



Volume 39, No. 2

*"And Ye Shall Know The Truth..."*

May 18, 2016

# Deltas Honor Graduates



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# When Strong is Weak

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

The Truth Contributor

*There is nothing essentially wrong with power. The problem is (that) American power is unequally distributed.*

- Martin Luther King, Jr.



Last week, Toledo Mayor Paula Hicks-Hudson used the kickoff rally for Lucas County Commissioner Pete Gerken's campaign to announce her own plans to run for mayor in 2017.

Perhaps a calculated "flex" intended for the ears of potential rival mayoral candidates, it is, rather, the mayor's strong-armed maneuvers, allegedly taking place behind-the-scenes, that could ultimately undermine her reelection efforts.

At the center of a political tug-of-war, is control of the Toledo Board of Community Relations (BCR), an independent organization. The BCR was chartered by the city of Toledo to promote "favorable interracial and intercultural relationships, coordinate activities concerned with eliminating discrimination, and receive, investigate, seek to mediate ... serious and legitimate complaints of discriminatory behavior..." among other functions.

Chapter 159 of the Toledo Municipal Code also equips the BCR board with the authority to hire or remove its executive director and appoint board members by making recommendations to the mayor, subject to confirmation by Toledo City Council.

And therein lies the rub.

The Hicks-Hudson administration, according to more than one community activist, has been meeting with BCR board members to "convince them that since we are now in the strong mayor form of government, city council confirmation is no longer relevant and that the BCR board's ability to hire and fire is also no longer needed. Instead, the mayor plans to hire or fire the BCR director and decide its agenda."

Of course, this is not the first time that an incumbent Toledo mayor has attempted to take control of BCR or dilute its authority.

In 2010, the administration of Mayor Mike Bell attempted to replace retiring BCR executive director Juanita Greene with campaign supporter Bill Stewart. Strongly rebuffed by both the BCR board and city council, Bell relented by putting forth current BCR director Linda Alvarado-Arce, who had been recommended to him by the board.

Why an autonomous BCR?

Historically, as an independent organization, the BCR has played a major role in ensuring that the city's personnel policies were fair. In addition to coordinating events to foster positive community relations such as Erase the Hate and the annual Martin Luther King, Jr. unity celebration, BCR has been an "outside voice" addressing alleged discriminatory practices such as ensuring that women and people of color were fairly represented in the Fire and other city Departments.

Most notably, BCR has provided checks and balances to potential one-sided governmental power by incorporating input and involvement into the system by a very diverse group of citizens. The BCR is now led by its first transgender

board chairman and represented by racially and culturally sensitive members from diverse faith, color, ethnic, gender, handicap, age and sexual categories.

Is the mayor's reported strategy a legitimate concentration of power in an era of "Strong Mayor" governance? Or are the alleged changes a quiet attempt to quash independent activity that threatens her authority or that of other political elites?

It is always impossible to judge motives.

However, some speculate that this is merely an effort to mute the emerging influence of the local LGBTQ movement, the Community Solidarity Response Network (CSR/N)/Black Lives Matter campaign, the clamor for a Citizens Police Review Board with real power and other grassroots efforts that provide voice for marginalized groups.

Power grab or not, with Hicks-Hudson's support appearing to stagnate, it is politically risky to replace citizens' authority with executive power and allowing the BCR to become a mere extension of the mayor's office.

While cementing power may temporarily benefit those currently possessing it, the extraction of power from the "people" does not create the incentives needed for them to invest in the mayor's political future. Especially when the citizens are those who are trying to become incorporated into our political system but feel that they are being pushed or kept out.

The only solution to inevitable political failure is to move towards more inclusion and not less.

The mayor would do well to drop any efforts to replace citizen authority with unfettered executive power. To do otherwise, may bring with it the painful political lesson of "when strength becomes weakness."

Contact Rev. Donald Perryman, D.Min., at [drdlperryman@centerofhopebaptist.org](mailto:drdlperryman@centerofhopebaptist.org)

## Community Calendar

### April 11 – June 20

Mott Mane Mondays: A 5-week series providing participants with resources to aid in the care, styling and maintenance of African-American hair; Light refreshments provided at no charge; Mott Branch Library; Register at [ToledoLibrary.org](http://ToledoLibrary.org); Topics include 04.11 – Films and Forums, 04.25 – DIY Den, 05.23 – Natural Hair Salon, 06.06 – Expressions of Naturalism (poetry), 06.20 – SWAP & Shop: 419-259-5230 or 419-984-0395

### May 2-23

NODA Pathways to Homeownership: 4 week series – every Monday 6 to 8:30 pm; NODA Office; Learn how to navigate the home-buying process: 419-243-3734 ex 44

### May 22

Ebenezer MBC 64th Annual Women's Day: "Christian Women Doing the Thing that Are Needful;" 11 am – Sis Jean Lark of Union Grove Baptist; 4 m Min. Brenda McFall of The Armory Church

### May 24

City of Toledo Town Hall Meeting: Sanger Branch Library: 6 to 8 pm; Mayor Paula Hicks-Hudson invites citizens to hear about and offer input regarding the City's plans and initiatives: 419-245-1895

### May 25

NODA Road to Recovery: Learn to navigate the potholes of mortgage default, foreclosure and predatory lending; NODA Office; 6 to 8 pm: 419-243-3734 ext 44

### May 25-27

New Hope MBC Spring Revival: 6 pm guest speaker Rev. WL Perryman of Jerusalem Baptist – "Leadership in the African American Church;" 7 pm guest speaker Rev. CL Mays of Macedonia MBC – "Reaching the Lost in the Gospel of Jesus Christ"

## The Sojourner's Truth

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Becky McQueen – Business Manager

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Megan Davis – Columnist

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Jessica Crans – Layout

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The Sojourner's Truth, 1811 Adams Street, Toledo, OH 43604  
Phone 419-243-0007 \* Fax 419-255-7700  
[thetruth@thetruthtoledo.com](mailto:thetruth@thetruthtoledo.com)  
[www.thetruthtoledo.com](http://www.thetruthtoledo.com)

# Ohio Legislative Black Caucus Calls on Kasich to Veto Local Hiring Ban Bill

*Say state-level restrictions hold African-American communities back Guest Column*

*Special to The Truth*

The Ohio Legislative Black Caucus (OLBC) last week called on Governor John Kasich to veto House Bill 180, saying the legislation to ban local hiring goals will disproportionately harm African American workers and minority communities while jeopardizing infrastructure projects in Cincinnati, Toledo, Akron and Cleveland.

"Legislation that will soon reach your desk threatens to take away good-paying Ohio jobs that can transform and uplift minority communities across our state," OLBC President and State Rep. Alicia Reece (D-Cincinnati) wrote in the letter.

The letter noted that African-American unemployment remains twice as high as the overall state unemployment rate.

"House Bill 180 was passed with blatant disregard for the realities minorities face in this state when it comes to employment and pursuing a better quality of life. The Department of Transportation's own disparity report demonstrates that state has historically failed to be inclusive to minority workers," said Rep. Stephanie Howse

(D-Cleveland). "The governor should not allow the state to find ways to continue to discriminate against minorities and vulnerable populations. I urge Governor Kasich to veto this bill because it is the right thing to do, especially with the Opportunity Corridor in jeopardy."

Aside from Cleveland's Opportunity Corridor, HB 180 also jeopardizes the city of Akron's \$1.4 billion sewer and water improvement plan, which currently has a local hiring target of 30 percent that would increase to 50 percent by 2018.

"Facing a \$1.4 billion unfunded mandate by the federal government to fix the sewer system, the city of Akron found a creative way to put its people back to work through local hiring benchmarks," said Rep. Emilia Sykes (D-Akron). "Working people deserve an opportunity to access the economic benefits from projects that are happening in their own communities. There is no reason why local people should be excluded from job opportunities right in their own backyards. This bill effectively outsources good-paying, local jobs."

## Braden United Methodist Church Sponsors Free Essay Writing Workshop

*Write your way to a college scholarship*

*Special to The Truth*

Take the day to write your way to a college scholarship. The Braden United Methodist Church, Theresa M. Brister Scholarship Committee, is sponsoring an event for college bound and current college students ages 16-23.

This Free Essay Writing Workshop will be held at West Toledo Branch Library, 1320 W. Sylvania Ave., Toledo, Ohio, 1:30 p.m. until 4 p.m. Saturday, May 21, 2016. Registrants should bring any essays that they have recently written. Snacks will be served. To register and reserve a seat, contact Facilitator, Sheryl L. Smith at [directors@inspiringstu-](mailto:directors@inspiringstu-)

*... continued on page 16*



*Save the Date!*  
**July 16, 2016**

## The 12th Annual African American Parade

**Make plans now to Meet us on Dorr Street Saturday, July 16th at 10AM**

If you are interested in participating in this year's PARADE please call DeLise @419.255.8876. Space is limited!






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# Springfield Student Commits to Central State University

*Special to The Truth*

Jewel Rollins, a senior at Springfield High School, signed a letter of intent to attend Central State University in Wilberforce, OH on Monday, May 15. The scholarship to attend the historically black university is a combination athletic and academic grant. Rollins will be a member of the track and field team.

At the signing ceremony held at the Toledo Lucas

County Library, Holland Branch, Rollins was surrounded by family, friends and Springfield District and high school staff.

"A young lady of character," said Dennis Linn, a member of the Springfield Schools Foundation, in his remarks praising the accomplishments of the student-athlete.

Rollins maintains a 3.688 grade point average and

has been a member of the National Honor Society, the cross country team and was a four-year letter winner on the girls' basketball team and the track and field team.

She is also a member of the Prom Committee, Mentor Program and the African American Club. She has received numerous awards for basketball and track and field. She was named Rookie of the Year during the 2012-13 track season where she placed eighth at the Ohio Regional State Championships in the long jump.

In 2014 and 2015, she made it to the regional track meet in the 4 X 100 relay. She is a five time USA Track and Field Junior Olympics National participant in the 100 meter, long jump, 200 meter hurdles and the 4 X 100 meter relay.

Present at the signing were Rollins' parents, Jeffrey and Rochelle Rollins.



Vince Davis, Superintendent Michael O'Shea, Rochelle Rollins, Jewel Rollins, Jeffrey Rollins, Springfield Board of Education Member Sherri Koback, Springfield Foundation member Dennis Linn, Assistant Superintendent Matt Geha



Jewel Rollins signs letter of intent as Vince Davis (standing) and father Jeffrey Rollins look on

## African Art Has Arrived!!

Hundreds of wood carvings from Ghana have recently arrived at  
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# Area Office on Aging Hosts Annual Spring Fling

*Special to The Truth*

Over 1,500 people, age 60 and over, attended the Area Office on Aging of Northwestern Ohio's 39th annual Spring Fling on Tuesday, May 17 seeking good, food, good entertainment along with information on services to help them live a long vibrant life.

The annual event, held at the Sylvania Tam-o-Shanter from 10 a.m. to 2 p.m. brought together over 90 exhibitors as well as Put-in-Bay's songwriter/singer Pat Dailey and a lunch provided by Tony Packo's.

The attendees found information about programs, products and services available to senior citizens along with a variety of health and wellness demonstrations.



LC Auditor Anita Lopez (right) and Executive Assistant Ryan Reiter explain the office's services



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## Social Security Column

### WHAT IS FICA?

By Phil Walton, Social Security Manager in Toledo, OH

Guest Column

Receiving your first paycheck is an empowering milestone. Do you remember being a little shocked by the taxes that Uncle Sam takes out of each paycheck? Understanding how important your contribution is takes some of the sting away because your taxes are helping millions of Americans — and financially securing your today and tomorrow.

By law, employers must withhold Social Security taxes from workers' paychecks. While usually referred to as "Social Security taxes" on an employee's pay statement, sometimes the deduction is labeled as "FICA." This stands for Federal Insurance Contributions Act, a reference to the original Social Security Act.

In some cases, you will see "OASDI," which stands for Old Age Survivors Disability Insurance, the official name for the Social Security Insurance program. The taxes you pay now mean a lifetime of protection — for retirement in old age or in the event of disability. And when you die, your family (or future family) may be able to receive survivors benefits based on your work as well.

Right now you probably have family members — grandparents, for example — who already are enjoying Social Security benefits that your Social Security taxes help provide. Social Security is solvent now and will be through 2033. At that point,

we'll be able to fund retirement benefits at 75 percent unless changes are made to the law. In the past, Social Security has evolved to meet the needs of a changing population — and you can count on Social security in the future.

Because you're a long way from retirement, you may have a tough time seeing the value of benefit payments that could be many decades in the future. But keep in mind that the Social Security taxes you're paying can provide valuable disability or survivors' benefits in the event the unexpected happens. Studies show that of today's 20-year-olds, about one in four will become disabled, and about one in eight will die, before reaching retirement.

Be warned: if an employer offers to unlawfully pay you "under the table," you should refuse. They may try to sell it as a benefit to you since you get a few extra dollars in your net pay. But you're really only allowing the employer to deprive you from earning your Social Security credits. This could keep you from qualifying for any benefits, or result in you receiving less than you should. Also, don't carry your Social Security card around with you. It's an important document you should safeguard and protect. If it's lost or stolen, it could fall into the hands of an identity thief.

Check out our webinar, "Social Security 101: What's in it for me?" The webinar explains what you need to know about Social Security. You can find it at <http://go.usa.gov/cdNeY>. If you'd like to learn a little more about Social Security and exactly what you're earning for yourself by paying Social Security taxes, take a look at our online booklet, *How You Earn Credits*, at [www.socialsecurity.gov/pubs/10072.html](http://www.socialsecurity.gov/pubs/10072.html). You can also learn more at [www.socialsecurity.gov](http://www.socialsecurity.gov).

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# Entrepreneurship – Who Should You Partner with or Hire? - Part X

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

The Truth Contributor

In previous articles, if you recall, I shared my experiences growing up in a family business located in Toledo, Ohio that buttered its bread with a hiring strategy that primarily employed a family and friends model with mixed results. I also shared my observations that other business entities, and public/governmental organizations also tend to hire friends and family, as well as conduct business with those they know and trust.

Starting a new business enterprise requires courage, bold thinking, acute knowledge of the market that you will compete in, access to capital and committed, loyal, talented employees and partners. The people that you partner with or hire can make or break any business! This is especially true for new business ventures!

The kind of people and/or partners required heavily depends upon the business venture that you decide to start, and the location where you start the business.

Joining Owens Corning accelerated my ability to evaluate, select, develop and deploy talent. The day the security guard stopped me and questioned why I was entering the building changed my life tremendously. That interaction and my response led to a conversation with the VP of Industrial Security and an introduction to the leader of OC's corporate diversity team.

After that conversation, I was asked to become joined the corporate diversity council (CDC). As a member of OC's CDC I was exposed to a variety organizational development and design strategies. Moreover, I worked closely with the Director of Staffing that was charged with expanding OC's recruiting efforts to attract additional diverse talent.

Additionally, I was fortunate enough to lead the team that developed the framework for a new corporate mentoring program.

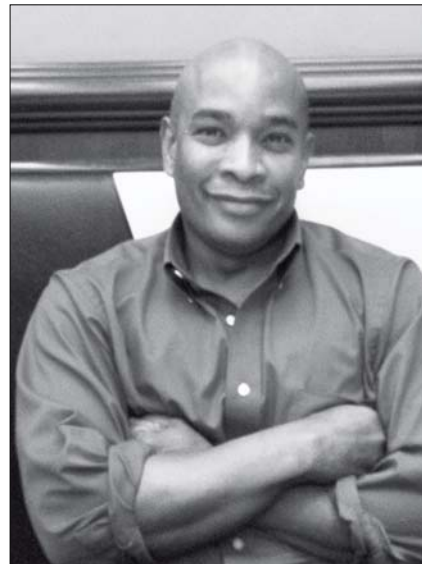
Finally, the CDC afforded me an opportunity to engage with and learn from experienced human resource executives. I eventually attended an executive MBA program at the University of Toledo where again, additional learning was obtained from interaction with talented, professional classmates and organizational leadership and development thought leaders such as Dr. Simonetti and Dr. Longenecker.

OC provided me an opportunity to lead a variety of engineering projects that required selecting OC personnel and partner engineering firms to work with me on several projects. Again, veteran senior engineers took me under their wings, mentored me and improved my technical evaluation and partner selection skills. Today, I continue to use many of the methods that I learned from them.

So what do I look for in potential employees? I like to hire talented people who have drive and display the initiative to win. I prefer to hire employees who have open minds and know how to work with diverse teams. I look for employees who have good computer skills that know how to use Excel, Word, PowerPoint and other applicable business software.

Moreover, I prefer to hire people who like to improve their skills regularly by attending development courses and obtaining additional degrees. Also, I like to hire employees who like to solve simple and complex problems. Finally, I have a soft spot for people who are hungry and folks who have a variety of great skills but have not been provided an opportunity to show them. Those people typically appreciate the opportunity and ride and die with you to the end.

I will conclude the series next month with a detailed overview of the process that I use to



Karl Parker

select strategic partners. Have you ever used a QFD?

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



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## Pink Goes Green

With the emergence of spring, the ladies of Alpha Kappa Alpha Sorority, Incorporated® Zeta Alpha Omega Chapter launched their recycling campaign to benefit the Special Olympics and Toledo Public Schools.

From February to April, members of Zeta Alpha Omega Chapter were able to collect over 31,000 plastic water and soda pop caps which were turned in to Toledo Public Schools representative, David Manley.

Through this "Act of Green", the members of Alpha Kappa Alpha Sorority, Incorporated® Zeta Alpha Omega Chapter are promoting environmental sustainability by encouraging recycling and litter prevention.

The public is invited to join the AKA chapter on Saturday, May 21, 2016 at the Frederick Douglass Community Association from 12 -3 p.m. for the AKA1908 Playground Impact Day.



(Seated from left to right): Paula Martin - Environmental Ownership Chairman; David Manley - Westfield Achievement principal; Felicia Dunston - Zeta Alpha Omega Chapter President; Ann Battles - 21st Great Lakes Regional Director and Elinor Allen

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# Delta Sigma Theta Sorority Holds Annual Senior Recognition Program

*Sojourner's Truth Staff*

The members of Delta Sigma Theta Sorority Inc, Toledo Alumnae Chapter, held its annual Senior Recognition Program on Sunday, May 15 at Bowsher High School and honored 38 graduating high school seniors from across the area.

The theme of this year's program was "Destined for Greatness: Inspiring Our Future Leaders."

After dinner was served, the program opened with a welcome from Angela Siner, president of the local chapter. Recognition Committee member NaTasha Baker related the history of the national sorority and Stacey Jackson-Jones, chapter second vice president, spoke of the history of the Toledo Alumnae Chapter.

After a question and answer session, Vallie Bowman-English, Toledo Clerk of Court, addressed the students, their parents and chapter members.

This year's Recognition Committee members are Chairman Tiffany Triplett and Tia Daniels, Kaylene Miller, NaTasha Baker and Shannon Tisdale.

The seniors honored for their academic achievements are: Bowsher students – Aniya Brown, Da'Shonda Floyd, Jordyan Jackson, Dominique Littleton, Victoria Massey, Kany Ndiaye, Kendall Peace, DaMarea Sturdivant and Ty'Ashia Moore-Wyse; Central Catholic students – Staja Clark and Taylor Coleman; Emmanuel Christian students – Sydney Crawford and Alexis Rupert; Perrysburg student Kennedy Isom; Rogers students – Iman Ali, Hazel Edwards, Dedria Dale, Kayleah Jackson, Timara Meadows, Jannaizha Swain, Charnelle Townsend and Les'lei White; Scott students – Jada Bryant, Maurissa Crawford, Tamarra Galloway, Kamaria Glover, Diane Hendricks, Victoria Jones, Kiana McHaney, Alexis Moore and Maudie Smith; Springfield student Jewell Rollins; Woodward students – Sydney Cadwell, Tijah Harris, Kayla Smith, Sierra Watson, Shy-Ann Williams and Rebekah Wright



*Seniors Honored for their Academic Achievements*



*(l. to r) NaTasha Baker, Tiffany Triplett, Vallie Bowman-English, Angela Siner, Shannon Tisdale, Tia Daniels*

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# Shelly: To Know Her Is to Love Her

By Althea McClelland

Guest Column

Shelly Denomme is the store manager at Macy's department store in Toledo's Franklin Park Mall.

"De Know Me is to love me," she once said describing how to pronounce her last name. That's so true, to know her is to love her.

When I first saw Shelly Denomme she was busy as all beavers, straightening clothing racks and putting new merchandise out on the selling floor. "Who's the new recovery lady?" I asked a co-worker. (Recovery people are basically responsible for putting the store back in order after it is trashed).

"That's no recovery lady that's the new store manager!" she replied. We looked at each other, heads tilted back and hands on our hips, as we both exclaimed "Whaaaat!"

The next week there was a little getting to know you meeting in the employee lounge. There were good sandwiches and cookies, bottled water, pop and chips. No reason. Just enjoy.

Shelly Denomme can be seen dancing at the morning rally if the store has met its goals for sales or credit. She is known for greeting customers and asking about their shopping experience in the store. She never says, "I'm the manager" when asking for feedback. If the store does not have an item in stock or if she sees that a customer has not received 100 percent outstanding customer service she might give her a \$25 Macys Money Certificate to spend on an item of her choice in the store.

Shelly is always looking for ways to make Magic; to make the job a fun place to work and to show her employees how much she appreciates them. Once during the annual district award luncheon, Shelly bopped into the exquisite ballroom with a fire extinguisher in her hand swaying backwards and forward and rocking to the beat of the Ohio Players classic song "Fire," pointing to Toledo's Magic Six recipients. She had everyone (dressed in their dignified best) clapping and dancing as she pointed to her crew swinging and singing "Burning, burning, Burning, burning."

Last year I told Shelly, "February is Black History Month," as if she did not know, and asked, "So, what are you going to do to help us celebrate?" She said, "I don't know what you want to do?"

I ran some ideas past her and was waiting to get shot down; instead she said "go with it!"

That February we had African-American singers, dancers, bands, poets, for every weekend of the month. She supplied doughnuts and cookies and coffee for our guest. The month was closed out with C. J. Manning and Marcia Bowen-Jones. Marcia sang a medley of songs ("something for everyone," she said) and ended with Whitney Houston's "I Will Always Love You" which left some of the crowd cheering and some crying but all raving about her fantastic voice.

Shelly believes in supporting the central city. Every year Macy's donates brand new coats to Reverend Cedric Brock of Mt Nebo Baptist Church, for

... continued on page 12



Macy's Store Manager Shelly Denomme and Pastor Cedric Brock

Ohio

Minority Business  
Assistance Centers  
Toledo

Roundtable Discussion with the State of Ohio



Guest Speaker: Jeffery L. Johnson

Chief Minority Business Development Division

Date: June 1st, 2016

Place: University of Toledo Scott Park Campus Room 1080C

Time: 1:00pm - 2:30pm

JOIN THE CONVERSATION

Dialogue with the State about:

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- ⇒ Set aside opportunities
- ⇒ Advantages of being certified
- ⇒ Tell your MBE story

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<b>Vacation Bible School</b>	
<b>Vote for our Environment!</b>	<b>June 13-17</b>
<b>(Care of earth through gardening)</b>	
<b>Vote for our Fellow creatures!</b>	<b>June 20-24</b>
<b>(Animals are fun)</b>	
<b>Vote for Peace!</b>	<b>June 27-July 1</b>
<b>Vote for travel—Trips to be announced</b>	<b>July 5-8</b>
<b>Vote for our Health</b>	<b>July 11-15</b>
<b>Vote for an Active Life</b>	<b>July 18-22</b>
<b>(Sports)</b>	
<b>Vote for Art</b>	<b>July 25-27</b>

CHILD'S NAME \_\_\_\_\_ GRADE \_\_\_\_\_  
PARENT'S NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_ EMAIL \_\_\_\_\_  
Please return to The Padua Center 1416 Nebraska Ave.  
one week before camp begins to receive the full registration form.  
Also visit us and register on the web: [www.thepaduacenter.org](http://www.thepaduacenter.org)

# How to Make Your Dream Home a Reality

## Special to The Truth

Spring is peak home-buying season, but for some, a low credit score may make it difficult for their dream home to become a reality.

Nearly a third of millennials (ages 18 to 34) hope to purchase a home within the next year, but more than 40 percent may not have the credit to do so, according to a survey from TransUnion, a leading credit bureau.

In contrast, the survey found older people's intent to purchase a home better aligns with their financial standing. For example, 17 percent of those ages 35 to 54 said they plan to buy a home within the next year -- the same percent that has a super prime credit score -- an attractive trait for mortgage lenders.

As you start house hunting this spring, what markets are heating up?

The Northeast is a hot market, according to TransUnion findings, with 25 percent of respondents indicating intent to purchase a home in the region. The West was a close second, with 24 percent, followed by the South with 21 percent and 15 percent of people in the Midwest.

If you're planning to purchase a home this year, TransUnion offers several important tips to consider to help make your dream home a reality:

- **Check your credit report:** Applying for a mortgage? Mortgage lenders will look at your credit score and report when you apply for a mortgage, so make sure your information is up to date. It's best to check your report three months before you start looking at new homes to make sure your score is in a healthy range.

- **Start planning early:** Your credit score is built over a lifetime of spending. Keep an eye on your score and track how your spending habits affect it.

- **Build credit:** Consumers with low or no credit should take steps to build a healthy credit score. How? Paying bills on time, making sure you're keeping a low credit utilization ratio (the amount of credit you're using out of your available credit), and even asking your landlord to report rent payments to a credit bureau such as TransUnion are all ways you can build credit.

- **Shop around:** Research mortgages and interest rates to receive a competitive offer. Your credit score is of the utmost importance since lenders will check your score and report to make sure you will be able to responsibly pay back the mortgage loan.


- **Make a financial plan:** Putting down a larger down payment will lower your monthly mortgage payment, but don't put down more than you can afford. Also keep in mind that you will need funds for closing costs, including a home inspection, before you can purchase your home.

- **Keep an open mind:** It may take time to build credit and save enough money for a down payment. Even if your finances aren't in shape for a home now, it doesn't mean homeownership isn't a realistic possibility for the future.

More home-buying tips can be found at [www.transunion.com](http://www.transunion.com)

Happy hunting!

Courtesy StatePoint



**Nuestra Gente Community Projects, Inc.**  
Invites you to:  
*Lupus Awareness Video Premiere*  
Wednesday, May 4, 2016 – 6:00 p.m.  
Saint Peter and Paul Church/Hall,  
738 S. Saint Clair St. Toledo

**Help Us Solve the Cruel Mystery of Lupus!**

We will have professional staff to answer questions, a yoga session and free food provided by La Fiesta Restaurant.

Funded by the Ohio Commission on Minority Health  
This program is free and open to the public.

John R. Kasich, Governor    Gregory L. Hall, M.D., Oculoplastic    Angela Dawson, Executive Director

## Get a glimpse of your health

Join us for a health and wellness event

Your blood holds clues to your overall health. Find out if you're at your healthiest — or if you could be at risk for future health problems.

**Make one stop to get three key blood tests:**

- Blood pressure
- Blood cholesterol (non-fasting)
- Blood sugar

**Appointments are necessary. Please call 1-888-987-6372 to register.**

**Sat., April 9**  
**Mercy St. Anne Hospital**  
3404 West Sylvania Ave.  
Toledo, OH 43623  
Conference Room #1 | 8-11 a.m.

**Sat., April 16**  
**Mercy St. Charles Hospital**  
2600 Navarre Ave.  
Oregon, OH 43616  
Oregon Room | 8-11 a.m.

**Sat., May 21**  
**Mercy St. Anne Hospital**  
3404 West Sylvania Ave.  
Toledo, OH 43623  
Conference Room #1 | 8-11 a.m.

**Sat., June 25**  
**Mercy St. Vincent Medical Center**  
2213 Cherry St.  
Toledo, OH 43608  
Auditorium | 8-11 a.m.

**Sat., July 16**  
**Mercy St. Charles Hospital**  
2600 Navarre Ave.  
Oregon, OH 43616  
Oregon Room | 8-11 a.m.

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6329TOLADV (4/16)

# Think Like an Entrepreneur, Act Like a CEO by Beverly E. Jones

By Terri Schlichenmeyer

The Truth Contributor

Sometimes, your job is everything you want it to be.

At other times, your workweek feels like it's ballooned-to-bursting – especially when you're overloaded, overly-irritated, and overwrought, which seems to be happening more and more lately. So how do you deal with thorny workplace situations without making things worse? *Think Like an Entrepreneur, Act Like a CEO* by Beverly E. Jones might help.

Sixty years ago, back when your grandfather brought home the bacon, the way to get ahead was to be loyal to The Company. Working at the same job your whole life was common then, but now, says Jones, it "seems quaint."

Today's employees can expect to have a very non-linear career that could take them to multiple cities and workplace cultures. For that, you don't need loyalty as much as you need adaptability and resilience. The good news is, you can learn both.

Take, for instance, your first day on the job: Jones says not to assume anything. Instead, plan for that first-day-worst-day and be prepared to "work like crazy" to establish and nurture a good impression on your boss and co-workers.

Since "every organization of any significant size is a collection of smaller operations," cultivate the attitude of a CEO. Act as though you're running your "own little enterprise." Prepare for becoming an entrepreneur by first becoming an "intrapreneur."

Learn to listen; it's the number-one "super career skill." Ask your boss

c. 2016  
Career Press  
\$15.99 / \$18.95 Canada  
224 pages

about her expectations. Ask your co-workers for work-tips. Resist the urge to talk about yourself and just listen.

Know your personal brand and add "leadership" to it. Learn how to network the proper way, and do it everywhere you go. Practice accepting compliments graciously, know when to give kudos and say "thank you," and learn how to smart-brag. Get rid of "up-talking" and complaining about your physical ailments; and pay attention to the things you say, to avoid unfair ageism or sounding too immature. Learn how to manage your manager and handle impossible co-workers. And know when to move on because you can love work again – even if it's at a different job.

When you're having problems at work, there's a short list of things you can do: you can grit your teeth, take antacids, bonk your head on your desk... or read *Think Like an Entrepreneur, Act Like a CEO*.

For mind and body, that last tip is probably best because author Beverly E. Jones really does offer soothingly civil, workable ideas that can make your life and your career better, both short-term and long-term. What's in this book are things you can do today, whether you sit in a cubicle or corner office – though you may be surprised to note that many of Jones' recommendations are habits you already have, but just need to refine.

There's no reason you must read things in order in this helpful, can-do book, so feel free to bounce around the chapters. Read a little here, absorb some there, and *Think Like an Entrepreneur, Act Like a CEO* might be everything you need it to be.

Shelly... continued from page 10

his New Year's Eve coat give away. She likes Cedric and is confident that he will see that the coats go directly to the needs. She also provided parting gifts for Greater Saint Mary's prayer retreat attendees; their theme was about empowering women.

Since Shelly has come to Macys of Toledo the store has seen black, white, Hispanics, Indians and Muslims dancing in the aisle together to the lead of people like Ophelia Thompson or jamming to the sounds of the Wall Music Band or J.J. Express.

The list of central city entertainers and Icons who have performed at Macys goes on and on; Arthur Bishop, Tone Tone, Abundant Life Choir, Johnnie Love and the Love Family Singers, Daniel Rice, Katrina Barnhill, just to mention a few.

Shelly proudly displays a picture of her with the Johnny Love and family in her office. She says she got chills when Johnny sung the song "I Know I've Been Changed."

Shoppers, young and old took lessons from the Scott-ettes, trying to learn their urban dance moves. Errick Dixon of "Mystery Music" mesmerized the crowd with a step show consisting of inter-city grade school and high school students.

She confesses that Marcia Bowen-Jones is her all-time favorite. Whenever there is a big event in the store Shelly says "Call Marcia." She says she is Marcia's agent.

Shelly wants to touch the central city for Macy's and she shows it every chance she gets. If it is for education, helping women and children, she's for it!



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# In Memoriam

## Mark W. Lyons – May 26, 1958 – May 12, 2016

### *A Toledo Unsung Hero*

"Give recognition to whom recognition is due. That is our goal in recognizing Mark W. Lyons for his many contributions to his church and to his community."

Mark W. Lyons was born and raised in Toledo, Ohio where he graduated in 1976 from Jesup W. Scott High School. He is a member of St. Mark's Baptist church under the leadership of Reverend I.J. Johnson and assistant superintendent of Sunday School. He was married to Faye Lyons and was the father of nine children, numerous grandchildren and great grandchildren.

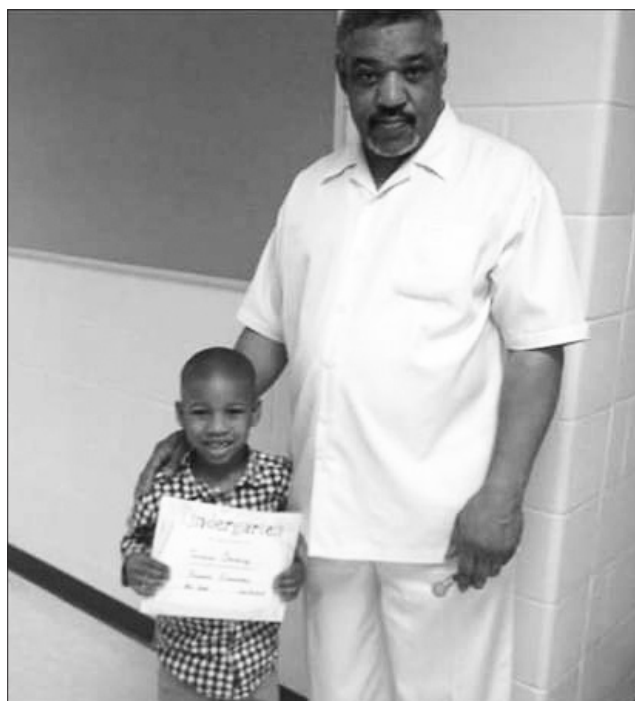
Throughout the early 1990's and 2000's, Mark worked closely with Reverend C. L. Johnson, director of Fairside Community Center. Fairside Community center focused on encouraging inner city youth to direct their energy toward positive thoughts and positive activities. The first thing children did when arriving to Fairside was their homework. All children learned the Golden Rule (Matthew 7:12) "Do unto others as you would have them do unto you." Also, all the children learned and recited daily Fairside's memory verse "I can do all things through Christ which strengthens me Philippians 4:13.

"Fairside was a refuge and safety zone for many children across the city who might have experienced or been exposed to some of the unsavory elements of city life. For many it was an extension of home. These youth, many young and African American males were loved, nurtured and mentored through the center." ERJ

During the school year the center provided dinner at no cost to the youth. Mark and Reverend C.L. used their money and resources to supply food. Fairside eventual began providing breakfast and lunch to the children through grant funding.

Mark had been involved in door to door political grass roots campaigns for various candidates and issues. He has worked for the Lucas County Board of elections as a voting location manager. Mark has served in various capacities at his church including; Deacon, men's mission, Sunday school Superintendent, board member faith and food ministry, videographer, visiting the sick and shut in, barber (cutting the children's hair for little or no cost).

Mark loved his family, his church and everyone he met – no one was a stranger. His most favorite thing was pointing them to Christ. In Mark's daily walk, he lived to the fullest by relying on Christ Jesus as found in the book of Isaiah "those who trust in the lord will renew their strength, they will soar high on wings like eagles; they will run and not get weary, they will walk and not faint." Wait on the Lord. Isaiah (40:31)



Mark Lyons

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 Call 1-877-322-0983  
 COZ Community Radio Show  
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 http://www.speaker.com/show/coz\_community\_show  
 Call 419-246-1950  
 Harlowe Lanes Radio.com  
 6pm - 10pm Mon - Fri  
 Call in 419-957-0141  
 On The Edge Talk Radio Show  
 Sunday Afternoon 3pm - 5pm  
 mogikradio.com/kaydeeyass  
 Call in 347-322-0987  
 THE PRAISE BREAK  
 The Praise Break  
 Evangelist Marka Donalds 2pm - 6pm Mon - Sat  
 Call 419-241-0008

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 Films & Forums:  
 View 3 Mini Films on Natural Hair Today & Cultural Discuss With Panelists: Will Ellis, Jaimie Pettis, Connie Pearson, Michael Hayes and MEECHEB  
**25**  
 DIY Den:  
 Featuring 3 Easy Hair & Fashion Accessories Along With Natural Hair Style Tutorials  
**MAY 23**  
 Natural Hair Salon Fair:  
 Featuring local stylists and make up artists who will share what services they provide as well as a Q & A session from attendees.  
**JUNE 6**  
 Expressions of Naturalism:  
 An open mic style event designed to share an organic perspectives on life and beauty.  
**20**  
 SWAP n Shop:  
 A natural hair and skincare product, clothing and accessory swap. Bring items to swap while "shopping" for something new. There will be a special music playlist, games, and giveaways.  
**FREE**  
 6:00-8:00 p.m.  
 Mott Branch Library  
 10875 Dorr St.  
 Toledo, OH 43607  
 www.thekitchenkitchen.com | (419)-984-0395

# THE TOLEDO BLACK Market Place

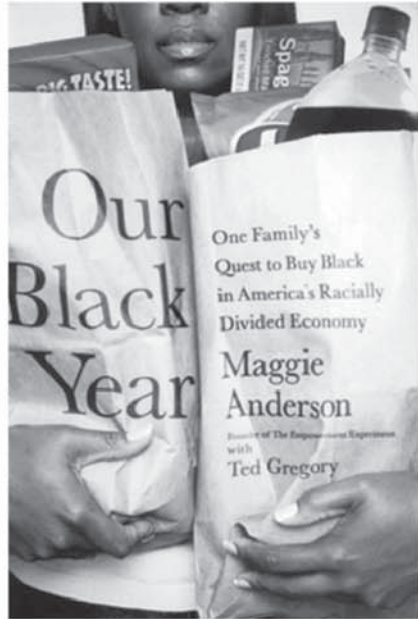
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**Youth & Young Adult 4th Sunday**

When: Every 4th Sunday  
Time: 11:00 am  
Where: Crusaders for Christ Church  
930 Woodbine Rd.  
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**Bishop Joseph Marshall Jr., Pastor**  
Evanglist Tashae Reynolds

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Annual Membership available and receive complimentary Bookings Church and Organizational Bookings welcomed

Free Wi-Fi

**BOOK YOUR EVENTS NOW!**

# CLASSIFIEDS

May 18, 2016

Page 15

## RENAISSANCE OTTAWA AREA RESIDENCES

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The City of Toledo Finance Department seeks a Commissioner of Taxation and Treasury to provide managerial direction for activities related to the collection, investment and safekeeping, accounting and disbursement of public funds; including establishing goals, objectives, policies, procedures, rules and regulations and directing departmental administrative, fiscal and personnel operations. Requirements include Graduation from an accredited college or university with a Bachelor's Degree in Business Administration with a major in Accounting, Economics or Finance. Must have five (5) years of experience in the management of accounts, the handling of public funds, and the preparation and auditing of federal, state, and municipal income tax returns. A CPA is preferred.

Applications may be filed online at <http://toledo.oh.gov/services/human-resources/>

EOE.

## 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 \$21,350.00 for one person or \$24,400.00 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](http://abundantlifeperrysburg.org).



## DJ MISS T

DJ Miss T (Toledo's newest female DJ) is looking to provide the music for your events, graduations, reunions, parties & more!! Email: DJMissT@gmx.com for more info.

## TRONAIR

Tronair is growing and hiring talented individuals in Accounting, Engineering, and more. Visit [www.tronair.com/careers](http://www.tronair.com/careers) for open positions and application instructions. Tronair is an EEO/AA employer. M/F/Disabled/Vet

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## LEGAL NOTICE

**Electronic Bids** will be received by the Board of County Commissioners of Lucas County, Ohio, at its office at One Government Center, Suite 800, Toledo, Ohio 43604-2259 until **10:00 AM** local time on **Wednesday, June 1, 2016** and opened immediately thereafter for the performance of all labor and furnishing of all materials and tools required to complete all work for **Window Replacement at 701 Adams Street, Toledo, Ohio 43604**. The estimated construction cost is \$1,350,000.00.

A mandatory pre-bid meeting and site visit will be conducted at 9:00 AM on Wednesday, May 18, 2016 in the Lucas County Conference and Learning Center at 711 Adams Street, Toledo, Ohio 43604. Enter between the 701 & 711 Adams Street buildings.

Bid documents, technical specifications and drawings may be downloaded from the Lucas County Website: <http://www.co.lucas.oh.us/Bids.aspx>. Bidders must register as a vendor via the Lucas County website/PlanetBids in order to bid <http://www.planetbids.com/portal/portal.cfm?CompanyID=24980>.

By order of the Board of County Commissioners of Lucas County, Ohio  
Tina Skeldon Wozniak, President  
Carol Contrada  
Pete Gerken

## ROUNDUP FOR POTENTIAL 50 YEAR REUNION.

If you are a classmate or know a classmate please contact Judy at 419-266-3163/419-266-3163, email [lhsclassof1966@buckeye-express.com](mailto:lhsclassof1966@buckeye-express.com) or visit Facebook "Libbey Class of 1966"

## PARK TECHNICIAN

Metroparks of the Toledo Area is looking for an individual to fill a Park Technician 3 position at Pearson Metropark. High school degree or equivalent required. Must be 18 years of age and have a valid driver's license. Moderate level of experience in general turf, grounds and building maintenance required. \$15.35/hr. 40 hour workweek. Go to [www.metroparkstoledo.com](http://www.metroparkstoledo.com) or <http://www.metroparkstoledo.com> for complete list of position requirements and duties; must submit online application and resume by May 24th. EOE

## UNISON BEHAVIORAL HEALTH GROUP, INC.

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# IMA Conference Held at First Church of God

The theme of this year's Interdenominational Ministerial Alliance of Toledo and Vicinity Conference held at First Church of God (Bishop Robert Culp) on May 4-6 was "A Time for Renewal."

This year's visiting guest preachers were Rev. Otis Moss, III, pastor of Trinity United Church of Christ of Chicago; Rev. Marvin Wiley, pastor of Rock of Ages Baptist Church of Maywood, IL and Rev. E.L. Branch, pastor of Third New Hope Baptist Church of Detroit.



IMA Conference attendees



Bishop Robert Culp, Rev. Otis Moss, Rev. Cedric Brock



Regina Whittington, Pastor Otis Moss of Chicago, Rhonda Sewell

Presented By:

**2016 50+ THE BLADE Sports Classic**

Saturday, June 18, 2016

St. Francis de Sales High School, 2323 W. Bancroft St.

An Olympic Event for People 50 Years of Age or Older

## REGISTRATION FORM

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Date of Birth: \_\_\_\_/\_\_\_\_/19 Phone: (\_\_\_\_) \_\_\_\_\_

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State: \_\_\_\_\_ Zip: \_\_\_\_\_

E-mail Address: \_\_\_\_\_



### Event Waiver and Release

In consideration of the foregoing, I, for myself, my heirs, executors, administrators, personal representatives, successors and assigns, waive and release any and all rights, claims and causes of action I have or may have against the 50+ Sports Classic: The Area Office on Aging of Northwestern Ohio, Inc., and its affiliates, their agents, employees, officers, directors, successors and assigns, the St. Francis de Sales High School, the City of Toledo, the City of Toledo Parks and Recreation Department, all other facilities where 50+ Sports Classic events are held, and any and all sponsors, their representatives and successors, that may arise as a result of my participation in the Event and any pre- and post- event activities. I attest and verify that I am physically fit and have sufficiently trained for the completion of this event and my physical condition has been verified by a licensed medical doctor. Further, I hereby grant the Area Office on Aging of Northwestern Ohio (AOA) permission to use my likeness in a photograph, video and audio in any and all of its publications, Web site entries and commercials, without payment or any other consideration. I understand and agree that these materials will become the property of the AOA and will not be returned. I hereby irrevocably authorize the AOA to edit, alter, copy, exhibit, publish or distribute this photograph, video and audio for purposes of publicizing the AOA's programs or for any other lawful purpose. In addition, I waive the right to inspect or approve the finished product, including written or electronic copy, wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of the photograph, video or audio. I hereby hold harmless and release and forever discharge the AOA from all claims, demands and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization. I am competent to sign in my own name. I have read this release before signing below and I fully understand the contents, meaning, and impact of this release. By signing below, I agree to the above waiver and release.

Signature (Required to Participate) \_\_\_\_\_ Date \_\_\_\_\_

Registration Fees (By paying this registration fee once, you can participate in an unlimited number of events, including team events. If you are only playing in a team event, your team only has to pay the registration fee listed below. Team members who are also playing in an individual event must fill out their own registration form and pay their registration fee.)

\$20 Early Registration (registration form must be postmarked/submitted by June 1, 2016)

\$30 Registrations After June 1 (registration available June 18 at St. Francis 8:00 a.m. - 9:00 a.m.)

\$50 Softball, Volleyball and Basketball Team Registration (registration deadline June 1, 2016)

Registration is also available on-line at [www.areaofficeonaging.com/sports.pdf](http://www.areaofficeonaging.com/sports.pdf)

### Method of Payment:

Check / Money Order payable to: Area Office on Aging  
2155 Arlington Ave.  
Toledo, Ohio 43609

☐ Credit Card. Invoice will be e-mailed via PayPal (You don't need to have a PayPal account for this)

Save the 2017 Date: Saturday, June 10, 2017

## Please Check All the Events You Wish to Enter

Location: Ottawa Park Golf Course, 2201 Ottawa Dr.  
☐ 7:15 a.m. Golf

Location: St. Francis High School, 2323 W. Bancroft St.

☐ 9:00 a.m. Opening Ceremony  
9:30 a.m. - 11:00 a.m. Participants Can Do the Following Field Events Anytime During This Timeframe:

☐ Discus ☐ Javelin  
☐ Shot Put ☐ Long Jump

☐ 9:30 a.m. - 100 Meter Run  
☐ 9:50 a.m. - 1500 Meter Run  
☐ 10:30 a.m. - 400 Meter Run  
☐ 10:50 a.m. - 200 Meter Run  
☐ 11:00 a.m. - 800 Meter Run  
☐ 11:20 a.m. - 1500 Meter Speed Walk  
☐ 11:20 a.m. - Lunch & Track/Field Medals at Reg. Table  
☐ 11:40 a.m. - Table Tennis

Location: St. Francis High School, 2323 W. Bancroft St.

☐ 11:40 a.m. - Swimming: 200 Yards Freestyle  
☐ 11:50 a.m. - Swimming: 50 Yards Backstroke  
☐ 12:00 p.m. - Swimming: 100 Yards Breaststroke  
☐ 12:10 p.m. - Swimming: 200 Yards Indiv. Medley  
☐ 12:20 p.m. - Swimming: 50 Yards Freestyle  
☐ 12:30 p.m. - Swimming: 100 Yards Butterfly  
☐ 12:40 p.m. - Swimming: 200 Yards Backstroke  
☐ 12:50 p.m. - Swimming: 50 Yards Breaststroke  
☐ 1:00 p.m. - Swimming: 100 Yards Freestyle  
☐ 1:10 p.m. - Swimming: 200 Yards Breaststroke  
☐ 1:20 p.m. - Swimming: 50 Yards Butterfly  
☐ 1:30 p.m. - Swimming: 100 Yards Backstroke  
☐ 1:40 p.m. - Swimming: 100 Indiv. Medley  
☐ 1:50 p.m. - Swimming: 500 Meter Freestyle  
☐ 1:00 p.m. - Foul Shooting Contest  
☐ 2:00 p.m. - 3-on-3 Basketball  
☐ 3:00 p.m. - Volleyball

Location: Ottawa Park, 2201 Ottawa Parkway

☐ 10:00 a.m. - Tennis  
☐ 2:00 p.m. - Disc Golf

Location: Oregon Fields, 5330 Seaman St., Oregon

☐ 8:00 a.m. on 6/11 - Softball

Location: Jermaine Park, N. Cove Blvd. & Upton Ave.

☐ 11am - 1pm - Horseshoes

Location: Bowlero Lanes, 4398 Monroe St., Toledo

☐ 5:00 p.m. - Bowling

For those participating in a team event, please have your team captain fill this out for the entire team. For those who want to participate in a team event, but who do not have team-mates, please fill out your name as the team captain and we will try to place you on a team Sport:

☐ Basketball ☐ Volleyball ☐ Tennis ☐ Bowling ☐ Softball

Team Name: \_\_\_\_\_ Player 6: \_\_\_\_\_

Team Captain: \_\_\_\_\_ Player 7: \_\_\_\_\_

(Player 1) \_\_\_\_\_ Player 8: \_\_\_\_\_

Player 2: \_\_\_\_\_ Player 9: \_\_\_\_\_

Player 3: \_\_\_\_\_ Player 10: \_\_\_\_\_

Player 4: \_\_\_\_\_ Player 11: \_\_\_\_\_

Player 5: \_\_\_\_\_ Player 12: \_\_\_\_\_

Please Choose Your T-Shirt Size(s)

☐ S ☐ M ☐ L ☐ XL ☐ XXL

## Essay Writing Workshop... continued from page 3

dentstoexcel.com or via phone at 567-218-1008567-218-1008 or 404-410-3069404-410-3069. Seating is limited.

The workshop will assist with the following: Review of all types of scholarships available and where to find them; what disqualifies a scholarship and essay; techniques to improve essay writing skills; how to prepare a portfolio of requested documents by scholarship organizations, among other helpful activities.

The workshop facilitator, Sheryl L. Smith, Director of Inspiring Students to Excel in Higher Education, is headquartered in Atlanta, Georgia. She is originally from Toledo and graduated from St. Ursula Academy prior to obtaining a degree from Clark-Atlanta University in Georgia. Smith is a scholarship and financial planner with over 20 years of professional writing, mentorship, research, and financial consulting experience.

Visit [www.inspiringstudentstoexcel.com](http://www.inspiringstudentstoexcel.com) for more information.