



Local and National News

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"And Ye Shall Know The Truth..."

December 15, 2010

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*Paul Hubbard, Jr.
Church's Chicken Franchisee*



Intolerable Indignities

By Rev. Donald L. Perryman, D.Min.
The Truth Contributor



The truth about injustice always sounds outrageous.
-James H. Cone

"My fear," stated a professed 'resident grouch,' "is that some pastor with a few followers or an 'aspirational' upstart group whom we darn well know does not have the financial or organizational capacity to be successful, will hold these politicians hostage to political expediency and thus force them to cave in."

Pastor? Check. I'm the only cleric in the room. Aspirational? Well, isn't everyone, except perhaps the beneficiaries of white privilege or defenders of the status quo? Again, check!

Why was I feeling so angry at what seemed to be such a reasonable statement from the 'resident grouch'? What's the big deal?

Only that what merely appears to be insignificant acts or logical statements often have a deeper relevance and are many times used to camouflage larger systems of discrimination, injustice or political manipulation.

Whereas traditional Jim Crow or Archie Bunker language and terminology has all but publicly disappeared, it has been replaced by micro-inequities – the subtle, seemingly small slights or less obvious but still aggressive attacks designed to devalue, humiliate and undermine one's self-esteem or self-worth.

In a hierarchical society such as ours, the rhetoric of "nasty nice" disguised as reasonable logic has become one of the most common forms of contemporary discrimination (Essed, 2010).

Was I being baited into falling into the angry or emotional black male trap? Maybe so. I have always admired President Obama's ability to remain cool, calm and collected in the face of indignities. But, tired of being caught between the continual task of trying to decide which battles to fight and the perpetual animus philosophical and ideological dung being used to publicly humiliate and assault the dignity of minorities, my pugilistic intentions were met by yet another scene from the Color Purple.

Mentally, I could vividly hear Oprah Winfrey's character, Sophia address the similar short-sighted intentions of a finally fed up Miss Ceely: "Don't do it Miss Ceely, he ain't worth it."

The fact is, we do let too much "stuff" slide. Yet, rather than remaining "passive bystanders" we have a responsibility to the community to publicly step forward in ways, esteemed researcher Evelin Lindner, M.D., PhD describes, "that recognize that in a global village we cannot afford to create enemies; we are bound to work for cooperation."

One of the many ways that we can respond in the spirit of Lindner to these cultural indignities which so often lead to conflict is by exposing the tools used to mask modern day discrimination and prejudice.

What are the ideologies of the powerful or tools that purveyors of the privileged status quo use to reinforce and maintain the marginalized position of those who "aspire" to access or inclusion in the benefits of the "privileged" majority?

Certainly, one of the more familiar instruments, at a time when more overt transgressions have become antiquated, is to minimize discrimination by claiming a post-racial "hyper-sensitivity or using the race card as an excuse."

Yet, my personal anecdote suggests that a more dangerous but subtle and frequently over-looked tool is the use of "humiliation entrepreneurship" where seeds of fictional evil are sown with the purpose of eliminating rivals and keeping existing hierarchies in place.

Surprisingly, it was the feelings of politicians that 'Mr. Grumpy' was attempting to manipulate, possibly for his own objectives, when challenging their "political manhood" by suggesting that they were mere pastors' puppets or weak and unprincipled, concerned only about offending certain interest groups. Very clever.

Mr. Grumpy, he seemed to suggest, was the only one willing to speak up, valiantly risk being seen as politically incorrect and "call a spade a spade." Thus, we were to understand that he was singularly qualified to "protect" the politicians (and the privileged population) from the fictional evil of manipulation by "incompetent, incapable and greedy upstarts" who should be excluded from the discussed power arrangement.

It is the same fear-mongering from the past, only cloaked in 21st Century rhetorical style, still serving to prop up the myth of inherent black inferiority and second class status by the repetitive warnings that blacks were "deviant, destructive, to be feared and needing protection from."

This tool enjoys a close kinship to a related tool of oppression known as the "myth of meritocracy" which promises that all who work hard and do well will be rewarded with a job and access to the American Dream. This thinking – no longer bought in by today's youth, a majority with marginalized cultural identities and betrayed by an over-representation in the ranks of the unemployed and thereby seeing little or no correlation to effort in school – does not take into account either the injustices of the system nor reality.

The meritocracy myth allows others then, to "blame the victim" and to ascribe minorities' subordinated standing as a product of their lack of effort, inappropriate values or just because "they don't have it all together."

But finally, as Philomena Essed, PhD suggests, "minority people seem to be disproportionately asked to give up aspects of themselves in order to maintain the peace with little evidence of the sacrifice being reciprocated."

As a result, after being repeatedly patronized, stigmatized, excluded, humiliated (by subtle innuendo or gross disrespect) and told "its just a joke, you're overreacting, or get over it," there comes a time to push back.

There are many ways to resist or fight back.

I've learned to prefer methods which are constructive, inform the community, encourage respectful intercultural dialogue and maintain my dignity.

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

Community Calendar

December 18

New Life Church of God in Christ 18th
Annual Christmas Clothes Give-A-Way: 9
am to Noon; Coats and shoes for
everyone, gently used clothes, new
blankets for families, free certificates for
stores: 419-242-3278

December 19

Third Baptist Church Holiday Concert:
Featuring The United Voices of Detroit;
4 pm
Rhema Word Choir Christmas 2010
Cantata: 6 pm; Blakely Family Singers

December 25

Merry Christmas!

December 31

AKA Sorority New Year's Eve Masquerade
Ball: Pinnacle; Dinner and cocktails;
Fundraiser for scholarships and
community service; 7 pm: 419-902-9884 or
419-392-4511

January 1

Happy New Year!!

January 22

Warren AME 2011 Gospel Extravaganza: 4
pm; Calling all praise teams, choirs, praise
dancers, vocalists, step teams. Drill and
mime teams: 419-243-2237

The Sojourner's Truth

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TPS Hires Attorney as Consultant

By Lafe Tolliver
Guest Column



Fresh from a closed executive session meeting of the Toledo Board of Education, it was nervously announced this past Monday by Board President Bob Vasquez that the school board has voted to hire local attorney and school board critic Lafe Tolliver as their paid consultant to turn around the ailing public school system.

Originally, the school board floated the idea of paying an outside consulting agency approximately \$72,000.00 to tell them what they already know and which is that TPS is floundering and has lost public appeal and support for its various levies.

Minutes obtained from closed executive session indicates a rancorous debate over the hiring of Lafe Tolliver with some of the following responses:

Lisa Sobecki: Tolliver? Are you nuts!

Brenda Hill: Tolliver? Let me first check with Fran Lawrence before I vote.

Bob Vasquez: Tolliver? Will he take a post-dated check?

Larry Sykes: Tolliver? Will he let me wear my 10-gallon cowboy hats to board meetings?

Jack Ford: Tolliver? Will he buy my weight-loss

products?

The Board was also concerned that Lafe Tolliver did not possess the requisite skill set to properly execute on such a Herculean job task, so six concerns were placed to Lafe

Tolliver to see if he could mollify the concerns of the board members.

Concern One: Do you have a teaching degree or a doctorate degree?

Answer: I have been teaching TPS board members for years how to do their jobs and what is needed to turn the school system around. As for a doctorate degree, I went to the website: Doctors.R.U.s.biz and for a fee of \$137.99 I did obtain a Doctorate of

Educational Philosophy and Management. The stamp and seal on the diploma will cost an extra \$27.50 but I plan to send that in by next week at the latest.

Then, you can call me doctor and thus ease your minds that someone with a Ph.D is at the helm of this consulting contract.

Concern Two: What would be your biggest initiatives to turn around the ailing financial picture of TPS?

Answer: With the hundreds and hundreds of school-age kids who have parents who teach in TPS and with each opted out student causing a financial loss of \$5800.00, we have just found a way to recoup millions and millions of dollars for the hammered school budget.

We will have contracts that indicate that all staff, teachers, administrators, principals and board members must enroll their kids

in TPS. (Note: at this juncture, several of the board members audibly groaned since they have in the past had their kids opt out of TPS).

Concern Three: What about your dealings with Toledo Federation of Teachers?

Answer: We will take the fight to TFT and demand union concessions. If they balk at it, let them strike. In

TFT has intimidated TPS for too long. You guys are gun-shy about taking on the unions.

this economy, we will find enough teachers to bust any picket line.

TFT has intimidated TPS for too long. You guys are gun-shy about taking on the unions.

Public education should not be held hostage to any union. Power to the people!

Concern Four: What about parental involvement?

Answer: We will work the community by going door-to-door in groups of twos and we will mount educational forums in the community to showcase that there is a new TPS

on the block with a new and improved attitude. Once people see that we are turning out graduates that are competent and have marketable skills, the voters will back us up.

We will also expand this TPS board to include three parents who have kids in TPS. They will be full-fledged voting members. We need to return the power of the board back to the parents and quit locking them out of the process and then wonder why we cannot incur favor with the

community!

There will be an immediate across the board pay cut of 15 percent on all staff, administrators and principals earning above \$50,000.00.

We will petition for a citywide sales tax of one-half percent on all sales in Lucas County that will be strictly earmarked for public education.

Every other year, all

business to adopt the elementary, junior high and high schools

as their focused mentor groups...like a Big Brother/Big Sister approach but in this case it will be several businesses coupled with a school.

Also, we will sit down with the Catholic school system and exchange ideas, teachers, classroom time and facilities since educational segregation on the flawed basis of a zip code or a religious preference or one's income is idiotic and counterproductive.

Concern Six: Any thoughts in the curriculum?

Answer: We will bring in Geoffrey Canada who has had tremendous success in New York with flagging and failing schools and we will learn from the masters as to how to turn the corner and become a continuously sound educational system.

After furiously mopping his brow, Bob Vasquez asked how long would such a turn around take?

Answer: If everyone cooperates and is not worried about their turf or egos, I see this turn around taking three years of intensive consistent efforts.

At the close of the meeting, as the board members were packing up and pre-

paring to leave, the door flew open and an irate Fran Lawrence (TFT president for life and the next one to come) rushed into the room screaming, "Never, Not Now, Not Ever!"

Larry Sykes was able to control her flailing arms and Jack Ford reluctantly helped wrestle her to the wooden floor.

Brenda Hill heavily sobbed nearby as she saw her heroine in the throes of agony at the mere thought of losing some power or control over the normally docile teachers.

Bob Vasquez called 9-1-1 and a medical team quickly arrived and administered a

powerful tranquilizer to Lawrence who was still thrashing around on the wooden floor incoherently babbling about the merits of the Toledo Intern Program.

Lisa Sobecki sat in a daze and was mumbling the Ohio State football fight song.

During the commotion, Lafe Tolliver quickly signed the offered consulting contract and dashed out the back door to a waiting car driven by a smiling Darlene Fisher.

Contact Lafe Tolliver at tolliver@juno.com

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Port Authority Launches Financing Program for MBE/WBE/DBE Contractors

Special to The Truth

The Toledo-Lucas County Port Authority launched the Diversified Contractors Accelerator Program (DCAP) this week which will provide financial solutions to encourage increased participation by northwest Ohio-based minority and women-owned contractors in publicly bid work and privately funded construction projects.

DCAP offers access to bid, performance, and payment bonds to contractors who are unable to obtain bonding through traditional sources and offers access to capital for the purchase of materials and payment of labor costs.

Bonding is an essential piece of both public and private construction and construction-related businesses. Access to capital is equally critical to fund project materials and labor costs.

By allowing the bonding and project cash flow decision to be brought to a local community level, DCAP intends to remove some of the obstacles that many minority and women-owned busi-



Gary Johnson, Paul Toth, Tom Winston, Hernan Vasquez

nesses face in securing bonding and managing project cash flow, say Port Authority spokesmen.

In addition, the program will supplement the contractors' educational and financial strategies by providing resources to leverage local industry training programs designed to teach the basics of the business of construction and in turn empower them to better compete and to build the tools necessary for long-

term business success.

"The Diversified Contractors Accelerator Program has been a vision of the Port Authority for several years," says Paul Toth, president and CEO of the Toledo-Lucas County Port Authority. "We have a legal and a moral obligation to work with minority contractors. We are incredibly appreciative of our partners at the City of Toledo and The University of Toledo for assisting us in bringing this

Port during a press conference on Monday, contractors must be incorporated in the State of Ohio or working towards incorporation; must be certified as an MBE, WBE or DBE by the State of Ohio or the City of Toledo; must have graduated from an accredited program designed to teach MBE contractors the basics of the business of construction; must demonstrate a financial need and must submit a company profile.

The Toledo-Lucas County Port Authority developed DCAP in cooperation with the Toledo Minor-

ditional in-kind contributions to expand the scope of its ability to serve the greatest amount of participants within this constituency base.

The Port Authority will establish a credit facility of up to \$2 million from a syndicate of local banks to facilitate the program's capital flow to program participants.

DCAP governance will consist of the Port Authority being the program sponsor with an Executive Board providing advisory oversight. The Board will comprise of members representing the Port Authority, University of



Jay Black, Winston, Toth, Johnson

program to fruition."

The Port Authority, the City of Toledo and The University of Toledo all contributed \$200,000 in seed money to initiate the program.

Interested contractors can get started with the program by completing a Company Overview which is located on the Toledo-Lucas County Port Authority website at www.toledoportauthority.org/dcapi.

In order to participate in the program, said Thomas Winston, director of Finance and Administration for the

ity Contractors Business Assistance Programs, Ohio Department of Development Division of Minority Business Enterprise, Lucas County, City of Toledo, University of Toledo, Northwest Ohio Hispanic Chamber of Commerce, African American Bureau of Commerce, local banking community, and minority and women-owned business community.

The Port Authority continues to reach out to other private and non-profit entities interested in the success of the program to secure ad-

Toledo, City of Toledo, Toledo's African-American Bureau of Commerce, Northwest Ohio Hispanic Chamber of Commerce and two additional financial contributors and local community representatives appointed by the Program Sponsor. In addition, the program will have several committees comprising of industry experts that will provide strategic and advisory consultation in the areas of bonding, financing and training/educational assistance for program participants.

"Time Flies When You're Having Fun"

That quotation has proven true for Cynthia and Jack Ford during the last 90 days!



Photo by Steve Lubell

The couple got on board with a pro-health company, Visalus Sciences, and took the Body By Vi Challenge on May 1, 2010. They took the challenge with 12 friends to make health a larger priority in their busy lives.

Jack set a goal of losing 80 pounds to become eligible for placement on the kidney transplant list. Cynthia took the Body By Vi 90 Day Challenge to get fit, increase energy level and show support for Jack.

They are thrilled with the results! Jack has lost 54 pounds in 90 days! Cynthia has changed two dress sizes and no longer munches granola bars and diet soda to get through the day. Now that they have achieved success without stress, they want to invite YOU to join them on the Body By Vi Challenge, too!

Jack Has Just 26 pounds to Go!

If you, or someone you care about, are interested in a weight loss transformation before the holidays begin or if you are interested in joining their team of positive and dedicated professionals, Jack and Cynthia invite you to join them beginning in August 2010.



Photo by Sandra Schneider

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Phoenix Graduate Joins Pearson Digital Learning

Special to The Truth

Phoenix Academy of Toledo helped Pearson Digital Learning recruit Cherletha Mitchell, a senior at Phoenix Academy, to their new Student Centered Design Committee. The selection process was based on Mitchell's academic goals, academic achievement and interest in web design and development.

She was nominated by her English teacher and selected as the only student from Ohio to serve on this committee of students. The committee's goal is to provide input for a year on the design and development of learning solutions for students. Additionally, students will collaborate with a variety of Pearson team members from curriculum specialists to software engineers on the design efforts.

Christina Spears, English teacher, said: "When the once in a lifetime opportunity to work on the

student design team for Pearson arose, I immediately thought of Cherletha. I knew she would be the perfect student for this opportunity, because of her hard work and excellent progress in the current NovaNET curriculum. Cherletha has shown great enthusiasm and promise for helping to shape the curriculum and its delivery for future Phoenix students, as well as, all students using the NovaNET Courseware nationwide."

Using telephone and Internet meeting software, students will meet every other month, beginning in October, 2010, throughout the current school year, completing various homework assignments, Internet surveys and interviews.

"Both Pearson team members and students benefit from the collaboration," said Shawn Mahoney, director of Design and Evaluation at Pearson. "The stu-

dents will provide input to improve the curriculum they use every day and help us envision future learning solutions. They also have a 'virtual' job shadowing experience to include on their resumes."

Phoenix Academy supports student achievement by meeting the unique needs of each student. For more information, visit www.phoenixtoledo.org or call 419-720-4505.



United Way Surpasses Campaign Goal, Raising \$13.4 Million

Special to The Truth

Last week, United Way of Greater Toledo announced that the Toledo community has surpassed the \$13.3 million campaign goal, raising a remarkable \$13,409,320!

"This is incredible news," said Sharon Speyer, 2010 campaign chair and regional president of Huntington. "I am so grateful to a community that stepped up in such a generous way this year to get the job done and make life a little better for their neighbors."

"This number is extra special because we were not only depending on returning gifts, but we also had to find a lot of new dollars," said Bill Kitson, United Way of Greater Toledo president & CEO.

At the beginning of the campaign, United Way reported an initial deficit of more than a half-million dollars due to one-time gifts and non-renewable grants. Add to that the \$200,000 needed above and beyond last year's \$13.1 million campaign to reach this year's \$13.3 million goal and United Way was looking for about \$800,000 before they had even begun.

"This year, we saw about 250 workplace campaigns increase giving," Speyer continued. "Also, in a year-over-year comparison, we saw grassroots community support increase more than six percent."

Several of those positive examples include:
* **Ballas Buick GMC** added 38 new donors, consid
(Continued on Page 12)

African Art Has Arrived!!

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



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Entrepreneurship in the Black Community

Rubin Patterson



You are all invited to come out and attend a B.Y.O.B program at the University of Toledo. No, B.Y.O.B. does not mean "bring your own bottle"; rather, it means "be your own boss." In other words, starting next Spring 2011, I will lead a new course titled "Entrepreneurship in the Black Community." This course is designed to help indi-

viduals become their own boss.

One objective of the course is to inspire as many individuals as possible to develop an entrepreneurial mind-set, which is increasingly the key not just to striving for success, but also to sheer surviving in today's economy, which is in a fundamentally restructuring mode. Even if you don't envision yourself founding a new entrepreneurship or business—as you may wish to simply work for an extended period in a big corporation (good luck with that!)—having an entrepreneurial mind-set can help you survive intense global economic competition for your existing job and others that may be available to you.

In 2006, entrepreneurial firms, including firms such as Redbox and Xunlight, contributed over half the U.S. gross domestic product and, most significantly, they have created over three-quarters of all new jobs over the past two decades. However, rather than approaching the course with an intoxicated outlook that entrepreneurship is a means for all Americans to become economically self-sufficient, we will soberly analyze the serious limitations, advantages, and factors crucial to the success of entrepreneurship, particularly in the black community. After all, we must bear in mind that three out of five of all new businesses fail within the first two years, and the rate is even higher among black businesses.

One of the factors that inspired me to develop this course is the big gap between black entrepreneurial aspirations and the attainment of this goal. African Americans are surpassed by none in expressing aspirations of B.Y.O.B but are among the least likely to become entrepreneurs. Consider, for example, that blacks are only

about half as likely to be entrepreneurs in comparison with whites. Total black-owned business revenue in 2007 was \$137.4 billion, which is only 40% of Latino/a business revenue and only 27% of Asian business revenue. There are some obvious factors that explain these gaps and some not so obvious. And there are some poorly understood yet hugely important ways of bridging the gaps, which is a key component of the new course.

The dimensions and nature of the black business community are largely a product of historical, social, economic, and political forces. These forces are influential and must be understood, but they aren't necessarily deterministic. That is, these forces can be effectively navigated or essentially overcome if aspiring entrepreneurs have the necessary knowledge, organizational skills, political savvy, and the technical ability and courage to properly assess and take risks.

Entrepreneurship in the black community—as in other communities—is significantly affected by

educational attainment. Gains in black educational attainment have been the foundation for noted rises in black entrepreneurship. For example, between 1971 and 2009, the percentage of blacks who attained at least a bachelor's degree rose from 7% to 19%. The educational gain partially explains the 61% rise in the number of black businesses between 2002 and 2007. Such a sharp rise sounds impressive until you drill down into the numbers and detect some significant limitations, such as the number of employees per startup. In the course, we will engage in rigorous analyses of such limitations and explore many others.

Another way of appreciating the significance of the twin entities of black educational attainment and black entrepreneurship is to notice their correlation within specific geographical areas. For example, as a result of the large concentration of highly educated, affluent African Americans in the Atlanta and Washington, DC metropolitan areas, the rates of black businesses in DC, Maryland, and Georgia are the highest in the nation.

On the other hand, states with significantly lower levels of black educational attainment, such as Mississippi and Alabama—controlling for their large shares of the total population in those states—have black populations founding a smaller share of businesses.

The course will also cover areas such as "social entrepreneurship" and "collective entrepreneurship." Social entrepreneurship involves the application of entrepreneurial skill-sets and attitudes to enterprises to maximize the social impact on communities that are underserved or poorly served by businesses that are simply seeking to maximize profits—business that remain "outsiders" in the community rather than an integrated part of the community. Collective entrepreneurship involves sub-communities such as members of an ethnic group organized in twenty-first-century versions of "mutual aid societies," whose goal is to found and run entrepreneurial enterprises. Hence, understanding how politics and economics interact is key to navigating, scaling, and ultimately tearing down barriers to economic success in the black community.

A final innovative feature of the course is that for several weeks during the middle of the term—probably between weeks five and eleven in a fifteen-week semester—successful entrepreneurs from the black community will lead class sessions. These entrepreneurs, who will come from various industries, will discuss the common and unique barriers to entrepreneurship in the black community.

Therefore, for a wonderful B.Y.O.B preparation and experience, enroll in the new course "Entrepreneurship in the Black Community" now being offered at the University of Toledo.

Toy/Coat Give-Away

Mt. Nebo Baptist Church will be giving away toys and coats on Wednesday, December 22. In order to qualify, participants must attend the Sunday service on December 19 to receive a ticket for the give-away. This is a 181 Incorporation and Mt. Nebo Church outreach program.

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Paul Hubbard Jr.: A Youthful Fast Food Veteran

By Fletcher Word
Sojourner's Truth Editor

Paul Hubbard, Jr., still in his 20's, is already a veteran in the world of business. The owner of the Church's Chicken franchise on the corner of Bancroft and Franklin, Hubbard has been in the fast food business for 10 years.

A graduate of Talladega College, Alabama's oldest historically black college, Hubbard earned his bachelor's degree in business management with a minor in marketing. And all that time, during school breaks, he worked for the Church's Chicken operation that his father, Paul Hubbard, opened with local business partners 10 years ago.

That store at Franklin and Bancroft caused quite a sensation a decade ago since it represented a return to Toledo for a company that had been absent for a number of years.

About two and a half years ago, Hubbard, Jr., bought the store from his father and has been in charge ever since.

But Hubbard's entrance into the service industry is not merely about joining the family business. Business has always been his aspiration, particularly the service business.

"It's been a good fit," says Hubbard. "I went to school for business and Dad starting a business was right in line. It's a good fit also because hospitality is what I focus on. I'm not a cook particularly."

Hubbard is greatly appreciative of the way things have worked out because of his father's investment in the restaurant business.

"He put me in a position to control my destiny," says the son. "He set me up and gave me this opportunity."

Although Church's was

without a presence in the Glass City for quite a long time, the company has made up for lost time. There are currently a total of five stores in the area – the other four owned by Falcon Holdings, the largest Church's franchise in the nation.

Hubbard anticipates that Toledo can ultimately support 10 Church's and his goal is to pick up three more in the coming years.

But as always these days, when discussing business of any sort, the conversation inevitably turns toward the recession that has slowed every industry's growth.

"It's been OK," says Hubbard of his store's financial situation. "Obviously everyone is down but it's about managing your particular situation. It requires real creativity and real management. Every individual, no matter what type of business they are running, during good times you plan for rainy days. But when things are difficult, you have to continue to give good service and you have to continue to give good value and good deals.

"When the economy turns around, our customer base won't forget about us because we have been providing the same value we've been giving for the last 10 years."

While Hubbard's resume would note that he is indeed a Church's veteran, it's not been his only fast food restaurant experience. For several years he was a manager of a Captain D's franchise that his father purchased with two partners. Unfortunately, that operation, located on Laskey, did not succeed in Toledo. A poor location and the lack of name brand recognition stifled that effort,

Hubbard notes.

Nevertheless, his work experience, and participation in restaurant schools that both Church's and Captain D's offer, have provided him with a solid background in the hospitality business at such a tender age.

At some point in the future, he would like to use that background and devote some time and energy to creating a business to assist others who might be entering the service business.

"I see where there's a real void in teaching professionalism in the hospitality business," says Hubbard. "I want to branch off and do something on the consulting side."

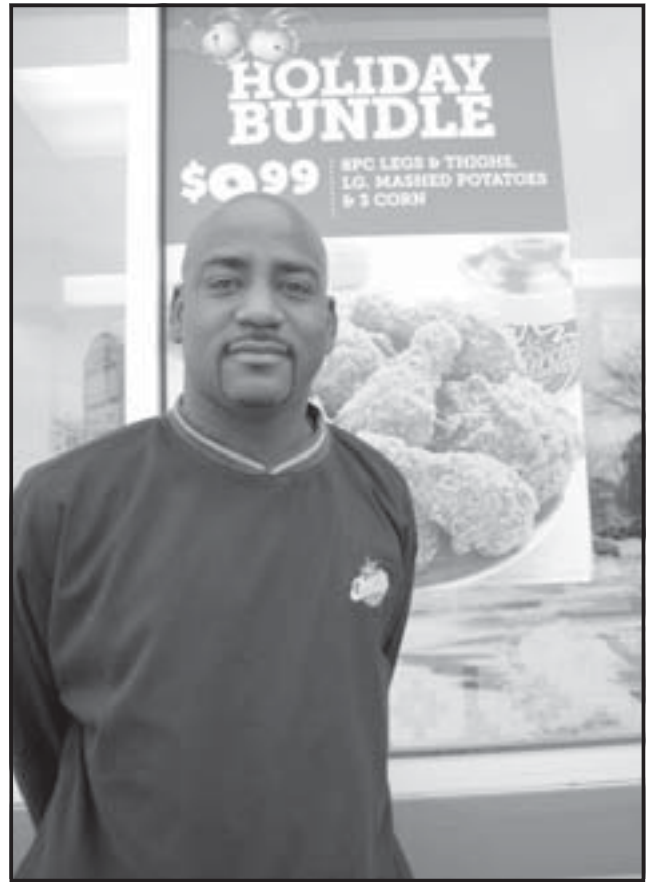
Hubbard is about as pleased with Church's Chicken as an operator can be, particularly with the systems and support that are in place for franchisees. He is also quite pleased with the quality the company maintains, both in its products – such as fresh chicken, 100 percent vegetable oil, and so forth – and its attention to inspecting stores for compliance.

In addition, he notes, the company is ready to advance the cause of healthier eating styles.

"Church's understands the health consciousness wave," he says. "They are looking at presenting more salads, wraps, baked chicken products, fruit offerings."

Keep an eye on the store at Franklin and Bancroft. Coming soon – this spring in fact – will be a celebration of the 10-year anniversary. A customer appreciation event, says Hubbard, with more deals and more specials.

A celebration of a successful central city operation.



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Maumee Bay Chapter's Second Annual Celebration of Praise

By Brittany Jones
Sojourner's Truth Reporter

As they say, "the show must go on," and despite a blinding snow storm, the ladies of the Maumee Bay Chapter of the National Association of Negro Business and Professional Women's Club, Inc. (NANBPWC) did just that on Sunday – put the show on.

Guests fought the storm to enjoy performances during the organization's Second Annual "Celebration of Praise" hosted at Friendship Baptist Church. Some of the club members shared that the turnout was more than expected, quite a blessing.

With Tavon Patterson as the master of ceremonies, the

affair began with a welcome from Trevor Black, the chapter's president.

Black made known the sole purpose of the program for that night.

"This is not just a program or a competition," she stated. "We want to bring an uplifting show and showcase the positive, spirited young people in our community."

Opening with a soulful praise dance, Tiffany Dunlap, a member of the chapter, performed to the song "The Battle is the Lord's," by Yolanda Adams.

A miracle brought this team all the way from Monroe, Michigan through the



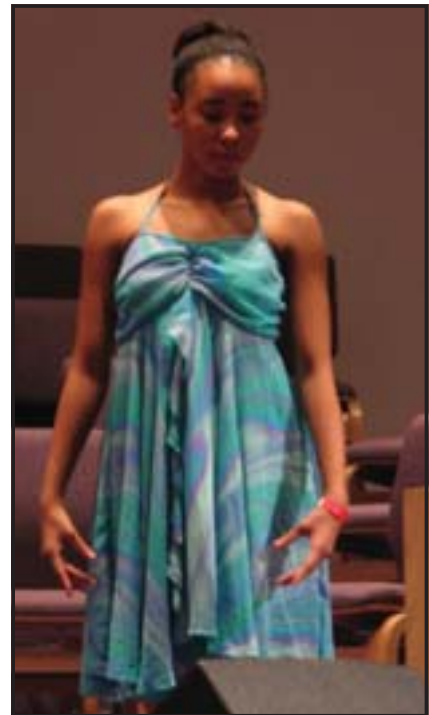
storm. The group was from Second Missionary Baptist where Allen Overton is the pastor. They made it on time (the event started at 4 p.m.) and with their flowing, purple and white costumes, the squad danced to "I Need You Now," by Smokie Norful.

Bringing a ballet-type performance, a member of the Positive Force Christian School of Dance under Sheila Gibson, glided across the stage to Donnie

McClurkin's "We Fall Down."

Steps of Heaven of Gethsemane Christian Discipleship Church (GCDC) under the pastor leadership of Arthur Battle, presented their praise also to the song "The Battle is the Lord's."

Friendship's own NuGrace accompanied their praise ministry with sheer, colorful scarves to "Before the Throne," by Shekinah



(Continued on Page 9)

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Praise

(Continued from Page 8)

Glory Ministry.

The first mime act of the evening was by Drew Collins of Mt Nebo Baptist Church under Pastor Cedric Brock.

Collins' energetic and expressive miming collaborated with Dewayne Woods' song, "Let Go, Let God."

During the five-minute intermission, a raffle was orchestrated that gave away seven gift cards from Kroger, The Andersons and Best

Buy. In an unusual circumstance, people in a section of the church won all but one of the gift cards.

Launching the second part of the show was the three-girl praise group of Bibleway World Outreach Ministry under Bruce Mitchell. James Fortune & Fiya's "I Trust You" was the song of choice.

Switching up the soothing religious atmosphere, the group from Blessed Hope

Baptist Church brought a hip-hop style. They performed to a mix of popular gospel songs with a break dance section included.

Also from Bibleway, a mime ministry group performed to "He Saw the Best in Me" by Marvin Sapp.

What made the inspirational and heart-warming group special were the fraternal twins (eight years old). Their story touched the



hearts of the audience. The boy had an accident where a television crushed him and he was immobilized, but that night he stood proud miming with the group. His sister was diagnosed with cancer as a baby, but looked healthy and happy during her performance.

Dressed in black and white robes, the Creative Arts Mime Ministry of Greater Saint Mary's Baptist Church did their religious expression to

"Due Season" by Malcolm Williams and Great Faith featuring Kim McFarland.

Making a second appearance, two ladies from the Positive Force Christian School of Dance did a ballet collaboration to "There's A Healing," a song from The Murrills.

For the final act, Daniel Rice mimed to Donald Lawrence's "Encourage Yourself." This theatrical piece was full of flexibility—

him walking as he bent backwards — and energy as Rice put every emotion into the song.

To show their appreciation, Trevor Black presented the participants with a certificate and thanked those that came out to show their support.

And with that, the guests were dismissed into the snowy night.

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The Economy...*Tackling Tough Times*•The Economy...*Tackling Tough Times*•The Economy...*Tackling Tough Times*•The Economy...*Tackling*

Ask Yvon

By Yvonne Harper, CEO, Focus on Finance
Guest Column



final 2011 tax law will look like, some things won't change. It is important to take advantage now of the few year-end options that can impact your tax bottom line in the New Year. Let's call them the Make, Minimum and Maximize Financial Gifts. Here is how they can work to your tax advantage.

Make Your Charitable Contributions

Make all 2010 charitable contributions by December 31 in order to be able to deduct contributions on your 2010 return. These contributions can take the form of either money or physical items, but you must complete the contribution by the last day in December. You will need a bank record or receipt depending on the type of donations you make to document your gift. Written confirmation from the charitable organization is required for all cash donations over \$250. Most charitable organizations can be found at www.IRS.gov.

Take Your Minimum Distributions
If you will be 70½ by year

end, first let me say congratulations and don't forget that you need to take required minimum distributions (RMDs) from your traditional IRA no later than April 1, 2011 to avoid a penalty of up to 50 percent. This is necessary even if you have not yet retired from working. For some, if the tax rates may increase, consider taking it in December 2010 instead of April 2011, because it may be to your advantage. However, your second RMDs must be taken by December 31, 2011 and all future RMDs must be taken by December 31st each following year.

Maximize Your Contributions

Does your employer offer a company sponsored retirement plan? Consider making a larger allowable contribution before the 2010 ends, if you haven't already maxed out contributions. This includes 401(k) and 403(b) plan types. You'll first get the advantage that these salary contributions are made pre-tax and secondly, you will reduce your overall taxable income bill too. An even bet-

ter benefit may be that your employer will match your funds. Since this is a great all-around tax benefit sign up for regular contributions through payroll deduction throughout the year and think about increasing these when you receive a bonus or a pay raise. This is also a great time to revisit your taxable withholdings by updating a new W-4 form with your employer.

Other 2011 Tax Law Changes

Starting in the 2011 tax season the IRS is now requiring that tax preparers register with them. Previous tax preparers must request a Preparer's Tax Identification Number (PTIN) by December 31, 2010 in order to be paid for

tax preparation. The cost for the PTIN is \$64.25. Also, competency testing will be required by the IRS beginning sometime in early spring for preparers to be eligible to complete 2012 tax returns. If your tax preparer does not meet the IRS requirements please consider Focus on Finance, an authorized IRS e-file provider, for your tax service needs. We offer a mobile tax service and have local professional tax preparers to serve you. Contact us directly by email at Tax@FocusOnFinance.net or by phone at 513-291-3007 to schedule a local appointment.

Taking time to review your tax situation before year-end is crucial, if you need to make

adjustments. Consider treating your tax situation like the year-end holidays and plan for them beforehand all year long. It could be the best gift you receive.

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Last Minute Gifts for Your Finances

This question got me thinking: "Hey Yvon, in the past I've always remember gifts for everyone and each celebration's detail coming into the year-end holiday season. Then in January I remember that I may not have finished the year out right. Yes, I got my gift list checked off, but what should I be doing before the year end to improve my financial tax picture?"

This reader is not alone, because many times the 'gift' for our finances can be forgotten.

While Congress may still be debating over what the

Consolidating Your Assets Via IRA Rollover

By Steve Sherline, CFP™ Senior Vice President,
Director-Investment Advisors Division, Fifth Third Bank (Northwestern Ohio)
Guest Column

Depending on circumstances, combining multiple accounts could provide easier supervision

For those who have changed jobs in the past few years—either once or several times—you probably have several different company sponsored retirement plans (401(k), 403(b)) or Individual Retirement Accounts (IRAs) from your career changes. If you have several of these types of accounts, there could be one thing you can do to help centralize account numbers and make it easier to keep track of your money and manage investments—consolidate to one IRA.

Not only will rolling your funds into a single IRA continue the benefit of tax deferral, you may have more investment options to choose from than your current plans offer. If you already have an IRA or additional retirement accounts, a rollover IRA allows you to consolidate and streamline your retirement assets in a single, easy-to-manage account. You'll be

better able to see the big picture and guard against investment overlap.

Reviewing the asset allocation of your investments and periodically re-balancing your portfolio will also be a lot easier. You'll receive one account statement instead of several, saving you time and effort. Also, with a single account, it only takes one call when you have questions or concerns about retirement savings.

You will also continue to benefit from potential tax-deferred growth on your rollover IRA investments. You'll pay income taxes when you withdraw funds from your IRA. The benefits of continuing tax deferral can make a big difference.

You can accomplish a tax-deferred rollover in two ways, a trustee-to-trustee transfer (also called a direct rollover) or by receiving the plan distribution and rolling it over to an IRA within 60 days (also called a delayed rollover). Both have their advantages.

A direct rollover is the least

complicated choice of the two. Your retirement plan administrator transfers your funds directly into an IRA account. There is no middleman (you) involved, eliminating any concerns or mix-ups regarding the 60-day rollover period. Better yet, no tax withholding applies to distributions that are rolled over in a direct trustee-to-trustee transfer. Thus, the full dollar amount is transferred.

If you have a short-term need for cash, maybe a delayed rollover would suit you better. With a delayed rollover, you can use the money for up to 60 days before having to transfer into an IRA account. However, there are consequences to this type of rollover.

Your plan administrator will withhold 20 percent of the distribution for federal income taxes. Therefore, with this delayed rollover, you will need to replace the 20 percent with funds from another source and deposit the full amount of the taxable distribution in a rollover IRA within 60 days. If you do not put the full amount back into the plan, the withheld 20 percent will be considered a taxable distribution, subject to income taxes and a possible 10 percent penalty.

While you may incur fees and charges when rolling over multiple accounts into a single IRA, some firms will waive, or reimburse you of these fees and charges. Check with the retirement plan administrator before you roll

(Continued on Page 12)

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WE ARE A FULL SERVICE BUSINESS

SuperFreakonomics (Illustrated Edition) by Steven D. Levitt & Stephen J. Dubner

c.2010, Wm. Morrow

\$40.00 / \$45.00 Canada

304 pages

By Terri Schlichenmeyer

Your budget is connected to your income.

The income's connected to a sales goal. The sales goal's connected to the economy. The economy's connected to consumer spending. And consumer spending's connected to the ankle bone.

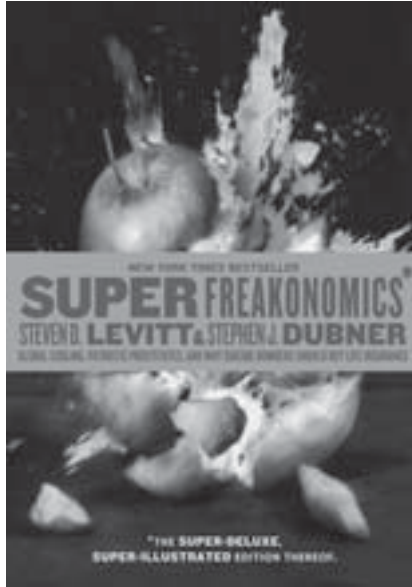
Flow-charts, studies, old songs, and graphs can help you comprehend cause-and-effect in business, but when it comes to the world as a whole, things are messier. Or are they? Read the newly-illustrated *SuperFreakonomics* by Steven D. Levitt & Stephen J. Dubner, and you'll see connections and corollaries everywhere.

Uganda is a fair drive from Michigan, as anyone with a GPS can tell you. So how do you explain that babies born in Uganda this May and babies born in Michigan in the same month will share a higher-than-average rate of disabilities as adults?

The explanation, say Levitt and Dubner, comes from freakonomics, a word they coined to account for the freaky things that happen in the world, especially when it comes to human influence. People, the authors found, respond to incentives that are not predictable, and those responses result in unintended consequences that start a chain of events. Separate chains may be related in ways that are seemingly incongruent.

Take, for instance, those beautiful New York City brownstones. There's a reason they were built high and imposing, and horses are almost completely to blame. And speaking of houses, sex and real estate don't often overlap, but this book shows how it happens.

As for those private matters, how is it that prostitutes in Chicago are like department store Santas? Are Ladies of the Evening – or is any entrepreneur – selling themselves short, or can they utilize an economic fact to boost income without losing customers?



Is it possible that there are advantages to things that seem disastrous? Yes, say the authors, just as there are hidden penalties for good news. Although the "Shoe Bomber" never caused loss of life, for instance, his actions cost travelers nearly 600 million minutes a year, or the equivalent of 14 lifetimes.

But back to those babies in Uganda and Michigan. Can their parents give them a leg-up on becoming professional athletes? Nope. Sadly, the month of May could be doubly unlucky for them...

In the illustrated *SuperFreakonomics*, authors Steven D. Levitt (an economist) and Stephen J. Dubner (a journalist) offer a wry romp through trivia, business, economy, and

fluff, making you think, laugh, and run to your computer to look up more information. But if you read *SuperFreakonomics* when it came out last year, you may wonder if this is the same book. The answer is yes, but.

Yes, you'll find mostly the same words, but this illustrated version contains charts, pictures, and fun drawings. Yes, but this book is more a browser's delight. Yes, but it's zippier and the sidebars are literary peanuts: you can't stop eating them up. Yes, it's basically the same book, but improved.

If you've got a curious mind and love to play with stats and facts, don't miss the illustrated *Superfreakonomics*. For you, it's definitely a book to connect with.

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Treasurer's Tip from Ohio Treasurer Kevin L. Boyce Money-saving tips for a hassle-free holiday



ments, or by making phone calls to competing stores. Weigh the value of sales. A "sale price" at one store, still may not be lower than the price at another store. Consider the cost of driving to various stores when comparing prices. Comparison shopping saves money, time, gasoline and parking costs.

Shop safely. Guard your handbag and wallet in stores. Keep track of your credit card at all times and be sure you possess your credit card before leaving the checkout register. Report lost or stolen credit cards immediately. When paying in cash, only remove the amount needed for the purchase. Don't flash your cash. Remember to stow your shopping bags in the car trunk. For security, park beneath a lamppost and jot down the location of your vehicle.

Keep receipts. Organize and save receipts for returns or exchanges, and later to review monthly checking account, bank or credit card statements. Investigate and report incorrect charges. Ask for a second or guest receipt,

so that your gift recipient can handle a return or exchange and receive the full value. Print online receipts so that you have a paper trail.

Credit versus debit cards. Many financial experts recommend using credit cards over debit cards for holiday shopping (especially high-ticket items) because credit cards offer far more consumer protections than bank debit cards. Under the federal Fair Credit Billing, for example, you are responsible for fraudulent or disputed purchase is limited to \$50 and you can dispute and investigate charges. Most credit card companies postpone payments until merchants to take back defective merchandise.

Shopping Online

Each year more people shop online to save time, avoid travel and lines, and for convenience.

Determined online shoppers compare prices and find discounts. During the holidays, many online retailers reduce or eliminate shipping charges to lure buyers. Here are some tips and safeguards for shopping online.

Buy from reputable retailers. If you don't know the online retailer, check for privacy and security seals that verify trustworthiness, or use a site like BizRate.com to determine other people's shopping experiences from that merchant.

Be prepared. When ordering online, have your credit card and other information (catalog, merchandise number) handy. Follow online directions carefully. Note that

many websites will "time out" or disappear from your computer screen if you do not touch a keystroke in a designated time period. If you are timed out, you will have to start over.

Shipping and handling. Understand shipping and handling charges (and delivery schedules) before purchasing merchandise online. Price discounts for merchandise may be negated by these charges.

During the Christmas buying season, take advantage of free shipping. Most online retailers will deliver merchandise to your recipient's address, saving you postage costs and time. Be sure you understand the return policy for the merchandise you are buying.

For more money saving tips visit:
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The holidays can quickly turn into a time of over indulgence. Keep your spending on track by using these tips. Make a budget. People who make a holiday budget, and then stick to it, are far more likely not to overspend or be stressed about money during the holiday as those who forego planning. Make a shopping list and avoid impulse purchases. Buying gift cards for designated amounts helps keep you within a budget.

Compare prices. Before a purchase (or stepping into a store) compare prices online, in newspaper advertise-

United Way

(Continued from Page 5)

erably increasing campaign dollars.

* **Brush Wellman**, the largest contributor in Ottawa County, raised \$62,000 already this year with more to come.

* **Eastman & Smith, Ltd.** significantly increased campaign efforts, increasing participation by more than 13 percent and raising \$36,500.

* **Huntington** increased its overall campaign to \$163,000, a 39 percent increase.

* **Jones-Hamilton Company** increased its campaign for the fourteenth consecutive year, raising just over \$36,000.

* **The Lathrop Co.** increased its campaign by 33 percent this year, raising well over \$27,000. Most notably, 100 percent of all 71 employees participated!

* **Lucas Metropolitan Housing Authority** greatly increased its campaign efforts this year, raising about \$4,500... almost double what was raised last year.

* **Marathon Special Products** increased its campaign by nearly 11 percent, giving \$29,745 between employee giving and an increased corporate gift.

* **O-I** isn't quite finished, but will top \$700,000 in corporate, employee and retiree contributions, and special event

dollars.

* **Owens Corning** increased its campaign more than 6 percent through diverse campaign efforts, raising \$629,000.

* After hosting a United Way presentation for the first time, **Toledo School for the Arts** tripled giving.

There were also other significant campaign successes attributed to a variety of reasons. **First Solar** continues to increase its campaign annually, partially due to a very generous corporate match of employee contributions up to \$125,000. **Medical Mutual of Ohio** more than doubled its campaign due to a reinstated corporate gift and 30 percent increase in employee giving. **ProMedica Health System** coordinated a very organized campaign, increasing giving by 35 percent and raising \$260,000.

"These campaign successes are absolutely incredible," Kitson commented, "but it's important we don't lose sight of why we actually do all this fundraising. We are having some groundbreaking successes in our community." United Way reports several vital achievements made possible by campaign dollars:

* Because of United Way's investments in a **Social and**

Emotional Learning program (SEL), East Side Central Elementary School jumped two ratings on the Ohio Department of Education's report card from "Academic Watch" to "Effective." SEL was the school's top strategy for improvement. As a result, another Toledo Public Schools (TPS) elementary school has voted to implement the program and a number of other schools in "Academic Emergency" have shown interest.

* After it was discovered 40 students at Woodward High School could not see the blackboard, United Way collaborated with the **Ohio Optometrist Association** who is bringing in a **mobile vision unit** to give students free vision exams and glasses.

* An agreement with TPS has finally been reached to implement the **Schools as Community Hubs** model at two middle schools, bringing wraparound services to students and families right in their neighborhood.

* United Way dollars at **Neighborhood Health Association** are helping expand the **Doc for a Day** program, which brings a physician into schools for kids to receive a preventive care check-up, as well as a visit when they are sick and at school.

"While it's easy to summarize these incredible successes into one bullet point, we must never lose sight of the collaboration, negotiation, and old-fashioned hard work it took to earn these and other wins for our kids," Kitson concluded. "United Way will continue the fight to make sure every kid is graduating, families are financially stable, and access to health care and healthy choices is increasing."

Funds raised in the 2010 campaign will be invested during the 2011/12 fiscal year in programs advancing the **United Way Agenda for Change**. The *Agenda* focuses on making strategic change in the areas of education income, health, essential services, and community outreach. Learn more at www.unitedwaytoledo.org/agenda.

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Consolidating

(Continued from Page 5)

over any assets.

While IRA consolidation is beneficial for many, depending on your circumstances and beneficiary choices, it might not be the best move. For example, if you are under age 59-and-a-half and in need of ongoing distributions from an IRA, the best option might be to separate your IRA into one that can distribute Substantially Equal Periodic Payments in order to avoid early distribution penalties and leave the balance in an IRA that will grow for retirement. Also, when one of the

intended beneficiaries is a charity, sometimes for ease of administration, separating the portion to go to charity could avoid administrative complications in the future.

The decision to consolidate is dependent on your needs. It's your money - do not hesitate to ask a qualified financial planner/professional for advice. A qualified planner/professional should give you unbiased assistance to help you with your consolidation efforts and can thoroughly review what options may be best for you.

Local Entertainers Come Together for Charity Basketball Event: Dunkin 4 Donations Round 2

By Michael Hayes
Minister of Culture



You hear a lot of talk about what the rap music; urban entertainment scene is like here in Toledo.

Ironically a lot of that talk is from members of the urban music scene who TALK about people having clicks, but yet stay in their own click and talk down on other clicks.

Doing anything truly positive in this city is an uphill battle like you wouldn't believe.

But with the right approach, we can all be united for a good cause.

Hustle Hand Ent is probably the most well known indie label/crew in this part of the state of Ohio.

Gutta Dave laid the foundation along with a few other major role players, but the bread and butter of the franchise has always been Tracy "The Rarebreed" Haynes. Or as girls just usually say: "Traaacy!!".

Yea, for years our two crews have been running parallel. Putting each other on shows, sharing wisdom and just truly establishing an alliance. But when he called me last December to invite my label to take part in a charity basketball game at Owens to benefit needy families.. I told Tracy that he had outdone himself.

Dunkin 4 Donations 2009 was one of the rare events I've been to in my life where you have a competitive circumstance, multiple crews/

clicks etc and everyone got along and had fun.

It truly, truly was about giving back to the community.

All the major names of the area were there, Cuntry, Chief, Mally & The Swagga Boys... Al and the rest of A.T.L... Kausion, Ollie Nicole Clothing, B. Willz etc etc.

With all that star power, there was no ego.

Me and my crew had the babies out, brought snacks and enjoyed the family atmosphere while watching the tournament narrow down.

This year, it's time for Dunkin 4 Donations again and of course I had to holla at Tracy once again so he can put my readers up on what they may not know.

We chopped it up, and this is how it went.

Michael: What's changed about Dunkin 4 Donations from last year to this year?

Tracy: The general format of the event is pretty much the same u know because it worked last year we've just added a few things to make it more exciting like the slam dunk competition and my boy Santa is gonna take a break and come down and see the kids and a few other surprises our mission is to make it bigger and better every year

Michael: Has the event grown to have a bigger impact on charity, or a bigger impact on the local music scene?

Tracy: Definitely, charity us as musicians are how we are musically and with promotion. But it's never really about the music. We are just using our impact to raise awareness to a bigger issue and that's making a difference in our community.

Michael: Tracy, you're

already a regionally known singer/songwriter with your city on your back.. why focus on charity at this point in your career?

Tracy: I mean regardless of the music, I've always been a guy of the community, I just didn't know how I could do it in the most helpful and effective way. I am very blessed and in this time of economic turmoil we as a community have to be there for one another and that's what Dunkin 4 Donations represents - the youth coming together and doing something positive to give back to our community. Because with the riots, gang activity and even the shoot out that made national news, we get a negative light shined on us and we were hoping we could inspire others to do positive things like charity work.

Michael: Everyone in Toledo produces, sings, or raps... what part of the bigger picture is everyone here missing?

Tracy: I can't answer that because I don't know what everyone has going on.

Michael: You and Gutta Dave are some of the nicest people I know, but Hustle Hand has a slightly tough guy image... how do you want people to view your crew?

Tracy: LOL. We were just very serious at times. Very close, very family oriented. Get to know us. We're the coolest and fun to hang out with.

Michael: About the game, tell our readers once again who was invited to play and why.

Tracy: Hustle hand - one of my camps; U.G.E. - you

guys are a positive movement; Top Knotch, close friends very well respected and great promoters; Charlie Hustle, host; Money Hungry - one of the newest camps in Toledo - very cool guys very positive and talented.

Ollie Nicole - top clothes line in the city - helped get event started and includes my dude Game Savvy, very positive brother. Gagga Boyz - one of the most influential

groups in the city hands down and our close friends very cool and positive guys, A.T.L. - kings of the night life very influential in the city and very cool and professional guys. Toledo All Stars - team of positive and influential guys - includes Dipset producer, Cris Seige, and Magic Juan

Michael: Last year, you were looking more like Tracy

McGrady than Tracy The Rarebreed... how long have you been into hoopin'?

Tracy: Who me? LOL. I've been playing since I was five. It's my second love. Don't let the voice fool you. Come out to Dunkin 4 Donations on the 19th and see me and Gutta Dave dunking from half court this year.

Michael: With the economy the way it is, unemployment still high.. how important is it to you to make sure families have a good holiday season?

Tracy: I feel like no kid should go without. Everyone deserves a Christmas. Everyone deserves a smile and anything me and the guys over at Hands Over Hearts can do, we're doing it to ensure that we play our part in giving back

Hands Over Hearts would like to thank our sponsors: Baby Doll Treasures, Learning Center, Shannons' Hair Bar, Hogans Bails Bonds, Owens Community College's Black Student Union, the Core DJ's and the City of Toledo. Please make sure y'all come out Sunday Dec 19 to Owens Community College to support this event.

Doors open at 5:30



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Elementary School Title I Tutors
 (2-8)
 Star Academy is looking for quality tutors (primarily 2nd to 5th) who are creative with their craft. Applicants need to have a current Ohio License, must be creative, passionate, motivated and team oriented. We are an equal opportunity employer and individuals from underrepresented minority groups are encouraged to apply. Please send or bring a letter of interest, resume and copy of license, transcripts and references to the attention of Gaye Dobson, Principal Star Academy of Toledo 1850 Airport Hwy Toledo, Ohio 43609.

AOD THERAPIST
 Unison Behavioral Health Group, Inc. is seeking an experienced AOD Therapist to provide individual, family and group counseling and case management services.
 Candidate must possess a Bachelor's degree, Master's Degree preferred and have a minimum of two years experience working with adults with mental health and chemical dependency issues. Dual mental health (LSW, LISW, PC, PCC) and chemical dependency licensure (CDCA, LCDC II, LCDC III or LICDC) required.
 Send resume or apply to:
 Human Resources - AOD
 Unison Behavioral Health Group, Inc.
 1425 Starr Avenue
 Toledo, OH 43605
 419.936.7574 - Fax
 hr@unisonbhg.org - Email
 EOE

APARTMENTS
 Abundant Life of Perrysburg is a subsidized independent housing facility for those 62 or older. We are located in a beautiful, quiet residential setting in Perrysburg. Abundant Life offers one bedroom garden apartments with private patios, indoor mailboxes, reserved parking and busing to local grocery stores. Applications are now being accepted. Call 419.872.3510 or 419.874.4371
 Or email www.abundantlifeperrysburg.org

UTILIZATION REVIEW COORDINATOR
 Unison Behavioral Health Group is seeking an experienced clinician to oversee and perform utilization review activities. Duties performed include chart review, compliance audits, peer review activities, analyzing, tracking and monitoring of trends and patterns, preparing reports and developing actions plans and monitoring progress.
 Desired candidate will be a RN, LISW or LPCC with at least five years of clinical experience, preferably in a community mental health setting. Previous utilization review experience, familiarity with ODMH, ODADAS, Medicaid and Joint Commission standards is preferred.
 Send resume or apply to:
 Human Resources Director - UR
 Unison Behavioral Health Group, Inc.
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 Toledo, OH 43605
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CLASSIFIEDS

December 15, 2010

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Special Notice RE: Examinations for Journeyman Wireman

Applications for the Journeyman Inside Wireman test will be accepted January 10-14, 2011 at the International Brotherhood of Electrical Workers Local 8, 807 Lime City Road, Rossford, Ohio between 9:00 a.m. and 3:00 p.m. The qualifications to be eligible for this examination are:

1. Must be 18 years of age or over.
2. Must live in the jurisdiction of Local 8 for one year prior to application.
3. Must have proof of 4 years employment in the commercial/industrial electrical construction industry

The University of Toledo CWA Position

Jobs 5308 Building Life Safety Technician 1, Facilities:

Performs maintenance and repair on life safety devices such as fire alarms, smoke and heat detectors, and fire extinguishers.

The requirements for this position include: State of Ohio Fire Alarm Testing License; knowledge of electronics, ability to calculate fractions, decimals and percentages, understand manual and verbal instructions that are technical in nature, cooperate on group projects, and demonstrate to use hands skillfully; ability to read and write common vocabulary plus: completion of undergraduate major core coursework college or university (or 2 years electronics experience). Must have a valid driver's license and be able to be insured under the University's Driving Policies. Full time. May work nights and weekends. Pay Grade 27 - Starts at \$15.05 per hour.

For more information and to apply please visit <https://jobs.utoledo.edu>. **Application deadline is Thursday, December 23, 2010.**
UT is an EEO, AA Employer and Educator.

Job 5384 ~ Report Analyst, Institutional Research

This position is responsible for developing main-frame and PC-based programs for the Department to meet state and federal reporting requirements. The requirements for this position include an Associate's degree in Information Technology, Computer Science, or closely related field; a Bachelor's degree is preferred. Two to four years of related experience including demonstrated ability in structured programming, systems analysis, and development is required. Knowledge of relational databases, Experience with Banner Knowledge, website maintenance and development Producing systematic, documented, user-centered solutions to information problems Success working as a team member in collaborative projects please visit jobs.utoledo.edu/applicants/Central?quickFind=50523.

Application deadline is Monday, December 27, 2010. The University of Toledo is an Equal Access, Equal Opportunity, Affirmative Action Employer and Educator.

www.thetruthtoledo.com

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State of Ohio Ohio School Facilities Commission

NOTICE TO BIDDERS

Bids will be received by the Toledo Public School District (the "District or TPS"), at the School Board Office, Treasurers Room 3, 420 E. Manhattan Blvd., Toledo, Ohio 43608 for the former Woodward High School Pre-demolition Asbestos/HazMat Abatement Project in accordance with the Drawings and Specifications prepared by:

TTL Associates, Inc.
1915 N. 12th Street
Toledo, Ohio 43604
Phone No. 419-324-2222
Fax No. 419-321-6252

The Construction Manager for the Project is:

Lathrop/Gant/Barton Malow, LLC
701 Jefferson, Suite 302
Toledo, Ohio 43604
Phone No. 419-776-5600
Fax No. 877-281-0784

Any Proposed Equal for a Standard shall be submitted to the Consultant, no later than ten (10) days prior to the bid opening. If no Addendum is issued accepting the Proposed Equal, the Proposed Equal shall be considered rejected.

Sealed bids will be received for:

Estimates

Bid Item No. 1: Asbestos/HazMat Abatement of the former Woodward High School

\$1,750,000.00

Abatement Dates: February 8, 2011 through July 29, 2011

until **Wednesday, January 12, 2011 at 11:00 a.m. (as determined by Stratum clocking (cell phone time))** and will be opened publicly and read immediately thereafter.

The pre-bid meeting will be held on **Thursday, December 23, 2010, at 10:00 a.m.** at the former Woodward High School, 600 East Streicher, Toledo, Ohio. **ATTENDANCE AT THE PRE-BID MEETING IS MANDATORY FOR ALL CONTRACTORS INTENDING ON SUBMITTING A BID.**

Bidders will be required to comply with the Toledo Public School District's Community Inclusion Plan.

Contract Documents can be obtained from **Toledo Blue Print, 6964 Mc Nerney Street, Northwood, Ohio 43619, phone: (419) 661-9841** for the cost of the printing, to be paid to the printing company at the time the drawings are picked up. CD-Rom copies of the bid drawings are also available from **Toledo Blue Print** for no cost with the purchase of the specification books.

The Contract Documents may be reviewed for bidding purposes without charge during business hours at the following locations:

Maumee F.W. Dodge Plan Room
3321 Briarfield Blvd., Suite D
Maumee, OH 43537
PH: 419-861-1300
FX: 419-861-1325

The Plan Room
3135 South State St., Suite 210
Ann Arbor, MI 48108
PH: 734-662-2570
FX: 734-662-1695

University of Toledo - Capacity Bldg
Toledo, Ohio 43606
PH: 419-530-3120
FX: 419-530-3242

Builders Exchange
5555 Airport Hwy, Suite 140
Toledo, OH 43615
PH: 216-661-8300

Northwest Ohio Hispanic Chamber of Commerce
303 Morris St.
Toledo, Ohio 43602
PH: 419-351-1521

E.O.P.A. - Hamilton Building
505 Hamilton St.
Toledo, Ohio 43602
PH: 419-242-7304

Columbus F.W. Dodge Plan Room
1175 Dublin Rd.
Dublin, OH 43215-1073
PH: 614-486-6575
FX: 614-486-0544

Construction Association of Michigan
43636 Woodward Ave.
Bloomfield Hills, MI 48302
PH: 248-972-1014
FX: 248-972-1136

Ohio Construction News
7261 Engle Rd., Suite 304
Cleveland, Ohio 44130
PH: 800-969-4700

Toledo Regional Chamber of Commerce
MCBAP
300 Madison Ave. Ste. 200
Toledo, Ohio 43604-1575
PH: 419-243-8191
FX: 419-241-8302

Fashionably Red for Diabetes Awareness

By Monique Ward

Photo Credits: RM Imagery

On Dec 3rd, 2010 the Owens BSU held their second annual Diabetes Awareness "A Red Carpet Event" Fashion Show. The event was organized by BSU advisor Shawanda Johnson and hosted by Lil D & DJ One Tyme. The red carpet boasted a long line from 6 p.m.-7 p.m. and the house was packed by 8 p.m.

DJ One Tyme provided an exciting soundtrack for the event with Lil D giving information on diabetes throughout the show. People living with diabetes modeled first with photographer Stan Burt snapping pictures of the models as they took the stage. During the show there were also a bevy of great performances. The talent roster included, Raven, E.B., Tracy, Scott High School dance team, Owens Dance Express, Winterfield Venture Academy dance team, Q.L.O.C.C and the House of Adonis who kept the crowd wanting more.

The models wore unique styles from Priceless Designz, Cartiye (body paint), Walter



& Terri's Alter Ego. They also sported stylish fashions from Paradise Shoes, L.A. Collections, Fashion Bug, Rue 21, New Yorker Kids & JC Penny and President Tuxedo's. Hair stylist Kaliah, Emily Kaufman, make-up artist Melody Curry along with Kristie Knighten jewelry consultant prepared the models to look like supermodels.

Church's Chicken

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