Loca Jan-Pro Franchise Opens for Business

Deborah Barnett and Linda Ewing
Equal Pay for Equal Work

By U.S. Sen. Sherrod Brown
Guest Column

As parents, we all want our daughters to have the same opportunities as our sons. As a father of two girls, I’m tired of seeing Ohio women lose $16 billion in income each year because they still don’t earn equal pay for an equal day’s work. Ohioans work hard and hard work deserves fair pay, regardless of gender.

Yet, according to a new report from the National Partnership for Women & Families, Ohio women who are employed full time are paid just 77 cents for every dollar paid to men, amounting to a yearly gap in wages of $10,430. That’s unconscionable. It’s been said that begins at hiring continues throughout careers. As a father of two I want my kids to have the same opportunities as our daughters, and take care of their children—they don’t ask for a bailout. But they do ask for equal pay.

The report also found that if the gap between men’s and women’s wages in Ohio were closed, an Ohio woman working full time would have enough funds for approximately 1.7 more years of groceries, eight more months of mortgage and utilities payments, 15 more months of rent, or six more years’ worth of gas. With so many families struggling to pay their bills and feed their families, it is imperative that we take steps to ensure women are making the money they’ve earned.

Absent congressional action, it is estimated that at the current rate the wage gap is closing, women will never be able to catch up. A lower starting salary doesn’t just mean a smaller paycheck—it means a smaller pension, a diminished 401(k), and smaller Social Security check benefits. The discrimination that begins at hiring continues throughout careers. That’s why I am continuing to fight for the Paycheck Fairness Act, legislation that would close loopholes that allow pay discrimination based on gender. Although John F. Kennedy signed the Equal Pay Act into law nearly 50 years ago, making it illegal for employers to pay men and women different wages for the same work, women have made only minor gains against the salaries earned by men for performing the same work.

With nearly 600,000 households in Ohio headed by women, it is urgent that we make the money they’ve earned. As parents, we all want our daughters to have the same opportunities as our sons. As a father of two girls, I’m tired of seeing Ohio women lose $16 billion in income each year because they still don’t earn equal pay for an equal day’s work. Ohioans work hard and hard work deserves fair pay, regardless of gender.

Equal Pay for Equal Work

As parents, we all want our daughters to have the same opportunities as our sons. As a father of two girls, I’m tired of seeing Ohio women lose $16 billion in income each year because they still don’t earn equal pay for an equal day’s work. Ohioans work hard and hard work deserves fair pay, regardless of gender.

Yet, according to a new report from the National Partnership for Women & Families, Ohio women who are employed full time are paid just 77 cents for every dollar paid to men, amounting to a yearly gap in wages of $10,430. That’s unconscionable. It’s been said that begins at hiring continues throughout careers. As a father of two I want my kids to have the same opportunities as our daughters, and take care of their children—they don’t ask for a bailout. But they do ask for equal pay.

The report also found that if the gap between men’s and women’s wages in Ohio were closed, an Ohio woman working full time would have enough funds for approximately 1.7 more years of groceries, eight more months of mortgage and utilities payments, 15 more months of rent, or six more years’ worth of gas. With so many families struggling to pay their bills and feed their families, it is imperative that we take steps to ensure women are making the money they’ve earned.

Absent congressional action, it is estimated that at the current rate the wage gap is closing, women will never be able to catch up. A lower starting salary doesn’t just mean a smaller paycheck—it means a smaller pension, a diminished 401(k), and smaller Social Security check benefits. The discrimination that begins at hiring continues throughout careers. That’s why I am continuing to fight for the Paycheck Fairness Act, legislation that would close loopholes that allow pay discrimination based on gender. Although John F. Kennedy signed the Equal Pay Act into law nearly 50 years ago, making it illegal for employers to pay men and women different wages for the same work, women have made only minor gains against the salaries earned by men for performing the same work.

With nearly 600,000 households in Ohio headed by women, it is urgent that we make the money they’ve earned. As parents, we all want our daughters to have the same opportunities as our sons. As a father of two girls, I’m tired of seeing Ohio women lose $16 billion in income each year because they still don’t earn equal pay for an equal day’s work. Ohioans work hard and hard work deserves fair pay, regardless of gender.

Yet, according to a new report from the National Partnership for Women & Families, Ohio women who are employed full time are paid just 77 cents for every dollar paid to men, amounting to a yearly gap in wages of $10,430. That’s unconscionable. It’s been said that begins at hiring continues throughout careers. As a father of two I want my kids to have the same opportunities as our daughters, and take care of their children—they don’t ask for a bailout. But they do ask for equal pay.

The report also found that if the gap between men’s and women’s wages in Ohio were closed, an Ohio woman working full time would have enough funds for approximately 1.7 more years of groceries, eight more months of mortgage and utilities payments, 15 more months of rent, or six more years’ worth of gas. With so many families struggling to pay their bills and feed their families, it is imperative that we take steps to ensure women are making the money they’ve earned.

Absent congressional action, it is estimated that at the current rate the wage gap is closing, women will never be able to catch up. A lower starting salary doesn’t just mean a smaller paycheck—it means a smaller pension, a diminished 401(k), and smaller Social Security check benefits. The discrimination that begins at hiring continues throughout careers. That’s why I am continuing to fight for the Paycheck Fairness Act, legislation that would close loopholes that allow pay discrimination based on gender. Although John F. Kennedy signed the Equal Pay Act into law nearly 50 years ago, making it illegal for employers to pay men and women different wages for the same work, women have made only minor gains against the salaries earned by men for performing the same work.

With nearly 600,000 households in Ohio headed by women, it is urgent that women earn the pay they deserve. The Paycheck Fairness Act would strengthen the ability of women to fight for equal pay, provide for their families and children, and contribute to our state and local economies.

Last week, we recognized Equal Pay Day—a day that shows how late into the current year women must work to catch up to what men earned in the prior year. We shouldn’t have to wait until April—four months into the year—for women to finally make the same amount of money that their male counterparts made the previous year. Ohio women are hard working. They get up early, stand on their feet all day, and then head home and take care of their children—they don’t ask for a handout. They don’t ask for a bailout. But they do ask for equal pay.

We owe it to our mothers, our daughters, and women everywhere to continue to fight for equality and for the Paycheck Fairness Act.
Dr. Durant and Meatloaf…

By Lafe Tolliver, Esq
Guest Column

I thought for sure that for one quick noon meal, I had shaken my shadow

Noodles but, to my sur-
prise, when I looked up from my book while at the burger joint, there was Noodles standing over me waiting for an invite to sit down.

Me: (involuntarily shielding my exposed fries). Hi, Noodles. Have a seat.

Noodles: Hey Mr. T., what’s shaking on your tripwire? Who are you railing against this time?

(Noodles settles in his seat and cautiously but greedily eyes my fries.)

Me: It’s all good. I see (Noodles settles in his seat and cautiously but greedily eyes my fries.) The last super that I can remember was Merrill Grant.

The new super is faced with having a meatloaf sandwich. There’s a lot in it and it is hard to separate all of the ingredients but it still works if it is cooked right. (His eyes now cautiously but victoriously turn on the light. If you ask me, there oughta be a baseline of foundational skills that you need before you can be a board member. Desire is not enough. (Sensing defeat, I grab a last handful of fries and toss them on my burger).

Me: (starts to slightly panic at the advancement of Noodles right hand). Well, for Dr. Durant, if he cannot impose a style of aggressive leadership on the board, he will be another casualty in two to four years. It seems whoever is on the board, they simply cannot stay in a straight line and follow progressive leadership and especially so if the direction is innovative and challenging.

Such small things as having experienced teachers teach in chronically-failing central city schools and not populate those classrooms with newly minted graduates who have only seem black folks from afar or got their impressions of minorities from watching BET or MTV.

Me: (Sensing defeat, I grab a last handful of fries and toss them on my burger).

Dr. Durant has got to get into the heads of the board members that things are going to be different, radical and progressive or he is going to be one frustrated super. He is going to have to stare down the unions and tell them that the days of the board being captive to them are over…no more fearful days of working in the shadows.

Noodles: I hear you. The good Doc is going to have to rally a depressed and skeptical base of parents and property owners to let them know that there is a new sheriff in town and he means business. No city can afford to have a public school system that is seemingly chronically always in the basement of academic achievement and we expect companies to relocate to Toledo or property owners to pass levy after levy after levy.

Me: If we do not fertilize the kids with hope and applicable cutting edge academic skills, we are raising a semi-permanent caste system of hamburger flippers and welfare wannabees.

Noodles: (Nonchalantly stuffs the captured fries into his mouth and gets up). Well Mr. T, I gotta bounce up outta here.

Me: (Stillsmarting over the loss of part of my meal). Yeah, I will see you when I see you.

Contact Lafe Tolliver at tolliver@juno.com

The Sojourner’s Truth 3

April 17, 2013
Community Organizations Focus on Health during Minority Health Month

By Artisha Lawson
Sojourner’s Truth Reporter

April marks the annual National Minority Health Month. The State of Ohio’s Office of Minority Health reports this month focus on raising awareness about health disparities that affect minorities. This year’s theme “Advance Health Equity Now: Uniting our Communities to Bring Health Care Coverage to All.”

The theme describes the office’s call to action for communities to unite towards a common goal of improving health. St. Paul Missionary Baptist Church on North Detroit, and also the Toledo Council of Black Nurses in collaboration with Omega Psi Phi Fraternity, Inc. answered that call as each held free community fairs on April 13.

St. Paul’s fair was sponsored in part by Buckeye Community Health Plan. Congregation members connected with health vendors to offer services. Deaconess Mary Reed from ABC Health Inc conducting blood pressure testing, youth leader Shelia Speights of Buckeye Community Health and Minister Augustine Abbott of Lucas County Family Services passed out information. Deaconess Janelle Phifer, Esq, of ABLE answered general legal questions, and YMCA providing breast cancer information. St. Paul Pastor James Willis, the Christian Board of Education and the St. Paul congregation extended to all of the agencies an appreciation for services rendered.

At the 15th annual Community Health Fair and Prostate Cancer Education and Awareness Program sponsored by the Council of Black Nurses, Inc. and the Omegas adult participants could receive free health screenings of blood pressure, diabetes, cholesterol, HIV, colorectal and prostate cancer, lupus, and body mass index.

“We implemented this with the men of Omega Psi Phi because we feel that men need to be supportive of each other. Men also need women because they don’t take care of themselves. We also educate the women, so they can understand the signs and symptoms of issues and problems,” said Daisy Smith of Toledo Black Nurses, Inc.

Fair services were provided by Neighborhood Health Association, Toledo-Lucas County Health Department, Substance Abuse Services Inc, UT Medical College, NAMI of Greater Toledo, American Health Association, Area Office on Aging of NW Ohio, American Cancer Society, Planned Parenthood of Greater Toledo, Cordelia Martin Health Center, YMCA of NW Ohio, Circle of Friends, Toledo Hospital Stroke Education Program, Health by Choice, and St. Vincent Colorectal.

“We are very pleased to see so many people take part in this free screening. There are also other health education, health awareness, and health screenings going on throughout the month,” explained Dennis Hicks, Minority Health coordinator for Toledo Lucas County Health Department.
Local AKA Chapters Honor Members with 60 Years of Dedication

The members of Alpha Kappa Alpha Sorority, Inc. honored 11 members who have served the sorority for 60 years or more. The three local chapters: Zeta Alpha Omega, Alpha Lambda of University of Toledo, and Iota Iota of Bowling Green State University gathered on April 13, 2013 at Kent Branch Library to honor their sorority sisters. The celebration continued with sorority members portraying the women who started this great organization that is committed to community service. Local chapter president, Deborah Washington, Ph.D., and chapter vice president Katrina Johnson, encouraged the history committee to incorporate and reflect on the 100-year celebration of Alpha Kappa Alpha Sorority Inc. year of incorporation.

The sorority was founded Jan 15, 1908 and incorporated Jan 29, 1913. Zeta Alpha Omega Foundation, Inc. will sponsor a luncheon on Saturday, June 1, 2013 at 11:30 A.M. at the Pinnacle located at 1772 Indian Wood Circle in Maumee, Ohio. Ohio State Senator Nina Turner will be the guest speaker. Tickets are $40.00. For additional ticket information please contact Edna Robertson at 419-345-6302.

Members wear sorority letter stoles to represent their Founders of Alpha Kappa Alpha Sorority, Inc.
L’apo Theatrical Productions Is Holding Auditions For God Knows My Needs The Movie.

L’apo Theatrical Productions will be holding auditions for a Opal Dunlap (the CEO and founder of L’apo Theatrical Productions) movie. She has written, directed, produced and performed in her three hit plays: If There Is a Will, There Is a Way; Staircase to Heaven and God Knows My Needs.

On Tuesday, May 21, 2013 from 8 p.m. - 10 p.m. and Saturday, May 25, 2013 at F.A.M.E.D STUDIOS (1822 N. Reynolds RD, Toledo, OHIO 43615). Two days of auditioning for your schedule convenience.

The auditioning process takes four easy steps: sign in and fill out informational sheet, receive reading material and look it over, audition: one minute monologue and pre-selected scene and wait for call back. The production can guarantee everyone a part in the production. Welcoming ages six and up. For the audition all materials will be provided, but if you would like to bring your own one minute monologue that is fine. This is recommended so you will not have to rehearse one from the company that you do not know right before your audition.

“Don’t put off discovery until tomorrow, when you can be discovered today. L’apo is the way to go.” says C.E.O of L’apo Theatrical Productions, Opal Dunlap.

For more information on auditions, visit laptop.weebly.com. Email: opal.lapotp@yahoo.com. Add/friend Opal Dunlap and Like L’apo Theatrical Productions on Facebook. Follow @OhhhOpal and @Lapo_Productions on twitter.

L’apo is the way to go.” says C.E.O of L’apo Theatrical Productions, Opal Dunlap.

Founded in April 2011, L’apo Theatrical Productions is a theatrical/talent, professional and community service company. Company membership holds many benefits to business/organizations, talented individuals and the community as a whole. Membership is only $10 a year.

For more information visit laptop.weebly.com. L’apo Theatrical Productions striving to be the head of companies in the entertainment world and is based in Toledo, Ohio.

Lucas County First County to Officially Endorse Ohio Freedom to Marry and Religious Freedom Amendment

Special to The Truth

This week, the Lucas County Commissioners became the first Board of County Commissioners in Ohio to endorse the Ohio Freedom to Marry and Religious Freedom Amendment. The constitutional amendment should it pass, would create a provision in Ohio law allowing marriage equality for all Ohioans, regardless of sexual orientation, gender, or gender identity, while respecting religious freedoms by allowing religious institutions of all types to determine whom to marry and which marriages to perform in their own congregations and buildings.

The Board of Commissioners’ unanimous decision this week to endorse marriage equality in the State of Ohio continues a tradition of leadership in Lucas County regarding support of all committed relationships between two consenting adults. In 2010, Lucas County extended healthcare eligibility to domestic partners of county employees, allowing any employee in a committed relationship to ensure that a partner would receive health coverage.

“Equal protection under the law is a fundamental right of all citizens and we must stand against discrimination and do what is right,” Commissioner Carol Conrada said. “By supporting this amendment, I support the right of all families to be recognized and respected in Ohio.”

“I have been an advocate for civil rights for 50 years and the fight for civil rights does not stop with gender, age, ability, or race,” Commissioner Pete Gerken said. “Now we should extend those rights to marriage equality. What’s right is right is right.”

“True acceptance of all citizens includes marriage equality,” Commissioner Wozniak said. “Strong communities, like Lucas County, provide equal opportunity for all citizens regardless of sexual orientation.”

The Ohio Freedom to Marry and Religious Freedom Amendment is a ballot initiative which seeks to overturn a 2004 Ohio Constitutional Amendment that banned any definition of marriage other than one between one man and one woman. This amendment may be on the Ohio ballot in 2013.

Your Right To Know

In partnership with the federal government, depository libraries take their mission of protecting the public’s right to know quite seriously. That’s why for a century, they have been providing no-fee access to government information with professional assistance.


Government documents are available on such topics as health and nutrition; laws, statistics and presidential materials; science and technology; business and careers; education; history; and world maps at nearly 1,200 federal depository libraries throughout the United States and its territories.

In addition to historical publications dating back to the early days of the republic, there is also a network of librarians who can facilitate access to materials.

Plus, the program also provides access to federal government information online through GPO’s Federal Digital System (FDsys) at www.fdsys.gov. That way, anyone can search or browse congressional, presidential and federal agency documents—and it’s all free.

To find a federal depository library nearby, go to www.gpo.gov/libraries.
April is Financial Literacy Month: Small Changes Can Help You Save More Money

It seems like much in life is beyond our control, but when it comes to your wallet, taking control is crucial for a solid future.

Experts say the first step is to improve your financial literacy – and this can be easier than you might think.

With April being Financial Literacy Month, now is the perfect time to arm yourself with the knowledge to make better money decisions.

“Many consumers go through life without a handle on how to manage money and credit,” says Mike Kane, vice president of Consumer Credit Operations at Ally Financial. “While it may seem overwhelming, you don’t need an MBA to manage personal finance. Many of the concepts are simple.”

Kane offers suggestions to manage finances and save more:

• Buying or leasing a vehicle is a serious undertaking. There are many different ways to obtain a vehicle, and it’s important to understand your options and pick the process that works best for your budget.

• Review your current car insurance coverage. If you have an older vehicle, comprehensive or collision coverage may not make sense. Consider increasing your deductible to help lower premiums. Simply inquiring about discounts from your current provider could also net you savings. Some insurers offer discounts for low-mileage driving, installation of car alarms or completion of defensive-driving courses.

• Check your credit report by obtaining a copy of your file from one of the credit reporting agencies. Credit scores range between 350 (high risk) and 850 (low risk) and generally, a consumer with a higher score will be offered lower interest rates since they have a history of timely payments and managing their debt well.

• Set up an automatic transfer from your checking account into a savings account for the amount you want to save each month. If you have to spend time transferring money, you may find an excuse not to do it.

• Switch your finances to a direct bank without physical branches. They can offer competitive rates in online checking and savings accounts, CDs and IRAs and have perks that make banking easier. For example, Ally Bank an FDIC-insured subsidiary of Ally Financial, offers mobile banking with Ally eCheck Deposit and has 24/7 live customer service. They also have no ATM fees and reimburse other banks’ ATM fees nationwide. More information can be found at www.Ally.com.

• Track spending for at least three consecutive months to trim unnecessary expenses you’re monthly budget. On a quarterly basis, perform an expense audit. Evaluate your bills and expenses, finding anything you’re spending money on that isn’t giving you the value you’d like.

• Use free online tools to learn more about improving your financial education and ways to cut spending. Ally Wallet Wise, for example, offers a series of lessons that cover budgeting, banking and investing, credit and automotive finance.

During financial literacy month, commit time to learning more about saving money and managing your finances better.

Owens Community College to Host Free ‘Crowdfunding for Your Small Business’ Seminar, April 19

Northwest Ohio business professionals are invited to learn about ways to enhance organizational success through innovative outreach methods as Owens Community College serves as host to a free “Crowdfunding for Your Small Business” Seminar on Friday, April 19.

Presented by the College’s School of Business and the Great Lakes Credit Union Inc., the event will occur from 7-9 a.m. in the Audio Visual Classroom Center Room 121 on the Toledo-area Campus. Owens is located on Oregon Road in Perrysburg Township. The seminar is free and the public is encouraged to attend.

Attendees will be able to learn about one of the newest small business funding methods and how a collective group of individuals, via networking and resource outreach efforts, can significantly impact an organization’s awareness and growth potential.

Serving as seminar presenter is Great Lakes Credit Union Inc. President and Chief Executive Officer David Seeger. In addition to his lecture presentation on crowdfunding, Seeger will provide an update on the economic status of the region and forecast of the business environment in Northwest Ohio.

For more information about the event, call (567) 661-7280 or 1-888-GO-Owens, Ext. 7280. To register, visit www.owens.edu/businessconference.
Qiana Hardiman: Helping Others Realize Their Dreams

**Sojourner’s Truth Staff**

At the ripe old age of 24, Qiana Hardiman, CEO and founder of A & Q Advertising, has placed herself on a fast track to business success.

Hardiman, a Toledo native who graduated from Woodward High School at the age of 15, earned an undergraduate degree from The University of Toledo when she was 18 and her masters when she was 21, founded her marketing company three years ago.

A & Q, now with clients in seven different states and as far away as Texas, is a provider of marketing essentials for small business owners or business owners-to-be.

“Lots of clients come to me with a dream but don’t know the avenues to take,” says Hardiman. “I meet with them to determine what they want to achieve. We figure out how they want to grow.”

According to A & Q’s vision statement: “We have studied and mastered various avenues that are crucial when it comes to advertising your products and services such as internet and social media marketing, buyer behavior and relationship management, marketing analysis, decision making, communications, negotiations, international marketing, strategic marketing and analysis.”

Hardiman did not inadvertently stumble or back into the business world. She has been nothing if not purposeful for most of her life. “Always reading,” she recalls of her early years. “If I was in the fifth grade, I would be studying for the sixth grade so I would always be ahead of my class.”

She’s equally determined about growing her business as she assists clients grow theirs. The goal is to double the number of clients over the next five years branching out from the Toledo area as she grows.

And when she can take a breath or two, she plans to continue on in school to earn a doctorate degree. Still striving to stay ahead of her class.
Linda Ewing Officially Opens Her Jan-Pro Franchise

By Fletcher Word
Sojourner’s Truth Editor

Linda Ewing, who retired earlier this year as vice president of community affairs for Fifth Third Bank after a 30-year career, officially began her next career last Tuesday, April 9 when she introduced the public to her Jan-Pro Cleaning Systems franchise.

The event, held at the Toledo Club and attended by dozens of friends, family members, former and current colleagues, was not, however, the start of business for the franchise. Ewing actually began operations two years ago but remained hands-off as she wound down her Fifth Third career.

Now she’s involved not only with setting the overall strategic direction of the franchise but also the day-by-day details of growing the business and overseeing the quality of services and keeping expenses in line.

A Toledo native, Ewing, a graduate of Woodward High School, earned her bachelor’s degree from The University of Toledo in communications, focusing on television broadcasting, speech, theater and journalism.

She spent seven years as a reporter with WTOL before joining O-I, Inc to pursue a career in human resources. She later joined Fifth third in the human resources capacity.

Several years ago, Ewing decided to start planning for her post-Fifth Third life and bought a franchise from Jan-Pro Cleaning Systems.

Jan-Pro is a commercial cleaning firm that was founded in 1991. There are more than 100 master franchise owners in five countries with over 10,000 unit franchises. Jan-Pro was named the world’s number one fastest-growing franchise by Entrepreneur Magazine in 2008, 2009, 2010.

Ewing’s grand opening event at the Toledo Club brought two former bankers together in an effort to bring the news of the local franchise.

(Continued on Page 11)
Library Observes Money Smart Week with Its Living Well with Less Programs

Having a hard time stretching your money? Want to gain more money smarts for college or your home? The Toledo-Lucas County Public Library will kick off Money Smart Week ® (April 20-27) with its Living Well with Less programs.

Money Smart Week ® is a public awareness campaign designed to help consumers better manage their personal finances. This is achieved through the collaboration and coordinated effort of hundreds of organizations across the country including businesses, financial institutions, schools, libraries, not-for-profits, government agencies and the media. The effort was created by the Federal Reserve Bank of Chicago in 2002.

Money Smart Week ® coincides with the Toledo-Lucas County Public Library’s annual Living Well with Less programs, designed to help adults learn the concepts and skills that can be applied to assist them in discovering creative ways to use less money and still have a good quality of life. During this series of programs, Library officials plan to host fun contests at branch locations, such as Guess How Much this Shredded Money is Worth? where customers guess the dollar amount of shredded money in a jar – prizes will be awarded.

Living Well with Less programs are benefitted from the Library Legacy Foundation’s generous support.

Below are a few of our FREE Living Well with Less/Money Smart Week ® programs – (for more details visit toledolibrary.org):

• Monday, April 15th - To Your Credit, 7-8 p.m. Oregon Branch Library, 3340 Dustin Road - Speaker Nicole Heitger of the East Toledo Family Center. This class emphasizes the importance of building and maintaining a good credit history, explains how to address credit deficiencies, and shows students how to read a credit report. For more info: 419-259-5250.

• Wednesday, April 17 – Financial Goal Setting, 6:30-8 p.m. at Sanger Branch Library, 3030 W. Central Ave. – speaker Nicole Heitger of the East Toledo Family Center. This class focuses on setting “Smart Goals”. In order for goals to be effective, they must be SMART:

Specific Measurable Achievable/Attainable Realistic Time-bound. For more info: 419-259-5370.

• Thursday, April 18th - “Career College: Job Search 101”, 9:30 to 11:30 a.m. at Holland Branch, 1032 S. McCord – Speaker Michelle Wasylecki of the Financial Opportunity Center. This class focuses on skill development and how to search for a job including how to use online databases. For more info: 419-259-5240.

• Saturday, April 20 – Know Your Net Worth: Asset Building 101, 10 a.m.-noon at Waterville Branch Library, 800 Michigan Ave. – speaker Michelle Wasylecki of the Financial Opportunity Center. This class focuses on asset building, equity, and how to read your own net worth statement. For more info: 419-878-3055.

• Monday, April 22 – Running Your Home on a Budget, 6:30-8 p.m. at Heatherdowns Branch Library, 3265 Glanzman Rd. – with Eunice Glover from the Northern Ohio Development Agency (NODA), Patrice Powers-Barker from the Ohio State University Office of Extension, and Jeanne Jones from Key Bank. For more info: 419.259.5270.

• Tuesday, April 23 – Going to College Without Going Broke, 6:30-8:30 p.m. at Main Library, 325 Michigan St. – with presenters from the University of Toledo (UT), Bowling Green State University, and the Ohio Board of Regents along with the Library’s own teen specialist Mary Plews. As an added feature the program will host a “Primp Your Dorm” contest, in which two Davis College interior design students will compete to see who can best decorate mock dorm rooms set up in the McMaster Lobby of Main Library. Generous in-kind support from A thru Z Rental, and the UT Office of Residence Life. For more info: 419.259.5200.

• Tuesday, April 23 - Banking and Budgeting, 6:30-8:30 p.m. at Washington Branch Library, 5560 Harvest Lane – speaker Nicole Heitger of the East Toledo Family Center. Participants will learn the common banking services offered, reasons to keep money in the bank, better money management, opening and maintaining a checking account, avoiding overdraft fees and more. For more info: 419-259-5330.

• Wednesday, April 24 - The Line, 5:30-8 p.m. in the McMaster Center at Main Library, 325 Michigan St. – The Line is a documentary on people across the country living at or below the poverty line. For more info: 419-259-5200.

NOTE: For additional information visit toledolibrary.org, or call 419.259.5209.
Greetings to You From Tiffany!

By Tiffany Reynolds, Success Coach
The Truth Contributor

Can you believe it’s April already? I hope you had a great start to your month. I have been busy with a couple of things and have some news to share with you. If you’re wondering whether it’s good or bad news, well, it’s actually both. So, let’s start with the amazing news I’ve been wanting to tell you! Okay, here goes. My new website is finally here! Can you feel the sensation sizzling? I’m so happy! Click here to check out my new website and let me know what you think. On my website you’ll notice things like my new look, workshops, upcoming events, and much more. Please share your thoughts of my new website on Facebook. I would really love to hear from you. Now here’s the news that’s not exciting to hear. It’s taken me a great deal of time to arrive at this decision; however, I must say with great difficulty, I’m resigning from my job at the Economic Opportunity Planning Association of Greater Toledo, Inc. (EOPA) as a job coach and project coordinator to pursue my business as a success coach full time. Yes, my last day of work will be Friday, April 26! I will truly miss EOPA, as this company provided me the opportunity to spread my creative wings and take my employment training program to the next level - all for the benefit of the students - and for that I’m grateful. All this wouldn’t have been possible if not for my awesome supervisor, Eric Slack. Thank you! With that said, I want to give a warm nice-to-meet-you to my new family and friends I met at Starbucks in Bowling Green, Ohio last month. Let’s continue to stay in touch virtually. Here’s a big hug <squeeze>. Always remember, you are loved. I hope you enjoy this month’s issue of my newsletter. I’m so thankful that you are taking the time to read this. If you know of anyone who might benefit from reading this newsletter, feel free to share this with them. With love, Tiffany

$250k a Year - Rich or Not Rich?

By Dedrick Muhammad, Sr. Director of NAACP Economic Department
Special to The Truth

How much should you earn to be considered middle class? To be considered rich? Pinning down clear numbers is more complicated than you might think. During his presidential campaign, Mitt Romney stirred controversy when he grouped households earning $250,000 with the middle class. Rich and poor are relative terms, and our judgment of these categories is often informed by feeling, not fact.

For example, households earning $160,000 would probably identify themselves as middle class, yet a quick breakdown of U.S. incomes shows just how far from the middle they are. The bottom 20 percent (quintile), a large portion of which falls below the poverty threshold, earns $0-$17,500. The second lowest quintile makes $17,500-$33,400. If your household takes in $60,000 a year, you’re making more than 60 percent of the country does. Overall, the median household income in the U.S. as of 2011 is roughly $50,054, according to the U.S. Census. So where would a household with an income of $160,000 fit in all this? It would rank in the top 10 percent, tripling the median household income and earning more than 90 percent of all households. And if you’re earning $250,000, you’re even better off; you’re among the top four percent of all earners in the U.S. Which begs the question: if you’re doing better than the vast majority of your peers, aren’t you rich, not middle class?

These terms are also influenced by a multitude of other factors such as geography and lifestyle – money doesn’t go as far in expensive coastal areas such as New York City or San Francisco. And if you live in an affluent neighborhood of multimillionaires where you feel pressured to spend more to fit in, $250,000 might not feel like enough. But even accounting for such adjustments, it’s clear that these six figures incomes represent an elite minority – not the broad-based majority.

Defining the middle class is a crucial step toward creating a fair tax system that even the playing field for struggling American families. As of 2011, the income gap between the rich and poor is the widest it’s been in four decades, and the poverty rate has remained at a near 20-year high. Median household incomes among the bottom 20 percent fell 1.7 percent last year while the top one percent saw their earnings rise by 5.5 percent. Incredibly, the top one percent of the country (earning $506,553 or more) captured 93 percent of the country’s income growth in 2010. We shouldn’t lose sight of our fight to stem the growing concentration of wealth at the very top. But we must also understand that no matter what our income, spending more than we make will always ensure that we’re poor. Unsustainable spending, ballooning debts, and lack of savings always leave us one paycheck away from financial disaster. That’s why developing a sound financial budget should be a part of everyone’s plan, whether you’re part of the top or bottom five percent. True wealth isn’t defined by fancy cars or designer clothes – it comes from living within your means and creating a savings plan that leaves you in a position of financial strength and security for years to come.

Jan-Pro Franchise

(Continued from Page 9)

Pres. Master Owner of Jan-Pro NWO, Terrell Dillard with Franchise Owners, Linda Ewing and Rickey Jones

For more information, contact Jan-Pro at 419-297-6561 or 440-605-9000 or email LEwing9905@aol.com.

For Tiffany Reynolds: Facebook. I would really appreciate your feedback and thoughts on my website! Thanks!
Business is a little off.

It’s been that way for awhile, despite a “recovery,” despite that you’ve hired a first-class sales team and rolled out new product in the past year, despite an expensive new ad budget. It’s very discouraging.

You know you need a new direction. Maybe a better way to connect with customers would work, something inexpensive yet effective. And in the new book Going Social by Jeremy Goldman, you’ll find it.

From birth to death, we have a “propensity toward social action” that drives us. Babies instinctively look for faces. Adults seek out human contact, once basic survival needs are met. We need to connect with other people.

The good news for your business is that it’s cheaper than ever to utilize innate human cravings for social contact: the cost of conversing with customers “has gone down dramatically.” Still, old-school advertising isn’t always memorable enough to spur sales. That’s why many corporations use social media: online recommendations “are “up to 50 times more likely to trigger a purchase compared to another kind of recommendation.”

But how do you make it work for you?

The first thing to do, says Goldman, is to change your thinking. The question isn’t whether your business should have a social media presence. It’s what kind of presence you need. Knowing the answer will save you from wasting time on sites not frequented by your target market.

Second, set your strategy. Like everything else in business, you must have a plan because social marketing “can’t transform businesses simply by existing.” You should also know your audience, what they like, and where they are.

Don’t just throw something online; have a point and be clear. Also, be unique and creative, but don’t “pander” to anyone. Learn to target customers on different sites, but don’t go hog-wild; chances are, you don’t need to be everywhere (but sign up for an account anyhow, so you “own” that real estate). Finally, learn how (and when) to deal with negative comments, and understand that giving better-than-stellar customer service online is absolutely essential.

When it comes to business, you’ve seen fads come and you’ve seen them go, but you know that social media is here to stay. Isn’t it time to grab Going Social and learn about how to harness it?

I won’t promise you it’s easy, even with the help of this book, but author Jeremy Goldman does offer plenty of advice to help take away some of the frustration in using Facebook, Twitter, Pinterest, and the like. He helps that he’s included plenty of first-hand accounts from other businesses, large and small, and that he starts with the basics. I was also happy to see him tackle pitfalls and cautions, since being quick on your feet seems to be necessary in nearly everything online.

I think that if you’re looking to hire or train a social media director (one of Goldman’s advisements), then this book offers a good walking knowledge toward that end. With Going Social on your desk, your business is game on.

A Safe And Swinging Way To Encourage Play

There’s good news for parents who want to protect the environment while providing their children with a safer place to play outdoors.

The company recognized as the maker of the original redwood playset, Woodplay Playsets, has announced that its swing sets are now made using lumber that’s certified sustainable. In fact, their supplier of California redwood has received a conservation award from the U.S. Fish and Wildlife Service.

Safe And Strong

Making Woodplay Playsets from California redwood adds to their safety. That’s because redwood resists disease and decay and has less shrinkage.

In addition, the sets’ adjustable A-frame design allows level placement in a yard, despite uneven or irregular ground. Also, the fact that sets are made with notched angle braces with wood-on-wood design reduces the load on hardware and adds structural support. This original Woodplay feature is now an industry standard.

The Value Of Outdoor Play

In addition to being safe and sustainable, swing sets such as these can be an important resource for parents who want to encourage their children to engage in more outdoor play.

Research indicates that kids can learn a range of skills through active, exploratory play. By taking turns on a slide, making friends on a swing set, negotiating rules and sharing space, kids hone their skills in problem solving, creative play and socializing—all while being active and reducing the chance for childhood obesity.
April 17, 2013

The Sojourner’s Truth

Bugatti Buyers vs. Thrift Shoppers

By Michael Hayes
Minister of Culture

“Never been a ni**a this good for this long…”

That line opened “The Black Album.” That was 10 years ago.

Think of that time period. Remember when the idea of rappers staying relevant past the age of 40 was absurd? Remember when the idea of actually having a black president was absurd? Hell, that was just six short years ago. But you get the point.

But this ish right here? You have NEVER witnessed times like these before!

You have never seen a president face the juvenile name calling, outright disrespect and intentional obstruction endured by Barack Hussein Obama.

You have never seen a rap mogul with the kind of power, vision and maneuvering of Jay Z. I’m not saying that just to compliment, I mean study the business.

No artist has ever been promoted to run the parent company of the label that distributed him, then buy his way out of his contract, and go on to sign historic deals in and out of the music industry.

Jay Z could wake up tomorrow morning and announce that he had switched brands of toothpaste and the financial, entertainment and political worlds would all take notice. The ripples have never fanned out this far.

You all know what happened this month. During a whirlwind week of business announcements Jay Z and his wife Beyoncé celebrated their wedding anniversary by taking their mothers to Cuba. Media lost their minds over it. Republicans in Congress lost what little minds they had left.

Even though reports show thousands of Americans travel to Cuba each year. Even though Sean Penn, Michael Douglas and other artists have been to Cuba since Obama relaxed some provisions of the ridiculous “Americans aren’t allowed to travel there” rule. The attacks and questioning got so out of hand it prompted Jay Z to record his first solo song since the birth of his daughter.

Well, I take that back. “Open Letter” is not a song. It’s a press release set to a Timbaland track.

“This communist talk is so confusing, when it’s from China the very mic that I’m using.”

As Hov touches on everything from his switch from minority NBA owner to sports agent and other moves he made that week, “Open Letter” is being dissected by Republicans, Congress and news outlets that should have more important work to do.

President Barack Obama and his wife Michelle recently released their tax information from last year. They made just over $600,000.

The Kardashians have a net worth that is more than five times greater than the Obamas.

The Carter-Knowles household is worth nearly 10 times as much as the Kardashians.

So when Jigga spits “…we don’t need this sh*t anymore, come chill with me on the beach” – his beach and Barack’s beach aren’t the same beach.

For a hip-hop artist to be welcomed and familiar at 1600 Pennsylvania Ave (White House clearance), is something you and I could not have fathomed up until recently. Think back to the early 2000’s.

Our president sucked, our music was beginning to suck but at least we knew what was what.

We knew we had a musical icon who could start or end a trend with one rhyme.

A dude who helped us understand what it meant to “get our grown man on.” Following in the footsteps of his fallen brethren (B.I.), we had an example of the black man who could think his way out of the hood but still remain connected.

Look at our president. The name Hussein means “beautiful, good or handsome.”

If you hear that and think of Saddam Hussein, please remember that the U.S. government spent many years building a “beautiful” relationship with him and hooking him up with some “good” even great deals on weapons and money.

That’s really the point of all this. Look at that. You can be tricked into hating a name that you actually have no reason to hate and the people convincing you to feel the hate in fact just spent a decade all cozy with the person they now want you to fear. And years later you still don’t even like the sound of the name.

Kinda stupid, isn’t it?

Barack Obama and, to a much lesser degree, Shawn Carter have helped put their full potential on display to the world. When Jay Z spits “We ain’t even ‘spoed to be here’ on “Niggaz In Paris,” he is NOT talking about black people partying somewhere abroad.

He is talking about the low expectations, ceilings and limitations that made the heights some of us enjoy literally unfathomable just a short time ago.

Here you have two men who are loving fathers, husbands and leaders in their respective right (obviously one vastly more of a leader than the other) and everyone seems to forget that black men were supposedly “inca-pable” of showing these traits.

I’m not saying you have to love all Jay Z’s lyrics or all of President Obama’s legislation.

But when the media tries to pit us against them, or find some nefarious connection between them or hang them out to dry for hypocritical nonsense… we should hold them down. If nothing else, they have given us something we did not have before. Now when we tell our little black boys that they can be anything in the world that they decide to be, there’s no voice in the back of our minds challenging that reasoning. For that alone, we owe them a little more loyalty.

I hope Barack takes Michelle on another Air Force One date night.

I hope Jay Z and Beyoncé go to Cuba again and take even more family members.

I want to see President Obama clean up yet another one of Bush’s messes.

I want Jay Z to sign up half the available talent in the sporting world and kick ass again with his new Universal deal.

I want them to win, win and win some more.

Every door they open is another one we can walk through.

mercureyspeak@gmail.com
Notice to Bidders: Inquiry # FY13-66,
(Project # 5017-12-1724) for Interprofessional Immersive Simulation Center - Phase II – Bid Pack 3 Interior Construction 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 2:00 p.m., Tuesday, April 30, 2013. All 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 Rd., Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of $195.00 will be charged per set. Any further information may be obtained from Jennifer Fuller of HPD Architecture, Inc. at 614-486-1960. One Pre-Bid Conference will be held on Tuesday, April 23, 2013 at 10:00 a.m. in the Health Education Building, Room 227, 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: $8,755,619.00; Breakdown: General Const: $3,633,887.00; Plumbing: $791,175.00; Fire Protection: $375,375.00; HVAC: $2,029,797.00 & Electrical $1,925,385.00.

PART TIME TELLER NEEDED
Looking for a dependable person who also has a flexible schedule and can handle experience to work 20-25 hours per week as a Part Time Teller. Must be available to work up to 2 Saturdays per month. All interested applicants please email your contact information and resume to sosyurt@aad.com or mail to: Toledo Urban Fed Credit Union 1339 Dorr Street, Toledo, OH 43607 or email your presentation along with your air check to Brandi Brown. Program Director. URBN Radio Broadcasting. Toledo OH 43614.
Community Engagement and Outreach Manager

The Mental Health & Recovery Services Board of Lucas County is accepting applications to fill the position of Community Engagement and Outreach Manager. Applications will be accepted through April 26, 2013. Additional information is available on the Lucas County web site (www.co.lucas.oh.us). Click on “Apply for a Job” and then select “Community Engagement and Outreach Manager” from the list to read more. Apply on-line or send a resume and cover letter to: Lucas County Human Resources, One Government Center, Suite 450, Toledo, OH 43604, attn: Birdena Martin

Contract Compliance Monitor

The Mental Health & Recovery Services Board of Lucas County is accepting applications to fill the position of Contract Compliance Monitor. Applications will be accepted through April 26, 2013. Additional information is available on the Lucas County web site (www.co.lucas.oh.us). Click on “Apply for a Job” and then select “Contract Compliance Monitor” from the list to read more. Apply on-line or send a resume and cover letter to: Lucas County Human Resources, One Government Center, Suite 450, Toledo, OH 43604, attn: Birdena Martin

CLINICAL COORDINATOR, PREFERRED CHOICE PROGRAM

Full-time position available for experienced individual to manage Preferred Choice Program. Responsibilities will include processing referrals, program monitoring, diagnostic assessments, insuring appropriate documentation and reporting, group and individual counseling, consultation with and supervision of staff, maintaining OADAS certification, development of relationships with external sources and other related projects as assigned.

Qualified candidates must possess a current LISW or LPCPC and Chemical dependency license. Must be competent in substance abuse assessment and counseling, have experience working with individuals and families with mental health and substance abuse problems and have previous management experience.

Send resume with salary requirements or apply to:

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

EOE

Health Home Nurse

Coordinates and consults medical care with all providers. Community work required. Must be licensed in Ohio as a RN with both medical and behavioral health experience.

Send resume or apply to:

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

EOE

DATABASE ADMINISTRATOR

Full-time position available for experienced individual to maintain data in an electronic health record. This includes creating customizations to the electronic record, creating underlying data base objects to support those customizations and creating custom reports to maintain this data. Position will also provide end user support.

Desired candidate must be proficient in computer operations, have a thorough knowledge of SQL database administration, Crystal Report Writing, Microsoft Office applications and experience with hardware/software support. Previous experience in programming and database design required. Previous experience with billing software and electronic health record is preferred.

Send resume with salary requirements or apply to:

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

EOE

Request for Qualifications

Architectural & Engineering Services

RFQ-13-Q006

Lucas Metropolitan Housing Authority (LMHA) will receive qualifications for Architectural & Engineering Svs. Received in accordance with law until Mon., Apr. 22, 2013, 3PM ET. Conference Call: Apr. 9, 2013, 2PM ET, (800)977-8002: Code 4624767#. For Documents: 435 Nebraska Ave., Toledo, OH 43604, 419-259-9446 (TTY 419-259-9447) or www.lucasmha.org. Proposers required to meet Affirmative Action and Equal Employment Opportunity requirements as described in Executive Order #11246.
There are 800 illegal gambling parlors operating right now in Ohio.

“We believe these establishments are at best illegal gambling operations, and at worst, fronts for other more serious criminal activity.” – Ohio Fraternal Order of Police

There is a solution to Ohio’s illegal gambling parlors. It’s called House Bill 7.

House Bill 7 takes the right steps to regulate these establishments by establishing clear guidelines for operating a “sweepstakes parlor” and authorizes Ohio law enforcement officials to investigate illegal gambling activity. Tell your State Senator, Edna Brown, to support HB 7.

Call State Senator Edna Brown today at (614) 466-5204. Tell her to stop illegal gambling in Ohio!

For more information visit: www.Stop IllegalGambling.com

Paid for by Ohioans Against Illegal Gambling