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## Tech program prepares Baltimore youth for future careers



*Former history teacher, Andrew Coy, founded the Digital Harbor Foundation and its Tech Center in Baltimore two years ago. The foundation, which is supported by grants, donations and gifts from government agencies, corporations, charitable foundations and individuals, fosters innovation, technological advancement and entrepreneurship by helping young individuals in Baltimore to develop digital skills through certain activities and tech workforce development. The center began with 25 students and today more than 500 youth are taking advantage of the program. (Above) Youth ages six to 18 are able to participate in many different activities at the Digital Harbor Foundation Tech Center located on Light Street in Baltimore City. (Story on page 7)*

*Courtesy Photo/Digital Harbor Foundation*



# ESPN's Stuart Scott Remembered

By Stacy M. Brown

There's little question that Stuart Scott "was as cool as the other side of the pillow," and among the best at his craft.

To put it in Scott's own words, when it came to describing the highlights of the day in the sports world, the famed ESPN anchor "must [have been] the bus driver because he was taking [everyone else] to school."

Scott died on Sunday, January 4, 2015, after a long but heroic bout with cancer. He was 49.

In a moving tribute posted on ESPN.com, Steve Wulf noted that among the new features of the ESPN studio in Connecticut, there's a wall of catchphrases made famous by on-air talent over the years. An amazing nine of them belong to Scott, from his signature "Boo-Yah!" to "As cool as the other side of the pillow," to "He must be the bus driver cuz he was takin' him to school."

Wulf said Scott inspired his colleagues with his sheer talent, his work ethic and his devotion to his daughters, Taelor, 19; and Sydni, 15. He defied convention and criticism to help bring ESPN into a new century.

"He spoke to the very athletes he was talking about with flair and a style that ESPN president John Skipper said changed everything," Wulf said.

ESPN reporter J.A. Adande waxed poetically about what he called the greatness of Scott.

"The last time I saw Stuart in person was the night in July when he owned the stage at the ESPYS with that moving



*ESPN Anchor Stuart Scott died on Sunday, January 4, 2015 at the age of 49. He leaves behind two teenage daughters and a host of fans, including President Barack Obama.*

Photo courtesy of ESPN

speech after he accepted the Jimmy V Award. We crossed paths later that night as he left a party. I congratulated him and gave him a pat on the arm," Adande said. "He was so frail that his arm felt hollow. His entire body seemed hollow, like his essence had been scooped out of him. He gave me an atypically tepid reply and kept moving. It was as if he had used up all his energy on the speech. And if you peered between the lines of what he had said on stage, you knew he had drained all of his reserve fuel in the fight against cancer and was ready for the inevitable conclusion."

Adande says he feared Scott had been

drained a few years ago when he appeared at a Los Angeles Lakers basketball game with his daughters. Players kept breaking from the layup line to come over and talk to Scott and he kept explaining that he wasn't there for work, that he'd just taken a trip to Los Angeles with his daughters.

"He had plenty more time, as it turned out. Not as long as any of us would have liked, but enough to work Monday Night Football games, enough to emcee the trophy presentation at the NBA Finals, enough to co-host the debut of the new Sports Center studio," Adande said.

Another ESPN colleague, Jason Whit

lock, said what he respected most about Scott "is how courageously he lived."

Whitlock noted that Scott battled the cancer that ended his life as courageously as he battled the critics who failed to warm to his hip-hop influenced broadcast style.

"It takes courage and conviction to be different inside a large corporation. Stuart Scott didn't want to sound like everyone else on television. He didn't want to appeal to the same audience. He wanted to be unique, a voice for a generation marching to its own beat. Mission accomplished," Whitlock said.

Born in Chicago, Scott grew up in North Carolina with two sisters and a brother. He attended the University of North Carolina and played on the school's football team. He graduated in 1987 with a bachelor's of arts degree in speech communication. Scott worked as a news reporter and weekend sports anchor in South Carolina before climbing the ranks and eventually landing at ESPN in 1993.

His death has not only bought tributes from his colleagues, but athletes and President Barack Obama have paid homage.

"I will miss Stuart Scott," Obama said. "Over the years, he entertained us, and in the end, he inspired us with courage and love."

Cleveland Cavaliers star LeBron James said he couldn't believe Scott had died and golfer Tiger Woods said Scott wasn't covering heroes and champions; it was the other way around.

"I'm thinking of my friend and his daughters," Woods said.

## Dr. Martin Luther King Memorial Day Speaker

Kurt L. Schmoke, president of the University of Baltimore and former mayor of Baltimore City will be the The Men's Fellowship of Providence Baptist Church's Dr. Martin Luther King Memorial Day Speaker Saturday, January 17, 2015 at 10 a.m.

Providence Baptist Church

1401 Pennsylvania Avenue in Baltimore City.

The public is invited to attend this event at no charge.

For more information, call Providence Baptist Church at 410-523-7000

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## Make Commitments, Not Resolutions

By Laura Finley

It's 2015! People everywhere are making resolutions—lose weight, read more, quit smoking, etc. To resolve is the act of finding an answer or solution to a problem. Yet most of our resolutions are never achieved. According to Marti Hope Gonzales, associate professor of psychology at the University of Minnesota, just six weeks after making a resolution, 80 percent of people either have broken them or cannot even recall what they resolved. And of course, we feel like losers when we don't achieve these goals.

According to Amy Cuddy, a social psychologist and Harvard Business School professor, the process of making resolutions then failing to achieve them could actually be doing more harm than good: We set ourselves up to fail, and when we do, our self-esteem tanks, making us even less motivated than we were before making the resolution. Among the many reasons why so many of us fail is the fact that our focus tends to be largely if not entirely on personal improvement. In a highly individualistic culture, it is not surprising that people tend to think largely about personal, not societal, changes.

To that end, I suggest that instead of making resolutions, we should make commitments for the New Year. The word commitment means “the state or quality of being dedicated to a cause, activity, etc.” Some would say this is simple semantics, that commitment means almost the same thing as resolution but I argue that making a commitment connotes a much more sustained emphasis on something, hence the word “dedicated” in the definition. Further, when most of us think of commitment we think of relationships, which by definition involves, someone other than ourselves. My idea, then, is that we should pledge to be committed to a cause or activity that betters others or our communities. Clearly, there is no shortage of community needs for which our assistance would be tremendously beneficial.

I recommend the making of commitments instead of resolutions because not only would more people get involved on a community-level instead of merely personal change, but more involvement in the community inevitably results in new friendships and interests. It also feels good, and according to the National Corporation for National and Community Service, results in a number of positive health benefits for older adults, including lower mortality rates, lower rates of depression later in life, and increased functional ability. Youth, who are involved in their schools or communities tend to earn better grades and are less likely to engage in risky behaviors.

For all of us, volunteering or serving our communities results in reduced stress and helps build emotional resilience. According to Sheryl WuDunn and Nicholas Kristof, authors of the new book “A Path Appears: Transforming Lives, Creating Opportunity,” who both underwent brain scans to see which parts of the brain were activated by engaging in charitable acts, “the parts of the brain that light up when you give are the same areas that light up when you indulge in pleasures like when you're eating ice cream or falling in love.”

New year, new commitments—let's go!

Laura Finley, Ph.D., teaches in the Barry University Department of Sociology & Criminology and is syndicated by PeaceVoice.



## Letters to the Editor:

**Editor:**

**Re: The Red Line Transit Project**

As an Edmondson Village homeowner, taxpayer and transit user, I support the Red Line transit project.

Access to livable wage jobs is an issue for most in my community, as 25 percent of the households in Edmondson Village do not own a vehicle. The Red Line will begin to correct this problem by providing fast and convenient rail access to hundreds of thousands of jobs downtown and across the Baltimore region. In fact, it is expected to run within half a mile of 73 percent of all jobs forecast for Baltimore City by 2030.

The Red Line will not only connect workers with jobs but its construction will create new ones. The Red Line is estimated to create or support more than 9,000 jobs during its construction period, which is supposed to begin within the next two years.

It also has the potential to encourage new investment, development and improvements in my neighborhood, and other communities along the line.

The Red Line will have a dedicated

right-of-way and tunnel, which will allow it to carry large numbers of passengers through and under the most congested parts of the city with ease. It will connect directly to the existing Metro subway and light rail, giving the city a true rail transit network for the first time. In addition, it will be integrated into our communities and will encourage more people to get out of their cars and onto our transit system.

I believe the Red Line will be a uniting force for Baltimore as it winds its way through our diverse neighborhoods. With the funding coming into place, our opportunity has arrived to finally add this critical missing link to our transportation system.

That's why I'm urging our state legislators and Governor-Elect Hogan to do everything they can to make the Red Line a reality, and to make a transit system worthy of the people that live in our great city.

**Kristerfer Burnett**

Neighbors Without Borders of Greater Southwest Baltimore  
www.NeighborsWithoutBordersSw.com



## Creating a global blueprint to the future

By Benjamin F. Chavis, Jr.  
NNPA Columnist

As we begin 2015, millions of people throughout the world will make their annual New Year's resolutions.

For 42.7 million black Americans, 2015 will hopefully be a year of socio-economic, political, cultural and spiritual progress. However, achieving these goals will require more than just making a seasonal resolution.

I believe that black America's national leadership should immediately convene a summit to devise a "global" action agenda for the next year that will address the economic and political interests of African descendants around the world. The call for a national or international summit devoted to the sons and daughters of Africa is not a new idea. In fact, there have been numerous efforts to present action agendas for black people in America, Africa, Asia, Europe, and in the Caribbean.

So, what will be different this time? First, the "world order" has changed and will continue to change, as we have

already seen in the case of Soviet Union and more recently, Cuba. Consequently, people in Asia and in Africa will continue to exhibit a larger percentage of the world population and this major demographic shift will afford an unprecedented opportunity for new global strategic alliances.

Secondly, global economies that are now growing rapidly in Asia and Africa

far. More than \$33 billion has been committed to economic development in Africa through the African Union.

President Obama said, "Even as the continent faces significant challenges, I believe a new Africa is emerging. With some of the world's fastest-growing economies, a growing middle class, and the youngest and fastest-growing population on Earth, Africa will help shape

this setting. But the issue of police brutality and use of deadly police force should be viewed within the larger context of inequity and injustice.

For starters, here is my short list of priority concerns that should be addressed at the summit:

\*Reaffirming and encouraging the emergence of young, committed, gifted and talented youth leaders.

\*Rededicating support for Historically Black Colleges and Universities (HBCUs); strengthening black-owned businesses with an emphasis on global economic development.

\*Establishing strategic alliances with the African Union.

\*Organizing black American trade delegations to China, Africa, the Caribbean, Brazil and Indonesia.

\*Participating in the planning for the execution of the 2020 U.S. Census.

\*Supporting and investing in expansion of black-owned media.

\*Prioritizing legislative and public policy issues.

\*Coming to ending poverty.

\*Focusing on how we spend \$1.3 trillion annually.

\*Advancing the cause of freedom, justice and equality and inspiring a moral and spiritual transformation of American society.

*Benjamin F. Chavis, Jr. is the President and CEO of the National Newspaper Publishers Association (NNPA). He can be reached at: dr.bchavis@nnpa.org.*

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***"Secondly, global economies that are now growing rapidly in Asia and Africa will provide a tremendous stage for the exchange of stronger business and trade relationships between Africans and other people of color throughout the world. In particular, 2015 can be and should become a time for black American entrepreneurs and business leaders to secure stronger sustainable economic relationships."***

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will provide a tremendous stage for the exchange of stronger business and trade relationships between Africans and other people of color throughout the world. In particular, 2015 can be and should become a time for black American entrepreneurs and business leaders to secure stronger sustainable economic relationships.

Thirdly, the results of President Barack Obama's U.S.-Africa Leaders Summit last summer have been encouraging thus

the world as never before."

To help assure this happens, national black leaders from a broad spectrum of organizations, including the Congressional Black Caucus (CBC), should gather to plan, develop and present a global agenda for equal justice, economic empowerment, youth leadership mentorship, and spiritual revitalization.

Naturally, the recurring crisis and devastating impact of racially motivated police violence has to be addressed in

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**Phone: 410-366-3900- Fax 410-243-1627  
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## Education Matters:

# Teacher combs her student's hair, ignites heated debate

By Jayne Matthews Hopson

Blogger Vernessa Cole posted before and after photos of a little girl's hair to illustrate a post about a teacher who became so distressed by the condition of a student's unkempt appearance, she decided to comb, brush, remove lint and neatly braid the child's hair.

The teacher took before and after photos then shared them and her student's appreciative response online. The post went viral, drawing scores of comments both in support and against the teacher's in school makeover.

Here is the post and photos that created a firestorm of debate, along with a sampling of online comments. I think these remarks speak volumes about old and new school values. I recommend you pay special attention to the change in the child's demeanor when shown her new, neat, clean hairdo. I am still forming my opinion whether the teacher over-stepped any professional boundaries. However, I do think the I shall share insights from educational experts in next week's column most compelling issue this post raises is whether there is link between academic success and good grooming? I plan to share insights from educational experts in next week's column.

Cole writes: What would you do if

your child came home with a hair style different from the one you sent them to school with?

Well a teacher recently took her student's hair into her own hands and posted a picture of the child before and after she styled her hair in the classroom. In the caption she explained that the little girl's hair looked like "it hadn't been touched the entire holiday break." The photo is getting a mixed response. Read the entire post below.

"So one of my students came to school today with her hair full of knots, lint, and ridiculously tangled. It looked like it hadn't been touched the entire holiday break...so my classroom became a salon. The photo on the left is before, and the right after. It just broke my heart so badly that I refused to let her leave school today the same way she came. When I finished she looked at herself and said "aww so pretty" ... the beauty is that she is normally non-verbal. So now I'm crying lol. My day has been made!"

A sampling of social media comments:

- "I don't see any problem with her hair in the [before] picture."
- "People just can't resist any opportunity to bash natural hair styles, that baby's hair looks fine."
- "Actually, it looks like there is lint in

it. It is tangled and looks as though it needs to be washed"

•"I'd hope the teacher would be spending her time teaching, all this must have taken at least 40 minutes"

•"I can appreciate what the teacher did, but not with shaming a parent into better behavior on social media"

•"The teacher should have gotten permission before posting this online. This is dangerous!"

•"Dangerous??? That's just silly. Teachers become caretakers, especially for the little ones. And teachers don't need permission to do many of the things they do that's in a student's best interest and removes distractions from learning."

•"I think the attention should be on why this child isn't getting proper grooming at home, not condemning the person who helped her."

•"OK, posting the photos may have been out of line. But, last time I checked teachers didn't permission to care"

•"When you enroll your child in school most of the time parents sign a waiver giving permission for photographs to be taken of activities and other events during the term. As parents we give the school permission to care for our children's health and wellness, which in my opinion includes the psy-

chological, social and mental wellbeing. Making a student's hair neat and presentable certainly seems to qualify for attending to a child's emotional well-being."

Here are my comments published on Facebook on the post: To me, the teacher's actions are a perfect example of old school education. My late mother taught third grade at a school around the corner from our home. I remember her mending, washing and ironing clothes we outgrew and taking them to class on picture day, field trip and special assembly days. She put the clothes, along with a few of those small black dime store combs in a brown A&P supermarket sack. She'd bring the bag back home empty, neatly folded and store it away for next time. She never really talked about why she did this. But, as one who years later worked in school administration I think she recognized the connection between learning and the need for students to feel good about their appearance at school.

*Jayne Matthews Hopson writes about educational matters because in the words of Epictetus, former slave and Greek Stoic philosopher, "only the educated are free."*

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# Tech program prepares Baltimore youth for future careers

By Stacy M. Brown

It was just a couple of short years ago when Andrew Coy taught history in the Baltimore School District. Today, two years after he left his teaching job and started a nonprofit after school program, Coy arguably is making more of a difference in the lives of local school students than he ever has.

“There used to be hundreds of recreation centers in Baltimore and now there isn’t, so I wanted to create opportunities for students and help them with skills and the ability to creatively solve problems that could lead to high-paying tech jobs,” Coy said. “So, I started a tech center to replace the [recreation] center.”

Coy works with a team of instructors at the center, which is located on Light Street in a former recreation center near Digital Harbor High School. The center began with about 25 students. Today, Coy said more than 500 are taking advantage of the program.

“We now estimate that we’ll be serving

more than 2,500 kids at some point this year, so we’re seeing some real significant growth and we’re super excited about the things the kids are doing here,” Coy said.

The foundation, which is supported by grants, donations and gifts from government agencies, corporations, charitable foundations and individuals, fosters innovation, technological advancement, and entrepreneurship by helping young individuals in Baltimore to develop digital skills through certain activities and tech workforce development.

The tech center, which offers a variety of after school and summer camp programs for those ages six to 18, particularly underserved minorities and those traditionally underrepresented in the tech industry, is open to all and only



*(Left) Former history teacher, Andrew Coy, founded the Digital Harbor Foundation and its Tech Center in Baltimore two years ago. (Right) Baltimore Mayor Stephanie Rawlings-Blake and Maryland Governor Martin O’Malley are among the many dignitaries who have visited the Digital Harbor Foundation Tech Center.*



Courtesy Photos/Digital Harbor Foundation

requires a small donation that could be as little as \$1 per month.

Coy also established the Center of Excellence for Innovation in Technology Education which was launched at the first ever White House Make Faire and counts as a cutting-edge program that provides a framework for empowering other educational organizations to deliver innovative technology education programs in their own locations.

“You donate what you can to attend,” Coy said. “All of our programs are pay-what-you-can. If what you can pay is \$1 or \$100, we love that because we’re able to serve a large socio-economic base and it maximizes everyone’s circumstance.”

Coy says each of the program’s recruitment activities target public school students, but even those not in schools are welcome.

“We go into schools and encourage students to apply. Our focus in terms of whom we’re targeting are public school students, though,” he said.

Coy says he is enjoying working with the students more than ever, particularly because the current generation of teens doesn’t want to be overlooked and they’re willing to work hard to achieve success. He believes an informal meeting space is powerful for the develop-

ment of the workforce and it provides students an opportunity to dig deeper.

“When you want people in a creative industry such as the tech sector, you want somebody who can solve a problem that doesn’t yet have an answer. That skill set is severely underdeveloped in the current sort of educational system,” Coy said. “It’s not that the education system doesn’t want to develop it. It’s just sort of the way policy and reality has combined.”

Now, Coy is connecting students with a multitude of opportunities, having dignitaries in government and the private sector visit his center, which celebrates its second anniversary on January 15, 2015.

“I feel like one of the things we have at Digital Harbor Foundation is an incredibly supportive programmatic team, all my staff and volunteers, as well as a very supportive board and the support team,” Coy said. “We ask a lot of commitment from our students as well. We’re asking them to commit to initially a semester, two to three days a week until 6 p.m. That’s sort of the commitment they have to make to us. The financial side of it is all just pay what you can, because we never want that to be a barrier.”

For more information or to enroll, visit [www.digitalharbor.org](http://www.digitalharbor.org).



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# Justin Tucker: Mr. Consistency in Football and His Faith

By Turron Davenport

Justin Tucker would probably not be the name that the average fan would mention if they were asked who the leading scorer for the Baltimore Ravens was in 2014. They would be even more surprised if they were told that Tucker's 127 points almost doubled the next closest player's total (Torrey Smith 67 points). The Ravens place a major emphasis on special teams. This is because John Harbaugh has a background as a special teams coach prior to becoming the head coach of the Ravens.

Things have come full circle for the Ravens and Harbaugh now that they are set to face the New England Patriots in Foxboro for a fourth post season match up. The only loss that the Ravens suffered to the Patriots was in 2011 when Billy Cundiff missed a 32-yard field goal that would have tied the game. It cost the Ravens a shot at going to the Super Bowl. Harbaugh knew that he needed to get a reliable kicker if his Ravens wanted to get to the Super Bowl the following year.

Justin Tucker was brought in as an undrafted rookie free agent to compete with Cundiff. Tucker earned the starting job as the Ravens official place-kicker after an impressive showing in which he was very accurate when kicking field goals during the team's preseason games. The Ravens released Cundiff in August of 2012 and ushered in the Justin Tucker era, which has been one of the most accurate and consistent in NFL history.

Tucker has been a top-flight kicker since his days at Westlake High School right outside of Austin, Texas. One of his high school teammates was Nick Foles, the quarterback for the Philadelphia Eagles. Tucker played in the U.S. Army All-American Bowl for high school football players. He then went to the University of Texas where he kicked a game-winning field goal which concluded a 118 game rivalry with the University Of Texas A&M.

Tucker does not hesitate to show his faith before he attempts to kick a field goal when he makes the sign of a cross. "More than anything, it's just to give



*Justin Tucker of the Baltimore Ravens celebrates after kicking a field goal in the second quarter of the game against the Cincinnati Bengals at Paul Brown Stadium in Cincinnati, Ohio on October 26, 2014.*

Courtesy Photo/The Baltimore Ravens

glory and say thanks for the opportunity," Tucker explained in a 2012 interview. "Not many people get to do what I do, only 32 guys get to do what I do. I'm just ever thankful for the opportunity whenever it presents itself. I really just ask more than anything that God's will be done, and I'm happy with it."

That faith was forged at a young age when he was in the fifth grade and he found out that one of his best friends died in a plane crash.

"That was my first experience really with the death of someone I was close to. A verse in the Bible mentions child-like faith and I really experienced it." Tucker said. "I try to carry that same feeling with me every new

day. In a sense, I'm thankful for my experiences through that. It's really kind of an opportunity to grow in faith."

Tucker has been the model of consistency as a kicker. He was named a first team All Pro by the AP and Pro Football Writers Association in 2013. He had the fourth longest streak in history with 33 consecutive field goals. Tucker has also

50-plus yard field goals in two games. Tucker proved that the Ravens truly found a weapon when his 47-yard field goal was the game winner against the Denver Broncos in double overtime of a divisional playoff game during his rookie season.

He has also been very active in the community taking part in a number of events such as Lardarius Webb's Celebrity Softball Game, Police Athletic League coat give away for homeless men at the Helping Up Mission and the Goodwill Gridiron Halloween party to benefit the Goodwill Industries. Tucker has become a fan favorite and a fixture in the community. It will be no surprise when the Ravens offer him a lucrative contract to remain in Baltimore for years to come.

#### **Justin Tucker's Ravens franchise records:**

- Most field goals in a single season — 38 (2013)
- Most points scored in a single season — 140 (2013)
- Most field goals in a Single Game — 6 vs. Detroit Lions (2013)
- Longest field goal — 61 yards vs. Detroit Lions (2013)

#### **Justin Tucker's NFL records:**

- Longest field goal in a domed stadium — 61 yards vs. Detroit Lions (2013)
- First NFL kicker to kick a field goal in the 20s, 30s, 40s, 50s and 60s in the same game



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## MLK Remembrance Worship Service

The S.E.E.D. Church, 400 East 31st Street in Charles Village, hosts an ecumenical community worship service in remembrance of Martin Luther King, Jr. on Sunday, January 18, 2015 at 3:30 p.m. Every Sunday, The S.E.E.D. Church holds worship services at 8 a.m. and 10 a.m. Pastor Donnell Wright leads Prayer every Thursday at 6:30 p.m. followed by Divine Protection Worship Service at 7 p.m. For more information, call 443-882-8544 or visit the website: [www.sbcow.org](http://www.sbcow.org).

## Rita Walters appointed vice president for advancement

Baltimore— Maryland Institute College of Art (MICA) announced the appointment of Rita Walters as vice president for advancement. Walters brings to MICA diverse fundraising achievements in an array of areas, including higher education. In her new role, she will oversee MICA’s development and communications arms, with goals of enhancing established relationships with key constituencies, expanding the College’s donor base, increasing visibility, reinforcing understanding of the increasing value and impact of art and design education, and further building the MICA brand.

“Rita’s mission-based fundraising experience, high energy, commitment to higher education, passion for the arts, collaborative spirit and innovative mindset are a great match with MICA and where we are going in the future,” President Samuel Hoi said. “She will help us maximize MICA’s extraordinary potential by expanding our family of supporters.”

Over her career, Walters has helped to secure millions of dollars for education and nonprofit organizations, most recently as chief development officer for the Washington National Cathedral, where she worked to increase the endowment, more consistently and closely engaged donors, and developed new fundraising initiatives.

Prior to joining the Washington National Cathedral, she was a senior associate director of development for Johns Hopkins University Zanvyl Krieger School of Arts and Sciences; director of development for the Baltimore Presbytery; and annual fund officer for Big Brothers Big Sisters of Central Maryland, in addition to multiple roles in special events coordination.

“I’m thrilled to join MICA as its next vice president for advancement,” Walters said. “MICA is an amazing college and a Baltimore anchor institution of exemplary artistic excellence and social impact. Its collaborative spirit and commitment to transformative education are as apparent in the community as on campus. I welcome the chance to lend my voice to the further articulation of an already strong case for philanthropic investment and multi-sectorial support.”

Walters has been deeply engaged in the community, including service as a board member for the Convergence Center for Policy Resolution, the Fund for Educational Excellence, the Roland Park Civic League and Baltimore Clayworks. She earned a master’s degree in liberal arts and a graduate certificate in nonprofit studies from Johns Hopkins University and a bachelor’s degree in accounting from Fairleigh Dickinson University.



**Rita Walters**  
**Vice President for Advancement**  
**MICA**  
**Courtesy Photo/MICA**

**Kenneth Abrams**  
Agent

110 E. 25th Street  
Baltimore, MD 21218

Work 410-727-0800  
Fax 410-727-6407  
[theabrams@comcast.net](mailto:theabrams@comcast.net)





# Fitness expert gives seven key tips to keep New Year's fitness resolutions

By Andrea Blackstone

Making manageable New Year's fitness resolutions from the beginning can help avoid stress and frustration. Finding a personal trainer can be a great benefit that pays off in numerous ways.

Kenny Gray, a certified personal trainer who is based in Severn, Maryland., is a fitness expert who possesses 18 years of experience in the fitness industry. Gray trains individuals from five-years-old to college-age athletes. From 2006 to 2011, he owned and operated a studio in Odenton, Maryland, called Graystone Fitness. Gray provides seven key tips to jump-start fitness resolutions:

**1. Discuss and establish you fitness goals** - Making a financial, physical and psychological commitment increases the likelihood that a training program will be successful. In Maryland, fitness trainers charge from \$50 to \$100 hourly. One hour is a standard time to hire an expert for a session, although some adjust the typical format for beginners. Gray recommends that clients should discuss fitness goals, while establishing a realistic time frame to achieve them with a trainer's assistance. Potential success can begin with how hard a client is willing to work.

**2. Get a professional assessment to determine your fitness level** - Instead of labeling new clients by terminology like "beginner" or "expert," Gray designs workout routines by making an individual assessment to determine the suitability of an exercise program.

"Assessment is about two things. One involves oxygen testing. How much oxygen is being delivered to the working muscle? For example, I use a test like running on a treadmill. For the second part, various exercise machines are used to determine the capacity of oxygen stored in each muscle," Gray said.

**3. Be prepared to work to achieve long-term results** - "The first thing you have to do is keep a positive attitude. Even sports professionals need a trainer. We're motivators—that's why trainers and coaches show up. We push you to a limit you ordinarily wouldn't push your-



*Darrelle Revis (left) and Kenny Gray (right) worked together during Revis's Skills and Drills Youth Football Camp in 2013. Revis plays professional football for the New England Patriots.*

Photos courtesy of Graystone Fitness

self to. It's a partnership," Gray said. "We can't make you do what you don't want to do. Every client is the boss. I'm your servant. I work for you."

**4. Be realistic** - Gray said that starving the body is not the answer to achieving weight loss goals.

"It slows down the metabolism. Diet depends on the individual's activity and lifestyle. Each activity has a recommendation of what an individual should eat and drink," Gray said.

In addition to food and water consumption, rest can impact fitness results.

"If you're not ready for something, don't put yourself in a psychological downfall, because if you don't stick to your exercise plan, you may feel guilty that you're not exercising."

Quick fixes won't be achieved in short periods of time, if clients want to main-

tain long-term results. However, common challenges such as surpassing a plateau, are possible.

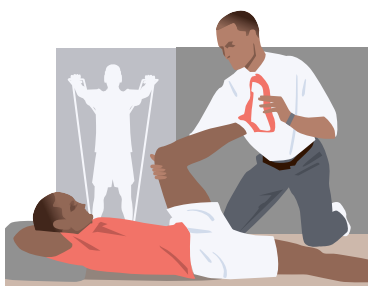
"All you have to do is change what you're doing. Nine times out of ten it's because you're doing the same thing," Gray said.

**5. Set yourself up to succeed** - Gray explained that one way of coping with busy schedules is by skipping gym fees and opting to build a home gym instead.

"You're always going to have a better chance of getting to your goal if you're consistent."

Some of Gray's clients prefer to train at home with his assistance. A trainer like Gray can even help pick out cost effective equipment, then lead work out sessions during business hours.

**6. Avoid injuries** - Knowing how to use exercise equipment properly is another benefit of hiring a personal trainer.



*Kenny Gray, a certified personal trainer with 18 years of experience in the fitness industry, teaches youth football skills, during Darrelle Revis's Skills and Drills Youth Football Camp in 2013. Revis plays professional football for the New England Patriots. In addition to training his own clients, Gray works with professional athletes like Revis who run youth football camps.*

Gray explained that gym tours often provide the bare minimum of information for clients to learn to use equipment on their own.

"Women don't need a lot of weight. A lot of machines are not built for women; they're built for men. If there's a big, bulky machine, and you can't fit in there properly, you can strain a ligament or muscle. If you hurt yourself, you're going to be set back according to the injury," Gray said, stressing the importance of safety.

**7. Make sure that you are ready** - "The trap with New Year's resolutions can be that the individual may not be ready to get started in January. Anything is better than sitting down on a couch or a chair. There is never failure. A mental adjustment is required to do the work a person wants to do."

To learn more about Kenny Gray's personal training services, visit: [www.graystonefitness.com](http://www.graystonefitness.com) or call 443-741-0004.



# Comcast Foundation awards \$135,000 in 2014 to nonprofits in Maryland

**Grants help expand digital literacy, promote community service and build youth leadership skills**

Baltimore— The Comcast Foundation announced that it has awarded \$135,000 in grants to 10 nonprofit organizations in Maryland in 2014. The grants support programs aimed at the Comcast Foundation's areas of focus— expanding digital literacy, promoting community service and building tomorrow's leaders.

"Comcast is proud to award these grants to our partner organizations making a difference in the communities we serve," said Donna Rattley Washington, regional vice president of government and community affairs for Comcast. "The tireless work of these nonprofit organizations is incredibly important, and we thank them for helping to make Maryland a better place to call home."

Organizations making a meaningful difference in Maryland communities and supported by the Comcast Foundation



**Donna Rattley Washington, regional vice president of government and community affairs for Comcast, File photo**

this year include:

- Associated Black Charities (Baltimore City) – for the Career Mentoring Program, teaching a career advancement curriculum to and mentoring young adults.

- Big Brothers Big Sisters of the Greater Chesapeake – for the Beyond School Walls program, a mentoring part-

nership aimed to help at-risk children from a local elementary school reach their fullest potential through one-to-one mentoring sessions with Comcast employees.

- Boys & Girls Clubs of Metropolitan Baltimore, Boys & Girls Clubs of Annapolis & Anne Arundel County and Boys & Girls Club of Westminster – to launch My.Future, a new technology initiative designed to teach Club members about our digital world and ignite their passion for technology.

- Family League (Baltimore City) – to implement a STEM Maker's Club, offering guest speakers, project based learning activities, and internship and job shadowing opportunities to students at a local high school.

Including the support in Maryland, The Comcast Foundation has donated more than \$18 million in 2014 to nonprofit organizations in the communities it serves nationwide. In addition to the grants from the Comcast Foundation, Comcast also responds to community

needs through local sponsorships and in-kind support, such as airing public service announcements, employee volunteerism, and providing technology equipment and services to organizations across the country.

For these and other community efforts, for the second consecutive year Comcast NBCUniversal was recognized as one of America's most community-minded companies by The Civic 50, an annual initiative that identifies and recognizes companies for their commitment to improve the quality of life in the communities where they do business.

The company also ranked first among its communications industry peers. Points of Light, the largest organization in the world dedicated to volunteer service, conducted the survey in partnership with Bloomberg LP.

The Civic 50 was created in 2012 to measure corporate civic engagement and recognize companies that incorporate socially responsible practices and community leadership into their culture.

## Baltimore County Restaurant Week begins January 9

**Participating restaurants to offer specials January 9 – 24**

Towson, MD – The Baltimore County Office of Tourism and Promotion, the Baltimore County Chamber of Commerce, and Sysco are pleased to announce the ninth Baltimore County Restaurant Week beginning on Friday, January 9. Fifty-three Baltimore County restaurants have joined the January promotion.

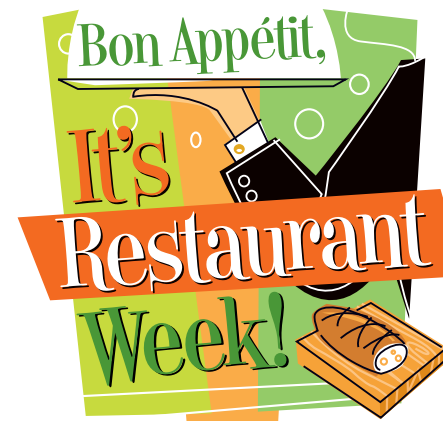
The participating restaurants from across the county will feature special menus at discounted, fixed prices, offering one to three course brunch, lunch, and dinner specials rang-

ing from \$15.15 to \$35.15.

"Foodies and patrons alike look forward to Restaurant Week— it's a great time for them to experience places they've been meaning to try at a big savings," stated Baltimore County Executive Kevin Kamenetz. "I encourage everyone to experience the many diverse cuisines in the County and support the local restaurant industry."

For a list of all participating restaurants and menus, visit: [www.baltimorecountyrestaurantweek.com](http://www.baltimorecountyrestaurantweek.com).

Partners for the promotion include Downtown Diane and The Restaurant Association of Maryland.



**FIRST READER TO VISIT THE BALTIMORE TIMES OFFICE RECEIVES A PAIR OF TICKETS TO OPENING NIGHT!**

# Annie

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# Baltimore chapter of Continental Societies, Inc. celebrates 59 years of community service

By Andrea Blackstone

Since 1955, the Baltimore Continentals have devoted their time and resources to help empower children. The Baltimore chapter's annual Christmas Gala was held on December 28, 2014 at Martin's West. Approximately 750 people attended the formal affair, which featured a live band, dancing and dinner, while supporting the nonprofit organization's charitable programs.

Continental Societies, Inc. was founded by a small group of African American women. Members of the Baltimore chapter have maintained the tradition of upholding the founding principles of the organization, under the current leadership of their Baltimore chapter president, Dr. Joann Christopher Hicks, and national president, Edna Lee Moffitt. Moffitt is also a member of the Washington D.C. chapter. Approximately 49 members of the Baltimore chapter primarily work with elementary, middle and high school students in Baltimore and surrounding counties. In turn, family, friends, supporters and leaders showed up to offer much-deserved holiday support shortly after Christmas.

"I think you see a cross section of the Baltimore community here. We get dressed up, but it's for a good cause. I think it's very worthwhile for us to be here prior to the end of the year. It's a good thing to know there are some excellent groups out there doing good things in the community," Del. Adrienne Jones, Speaker Pro Tem of the Maryland House of Delegates said. "I think you saw an effort a whole lot this year of paying it forward. I think it's not a catch phrase. It's something that we as society can be doing 365. There are a lot of groups that are doing a lot of great things. I think collectively we can do a whole lot more for people in need."

Forty-eight Continental chapters are located in the U.S. and Bermuda. Continental members reach youth through H.E.E.R, which is an acronym for their five point programmatic thrust— health, education, employment, recreation— plus arts and humanities. In the Baltimore chapter, the health component addresses

total health and fitness through a variety of services.

Free dental screenings are offered through a mobile dental van called Colgate Bright Smiles, Bright Futures. Members of the Continentals encourage the joy of learning through an education component. From September through April, Baltimore Continentals read to students monthly, and distribute books through The Book Buddies program at the Empowerment Academy in Baltimore city. The program has existed for ten years.

Career awareness and career development support is offered through the organization's employment component. A recreation component offers healthy, safe and active leisure-time activities. The final component, arts and humanities, is an eclectic mixture of educational entertainment including musical instrument instruction, dance, drama and public speaking.

"Each of our communities is supported by the projects that we do. Each chapter dedicates their time, their efforts and their monies to putting together innova-

tive programs to help the children in each of those areas. Baltimore is an extremely successful chapter, because they have tremendous support in both the community and with this event. All of the people who support them throughout each year come after Christmas, in essence congratulating themselves and us on the wonderful job they're doing," Moffitt said. "Because we're so dedicated to children, and children are so disadvantaged in this current environment, we're trying to change the paradigm shift and improve the way our children are treated across the country. We have 48 chapters and we're doing that to the best of our abilities every day."

Dolores Winston, who has been a member of the Continentals since 2001, was this year's recipient of the Continental Memorial Award. The founder of the Empowerment Academy is currently a member of the Baltimore Continental's education committee. Among numerous contributions that she makes, Winston works on the employment committee, the scholarship committee, and with Book Buddies.



**Gala Chairs Angela Humphrey; Lynetta Parker; Tasha Franklin Johnson and Dr. Joann Christopher Hicks, president.**

Photos: Andrea Blackstone



**Baltimore chapter officers: Gwendolyn Lindsay, 2nd vice president; Dr. Joann Christopher Hicks, president; and Ann Taylor Ross, 1st vice president**



**Dolores L. Winston, recipient of the Continental Memorial Award and lead person of the Education committee**



**Jill Johnston (chair of recreation); Ann Taylor Ross, 1st vice president and chair of Arts & Humanities committee; Dr. Joann Christopher Hicks, president; Gwendolyn Lindsay, 2nd vice president; Lorna Rice Byers (College Connection program); Maria Hopewell (chair employment committee); Dolores Winston (chair of education committee); Stephanie Lee (recreation committee).**



**The Baltimore chapter's Christmas Gala was held on December 28, 2014 at Martin's West in Baltimore. Approximately 750 individuals attended the formal affair. Continental Societies, Inc. reportedly serves over a quarter of a million youth and children annually. The non-profit organization began with a small group of service-oriented African American women.**

"The award is given to persons within the community who have given a lot of service to children and youth. This year is the first time someone was selected

within the group," Winston said. "I've been involved with children for a long time."







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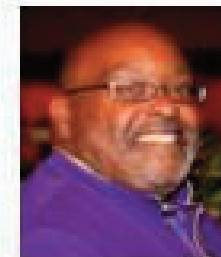
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**DO JUSTICE**  
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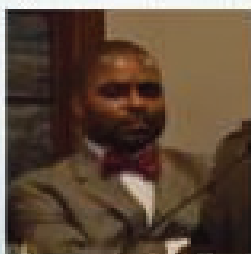


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# Health enrollment numbers up for 2015

By Stacy M. Brown

The first detailed analysis of enrollment into the Affordable Care Act, also known as Obamacare, has yielded good news, particularly for those who may require financial assistance.

Officials at the Department of Health and Human Services say 87 percent of those who selected 2015 plans through HealthCare.gov in the first month of open enrollment have received financial assistance to lower their monthly premiums.

“We’re pleased that nationwide, millions of people signed up for Marketplace coverage starting January 1. The vast majority were able to lower their costs even further by getting tax credits, making a difference in the bottom lines of so many families,” Department of Health and Human Services Secretary Sylvia M. Burwell said.

The 87 percent of individuals determined eligible for financial assistance to lower their monthly premiums counts as an improvement over the 80 percent of enrollees who selected plans during a similar period last year.

Additionally, more than four million people in both the state and federal Marketplaces signed up for the first time or reenrolled in coverage for 2015 during the first month of open enrollment.

Burwell says the numbers include more than 3.4 million people who selected a plan in the 37 states that are using the HealthCare.gov platform for 2015, and more than 600,000 consumers who selected plans in the 14 states that are operating their own Marketplace platform for 2015.

The report also revealed that the number of young adults signing up for coverage under the law remains low. Insurers rely on young people, who are generally healthier to keep overall premiums low by offsetting the cost of older, sicker enrollees.

Last year, 23 percent of those who enrolled during the same time frame were adults age 18 to 34. This year dur-



*More than four million people in both the state and federal Marketplaces signed up for the first time or reenrolled in coverage for 2015 during the first month of open enrollment.*  
*Photo courtesy of New York Daily News.*

ing the first month, the number stands at 24 percent or “way below” where it needs to be, Robert Laszewski, president of Health Policy and Strategy Associates, LLC, told the Wall Street Journal.

“We need to get the young invincibles showing up to this,” Laszewski said.

Almost 60 percent of those who enrolled in new health care coverage between November 15 and December 15, 2014 were women, which women’s groups greeted as promising news.

“For women, the Affordable Care Act means...greater peace of mind,” said Cecile Richards, president of Planned Parenthood Federation of America.

In total, from November 15 to December 26, nearly 6.5 million consumers se-

lected a plan or were automatically reenrolled in health plans under Obamacare.

When the new law rolled out in 2013, many cited its affect on college students, self-employed workers, small businesses, veterans and individuals with pre-existing medical conditions.

“The insurance that I have now seems to work fine for me, it has a very small co-pay amount, but the premium is high, especially for me because I work as a waiter,” Howard University junior Malik Paige, age 20, said after he enrolled. “So, I’m definitely going to be checking the marketplace under this new law to see if there is something more affordable that suits what I need.

Also, under the health care law, indi-

viduals under the age of 26 can remain insured as a dependent under the parent’s or guardians existing health insurance even if they are married and employed.

Young adults employed at businesses that don’t offer health insurance or plans that are affordable, became eligible through the Affordable Insurance Exchange, a type of marketplace where health benefit plans can be purchased under the new law.

“Interest in the Marketplace has been strong during the first month of open enrollment. We still have a ways to go and a lot of work to do before February 15 [2015], but this is an encouraging start,” Burwell said.

***Access to basic quality health care is one of the most important domestic issues facing our nation.***

***—Ed Pastor***





## Indie Soul Past and Present: Tanya Blount

By Phinisse Demps

The 90's featured some of the hottest soul music ever. When you turned on the radio there was something for everyone: hip-hop, jazz, blues, and slow jams. It was the decade of the female music artist with girl group TLC, Anita Baker, SWV, and Chante Moore topping the charts. Back in 1994 a young woman exploded on the scene with the classic quiet storm songs like "Hold On" and "Through the Rain." She was from the DMV area, Washington DC, to be exact, and she was just a mere teenager, with a powerful voice and sound. The singer was Tanya Blount.

"Singing was just something I enjoyed doing. It was a very good time and I had no idea the journey I was going to go on at the time. But I really enjoyed and learned so much from that experience, it did take me by surprise" says Blount.

At the time as the record as taking off, Tanya was attending Morgan State University. "I had to take time out from Morgan because of the music and other offers that were coming" adds Blount. Those offers included starring in the movie Sister Act 2, with Whoopi Goldberg and Lauryn Hill. "We had so much fun on that set. I was blessed to be able to do be in front of the camera, to work with Mrs. Goldberg and Lauryn. It was absolutely exciting."

That movie showcased one of the most memorable scenes, "His Eye Is On The Sparrow" which she song along with Hill and has garnered over 13 Million views on Youtube. Tanya went on from there to work in the music business with the likes of Sean "Puff-Daddy" Combs and many others. Tanya states, "I can't complain, I have no bad things to say. I learned so much from everyone I worked with. I don't have any horror stories about the music business."

So what happened? "Life happened," she says. "I stepped back and I knew there was more. I was searching for something more on a spiritual level. I wanted to better my relationship with God and dedicate myself to Him." In that time, Blount allowed God to work on her, to be an example to help mentor others by making herself available for those who wanted to hear her message. "To give of myself and to do God's will is this most gratifying thing."

Blount says she is at peace with her life and the decisions she made on her journey. The joy is clear on her face when she talks about her husband, Michael Trotter Jr., and the new music they are making with their group, The War and Treaty, is priceless. Says Blount, "I am truly blessed and satisfied, with no regrets."

Indie Soul will have more on The War and Treaty in a few weeks. You can follow Tanya Blount on Twitter: @tanyablount and Facebook: The War and Treaty.

## Entrepreneur of the Week: Regyna Cooper

By Phinisse Demps

*"I had been hearing God's voice for years to write a book to empower women and I kept saying I wasn't ready. I now understand that God has a plan for me to be an example for others. It is not about me."—Regyna Cooper*



One of the most intriguing characters in the Bible is Jonah. Jonah was commissioned by God to tell a nation that they would face destruction for their evil ways if they did not change their course of action. Jonah had other plans and did not want to do what God asked him to do. Regyna Cooper is a modern day Jonah. "I always wanted to be more for others and heard God speaking with me, but like so many people I kept running from what was for me" states Cooper.

One of the things Regyna kept running from was writing her book entitled "Misconception of a Dream." In the book she turned a tragedy into a message of hope.

"The book is born of my having a miscarriage. Although it was hard and yes a loss of child, God helped me to use that experience to give birth to something that I can use to help others— hence the title," said Cooper

For those seeking a new direction in 2015, this book is about encouraging you on your journey to help you find and hold on to your dreams. More importantly it's also about allowing God in your life to assist you on your path to success.

Through her business Maxser Consulting Regina and her husband John Cooper help clients overcome issues so that they can be all they can be. Cooper also reaches women through her online magazine, "Women of Significance," which targets Christian women and "focuses on the heart, hope and encouragement of women in every aspect and position."

More importantly it is the ministry that she and her husband share with others that is her greatest asset. "Now finally listening to God and leaning on what he desires of me, that is the blessing to share with everyone.

*"It had long since come to my attention that people of accomplishment rarely sat back and let things happen to them. They went out and happened to things."*

*- Leonardo da Vinci*



**“TIME TO BE  
WHITNEY  
HOUSTON.”**

- YAYA DECOSTA AS WHITNEY



DIRECTED BY  
ANGELA BASSETT

*Lifetime Channel presents:*

## *‘Whitney’ directed by Angela Bassett*

*By Phinisse Demps*

The Lifetime movie “Whitney,” is probably one of the most anticipated television events of 2015. Everyone loves Whitney Houston. She is still an iconic figure in music and film. Yet people never really knew her or accepted the choices she made. One of those decisions was her marriage to Bobby Brown. Mainstream media hated the fact that she was involved with New Edition star Bobby Brown. Brown gets a lot of the blame for Houston’s downward spiral. Not saying he doesn’t deserve some criticism but Whitney Houston was her own person. Director Angela Bassett did a wonderful job of presenting the truth no matter how difficult it is for some to take.

Golden Globe® Award winner and Academy Award® nominee Angela Bassett makes her directorial debut with the Lifetime Original Movie “Whitney,” featuring Yaya DaCosta (Lee Daniels’ “The Butler”) in the lead role with Arlen Escarpeta (“Final Destination 5”) alongside her as Bobby Brown. The music featured in the film includes Houston’s hits “The Greatest Love of All,” “I’m Your Baby Tonight,” “I’m Every Woman” and “I Will Always Love You” as well as Brown’s “Every Little Step.” The talented Grammy®-nominated Deborah Cox provides the vocals for DaCosta’s portrayal of Houston.

The film debuts on Lifetime on Saturday January 17 at 8 p.m. (EST). Following the movie’s premiere, Lifetime will air the hour-long documentary “Beyond the Headlines: Whitney Houston” at 10/9c, providing an in-depth look at the life and death of Houston. Make sure you checkout our Facebook Page: BOBC, to checkout the official movie trailer and comments from Angela Bassett about directing “Whitney.”

*Phinisse Demps is a freelance writer for the Baltimore Times newspaper and several other media outlets. His column, Indie Soul appears each week in print and online. Demps is also co-owner of the online radio station, MySoulRadio.com. Follow him on Twitter: @lfpmedia.*

# BLACK COFFEE

Love is Brewing.



## *Indie Soul Movie Spotlight: Filmmaker Mark Harris*

*By Phinisse Demps*

Many independent artists are so caught up with trying to make the big time they sell themselves short all for fame and the almighty dollar. In the case of Mark Harris, writer, producer and filmmaker, his approach is to keep control of his brand, vision, and product when it comes to distribution of his films.

Harris has gravitated to streaming movies through Netflix to an ever-growing market looking for films geared toward a black audience. Actors like Christian Keyes; Gabrielle Dennis; Darrin Henson; Lamman Rucker; Sheree Byrum; Tamala Jones and many others have been cast in Harris’s films. Harris is giving black actors a platform to seen and voice to be heard. Mark Harris is one to keep an eye on.

In his latest film, “Black Coffee” (2014), Robert (Darrin Henson) picked the wrong time to meet his soulmate. After being fired from his father's company, he feels like his luck has run out until Morgan (Gabrielle Dennis) enters his life. Just as things start to heat up between them, trouble brews as Morgan's ex-husband (Lamman Rucker) vows to get her back and Robert's gold-digging ex-girlfriend (Erica Hubbard) returns with an agenda of her own. With the help of his cousin (Christian Keyes), Robert's about to find out how much good can come out of a bad situation in this charming romantic comedy that's good to the last drop. This is a good clean film that is perfect for a date night with that someone special and delivers a great message about relations, love, respect, and honor. Check it out on Netflix or where independent films are sold. As always our Facebook Page, The Baltimore Times, has a trailer for you viewing pleasure.

Other films by Mark Harris: Showstoppers, I Used To Love Her, and Black Butterfly. For more about Harris: [www.facebook.com/MH1555Filmworks](http://www.facebook.com/MH1555Filmworks)

*We would love to hear from our readers!*

*Please send your comments to:  
[Facebook.com/TheBaltimoreTimes](https://www.facebook.com/TheBaltimoreTimes)*



# Inked Up: Tattoos Continue to Grow in Popularity

By Stacy M. Brown

For Barret Beyer, the tattoos that cover nearly half of his body tell the story of his life.

"I can't speak for most people or about why they get tattoos," said Beyer, 33. "I can speak for myself and say that my ink tells my life story. Each tattoo represents a different chapter or something that defines who I am."

Regardless of where an individual lives, works or plays, it appears that taboos about tattoos are fading as demand grows, even among professionals like doctors and lawyers.

A recent survey by ABC News revealed more than one in 10 Americans admitted to having a tattoo. Another poll, conducted by NBC News and the Wall Street Journal, revealed that 40 percent of Americans have someone in their household with a tattoo, up from 21 percent from 15 years ago.

"Tattoos are no longer exclusively adorned by long-haired bad boys whose preferred method of transportation is a motorcycle. They are worn by the young, the old, mothers, grandmothers and you may even find a few priests sporting one last sign of their younger years," said Dana Dovey of the web-based journal, *Medical Daily*.

Many of Hollywood's biggest stars also are openly sporting their ink, as are elite athletes, models, corporate heads, nurses, doctors and those in the legal profession.

"The popularity of tattoos has grown tremendously over the years and there are various reasons for it," said Aaron Trimiar, one of the few African-American artists in the Baltimore/Washington area. "I've seen plenty of trends happen because of celebrity idols. I've seen it mostly happen with women. From the girls with no tattoos, to the ones that only want small tattoos because they think that they don't have that much skin, or believe that girls shouldn't have big tattoos."

A 2013 study by the Pew Research Center in Northwest concluded that 45 million Americans now have at least one tattoo. Authors of the study say 36 percent of adults between 18 and 25 and 40



percent of adults between 26 and 40 reported that they are inked up.

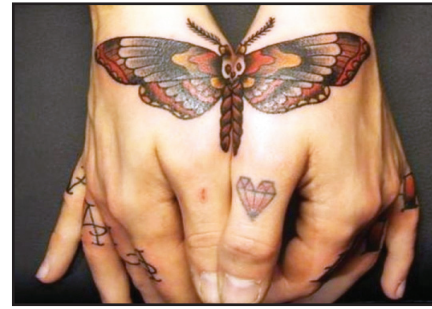
Further, females make up 59 percent of all those with tattoos, which has become a \$1.6 billion business, based on analysis performed by *Forbes* magazine and others.

"I'm a professional who loves to get tattoos," said Lynn Gonzales, whose 21 tattoos include a cartoon character and a family member. "For me, tattoos are a form of individual expression. I get one for each significant moment in my life, good and bad," she said. "My body is a tapestry of my successes and failures."

Despite many professionals now choosing to get permanent body art, researchers show that a tattoo could compromise a job applicant. In 2011, the website *careerbuilder.com*, surveyed thousands of hiring managers and 31 percent said that if two employees were equal, they would promote the one without a visible tattoo.

"I think that corporate America tends to still remain fairly conservative, particularly those in customer-facing roles," said Tony Deblauwe, a board member of the Human Resources Association in Northern California. Deblauwe says it's wise for professionals who might be seeking employment to keep their tattoos out of sight.

York College of Pennsylvania's Center for Professional Excellence conducts an annual survey to measure the status and definition of professionalism in the workplace.



*Tattoos are no longer exclusively adorned by long-haired bad boys whose preferred method of transportation is a motorcycle. They are worn by the young, the old, mothers, grandmothers and you may even find a few priests sporting one last sign of their younger years, according to Dana Dovey of the web-based journal, Medical Daily.*

Photo courtesy of [tattooartz.com](http://tattooartz.com)

In 2013, officials at the school surveyed 401 random human resources professionals on several topics, including the effect of tattoos during the hiring process. The survey found that 60.6 per-

cent of respondents indicated that visible tattoos had a negative affect on an individual's chance of being hired. An additional 4.2 percent noted that non-visible tattoos could also negatively affect hiring chances.

"This is indicative of how important appearance can be during the hiring process," said Jeff Canning, a public relations specialist with Dick Jones Communications in Pennsylvania, which released the information on the York College study.

Health concerns still dominate questions asked of shop owners and those who perform the work. Officials at the Mayo Clinic in New York said that anyone considering a tattoo or other permanent body art should carefully consider whether the parlor they're visiting has high health standards.

"When I see a tattoo on a beautiful woman I immediately have a negative impression," said local resident Etta Warner. "If I was in business, I would not hire a person with a tattoo."

**blackhat**

YOU ARE NO LONGER IN CONTROL

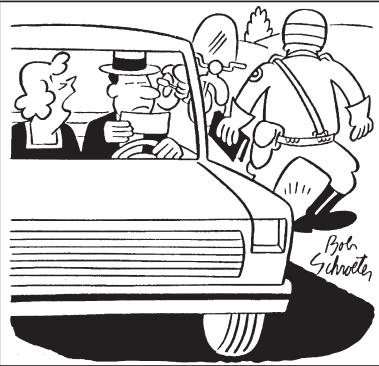
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"How could he give you a ticket for going 60 miles an hour? He only spotted you a few \_\_\_\_\_ ago."

## SCRAMBLERS

Unscramble the letters within each rectangle to form four ordinary words. Then rearrange the boxed letters to form the mystery word, which will complete the gag!

Sever  
**CHATED**      \_\_\_\_\_

Volume  
**AUTOMN**     \_\_\_\_\_   \_\_\_\_\_

Sway  
**WINGS**     \_\_\_\_\_

Clue  
**THIN**     \_\_\_\_\_

**TODAY'S WORD**

## Junior Whirl

by Hal Kaufman

**SEE POWER!** Ask someone to let you measure his or her waist. Now, predict that you will reveal the sum of the digits in the resulting amount when you multiply his or her measurement (in round figures) by 99.

Offer to place your prediction in a sealed box. You can't miss. Here's why: Digits in result of any relative number times 99 will always add up to 18 — your prediction. Give it a try.



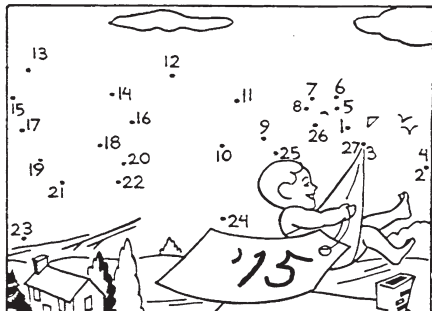
**TIME FRAME!** The new 1993 calendar is a rerun of 1982. It will be good again in 1999. As for 1992, save it for a goodly number of years from now. When?

LO AND BEHOLD WORD GAME

WELL, lo and behold, we have six stepped-off LOW words in the diagram above. Here's the LOW-down on how they are defined:

1. Flood plain areas.
2. Big windbag.
3. Power count unit on electric bill.
4. Adherent.
5. Potentially hazardous waters.
6. Welcome sight to motorists on road in a winter storm.

Time limit: 2 minutes. As a further test, see if you can make up a second batch of LOW words reusing the same diagram.



**FLY BY!** Look who's here, and flying high! To complete the picture, simply draw connecting lines from 1 to 2 to 3, etc.

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**ROOTIN' TOOTIN'!** Do we wish everyone a Happy New Year! You're darned tootin' we do. Code: 1—Red. 2—Lt. blue. 3—Yellow. 4—Lt. brown. 5—Flesh. 6—Green. 7—Dk. brown. 8—Dk. purple.

## SPELLBINDER

SCORE 10 points for using all the letters in the word below to form two complete words:

PRIDEFUL

THEN score 2 points each for all words of four letters or more found among the letters.

Try to score at least 50 points. Possible wosomes: Fudge, flip.

8	4	5	1	3	0	e	2	1
1	2	0	1	8	4	5	3	0
1	0	3	2	5	e	8	4	1
0	5	1	4	e	2	1	8	3
2	3	1	8	0	1	4	5	e
4	e	8	5	1	3	0	1	2
3	1	4	e	2	8	1	0	5
e	8	0	3	1	5	2	1	4
5	1	2	0	4	1	3	e	8

ANSWER

WEEKLY SUDOKU

## Weekly SUDOKU

by Linda Thistle

	7		4					8
6		9		2		1		
3			6			7		
4			2					5
		1		9		4		
	2				5		8	3
1					6			7
	5		1			2		
		2		3	9			5

Place a number in the empty boxes in such a way that each row across, each column down and each small 9-box square contains all of the numbers from one to nine.

**DIFFICULTY THIS WEEK: ★★**

★ Moderate    ★★ Challenging

★★★ HOO BOY!

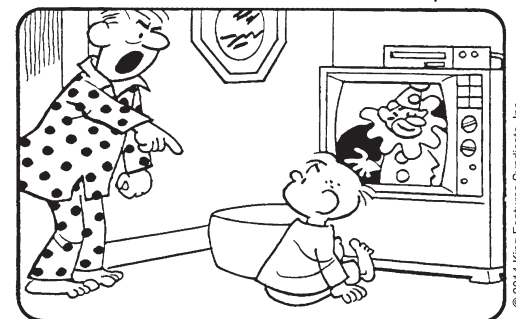
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## HOCUS-FOCUS

BY HENRY BOLTINOFF



Find at least six differences in details between panels.



Differences: 1. Arm is missing. 2. Frame is different. 3. Hassock scallop is missing. 4. Clock is missing. 5. Crown is turned. 6. Remote control is missing.

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1. Detach! 5. Amount!  
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# Maryland taxpayers warned about tax phone scams

*Taxpayers advised not to respond to scam calls, open email attachments*

Annapolis— Comptroller Peter Franchot is alerting taxpayers about phone solicitation scams aimed at getting taxpayers' money and personal information.

The Comptroller's Office recently received a call from a concerned couple about a phone call they received from someone claiming to be an IRS agent saying they owed back taxes and demanding immediate payment. The caller said if the couple didn't comply, he would call the police and they would face criminal charges.

"I strongly urge all Maryland taxpayers to be very careful in giving out their personal information over the phone," Comptroller Franchot said. "The Comptroller's Office does not initiate phone calls or emails asking for confidential information or for Personal Identification Numbers (PINs). We never ask for payments to be sent via Western Union.

If you get a phone call or email like this, please call 1-800-MD-TAXES or email my office at [mdcomptroller@comp.state.md.us](mailto:mdcomptroller@comp.state.md.us) and let us know about it as soon as possible."

The Internal Revenue Service (IRS) offers five tell-tale, warning signs to tip citizens off if they get such a call from someone claiming to be with the IRS. Scammers often demand money to pay



taxes. They try to con people by saying they're due a tax refund so they can gain access to banking or other private financial information. Scam artists can sound convincing when they call and may alter the caller ID to make it look like the IRS is calling. They may use fake names and bogus IRS badge numbers.

The IRS respects taxpayer rights when

working out payment of taxes. Here are five things scammers often do but the IRS will NOT do. The IRS DOES NOT:

- Call to demand immediate payment. The IRS will not call without first mailing you a bill.
- Demand that you pay taxes without giving you an opportunity to question or appeal the amount that is owed.

·Require taxpayers to use a certain payment method, such as a prepaid debit card.

- Ask for credit or debit card numbers over the phone.
- Threaten to notify local police or other law enforcement agencies to have a taxpayer arrested for not paying.

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