



Volume 69 No. 9

"And Ye Shall Know The Truth..."

December 1, 2021

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From the Frying Pan into the Fire

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

The Truth Contributor

In doing what is necessary you sometimes end up doing the impossible.

- Matshona Dhliwayo



Mayor Wade Kapszukiewicz responded to Toledo's surging record-setting homicide rate last week by readjusting his approach to public safety.

Just one month past his reelection, the mayor appointed retiring Toledo Fire Chief Brian Byrd as safety director and Oregon police officer Angel Tucker as deputy safety director. In addition, current Safety Director Karen Poore will transition to a "co-equal" deputy mayor position along with fellow former Deputy Chief of Staff Abby Arnold.

In the recent mayoral campaign, violent crime was challenger Carty Finkbeiner's dominant theme. And Kapszukiewicz's much-ballyhooed initiative to reduce gun violence has yet to bear discernible fruit.

These structural changes come on the heels of a recent Ohio Civil Rights complaint against the City by the African American Police Patrolmen League for unfairness in the promotional process and a lack of diversity in the Toledo Police Department. Meanwhile, police-community relations have never been worse in Toledo.

Brian Byrd comes to the Kapszukiewicz administration from the Toledo Fire Department, which has a history of racial and gender bias claims going back to a 1972 lawsuit filed by Blacks and Hispanics.

I spoke with Byrd about his challenges as he "comes out of the frying pan into the fire" to combat the skyrocketing gun violence in Toledo. Here is our conversation:

Perryman: This appointment is quite a challenge. What did you get yourself into?

Byrd: Out of the frying pan into the fire, of course. But, if somebody thinks I can somehow make a little bit of a difference, I'm going to try.

Perryman: You certainly bring success in increasing the minority presence in the Fire Department. Was your success there a factor in the appointment as safety director?

Byrd: I don't know. I've always been pretty active out in the community, which may have played into it. My assumption is those probably did help with their decision.

Perryman: What are your biggest challenges?

Byrd: The obvious challenge now is gun violence. Nobody's going to be able to flip a switch and solve that because the problem includes years of historical and systemic issues that have created the environment where violence exists. So, we have to fight this battle on several different fronts. First, we have to start addressing these kids from the time they're young and in school and before they get into trouble or those that are just beginning to get into trouble before it escalates.

We've also got to address getting more people in public safety forces who look like the community to address it from that end. There are health disparities and poverty issues that contribute to violence. There

are housing issues and drug issues in the community. There are so many different things, and if we can have a small impact on each of them, we'll see positive outcomes.

Perryman: Most who talk about violence fail to note its complexity and the complicated environmental, situational and individual factors that lead to gun violence.

Byrd: Yes, and when we talk about gun violence, there's one misperception that a lot of the gun violence is gang-related. That's just not true. A lot of gun violence today happens because people cannot manage disagreements with people without it escalating to deadly force.

Perryman: Talk about any violence reduction or community policing strategies that you're familiar with.

Byrd: Well, I'm still trying to learn those things. I didn't have much time to look into much of that before this announcement. The conditions of my retirement mandate that I take 60 days off. So, I will spend some time educating myself on these things to develop some strategies. The big picture is there's so much more to address than just a shooting after it happens, including those systemic things that we've been talking about.

Perryman: What are the mayor's expectations for you in this job?

Byrd: We have not sat down for any lengthy discussions on that yet. Still, I'll spend some time acclimating myself to the position, and I'm sure we'll be having that pretty extensive conversation soon.

Perryman: You come to this job with previous leadership experience. What degree of managerial discretion would you insist on in this position?

Byrd: I would hope that I would be given discretion based on my previous successes. I think my record and history of doing things in the community would give the mayor confidence in my decision-making to readdress a different version of the same issues. We stepped outside of the box with the fire department to do some things. We changed many decades-long policies and ways of doing things to address some of the community's needs. Some of the things that are going to be required to address some of these additional community needs will require some stepping out of the box. You can't keep doing the same thing over and over again and expecting a different result.

Perryman: Please elaborate.

Byrd: The community needs to feel in touch with the public safety forces and feel comfortable interacting with them. They must also feel confident that those public safety forces have their best interests at heart, not just when it comes to a 911 call, but in general.

We effected change with the fire department because our people are active in the community in things that have nothing to do with fire. I have a community engagement team with fire that is all over the place, all the time, every day at community events that have nothing to do with the fire department. The community sees you there, being active, and seeing you care about the other things and concerned about how those other things affect the community. I think our presence has garnered a lot of trust.

The community has also seen the result of our recruiting and how we have hired. We have a diverse community, but diversity isn't just about black and white; it's also about economics and opportunity. It's about so much more than what the word diversity has been pigeon-holed into.

Perryman: I'm assuming that you'll bring some of your successes from the fire department to the police department?

Byrd: My hope is that the success we had with fire was because we recruited people from all demographics we thought could get through the process. That in itself leveled the playing field because people saw it as an opportunity that hadn't in the past. We recruited people who we

...continued on page 6



Chief Brian Byrd

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The Future of Education: Prohibitions on-Teaching “Divisive Concepts” in the Classroom

UToledo TSOC3000 students to host a town hall event in response to House Bills 322 and 327

By Terri Draper and Owen Gwyn,

Students, Judith Herb College of Education, University of Toledo

In a time when many are confused by or unaware of the legal events taking place at our state capital, UToledo education students seek to inform the public of actions affecting the future of education for Ohio students and educators. They will host a town hall, open to the public attending in person or virtually, on December 8, 2021 from 5:30 p.m.-7:00 p.m.

At the heart of the discussion are House Bills 322 and 327 that prohibit school districts, community schools, STEM schools, and state agencies from teaching, advocating, or promoting “divisive concepts” which include but are not limited to race, nationality, sex, and ethnicity.

As future educators, students who are planning the meeting are particularly concerned about the lack of definition of “divisive concepts” and the indication that teaching accurate and inclusive history will be at risk. They have wondered if textbooks would be thrown out and who would pay for replacing them.

Students have also been impressed that the penalties for teaching “divisive concepts” include revocation of teaching licenses, for individual teachers involved, and cutting up to 100 percent funding for schools in which “divisive concepts” are taught.

“From middle school to college, I appreciated class discussions that allowed for honest conversation surrounding race, nationality, sex and gender, and ethnicity. This was especially true for a humanities class that I took as a senior in high school. My biggest fear is that these house bills will change the way that future conversations will be conducted. Teachers may be fearful of hosting these discussions due to serious repercussions if they are reported for ignoring the laws that come with the house bills. Current education students are still developing their lessons, teaching styles, and philosophy of education. They may have to change fundamental aspects of their pedagogy before it has been solidified. The house bills do a disservice to current and future educators in my opinion,” stated Terri Draper.

While the town hall is about Ohio house bills only, there have been many other states, including Michigan, taking similar actions to make adjustments in the form of laws. According to a current issue of Education Week, “As of November 9, 28 states have introduced bills or taken other steps that would restrict teaching critical race theory or limit how teachers can discuss racism and sexism, according to an Education Week analysis. Twelve states have enacted these bans, either through legislation or other avenues” (see <https://www.edweek.org/policy-politics/map-where-critical-race-theory-is-under-attack/2021/06>).

Led by students in one of the TSOC 3000: School and Democratic Society classes, the December 8 town hall is an educational event intended to notify the general public of the potential passing of these House Bills which can change the school curriculum for students in the future.

Supporters for the bill and those against it will have equal opportunities to speak, and the cutoff time for each speaker is two minutes. Confirmed featured speakers for this event include a UToledo student, a teachers union representative, elected officials and others. All in attendance are invited to attend and participate in the discussion.

The class especially encourages educators, parents of students, students, and school officials to attend. The event has been planned entirely by students and is sponsored by the Department of Educational Studies in the Judith Herb College of Education.

The town hall is free and open to the public, and is to be held in the Health and Human Services (HH) Building, Room 1600, on the University of Toledo main campus on Wednesday, December 8, 2021 from 5:30 p.m.-7:00 p.m. Free parking is available in lots 1N and 1 S only, for the duration of the



Terri Draper

meeting. See map at <https://www.utoledo.edu/campus/directions/pdfs/Main-Campus-Map.pdf>.

The public may also attend virtually. Pre-registration is required. Please go to <https://utoledo.webex.com/utoledo/j.php?RGID=r467cc0b83c0b6747d37773ada35a5c03> to register and receive an invitation to join the meeting.

Questions can be emailed to the students at housebilltownhall@gmail.com

DISPEL THE DARKNESS

Join us for a Hanukkah lighting

Antisemitism is a darkness that threatens not only the Jewish people, but all of us, no matter identity or background. Jewish Federation of Greater Toledo is hosting a rally inspired by the powerful story of Hanukkah to shine a light on antisemitism.

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This event is being organized in response to a significant increase in antisemitic violence, harassment, and intimidation, and a corresponding rise in other forms of bigotry, intolerance, and hate, across Greater Toledo and all of Ohio.

For more information contact daniel@jewishtoledo.org

Ed Moore: Managing the Water Challenges

By Fletcher Word

Sojourner's Truth Editor

Edward A. Moore was appointed director of the City of Toledo Department of Public Utilities in 2014 by then-Mayor Mike Bell. It's a term of service that has seen Moore and the City navigate a path through one water crisis after another – toxic algae blooms that rendered the water undrinkable; a sale of the water treatment plant that threatened to deprive the city residents of approximately \$1 billion in value and now, perhaps the worst crisis of all – a lack of water affordability for a large percentage of the city's population.

According to public utilities expert Roger Colton, who completed a study for Toledo City Council's Water Quality and Sustainability committee, "for the bottom one-fifth of the [city's] population by income, the average water burden is 27 percent ... of their income for their water bills."

In response to this crisis, the City has introduced a debt forgiveness program. In order to qualify for the program applicants must live in Toledo, must have past due balances of \$200 or more, have an income at or below 200 percent of the federal poverty guidelines or 300 percent if disabled and then stay current on all new charges while enrolled in the program.

The goal for enrollment, says Moore, "is to help everyone we can, if we help one or 10,000 – the numbers have shown that this is something needed in our community."

Moore is all too familiar with the difficulties such low-income households face. "I grew up in a house without water," he says. "This is personal to me."

Moore explains that a good part of his childhood was spent living with his grandmother. "Sometimes we didn't have water, sometimes we didn't have electricity, sometimes we didn't have gas," he says. "Those are some of the decisions she had to make."

Moore became Toledo's Director of Public Utilities in April of 2014. He had previously served as commissioner of Sewer & Drainage, commissioner of Streets, Bridges and Harbor and commissioner of Engineering Services.

A lifelong Toledoan and veteran of the U.S. Navy, Moore has degrees in Managerial Accounting, Engineering Technology and an Executive Master's Degree in Business Administration.

Moore represents the City on the Toledo Community Water Council, an

organization that started meeting in January 2020 to help devise and develop programs related to water accessibility and affordability. The Council helped to create methods to forgive debts related to water charges, storm water charges and sewer charges incurred prior to October 2021. Charges incurred after October 1 will be eligible for an installment payment plan but not debt forgiveness.

There are two parts of the program, explains Moore. For those with debts, incurred before October, of more than \$200 and less than \$1,000, enrollees must make 12 timely payments over the next year and the prior debt will be forgiven in its entirety.

For those whose debts are over \$1,000, enrollees must make timely payments over the next two years and the debt will be forgiven – in its entirety.

"I looked at a lot of different programs and some offered partial relief," said Moore, clearly proud of the fact that the City is offering such complete assistance to those in need.

There is a good deal more on Moore's plate than just water debts, however. The American Rescue Plan dollars that the City of Toledo will receive – in excess of \$180 million – will enable the city to replace the lead pipes that deliver that water, in both public and private spaces. The ongoing issue of lead pipes, says Moore, is not separate from the issue of poverty.

"There is a natural connectivity," he says, because the oldest parts of the city – with combined sewer water tied to storm water – are also those sections with the highest poverty rates. "They qualify for poverty rates [and water debt forgiveness] and they qualify for lead replacement service."

However, says Moore, of the lead pipe issue, "we don't have a lead problem." The city's treatment of such pipes, the program to coat the interiors of lead pipes, has "made our water safe," he says. "But we want to get ahead of [the issue] and we test every three years." Nevertheless, the monies from the American Rescue Plan to replace such pipes entirely is a fortuitous occurrence.

In fact, in spite of the numerous water issues that have sprung up during Moore's watch, he cannot help to remain optimistic about the condition of the area's water and the future for Toledoans who live on the shores of the Great Lakes, the world's largest fresh-water reserve by total area and the second largest by total volume – more than one fifth of the world's surface fresh water.

During his years at the helm of the Department of Public Utilities, \$500 million has been spent on improving the condition of the water treatment plant, the ozone system is in very good shape and multiple barriers have been put in place to prevent another algae bloom.

For the person in charge of water, however, there will always be challenges. The sewer plant needs improvement, Moore notes. The Great Lakes are always vulnerable to dangerous invasive species. Such vulnerabilities and improvements mean that inevitably rates will increase for Toledoans.

There will always be something to keep Ed Moore busy.



Ed Moore

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Frederick Douglass Community Association Receives Grant from Fifth Third

By Dawn Scotland

Sojourner's Truth Reporter

The Frederick Douglass Community Association received a \$10,000 technology grant from Fifth Third Bank on Monday, November 22. The FDCA was one of 13 recipients of the grant in the nation. The money will aid in the expansion of the Young Banker's Club at the community center.

The Young Bankers Club is an initiative created by Fifth Third Bank in 2004. The Frederick Douglass Community Center has been an active participant in the club with students engaged as a part of the center's afterschool enrichment program. The program currently serves youth in grades five – 12, Monday – Friday from 3:30-6 p.m. The funds will take the program to another level.

Earlier this month, Fifth Third introduced a redesigned program that is completely digital. "The new Young Bankers Club® digital format features a comprehensive curriculum that meets national and state educational standards for fifth-grade mathematics." (ir.53.com). The grant received by the FDCA will support improving technology at the center and increase the number of students served in the program.

Dana Capers, vice president/ Community and Economic Development Manager for the Northern Ohio Region, presented the \$10,000 check to the association. The grant was received by Reggie Williams (Executive Director of the FDCA), Albert Earl (President of the Board of Directors of FDCA), Diana Labiche, PhD, (Vice President of the Board of Directors of the FDCA) and Richard Quinney (Board Member of the FDCA) on behalf of the association.

"One of our goals is to empower communities and neighborhoods and students and we really appreciate all that you're doing to do that and to really prepare your students from a financial standpoint for life," said Capers. The program is a part of the FDCA's goals to improve financial literacy in the community.

The program focuses on each area of personal finance: "Budgeting; Banking and payment methods; Overspending and lending to others; Borrowing money; Jobs and income; Saving and investing; Protect your money – risk and insurance." (ir.53.com) The program is open for application for students to enroll.

Founded in Toledo in 1919, the Frederick Douglass Community Association has been a mainstay in the black community for over a century and will celebrate its 103th anniversary next year. Along with the Young Bankers Club, The Doug has basketball for children Monday thru Thursday, a "Let's Talk" series on Wednesdays after basketball practice for parents and participants to talk about community issues, and their after-school enrichment program.

Upcoming events:

- 1st and 3rd Fridays, the Doug hosts a commodities giveaway from 9 a.m.-12:30 p.m. giving food to those in need in the community
- Dec 17 the Lucas County Health Department will host a Narcan training at the center and the FDCA plans to host a Turkey Give Away.

Earlier this year, The FDCA received \$2.5 million dollars from the city of Toledo to support its renovation project. The project will be completed in phases



Dana Capers (Vice President/ Community and Economic Development Manager for Fifth Third Bank Northern Ohio Region); Diana Labiche, PhD, (Vice President of the Board of Directors of the FDCA); Reggie Williams (Executive Director of The FDCA); Richard Quinney (Board Member of The FDCA); Albert Earl (President of the Board of Directors of the FDCA)

with construction currently underway and an estimated completion of 2024. The updated center will include new elevators, gymnasium, roof, parking lot, heating and air system, windows, entrance, upgraded Wi-Fi and security system. Patrons are encouraged to contribute to the center's renovation fund at the Toledo Urban Federal Credit Union.

For more information or to volunteer, contact the center at 419-244-6722, or visit the organizations website <https://thedoug419.org/> or their Facebook page.



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Perryman... continued from page 2

think can get through the process based on their successes in their lives before this and their desire to serve.

Our last fire class, their motto, and I didn't know that they would make it their class motto, but it was something I had said to them on their first day. I had them say 'service is a privilege,' and they then took that as their class motto. I wasn't expecting that. These are the sort of people that we recruited: those who understand that this is a service job and a community-based job. So, by recruiting people who we thought would be successful in the process across all demographics leveled the playing field.

Perryman: What are your ideas concerning police reform?

Byrd: I am an African American man who grew up in an African-American community. So, given some of the things that we see across the country regarding community/police relations challenges, we have to address the communication piece.

If our folks don't know how to communicate with the police and the police don't know how to communicate with our people based on their cultural differences, let's just be realistic. We don't communicate the same. You can't get anything accomplished until you learn how to communicate, so that's one of the first things that needs to be addressed.

Perryman: The reason police reform is so critical is that our community has a demand for public safety. Yet, we're the ones that most strongly resent the methods that police sometimes employ to provide that safety.

Byrd: Yes. And again, people like to disregard history. We can't ignore history and, I think on the civilian side in minority communities, they understand the record. They've learned it from their grandparents, parents, and things they've seen. However, I don't know if the law enforcement side in general, not just in Toledo but nationally, fully understands the impact on the minority communities of that history and how that history has affected the minority community's perception of the police. So again, that comes down to communication.

Perryman: Right. Part of that history that you'll have to deal with is the consent decree to hire and promote Blacks that we went through back in the 1970s and 80's. So now we're almost back at the same place.

Byrd: Yes, and that was one of my goals with the fire department. I'll be damned if I'm going to be in this position and let a court have to order me to hire for appropriate reasons. I was not going to let that happen.

Perryman: Is that your vision going forward in the new position?

Byrd: Absolutely. A court having to require anybody to hire a certain way to reflect the community, in my opinion, means we weren't doing things right.

Perryman: I am looking forward to you bringing your talents to the safety director position. I am sure that many others embrace your presence as well.

Byrd: This is a great opportunity for both Angel Tucker and me. First of all, I think this is the first time there's ever been an African-American male in that position and not just one, but now two. Second, I must applaud the mayor for giving this opportunity to, again, change the dynamic in how that position communicates with the city. This position is new and refreshing because the mayor decided to step outside the box with how we're doing some things.

Perryman: Toledo is much more urban than the Oregon, Ohio community. Will Mr. Tucker experience a learning curve in terms of police/community relations?

Byrd: Not at all! Angel is from the central city of Toledo. He lives here, his family is from here, and he grew up in the Detroit/Central Avenue corridor. And Angel, like me, is very actively involved in the community in other aspects. We're out there, and we've always been out there. So, this is a way for us to take our commitment to the community to a different level.

Perryman: Thank you.

Contact Rev. Donald Perryman, PhD, at drdperryman@centerofhopebaptist.org

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Supporting Heart Health During the Holiday Season

By Dr. Brian Dolsey, MD, FACC, FSCAI

Guest Column

During the holidays, we often see a rise in heart-related issues, including heart attacks. One reason is that our dedication to our health typically falls to the wayside during the busy holidays. We neglect our regular exercise routine; we overindulge in processed or fatty foods, and we drink more alcohol. Additionally, increased levels of stress, feelings of depression and lack of sleep can take its toll on the body.

By supporting your heart health, you can lower your risk of heart issues during the holidays and set yourself up for the start of a healthy new year.

Lower Your Risk for a Heart Issue

Here are some ways to support your heart health during the holidays:

- **Stay active during the season.** The American Heart Association recommends at least 150 minutes per week of moderate-intensity aerobic activity or 75 minutes per week of vigorous aerobic activity, preferably spread throughout the week. Moderate- to high-intensity muscle-strengthening activity is recommended at least twice a week.

- **Eat heart healthy foods.** Fruits, vegetables, whole grains, nuts, lean meats, fish and healthy oils are foods that help support your heart health. Limit red meat, packaged foods, and foods with lots of salt or sodium.

- **Limit your alcohol intake.** Increased alcohol consumption contributes to a higher risk for raised blood pressure and can contribute to other heart issues such as an irregular heartbeat and stroke. It's recommended that men have no more than two alcoholic drinks per day and women have no more than one.

- **Reduce your holiday stress.** Ongoing stress can increase your heart rate, blood pressure and your body's demand for oxygen – all of which can affect your heart. The holiday season can be busy, stressful and emotionally challenging. Find ways to cope and work with a mental health professional if needed.

- **Stay on top of your heart medications.** The holiday season can disrupt our daily schedules. If you're on a schedule with prescribed medications, make sure you continue to take the right dose at the right times. Set a phone reminder or use a pill pack to help remember.

- **Schedule your routine check-up.** The end of the year is almost here. Have you had your 2020 annual check-up? If not, schedule an appointment with your primary care provider to help identify any potential heart issues and support your overall health.

- **Be careful in the cold.** Being in cold weather can cause our blood vessels to constrict, making it harder for your blood to pump through the body. Strenuous outdoor activity, such as shoveling snow, can increase the work-

load on the heart, especially among those who smoke, have diabetes or have an existing heart condition.

Recognize a Heart Attack Quickly

Knowing the signs of a heart attack can help you get life-saving care quickly, which is important for minimizing the damage to your heart. Unfortunately, many people are not aware of the major signs of a heart attack. Especially during the holiday season, symptoms may be ignored when people don't want to worry friends and family or think they are just experiencing some indigestion. Not everyone with a heart attack has the type of chest-clutching heart attack you see on television. Signs of a heart attack may include:

- Chest discomfort that can feel like pressure, squeezing, fullness or pain.
- Cold sweat, nausea or vomiting.
- Shortness of breath.
- Upper body discomfort in one or both arms, your back, neck, jaw or stomach.

If you think you or a loved one may be having a heart attack, act fast. Call 911 and then slowly chew and swallow one full-strength, 325 mg aspirin tablet. Chewing it will help your body absorb it more quickly to "thin" the blood and make it more difficult for a potential blood clot to grow. Never drive yourself or a loved one to the emergency room; an ambulance will keep you safe and get you help faster.

This holiday season, protect your health by recognizing the signs of a life-threatening emergency and taking steps to reduce your risk for heart issues.



Dr. Brian Dolsey, MD

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Cheers! What's on Your Holiday Drink Menu?

By Patrice Powers-Barker, OSU Extension, Lucas County

The Truth Contributor

When it comes to the wintertime season and the end of the year with events and parties, there are many reminders about what NOT to eat or drink during this busy time of year. It is important to remember that many holiday drinks might be high in calories or even fat. For example, drinks like egg nog or coffee shop drinks can be high in fat, sugar and calories.

Cornell University offers a reminder, "cheers to good health – quench your thirst with low-calorie options". Let's switch one word and offer "Cheers to good health – quench your thirst with healthy options".

As a reminder, if you choose to drink alcohol, do so in moderation. The recommendations are up to one drink a day for women and up to two drinks a day for men. This article will focus on options for non-alcoholic drinks for any time of the day and for a wide variety of people, including children. Whether you are hosting a group or preparing your own drink, there are easy ways to keep it healthy and dress it up for this busy time of year.

A few benefits of healthy, winter drinks:

- Keep you hydrated
- Add additional nutrients to your day
- Don't add hidden calories to your day
- Encourage you to enjoy yourself, your company and the chance to relax

Water. Certainly, water is a valuable drink for everyone but not everyone prefers a glass of plain water. This is a good time to make a pitcher of infused water and store it in the refrigerator. Use fruits that are on sale or in season. Add slices of citrus fruits or apples. Add berries. Have a drink of sparkling water or add some sparkling water to a glass of 100% fruit juice for a fruit flavored spritzer.

Warm Drinks. When it comes to hot drinks, people often have their favor-

ites. Whether you are a coffee drinker or prefer hot tea, consider adding additional options to your day. Whether you're an adult who loves a hot cocoa or you're making plans for the children's drink options, hot chocolate can be a good way to add some calcium to the day. If you have not enjoyed a cup of hot tea recently, check out all the options at the grocery store. There are so many different kinds and flavors especially when you look at herbal teas!

Hosting a party? Cranberry Apple Cider is easy to make. There are no specific measurements for this warm drink in the slow cooker. Just add fresh cranberries, whole cinnamon sticks, whole cloves and 100 percent apple juice to the slow cooker. Let it warm up on high or keep it on low for the day.

If you are hosting a party, consider making it easier on yourself to serve hot drinks by using a hot beverage carafe. University of Nebraska Extension points out that some guests may prefer a hot drink like coffee or tea either before or after a meal. In order to have hot beverages available over a period of time, carafes can help keep drinks hot and fresh tasting for hours. It beats making several small amounts of drinks or letting it sit around too long to either color off or on the heat source for an undesirable flavor.

They offer this tip: Preheat the carafe by filling it with hot water while you prepare the hot beverage. Once the drink is ready, empty the hot water and fill the carafe with your beverage. The hot water heats it up to help keep your drinks warm for longer. Some coffee makers come with carafes. When purchasing a new one, look for a carafe that easy to use and clean.

Festive drinks. Sometimes these holiday specials are called "mocktails" if they're made without the alcohol. These are nice to have for those who are young or not drinking alcohol at holiday parties. Like the spritzer mentioned above, it can be as easy as combining 100% fruit juice and sparkling water. In addition, add some tasty garnishes such as berries or fruit slices.

Enjoy. I know many people live a fast-paced life and it seems to speed up at the end of the year! If you can take a few minutes to yourself to quietly enjoy a warm cup of coffee or tea, the "to do" list will still be there in 10 minutes. Whether you choose a mocktail or choose to indulge in a high calorie or alcoholic drink, enjoy the taste of the drink and the company around you. If you are rushed or feeling stressed out, remind yourself to grab a drink of water.

Sources: Nebraska Extension, Cornell Extension, Produce for Better Health Foundation, Utah State 4-H Food and Nutrition

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Ask Ryan

By Ryan Rollison

The Truth Contributor

Dear Ryan,

I am trying to build my arms bigger and I'm a little confused on which exercises are the best for me to do. I've read the magazines and they all say something different. What should I do to increase the size of my arms? It seems that there are also a lot of different routines, how do I know which is the best one to follow?

Thank-u,

Thank you for the question.

It means a lot knowing that you would still ask me after reading all that information in magazines. I believe if you stick to the basics that you will get the results you desire. It's sad that the more you read in the books the more confused you will become.

I tend to stay away from all of that instruction confusion from other athletes. I am not saying they are wrong because it works for them. But you have to experiment and find what works best for you..

I mostly read the science, research and nutritional information in those books. If it's not backed by science and/or college testing. I really don't pay much attention to it. It's nice to see other workout routines to give you a change but what works for one person may not work for another.

Like I just said, if you stick to the basics, you can't and won't go wrong! The bicep is two different muscles. You have the long head (outside) and the short head (inside) Straight bar curls are the best for building nice size arms. Taking a wide grip works mostly the short head and a narrow grip works the long head of the biceps.

Take a grip that's shoulder width and hit both heads of the bicep at the same

time. Start out with a light weight and do 20 reps to make sure that you can feel the muscle work and a nice little burn in the bicep. Then raise the weight progressively throughout four sets so that your last set ends with a hard 8-12 reps.

The next good exercise is alternating curls. Start with your palms facing each other. Then as soon as you clear your thighs, supinate (turn) your wrist so that your pinky is heading towards the outside of your shoulder. Squeeze the bicep and return to the starting position. Then begin your rep with the other hand. Continue to alternate hands in this fashion until your desired repetitions are completed.

The last bicep exercise I will suggest is the hammer curl. You start the same way as you do with alternating curls except you do not turn the wrist. This works part of the forearm and adds thickness to the outside of the bicep. switch the order in which you do the exercise so that you shock the muscle and you will get different load ranges on the different exercises.

Now, onto your triceps. Your triceps has three different muscles, makes up most of the arm size and should be worked no less than the biceps. Triceps pushdowns are an excellent exercise for the triceps. Be sure that when doing this exercise, you do not move your shoulder joint. Only the elbow joint should move and you don't want to go much higher than your chest or forearms just above parallel.

Kickbacks are another great exercise for this muscle group. Bend over at the waist, keep your back flat and your elbows up pointing to the sky. Straighten the arm into the locking position so that you contract the muscle then release slowly and repeat. Also, make sure you do not flex your wrists at the top of the movement.

Lying dumbbell extensions or standing overhead extensions are also good and very beneficial to the triceps. Lying face up on a bench, take two dumbbells and hold them above you towards the ceiling. Keeping your elbows and upper arms perpendicular to the ground, lower the weights to the sides of your head. Raise the weight back up and repeat. Be sure to keep your shoulders down and your arms from swinging.

Also try 21's to mix it up. Seven reps from bottom 1/2 way up, seven reps from top 1/2 way down and seven full reps

Good luck in achieving your Dream Bodies out there and keep the questions coming.

Ryan Rollison

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A Mental Health Moment

90 Day Mental Health Challenge....Coming to Close 2021

By Bernadette Joy Graham, MA, LPC, NCC, CCHI, Licensed Mental Health Therapist
The Truth Contributor

Dear readers, we are down to the 30- day count of our 90- day mental health challenge. December 31 ends 2021 and we will all have the opportunity to plan accordingly how we want the new year 2022 to work for our best interest. Many of you have heard the quote "we don't plan to fail, we fail to plan" and honestly those words ring true throughout all of our lives at some point. So, let's take a look back at October at the beginning of our 90-day mental health challenge.

For the month of October an overall theme of making a plan on how to get started with changes in your life and how to start. For example, the importance of identifying your mental health needs and how to get started on reaching out to professionals, a trusted friend or at least listing items in our lives that need attention.

For the month of November, the Thanksgiving holiday was addressed as were veterans and how they could get help through websites, phone numbers and physical addresses. Also, November was a month of checking yourself and asking the hard questions, "did you make a list, did you identify needs, did you begin any type of change for the better (you)?"

Congratulations to each of you who took a step or steps toward this challenge, be proud of yourself, hug yourself and know that you truly do care and love yourself. If you did any of this alone that was a courageous move and if you had help, please continue to utilize a support system and graciously thank those who were there to help you.

As we close out the year of 2021, it's natural to want to look back with some regret and woulda, shoulda, coulda's. None of those serve any of us pleasure or purpose. Instead, take a mature step toward evaluating the past year and ask these questions: 1 – what was in my control? 2 – what was out of my control? 3 – were the choices I had reasonable to make reasonable decisions? 4 – what do I envision to improve my life this year? 5 – who or what needs to be eliminated from my life that is not in my best interest?

We are all accountable for our own lives and responsible for the children we bring into this world. We are all human and mistakes take place throughout our lives. Learn from your mistakes, get back up when you fall, never give up, ask for help, try your best, be true to who you are, treat others kindly and respectfully, love yourself and your children unconditionally.

New Year's resolutions are fun but often fail to last past February 1. Instead, make a list of what qualities can get you where you want to be. Winning lottery numbers may be in your future but money does not buy love, happiness, respect or dignity. Positive thinking, great work ethics,

planning, prayer and a strong sense of spirit can go a long way. Take your time but don't waste it on dreams fueled by the inability of poor logic and lack of sense.

The holidays can be very lonely, violence is on the rise, suicide rates increase and drugs and alcohol sky rocket. Pain of the mind and soul can be soothed by helping others in need and in pain. Your soul and your spirit feel good helping to heal the pain of another. Remember loved one's we lost can be inevitable this time of year but give it a time limit on how long you feel that heartfelt pain. Honor their name and their memory and whom you choose to help, whom you choose to ease their pain do it in the name of your lost loved one.

At times our bodies can be weak and in pain but our minds are very, very powerful. Looking back at the past can cause depression, while looking too far ahead in fear of what could happen negatively causes anxiety. ANXIETY IS A WASTE OF IMAGINATION....I'll say it again, anxiety is a waste of imagination. You choose what to think, you choose what to remember therefore choose to imagine love, happiness, peace, a beautiful place you've been or would like to go, healthy grandchildren.....endless possibilities. 2022 what's in your imagination?

I leave you dear readers from a quote from the late great Dr. Maya Angelou...*My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.*"

"If you don't like something, change it. If you can't change it, change your attitude."

Bernadette Graham is a Licensed Professional Mental Health Counselor, National Certified Counselor and Certified Grief Recovery Specialist. She is also a Certified Clinical Hypnotherapist. Provide feedback or reach out at graham.bernadette@gmail.com For appointment information please call 419.409.4929 (Appointments available on Tuesdays and Fridays only). Office location is 3454 Oak Alley Ct. Suite 300 Toledo, OH 43606 www.bjgrahamcounseling.org Available for team building, employee empowerment in motivation and better understanding mental health in the work place. Accepting new client ages 13 and older.



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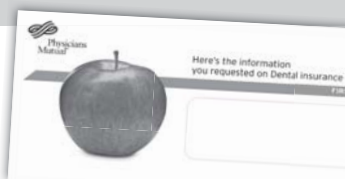
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Families Impacted by Alzheimer's or Other Dementia Can Enjoy the Holiday Season Using Alzheimer's Association Tips

Special to The Truth

While holidays can be a joyous time for many families, they can be especially challenging for families affected by Alzheimer's or other dementia. Caregivers may become overwhelmed trying to maintain traditions while also providing care.

Pamela Myers, program director for the Alzheimer's Association Northwest Ohio Chapter, said caregivers and families should endeavor to create new traditions and find new ways for their family members to help make this season satisfying for all.

"Depending on how your loved one copes with the noise and extra commotion that comes with holiday time, you may have to change things up a bit and make things easier for everyone in the family," Myers said.

To help families navigate challenges and provide a meaningful and enjoyable holiday season, the Alzheimer's Association recommends the following tips to make the holidays enjoyable and safe for all:

Talk to Your Family: As caregivers consider options for the holiday, Myers suggests that they arrange a group discussion via telephone, video call or email for family and friends to discuss holiday celebrations in advance. Everyone needs to understand your caregiving situation, the safety precautions you're taking to help keep your loved one healthy and to set realistic expectations about what you can and cannot do.

Modify and Adjust: No one should expect you to maintain every holiday tradition or event. Do what is manageable and safe. Schedule your own "holiday parade" and ask family members and friends to drive by with homemade signs or other festive decorations. Take a ride to go see holiday lights.

Involve the Person Living with Dementia: Ask him or her to help you prepare food, wrap packages, help decorate or set the table. Myers said maintaining their normal routine as much as possible so holiday preparations don't become disruptive or confusing. Also consider decorations. Blinking lights may con-

fuse those with dementia.

Use Technology to Your Advantage: Record and send a holiday video greeting to family and friends. Schedule a time for several households to watch a favorite movie and share comments over the phone. If not gathering in person, determine who is best to coordinate and manage needed technology.

Adapt Gift Giving: Provide family and friends with suggestions for useful and enjoyable gifts for your loved one living with Alzheimer's. This may be comfortable, easy-to-remove clothing; favorite music, or favorite treats. Involve your loved one depending on their abilities, such as having them package baked goods in tins or boxes or wrap gifts you purchased for them to give.

The Alzheimer's Association Helpline is available 24/7 at 800.272.3900. For a complete list of tips and suggestions, visit the special website resource section with information about the holidays, Alzheimer's and COVID-19 at www.alz.org/help-support/resources/holidays.

Mercy Health's Mobile Mammography Van Visits Area Locations

As Mercy Health continues to evolve to better meet the needs of our patients and community, we are pleased to announce the region's first mobile mammography unit has visits scheduled throughout the region.

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2755 Shoreland Avenue, Toledo, OH 43611

Friday, Dec. 3, 9:20 a.m. – 3:20 p.m.

Tiffin Community Health Center
1344 Seneca Avenue, Tiffin, OH 44883

Tuesday, Dec. 7, 9:20 a.m. – 3:20 p.m.

Mercy Health - Napoleon Family Medicine
1426 North Scott Street, Napoleon, OH 43545

Wednesday, Dec. 8, 9 a.m. – 4 p.m.

Old West End Community Health Center
2244 Collingwood Boulevard, Toledo, OH 43520

Thursday, Dec. 9, 9 a.m. – 4 p.m.

Mercy Health - Swanton Primary Care
22 Turtle Creek Drive, Swanton, OH 43558

Friday, Dec. 10, 9 a.m. – 2 p.m.

Mercy Health - Jefferson Family Medicine
2200 Jefferson Avenue, Toledo, OH 43604

Tuesday, Dec. 14, 9 a.m. – 4 p.m.

Mercy Health - Oregon Clinic

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... continued on page 13

Make Good the Promises: Reclaiming Reconstruction and Its Legacies, Edited by Kinshasha Holman Conwill and Paul Gardullo

By Terri Schlichenmeyer

The Truth Contributor

Scout's honor.

It's a pledge, hope to die, and pinky swear. Someone's offered their word and now you have expectations. They've made a solemn vow and you'll hold them responsible but remember, as in the new book *Make Good the Promises*, edited by Kinshasha Holman

Conwill and Paul Gardullo, some pacts don't last long.

Three years before he was inaugurated, Abraham Lincoln was concerned "about the deepening crisis between the Northern free states and Southern slave states." He "thought hard" and often about "the institution of slavery" but, though he was against it, he believed that decisions on slavery should lie within the individual states.

He'd "been in office for a month when insurrectionary forces attacked Fort Sumter," which marked the beginning of the Civil War. Northerners leaped into the war, "believing, or so they said, that the Civil War" was not about slavery or Black people.

"Black people insisted, to the contrary, that the war had everything to do with them."

Years before War's end, Lincoln's Emancipation Proclamation gave African Americans hope that things would improve. After his assassination in April 1865 and the ratification of the Thirteenth Amendment the following December, there was still hope, though Lincoln's successor, Andrew Johnson, "proved to be an enemy of Black freedom." Still, Johnson's Reconstruction plan didn't entirely undo what Lincoln had started, though it did favor Southern states in ways that made room for white supremacy and Jim Crow laws, and that still resonate today.

Johnson's actions lingered in the fight for the vote for Black women, long after Black men were allowed to cast a ballot; it lingered in their "proper treatment as ladies..." His actions left a long legacy that began with mass incarceration and forced work, often for no valid reason. And they linger in violence and disrespect, in disenfranchisement, in segregation that still affects Black lives, and in politics and current events today. And, as the authors indicate here, re-viving the subject of reparations may fix all that...

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Trace it back. George Floyd back, Medgar Evers back, Rosa Parks back, Black GIs back, and you'll see where editors Kinshasha Holman Conwill and Paul Gardullo are going. Follow it back, and in *Make Good the Promises*, you'll find a path forward.

It's not a new one, though, as you'll see inside this photo-packed narrative; in fact, there's not even just one. In the chapters that serve as refreshers on the Civil War (with focus on War's end), there are many subtle suggestions for establishing equality. More blunt talk comes toward the end of the book, and it comes with some surprises.

Readers are also in for one big delight here: this book would be just another volume on history, were it not for the abundance of photographs. You simply must see the faces inside.

You have to see their lives.

If you're a history buff or a reader of Civil War-era accounts, one peek inside *Make Good the Promises* will have you hooked. Pick it up, you'll love it, cross your heart.

Mercy Health... continued from page 12

3841 Navarre Avenue, Oregon, OH 43616

Wednesday, Dec. 15, 9 a.m. – 4p.m.

Starbright Primary Care

28555 Starbright Boulevard, Perrysburg, OH 43551

Friday, Dec. 17, 9 a.m. – 4 p.m.

Mercy Health - Waterville Primary Care

1222 Pray Boulevard, Waterville, OH 43566

Tuesday, Dec. 21, 10 a.m. - 4:20 p.m.

Bryan Community Health Center

228 South Main Street, Bryan, OH 43506

Wednesday, Dec. 22, 9 a.m.- 4 p.m.

Mercy Health - St. Vincent Heart & Vascular Institute

2222 Cherry Street, Toledo, Ohio

Thursday, Dec. 23, 9 a.m.- 4 p.m.

Mercy Health - Swanton Primary Care

22 Turtle Creek Drive, Swanton, OH 43558

Tuesday, Dec. 28, 9 a.m.- 4 p.m.

Halim Clinic / Mercy Health - Spring Valley OBGYN & Midwives

6855 Spring Valley Drive, Holland, OH 43528

Wednesday, Dec. 29, 9 a.m. – 4p.m.

Starbright Primary Care

28555 Starbright Boulevard, Perrysburg, OH 43551

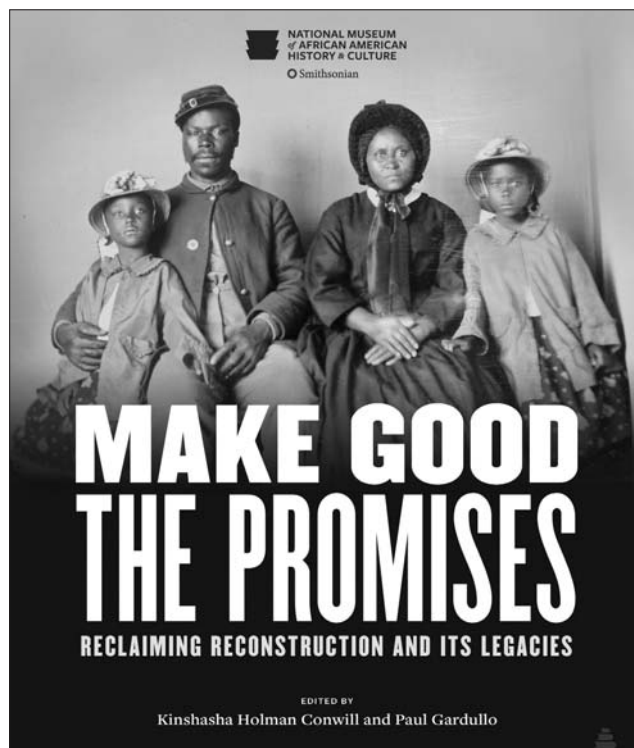
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Mercy Health - St. Vincent Heart & Vascular Institute

2222 Cherry Street, Toledo, Ohio

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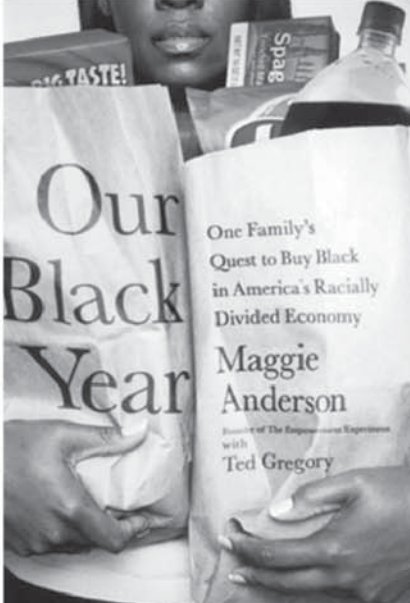
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December 1, 2021

EMPLOYMENT OPPORTUNITIES

Lucas Metropolitan Housing (LMH), located in Toledo, Ohio is seeking experienced applicants for the following position(s): Procurement Associate, Property Manager, Laborer, Maintenance Mechanic I. For complete details, visit <https://www.lucasmha.org> and click on Careers. Deadline: 11/16/21. This is a Section 3 covered position. HUD recipients are encouraged to apply and are to indicate on the application if you are a LMHA Public Housing client or Housing Choice Voucher Program participant. Persons with disabilities are encouraged to apply. NO PHONE CALLS. Equal employment opportunity shall be afforded to all qualified persons without regard to age, race, color, religion, religious creed, gender, military status, ancestry, disability, handicap, sexual orientation, genetic information or national origin.



MARKETING AND DIGITAL MEDIA SPECIALIST

WGTE Public Media seeks a highly organized, creative, and knowledgeable professional to execute marketing and communication tactics for digital, print, television, and radio that advance business outcomes.

Candidate must have strong written and oral communications skills, excellent team collaborating abilities, and be able to handle multiple, time-sensitive projects. Experience with creating and managing content through existing social/digital platforms and systems required. The ideal

candidate should have direct experience with website content management systems, email marketing administration, and digital analytics. Knowledge of photo and video editing software, photography, lighting, audio recording, and shooting video on smartphones and video cameras are strongly preferred.

A bachelor's degree in marketing/communications, journalism, media, or related discipline is preferred or a minimum of an Associate's degree in a similar discipline or two years related experience.

WGTE Public Media is committed to attracting and retaining a diverse staff that honors your experience, perspective, and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable, and welcoming.

Send your letter and résumé to: Human Resources, P.O. Box 30, Toledo, OH, 43614 or at: employment@wgte.org. EOE/ADA

REQUEST FOR PROPOSAL WARREN COMMONS

Rudolph Libbe will receive proposals for Warren Commons, a 46 unit, 3 story, wood framed supportive housing apartment building. Located at 2011 Franklin Ave, Toledo, OH.

Bids are due November 26, 2021 at 2:00 pm.

Bid documents may be viewed and downloaded free of charge from Builder's Exchange (BX). Current BX members can search for the project using Project ID: 2020-0BE6. Non-members of BX may also download the plans free of charge via email invite. Please contact Travis Philo to receive an invite for the project if you are not a member of BX.

This project has MBE/WBE requirements and is covered under Section 3 of the HUD Act of 1968.

For more information on this project, please contact Travis Philo at 419-725-3169.

CONSERVATION SCIENCE MANAGER

Metroparks Toledo is looking for a qualified individual for a Conservation Science Manager position. Master's degree in natural resources, biological sciences, wildlife, or equivalent combination of education and work experience.

Full-time with benefits. Go to www.MetroparksToledo.com/careers to review job description and apply. Applicants must submit an online application and resume. EOE

TARTA SEEKS FEEDBACK ON UPCOMING SERVICE CHANGES

The Toledo Area Regional Transit Authority (TARTA) will host 4 public events to gather community feedback on upcoming proposed service changes, which include:

- The introduction of Sunday service
- Expanded service on Saturday mornings
- Expanded Saturday hours for Routes 26 and 34
- Elimination of weekend Route 31C to UTM, and maintaining or expansion of service on routes 31G and 31H

The purpose of these events is to seek comment from the public and the business community of these changes. These forums will focus on the Title VI equity analyses surrounding the service changes. Public meetings are scheduled for the following dates:

- Virtual meeting, **Monday, Dec. 20, 2021**, 6-7 p.m.
- Virtual meeting, **Tuesday, Dec. 28, 2021**, noon-1 p.m.
- In-person Open House at TARTA Transit Hub, 612 N. Huron Street, Toledo, **Monday, Jan. 3, 2022**, 11:30 a.m.-3 p.m.
- In-person meeting at TARPS, 130 Knapp Street, Toledo, **Wednesday, Jan. 5, 2022**, 5-6 p.m.

Registration and additional details will be available in the coming weeks at tarta.com or by calling 419-243-7433. Customers and others from the public interested in submitting questions may do so by sending them to customer-relations@tarta.com.

PROPOSALS WANTED FOR COMMUNITY MINI-GRANTS

The **Mental Health & Recovery Services Board of Lucas County (MHRSB)** is seeking proposals for our upcoming Community Mini-Grant Cycle. We have several mini-grants up to \$5,000 available to organizations that serve our community. Interested grassroots organizations that provide services to the populations that MHRSB serves are encouraged to apply. Services can include but are not limited to programming that offers skills, strengths, resources, supports, or coping strategies to support mental wellness. Proposals are to be submitted no later than 4:00 p.m. EST on November 30, 2021. Direct all questions to netmail@lcmhrrsb.org. For more information, qualification criteria, and to submit your proposal on our easy-to-fill online application, please visit <http://www.lcmhrrsb.org/minigrant/>.

ACCOUNTING ASSISTANT

The Village of Ottawa Hills is accepting applications for the full time position of Accounting Assistant.

The Accounting Assistant is responsible for accounts payable, in-house payroll, and a variety of other accounting duties. In addition, the Assistant performs general office functions including answering phones, preparing correspondence, and assisting the Village Administrator.

Visit www.ottawahills.org/employment for more information. Employment applications and resumes can be submitted to village@ottawahills.org.

Pay Range: \$48,960-\$59,660

The Village of Ottawa Hills is an equal opportunity employer.

The Community Appreciation Dinner and Recognition

Special to The Truth

On a beautiful Friday evening on November 5, a Community Appreciation Dinner and Recognition of sponsors and small businesses was held at the beautiful Metroparks Glass City Pavilion on Front Street.

Donnetta Carter, host and owner of The Social Butterfly company, welcomed the guests and presented Certificates of Appreciation to Taylor Automotive Family, Savvy Sistis Boutique, The Huntington National Bank, Molina Health Care, The Sojourner's Truth Newspaper, Proclaim FM 102.3, Mercy, Yanbal, Simply D'Vine Boutique, DJ Steven Wolfe HQ Entertainment and others.

This was the 10th Anniversary for the Social Butterfly Company with two celebrations in one evening. Sandy McFarland, Metroparks Human Resources Coordinator and Bethany Sattler, Metroparks Manager of Philanthropic Services, registered some of the guests for annual membership for the Metroparks.

The dinner included a full course menu of roast beef, smothered chicken, mashed potatoes, green beans, garden salad and dinner rolls catered by Crave Catering and Event Planning and deserts were special assorted cup cakes with edible butterflies catered by Miss Stella's Cakes, Cookies and Pies, owner Joenette Grant.

The guest enjoyed the sounds of DJ Travis Grant and Live entertainment provided by CJ Manning. Also, for keepsake photos there was Marie's 360 Photo Booth with butterflies and owner Sabrina Miller.

State Representative Paula Hicks-Hudson (HD 44) honored "The Social Butterfly Company" for its 10th anniversary with a proclamation for community involvement of supporting small business owners offering

them opportunities for professional growth, through networking and exposing them to more customers and increase revenue, and with organizing the Business and Health Expos connecting the citizens to valuable community resources and fundraising awareness for worthy causes in the community-at-large.



Terrie Cook and Donnetta Carter



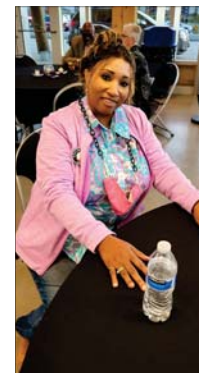
Joyce Moran



Joetta Staples-Kynard and Rhonda Phillips



Paula Hicks-Hudson and Donnetta Carter



Cathy Clayborne



Veronica Phillips, Owner of Heaven on Earth Salon

Open for healing

Tyree, UTMCT Physical Therapy Patient

OPEN FOR YOU

From preventative care to treatment of complex orthopaedic and rehabilitation needs, we are open to serve our community.

utmc.utoledo.edu



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