness.

That page includes a link to the Spotlight on Homelessness — a website designed to help the homeless apply for SSI. It's available at www.socialsecurity.gov/ssi/spotlights/spot-homeless.htm. The homelessness page also includes links to information on health care for the homeless, institutionalization, advocacy groups, reports on homeless outreach, and even links to other websites like the U.S. Interagency Council on Homelessness and HUD.



answers to various questions, this tool helps determine the benefits someone might be eligible for and gives information about how to qualify and apply. Go directly to www.socialsecurity.gov/best. Tell anyone you know who is homeless or threatened with homelessness to

use the Benefit Eligibility Screening Tool and to check out the different types of benefits and assistance they may be eligible to receive. Spread the word about the help available to the homeless. Visit www.socialsecurity.gov/homelessness to learn more

Chamber

(continued from page 7)

Course Schedule: Classes will be held on Mondays beginning on January 16th, 2012 and concluding with graduation on March 26th, 2012. The Honorable Timothy C. Kuhlman, judge, Toledo Municipal Court will be the guest speaker for the graduation ceremony.

Classes are held from 6-8 p.m., with a light meal served at 5:30 p.m. prior to each class. All sessions will be held at the Toledo Regional Chamber of Commerce (300 Madison Ave., Ste. 200 in downtown Toledo). Parking will be available underneath the building and is offered at no cost to class participants, courtesy of Toledo Edison a FirstEnergy Company. Cost for the 10-week course is \$250 per person. Continuing education credits are being explored.

For more information on the annual Leadership Academy, contact Ken Piel, public affairs manager at 419-243-8191, ext. 242 or email at kendal.piel@toledochamber.com. Register online at www.toledochamber.com.

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St. Francis de Sales Open House

Special to The Truth

St. Francis de Sales High School is hosting an Open House on Sunday, November 20 from 1:00-4:00 p.m. Students in grade school; especially seventh and eighth graders are invited with their families to explore all that St. Francis has to offer.

Administration, faculty, staff, coaches, students and parents will be available to answer questions and provide important information to prospective students and their parents about SFS and its outstanding programs, including academic, college counseling, athletic, co-curricular, service and campus ministry. There will be an administrator available to answer questions regarding tuition assistance and scholarship opportunities.

The new Achievement Center for Excellence will be open for tours. *The Center is a place for students to come to access academic resources, programs, support, and multimedia technologies that maximize scho-*

lastic success and promote positive thinking towards learning.

Come check out why St. Francis de Sales High School was voted one of the top twenty Catholic High Schools in the country for academics. It is the college preparatory high school of choice in northwest Ohio. Refreshments will be available and entertainment will be provided by the SFS Marching Band and Men's Chorus.

St. Francis has been transforming young men into gentlemen scholars for over 50 years. The Placement Test is December 3 at 8:00 a.m. Those taking the test at SFS can compete for academic scholarships.

If you have any questions about Open House or to set up a Knight of Day shadow experience please contact Rick Michalak, dean of admissions, at 419-531-1618 or rmichalak@sfs Toledo.org



BELL BOOK AND CANDLE ENTERS FINAL WEEKEND AT THE REP

The Toledo Repertoire Theatre's second production of its 79th season, John van Druten's romantic comedy *Bell Book and Candle* concludes with final performances at the 10th Street Stage Thursday through Saturday night, November 17, 18, and 19 at 8:00 PM and Sunday November 20 at 2:30 PM. Before TV's iconic Bewitched, comes the story of Gillian a beautiful witch living in New York City in the 1950s, who is smitten with her handsome upstairs neighbor Shep. Directed by Jennifer

Rockwood, starring in this frothy, spellbinding comedy are Kate Abu-Absi, Matthew Gretzinger, John Duvall, Jennifer Lake, and John Paul Welch. For tickets please call The Rep box office at (419) 243-9277 or purchase online at toledorep.org.

TOLEDO REP HOLDING DANCE AUDITIONS

In preparation for their 80th Anniversary season which will feature an expanded musical presence and possibly the creation of

a musical revue ensemble, The Toledo Rep will be holding an open dance audition on Saturday November 19th promptly at 12 noon, at The Valentine Theatre. Minority performers are greatly encouraged to audition. Some shows under consideration include Ragtime, Chicago, Camelot, Evita, Forbidden Broadway, West Side Story, and Grease. For more information visit The Toledo Rep website at toledorep.org and click on the Audition link.

A CHRISTMAS CAROL CALLING ALL SCHOOLS

Reservations are now being taken for the two special school performances of an all new version of The Toledo Repertoire Theatre's holiday classic, *A Christmas Carol*. With a new script and a new score by local composer David Jex, and a new venue, the beautiful Valentine Theatre, *A*

Christmas Carol spins the tale of the curmudgeonly miser Ebenezer Scrooge, who learns to love more than his money. Directed by Deb Calabrese, the school performances are Thursday, December 1st and Friday, December 2nd at 10:00 AM. Attending this production and utilizing the study guide materials provided by The Rep can help schools fulfill a number of

State required benchmarks. For more information call The Toledo Rep at (419) 243-9277, extension 4.

Contact: Steve Burnette, Artistic Director, Toledo Repertoire Theatre
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Finding A Job May Mean Getting More Niche

With approximately 14 million Americans struggling to find employment in the current economy, according to recent research by Inavero, 84 percent say it's more stressful than moving to a new home, and for 90 percent, it's more stressful than planning a wedding—but you can get yourself out of such statistics.

While general job boards, staffing firms and social networks are great ways to connect with potential employers, an often overlooked opportunity for job hunting is within the niche space. Career experts advise tapping into niche job sites, which offer listings based on industry or location or may center around the level of skill of the particular job seeker those companies are trying to reach. There are various niche websites, for example, in the medical, retail and technology industries, as well as websites entirely devoted to entry-level or retiree positions.

“One of the most common themes we see in job seeker success stories is actively searching every day and utiliz-

ing all resources available to you,” says Rosemary Haefner, Vice President of Human Resources at CareerBuilder. “Niche sites are an important part of the equation.”

Where can you find your niche?

Consider these sites:

- www.CareerRookie.com—connects employers with college students and recent graduates seeking internships, part-time jobs and entry-level positions.

- www.HeadHunter.com—caters to management- and executive-level candidates in the market for higher-level jobs.

- www.WorkInRetail.com—features everything from sales associate to general manager positions for retail organizations.

- www.Sologig.com—is geared toward experienced IT and engineering professionals looking for full-time employment.

- www.MiracleWorkers.com—offers a wide range of jobs in the health care field, from nursing to allied health.

- www.JobsOnTheMenu.com—specializes in full-time and part-time restaurant and food service jobs.

- www.PrimeCB.com—is dedicated to mature workers and retirees in the market for part-time, full-time and contract positions.

- www.EmploosCB.com—puts Hispanic job seekers in front of employers who are looking to hire diverse talent.

- www.BlackCareers.com—connects African-American job seekers with employers who are targeting diverse talent.

- www.DegreeDriven.com—enables workers who are exploring new career paths to search more than 7,000 degree programs at top schools.

Hylant Group Gains Ground as a Best Place to Work in Insurance

Business Insurance ranks Toledo-based firm second overall in category for medium-size agents/brokers

Special to The Truth

Affirming that human capital is an asset worth protecting, one family-owned insurance brokerage is leading by example. Hylant

Group, one of the largest privately owned insurance brokerage firms in the nation, rose to second overall in the medium-size agents/brokers

category in this year's *Business Insurance* Best Places to Work in Insurance awards. The Toledo-based company climbed three spots

in the rankings as compared to last year. Hylant Group is one of a few companies to have been recognized with this award for three consecutive years.

The Best Places to Work in Insurance award is a joint effort of *Business Insurance* and the Harrisburg, Pa.-based Best Companies Group (BCG). The assessment involves a two-part evaluation. The first part, which accounts for 75 percent of a company's score, entails a confidential employee engagement and satisfaction survey. This survey takes into account employees' workplace experience and the company culture. The second part, used to compile the remaining 25 percent, assesses the company's benefit programs, policies, practices

and other general information.

The *Business Insurance* study, which evaluated 50 companies ranging in size from 25 to 8,778 employees, attributed Hylant Group's ascent in the rankings to its focus on employee quality of life. These benefits ranged from popular summer and holiday parties to wellness initiatives that help its professionals incorporate healthy eating and exercise into their work day.

“We are honored to have received this award for the third consecutive year and to have risen so significantly in the rankings,” said Mike Hylant, CEO of the Hylant Group. “We continue to invest in our people and prioritize ourselves around managing our talent to not

only improve the overall employee experience, but that of our customers as well.”

Founded in 1935, Hylant Group is a full-service insurance brokerage with 12 offices in Ohio, Michigan, Illinois, Indiana and Tennessee, and employs more than 570 employees. As a member of the Worldwide Broker Network, Hylant offers complete risk management services, employee benefits consultation, loss control, healthcare management and insurance solutions for businesses and individuals. Hylant is one of the largest privately held brokerage firms in the United States and serves a wide variety of clients locally, nationally, and internationally. For more information, please visit www.hylant.com.



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Heavy D... Peaceful Journey

By Michael Hayes
Minister of Culture



"It was all a dream, I used to read Word Up magazine.. Salt N Pepa and Heavy D up in the limousine" –

When Biggie opened "Juicy" with those bars, it really hit home with me.

I remember that picture of Salt N Pepa and Heavy D in a limo.

I remember reading Word Up magazine faithfully, watching BET and MTV faithfully, and listening to rap on the radio and buying tapes faithfully.

Even though it was the mid 90s and I was just starting high school when Biggie came out, I could reminisce over how hip-hop used to be just a few years earlier the same way he did.

Imagine being nine or 10 years old in the late 80s, during hip-hop's GOLDEN ERA.

Even though my parents are artists and helped me embrace rap at an early age, I still wasn't allowed to own tapes with what my mom would consider "too much cussing."

It's a good thing that Kid N Play, D.J. Jazzy Jeff & Fresh Prince and Heavy D actually made outstanding music because it allowed us kids to have parent-friendly rap that was still the hottest ish out at the time.

Heavy D's first album was entitled *Livin' Large* and it dropped in 1987 when I was in the fourth grade, so I basically wasn't old enough to really be a fan yet but I vividly remember my older cousins playing "Mr. Big Stuff" and "Don't You Know" from that album. However, like all great artists... a catchphrase that would personify Heavy D for years to come was also born at the inception of his career:

"The Overweight Lover's IN THE HOUSE!"

This dude had it all!

It was sort of a joke to be a

big dude in the rap game back then (Fat Boys, Arsenio Hall's rap album *Chunky A*, etc.) but Heavy D was arguably the first Big & Tall sex symbol ever in our genre!

I wasn't old enough to know exactly what "style" was but when older people would say he had it, he must have had it. So, his image was dope...but what else? Dude could dance!

In the late 80s/early 90s, no matter who your favorite rapper or singer was... it was a good chance they had a flat top and two back-up dancers.

Heavy D & The Boyz, the boys included his dancers/hype men G Wiz & T Roy and his DJ/producer DJ Eddie F. Imagine how much attention he got being a big dude who had the illest dancers in the game and he was keeping up with them and still rhyming!

Imagine how much attention I personally paid to this group when I hit sixth grade.

My co-producer to this day is my cousin Lavale and back then we were kids who spent our time rapping, dancing (yea, it was okay to dance then) and making music.

Heavy D's music and career was like homework for us, and also what I listened to while doing my homework.

His verse on Levert's "Just Coolin'" is where he debuted his most popular catch phrase...the "bum diddly diddly diddly deee."

Musically, he was loved not for being the illest lyricist but he was so well rounded and made such great material that

he is certainly one of the greatest to ever do it.

I remember the "Girlz They Love Me" remix video was so anticipated kids were running home from school to see it the day it came out.

His second and third albums were dripping in New Jack Swing, as he came to be one of the sub genre's dominant forces. Easy to dance to, mostly using keyboards instead of break beats and samples, Teddy Riley's creation catapulted Heavy D & The Boyz higher onto the charts than they had ever been.

He never came across as soft or corny, just a rapper who made a concerted effort at keeping it true to himself. Back then, everyone had the obligatory 'posse cut' on an album and the Hevster used his to make a song called "Don't Curse"... just to prove that rap could still be ill without making us look one-dimensionally negative.

Then, not only was he hot...his whole crew was hot.

Heavy D was the flagship and cornerstone artist for Andre Harrell's Uptown Records.

With label mates such as Al B. Sure, Guy, Father MC, and later on Jodeci and Mary J. Blige... many of the roster's acts could be found collaborating on a Heavy D project during those years as evidenced by the MTV Unplugged Uptown special.

This is when rap music was fun. Yes, it was violent and harsh.

Yes, it was under attack from Congress and the nightly news and even older black folks.

But artists like Heavy D were such a credit to the genre through quality music and example; we may not have made it through those years without

him we may not even know about them.

Heavy D is one of the first rappers to successfully transition to small screen acting, with a recurring roles on *Living Single* and *Roc*.

Not to mention he discovered acts like Soul 4 Real ("Candy Rain"), had a successful career on Broadway after rap and even had a production credit here and there on a few Bad Boy projects.

Rap music raised us, and as our heroes from this art form reach into the mid 40s and 50s we really have to take a moment to reflect on how far we've come and those who came before us who opened those doors we've been walking through.

This article has run over

and I still haven't listed all his accolades or impact on me and my childhood, but these days and times we live in really makes us put things in perspective.

We have people like Kim Kardashian who is famous with no real talent or skill or artistic ability, yet has a global media presence.

And we have Michael Jackson, Heavy D and others passing away... who although we may not know them, they've provided something meaningful to our own journey through their art. I urge you, go on Youtube, go on Vevo, ... pull out that old box of CDs and tapes from your youth and remember The Overweight Lover, Heavy D.



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Public Notice
 The public is hereby invited to review and comment on the proposed Community Services Block Grant for the Economic Opportunity Planning Association of Greater Toledo, Inc. (EOPA). The plan may be reviewed at EOPA's office located at 505 Hamilton Street, Toledo, OH. Friday, November 18th, and Monday, November 21st 2011 between the hours of 8:00 am – 5:00 pm. Comments should be submitted to the above office before 5:00 pm. November 30th, 2011. All comments will be kept on file and will be open for public review. For further information, contact Eric W. Slack, Director of Planning at (419) 242-7304 ext. 1402.

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CLASSIFIEDS

November 16, 2011

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UNITED NORTH CORPORATION,

A non-profit organization, is seeking bids for proposal of annual audit services, including preparation of the annual tax returns (i.e., Form 990, 1065, 1120, along with state and/or local income tax returns, whichever may apply), for a term of no less than three years, and no more than five years. Experience with Low-Income Housing Tax Credit Projects/Programs is required. The deadline for submitting these bids is Wednesday, November 30, 2011. For more information, please contact Leo D. Martinez, CPA, CFO at 419-255-8406, ext. 308, 3106 Lagrange St, Toledo, Ohio 43608-1802, or at lmartinez@unitednorth.org.

Deputy Executive Director Housing - Development/Property Management Company

A successful housing development and property management company seeks an experienced housing professional to serve as Deputy Director. Reporting to the Executive Director, the Deputy Director must have a demonstrated successful track record of administrative and affordable housing development experience in a not-for-profit environment. The Deputy Director must demonstrate the ability to effectively inspire and lead a professional team, as well as establish and maintain excellent relations with federal, state, and local government agencies. Must have a Bachelor's Degree in Public Administration, Urban Planning, or Business. Extensive and successful experience in senior level positions performing similar housing development work may be substituted for the degree requirement. Must be attentive to detail, and have strong comprehension skills in reviewing various contracts, real estate and legal documents, partnership agreements, and program guidelines in affordable housing development programs. Strong computer and business analytical skills are required. Successful candidate must have a valid Ohio driver's license and a satisfactory driving record. Must successfully pass a criminal history investigation and other pre-hire screenings. Travel throughout the state and other locales is required. E-mail or mail resume and college transcripts by December 2, 2011 to: C. Dixon, Business Excellence Solutions, P.O. Box 140062, Toledo, OH 43614 or e-mail: bizexcellence@aol.com EOE

Community Engagement & Events Associate

United Way of Greater Toledo is currently seeking a motivated individual to act as Community Engagement & Events Associate. Primary responsibilities include:

- o Create and support opportunities for community conversations and engagement.
- o Coordinate and implement events including but not limited to: annual meetings, recognition events, fundraisers, community conversations/summits, and trainings.
- o Provide administrative support for the Community Engagement team.

Qualified candidates must possess:

- o Associates Degree plus 1-2 years experience in event planning and/or administrative support.
- o Working with budgets and communications a plus.
- o Prior experience with nonprofits a plus.

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

Deadline for resumes: November 21, 2011
Visit us at www.unitedwaytoledo.org

We encourage a diverse & inclusive work environment



The Toledo Refining Company, LLC is currently hiring First Class Maintenance Pipefitters.

Overview

The Toledo Refining Company is located in Oregon, Ohio and is owned by PBF Energy LLC. The refinery has a crude oil processing capacity of 170,000 barrels per day. Our company is committed to a foundation of safe and environmentally compliant operations so all employees must follow all procedures and safe work practices. Starting pay is \$32.09 per hour. After six months the rate of pay is \$34.07.

Scope of Work

Completion of assignments relative to the maintenance or installation of equipment within the Refinery utilizing First Class prime skills. Work to be performed is inside shop as well as outside in all weather conditions. Perform tasks in other incidental craft areas as assigned. Candidate will be held accountable for the quality and quantity of work; participate in training programs as assigned; and understand and comply with Toledo Refining work rules, the Code of Conduct and Company Policies and Procedures.

Qualifications

Must be at least 18 years of age; be legally authorized to work in the United States without restrictions; hold a High school diploma or equivalent; and hold a current driver's license.

Completion of a state approved Pipefitter apprenticeship program with no less than 5 years work experience or equivalent work experience is required. Equivalent work is no less than 8 years as a Pipefitter. Successful candidates must possess First Class Pipefitter work experience and First Class Pipefitter skills. Ability to demonstrate First Class performance is required. Working knowledge of blueprint reading and hand-sketching related to prime skill. Ability to work from written and oral directions to perform assigned tasks. Ability to coordinate work, function as a member of a team to get work done; perform tasks in any craft as incidental work; and participate in training programs to maintain and/or upgrade skills. Must have working knowledge of equipment and tools required to expedite the efficient installation of refinery equipment. Candidate must have the physical ability to lift a minimum of 50 lbs. Must meet written test and skills demonstration requirements.

Unusual Working Conditions

Must be able to perform physically-active assignments including work on high structures and within confined spaces. Mandatory overtime as required as well as occasional shift work required.

Conditions of Employment

Written tests and assessments; meeting physical criteria for the job; a physical skills demonstration test; ability to demonstrate basic computer skills; and pass a post offer pre-employment physical, background check and drug screening.

In order to be considered for this position, applicants must submit their resume per the following process on or before 11:59 PM on Sunday, November 27th, 2011. All contact information must be accurate and up to date. Selected candidates will be notified and assigned a testing date and time by phone and letter.

All interested candidates must submit a resume to the following e-mail address:

TLR.hiringmanager@pbfenergy.com Please place "Pipefitter" in the subject line. Also, only use Microsoft Word as the format for resumes. EOE/M/F/D/V



The Toledo Refining Company, LLC is currently hiring First Class Maintenance Machinists.

Overview

The Toledo Refining Company is located in Oregon, Ohio and is owned by PBF Energy LLC. The refinery has a crude oil processing capacity of 170,000 barrels per day. Our company is committed to a foundation of safe and environmentally compliant operations so all employees must follow all procedures and safe work practices. Starting pay is \$32.09 per hour. After six months the rate of pay is \$34.07.

Scope of Work

Completion of assignments relative to the maintenance or installation of equipment within the Refinery utilizing First Class prime skills. Work to be performed is inside shop as well as outside in all weather conditions. Candidate will perform tasks in other incidental craft areas as assigned; be held accountable for the quality and quantity of work; participate in training programs as assigned; and understand and comply with Toledo Refining Co. work rules, the Code of Conduct and Company Policies and Procedures.

Qualifications

Must be at least 18 years of age; be legally authorized to work in the United States without restrictions; hold a High school diploma or equivalent; and hold a current driver's license.

Completion of a Machinist apprenticeship program or equivalent work experience is required. Equivalent work is no less than 3 years as a Machinist or millwright. Successful candidates must possess First Class Machinist work experience and First Class Machinist skills as a field Machinist and/or a shop Machinist. Ability to demonstrate First Class performance is required. Working knowledge of blueprint reading and hand-sketching related to prime skill. Ability to work from written and verbal directions to perform assigned tasks. Ability to coordinate work; function as a member of a team to get work done; perform tasks in any craft as incidental work; and participate in training programs to maintain and/or upgrade skills. Must have working knowledge of equipment and tools required to expedite the efficient installation of refinery equipment. Candidate must have the physical ability to lift a minimum of 50 lbs. Must meet written test and skills demonstration requirements.

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All interested candidates must submit a resume to the following e-mail address:

TLR.hiringmanager@pbfenergy.com Please place "Machinist" in the subject line. Also, only use Microsoft Word as the format for resumes. EOE/M/F/D/V

Rev. Theodis Horton on the Mend from Complications of a Stroke

Sojourner's Truth Staff

Rev. Theodis Horton has been a pastor for 34 years, the last 25 years at Shiloh Baptist Church. But this summer, the pastor was struck down by a stroke after surgery on his vertebrae. He has spent the past few weeks at the Laurels on Byrne undergoing physical and speech therapy as he welcomes the many visitors who stop by to wish him well in his recovery.

"He's my best friend," said First Lady Mary Horton who has been married to the pastor for 36 years. And the first lady

has been at her husband's side throughout the ordeal, as have son Travoy and daughter-in-law Tanesha.

Horton began his calling in Pontiac, MI where he and Mary met when both worked in a hospital – the future pastor as an orderly and the first lady as a unit secretary.

They later moved to Fostoria to become pastor and first lady at First Baptist and arrived in Toledo a quarter century ago.

While it's hard to pinpoint exactly how long the pastor's recovery will take, he is making daily

progress, reported the first lady. So much so that he has been in attendance at Shiloh during the past several weeks for the Sunday service.

How long will it be before the pastor is back in the pulpit?

"I really don't know," said Pastor Horton, former president of the Toledo Baptist Ministers' Conference. "But I'm looking forward to it."

Caption: Mary, Travoy and Tanesha Horton - standing



St. Francis de Sales High School
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 Sunday, November 20, 1:00 pm – 4:00 pm

We give our students the opportunity to discover who they really are.

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For information contact the Volunteer Coordinator:
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