

Local and National News

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The *Sojourner's* Truth

Volume 51, No. 6

"And Ye Shall Know The Truth..."

July 25, 2018

Demetria Simpson - LMHA CEO



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The Truth We Choose Not To See

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

The Truth Contributor

Simply put, denial is dismissing your own intuition. It is blatantly overlooking what is right in front of you.

- Claudia Black



Often the handwriting is clearly displayed upon the wall but we refuse to read it. Or we stare at obvious indicators that reveal we have a serious problem but we pretend not to see them. We have become enablers. Enablers learn to be quiet, accept a false reality and "pretend that things are different than how they really are," writes psychologist Claudia Black in *The Many Faces of Addiction*.

The fact is that the 2016 election was the first presidential contest without the full protections of the Voting Rights Act as states purged nearly 16 million voters from national rolls prior to the election.

Thanks to a recent Supreme Court decision regarding the State of Ohio, these aggressive voter purges – long used as a voter suppression tool – continue to target poor and minority voters at significantly higher rates, according to Mother Jones Magazine.

So, why were two African-American councilpersons the only "no" votes on legislation passed by city council last week to make it easier to vote by offering voter registration at specific City of Toledo agencies and departments?

Council Dysfunction?

All hell seemed to break loose recently when Peter Ujvagi "walked" a \$150,000 CDBG request on the floor on behalf of his district constituents. After Ujvagi's non-agenda legislation was voted for and passed, council was subsequently besieged by funding requests from several other members causing Chief of Staff Katy Crosby much consternation. Crosby has been attempting to set up a fair process to decide how to allocate CDBG funds at a time when it seems that an "every man for himself" free for all atmosphere prevails on council limiting its attention to other legislative activities.

Pettiness?

One source familiar with the anti-voter suppression legislation, which was sponsored by councilman Nick Komives, suggested that the no votes could have been a "statement" or retribution among councilmen who normally are on the same team.

Councilman Larry Sykes had, allegedly, introduced a past ordinance from the capital improvements budget to buy city council a new vehicle that was not supported by Komives and so Sykes, perhaps, was emphatically returning the favor.

Komives, however, seemed to be unfazed by the speculation. "I'd hate to see no support coming because someone's upset over a vote that is not political or if you have a problem with somebody you don't vote a certain way. That's against what our principles are. I don't really care about that, I'm just going to push forward regardless," he responded upon being asked what might be most concerning to him in all this.

The Ground is Shifting Beneath our Feet:

Like Komives, many in the black community are also attempting to "just push forward." Nationally and locally the Democratic Party is writhing with labor pangs as it gives birth to a new generation of young progressives and social democrat types who are no longer satisfied with the business as usual, status quo politics of the elder generation.

Although we have been conditioned to just shut up and not talk about it, the truth is that we are addicted to a dysfunctional state of black leadership in Toledo. We seem to be able to see "a noose in every corner" but we have been staring at but choosing not to see black leadership that is often bitter, petty, vindictive and divided while young energetic leaders like Brian Hayward, Dominique Warren and others are quietly positioning themselves to ascend as our current role models stagger, stumble and fall.

We can no longer afford to be silent. And we won't be silent, anymore.

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

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Community Calendar

July 29

Ebenezer MBC 100 Women in White Service:
4 pm; "Come on, Let's Go Higher;" Speaker
Linda Ransey of Upper Room Tabernacle

August 11

Youth Explosion: First Church of God; 11:30
am to 2 pm; Food, music, giveaways; Bring
your own chair: 419-843-1434 or 419-255-
0077

Some Thoughts on Major Smith III – Toledo Fire Department

By Earl Murry, PhD

Guest Column

On June 12, 2018 Major Smith, III, a Toledo trainee fireman was terminated by the Toledo Fire Department in direct breach of an agreement reached at One Government Center with Mayor Wade Kapszukiewicz and several of his cabinet members.

Just before Major Smith's termination, the mayor met with me, in my capacity as spokesperson for Major Smith III, along with several accompanying supporters of Major Smith, to assure he received fairness from the fire department academy.

In our meeting we, including the mayor specifically, mutually reached an understanding that Major Smith had been misdirected by his fire department instructor resulting in Major Smith being subjected to an unfair and discriminatory testing process.

In other words, Major Smith was instructed to perform tasks in a manner which assured he would fail and, at a minimum, required him to overcome artificial obstacles not required of any other trainee fireman. Those artificial test results were then used as a ruse to justify his termination.

Major Smith was subjected to requirements which were different from any required of white trainee firemen. Concluded within our meeting with Mayor Kapszukiewicz was the specific understanding and agreement that Major Smith would not be given any specific time period to satisfy the ventilation roof cutting as the "one isolated" requirement to be achieved.

Discussed by me with those in the meeting were Major Smith's concerns that the fire department academy administration mistreated him daily in his work environment and repeatedly required him to complete odious assignments different from those required of other white trainee firemen.

On June 11, 2018, I, along with others who represented Major Smith's defense earlier for fairness, were prepared to meet and discuss with the

Safety Director some ongoing different requirements used against Major Smith.

I telephoned the Safety Director and asked for a meeting. The Safety Director said she would call me the next day, June 12, 2018 about the meeting requested. That call never came. Contrary to getting the expected telephone call from the Safety Director, it was learned Major Smith was summoned to a meeting and told he would be terminated effective immediately. Major Smith was terminated without representation.

We considered and concluded from facts developed through investigation that allegedly the Toledo Fire Department Administration terminated Major Smith, III, an African American, without Just cause and that the Department's actions culminating in Major's termination were done systematically and maliciously with the specific intent of allegedly having perniciously racial discrimination.

Our investigation has established that the actions of the City of Toledo Fire Department were not isolated to those taken against Major Smith but have been systematically applied to other African Americans who were seeking to do nothing more than to put their lives on the line for the citizens of Toledo.

It is crystal clear that Major Smith's termination on June 12, 2018 was in direct breach of the understanding and agreement reached with the mayor and members of his cabinet who were present. The mayor's word is now suspect.

Accordingly, allegations of conflicting criteria in training methods, lack of uniformity in treatments, and racial discrimination will be filed with both state and federal agencies on behalf of African-American firemen who presently are and who formerly have been adversely affected because of such systemic racial discriminatory practices within the Toledo Fire department.

Groups will be formed to establish daily, weekly, monthly and yearly banks of information to be publicized as a report card when levies are requested, and African-American support is needed. This will be especially true when the mayor seeks another term in office - no matter the office - and African Americans will be reminded about the mayor's actual performance while he was in a position of power to effect actual change for the better.

Earl Murry, Ph. D.
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Toledo NAACP Branch ACT-SO

It's called the Olympics of the Mind, and there was no shortness of greatness in San Antonio, Texas (July 12-15, 2018). That's where students representing the Toledo Branch of the NAACP showcased their talents and competed against some of the best and brightest youth from across the country.

Each of the gifted and talented African Americans was part of the NAACP's National Academic, Cultural, Technological, Scientific Olympics, known as ACT-SO. Famous alumni include, Anthony Anderson, Kanye West, Jada Pinkett Smith, Alicia Keys and WTVG 13abc anchor, Kristian Brown.

This year ACT-SO celebrated its 40th National Competition and showcased more than 700 students in 32 categories including chemistry, architecture, dramatics, poetry written and performance, entrepreneurship, culinary, dance and physics.

Seven students from Toledo competed, and four students were selected to participate in the program's closing ceremony.

Arthur Bishop (Toledo Early College) – Music Instrumental Contemporary

Keyara Edwards (Toledo Early College/Eastern Michigan University) – Original Essay

Alanna Hicks (Toledo School of the Arts) – Poetry Performance

Aliyah Hicks (Ohio Virtual Academy/Bowling Green State University) – Music Vocal Contemporary

Whitney Hughes (Jones Leadership Academy) – Dramatics

Nickolas Stewart (Toledo School of the Arts) – Dance Contemporary

Shakayla Waters (Toledo School of the Arts) – Poetry Written

We are proud of our students and what they accomplished in San Antonio and look forward to next year's competition.

The Toledo Branch #3204 NAACP is led by President Ray Wood and Beatrice Daniels serves as ACT-SO chairperson.

If you believe you can do it, then...ACT-SO!



Toledo ACT-SO Sight Seeing Whitney Hughes, Andre Matthews, Keyara Edwards, Robin Reese, Beatrice Daniels, and Aliyah Hic



Toledo ACT-SO Chairperson Beatrice Daniels - Photo by Andre Matthews



Toledo ACT-SO Headed to San Antonio



Toledo ACT-SO Participants Aliyah Hicks, Keyara Edwards and Whitney Hughes



Toledo ACT-SO Participants with Chair-Co-Chair-Chaperone 1

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Demetria Simpson: Her Leadership Is Making a Difference at LMHA

By Fletcher Word

Sojourner's Truth Editor

When Demetria Simpson came on board the Lucas Metropolitan Housing Authority in September 2015 as the director of Real Estate Development & Modernization fresh from similar duties along the Mississippi Gulf Coast, she had expected to be doing just that for the foreseeable future – helping LMHA in those very particular areas.

“My background is in planning and economic development and I wanted to continue my career in that way,” she says. Her career has grown well beyond that path.

Simpson was hired at LMHA by then-CEO Linnie Willis. She was a long way from her Hattiesburg home, a long way from the Gulf Coast which she had been instrumental in helping to rebuild in the post-Katrina years. A long way from most of her family and then thrust into the turmoil that plagued LMHA during that period.

Even though LMHA was working its way through some profound development projects during that period, and still is, the leadership issue was becoming unsettled. The board had brought in Martin LaMar as the COO – the Authority's number two – in late 2014. Willis was soon gone, only months after Simpson had signed up, and LaMar assumed the top position. He asked Simpson to be his COO and she accepted.

LaMar's reign turned out to be brief. He was soon forced out and the board turned to Simpson, who became CEO in June 2017, after less than two years at the Authority. She was appointed, said the board in its press release, because they felt “her leadership will make a difference.”

Now, a year into her tenure, Simpson has certainly grasped the leadership reins and has moved swiftly to analyze as many aspects of the Authority as possible.

She began a financial assessment of the Authority bringing in an outside firm to assist; a number of leadership positions that had been vacant have been filled; a five-year strategic plan has been completed and a firm has been brought on to help the staff implement it – board approval is expected to be forthcoming any day now.

In addition, in order to improve workplace morale and implement “a culture of excellence,” Simpson has brought in another consultant to help develop the LMHA Academy that will be launched in 2019. “Everyone here should know the basics,” she explains. “We are so heavily regulated in public housing.”

The Academy will help the staff work on building relationships with the community especially in “teaching the community how valuable our contribution to the community is,” says Simpson.

To that end, a community symposium was held in May to receive input from the community on “how we can be partners in providing affordable housing for our residents,” says Simpson.

The good news for the Authority started before Simpson moved to town. LMHA is in the middle of a long-term building project that is creating hundreds of new units. Already the first two phases have been completed in the Collingwood Green building project. Phase one was a senior citizen complex of 68 units; the 58-unit phase two was for families. The groundbreaking for phase three – 55 family units – will be held within a few months. Phases four and five – still very much in the planning stage – will bring the project to the corner of Division and Nebraska and will include market rate units along with commercial projects such as markets and perhaps some retail and financial

The bad news, however, is the future of LMHA's funding. “Seventy-six percent of our funding comes from the government,” says Simpson. “This past year has been the scariest of them all.” Funding from the Department of Housing and Urban Development will most likely continue to dry up during these years of a Republican administration in Washington, D.C.

“We have to find ways of doing business to leverage the funding we receive from the government,” she adds. Across the nation there are 3,300 public housing authorities, says Simpson, and they need \$26 billion for the renovation of existing units.

“It's just one of those situations where we don't get enough funding to keep up with the repairs on our units,” she explains. In addition, Lucas County, says Simpson, doesn't have a comprehensive housing plan.

The plan is to continue to build partnerships with other entities in the community, especially non-profit organizations. “We'd like to be creative in coming up with solutions to help the homeless population,” says the director, adding a phrase that ProMedica is also championing: “solving the social determinants of health.”

A Mississippi native, Simpson earned a bachelor of science degree in community and regional planning with continued studies in economic development from the University of Southern Mississippi. She is also a graduate of the John F. Kennedy School of Government Executive Program at Harvard University where she participated in the Women and Power: Leadership in a New World program. She was selected as Glamour Magazine's 50 Inspiring Women of The Year from Around America in 2014.





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Fros Fashions and Finds :Natural Styles for Summer Brides

By Megan Davis

The Truth Contributor

The heat is on this summer as outdoor experiences are well underway. From the Promedica concert series at Promenade Park, to rooftop parties, festivals, this is the season to slay everyday! With the season filled with events and activities, people want to look good without too much effort so it is important that they can find styles that work for various occasions. Last month, we saw what's trending today in natural hair styles. This month, we want to focus on those formal summer occasions like showers, conventions and weddings, where people want to look flawless for their special day and the beautiful photos that commemorate it.

The black bride is a wonder all by herself. From her sun kissed skin to her unique and original bridal gown, brides of color are blazing the trail for original, personalized, and cultural tributes in their weddings today. At the top of the chart is always the hair. Hair is the crown that adorns women no matter the occasion, especially after the veils and tiaras are put away. So let's take a look at how brides of color are styling their naturals for their big day.

Twist and Shout! The natural twist out has been a go-to style for many natural brides lately. Something simple provides an organic elegance that is unique for everyone who wears the style. A twistout can be fashioned to many styles, leaving full bangs with a sleek pin-up in back, also known as a half updo. Twist Outs can also be parted on one side or down the middle, with a braided "headband" or even rolled and tucked on the side. Twist Outs are created on freshly shampooed hair but for a smoother look, they can be created on stretched hair (hair that is shampooed and

blow dried, then twisted). Several brides choose to accent their twistout with a simple flower, pin or bedazzled bobby pins.

Tie that knot! Bantu knots are a more modern look for natural brides who especially want to pay homage to our African roots. Bantu knots can be worn for the ceremony, then unraveled for the reception for a curly look. This works nicely if you're going for a wardrobe change which is popular nowadays.

Loc'd in love! Locs are a very appropriate style for brides. What was once a style only given to the free spirited naturalista, locs are being worn by more brides today than ever. Locs can be styled into anything from chignons to french twists, and cascading curls. Locs are versatile and provide individuality for every bride; and grooms are rocking locs too!

Short and sweet! There's nothing like a bride with a cute cropped 'do. From close coils to the Dora Milaje tribute from the film Black Panther, many brides are keeping it short and sweet, especially during summer months. Shorter styles are also made bold with color, clipper designs and super shiny coils.

Flower power! Summer weddings are often celebrated outdoors. Brides do enjoy a lovely summer-scape complete with natural greenery and blessed blooms for their big day! Going for a destination wedding? Beach waves on locs, braided buns and full on fros are wonderful adorned with flower crowns that some brides DIY for their big day!

Smooth and simple! ALthough weddings have evolved over the years, there are still many brides who prefer a more traditional, polished look. Because natural hair can do just about anything, sleek buns, updos and twisted delights are still all the rage. A bride may opt for some hair added to the crown for fullness and drama, but a silk press and pin up serve their purpose for the traditional bride.

Whatever your wedding style, you don't have to alter your hair texture permanently to achieve gorgeous looks for your wedding day. These style can also be worn by the wedding party, hostesses, and of course, the guests.

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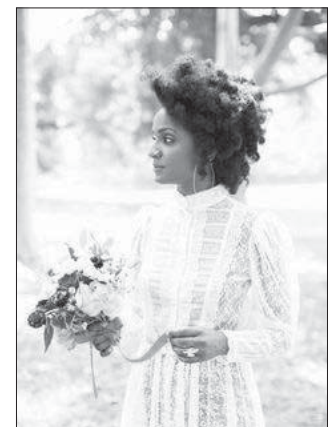
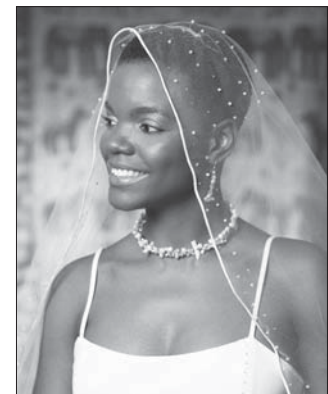
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The Soulcial Scene

Preserving Natural Hair During Water Recreation

By Megan Davis

The Truth Contributor

Swimming is a great activity for all ages. It offers a time to play, relax and exercise with friends or on an individual basis. Throughout generations, swimming has been something that the ladies in families often have shied away from because of getting their hair wet and not having an attractive style afterward. But today, there are many options to help ladies and young girls, enjoy the pleasures and benefits of swimming.

Growing up, kids may feel uncomfortable wearing swimming caps, but there are now many styles and colors to choose from. Some swim caps are made to keep hair out of the face and others are made to keep water off the hair. Here is a breakdown of the types of swim caps available:

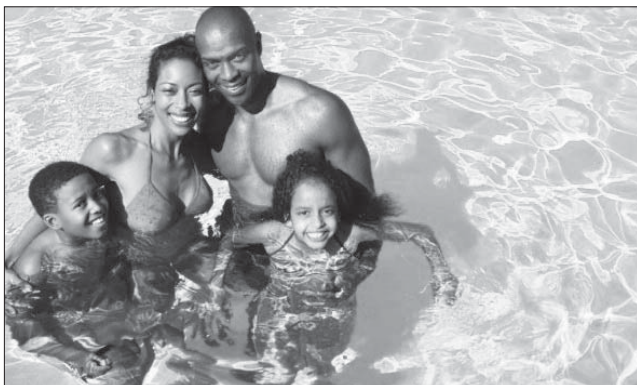
- Lycra Lightweight swim caps designed to keep hair away from the face. They are not effective in keeping water out of the hair. Lycra swim caps are on average, \$5 a piece and can be found online or sometimes in stores like Dick's Sporting Goods or KMart.
- Silicone A heavier duty swim cap that keeps some of the water out. It is softer on the hair and comes in a variety of designs and styles. They also come in larger sizes for longer, thicker hair. The average price range is \$9-15.
- Latex Theses are the most popular swim caps and have a very tight fit. Many may not like the way they may pull on the hair, so you could layer swim caps, using a lycra one first, then the latex. You could also try a satin like wave cap before placing the latex cap on. Lycra swim caps are available for under \$5 online and at local stores like Target and Walmart.

If you're not a swim cap wearer, try wearing twists or braids to protect your hair, mainly the ends of the hair. Applying conditioner to the hair and plaiting it or placing it in several large twists will also protect the hair while swimming. Or if you prefer not to use conditioner, olive oil will protect the the hair as well. The creamy conditioners work well for this, as they provide a protective coating on the hair strands and helps to keep the hair soft-combating the effects of chlorine and extreme sunlight. For shorter hair, applying conditioner is a good practice to adopt, every time you swim. Even if you do wear a swim cap, applying conditioner helps as edges may be slightly exposed.

Some key items to take with you on your swim outing:

- elastic bands
- a large fabric headband
- barrettes
- a wide tooth comb
- plastic combs

A question often posed is "what will I do to my hair after I swim?"



A lot of times, people may not go right home after water recreation. In the event that you don't condition and plait your hair before swimming, you can create a large french braid, or a few cornrows into a small bun after swimming. For shorter hair, you can fancy up by placing a cute headband, flower or decorative clips in your hair until you get home or you can try a great headwrap which looks great and covers your hair until you can get home. Having these essential items is great for family reunions when you will be in and out of the water all day or if you're at an amusement park.

Once you're done swimming and have made it home or to your destination, treating the hair with a swimmer's shampoo is important. Swimmer's shampoo like Ion Swimmer's Shampoo (available at Sally's) Aubrey Organics Swimmer's Shampoo or Ultraswim Chlorine Removal is formulated to remove the chlorine from the hair and aids to prevent hard hair and excessive dryness from combinations of heat, sunlight, chlorine, salt water or even fresh water.

More families can enjoy water recreation this Summer by including these tips to protect the hair from the common issues and concerns with swimming.

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The Soulcial Scene

The Annual Combined Session of the Order of the Pythagorans and Grand Girls Assembly

Sojourner's Truth Staff

The 2018 Grand Session of the Order of Pythagorans and the Grand Girls Assembly, the boys and girls youth chapters, respectively, of the Order of the Eastern Star, was held on July 12-15 on the campus of the University of Toledo.

... continued on page 10



R.W. Eric Warren, Director of Youth Activities; Jordan Young, Most Valiant Grand Master Companion; Tyra Jones, Grand Royal Queen; Rev. Allen and Vontyna Smith; Cheryl Spencer, Grand Director of Youth Activities



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The Soulcial Scene

Motown Dinner & Dance Cruise Fundraiser

Special to The Truth

On a perfect sunny evening the 8th Annual Motown Dinner & Dance Cruise Fundraiser was held on Friday, July 13, 2018 on the famous Detroit Princess Riverboat Cruise hosted by Donnetta M. Carter of Adventurous Travels.

There were over 100 guests in attendance enjoying the festivities, in... continued on page 10



The Prolifics



Annette Wright, John, Raven Wright



Cindy Reinsel receives check from Donnetta Carter



Bessie Mack and Donnetta Carter



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The Soulcial Scene

Motown Dinner... continued from page 9

cluded live entertainment by Detroit's own Prolifics and a dinner menu of prime roast, baked chicken, baked fish, green beans, scalloped potatoes, fettuccine, garden salad, vegetable lasagna and pound cake with vanilla ice cream for dessert.

This year's fundraising recipient was Toledo's PET Bull Project. Executive Director Cindy Reinsel Executive was presented a donation of \$650.00 for the non-profit organization. Their mission is to prevent mistreatment of, educate and train pets. Also, Toledo's PET Bull Project trains pet owners and their dogs to become good advocates for their breed. The Toledo's PET Bull Project is committed to preventing animal cruelty and dog fighting. For more information visit their website <http://www.toledospetbullproject.com/>

Thanks to the corporate sponsors: The Sojourner's Truth Newspaper, OMG Production - Tracy Roberts, The Social Butterfly, LLC, Blue Lakes Charter and Toledo Funny Bone. Next year's fundraiser is scheduled for July 12, 2019 on the Detroit Princess Riverboat Cruise and for more information on fundraisers or business & health expos, please contact donnetta_c@msn.com.



Combined Session... continued from page 8

Approximately 125 boys attended the weekend conference as members of the Order of the Pythagorans. The Order was established 73 years ago in the State of Ohio in order to emphasize programs for educational, social, vocational and moral development.

Two hundred girls were present for the 66rd meeting of the Grand Girls Assembly, which was organized in 1952 and dedicated to the development of character in youth.

The Grand Session, which rotates around the State of Ohio, was hosted this year by The Most Worshipful Prince Hall Grand Lodge of Ohio.

The purpose of the Grand Session is to give youth from around the state the opportunity to fellowship and to compete in a range of activities – in the classroom and on the playing fields.

Eric Warren, the R.W. Director of Youth Activities, led the Pythagorans events and Cheryl Spencer, Grand Director of Youth Activities, led the Girls Assembly.

Daytime activities included sessions devoted to breakouts on math, science and other educational topics along with voting sessions for elected officials.

The Awards Banquet on Saturday night featured the Grand Royal Queen Banquet as Jalen Keaton, R.V. grand senior counselor, and Aaliyah Colbert, grand royal princess, served as master and mistress of ceremonies, respectively.

The event culminated with presentations, acknowledgement and awards with remarks offered by Grand Royal Queen, Jocelyn Edwards, and the Most Valiant Grand Master Counselor, John Cook.

On Sunday, the main event was a divine service held in the Student Union and attended by both youth groups. Rev. Allen Smith, Jr. offered the sermon.

The scripture reading was offered by the newly-elected Most Valiant Grand Master Counselor Jordan Young and the invocation offered by the newly-elected Grand Royal Queen Tyra Jones

Help Students Get Organized for a Strong Start to the School Year

Special to The Truth

School-related stress is common among multi-tasking students. But smart organization can make it easier to dash from class to study hall to after-school activities. It all starts with the right supplies. Gear up for a successful, low-stress school year with these handy tips.

Consult the List

Give your students the tools they'll need to hit the ground running, and alleviate their stress of being unprepared, by referencing the supply list the school sends home. Then spend some time before the first day of school doing something fun together that's also educational, like visiting a museum or reading books. This will get brains active and alert before the first bell rings, ensuring a smooth transition to classroom learning.

Work Smarter

A lot of information is thrown at students during a lesson, but even the quickest notetaker can run into trouble sorting it all out when it comes time to study. The right school supplies will allow students to learn in a meaningful way.

New alternatives to traditional notetaking can make finding relevant information a cinch during study sessions. For example, the Five Star College Ruled Interactive Notebook includes a table of contents with a spot for the date, topic descriptions and page numbers to help students quickly find specific information. Side margins and page number blocks allow for page customization and organization, while the grid ruled quick reference guide is a handy tool for periodic tables, multiplication tables and a glossary of terms. Students can stress less with organizational tools such as these.

Likewise, the Five Star Flex Hybrid NoteBinder, which acts like a notebook and works like a binder, is adaptable to meet the needs of all types of learners. On the inside, pocket dividers provide built-in organization and paper storage to which students can add paper and dividers as needed.

Reduce Your Haul

It's practical to maintain two sets of certain school supplies -- one for a student's home workstation and the other in his or her locker. Pens, pencils, erasers, highlighters, extra paper, sticky notes and rulers are great examples of supplies to store in both places. Doing so will save students the stress of remembering everything before leaving for school or home and can also reduce some weight in heavy backpacks.

Seek Durability

Stuffed into backpacks, stored at the bottom of lockers, and shuttled between school and home, school supplies take a beating. This can mean ripping and even losing important papers. Seek out items durable enough to store materials for multiple classrooms and functional enough to withstand multiple locker visits, such as the Five Star 3-Inch Binder with Removable Padded Case. It comes with an expanding file for quick access to papers and a padded pouch for storing tech gear. Double the strength of competition, Five Star College Ruled Reinforced Filler Paper is a must-have for schoolwork and pairs well with binders.

... continued on page 13

The Soulcial Scene

Annual Block Party at Toledo Museum of Art

The community convened at the annual block party Saturday evening, July 7, at the Toledo Museum of Art and thousands of party-goers enjoyed entertainment, food and music purveyors during the Museum's fifth annual block party.

This year's party included a scavenger hunt, performing arts, food, drink

and the ability to enter the museum buildings, galleries and gardens.

The scavenger hunt, titled the Wild Art Chase involved teams of two to five players who solved a series of puzzles and challenges.

The block party also included glassblowing exhibitions, frameworking and hands-on children's activities



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In Memoriam Polly Lee Harris

Polly Lee Harris, mother of former First Lady of Washington, D.C., the late Effi Barry, and grandmother of former First Son, the late Marion Christopher Barry, transitioned at her home in Hampton, VA on July 11, 2018.

Since moving to Hampton from Toledo, OH and Washington, D.C. in the 1990's, Mrs. Harris used her passion of cooking and service to others by volunteering at her church, West Hampton Baptist, as a main chef providing delicious meals on Thursdays and holidays to thousands of people through the years. In addition to her many friends and former work associates, she is survived by her loving "play" daughters, Norma Stewart, Linda Greene, Dr. Bernadine Lacey and Barbara Kirkland.



Polly Harris (left) and Effi Barry (right)

African American Festival... continued from page 16

July 22 and enjoyed a day of snacking and eating the foods outside the Center provided by the various vendors – chief among them Ruby's Kitchen.

Inside the Center, in the vast lobby, dozens of vendors set up their exhibits offering a variety of products.

Further inside – in the vast auditorium – festival goers were entertained during the day by – Darius Coleman, the Jerusalem Mass Choir, the United Voices of United Vision Baptist Church, Friendship Baptist Church, the First Church of God Combined Choir, a disco party special music by DJ Ellery and, finally, the headliners – The Dramatics. The Dramatics arrived on stage at 7 p.m. thrilling the now-packed house.

Approximately 3,000 people attended the festival this year in its new location



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Rebel Talent by Francesca Gino

By Terri Schlichenmeyer

The Truth Contributor

Your latest hire came highly recommended.

His former employer spoke very favorably about him but there was something unsaid that you picked up on, and it's nagging you. He's very competent – and yet, he's also pretty far outside the box. Read *Rebel Talent by Francesca Gino*, though, and you'll wish you had more employees like him.

As do most, your business undoubtedly runs on rules: when to be at work, how to claim territory, when to meet, and when to leave. That's how a business runs... except when it doesn't. Sometimes, rules need to be stretched, bent, and broken.

In her career as a researcher, Francesca Gino studies things like that, how employees react to rules, and how corporations thrive or fail. As it turns out, those are all strongly linked and what Gino calls "rebel talent" may be a powerful game-changer.

Being a rebel talent doesn't mean "becoming an outcast"; it's more of a nonconformity thing. It's being confident and mature enough to understand which rules are immovable and how to break the ones that aren't. Rebel talent is knowing then how to harness the power that comes when behaving "in ways that are unconventional or unexpected."

c. 2018
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283 pages

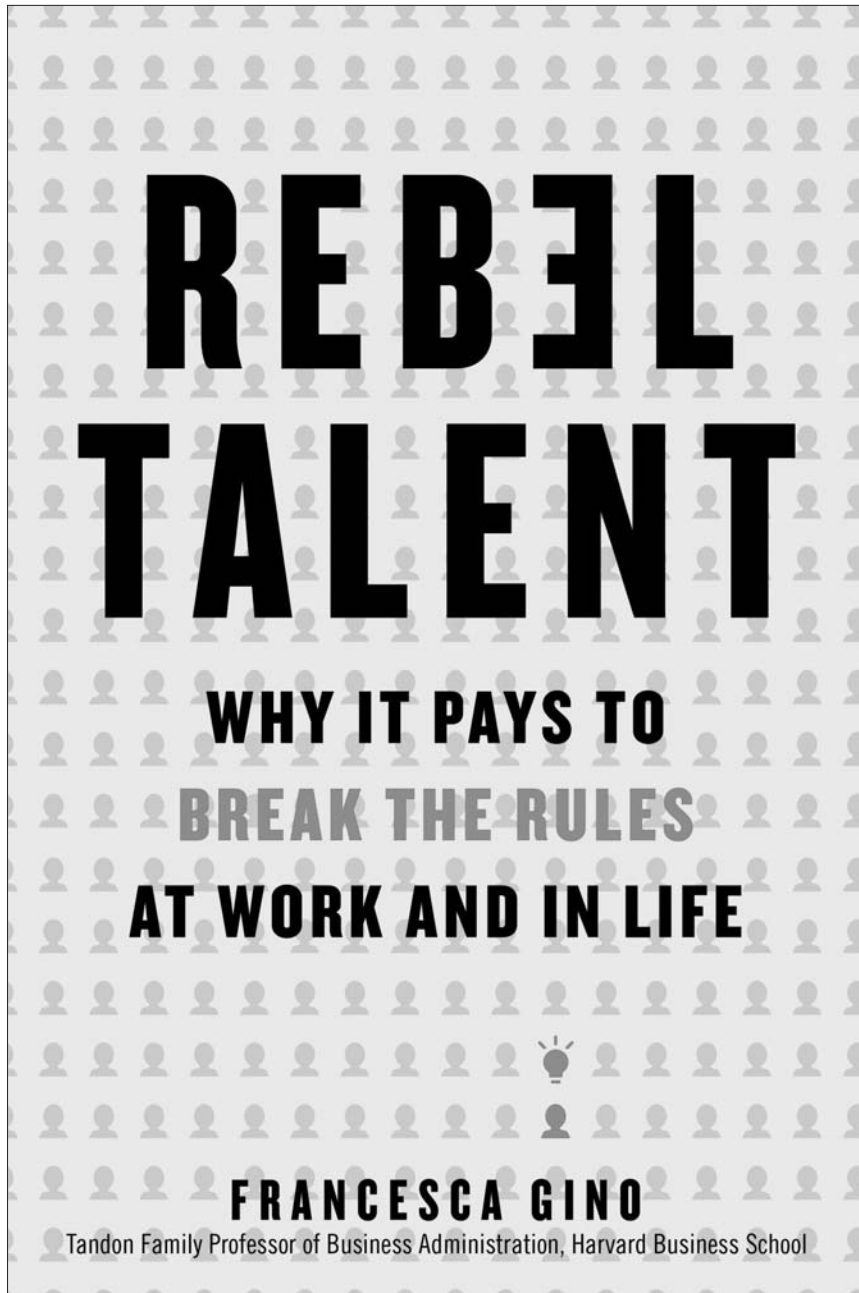
There are, Gino says, "five core elements of rebel talent."

Novelty is the embrace of new, the celebration of differences and ritual, and the ability to see when change is "clearly in our best interest." **Curiosity** is what makes toddlers ask "why?" It's also where innovation comes from and new ideas are launched. **Perspective** is the ability to turn personal experience into real-time relevance. **Diversity** is knowing that differences aren't divisive but are enhancements offering "a competitive advantage." And **authenticism** is staying engaged, living honest, embracing your imperfections, and doing what you do best.

Being someone with rebel talent can lessen stress, enhance relationships, and further careers. It helps with employee retention and satisfaction. And it's fun for you, too: you can become a *Rebel Leader* like the pirate, Blackbeard, who gained "glory and riches" without harming a single captive during his career...

Unlike most business books you'll find that recommend embracing that employee who marches to a different drummer, *Rebel Talent* has another thing to offer: in addition to its informative value, it's also a blast to read.

In her book, author Francesca Gino doesn't take a cause-and-effect tactic. Readers don't even get instruction here; instead, you'll read anecdote after example of small businesses and national corporations that turned around, grew, or reinvigorated after doing things in ways that counteracted what conventional wisdom indicated. Gino advocates allowing workers more autonomy, and listening to what they have to say about their workplace – and she shows how not doing so can hurt both entity and employee. There's plenty of research to back up what Gino says, and humor to keep you engaged.



Get Organized... continued from page 10

Five Star aims to be an ally and champion for students looking for creative and expressive ways to manage the stress of their daily routines. More tips to reduce school-related stress can be found at strengthenotstress.com or join the conversation using #StrengthNotStress.

"Stress is a common challenge for students," says Jessica Hodges, vice president of marketing at ACCO Brands, which builds school supplies based on evolving student needs. "Knowing you can channel stress into something more positive is empowering."

Courtesy StatePoint



THE TOLEDO BLACK

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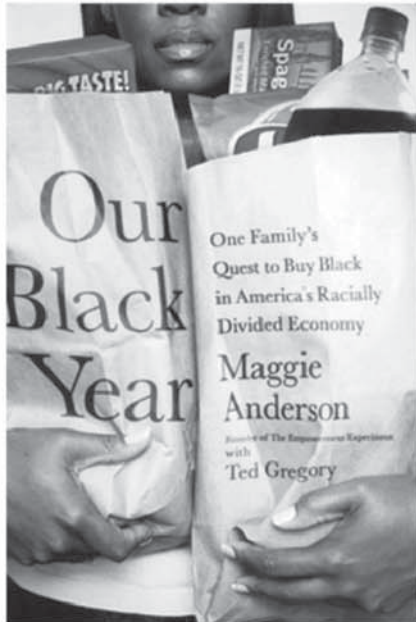
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TOLEDO MUSEUM OF ART RECRUITING FOR DOCENT PROGRAM

Toledo Museum of Art (TMA) is opening recruitment for its docent program. Those who have a passion for teaching and sharing the arts with children are encouraged to apply to the upcoming docent training class. Docents are trained Museum volunteers who engage with visitors to facilitate enriched experiences with works of art and create a warm and welcoming Museum environment. These "gallery teachers" encourage visitor inquiry and enjoyment of the arts.

The 2019 docent class will include:

A calendar year worth of training

Becoming a docent gives the opportunity to participate in a thorough training process. Training will take place from January through December 2019 and will include mentorship from experienced docent peers.

Training for specific groups

Participants will attend classroom and gallery training sessions to become familiar with the TMA collection and gain skills to connect PreK-8 students with works of art. The training program includes specific training for the PreK-8 school tour program.

Convenient training hours

Training sessions will be held weekdays to coincide when school tours take place. For further information, please visit www.toledomuseum.org and attend an information session on Aug. 9, from 10 to 11:30 a.m. Applications are now being accepted and interviews will take place late August and early September. Classes will officially begin January 2019.

TOLEDO OPERA
seeks children for *CARMEN!*

We need boys & girls ages 9 - 14 with unchanged voices to sing in the chorus of *Carmen* (performances February 8 & 10, 2019).

AUDITIONS: Saturday, September 8 from 11-3 pm

Vocal rehearsals will begin October 21
Staging rehearsals will begin January 28

Contact James Norman for more information or to schedule an audition
norman@toledoopera.org or 419.255.SING

REQUEST FOR PROPOSALS

PEST CONTROL SERVICES RFP#18-R011

Lucas Metropolitan Housing Authority (LMHA) will receive proposals for Pest Control Services.

Received in accordance with law until August 7, 2018 at 3PM ET.

For documents: www.lucasmha.org, 201 Belmont Ave., Toledo, OH 43604 or 419-392-3637 (TRS: Dial 711).

Affirmative Action and Equal Employment Opportunity requirements (Executive Order #11246).

This contract opportunity is a Section 3 Covered Contract and any Section 3 Business Concerns are encouraged to apply.



ADVERTISEMENT FOR PROPOSALS TOLEDO-LUCAS COUNTY PORT AUTHORITY TOLEDO, OHIO

NOTICE IS HEREBY GIVEN that Sealed Bids will be received by the Toledo-Lucas County Port Authority for all labor, material, insurance, and equipment necessary for the Waterline Replacement project located at Facility One Toledo, Ohio 43605, in accordance with the approved plans and specifications. The engineer's estimate for the base bid for the project is approximately \$1,917,591.50.

Bids will be received at the Port Authority's administrative offices at One Maritime Plaza, Toledo, OH 43604 until Tuesday, August 14, 2018 at 1:00 PM, at which time and place all bids will be publicly opened and read aloud.

Plans, Specifications, Instructions to Proposers, and Forms of Proposal and Contract are on file and may be obtained by either (1) obtaining hard copies from Becker Impressions, 4646 Angola Road, Toledo, OH 43615, phone 419.385.5303, during normal business hours, or (2) ordering from Becker Impressions, via their website www.beckerplanroom.com at the cost for reproduction.

Please note that there will be a pre-bid meeting for this project for all prospective bidders on Tuesday, July 31, 2018 at 9:30 AM at the Port Authority's administrative offices at One Maritime Plaza, 7th floor, Toledo, OH 43604. Attendance is suggested, but not necessary. Please submit all questions to the Port Authority, Tina Perkins, at TPerkins@Toledoport.org by Monday, August 6, 2018 at 10:00 AM local time. Additional information can be found at www.toledoport.org

Paul L. Toth, Jr., P.E.
President and CEO
Toledo-Lucas County Port Authority

PARK MAINTENANCE

Metroparks Toledo Area is looking for qualified individuals for Park Maintenance at Wildwood Preserve Metropark. High school diploma or equivalent and valid driver's license required. Moderate level of specialty maintenance experience required. Perform a broad spectrum of maintenance duties, including building equipment, maintenance, grounds maintenance, landscaping and construction. 40 hour work week. \$17.69/hr. Go to www.metroparkstoleado.com for complete job requirements and to apply by July 24th. EOE.

COMMUNITY ENGAGEMENT LIAISONS

Hospital Council of Northwest Ohio is seeking four full-time AmeriCorps members to serve as Community Engagement Liaisons. The candidates will build relationships with local residents to help identify community needs to improve the health status of families located in the Getting Healthy Zone. The candidates will begin a ten-month term starting October 1, 2018 and will serve a minimum of 1700 hours. Each candidate will receive a \$17,000 stipend. There will be one position available at each of the four host sites of ProMedica, Neighborhood Health Association, Toledo-Lucas County Health Department and Mercy Health. For full job description, please visit website at: www.hcno.org. Please email, fax or mail a cover letter and resume and specify which host site you would be most interested working at to: Selena Coley, Project Coordinator Hospital Council of Northwest Ohio 3231 Central Park West, Suite 200 Toledo, OH 43617 419-842-0800 x 134 Phone 419-843-8889 Fax scoley@hcno.org Email

NOTICE OF PUBLIC HEARING

The Board of Commissioners of the Lucas Metropolitan Housing Authority (LMHA) is preparing to submit its Annual Plan 2019 to the Department of Housing and Urban Development (HUD) for the fiscal year beginning January 1, 2019. The Annual Plan 2019 is available for review at LMHA's Website (www.lucasmha.org). LMHA invites you to submit comments during the next 45 days. Please submit comments to cmorgan@lucasmha.org.

You are invited to a public hearing on Tuesday, September 11, 2018 at 4:00 p.m., McClin-ton Nunn Community Bldg., 425 Nebraska Ave., Toledo, OH 43604. Interested citizens will be provided pertinent information regarding strategic goals and program activities of the LMHA. Citizens are encouraged to attend this public hearing and provide additional comments on the Annual Plan 2019.

Should attendees require auxiliary aids due to a disability, please contact LMHA at 419-259-9457 or TRS 711, at least one week prior to hearing date.



Hugh W. Grefe, Chair
Demetria M. Simpson, President & Chief Executive Officer



African American Festival Draws Thousands to SeaGate Center





TUFCU Staff and Volunteers

To be on the safe side, Suzette Cowell, CEO of the Toledo Urban Federal Credit Union made a decision during the week before this year's African American Festival. Given the weather reports that there would be rain throughout the weekend, she decided to move the festival from the original outdoor site of Promenade Park to the nearby SeaGate Center.

She was faced with the problem of getting the word out on such short notice but, apparently, she managed to do so. Thousands of people found their way to the indoor site on this past Sunday,

... continued on page 11






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