



Volume 47, No. 8

"And Ye Shall Know The Truth..."

November 22, 2017

TUFCU's Appreciation Banquet



TUFCU Staff: Erin Bates-Colvin, DeLise Simmons, Thomas Stovall, Lorraine Mitchell

In This Issue...

Perryman
Page 2

Tolliver
Page 3

Area Office on Aging
Page 4

Supporting Black
Businesses
Page 5

Local 500 Honors
Apprentice
Page 6

Wade's Transition
Begins
Page 7

Toledo Urban
Appreciation Banquet
Page 9

JustUs Files
Page 10
Book Review
Page 13

BlackMarketPlace
Page 14

Classifieds
Page 15

Opinion * Perspective

The Power of "The Little Things"

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

The Truth Contributor

The greatest gifts my parents gave to me and my sister were their unconditional love and a set of values, values they lived and didn't just lecture about.

— Colin Powell



A meditation by Rev. Susan K. Smith:

We often do not understand how it is "the little things" that make the biggest impact on the lives of people around us. Those "little things" can be positive or negative; words, gestures, attitudes, body language ... all of them count. That we do not appreciate their power is unfortunate.

I heard a story on NPR about someone doing something seemingly "little" that absolutely impacted the life of her son. Sylvia Bullock was a minister, raising a son on her own. He was a kid, doing what kids do, and when he was 15, he stole a car. Though it was his first offense, he was tried as an adult and was sentenced to eight years in prison.

He was afraid, of course, and so was his mother. He had heard the horror stories of what prison was like, and he concentrated on surviving. His mother wanted him to survive as well – but she also wanted him to know that no matter what, she loved him.

So, while he concentrated on surviving, she concentrated on staying connected. The loss of her son to "the system" ate at her and she grew depressed. She says she stopped cooking dinner, something she had always done and had loved doing. Nothing really mattered anymore – except staying connected with her son and making the connection stronger than it had ever been.

So, she took to being a mother in a different way. She wrote her son letters, consistently, for the entire time he was in prison. He says "the letters were everything," and he looked forward to them. In these eight-to-nine page missives, he said she "bared her soul to him." For her, the writing was a way to honor her intention to stay connected.

She also called the prison wardens, regularly, to check on her son. She wanted them to know that he had a mama who cared, and that they should be careful, as he was a child in an adult setting. She called the wardens to check on her son!

When her son was released from prison, Sylvia Bullock – Rev. Sylvia Bullock was there. She had been a minister in the way that counts most – by doing "the

little things" for her biggest blessing, her son. Her embarrassment at having a son incarcerated was sent to the back of the bus. If anyone was going to save her child, it would be her, with the help of God. She wrote letters. She called the wardens. And she never lost hope or confidence in her son.

Her son has begun a business that makes it easier for families and inmates to communicate; his mother is the chief operating officer. He is being all that she knew he was, and more. She was not about to let a system dictate to her son who he was; it was through doing "the little things" that she communicated love, compassion and the realness of God.

The story made me think about what "little things" I am doing or not doing for others – and it also made me do inventory on "little things" I may or may not be doing that affect others negatively. It seems so easy to concentrate on the things that God has put in us that make us who we are and which make us special to God and to others.

God has made no mistakes, and even if nobody ever tells us that, it is something we should know. Sylvia Bullock knew it. She knew she was not a mistake and she sure knew her son was not a mistake. She knew that what he had done was not the definition of who he was. She knew that the love communicated by her through the doing of "the little things" like writing letters and calling the warden would let her son know that in this world, he mattered and he had worth. She refused to let "the big thing," i.e., "the system," take her son and shred his spirit to bits.

It is "the little things" that we have and that we can share which can change us, first, and change our environment and our world. It is "the little things" which can make the "crooked places straight and the rough places smooth." It is "the little things" that make God smile, because as we identify what is in us that makes us able to share our own "little things," we begin to know ourselves as God knew us at the moment of our conception. It is "the little things" that will make this world what God wants it to be.

Amen and amen!

Rev. Susan K. Smith, D.Min., is an ordained minister who is also an author, writer, and speaker, who concentrates on the intersectionality of race, politics and religion. She is available for speaking, and can be reached at revsuekim@sbcglobal.net.

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*Opinion * Perspective*

Sexual Harassment 101....

By Lafe Tolliver, Esq

Guest Column

The hottest talk show topic today is sexual harassment and who may be the next big name to fall under the public glare of being a harasser, male or female.

While the current focus of the political world is spotlighting the accused pedophile senatorial candidate Roy Moore of Alabama, the Democrats have also been hit with their own sexual harassment scandal with the acknowledgement that Senator Al Franken is now contrite over his sexual hijinks with a female actress which groping happened before he became a US senator.

Sexual harassment is the new taboo of today and people in media, politics, business and religious circles are being ousted by victims of a crime that the harasser thought would never see the light of day.

But...victims are now finding their voices and are standing up and calling out names and events even if the scandalous harassment took place decades ago. The shame and angst of being a victim of a sexual predator or harasser is life long and the emotional scarring and mental degradation can stay around until they put the grave marker over your tomb.

Of course, you will notice that President Trump is strangely silent on tweeting about the current crop of harassers since over 16 women have accused him of sexual harassment; and for him to state anything against a fellow harasser would be a boomerang ready to knock him upside his head.

Yet, somehow his 16-plus accusers got no traction in having him to step down from running for the White House. His class of voters put on their blinders and covered their ears in cement earplugs and rallied for him in spite of his own sordid confession that he was a P****y Grabber of the first degree.

Why, even white evangelicals voted in huge numbers for Trump in spite of his moral depravity because they too went 'a whoring after gods' in order to get Trump elected simply due to his promise to appoint justices to the US Supreme Court who would rule against abortion.

The good ol' days (according to affluent white males) were the past decades wherein women and minorities were treated as mere appendages to the powers that be and their lives and aspirations were deemed marginal at best.

Back in the day, if you wanted to get along, you had to play along and sometimes that "play along" meant sexual harassment or worse; and for people of color it meant outright denial of meaningful job opportunities.

And if such chances were allowed, it could mean cruel and despicable treatment on the job by management and racist commentary from spiteful co-workers.

But for the enactment of several pieces of civil rights legislation, which was formed in the grinding crucible of marches, demonstrations and outright murder of activists, the tragic truth is that not a lot would have changed if one had to wait on the largesse of white society (meaning the rule of white males) embracing the inherent value of people of color and the dignity of the woman in the work place.

Sexual harassment is not hard to spot, smell, taste or hear. It is both creepy, as in Roy Moore's fetish to date nubile teenage girls and also sublime as when the employer tells an attractive single woman that a plum job promo depends upon her willingness to stay late at night working alone with the boss.

Sexual harassment is about power...male power to subjugate a woman or a man into a subordinate position for the pleasure or ego of the offending male or female subjugator.

A sexual predator is keenly able to gauge the steps he or she needs to take in order to bend the will of his or her intended prey to do their vile bidding...even the asking of an "innocent" kiss can be the lead off act to other offensive sexual intrusions.

A sexual predator will keep on asking and pushing and coercing and pleading and threatening until he gets his way with his intended victim or the victim wises up and leaves the offensive environment.

Sexual predators are able to "morph" their deviant personalities so that when they are caught or accused, they howl their innocence to the wind and employ all kind of mental and emotional tactics to act as if they are the real victim.

They will lie, lie and then lie some more and always deny and deflect their aberrant conduct to the other party so as to indicate that the victim is to blame for what they did!

So, with that in mind, indicate whether the following scenarios are incidents of sexual harassment:

(1) Male supervisor tells the new female interns that he needs to meet with each one, one on one, to determine their fitness for the job and to see whether they can take the stresses of the job. The interviews are at a local hotel at 8 PM sharp.

Yes....No.

(2) At the job site, male co workers harass a female worker by drawing obscene pictures on her lunch box and locker and when caught, they claim it is just locker room "fun"...no one got hurt; and it was to initiate the new worker into the job.

Yes...No.

(3) Your boss gives you work to do but somehow he always winds up being very close to you while you work and you find his eyes always looking at your blouse for long period of times.

Yes...No.

(4) You are a new hiree as a truck driver for a express delivery service. In the service bay area, the shop has dozens of photos of nearly nude women hanging in plain sight.

You protest to the manager but he says, "you are too thin skinned... lighten up!"

Yes...No.

(5) You work at a desk that has no front panel to it. Your male co workers have a bad habit of walking in front of your desk and for some odd reason, they drop their pencil and they have to bend down and look under your desk to retrieve the pen. When they rise up, they are always smirking.

Yes..No.

(6) An older employee, around 80 years old, has his desk near the water cooler and when you come by and bend over to get a paper cup for a drink, he always blurts out, "Oh... to be 30 again!"

Yes...No.

(7) When you come into work and hang up your coat, your boss always compliments you on your wardrobe and hairstyle. You nervously smile and ask her to stop because it makes you feel uncomfortable but she continues. You need this job and you decide to tune her out and do your job.

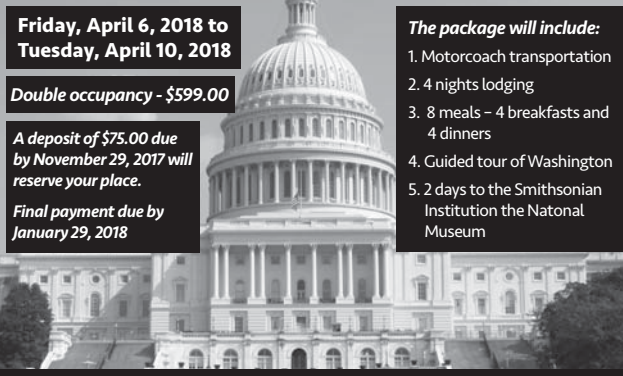
Yes...No.

If you are the victim of unwanted comments or physical touching and your company is tone deaf as to what is happening in the work place, you need to make some noise about it or regrettably be quiet and take it. You have value and worth...take a stand!

Contact Lafe Tolliver at tolliver@juno.com

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Caregiver Expo Helps Daughters/Sons Care Better and Longer for Aging Parents

Special to The Truth

With about 70 exhibitors, a nationally known speaker and a lunch, the free Caregiver Expo was an event where family caregivers were celebrated and strengthened in their role.

The Caregiver Expo held on Saturday, November 11, brought between 400 and 500 visitors to Parkway Place. Daughters, sons, spouses, church members and others that care for an aging loved one were welcome at this event.

While they may not think of themselves as caregivers, those who help an aging loved one with any of the following activities were the focus of this event: helping with grocery shopping, picking up prescriptions, going to doctor appointments, help with meals and/or paying bills. The event connected caregivers with resources to support them in their caregiving role.

The unpaid care provided by these individuals is how 87 percent of the long-term care in this country is provided, with paid care by nursing homes, home health agencies and others making up the remaining 13 percent.

This selfless work caring for a loved one can be extremely stressful and can eventually take

a toll on the health of the family caregiver, if they don't make a conscious effort to take care of themselves. Caregivers often make sure the individual they care for makes their doctors' appointments, eat well and get enough rest while at the same time neglecting to make their own doctors' appointments, eat well and get enough rest. Some studies show that about 30 percent of caregivers die before the people they care for.

The stress that often takes a toll on caregivers who try to go it alone in caring for their aging loved one is usually threefold: time constraints and financial constraints. At the event, free resources will be available to help address all these different types of strain.

By utilizing some of the resources available in the community to supplement the care they provide and getting a temporary break when they need it, family caregivers can care better and longer for their loved one.

Caregivers were connected with information, services and products that can provide them with a temporary break from their caregiving role to help alleviate some of caregiving stress and help them remain in their caregiving role longer.

Melanie Bunn was the event's keynote speaker. She spoke on Changing Caregivers into Care Partners through Connection, Communication and Care.

Sometimes all a caregiver needs is a temporary break from their caregiving duties so they do not prematurely have to stop giving the care they provide. There are a variety of ways a temporary break can be provided. For more information, contact 419-382-0624 or www.AreaOfficeOnAging.com.

The Area Office on Aging of Northwestern Ohio (AOoA) helps older adults and their family caregivers live long, quality, independent lives in its 10 county service area. The Area Office on Aging provides programs and services that help younger and more active older adults remain healthy, active and vibrant for as long as possible, programs and services that help frail older adults remain as independent as possible as well as services and programs for everyone in between.



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The Importance of Supporting Black-Owned Businesses

By Jay Black
Guest Column

I have studied this issue for some time now and have come to the conclusion that we will not solve the economic and social problems that have plagued our community for the past few generations unless we change our thinking and behavior relative to supporting our businesses.

Why, you might ask?

When we don't have control over our own commerce we are at the mercy and control of others. Have you wondered how non-black -wned businesses (white, Middle Eastern, Asian) dominate the small businesses in our community while at the same time knowing that they would never allow this to happen in reverse in their communities?

It is called the control of commerce.

Have you wondered why every other ethnic group supports it' own except us? Perhaps they understand this concept more than we do. I must add that it is not possible at this time for us to spend 100 percent of our discretionary income with black-owned businesses because we are not in every business discipline locally. For instance, there are no black-owned new RV dealers in this area so there is no opportunity to buy a new unit from an African American.

The good news is we can begin to reverse these adverse trends by consciously changing our behavior and by spending some of our money with African Americans on a consistent basis. I challenge you to make an effort to patronize a black-owned business at least three times a month for starters. If you need help with finding quality African -American businesses call the TAACC office. Listed below are just three benefits of supporting our businesses on a regular basis.

1. We have greater control of what goes on in our community. For those

of you who are old enough remember the days when Dorr, City Park, Division and Collingwood streets formed the core of our communities' business district, there was a tremendous sense of pride in knowing that we "owned something." Our children saw black business owners on a daily basis and could more readily aspire to be one of them. We had control over who worked in those businesses and our dollar turned over multiple times before it left our community. The unemployment rate was much lower in our community then than it is today.

2. Unemployment Rate. We will begin to reduce the unemployment rate in our community if we can help our businesses grow. Go into any African-American-owned business and you are apt to see African Americans working in them. There is a large and growing segment in our community whom no one will hire (except us). These are the ex-felons, and Bobos, Junebugs, Shykondas and Aquacenas in our families and churches. There are approximately 2.0 million African-American owned businesses in America and approximately 1.9 million unemployment amongst African Americans. If we would help our businesses grow by patronizing them on a consistent basis we could conceivably solve the unemployment problem in our community.

3. Crime Rate. We can reduce the crime rates in our community by helping our businesses grow. How? When Pookie is gainfully employed he doesn't have time to get with the wrong crowd and consequently get into trouble. We could also drastically reduce the recidivism rates for those who are currently in the system if they had access to gainful employment once they exit the system.

Ed Note: This column is reprinted from our 11.22.2016 issue

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Local 500 Celebrates National Apprenticeship Week by Honoring an Apprentice

Special to The Truth

As noted by The Department of Labor: "National Apprenticeship Week (NAW) is a National Celebration that offers leaders in business, labor, education, and other critical partners a chance to express their support for Apprenticeship". The celebrations and recognitions took place between Monday, November 13, 2017 and Sunday, November 19, 2017.



The New Joe E. Brown Park.JPG
Vince Irvin, Darryl Brown, Brian Burt, David Fleetwood, David Estes.JPG

"To whom much is given, much is required."

In keeping with this theme on **Tuesday, November 14, 2017 at 11:00 a.m., LIUNA Local 500**, along with its State-wide Apprenticeship Coordinator, Vince Irvin, and others, recognized an apprentice, Darryl Brown, who is living that creed with demonstrated intentions on paying it forward while doing everything possible to be the best worker on the construction site.



The New Joe E. Brown Park

Laborers International Union of North America (LIUNA) was organized April 13, 1903 and has a strong history of not only building structures to improve our quality of living but also building and restoring communities. Local 500, under the direction of David Fleetwood lives by the scripture/motto of

"In honor of the enthusiasm and dedication I see from you," said Fleetwood as he presented the plaque to Brown. "This is not for just being an apprentice but for your outstanding dedication and performance."

Through a combination of classroom and on-the-job training, LIUNA provides the tools for advancement as a Construction Craft Laborer while they earn a living wage. An Apprentice advances by successfully completing 432 hours of classroom training in addition to 4,000 hours of on-the-job training.

This would not be accomplished without successful partners like Kokosing Construction Company," said Fleetwood during the presentation ceremony at the Joe E. Brown Park reconstruction site. The park is undergoing a three-year reconstruction project that will greatly enhance the sporting and recreational opportunities for residents of the neighborhood.

"Companies like Kokosing have taken our laborers and mentored them to be successful construction workers," said Fleetwood presenting a plaque to on-site Project Superintendent Brian Burt. "Kokosing's time, skill, and attention towards those previously with little or no skill, to help them achieve a better and sustainable quality of life is why we would also like to take this time and honor **The Kokosing Construction Company**. They are a contractor that goes well beyond what's expected in their contributions to their employees and our community."

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Mayor-Elect Wade Kapszukiewicz Announces Transition Plan

Sojourner's Truth Staff

During a press conference on Monday, November 20, at his campaign office, Toledo Mayor-elect Wade Kapszukiewicz announced the co-chairmen of his transition team and the format they will employ over the next 45 days to pave the way for his team's takeover of the 22nd floor of One Government Center.

Michael Beazley, Will Lucas and Rita Mansour are the transition co-chairmen and they will host a series of mayoral roundtables with invited guests to explore four major areas of concern for the new administration: economic development, quality of life, education and safety. In addition to the roundtables, Kapszukiewicz also announced that his transition will be comprised of three other key segments over the next several weeks including: one-on-one conversations between the mayor-elect and various stakeholders such as council members, county commissioners and suburban mayors; extending an opportunity for all Toledoans to participate in the transition process via a website that can "allow resumes and allow ideas" to reach the transition team; meetings involving a large group of opinion makers of "all backgrounds."

Kapszukiewicz said that at the end of the transition process, the co-chairmen will produce a document summarizing the effort and, by that time, "a sense of shared ownership will signal to Toledoans the reality that everyone has a stake and that we are all in this together."

Additionally, the mayor-elect announced that he is opening up the search for three positions: chief of staff, economic development director and finance director beyond the traditional city environs. A national search is anticipated for those positions. Thus far the only announcement that has been made of an incoming staff member is that of Angela Lucas, who served as the finance manager of the campaign.

Beazley has served in leadership positions in local government for over 30 years. He joined the City of Oregon as administrator in 2010. Prior to that, he was the Lucas County administrator and the clerk of



Mike Beazley, Rita Mansour, Will Lucas and Mayor-elect Wade Kapszukiewicz Announce Transition Plans

Toledo City Council.

Will Lucas is the founder and CEO of A William Lucas Company which is home to Creadio, a brand marketing technology agency servicing nationally recognized brands and Classsana, an online software platform that helps companies organize educational resources.

Mansour advises clients throughout the world; her client list includes professionals, business owners, retirees, foundations, endowments and institutions involved in various areas of commerce.

First Federal Bank and First Insurance Group Fund \$10,000 Worth of Pay it Forward Ideas

First Federal Bank and First Insurance Group celebrate their fourth annual Pay it Forward Day by performing nearly 700 random acts of kindness and providing \$10,000 in funding for crowd-sourced projects aimed to spread kindness to others.

"Pay it Forward Day is a treasured tradition for our organizations," said Donald P. Hileman, President and CEO of First Federal Bank. "It gives our employees an opportunity to live out our 'Better Together' philosophy while empowering others in our community to do the same."

A "Pay It Forward" is a random act of kindness that spurs others to continue the cycle of giving. After receiving over 145 submissions, First Federal Bank and First Insurance Group have selected a variety of projects to fund. A complete list of funded projects can be found at www.First-Fed.com/Pay-it-Forward.

"We were overwhelmed with the thoughtfulness of each submission. While all ideas were worthy, we recognized the unique impact that these projects could bring and are delighted to provide the opportunity for others to make a difference," said Hileman. "As a community bank and agency, we will continue to find ways to make the places we live and work a little brighter with even the smallest acts of kindness."

First Federal Bank will post updates to their Facebook page and website for the Pay it Forward ideas and how each of the funded projects is progressing.

The following projects will receive funding:

- "I will pay it forward by purchasing a commercial refrigerator and

stove for the Believe Center in South Toledo so that they can continue to provide free, hot meals to over 2,000 children each year." – Anne F. of Toledo, OH

- "I will Pay it Forward by starting an entrepreneurship workshop for underprivileged boys and girls. Upon completion of the workshop, the youth will present their ideas before a panel of local business owners that will result in mentorships, internships and/or their idea being funded." - Margaret J. from Fort Wayne, IN, with help from the Euell Wilson Center

- "I would love to buy new shoes and socks for children in need and children in foster care. A lot of children have never owned new shoes. We give gently used shoes but would love to give new shoes to kids." – Juliette S. in Fort Wayne, IN via Fostering Hope for Children, Inc.

- "I will pay it forward by organizing an event with our local Girl Scout Troup to make colorful pillowcases and fleece blankets for children in the hospital to add a little cheer." – Beth G. in Delphos, OH

- "I will pay it forward by gathering a group of volunteers to prepare a meal for our less fortunate neighbors and give those families more time to spend with each other during the holidays." – Dawn C. of Vanlue, OH

- "I will pay it forward by creating welcome baskets for families that stay in the shelters provided by Housing Help of Lenawee. The welcome baskets would help give families even more of a sense of home and belonging in their time of need." – Elizabeth S. for Housing Help of Lenawee

- "I will pay it forward by providing laptops to teen moms at the Polly Fox Academy, to assist with their progress of graduating from high school and connecting to the career of their dreams." – Diana P. of

... continued on page 11



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Funding for this project was provided by the United States Department of Health and Human Services. Administration for Children and Families,
Grant: 90FK0087. These services are available to all eligible persons, regardless of race, gender, age, disability or religion.

Toledo Urban Federal Credit Union Holds 21st Annual Appreciation Banquet

By Fletcher Word

Sojourner's Truth Editor

On July 21, 1996, the Toledo Urban Federal Credit Union opened for business and in the past 21 years, thousands of Toledo clients have benefited from the services and products of one of the few federally-insured black lending institutions in the nation – the only one in the state of Ohio, in fact. On Saturday, November 18, TUFUCU President, CEO and Founder, Suzette Cowell, and her staff brought together hundreds of guests to celebrate the accomplishments of the credit union, to honor those in the community who have been critical to that success and to listen to the vocal stylings of The Manhattans Featuring Gerald Alston.

The evening's mistress of ceremonies was Alexis Means of 13abc News.

... continued on page 11



Suzette Cowell - at microphone - and honorees



Darius Coleman, Zia Cooke, Suzette Cowell and Albert Prince Bell



Tony Williamson, Reginald Temple, Micheal Alexander



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JustUs Files: Justice for African-American Families

Special to The Truth

With a mission to enhance and empower the urban community to achieve success in family life, Just Us Files has been successful in having youth, couples (with an emphasis on blended families) and singles events throughout Toledo, Lucas County, Ohio and beyond. Those events have included church retreats for couples and singles, youth sessions along with working with fathers.

"The need is here" said Michael Files who refers to blended families as mended families. In order for our community to heal it all



Avis and Michael Files

starts and ends with the family. There is a need to heal the home and that is what JustUsFiles is all about JUSTICE for African-American families that have been broken by poverty and so much more.

To date JustUs Files, LLC has helped numerous couples, youth and singles to understand relationships in a deeper more meaningful way. Many people who have been served by their work continue to let them know it works! Many marriages have been enhanced, many youth have understood how relationships work and can be healthy and singles have learned that they are worth saving themselves for the right person who will love them unconditionally.

The Files don't claim to have a perfect marriage or family. It is because of their woundedness that they work to heal those who look like them and have had experiences like them as well. "We know the challenges first hand, We know blended families are hard, We know our families have to be ministered to in a way that they can understand and relate. We take our work seriously as we know first hand the family is the backbone of our community. It truly take a village to raise a child," says Avis Files.

The future looks even brighter for their business as they are making steps and strides to continue Family Advocacy work. Michael is a master facilitator and The Files continue to facilitate curriculum in the areas of Healthy Relationships and Fatherhood. Avis is a grant writer and program developer. In 2018 JustUs Files will be working closely to begin to launch their business in the community in the areas of curriculum development and grant writing trainings along with continued work in Healthy Marriage and Responsible Fatherhood.

Why JustUs, Files LLC? "Our community needs empowerment and we are here to hear, listen, advocate and support and to bring JUSTICE to our community," say Avis.

For more information on JustUs, please visit the website at justusfiles.com or e-mail them at info@justusfiles.com



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Credit Union Banquet... continued from page 9

After a solo by Barbara Howard and a presentation by Ann Riddle of the Northwest Ohio Scholarship Fund, Cowell and Assistant Manager DeLise Simmons acknowledged this year's honorees. They included: Micheal Alexander, NAACP vice president and the Labor Engagement Liaison for United Way of Greater Toledo; Gail Marie Awls of the ranger department of the Metroparks of Toledo; Albert "Prince Bell, Super Featherweight UBC North American Champion with a professional boxing record of 10 and 0; Ruby Butler, restaurateur and owner/operator of Ruby's Kitchen; Darius Coleman, singer/entertainer; Zia Cooke, basketball player, junior at Rogers High School, ranked number one in the nation at her position; Eve Crittenden, owner/operator of Helping Hands; Carty Finkbeiner, previous mayor of the City of Toledo; DeShone Kizer, football star quarterback at Central Catholic, University of Notre Dame and now, a rookie with the Cleveland Browns; Betty Jean Long, long-time TUFCU member and retired clinical resource assistant at Toledo Children's Hospital; Rocky Love, director of programming for Urban Radio Broadcasting; Toledo City Councilman Tyrone Rilemy and Paul Toth, president and CEO of Toledo-Lucas County Port Authority.

Special honors were presented to Reginald Temple and Susan Jester of First Federal Bank; to new employee Yalonda Richardson and to Tina Butts, Sharon Roach and Harriet Hardy of the Nathan Hale Back 2 School Bash.

"I worked at a bank both as a teller and in the compliance department," Cowell said by way of introducing the honorees. "When loan applications came in they would first look at the zip codes and then they would turn down the application. I prayed that there would be a financial institution that would consider a person by credit worthiness."

That opportunity came at a meeting that stemmed from a 1992 shooting incident. During that meeting an eight-point community development plan was discussed. The credit union was on that list.

According to Cowell, they canvassed the community to test the climate and the possible receptivity for a credit union, and what they learned was that many people did not have any relationship with a financial institution, didn't trust banks and many kept their money at home.

Afterwards, Cowell forged a partnership with Bishop Duane C. Tisdale,

and TUFCU was launched at the nurses' station of Friendship Baptist Church.

"We were set up at the nurses' station in Friendship," says Cowell. "We would open accounts during service." But soon the membership began to grow and so did the need for a larger space.

In 1996, former Toledo Mayor Carty Finkbeiner came to the credit union's charter signing, saw how large the crowds were and offered the former Dorr Street location.

And in July 1996 TUFCU opened Ohio's first community credit union in eight years.

With the invaluable assistance of the Toledo Urban Foundation, particularly Board President Richard LaValley, Jr and Board Vice President Sister Pam Buganski, TUFCU was able, in December 2015, to finally realize a dream when the organization opened its own free-standing building, at 1441 Dorr Street. The move has proven to be a boon to increasing credit union membership and making the credit union's services and products available to an ever-increasing number of Toledo residents.



Becky Przybylski, Katie Gamby, Michael Desposito, Debra Miles, Tom Miles, Lynn Magdich, Paul Magdich

TPS Foundation Names New Executive Director

Special to The Truth

The Toledo Public Schools Foundation has named Erica Halada as its new executive director. She will be responsible for directing a comprehensive fundraising program for the Foundation, manage its ongoing charitable activities, and engage with community and school leaders to raise the profile of the Foundation in the Toledo community.

Halada brings seven years of diverse fundraising experience to the position – most recently with ProMedica Health System's Philanthropy Division as executive director of the Bay Park Hospital Foundation. She previously was a development officer at United Way of Greater Toledo.

She was one of the founders of the Emerging Leaders program at United Way and a member of the Leadership Toledo Class of 2016. She is a member of EPIC and the Association of Fundraising Professionals, and serves as a board of trustee with Leadership Toledo. Halada holds a Bachelor of Science in Communication and Business from Eastern Michigan University.

The TPS Foundation has operated for more than 25 years as a 501(c)(3) charitable organization that provides private funding for scholarships as well as programs that enhance teaching and learning in TPS schools.

Since January, a number of community, business and school leaders have been working to expand the vision of the organization. Focus areas include student scholarships, teacher grants, expanding support to enroll more children in pre-K education and providing assistance to individual schools for enrichment and capital projects.

Halada reports to the Foundation board of directors and coordinates both development and charitable activities with TPS Superintendent Romules Durant, EdD, and his administrative staff.

First Federal Bank... continued from page 7

Lucas County through the Head Full of Dreams Initiative

• "I will pay it forward by providing care packages to at-risk/inner city girls through my mentoring program, Inspire 2 Be. This program focuses on building self-esteem and helps combat bullying." – Brittany B. of Toledo, OH

• "I will pay it forward by purchasing cribs for 10 mothers-to-be who live below the federal poverty line." – Diana H. of Bowling Green, OH in partnership of Head Start and Help Me Grow Programs.

• "I will pay it forward with my first-grade students by creating fleece-tie blankets to give to Seagate Food Bank's Project PJ. This will help teach the importance of helping others." – Melissa B. with the students of Ayersville Elementary School in Defiance, OH

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Calvin Powell, Owner

Fun, Stylish Gift Ideas for Teens this Holiday Season

Special to The Truth

The holiday gift-giving season can be a particularly trying time for those shopping for teens. But don't stress. Cool gift ideas abound, no matter what your teens' tastes and interests are. Here are a few to consider.

For Athletes

Know a young athlete? Improve his or her training sessions with a set of high-quality waterproof headphones, which will make all those laps around the track a bit more pleasant, rain or shine.

If you have a bigger budget to work with, a fitness tracker is a useful tool for those looking to more closely track their progress.

For the Crafty Ones

The creative DIY marketplace is brimming with cool kits for crafting and customizing items that express one's personal style.

For crafty teens, check out the new DIY kits from STMT, which are available online and in-stores at Target, Barnes & Noble, Nordstrom and Toys"R"Us. They include a Hand Stamped Jewelry kit for making unique gold and silver earrings and necklaces designed with names, initials and charms, as well as a new DIY Journaling Set -- a perfect gift for those who write, scrap-book or journal and want to do so in style. The 70 pages spiral journal comes with patterns, chipboard frames and sparkling glitter tape.

For those recipients who have an interest in creating hand-crafted bath products, consider gifting an STMT DIY Bath Bombs kit, containing everything one might need to make colorful and fragrant bath bombs, along with an instruction booklet with tips and suggestions.

For Musicians

Don't fret! A customized guitar strap or pick punch are fun stocking stuffers for guitarists. Or, help drummers keep the beat with a set of personalized drumsticks inscribed with a name or message.

You can also simply foster music appreciation with tickets to a show or concert, or help your teen discover new music with an iTunes or Spotify gift card.

For Avid Readers

Bibliophiles can never get their hands on enough books. Help satisfy the craving for new reading material with a book subscription. Whether it's an e-book subscription that periodically delivers new titles to an e-reader, or a service that delivers printed material by mail, this is a gift that keeps on giving, all year long.

For the College Bound

For those teens heading off to college soon, consider a gift card to a big box retailer specializing in all the supplies they will need to set up a dorm room and make it feel like home.

Whether your teens are artistic, sporty or anything in between, consider thoughtful gifts that suit their interests and encourage them to do what they love.

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Wedlocked: The Perils of Marriage Equality by Katherine Franke

By Terri Schlichenmeyer

The Truth Contributor

You're not in any hurry.

The ring's on your finger, the engagement was just announced, and you both feel like you've got plenty of time.

Now's your chance to enjoy the process of getting married. Here's your opportunity to plan the future. But *Wedlocked: The Perils of Marriage Equality* by Katherine Franke asks the question: why marry at all?

When President George Washington died, his will stipulated that his slaves be given their freedom when his wife, Martha, who inherited them, would die.

This, says Katherine Franke, accidentally "put a price on" Martha's head but moreover, it was an acknowledgment on Washington's part that shows one complexity of slavery: marriage between the Washington slaves meant that freeing *his* without freeing *hers* could break up families. This issue, and others before and after the Civil War, illustrates how "many of the experiences of African Americans held out a message to the same-sex marriage movement today."

Throughout American history, Franke says, the "rules" of marriage for non-white or gay individuals hid a double-edged sword of enhanced rights and enforced matrimonial laws complicated by pre-Emancipation fluidity of relationships and looser definitions of "marriage" within African-American communities then; and by somewhat of a lack of awareness in the LGBT community, complicated by different state laws now. The bottom line that's often not emphasized: when a couple marries, the state suddenly "acquires a legal interest in your relationship." Now, as then, marriage may also be legally "forced" on a couple: in the case of former slaves, to gain benefits in wartime; for LGBT couples, in the continuation of health benefits. Even after all that, marriage, as Franke reminds readers, has never offered a guarantee from discrimination.

Is it possible, Franke asks, that "the inability to marry creates a kind of freedom from the 'bonds' of marriage?" At a time when the rates of marriage in the Black community are low and LGBT parents are demanding new legal definitions of "family," will marriage become antiquated? Or is the "freedom" to marry just another way for society to meddle in the lives of marginalized individuals?

Surely, few readers would consider *Wedlocked* a fun

weekend read. It's not exactly what you'd take to the beach with you. Fun, no. Interesting, absolutely.

It's also quite thought-provoking. Author Katherine Franke is, in part, Director of the Center for Gender and Sexuality Law at Columbia University, and in this book, she asks hard questions between jaw-dropping history lessons and proof that marriage is both burden and boon to anyone who's not white and straight. That's not to say that the institution is dead; instead, Franke wonders if, of all rights denied former slaves and gay individuals, marriage may've been the odd-choice for legal battles.

But which other right would've been better? The answer to that seems to be left open for discussion; indeed, readers are given much to ponder from this heavy-duty, scholarly book. Just

beware that time is the key to opening *Wedlocked*, now in paperback. Enjoy and contemplate, but don't be in any hurry.

c. 2015
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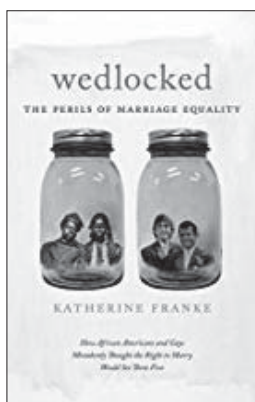
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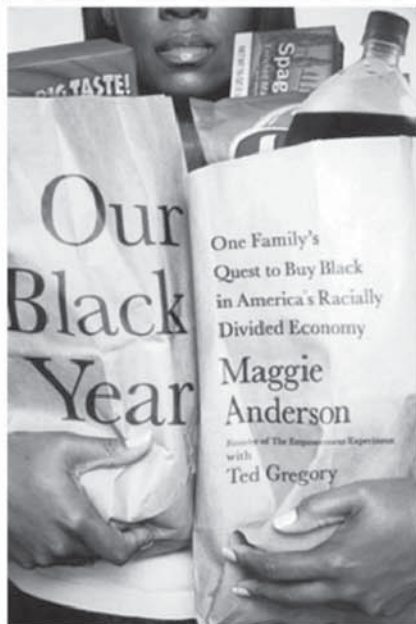
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CLASSIFIEDS

November 22, 2017

Page 15

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All wait lists will be closed
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Notice to Bidders: Inquiry # FY18-18, (Project # 1020-18-192) for Carlson Library Pedestrian Bridge Replacement for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, December 12, 2017. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$45.00 will be charged per set. Any further information may be obtained from Richard McGuckin of DGL Consulting Engineers at 419-535-1015. One Pre-Bid Conference will be held on Tuesday, December 5, 2017 at 10:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 15%. Project Estimate: \$280,000.00; Breakdown: General Construction: \$280,000.00.

ACT-SO MEETING

Saturday, November 18, 2017 the Toledo Branch NAACP will host its first ACT-SO Meeting of the 2017-18 academic year. High school students grades 9-12 interested in showcasing their talents at the local and national level are encouraged to attend.

The NAACP's **Afro-Academic, Cultural, Technological and Scientific Olympics (ACT-SO)** is a yearlong achievement program designed to recruit, stimulate, and encourage high academic and cultural achievement among African-American high school students. ACT-SO includes 32 competitions in STEM, humanities, business, and performing, visual and culinary arts. Almost 300,000 young people have participated from the program since its inception. For over thirty years the mission of ACT-SO has been to prepare, recognize and reward youth of African descent who exemplify scholastic and artistic excellence.

To learn more, join us:
Saturday, November 18, 2017
2:00 pm - 4:00 pm
Kent Branch Library
3101 Collingwood Blvd.

Parents or a family member are asked to attend this meeting with students.

If you are unable to attend the Saturday meeting, a second meeting will be held Tuesday, November 21, 2017, 5:30 - 7:00 pm at Kent Branch Library, 3101 Collingwood Blvd.

The National ACT-SO competition will be held in San Antonio, Texas, July 12-15, 2018. Qualifying gold medal winners from Toledo will be eligible to compete in Texas.

Questions? Please contact Beatrice Daniels
ACT-SO Chair at 419-531-1336 or beatrice-dan@msn.com.

Sprinkle This, Sprinkle That

Making memories that lasts a lifetime.

Thank you for your interest in participating in this special holiday event. My goal is for families to come together and create lasting memories through crafting. The event shall take place at 1811 Adams St Toledo, OH 43604 on Dec. 9th and 16th from Noon-4pm. All participants should be able to assist with the following task:

- Check-in
- Santa helper
- Craft helpers
- Host assistant
- Co-host assistant

I'm currently looking for someone to be Santa and to take photos. Entry fee for this is \$7 per person, children 5 & under are free. Feel free to promote how you like to gain more interest in this event. There is also an Facebook page you can direct everyone to or visit Eventbrite link <https://www.eventbrite.com/e/sprinkle-this-sprinkle-that-holiday-keep-sake-ornaments-tickets-39677640892>

I would also like to promote each participant, so in a return email, may I have the name of the organizations and/or product and services. Another note: Moms House of Toledo may join us. Hoping to hear from them soon.

Thanks,
Autumn Gineen Creative Director
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Two (2) bedroom units only (wait list)

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The information we collect will help to shape the future of TARTA.

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