



Volume 21, No. 23 *"And Ye Shall Know The Truth..."* March 14, 2012

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**Lenora Barry**  
YWCA's Milestones Award Honoree

*"My total engagement is [ex-offender] re-entry. My concern is that ex-offenders change their lives and become tax payers. It's all about connecting with family and the community."*

## Ruffneck

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



*Tell me what you attend to and I'll tell you who you are. Attentiveness, attention. We need to ask this... Cornell West*

He came, he saw, but despite the presence of hip-hop mogul Russell Simmons and others riding shotgun, he got a mud hole stomped in his (person). Dennis Kucinich, the liberal anti-war candidate from Cleveland, lost miserably to "Merciless" Marcy Kaptur in last week's Democratic primary for Ohio's gerrymandered newly redistricted 9th Congressional District.

Where a two-to-one competitive win is considered a landslide, and three-to-one an avalanche, the margin of victory in the Kaptur beatdown approached 22 to one in Lucas County. A truly historic phenomenon considering Kucinich's political resume and

record of service.

Yes, 96 percent support county-wide is extraordinary. Yet it was the overwhelming support Kaptur garnered from the African-American community that is astounding. Surprisingly, some precincts in minority wards such as 8C and 8D voted almost unanimously for Kaptur, something we may not have expected even with President Barack Obama as a candidate.

"Support for Marcy Kaptur from the African-American community was the absolute bedrock of her victory. They had her back! That's a fact," states Steve Fought, Kaptur communications director.

What are the implications and insights that can be drawn from this?

First of all, I think that solutions to persistent community problems lies in our ability to rethink methodologies and strategy. But there are some hard questions we need to ask.

Is it time to quit "wolfing" like wannabe 'gangstas' and begin to reinforce argument with results? Or time to "replace wise politics over skin pigmentation" and "racial reasoning with transracial progressive coalitions?"

A "view from the balcony" of the Kaptur campaign seems to reveal a team of ordinary people - African Americans, Hispanics, labor, middle and underclasses; suburban and inner-city residents - all working together.

We often overlook the fact that Americans of European descent have always been part of the black struggle and willing to fight. Sometimes they have been very vocal participants and at other times working quietly and effectively behind the scenes. On the other hand, there have always been individual African Americans who took flight, distancing themselves from the issues that affected poor blacks and black people as a group, only to attempt to return and claim their blackness and black group assistance only when they personally got in trouble.

I'm not saying that you don't keep the race card in your hand, but I do think that playing the card as a strategy for empowerment can be perceived as suspect if it merely grants short-term benefits to one or two individuals while denying transformation, change, and the distribution of wealth and power for the entire group.

The Kaptur plan received overwhelming black and community-wide support because it regularly engaged in dialog to identify the diverse needs and goals of the community and then set out to work together to achieve them.

Despite Kaptur's rough neck-like beatdown of Kucinich, (should have been Marcy rollin' with rappers instead of Dennis), she is an anomaly in this age of cynicism, claiming affections rarely held for and by politicians.

"She is not the typical member of Congress," Fought says. "Marcy's constituents love her and she loves them and her relationship with the African-American community has never been stronger."

What does that mean going forward?

"It means," Fought assures, "that the community can expect 1,000 percent support. It is a matter of identifying the hopes, goals and dreams of the community and constituents and Marcy will go fight for them with everything she has in order to achieve them."

How about fighting to revive a culture of learning in the African-American community?

"Absolutely!," states Fought. "We can no longer allow our kids to become zombies watching the garbage that is on television. The only way to turn this around is to get everyone involved - parents, ministers, educators, the business community augmenting where needed, everyone. We can only go as far as our commitment to our children. I know that the economy is an issue.

"The loss of jobs has been devastating. But until we commit to our children, we will never prosper as a community," Fought adds.

So, if we are to make this urgent commitment, we have no more time for half steppin'.

Or as female emcee MC Lyte has put it:

Gotta what Yo? Gotta get a ruffneck.

Gotta what Yo? Gotta get a ruffneck.

Gotta what Yo? Gotta get a ruffneck.

We need and we want it.

So we gotta get a ruffneck!

Contact Rev. Donald Perryman, D.Min., at  
[drdlperryman@centerofhopebaptist.org](mailto:drdlperryman@centerofhopebaptist.org)

## Community Calendar

### March 15

IU South Bend Choir: Historic Third Baptist Church; 7 pm: 419-248-4623

### March 18

The Movement Church Clothing Closet: 12:13 pm to 1:15 pm; Clothing of all sizes for men, women and children: 419-322-1889

New Prospect Church Annual Pew Rally: 4 pm; Guests are Canaan Baptist Church

Calvary MBC 23<sup>rd</sup> Pastoral Anniversary Services: 4 pm; Guests Bishop Tisdale and Friendship

New Hope MBC Installation Service: Rev. Michael Prince; 4 pm; Guest speaker Rev. William Brown of Meridian, MS

Jerusalem MBC Pastoral Anniversary: 7<sup>th</sup> Anniversary celebration of Rev. W.L. Perryman; Guest church St. Mark MBC; 4 pm

House of Bread Ministries 5<sup>th</sup> Community Dinner: Bethlehem Baptist Church Life Center; 2 to 4 pm: 419-241-9360

### March 19

Self Expression Teen Theater Performance: Robinson Elementary; School Parent Power Hour and Community Friends After-School Event; 3:30 to 4:30 pm: 419-671-4200

### March 20

Self Improvement Workshop Series: Lagrange Library; 6 to 8 pm; Presenters Ben Hester, Wayman Farmer and Washington Muhammad discuss the topic of expungement: 419-242-2255 or 419-973-0248

### March 23 & 25

Christian Festival Choir and Orchestra Annual Concert: "Exhaltation 2012;" 7 pm on Friday, 3 pm on Sunday; Northwood High School: 419-865-5795 or 419-260-8284

### March 24

City Wide Trustee Association Meeting: United MBC; 10 am: 419-514-1052  
Fundraiser for Starlene Burkett: Sunrise Park & Banquet Center; 6 to 10 pm: 419-531-2500

### March 25

Calvary MBC's 23<sup>rd</sup> Pastoral Anniversary Services: 4 pm; Guests are Bishop Jones and Agape Love Ministries of Sandusky

Jerusalem MBC Pastoral Anniversary: 7<sup>th</sup> Anniversary celebration of Rev. W.L. Perryman; Guest church Indiana Avenue MBC; 4 pm

End Time Christian Fellowship Free Community Feeding Day: Celebration/Worship service - 10 am; Free Community dinner from 1 to 2:30 pm: 419-472-5993

Phillips Temple CME Church Gospel Explosion: Interfaith Mass Choir and other special guests; 5 pm

### April 1

Indiana Avenue MBC 47<sup>th</sup> Pastoral Anniversary: Rev. John E. Roberts; 3:30 pm; Guests are Rev. John Williams and Eastern Star MBC

### April 7

Grace Temple #424 Easter Egg Hunt: 1 to 3 pm; Fundraiser

### April 22

Cookoff Kickoff: 2 to 5 pm; Gesu Sullivan Center: 419-320-4157 or [ayeshas03@yahoo.com](mailto:ayeshas03@yahoo.com)

## The Sojourner's Truth

Toledo's Truthful African-American  
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Becky McQueen

Publisher and Editor  
Business Manager

Brittany Jones  
Torri Blanchard

Reporter  
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Columnist  
Entertainment Critic  
Layout Designer  
Webmaster  
Graphic Designer

Pam Anderson  
Kathleen Greely

Account Executive  
Account Executive

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The Sojourner's Truth, 1811 Adams Street, Toledo, Ohio 43604

Phone 419-243-0007 • Fax 419-255-7700

[thetruth@thetruthtoledo.com](mailto:thetruth@thetruthtoledo.com)

[www.thetruthtoledo.com](http://www.thetruthtoledo.com)

What Every White Woman Needs To Know...

By Lafe Tolliver, Esq Guest Column



So! You think you got it made in the shade? You think that you help rule the roost with the white man? You think that he thinks of you as a valuable helpmate.

That your comfort and joy and rectitude is of the utmost importance and concern to him?

That your health, vital to a meaningful relationship, should be number two on a list that has no number one?

You would think that you have proven yourself by your adroit skills in homemaking, business acumen and being a reliable confidant; and that your sundry rights would be secure and free from attack.

So wrong on so many accounts!

If you have been watching the recent televised idiocy of white men acting the fool regarding women's health care issues, you would think that the next matter in store for white women would be the requirement that they now wear a red, white and blue burka (?...go look it up).

Some have characterized this latest nationwide male Republican onslaught as the War on Women. It is not a declared war with tanks and bullets and a draft.

No, it is more crafty and insidious than that because it is a vapid ideological war that is crafted to psychologically imprison women back into a preferred image of a scared white male.

A frightened white male who sees his "woman" asserting rights regarding her health care that the men are in angst about in trying to understand what does this mean because, in the final analysis, all that seemingly matters to them is control and power.

The white male wants to reassert control over women's health care issues so that his world, which is becoming increasingly more uncertain and dicey, can regain some semblance of structure and order.

Although women outnumber men in the USA, nonetheless, the white male still has the overwhelmingly need to control and block access to the levers of political

power and the attendant...money.

White women have failed to understand that having white pigmentation with their white male may be a common factor of birth and bonding but when it comes to issues of birth control and health care issues attendant thereto, the white male is on the outside looking in and apparently he is not happy with what he surveys.

These latest flailings of white males trying to impose male hegemony over the female is fraught with reciprocal dangers.

What is good for the goose is good for the gander and as such, white females are beginning to ask that if white males can demand that they

undergo certain invasive medical procedures without their expressed permission, then surely the white male should first obtain permission from the white woman to undertake vasectomies and written permission for prescriptions for their erectile dysfunction... namely Viagra, Cialis, among others.

If the white male can demand that he be allowed to view, on line, tapes of sexually active women who take birth control funded by insurance companies (as recently advocated by Rush Limbaugh) then surely the white male would not mind if the white woman were to ask for some reciprocity.

The reciprocity would be

for the women to first approve of their out-of-marriage illicit relationships, credit card checks of questionable Internet web sites, cessation of insurance payments for Viagra and of course monitoring of the fabulously wealthy smut industry.

Again, what is good for the goose (male) is good for the gander (female).

Now that white women see that their counterpart, the white male, is willing to kick them to the curb on this vital issue of woman's health care, they should now understand that white males having such unshared power over their bodies was corrupt and is corruptible.

Ask any black male or fe-

male over the age of 30 about the excesses of unchecked white privileges and authority when exercised by white males.

When you view the vast history of the civil rights movement and the recorded interviews and tapes and examine the legion of victims of white power, it was overwhelmingly the white male who bore the economic cudgel, the poison pen and the swinging noose.

Now, is it possible that we are seeing a brief resurgence of a white male Republican who is deaf and dumb to what is right and fair and he is willing to cause physical, mental and emotional anguish to the white woman simply for the thrill of saying, "I am powerful!"

If the white woman has not yet learned in this current fight, that her closest ally is with people of color whom are still chafing under the boot of white male privileges gone amuck, she is in for a rude awakening as to who her real friends are and it is not those who want to tell her.. "Who's Your Daddy?!"

This is a battle that the white woman may eventually win but she is now forever placed on notice that unless and until she fights to share in the to access to the power switches and the attendant wealth of this country, she will become what I call "A New Negro?"

Contact Lafe Tolliver at tolliver@Juno.com

Women & HIV/AIDS in Our Community

Special to The Truth

The Toledo-Lucas County Public Library and the Neighborhood Health Association (NHA) present a three-part series titled Women & HIV/AIDS in Our Community scheduled at 6 p.m. on the following Tuesdays - March 13, 20 & 27 - at the Kent Branch Library @CCESS Center, 3101 Collingwood Blvd.



Please join these organizations in a discussion led by Doni Miller, NHA CEO and Michelle Smith-Wojnowski, NHA Perinatal Outreach Services supervisor. This vital discussion is designed for ages 13 and older.

This three-part series is FREE and open to the public.

NOTE: For additional information visit toledolibrary.org, or call Kent Branch Library @CCESS Center at 419.259.5340

Putting Kids First

Because United Way's concern is for the future of our kids, our interest is not who receives the Head Start grant, but rather how the grant is implemented to get the best outcome for our community. United Way has no intention of applying for this grant.

We believe there is enough talent in this community to create a solution for all of our children. While 2,000 kids are currently enrolled in Head Start, some have estimated there are up to an additional 5,000 kids eligible to be served. While exploring solutions, we must be mindful this issue is swirling around an urban environment facing very real struggles, and be sensitive to our families and neighborhoods.

Although United Way will not apply for this grant, we stand ready to support the already-assembled task force and the community in any way possible. We urge everyone involved with this issue to put aside politics and personal agendas and work together, recognizing how critical a successful Head Start is to the future of our children, who are the future of our community.

Members of the United Way of Greater Toledo's Public Policy Advisory Committee

FIFTH IN A SERIES: KIM

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Kim, 1996

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Lenora Barry: 2012 Milestones Award Winner for Government

By Fletcher Word
Sojourner's Truth Staff

"My total engagement is [ex-offender]re-entry," says Lenora Barry, retired from the U.S. Probation Office and this year's YWCA Milestones honoree in the government category.

Barry, who spent 30 years in the federal probation office of the Northern District of Ohio - the last 17 as the deputy chief probation officer, has found another passion in retirement as a result of those career experiences.

The Reentry Coalition, which Barry served as project director from 2009 to mid-2011, works with ex-offenders in training, finding housing and mentoring to ease the transition from prison to freedom.

Having been in the Probation Department for virtually her entire adult life, Barry has kept her hand in inmate services in other ways as well. She's a faculty advisor for the Federal Judicial Center in Washington, D.C and serves as a Juvenile Court mediator on truancy issues.

"Mediation," she says, "teaches you to listen - it's awesome. I have learned so much just by sitting still."

Barry grew up in Alabama, earning her bachelors' degree in social sciences from Miles College in Birmingham, AL. She then headed north with her sister to attend the University of Michigan where she earned a masters of social work and arrived in Toledo to become a psychiatric social worker.

Fate intervened... in the form of the late Judge Robert Franklin.

The U.S. Probation Office at the time - the mid 1970's - had no black employees here in Toledo. "Judge Franklin was encour-

aging people of color to apply for jobs there," says Barry, who took that advice to heart and became the first African American in the Toledo office.

As a probation officer, Barry's duties entailed conducting pre-trial and pre-sentence investigations and supervising ex-offenders when they were released into the community.

In 1988, Barry became the first black deputy chief probation officer in the Northern Ohio District supervising and overseeing employees in Cleveland, Akron, Toledo and Youngstown offices. The offices averaged 800 pre-sentence investigations annually and supervised over 1740 ex-offenders.

She sums up her philosophy during those years in dealing with future and former inmates thusly: "We are all human beings and all make mistakes - some can change and those are the ones I prefer working with."

In 1988, everything



"My concern is that [ex-offenders] change their lives and become tax payers. It's all about connecting with family and the community."

changed in the Probation Office for Barry. Congress had passed the Sentence Reform Act in 1984 and the Anti-Drug Abuse Act in 1986 - the former introducing sentencing guidelines for offenses, the latter establishing minimum mandatory sentences for many drug trafficking offenses.

Barry became an expert on sentencing guidelines and was moved into a training position for other probation offices. That situation facilitated her move into management.

"Being a trainer for guidelines sentencing got me to the table," she recalls.

The guidelines and the mandatory minimum sentences were drastically harsh reactions to the drug trafficking problem. "They took away any discretion that judges had," says Barry. The

new laws meant that pre-sentence investigations became rather pro forma. "We still did the total investigation," she recalls. "But we all struggled for a while."

The harshness and lack of flexibility of both the sentencing guidelines and the mandatory minimums have been altered in ensuing years by the U.S. Supreme Court and Congress, restoring a bit of discretion to district court judges, much to Barry's relief.

"I hold in high regard the system I worked in," she says now of her years with the office. She also has high praise for the judges she worked with over the years. Former Chief Judge of the Northern District of Ohio, George White (one of the few black judges on the bench) is one she recalls with fondness, along with Judge

Donald Young of Toledo and Chief Judge James Carr of Toledo.

"I've enjoyed working with the entire bench," she says.

Barry is married to retired Toledo Police Officer Earl Barry. The couple have three children - Katrina, Roderick and Kimberly - and five grandchildren.

Lenora Barry will be honored on Thursday, March 15 at the SeaGate Center during the YWCA's 17th annual Milestones: A Tribute to Women awards luncheon.

The other honorees are Patricia A. Hogue, Ph.D., in education; Anita Sanchez-Serda in arts; Susan E. Morgan in business; Margaret C. Danziger in sciences; Charlotte L. Shaffer in social sciences and Cindy Dana for volunteerism.

Advertisement for Bank On Toledo. Text: "I SHOWED MY FAMILY HOW A BANK CAN GIVE THEM A SECOND CHANCE." Includes a photo of a smiling man and the Bank On Toledo logo with the slogan "EVERYONE IS WELCOME".

Advertisement for The Financial Design Group. Text: "The Financial Design Group is proud to welcome Kevin S. McQueen and James Hall to the FDG family." Includes photos of the two men and the FDG logo.

## A Recap of Super Tuesday's Election Results

Sojourner's Truth Staff

For Congresswoman Marcy Kaptur (Dem - To), Super Tuesday proved to be super indeed. The 15-term representative of the 9<sup>th</sup> Congressional District comfortably defeated another veteran Democratic legislator, Dennis Kucinich of Cleveland, in a battle to see who could survive Republican efforts to squeeze out at least one such long-term federal legislator.

Kaptur rang up an unprecedented 94 percent of the vote in her hometown to help her garner more than 42,000 votes in the primary - 56 percent of the total. Kucinich managed just under 30,000. Newcomer Graham Veysey, a Cleveland businessman, ended up with less than four percent of the district's total.

The spotlight on the Republican side of the ballot, of course, was the presidential nomination battle between front-runner Mitt Romney, former governor of Massachusetts, and former Pennsylvania Senator Rick Santorum. Romney eked out a victory with a margin of less than one percent over upstart Santorum whose social conservatism has kept Romney tacking to the right

in an effort to secure the support of the Republican base.

Ominously for Romney, although he would appear to be unstoppable on his way to the nomination, is the fact that he hasn't exactly enthused Republican voters. This year's GOP turnout on Super Tuesday was only eight percent higher than in 2004 when the Ohio primary was well after Super Tuesday and Senator John McCain had all but wrapped up the nomination.

In fact, the total votes for this year's Republican candidates - Romney; Santorum; former Speaker of the House Newt Gingrich; Rep. Ron Paul (Rep - TX); Texas Governor Rick Perry and former Ambassador Jon Huntsman - was less than the overall total then-Senator Hillary Clinton received in 2008 when she topped then-Senator Barack Obama by more than 200,000 votes. The Democratic candidates' votes in 2008 in Ohio was one million more than Republican candidates received in 2012. Such a lack of enthusiasm will be cause for concern for Romney, should he earn the nomination, in



the general election. Conventional wisdom has it that a Republican cannot win the White House without winning Ohio.

Another close Republican contest was the one in the 9<sup>th</sup> Congressional District between Samuel "Joe the Plumber" Wurzelbacher and opponent Steve Kraus for the honor to face Kaptur in the November general election. Wurzelbacher, who gained the national spotlight four years ago when he engaged

candidate Obama in an impromptu debate, won but just barely. He received 15,015 votes to Kraus's 14,152.

For all of Joe the Plumber's national fame, his chances in the general election look pretty slim in this heavily Democratic district.

In the City of Toledo, Issue 1, the renewal of the 1/4 of a percent income tax, passed once again, this year by a margin of 57 to 43 percent.

The tax, a "temporary" one that has been on the books

for 28 years, will put about \$51 million annually into the city's coffers enabling the hiring of more police officers and fire fighters and enhancing the street repaving program.

One of the most interesting local races in November will be for Lucas County Recorder. On the Republican side, Toledo Councilman George Sarantou, who narrowly lost his bid for Lucas County Commissioner to Democrat Carol Contrada in

2010, received 18,549 votes running unopposed.

On the Democratic slate, Toledo Councilman Phil Copeland earned 17,801 votes - 57 percent of the total. Copeland has also run for commissioner. In 2006 he finished a distant third in the Democratic primary to Ben Konop - who would go on the beat Sarantou in the general election - and Maumee Mayor Tim Wagener.

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# EOPA's Scott Challenges Assumptions of Local Head Start Program's Deficiencies

By Fletcher Word  
 Sojourner's Truth Editor

According to Albert L. Scott, Ph.D., director of the Economic Opportunity Planning Association's Head Start program, the information in the media disseminated by Toledo Public Schools about the program's inability to prepare students for kindergarten is far too incomplete to judge what the program is accomplishing.

"There is a definite myth in that [information]." Scott said recently. "What TPS put out does not measure all we do."

The TPS critique of the Head Start program that services children from low-income families in Lucas County appeared to show that, according to the Kindergarten Readiness Assessment - Literacy (KRAL) tests, Head Start graduates scored in about the same range as their non-Head Start classmates. The results of the Head Start students' KRAL tests were compared to non-Head Start students district-wide, to students in Title I schools (free and reduced lunch) and to students in Race to the Top schools - the lowest five performing schools in the district. All comparisons show statistically insignificant differences.

"The KRAL test," said Scott, "only covers language and literacy - that's only 20 percent of what we are responsible for."

In fact, historically, educational preparation for kindergarten was not at the top of Head Start's original

agenda in its goal of assisting kids from low-income families. The program's early emphasis, when it was implemented in the 1960's under the control of the U.S. Department of Health, Education and Welfare, was almost exclusively on feeding, nurturing and imparting socialization skills.

That emphasis was reinforced in the late 1970's when then-President Carter formed the Department of Education but left Head Start under the management of the revamped Department of Health and Human Services (HHS).

That emphasis changed with the Head Start Act of 2007 in which the mission of the program was now described as "promot[ing] the school readiness of low-income children by enhancing their cognitive, social and emotional development that supports children's growth in language, literacy, mathematics, science, social and emotional functioning, creative arts, physical skills and approaches to learning ..."

Even now, however, the program requires a focus on developing a range of skills in order to prepare youngsters for school. The Early Learning Framework chart that HHS dispenses still places emphasis on physical and social development and creative arts expression along with other education subjects such as mathematics, logic, social studies and science.

The KRAL tests, Scott

pointed out, only measure language and literacy skills.

He also pointed out that so many of the children starting the program are simply not equipped to start the learning process before they can handle basic life skills.

"Some of our kids don't even brush their teeth in the morning," said Scott. "When they come to us, they learn to brush their teeth and wash their hands - critical skills relative to health. We service the whole child and that is how we want to be judged."

Scott's remarks were made to The Truth in the midst of an onslaught of community activity related to the recent announcement by HHS that EOPA is one of 132 of 1,600 agencies currently running such programs that will have to re-bid to secure the grant.

Meanwhile, other institutions, TPS among them, have declared their interest in seeking the grant and thereby depleting the EOPA coffers of \$12.8 million of the agency's \$19.5 million operating budget.

Critics such as the Toledo NAACP have decried such announcements and called those efforts a blatant power grab that will result in the demise of one of the last-standing African-American-operated agencies in the city.

On the other hand, the local Head Start's internal evaluation process, said Scott, do not reveal such academic deficiencies as noted



in the KRAL tests.

Head Start teachers, he explained, assess students on a one to four scale - one being the lowest score and four - meaning that a child is ready to move to the next level - being the highest.

These assessments occur three times during the year - fall, winter and spring. According to the assessments totaled during the 2010-2011 school year, the children in the program had an overall average score of 2.3 in the fall and then improved to 2.9 by winter and 3.4 by the spring - indicating progress showing that 55 percent of the kids were ready to move to the next level and only three percent were still at a level one - the lowest level.

The teacher observations covered such skills as: courtesy, cooperation, following direction, knowledge of the alphabet, recognizing names

or graphics, speech, familiarity with sounds, understanding stories, counting, knowledge of shapes, use of limbs, interest in music, interest in the environment and familiarity with colors.

These assessments, said Scott, cover the entire range of the Early Learning Framework.

As EOPA prepares to seek renewal of the Head Start grant, one other issue looms large for the program - teacher certification. By 2013, HHS has decreed that 50 percent of the lead teachers in an agency's program must have a bachelor's degree or an advanced degree in early childhood education. Very few of EOPA's lead teachers currently meet this standard, said Scott, but he is optimistic the agency will meet that deadline.

He said that 30 to 35 employees are working towards

a degree at the moment. "We have had as many as 49 to 51 in school at a time working on some sort of early childhood education degree - some have their associates degrees. I think we are going to meet our obligations."

EOPA, said Scott, has a need for 54 lead teachers at any given time.

Scott has been at the helm of Head Start since November, 2011. He has spent the past 10 years with EOPA. Prior to that, he was with TPS for more than 30 years - ending his career with the district as director of Adult Continuing Education and Career Technology.

Scott earned his undergraduate, master's and doctorate degrees from The University of Toledo. His doctorate is in education administration with a minor in education technology.

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## Phoenix Academy Offers Toledo Students a Path To High School Success

Special to The Truth



Phoenix Academy, a community charter school, gives students the opportunity to achieve academic success and graduation despite behavioral issues, problems they may have encountered in the traditional school setting or lifestyle challenges such as job conflicts, lack of transportation, or family concerns.

Phoenix students study at their own pace using NovaNET, a computer-based curriculum, which allows them to learn at their own speed. They advance at their own comfortable pace, neither pressured nor held back by other students as often happens in the conventional classroom.

Students can study at Phoenix's downtown location or at one of three neighborhood satellite locations. At the Phoenix computer labs, they have access to one-on-one attention from caring, experienced teachers. Students

with access to a home computer can also study 24/7 at home with teacher support by email. All students are required to come to a Phoenix Academy site to take a test after each module to ensure that they understand the course material and are fully prepared to move to the next level.

Full-time Phoenix students attend school on a regular basis in accordance with an Individual Education Plan that is tailored to their special needs. Outreach students — those currently enrolled at a traditional community school — can register for specific courses they would like to complete in order to fast track their progress toward early graduation or to recover lost credits.

Phoenix Academy offers educational success to all kinds of students, including: Challenged students who can advance at their own comfortable pace without the stress of keeping up with others.

Highly motivated students who want to speed toward graduation in a program that ensures mastery of each module before moving to the next level.






Students who are committed to learning but tired of distracting classmates who can study in an environment that provides a clearly defined discipline code.


Whatever their needs, students take charge of their education at Phoenix Academy.

Suburban districts as well as Toledo Public Schools recognize and respect Phoenix Academy's flexible curriculum. Counselors in northwest Ohio communities including Ottawa Hills, Sylvania, Perrysburg, and Rossford recommend Phoenix Academy to their students.

Phoenix Academy is located downtown at the corner of 1505 Jefferson Avenue and 16th Street, across from the Catholic Club. Neighborhood labs are conveniently situated at 1100 North McCord, 3055 West Alexis, and at the East Toledo Family Center on Varland Avenue.





**Women & HIV/AIDS**  
In Our Community



This three-part series is presented by the Toledo-Lucas County Public Library and the Neighborhood Health Association (NHA).


- Tuesday, March 13, 2012 at 6 p.m.
- Tuesday, March 20, 2012 at 6 p.m.
- Tuesday, March 27, 2012 at 6 p.m.

Kent Branch Library, 3101 Collingwood Blvd.


Please join us in a discussion led by Doni Miller, NHA CEO, and Michelle Smith-Wojnowski, NHA Perinatal Outreach Services Supervisor. This vital discussion is for ages 13 and older.

For more information, contact Kent Branch Library at 419.259.5340.



toledolibrary.org



## Serving Your Community Through AmeriCorps

**TOLEDO, Ohio** – This week, United Way AmeriCorps is recognizing Bryan Wynn in honor of National AmeriCorps Week. Bryan is serving in the United Way Volunteer Center as a volunteer coordinator.

Bryan's chief role is recruiting volunteers for the community's three-year Campaign to Recruit 5,000 Readers and Tutors. His daily activities include driving around searching for places to hang flyers or recruit volunteers, meeting with community and neighborhood leaders, and spending hours on the phone referring volunteers. Bryan also evaluates organizations that may need readers and tutors and helps bring them on board with the Campaign.

"Like everyone here at United Way, my main goal is to graduate kids!" Bryan said. "By engaging people and increasing awareness, I hope the residents of Toledo will take on the responsibility of helping our kids become more self-sufficient in academics so they can compete in

the classroom to the best of their abilities."

When asked why he serves, Bryan said, "No one benefits from complaining. Only when we take the challenge and answer the call to serve do we see life-changing progress. We can either complain about our schools or we can convert that energy into cultivating a young child's mind."

*We thank Bryan for his service to this community!*

To find out more about the AmeriCorps program and how to become a United Way AmeriCorps member like Bryan, visit [www.unitedwaytoledo.org/ameri-corps](http://www.unitedwaytoledo.org/ameri-corps). To find out how you can join the Campaign to Recruit 5,000 Readers and Tutors, visit [www.unitedwaytoledo.org/5000](http://www.unitedwaytoledo.org/5000) or dial 2-1-1 and ask to speak with Bryan!

**United Way of Greater Toledo**, serving Lucas, Wood, and Ottawa counties, changes lives by mobilizing the caring power of the com-



munity. United Way is focused on the building blocks for a good life: **education, income, and health**. Starting at the root, United Way addresses the circumstances that destabilize communities. United Way recruits people and organizations who bring the passion, expertise, and resources needed to get things done. You can give, you can advocate, and you can volunteer—that's how to **LIVE UNITED**. For more information, visit [www.unitedwaytoledo.org](http://www.unitedwaytoledo.org).

## Lourdes Student Alicia Murphy Named Among Who's Who in American Universities & Colleges

*Special to The Truth*

Toledo resident Alicia Murphy has been selected for inclusion in the 2012 *Who's Who Among Students in American Universities & Colleges* publication. Students in *Who's Who* are honored based on their academic achievement, leadership, service to their campus and/or community and potential for continued success.

Alicia is a senior in history/pre-law at Lourdes University, where she has made the Dean's List for the past four consecutive years and currently holds a 3.91 GPA. In 2011 Alicia received the Sister Ann Francis Klimkowski Student Leader of the Year Award. She is a member of Lourdes' Diversity Action & Awareness Committee and also serves as president of the Black Student Union. She is certified as a Court Appointed Special Advocate and has served as a mentor for AmeriCorps and Upward Bound. Alicia has also been involved with the African American Homeschoolers of Toledo and the African American Parents Association.



Developed in 1934, *Who's Who Among Students in American Universities & Colleges*, is a distinguished biographical volume that honors the nation's most noteworthy students of higher learning. In its 75+ years serving higher education institutions, *Who's Who* has become one of the most highly regarded and long-standing honors programs in the nation. For the students who are selected, national recognition by the *Who's Who* program marks a pinnacle of scholastic achievement. For more information on *Who's Who*, visit <http://www.whoswhoamongstudents.com>.

Rooted in the Catholic Franciscan tradition, Lourdes University offers baccalaureate degrees in more than 30 academic majors as well as graduate degrees in business, education, liberal arts, nursing, organizational leadership and theology. Community outreach programs include the Appold Planetarium, the Life Lab, Lifelong Learning and Theater Vision. A member of the National Association of Intercollegiate Athletics, Lourdes students can also compete in baseball and men's and women's basketball, golf and volleyball. Named a "Best in the Midwest" college by the Princeton Review, Lourdes University is a nationally accredited, veteran and transfer-friendly institution offering a variety of student scholarships. Discover us online at [www.lourdes.edu](http://www.lourdes.edu) or by phone at 419-885-3211.

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## Owens Community College to Host Diversity Day, March 21

*Special to The Truth*



Owens Community College will celebrate the importance of diversity from a national and global perspective as the academic institution serves as host to a series of free activities and events during Diversity Day on Wednesday, March 21.

Sponsored by KeyBank and the Owens Leadership Academy Team Pride, the event is titled "Celebrating Diversity National and Global" and will occur from 10 a.m. – 2 p.m. in the College's Audio/Visual Classroom Center Rooms 125-128 on the Toledo-area Campus. Owens is located on Oregon Road in Perrysburg Township. All events and activities are free and open to the public.

Activities will commence at 11 a.m. with a performance by the Ballet Folklorico Imagenes Mexicanas. The 25-member dance troupe is committed to promoting the appreciation, dedication and performance of Mexican folk dance. A community outreach initiative of the Perrysburg Heights Community Association, Ballet Folklorico Imagenes Mexicanas has entertained audiences nationwide, highlighted by an appearance at the White House. During the performance, attendees will also have the opportunity to sample an array of ethnic food from around the globe.

Owens' Diversity Day will continue with Executive Director of Human Values for Transformative Action Dr. Lorna Gonsalves providing a lecture presentation titled "Coming to Terms with Racism" at 11:30 a.m. Her presentation topic will provide insight into what divides people as a society, as well as ways to recognize common humanity and the capacity to work across differences to build communities that value and respect one another. Owens theatre students will follow Gonsalves' lecture with a poem enactment titled "Cold Within and Force Within".

The second dance performance of the day will begin at 12 p.m. and feature nationally-regarded dance professionals Oluwadamilare Adeyeri and Shari Mocheit. Both performers have showcased their talents both locally and throughout the country and will share with attendees variations of the salsa dance.

In addition to the series of presentations and performances, individuals will have the opportunity to visit several international student displays and experience different cultures and nationalities, as well as meet with several local community organizations in attendance, including KeyBank, Perrysburg Heights Community Association and 10,000 Villages, among other groups. Diversity Day will also feature a hands-on art project and prize drawings.

Owens Leadership Academy Team Pride members responsible for the event's coordination are Elisa Rodriguez, Ramadevi Kannan and Timothy Luc.

For additional information about Diversity Day, call (567) 661-7518 or 1-800-GO-OWENS, Ext. 7518.

## The Library's Book Recommendation

*Special to The Truth*

For the month of March and in observance of **Women's History Month**, the Toledo-Lucas County Public Library recommends the recent book *African American Women Chemists* (Oxford University Press, 2011) by author Jeannette E. Brown, a black female chemist herself.

Marie Maynard Daly received her Ph.D in chemistry from Columbia University in 1947. Although she was hardly the first of her race and gender to engage in the field, she was the first African-American woman to receive a Ph.D in chemistry in the United States.

In this book, Brown presents a wide-ranging

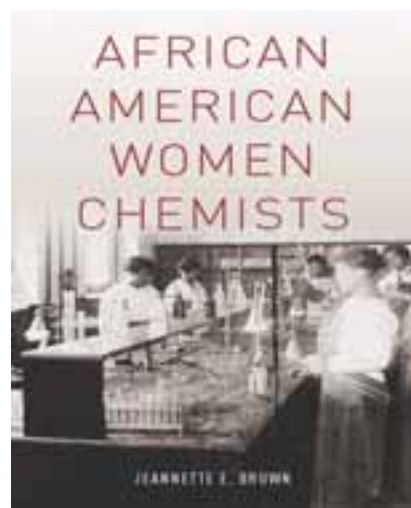
historical introduction to the relatively new presence of African-American women in the field of chemistry. The book details their struggles to obtain an education and their efforts to succeed in a field in which there were few African-American men, much less African-American women. The book contains sketches of the lives of African-American women chemists from the earliest pioneers up until the late 1960's when the Civil Rights Acts were passed and greater career opportunities began to emerge.

In each sketch, Brown explores women's motivation to study the field and detail their often quite significant accomplishments.

Chapters focus on chemists in academia, industry,

and government, as well as chemical engineers, whose career path is very different from that of the traditional chemist. The book concludes with a

chapter on the future of African-American women chemists, which will be of interest to all women interested in science.



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"Star Academy of Toledo uses a web-based teaching program called Compass Learning Odyssey. This interactive website designs a learning path for each individual student and allows them to work at their own pace. The colorful, energetic lessons are entertaining and informative, and the assessments assure that students are always working on their level. Students can even work from home and receive messages from their teachers through the program's messaging system. Compass Learning Odyssey is one more way for Star Academy students to receive a personalized, twenty-first century education."

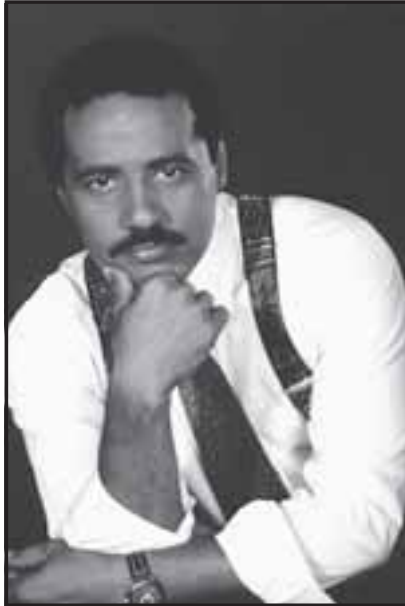
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## BGSU Africana Studies Conference to Host Actor, Filmmaker Anthony Sherwood

*Special to The Truth*



Anthony Sherwood, one of Canada's most successful black actors and documentary filmmakers, will give the keynote address Friday, March 16, for Bowling Green State University's 14th annual Africana Studies Student Research Conference. Hosted by the Africana Studies Program, the conference will take place from 10 a.m. to 4 p.m. in the Eva Marie Saint Theatre at the Wolfe Center for the Arts. This year's theme is "Africana World: Transatlantic Dialogues." The event showcases the research and creativity of undergraduate and graduate students from Ohio and surrounding states as they address issues affecting Africana people around the world. Sherwood will give his talk at the noon luncheon. His career spans over 35 years in stage, television and motion pictures. He has worked internationally with such stars as Henry Fonda, Sidney Poitier, Martin Sheen, Burt Reynolds, Leslie Nielsen, Lou Gossett Jr., Meagan Fox, Kathleen Turner, Jamie Lee Curtis, Christopher Reeve and as Jessica Alba's father in the film "Honey," and with such film directors as Sidney Lumet and Michael Crichton. A dedicated social activist, his production company specializes in documentary films dealing with social justice and human rights issues. In 1980, Sherwood formed the first group of black actors to lobby the television industry for greater representation of minority performers. He has received international recognition and awards for his efforts in raising awareness to the importance of racial equality. To make reservations for the luncheon, call 419-372-7814 or 419-372-9463 by Monday, March 12. For more information, contact Apollos Nwauwa, Ph.D., director of the Africana Studies Program, at 419-372-9483.

dergraduate and graduate students from Ohio and surrounding states as they address issues affecting Africana people around the world. Sherwood will give his talk at the noon luncheon. His career spans over 35 years in stage, television and motion pictures. He has worked internationally with such stars as Henry Fonda, Sidney Poitier, Martin Sheen, Burt Reynolds, Leslie Nielsen, Lou Gossett Jr., Meagan Fox, Kathleen Turner, Jamie Lee Curtis, Christopher Reeve and as Jessica Alba's father in the film "Honey," and with such film directors as Sidney Lumet and Michael Crichton. A dedicated social activist, his production company specializes in documentary films dealing with social justice and human rights issues. In 1980, Sherwood formed the first group of black actors to lobby the television industry for greater representation of minority performers. He has received international recognition and awards for his efforts in raising awareness to the importance of racial equality. To make reservations for the luncheon, call 419-372-7814 or 419-372-9463 by Monday, March 12. For more information, contact Apollos Nwauwa, Ph.D., director of the Africana Studies Program, at 419-372-9483.

## OCCS Offering Postsecondary Scholarships to Ohio Charter School Students

*Special to The Truth*



The Ohio Council of Community Schools (OCCS) is pleased to announce it is offering **multiple** postsecondary scholarships to support students who have attended a charter school in Ohio. Note – any student who has

attended a charter is eligible, not just those graduating from a charter school. These scholarship opportunities are for students enrolling at the University of Toledo; other Ohio-based four-year colleges or universities; two-year colleges or technical schools in Ohio; or, an online university.

As a sponsor of charters schools across Ohio, OCCS is granting these scholarships as an extension of its commitment to helping students succeed in college and the workforce through continued education. Dr. Darlene Chambers, Executive Director of OCCS, noted,

"We know the cost of education and training can be overwhelming, especially for those first-generation attendees. We have seen many exceptional charter school students, and are pleased to help offset costs so more students can realize their dreams."

OCCS plans on awarding multiple scholarships of at least \$1,000. **The deadline for all scholarship applications is May 4, 2012.**

To learn more about the eligibility requirements for each scholarship, you may click on the applications below or visit [www.ohioschools.org](http://www.ohioschools.org) for more information.

- [University of Toledo scholarship](#)
- [Four-year college or university scholarship](#) (Ohio-based)
- [Online university scholarship](#)
- [Two-year college or technical school award](#) (Ohio-based)

To read OCCS' official press release, go [here](#).

<http://occs.olhblogspace.com/occc-news/occs-offering-postsecondary-scholarships-to-ohio-charter-school-students/>

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### Ruby's Daily Features

<p><b>TUESDAY</b>                  Salmon Patties with Rice - \$9.99                  Ruby's Meatloaf - \$9.59</p>	
<p><b>THURSDAY</b>                  Pork Neck Bones - \$9.99                  Pigs Feet - \$8.59                  Oxtails - \$12.59</p>	<p><b>SATURDAY</b>                  Ruby's Ribs - Rib Dinner - \$11.99                  Rib Tips - \$8.59                  Beef Short Ribs - \$15.99                  Pigs Feet - \$8.59</p>
<p><b>FRIDAY</b>                  Ruby's Ribs (Half Slab) - \$10.99                  Oxtails - \$12.59                  Pork Neck Bones - \$9.99</p>	<p><b>SUNDAY</b>                  Beef Short Ribs Dinner \$15.99                  Baked Chicken &amp; Dressing - \$12.99                  Pork Chops &amp; Dressing - \$11.99                  Roast Beef &amp; Mashed Potatoes - \$12.99</p>

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## Youth Symposium Focuses on Healthy Choices for Toledo Teens

By Artisha S. Lawson  
Sojourner's Truth Reporter

Healthy living, healthy choices and healthy generations define the theme of Sigma Gamma Rho Sorority Inc's annual youth symposium. Over 50 Toledo-area youth, local youth-minded organizations and advocates filled the Frederick Douglass Community Association building on Indiana Avenue on Saturday, March 10, 2012.

The free one-day program geared towards youth between the ages of 12-18, opened with an official proclamation from Toledo Mayor Mike Bell and continued with educational and interactive workshops.

"This is a nation-wide event. Sigma Gamma Rho sponsors this every second Saturday in March as our youth initiative. It includes various members of the community to form collaboration to focus around healthy choices, healthy living and healthy generations. Each year we sponsor in a community location, this center serves as a second home for many in the community," said Kimberly Davis-Grable,

an interactive conversation and facts about violence, relationships and safety tips.

Toledo Technology Academy students Cole Keeler, Ben Quintanilla and Michael Clay presented their Capstone projects on robotics, scientific research and mathematic equations. This portion covered the sorority's commitment to encourage S.T.E.M, also known as science, technology, engineering and mathematics.

"The presentations were excellent, there was more peer-to-peer instead of adults talking and I enjoyed that,"



youth symposium chairman. Toledo Police Department Detective Tonya Rider's workshop focused on Internet safety and cyberbullying. ProMedica Teen Peers Educating Peers, a sexual violence prevention program of northwest Ohio, provided

said Padua Center Executive Director Virginia Welsh.

The symposium also provided local youth organizations and services with the opportunity to sponsor information tables. Josh Project offered swimming resources and early registration for their

April 21 pending open enrollment; Girl Scouts had a list and resource pamphlet for parents about all levels of scouting from kindergarten to High school.

Sigma Gamma Rho in partnership with the CDC sponsored The Act against AIDS leadership institute information table that shared ways to ask, accept and act against the spread of HIV.

The program closed with the announcement of the chapter's first scholarship recipient, Delanie Garman, a senior at Bowsher High School, and hustle demonstrations by Glass City Hustlers. Garman was accompanied by her father, Benjamin

and plans to eventually find a cure for cancer. "I'm honored to receive this scholarship, it will definitely help. I plan to study biomedical engineering to find mutations in cells to possible cure cancer."

The symposium was sponsored locally by Iota Theta Sigma Chapter of Sigma Gamma Rho Sorority, Inc.

with support from Alpha Kappa Alpha Sorority, Inc local chapters; Alpha Phi Alpha Fraternity, Inc.; Alpha Xi Lambda Chapter; Barry Bagels; Darnise St. Andrews and Gamma Phi Delta Sorority, Inc.; Delta Sigma Theta Sorority, Inc. Toledo Alumnae Chapter; Frederick Douglass Community Association; Kappa Al-

pha Psi Fraternity, Inc.; Kroger's; J/L Vision Outreach, Inc.; National Association of Negro Business and Professional Women's Club Inc. Maumee Bay; Sam's Club; Sigma Gamma Rho Sorority, Inc. Pontiac Chapter; Subway and Zeta Phi Beta Sorority, Inc. Zeta Xi Zeta Chapter.

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# An Interview with "Pops" a/k/a John Witherspoon

By Monique Ward  
The Truth Contributor



John Witherspoon, comedian and actor, has had roles in over 28 movies and 20 television shows. Known for the *Friday* series, he has been acting for more than three decades and has appeared in films such as *Hollywood Shuffle* and *Boomerang*. He also has a line of comical greeting cards called The John Witherspoon Collection.

Witherspoon will be appearing at the Toledo Funny Bone this weekend. The

Truth caught up with the comedian early this week by telephone.

Monique Ward: You are an entertainer who has worked very hard and has succeeded in remaining relevant in an ever-changing entertainment industry. How do you do it?

John Witherspoon: I'm a real entertainer and a real person. I grew up in Detroit so I can't change who I am.

I'm real and I believe in realism! I grew up very poor, came from a family with 11 kids so I had to wear two left boots to school. I also don't take any drugs because I get high when I count that money. That gives me a natural high that makes my hair stands up like Don King!

MW. What do you enjoy doing more - movies, television shows or stand-up comedy?

JW: I like movies because you shoot for awhile and then you get to go home. I have a 16-year old son and a 23-year old son as well as beautiful wife at home so I like to go home and spend time with them. People can't believe I have a 16 year old son but I do. Movies allow me to go home and relax for two and three months.

MW. The Wayans Brothers was one of my favorite shows growing up. I felt like "Pops" was a dad a lot of people in the black community liked because they could relate to him. Is Pops completely a fictional character for the show or was a lot of his personality based on the real John Witherspoon?

JW: I knew Sean Wayans from doing comedy at the Laugh Factory and he saw me in a few movies so he called me said he wanted me to be his dad in a TV show so I told him yeah let's do it! It ran for five seasons and now I'm like everyone's dad. I had an Asian guy come up to me after a show and say, "I'm

sorry to bug you Mr Witherspoon but you remind me of my daddy." He asked me for a hug and I was flattered. People from all races and cultures can relate to me because I remind them of their father in some way.

MW: You are on the most recognizable animated shows on television, Granddad a/k/a Robert Freeman, on "The Boondocks." How were you selected for that role or did Aaron McGruder create Robert Freeman with you in mind?

JW: Reginald Hudlin (*House Party* and *Boomerang* director), who was the president of entertainment at BET during that time, called me and asked to be a part of this cartoon for an up and coming cartoonist named Aaron McGruder. I told him, "I don't do no cartoons!" He told me not to be judgmental and eventually convinced me to do it. This year we're going to start putting our voices down for the fourth season.

MW: The line that you are

most known for that has become the catch phrase of your career "Bang, Bang, Bang, Bang, Bang!" Where did that originate and did you expect it to become as popular as it did?

JW: I'm from Detroit so we use to go 20 Grand Lounge on 14th Street and you can see the Temptations, Diana Ross and Aretha Franklin for \$5 and that is where you would go to take a pretty girl out. After that you would go to the motel and that is where you would Bang, Bang, Bang, Bang her!

You can follow John Witherspoon @John\_Pops\_Spoon on twitter. He also has a cooking show called, "Cooking for Poor People Because When You're Hungry Everything Taste Good" on Youtube.

Witherspoon will be at the Toledo Funny Bone March 16-18. Friday at 8 and 10:30 p.m.; Saturday at 7 and 10 p.m. And Sunday at 7 p.m.

## Blessed Sacrament Students Donate Recreational Supplies to School and Orphanage in Haiti

Special to Sojourner's Truth

Blessed Sacrament School presented Catholic Charities Adoption Services Coordinator Joy Shakur with a donation for her upcoming mission trip to Haiti during a school assembly on March 8. Students and staff are presenting Shakur with \$500 worth of recreational supplies for *Institution Unvers*, a Hai-

tian school and orphanage. Shakur will visit *Institution Unvers* in mid-March with Toledo Hope Lutheran Church.

Blessed Sacrament School raised \$250 in a recent Penny War, and the Toledo Physical Education Association provided a matching grant for the purchase of additional recre-

ational supplies. This is the second year Blessed Sacrament School has made a donation from money collected in a Penny War to *Institution Unvers*. The Haitian school has 2,200 students in pre-kindergarten through grade 13, and the orphanage has 500 children. The facility has a playground, but no playground equipment.

Shakur is traveling to Haiti for her third mission trip to the country since the 2010 earthquake. Shakur will speak to students at *Institution Unvers* about social work careers and will provide free pregnancy support at a volunteer medical clinic. She spoke about her past and upcoming missionary experiences

with the Blessed Sacrament students during the assembly.

For the Penny War, Blessed Sacrament students competed to bring in the most pennies and change for their grade and raised a total of \$500. Half of the money collected in the Penny War will be donated to a Blessed Sacrament family in need.

Catholic Charities serves more than 31,000 people of all backgrounds in the Diocese of Toledo annually by providing food, shelter, prescription and emergency rent assistance as well as adoption services, jail and prison ministries and guardianship services for the elderly.



Joy Shakur

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How to Communicate in Business

By Michael Hayes
Minister of Culture



What I've learned so far as a start-up business person is that I do rely heavily on my education and everything I was taught about group and interpersonal communication.

We always discuss the business. Now let's discuss how to DO business.

GIVE NOTICE

A heads up of what to expect is one of my favorite business communication methods to use.

some people like to rely on. So to alleviate that, I put it all out on the table in the first meeting.

This is our company. This is what level we are. These are our goals. This is how we operate.

After I've informed someone of all that, I've done my job. If someone isn't a good listener, or they skim emails and miss valuable information, hey, I've done my part.

For those of you reading this, doing business should be transparent in many ways. So don't hesitate to employ this method.

I tell new artists all the time, "no, we don't have our studio in building.. not yet". Just so they will understand what to expect and not to expect.

work done, you've got to explain how you work. Early.

ASK DIRECT QUESTIONS

No matter how awkward it may feel, no matter how touchy the subject may be...

If you need an answer, you've got to ask the tough questions.

As a rule, you should rely mostly on "open-ended questions" as opposed to "leading questions."

An open-ended question allows the other party to explain their side, without you embedding the answer or making them feel defensive.

"How long have you been feeling this way?" In that sense, you are letting them do most of the talking which is good.

The more you know about their side, the better equipped you are to reach a resolution. When a resolution seems threatened by tension or misunderstanding, then it's best to keep it simple.

An example of this would be: "Do you remember when we discussed what we expect of your performance?"

In business, a direct question met with a direct response should be the rule. It keeps situations from be-

coming emotionally charged and hopefully doesn't result in a yelling match or insults. A calm, and direct question deserves an equally calm and direct answer.

CONSENSUS

When you go into Walmart and buy a box of cereal, the store gets your money and you get the cereal.

In small businesses, consensus is vital. Without the corporate structure to distance the upper echelons from lower tiered employees, small businesses have to rely on consensus instead of trickle down as a method of management.

Have you ever tried to go to the movies with four or more of your friends at once? And everyone goes around saying which movie, and which theatre and who has money and who doesn't...

The one person who finds fault with just about every idea and is usually the last hold out preventing consensus from being

reached, is referred to as the "central negative character." He has taken on the voluntary role to be anti-whatever it is being discussed.

BALANCING BUSINESS AND PERSONAL

Sometimes the lines get crossed between a person's business world and her personal world. It would be idiotic and straight up dishonest to tell you otherwise.

Let's say you have a small company and four out of five of the people all involved in this hustle are all family members.

How do you stop a difference of opinion that is business related from becoming a difference of opinion that's fueled by personal feelings?

If you are doing business with family members or close friends, how do make sure all the dirty laundry you have on each other doesn't get aired out for all to see?

First, it's about picking the right people based on skill and potential success.

Not because they are your kin or relative, not because you like how they look.

Simply because the job you need done, they can do it. Period.

If it happens to be your uncle's daughter's baby's daddy, then fine. Just make sure you follow the first three steps in this article.

One serious hurdle about doing business with people you are close with is the lack of respect they may have for you as a business person. Because they love you, they may not ever tell you. But secretly, they are really just supporting you the best way they know how.

And that kind of help has very little accountability. If you have family members in your business, remind them often as you can... this is a business, period.

Maybe I'll revisit this topic soon, thank you all. Peace.

Mhayes26@gmail.com



93.1 FM Jam Packed Magazine Radio Show advertisement with schedule and contact info.

iLoad advertisement for DJ Keith Success, featuring music loaded to phone, MP3 player, or iPod.

GAMESAVVYONLINE.COM advertisement for GameSavvy Late Night.

**Executive Director**  
 The Lucas County Land Bank seeks a dynamic leader to be Executive Director. The Executive Director is primarily responsible for the day-to-day management of the Land Bank, including its staff, programs, and partnerships. An ideal candidate will demonstrate a sincere commitment to the Land Bank's mission of strengthening neighborhoods and restoring property values. Individuals with experience in real estate, local government, and community development are encouraged to apply. J.D., M.P.A., or Masters in Urban Planning preferred. Salary commensurate with experience. For more information or to apply, visit [www.LucasCountyLandBank.org](http://www.LucasCountyLandBank.org). EEO/AA.

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**African American Outreach Coordinator – Part time**  
 NAMI of Greater Toledo is looking for a person familiar and involved within the African-American Community, to represent NAMI in outreach efforts in local events, churches, and schools. To assist in promoting and facilitating NAMI's educational classes, and support groups. This position is about 8-10 hours per week.  
 The A.A. Outreach Coordinator will be paid on a monthly basis, and includes mileage for direct NAMI business. Interested and qualified candidates can send their resumes to: [lcanales@namitoleado.org](mailto:lcanales@namitoleado.org) or mail a resume to: NAMI of Greater Toledo  
 2753 W. Central Ave.  
 Toledo, Ohio 43606  
 Attn: Education Director, Lisa Canales  
 A.A. Outreach Liaison position

**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

**Alpha Towers Apartments**  
 525 E. Woodruff  
 Now accepting applications for 1 and 2 bedroom apartments.  
 Mature adult community for persons 62 and older. Rent based on income. All utilities. Appliances. Blinds. Service coordinator on site. Call 419-246-1258 for details

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

**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.

**Interim Pastor**  
 Looking for Interim Minister and Pastor for New Prospect MBC, 1425 W. Delaware Ave. Toledo OH 43606. Please send resume to above address in C/O Search Committee

# THE BLACK MARKETPLACE

**2 & 3 BR Homes City Wide!**  
 Traditional financing & lease w/option available for some.  
 Call Montalena @ 419.320.5224 and follow me...  
 Your Guide To Home!!

**Duplex for Purchase or Lease**  
 Great investment property! Excellent condition! Move in ready for owner or tenants. Both units contain newer furnace, hot water tanks, new windows, updated electrical system. Both consist of large living areas and lots of storage space. WOW! Motivated seller. Easy access for showings.  
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**\$16,000 Down Payment Assistance**  
 May include other incentives if you purchase now! Unique two-story brick home located Old South End. Totally remodeled! Over 1,500 sq. ft. home furnished with appliances. 1<sup>st</sup> floor LNDY room, large bedroom. Large closets. Extra loft for entertainment. Must see!  
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 Call Kimberly Brown - 419.810.7097

**Hillandale - \$87,000/REDUCED**  
 Ottawa Hills condo. 1440 sq. ft., 2 full baths. Location, location, location. Bright home, new carpet, newly painted. Spacious one floor. Lots of storage, private garage. One great unit.  
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 OR call 419.536.7377  
 Email: [propertymanagement@whittgrouprealty.com](mailto:propertymanagement@whittgrouprealty.com)

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 Traci Barner [drknlylvbarner@yahoo.com](mailto:drknlylvbarner@yahoo.com): 419.346.8610

**Pianist Wanted**  
 Church looking for a dedicated, responsible and dependable  
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 For more information contact: 419-215-9020

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**Woodley Court - \$259,000**  
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**DEBT RELIEF?**  
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**2 & 3 BR Homes City Wide!**  
 Traditional financing & lease w/option available for some.  
 Call Montalena @ 419.320.5224 and follow me...  
 Your Guide To Home!!

**Wanted to Buy: Diabetes Supplies**  
 Earn up to \$12 per box of 100 test strips! Must expire after August 2012. Leave labels on boxes. We remove and shred. Call 419-740-7162 and leave message.

**Great First Home!!!**  
 2028 E. London Square - Toledo, Ohio 43606  
 4 bd and 2 full Baths, Living rm and Formal Dining rm  
 Lots of potential with your improvements  
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 Office 419.350.7514

# CLASSIFIEDS

March 14, 2012

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**Notice to Bidders:** Inquiry # FY12-090, (Project # 0001-12-784) for University Hall Classroom Upgrades - 2<sup>nd</sup>, 3<sup>rd</sup>, & 4<sup>th</sup> Floors 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, March 27, 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 419-384-5303 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 Jim Price of Buehrer Group Architect & Engr., Inc. at 419-893-9021. One Pre-Bid Conference will be held on Tuesday, March 20, 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: \$245,000.00; Breakdown: General Const: \$200,000.00 & Electrical: \$45,000.00.

**Notice to Bidders:** Inquiry # FY12-091, (Project # 0069-12-783) for Rocket Hall Renovations 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., Tuesday, March 27, 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 Road, Toledo, Ohio 43615. Call 419-384-5303 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 Brent Buehrer of Buehrer Group Architects & Engineers at 419-893-9021. One Pre-Bid Conference will be held on Tuesday, March 20, 2012 at 11:00 a.m. in the 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: \$205,025.00; Breakdown: General Const: \$134,525.00 & Electrical: \$70,500.00.

**Notice to Bidders:** Inquiry # FY12-093, (Project # 1020-12-715) for Parking Garage **Repair** 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, March 28, 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 419-384-5303 for an appointment to pick up bid package. A cost of \$50.00 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 Wednesday, March 21, 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: \$440,000.00; Breakdown: General Const: \$440,000.00.

**Notice to Bidders:** Inquiry # FY12-094, (Project # 5003-12-1692) for the Health Education Building Interior Entrance & Lecture Halls for the University of Toledo Health Science Campus. 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, Main Campus, Facilities and Construction, Plant Operations Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 3:00 p.m., **Wednesday, March 28, 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 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 Thomas F. Sens of BDHP Architecture at 614-486-1960. **One Pre-Bid Conference will be held on Wednesday, March 21, 2012 at 11:00 a.m. in the Health Education Building, Room 105, at the University of Toledo, Health Science Campus, 3000 Arlington Avenue, Toledo, Ohio 43614.** Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$225,000.00; Breakdown: General Const: \$225,000.00.

## INFORMATION SYSTEMS ANALYST (Part Time)

Part-time (18-26 hrs/week) position available at Unison Behavioral Health Group for experienced individual to ensure continuity of computer system services for end users by providing technical expertise and assistance necessary to install computer software products and modify or repair hardware. The position will also assist in the customization and maintenance of Unison's clinical software system.

Qualified candidates must demonstrate the ability to work independently, define problems, analyze data, establish facts, draw valid conclusions and make recommendations. Applicants must possess an Associate's degree in Information Systems or a related field. At least one year of experience troubleshooting and maintaining Windows XP and Windows 7 operating systems and providing end user technical support is required. A basic understanding of computer programming is required. Experience with SQL and report writing is preferred.

Send resume with salary requirements or apply to:

Human Resources - IT  
Unison Behavioral Health Group, Inc.  
1425 Starr Ave.  
Toledo, OH 43605  
Fax: 419-936-7574  
Email: hr@unisonbhg.org

EOE

## NOTICE TO BIDDERS

SEALED PROPOSALS for bidding on **Pearson Metropark Packer Hammersmith Center Improvements, Oregon, Ohio** will be received; opened; and read aloud at the Metropolitan Park District of the Toledo Area, Fallen Timbers Field Office, 6101 Fallen Timbers Lane, Maumee, Ohio 43537 **Friday, March 23, at 4:00 p.m. Local Time.**

**PRE-BID WALK-THROUGH:** Bidders must attend a mandatory pre-bid walk-through meeting held on-site, Monday, March 19, 2012, from 10:00-11:00am.

THE SCOPE OF WORK consists of interior park shelter renovations, repairs and site-work. General construction includes select demolition, rough and finish carpentry, concrete, electrical, plumbing, dry-wall, floor coating, HVAC, and paint. Bidders may obtain copies of plans, specifications, contract documents and plan-holder's list through Newfax Corporation, 333 West Woodruff, Toledo, Ohio 43604 between 8:30 a.m. and 4:30 p.m., Monday through Friday (check made payable to Newfax Corporation) or via the Newfax Digital Plan Room at [www.newfaxcorp.com](http://www.newfaxcorp.com). Newfax can be contacted at 419-241-5157 or 800-877-5157. A non-refundable fee of \$20 is required for each set of documents obtained. For additional information, please contact Jon Zvanovec @ 419-360-9184, [jon.zvanovec@metroparkstoledo.com](mailto:jon.zvanovec@metroparkstoledo.com).

EACH BIDDER MUST FURNISH either (1) a bond for the full amount of the bid or (2) a certified check, cashier's check or irrevocable letter of credit in an amount equal to ten percent (10%) of the bid with its bid. The successful bidder must furnish a 100 percent (100%) Performance Bond and a 100 percent (100%) Labor and Materials Bond.

No bidder may withdraw its bid within thirty (30) days after the actual date of the opening thereof.

THE BOARD OF PARK COMMISSIONERS OF THE METROPOLITAN PARK DISTRICT OF THE TOLEDO AREA reserves the right to reject any or all bids, and to waive any informality in bidding.

By order of the Board of Park Commissioners  
METROPOLITAN PARK DISTRICT OF THE  
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Catherine S. Marinelli, Interim Director

## NORTHGATE APARTMENTS 610 STICKNEY AVENUE

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Call 419.386.8578

## 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

# Mt. Nebo Holds Annual Black History Celebration Banquet

*Sojourner's TruthStaff*

Mt. Nebo Missionary Baptist Church held its annual Black History Celebration banquet - "Stepping Out In Faith" - on Saturday, March 3 at the Ramada Hotel and Conference Center and recognized 12 members of the community as "Silent Soldiers."

The Voices of Hope Outreach Ministry organized the annual affair which began years ago on a much smaller scale in the church on N. Detroit Avenue. Over the years it has expanded to the much larger space at the Ramada.

Once again, Larry Jones was the event's master of ceremonies. Jones introduced Deacon Alan Crawford of Mt. Nebo, who welcomed the dinner guests, and Deborah Gardner of St. Paul MBC who offered a musical selection.

Pastor Dwight Guttridge of St. Paul AME Zion Church presented the invocation.

Guests were further greeted by U.S. Rep. Marcy Kaptur, Toledo Councilwoman Paula Hicks-Hudson and Toledo Board of Educa-

tion member Cecilia Adams, Ph.D.

The evenings honorees were presented by Geraldine Scrutchins of St. Paul AME Zion. Those honored were Betty Williams, Irene Campbell, Margaret Huntley,



Renee Heard, Ronald Burel, Barbara Tucker, Seldon Hill, Cecilia Wallace, Rev. David Banks, John Earl Quinn, Fletcher Word and Jackie Ellis.

Pastor Cedric Brock of Mt. Nebo closed the annual event with remarks and the benediction after First Lady Debra Brock enthralled the audience with a dedicatory solo.



## Book Review

# Imagine: How Creativity Works by Jonah Lehrerc.2012, Houghton Mifflin Harcourt \$26.00 256 pages

*By Terri Schlichenmeyer  
The Truth Contributor*

The painting you hung on the wall near your desk relaxes you.

Looking at it reminds you of a happy memory, and you wonder how the

artist managed to create such a vivid emotion with colored goo. It's pretty amazing, and it makes you wish you could paint like that.

You're a hands-on person. You *do*, you don't *make*. Still, you wonder if it's possible to tap into some innate, unknown talent, maybe even one with a brush.

Better yet, how do you free your employees and co-workers to use their imaginations? In the new book *Imagine: How Creativity Works* by **Jonah Lehrer**, you'll find out how Pixar, 3M, Google, Bob Dylan, and others do it.

Every creative moment starts with a problem.

Think, for instance, about the last time you had an equipment breakdown. It happened on a weekend, of course, and it frustrated you beyond all measure. You tinkered around until you were about to break down yourself when an exquisite "AHA!" moment dawned.

Aha! An unconventional, get-you-through-the-weekend fix.

Lehrer says that the most creative moments arrive when you've stopped searching for answers, when you "sleep on it," or when you've decided that the situation isn't fixable. That's because, like a petulant toddler, your left brain struggles and gets frustrated. When it's done having its tantrum, your right brain - the calmer, Zen side that excels at insight- takes over with a fresh angle and a solution.

As it turns out, says Lehrer, a "relaxed state of mind" is essential for creative juices to flow. By not focusing on the problem or by distracting ourselves with something else entirely, the right brain begins to look inward: a subconscious tickle, a niggling detail

unforgotten, a mere word remembered, and voila!

But that doesn't mean you should stop concentrating on the task. Paying attention can hone creativity by helping cut away extra ideas that won't work.

So what can you do to create a creative workplace?

First of all, allow your employees to circulate: collaboration becomes most efficient if departments aren't compartments. Stop "brainstorming" and start critiquing instead. Encourage screw-ups. Relinquish the idea of perfection. Encourage daydreaming and offer new, different challenges.

Looking for a little quirk in your work? Then imagine yourself reading "Imagine" and see what kind of spark you get.

By using examples from Silicon Valley,

Madison Avenue, Woodstock, and elsewhere, author Jonah Lehrer shows readers how creativity works; how it's used to invent, solve, and beautify; and how you can jump-start your brain to achieve its highest creative potential. Lehrer makes his subject sound lively and fun but what I liked best is that, in essence, he gives us abundant permission to go wild with our thoughts. Even the dumbest notions can become great, which is the most appealing idea of all.

This is one of those rare books that can be used by anyone in any business, no matter what the size or type. If you're ready to solve, invent, and boost your productivity, grab *Imagine: How Creativity Works* and picture yourself inspired.

