



Local and National News

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Volume 36, No. 7

"And Ye Shall Know The Truth..."

December 16, 2015

Open for Business!!



Market of the Green and Toledo Urban Federal Credit Union

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If Not Now, When?

By Rev. Donald L. Perryman, D.Min.

The Truth Contributor

... Failure to recognize possibilities is the most dangerous and common mistake one can make.

- Mae Jemison



The City of Toledo, hat in hand and claiming pauper status, will sheepishly petition local taxpayers for more money on the March 15 primary ballot. Some, but not all, of the new tax revenue will be used to repair streets.

Round and round it goes, but where the money actually lands, no one knows. Administration officials are not saying specifically how the extra revenues will be distributed, in what is a very challenged 2016 municipal budget.

A safe bet is that much of the new money could end up paying for fire and police salaries, which currently make up a whopping 88 percent of the operating budget, thanks to negotiations with a previous administration.

While local safety forces are much valued and perform at an outstanding level, a way must be found that makes our community actually safer and more equitable without devouring such a sizable portion of the budget.

And,

Now is the time!

Large philanthropic organizations such as the Ford Foundation and the MacArthur Fund, along with community activists, argue that over-incarceration and disparate minority contact with police are what actually decreases public safety and that public dollars are better-spent reducing inequality and disparities.

Foundations and corporations across the country, along with the federal government, have recently begun to enthusiastically support programs to help reduce inequality.

Certainly, our local government will also need to play a major role in reducing racial disparities, especially in areas such as the criminal justice system where the high rate of incarceration among minorities is alarming.

Lucas County, recipient of a MacArthur Fund grant to reduce the jail population, has already attempted to address this issue. Local stakeholders, known as The Lucas County Criminal Justice Reform Working Group, have been working to develop and adopt a Community Plan to reform the many toxic effects that jails and arrests have on the community and the lives of nonviolent offenders and pretrial detainees.

The plan will be integrated into an application for an additional grant of up to \$2 million, designed to implement innova-

tive ways to encourage local law enforcement officers to use community based alternatives to arrests, develop expedited pretrial reviews and devise standardized assessments to measure an inmate's risk of flight or threat to the public.

Public safety is actually increased or enhanced, funders say, by diverting funding from jail and incarceration costs to social services including prevention, educational enrichment, and alternative detention programming.

One promising idea that is currently making its way through the grapevine, suggests that an annual \$1 million joint community economic/social services development fund should be created, to which organizations with innovative projects/programs would be eligible to apply.

It is recommended that an external review committee of say, nine persons made up of members from philanthropy, city council, the Lucas County Commissioners, the Mayor's staff and several grassroots community members be set up. This committee would review proposals and make recommendations for funding.

How would the community development fund be resourced?

The City of Toledo and Lucas County would each contribute \$500,000 annually along with philanthropic offerings from such notables as the Toledo Community Foundation and the United Way.

Will it work?

If we are going to reduce disparities and have a community that is truly safe, budget reform is critically needed.

For, as Councilwoman Sandy Spang has argued, too much department fat and budget pork is hazardous to the health of our community.

But also, and most importantly, the City and Lucas County must end their family feud, iron out their differences and begin to work collaboratively on the jail, policing and criminal justice reform. Our safety demands it.

And,

If not now, when?

Contact Rev. Donald Perryman, D.Min., at drdlperryman@centrofohopebaptist.org

The Sojourner's Truth

Toledo's Truthful African American
Owned and Operated Newspaper

Fletcher Word - Publisher and Editor

Becky McQueen - Business Manager

Tricia Hall - Reporter

Rev. D.L. Perryman - Columnist

Megan Davis - Columnist

Zahra April - Columnist

Robin Reeves - Columnist

Mary Louise - Columnist

Jennifer Retholtz - Webmaster

Jessica Crans - Layout

A Certified MBE

The Sojourner's Truth, 1811 Adams Street, Toledo, OH 43604

Phone 419-243-0007 * Fax 419-255-7700

thetruth@thetruthtoledo.com

www.thetruthtoledo.com

Community Calendar

December 20

Calvary MBC Annual Musical: The Lion of Judah Victory Choir; 5 pm;
Guest choirs, groups and soloist from around Toledo: 419-242-8379

December 25

Merry Christmas!!

Thomas Temple COGIC 12th Annual Free Christmas Dinner: 1 to 3 pm;
419-255-3447

December 26-29

2015 Kwanzaa Celebration: 6-7:30 pm nightly; Frederick Douglass Community Association; Open 5 pm for vendors; Sunday speakers - Keith Jordan (Unity) and Yusef Muhammad (Self-determination); Monday speakers - Joseph Peterson (Collective work and responsibility) and Sydney Petty (Cooperative economics); Tuesday speakers - Najah Johnson (Purpose) and Alisha Smith (Creativity); Wednesday speaker - Rev. Tony Thomas (Faith): 419-509-0751 or 419-410-8022

January 1

Happy New Year!!

And Now ... It's Our Turn

By Lafe Tolliver, Esq

Guest Column

As many in the nation still recover from the shocking statements that Republican presidential candidate Donald Trump would impose a database on all Muslims in the country, ban any further Muslims from entering the country and would even consider eavesdropping on certain mosques, I was totally taken by surprise when a purloined copy of his proposal regarding black people was dropped through my office door mail slot by persons unknown.

I responded to the door knock but by the time I got there, all that was left was a slim, large brown envelope with my name marked on the outside and with large red capital letters stating, "URGENT!"

I looked around but no one was to be found. Not knowing what was in the envelope and thinking that it was from an irate client, I gingerly opened the simple seal and was confounded by what I read.

Inside was a double spaced manifesto on how to "contain the 'black criminal problem'" in America's largest urban cities.

My mouth went dry as I read on to understand that this manifesto was the work product of two dubious and suspect think tanks. One was known as, "Liberties United As One" and the other tank was called, "Citizens For A Free Democratic Republic."

I immediately went to my computer and did a Google search on these two supposedly think tanks and was shaking my head when I saw that both think tanks are offshoots of the private corporation named, "America For True Americans."

That corporation is the manifestation of the eccentric billionaire Anstead Wheatlow who lives in a mega-mansion surrounded 24-7 by a bevy of armed guards outside of Salt Lake City, Utah.

According to Google, Wheatlow made his vast fortune selling arms to Russian separatists and selling bootleg oil in international waters to questionable characters whose sole job it seems is to foment violence and revolution in third world countries that would give Wheatlow a chance to "influence" the outcome of their elections for his financial benefit.

But, what really caught my eye was on page eight and in paragraphs four through nine in which these think tanks, at the bequest and payment of Donald Trump, drew up plans to isolate black communities that Trump believes are in total disarray and are causing more trouble than they are worth.

Taking his cues from his recent unconstitutional stance about monitoring Muslims and restricting their travel rights, Donald Trump lost no time in defining who he believes is a good and safe Negro and those who are not.

However, the part of his plan entitled, "Neutralize The Negro" were the plans to do the following in the belief that if they were accomplished, he could literally create reservations for black people in America and, with that, he has a chance to register all black people and to ask them about their feelings for America.

At the same time that this proposed cordoning off of black Americans from their fellow citizens was being fantasized about, Donald Trump had already secretly bought up over 5,000 square miles of land in arid

northwest Chad in Africa to which he was going to ship undesirable Negroes; and give moving stipends of \$20,000 along with 50 acres of land to each black person who would voluntarily move there.

And as if that were not enough of an outrage, the following stratagems were deemed part and parcel of his relocation effort of black Americans who would refuse the free trip back to Africa:

(1) All remaining black people must carry a white visa card at all times when they leave their designated homeland or section. It must include a current photo, name, address, phone number and place of employment, if any, their marital status, their travel destination and for what reasons.

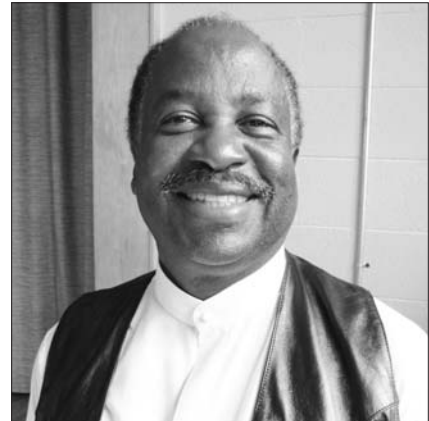
(2) Due to Donald Trump being more at ease with lighter-skinned black people, Trump has assigned a scale of numerical privileges based upon the darkness of one's skin color. One gets more privileges and benefits the closer they resemble white people and less benefits and privileges, the darker they are.

(3) The country was divided up into eight sections and depending upon the population in each section, police units (no black police officers) are assigned to monitor the movement of the population. Drones are used to keep track of all outside activities and drones, with the ability to shoot, Tasers are to be used in the event that people try to escape their assigned sections.

(4) Entertainment sources such as MTV, BET, Aspire and OWN are banned and only Fox News and pre recorded and censored religious broadcasting programs are allowed inside each section.

(5) Any babies born out of wedlock will cause the father to be "fixed" and the mother to have a tubal ligation.

(6) Work permits will be issued to all males aged fourteen and over and they are allowed to work both in their respective section and upon demonstrated need, to work



Lafe Tolliver

in the general population who reside outside of the eight sections.


(7) Anyone who is found "passing" for white will be immediately shipped to the land in Chad and the same goes for any whites who show sympathy or solidarity for the black people held on the reservations.

(8) No tobacco, non-prescription drugs or any alcoholic products will be permitted at any time in any section.

(9) Any criminal activity including acts of revolt will cause the offender to be placed in prisons that will be built 60 feet underground.

There will be a Director of Homeland Security who will oversee the implementation of the regulations to maintain these sections until Donald Trump believes that the occupiers are contrite enough to engage in proper lifestyles and living arrangements and at which time, they will be allowed to rejoin the population on a probationary basis but with constant monitoring for five years.

... continued on page 4



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Saturday, December 19, 2015

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Letter to The Editor

House Bill 394 Will Make Life Difficult for the Unemployed

This holiday season, as Ohioans across the state gather to spend time with their families and count their blessings, we should all keep in mind those who are less fortunate than ourselves.

This includes those who are currently unemployed and searching for work.

Unfortunately, legislation currently being rushed through the Ohio House will make it more difficult for unemployed workers in Ohio to get back on their feet.

House Bill 394 will cut unemployment insurance eligibility down from 26 weeks to a minimum of just 12, depending on the state unemployment rate, and will require unemployed workers to wait longer after applying before they can receive unemployment benefits.

Meanwhile, employers will have to pay less into the system.

Unemployment benefits are supposed to help people feed their children, stay in their homes and pay the bills while they search for employment.

The drastic changes proposed by HB 394, however, will disproportionately benefit employers at the expense of hardworking Ohioans.

I believe there is a more balanced approach that would solve Ohio's unemployment compensation debt crisis without harming Ohio's hardworking families. HB 394 isn't it.

Lisa Canales, Washington Local School Board Member-Elect

Tolliver... continued from page 3

With national polling now showing Donald Trump winning a general election by a margin of five to one, it hit me like a ton of bricks and only then did I understand that Donald Trump planned to use that voter popularity as currency to spring this new fascist initiative on the American voter and see if he can generate the same warm affirmation from his Republican base as he did with the furor he created over his "Muslim Plan."

As I finished reading this outrageous manifesto, I wondered would this be the trigger incident that would finally cause America to wake up to the fact that a megalomaniac was running for the White House and who had illusions of being another Mussolini.

Would they, as one, denounce this carnival barker for what he is,

a frightened billionaire who spews forth the fears of people who seemingly have lost their faith and values in exchange for a demagogic strong man who will purportedly, "right the listing ship."

Or, and heaven help us, would they turn their other blind eye to his machinations and cower in fear hoping that Trump will not eventually turn on them with his nonsensical gibberish and American-style racial baiting in order to divide and conquer.

Stay tuned. Time will tell. And as for the section that is most favorable for you to live in?

Pick the one nearest the Caribbean Islands or Canada in the event that you have to be smuggled out to another country.

The next Trump target? Maybe those with mental and physical disabilities who are deemed a drain on the economy.

Contact Lafe Tolliver at Tolliver@Juno.comxx

African Art Has Arrived!!

Hundreds of wood carvings from Ghana have recently arrived at
The Truth Gallery – masks, statues, village scenes!
All at unbelievably low prices!

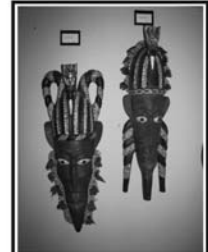


The Gallery is open Monday through Friday from 8 AM to 4 PM



See more art online at
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Civil Rights Group Stands in Solidarity with Muslim Americans

Special to The Truth

Last week, GOP frontrunner Donald Trump called for a total and complete shutdown of Muslims entering the United States. The asinine and ill-formed statement follows months of hateful, racist and xenophobic attacks on Muslim Americans. In spewing racist ideology, Trump is actively arousing white supremacists. This agitation has led to increased attacks on Muslims and people of color.

The national racial justice organization Advancement Project released the following statement repudiating Trump-inspired hatred, discrimination and violence:

"In his bid to stigmatize unsuspecting communities, in this case Muslims, Donald Trump has once again crossed the line," said Advancement Project Co-Director Penda D. Hair. "Trump's hateful rhetoric has tangible, violent consequences and impacts. Far from a leader who will unite the country, Trump is dangerous to American values of acceptance and inclusion for all; regardless of background, creed or religion."



Penda Hair

"In the past month alone, someone has thrown severed pig's head at a mosque in Philadelphia," Hair continued. "A bullet-ridden copy of the Quran was found hanging from an Islamic clothing store in California, an Ethiopian man was assaulted and threatened with a gun by a passenger in North Carolina who thought he was Muslim, and a man in Ohio nearly ran over a young woman in a hijab after calling her a terrorist. This is hate speech in action and we urge swift justice for all victims."



Edward Hailes, Jr

"I am alarmed by the rise of Islamophobic attacks and the emotional and physical violence posed against our brothers and sisters in faith," said Advancement Project General Counsel Edward Hailes. "My message to the Muslim community and all those facing persecution based on political expediency is this: Our current struggles may be dark and difficult, but stand

strong because we are with you. We affirm your expression of faith, and are emboldened by your courage and deeply value your unique and worthwhile contributions."

"America has a chance at this moment to lean into our values," said Advancement Project Co-Director Judith Browne-Dianis. "Attacks on our Muslim neighbors are attacks on all of us. We must decide if racist hate and fear mongering shall rule or if we will become the inclusive America we yearn to be. Patriotism requires us to overcome and reject bigotry. Now is our time to move forward as a nation."



Judith Browne Dianis

"The actions and rhetoric of racists and fascists do not define us," said Hair. "As hard as those who seek to divide us might try, the days of using fear to breed hate, of vilifying and victimizing innocent people, cannot be sustained. Ours will be a beloved community where love will triumph over fear and hatred."

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Holiday Happenings at YOUR Library

By Rhonda Sewell, Library Governmental Affairs and Media Strategist

The Truth Contributor

As the holiday season is already here, the Toledo-Lucas County Public Library is equipped to help usher in this joyous month with happenings to assist you gift giving, business and fun as the New Year approaches.

• Did you know that the Library is here to help you before many of you make out that list of gifts you hope to give or get? If you are bewildered by all the iPads, Androids, Smartphones and eReaders, then you can't miss an upcoming program at Main Library, 325 Michigan St., in downtown Toledo, as leading consultants from area retailers demonstrate their latest holiday tech offerings for fans of eBooks, digital audiobooks, music, movies and more!

Officials of Main Library will conduct what we are calling a **Holiday Gadget Guide** from 2 p.m. to 3:30 p.m. on Saturday, **December 12**. No registration is required and this event is **FREE** and open to the public.

• If you are a business owner, we know that work still needs to get done during the holidays. But, if your business needs a little boost and you need an edge over the competition, did you know that your Library has electronic databases that can be used to get you ahead? Reference USA/One Source is available **FREE** through your Library, and can give you valuable information quickly and easily.

Join us from 6-8 p.m. on Wednesday, **December 16** at Maumee Branch Library, 501 River Road, in Maumee, OH for a program titled **Business Boost: Using Library Resources to Gain the Competitive Edge!**, featuring **Linda Fayerweather**, Business and Technology Specialist Librarian. Please bring a laptop or flash drive to this session, which will highlight:

- Handouts and details on how to access business databases from office or home
- Working knowledge of OneSource and how your business compares to others
- Building a database for marketing and business growth with Reference USA
- Creating customized business and consumer marketing lists
- Identifying and connecting with key business contacts ... and more!

• And, finally, Main Library in downtown Toledo, will be the site for **FREE** holiday concerts with the sound of jazz, Latin classical, harp/violin duo and more! Join us for the **2015 Holiday Concert Series**. Everyone is welcome to attend this annual concert series. No tickets are required.

We hope to see you at one of the following concerts:

December 16:

Hector Mendoza
Latin/Classical

December 17:

Susan Hedler & Cecilia Johnson
Harp/Violin Duo

December 18:

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Entrepreneurship – Who Should You Partner With or Hire? - Part VII

By Karl A. Parker, P.E., MBA, Board Chairman, Parker Family of Businesses

The Truth Contributor

In previous articles, I discussed the importance of having a human capital strategy that recruits, develops, rewards and retains talented, capable employees who fit the culture of your company and the associated business model.

The fit also applies to people, businesses and organizations as well. If you recall, I grew up in a family that buttered its bread with a hiring strategy that primarily employed family and friends with mixed results.

It imperative for you to understand the industry that you compete in and the kind of roles, capabilities and talent that are required to create a high-performing organization. Organizations with the best people and people development and deployment processes typically maintain a competitive advantage in the markets in which they compete.

How you source employees is vital as well. Defining what you want employees or partners to deliver and how you compensate your employees and partners are key to understanding whom you bring into your organization.

I have a philosophy that was shaped by the experiences that I have shared in previous articles and that will be further explained in this article and the one to follow.

Part VI of the series concluded with Ed Jr. agreeing to partner with IBEW Local #8 to improve Parker Construction's ability to compete in NW Ohio in the electrical construction space. Two members of the leadership team, including me, were not in favor of this strategy because of the unpleasant history that our family, friends and colleagues have experienced with this 'partner.'

The tipping point for me occurred when I attended a construction meeting for a University of Toledo project in the spring of 1990. An interaction with a member of the construction manager team was the seminal moment that finalized my decision to exit the construction business which would require me to leave Parker Construction, a business that I helped grow. It was painful but necessary if I wanted to eventually achieve my personal and professional goals.

As I was packing my things to move on to the next phase of my life, I reflected on the amazing things that our team was able to accomplish. Specifically, I am proud of the fact that under Ed Jr.'s leadership, several 'have nots' from the central city were able to acquire skills that would position them to begin a career in the electrical construction industry, which allowed them to take care of

their families.

Additionally, we were all exposed to a world that we never would have experienced if Ed were not a trailblazer. He was laser-focused on hiring and developing people of color from the central city to compete in the electrical construction industry.

That journey exposed all of us to technologies and systems that powered and controlled complex water and wastewater plants. We learned how to deal with small town community citizens and officials that had never seen all black electrical crews. We learned how to work in teams and overcome odds that beset many members of our community as it relates to education, economic opportunity, social exclusion and political empowerment. In essence, Parker Construction taught me and several others a variety of things.... especially about surviving.

When I left, a tear flowed down my face

because I was leaving my family and friends. However, I was leaving with a set of skills, tools and experiences that I called upon almost every day, to guide me, drive me, correct me, and motivate me, as I embarked upon a journey that eventually led me to where I am today - working as an expatriate in the Kingdom of Saudi Arabia.

Working in a family business was not my only work experience. I participated in a summer minority engineering development program with several other minority and female students from around the region and was selected to receive a University of Toledo/Owens Illinois Minority Engineering Scholarship.

As a result, I was fortunate enough to be provided opportunities to intern for the City of Toledo's Streets, Bridges and Harbors Department (1980), and Owens Illinois' Tech-

... continued on page 9



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Two New Business Facilities Open in Toledo's Central City

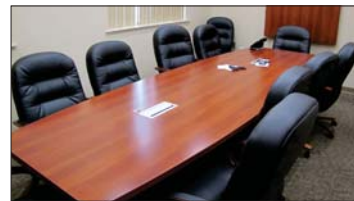
Sojourner's Truth Staff

Last week, within a 24 hour span, two new facilities were opened – one for an existing business, one for a new one – in Toledo's central city. The 19-year-old Toledo Urban Federal Credit Union moved to its new facility at the corner of Dorris and Detroit, and the ProMedica Ebeid Institute opened the Market on the Green in the Uptown district at the corner of Madison and 18th Streets.

The new free-standing credit union now has three times the space of the old building along with drive-through service and an ATM machine.

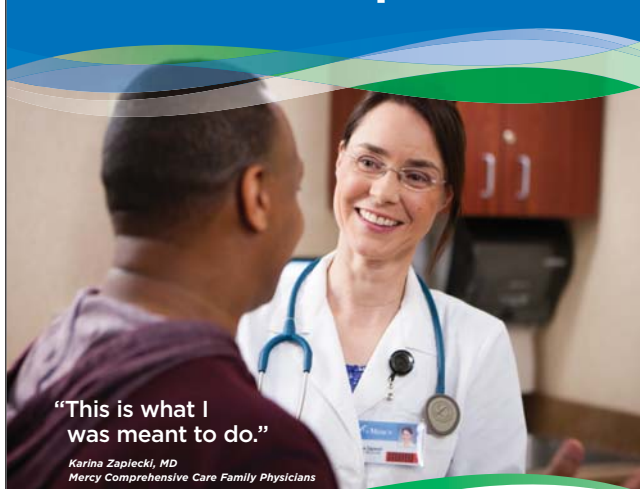
The Market on the Green will be open from 8 a.m. to 7 p.m. from Monday through Saturday and from 11 a.m. to 5 p.m. on Sunday. The full-service grocery offers fresh meat, produce, dairy products, local baked goods and other personal items such as toiletries. Most of the products offered are from local sources.

Among the local sources, for example, is James McDay of We Be Ribs, whose products offered at the Market on the Green include his baked beans, pork ribs and barbecue sauce. McDay, whose products are present in a number of area groceries, also operates a mobile unit at the corner of Alexis and Jackson.



James McDay

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Helpful Hints to Make Your Money Resolutions Stick

Special to The Truth

If your 2016 resolution is to spend less and save more, you're not alone. A quarter of US consumers are making money-saving resolutions, according to Nielsen surveys.

While everyone sets out with the best of intentions, the truth is that only eight percent of us are successful at achieving our New Year's goals, according to research published in the University of Scranton Journal of Clinical Psychology. With a little preparation you can be the exception to the rule.

• **Prioritize goals:** While you may think that saving money, getting promoted at work and earning a significant pay increase sound like great aspirations, you may be biting off more than you can chew. Instead of making a long list of possible resolutions, determine one or two top priorities so you can fully devote yourself to those goals.

Entrepreneurship... continued from page 7

nology Center (1981) and its Plastics Products Division Corporate Engineering Department (1982-1983).

So at a very young age, I had an opportunity to work with a variety of talented engineering and business professionals from around the world while I continued to work on projects with the family business. The take away for me was clear - different skills, education and interpersonal capabilities are required for careers in the construction trades, city government and corporate America. Also, the work style and culture are all different.

The organization structure and design were different and I assumed that how they sourced talent were all different. They were different, however, many of the people I met in those organizations deployed a friends and family human capital strategy as well, just on a different level! At the City, I discovered several people had relatives working in other city departments or a class mate from high school hooked them up.

At O-I, I discovered the same thing. Fathers, brothers, cousins, fraternity brothers, teammates or in-laws had recommended or were influential in many getting hired. I later discovered that I, too, was hired because the person running the scholarship program was friends with the hiring managers at the city and O-I!

The question you ask is, why me? Why not John, Jack or Jill? What did I bring to the table that allowed me to be selected? What problem skills did I display? Did I display the ability to work well in teams? Did I display potential leadership skills? Was I a self-starter? Would I represent the company well in public setting? Did they examine my ability to learn concepts rapidly? etc. How did they know if I could add value to their organization? What evaluation tools did they use.

Of course I asked!!!!!!

To be continued in Part VIII - Entrepreneurship - Who should you partner with or hire?

• **Make Measurable, Attainable Resolutions:** Once you've set your money-saving goals, determine how you'll measure success. For example, if you are saving for your dream vacation, determine how much to set aside for the trip and how much to save each month to reach that goal. Then, set short- and long-term milestones to help you stay motivated.

• **Save for a rainy day:** Putting away a small amount every week for emergencies can add up to big savings in the long run.

• **Replace household items:** Even though your refrigerator or fixtures may be working fine, they may be using more energy or water than they should. To save on water bills choose a quality faucet with a lower flow rate. For example, the new Kaden high-arc pull-down kitchen faucet from Moen offers a low flow rate with a sleek design that's easy on the wallet. It's long-lasting, too, which also saves money in the long run, as it's offered in Moen's exclusive Spot Resist Stainless finish, which helps resist fingerprints and water spots to maintain the brilliance of the fixture.

ish, which helps resist fingerprints and water spots to maintain the brilliance of the fixture.

• **Repurpose your stuff:** One way to save is by repurposing what you already own. Use the New Year as a time to clean out closets, empty storage units and breathe new life into items by refinishing furniture or updating existing pieces of clothing. You can even sell clothes you don't wear as often through your own shop on websites like eBay or Poshmark.

• **Heat up your savings:** If you rely on oil to heat your home, contact your energy provider to determine whether you can pre-pay to lock into lower rates. This way, you won't have to worry about rising prices when the temperatures go down.

Setting achievable goals and planning ahead can help you stick with your resolution to save money.

Courtesy StatePoint



Karl Parker

Visit imaginationstationtoledo.org for a list of events and holiday hours.

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Snowflake Workshops

Saturday, January 2, Noon - 4pm
Learn the art of Scherenschnitte (paper cutting) with snowflake expert, Mary Gaynier.

*Activities change daily.
**Visit imaginationstationtoledo.org for more information. First come, first served.
All activities are included with admission.



Toledo's Science Center • imaginationstationtoledo.org

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Social Security Column: Cyber Monday Value at socialsecurity.gov

By Phil Walton, Social Security Manager in Toledo, OH

Guest Column

With the holiday season in full swing, you may find yourself exploring those tempting online shopping deals. The day after Thanksgiving has nearly become a holiday of its own. "Black Friday" is the busiest shopping day of the year, with people lining up at midnight for deals as they begin the busy holiday shopping season. The Monday after that has become a virtual holiday, pun intended. "Cyber Monday" is the day Internet-savvy people search for deals, all online.

But, there's more than one way to find value on the Internet. For example, Social Security offers many online services to the public — and they're free and secure! Doing business online with Social Security will also save time. Now that's an offer you can't refuse! Here are some of the most popular online services you'll find at www.socialsecurity.gov. Each site is safe and secure.

1. The online *Social Security Statement* is a hot service that is a big hit with the millions of people who've used it since its launch. Your online *Statement* provides you with a record of your past earnings, and it uses those earnings along with projected earnings for future years to give you accurate estimates of future Social Security benefits. Open your personal *my Social Security* account to get your *Statement* today. Just go to [\[rity.gov/myaccount/\]\(http://rity.gov/myaccount/\).](http://www.socialsecu-</p>
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2 The *Retirement Estimator* is an easy way to get an instant, personalized estimate of your future Social Security benefits. Just enter some basic information and the Estimator will use information on your Social Security record, along with what you input, to give you a benefit estimate on the spot. You can even experiment with different scenarios, such as changing your future earnings and retirement date. Check it out in English at www.socialsecurity.gov/estimator or in Spanish at www.segurosocial.gov/calculador.

3. The online *Retirement Application* is the most convenient way to apply for Social Security retirement benefits. You can apply from the comfort of your home — it's convenient and secure. In fact, you can apply online in as little as 15 minutes. In most cases, after your application is submitted electronically, you're done. There are no forms to sign and, usually, no documentation is required. Social Security will process your application and contact you if any further information is needed. When you're ready to retire, apply at www.socialsecurity.gov/applyonline.

4. *Business Services Online* is our one-stop shop for small business owners. The site allows organizations and authorized people to conduct business with and submit confidential information to Social Security. Employers can use it to file W-2s for their employees the fast, convenient, and paperless way — online. Visit *Business Services Online* at www.socialsecurity.gov/bso.

Social Security's online services continually receive the highest ratings in both the public and private sectors. Each site uses the highest security to keep your information safe. We have one of the top-ranking websites for plain language, so you can easily understand the features you're getting — no fine print to squint over. Learn more about all you can do online at Social Security on Cyber Monday, or any day, at www.socialsecurity.gov/online-services.

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The Introvert Entrepreneur by Beth L. Buelow

By Terri Schlichenmeyer

The Truth Contributor

Sometimes, you'd just like to run home. It's quieter there. No noise, no crowds, no networking or small person in a world seem- ingly filled with ex- things difficult when you're trying to start a business. So how can you work around your need for solitude while you also need to work?

c. 2015
Perigee
\$15.95 / \$20.95 Canada
272 pages

like to run home. noise, no crowds, talk. You're a private ingly filled with ex- things difficult when a business. So how your need for solitude

through. Understand that selling is not incompatible with introversion. Embrace social media; it may be an introvert's best tool. And finally, learn to network.

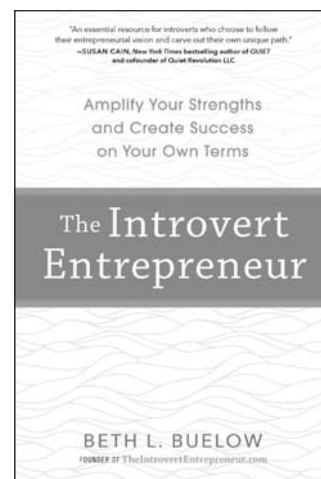
"If you have to [do it] anyway, you might as well find a way to make it less painful and more profitable."

As an introvert entrepreneur (note to my editors: Yes. *Me!*), I was eager to read this book. How can I change my stick-close-to-home tendencies in order to grow my business? The answer was in *The Introvert Entrepreneur*, but it took some digging.

There's a lot of common knowledge in author Beth L. Buelow's words, and it's mixed in with advice from other entrepreneurs, as well as from Buelow herself. If you've been around the business block a time or two, that found-in-every-entrepreneurial-book-ever-printed information won't help you much.

The good stuff comes when Buelow goes past the superficial and into the real work of doing business as an introvert. *There* – especially in the chapters on fear and networking – are the reasons why I think this book is worth having.

In the end, I found what I truly needed here and, particularly if you're an introverted business newbie, I think you will, too. For you, *The Introvert Entrepreneur* is a home run.



Open up when communicating by knowing your strengths (introverts are wonderful listeners) and recognizing your challenges (we're not always good at self-promotion). Embrace fear and remember that it "serves a purpose"; trying to be fearless teaches us nothing and besides, it's "Hogwash!"

Know your FUDs ("fear, uncertainty, and doubt") because they represent "something that wants attention." Learn to determine what is a true fear, and what's just a discomfort; one is "unalterable," while the other can be worked

Sounds of the Season: A Holiday Concert Series

Please join us at Main Library for the 2015 Holiday Concert series.
Everyone is welcome to attend this free annual concert. No tickets are required.

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John Cleveland
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**Friday,
December 11, 2015:**

Sylvania Northview High School
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**Wednesday,
December 16, 2015:**

Hector Mendoza
Latin/Classical

**Thursday,
December 17, 2015:**

Susan Hedler & Cecilia Johnson
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**Friday,
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The Leadership Secrets of Santa Claus by Eric Harvey

By Terri Schlichenmeyer
The Truth Contributor

The holidays couldn't get any busier.

Between mandatory-attendance parties, decorating your home, buying gifts, wrapping them, and getting your cards out in time, your plate is full and you still have a business to run. Don't pout – instead see how The Big Guy does it by reading *The Leadership Secrets of Santa Claus* by Eric Harvey.

Imagine the logistics: tens of millions of households. Billions of toys and gifts. The biggest team of toymakers ever assembled and

c.2003, 2015
Simple Truths
\$14.99 / \$19.99 Canada
144 pages

eight tiny reindeer, plus back-ups. Surely, it's enough to give any Old Elf a headache but, for hundreds of years, without fail, Santa has delivered Christmas with a personal touch.

So how does he do it?

The first thing, says Santa, is to make sure everybody – from senior reindeer all the way down to newly-hired elves - knows your business mission and its meaning. Then, keep your employees first in mind because “you can't possibly focus on your mission without also focusing on the folks that make your mission happen.”

Hire wisely, Santa says, which is a lesson he learned the hard way: you can well imagine what a mess it is to have a Reindeer Team that's off-kilter. If you promote from within, be sure the person is ready and able to handle the job; you'll save yourself a lot of hassle if you do. Once you've got a great team, teach them to be successful, then be sure to recognize them for the great job they do for you.

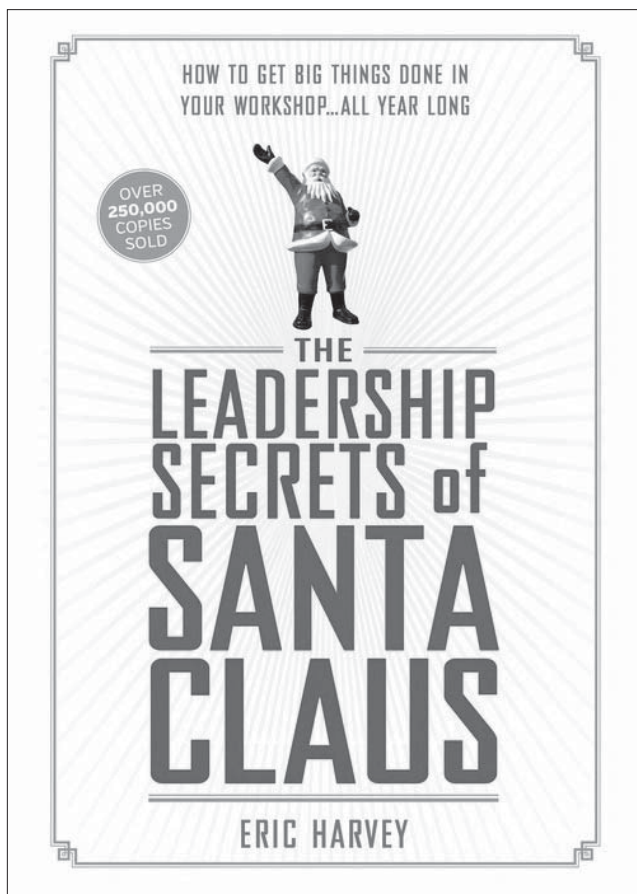
Much like the Big Guy, you'll want to make your list (plan) and check it twice (to be sure you're staying the course). Touch base with employees often, to ensure that they're on-track, too. On that note, pay attention to the people who work for you: both in how they perceive you and in the suggestions they might have for the job.

Help your employees to accept change, utilize “Santa's CALM Model,” and finally, be a leader. The elves expect that from Santa and “your people expect the same of YOU!”

You've already dropped a few hints. Everybody knows what to get you for Christmas, and it might have something to do with your business. Even Santa knows what you need and he wraps it up here.

And while that may seem somewhat juvenile to the Scrooggiest of readers, I had to admit that *The Leadership Secrets of Santa Claus* offers good guidance. With humor that sometimes borders on too-cute, (co?)-author Eric Harvey easily relates the business issues of the North Pole to that of, really, any workplace. His advice can be repetitive, but it's sound and simple enough to implement quickly; in fact, each chapter ends with quick takeaways and the book itself wraps up with checklists and final reminders. That's a nice surprise at this busiest of times.

This particular edition of this book is a new version of an old classic, and it's worth reading all over again. If you want a happy ho-ho-holiday at work, *The Leadership Secrets of Santa Claus* will make you shout.



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Make Becoming a Foster Parent Your New Year's Resolution

Help Lucas County Children By Becoming A Licensed Foster/Adoptive Parent.

Special to The Truth

Lucas County Children Services (LCCS) is looking ahead to 2016 and asking individuals and families to make becoming a licensed foster/adoptive caregiver one of their New Year's resolutions.

LCCS currently needs families willing to foster children of all ages, particularly young children and groups of three or more brothers and sisters who have been victims of abuse or neglect.

The agency is again providing its free information and training classes at its offices, located at 705 Adams Street in downtown Toledo.

Tuesday/Thursday evening classes run January 6 through February 11, 2016, from 6 to 9 p.m.; Saturday sessions are scheduled for February 13 through March 19, 2016, from 9 a.m. to 4 p.m., and classes will be held on Monday/Wednesday evenings from April 4 through May 11, 2016, from 6 to 9 p.m. To register for any of these sessions, please call 419-213-3336/419-213-3336 or visit www.lucaskids.net.

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* Must be at least 18 years of age to adopt; 21 to become a foster parent

* Begin the process by attending the free, 36-hour training program

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* Agree to a background check

* Receive financial support, based on your child(ren)'s needs



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JOIN US AS WE CELEBRATE 30 YEARS OF LIGHTS BEFORE CHRISTMAS.

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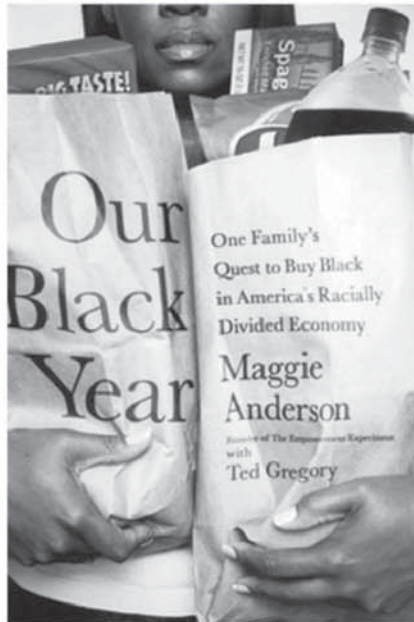
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Maggie Anderson
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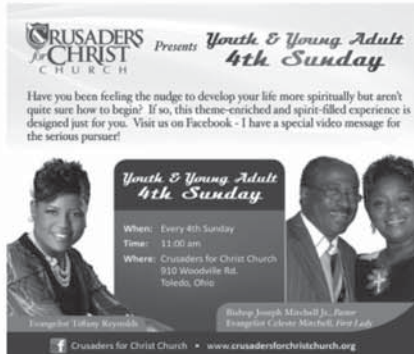
CRUSADERS FOR CHRIST CHURCH Presents **Youth & Young Adult 4th Sunday**

Have you been feeling the nudge to develop your life more spiritually but aren't quite sure how to begin? If so, this theme-enriched and spirit-filled experience is designed just for you. Visit us on Facebook - I have a special video message for the serious pursuer!

Youth & Young Adult 4th Sunday

When: Every 4th Sunday
Time: 11:00 am
Where: Crusaders for Christ Church
930 Woodville Rd.
Toledo, Ohio

For more info: www.crusadersforchristchurch.org



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CLASSIFIEDS

December 16, 2015

Page 15

MAINTENANCE POSITION

United North Corporation is now accepting applications for 1 full time Maintenance position. Maintenance Tech is responsible for the timely completion of all work orders along with general property maintenance. Must have experience with Basic HVAC, electrical, plumbing, and residential carpentry. Applicant should have a high School Diploma or equivalent and possess a valid State of Ohio driver's license and transportation. Email resumes to jbryant@unitednorth.org or mail to: United North, Maintenance, 3106 Lagrange St, Toledo, OH 43608. Position to remain open until filled. United North Corporation is an EOE

DISPATCHER LUCAS COUNTY

Lucas County Emergency Medical Services is accepting applications to fill the position of Dispatcher through December 23, 2015. Additional information regarding the duties is available on the Lucas County website (www.co.lucas.oh.us). Click on "Apply for a Job" and then select "Dispatcher" from the list to read more or apply.

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MAINTENANCE COORDINATOR

Lucas Metropolitan Housing Authority (LMHA), located in Toledo, OH is seeking experienced applicants for a Maintenance Coordinator. For complete details of the position and to apply, visit our website at www.lucasmha.org/Employment. **Only online applications received at the above website by Sunday, December 20, 2015**, will be accepted. This is a Section 3 covered position and HUD recipients are encouraged to apply. Please note on your submittal if you are a LMHA Public Housing resident or Housing Choice Voucher Program participant. Persons with disabilities are encouraged to apply. **NO PHONE CALLS.** An Equal Opportunity Employer.



FULL-TIME GRAPHIC DESIGNER

TOLEDO ZOO

Designs graphics and exhibits for Zoo departments. Will utilize computer programs for graphic design, has ability to paint and illustrate, and is familiar with other visual arts media. Reviews, prepares and/or submits various reports, quotes, purchase orders and invoicing for various projects. Works directly with various departmental clients to advise and coordinate various graphic design projects. Requires a Bachelor's degree in graphic arts, visual arts or related field and two years' experience. Will consider equivalent combination of education and experience. Must be able to provide a portfolio of previous work/projects, have valid drivers' license and be insurable by the fleet insurance carrier. The Toledo Zoo is an Equal Opportunity Employer and a drug and alcohol free workplace. Submit a resume to resume@toledozoo.org by December 18, 2015.

FULL-TIME ADMINISTRATIVE ASSISTANT

TOLEDO ZOO

Provides administration support and assistance for the Group Sales department, which involves preparing correspondence, maintaining event records, processing event payments, answering a high volume of customer inquiries for all event types. Solely responsible for booking birthday parties and processing all group tickets. Will also process a high volume of registrations for the challenge course and all revenue generating events. Maintain outbound event software for all department events. Vocational/technical school training in secretarial science and one to two years of experience, or any equivalent combination of education and experience required. Must have a valid driver's license. This position is non-exempt under the Fair Labor Standards Act. The Toledo Zoo is an Equal Opportunity Employer and a drug and alcohol free workplace and offers a competitive salary and benefits package. Submit resume to resume@toledozoo.org by January 1, 2016.

ABUNDANT LIFE OF PERRYSBURG ACCEPTING APPLICATIONS

Abundant Life of Perrysburg is accepting applications for its subsidized apartment facilities. Abundant Life #1 offers independent living for senior citizens 62 years of age or older and individuals 55 or older with a physical impairment. Abundant Life #2 is a supportive living complex for people 62 and older. To apply individuals must meet the age requirement and an annual income requirement of no more than \$21,150.00 for one person or \$24,200.00 for two people.

We are located in the Three Meadows subdivision near the Manor of Perrysburg. Our garden apartments offer one bedroom, private patios, with individually controlled thermostats for heat and air conditioning.

Abundant Life #1 offers bathtubs, while Abundant Life #2 offers walk-in showers and pull cords for emergencies.

We have a bus that transports all residents to area grocery stores and monthly outings. We offer exercise, worship services and a variety of opportunities for our active and not so active seniors. Please call (419)874-4371 to find out more about our fabulous facilities and our availability for apartments. You may also visit us on the web at abundantlifeperrysburg.org.



Employment Opportunities

Lucas Metropolitan Housing Authority (LMHA) is seeking experienced applicants for the following positions: **Information Technology Coordinator and Program Manager.** Visit www.lucasmha.org/Employment and click on the appropriate job link for details. **Deadline: 12/16/15.** This is a Section 3 covered position. HUD recipients are encouraged to apply and are to indicate on the application if you are a LMHA Public Housing resident or Housing Choice Voucher Program participant. Persons with disabilities are encouraged to apply. **NO PHONE CALLS.** An Equal Opportunity Employer.



LEGAL NOTICE OF BID REQUEST FOR PROPOSALS

The Mental Health and Recovery Services Board of Lucas County in partnership with the Wood County Alcohol, Drug Addiction and the Mental Health Services Board and the Hancock County Board of Alcohol, Drug Addiction and Mental Health Services is seeking a marketing consultant to develop and implement a one-year community awareness campaign for their Recovery Helpline. Please visit www.lcmhrsb.oh.gov to review the RFP for the Professional Advertising and Marketing Campaign. Interested parties should submit written proposals via US Mail, along with vendor qualifications and references to:

Recovery Helpline Steering Committee
C/O MHR SB of Lucas County
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Toledo, OH 43604

Submit electronic proposals to:
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Congresswoman Marcy Kaptur (OH-9), Ranking Member of the House Appropriations Subcommittee on Energy and Water Development, issued this statement following news that negotiators in Paris had reached an historic climate accord.

"The global awakening that the Paris Climate Change Agreement represents is truly historic. For so many of the nations of the world to agree to address a common challenge, a step necessary for our mutual survival, indicates a new normal of common purpose for our fragile earth."

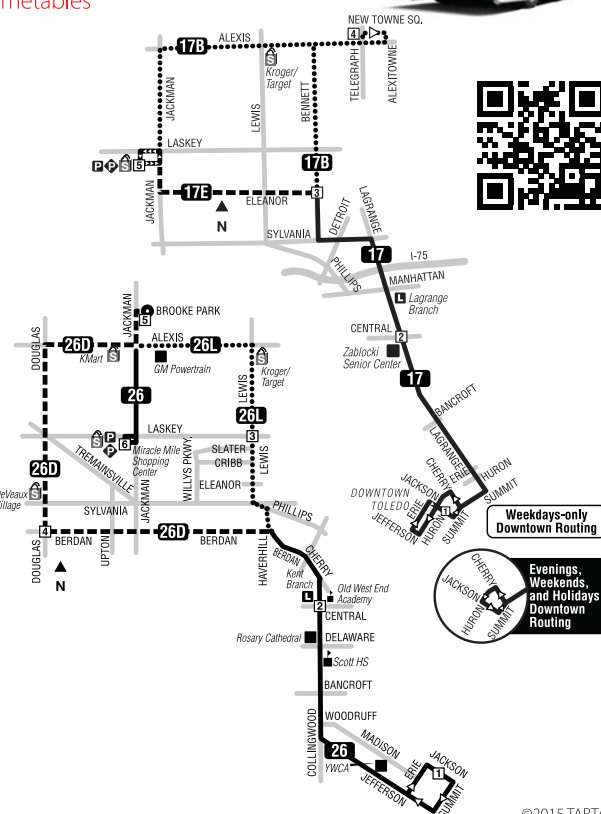
"With the global human population now at 7.3 billion people, having doubled in number since the 1970s and growth expected to continue, there is much for humankind to address."

"Ocean levels are rising, more fierce and strange weather events are occurring at an increasing pace, and demands on the earth's finite resources continue to expand exponentially to serve growing populations worldwide. This Agreement translates into a Global Call to Action for a sane, and sustainable future for all. Now, let us work to make its goals achievable."

Winter 2016 updates effective January 3.

On Sunday, January 3, 2016, TARTA's winter route schedules will begin. As most routes will be affected by time changes, new timetables and maps are available at TARTA.com/Winter2016

- **2C Sylvania-Centennial/Franklin Park Mall**
 - interlined with Route 3 at Franklin Park Mall;
 - schedule adjustments
- **3 North/South Crosstown**
 - interlined with Route 2C at Franklin Park Mall;
 - schedule adjustments
- **11/12/13/14 East Toledo**
 - Sunday and holiday schedule adjustments
- **17B Lagrange/Bennett via Miracle Mile**
 - all 17B trips will stop at New Towne Square Drive;
 - schedule adjustments
- **17E Lagrange/Eleanor via Miracle Mile**
 - schedule adjustments
- **26D Berdan/Douglas/Miracle Mile**
 - schedule adjustments
- **26L Lewis/Alexis-Miracle Mile**
 - all 26L trips will no longer stop at New Towne Square Drive;
 - schedule adjustments
- **27A/B/C Reynolds Road Crosstown**
 - schedule adjustments
- **34A/B/C Airport Highway Crosstown**
 - 34A morning schedule adjustments



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