



Volume 31, No. 7      *"And Ye Shall Know The Truth..."*      January 21, 2015

# MLK Unity Celebration



***In This Issue...***

Perryman Page 2	TPD Recruitment Page 5	Sen. Sherrod Brown Page 7	Fair Housing Page 9	3 Simple Ways... Page 11	Book Review Page 12	Classifieds Pages 14-15
Tolliver Page 3	Sen. Edna Brown Page 6	Toledo Memorial Park Page 8	Job Seekers Page 10		BlackMarket- Place Page 13	Unity Celebration Page 16

# The King in Exile

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

*... in the quiet recesses of my heart, I am fundamentally a Baptist minister.  
This is my being and my heritage*

- Martin Luther King, Jr.



The highlight and main event of this year's Martin Luther King, Jr. Unity Celebration at UT may well have been the protest for policing equity in the black community, which temporarily halted the formal ceremony. The protesters, Community Solidarity/Ferguson Response Network of Toledo, led by Brother Washington Muhammad, marched unannounced to the front of the stage immediately after remarks by Mayor D. Michael Collins and chanted "hands up, don't shoot" and other slogans while more than 2,000 attendees looked on.

"I didn't know it was going to take place, but I don't have an issue with it (the protestors)," said Linda Alvarado-Arce, co-chairman of the MLK event. "That's what Dr. King was about. I'd rather have protestors than people just being complacent about their community. People need to stand up and carry the torch forward for community change," she added.

In recent years, I have become disengaged from Toledo's version of MLK Unity Day, a ceremony, in my opinion, which has seemed to be a mirage, a fantasy, or mere daydreaming about who King the Dreamer actually was and what his dream was really all about.

Having been "re-evangelized" with the "good news" of the civil disobedience that took place at this year's MLK celebration, I was inspired to reach out to scholar, mentor and noted King biographer, Stewart Burns. We discussed Martin Luther King, Jr. - then and now- as well as ways in which the spirit of MLK might be reclaimed.

**Perryman:** What are your thoughts on the premise floating around that Dr. King's assassination was precipitated primarily because his stance on classism had become more pronounced than even his views on race.

**Burns:** More people, perhaps, have tended to talk about King standing against the Vietnam War. Of course, the Poor People's Campaign that King put together was - I think that maybe that's what you're getting at, as Andrew Young himself said, 'When we organized the Poor People's Campaign, we were public enemy number one.' And the FBI has admitted that they were out to destroy King. But I've always interpreted that to mean to destroy him politically, destroy him psychologically. They didn't want a martyr on their hands.

**Perryman:** If you talk about the people in power, the richest one-to-two percent are likely to control more than half of total wealth from a global perspective. According to a recent report, the 80 wealthiest people in the world altogether own more than the 5 billion or so people at the bottom of the income scale. It can also be said that the gross wealth disparity and the privilege that accompanies it is perpetuated by siphoning off resources from the middle and underclasses that provide

the economic base for the rich. These powerful "Phat Few" are extremely determined to hold on to their power. The point to remember is that King died in the midst of a Poor People's Campaign, advocating on behalf of sanitation workers - an issue that involved working people.

**Burns:** Right.

**Perryman:** Further, the economic base for this country's wealth was the free labor of slaves - who were shipped in from thousands of miles away with the acquiescence of the northern U.S. But the wealthiest people lived in the southern states, now known politically as red conservative states.

**Burns:** And now it's coming out that cotton was an even more vital industry. In the 19th century, cotton was the basis of all global trade. And so the slave trade and slave production of cotton was absolutely central, even more than I had realized, to the whole world economy. And so when slavery was abolished, it wasn't just the South. It was all these northern cotton mill owners who had invested in plantations. They had major investments in the plantations in the South.

I always knew it was interconnected, but it was even more. Now, it's being documented that all these interconnections existed, and how the northern industrial economy was completely in bed with the southern slavocracy. The whole nation of course was a slavocracy. But these times we're living in are just - what is going on in this world?

**Perryman:** Well, two things come to mind that, as an expert on King, I really would like to hear your thoughts on. One is the apparent sanitizing of the federal holiday that marks the birthday of Martin Luther King, Jr. And secondly, how would you contextualize the King movement in light of the numerous police assassinations of unarmed African Americans occurring today?

**Burns:** Well, of course the latter is not anything new. On the one hand, it feels like it's become an epidemic. On the other hand, it's always been an epidemic. But now it seems to be more blatant than ever before. How these murders, the Eric Garner case in particular, just probably because we get to actually see it on video, but the fact that this type thing could go on, and that these grand juries one after another, just absolutely refuse to indict the cops for these murders is astounding.

... continued on page 4

## The Sojourner's Truth

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## Community Calendar

### January 19-21

City of Zion, the Mt. Zion Church Worship Experience: Guest Prophet Walter E. Holmes of NYC; 6 pm nightly: 419-246-1850 or cozmztzion-church.com

### January 23

Evangelical Church of God Free Anger Management Classes and Free Parenting Classes: Anger management classes meet probation requirements: 419-297-3530

### January 24

Warren AME 2015 Annual Gospel Extravaganza: 4 pm; "Praising God by Loving Our Neighbor; Featuring Young Voices of Greater Toledo and praise dancers, soloists & musicians: 419-381-1558 or 419-243-2237

### January 25

True Vine MBC First Pastoral Anniversary: Pastor Cecil Jerome Graham; 4 pm service with guests Rev. Cullian W. Hill and Greater Concord Baptist Church: 419-539-9104

### February 25

Lourdes University "Celebration of Black History Month:" 5:30 pm; Lourdes Chorus and Good Company Ensemble, guest choirs, Alma Drum & Dance Ensemble: 419-824-3772 or kbiscay@lourdes.edu



# I Can't Breathe...!

By Lafe Tolliver, Esq

Guest Column

When you read the recent report from the federal government regarding the growing poverty gap in America and its ominous effect on children of poor families, it is quite apparent that someone is cutting off the life line of financial oxygen for millions of kids.

Now, the most recent report as stated in a recent Blade story indicates that about half of all povertystricken kids attend public schools.

Think about those implications. As society seemingly increases the chasm between rich and poor and black and white, it is reflected in both housing segregation and school segregation.

Money, and access to it, continues to be the final arbiter between a kid getting a chance to "strut his stuff" or getting a one-way ticket to obscurity and a dead-end life.

As the rich get richer and the poor get poorer, that appalling statistic means that the once highly-touted and equal leveling power of the public school is no more.

Once upon a time in America, going to public schools, good public schools, was a rite of passage for entry into middle-class America and thus a reasonably solid good life for the passengers.

Now, with the gap between the one percenters and the other ninety-nine percenters, that journey is fraught with hidden land mines and glaring obstacles. It is no longer a guarantee that being born in America, the richest country on planet Earth, that a kid, especially a minority kid, will have a chance to grab that proverbial "brass ring" and enjoy a semblance of a good life.

Now, if you are poor and black, your chances to break out and break free are severely circumscribed by your zip code and what school you attend... or could not afford to attend.

Yes, being brilliant and being persistent is a must-needed trait for a kid from a poor housing and school district to make it; and that's coupled with a lot of parental home support and others in the community who care about what happens to a Shauntae or a DeMarcus.

However, what is seemingly lost in the discussions as to how to evade

the poverty trap is the fact that society is not willing to spend big bucks on "those kids" as we used to spend on all kids.

Now, with the budgetary cut monster roaming the halls of state and federal legislatures, any money that is above and beyond learning basic math and reading skills can be demonized as a luxury and not necessary and affordable.

Certain politicians see spending money on "soft soap" line items such as music, sports, arts and pre-school as not giving an immediate bang for the spent buck and those school offerings are prone to be cut in those budget committee hearings.

When that is coupled with educational report cards that show that certain school districts are chronically failing to pass muster, that optic only hardens the will of those who have the power of the pen to either pass or kill legislation that would provide more funding for failing school systems.

I contend that American education is at a crisis point insofar as the national statistics indicate that we are drifting further and further apart as a cohesive society and one of the most important glues that held together our society was the free access to quality public schools for all.

As you know in some places the cost of quality day care and pre-school education can be a monthly amount that is practically equal to college tuition payments!

It is a terrible thing to create a system in which the poor are always relegated to the garbage heap of carelessness or indifference because when you do so, you have all of the combustibles to create chronic anger and misery that can reproduce itself in chronic welfare dependency, criminal behavior and a sense that nothing is fair.

Even a Ray Charles or Stevie Wonder can see that services and benefits to poor people and their neighborhoods are not the same as provided to wealthier zip coded areas.

A kid knows that, when he applies for a job and he cannot read the instructions to fill out the application, he is doomed.

... continued on page 11

## SCI-FUN Community Event

SCIENCE activities for Pre K-3rd Grade

Date: Saturday, January 31, 2015

Time: 1:00-4:00PM

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*Perryman... continued from page 2*

I hope that this means that some new movement is going to arise, some resurgence of the Black Freedom Movement will take place that will be larger than before, and will recognize that, while people of color and black men in particular are most subject to this systemic violence, in fact we're all in this together in one way or another.

And all of these things are connected as we've talked about. So the climate change is all very connected with the other evils, the other triple evils of race, poverty and militarism that King talked about. It seems like things have kind of quieted down at least for now. Maybe it's because it's so damn cold. Nobody wants to do a die-in when it's zero degrees.

But I just hope that - - sometimes there are crimes that you never find out about, or you don't have the sort of incontrovertible evidence you need to show that these are cold-blooded murders. And then, in the Cleveland case, which is so close to where you are, I'm just reading about that. How can they get away with this?

So I just hope that this will not only motivate a new movement, but that it will be a more inclusive movement and a more powerful movement that can not only look at these issues in isolation, but look at them all in terms of the pattern of the power structure that is obviously feeling extremely threatened, and the militarization of local police forces and all these things that directly ties with it, with the government, the National Security Agency certainly.

And I do think that every crisis is an opportunity. And I think that this will force some kind of awakening that we just have to come together and fight these things in a more united and more comprehensive way than ever before. But this is an awfully strange world that we're living in right now.

**Perryman:** In your most recent book, *We Will Stand Here Till We Die*, which you sent me a free autographed copy, you called the method of change that Martin Luther King, Jr. used "soul force" because the term nonviolence described King's philosophy too narrowly. You stressed how critical it is for activism to be assertive without being violent. Do

you think that that method is still relevant and can lead to a rebirth of the movement?

**Burns:** Yes, absolutely. But there are different ways of being assertive. And in relation to the police, and of course what's going on in New York, I think that - - now more than ever perhaps, it's important to show that nonviolent action can be powerful and militant and the substitute for violence.

So I hope that people who engage in protests will be as creative as they can be but it's always a slippery slope into violent reactions. I think there used to be a lot more nonviolent training - - because without the training, without the discipline, self-discipline, it's hard not to respond violently when you're attacked by the police.

Also, King always talked about needing to combine the legal constitutional route with the sort of direct action route. And it's extremely important, I think, for people to challenge the grand jury decisions and to push for the Department of Justice to intervene in all these cases. And maybe this new Attorney General (Loretta Lynch), if confirmed by the new GOP controlled U.S. Senate, will be more proactive than Eric Holder has been. But I think a lot has to happen on the legal front, but nothing's going to happen on the legal front without the protests and the community organizing. It all has to work together.

I hope that answers your first question.

**Perryman:** Thank you.

*Stewart Burns, Ph.D. is a distinguished historian of the Civil Rights Movement and author of the Wilbur Award winning biography of Martin Luther King Jr., To the Mountaintop (2004). A former editor of the Martin Luther King Jr. Papers at Stanford University, he produced the Montgomery bus boycott volume, Birth of a New Age. He published the first history of the bus boycott, Daybreak of Freedom, made into the HBO feature film Boycott that he conceived and consulted on, winner of the NAACP Image Award (2002). His most recent book: We Will Stand Here Till We Die: Freedom Movement Shakes America, Shapes Martin Luther King Jr. (2013).*

Contact Rev. DDonald Perryman, D.Min, at [drldperryman@centerof-hopebaptist.org](mailto:drldperryman@centerof-hopebaptist.org)

## African Art Has Arrived!!

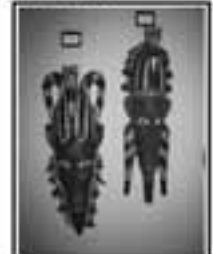
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# TPD Steps up Minority Recruitment Effort

*Sojourner's Truth Staff*

Toledo police officers are undertaking a double-pronged attack in their effort to beef up the number of minority officers. The Toledo Police Department is focusing on recruitment and the members of the African American Police League are turning their attention to recruitment, training and mentorship programs.

As with so many metropolitan police departments around the nation, the Toledo Police Department has seen its percentage of minority officers decline in recent years. The most current statistics – for fiscal year 2013 – show that the department's percentage of African-American officers is now only 14.5 percent of the total – in a city whose overall African-American population is 25 percent.

Latino officers are only 6 percent of the total.

The difficulty with recruitment in minority communities is two-fold, said Patrolmen Donald Hatch and Brianna Holmes, who are both active in the TPD recruitment drive. First, there is the long-term issue of attracting qualified minorities, an issue rooted in both an ingrained community distrust of law enforcement officials and the ever-present educational attainment gap between the minority and majority communities.

Second, there is the short-term detrimental impact of the recent spate of well-publicized violent clashes between police officers and unarmed young black males in Missouri, New York and Ohio.

"We are trying to reach out to the community," said Hatch during a recent chat with The Truth. "Women and minority numbers are falling short in the department and the old ways [of reaching out] are not working."

The department has started using social media to get its message out, police officers have traveled the state to speak with college students and area churches can expect to get a call as well.



"The world is changing and we're trying to change with it," said Hatch, a 13-year veteran on the force. Holmes, a nine-year veteran, was recently at Central State – Ohio's only historically black university – and as a result, two students from there will be taking the entrance exam in February.

One of the biggest obstacles to bringing in qualified individuals, said Holmes, is the misconception about the education background needed to qualify. A high school degree or GED is the minimum educational requirement. After passing the exam, one gets paid to train to be an officer. "It's a win/win situation," said Hatch.

"The African American Police League decided several months ago to try to boost minority recruitment," said Sgt. Anita Madison. "We're trying to identify through word of mouth, through other officers, qualified minority candidates."

The AAPL partners with Toledo Public Schools "to go into high schools to talk with young people who might be interested," said Madison, while noting that such an effort was geared to building long-term success in the League's recruitment efforts. Unlike the fire department which can recruit 18 year-olds, TPD cannot start testing candidates until they are 20 years old.

The AAPL also has started offering training sessions for prospective candidates who want to prepare for the exam, who need to know how to apply and who need to pick up interviewing tips. The training sessions started this month and will be ongoing in the future.

The AAPL has also decided to try to formalize a mentorship program in order to increase recruits chances for success not only in the application process but also in managing a police career.

The primary challenge, said Madison, echoing the sentiment expressed by Holmes and Hatch, is changing hearts and minds.

"We have to get out there and interact and get young people to see us in a positive light," she said.

The next written exam for the police department is February 8. In order to apply, candidates must go online to [www.toledopolice.com](http://www.toledopolice.com) and sign in at the top right of the menu bar.

Candidates must have a high school diploma or the equivalent, be 20 years of age and no older than 34 on or before February 28, be eligible to work in the United States and possess a valid driver's license upon appointment.



*Officers Donald Hatch and Brianna Holmes*

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# ATU: Honor Dr. King's Legacy by Continuing His Fight for Equity

**Washington, DC – ATU International President Larry Hanley released the following statement to mark Martin Luther King Day.**

“Dr. Martin Luther King, Jr., spent his life fighting for racial equality and economic justice for working families. His life came to a tragic end in 1968 when he was assassinated while supporting Memphis sanitation workers in their fight for a fair wage and respect on the job.

“Now 47 years later, inequality remains the greatest challenge of our time as the elitist rich get richer, and far too many hard working Americans struggle to make ends meet.

“Dr. King famously said ‘A nation that continues year after year to spend more money on military defense than on programs of social uplift is approaching spiritual doom.’ It’s time our nation’s leaders and our lawmakers heed his call and change our priorities by raising the minimum wage, investing in public transportation, creating jobs

and supporting other initiatives that will lift up working families.

“As we celebrate Dr. King’s life today, we should honor his legacy by continuing to fight as bravely and boldly as he did for equity and justice for all.”

The Amalgamated Transit Union is the largest labor organization representing transit workers in the United States and Canada. Founded in 1892, the ATU today is comprised of over 190,000 members in 253 local unions spread across 47 states and nine provinces, including 3,000 workers at Greyhound Lines, Inc. Composed of bus drivers, light rail operators, maintenance and clerical personnel and other transit and municipal employees, the ATU works to promote transit issues and fights for the interests of its hard-working members.

## Senator Edna Brown Elected to Leadership Role With Women in Government

*Special to The Truth*

At the 21st Annual State Directors’ and 11th Biennial First Term Legislators’ Conference in St. Pete Beach, Florida, Senator Edna Brown of Ohio was sworn in as a 2015 State Director with Women In Government, following her election to this position by her fellow state legislative colleagues this past year.

“Women In Government congratulates Senator Brown in her position as a State Director. State Directors play a critical role in setting policy priorities for our organization,” said Dyan Alexander, Executive Director of Women In Government. Senator Brown is a recognized leader in her state, and we are excited that she will now share her leadership skills with other women policymakers throughout the country.”

“I am excited to continue serving as the State Director for Women in Government in Ohio,” said Senator Brown. “Women in Government generates new ideas, collaborations and innovations that help us improve our constituent’s lives and I am pleased to continue connecting Ohio to these wonderful resources.”

At the 21st Annual State Directors’ Conference, women state legislators heard from expert speakers on a variety of public policy topics and their impact on states. Topics included developing energy diversity, the role of nutrition in healthy aging, methods for creating opportunities for families, diabetes prevention and awareness, and many others. This meeting also provided attendees with the opportunity to network with colleagues



*Edna Brown*


across state borders and share best practices to advance successful public policies.

Women In Government Foundation, Inc. is a national, non-profit, non-partisan organization of women state legislators providing leadership opportunities, networking, expert forums, and educational resources. Women In Government serves all 1,785 women who serve in state legislatures from across the country. For more information, visit [www.womeningovernment.org](http://www.womeningovernment.org).


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## Giving Ohioans an Alternative to High Interest Payday Loans

By U.S. Sen. Sherrod Brown  
Guest Column

When unexpected costs arise before tax returns come in, workers are faced with a dilemma and many workers turn to predatory payday loans to make ends meet. These loans – which can carry hidden fees and can have annual interest rates more than 500 percent – often trap borrowers in a cycle of debt. There are more payday lending stores in the United States than there are McDonald's and Starbucks combined. These operations are thriving at the expense of low-income Americans.

Come tax time, many of these same Americans have money waiting for them in the U.S. Treasury through the Earned Income Tax Credit (EITC), one of the most effective anti-poverty programs working to help Americans today. The EITC provides tax relief for low-income workers, encouraging work while reducing poverty. In 2012, more than 940,000 Ohioans received more than \$2.1 billion worth of tax credits through the EITC. The credit serves as a lifeline that allows families to pay for necessities they might not otherwise be able to afford.

With an average EITC in Ohio of more than \$2300 and the average payday loan being less than \$400, it's clear that many Ohioans would prefer to turn to get the refund owed to them early as opposed to paying exorbitant fees.

We need to provide an alternative to payday loans so that people in need can avoid paying hundreds in additional fees and interest. Three-quarters of payday loan borrowers are employed, and many of those workers earn average salaries that could make them eligible for the EITC. My plan, the Early Refund EITC Program, would give these workers an interest-free avenue to access emergency funds.


The Early Refund EITC Program would allow workers to obtain an advance upon a portion of their EITC, helping them to avoid taking out a payday loan. The advance – which is capped at \$500 so workers can retain the majority of their EITC funds after they file their tax returns – will only be available to claim in the second half of the year, after workers have already demonstrated their eligibility for the EITC.

Family priorities like groceries, dentist appointments, and utilities shouldn't go unmet and Ohioans shouldn't be trapped with a lifetime of debt from predatory loans. This program will help protect low-income workers, allowing them to better provide for themselves and their children.



Sen. Sherrod Brown

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# Toledo Memorial Park: One of the Area's Best Kept Secrets

*Sojourner's Truth Staff*

"It is the best-kept secret in area cemeteries among the African-American community," says Diane Lamb, recently appointed family service advisor at the Toledo Memorial Park in Sylvania. "From a cost standpoint, it is an exceptional value," she adds.

Toledo Memorial Park sits on 380 acres in Sylvania straddling the Ohio/Michigan border. A non-profit association, the park has been in existence for nearly 100 years – founded in 1922 – and is a full-service cemetery, offering in-house financing for up to 60 months – interest-free financing without credit checks.

The park is open year-round from dawn to dusk for family visits or for recreational purposes for joggers, bikers or dog walkers, for example. Non-sectarian and non-denominational, Toledo Memorial Park is wholly owned by the grave owners and managed by a board of directors. All proceeds go back into the upkeep of the park.

The park is not just a burial ground, however. The staff is especially proud, says Lamb, of the events they conduct throughout the year, most of which honor the many veterans in the park. Approximately 10 percent – about 1,400 – of those buried in the park are veterans.

The park holds a December tree lighting ceremony, a Memorial Day flag placement, a Wreath Across America program and a car show to support veterans. And the signature structure in the park is an 85-foot tall Veterans Memorial Tower in honor of the many who have served their country in any number of ways.

The range of services the park offer is complete, says Lamb – traditional burial, cremations, tombstone design, above ground tombs

and, for pet lovers, a separate burial area for non-human members of the family.

Recently the park has added, at no additional charge, a feature called Monumark – a tag that can be placed on gravestones that can link to the Internet and bring viewers a detailed history – in photos, videos and stories – of the deceased and his or her family. According to Lamb, Toledo Memorial Park is the first cemetery in the area to introduce this feature.

For Lamb, who has a rich and varied background of service in the Toledo area, Toledo Memorial Park was a revelation when she started finding out more about it last fall. She is a retired financial advisor and prior to that served as the executive director of the City of Toledo's Board of Community Relations.

According to Lamb, 80 to 90 percent of families choosing Toledo Memorial Park for their final resting place do so by pre-arrangement – that locks in the cost and spares families the worry of scrambling around in the wake of a death of a loved one.

For more information on Toledo Memorial Park, contact Diane Lamb, family service advisor, at 419-882-7151 or via email at [dlamb@toledomemorialpark.com](mailto:dlamb@toledomemorialpark.com).



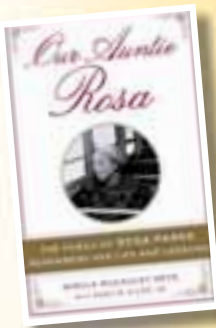
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McMaster Center, Main Library, 325 Michigan St.



A collection of 43 essays written by the civil rights icon's close relatives, this book is the first ever published by Rosa Parks' family members. The essays take readers behind the freedom fighter facade into the transitional days when Mrs. Parks re-established herself as a struggling private citizen, following the notoriety of her involvement in the Montgomery bus boycott, and examines the relationships she developed with loved ones during forty years that followed.

Detroit-based writer **Eddie B. Allen, Jr.** is a published author, award-winning reporter and freelance journalist who has covered such national figures as President Bill Clinton and Rosa Parks. A graduate of Wayne State University, his published contributions include the *New York Times*, *Associated Press*, *ThomsonReuters*, *BET.com*, *Detroit Free Press*, *Orlando Weekly*, *Toledo Blade* and the *Philadelphia New Observer*, among others.



**Sheila McCauley Keys** is the seventh niece of civil rights heroine Rosa Parks. Born in Detroit, Sheila has been a Michigan resident for most of her life and was employed at Phillips Service Industries corporate world headquarters for almost thirty years. In 2013 Sheila was featured in PBS Television's live broadcast of the "National Day of Courage" to celebrate Mrs. Parks' 100th birthday anniversary.



For information call 419.259.5370

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# Diana Patton, VP/COO/General Counsel of the Toledo Fair Housing Center, and Eric and Vonda Williams, Former Victims of Unfair Mortgage Policies, Called upon to Speak at Rally outside US Supreme Court in Washington DC

In an effort to rally support for the federal Fair Housing Diana Patton and Eric and Vonda Williams are flying to Washington DC to join the National Fair Housing Alliance and other fair housing agencies from across the country, to speak in favor of the use of disparate impact as a method of proof in fair housing cases. This rally will take place on Wednesday, January 21 at 9:30 a.m. outside of the U.S. Supreme Court.

The United States Supreme Court will hear oral arguments this Wednesday, January 21, in the case of Texas Department of Housing and Community Affairs v. The Inclusive Communities Project, Inc., to determine whether disparate impact will be allowed under the Fair Housing Act. If the Supreme Court decides to do away with disparate impact, it will severely restrict provisions under the Fair Housing Act.

“Disparate impact stops unfair and unnecessary discrimination and must be preserved,” said Diana Patton, VP/COO/General Counsel, Toledo Fair Housing Center. “It has been used for over 45 years to protect women, families with children, people with disabilities, and others such as Eric and Vonda Williams.”

The Toledo Fair Housing Center was first to assist Vonda Williams, a woman who was on maternity leave when she and her husband, Eric were unable to use her income to apply for a home mortgage loan.

Vonda Williams Stated, “When you have been discriminated against, you may not be able to prove it, but I felt I needed to talk with someone to confirm my feelings, that this was not right”

Erica and Vonda, along with the Toledo Fair Housing Center, were successful in proving that the mortgage loan policy had a disparate impact upon pregnant women applying for a home mortgage loan. Without the ability to use disparate impact, the Williams family, and pregnant women across the United States would experience discrimination when applying for a home mortgage loan.

Ever since The Toledo Fair Housing Center opened its doors in 1975, it has used disparate impact to remedy discrimination for thousands of Toledo residents and has changed company policies that have had a discriminatory impact upon individuals across the United States. The Toledo Fair Housing Center was one of the first agencies to use homeowners insurance testing during its investigation to prove that insurance companies were discriminating against homeowners with its homeowner’s insurance policies.

“We were able to demonstrate that certain facially neutral homeowners insurance practices, such as restricting the quality or amount of insurance a homeowner could purchase due solely to the age or value of the insured dwelling, had a disparate impact on homeowners of color,” according to Stephen M. Dane, the lead attorney representing the Center in several complaints against the nation’s largest insurers. “These practices had no sound business justification, and were based on unfounded assumptions that the industry could not substantiate.”

As a result of settlements with the Center and other fair housing organizations around the country, such business practices

have largely disappeared, and millions of homeowners of color now have equal access to quality homeowners insurance.


For 45 years, The Fair Housing Act has recognized two categories of discrimination under the Fair Housing Act, disparate treatment and disparate impact. Disparate treatment refers to overt discrimination where intent is plain and obvious. Disparate impact refers to policies that have a discriminatory effect where intent is not immediately evident.



Diana Patton

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# Job Seekers: Resolve to Make a Better Impression in 2015

Special to The Truth

First impressions matter, particularly when you're in the market for a new job. While a top notch resume and cover letter can help get your foot in the door, only you can seal the deal.

The New Year is the perfect time to revamp your look for a smooth job search. Make a strong first impression at your next interview or networking event with these easy tips:

- Be a good listener. What you say is just as important as being engaged when others are talking. Make good eye contact and ask questions to show you are interested in what is being said.
- Anticipate the questions you will be asked so you are prepared with intelligent, confident and articulate responses. Define your strengths and weaknesses ahead of time to answer every hard question with ease.
- Get a good night's sleep the night before an important interview or convention. Not only will you look fresher and more alert in the morning, you'll be thinking more clearly as well.
- Know how to explain any gaps in your resume. If you have taken time off from your field to pursue a passion for travel, be ready to discuss this time off and explain how it has helped you professionally.
- Prepare your 30-second elevator pitch to communicate your strengths and goals. You never know where a conversation with a hiring manager may lead, so be sure to tailor it to each person you speak with so it does not sound over-rehearsed or unnatural.
- The maxim often holds true that, "it's not what you know; it's who you know." Be sure that your LinkedIn profile is up to date, showcasing all of your recent work. Connect with headhunters, friends, family, or even old classmates and coworkers to learn about opportunities you may not have heard about otherwise.

• Dress to impress to be taken seriously. Denis Daly Wood, founder of Dalys1895.com, a century-old men's luxury designer and online retailer, recommends standing out with a unique accessory for your suit, such as a stylish tie clip, tie, pocket square, or pair of cufflinks that can break the ice and start a conversation.

"A unique pocket square can finish off the look of a suit or blazer, while also helping convey that you are stylish and put together. What you wear communicates a lot about your personality and who you are," says Wood.

Seek quality accessories, such as the limited edition Caravaggio Italian silk pocket squares, which are handmade or the Dalys 1895 Alligator Belts, which are measured to each inch for a perfect fit. Wood also reminds job seekers that outerwear and a bag may often make or break the first impression. A sophisticated briefcase, coat and winter scarf, such as the exclusive Caravaggio wool and silk men's scarf, can give you a polished look when you're making your entrance. More style inspiration for briefcases, cufflinks, and more can be found at [www.Dalys1895.com](http://www.Dalys1895.com).

In the professional realm, presentation matters from your social media profile to your suit and tie. For a successful job search, resolve to showcase the best version of you in the New Year.

Courtesy: StatePoint

## Follow the Groundhog's Example: Stay Indoors

By Phil Walton, Social Security Manager in Toledo, OH  
Guest Column

Every year, on February 2, we wait to see if Punxsutawney Phil, the world's most famous groundhog, will predict six more weeks of winter. Huge crowds have waited for Phil's prediction each year since 1886. For Phil, seeing his shadow predicts six more weeks of winter-like weather. More often than not, he sees his shadow and goes back inside. You, too, can remain out of the cold, and save time and money at the same time, by using our secure online service, *my Social Security*, to conduct Social Security-related business from the warmth of your own comfortable home.

When you create a *my Social Security* account at [www.socialsecurity.gov/myaccount](http://www.socialsecurity.gov/myaccount), you can:

- Keep track of your earnings and verify them every year;
- Get an estimate of your future benefits if you're still working;
- Get an instant letter with proof of your benefits if you currently receive them; and
- Manage your benefits. Setting up your account is quick, secure, and easy. Set it up during the cold weather, while you're waiting for spring.

Punxsutawney Phil usually predicts more wintery weather, and according to the Groundhog Day event organizers, he is accurate 75 to 90 percent of the time. And let's face it, spring doesn't really start for seven weeks after Phil's time in the spotlight each year. Whatever the weather, you can expect to be more comfortable than Punxsutawney Phil by using *my Social Security*. Follow the groundhog's example and stay inside! From the warmth and comfort of your own home, visit [www.socialsecurity.gov](http://www.socialsecurity.gov) to learn about all the services we provide online.

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# Three Simple Ways to Trim Monthly Expenses

## Special to The Truth

Everyone seems to be looking for ways to save more money, especially as the cost of living is on the rise. By trimming expenses on the things you need, you can devote more toward the things you want, as well as save more for the future.

The discount experts at Dollar General are sharing some money-saving tips to help reduce your monthly bills.

### Home Maintenance

If you're paying a professional to perform simple home maintenance tasks and keep up the lawn, consider doing it yourself. From pest prevention to raking and watering the lawn, many such duties are simple to perform with inexpensive tools and a free afternoon.

You can also lower your monthly utility bills with a bit of maintenance and a few modifications.

By frequently changing your heating, ventilation and air conditioning (HVAC) filters, you may be able to lower your electric bills by improving your unit's performance, as well as help keep it free from pollution and debris. A dirty filter may cause your unit to work harder to heat your home in the winter and cool it in the summer. A new filter can cost as little as a dollar, whereas a new HVAC unit will come with a heftier price tag.

Also, consider swapping your traditional incandescent bulbs for LED light bulbs, which typically use 85 percent less energy, saving you potentially over \$130 in energy costs over the life of the bulb.

### Healthy Habits

Healthy habits can save you money down the line, from lost work time to doctor visit copays.

## Tolliver... continued from page 3

A kid knows that, when his text books are five years older than his white counterpart in suburbia, he is doomed.

A kid knows, when his school cannot afford buses to go on a field trip to the science museum but his counterpart's school just flew out to visit the nation's capitol, something is wrong with this picture.

Once a society tells certain children that other children who live in a better zip code are better than you and precious financial resources are allocated to back up that position, a crisis sets in.

It is a crisis of a society that says that they have no confidence in that neglected child and children, not being dumb, can sense that they are being written off as being of no benefit or value.

If the nation does not see a chronically under-educated populace as a national security issue and an issue that benefits all of society with workforce that can do more than change bed pans or flip burgers, we will create a monster that has a ravenous appetite for revenge.

To avenge what? To seek redress for slights, real or imagined, that were due to their race or arbitrary zip code economics that left them at the bottom of the barrel to fend for themselves the best way they can.

Besides national defense and affordable healthcare for all, a sound and cutting edge education for all kids should be a top priority.

Once you place a child in a stranglehold of denying him or her a chance to get up and get on with their life through no fault of their own, they will cry out, "I can't breathe!"

Contact Lafe Tolliver at [Tolliver@juno.com](mailto:Tolliver@juno.com)

Start with a well-balanced diet, daily exercise and a good night's rest. In the cooler months consider soups and hot tea.

Also, make sure your home is well-equipped to keep the whole family feeling their best. Stock up on vitamins, minerals, hand soap and disinfected wipes and sprays to help prevent a cold or flu. Preventive medicines can also fend off any pending illness during allergy seasons.


Disinfecting wipes make it easy to clean commonly-touched household items, such as door knobs, telephones, refrigerator door handles and TV remotes. Use disinfectant sprays to protect your family from germs and freshen up your home.

### Digital Coupons

Coupons can save money every day, but they can be time consuming to clip. They are also often forgotten at home. However, digital coupon programs can help you avoid these hassles. For example, by signing up for Dollar General's new Digital Coupon Program online or at check-out, you can load relevant coupons to your profile from groceries and cleaning supplies to seasonal items. Digital coupons are then automatically applied when eligible items are purchased.


With a bit of planning, maintenance and savvy consumerism, you can save more on the items you purchase frequently.

Courtesy StatePoint



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# Is There Life after Football? Surviving the NFL by James A. Holstein, Richard S. Jones & George E. Koonce, Jr.

By Carla Yvette  
Society Editor

Your favorite player was out for most of the season.

Last fall, he took a hit mid-pass and went down like a sack of rocks. They checked him over, took him off the field, and that was that. He hasn't been back since.

Every now and then, someone mentions him and you wonder how he's doing, whether he'll ever play again. In the new book *Is There Life after Football?* by James A. Hol-

c. 2015  
New York University Press  
\$27.95 / higher in Canada  
321 pages

stein, Richard S. Jones & George E. Koonce, Jr., you'll get a glimpse of a possible future.

A helmet to the head, helmet to the chest, a cleat to the leg and it's big news: football is a brutal sport

and we all know its potential career-ending effects. But what happens after the cheers go silent?

To understand, we have to understand the backstory, too.

Many little boys dream of playing football, of course, but the truth is that relatively few actually make it. The journey to the NFL starts with laser-focus on a dream, incessant practice, high school, then college. By that point, future NFLers have been convinced that they're "special;" college perks underscore that notion.

"Dreaming of a lucrative NFL career is a relatively recent phenomenon," say the au-

thors. "In 1956, the minimum NFL salary was reported as \$5,000," but the kind of money that today's young player gets is often more than he's ever seen in his life. The NFL promotes financial responsibility, but a new hire often goes wild with new-found wealth; later, he might go broke. Being in the NFL, say the authors, is expensive.

When it's over, that's tough to take. Living without praise, paychecks, and the social structure within the NFL is a challenge - as is living with "a lifetime of hurt." Almost 25 percent of all current former players claim game-related brain injuries. Surgery is "routine." Some injuries are the result of a "suck it up" mentality: players are more likely to shake off an injury than to seek treatment for it, until it's too late.


And those are just the physical ailments...

But the news isn't all bad, and that's the pleasant surprise inside *Is There Life after Football?* Authors Holstein, Jones, and Koonce, Jr. give their readers balance - and

if you're first inclination is to forego sympathy due to high salaries, you'll get a dose of truth, too.

Using statistics you won't see in the game, NFL history, and personal stories, this book offers a litany of things that should give fans pause: ruined lives for both players and families, ruined health, and financial ruin. But before we turn off the TV in dismay (just kidding!), we're encouraged to lift our jaws off the floor with tales of success and of the men who've stepped off-field and into their own personal second half.

This is a book fans should read before the next game - or before they let their own son suit up. If you've ever wondered "What ever happened to...?" then *Is There Life after Football?* is a book you shouldn't pass.



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**Notice to Bidders:** Inquiry # FY15-39, (Project # 0080-15-980) for Nitschke Hall First Floor Office Expansion 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, February 3, 2015. 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 419-385-5303 for an appointment to pick up bid package. A cost of \$150.00 will be charged per set. Any further information may be obtained from Ray Miller of Vision Design Group, Inc. at 419-536-0757. One Pre-Bid Conference will be held on Tuesday, January 27, 2015 at 10:00 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: 12.5%. Project Estimate: \$296,000.00; Breakdown: General Const: \$235,000.00; Fire Protection: \$5,500.00; HVAC: \$29,000.00; Electrical: \$26,500.00.

### Director of Real Estate Development and Construction

The Lucas Metropolitan Housing Authority (LMHA) is seeking a Director of Real Estate Development and Construction. The Director will be responsible for the overall management of design, construction, and redevelopment activity essential to the success and effectiveness of a multi-million dollar construction and modernization program. **Requirements:** Master's degree required in Urban Planning, Public Administration, Real Estate Development, Engineering or Architecture and five years of work experience as an administrator for programs involving housing development and finance. A Bachelor's degree and eight years of required experience may be substituted in lieu of the Master's degree. For more information, please visit [www.lucasmha.org](http://www.lucasmha.org). If interested in this exceptional opportunity, please submit a detailed resume immediately to: Gans, Gans & Associates, 7445 Quail Meadow Road, Plant City, FL 33565, Fax: (813) 986-4775, E-mail: [betsy@gansgans.com](mailto:betsy@gansgans.com)



### ROTATING EQUIPMENT MAINTENANCE SUPERVISOR

Toledo Refining Company LLC has an immediate need for a Rotating Equipment Maintenance Supervisor. This position will provide leadership, direction, management coordination and functional expertise to the rotating equipment function throughout the refinery.

#### Principle Responsibilities

- Supervise employees and will be required to demonstrate excellent leadership skills.
  - Analyze work requirements and direct the work of others in the performance of various assigned maintenance duties.
  - Work under direction of the Rotating Equipment Manager and move up to that position to fill absences.
  - Provide direction to craftspeople to ensure the highest level of safety, productivity, work quality and reliability is achieved on each assignment.
  - Hold safety meetings and audits necessary to achieve safety goals.
  - Provide training, development and manages performance of craft employees.
  - Assist rotating equipment craftspeople in solving complex equipment problems. Provide a high level of troubleshooting skills.
  - Insure compliance with preventative maintenance programs, process safety management and other code requirements.
  - Communicate daily activities related to manpower, accomplishments and problem areas to supervision.
  - Oversee designated area work activities during unit turnarounds and outages and reports to Turn-around Supervision.
- Perform estimates for maintenance and repair costs.
- Maintain good customer relations and interface effectively with vendors to accomplish work goals.
  - Manage a large number of projects concurrently.
  - Produce work orders, plans daily work assignments and other duties as required.
- Review SAP history for timely and accurate entry in SAP.
- Write reports, business correspondence, and procedures using Windows-based computer systems.

#### Requirements

- High school Diploma or GED required.
- A minimum of 5+ years' refinery maintenance experience is required.
- Supervisory experience is required.
- Must have the ability to communicate effectively through written and verbal methods.
- Ability to accomplish work within required time-lines, including short, long, and emergency time-frames.
- Master level proficiency in millwright activities including diagnosis and repair of centrifugal / reciprocating pumps and compressors, gear boxes, fans, blowers, mechanical seals, steam turbines, lube oil and seal oil console equipment and preventive maintenance tasks is required.
- Knowledge of the tolerances and duties related to machinist activities such as using precision measuring tools, mills, lathes, drill press and etc. is required.
- Knowledge in pipefitting, blue print reading, rigging and interaction with instrument/electrical crafts related to rotating equipment is required. SAP work order and purchase order experience is preferred

All interested candidates may apply by going to [www.pbenergy.com](http://www.pbenergy.com) and selecting the Career link. Once on the career page, candidates can view our current job opportunities and apply to desired position.

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### Call for Young Artists At Work (YAAW) Coordinator



Accepting applications for contracted part-time employment (February thru September 2015) to coordinate our 6-week summer youth employment program (June 22 - July 31). Responsibilities include but will not be limited to: input in planning, oversight of all recruitment and supervision of the YAAW program's daily operations.

Visit [www.theartscommission.org](http://www.theartscommission.org) for full information.

**The ideal candidates have demonstrated experience working with youth from diverse backgrounds AND have demonstrated talents in an administrative environment.**

Qualifications: Masters or Bachelors Degree in counseling, art therapy, art education, social work, humanities or professional artist; demonstrated experience coordinating youth programs (preferably ages 14-18); experience working with diverse populations; familiarity with the arts (visual, performing, or literary); demonstrated ability to lead & manage others and to problem solve; ability to communicate well in oral and written formats; proficiency with email and Microsoft Office Suite.

How to Apply: Send a cover letter, resume and two letters of recommendation to: The Arts Commission, Attn: YAAW, 1838 Parkwood Ave., Ste 120, Toledo, OH 43604

**POSTMARKED DEADLINE: FRIDAY, FEBRUARY 6, 2015**

Letters of recommendation may follow under separate cover.

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### Pastor Wanted

Southern Missionary Baptist Church is now accepting resumes for Pastor. Send resumes to PO Box 70516 Toledo OH 43607 or southernmbc1968@gmail.com

### Pastor Wanted

This will serve as an official request for all Baptist Ministers wishing to become a candidate for Pastor of the Freedom Temple Baptist Church to submit their resume. You may submit your resume by regular mail or by e-mail to one of the following until February 23, 2015.

Freedom Temple Baptist Church  
141 Wellington Street, Toledo, Ohio 43607  
freedomtemplebc@gmail.com

### Executive Director

Lucas County Children Services Board in Toledo, Ohio is seeking an Executive Director. Position is responsible for 340 employees and a \$41 million budget. To view full job posting and to apply, please visit our website at [www.lucaskids.net](http://www.lucaskids.net) No phone calls please.

EOE

### DIRECTOR, NURSING SERVICES

This is a management position responsible for planning, directing, supervising and evaluating all psychiatric and physical health nursing services provided at all sites. Primary duties will include insuring quality nursing care is provided in accordance with federal, state, and local regulations, standards and practices, developing and implementing nursing policies and procedures, insuring compliance with certification standards, overseeing the infection control program and monitoring the budget to insure department fiscal goals are met.

Qualified candidates must possess a Bachelor's degree in nursing, (Master's preferred), current Ohio RN license, both psychiatric and physical health nursing experience and a minimum of five years supervisory experience. Position must be able to work a flexible schedule and will travel to various locations where services are provided.

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### Machinist

Parker Hannifin, a Fortune 500 Company, has immediate opening on second shift for a Machinist in Metamora, Ohio.

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



### Operations Management Trainee

Parker Hannifin Corporation (PH), a Fortune 500 company, manufactures motion and control technologies and systems for various mobile, industrial, and aerospace markets worldwide. Parker Hannifin's Hydraulic Filter Division is seeking candidates for an Operations Management Trainee at its Metamora, Ohio location.

The successful candidate will train for future exempt positions within the division. The trainee will develop insights to various division functions and processes and learn how to support them on a continuous improvement basis. This person will participate in technical/nontechnical training at the divisional and corporate level. They will also learn products and personnel in manufacturing areas for future assignments.

The qualifications of the trainee will include a 4 year college degree in engineering, be graduating this Spring 2015 with a GPA of 3.0 or higher, will possess technical competence and/or background gained through related internships or co-ops and a US Citizen or Permanent US Resident. The trainee must also be willing to work various work schedules, willing to travel and relocate if needed.

If interested and qualified please visit [www.parker.com/careers](http://www.parker.com/careers) to learn more about Parker Hannifin and to apply. Parker is an Equal Opportunity Employer.



### ROTATING EQUIPMENT MAINTENANCE PLANNER

Toledo Refining Company LLC has an immediate need for a Rotating Equipment Maintenance Planner. This position will develop job planning packages with timely materialization which allows for Maintenance to effectively execute Area Business Team work.

#### Principle Responsibilities

- Plan work per the prioritized list provided by the ABT.
  - Field review work orders to develop job packages complete with accurate well-defined job steps, estimated man-hours, correct material and necessary documentation.
  - Attend and participate in weekly scheduling meetings.
  - Utilize the completed job package feedback forms to improve future planning.
  - Review the validity of the running maintenance backlog with appropriate members of the ABT on a weekly basis.
  - Continue development, improvement and implementation of electronic work packages.
  - Communicate planning backlog status with ABT and management.
  - Maintain communication with management during work execution for job step clarification and significant scope changes.
  - Communicate to the ABT any issue such as material delivery, QA/QC, and schedule and cost difference from the original estimate. Ensure required material delivery dates by working with Materials Management.
  - Work with ABT members to comply with the Planning Process document regarding RCFA follow up and future repair plans.
  - Communicate with management on issues that would prevent the execution of the jobs to start in the appropriate time frame set forth.
  - Plan all jobs in compliance with OSHA, refinery standards, policies, procedures, best practices and guidelines.
- Short-term shutdown planning and scheduling.
- Formulate timelines and manpower estimates to determine course of action in emergency situations
  - Initiate material and equipment purchases as needed and work with the procurement department to ensure accurate ordering and suitable delivery.

#### Requirements

- High School Diploma or equivalent.
- 5+ years' maintenance background, specifically in the areas of estimating, scheduling or materials management.
- Must have the ability to communicate effectively through written and verbal methods. Have ability to accomplish work within required timelines, including short, long, and emergency timeframes.
- SAP work order and purchase order experience is preferred.

All interested candidates may apply by going to [www.pfenergy.com](http://www.pfenergy.com) and selecting the Career link. Once on the career page, candidates can view our current job opportunities and apply to desired position.

EOE/MF/D/V

# “What Are YOU Doing for Others” – The 14th Annual MLK Unity Celebration

*Sojourner's Truth Staff*

This year's annual Dr. Martin Luther King, Jr. Unity Celebration was held at The University of Toledo on Monday at Savage Arena and, as usual, pomp and circumstance, remarks by dignitaries, performances by local groups and the Parade of Nations held the audience's attention.

Not so usual was the act of civil disobedience staged by members of the Community of Solidarity Response Networks of Toledo in response to the recent killings of unarmed black males by law enforcement officials in Missouri, New York and Ohio.

The master and mistress of ceremony for this year's event were Jerry Anderson of WTOL-11 and Rhonda Sewell of the Toledo Lucas County Public Library.

Students from the Toledo School for the Afro-Caribbean Dance & Drum Ensemble performed before the Toledo Fire and Police Departments presented colors.

Nagi G. Naganathan, interim president of UT welcomed the audience and Toledo Mayor Michael Collins and Congresswoman Marcy Kaptur offered remarks for the audience of about 2,000.

It was in-between the remarks by the two elected officials that the program was interrupted briefly by the Community of Solidarity Response Networks who march in holding their hands up, carrying signs saying "Black Lives Matter" and wearing buttons saying "End Police Impunity Now."

Shanda Gore, Ed.D, chief diversity officer and associate vice president for Equity, Diversity and Community Engagement for UT, presented the MLK Scholarship Award.



*AKA volunteers at Unity Celebration*



*Pastor Talmadge Thomas and Dr. Michael Stubblefield*



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