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# THE MUNCIE TIMES

VOL. 13, No. 22

ALSO SERVING ANDERSON, MARION, RICHMOND AND NEW CASTLE COMMUNITIES

DECEMBER 4, 2003

## Phelps aims for 1,200 new registered voters, already has 955

Dilynn Phelps, Assistant principal at Muncie Central High school, Martin Luther King Dream Team member in charge of the voter registration drive. The 1,000 new voters drive has as its annual target the registration of 1,000 new voters but that is not what Phelps' personal target. "We have 955 voters registered so far. My personal goal is 1,200 and I believe I'm gonna meet that goal," she told The Muncie Times.

Phelps first got involved with the Dream Team in 2000 when she assisted John Bailey in organizing Black History Month activities in the area.

Phelps first got involved with the Dream Team in 2000 when she assisted John Bailey in organizing Black History Month activities in the area. She won the support of the superintendent, Dr. Marlin Creasy, and the assistance of the government teachers at her school as well as at Southside High School. At Southside, she won the support of the administrative team member, academic monitor, district parent involvement

support of Associate Principal Michael Gorin and government teacher Linda Talbert, Muriel Weeden and Muncie Central government teacher Cherlynn Renner. Alisa Davis of the 21st Century Scholars organization also volunteered her services.

Phelps came to Muncie in 1999 from being at Frederick Douglass Middle School in Indianapolis. She also held other positions in the Indianapolis Public Schools system, including IPS administrative team member, academic monitor, district parent involvement

*continued on page 3.*



Dilynn Phelps assistant principal at Muncie Central High School. Chair of Voter Registration, MLK Dream Team.

## City, community reach tentative pact on way forward to renaming Broadway as MLK



Community and City team also see page 3 for other members

By T. S. Kumbula

After months of negotiations under the auspices of a federal mediator. Muncie groups have decided to take another tentative step at renaming Broadway Avenue as Martin Luther King Boulevard.

At a City Hall news conference, Muncie Mayor Dan Canan said two groups involved in the negotiations had agreed on how to move forward on the renaming issue and also tackling other racially-tinged issues in the city. The view repeatedly

aired by Canan, Whitley community member Randall Sims and others at the news conference was that street renaming was one of a number of issues faced by the two teams.

Sims, head of the Muncie Community Team, brought the issue to a head earlier this year when he proposed that Broadway should be renamed Martin Luther King Jr. Boulevard. On Friday, however, he said: "The street issue was brought up to bring people *continue on page 3.*

# EDITORIAL

## Non-decision on MLK Boulevard renaming means effort must continue

The year 2003 is about to end, as African Americans and other right-thinking Muncie and Delaware County residents watch helplessly. Efforts to rename Broadway in honor of civil rights icon, the late Dr. Martin Luther King Jr. have again been put off. While the agreement between the city and community committees to name a team to advocate the name change is a step in the right direction, it is hardly the definitive statement that we expected from the mediation efforts.

At a Friday morning City Hall news conference to announce the agreement, members from the two committees joked with each other and said the meetings had helped to bring them closer together. Some even said they had made new friends

from across the aisle. That is good news. But it pales when confronted with what needs to be done.

The two groups' members publicly signed an eight-page agreement arrived at through the efforts of Anita Cochran, a Chicago-based member of the U. S. Justice Department's Community Relations Service. Cochran was here to mediate the dispute between the Muncie Community Team and the City of Muncie Team over whether Broadway Avenue should be renamed Dr. Martin Luther King Jr. Boulevard. According to the pact, after the renaming advocacy, a new ordinance will be drafted on the issue for a vote before the Muncie City Council, which last June voted 7-2 against the name change. It's not clear if any minds have been

changed enough to predict success in the new vote expected next June or July. If that fails, another stab would be taken at the renaming at another time.

What disappoints us is that this process could go on ad infinitum or until people tire of it. We would have preferred a definite timetable with a cutoff date for making this decision. That would end the uncertainty. The mediation efforts were the result of the dispute over the proposed renaming. In the negotiations the two teams did reach agreement on a number of other pressing community issues. That is well and good. Those issues needed to be addressed.

But we continue to wonder why, after all the mediation efforts, the two teams could not resolve the

issue of whether Broadway will now become Martin Luther King Boulevard. And we also continue to question the secrecy that surrounded the mediation meetings. People in the community were largely left out of the process. This should have been an opportunity to show people how the process works. While we commend the efforts of the Community Relations Service for its efforts in getting these Munsonians to talk to each other, we remain totally unpersuaded that there was anything sensitive or confidential enough to require this veil of secrecy. We can only hope that in future a greater effort will be made to ensure that there is adequate public participation and openness in tackling issues of this nature.

Dr. King and his colleagues battled racism in the deep South, in the bowels of Alabama and Mississippi, and defeated that monster. Their successes in those battles means we do not have to replicate that struggle. Racism has been defeated but not forgotten. It continues to raise its ugly head in various manifestations. That's why there is so much opposition to the rightful renaming of Muncie's Broadway as Martin Luther King Jr. Boulevard. We have been given various reasons, such as the inconvenience of having to change business cards, business stationery or post office mail carriers having difficulty in delivering mail on the renamed street. But we all know those are phony

excuses being used to hide the real reason--the fact that certain businesses are opposed to renaming Broadway after an African American. We know there would be no such opposition if the effort was to rename Broadway after someone such as Ronald Reagan. We are not blind to the real reasons for the opposition or the threats to relocate from the renamed street.

We do not think that the renaming issue should be put on the back burner while other issues are tackled. We believe that there should be relentless pressure to ensure that this issue will be resolved next year. Now that the people from the two teams have had a chance to work together and to know each other, we hope they will take this to a higher level by combining their efforts so that Munsonians can collectively honor Dr. King, one of the greatest men this country has ever produced. Dr. King stood for and embraced racial reconciliation, something that Muncie desperately needs. We have a dream, that next year Broadway will become Martin Luther King Boulevard and that this will serve to bring the races together, instead of polarizing them.



Dr. Martin Luther King, Jr.

### LETTER POLICY

The Muncie Times accepts and publishes "Letters to the Editor" under the following conditions:

- The letter must indicate the writer's name, address and phone number where the writer can be reached during the day. Addresses and phone numbers will not be published.
- If the writer wishes the letter to be published under a pseudonym, that wish will be honored.

However, the writer's full particulars must be included in the letter along with the suggested pseudonym.

- Letters must be brief, preferably no more than 300 words long and should, if possible, be typed and double-spaced. Hand-written letters will also be accepted.
- The editor reserves the right to edit all letters for brevity, accuracy, taste, grammar and

libel.

- All correspondence should be addressed to: The Editor, The Muncie Times, 1304 N. Broadway, Muncie, IN 47303.
- Unsolicited manuscripts will only be returned if the writer includes a self-addressed, stamped envelope with correct package.

-Thank You-

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**Phelps continued from page 1.**

supervisor, assistant principal as well as special education teacher. Phelps also has long served church and community in various capacities. She is the

recipient of many awards and recognitions, one of which is the IPS Above and Beyond the Call of Duty Award in 1988. She is a married mother of two.

"Some people feel that voting is just a personal

right. I feel that it is not only a personal right but a civic duty. Once upon a time in our history people of color could not vote. I see the images of people dying to get the vote and that makes me take it extremely

seriously. I am just passionate about voting," Phelps said. She has volunteered to chair the drive again in 2004 and has asked Gorin, Davis and Michael Fertis to join her committee. The registration

drive for this year terminates on Dec. 31 and the count goes back to zero for 2004.

**Broadway to MLK continued from page 1.**

together to discuss other issues. There were strained race relations...we wanted to bring the people together. Now we have gotten to know one another. We did not know each other before."

He said the negotiations, under Anita Cochran, a Chicago-based mediator from the U. S. Department of Justice's Community Relations Service, had generated agreement on a broad range of issues, beside street renaming. This was a point also echoed by Canan. who called street renaming "one of the smaller issues" in the discussions between the City of Muncie Team and the Muncie Community Team.

Canan said the teams had gone beyond the initial concerns over renaming Broadway to engage each other on a wide range of issues important to the city. "We had very open discussions," he said.

Chuck Leonard, Muncie City Council president and one of those who voted with the majority against the renaming, was part of the city team. He said being part of this process had opened his eyes and he had become a lot "more educated about the issues." However, he would not say if this means he would change his vote next time around.

Aamir Shabazz, president of the Islamic Center of Muncie and a member of the community

team, said, "I feel there are a lot of good people doing a lot of good things in this community. It is important to work with them, with such groups as Teamwork for Quality, the Human Rights Commission and others."

Shabazz said he was glad it "didn't take an incident like Cincinnati to bring us together. People came together not to increase tension but to decrease it. ..the community was near boiling point. we want to avoid polarizaion between the police and the community. We want to approach the police positively because we want better relations with the police and fire department."

Shabazz's Cincinnati reference was about last week's incident in which an African American man died after he was videotaped being beaten by police, after he had scuffled with them.

Muncie Human Rights Commission Executive Director Phyllis Bartleson applauded the agreement between the two groups. But she warned that it would take money from the city council for her commission to play the role envisaged for it by the city and community teams. Her commission would play a key role in diversity training.

"It's a good agreement. It's a step in the right direction. I'm certainly happy that you realize that it wasn't just about Martin Luther King. There were other issues that were much

more critical," she said.

But Bartleson said it would take money to implement the agreement, especially at a time when the Human Rights Commission budget had been slashed by 80 percent, she said.

"To do all these things, including training, I need more money. You can't work miracles with nothing. The City Council should put money in my budget," she said.

Bartleson said overall things were improving in Muncie. She said even complaints against the police have recently decreased.

But Councilman Monte Murphy, who was on the losing end of the June vote against renaming Broadway, said he still receives complaints the police. He said the reported decline might result from people not knowing how to file complaaints against Muncie police officers or being intimidated about the idea of walking into police headquarters to ask one officer to investigate brutality or abuse charges against another officer.

Those other concerns were an agreement to establish a Martin Luther King Jr. Institute in Muncie. According to the agreement,, the goal of the institute is. "To empower minorities to become full and equal participants in the political, economic, educational and social life of Delaware County."

The objectives of the putative institute are:



**Mayor Dan Canan, Anita Cochran, and Whitely community member Randall Sims**

\* promote educational opportunities for minorities, through advocacy and scholarships

\* Work with government and the private sector to promote minority employment

\* help establish minority businesses and work with various agencies to provide business expertise and venture capital

\* work with existing businesses and government groups to promote fair minority employment

\* establish outreach program to identify minority candidates

\* help improve race relations in Muncie

and \* engage in early intervention to encourage better city race relations.

Still to be worked out are the modalities about the funding and how the institute will work with existing organizations doing similar work. An ad hoc committee will work out the details and will seek funds from state and federal grants, foundations, donations, public and private donations.

At some point, yet to be determined, Ball State University will be asked to develop an appropriate evaluation instrument.

Other components of the agreement include:

\* Muncie evaluating and enhancing its policy for the recruitment of qualified minority candidates for city jobs.

\* The Community Team will review minority hiring practices and will work with the City of Muncie Team to initiate a proactive minority hiring process for city jobs.

\* Re-evaluate the work of the Muncie Police Department's Community Leadership Committee to determine if this could be a model for the Muncie fire Department, in an effort to improve relations between the African American community and the city's public safety agencies.

\* By the 2004 spring, the city and community teams will appoint a subcommittee to review Muncie Merit Commission's rules "to ensure equity and

*continue on page 4.*

*continued from page 3.*  
fairness."

\* The Martin Luther King Jr. Institute will compile a list of candidates for city jobs and prepare them for hiring.

\* Both teams support diversity training in the city among all employers.

\* The Muncie Human Rights Commission will be encouraged to support diversity through various mechanisms, including small group meetings.

\* Mayor Canan will establish a Public Relations Safety Board to provide information on how to file comments and complaints.

\* Create a Web site for

online enquiry.

\* Educate the public on public safety procedures.

\* Establish a mentoring program to help those African Americans interested in serving on city boards and commissions.

\* The Community Team will help the city, county and other agencies in developing a database to find potential candidates to fill board and commission vacancies.

\* Efforts will be made to organize meetings where board officials can explain to interested African Americans audiences their functions and

responsibilities.

The two teams will also work toward maximizing economic development through establishing a Neighborhood and Economic Development Corporation. This corporation will:

\* Establish neighborhood businesses.

\* Help existing minority businesses.

\* Improve the quality of life for neighborhood residents.

\* Pay primary attention to disadvantaged neighborhoods.

Below are the names of the eight members of the Muncie Community Team

and the eight members of the City of Muncie Team.

Randall Sims, president of the Whitely Community Council, is president of the Muncie Community Team. Other team members are Aamir Shabazz, Patricia Mitchell-Fields, president of the Muncie NAACP branch, Bea Moten-Foster, owner and publisher of The Muncie Times, the Rev. Thomas Perchlik, Untarian Universalist Church, the Rev. George Saunders, Citywide Church Network, the Rev. James Nave 11, Trinity United Methodist Church, City Councilman Monte Murphy and attorney

Renee Conley.

The City of Muncie Team was led by Mayor Canan. Other members are Phyllis Amburn, deputy mayor, Chuck Leonard, Muncie City Council president, City Councilman Bill Shroyer, City Councilman Dave Taylor, Dan allen, president of the the Muncie-Delaware Chamber of Commerce, Jerry Thornburg, director of the Muncie Community Development Department, Janice Wagner, an insurance business owner, Sara Shade, city attorney, and Sheryl Estes, administrative assistant.

## All parties agree to the actions as outlined above. And affix their signatures this document to ensure agreement, executed on this Friday, December 5, 2003

### City of Muncie Team Members Included:

Dan Canan, Mayor  
City of Muncie

Phyllis Amburn,  
Deputy Mayor  
City of Muncie

Chuck Leonard,  
President  
Muncie Common  
Council

Dan Allen, President  
Muncie Delaware  
Chamber of  
Commerce

Jerry Thornburg,  
Director  
C o m m u n i t y  
Development City of  
Muncie

Janice Wagner,  
Business Owner  
Janice Wagner  
Insurance, Inc.

### Muncie Community Team Members Included:

Randall Sims,  
President  
Whitely Community  
Council

Aamir Shabazz,  
President  
Islamic Center of  
Muncie

Patricia Mitchell-  
Fields, President  
NAACP, Muncie  
Branch

Reverend George  
Saunders  
City-Wid Church  
Network

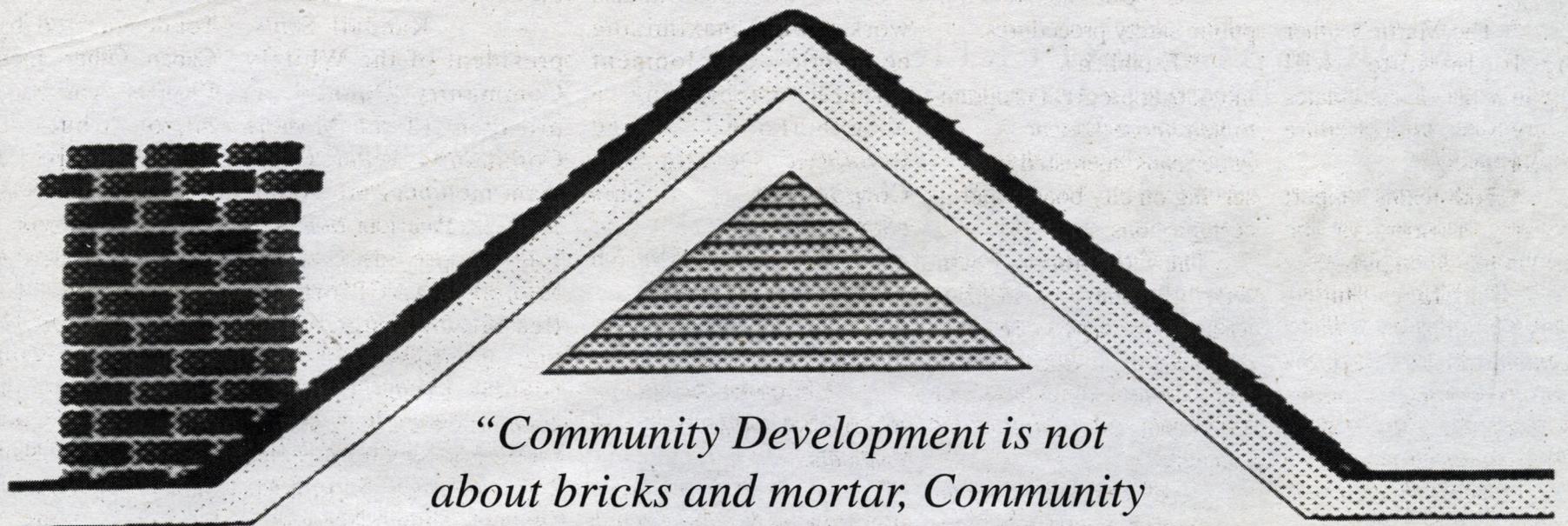
Bea Moten-Foster  
Business Owner-The  
Muncie Times

Reverend James  
Nave, II  
Trinity United  
Methodist Church

Reverend Thomas  
Perchlik  
U n i t a r i a n  
Universalist Church

Monte M. Murphy,  
Member  
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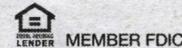
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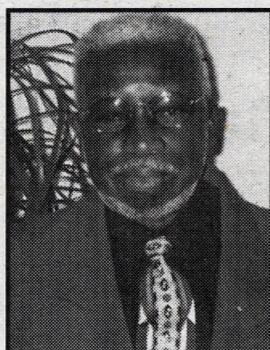


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# T O B E E Q U A L

## Columnist urges Senate to reject Pickering's nominations

For the better part of 2 years there has been an unsuccessful effort to get the U.S. Senate to approve a Mississippi federal district court judge Charles W. Pickering Sr., to a federal appeals court judgeship.

Now, the issue is before the Senate once again and again, we urge the Senate to reject Judge Pickering's nomination.

The Senate did not approve Pickering last year for a seat on the U.S. Court of Appeals for the Fifth Circuit, one of the most conservative courts in the country, after a bruising nomination fight in which opponents raised questions about some of his past actions and his record as a federal trial judge.

Those questions included positions he had taken as a Mississippi state senator against school desegregation orders in the 1970s and against expanding opportunities for people of color to gain elective office.

More recently, during his years on the federal bench Pickering's positions in several employment discrimination and voting-rights cases showed an unmistakable hostility toward federal civil rights laws.

Perhaps, most startlingly, they also include his striking efforts to gain leniency for a man convicted in 1994 of burning an 8-foot tall cross on the lawn of an interracial couple.

In that case, Judge Pickering tried to deter prosecutors from seeking the mandatory 5 year sentence for the man, whom prosecutors characterized as the ringleader of the crime and when that didn't work he took the extraordinary step of calling the Justice Department himself to complain.

According to a Justice Department document, Pickering also directly called one of the prosecutors in the case at

home to try to persuade him to seek a shorter sentence, even though the official code of conduct for federal judges forbids any out-of-court contact between a judge and attorneys for one side of a case about that case.

These actions were those, not of a judge, but of an ideological advocate -of someone unfit for the federal bench.

In 2002, when Judge Pickering was first nominated, the Democrats controlled the Senate and the nomination was bottled up. That changed, however, with the November elections and last January after the GOP took control of the Senate. Recently the Senate Judiciary Committee on a party line vote of 10 to 9, recommended Pickering's nomination.

One reason the contest over the Pickering nomination is important is that the Fifth Circuit, which is comprised of Texas, Louisiana, and Mississippi,



**Marc H. Morial,**  
president  
National  
Urban  
League

and has the largest percentage of African Americans and Latino Americans of any federal circuit, is already one of the most conservative federal circuit courts. It needs a jurist who will exercise a moderating influence on its record of antagonism toward civil rights in all its decisions. This very conservative tilt is a remarkable about-face for a federal appeals court that in the 1950s and 1960s stood firmly on the side of school desegregation and civil rights. Indeed, in those days the court was dominated by moderate Southern Republicans, jurists like the

late Judge John Minor Wisdom, who were appointed by President Eisenhower.

We are sure there are many Mississippi lawyers, moderate in their views on civil rights, who would make stellar judges for this very important seat on the federal appeals court. We simply believe that Judge Pickering's public record shows him not to be among that number.

*Marc H. Morial is the president and CEO of the National Urban League, you can write to him at To Be Equal 120 Wall St., New York City, NY 10005*

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# AFRICAN BRIEFS

## ERITREA PULLS AMBASSADOR OUT OF AFRICAN UNION

Nov. 25 (IRIN) - Eritrea withdrew its ambassador from the Ethiopia-based African Union (AU) on Thursday in protest over the unresolved border dispute between the two countries.

According to a foreign ministry statement, the government expressed indignation over the AU's "failure to adhere to its own charter and enforce its own treaties".

The AU is one of the guarantors of the 2000 Algiers peace agreement which officially ended the Ethiopia-Eritrea border war.

Eritrea said the AU should be "putting pressure or taking disciplinary action" against Ethiopia, which Eritrea accuses of violating the peace accord. Ethiopia has rejected elements of an independent boundary ruling which places the village of Badme - where the war flared up - in Eritrea. Demarcation of the border has now been put on hold indefinitely.

"It is hard to understand why the AU, which is based in the Ethiopian capital Addis Ababa, prefers to keep silent and act irresponsibly," the Eritrean statement said. "In such a situation, the Eritrean government, with deep regret, has no option but to withdraw its ambassador from the AU."

Senior sources within the AU expressed surprise at the move and insisted they were playing a key role in helping to resolve the crisis.

Earlier this year Ethiopia closed its embassy in Asmara citing financial reasons.

## LANDSLIDE FOR RULING PARTY IN MOZAMBIQUE ELECTIONS

By Gabriel Packard  
Nov. 24 (IPS/GIN) - Mozambique's ruling party won a landslide victory in last week's municipal elections, according to provisional results.

The Mozambique Liberation Front (Frelimo) won 29 of the 33 contested municipalities, according to provisional results broadcast on state-run Radio Mozambique. The biggest opposition party, Mozambique National Resistance (Renamo) took the other four.

Although the official results are not published until next week, Frelimo is claiming a massive victory.

"It was a crushing defeat for Renamo," a Frelimo official was quoted as saying by Reuters. "Even Frelimo itself cannot believe the margin of its victory."

Renamo officials, however, said their party was waiting for the official results from the electoral commission.

Observer groups from the European Union and elsewhere said the elections were free and fair.

## S.A. ONE OF CHEAPEST COUNTRIES TO START A BUSINESS IN

By Gabriel Packard  
Nov. 25 (IPS/GIN) - South Africa is one the cheapest countries in which to start a business, and Nigeria has the worlds most flexible hiring regulations, says a new World Bank report that looked at 133 countries.

To start a business in South Africa, it costs 8.9

percent of the nation's income per capita. This is less than the average, 10.2 percent. Denmark, however, is the cheapest country: starting a business there is free.

Nigeria and the Czech Republic have the world's most flexible hiring regulations, says the report.

Flexible hiring regulations stimulate job creation, shorter periods of unemployment, greater research and development spending. They can also, however, decrease wages and tenure of incumbent workers.

The report, entitled "Doing Business in 2004: Understanding Regulation," covers five aspects of business: hiring and firing, opening a business, closing a business, getting credit, and enforcing contracts.

## IVORIAN NURSES STRIKE FOR BETTER PROTECTION FROM DISEASES

Nov. 25 (IRIN) - Nurses in Cote d'Ivoire's government-run hospitals and health centers have begun an indefinite strike to demand better protection from contagious diseases following the death of six nurses from infections contracted from their patients.

Francois Tiemele, spokesman for the National Union of Nurses of Cote d'Ivoire (SYNICI), told IRIN that 90 percent of the organization's 7,000 members joined the strike when it began on Monday.

"In the last three years six of our colleagues have died because they are exposed to infectious diseases such as AIDS and tuberculosis, and the authorities have not

reacted," he said.

SYNICI Secretary General Kuoao Boko said the union wanted the government, starting by January 2005, to supply nurses with disposable rubber gloves and face masks and pay them a risk premium of about 10 percent on top of their basic monthly salary of 140,000 CFA francs (\$230) per month.

Health Ministry spokeswoman Laure Anidie said the nurses demands were justified, but it was unreasonable of them to go on strike while the country's fragile peace process was in the midst of a crisis.

Officials at the three main university teaching hospitals in Abidjan said hardly any nurses had turned up for duty on Tuesday.

## COMMONWEALTH SHUNS MUGABE: NO INVITE TO SUMMIT

By Gabriel Packard  
Nov. 25 (IPS/GIN) - Zimbabwe's President Robert Mugabe has not been invited to the Commonwealth Heads of Government Meeting, to be held next month in the Nigerian capital Abuja.

The UK and Australia both said they didn't want Mugabe to attend, but the host, Nigeria's President Olusegun Obasanjo, had the final decision.

"He [Mugabe] will not have an invitation," Obasanjo announced Tuesday. "If there is no invitation, they [Zimbabwe] will not come."

Zimbabwe is currently suspended from the Commonwealth after charges that Mugabe 2002 re-election was rigged and

marked by violence.

Pakistan's President Pervez Musharraf is also suspended from the Commonwealth, a group of 54 countries mostly former British colonies.

Mugabe and Musharraf are not invited to the summit, but Obasanjo says he expects the other 52 leaders to attend.

When Mugabe last week said he expected to attend, many leaders threatened to boycott. They included the prime ministers of Britain, Canada, Australia and New Zealand, and Britain's Queen Elizabeth II.

## SUDAN: FARMERS UPROOTED, CIVILIANS KILLED SO FIRMS CAN LOOK FOR OIL

Nov. 25 (IRIN) -- Oil firms and the Sudanese government are equally to blame for displacing hundreds of thousands of farmers so their land could be searched for oil, says advocacy group Human Rights Watch (HRW).

Executives from the oil companies also "turned a blind eye" to well-reported government attacks on civilians and civilian targets during the 20-year civil war, HRW said in a new report entitled "Sudan, Oil and Human Rights".

These attacks reportedly included aerial bombings of hospitals, churches, relief operations and schools.

"Oil companies operating in Sudan were aware of the killing, bombing and looting, that took place in the south, all in the name of opening up the oilfields," said Jemera Rone, Sudan researcher for HRW. "These facts were

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# AFRICAN BRIEFS

*continued from page 8.*

repeatedly brought to their attention in public and private meetings, but they continued to operate and make a profit as the devastation went on."

The international oil companies have repeatedly denied any complicity.

Sudanese government oil revenues rose from zero in 1998 to almost 42 percent of total government revenue in 2001. According to the government, 60 percent of the \$580 million received in oil revenue in 2001 was absorbed by its military for foreign weapons and a domestic arms industry.

## LIBYA ANNOUNCES PRIVATIZATION OF FIRMS, FARMS, FACTORIES

*By Gabriel Packard*

Nov. 24 (IPS/GIN) - Hundreds of Libyan state-owned factories, companies and farms will be privatized, said the country's Prime Minister on Sunday.

"The program calls for the privatization of heavy industry, particularly steel mills, chemical plants, truck and bus assembly lines, textile and shoe factories, as well as state farms," Prime Minister Shukri Ghanem said.

The total number of firms privatized would be more than 300, and the program would take place over the next five years, the AFP news agency quoted Ghanem as saying.

"This program of privatizations," he said, "seeks to boost performance of the national economy and the Libyan standard of living by broadening the base ownership."

Libya recently started a drive to open up to oil and gas companies as

part of a plan to boost its economy after a seven-year trade embargo that ending in 1999 intended to pressure the country into handing over suspects in the 1988 bombing of a Pan Am Flight 107.

Liberian Abdelbaset ali Mohamed al-Megrahi - found guilty of the bombing, which killed 270 people - was sentenced this week to spend at least 27 years in prison.

## NIGERIA: MILITANTS SEIZE CHEVRONTEXACO OIL PLATFORMS, NAVY RAIDS

Nov. 24 (IRIN) -- Tribal militants armed with automatic weapons seized two oil platforms last week in the offshore waters of Nigeria belonging to the oil giant ChevronTexaco, taking several workers hostage.

The ChevronTexaco oil company has confirmed that two oil workers are still being held by ethnic Ijaw militants who fled after a naval raid on Thursday ended the militants' occupation of the platforms.

The occupation was carried out by a group calling itself Bini-Oru Security from the Foropa community in the southern oil region, Bayelsa state.

Navy spokesman Shinebi Hungiapuko told reporters that militants arrested during the raid had been flown to the Nigerian capital, Abuja, where they would be charged. But other militants fled, taking their hostages with them.

Following occupation and navy raid, ChevronTexaco has shut down two other oil platforms in the area -

Funiwa and North Apoi - and evacuated workers to safety. Production of 23,000 barrels per day of crude oil has also been crippled, the company said.

Local newspaper reports said the militants were asking the company to pay 260 million naira (US\$1.9 million) for security duties they claim to have performed for the oil transnational on the two platforms.

Disruption of oil operations through hostage-taking, seizure of oil facilities and violence between rival ethnic communities is rife in Nigeria's oil-rich but impoverished Niger Delta.

Communities in the region accuse the government and oil transnationals of depriving them of any benefits from the decades of oil production in the region.

## GUINEA GEARS UP FOR PRESIDENTIAL ELECTION

*By Gabriel Packard*

Nov. 24 (IPS/GIN) - Campaigning for next month's presidential election began last week amid controversy after all but two candidates dropped out of the race and an opposition figure was jailed briefly. The European Union has refused to send observers.

Most of the opposition parties are boycotting the poll because they say that the incumbent, Lanasana Conte, has rigged previous elections and that he will use unfair practices this year, too.

A leading member of the opposition, Jean-Marie Dore, was jailed for a few days this month after he said that Conte had planted the only candidate running

against him in order to create the illusion of democracy.

Dore also said that Conte, who is diabetic and smokes heavily, is too unwell to serve a seven-year presidential term.

That other remaining presidential candidate is Ahmadou Bhoie Barry, a virtual unknown. Opposition leaders have called for him to pull out of the December 21 election as a matter of conscience.

Conte seized power in 1984 with a military coup and has since stayed in control as president. The opposition say that he fixed a 2001 referendum that changed the constitution to allow presidents to serve for a maximum of three terms instead of two; that increased the length of terms from five years to seven; and that increased the age limit for presidential candidates. All of these changes, say the opposition, will allow Conte to stay in power.

Early in November, the European Union declined to help fund the election or to send observers because it said it had "not found these elections to meet the basic criteria for us to come as observers."

## FIVE KENYANS NOMINATED FOR AMERICAN GOSPEL AWARDS

*By Gabriel Packard*

Nov. 24 (IPS/GIN) - Five Kenyan musicians have been nominated for the American Gospel Music Awards (AGMA) to be held next year in Florida.

S.K. Blue, one of the five, says he hopes the awards will give him a chance to shine. "I have been longing for an opportunity to showcase our

talent," he told Kenyan newspaper The Nation.

The other nominees are Roughtone, Richard Kasiki, Neema, and Henrie Mutuku.

Mukutu is nominated in the International Artist of the Year category for her rhythm and blues song Mmini, which has English lyrics with a Swahili chorus.

The song, from her new album "Simama," was a hit in Kenya. Last year, Mukutu won the Best Female Artiste award and the Best Contemporary Gospel Artiste at the Kenyan Kisima Music Awards.

"The two awards have given me inspiration to continue pursuing music," she said.

The American Gospel Music Awards take place in Orlando, Florida, next March.

## FACTORY WORKERS TO SUE LESOTHO GOV OVER POLICE SHOOTING AT DEMO

*By Gabriel Packard*

Nov. 24 (IPS/GIN) - Lesotho's Factory Workers Union (Fawu) announced this week that it plans to sue the government for compensation for workers who were killed and injured when police opened fire on a demonstration this month.

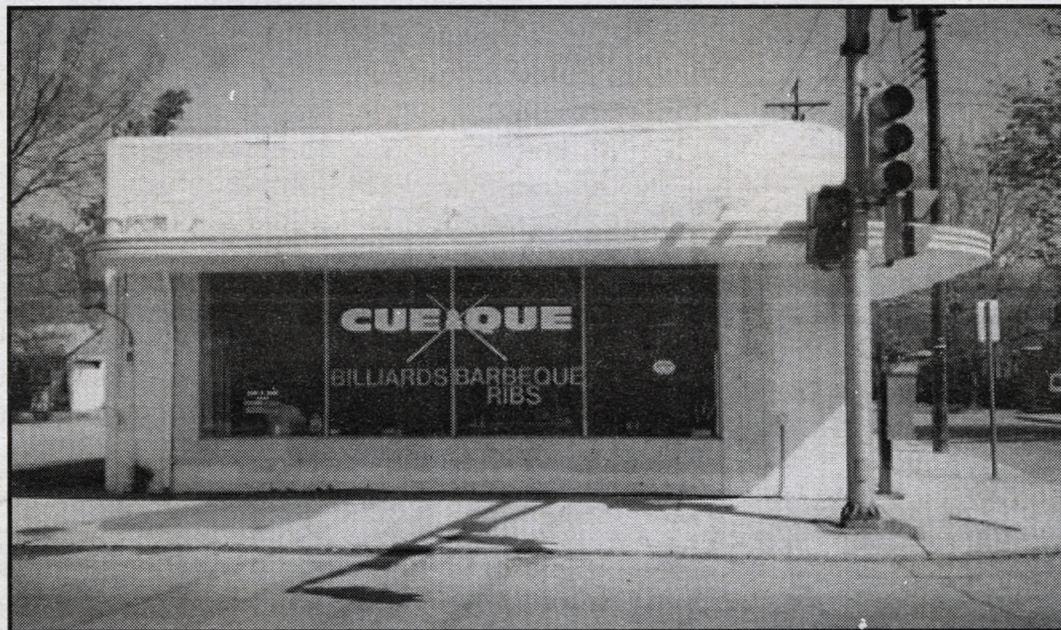
The union is consulting lawyers to find how charges might be brought against the government, says Fawu's general secretary Billy Macaefa, who is also a Lesotho member of parliament.

About 20,000 textile workers marched in Lesotho's capital of Maseru, November 10, to protest a 5.5 percent pay rise offered

*continue on page 14.*

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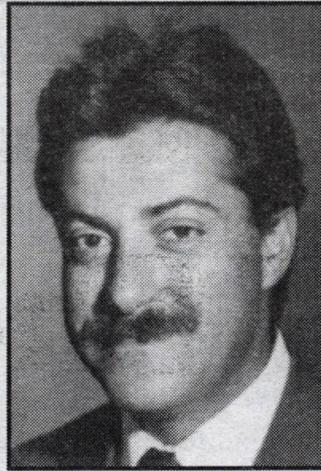
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For information on various eye conditions, as well as information on the latest advancements in surgical techniques, tune in Dr. Makris' weekly television show, "You and Your Eyes", on Muncie Public Access Channel 42, Sundays at 6:00 PM and Wednesdays at 4:00 PM.

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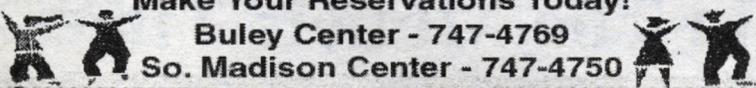
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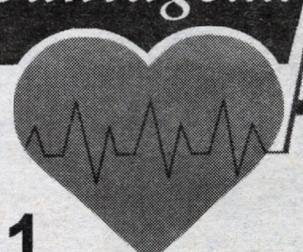
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*Sims continued from page 4.*  
someone.

"There will be no progress in Muncie until we break loose from half-truths and ignorance. When we overcome those half-truths and ignorance, then we can come together as people, not as blacks or whites but as people, to solve the problems that face our society.

"We have to get to a

point where we are willing to admit that there are problems in Muncie and that we need to shine a light on those problems, so we can have a dialog about solving those problems. Only when we do that can our city grow and live up to its potential, so we can create a much community for our younger people than the one we inherited from our parents."

Sims said he and his committee are buckling

down for the long haul. There will be no going back. Hopes for a breakthrough that would have resulted in Broadway being renamed Martin Luther King Jr. Boulevard in time for Dr. King's birthday holiday next January have not been realized.

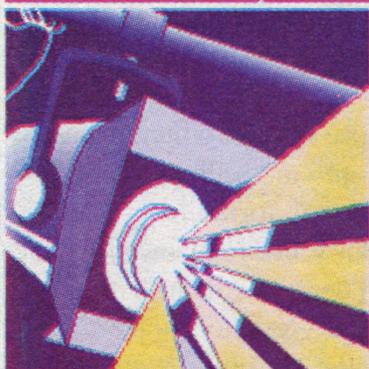
"We're prepared to fight as long as it takes. It has made me angry to realize that Muncie is not ready to include blacks in

policy making decisions," Sims said. "We're taxpayers, too. We want to be included. We're citizens, too.

"I am angry that we're still fighting for such elementary things in Muncie. But I am not angry 1960s style or 1970s style. Instead of the violence that accompanied some of the civil rights struggles in the '60s and '70s, we have to be conscious of today's battles and carefully choose our

weapons of choice. Our weapons today are mental. We have to use our brains. We will stay in this battle until we win, until we achieve the things that Dr. King lived and died for--to make Muncie, a better place, and this country a better country for all its people.

"I feel pretty good that in the end we shall be successful."



# Youth Spotlight



**Chantel White**

## Chantel White is in the spotlight this week

*By Maurice Taylor-EL*

Chantel White is 10 years old. She attends fourth grade classes at Sutton Elementary School and has consistently earned a 3.8 grade point average based on a 4.0 scale. Spelling is her favorite subject. She enjoys playing basketball and volleyball and cheerleading.

She has received awards for student of the week and student of the month on several occasions. Chantel is also on the drill team at True Vine Holiness Tabernacle, where she attends regularly with her parents. She also enjoys spending time with her two brothers, Jaylen, 8, and her older brother Johnny Jr., 15. Chantel often spends her spare time with her

grandparents, Joyce and James Stone of Muncie. Distance prevents her from spending more time with Francis and James Pride her grandparents from Kokomo, but Chantel says she loves them also.

Johnny White Sr. and Angie White are Chantel's parents. Her father is an employee of New Venture Gear and her mother is an employee of Ball State University, and is also a business graduate of the university.

Singing gospel songs is one of Chantel's favorite past time activities, her favorite song is "If You're Happy And You Know It," by Vicky Winans. Her favorite foods are: pizza, macaroni, and barbeque. Chantel likes to read and her favorite book

is, The Box Car Children. Her favorite movie is "Selena," with Jennifer Lopez. She is actively involved in church activities and is a member of the Youth Choir and Kids for Christ.

Chantel says the advice she would like to give to other kids her age is, "Work hard in school and keep God first."

She says her role models are her uncles, Richard Stone of Chicago, Ill., and aunt Bernisa, Dorica Young and uncle Wade Douglas Sloss, and her mother.

Chantel's mother says, "I think Chantel is very intelligent, very focused and also very goal oriented and I think she will go far in life."

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# AFRICAN BRIEFS

*continued from page 9.*

after they demanded a 15 percent raise from Asian textile-factory owners. Before the march reached its destination, the Lesotho Mounted Police fired rubber bullets and tear gas at the demonstrators.

A spokesman for the Queen Elizabeth II Hospital said that one person was shot dead and 120 were wounded.

Sam Mokhele of Fawu said that one woman was trampled to death after the police opened fire and that a man died of wounds

the following day.

A police spokesman said the police only used force when the crowd became unruly and threw stones. Mokhele says this is untrue. The police commissioner's office has launched an investigation to determine whether the police used excessive force.

## ZIM: TYCOON, JUDGE, AND PROF WIN 'WOMEN OF THE YEAR' AWARDS

*By Gabriel Packard*

Nov. 24 (IPS/GIN) -

A Supreme Court judge, a business tycoon and an university vice-chancellor have won Zimbabwe's 2003 Women of the Year Awards.

The Entrepreneurship Award went to Maureen Shana, who runs a number of firms including a construction company, a phone company, and business consultancy. She is also a pastor.

Dr Primrose Kurasha, vice-chancellor of the Zimbabwe Open University, won the Leadership Award.

And Justice

Elizabeth Gwaunza, a Supreme Court judge, won the Community Development Award for her work in women's and children's rights. She sits on legal committees such as the Women Lawyers Association, and Women and Law in Southern Africa.

"Embracing challenges, shaping the future" was the theme for this year's awards, given by Empretec Zimbabwe, a group run by Zimbabwe's government and United Nations to develop entrepreneurship.

The award ceremony and conference earlier this month was sponsored by local and international firms including Rainbow Tourism Group, Strides Boutique, Standard Bank and Nestle.

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# COOKING

## Broccoli-Lima Bean Casserole

- 3 T. butter, melted
- 1/2 t. curry powder
- 2 to 3 cups bite size Rice Chex
- 1 box frozen broccoli
- 1 box frozen sm. lima beans
- 1 can condensed cream celery soup

Blend curry powder and butter in skillet. Add cereal and stir over low heat about 5 minutes to coat and crisp cereal. Cook vegetables, being careful not to overcook; drain well. Put broccoli in buttered casserole. Stir celery soup in can; pour over broccoli. Put half the Rice Chex over broccoli. Add lima beans; top with mushroom soup. Bake about 30 minutes at 350 degrees F. During the last 5 minutes, add the rest of the Rice Chex on top. They may be left whole, or may be slightly crushed. Yield: 8 servings

## String Bean-Onion Casserole

- 2 cans French-style green beans (can also use 1pkg frozen green beans)
- Salt and Pepper to taste
- 1 can celery or mushroom soup
- Cheese slices
- 1 can French- fried onions

Heat beans and season to taste; drain. Mix soup with beans. Put mixture in 2-quart dish casserole. Put cheese slices on top, then top with onion rings. Bake about 20 minutes in 350 degree F. oven. Yield: 6-10 servings

## Green Bean Casserole

- 1 can green beans, drained (can also use 1 pkg frozen green beans)
- 1 can mushroom soup
- 1 can French-fried onion rings

Place green beans in baking dish; add undiluted soup and top with French-fried onion rings. Thoroughly heat at

325-350 degrees F. for 30-35 minutes.

Note: if desired, onion rings may be sprinkled on top of casserole before end of baking time. Cauliflower may be substituted for beans.

Yield: 6-8 servings.

## Casserole of Mashed Potatoes with Carrots

- 4 med. Potatoes
- 1/2 c. sour cream
- 1/2 c. carrots, shredded
- 1/2 t. salt
- 1 T. butter

Boil potatoes in salted water until tender; drain. Mash until well blended. Add sour cream until of proper consistency. Add carrots and season. Place in buttered casserole. Top with butter. Bake in 375 degrees F. oven until lightly browned, about 20-30 minutes. Yield: 4-6 servings.

## Cream of Potato

- 2 c. raw potatoes, diced



- 1 onion, minced
  - 2 celery stalks, diced
  - 2 c. boiling water
  - 4 T. butter or margarine, melted
  - 3 T. flour
  - 1 t. salt
  - 2 c. milk, scalded
  - 1 T. parsley, minced
- Cook potatoes, onions, and celery in boiling water,

covered, until tender. Blend butter, flour, and salt; gradually add the milk. Cook until smooth and thick, stirring constantly. Sieve the potatoes, onions, and celery; combine with the white sauce. Heat well; sprinkle with parsley and serve. Yield: 6 servings.

# NEWS BRIEFS

Compiled by Andre' Scott

## Second CBC Debate Still Comes Up Short

WASHINGTON - If Detroit's two Black members of Congress had wanted to watch the Congressional Black Caucus' last Democratic presidential debate on FOX Cable News Network in their district office, they would have been out of luck. That's because Detroit, with its 82.8 percent Black population, does not want the conservative broadcast network in their community, according to Comcast officials.

"What we give the most weight to in making program decisions is what our customers say they want," says Stephen Thomas, vice president and general manager for Comcast systems in Detroit. "There has not been a huge, huge demand for FOX News in our market. It's not a conscious decision to add or not to add. It's more on the market requests, what the market asks for and what the customers ask for."

Apparently, there's no national Black demand for FOX either, according to numbers compiled by Nielsen Media Research. Of the 1.6 million people, who watched the first CBC debate at historically Black Morgan State University in Baltimore, only 140,000 -or 2.3 percent -were African-American, Nielsen reports.

And many of those who watched the Baltimore debate complained that the CBC-sponsored event did not focus enough on domestic issues. The much-anticipated second and final CBC-sponsored debate in Detroit gave much of the same.

"I would have preferred that we had gotten into some of the questions that go to the essence to what African-American people are most concerned about," says CBC Chairman Elijah Cummings. He said he would like to have heard questions about criteria for Supreme Court judges, urban policies and housing.

"We don't control the journalists. We give them our briefing papers. We give them our concerns. We give them our agenda. We give them our objectives. We also provide that same information to the candidates," he says. "The fact is that all we could do was suggesting any kind of, you know, say that it would be nice if they did this or if they did that. I wish they had gotten a little deeper into the issues."

So does University of Maryland Political Scientist Ronald Walters, who strongly criticized the first debate, saying the questions weren't Black-oriented enough.

"They really didn't get down to it. They spent a lot of time talking about each other," says Walters, who was in the audience. "To me, it was kind of a bust, my coming here. I just think that they gave too much control to FOX."

Cummings says that one of the Black Detroit Congresspersons, Carolyn Kilpatrick, selected the three panelists; Carl Cameron, FOX News chief political correspondent; Hewell Perkins, an on-air personality for WJBR-TV, Detroit's FOX affiliate; and Gwen Ifill, moderator of PBS's "Washington Week" and senior correspondent for "The News Hour with Jim

Lehrer." Rep. John Conyers had no part in selecting the journalists.

As was the case in past debates, Democratic candidates focused mainly on the Bush administration's shortcomings in the Iraqi war, but addressed a few domestic issues, including Sen. John Edward's pitch to upgrade city schools by providing incentives for teachers and Lieberman's expressed desire for prison reform because of the disparate prosecution of Black drug offenders.

Both Cummings and Walters agreed that Al Sharpton did exceptionally well with his clarity on issues and his trademark zingers.

Carol Moseley Braun continued her pitch to "take the male-only sign off the White House door" and said she is not discouraged by her inability to raise significant funds. "I've made history before when people said I couldn't win," she said.

Sharpton was questioned about his proposal to bring U.S. troops home from Iraq now. Perkins, the Detroit broadcaster, asked: "Would that not be an admission of defeat, and would it not throw Iraq and the entire region into chaos?"

The candidate replied, "First of all, my mother is from the South. One of the things I learned is you can't plant a watermelon seed and grow oranges."

When the crowd stopped laughing, "Sharpton continued: "You cannot get right out of wrong. Bush was wrong to go in. In the first place. To delay coming out is not going to make it

right. We cannot continue to play Bush roulette - it used to be Russian roulette, now it's Bush roulette..."

Aside from what was said by the candidates at the debate, some African-Americans are perplexed by the CBC's decision to allow the debates to be broadcast nationally by FOX News, the conservative cable network owned by media mogul Rupert Murdoch, who has helped to bankroll several anti-affirmative action plans, including those initiated by Black conservative Ward Connerly of California.

FOX officials are upset that they are not carried on Comcast, the primary carrier, in Detroit.

"We find it hard to believe that there's no demand for the number one cable news channel in America," says FOX spokeswoman, Irena Briganti, of New York.

It might be hard for Briganti to believe that but not the head of the NAACP's largest chapter.

"If they're articulating that heavy conservative piece inside the city of Detroit they probably wouldn't find a market in Detroit," says Rev. Wendell Anthony, president of the Detroit Branch of the NAACP. "I think people decided to more less deal with the debate for what it was; and then debate the issue of Rupert Murdoch later."

Some African-Americans in Detroit didn't wait until after the debate to raise questions about the CBC's deal with FOX.

"I must register my personal disgust with you and the Congressional Black Caucus for selecting the

FOX News Network to carry the CBC sponsored presidential debates. FOX's owner, billionaire Rupert Murdoch is bankrolling the demise of Affirmative Action all over this country," writes Detroit native Victor L. Marsh, Sr. in a letter to a debate volunteer Jamiel Martin, manager of Detroit's North End Neighborhood City Hall for Detroit Mayor Kwame Kilpatrick.

"I realize this 'deal' was probably cut by CBC chair, Congressman Elijah Cummings (D-Md.)," writes Marsh, owner of a business consulting firm, The Victor Marsh Group. "But as one of 39 Black officials on Capitol Hill; we trust our elected leadership to think before they make a decision of this magnitude...FOX News is no friend of African-Americans."

Despite his own disappointment with some of the debate questions, Cummings said if he had it to do all over again, he would choose FOX a second time.

Because FOX News is not aired in Detroit, Comcast used Channel 6, the city's public access station, to air the debate live for Detroit viewers.

Marsh says he hopes the debate doesn't obstruct the real picture of what the CBC has done.

"These folks will stand up and say they are for defending the rights of the University [of Michigan] to have affirmative action, yet and still, they will cut a deal with a news network that is fueling the demise of affirmative action. They can't have it both ways."

*continue on page 16.*

# NEWS BRIEFS

*continued from page 15.*

## Peace Marchers Went for a Piece of Bush

WASHINGTON - Thousands of protestors, including hundreds of African-Americans from across the country, marched on the nation's capital over the weekend, waving signs, displaying banners and giving speeches that focused on President Bush as much as it focused on the war in Iraq.

"Look at the power here! Honest, this is the power! This march on Bush!" shouted Nick Udumaga, a native Nigerian who has lived in Washington for 10 years.

Whether it was a march "on Bush" or against the U.S.-led occupation of Iraq, some leaders say African-Americans should not stand on the sidelines.

"We're in the critical phase now, Black folks, where just being Black is not enough," Ron Daniels, executive director of the Center for Constitutional Rights in New York, told the crowd that gathered early Saturday morning in Malcolm X Park. "We ought not to be the ones that identify with the master. We ought not to be on the plantation. We ought not to be those who are apologizing for Bush, for Ashcroft, and all of those bandits who are criminalizing people and those across the world and destroying society. ... We must speak in our own voices even as we unite with other people."

The Malcolm X Park demonstration was organized by Black Voices for Peace, a Washington-based national anti-war group. Demonstrators - many waving red, black and green Black liberation flags -

marched nearly three miles to the Washington Monument to join more than 30,000 mostly White anti-war protestors.

"We organized to say no to the war in Iraq. But Bush would not listen to us. Now, our numbers are growing. Bush's popularity has plummeted. Every person here today represents hundreds of thousands of people," shouted Columbia University student, Monique Dols, spokeswoman for the Campus Anti-war Network, a grassroots coalition of college campus organizations opposed to the war.

The throng of protestors paraded from the Monument through downtown Washington, taking more than an hour just to pass one point.

"Bush Lied. Fire Him," read a huge pink banner flapping in the wind as it hang from a 10th floor window near 15th and Pennsylvania Avenue, the closest the marchers were allowed to the White House. Protestors seized those words, shouting it in a new chant, not much different from the previous, "Bush lied! Who died?" And, "U. S. out of the Middle East. No Justice, No Peace!"

Al Sharpton, one of nine Democrats running for president, was the only candidate who addressed the marchers.

"George Bush lied. He said that we were in imminent danger. He said there were weapons of mass destruction. There were no weapons of mass destruction. We were not in imminent danger. It was a political strategy and it remains a political strategy and we must have the courage to stand up and say leave Iraq now," Sharpton said. "They will say that we are not patriotic, that we are not for

what is right for the troops. Let me tell you, the real patriots are those that do what's best for the country and what's best for the people of the country. I don't just love the troops when they're in Bagdad. I love them when they're in D.C. I love them when they're in South Carolina. I love them when they're in Pennsylvania."

Apparently, so does Oyatunde Amakisi, an elementary school teacher, who drove with colleagues more than 400 miles from Detroit to attend the march.

"It's too many of our brothers over there who are being murdered," Amakisi said. "They go over there and occupy that country; they take away from our children and our schools. Bush is the real terrorist."

Similar words echoed throughout the day.

"We have in the nation today and in the world today, the most dangerous administration ever to come to power in the history of the United States and it is our responsibility to organize," Damu Smith, chairman and founder of Black Voices for Peace told the larger crowd at the base of the Washington Monument. "Even though I don't believe in prison life, I might change my mind when it comes to the thugs and the hoodlums and criminals living in the White House right now."

## Black Dems denounce judicial nominee as another 'Clarence Thomas'

WASHINGTON-- The Congressional Black Caucus denounced White House judicial nominee Janice Rogers Brown of California Oct. 17, with one member saying she was "cut from the same cloth as

Clarence Thomas" and should be kept off a federal appellate court.

"This Bush nominee has such an atrocious civil rights record she makes Clarence Thomas look like Thurgood Marshall," said Rep. Diane Watson, D-Calif.

But Republican senators immediately defended Brown.

"If critics don't like Justice Brown's decisions, they should change the law, rather than attack her for partisan political gain," said Sen. John Cornyn, R-Texas, a member of the Senate Judiciary Committee.

President Bush has nominated Brown, a California state justice, for a seat on the U.S. Court of Appeals for the District of Columbia. She is expected to appear Oct. 22 before the Senate Judiciary Committee for a confirmation hearing.

The 12-member appeals court now has five Republican and four Democratic appointees.

The black Democrats said Brown's conservative credentials make her unfit for the D.C. judgeship. Brown, who is black, is considered among the California high court's most conservative justices.

She supports limits on abortion rights and corporate liability, routinely votes to uphold death penalty sentences and opposes affirmative action.

Bush "hasn't fooled us," said Del. Eleanor Holmes Norton, D-D.C. "She's cut from the same cloth as Clarence Thomas."

Thomas, who became the Supreme Court's second black justice after Thurgood Marshall retired, is one of that court's most conservative members and a longtime critic of civil rights legislation and affirmative action programs.

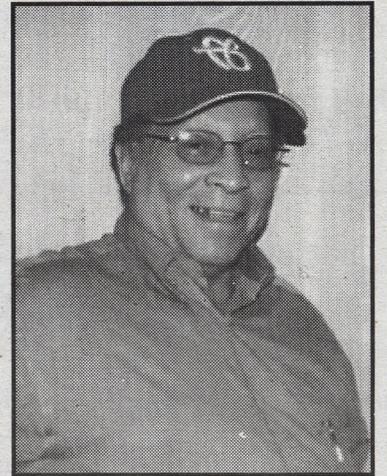
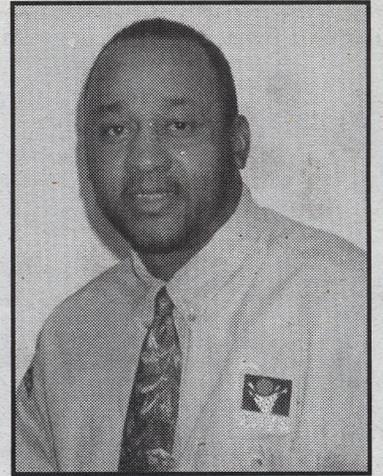
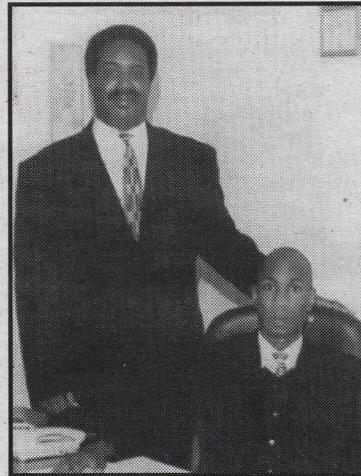
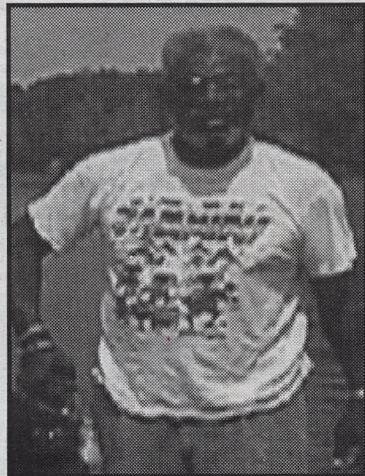
If confirmed, Brown would become the second black woman on the D.C. court.

Senate Democrats have not said whether they will filibuster Brown. They are filibustering three judicial nominees and have forced one, Hispanic lawyer Miguel Estrada, to withdraw his nomination.

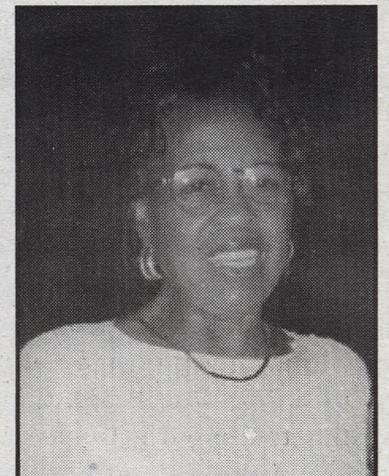
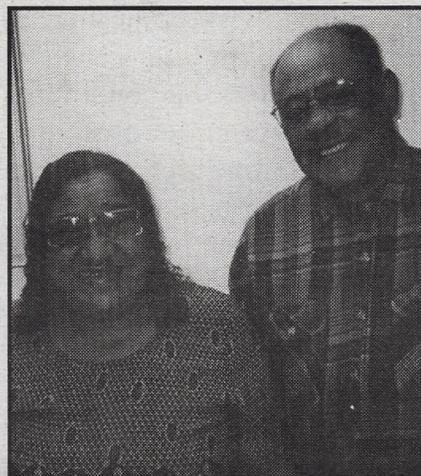
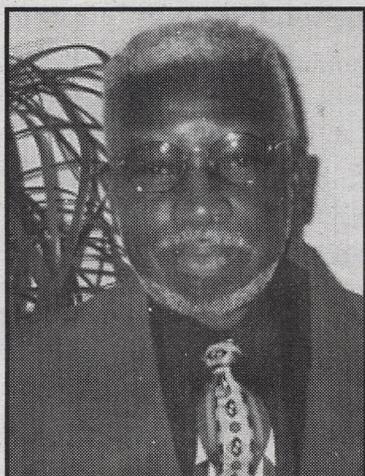
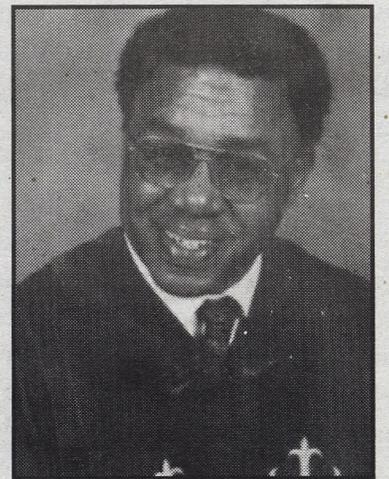
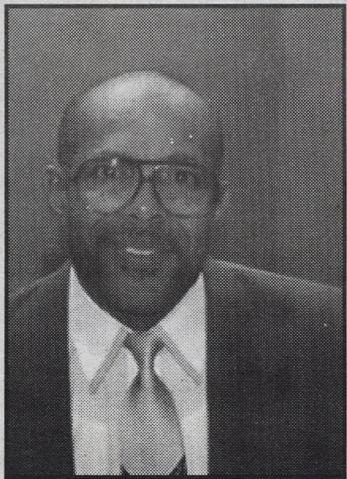
## Several assaulted during drug raid: Incident heightens tensions over police misconduct

Minnesota--Stephen Porter, a 25-year-old Black man, has charged that Minneapolis police officers beat and sodomized him during a raid in North Minneapolis. The raid took place Monday, October 13 in the 2500 block of 3rd St. North. Porter explained during several news conferences last week that while he was in police custody, officers sexually assaulted him by forcing a toilet plunger into his rectum.

At a press conference, City and police officials refused to comment in any detail about the charges except to say that "it involves allegations of a possible sexual assault," in the words of Police Chief Robert Olson. Attorneys for the accused officers, Jeffrey Jindra and Todd Babeakuhl, have denied the charges. Details about the incident emerged over the course of last week. Several individuals present during the raid said that police officers beat and verbally abused them. Police cited some of those present and took two others to Hennepin County Jail.



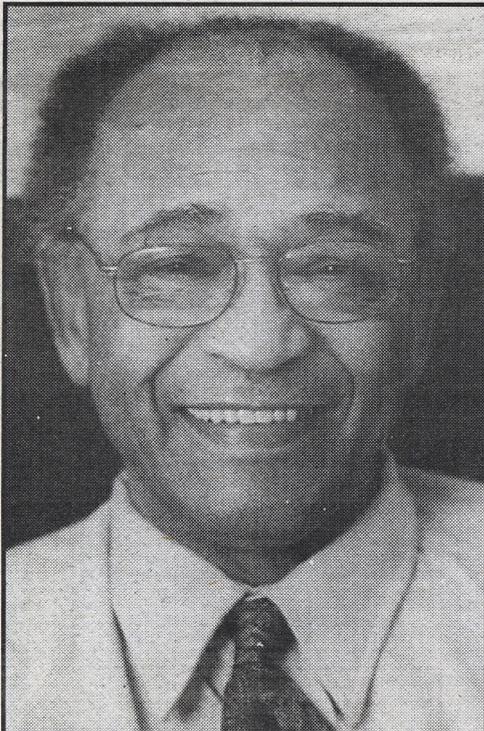
# Minority Business Entrepreneurs 2003



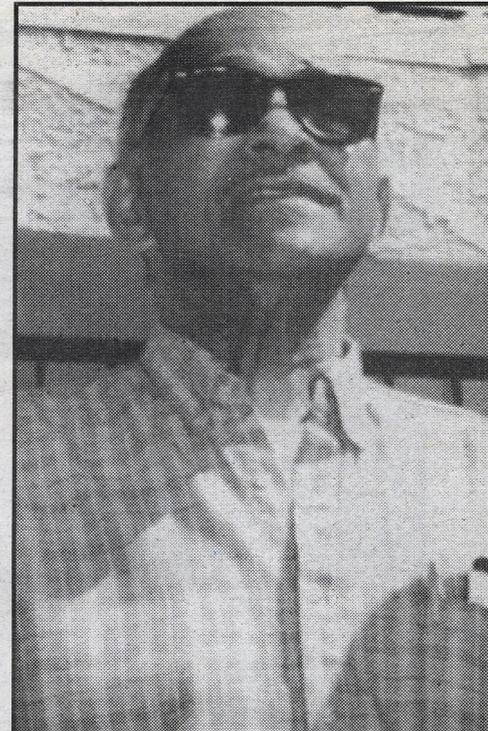
## MORE BLACKS ARE ENTERING THE BUSINESS WORLD

*Many young African-Americans are actually starting their own businesses instead of "Playing it Safe" and seeking a job. These young Blacks know that if you start businesses you actually create jobs.*

*Many Blacks are learning a trade, learning a profession and actually getting an education to prepare them for a lifetime career. This is acceptable, but we believe more Blacks should enter the business world. In this issue we will feature successful Black business persons. We will also discuss how to start and succeed in a small business. To start your own business you must be a risk taker, but the rewards are usually much greater than working on a job.*



**Dr. Charles R. Campbell**  
*Board Chairman/Publisher*



**Cloves C. Campbell, Sr.**  
*President/Publisher*

### Ready To Start You Own Firm? Or Should You Keep Your Day Job?

*By Vincent R. Crawford*

Are you a self-starter? How are you in making decisions? Do you have the physical and/or emotional stamina to run a business? Is your drive strong enough to maintain your motivation? How are your financial Six 'C's'?

Depending on how you answer these and other questions will be significant in your decision making in leaving the security of a company for the unknown of a new business venture.

Great planning and preparation can improve you entrepreneurial changes of success but will not eliminate all the risk associated with starting a new business. An honest evaluation of your strengths and weaknesses as a potential owner of a new company is the best starting place for a resolution that could change your life forever.

An inability to work alone is essential to owning a business because no one

will be there telling you to develop projects or follow through on details.

You will also be required to make decisions constantly, often quickly, under pressure and independently.

Running a business can wear you down. Often times owning a business equates to working long hours, six or seven days a week. Strong motivation can make the business succeed and will help you survive slowdowns as well as periods of burnout.

Another is how you relate with a myriad of personalities you will encounter on a daily basis like cranky customers, bankers, vendors, lawyers, accountants, demanding clients, unreliable manufacturers and dissatisfied employees.

It is also important that you choose the right business for you, research the competition, find the correct location and develop a pre-business checklist to eliminate oversights.

On the down side, owning your own company means you pay all the bills; are responsible for your own insurance; is hard on your family life, especially if there is an unsupportive spouse; and directly affects your quality of living. Statistically, it takes a few years until a new company become profitable.

Conversely, owning your own company means you are the boss; you have creative freedom; a new venture is exciting; earning and growth potential are far less limited; hard work directly benefits you rather than increasing profits for someone else; and running a business will provide endless variety of challenges.

Lastly, how is your financial standing? There are Six 'C's' to obtaining a loan. They are character, capacity to pay, capital, collateral, conditions and confidence.

Character is the moral obligation to pay  
*continue on page 19.*

### The Power of Focus

*By Herbert Harris*

Wherever you place your focus, your thoughts, emotions and even events and activities will follow.

For example, racecar drivers are taught to focus on where they want the car to go. When a racecar goes into a spin, the driver's tendency is to focus on the wall rather than the center of the track. If they focus on the wall, that is usually what they hit. As a result, drivers are taught to not focus on the wall, but rather to focus on where they want the car to go.

When they do this, they have a far better chance of avoiding the wall and coming out to of the spin. Applying the law of thought, what you recognize (focus on), you energize (in your feeling nature). What you energize, you realize (results).

If you focused on a problem rather than the solution to that problem, you will never solve, or overcome it.

However, if you focus on solving the

problem, the solution will appear. To be focused requires faith in yourself and your abilities. If you have no faith in yourself, you cannot be focused.

If you are confronted with the problem of lack of money, focusing on your lack of money will keep you broke. If you change your perspective and focus on the solution a new and better ways of bringing more money into your hands, and have faith in yourself, money ideas and money substance will come to you.

#### Overcoming Lack of Focus

1. Realize you can only focus on one thing at a time. Focus is like a laser beam, rather than a light bulb. It cuts through the darkness and illuminates one activity or thing at a time.

2. Be in good health, physically fit and full of energy. "He who has health, has hope; and he who has hope, has everything." Health challenges can demand your immediate, consistent and continuous  
*continue on page 19.*

*continued from page 18.*

**Ready to start your own firm?**

debts measured by your credit and payment history. The capacity to pay is a subjective determination made by the lender based on the borrower's financial

statements.

The amount of capital is equal to the total capital from debt and equity. Lenders prefer low debt-to-asset and debt-to-worth ratios and high current ratios. The numbers indicate financial stability.

Collateral is an asset owned by the borrower but promised to a lender against nonpayment of the loan. Conditions refers to general economic, geographic and industrial news. A successful borrower instill confidence in the lender by

addressing all the lender's concerns on the other five 'C's'. A loan application sends the message that the company is professional and has an honest reputation.

As you can see, starting your own business is complicated but if the

product is needed, the location is ideal and the effort is there, your company will have a legitimate chance of succeeding.

*continued from page 18.*

**Power Focus**

attention. When you are not physically fit and full of energy the lack of stamina will consume your mind.

3. Have clearly defined goals that complement your vision and life purpose.

Without clearly defined goals there is not director or thoughts on which to focus your attention. There are no flowers to plant in the garden that is your life; and thus, weeds-uncontrolled emotions and instincts will grow.

4. Have faith in yourself and your abilities. Faith gives power to focus. When you focus on ideas and thoughts, they become the "substance of things hoped for, the evidence of things not seen." Conceive (Focus) + Believe (Faith) = Achieve

(Results).

5. Realize that all distraction are equal, and equally counterproductive. Keep your eye on the prize; your goals, vision, and purpose. Any thing, thought, person, and emotion not congruent with your goals, vision and

purpose is a distraction.

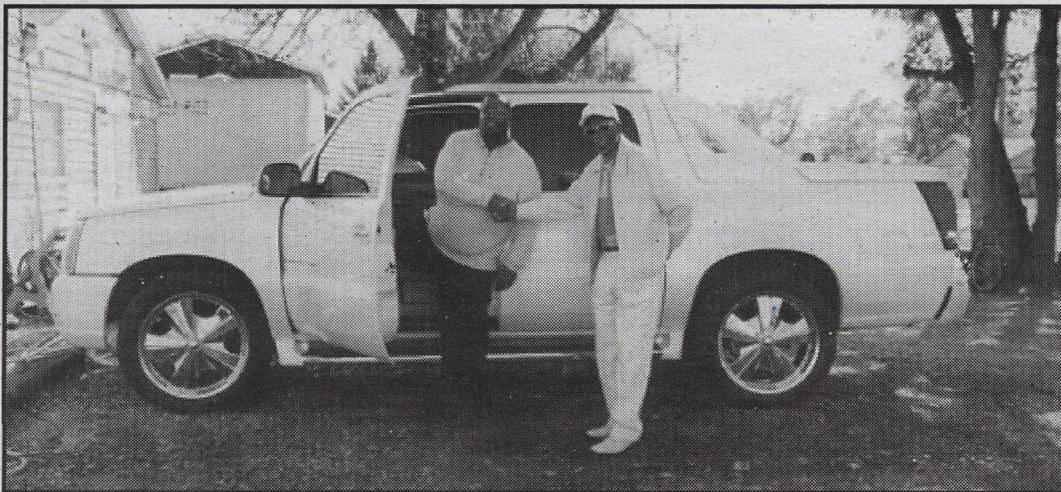
6. Control your body, instincts and emotions. You must take possession of your mind in such strength or degree that your emotions, your instincts and your body are under your control.

# Grand Opening Pics!!!

## Gavin Street Detail Shop

1302 N. Gavin St., Muncie

**Saturday,  
October 25,  
2003**



**Jeff Steagler and owner Mr. Odell Scott**



**(Left to right)  
Ron Carlton, Mesha Barnes, Frank T. Scott, Cory Barnes, Carolyn Barnes, Ella Scott, Mary Anne Barnes, Frank T. Scott Jr., Todd Barnes, Darshaun Barnes, Odell Scott (Scottie Scott), and Jaylin Barnes.**

## The Cobbins use own funds to start Genesis Hair



Artie and Georgette Cobbins

Genesis Hair Fashion at 914 W. Jackson St. opens from 9 a.m. to 6 p.m. Mon thru Sat to those members of the public interested in sporting that new hairstyle or just yearning for a change in how they look.

It is the brainchild of Artie Cobbins and his wife of 11 years, Georgette.

"Me and my wife were talking one day about what we can do to make a difference in the community

and she suggested we open up a hair shop," said Cobbins.

The couple then dug up on their savings and in 2000 started the business from their home at 418 W. Powell St. "We moved to the location on Jackson St. after about four months," Cobbins said. Initially the shop also featured a clothing line but the couple stopped selling clothes in 2002.

"Everybody was selling the same clothes and

there was no value in it anymore," he said.

Cobbins, a certified nursing assistant, worked for nine years Brookside Haven, a job that he still kept when he first got into business. At present the couple manages the business full time.

"We do everything out of our pockets. No-one would give us finance. We're still looking forward to getting some funding so that we can extend our

business and hire our business and hire more people," he said.

Cobbins had this advice for anyone looking at starting a business; "On the spiritual side, be led by the Spirit of God. Keep in mind that sometimes you might not make any money in a business and that you can put \$500 and only get \$100 out of it. Be disciplined and appreciate that," he said.

## Cue and Que Restaurant

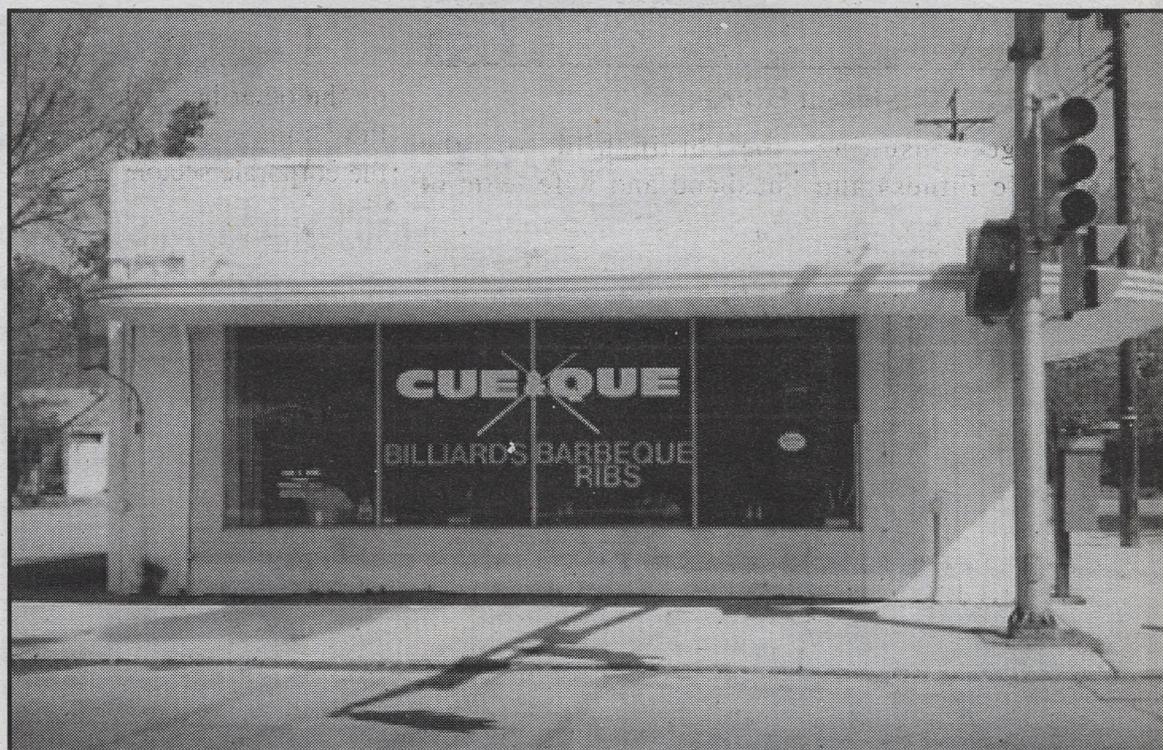
Cue and Que Restaurant at 334 E. Wysor St. first started out as a billiards parlor with a little barbecue on the side in 2000. The brainchild of Cliff Penny, the billiards parlor soon drew more people to the small kitchen than to the many pool tables in the building. This prompted Penny to remove some of the pool tables, add more dining tables and extend the kitchen to cater for more diners. Instead of a smoke-filled pool room the place has taken on a dining room atmosphere with a capacity to seat 60 people. "We have transformed from a billiards parlor that happened to sell food to a food establishment that happens to have pool tables," said Penny.

Customers at the restaurant can taste of the catfish, whiting and perch dishes on the menu as well as rib tips, pork chops and chicken to name a few. Side orders include fries, fried okra, vegetables and mashed potatoes. Patrons can also expect to find about three varieties of fresh baked cake for dessert. On Fridays, patrons get the chance to

appear in the live TV show "Around Muncie Today" which is taped at the restaurant from around 11:30 a.m. to 12:30 p.m.

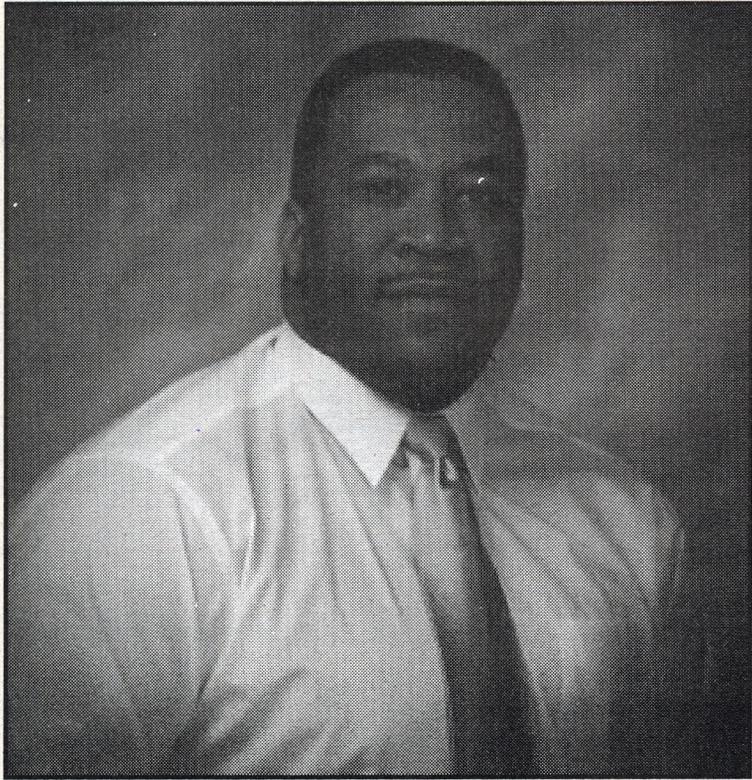
Before venturing into business on his own, Penny worked in the retail industry. He was a store manager for the Hills Department Store for 10 years, with 130 employees under him and an 80,000 sq. ft. store with an annual turnover of \$10.5 million. He also worked for the Wal-Mart chain and for Big Lots, where he was a district manager in charge of nine stores with an annual turnover of \$25 million. He came to Muncie in 1989 with his wife, Christine and three sons Clifford, Eugene and Joseph.

"To go into business you need to have as much knowledge and experience in the business as possible so you have some expectation of what problems you might have. Have some idea of seasonality, inventory control and what your payroll is going to be. Be prepared for the future," he advised on starting a business.



Cliff Penny with son Joseph

## Lisa, Vincent Orange combine business consulting with fitness training



**Vincent Orange**

Orange Consulting and Dynamic Fitness and Development Systems opened its doors to the public last March on Walnut Street, Muncie. Both businesses are the brainchild of the husband and wife team of Vincent and Lisa Orange. The two companies are a collaborative venture that helps corporations avoid downtime by addressing

employee fitness issues and taking action to prevent losses due to employee indisposition.

Dynamic Fitness and Development Systems on is strictly a one on one personal training operation. Training is by appointment. It includes specialized individual assessment. Each session lasts about 1 1/2 hours. The client meets with the trainer each month to formally review their progress.

"If they are happy then we know we are achieving our goal," said Orange.

Orange Consulting, on the other hand, draws on the Oranges' experience in the corporate sector. Vincent was with Franklin Electric for 23 years. Lisa worked for many years in the non-profit sector. The consultancy has divisions

for corporations, non-profit organizations, small businesses and a resource and training section. The team is assisted in this business by retired specialists who see a need to share their expertise in a productive environment.

On Sept. 1, Dynamic Fitness and Development Systems acquired Total Fitness Gym at 3450 N. Broadway, behind Kiefer Furniture. This wing of the business is open to the general public at a fee of \$35 a month for an annual commitment, \$45 a month on a bi-annual basis or \$10 a day. "We also develop fitness programs for our clients at the new location," said Orange. The three operations now have a staff of seven people, including the Oranges.

"We used our personal resources. We didn't go

through independent financing. A lot of the financial type situations ask for businesses that have had a couple of years in existence. We benefited from individuals who invested in our start-up operation," said Orange.

He views his business as a ministry. "We've been able to reach a diverse group of people. A client of ours lost 80 pounds. We have 17- to 18-year-olds coming in who are in competitive sports on one hand and a 78-year-old retired professor who just wants to maintain a good quality of life on the other hand," he said.

Orange advised new minority businesses to be passionate about their vision and avoid negative feedback, which is a dream killer.

"Look for that part that'll say we'll stand by you," he said.

## Hard work and determination equal success for electrician Walker

Jason Walker was so taken by electricity that while still in high school in 1978 and 1979 he worked with his cousin, Ron Thompson, at Thompson Electric, the first minority-owned electrical business in Muncie.

He knew then that he wanted, some day, to own an electric company of his own. After high he joined Bridge Construction Co. as a laborer, earning \$13 an hour. He quit that job and took a job that paid \$4.25 an hour with Ken Mansiongale Electric, as an electric helper because he wanted an opportunity to learn more about the trade.

"I knew that even though the money was good, being a laborer wasn't going to take me anywhere," said Walker. Now Walker is the

sole owner of J.R. Walker-+0000 Electrical and also a partner in Delta Electrical.

J.R. Electrical is based at 3405 W. Devon Road, Walker's home home address. He started the business in 1992, while staying at Sugar Bush Apartments on Chadam Lane. At the time he was a Ball Memorial Hospital electrician.

"So many people wanted me to do work for them at the time," he said. Thus, Walker started off by doing odd jobs for people and accumulating the equipment he needed.

"The only things that I got loans for were the trucks. The outfit now has five trucks that support the business and six employees.

"We do mostly new

construction and service calls."

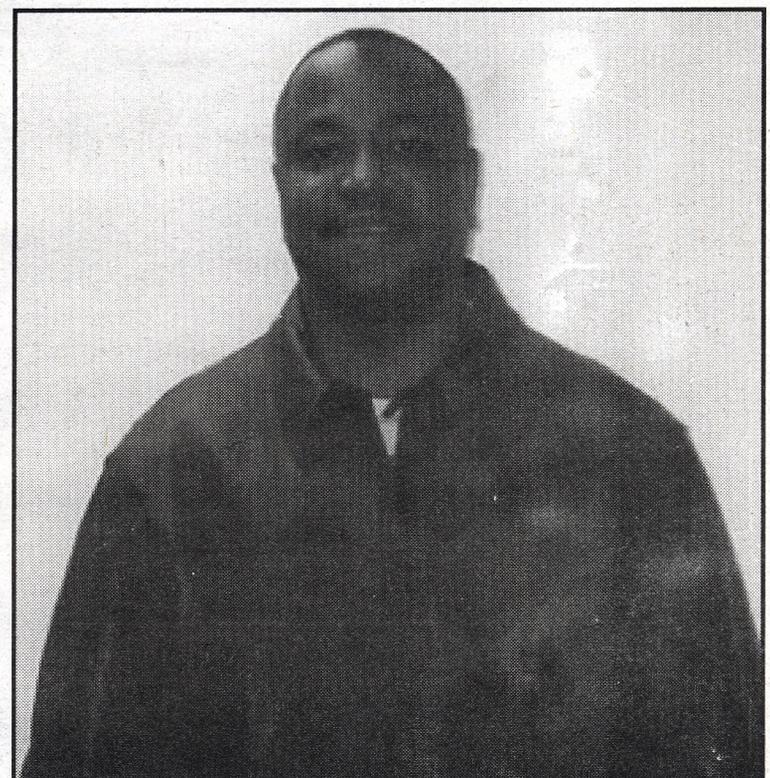
He has a master electrician working under him, who oversees the training of five apprentices.

"One apprentice has only one year to go to being a master electrician himself," said Walker. His two companies service East Central Indiana and have worked as far afield as Fort Wayne.

"We do a lot of work in Indianapolis and Muncie," he said.

Delta Electric has been involved with large contracts, such as the Millennium Place project of the Muncie Housing Authority.

Walker is also a corporal in the training section of the Delaware County Sheriff's



**Jason Walker**

Department.

"Ask a lot of questions and take it one day at a time," he said to those interested in starting a

business. "Don't try to rush it. Take things slow. Ask those who've done it before and stay away from negative people."

## Kizer's Carpet Care in business 17 years



**Carl Kizer**

Carl Kizer is the owner of Kizer's Carpet Care, a carpet cleaning business specializing in oriental rugs which for the past 17 years has operated from 714 S. Nichols St in the White River Plaza. The business itself has been operational for much longer, having started in 1979 as a part time venture that Kizer began at his home at 1423 S. Ebright St. He had just started a family and wanted to augment his income from a second shift job at Chevrolet. When he got laid

off at his job in 1981, Kizer turned his part time venture into a full time occupation.

"My father used to have a part time job cleaning offices and we would help him. When I was at college I cleaned carpets," said Kizer, who graduated from Ball State University with a degree in marketing in 1973. After college Kizer went through the Marsh Foods management training program and was stationed in Indianapolis for three years. He left Marsh Foods to manage Mason's Delivery Service, a minority business owned by Charles Mason. After working for Mason for two years he joined the Chamber of Commerce as an Economic Development Coordinator for the city. This job he held for three years before moving on to what was going to be his last job at Chevrolet.

From 1983 to 1999,

in addition to his carpet care operation, Kizer provided a janitorial service through Kizer's Cleaning Service. "It started when a doctor called and asked me to ask my dad about cleaning an office. My dad was not interested but I was," he said. Thus Kizer's Cleaning Service was born. "At one point we cleaned 9 to 10 buildings a night," he said. During this time Kizer also served on the Muncie Community Schools board and the heavy responsibility and the meetings, especially in his final year, affected his ability to effectively manage the janitorial business. "I had to substitute for employees who did not show up for work at night and also be at the regular carpet cleaning business at 8 a.m. the next day. I couldn't keep up," he said.

Another venture to spin off Kizer's carpet care business was Carl, Jr.'s, a



cleaning supplies shop he introduced in 1985 with the support of a local doctor and a businessman as silent partners. This venture lasted two years and he shut it down. "It really was not profitable. I guess people found it easier to just pick up their cleaning supplies at the grocery store," he said.

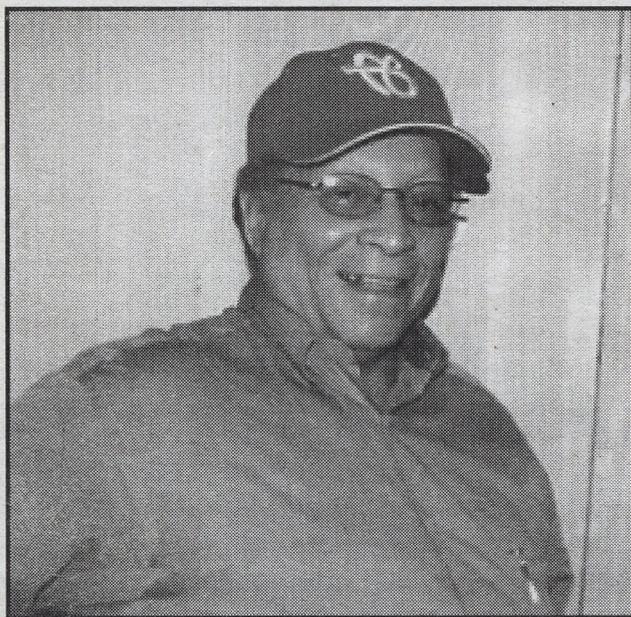
"Right now I spend my spare time volunteering in the community. I am with Big Brothers and Big Sisters and on the Local Transit board of directors," said

Kizer.

"In this community dependability and providing a quality service is what it takes to be in business. We have been able to establish enough loyal customers that we clean for year after year. And for me serving a God that is giving me strength and the knowledge for what I do," he said.

Valerie, Kizer's wife of 28 years is the office manager. The couple have two daughters, Christine (24) and Cindy (21).

## Brown values prevention in maintenance



**Carl Brown**

Brown, Inc of Indiana Preventive Maintenance is the brainchild of Carl Brown, a certified training consultant with a consultancy degree from Ball State University.

Brown retired from General Motors in 1993 after 30 years of service, 10 of which he worked as a journeyman millwright and heavy equipment operator. The training that got Brown

to card-bearing journeyman level was on the job and took eight years. Now his business is training others, as well as performing preemptive maintenance work for his customers.

It costs \$800 to train under Brown, Inc. to be a backhoe operator. Upon completion the candidate gets a diploma, a letter of recommendation stating the number of hours completed and the assurance that he or she is recognized throughout the state of Indiana.

"Most of my students work in the construction industry," said Brown. His company provides training for such organizations as

Hillcroft Services, the Indiana Vocational Rehabilitation and Indiana State Welfare departments. "We cover Delaware, Madison and Jay Counties," said company president and CEO Brown, whose wife of 36 years, Auntee, is chairman of the board.

Brown, Inc owns a Case 580 C backhoe that can be hired to do a variety of jobs as needed, including digging up basements, repairing sidewalks, sewers and waterlines. On the preventive maintenance side, Brown even has a book entitled 'Brown Incorporated' of Indiana Preventive Maintenance which details a number of

checklists for the maintenance of certain equipment and buildings. The company has done maintenance for Ponderosa restaurants and Parkview church. It operates on the philosophy that prevention is better than cure and according to Brown can reduce maintenance costs for customers by up to 60%.

Brown financed his project from personal resources. "I paid as I went," he said, "I used my overtime pay at GM to pay for my equipment," he said. He advised start-ups to get to know the field they are getting into very well and to deal with the right people.

## Sloss, Slaughter run Fancy's Fashions and Pitts Barbecue



**Pastor Wade Sloss and wife Betty**

Fancy's Fashion at 1421 S. Madison St. opened

its doors in May 2002. It offers a selection of men and women's clothing, jewelry and hats. The selection includes both dress and sportswear. It features the names of designers such as Donni Vinci, Solini, Eva Polini, Lily Taylor and Stacy Adams among others. "We are planning later to add shoes to our product line," said Betty Sloss, who owns the shop together with her husband, Pastor Wade Sloss of True Vine Holiness

Tabernacle.

Betty Sloss who is a nurse by profession also runs the day care ministry at the church. She was a Health Service Nurse Assistant at Ball Memorial Hospital where she worked for 23 years. Her husband of 37 years is a retired General Motors employee.

"We started the business with our own funds," said Sloss. The couple started the business after acquiring the property.

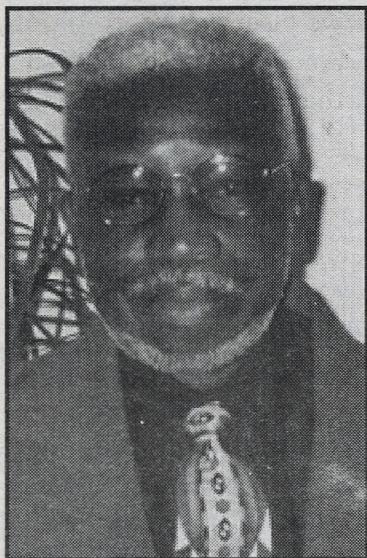
They also have a barbecue place in the same lot that is called Pitts' Barbecue. At Pitts, the specialty is barbecue ribs, chicken, pig feet, Polish sausage and sweet potato pie. The Slosses operate both businesses with the help of Pastor John Slaughter and his wife Evangela and a third individual.

Pitts' barbecue is open from 10:30 a.m. to 9 p.m. Thurs. and 10:30 to 11 p.m. Fri. and Sat. The

fashion shop is open 11 a.m. to 6 p.m. Thurs. and 11 a.m. to 6 p.m. Fri. and Sat. At other times, customers can call for access to the shop by special appointment.

Sloss advises new business owners to seek the Lord first before doing anything. "With the assurance of the Lord, you can get anything accomplished," she said.

## Experience in Business ventures groomed Scott for business success



**Odell "Scotty" Scott**

Odell "Scotty" Scott, of Scott's Enterprises, came to Muncie in 1939 from Future City, Tenn.

He served in the U.S Navy during World War II, from 1942 to 1946. In 1978 he retired from General Motors, after 32 years of service.

Scott, a born entrepreneur, has operated quite a few businesses in his time. In 1960 he opened Scotty's Restaurant and Barber Shop in the 1900-block of East Willard Street, after he got angry because a barber left his hair half done.

"He had my hair half cut. He kept talking all the time and I had to go to the bank," he said.

The business operated from 1960 to 1970.

Also in 1960 he opened a bar known as Murphy's Lounge, which he folded after 4 years because it was not making any money. "I never stay in a business long enough to have to file bankruptcy," he said.

He also operated The New Cozy, Bar and Lounge which also soon folded.

From 1965 to 1975 Scott owned Scotty's Bargain House a new and used furniture and appliances outlet at 712 E. Willard St.

"I could not find a finance company to finance me on my new furniture line, so I ended up just selling used furniture. The white-owned shops were being financed, though," he said

In 1972 he bought a truck and started Scotty's Local Moving Co., which catered to people relocating within the state. That business lasted 5 years.

Today, Scott has four main operations in his portfolio. These are real estate, bail bonds, storage and, the newest, a car detailing shop.

Scott's involvement in real estate development, rentals and renovations dates back about 30 years. "I started by buying houses and converting them into apartments of two to four

units," he said.

At its peak, Scott's operation boasted 42 units, which accommodated Ball State students and Muncie residents. "In 1980 I got out of apartments into single-family dwellings. I was facing competition from cheap government housing and had problems with vandalism," he said. "Real estate was better to me than any other business I've been involved in. That's where I really got my start."

Scott said he used his own funds to start. Then he approached the financial institutions to pay for the renovations.

"I had problems to begin with but when they finally got to know me I had no trouble getting the money," he said.

In 1976 a friend in Fort Wayne recommended that Scott get into the bail bond business. He ignored the suggestion, until 1978 when he realized that he had been putting up collateral for people he knew, without getting anything out of it.

"The bail bondsman was getting the money," he said. "I contacted my lawyer and told him I wanted to write bonds and he connected me with Stuyvesant Bail Bonds out of Davenport, Iowa. I started writing for him,"

To be able to do that he had to pass the required licensure exam and show that he was a financially responsible person. He operated this new business from his home at 1300 Gavin St., Muncie.

With this new venture, however, came new challenges. "The black guy who was writing bonds before me was a former police officer and had been forced out of the business. They wanted me out of it, too," he said.

His first problem came when he forgot to get a guy to sign an appearance bond. He was immediately prevented from writing bonds at the jail and had to take them to the clerk of court's office during working hours. That meant that Scott could not write any bonds after hours or over the weekend, thereby seriously curtailing his operation.

He sued the Delaware County Sheriff's Department.. The matter was resolved out of court and normal business operations were restored, he said.

At another time he discovered that somebody had torn off his advert from the yellow pages in the phone book at the jail. That way people could not contact him. Scott has also had the book

thrown at him a number of times. Once he was suspended for 3 months.

"They were trying to get a felony charge against me so I couldn't write no more bonds," he said.

Scott said that other people who ventured into the business after him had to quit because of such pressure tactics. He, however, has managed to survive.

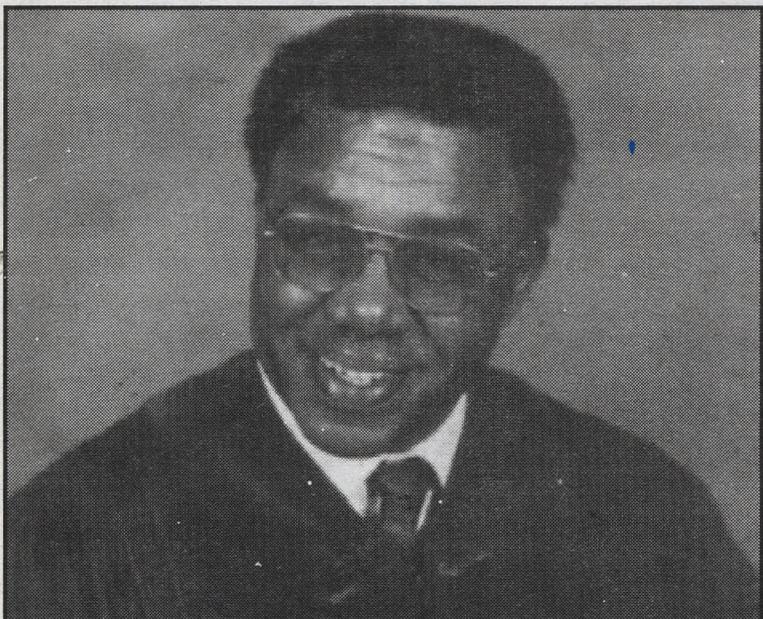
The Warehouse, which is Scott's storage business, is also located on Gavin Street. It consists of 20 storage units for automobiles and 26 for mini storage.

His latest business venture, which had its grand opening Oct. 18, is the Gavin Street Detail Shop. Scott said he is confident the new business will also thrive.

He offered the following advice to anyone getting into minority business:

"Expect it to be tough. It's a lot of hard work. Develop good credit because credit is the most important thing when getting into business. I worked my way to the point where I could get the bank to give me money at a lower interest than the other places. Finally, put a value to your money."

## With \$3,000 in his pocket, Marshall starts successful used auto business



Louis Marshall

Louis Marshall became the first African American used car dealer in Indiana when he opened his used car lot on South Madison St., Muncie, in 1965. Before then, between 1963 and 1964, he had been buying and selling cars from his Muncie house at 1010 E. Adams St.

"I also had a small detail shop where I cleaned up cars at 1015 Kirby St.," he said.

It took \$3,000 of Marshall's own money to get the license and the cars

he needed to start his business. He had previously been a General Motors employee.

"In the 60's my customers had problems getting approved for loans. The same customer would go to another dealer and be approved. In the 70's things kinda loosened up," he said.

Marshall was ordained as a minister of religion in 1989. He is associate minister at Greater Pilgrim Rest Church.

He married his wife, Alean, in December 1950.

They have a son, Louis, Jr., 53.

Marshall said that even though minority business people get their products from the same sources as everybody else, they tended to receive less support from the buying public.

He advised those wanting to start to get into business to aim for a diverse customer base. "It's a living. You should make sure you base your business for all people," he said.

## Next month, Smith celebrates 16 years of success in insurance business

The Veronica Smith State Farm Insurance Agency is located at 924 W. Bethel Ave., Muncie. Veronica Smith runs it, with the help of a staff of three. The agency covers auto, home life, health, bank products, as well as business insurance, among others. On Jan. 1 it will celebrate 16 years of service to the Muncie community.

Smith, a native of Bristol, Tenn., graduated from Ball State University

in 1972 with a bachelor's degree in business administration. After graduation, she took a job with General Motors and was there for 15 years. She took early retirement from her post as a benefits administrator at GM and used the money to go into business for herself.

"I wanted to start a business and I knew it had to be either real estate or insurance," she said.

Smith took over her

present premises in 1988. A year later, she purchased the building.

"I got a mortgage loan from First Merchants Bank. They also have been very instrumental in working with me and helping with the other things that I needed to do," she said.

She is also looking at expanding her sales base. To that end she recently added two people to her staff.

"As a minority businessperson, I use the

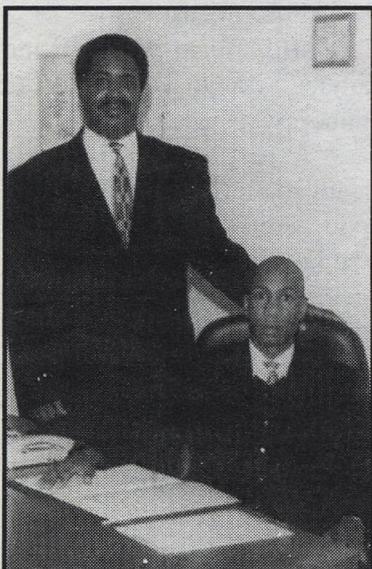
fact that I'm different to my advantage. Being different makes you stand out and that is advertisement in itself," Smith said.

She advised aspiring minority entrepreneurs to make sure they have the finance or a way to get the finance they need for their business. "It is not easy for us because we don't have people that we know who can give us the money," she said.



Veronica Smith

## Gholar, son provide Muncie with a full-service funeral home



Gholar and Gholar

Officially Gholar and Gholar Funeral Services went into business in 1996 as a father and son operation at 1900 E. Kirby St., Muncie.

The location had previously housed Gill Funeral Home. It was acquired in 1993. Willie Gholar and his son, Robert, are the people behind the Gholar and Gholar Funeral Home name. Prior to 1996, however, a partnership between Robert, a licensed funeral director, and

Carmichael operated as Carmichael and Gholar, from 1992 until Carmichael left to open up his own business in Fort Wayne.

Willie, who retired from a management position at Delco Remy in 1995, then took the opportunity to join hands with his son. Robert was born and raised in Muncie. He grew up within the Whitely neighborhood. He attended Muncie community schools and studied marketing and political science at Ball

State University.

Gholar and Gholar is a full-service funeral home offering everything, from preplanning to embalming, cremation and chapel and the shipping and receiving of bodies. It has two other locations, in Marion and Anderson, Ind.

The Marion home was built from the ground up at 526 S. McClure St. In Anderson, Gholar and Gholar acquired the Brooks Memorial Chapel, at 2223 Nichol Ave., in 2001.

"We offer a full service at each location," said the senior Gholar. "We give families the kind of service that they deserve. Not only need care but after care also."

A staff of 23 full-time and part-time workers helps run the funeral homes.

"First Merchants Bank has been very instrumental in helping us in each of our ventures. Chris Parker and Jeff Parsons have been very sensitive to what our needs

## Anderson has passion for electrical work



**Julius Anderson**

Julius Anderson founded J.J. Electric in the mid 80's as a part time venture. His son Julius, Jr. helped him run the business for about two years after its inception. The duo did electrical work on residential as well as commercial properties and operated the business out of a warehouse. By the mid-90s the business employed a crew of six people, mostly electrician helpers and wiremen.

"I never took out a

loan for the business. I started it with my own funds. It was a small operation. I've always maintained a regular job. It never was my main source of income and right now because of my involvement in so many community activities I only do it when I want to," Anderson said. Anderson's wife, Belinda helps with the administration of the business.

Anderson is a maintenance supervisor at

Ball State University where he has worked for the past 23 years, 10 of which were in the electrical shop. He attended Ball State University and Ivy Tech State College simultaneously for Industrial Technology, for which he has an associate degree. He was an electrician in the U.S. Navy in the early 80s and maintained his passion for electrical work even after leaving the service. "In the navy I was doing industrial electrical work in the ships. I continued in the reserves still doing the same thing. I even got my master electrician's license," he said.

Anderson advised start-ups to test the market first to see if they have a good product, complete a project when they start it and have a passion for what they want to do.

"I have a passion for what I do but because I'm always helping people, especially the elderly, I give away more than I am making," he said.

## Fishing at Fudd's Big Fish Lake a joy

Fudd's Big Fish Lake is located at 3603 Eaton Ave and is bordered by the Cardinal Green Trail on the east and State Rd. 35 and the bypass. It is a 7 1/2 acre lake which is about 30 to 35 ft. deep and lies on a 25 acre piece of real estate. The lake is about 30 years old and was dug during the construction of the bypass. The property belongs to Elmer Ashley, who is known to many as Fudd.

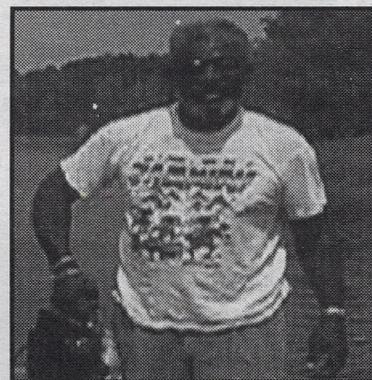
Members of the public can fish at Fudd's Big Fish Lake for 12 hours at a rate of \$10 for adults and \$5 for children 8 to 12 years of age. Special rates are available to those who prefer to camp and fish at the same time, depending on the desired

period of stay. About 10 fishing boats are available for rent at \$3 an hour or \$20 for 12 hours. The boats are about 12 ft. long. Fishing rods and bait are also available.

Fudd's Big Fish Lake is also a favorite venue for private picnics, group functions and family reunions. There is a shelter next to the lake for such celebrations. Rates depend on the size of the party. Ashley sometimes does a little barbecuing himself and patrons can buy his dishes on site.

Ashley retired 11/2 years ago from 23 years of service as a probation officer for Circuit Court 3. His love for fishing drew him to the lake and the property, which

he purchased in 1980. He started the business with his own funds and only asked for finance for the property itself. "I had a difficult time just getting the mortgage for the property," he said. Ashley advised minority start-ups to find available funds before they begin as that is sometimes a problem for minorities.



## Branson finds success, happiness selling printer, copier cartridges



**Linda Branson**

Professional Laser Co. specializes in the supply of cartridges for printers, faxes and copiers.

"We carry all brands, HP, Canon, Samsung, all of them. Some are OEM, which means new and original from the manufacturer and some are compatibles, which are cheaper," said Linda Branson, owner and manager of the company.

Branson started the business at her house, 1224 E. 7th St., Muncie, in 2000 after being laid off from her management job at Borg-Warner during the cutbacks of 1995. "I was an overtime and program writer for skilled trades. I worked there for 16 years," she said.

Branson attended Muncie Community Schools and is a graduate of Southside High School. She attended Wayne State University for 2 years, majoring in sociology, with a business minor. She also spent a year at Purdue University, studying business and industrial technology and three semesters at Ball State University, doing business and industrial technology. She made the Dean's List at

all three colleges, she said.

Among Branson's customers are corporations such as Hunter's Tax Service, Meeks Mortuary, MPHC, Muncie Sanitary District, Muncie Housing Authority, Morgan Insurance Co. and Ivy Tech State College.

"Some are steady and others call every now and then," she said.

She hopes to move to an office building very soon and is also looking at expanding into selling printers as well. Branson is also looking for out-of-state customers for her business and will be marketing it in Detroit, Mich., in coming weeks.

"My funding mainly came from my mother and myself. Community Development was also instrumental in helping me set up," she said. "Attorney Renee Conley worked very closely with me. She helped me get off the ground. She was 100 percent there for me, making sure everything was right". She advised start-ups to look for good financial sources, a good business plan and marketing for their business.

## Mays puts poetry in cards of love

Minister Judy Mays always loved to write, especially poems. In fact she started writing poetry at the tender age of seven. As a member of the CM Poetry Club she was always writing poetry and even during her spare time she would find herself just writing and writing. In 2001 she realized that she had to find a way of putting these many words that she kept churning out to some good use and thus started Lovelines by Judy.

Lovelines by Judy deals with specialty cards all occasions. There are specialty poems, letters for all occasions, framed sentiments, custom made greeting cards as well as bookmarks. The business operates through catalogues

which are available at two main locations, namely, Gifts from the Heart at 2903 S. Walnut St., and Punchie's Boutique at the corner of Hackley and Kirby. The public can order the merchandise from these locations.

"What makes Lovelines by Judy special is that every card is matched by scripture. These are words given to me by the Holy Spirit and the Word of God," said Mays. Donna Ross of T and T Ross does the publishing for the business. The business, according to Mays is an out of pocket operation. She is in the process of registering the name and hopes to eventually take it to another level.

In 1995 Mays co-founded The Ebony Entrepreneur Showcase which provided a forum for minority businesses to showcase their merchandise and be introduced to the public. The showcase is in the nature of a minority cultural fair and was at first held during the festive season.

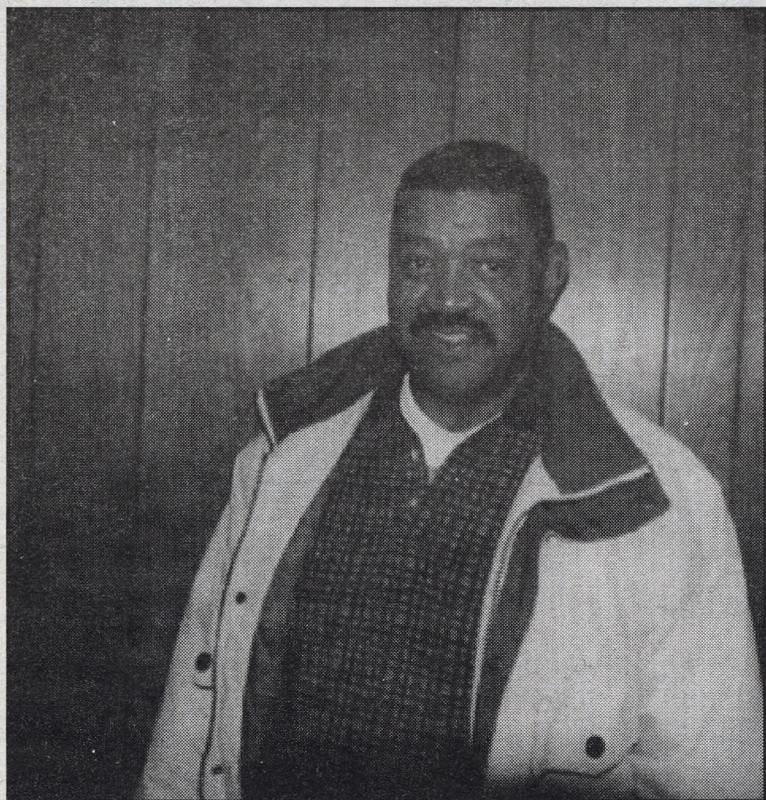
Mays is also the author of two books. -The sounds of Kwanzaa: Poems of Celebration and determination (2002) and Contending Faith, Prevailing Victory (2003). She is a program coordinator at the Minority Tobacco Free Coalition of Delaware County. She worked at the Muncie Times for 12 years as a features



Minister Judy Mays

writer and assistant to the publisher.

## Dollison Homebuilding builds and electrifies



Cornelius Dollison

Dollison Homebuilding operates from 1012 N. Blaine St. and has been in existence for 30 years. The business is owned and operated by Cornelius Dollison, Jr.

Those seeking to have a house built from the foundation up or merely looking to renovate their existing structures can get help from Dollison Homebuilding. The

company is not limited to residential properties only, but can also build commercial structures. Dollison also has full electrical contractor capability and can therefore install electrical wiring and fittings for residential, commercial and industrial use.

Dollison Homebuilding is also a real estate developing operation. "I buy run down properties and renovate them to a level where I can either sell them or let them out," said Dollison. This part of Dollison Homebuilding is what has recently monopolised the company's activities.

Dollison attended Muncie Community Schools and graduated from Muncie Central High School in 1960. While still at school he did janitorial work,

something which he continued to do for some time after he left high school. He then joined Westinghouse for 7 1/2 years where he was building transformers. During this time he took all the electrical and electronics courses offered by Muncie Trades School and an electricity and electronics maintenance for industry course at Ball State University.

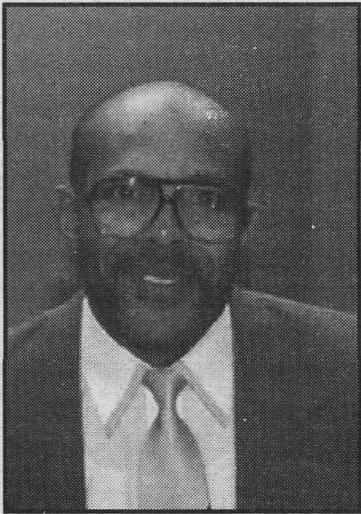
Dollison then took a job with Indiana Michigan Power Company where he worked in the substation department. "We were building substations for the Muncie district. I learnt how to do heavy construction work, excavating, cement pouring and industrial electrical installation," he said. It was around this time that he formed Dollison Homebuilding because he

wanted to put all his knowledge to work.' After the electrical company Dollison joined General Motors as a control design engineer and retired after 22 years in 1992.

Dollison did not get a loan to start his business. He, however, used the houses that he bought as collateral on a credit line that enabled him to buy materials and continue building for customers and remodeling other properties.

"Try to learn all you can about the business you want to get into. Make sure you learn how to keep good books and records of what you're doing," he said as a word of advice to fresh entrepreneurs.

## Faulkner's Mortuary is oldest minority owned Funeral Home in Muncie



**Edgar Faulkner**

Faulkner's Mortuary at 1421 E. Willard St. is 51 years old. It is Muncie's

oldest minority funeral home. It was established in February, 1952 by the late Edgar Faulkner, Sr., whose son, Edgar, Jr. took over after his father's death in 1972. "I started working with my father in 1970," said Faulkner, Jr. He said he joined his father in the business following his graduation from the Indiana College of Mortuary Sciences in 1970 with a degree in Mortuary Sciences. Faulkner also attended Vincennes University for business

administration and IUPUI for architecture technology. He is a graduate of Muncie Southside High School.

The mortuary offers a full funeral service, including pre-planning, pre-arrangements, pick-up and removal as well as cremation. The home employs a total of four people. Faulkner owns the building on E. Willard St. where the funeral home has been located since 1957.

"In funeral service the only difference from other minority businesses is

the cultural aspect. The overheads, the taxes and other things are the same. Black funeral services are different from white services in terms of what is offered to the family and how the services are conducted. I have only had three white services in the 33 years that I have been running the business," said Faulkner.

He advised minority start-ups to study the business they want to get into. "Make sure you are well versed in the area of

business you want to get into. Have an overall basis of what tax situations you'll be working with. Other than that it's the school of hard knocks," he said. Faulkner has been married to Ermalene for 32 years. They have two children, Edie (30) an engineer and Edgar III (26) a graduate assistant football coach at Ball State University.

## Wilson's flagpoles, flags grace Eastern Indiana skies

If you have ever driven around Muncie, Hartford City, Portland, Anderson, Marion and other cities in Central Indiana, chances are you have seen a flagpole in front of a bank, school or other building and a flag that was supplied and installed by Frank Wilson.

Wilson is the owner of Wilson's Flagpole and Flag Company which installs flagpoles at the premises of area businesses, organizations as well as private individuals throughout Eastern Indiana.

"I started the business because I was concerned that very few

people in Muncie were flying the flag," said Wilson. That was 20 years ago and to this day Wilson is still helping people hoist their flags of choice where they want them.

The business operates from his residence at 1203 E. 7th St. He buys the flagpoles and flags from suppliers and recruits college kids or whoever is available to help him install them where they are required. He supplies flags and flagpoles to the individual customer's specifications. His wife of 62 years, Evelyn, attends to the administrative side of

the business and Wilson provides the labor. The couple started the business from scratch and have never had the need for big finance. Wilson worked for National Cash Register (NCR) for 25 years, Marhofer Meat Packing for 10 years and was a courier for Old National Bank for 12 years.

His advice to minority start-ups; "You ought to be honest and you have to like to work. I do a good job and let my work be my advertising. Have a good credit. Open an account and go from there," he said.



**Mr. and Mrs. Frank Wilson**

## To Coleman, sewing, selling clothes are more fun than work



**Mattie Coleman**

Mattie Coleman started her business from a one bedroom house where she did her sewing, while at the same time looking after her children. She sold what she made from her home for 15 to 20 years, before setting up shop in a small downtown Muncie store front in 1969, just down the road from her present location at 205 S. Walnut St.

"My daughter Gabriella

urged me to get out of home and we started the business downtown when she came back from designer school. Men's clothing, ladies' clothing, anything that was sewable I could sew. I was one of the top tailors in Muncie at that time," she said.

Coleman at first sold her own creations at the store front, but later resold clothes from suppliers--as

did everybody else.

"I still tailor my clothes, though I do more business with men's clothes than I do with women's," she said.

Coleman used to travel to shows and conventions to sell her clothes. "Some of these big conventions lasted a whole week or so and they had thousands of people attend," she said.

Coleman never got a loan for her business. In fact

she recalls being turned down for a \$500 loan she needed to develop a reference for her company.

"The man told me to borrow from myself because I had the money and that's exactly what I did from then on," she said. "I took what the Lord had given me to work with and I did it."

Coleman said she used to have employees helping *continue on page 28.*

# Emergent businesswoman Jones expands day care center to Anderson



**Nellie Jones**

Nellie Jones is the owner of Great Kids Day Care Center, 909 W. Memorial Drive, Muncie.

The center caters to kids 13 months to 13 years. It is open 6 a.m. to 6 p.m.

Monday to Friday. Jones relies on a staff of 22 to help her run her daily operations. She has 100 kids from diverse backgrounds who are bused in from all over Muncie.

Jones, who comes from Los Antville, Ind., has six sisters and one brother. She is the daughter of the late Alan and Karnice Jones.

"My father was my inspiration. He passed away 8 weeks ago," she said during an interview.

Jones attended Los Antville Community Schools, as well as Indiana University in Bloomington, where she obtained a bachelor's degree in 1978. She also attended Ball State

University for 2 years doing general studies, but did not graduate from there.

She is taking early childhood education classes at Ivy Tech State College, Muncie.

Before venturing into the day care business, Jones worked for many years at Ball Memorial Hospital. She began in housekeeping and worked her up to an licensed practical nurse. Her first business, upon leaving the hospital, was a restaurant.

In 1997, however, she decided to set up a day care home at 1015 E. Kirby St., Muncie. The response was so great, she said, that she ended up having three

licensed day care homes.

Soon, she needed even more space.

In 1999 Jones learned that what had once been the Right Aid Pharmacy building on Memorial Drive, was for sale.

"I put together a business plan and went to First Merchants Bank in the business loans department. A lady, named Susan, assisted me. They even came to my day care and realized that I had a good vision. They were very good to me and gave me the loan," she said.

Jones said she also had to turn to the Muncie/Delaware County Chamber of Commerce and

Community Development for additional funds for the project. The center opened its doors towards the end of 2001.

Jones is also opening a new day care center in Anderson, Ind., on Rangeline Road. The new center will handle 56 children, she said.

"My advice to anybody who wants to do anything is put God in front of it. Have a vision, have a good plan and have somebody to talk to when things get rough. I used to talk to my father every day. It's not going to be easy starting off (without him)--and that's the truth," she said.

## Attention to Detail cleans cars, homes and offices

At Attention to Detail on 616 N. Broadway Ave. they wash, wax and vacuum cars, trucks, vans, SUVs, boats and motorcycles. They dry clean carpets, clean windows, rims, tires and engines. The owner, Toma Wright, is a certified detailer of five years standing through Eagle One Products. He has worked for Dave's Detail Shop on Bethel Ave and also managed his uncle's detail shop in Killeen, TX. before setting up shop nine months ago on Broadway.

A 'wash and vac' at Attention to Detail will set you back a mere \$15. For

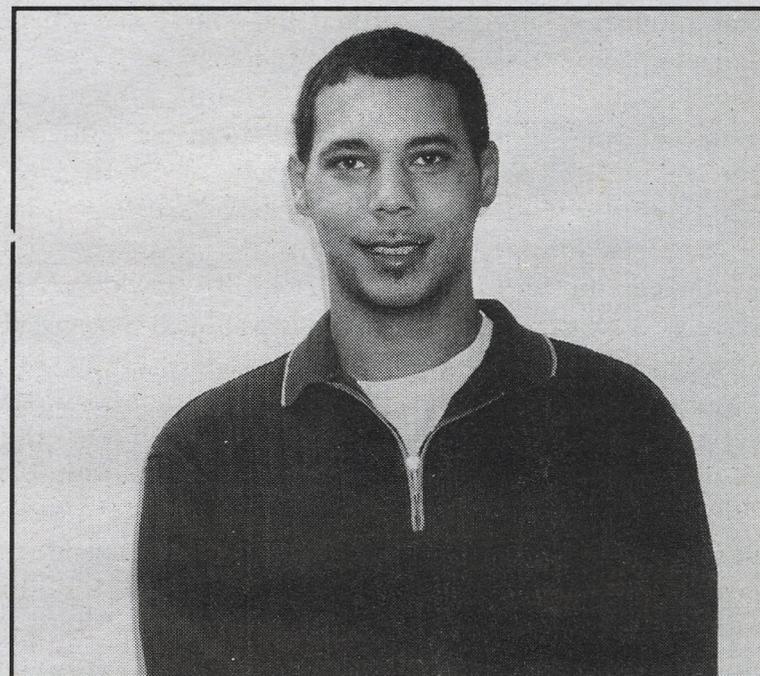
\$35 you get a 'wash and vac and wax' which includes rims and tires, between the seats and under the seats. A full 'in and out' service begins at \$65 for small cars and trucks and \$85 for big trucks, vans and SUVs. The company also does residential, garage and office cleaning by appointment.

The company also has five extra rooms on their premises that are available for rent on negotiable terms. There are two billboards on the property that are also available for anyone who would like to advertise their corporation or product for

\$550 per month. The billboards are distinctly visible from the road and from McColloch park. Also for rent are two garages on the property one of which has a hydraulic car lift that is only one year old.

"We have full coverage insurance and are a bonded company," said Wright. "We are looking to expand into other opportunities such as window tinting and selling car stereos. We also need transfer tags to start working on motor vehicles from dealers."

Wright advised anyone intending to open up



**Toma Wright**

a minority business to only give the business a 110% of do it if they are prepared to their time and attention.

*Mattie Coleman continued from page 27.*

her at the business but learnt the hard way after losing a few things. "Now if I have to go somewhere I just lock up and leave," she said.

She advised anybody looking to start a business make sure he/she likes to

do what he/she is getting into. "My business has never been work and I never get tired of it," she said.

She also urged newcomers to put the Lord first in whatever they do and pray about it before moving forward.

**The Muncie Times Appreciates Your Support And Your Business!**

**If You Have Any Comments, Concerns, Or Questions, Please Call Us At: 741-0037.**

**Monday - Friday 9:00 a.m. - 5:00 p.m.**

## Ross publishes cards, brochures, books through part-time business

Donna Ross works as a human resources representative at the Comprehensive Mental Health department, a job she has held for 23 years. She also loves to sit at her computer at home to design and print personalized greeting cards with pictures and special words, as well as booklets and brochures. She does the printing for the poetic Lovelines by Judy brand of cards. Businesses wishing to establish themselves can also order business cards and letterheads from T and T Ross Services, the banner under which Ross operates.

T and T Ross Services is self financed. It started in 1991 with the help of Ross' husband of 25 years, Michael. The couple have three daughters,



Donna Ross and husband Michael Ross

Mykael (30), Tameka (24) and Tai (20). Ross is a 1970 graduate of Southside High School. She attended secretarial and administration classes at Ivy Tech State College and further honed her talents through workshops and practice.

She has printed more than 300 books for local writers and designed a lot of church and funeral programs.

"You have to hang in there. It's not easy. You have to set your goals and don't give up until you achieve them. Through Christ all things are possible," said Ross as a word of advice to Muncie's aspiring entrepreneurs.

## Figurines are Shoecraft's specialty

Pamela Shoecraft calls her business on 1437 E. Main St. Figurines and More. Her merchandise is mostly decorative porcelain figurines of angels, people, African Americans with some being functional like salt and pepper shakers and bird feeders. The business has different sizes of figurines in stock and also has a catalogue from which even more choices can be ordered. "I was saw my business in a dream," said Shoecraft, "There were figurines on the inside of the building and my name on the outside." Figurines and More opened its doors in Aug. 2003.

Shoecraft has

however been an Avon

salesperson since 1987. She operated from her home and visited her customers at their homes or businesses, something which she still does. Under the Avon brand Shoecraft sells cosmetics, men and women's cologne, gift items, shoes, lingerie, lotions, anti-aging products, hair-care products, ornaments, jewelry as well as vitamins. She also has bibles and inspirational books in her Avon catalogue as well as more figurines. "I have fiber-optic angels, scarecrows, bears and a fiber-optic vuillage," she said. "Avon is a good business. You can make millions of dollars recruiting

people." Shoecraft used her own money to set up shop. She invested in the figurines that she now sells when she left her three-year job at Henman Engineering in July. Before then she was a nurses aide for fifteen years. She got her training at the Muncie Area Carrer center after graduating from Southside High School in 1970. "My goal is to have more than one loction," she said.

To those contemplating on starting their own business, Shoecraft has the following words of advice, "Through God all things are possible."



Pamela Shoecraft

## Future Alternatives/Future Choices

Beth Quarles is the owner of Future Alternatives, a for-profit business and the founder and CEO of Future Choices, a non-profit organization. Her enterprises are housed in a 23 office complex at 309 N. High St. in downtown Muncie.

Future Alternatives is a consulting firm that does interpreting for the deaf as well as diversity training and education for people in management. "We do on-site as well as off-site training. Off-site training can be wherever the company suggests we do it," said Quarles. The organization also has six subcontractors who help provide additional consultancy services as needed.

The firm was established in 1989 in

move,said Quarles, was under the encouragement of Mary Dollison of MOM's after the firm started doing consultation work for the organization.

"I had saved some money and decided to start my own business and I noticed there was a lack of interpreters in this area," said Quarles, whose work with the deaf dates back to 1969 when she worked for a mainstream program for individuals with two disabilities at the Indiana School for the Deaf. Quarles also worked for the Muncie Community Schools district for four years. She also worked for the National Association of the Deaf for three years, Comprehensive Mental Health for four years and the Maxon Corporation for four years. She holds a Bachelors of Arts

was inspired by a conversation Quarles had with Richard Bailey, a person living with disabilities, who could not get any accessible accommodation anywhere in the state of Indiana. Future Choices applied for and secured a \$3.2 million grant to build an apartment complex that is accessible to the disabled. The result was the Dailey Apartment building at 1312 Bunch Blvd with 37 units which opened up in October 1999. "We are operating at full capacity. We achieved all the objectives we wrote in the grant, a scenic view, a neighborhood atmosphere and a people with and without disabilities living together," said Quarles.

The organization has a six-member board of



**Beth Quarles**



**Dailey Apartments**

Indianapolis and operated from downtown at 445 Pennsylvania Ave. It moved its offices to its present location in 1994. The

degree from Ball State University in general studies. Future Choices came into existence in Dec. 1994. It

directors.

Another project that Future Choices embarked on is the Center for Independent

Living in Delaware County. The center helps people living with disabilities with advocacy, skills training, peer counseling, information and referral. "Our clients come from within the community and want to maintain independent living within the community. There are about 20,000 living with disabilities in Delaware County," said Quarles. The center was set up through a \$250,000 grant from the Division of Developmental, Aging and rehabilitation Services.

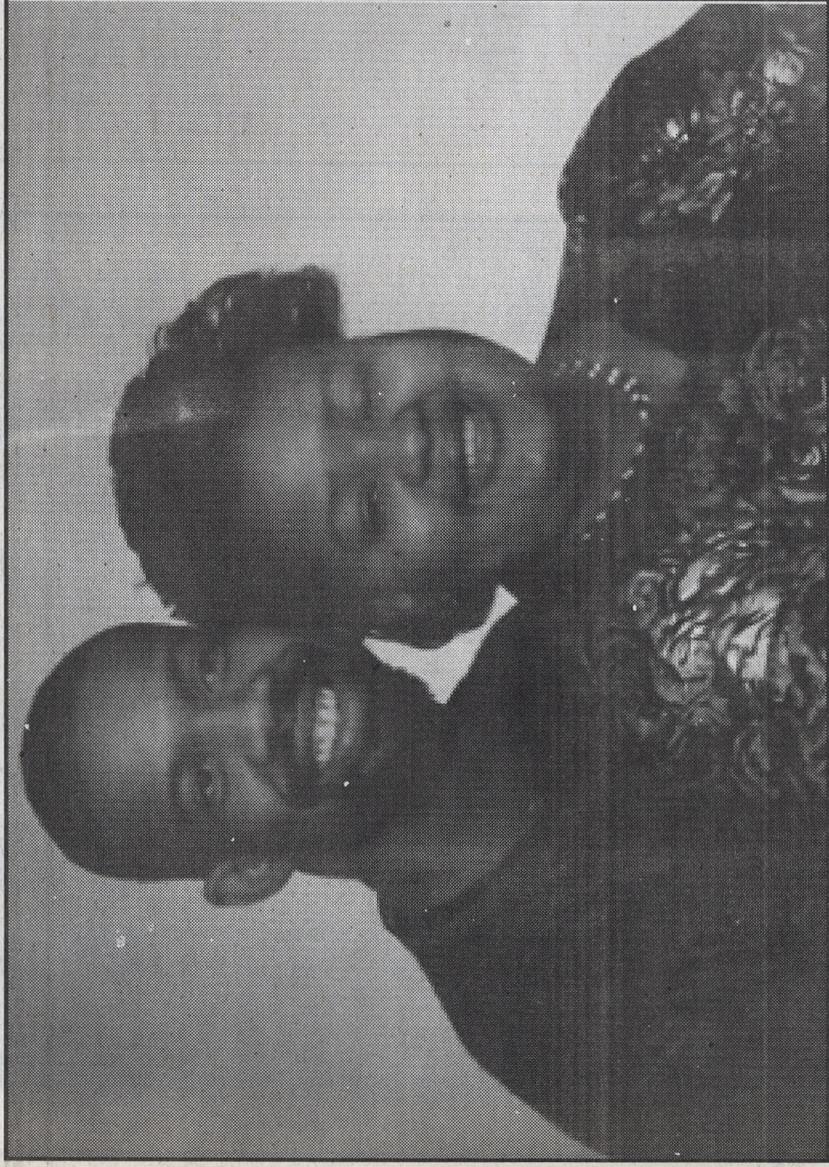
The next level for Quarles is for her organization to play a role in looking after the growing population of seniors as people keep living longer and the baby boomers

swell the ranks of the aging. "Families are moving away because of jobs and communities are going to have to take care of the older population and those living with disabilities," she said.

Quarles advised those seeking to start new businesses to be aware that it takes about five years just to get started and another five years for people to begin to know them. "The longer you are in business the more people think you'll be there for a while. Go into the community and let the community know you're there. Be constantly looking for creative ways to bring in income," she said.

# Congratulations To All Business Owners From The Muncie Times

# Fulton finds joy in giving from the heart



baskets, bouquets, flower arrangements, hair weaving and braiding, hair care products, wedding attire, accessories and a J.C. Penny's-like catalogue that has designer clothes, shoes and accessories. Orders on the catalogue can be received the next day and Fulton can just about get her customers anything they may be looking for.

The store opened its doors on Walnut St. in April 2003. Before then, Fulton operated the business from her home at 316 W. Adams St.

Fulton did nursing in Georgia and also attended Ivy Tech. She worked as an assistant program director for Assisted Living Concept for 5 years and with Cardinal Health Services for help.

## Aratavia Fulton and husband William

When I was young I was always making things and giving them to people. At my church, Cathedral of Praise, when somebody was ill I'll make them something and give them from my

heart," said Aratavia Fulton, who said the shop reflects her passion.

She and husband, William, own the business. Gifts from the Heart offers customized gift

# Campbell Backhoe Service

Arnette Campbell operates a backhoe service that digs sewers, waterlines, fish ponds and foundations for buildings.

The business started in 1992 as Campbell and Boyd after Campbell bought a backhoe and sold half the interest in it to Boyd. The duo operated together for a period of eight years before Campbell divested his interest in the partnership and bought his own machine in 2000.

The machine, a Case 580 C has four different size buckets for specialized jobs such as cutting a waterline or digging a sewer. Campbell has a three-axle trailer that carries the machine and is hauled by a dump truck to his work sites.

The truck is also available for hauling gravel and dirt from customers' yards as it is smaller than the common commercial ones. "Some people don't like to have them big trucks in their yards," said Campbell.

Campbell charges by the hour on certain jobs and quotes for the full job on others. His hourly rate is \$50. "Sewers I do by the job and not by the hour. Waterlines I give a bid on it and if they like the bid, I do the job," he said.

He has no full time employees and mostly works alone. "I usually have somebody help me when I put in sewers. With waterlines it's the plumber who hooks it up," he said.

Campbell put up most of the money for his business in cash. He sought help from

his credit union when buying the backhoe and finished repaying the loan.

Another advantage he has is that he does most of his own maintenance. This he learnt from his 20 years as a machine operator for Dayton Steel and five years as a truck driver with John Woods Construction.

"First you need to know how to operate the equipment you're going to buy. If you hire help then you have to make sure you have enough jobs to pay that help. The first two to three years you're just breaking even and paying for your equipment. Then you start making dollars," he said.



Arnette Campbell

## Dr. Cheryl Westmoreland



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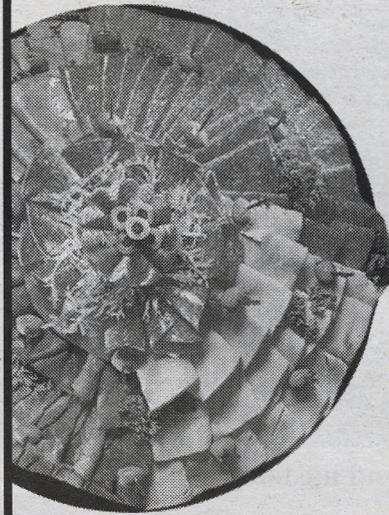
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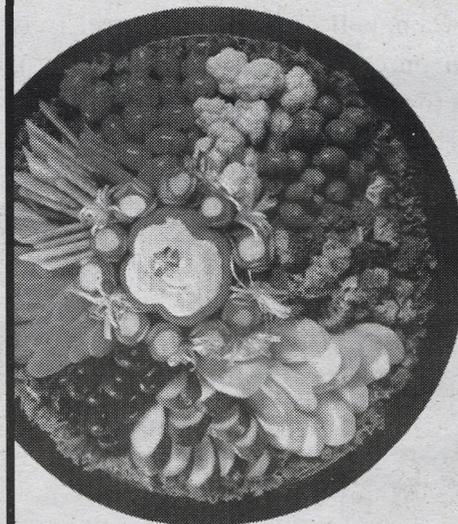
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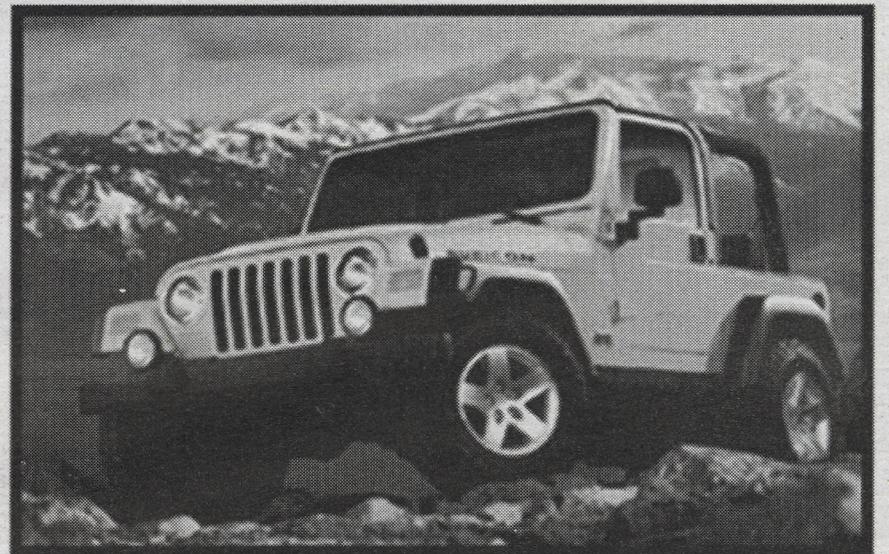


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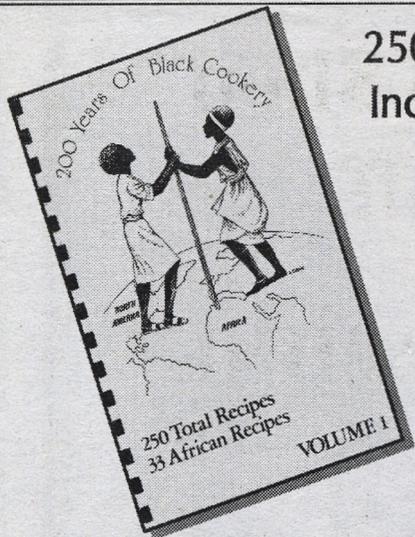
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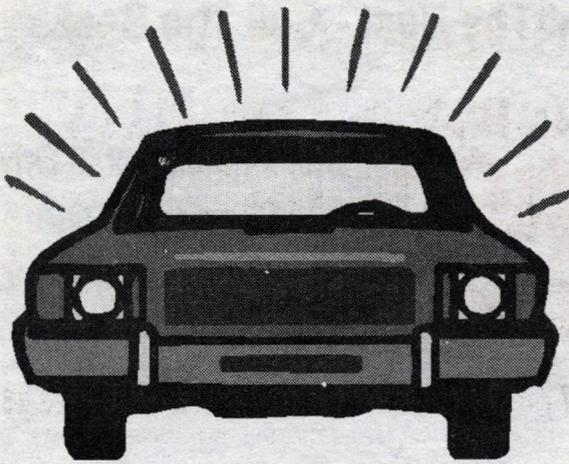
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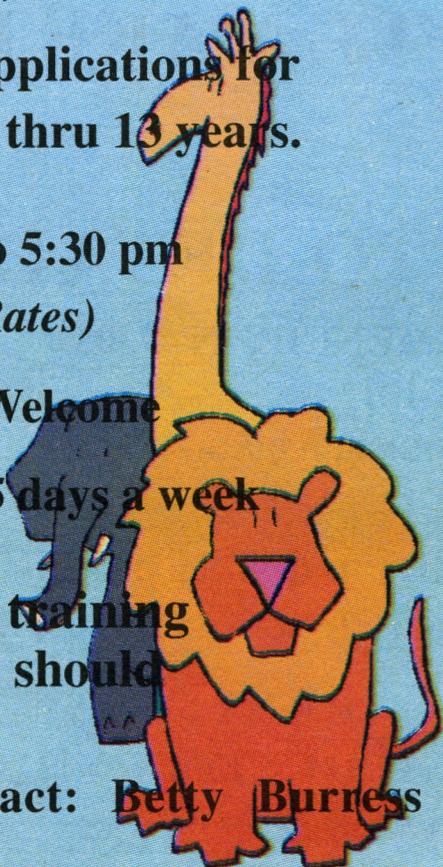
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## Vickie Winans continues to shine as gospel DIVA.

The name "Winans" and gospel music seem synonymous, Vicki Winans definitely lives up to that reputation after 17 years of singing the good news about Jesus Christ. The captivating vocals of this multitalented artist are like a soulful, fine-tuned instrument that piques the emotions and uplifts the spirit. Vicki lends a high-powered, energetic, yet smooth and inspirational style as showcased in all her Grammy-nominated, Stellar Award and NAACP Award Winning albums.

Vicki was 8 when she sang her first solo in church. "You couldn't tell me I wasn't ready for Carnegie Hall," she said

laughing.

From then on, the biggest challenge foe Aaron and Mattie Bowman was keeping a tight rein on their seventh child.

In addition to being one of the industry's most beloved and respected artist, Winans is in the firm control of her career. She manages herself and is the president of Viviane. Inc., her Detroit-based management company where she books and performs 250 or more shows a year.

However Winans says her favorite job is being the mother of her sons, hit producer Mario "Skeeter" Winans and Winans Phase II's Marvin "Coconut" Winans and Nonnie her 5-

year old grandson, and her 2-year old granddaughter.

Reaching internationally renowned status required an enormous amount of hard work, determination, sacrifice, and faith. She insists she's quite grateful for that because she takes nothing for granted.

"Although I've had my share of heartaches, pain, and sickness over the years, I know that God has truly blessed me. It's because of Him that I have a fantastic family, great friends, and a rewarding career" she said.

Winans always seemed destined to succeed and to excel. Her vocal ministry, which has thrilled and inspired millions over

the years, also paved the way for her to star in Broadway musicals, a host of other theatrical shows, and made hundreds of television appearances.

Anyone who knows her or comes in close contact with her, experiences her wonderful sense of humor, charming personality and vivacious, down-to-earth manner. In fact, a key to her success is that her warm spirit immediately disarms the coldest stranger,

"The bible says that a merry heart doeth good like medicine," she said.

Winans' love of God, life, children, her friends and fans, her music and her giving spirit

continue to make her one of the best and brightest stars gospel today.

On radio, TV, albums, videos, in concert, plays and yes, even in future films, her extraordinary, multidimensional talents and unwavering faith in God keeps her on the positive path.

"Wherever the Lord leads, I will follow and I'm having a ball on the trip," she said.

**Hear Vickie Winans in person at  
Tabernacle Of Praise,  
Thursday, December 11,  
2003 at 7:00 P.M.**

**Ticket Donation \$20.00**

## WITNESS FOR JUSTICE

### Health care for all demands involvement of all Americans

I think it's a train wreck waiting to happen. Yet our elected officials and candidates for office seem to be putting it on the back burner. It impacts every single American, whether we know it or not. It's costing our nation, our families and our businesses a fortune. It's an ethical and moral catastrophe.

I'm talking about our health care dilemma. A train wreck about to happen.

Look at the warning signs. In the past year alone, 2.4 million more Americans are without health care coverage-the largest increase in a decade, partly due to increasing unemployment. But it was partly due to the fact that the costs for most health care plans rose 14 percent in 1

year. Indeed, Americans today are paying 50 percent more for their health care coverage than we did 3 years ago, so even if our wages are rising many of us are taking home less pay.

**B u s i n e s s e s**, especially small businesses - our nation's employment backbone - find themselves having to choose between cutting health care coverage for employees or eliminating positions. Employees find themselves reluctant to change jobs because of health care concerns.

Meanwhile, smaller hospitals are being forced to close. Doctors find it impossible to get affordable malpractice insurance, and in some states, it is difficult to find an obstetrician or

other medical specialist.

Why, in the richest nation ever in the history of the world, are there people who cannot go to the doctor if they are sick? Health care is a right due to every one of the world's citizens. So why is our health care tied to our employment? Why don't we really do something to really create jobs by taking health care costs away from employers?

The answer is simple. We could change this system if we wanted to. We could change this system so that every American is automatically covered from birth until death. We could change this system and still have a cheaper, more efficient and effective health care system. We could change this

# Bernice Powell Jackson



system if every single one of us insisted -- no demanded -- of every candidate for every office in the United States, be he or she, Democrat or Republican, that we change this insane health care system and change it now. We could change this dysfunctional health care system if we wanted.

We can demand change - or we can just sit

back and wait for the train wreck.

*Bernice Powell Jackson is executive minister of the United Church of Christ's Justice and Witness Ministries. You can contact her at 700 Prospect Ave, Cleveland, OH 44115-1110 or by calling (216) 736-3700.*

## “A Walk Through Bethlehem” Living Nativity

**Friday, December 12 and Saturday, December 13, 2003**

**From 6:00 p.m. - 8:30 p.m.**

**Gethsemane United Methodist Church**

**1201 W. McGalliard in Muncie**

Characters in costume will re-enact the night of Jesus' birth, accompanied by several live animals in the field on the southwest side of the church. Admission is free and open to the public. Refreshments will be served in the church's Fellowship Hall.

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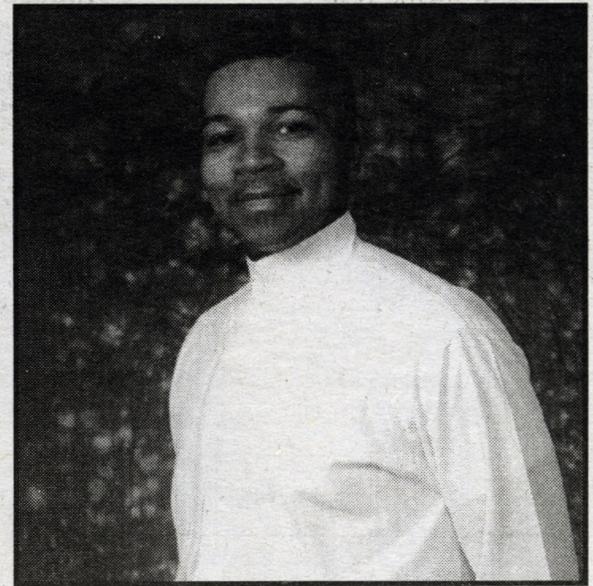
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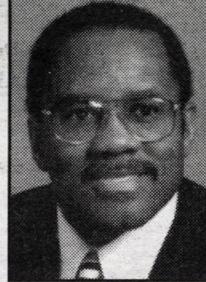
Pastor John Slaughter

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Sunday School • 9:00 a.m.  
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Phone: 289-3418



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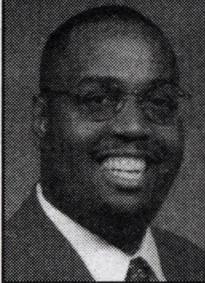
Pastor J.E. Moorehead

## Cathedral of Praise Church

1005 E. 26th St.

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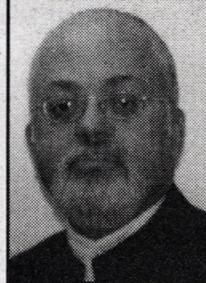
Pastor Adrian Leavell

## Christ Temple Church

654 N. Jefferson

Sunday School • 9:30 a.m.  
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 Wednesday Bible Study • 7:00 p.m.

Phone: 284-1783



Pastor S. Michael Millben

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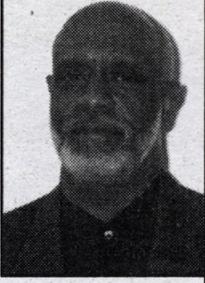
Pastor Kevin Woodgett

## Deliverance Temple

903 S. Pershing

Sunday • 11:00 a.m.  
 Tuesday • 7:00 p.m.  
 Friday • 7:00 p.m.

Phone: 282-7852  
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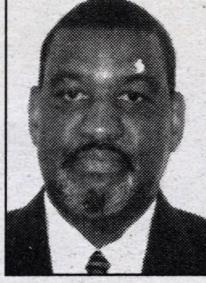
Pastor H. Royce Mitchell

## Faith Center For All Nations

600 S. Lane St.

Morning Prayer • 8:44 a.m.  
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 Tuesday Youth Night • 7:00 p.m.

Phone: 282-1915



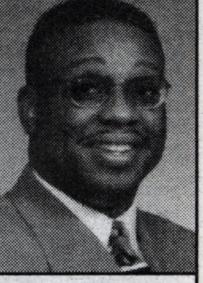
Pastor Larry Carther

## Greater Grace Apostolic Church

319 W. Howard

Sunday School • 10:00 a.m.  
 Sunday Morning Worship • 11:30 a.m.  
 Sunday Evening Service • 6:00 p.m.  
 Tuesday Prayer Meeting • 7:00 p.m.  
 Wednesday Bible Class • 7:00 p.m.

Phone: 284-2399



Pastor Kendrick Winburn

## Good Samaritan

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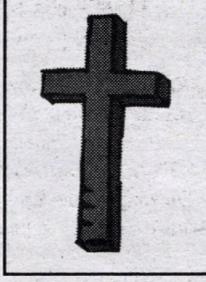
Pastor Willie J. Seals

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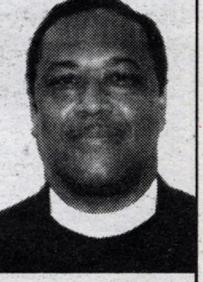
Pastor Samuel F. Burress

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 Wednesday Bible Study • 6:00 p.m.  
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Church: 288-8990 • Home: 284-4316



Pastor John L. Smith

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2725 S. Hackley St.

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 p.m.  
 Tuesday Bible Study • 11:00 a.m.

Church: 744-7214 • Home: 284-9687



Pastor Edith Hutchinson

## Kirby Avenue Church of God

701 Kirby Ave.

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 10:45 a.m.  
 Wednesday Bible Study • 7:00 p.m.

Phone: 284-8676



Pastor Thomas Stanton

## Midtown Church Of Christ

901 E. Willard

Sunday School • 9:45 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Sunday Evening Service • 6:00 p.m.  
 Tuesday Bible Study • 7:00 p.m.

Phone: 288-6748



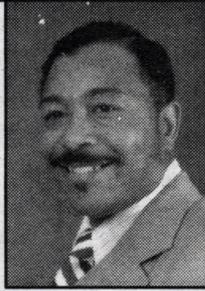
# LOCAL CHURCHES

## Greater Mt. Calvary Church of God in Christ

1524 E. Butler

Sunday School • 10:30 a.m.  
 Sunday Morning Worship • 12:00 p.m.  
 Tuesday Bible Study • 6:00 p.m.

Phone: 289-6262



Pastor Charles Coatie

## Mt. Olive Church of God in Christ

821 S. Hackley

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:30 a.m.  
 Tuesday Bible Study • 7:30 p.m.

Phone: 288-7565



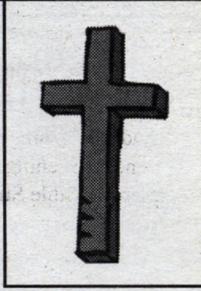
Pastor Jessie Branson

## Mt. Zion Baptist Church

820 S. Penn St.

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Wednesday Bible Study • 7:00 p.m.  
 Wednesday Prayer • 12 Noon & 6:00 p.m.

Phone: 284-0138

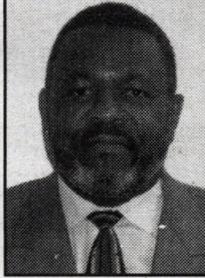


## New Hope Baptist

524 E. Willard

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Wednesday Bible Study • 7:00 p.m.

Phone: 288-7023



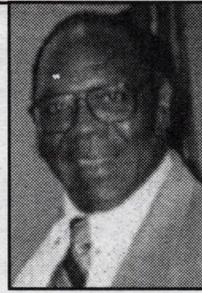
Pastor W.C. Edwards

## New Liberty Baptist

1615 N. Elgin

Sunday School • 10:00 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Wednesday Bible Study • 6:00 p.m. - 7:30 p.m.

Church: 284-8231 • Home: 642-4012



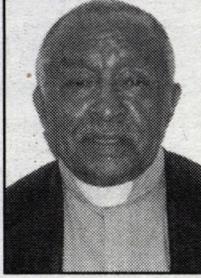
Pastor L.D. Clay, Jr.

## The Original Church of God

921 S. Penn St.

Sunday School • 10:00 a.m.  
 Sunday Morning Worship • 11:30 a.m.  
 Wednesday Bible Study • 6:00 p.m.

Phone: 284-8531



Pastor Elder Thomas Sowell

## Paramount Community

1405 E. Willard

Broadcast • 9:30 a.m.  
 Sunday School • 10:30 a.m.  
 Sunday Morning Worship • 11:30 a.m.  
 Wednesday Prayer & Bible Study • 11:00 a.m. - 12:00 p.m.

Phone: 282-3748



Pastor Charlotte Levi

## Bread of Life Ministries

1405 S. Hackley  
 Muncie, IN

Sunday Morning Worship • 11:00 a.m.  
 2nd Service 13th Hoyt • 1:00 p.m.  
 Wednesday Prayer & Bible Study • 6:30 p.m.  
 Friday Evangelistic Service • 6:30 p.m.

Phone: 288-8804



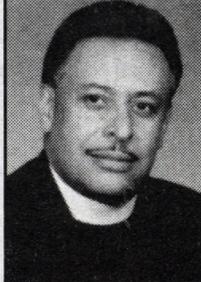
Pastor Clara Rankin

## Shaffer Chapel AME

1501 E. Highland Ave.

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Bible Study & Prayer Meeting  
 Wednesday Bible Study • 12:00 Noon  
 Wednesday Evening Study • 7:00 p.m.

Phone: 284-6890



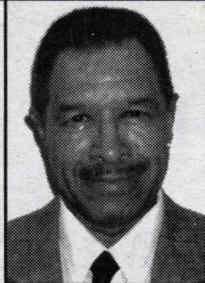
Pastor Martel Winburn

## Shiloh Church of God in Christ

820 N. Blaine

Sunday School • 10:15 a.m.  
 Sunday Morning Worship • 12:00 Noon  
 Evening Y.P.W.W. • 6:30 p.m.  
 Tuesday Bible Study • 7:00 p.m.  
 Friday Worship • 7:00 p.m.

Phone: 282-1869



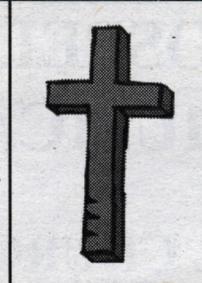
Pastor Buddy Kirtz

## Spiritual Baptist

1201 E. Jackson

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Wednesday Bible Study • 7:00 p.m.

Phone: 282-1034



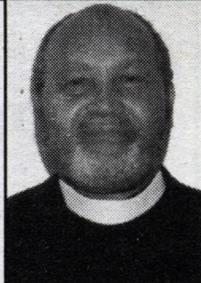
Pastor Mack Moses

## Terrestrial Temple Church of God in Christ

2112 N. Turner

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Tuesday Bible Study • 6:00 p.m.  
 Thursday Worship • 7:00 p.m.

Phone: 288-8181



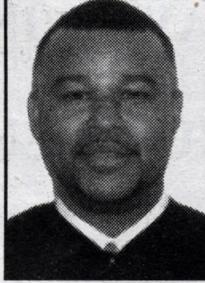
Pastor James Lawson

## Trinity United Methodist Church

1210 S. Hackley St.

Sunday School • 9:30 a.m.  
 Sunday Morning Worship • 11:00 a.m.

Phone: 284-4515



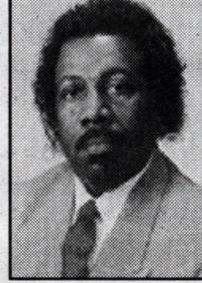
Pastor James M. Nave

## Triumph Church

920 E. First St.

School of Wisdom • 10:30 a.m.  
 Sunday Morning Worship • 12:00 Noon  
 Evening Worship • 7:00 p.m.  
 Tuesday Bible Study • 7:30 p.m.  
 Friday Evangel & Praise • 7:30 p.m.

Church: 289-6262 • Home: 644-3953



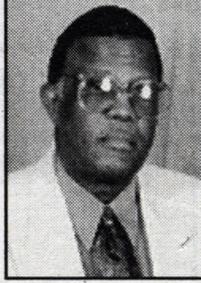
Pastor Wayne Redding

## True Vine Holiness Tabernacle

1205 E. Willard

Sunday School • 9:00 a.m.  
 Sunday Morning Worship • 11:00 a.m.  
 Tuesday Bible Study • 7:00 p.m. & Thursday 7:30 p.m.  
 Tuesday - Friday Prayer • 8:00 - 9:00 a.m.

Phone: 286-3031



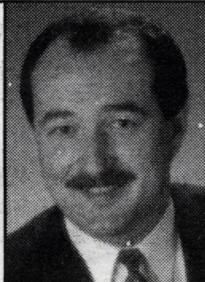
Pastor Wade Sloss

## Union Chapel Ministries

4622 N. Broadway

Sunday School • 9:00 a.m.  
 Sunday Morning Service • 9:00 a.m. & 10:45 a.m.  
 180 Youth Event • Sunday 6:00 p.m.  
 Saturday Night Service • 5:30 p.m.

Phone: 288-8383



Pastor Gregg Parris

## Union Missionary Baptist Church

1103 N. Macedonia St.  
 Sunday School • 9:00 a.m.

Sunday Morning Worship • 7:00 a.m./10:00 a.m.  
 Wed. Bible Study & Prayer • 10:0 a.m./6:00 p.m.  
 Wed. Children's Bible Study • 6:00 p.m. (annex)  
 Children's Church (1st Sun. 9-13; 3rd Sun. 3-8)  
 Phone: 284-7274

"A 21st Century, New Testament Church: empowered by the the principles of God's unchanging word, with ministry relevant to a changing world"



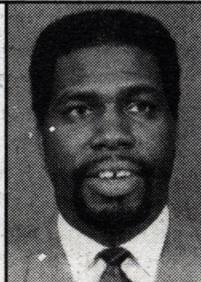
Pastor Willie J. Jackson, Sr.

## Word Of Life Christian Church

1401 E. Kirby Ave.

Sunday Prayer • 9:30 a.m.  
 Sunday Morning Worship • 10:30 a.m.  
 The Zone (Youth Service) 6:00 p.m.  
 Wednesday Prayer • 6:00 p.m.  
 Wednesday Service • 7:00 p.m.

Phone: 284-6269



Pastor Bryant R. Crames

# L O C A L C H U R C H E S

## Holy Ghost Temple Church of God in Christ

1518 E. 17th St.

Sunday School • 10:00 a.m.  
Sunday Morning Worship • 11:30 a.m.  
Tuesday Bible Study • 7:00 p.m.  
Wednesday Prayer • 6:00 p.m.  
Friday Worship • 7:30 p.m.

Phone: 282-9158



Pastor Jerry D. Bumpus

## The Spiritual Israel Church And It's Army

915 E. Memorial Dr.  
Muncie, IN

Sunday School • 9:30 a.m.  
Sunday Morning Worship • 11:00 a.m.  
Tuesday Bible Study • 7:00 p.m.

Church: 288-3264  
Home: 219-745-9052

Ex. 4:22 Israel is my son even my first born



Pastor Bishop Flanders  
Carswell Sr.

## Spirit And Truth Ministry

400 E. North St.  
Muncie, IN

Sunday School • 9:45 a.m.  
Sunday Morning Worship • 11:00 a.m.  
Thursday Bible Study • 7:00 p.m.

Phone: 215-1285



Pastor Beverly Ann  
Plummer

## The New Testament Christian Ministries

6207 W. Taylor Rd. at Hoffer

Sunday Bible Study • 10:00 a.m.  
Sunday Morning Worship • 11:00 a.m.  
Tuesday Bible Study • 7:00 p.m.  
Friday Prayer Service • 7:00 p.m.

Phone: 282-7666



Overseer Dee Johnson

## My Father's House Apostlic Church

1208 E. Centennial Ave.

Sunday School • 10:00 a.m.  
Sunday Morning Service • 11:30 a.m.  
Tuesday Prayer • 7:00 p.m.  
Thursday Bible Study • 7:00 p.m.

Phone: 287-9221 • Home 282-3224



Pastor Michael W. Boyd

## Fig Tree Ministries

219 W. Main  
Muncie, IN

Sunday Morning Worship • 10:00 a.m.  
Monday • 7:00 p.m.  
Wednesday • 7:00 p.m.



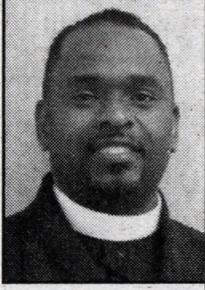
Pastor Kay Morehouse

## New Kingdom Builders

326 W. Charles

Sunday School • 10:00 a.m.  
Sunday Morning Worship • 11:30 a.m.  
Tuesday Bible Study • 6:30 p.m.  
Friday Praise and Worship • 6:30 p.m.

Phone: 286-0825  
Home: 288-5205



Pastor Iry Hogan

**“For I know the plans I have for you,” declares the LORD, “plans to prosper you and not to harm you, plans to give you a hope and a future.”**

*Jeremiah 29:11*

## GOSPEL EXPLOSION

### PRE-HOLIDAY MUSICAL PROGRAM FEATURING:

**THE SPIRITUAL ISRAEL CHURCH AND IT'S ARMY / MUNCIE TEMPLE  
CHOIR**

**FRIENDSHIP MALE CHORUS / FORT WAYNE, IN**

**MR. FLOYD BLESOE / MINISTER OF MUSIC / JERUSALEM BAPTIST  
CHURCH / FORT WAYNE, IN**

**THE MIGHTY QUOTATION / INDIANAPOLIS, IN**

**6:00 P.M. DECEMBER 20, 2003**

**FREE WILL OFFERING**

**THE SPIRITUAL ISRAEL CHURCH AND IT'S ARMY**

**915 E. MEMORIAL DRIVE / MUNCIE, IN 47303**



**WIN A TRIP FOR TWO  
TO HOUSTON  
JANUARY 30 - FEBRUARY 2  
FOR THE  
BIGGEST FOOTBALL  
WEEKEND  
OF THE YEAR!**

**ESTIMATED VALUE \$27,000**



**DEC. 1  
THROUGH  
DEC. 27**

**POWER PLAY A  
\$5 POWERBALL  
(\$10 TOTAL COST)  
ON A SINGLE TICKET  
TO RECEIVE  
YOUR ENTRY.**

**SEE YOUR LOCAL  
RETAILER FOR DETAILS.**

**18 OR OLDER TO PLAY, OR IT'S NO WAY!**

**HOOSIER LOTTERY**



**'tis the season...**



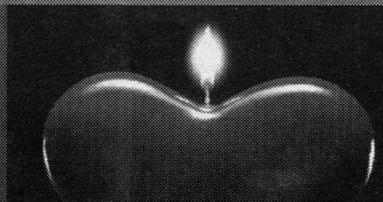
*to count your blessings!*



*to be jolly!*



*to parteeeee!*



*for hearts & flowers!  
(baubles & chocolates, too)*

**let us make it easier to pull it all off!**

**6.49%  
Rate**

**6.92%  
APR**

**terms  
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**NO  
payments  
for  
90  
days!**

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From **November 1 to January 15**, our Holiday Helper Loan can help you fill the season with loads of holiday cheer.

Let us help you breeze through the festivities with our **easy** application process, **fast** approval & **great** rate! Borrow **\$1,000 to \$4,000** & make **no payments** for **90 days**.

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Subject to credit approval. Rate is accurate as of 11/01/03. 6.49% Rate/6.92% Annual Percentage Rate (APR) shown is based on an unsecured loan of up to \$4,000 for a 24-month repayment term. There is a one-time processing fee of \$20 that will impact the APR. Other products with different rates and terms are available. Certain restrictions apply. Offer and rate are available for new consumer purpose, non-real estate secured loans only. Offer valid until 1/15/04.

# RELIGION

## Believers need new way of looking at the Lord

There is a right way and a wrong way of looking at almost everything. "Thou has well seen" were God's words to Jeremiah when He called him to be a prophet to the people of Israel. The young man had just said, "I cannot speak, for I am a child," the Lord touches his mouth and inspires him with the gift of words. He then tests the accuracy of his vision by the question "What seest thou?" Jeremiah does not reply, I see a bit of wood, or I see a staff; his answer is, "I see a rod of an almond tree." This is just what the Lord meant that the young prophet should see. Jeremiah had shown his quickness and accuracy of discernment. God commended his answer and said unto him, "Thou has well seen."

It is vastly important that you and I should seek for spiritual discernment; for many of our joys and many of your sorrows proceed from our method of looking at those things which most concern our peace. How differently, for example, the Lord Jesus Christ appears to different eyes. Long ago it was predicted that he Messiah would be to many as "a root out of dry ground, having no form or comeliness. When they shall see Him, there is no beauty that they should desire Him; He will be despised and rejected of men." When Jesus came therefore to his own they received Him not. As many as received Him rightly and welcomed Him, to them He gave the precious privilege to become the children of God. To all such, in every age and land, He is the

chiefest among ten thousand, and is altogether lovely. Jesus Christ never changes. The difference between the thoughtless sinner and the same person after he is regenerated is that he looks at Christ with a new eye, and has discovered Him to be the very Saviour that he needs.

Some people look at Jehovah only as a consuming fire, and are struck through with despair. Others go to the opposite extreme and see in Him only an infinite goodness and tender mercy; such are in danger of becoming blind to the sinfulness of sin, and they easily slide away into a belief in universal salvation. The man who magnifies God's mercy at the expenses of His justice, and who does not believe that God will punish unrepented sin as it deserves, has not "well seen." He will discover his delusion, at his terrible cost, on the "last great day."

We are all apt to make egregious mistakes when we look at God's providential dealings. Even some Christians are betrayed into a heathenish habit of talking about "good luck" and "bad fortune," and using other expressions that convey the idea that this life is a game of chance. Blind unbelief may be expected to err, and to look at God's work as either a riddle or a muddle. A Christian who has had his eyes opened ought to know better than to make such mistakes. Yet how prone are we to regard many of God's dealings in a wrong light and to call them by wrong names! We speak of things as afflictions, which are really blessings in disguise. We congratulate

people on gaining what turns out to be a terrible snare, or worse than a serious loss. Quite as often we condole with them over occurrences which are about to yield to them blessings more precious than gold. Jacob evidently thought that he was a fair subject for commiseration when he groaned out in his grief, "me have ye bereaved of my children; Joseph is not, and Simeon is not, and ye will not take Benjamin away: all these things are against me." His dim vision could not foresee that happy day when the returning caravan from Egypt would bring him Simeon and Benjamin, and the thrilling announcement that the long-lost Joseph was governor over all the land of Pharaoh. He had not "well seen" what kind of a God he had vowed to serve.

Let us hesitate before we condole with a brother who is under the chastisement of our God. Be careful how you condole with a man who has lost his money and saved his good name, or congratulate the man who has made a lot of money at the expense of his piety. When a Christian is toppled over from a dizzy and dangerous height, and "brought down," he is brought down to the solid rock at the same time. In the valley of humiliation he has more of the joy of God, than he ever did in the days of his prosperity. Sickness has often brought to a man spiritual recovery; suffering has often wrought out an exceeding weight of glory. Let us learn to see things right, and call them by their right names. We often drape our real blessing with a pall, and decorate our



dangerous temptations with a garland. Let us all pray for spiritual discernment and often be sending up the petition, "Lord, open Thou our eyes."

Let me, in the next place, remind you that if we possessed more spiritual discernment, we would not torment ourselves with sinful anxieties about the future. Our Lord knew what was in man when He remonstrances against borrowing trouble in advance, when He said, "be not therefore, anxious for the morrow; for the morrow will be anxious for itself; sufficient unto the day is the evil thereof." We ministers need to guard against this malignant devil of worry. It torments one pastor with a dread that, if he preaches certain truths boldly, he may offend some of his best tithers and drive them away. Let him take care of his conscience, and God will take care of him. I don't know any of our preachers that are in the poor-house, from preaching the truth.

It is not from the open assaults of infidelity or from the skeptical pages of that severest strain has come upon our faith. It is from the mysterious permissions of the Divine Providence that we are often in danger

of having that faith shipwrecked. In such hours, it is wise to read the passage of the Thirteenth Psalm: "Weeping may endure for a night, but joy cometh in the morning." The original Hebrew is far more forcible; it literally reads, "in the evening sorrow lodgeth, but at the day-dawn cometh shouting." The "shouting" will be raised by the discovery of what was in existence all the while, and that is God's marvelous wisdom and unfailing love.

A great deal of our work in this world may be called night-work. Weary with rowing, we even get frightened by the apparition of the Master, and like the disciples, cry out "it is a ghost!" -until He reveals Himself in the words, "It is I; be of good cheer; be not afraid!" The history of every discovery of new truth, of every enterprise of love, of every Christian reform, and almost every church revival is the history of long working, watching and waiting through seasons of dark discouragement. "We have toiled all the night, and have taken nothing" was the cry of the tire, hungry, and sleepy disciples.

*continue on page 45.*

# RELIGION

*continued from page 44.*

But in the early daybreak they saw the Master on the beach; the need is cast, and lo! It swarms with fish. So our Lord tests His children before He blesses them. The lesson for every pastor, every missionary, every teacher, and every sorely tried child of God is in these heaven-taught words, "I wait for the Lord and in His word do I hope; my soul

waiteth for the Lore more than they that watch for the morning."

To the eye that has spiritual discernment this world is mainly an avenue to that one which is beyond it. Talents, money, and influence are simply loans that are to be held in trust for God. My friend, if you find the "image and superscription" of Christ on your talents, money and

influence, "thou hast well seen."

Are there any who desire to have their spiritual vision purged? I would commend to them the example of the blind man, who came and besought Jesus to touch him; for he knew that a simple touch of the miracle-worker would restore his sight. Jesus led him along the streets and "out of town;" and putting

spittle on his closed eyes, he inquired, "do you see anything?" The man replied, "I see men; for I behold them as trees walking." The Master again lays His hands upon his eyes and bids him look up; he looks and sees the Son of God standing at his side. Even so it may be with you, if you will permit Jesus to lead you "out of town" where sin and self have

troubled you, and will trust yourself to His restoring power. He will touch the eye of your soul. Truth will become clearer. Faith will become stronger. The old darkness will pass away, and all things will become new. "Thou has well seen" when you behold Jesus Christ as the Lord of your life.

## HUD study: Native Americans still suffer housing bias

Washington—More than a quarter of Native Americans are discriminated against when attempting to rent homes, according to a study released today by the Department of Housing and Urban Development.

HUD Deputy Secretary Alphonso Jackson released the results of the study at the 60th annual meeting of the National Congress of American Indians, in Albuquerque, N.M.

Discrimination in Metropolitan Housing Markets found that Native Americans in the metropolitan areas of New Mexico, Montana, and Minnesota consistently receive less favorable treatment than similarly qualified whites when inquiring about the same advertised rental unit. The study showed that Native American renters were discriminated against more than 29 percent of the time. In comparison, African Americans nationally

discriminated against 22 percent of the time, Hispanics, 26 percent and Asians, 21 percent.

"Americans have come a long way but this discrimination study illustrates that we have more work to do and we must stay focused to end discrimination," Jackson said. "We simply will not allow discrimination to stop families across this nation from living in any home, apartment, neighborhood they can afford."

Discrimination against Native Americans is especially severe, frequently denying them access to available housing altogether, while other minorities often experience subtler forms of discrimination, such as higher rents and application costs or less advice and assistance from rental agents," said Margery Austin Turner, the study's lead researcher and director of the Urban Institute's Metropolitan Housing and Communities Policy Center.

The study describes an all-too familiar story: the plight of a 43-year old American Indian woman from Billings, Mont., who inquired about renting a one-bedroom apartment for herself. She was willing to pay between \$250 and \$300 per month in rent.

The building manager told her that the advertised unit was no longer available, but did not tell her about or show her any alternatives. A few hours later, a 55-year old white woman met with the same building manager and asked about the of apartment. She was told that the advertised unit was still available and she was able to walk through it that afternoon.

The study, which was based on 297 rental paired-tests conducted in the eight metropolitan areas of the three and 100 sales paired-tests in New Mexico, is the first time HUD has measured the extent of housing discrimination

against Native Americans.

In 2002, HUD released a report showing that the level of discrimination against African Americans renters had declined since 1989, from 26 percent to 22 percent, while the level of discrimination faced by African American homebuyers had declined from 29 percent in 1989 to 17 percent in 2000, while discrimination faced by Hispanic homebuyers declined from 27 to 20 percent.

In 2003, HUD released another report showing the level of discrimination faced by Asians and Pacific Islanders is similar to the level experienced by African Americans and Hispanics.

Conducted by the Urban Institute, the study is the most ambitious effort to date to measure the extent of housing discrimination in the United States against persons because of their race or ethnicity.

"In addition to using research to document the nation's progress in reducing housing discrimination, we also will use the data to better target HUD's education and enforcement resources," said Carolyn Peoples, HUD assistant secretary for fair housing and equal opportunity.

To help combat the problem, since 1989 HUD has awarded grants to public and private fair housing groups as well as to state and local agencies under the Department's Fair Housing Initiatives Program. Organizations use the money to educate the public and housing industry about discrimination laws, promote fair housing, and investigate allegations of housing discrimination. Initially funded at \$5 million in 1989, HUD this year is awarding \$20.2 million in FHIP grants.

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 Monday Through Friday  
 From 9:00 a.m. To 5:00 p.m.

# CLASSIFIEDS

## TEMPORARY PART-TIME CABLE RECORDS TECHNICIAN TELEPHONE & POSTAL SERVICES

Temporary, part-time position available January 1, 2004 and funded through June 30, 2004. Responsibilities: visit campus telecommunication rooms to identify copper and fiber cable plant routes and facilities; visit telecommunication rooms to identify telecommunications network equipment and peripherals; record routes, facilities, equipment, telephones and other related items in inventory spreadsheets and databases; create CAD drawings of copper/fiber cable plant, network equipment connectivity, jacks and telephone instrument locations; perform other related duties as assigned. **Minimum qualifications:** up to eighteen months of related specialized training or education beyond high school or equivalent, and over one year of copper/fiber cable plant experience and/or voice/data telecommunications, Microsoft Access, and CAD/diagramming systems. **Preferred qualifications:** associate's degree or equivalent in telecommunications or related area; over three years of working with copper/fiber cable plant and/or voice/data telecommunications. Hourly wage \$12.00. In order to be considered for this position, the following **MUST** be received in University Human Resource Services by 5:00 P.M. Tuesday December 16, 2003: COVER LETTER, RESUME, NAMES, PHONE NUMBERS AND ADDRESSES OF THREE WORK REFERENCES and PROOF OF EDUCATION (transcripts preferred). Send **COMPLETE** credential packet to:



BALL STATE  
UNIVERSITY®

University Human Resource Services  
Attn: CRT  
Administration Building, Room 350  
Ball State University  
Muncie, IN 47306

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## SUBSTITUTE PART-TIME MAIL CLERK CENTRAL MAILING

Substitute on-call position available immediately. Responsibilities: perform mail sorting and distribution to campus buildings and other locations as assigned; collect and deliver mail on foot or by vehicle according to routes and schedules; prepare incoming and outgoing mail for distribution or dispatch; perform duties for special handling of certified, registered and insured mail; and perform other duties as assigned. **Minimum qualifications:** high school diploma or GED, three months through one year of experience, possess and maintain a valid driver's license, and be able to lift up to 70 pounds. **Preferred qualifications:** 1 to 2 years of experience as a mail clerk or carrier. Starting pay up to \$10.00 per hour. Interested candidates need to complete an application Monday, December 8 through Thursday, December 11, 2003, 9:00 A.M. to 3:00 P.M., at University Human Resource Services, Administration Building, Room 350.



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UNIVERSITY®

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## EMPLOYMENT OPPORTUNITIES RESIDENCE HALLS DINING SERVICE

Apply for positions available now! Ball State University is looking for qualified on-call and substitute food service employees. Positions available are Bartenders, Bar & Banquet Servers, Bussers, and individuals to work in kitchen, dishroom, cashier, custodial, food court, and general helper capacities. If you are at least 18 years of age (21 years of age for Bartenders) and have completed a minimum of an 8th grade education, Ball State University offers:

- Starting pay from \$6.50 per hour based on qualifications
- Incremental wage increases
- Flexible work schedule
- Advancement opportunities
- Training
- Uniforms

Interested candidates should apply in person Monday through Thursday, 9:00 A.M. to 3:00 P.M. at University Human Resource Services, Administration Building, Room 350. Preference is given to individuals with fast food, catering, and fine dining experience.



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## PROJECT ASSISTANT BUREAU of BUSINESS RESEARCH

Temporary full-time staff position available January 1, 2004 through June 30, 2004 with possibility of renewal. Responsibilities: assist with the operation of the Bureau of Business Research by providing support for the daily operations of the Publications Services Area and backup secretarial functions to ensure successful and timely completion of projects. **Minimum qualifications:** eighteen months of education or training beyond high school or equivalent; at least one year of related experience; basic page layout design skills. **Preferred qualifications:** associate's degree in journalism, graphic design or business; working knowledge of INDesign, PhotoShop; FreeHand; Microsoft Word, Excel and database software. Starting salary \$23,358 with an excellent benefits package. Cover letter, resume, proof of education (transcripts preferred) and names, addresses, and telephone numbers of three professional references **MUST** be received by 5:00 PM, Wednesday, December 10, 2003. Send or bring **COMPLETE** credential packet to:



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University Human Resource Services  
ATTN: PA  
Administration Building, Room 350  
Ball State University  
Muncie, IN 47306

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CLASSIFIEDS

# Ball State University

**encourages all interested applicants to visit frequently the official Ball State University Website at [www.bsu.edu](http://www.bsu.edu) where open positions are listed and described in detail or call the jobline at 285-8565.**



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## **NEED PART TIME DRIVERS IMMEDIATELY**

Potential for Fill Time  
With Full Benefits

**Starting wage: \$10.44 per hour**

Credit Union  
Family Courtesy Passes  
Modern, well Maintained Facilities and Equipment

MITS is seeking enthusiastic dependable, responsible Drivers at least 21 years of age. Must have high school diploma or G. E. D. and a good driving record to represent our public transportation system in a safe, courteous and professional manner. Must enjoy working with the public. Must be able to obtain a CDL, (we train). Must successfully complete pre-employment testing. **This is an "on call" position and has no fixed schedule.** MITS has established the goal of a 100% drug and alcohol-free workplace. Applicants will be required to undergo drug testing prior to employment and will be subject to further drug and alcohol testing throughout their period of employment. Apply in person at Muncie Indiana Transit System, 1300 E. Seymour St., Muncie, IN Mon., Dec25, 2003 only 6:00 a.m. to 4:30 p.m.



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**The Muncie Times  
Appreciates Your  
Support And Your  
Business!**

**If You Have Any  
Comments, Concerns,  
Or Questions,  
Please Call Us At:  
741-0037.  
Monday - Friday  
9:00 a.m. - 5:00 p.m.**

# COMMUNITY CALENDAR



## Monthly Community Meetings

MUNCIE BLACK EXPO; 1306 N. Broadway	3rd Thursday, 6:00 P.M.	Dr. Maria Williams-Hawkins 282-1997
Muncie Community School Board; Anthony Administration Building	2nd & 4th Tuesday, 6:30 P.M.	Jennifer J. Abrell; 289-6389
Muncie City Council; City Hall Auditorium	1st Monday, 7:30 P.M.	Chuck Leonard; 741-9625
Muncie NAACP; 1306 N. Broadway	2nd Thursday, 5:00 P.M.	Pat Mitchell-Fields, President 284-7338
Muncie Commission On The Social Status of Black Males; South Madison Community Center; 900 S. Madison St.	1st Saturday, 9:00 A.M.	John Young-El; 747-9008
Widow's Son Lodge #22 Masonic Lodge, 1514 E. Willard Street	2nd & 4th Tuesday, 7:00 P.M.	Eddie J. Chappell, Worshipful Master; 759-5290
Naomi Chapter Of The Order of Eastern Star; Masonic Lodge, 1514 E. Willard Street	1st and 3rd Monday, 7:00 P.M.	Alice Elkins, Worthy Matron; 289-9886
Coalition of 100 Women; Kennedy Branch of Public Library	3rd Saturday, 10:30 A.M.	Linda Branson, President; 282-0492
Millie P. Hoffman Federated Club Lynd House 2410 E. McGalliard	2nd & 4th Wednesday, 3:00 P.M.	Emma Sue Davis, President; 289-2118
Lucille Lucas Williams Federated Club	2nd Thursday, Rotating Home Meetings	Lula Mann, President; 747-5125
Whitely Neighborhood Council; 1306 N. Broadway	1st Monday, 6:00 P.M.	Randall S. Sims, 212-1188
Industry Neighborhood Council; 1407 S. Wolfe Street	2nd Tuesday	Information Pending
Household of Ruth #4618 Industry Neighborhood Center; 1407 S. Wolfe Street	1st Friday, 4:00 P.M.	Loretta Miller, MNG; 288-6987