



Volume 21, No.13 *"And Ye Shall Know The Truth..."* January 18, 2012



Ivory N. Mathews, Deputy Executive Director
LMHA

"I have a strong passion and desire to be in a position where I have some administrative say in a critical part of human life. That is housing. Housing has an impact on every part of our lives."

In This Issue

- Perryman
Page 2
- NAACP's Ben Jealous
Page 3
- Minister and a Dream
Page 3
- MLK Unity Celebration
Page 5
- AKA's and Kitchen for the Poor
Page 6

The Economy Section

- MBAC Schedule
Page 7
- Cover Story:
Ivory Mathews
Page 8
- Filed Tested
Page 9
- Social Security Tips
Page 10
- Insurance Advice
Page 11



- YWCA Milestones
Honorees
Page 12
- Classifieds 14-15
- AKA's Officers
Page 16

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Beyond Nostalgia

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



If a free society cannot help the many who are poor, it cannot save the few who are rich; Let both sides unite to ... undo the heavy burdens ... and to let the oppressed go free. - John F. Kennedy

Filmmaker Suzy Salamy has provided us with some sad but valuable lessons in her documentary titled *Erasing Memory: The Cultural Destruction of Iraq*.

During the 2003 U.S. invasion of Iraq, a much smaller, relatively defenseless and culturally different country from ours, when we stormed the country, says Salamy, "we deposed their leader, destroyed their history and looted its national museums and libraries while imposing martial law on its citizens. Thus, we erased their cultural memory, values, leaders and heroes according to a twisted logic that says,

in effect, 'We had to destroy the city in order to save it.' "

Cultural memories allow people to see themselves belonging to something larger than themselves. When memories are erased by more powerful interveners, they are more likely to be seen as foreign occupiers rather than legitimate partners.

Amid Martin Luther King, Jr. festivities and local Unity Week celebrations, I thought about Salamy's work and wondered what institutions will collapse next and become merely a memory in the collective cultural history of Toledo's black community?

The demolition of Libbey and Lincoln schools, the dismissal of long time African-American municipal administrator Kattie Bond, along with the crumbling or shaking of other of the community's cultural monuments such as the Frederick Douglas Community Association, the Greater Toledo Urban League or the Economic Opportunity Planning Association (EOPA) are creating quite a buzz from "corporate suites to ghetto streets."

It appears to be obvious, evidenced by the hyper-predatory activity and cannibalistic intentions of some, that the erasure of the community's cultural assets are not simply about the salvation of old buildings from wrecking balls or putting no-longer-useful institutions out of their misery, but rather about politics, power and paper (mega-dollars).

Yet it is not about travesty alone but also about a quest for legitimacy and an urgent call for transformation.

The danger is of allowing our monuments to become mushy museums not relevant to our current experiences rather than be active agents of progress and empowerment.

Without question, this is an era of increased government oversight, rapid technological developments and severe competition concurrent with an aging workforce.

Yet, it is also a time when we are likely to feel Machiavelli's words "It must be considered that there is nothing more difficult to carry out, nor more doubtful of success, nor more dangerous to handle, than to initiate of new order of things."

Too often our historical cultural institutions fail to grasp the urgency that now, more than ever, individuals and organizations of all shapes, sizes, and colors must be able to respond or adapt to environmental change.

Why do we fear and fight change so?

The primary reason, according to organizational behavior experts such as John P. Kotter, is because "people focus on their own interests and not on those of the total organization and change efforts are blocked because what is in the best interests of ONE individual or group is not in the best interests of the total organization or of other individuals and groups."

People also resist change because it disturbs the status quo, threatens their vested interests, and upsets established ways of doing things causing monuments to become ineffective and costly.

But Kotter also adds, "there are a variety of ways to deal with resistance to change in ways that positively influence the resistant individuals or groups, but it's important to choose the right strategy."

So my take is that some crumbling of our cultural community monuments results from the insensitive desecration by indifferent opportunists.

But often, shaking and crumbling is needed to initiate new collaborations and partnerships, new efficiencies or to provide resources needed to ensure neglected benefits to those we are supposed to serve.

For the shaking and removal of some things occur so that "only what is permanent and unshakable may remain or be revealed."

In the words of Susan Taylor, "In every crisis there is a message. Crises are nature's way of forcing change - breaking down old structures, shaking loose negative habits so that something new and better can take their place."

Only those who have the community's best interests at heart know this.

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

Community Calendar

January 19

Sistas Movin' On Speak Out: 6:30 to 8:30 pm; People Called Women Bookstore; Support and sisterly love for women survivors and co-survivors of sexual abuse: 419-729-045

January 20

Entry Level HealthCare Speed Interviewing: 10 am to noon; The Source; Speed interviews for job seekers in the health-care industry: 419-213-6353

Lourdes University Lifelong Learning 2012 Presidential Election Forum: 10 to 11 am; Franciscan Center; Faculty members Mary Robinson, Dale Lanigan, Tom Estrella discuss 2012 election: 419-824-3707

January 21

Sigma Gamma Rho Sorority, Inc Ronald McDonald House Volunteering: 3 to 5 pm

January 23

Sexual Abuse PATH Coalition of Now Meeting: Cordelia Martin Health Center; 11:30 am to 1 pm: 419-729-0245

January 28

Toledo EXCEL's 28th Annual Conference for Aspiring Youth: "Tomorrow Is Today: Choose Wisely;" 8:30 am to 1 pm; UT Student Union Auditorium: 419-530-3820

Warren AME Gospel Extravaganza: 4 pm; Praise teams, vocalists

National Eczema Association - Toledo Support Group Meeting: 12:30 to 2 pm; Toledo Lucas County Main Library: 419-699-2040

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Upholding Voting Rights in the Memory of Dr. King

By Benjamin Todd Jealous
President & CEO, NAACP



This year, on the day our nation celebrates Dr. Martin Luther King, Jr., I proudly stood alongside NAACP State Conference presidents on the steps of the capitol building in Columbia, South Carolina for the annual King Day at the Dome March and Rally. The event has grown

into a massive commemoration over the years, but this year it took on a new significance as Attorney General Eric Holder joined the commemoration, honoring Dr. King and pledging to carry forward his mission in the years ahead.

Looking out over the crowd of thousands, I reflected on how Dr. King risked everything to advance civil and human rights in America. How, despite repeated threats against his life, he spread the message of non-violent civil disobedience against unjust laws throughout the Jim Crow South and our nation as a whole.

Dr. King's leadership has inspired Americans to win

big victories that have moved our nation closer to the long-expressed, but yet-unrealized ideal that our school children repeat every day: we are "one nation, under God, indivisible, with liberty and justice for all."

Yet today, one of the greatest victories Dr. King helped win during his lifetime is under withering attack: The Voting Rights Act and the rights it protects – for all Americans to be able to participate in free and fair elections. South Carolina has become ground zero in this battle.

On one side, civil rights activists and the U.S. Department of Justice are fighting on behalf of thousands upon

thousands of voters who would be disenfranchised by laws that introduce the first new financial and literacy-based obstacles to voting since we eliminated the poll tax and voting tests. Fighting on behalf of Americans like the students at South Carolina's Benedict College, whose student identification cards have been deemed insufficient for use as voter ID. And we are fighting on behalf of senior citizens born in South Carolina in a time when blacks often were not issued birth certificates. Now, for the first time in their lives, they will need to pay upwards of \$150 to obtain the documents required by South Carolina's voter suppression

law.

On the other side, governors like South Carolina's Nikki Haley are suing to gut the Voting Rights Act after the Justice Department blocked the state's discriminatory voter ID law.

It was an honor to stand alongside Attorney General Holder as we recommitted ourselves to protecting our most sacred of rights.

NAACP State Conference presidents and our allies throughout the nation are leading the battles to defend voting rights this year, and that's why it was so important that they led this march in South Carolina.

We marched to defend our right to vote and to defend

our nation's dream of America as a place where everybody works, everybody contributes, and everybody counts.

We marched for good jobs that can support our families, and an education for our children that will pave the way for them to do the same.

We marched to declare our intent to defeat the deeds of any governor who would deify our great dreamer, but desecrate his dream.

Dr. King's dream will become a reality. It will take vigilance. It will take patience. It will take hard work. But together, we will win this fight and uphold the right to vote for all Americans in 2012 and beyond.

Dr. King's "I Have a Dream Speech" and Me

By Michael Hayes
Minister of Culture



My four best friends and I divided our time between church, our girlfriends, our business and our after-school jobs. January for me was about sneaking into The University of Toledo icebreakers on the weekend just to celebrate the fact I actually made it through another week.

Racism, at least the kind faced during Dr. King's era, was the furthest thing from my mind. I knew the dream he spoke of hadn't yet been realized, but I had trouble with this assignment because my life had such immediate concerns that it became difficult to look at the bigger picture.

The assignment deadline was fast approaching, and even though I had a reputation in the class for being a good writer especially on subjects involving race and society...I hadn't even come close to starting.

It wasn't typical procrastination either, writing usually came easily to me but this time I was just clueless.

Any boy who grew up in the inner city knows that one part of your life as a teenager is as consistent as gravity: getting sent to the store by your mom.

In X Block in the mid 90s there was a store on Arcadia and Detroit.

Because of the high level of violence and crack use/sales in the area, the area alongside the store was a hotbed for all kinds of illegal activity.

Months back, an artist spray painted a graffiti mural on the side of the store.

It was as tall as the building and covered it from end to end, it was enormous.

I loved it because, it made

me feel like I was in New York (my dream).

But on a mid-January trip to the store, I saw the mural in an entirely different light.

I found my inspiration for my paper.

The mural told of the struggle of black people and how so many evils have been aimed at us for centuries. It was a time line that displayed slavery and bondage, Ku Klux Klan killings of our people, the Civil Rights era, and even the gangs and drugs we were now using to kill ourselves. I went back and stared at that mural at night under the streetlights. It clicked to me that somehow, we as black people had tricked ourselves into thinking we had achieved Dr. King's dream when in reality we had a fraction of it at best.

It became clear to me that we had become so comfortable that our self-destructive habits as a people were now threatening the dream he had for us.

It was our own bad habits, it was racist white people, it was racist institutions, it was all of it.

We sat down for a full-course meal and since we had never even been invited to the table before, we settled for an appetizer thinking that was all we had coming.

And that...that sentence right there became the metaphor and premise for my entire paper.

When I turned it in on the due date, I was nervous.

Ms. Ransley usually liked what I wrote but she could be unpredictable.

The day she was giving out our grades for the assignment, I noticed she held mine for last.

She told the class not only

was she giving me an A, but that she had entered my paper in the upcoming city-wide Martin Luther King Day Speech Contest.

My heart started pounding. I distinctly remember

feeling lightheaded standing there at Ms. Ransley's desk thinking I must have heard her wrong.


She was ecstatic. The class was like ... whatever. And I was beside myself.

This contest was three days away.


This means, the paper I had just conceived and written a few days prior had to be memorized and rehearsed by

(Continued on Page 4)

MARTIN LUTHER KINGS, JR.
1929 - 1968



"When the architects of our republic wrote the magnificent words of the Constitution and the declaration of Independence, they were signing a promissory note to which every American was to fall heir."
-At the Lincoln Memorial during the March in Michigan, August 28, 1963



**TOLEDO
FEDERATION OF
TEACHERS**
AFT, AFL-CIO

Kevin Dalton, President

My senior year at Scott High School, I had an honors English class.

Freshly back from Christmas Break, Ms. Ransley had our class prepare for our next assignment which focused on Dr. Martin Luther King, Jr.

But instead of just the typical regurgitation of historical hum-drum factoids, she wanted us to write our own take on where Dr. King's dream stands today.

The iconic "I Have A Dream Speech" was to be dissected by each student and made relevant to our current reality.

My own personal current reality was a severe case of senior-itis,

even though it was only mid-January.

My own personal reality was a mixture of extremes that you usually find in a movie.

Weeks before this assignment I watched a boy my age nearly bleed to death on my back porch after being shot and stabbed due to Crip-on-Crip violence.

But just as deep as I was in the hood, my work on the Youth Commission Advisory Board had me meeting down the hall from the mayor's office every week.

FOX Toledo's Minority Scholarship Program

Special to The Truth



FOX Toledo announced last week that its parent company, LIN Media, is now accepting applications for its Minority Scholarship and Training Program and will award one broadcast television scholarship/internship and one digital media scholarship/internship in April 2012.

Each student will receive

a two-year scholarship for up to ten thousand dollars (\$10,000) per year, which can be used toward tuition, fees, books, and room and board. In addition, each student will obtain hands-on training through a paid internship program at one of LIN Media's television stations around the country. The Minority Scholarship recipients will be assigned full-time positions upon graduation and successful

completion of the training program.

LIN Media has been awarding two-year scholarships to ambitious students interested in a wide spectrum of fields in or relating to broadcast television since 1998. In January 2011, the program was expanded to include a new two-year scholarship and internship for multicultural students pursuing a career in digital media.

Applications will be accepted until March 16, 2012. The application and criteria for LIN Media's Minority Scholarship and Training Program can be accessed via the Company's web site: <http://www.linmedia.com/contact-us/minority-scholarship-program/>.

Speech

(Continued from Page 3)

Monday and it was Friday.

I stayed after class and asked this woman what on earth had she gotten me into.

Ms. Ransley, forever the lighthearted joking type, was amused at my worry and told me three days is plenty time to memorize and rehearse an eight-page paper.

Students from her next period started to pour in, I was about to be late for my next class and still I didn't budge from beside her desk.

I just knew this was some elaborate joke.

She gave me a pep talk, and after school that day I remember walking home dazed.

That weekend, I didn't party with my friends.

I barely spoke to my girl. I wasn't out on the block, writing raps or watching TV.

I pretended my dresser was a podium, and I practiced that speech all day every day until the day of the contest.

Using the metaphor I came up with that night staring at that corner store mural, I wrote about black people's struggle to realize the fullness of what Dr. King's vision had in store for us. I studied part of the original "I Have A Dream" speech and used it to further illustrate my point about settling for an appetizer when we were supposed to get a full course meal. I tried to paint a picture of black people as legitimate sufferers of human atrocity but also masters of our own fortune.

I changed some elements of my paper to connect with a live audience, but I really wanted to hit home that if we miss out on that promised land Dr. King imagined for us... some of it is our own fault.

I ended up winning first place at the Ghanian Foundation Annual Dr. Martin Luther King Jr. Day Speech Contest that year. A nice-sized trophy (which my mom still has on display) and a check for \$500 that I didn't even know was part of the deal until it was handed to me.

After three years of being picked on or mostly overlooked at Scott High, I had been determined since the previous spring to have my senior year be the year I mattered.

The previous summer I had worked two jobs to buy all new clothes.

Also during the previous summer, my friends and I all shaved our heads bald and since I was the only one who looked okay with it I kept it.

I basically walked into Scott High School that year a different dude.

Which helped me go from un-noticed to at least slightly acknowledged beyond my core circle. Winning this speech contest though, that was my one and only brush with some level of temporary high school popularity. People I didn't know knew me and what I had accomplished.

I spent the next few months winning speech contests around the state.

But what still sits with me years later, is that a teacher believed in me enough to push me and that I believed in myself enough to rise to the occasion.

I'll never forget that January.

In that one month I start taking steps to becoming a first-generation college graduate, but then days later I'm getting robbed at gunpoint on my way to school.

And that was the day I had that \$500 check on me, but I managed to keep it.

The point is, life didn't calm down long enough for me to get breathing room.

I just had to push myself in the midst of all I was going through at the time.

That is a lesson that I'm still perfecting, but it's one that relates to any inner-city youth striving for a goal. It's a lesson that relates to us as a people as well.

Maybe the mountaintop isn't about living in the suburbs next door neighbors with our former oppressors. Maybe Dr. King's dream lies in each of us finding the will to push beyond our current circumstances, whatever they may be... to achieve what we never thought we could.

Dedicated to:

Ms. Ransley, Ms. Warnsley, Ms. Clark, Ms. Lepisto, Ms. Barron (elementary school) and all the educators who took time to push me.

Also dedicated to Scott High School students about to enjoy their new school this month! And, of course, dedicated to the memory of Dr. King.



TOLEDO EXCELS
28th Annual Conference for Aspiring Minority Youth
"Tomorrow is Today: Choose Wisely"
Saturday, January 28, 2012
8:30 a.m. to 1:00 p.m.
UT Student Union Auditorium



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Dr. John W. Williams, Pastor

The 2012 MLK Unity Celebrations

Sojourner's Truth Staff

Music, speeches and exhortations to render service highlighted the 2012 MLK Unity Celebration, Monday, January 16, before a crowd of about 2,000 at The University of Toledo's Savage Arena.

The two-hour celebration opened with a welcome from the Master and Mistress of Ceremonies, FOX Toledo's Howard Chen and WTVG Bridges' Doni Miller.

Then followed the traditional procession of elected officials, business/social services/community organization/education leaders and the Sister Cities Parade of Nations.

As always, the Toledo In-



terfaith Mass Choir enthralled the audience with its energetic rendition of musical selections.

Opening remarks were offered by Dr. Lloyd Jacobs, president of UT; U.S. Congresswoman Marcy Kaptur and Toledo Mayor Mike Bell.

The mayor used the occasion to address those in attendance - both adults and youth - on their duty to help curb violence.

Sandwiched in between the musical presentations of the Mass Choir and the Toledo Combined Youth Choir were the musical compositions of Brieyon McBride and Pedi McFly.

Trazon Harris, founder of

JJ Express, a youth dance and drum group, received a Unity Award for her efforts in providing an artistic outlet for inner city youth.

Harold "Hari" Jones, curator and assistant director of the African American Civil War Memorial and Museum in Washington, D.C. presented the keynote address, thanking the organizers and audience for what he called the finest MLK celebration he has ever attended.

The MLK Unity Celebration is a collaborative effort of UT and the City of Toledo. Bill Stewart of the City of Toledo and Shanda Gore, Ed.D, of UT were the principal organizers of the event.



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Alpha Kappa Alphas Lend a Hand to the MLK Kitchen for the Poor

Special to The Truth



Every year, the Connection Committee of the Zeta Alpha Omega Chapter of

Alpha Kappa Alpha Sorority, Inc spends a portion of its time honoring the

memory of Dr. Martin Luther King, Jr by lending a hand to a local commu-

nity organization.

This year, the committee and other members of the local chapter returned to the MLK Kitchen for the Poor to conduct its MLK service project in part to honor the memory of the agency's late executive director, Juanita Persons.

The previous year, the sorority had assisted the agency by helping with meal servings. This year, the Committee opted to expand its assistance by bringing in an abundance of non-perishable food items, in addition to a supply of chickens and turkeys.

The Committee geared its donations towards those food items which could help the head cook, Henrietta Armstrong (a Savage sibling as was her late sister Persons) continue to prepare meals that are nutritionally sound, according to the Connection Committee Chairman Brunetta O'Neal.

In addition to the food donations, O'Neal's son, Cleveland O'Neal, a Los Angeles television producer, donated \$1,000 to the Kitchen for the Poor.

Harvey Savage, executive director of the Kitchen, expressed his gratitude to

the sorority.

"Your continued support of our organization and other organizations in the community is commendable," said Savage. "We appreciated your group serving and bringing in the donations of food and money."

Sorority members present for the project were: Lenora Barry, Joyce Brown, Donnetta Carter, Barbara Colbert, Theo Simmons Hampton, Joan Harris, Leola Haynes, Helen Sallee, Evelyn Strickland and Muriel Williams

Owens Community College to Host First-Ever Charity Week Community Outreach Events, Jan. 23-26

Special to The Truth

Area residents are invited to help make a difference in lives of others by participating in a series of community outreach events as part of Owens Community College's first-ever Charity Week, Jan. 23-26.

Coordinated by the College's Student Activities Office, the various activities will occur daily from 9 a.m. - 3 p.m. in the Student Health and Activities Center on the Toledo-area Campus. Owens is located on Oregon Road in Perrysburg Township.

"Community service is

about helping others and Owens Community College's Charity Week is intended to provide opportunities for students and area residents to engage in such outreach activities through service projects," said John Byers, Owens director of Student Involvement. "I encourage individuals to help in lifting the spirits of another person by participating in one of the College's many projects during Charity Week."

Each day, participants will have the opportunity to engage in several hands-

on activities, which will include sewing pillowcases into bright, colorful dresses for Haitian children and creating knot fleece blankets for the Oglala Sioux Tribe in Pine Ridge, S.D. Attendees can also put their decorative and writing skills to the test by making inspirational cards for residents of nursing homes throughout Northwest Ohio.

Additionally, Owens' Department of Fine and Performing Arts is partnering with the College's Student Activities Office on Charity

Week community outreach as participants will be using the Costume Shop to create the pillowcase dresses. Activities will include cutting open the seam end of the pillowcase, adding elastic to the top portion of the pillowcase and sewing armholes for the dresses.

The Toledo School for the Arts is also collaborating with Owens on the Haitian outreach initiative by creating their own pillowcase dresses as part of a class project. All completed pillowcase dresses from both projects will be



COMMUNITY OUTREACH

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FOURTH IN A SERIES: JIM

Letters from the Heart

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Jim, 2007

For 30 years, families have been writing to Hospice of Northwest Ohio to express their thanks for support before, during and after the loss of a loved one. Our bereavement programs help each person work through grief in a way that's right for them.

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on display at a Toledo School for the Arts performance event at Owens later this year.

In addition to the hands-on Charity Week activities, community members can assist by donating gently-used pillow cases and blankets and thread, rick rack and elastic. Individuals can drop off their donations in Student Health and Activities Center Room 165 throughout the week.

All completed projects from Charity Week will be delivered to the appropriate community groups and organizations throughout the Spring Semester. For more information about the upcoming Charity Week community outreach activities, call (567) 661-2569 or 1-800-GO-OWENS, Ext. 2569.



Hollywood Casino Toledo To Host Upcoming Job Fairs in Toledo, Bowling Green and Perrysburg Candidates Should Apply Online Prior to the Job Fairs

Hollywood Casino Toledo is hosting three job fairs in January for area residents interested in beginning a winning career at the new casino when it opens this spring.

Positions are available in every department, but the current areas of focus for the hiring team are Food and Beverage, Facilities (maintenance and janitorial), Security/Surveillance, Gaming Operations (Slot service attendants) and Finance (cage cashiers).

The job fairs will be held:

- Jan. 17, 3 p.m. – 6 p.m.; Raceway Park, 5700 Telegraph Rd., Toledo Ohio
- Jan. 19, 11 a.m. – 4 p.m.; Bowling Green State University Stroh Center, Bowling Green, Ohio
- Jan. 23, 11 a.m. – 2 p.m.; Owens Community College Student Health & Activities Center, 30335 Oregon Road, Perrysburg, Ohio

“We’re looking for individuals with dynamic personalities who are capable of extending the red carpet service that is the hallmark of Hollywood Casinos,” said Richard St. Jean, general manager of Hollywood Casino Toledo. “We offer great pay, health care, fantastic benefits and flexible work hours with the opportunity to advance within one of the fastest growing casino companies in America.”

Area residents interested in attending a job fair should apply online at www.hollywoodcasinotoledo.com before visiting a fair. Interviews will be conducted on-site with candidates who have completed an online application prior to arriving at the job fair. If you have previously applied online but have not heard back from a Hollywood representative, you are encouraged to attend one of the upcoming job fairs.

Hiring will take place in the coming months. Hollywood is a drug and nicotine-free work environment and employees cannot have a criminal record. Candidates must be at least 21 years of age and have a high school diploma.

Schedule of Events for Minority Business Assistance Center

MBAC DATES 2012

January:

January 10,12,17,19 — Quick Books for Contractors 7:30-9:30 a.m. at Herzing Computer Lab (information online at TCCC site)

January 31 —Preparation for Business Opportunities: Using Minority Business Assistance Center to prepare your business for future opportunities. MBAC is a viable resource to identify pre-bid opportunities and to prepare for the February 16th 2012, *Skilled Trades Contractors Road Show*. Meeting will begin at 9:00 a.m. - 12:00 noon.

February:

February 7 & 14 — OSHA for Construction Workers- This is a 10 hour Certification Class. OSHA certifications will be given upon completion of course. The \$35.00 fee includes lunch and parking. The course begins at 10:00 a.m. and lasts until 4:00 p.m. Both classes must be attended to receive certification.

February 16 —Ohio Mandate—MBE/EDGE Skilled Trades Contractors Road Show 9-Noon

Match making event with contract opportunities for minority business contractors. Contracts include light construction, maintenance repair, electrical work and others. Annual spending estimated at \$20 million with a 15% MBE/EDGE participation. Awarded companies will be on site and presenting details about the potential opportunities. Marketing materials can be distributed.

March:

March: 1—Doing Business with the City of Toledo (Tentative)—Register with the City of Toledo’s Purchasing Division, download City bids, get certified MBE/WEB with the city, introduce your business to city departments, and attend pre-bid meetings

March 14 —Certification Class (STATE MANDATE) –

Learn how to contact agency procurement officers, navigate the State of Ohio’s certification website, and search for state agency procurement opportunities while filling out MBE/EDGE applications online.

March 28 —Alternative Lending for Small Businesses—11:00-1:30p.m. (Dave Shelton) This workshop is with banking partners that provide access to Accounts Receivable factoring and Asset based line of credit.



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Ivory Mathews: LMHA's New Deputy on Track to Help Transform the Agency

By Fletcher Word
Sojourner's Truth Editor

Ivory Mathews, the new deputy executive director at the Lucas Metropolitan Housing Authority, arrived in Toledo this past October from her native South Carolina where she served, for the past eight years, with the Housing Authority of the City of Aiken. Mathews was executive director of that housing authority for the last two years.

Why now Toledo for the life-long South Carolina resident?

Simply put, LMHA offers Mathews an opportunity to greatly expand her goal of affecting peoples' lives in the area of housing.

"I have a strong passion and desire to be in a position where I have some administrative say in a critical part of human life," says the Toledo new-comer. "That is housing. Housing has an impact on every part of our lives."

For Mathews, LMHA represents a move to a much

larger entity than the one she directed in Aiken, which was comprised of 244 units. LMHA manages about 3,100 units.

For LMHA, on the other hand, the addition of Mathews to its management team meant bringing on board someone with a breadth of experience in related aspects of government services. In Aiken, Mathews, as director of that city's housing authority, also held responsibility for dealing with Section 8 housing vouchers, working with the U.S. Department of Labor's Workforce Investment Act training and dealing with the U.S. Department of Agriculture's summer food services program.

That expertise will come in handy during the upcoming years for LMHA's collaboration with other agencies.

Mathews arrives in Toledo at a time of great activity within the local housing authority. LMHA, which serves approximately 15,000 individuals under the guidance of Executive Director Linnie Willis, is in the process of revamping its housing stock.

Gone now are the Albertus Brown and Brand Whitlock Homes, both of which were over 70 years old and encompassed about 400 units. The two housing units, among the oldest in the nation, were razed in order to make way for



Collingwood Green, a 65-unit, four story, senior citizens building on Division Street. Collingwood Green is the first of a three-part construction project to replace the former structures.

The second and third phases of the projects - 96 and 111 units respectively - are on hold until funding is complete.

"We determined that there wasn't any more fixing up to be done," said Willis months ago during the announcement of the Collingwood Green project. "We needed to start over."

"The new development does a number of things for the community," says Mathews. "There has been a tremendous amount of investment in the new school [Jones at Gunkel]." Mathews notes that the new school was amidst the eyecore of Albertus Brown and Brand Whitlock.

"This will show people in the community that children

are proud to be here."

Mathews also says that the new structures, when complete, will inform people far and wide that transformation of that part of the inner city "is here and real."

The real task facing LMHA, Mathews says, is to restore the agency to the original goal and purpose of public housing - providing temporary housing assistance to those in need.

What was never intended, she says, was to provide the kind of generational access to public housing that so many residents of Albertus Brown and Brand Whitlock came to utilize over the years.

The goal for public housing, Says Mathews, should be to "plant the seed to give people the tools necessary to become self-sufficient."

To that end, LMHA has commissioned a study that will assess the impact of the agency on the lives of its residents.

"It will tell us where we are as an agency," says Mathews. "And will recommend where we need to be to transform the lives of our tenants."

Undoubtedly, suggests Mathews, part of the results of the study will suggest a more holistic approach to housing so that job training and educational activities are accessible to all residents.

"A child doesn't choose his parents," she says. "If I am born into a world such as this, sometimes you need a role model outside of the home."

It's a brave new world for LMHA as it adjusts to the growing demands of a country and a region with fewer funds earmarked for housing assistance but with a need to provide even more assistance in a wider range of areas.

"Ms. Willis wants to make sure we have a true impact on the lives of people," says Mathews.

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ASK YVON

By: S. Yvon Harper, CEO Focus on Finance, LLC



IRS Filing Status What's Legal:

Now that the IRS is officially open to begin accepting 2011 tax returns here's a question. So how do you plan to file? I am not referring to the physical location where you go to have your return completed, but rather what election in filing status you will select. There are four IRS filing statuses available: Single, Married Filing Joint, Married Filing Separate and Head of Household. Knowing which is legal for your selection is imperative.

Leading into this tax filing season I had the benefit to attend several IRS webinars specifically for tax preparers. The IRS provided specific details and requirement information on a variety of topics. One that stands out is that of selecting the correct tax payer filing status. Rightly so, as millions of dollars in tax revenue is lost to the IRS due to incorrect filing statuses. Specifically, from those who incorrectly claim dependents and/or file under the wrong tax designation.

Beware, that the IRS is not taking these losses lying down. Coming into the 2011 tax season the IRS is now raising penalties not only for the tax payer, but also for tax preparer. These preparer penalties are not only monetary, up to \$500 per incident, but can include that a tax preparer who repeatedly selects the wrong filing status lose the ability to hold IRS credentials to work as a paid tax preparer.

Head of Household with dependents filing status is being scrutinized even more, because in many cases this filing status pays out more in the coveted Earned Income Tax Credit also known as EITC or EIC which is a tax credit for people who have low to moderate earned income. The earned income can be from working for your employer, yourself or from other sources such as certain disability income.

Qualifying EIC limits for 2011 include maximum credits of:

- \$5,751 with three or more qualifying children
- \$5,112 with two qualifying children

- \$3,094 with one qualifying child
- \$464 with no qualifying children

With these types of cash payouts it's not hard to understand why the IRS is looking step up enforcement efforts and penalties for failure to select your proper filing status and dependent eligibility. While Head of Household is the most prestigious for receiving the EITC all tax filing statuses are eligible as long as they meet the requirements. To find out all the qualifying EITC details go to www.irs.gov and search for EITC.

Don't red flag your tax account to the IRS. When in doubt always seek advice of a qualified tax advisor. For questions and assistance in filing your 2011 tax return contact Focus on Finance directly at 513-341-5912. With over 25 years of experience we are positioned to correctly prepare your tax return in a professional manner. Let us help you get personal with your finances in 2012.

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Book Review

Field Tested by Emily King

c.2012, Amacom

\$29.95

187 pages

By Terri Schlichenmeyer
The Truth Contributor



You'd love to tap into a veteran's discipline, that can-do attitude, and the training that comes from working for everybody's favorite Uncle. But there are things you need to do before you post a Help Wanted ad. There are considerations on both sides of the desk, and preparation is key.

First, understand that most employees don't leave a job, they leave a manager. Managing properly for retention, therefore, is what you ultimately want. Since the average veteran goes through three jobs before acclimating to civilian workplaces, it's to your advantage to anticipate the challenges that will come with transition.

At issue is that the military is a very different kind of business than the one you have in the civilian world, and you can't make assumptions. Your new hire may never have had to negotiate for salary or benefits. He or she may be unaccustomed to a more casual, less-regimented office with unique relationships between employees. Office hours are gentler. Even the uniforms are different.

So what can you do for

your new hire to help with what amounts to a diversity issue and a "culture clash." How can you keep him or her working for you?

Arm yourself with an understanding of what your employee is leaving behind and how it affects thinking. Make sure he or she knows what the job entails, how departments work together, and what is expected. Don't assume anything. Pair a new employee with an established co-worker who is a veteran, too. Check in often and keep the doors of communication wide open.

You've seen the posters and ads reminding you to hire a veteran. Does it really have to be this hard?

Author Emily King has studied this subject at length and she says that it could be, but that knowledge is essential for "[A]nticipating and heading off challenges..." I liked that King, who has a passion for this subject and has "committed" herself to ensuring that veterans are prepared for civilian workplaces, gives employers lots of tools for keeping those challenges in perspective. I also appreciated the first-hand accounts from veterans who've made the transition.

Be aware that this book is occasionally repetitive, may feel like baby-steps at times,

and is nowhere near reading-lite. Still, if you're eager to strengthen your business

in a relatively easy way, *Field Tested* is a book you'll salute.

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In a normal weeks' time, you get many applications from many job-seekers.

That's no surprise in any economy, but what caught your eye this week was that the number has soared. Veterans are returning to the civilian workforce in waves, and they're reaching out to you for employment.

Fortunately, you might have a place for someone with military experience but making room on the payroll isn't all you'll need to do. In the new book *Field Tested* by Emily King, you'll learn how to keep the best employee you may ever have.

Every year, and particularly now, tens of thousands of military personnel leave their old jobs to join the ranks of civilian workers.

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

Social Security – Questions and Answer

GENERAL

Question:

We adopted a baby girl overseas and brought her home with us to the United States. We need to get a Social Security number for her. What do we do?

Answer:

In general, to apply for a Social Security number for your child you must:

- Complete an *Application For A Social Security Card* (Form SS-5) for your child, which you can find online at www.socialsecurity.gov;
- Show us documents proving your child's:
 - U.S. citizenship or immigration status;
 - Adoption;
 - Age; and
 - Identity.
- Show us a document proving your identity; and
- Show us evidence that establishes your relationship to the child if your name is not listed as the parent on the child's evidence of age. The adoption decree or the amended U.S. birth certificate will suffice.

You can take your application and original documents to your local Social Security office, or you can mail them to us. All documents must be either originals or copies certified by the issuing agency. We cannot accept photocopies or notarized copies of documents. If you do not yet have proof of your child's citizenship, we can assign a number based on documentation issued by the Department of Homeland Security upon the child's arrival in the United States. When you do receive documentation of your child's citizenship, you can bring it to us, and we will update your child's record. We will mail your child's number and card as soon as we have verified your documents with the issuing offices.

RETIREMENT

Question:

How long do I need to work to become eligible for retirement benefits?

Answer:

Everyone born in 1929 or later needs 40 Social Security credits to be eligible for retirement benefits. You can earn up to four credits per year, so you will need at least 10 years to become eligible for retirement benefits. During your working years, earnings covered by Social Security are posted to your Social Security record. You earn credits based on those earnings. If you become disabled or die before age 62, the number of credits needed depends on your

age at the time you die or become disabled. Learn more at www.socialsecurity.gov.

Question:

I have children at home and I plan to retire next fall. Will my children be eligible for monthly Social Security payments after I retire?

Answer:

A child (biological, legally adopted, or dependent stepchild or grandchild) may potentially be eligible. Monthly Social Security payments may be made to your children if they are:

- Unmarried and under age 18,
- Age 19 if still in high school, or
- Age 18 or over, who became severely disabled before age 22 and continue to be disabled.

For more information, read *Benefits For Children* at www.socialsecurity.gov/pubs/10085.html.

DISABILITY

Question:

Is there a time limit on Social Security disability benefits?

Answer:

Your disability benefits will continue as long as your medical condition has not improved and you cannot work. Social Security will periodically review your case to determine whether you continue to be eligible. If you are still receiving disability benefits when you reach your full retirement age, your disability benefits will automatically be converted to retirement benefits. Learn more about disability benefits at www.socialsecurity.gov/disability.

Question:

Why is there a five-month waiting period for Social Security disability benefits?

Answer:

The law states that Social Security disability benefits begin with the sixth full month after the date your disability began. You are not entitled to benefits for any month prior to that. Learn more at our website: www.socialsecurity.gov/disability.

SUPPLEMENTAL SECURITY INCOME

Question:

My grandfather, who is receiving Supplemental Security Income (SSI), will be coming to live with me. Does he have to report the move to Social Security?

Answer:

Yes. An SSI beneficiary must report any change in living arrangements within 10 days after the month the change occurs. If the change is not reported, your grandfather could receive an incorrect payment and have to pay it back, or he may not receive all the money due. Just as importantly, your grandfather needs to report the new address to Social Security to receive mail from us. You can report the change by mail or in person at any Social Security office or call Social Security's toll-free number at 1-800-772-1213 (TTY: 1-800-325-0778). You can get more information by reading the booklet *Understanding SSI*, at www.socialsecurity.gov/ssi.

MEDICARE

Question:

I found out that my son submitted incorrect information about my resources when he completed my *Application for Help with Medicare Prescription Drug Plan Costs*. How can I get my application changed now to show the correct amount?

Answer:

You can call 1-800-772-1213 and let us know. Or you can visit your local Social Security office (find it by using our office locator at www.socialsecurity.gov/locator). Information on your application will be matched with data from other Federal agencies. If there is a discrepancy that requires verification, we will contact you.

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Children's Life Insurance

By Vince Davis, State Farm Insurance
Guest Column



The best time to buy life insurance on your grandchildren or your own children is when they are born. Chances are on the day of the child's birth, he will be in the best medical health of his life.

You cannot get insurance when you need it. That is you cannot wait until you are sick and get life insurance. If the doctor diagnoses you with some sort of catastrophic medical problem, the chances are pretty good that you will not be able to get life insurance ever again or at least not until that medical condition is bought under control and the threat of a premature death is averted.

There are several factors that go into the mix that set the life insurance price or rate. One of the biggest factors affecting the price of the life insurance contract is the age of the proposed insured. If all else is equal the age of the proposed insured kicks in favor of the youngest applicant. If everything else is equal, meaning that all of the applicants are relatively healthy, the youngest applicant will have the cheapest policy.

How much insurance should you buy for your child or infant? You should buy the largest amount of insurance that you could easily afford! What type of insurance should you buy? You should buy permanent insurance. Permanent insurance builds cash value that you could use to help defray college costs when your child goes to college.

Permanent insurance unlike term insurance will pay a death benefit at some point. Term insurance normally expires before a death

benefit is paid. Term insurance is statistically calculated to not be in effect when you die. In another article I will discuss term insurance vs. permanent insurance. For the interest of this subject matter it is safe to say that you should get your kids a lot of life insurance while they are young and healthy. The younger they are the cheaper the life insurance. If the premiums are paid and the policy does not lapse permanent insurance will always pay a death benefit.

Half the adults that I talk to have only one policy, life wise. It always turns out to be the policy that their mother took out on them. I'll ask a 40-year old, "do you have any life insurance", they normally reply, yea I have the policy that my Momma took out on me". Sounds crazy but true, that is all they've got! Half the time they are in poor health and are not eligible to get anymore life insurance, so whatever Mom took out on them is it!

It is also important to select a good insurance company. In most cases we are talking about 80 or 90 years after the policy is written that a death benefit is paid. That is because people live way into their 80's, 90's and 100's now and in the future.

Don't just buy a little \$50,000 or \$100,000 policy. Ninety years from now \$100,000 won't buy very much. Get a quarter of a million policy. You will be surprised how inexpensive they are on youngsters. The price stays the same no matter how old they get. The policy stays in force no matter how poor their health gets, as long as you keep paying.

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Conference and Workshop to Offer Training, Discussion About Financing the Local Food System

Special to The Truth

How people and institutions can help finance the local food system, how farmers and local food business can access capital, and what local financing models are out there are the topics of an all day pre-conference workshop on Friday, February 17, and a keynote address and workshop on Saturday, February 18 featured as part of the Ohio Ecological Food and Farm Association's (OEFFA) 33rd annual conference, *Sowing the Seeds of Our Food Sovereignty*, in Granville, Ohio (Licking County).

The events will feature Slow Money Alliance founder and chairman Woody Tasch who will provide a primer on Slow Money, a national effort to encourage sustainable financial investments that support local, community-based food and farm businesses.

"Slow Money is a movement and an investment strategy," said Renee Hunt, OEFFA's Program Director and the organizer of the event. "Slow Money is about finding meaningful places for people to put their money to work, right in their own communities."

A former venture capitalist and entrepreneur, Tasch inspired the Slow Money movement by writing *Inquiries into the Nature of Slow Money: Investing as if Food, Farms, and Fertility Mattered*. He is the former chairman of Investors' Circle, which has invested \$133 million in 200 early stage sustainability businesses since 1992 and served as treasurer of the Jessie Smith Noyes Foundation.

"We've got to take some of our money out of all this stuff that we no longer understand or can manage effectively and put it to work near where we live, starting with food," Tasch said in a December interview with the *Ohio News Service*.

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Alpha Kappa Alpha Sorority,

(Continued from Page 16)

and program chairman.

"Service in Alpha Kappa Alpha sorority, Inc is a *serious matter*," said Johnson. "I am looking forward to growing deeper in our sisterhood as we work together to provide service to our communities. As the program chairman, I believe in the TEAM approach – Together Everyone Achieves More.

"I have great appreciation and want to extend my sincere thanks to the immediate past president, Clara Petty, for her outstanding leadership in her second term as chapter president," said Washington. "I wish to thank our past and current officers, chairmen and members for committing their time, energy and expertise in service to the mission of our great sorority."

Since 1952, Zeta Alpha Omega chapter has promoted and sponsored many outstanding programs in the Toledo area.

These programs evolved from community needs as well as the international signature program initiatives.

This includes our Emerging Young Leaders tutorial program, voter education and registration, health, literacy collaboration and global initiatives through awareness; provided over \$200,000 in scholarships for graduating high school seniors for collegiate pursuits made possible by our annual fund raisers. Last November *Fall Into Fabulous Dance* was the major fund raiser for community service and scholarship.

Washington said that she appreciates and looks forward to the community's continued support of the chapter's fund raisers and programs. This year the chapter will have two major fund raisers. In the spring, May 11, 2012, Zeta Alpha Omega will partner with Avery Sutton for a one night only play/drama

called *Secrets & Betrayal*.

The play will be held at the SeaGate Convention Center. The members are encouraging the public to support this effort as they use proceeds to support the community. In addition, the chapter members are looking forward to the second *Fall Into Fabulous Dance* which will be held in November 2012.

Alpha Kappa Alpha Sorority, Inc. was founded on the campus of Howard University in Washington D.C. in 1908. Alpha Kappa alpha is the oldest Greek-letter organization established by African-American college trained women tackling issues that most effect the black community. For more information about Alpha Kappa Alpha sorority, Inc. go to www.aka1908.com or www.zetaalphaomega.com

YWCA Announces 2012 Milestones Honorees

Special to The Truth

The YWCA of Northwest Ohio announced its 2012 Milestones honorees last week. The annual award recognizes women who have made outstanding contributions in the fields of arts, business, education, government, sciences, social sciences and volunteerism.

This marks the 17th year that the YWCA has recognized the leadership qualities of such a group of women.

"The members of the YWCA and I are honored to recognize these outstanding women with this prestigious award," said Lisa McDuffie, CEO of the YWCA of Northwest Ohio. "We invite the community to join us for the awards luncheon and help us pay tribute to this year's Milestones honorees.

This year's honorees are:

ARTS: Anita Sanchez-Serda

- Co-Founder of the Perrysburg Heights Community Association (PCHA), a non-profit organization focused on social and educational benefits for the surrounding community

- Founder & Event Coordinator of Ohio's South of the Border Festival, generating over \$40,000 annually for the PHCA

- Promotion of the Ballet Folklorico Imagenes Mexicana Dance Troupe, a program within PCHA that encourages dance as a means of self expression, and teaches women a sense of commitment, leadership and time management.

- Currently in the process of kicking off her "I Choose Me" program in partnership with the College of Nursing at the University of Toledo. This program is designed to teach adolescent girls the necessary tools to be able to transition into successful women through building self-esteem, confidence, leadership, and determination skills.

BUSINESS: Susan E Morgan

- Founding member & Senior Vice President with Signature Bank, N.A.
- o Mentor to numerous women at the bank who have continued on into management and officer roles, playing an integral role in the success of the bank

- Current & Past Board Participation:

- o Board Chair, Toledo Community Foundation

- o Board Chair & current Life Trustee, Boys & Girls Club

- o Board Member, Toledo Museum of Art

- o Mercy Health Partners Professional Affairs Committee

- o Chair of the Finance Committee, Corpus Christi University Parish

- o Finance Committee, Toledo Diocese

- o Signature Bank, Chair United Way Campaign

- o YWCA of Northwest Ohio, Golf Scramble

- Recognition & Awards

- o "20 under 40" Award, Toledo

(Continued on Page 13)

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Toledo Early College High School

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University of Toledo

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Toledo Early College High School is open to all students from Toledo Public Schools and all other school districts in Ohio.

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An Elegant Evening of Food, Dancing & Music

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Milestones Honorees

Special to The Truth



Lisa McDuffie (behind podium – Honorees (l. to r.): Anita Sanchez-Serda, Susan Morgan, Patricia Hogue, Lenora Barry, Margaret Danziger, Charlotte Shaffer, Cindy Dana

EDUCATION: Patricia A. Hogue, PhD

- University of Toledo, College of Medicine
- o Program Director & Chair, UT Department of Physician Assistant Studies
- o Assistant Dean of Diversity, Student Recruitment and Retention
- § Unwavering commitment to improving health care disparities for women and minorities by increasing health care providers and their presence in our communities
- § Advocacy of a diverse student body as well as faculty and staff within the College of Medicine at the University of Toledo
- § Trailblazer in advocating for physician assistant rights and in the local area and state of Ohio, including proposing new Ohio legislation to ensure these rights
- Current & Past Board Participation
- o Chair, Health & Human Services facet of the Toledo Chapter of The Links, Inc.
- o Board Member, Planned Parenthood of Northwest Ohio
- o Board Member, YWCA of Northwest Ohio
- Recognition & Awards
- o Leading position in University of Toledo's College of Medicine as the only African-American female faculty member

GOVERNMENT: Lenora Barry

- First African-American female for the United States District Court, Northern District of Ohio
- Retired Deputy Chief Probation officer of the Reentry Coalition of NW Ohio
- Current Volunteer with Ohio Department of Rehabilitation and Correction (ORDC)
- o Lenora currently serves as a mediator through the courts, assisting juveniles with their re-entry and empowering them to achieve success in all their endeavors
- Past and Current Board Participation:
- o Ohio Ex Offender Coalition Committee
- o Past Board Member, YWCA of Northwest Ohio
- Recognition & Awards
- o Countless recognition for her outreach efforts from the Federal Common Pleas Court, Municipal Judges, Attorney's, Prosecutors, Directors, Legislatures, Senators, U.S. Congress Representatives, Police, Mayors, Commissioners, Councils, Employers, Families and more.

SCIENCES: Margaret Danziger

- Deputy Director, Toledo-Lucas County Public Library
- o Highest Ranking female administrator within the system with responsibility for the main branch downtown, overseeing all other branches, youth services, computer operations and information technology, technical services and marketing operations for the county-wide system
- o Responsible for development of a business outreach program, allowing local companies to bid and win business within the government procurement contract for the system
- o Awarded grant for the Broadband Technology Opportunities Program which will enable the Kent Branch Library to create a state-of-the-art public computer center as well as a mobile computer unit to provide training to community members across Lucas County, including senior communities and housing centers
- o Serving as a true role model and mentor for her female colleagues and is determined to continue the growth of female driven organizational leadership in her community
- Current & Past Board Participation
- o President, Ohio Library Council
- o Active Member, Toledo Chamber of Commerce
- o Active Member, Governmental Affairs Committee
- o President, Zonta Club of Toledo (1995-1996)
- o Active Member, Toledo Symphony League
- o Press Club of Toledo's Touchstone Awards
- o Active Judge, Read for Literacy Spelling Bee
- Recognition & Awards

- o Librarian of the Year, Ohio Library Council 2005

SOCIAL SERVICES: Charlotte L. Shaffer

- Retired Executive Director, Community Planning Council of Northwest Ohio
- o Provided direction and support for the development of the Area Office on Aging, a non-profit planning and service agency dedicated to the developing needs of the senior community and the impact of this demographic in the future.
- Founder, Area Office On Aging (AOoA) of Northwestern Ohio
- o Recognizing there was a need for assistance of all community members, all ages and economic means. This spurred Charlotte's assistance in the creation of the Toledo Northwest Food Bank as well as the United Health Services, the community's first information and referral center
- Past & Current Board Participation:
- o Honorary Member, Junior League of Toledo
- o Board Member, Salvation Army
- o Supporter & Fund Holder, Toledo Community Foundation
- o President, Lutheran Social Services
- o Board Member, Area Office on Aging
- o International President, Quota International - A prestigious women's services organizations

VOLUNTEERISM: Cindy Dana

- United Way of Greater Toledo
- o Board of Trustees
- o Chair, United Way's Public Policy Advisory Committee
- § Serving as an advocate here and as far as Washington to support our local schools and the Toledo Public Schools levy
- o Co-Chair, United Way's Community Impact Cabinet
- o Most recently embracing mobilization as the next step forward for the organization, Cindy now travels with staff to multiple conferences bringing back best practices on how to mobilize an entire community around the issue of education
- Past & Current Board Participation
- o Board Member, Toledo Rowing Club – encouraging athletic participation among youth
- o Board Member, Planned Parenthood – taking her to Washington to advocate for legislation
- o Fundraiser, Girls Scouts of America
- o Established first "United Way Day of Caring" at St. Ursula High School, now in its 6th year
- o A founding member of the Women's Initiative of United Way – an affinity group of local women who are United Way donors, advocates, and volunteers.



CLASSIFIEDS

Page 14

January 18, 2012

Call for Proposals

The Toledo School for the Arts (TSA) is accepting proposals from qualified applicants to conduct an assessment of the school's needs in the areas of inclusion and diversity.

TSA is an excellent rated, award winning sixth through twelfth grade charter school located in downtown Toledo, Ohio. The school prides itself in providing a quality education for its 570+ students who come from over 20 different Ohio school districts. As the name denotes, the arts play an integral role in the education of TSA's students, while ensuring a well-rounded academic education is provided to all. Consistent with those goals, the school and its board are committed to surrounding its students and staff in an inclusive environment that not only accepts, but embraces and celebrates the diversity of our society and world. To that end, the selected consultant will assess the current climate of the school, providing an analysis of that climate as it relates to diversity and inclusion, with recommendations for improvement.

Please provide in the proposal a description of the proposed assessment process, timeline and costs.

List name(s) of consultant(s) and biographical materials and/or resume.

Projected start and completion dates: During the 2011-2012 school year.

Submit Proposal via Mail to:

Toledo School for the Arts

attn. Martin Porter, Director

333 14th Street

Toledo, Oh 43604

Deadline for submission: February 7th, 2012 at 3:00pm

PROGRAM MANAGER, CPST

Unison Behavioral Health Group is seeking a full-time Program Manager to provide clinical and administrative supervision to a CPST team. Duties will include providing supervision to employees, tracking and monitoring of program requirements, serving on committees, representing the agency to community partners and providing clinical services as needed.

Qualified candidates must have leadership ability and creative problem solving skills. LPCC-S, LISW-S, or RN is required, along with previous experience with adults with serious mental illness. Prior case management and supervisory experience is preferred.

Send resume with salary requirements or apply to:

Human Resources - PMCPST

Unison Behavioral Health Group, Inc.

1425 Starr Ave.

Toledo, OH 43605

Fax: 419-936-7574

Email: hr@unisonbhg.org

EOE

Notice to Bidders: Inquiry # FY12-064,

(Project # 0001-12-734) for University Hall Window Replacement - Phase I for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, February 7, 2012. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Great Lakes Engraving, 2726 Monroe St., Toledo, Ohio 43606. Call 419-248-2405 for an appointment to pick up bid package. A cost of \$45.00 will be charged per set. Any further information may be obtained from Dwight Gilliland of Architecture By Design at 419-824-3311. One Pre-Bid Conference will be held on Tuesday, January 31, 2012 at 10:00 a.m. in Plant Operations, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$654,500.00; Breakdown: General Const: \$654,500.00.

Notice to Bidders: Inquiry # FY12-068,

(Project # 0106-12-802) for Nitschke Connector for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 1:00 p.m., Tuesday, February 7, 2012. Bids will be publicly opened that same day at 1:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$100.00 will be charged per set. Any further information may be obtained from Tom Stuckey of Poggemeyer at 419-352-7537. One Pre-Bid Conference will be held on Tuesday, January 31, 2012 at 9:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$810,000.00; Breakdown: General Const: \$510,000.00; Plumbing & Fire Protection: \$97,000.00; HVAC: \$85,000.00 & Electrical: \$118,000.00.

Notice to Bidders: Inquiry # FY12-069,

(Project # 0093-12-794) for International House - Fire Alarm and Mass Notification Replacement for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Wednesday, February 8, 2012. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$45.00 will be charged per set. Any further information may be obtained from David Desjardins of JDRM Engineering at 419-824-2400. One Pre-Bid Conference will be held on Wednesday, February 1, 2012 at 10:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$260,000.00; Breakdown: Electrical: \$260,000.00.

Notice to Bidders: Inquiry # FY12-070,

(Project # 1010-12-762) for Main Campus Extension of Feeder H to Chiller Plant for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 3:00 p.m., Wednesday, February 8, 2012. Bids will be publicly opened that same day at 3:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Rd., Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$45.00 will be charged per set. Any further information may be obtained from Bob Kalb of JDRM Engineering at 419-824-2400. One Pre-Bid Conference will be held on Wednesday, February 1, 2012 at 11:00 a.m. in the Plant Operation Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$343,000.00; Breakdown: Electrical: \$343,000.00.

COMMUNITY PSYCHIATRIC SUPPORTIVE TREATMENT CLINICIAN

Unison Behavioral Health Group, Inc. is seeking full-time Community Psychiatric Supportive Treatment Clinicians to provide community support services to adults with serious and persistent mental illness. Duties will include assessment of client needs, assisting in the development of the treatment plan, coordination of the treatment plan, crisis management and stabilization, advocacy and outreach, education and mental health interventions addressing the mental illness.

Bachelor's degree in Social Work and a valid driver's license required. A Bachelor's in psychology or a related field may be considered in conjunction with relevant work experience. Ohio counselor or social worker license and experience preferred.

Send resume or apply to:
Human Resources - CPST
Unison Behavioral Health Group, Inc.

1425 Starr Ave.

Toledo, OH 43605

Fax: 419-936-7574

Email: hr@unisonbhg.org

EOE

Accepting Applications

Accessible Country Trail, Inc. I & II, Brook View Gardens, Inc., Ottawa River Estates and Woodside Village Inc. are accepting applications for 1 and 2 bedroom (waiting list) accessible apartments for persons with physical disabilities, mobility impairments and/or developmental disabilities. Rents will be subsidized by HUD under section 811. Applicants must be 18 or older to be eligible. Applications will be taken on a FIRST COME, FIRST SERVE BASIS on Wednesday, January 18, 2012, 10:00 a.m. - 3:00 p.m. at Lott Industries, 3350 Hill Avenue, Conference Room A, Toledo, Ohio. The Fair Housing Act makes it illegal to discriminate on the basis of race, color, religion, sex, handicap, familial status and national origin. For further information, call (419) 389-0361, M-F 8:30 a.m. - 4:30 p.m.

NORTHGATE APARTMENTS 610 STICKNEY AVENUE

Mature Adult Community for Persons 55 and Older. Rent Based on Income. Heat, Appliances, Drapes, Carpeting Included. Call (419) 729-7118 for details.

CLASSIFIEDS

January 18, 2012

Page 15

Wanted to Buy: Diabetes Supplies

Earn up to \$12 per box of 100 test strips
Must expire after September 2012. Leave
labels on boxes.

We remove and shred.
Call 419-740-7162 and leave message.

Part Time Maintenance Person

For medical equipment maintenance of
power wheelchairs and power scooters
Part-time
Call Ken at 419-865-0089

Van Needed

Trulight @ 950 Prouty is in need of a donation of
a passenger van or bus for our growing church.
Bishop Greg Early and Pastor Sheila Early
Contact: Dale 419-283-7585



Toledo Refining Company has an immediate need for an Area Inspector. The refinery Area Inspector is responsible for the internal and external inspection of all types of fixed equipment including, but not limited to, structural steel, heaters, pressure vessels, heat exchangers, tanks, boilers, piping, and miscellaneous equipment, both during routine maintenance periods and during shutdowns/turnarounds. Coordinates inspection activities within the Area Business Team and is an integral team member, resolving issues involving several types of damage mechanisms experienced within a refinery setting. Develop and execute inspection plans for fixed equipment based on its service, design, condition, jurisdictional requirements and inspection history.

The qualified candidate shall possess 5-10 years of refinery experience as an area/unit inspector or equivalent and shall have a strong understanding of certification in all applicable codes including, but not limited to API 510, API 570 and API 653, ASME B31.3, Section VIII and NBIC. Training and certification in API 580/581 is preferred. Current ASNT SNT TC 1A certifications or verifiable NDE experience is desired, especially in PT, MT, and UTT. Current CWI certification is also a plus. Candidates must have strong interpersonal skills and be proficient in Microsoft Office products, mainframe systems. Experience in RBI methodology and RBMI is a plus. A college degree, preferably in engineering or other technical discipline is desired.

For confidential consideration, please submit your resume via email to
TLR.HiringManager@pbfenergy.com

EOE/M/F/D/V

URBan



The Best Variety of Hits & Oldies



CAREER OPPORTUNITY

Looking for a fascinating 2012 career opportunity? Have you thought about radio advertising? Toledo's heritage urban stations, WIMX Mix 95.7 and WJZE Hot 97.3, have openings for Marketing Executives, who will work with local businesses to help them attract new customers. If you enjoy learning about other people's businesses and consulting them with creative ideas, this is worth investigating. URBan Radio Broadcasting has the latest marketing tools and expert training to insure your success. You must have successful sales experience, and be enthusiastic about building strong customer relationships. Get ready to call and learn more about being a part of the exciting radio advertising industry. Call John today at 419-244-63-54. That's 419-244-63-54. Or you may submit your resume' to John Guzan by e-mail to johnquzan@urbanradio.fm. URBan Radio is an equal opportunity employer.

WANTED
DEAD OR ALIVE
WRECKED, OLD,
RETIRED VEHICLES

Call Us Last,
We Pay the Best!
419-297-3937
Free Towing



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 419-874-4371



Accepting Applications

Accessible Country Trail, Inc. I & II, Brook View Gardens, Inc., Ottawa River Estates and Woodside Village Inc. are accepting applications for 1 and 2 bedroom (waiting list) accessible apartments for persons with physical disabilities, mobility impairments and/or developmental disabilities. Rents will be subsidized by HUD under section 811. Applicants must be 18 or older to be eligible. Applications will be taken on a FIRST COME, FIRST SERVE BASIS on Wednesday, January 18, 2012, 10:00 a.m. - 3:00 p.m. at Lott Industries, 3350 Hill Avenue, Conference Room A, Toledo, Ohio. The Fair Housing Act makes it illegal to discriminate on the basis of race, color, religion, sex, handicap, familial status and national origin. For further information, call (419) 389-0361, M-F 8:30 a.m. - 4:30 p.m.



Notice to Bidders: Inquiry # FY12-063,

(Project # 1020-12-767) for Main Campus Switchgear Cleaning for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, January 31, 2012. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Road, Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$45.00 will be charged per set. Any further information may be obtained from Roger DeBelly of JDRM Engineering at 419-824-2400. One Pre-Bid Conference will be held on Tuesday, January 24, 2012 at 10:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$270,000.00; Breakdown: Electrical: \$270,000.00.

Classifieds are posted online at
www.thetruthtoledo.com

Section 3 Compliance Coordinator

Lucas Metropolitan Housing Authority (LMHA), located in Toledo, OH is seeking experienced applicants for a Section 3 Compliance Coordinator position. For complete details of the position and application information, visit our website at www.lucasmha.org or call our jobline at (419)259-9537. Please note on your submittal if you are a LMHA Public Housing resident or Housing Choice Voucher Program participant. This is a Section 3 covered position and HUD recipients are encouraged to apply. **All materials submitted must be received at LMHA not later than 5:00 P.M. on Friday, January 20, 2012.**

NO PHONE CALLS

Equal employment opportunity shall be afforded to all qualified persons without regard to age, race, color, religion, religious creed, sex, military status, ancestry, disability, handicap, sexual orientation, genetic information or national origin.



TO PLACE AN AD
CALL PAM
419.234.0007

Wanted to Buy: Diabetes Supplies

Earn up to \$12 per box of 100 test strips
Must expire after September 2012. Leave
labels on boxes.

We remove and shred.
Call 419-740-7162 and leave message.



Alpha Kappa Alpha Sorority, Inc. Zeta Alpha Omega Chapter's Installation of Officers

Special to The Truth



For over a century, Alpha Kappa Alpha Sorority, Inc. has demonstrated a long-term commitment to the advancement of civic and social issues in the areas of health, education, youth development and entrepreneurship.

Zeta Alpha Omega Chapter, the local chapter of Alpha Kappa Alpha Sorority, Inc. contributions and service to all, is a sure testament to the vision and legacy of our founders.

"As the new local chapter

president, I am humbled and proud to be a part of our great sisterhood and its continuing role in our local community by providing supreme service to all mankind," said Deborah Washington, Ed.D.

On December 10, 2011, the installation of officers occurred for the chapter's next two-year term. Washington shared her vision with the chapter and noted that "as this 2012-2013 administration embarks on the journey of Global Leadership

through Timeless Service, Alpha Kappa Alpha Sorority, Inc and its rich history tells us that Service and Sisterhood is our Signature."

According to International President Carolyn House-Stewart, chapters in each region are charged with implementing projects to support the sorority directives. Meaningful programs will continue to be developed locally, under the leadership of Katina Johnson, first vice president

(Continued on Page 12)



Seated (l. to r.) - Clara Petty, treasurer/fund raising, Barbara Tucker, parliamentarian, Deborah Washington, Ed.D, president and Katina Johnson, vice president (photo not taken Sherry Reed, Correspondence Secretary)

2nd Row - Richelle Watkins, Sisterly Relations, Brunetta O'Neal, Connections, Theo Simmons-Hampton, Courtesy, Reva Lett, Doorkeeper, Debra Fulton, Chaplin and Frances Collins, Ed.D, Leadership,

3rd Row - Natasha Num, Technology, Donnetta Carter, Publicity, Katrina Barry, Founders Day 2012, Denise Black-Poon, Founders Day 2013, Jackie Brown, Global Poverty, Patrice McClellan, Ed.D, financial secretary, Paula Martin, secretary, Helen Sallee, Educational Advancement Foundation and Lenora Barry, member-at-large



"My quality of life with PASSPORT is an 'A+.' Without my services through PASSPORT, my quality of life would be an 'F.' I strongly encourage anyone needing help to stay living independently, to call PASSPORT," Area Office on Aging PASSPORT In-Home Care for Seniors Program consumer
Richard Witcher

419-382-0624

www.AreaOfficeOnAging.com

In Memorium
MARJORIE WELCH
"My Queen"
3.8.39-1.15.11



Often times my tears turn to laughter when I look at my shoes and they need a shine, my suit needs cleaning, or I'm past-due for getting a haircut because you would always remind me of these things.

We will love and remember you forever,

Your Husband Charles and children Rosalind, Katrina, Debra, Charles B. and your Grand kids.