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Holistic Practitioner & Spa Owner Sheila L. Hall: Local Entrepreneur offers 'Unique Scripts' for Menopause



Sheila L. Hall, Medical Technologist and Holistic Practitioner with Girl Scout Troop 5395, who helped her make herbal medicine packs for the homeless. Hall is the owner of Unique Scripts Wellness Spa, located at 11100 Liberty Road, Suite H, in Randallstown. The Spa is well-known for its Apothecary and Juice Bar, specifically its Sea Moss Lemonades, which Hall said became popular during the COVID-19 pandemic due to their nutritional benefits. The Morgan State University graduate is also the creator of Not-N-Vagus™ Herbal Bitters and Mocktails, which she said empowers women to navigate stress, digestion, and menopause with ease. (See article on page 8)
Courtesy photo

Snow Forecast: Online Option Ready!

If You Are Not Making Money Outside of Your Job, You Are at Risk!

Why Baltimore Families Must Rethink Jobs, Income, and Wealth

BALTIMORE — For generations, families were taught a simple financial formula: go to school, get good grades, earn a degree, secure a good job, work hard, and retire comfortably. That message was repeated in homes, churches, and classrooms across Baltimore and throughout the country.

Today, that formula is outdated and no longer works.

Rising inflation, layoffs, artificial intelligence, automation, outsourcing, shrinking pensions, and soaring living costs have created a harsh new reality. Even individuals with solid careers and advanced degrees are discovering that a single paycheck is no longer enough. Job security, once considered a foundation of the American dream, has become increasingly uncertain.

Financial experts now warn that **if you are not making money outside of your job, you are at risk.**

The Collapse of the Old Formula

The traditional path to success relied almost entirely on earned income—trading time for money. But earned income has a built-in flaw: when the work stops, the income stops.

In contrast, those who consistently build wealth follow a different strategy. They focus on:

- Buying assets instead of liabilities
- Owning companies instead of only working for them
- Creating passive and residual income
- Building long-term wealth that works even when they don't

At the center of this new formula is ownership—especially ownership through stocks.

The Greatest Wealth Creator—and the Wealth Gap

The U.S. stock market has been the **greatest wealth creator in history**,

generating more millionaires than any other system ever created. Yet participation in that system remains disproportionately low among African Americans.

This lack of ownership is one of the primary reasons the racial wealth gap continues to widen. Income alone has never closed the gap. Ownership does.

Financial educators emphasize that unless the African American community dramatically increases participation in the stock market—the **greatest wealth equalizer ever created**—the gap will continue to grow, regardless of education or work ethic.

That belief drives the work of **J.R. Fenwick**, CEO of **FLip That Stock**, a Maryland-based stock market education and technology company.

Making Ownership Simple and Accessible

Fenwick is the creator of **Shop For Stocks Online**, an innovative online platform designed to make stock market participation simple, visual, and unintimidating—especially for beginners.

Rather than overwhelming users with charts, complex terminology, and financial jargon, the platform mirrors something people already understand—online shopping.

Instead of shopping for products on sites like Amazon, users browse companies. Instead of buying items that depreciate, they buy ownership in businesses that can grow, pay dividends, and build long-term wealth.

“People know how to shop,” Fenwick says. “They just were never shown how to shop for ownership.”

The platform was intentionally designed to be **fun and easy**, with a special focus on helping people of color confidently enter the stock market—often for the first time.

Income That Doesn't Depend on a Timecard

In addition to teaching stock ownership, the **Shop For Stocks Online** program includes an opportunity to generate **unlimited monthly residual income** through its Friends and Family Referral Program.

Participants can earn recurring income simply by sharing the platform with others—creating a second income stream that is not tied to hours worked, location, or physical labor.

For many families, this combination of ownership education and residual income represents a powerful alternative to relying solely on a job for financial security.

A Free Financial Education Event in Baltimore

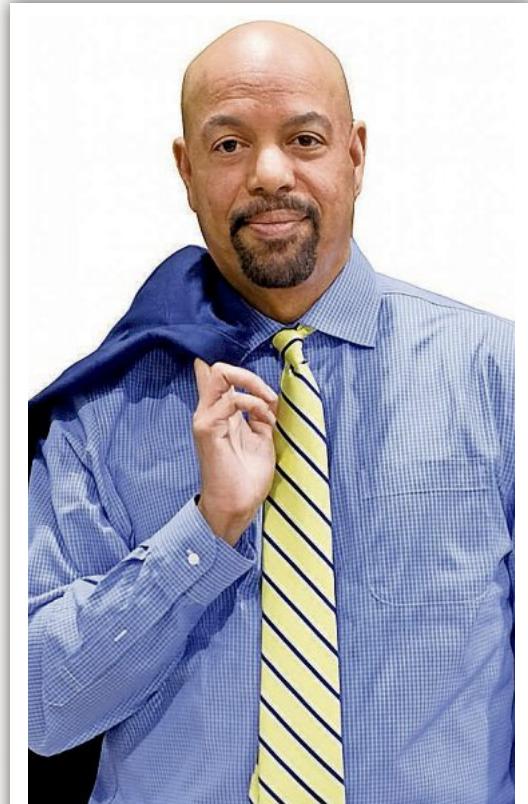
To help beginners take their first step, J.R. Fenwick will appear as **Special Guest Educator at One God One Thought Center for Better Living** at a **FREE seminar** focused on financial education, stock ownership, and income creation.

The seminar will teach attendees:

- How to start Shopping for Stocks Online
- An Easy way to become owners in companies
- How to begin building passive and residual income

Event Details: Sunday, January 25, 2026 12:30 PM – 2:00 PM One God One Thought Center for Better Living

Notification: If the weather forces the event to move online, you will have an opportunity to join us via Zoom. Registration is available at



J.R. Fenwick is the Founder and CEO of FLipThatStock.com, a leading education and technology company that specializes in unique ways of teaching people how the stock market works. Courtesy photo

TheFreedomExpressTourLIVE.com.

As Baltimore families face an increasingly uncertain economic future, one message is becoming impossible to ignore: **a job alone is no longer enough**. Ownership—and income outside of a job—is no longer optional. It is essential.

J.R. Fenwick is the CEO of FLipThatStock.com, a leading stock market education and technology company based in Maryland. He has been acknowledged as one of the best stock market teachers in the country.



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AS SEEN ON



Coppin Alumna Empowers Baltimoreans to Elevate

Tutoring Registration Open for Students Underway in Baltimore Area, Forthcoming Fundraiser Announced

By Andrea Blackstone

The ElevatED Explorers Math & Literacy Program, a core component of the ElevatED— Education & Lifelong Learning initiative, provides targeted academic support to strengthen foundational math and literacy skills for third through fifth graders in the Baltimore area, particularly those who can benefit from additional educational reinforcement.

“Instruction is designed to meet learners where they are while building the skills necessary for grade-level achievement, academic progression, and future advancement,” Price said.

A Saturday Program that will be held for third to fifth graders at Elevated Event Center, located at 1724 Woodlawn Dr. Ste 2, Gwynn Oak, Maryland 21207 from February 14 - April 4, 2026, 8:30 a.m.- 10:30 a.m. A \$25 registration fee covers the cost for the entire eight-week ElevatED Math & Literacy Program that will support 40 students. Feb. 14, 2026 is the last day to register. Visit <https://www.zeffy.com/en-US/ticketing/elevated-math-and-literacy-explorers-registration> to obtain and confirm details.

“The ElevatED Math & Literacy Enrichment Program provides academic reinforcement aligned with Baltimore City Public Schools’ curriculum and standardized testing expectations. Over the course of eight weeks, students participate in structured, engaging sessions designed to strengthen foundational math and literacy skills through interactive instruction, peer collaboration, and hands-on learning activities,” said Price. “This is the first time the program is being offered through Empowered to Elevate.”

Price noted that each week focuses on targeted skill development aligned

with the Maryland College and Career Readiness Standards, ensuring students receive consistent, standards-based support that complements their classroom learning.

“Throughout the program, students are supported in a nurturing, culturally relevant learning environment that promotes engagement, confidence, and academic equity. By providing free, high-quality instruction outside of school hours, the program works to reduce learning gaps and empower students to see education as a pathway to real-life success,” Price said.

Programmatic Leadership and Support

Mya Savoy has supported children and families at Calvin Rodwell Elementary/Middle for 19 years. Her experience includes working as a Pre-K teacher and school counselor. She also serves as Empowered to Elevate’s Director of Fundraising & Community Partnerships. The ElevatED Math & Literacy Program will be led by Savoy and Rochele Howard. They both are experienced education professionals with deep roots in Baltimore City Public Schools. Howard brings 23 years of experience in instructional leadership, curriculum design, and data-driven practice. Holding advanced professional licenses in elementary education, mathematics, and special education, she will guide the instructional vision, ensure alignment to standards, and support targeted interventions based on student data.

Savoy explained that many students are continuing to recover from multiple

learning disruptions, including periods of virtual instruction during COVID-19; interrupted schooling; chronic absenteeism; and inconsistent access to academic support.

“These factors have contributed to ongoing gaps in math and literacy skills. This program provides timely, structured support aligned with school curriculum and state standards, helping students strengthen foundational skills before gaps widen further. Early intervention improves long-term academic outcomes and builds confidence,” she said. “Many students are experiencing challenges in reading comprehension, writing fluency, and math problem-solving. These challenges are often linked to inconsistent access to academic support, limited instructional time, and learning interruptions. Targeted enrichment programs help address these issues in a supportive setting.”

Savoy added that parents can support learning by encouraging daily reading, practicing basic math skills, maintaining a consistent homework routine, and staying engaged with teachers and program staff.



(L-r) D’era House; Towanda Price; Miya Savoy; Lauretta Dickerson; Sukeena Price; Gregory Hines; Shawntia Griffin; Tonia Wiggins; and Rayona Price (seated). Rayona Price/Shots By Ray Media



Sukeena Price, founder and CEO of Empowered to Elevate, Inc, is a proud graduate of Coppin State University. With over 18 years of entrepreneurial experience, Price has built and sustained multiple successful businesses, including Doh Ray Me Childcare, Elevated Event Center, and PRS Ventures-Real Estate. Rayona Price/Shots By Ray Media

“Creating a positive learning environment at home and celebrating effort—not just results—also helps build confidence and motivation.”

Fundraiser: Galentine’s Empowerment Mixer

A night of empowerment on Friday, February 6, 2026 from 7:00 -10:00 p.m. will be held at Elevated Event Center, located at 1724 Woodlawn Dr., Ste 2, Gwynn Oak, Maryland 21207, to bring together women to uplift one another, build meaningful connections, and enjoy a fun, welcoming atmosphere. The keynote speaker will be Tershea Rice, CEO of the Greater Baltimore Urban League. Mocktails and light bites, networking with women, and availability of Empowerment swag will be available. Register via <https://www.zeffy.com/en-US/ticketing/galentines-empowerment-mixer>. Your participation supports Empowered to Elevate’s programs.

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Mailing Address

The Baltimore Times
2530 N. Charles Street, Suite 201
Baltimore, MD 21218
Phone: 410-366-3900
<https://baltimoretimes-online.com/>



Opinion

The State of Childcare in Baltimore: Childcare Access and Its Impact on Families and the Workforce

By Dr. Kenneth O. Robinson

She lived in public housing with her child. She completed her workforce training. She secured a job.

And then she couldn't start working.

Not because the job fell through.

Not because she lacked motivation.

But because once childcare costs were factored in, going to work would have left her with less money than staying home.

The math simply didn't work.

This story is not unusual in Baltimore. It is structural.

Baltimore does not lack concern about childcare. What it lacks is alignment. Childcare is still treated as a social issue—something to be discussed, subsidized, or deferred. In reality, it is core workforce infrastructure. When childcare fails, employment fails. Economic stability fails. And child development fails with it.

Maryland ranks among the five most expensive states in the nation for center-based childcare. Full-time infant care costs between \$15,000 and \$17,000 per year, while preschool care averages \$12,000 to \$14,000 annually. For families earning below the state median income, childcare alone can consume more than 30 percent of household earnings. For families at or below 200 percent of the Federal Poverty Level, that share can rise to 40 to 60 percent, effectively placing licensed care out of reach.

In Baltimore County, including communities such as Randallstown, the problem is compounded by supply shortages. Large areas are classified as childcare deserts, meaning there are three or more children under the age of five for

every licensed childcare slot. For infant care, that ratio can exceed five children per available space. Even families who can afford care often cannot find it.

The economic consequences are significant and measurable. Maryland loses hundreds of millions of dollars each year due to childcare-related absenteeism, employee turnover, and reduced productivity. Nearly one in four Maryland mothers has reduced work hours, declined career advancement, or exited the workforce entirely because reliable childcare was unavailable.

This is not a family issue alone. It is a workforce issue. It is a business issue. And it is an economic stability issue.

If Baltimore is serious about workforce participation, economic mobility, and long-term growth, childcare cannot remain an afterthought. It must be treated as essential infrastructure—planned, funded, and integrated into economic development strategies alongside transportation, housing, and job training.

That reality is the focus of an upcoming community briefing, "The State of Childcare in Baltimore: Implications for Workforce Stability and Family Economic Security." The goal is



Dr. Kenneth O. Robinson,
President and CEO of Little Dreamers Courtesy photo

not merely to highlight the crisis, but to reframe childcare as what it truly is: a prerequisite for a functioning economy.

Until that shift happens, too many parents will continue to do everything right—train, apply, get hired—only to find that the system itself makes working impossible.

Gender Equality in Sports: Former D1 Athlete Mentors, Empowers Girls, Student Athletes

By Andrea Blackstone

It is not uncommon for little boys to enthusiastically rattle off names of sports players or mention their dreams of playing professional football or basketball. Sometimes girls who possess athletic passions, hobbies or abilities receive less support or interest. A way to empower any student athlete is to learn from people who have walked a particular path.

Courtney Jones Green—an entrepreneur, licensed mental health advocate, mentor, real estate developer, and executive director of Together We Can Inc nonprofit, focuses her work on mentorship and nonprofit leadership.

Gender Equality, Achievement, and Sports Mentoring

“Gender equality improves when families, coaches, and communities intentionally invest time, visibility, and resources into girls’ sports. Girls feel valued when they are promoted, celebrated, and supported with the same enthusiasm and opportunities as boys,” said Green.

Her entrepreneurship is rooted in empowering youth, women, and communities through sports, education, mental wellness, and economic development. Additionally, Green was an LSU (Louisiana State University) D1 Athlete from 2008 – 2012. She weaves her athletic experiences into her purpose to mentor other athletes.

“Through my mentorship efforts, I work directly with middle school, high school, and college-aged girls, especially student-athletes, helping them develop confidence, discipline, leadership skills, and mental resilience. I mentor girls in schools, sports programs, clinics, and summits, teaching them how to handle pressure, become great teammates, communicate effectively with coaches, manage adversity, and build identity beyond athletics. My mentorship emphasizes mental health, faith, emotional intelligence, and life preparation, ensuring

girls are equipped for success on and off the court,” said Green.

Green’s basketball jersey was retired on January 14, 2026, 2026 at her former high school in Midfield, Alabama in recognition of her athletic achievements, leadership, and community work.

Tips for Aspiring, Girl D1 Athletes

Green noted that a Division I (D1) team is part of the highest level of college athletics governed by the NCAA, featuring elite competition, rigorous training schedules, national exposure, and scholarship opportunities.

“I had to balance academic expectations, intense training schedules, performance pressure, family responsibilities, and the emotional weight of constantly proving myself in competitive environments,” Green explained. “Every aspiring girl athlete should understand that discipline matters more than talent, rejection is part of the process, and success requires mental toughness as much as physical ability.”

Green further advised that beginning in high school, girl athletes can better develop strong time-management skills, communicate openly with teachers and coaches, prioritize rest, and understand that academics open doors long after sports end. And at the college level, girls need to develop basketball IQ; physical conditioning; communication; emotional regulation; adaptability, and resilience to succeed. Green stated that recruiting standards for a D1 basketball team require consistent high-level performance, strong academics, coachability, leadership, physical conditioning, game IQ, and the ability to compete against elite talent year-round.



Courtney Jones Green (center) with the Statewide No. 3-ranked Class 3A Midfield High School girls' basketball team led by Charles Thomas. Green visited her former high school (Midfield High School) during the Courtney Jones Green Jersey retirement and a city-wide proclamation. YNOT IMAGES

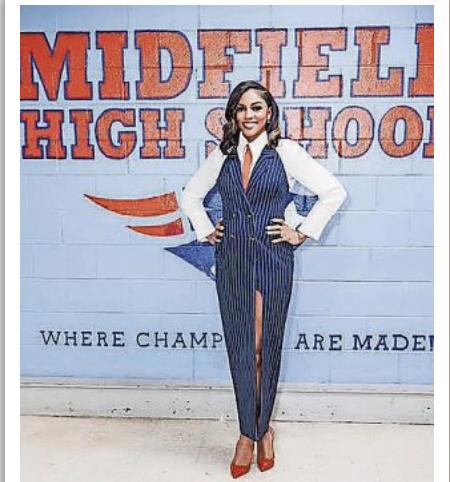
Girl basketball players often face limited exposure, fewer financial opportunities, body image scrutiny, and pressure to balance femininity with toughness, all while navigating underrepresentation in leadership and media coverage. However, brand deals and sponsorships have significantly increased due to NIL (Name, Image and Likeness) opportunities, especially for players who understand branding, storytelling, and social media engagement, according to Green.

“Girl athletes can build their brands by being authentic online and off the court, and by learning early how to market their values, voice, and impact beyond sports,” she stated.

Girl athletes can better take care of their mental health while balancing performance by normalizing rest, speaking openly about pressure, building support systems, practicing mindfulness or prayer, and understanding that their worth is not solely tied to performance.

Personal Development and Life After Basketball

Green, the author of “Dance in the Rain: 52-week coloring book journal for Girls & Teens” and “Stronger Every Day: Your Guide to Mental Health &



Courtney Jones Green, entrepreneur; licensed mental health advocate; former D1 athlete; mentor; real estate developer; and nonprofit executive director. YNOT IMAGES

Resilience for Teen Girls and Young Women,” presents another layer of support to her target audience, including middle school, high school, and college-aged girls, particularly student-athletes. She also serves young women navigating leadership, personal growth, faith, and identity, and parents, coaches, and mentors who support girls in competitive sports and personal development through her creative endeavors.

Green, a proud mother of five children and wife of NBA veteran JaMychal Green, reflected on the gratitude that intersects with her journey to achieve her sports and personal dreams.

“I am most grateful for my faith, my family, the coaches who believed in me, the lessons learned through adversity, and the opportunity to now pour into the next generation of girls chasing their dreams. Visit <https://www.courtneygreenofficial.com> to learn more about Courtney.

Thread, Orioles, and CareFirst Bring Care and Dignity to Digital Harbor High School

Submitted to the Baltimore Times

On Martin Luther King Jr. Day, a coalition of community partners transformed service into a powerful act of dignity at Digital Harbor High School. Members of Orange and Black Gives Back—the employee and family volunteer program of the Baltimore Orioles—joined forces with Thread and CareFirst to refresh and reimagine student and faculty bathrooms across the campus.

In total, volunteers updated 20 bathrooms with fresh paint, artist-led murals, and inspirational wall decals, turning often-overlooked spaces into welcoming environments that reflect care and respect. The visual upgrades were designed to uplift students and staff alike, reinforcing the idea that everyday spaces can—and should—support well-being.

Beyond aesthetics, the project addressed critical needs. Volunteers packed and installed dispensers stocked with hygiene supplies and safe-sex products in each bathroom, ensuring students have access to essential resources that help combat period poverty and support sexual health. For many young people, reliable access to these items can make a meaningful difference in their ability to focus, feel confident, and stay engaged in school.

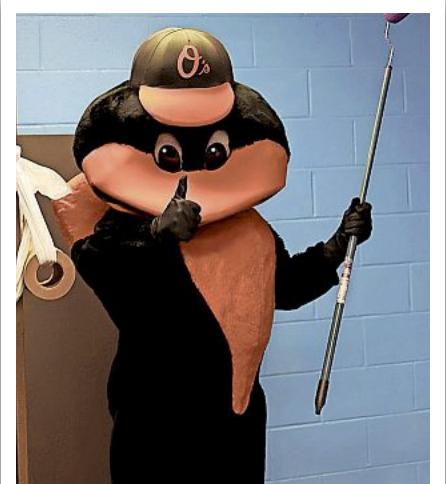
The effort embodied the spirit of Dr. King's call to service—meeting real needs through collective action. By focusing on spaces students use daily, the partners demonstrated that equity is built through practical, thoughtful investments in dignity.

Thread, a Baltimore-based nonprofit, grounded the day's work in a broader commitment to ending social isolation

and building an equitable culture within Baltimore City public schools. The organization supports students facing significant challenges by connecting them with consistent, caring relationships and resources—work that extends well beyond a single day of service.

For Orange and Black Gives Back, the project reflected the Orioles organization's ongoing commitment to Baltimore. Through local service initiatives, the program mobilizes employees, players, coaches, and families to support youth development, address food insecurity, and strengthen neighborhoods across the region.

As students returned to Digital Harbor High School following the holiday, they encountered more than refreshed walls. They saw evidence that their community is investing in their health, comfort, and



The Oriole Bird

Courtesy of Baltimore Orioles

dignity—an affirmation that service, when done with intention, can leave a lasting impact long after Martin Luther King Jr. Day has passed.

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Local Entrepreneur offers 'Unique Scripts' For Menopause

By Ursula V. Battle

Medical Technologist and Holistic Practitioner Sheila L. Hall reflected on growing up as a nature-loving child and utilizing her brother to "test" out her interest in flowers.

"It's so funny, because ever since I was little, I always liked nature type of things," said Hall, noting she enjoyed studying botany in school. "I never really was the kid who had a whole bunch of friends. I was picking flowers. My brother used to always tell my mom that I was trying to kill him because I was playing doctor and trying to make him eat flowers."

Today, Hall is an entrepreneur, specializing in a variety of therapies, including Functional Herbal, Nutritional, and Massage. She is the owner of Unique Scripts Wellness Spa located at 11100 Liberty Road, Suite H, in Randallstown. The spa is well-known for its Apothecary and Juice Bar, specifically its Sea Moss Lemonades, which Hall said became popular during the COVID-19 pandemic due to their nutritional benefits.

"Unique Scripts Wellness Spa offers a VIP Lounge and an herbal shop," said Hall. "We offer messages, reflexology, infrared sauna, body contouring and other services. I also do lymphatic massage, vibrational therapy, and red light therapy for cancer survivors."

Hall's claim to fame has also been around her work on menopause. According to the Mayo Clinic, the largest not-for-profit medical group practice in the world, menopause is when periods stop for good. The Mayo Clinic notes that menopause is a normal part of aging, but for some women, it can bring hot flashes, night sweats, joint and muscle discomfort or other symptoms.

"I always had painful menstrual cycles," said Hall. "When my menstrual cycle shut off and never came back, all of my hormones flatlined to the point where I immediately went through severe depression, anxiety and suicidal tendencies. I had all of it and didn't know what was going on. I shut everybody out. It was just like I stayed in a corner for months. But my mother dragged me out of the house and I got myself together. I started doing Yoga and other things, which helped turn my life around."

She added, "When I discovered Functional Medicine, it made me wonder why I didn't know these menopausal symptoms were going to happen to me. And then I found out all I had to do was take a blood test to find out my hormones were irregular and I could have avoided so many things. It made me study Functional Medicine and how to get to the root cause of things. I help women with menopausal symptoms by getting to the root cause of what's causing those symptoms."

Hall is also the creator of Not-N-Vagus™ Herbal Bitters and Mocktails. Designed with a unique blend of functional medicine, herbal wisdom and spa-inspired rituals, Hall said her product empowers women to navigate stress, digestion, and menopause with ease—all while adding a playful Vegas-inspired twist. Hall said a personal medical emergency after dining out led to the creation of the product.

"The concept behind Not in Vagus focuses on the vagus nerve and its role in communication between the brain and body," said Hall. "The name Not in Vagus reflects the idea that issues with the vagus nerve do not stay isolated."

The Mayo Clinic describes the vagus nerve as the main nerve of the system that controls digestion, heart rate and other vital functions.



Massage Therapy is among the services Hall offers at Unique Scripts Wellness Spa. Courtesy photo



Medical Technologist and Holistic Practitioner Sheila L. Hall speaks to a group of women about natural remedies for wellness. Courtesy photo

"The old saying is, 'What happens in Vegas stays in Vegas' but with the vagus nerve being a communicator, that's not the case," said Hall. "You can find out a lot about root causes by traveling the vagus nerve path."

Hall is a native of Baltimore, graduating from Morgan State University, where she earned a B.S. in Medical Technology and a M.S. in Healthcare Administration. She is the Director of Health and Wellness for the Paul Anthony Foundation, a non-profit organization formed to help reach cancer survivors and participates in various community outreach events to promote health and fitness. She is the

author of the book "Spiritual Healing Using Natural Health," which draws on natural practices to promote physical and spiritual health.

"My goal is to help people with imbalances and pain through personalized treatment plans," said Hall. "My approach to wellness is focusing on natural remedies and avoiding pills whenever possible."

For more information about Hall, Unique Scripts Wellness Spa, or her book, visit www.sheilahall.com.

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**FROM OPEN MIC TO MOVEMENT:
THE LEGACY OF ORGANIC SOUL TUESDAYS**



Maimouna Yousseff (MuMu Fresh) performing at Organic Soul Tuesdays | Photo Credit Blackout Studios

FROM OPEN MIC TO MOVEMENT: THE LEGACY OF ORGANIC SOUL TUESDAYS

By James Collins

In 2000, I had the idea to start an open-mic jam session after attending an all-star weekly event called Black Lily in Philadelphia. Black Lily was a hip-hop and soul Tuesday-night jam session co-curated by The Legendary Roots Crew. I was invited by a young singer who frequented the event named Jill Scott.

At the time, my band Fertile Ground was gaining momentum in Baltimore and Washington, D.C., and I remember thinking, We should do something like the Black Lily here in Baltimore. Our label Blackout Studios would be the perfect engine to produce it and Fertile Ground could help make it popular. Drawing on the inspiration of several national live music events and a desire to shine a light on Baltimore's unique flavor, after long conversations with my business partner Olu Butterfly in the summer of 2001 about venues, logistics, and even the name, Organic Soul Tuesdays was born.

Our mission was simple but intentional: to provide a creative laboratory where the arts community could both experiment and polish performances on a real stage. We hosted an open-mic backed by a live band made up of some of the best musicians in the city.

Baltimore has a long tradition of historic jam sessions — Wall Street, Spike & Charlie's, Buddies, the New Haven Lounge, and countless others. I grew up playing alongside world-class musicians such as **Maysa, Kim Waters, Carl Filipiak, Dennis Chambers, Dontae Winslow, Jarod Barnes, Cyrus Chestnut, and Gary and Greg Grainger**. Organic Soul Tuesdays was our attempt to channel that elite musicianship into new opportunities for emerging artists.

We partnered with some of the city's most successful promoters, including **Derrick Chase, Dimitri McDaniel, and Walter Maxfield**. For more than a decade, we produced 48 to 50 events each year, reaching thousands of art lovers. The area's best poets, musicians, and vocalists of every genre quickly learned that Organic Soul was a serious platform.

ORGANIC SOUL

Artists such as Raheem DeVaughn, JSOUL, Love the Poet, Desi Alexander, Maimouna Youssef (MuMu Fresh), The 5th L, Che'Ray, Larry Lancaster, and many others used Organic Soul Tuesdays as a launching pad for their careers. Through Blackout Studios, we built partnerships with the African American Heritage Festival, Jazzy Summer Nights, Artscape, and other major Maryland festivals, often inviting artists to perform at Organic Soul for opportunities to be booked on those larger stages.

Organic Soul wasn't just an event -- it was a movement. This was the weekly hub where records were released, books were published, songs were written and relationships developed.

Now, as Organic Soul approaches nearly 25 years of commitment to Baltimore's arts scene, we are celebrating with our latest installment: Organic Soul – The Reunion. The original crew will be in the building. Olu Butterfly will host, JSOUL will DJ, and the band: Craig Alston, Joel Mills, Cory Baker, and Spyda will perform, along with a special musical set by MuMu Fresh and myself, James Collins.

Organic Soul – The Reunion takes place January 30, 2026, at The Garage, 6 E. Lafayette Street.

VISIT ORGANICSOULTUESDAYS.COM
FOR TICKETS



Olu Butterfly and Jill Scott at Organic Soul Tuesdays
Photo Credit: Stevie Robinson II



Raheem DeVaughn performing in 2001 at Organic Soul
Photo Credit: Blackout Studios



James Collins and Lionel Lyles | Photo Credit: Blackout Studios



Jahiti | Photo Credit: Brian Tru



Olu Butterfly | Photo Credit: Dubscience Photography



Mashica Winslow, JSOUL and Dontae Winslow | Photo Credit: JSoul

ORGANIC SOUL

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Alston | Ronnie | Corey Baker | Mark Baker
D. Chase | Femi the dri fish of the 5thL | DJ
Harvey Dent | Mark Stewart | Elrod | Walter
Maxfield Jones | Dimitri | DJ Darius Lovehall
aka Derek Lindsey | Dj Bart | 13 of Nazareth
40D | 420 Lauda | 5th L 5410 Abby Dobson |
Abja | Ab-Rock| Abu the Flutemaker | Ad Lib
Adrian Hood | Adrian Moore & Soul Therapy
Afi Afi-Nur | Ainsley Burrows Akua Naru Al
Letson | Alison Crockett | Ama Chandra
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Brooklyn | Red Bilal |Salaam B'Fly Black
Aquarius Black Root |Bomani Armah Brittany
Bosco | Brown F.I.S.H. | Buford |But,Naked?
CBeyohn | C Clear |C Love | Cappadonna
Carolyn Malachi | Caustic Dames | Chaddy
Royal |Che Ray | Chelsey Green & the Green
Project |Chin-Yer & Natural Remedy |
Choklate Christopher K.P. Brown Chuck the
Madd Ox | Cirius B Colada Courtney Dowe
Craig Alston Group | D.C. Funk Squad |
Danielle Simpson | Dasha Kelly | Deborah
Bond | Deep Cobra |Dehejia Ma'at | Desi
Alexander | Devine Nature |The Doll Donnie
Droopy the brokeballer | The Dubber Dwayne
B Dwayne Morgan | Earthqueen Ebony
Jackson | Element 615 Eloraj Emmanuel
Jacason | Eric Mayo | EtanThomas eXonda Eze

Jackson & Soul Cannon | Faro-Z | Fateemah
Fertile Ground Flo Brown Free Yvette
Benjamin The Funk-a-holx | Gaelle Gaia
Genesys Dayz |Gigi Allen | Godsilla Golden
Infamous | Golden Seal |Gordon Chambers
Green | Tea Groove | Stu Hard Headz Head-
Roc | Hezekiah Hueman Prophets | Hypno
India Reid | International Capoiera Angola
Foundation | IPOD Music Group | Ishe Isis
Ivy | Chanel | J Pope | Jae Suave | Jahbu
Ourinde | Jahipster |Jahiti | Jaki-Terry
Jamaal St. | John Jammawun | Janelia &
Femi | Jarrad Anthony | Jarrell Jason
Reynolds | Jeff Majors | Jeliq |Jeneba Suma
Jesse Boykins III | Jessica care moore | Jill
Scott | Joi Carter |Joi Carter | Jonathan
Gilmore | Jua | Julie Dexter | K'alyn | Ka-Chi |
Kahlil | Al Mustafa | Kane Mayfield | Keith
Ailer | Kelly Bell | Kelly Love Jones Kenny
Alston | Keturah The Kevin Robinson
Ensemble | Kevin Sandbloom Kokayi Koma
Agir | Komplex KuKu Labtekwon Lafayette
Gilchrist | Lady Alma | Lamar Hill Larry
Lancaster | Leroy Dracula aka Krome |
Liberty | Lightfoot | Lionel Lyles | Lotus
Niraja | Louis ConPHliction |LOVE the poet
Love Peace Project | Lyrical the Lyricist
Lyrispect | Maimouna Youssef | MainStream
Major Boyd | Malcolm-lamal Warner |
Malene Younglao | Marc Marcel Marc A.
Evans| Marcel & The Truth | Marlon
Saunders Megan Livingston Mello-D & the
Rados | Men Maa Aim Ra Mercury
Movement | Messiah | Midnite Band |
Mikuak Rai & The Movement Miles Brothers |
Mojoe Monica McIntyre Ms. Stress | Ms.
Wise | Mustafa | Myisha Cherry Mzery

N'Dambi | Naima / Natalie "The Floacist" Stewart
|Nata'aska Hummingbird | Ndeline | Nelly's Echo
| Niela | Nii Ayikwe Parkes |Nikki Jean |Nila Kay |
Nimat | Nuwamba | Ogun | Oktbrworld Opus
Akoben | Oro Eniyan | Osagyefo | Perry
Visionpoet Divirgilio | Petula Caesar Tha Plague
aka Gem| Poem-Cees | P.O.E.T. | Poetry for the
People-Baltimore | Porkchop | Precise Science |
Project Lumens | Queen | QueenEarth | Raheem
Devaughn | Rainmaker | Ramoth Gilead | Ras D
Ras Kofi | Rashee | Rebecca Dupas | Reggie Harris
| Rhonda L. Taylor | Robert Lee Hardy Rodzilla
the Blocademic | Roger Bonair-Agarde Ron K.
Williams | Ruff Mics | Rosetta Stoned Sabrina
Gilbert | Sahlence Salim & the Music Lovers |
Samantha Raheem | Selahchick | Sean-Toure |
Seek Seen | Sha'| Shareef Ali | Shelby Jade |
Shodekeh | Simba | Sir Reigns Slangston
Hughes/Slick Vic Low/Lyrical Leviathan S.O.N. of
Nun Sticky Mulligan | Stinkiface Music | Storm
the Unpredictable | Suzanna Christine |
Substantial Suga SP Suzann Christine | Sy Smith |
Symantyx |Taalam Acey Tamara Wellons | Tamika
Love Jones Telesma Terrence Cunningham | The
Terrorpens Theresa the Songbird |Tim Hogan
|Tim'm West |Tislam the Great Tolu Mide |Tommy
Bottoms | Toni Blackman Toot Trife Wound Truth
The Twin Poets Ultra Nate' and the Sugar Crew
Uninterrupted | Unique the Heaven Sent |
Upfront | Urban Ave 31 | Urban Foll | V Rich
Veronique | VON | W. Ellington Felton | Water
Seed | Wayna | Whamae | Wilbur Nichols | Will Da
Real One | The Winslow Dynasty Wordsworth
|Yamamanym | Yewande

Mental Health Visionary, Author Supports Black Women on Therapy Journeys

By Andrea Blackstone

January offers a dedicated time to discuss mental wellness during Mental Wellness Month. The conversation of mental health and unique needs among Black women should not be missed now or in the coming months.

Dr. LaNail R. Plummer, CEO/founder of Onyx Therapy Group, and author of “The Essential Guide for Counseling Black Women,” has been a therapist for 20 years. Her dedication to mental health is noteworthy. Her company is a mental health organization with a team of over 40 BIPOC counselors and consultants serving Washington, DC, Maryland, Virginia, Pennsylvania and Louisiana, with an international footprint in South Africa, in 2013.

“This is my career anniversary, and I’ve been a mental health visionary for nearly 40 years. I’ve been supporting Black women on their therapy journeys for 20 years,” the Bowie, Maryland resident said.

Dr. Plummer stated that there are at least six areas of self-care: physical, mental, emotional, social, workplace, and spiritual.

“Each category has a specific focus that has a neurological, biological, or self-worth foundation. My experiences illuminate that Black women are focusing more on our physical, mental and social self-care. Physical self-care advances are demonstrated by messages about ‘drinking more water,’ walking, and workout groups for Black women, yoga and dance classes that play a lot of R&B and Hip Hop, and more athletic wear for Black women.”

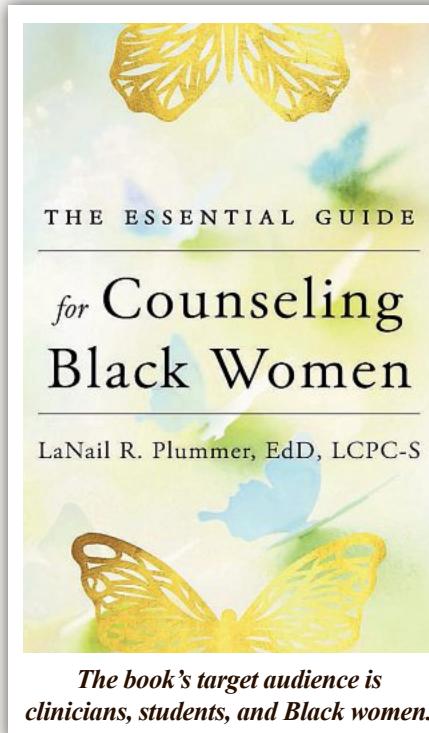
However, Dr. Plummer explained that Black women focus on mental and social self-care through race/gender book clubs, engaging in conversations

about needs, wants, and boundaries in friendships, creating vision boards and being intentional about their futures, and choosing to break cycles that no longer fit their lives. Additionally, there is still a lot of room for growth in self-care areas such as the workplace, spiritual and emotional aspects.

“Many Black women do not feel safe in their workplaces. As mentioned in the book, many Black women are still the ‘first’ or ‘only’ Black women in a role and have to serve as the representatives of themselves, their race, their gender, and their intersections while also trying to pave paths for others and open doors, too,” she continued. “It’s a lot of pressure and they do not always know how to create self-care in places where they are still invisible or have the curse of overcompetence.”

Dr. Plummer noted that while spiritual self-care is often misunderstood as religious, many Black women are trying to take time to dissect and explore how their religion is different from their spirit and which aspects of their religion is based in oppression of their race, gender, and cultural experiences. Sometimes, the dissection is overwhelming, so Black women remain consistent in religious practices but feel conflicted. It would be ideal for them to have space to explore without statements of judgment, condemnation, and sin.

“Lastly, what is most connected to the work I do is emotional self-care. While more Black women are entering therapy, many of them are leaving therapy, too, particularly because their therapists do not know how to show up for them or treat them as clients. Many Black women find themselves being the educator in the therapeutic relationship instead of simply being the client. So, they are in another space where they have to wear two hats



The book’s target audience is clinicians, students, and Black women.



Dr. LaNail R. Plummer, a mental health visionary, wrote “The Essential Guide for Counseling Black Women” because there was a gap in literature and practice for Black women to understand the unique challenges in their lives.
Farah Dailey-Reese

just to get treated properly, and that’s unfair,” Dr. Plummer stated.

She wrote “The Essential Guide for Counseling Black Women” so that students and clinicians would have an effective guide, filled with Therapist’s Tips; Catalyst Questions; Client Insights; Therapist’s Introspection; the Therapeutic Guide; and Journal Prompts, enabling clinicians to learn and immediately apply the knowledge in their sessions.

“Additionally, I wrote the book so Black women could have the understanding, knowledge, and language to explore the issues that weigh them down so they can advocate for themselves, with themselves and with others, too,” Dr. Plummer said.

However, Dr. Plummer added that clinicians are well-intended, but they are humans with learned experiences, too.

Sometimes they have their own deeply embedded core beliefs about Black women that can be based on stereotypes, media portrayals, and family biases that lead to countertransference.

Lastly, the use of discipline to increase self-awareness and seek and practice joy within a hobby can promote better mental wellness for Black women or anyone.

“Instead of engaging in a hobby like it’s a rare treat, incorporate it into your daily practice. Set aside 15 minutes a day to do something you really enjoy,” Dr. Plummer stated.

Dr. Plummer’s book will be released on Tuesday, January 27, 2026. Visit <https://www.onyxtherapygroup.com/dr-lanail-plummer> and <https://www.norton.com/books/9781324053477> to learn more about Dr. Plummer and her book.

CCBC Dundalk Gallery Exhibit Honors Enduring Legacy of Turner Station

Submitted to the Baltimore Times

The Community College of Baltimore County is bringing the story of Turner Station to the forefront with a new gallery exhibit at its Dundalk campus that explores the history, culture, and resilience of one of Maryland's few remaining historically African American communities. Through artifacts, archival materials, and a carefully curated historical timeline, the exhibit traces Turner Station's rise, challenges, and lasting contributions to the region.

A public reception celebrating the exhibit will take place Monday, January 26, from 5 to 7 p.m. in the lobby of the Alvin and Mary Lloyd College Center at Community College of Baltimore County Dundalk, located at 7200 Sollers Point Road. The evening will feature a presentation beginning at 6 p.m. with a keynote address from Kweisi Mfume, a former Turner Station resident, along with remarks from U.S. Rep. Johnny Olszewski.

The exhibit is a collaboration between the Galleries at CCBC and the Turner Station Conservation Teams and is curated by historian Michelle Wright, CCBC assistant professor of history and Africana studies. At its center is a timeline highlighting pivotal moments in Turner Station history, alongside in-depth profiles of four notable natives whose lives reflect the community's national and local impact. These include Congressman Mfume; Henrietta Lacks, whose story has reshaped conversations around medical ethics; Calvin Hill, former NFL star and father of NBA player Grant Hill; and Dr. Joseph Henry Thomas, a respected physician and entrepreneur whose family played a major role in developing the neighborhood.



Badge and retirement paperwork for Francis Jackson, one of the first African American police officers to patrol Turner Station. Courtesy Photo

Artifacts on view, on loan from the Turner Station History Center, provide tangible connections to Turner Station's working-class roots and collective memory. Among them are pieces of wreckage from the Francis Scott Key Bridge, which collapsed in 2024. The bridge holds particular meaning for Turner Station residents, many of whom worked at the Bethlehem Steel mill at Sparrows Point, where the bridge's steel was fabricated in the 1970s. Additional items include the law enforcement badge and retirement paperwork of Francis Jackson, one of the first African American police officers to patrol the community, as well as materials spotlighting Henrietta Lacks and her enduring legacy. Guests attending the reception will also receive a reproduction newspaper compiling articles and advertisements about Turner Station dating back to the 1880s.

The exhibit also places Turner Station within a broader historical context. Named after J.M. Turner, a late-19th-century landowner, the area grew rapidly after a rail station was established to serve the nearby steel plant at Sparrows Point. As demand for steel surged during World War I, African Americans moved to the neighborhood in large numbers, helping Turner Station flourish. The community's population peaked at nearly 9,000 residents in the 1950s before declining in subsequent decades, bringing significant social and economic challenges. Since its founding in 2003, the Turner Station Conservation Teams Inc. has played a vital role in preserving the community's history while supporting ongoing revitalization efforts.

"CCBC's commitment to the communities we serve includes raising



Pieces of the wreckage of the Key Bridge, which was built with steel fabricated at Bethlehem Steel, where most Turner Station residents worked. Courtesy Photo

awareness of their rich histories," said CCBC President Sandra Kurtinitis. "We're grateful to the Turner Station History Center and the area's current and former residents for trusting our college with their precious stories and beloved artifacts."

The Turner Station exhibit will be on view at the Dundalk Community Gallery through April 17. Gallery hours vary by day—Monday from 10 a.m. to 1 p.m.; Tuesday from 10 a.m. to 5:30 p.m.; and Wednesday from 10 a.m. to 5 p.m.—and the gallery is closed Thursday through Sunday. Visitors are encouraged to check CCBC's website for the most up-to-date information on hours and related events.



By Rosa Pryor

Hello everyone, I hope that your new year has started with all good and positive things. Remember these 10 suggestions and you should be alright:

(1). Staying calm is better than trying to win an argument; (2) When you stay quiet, you notice more. (3) You learn "Golden" things with age; (4) Time is more valuable than money; (5) Your health is your best long-term investment; (6) Not everyone needs to be part of your life. (7) Saying "No" shows you respect yourself. (8) Real friends are few, treasure them; (9) Family becomes more important as you grow older; (9). You don't need to win every fight or every argument; just walk away. (10) True happiness comes from inside, not from things.

Well, my dear friends, I did it. This old lady had a full shoulder replacement, so now I can't use my left arm for 6-8 weeks. Terrible situation! But it will be okay. Surgery was successful. I just have to have

Remember These 10 Things for a Happy New Year

someone prepare dinner and breakfast or lunch for me daily. No! Shorty can't cook, except for hot dogs. It's a good thing there are restaurants in this area. I am doing fine, and so far, I haven't had any pain.

My column isn't too long this week because I haven't been anywhere in the past couple of weeks except for the hospital. I had a few guests and friends stop by to say "hello" and bring me dinner or lunch. That was so nice. I enjoy that.

But I have to get out of this house soon. Give me a call and let me know, me and my sling and one arm will be there. In the meantime, support our local musicians. Go check them out. If you got something going on or if you know someone who is having an event, email me or call me. I have been in the house long enough.

I have to go now. Just remember, if you need me, just call me at 410-833-9474 or email me at rosapryor@aol.com to give me the scoop.

Oh! I almost forgot. I want to thank my friends and readers for the love you have shown me with your phone calls, gifts, cards and those who have stopped by my house to pick up my new book.

UNTIL THE NEXT TIME, I'M MUSICALLY YOURS.



Richard Shelton, the head Administrator of the "Maryland Entertainment Hall of Fame" (middle) with Dale Shifflet and Kenny Palcak. Both are bassists and called to inform me that I was nominated by renowned musician, Isaac Parham to be inducted into the (MEHOF) and that he, (Richard Shelton) will be sponsoring me for the "MEHOF" 2026 induction. I am over the moon and so grateful. For more information, or to be a sponsor call 410-292-5970



Happy Birthday to one of Baltimore's own, Anita Calcart! May you have many, many more!



Cherokee and Pressure Point Band will be performing at CityView Bar and Grill on Friday, January 30 from 8-10 p.m. CityView is located on Security Blvd & Dogwood Road. The event is promoted by T-Shirt Brian. Free parking and no cover.



John Lamkin II, & The Favorites Jazz Quintet will be performing at An Die Musik, 409 N. Charles Street with John on trumpet and flugelhorn, Michael Harriston on saxophone, Bob Butta on piano, Michael Graham on bass and Jesse Moody on drums on Saturday, January 24 starting at 7 p.m.

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CERTIFICATION OF PUBLICATION CITY OF BALTIMORE OFFICE OF BOARDS AND COMMISSIONS PUBLIC NOTICE

REQUEST FOR PROPOSAL - PROJECT NO. 1418 LARGE DIAMETER SANITARY SEWER, FORCE MAIN, PRESSURE SEWER, & SIPHON CONDITION ASSESSMENT AND ANALYSIS

The City of Baltimore Office of Engineering and Construction (OEC) has been authorized to request the Office of Boards and Commissions (OBC) to advertise Project 1418 for the selected services for the City of Baltimore from qualified Engineering firms.

The City intends to select the services of one (1) firm for a period of five (5) years, with two (2) options to extend for one (1) year additional terms at the City's discretion, for a fee not to exceed \$10,000,000 for the selected firm. The Office of Engineering and Construction (OEC) reserves the right to have a second interview with eligible consulting firms.

DPW encourages all contracting firms that have the experience and capacity to work on this scope to submit their proposals. All firms must demonstrate and document their capacity and resources to deliver the required services on time. Projects must comply with the 2006 edition of "The Specifications for Materials, Highways, Bridges, Utilities and Incidental Structures" and the latest technical specifications provided by DPW. City personnel will utilize the City of Baltimore Guidelines for the Performance Evaluation of Design Consultants and Construction Contractors for this contract/project.

Should you have any questions regarding the scope of the Project, please contact Mr. Jamison Smith at (410) 396-3437 or by email at Jamison.Smith@baltimorecity.gov

Introduction

The City of Baltimore's Department of Public Works (DPW) is under a Modified Consent Decree (MCD), which requires the inspection and assessment of all sanitary sewer assets 10 inches in diameter and larger. This contract will specifically focus on gravity sewers 20 inches in diameter and greater, as well as on all pressure sewers, force mains, and siphons, supporting the City's commitment to meet regulatory

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requirements and improve system performance.

The City is taking a more strategic approach—one that goes beyond technical solutions to also consider operations, long-term financial planning, and affordability for residents.

Through this contract, DPW seeks a multi-disciplinary program management team to assist with:

1. Ensuring the City meets its Modified Consent Decree (MCD) requirements for this scoped work by MCD deadline.
2. Managing day-to-day program tasks and supporting coordination with the Bureau of Water and Wastewater.
3. Providing strategic planning for recommended rehabilitation, ongoing maintenance, and asset replacement—aligned with DPW's Asset Management Plan—and leveraging expertise in regulatory compliance, workforce and capital planning, and system performance.

The selected team will work as an extension of DPW staff and must bring both technical and operational expertise. DPW reserves the right to adjust the scope based on cost, consultant qualifications, schedule, M/WBE participation, and overall performance.

Scope of Work

The City of Baltimore Office of Boards and Commissions has been requested by the Department of Public Works, Office of Engineering and Construction, to advertise for the services of a civil/environmental engineering firm to provide engineering services for condition assessment and analysis of gravity sewers 20 inches in diameter and greater, as well as on all pressure sewers, force mains, and siphons at various locations in the Baltimore wastewater collection system. The City intends to select one (1) firm to provide these services.

The firms interested in providing these services must demonstrate and document the following:

1. Expertise and capacity to provide condition assessment and inspection services of gravity sewers 20 inches in diameter and greater, as well as on all pressure sewers, force mains, and siphons utilizing CCTV, SONAR and LASER, pole camera, electromagnetic and free-swimming inspection tools under various operating conditions.

2. Firms should be prepared to submit a

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project baseline plan at the start of the contract, outlining estimated costs, resources, schedule, and milestones. This plan will serve as a reference for tracking progress throughout the contract duration.

3. Firms must specify primary inspection technologies and describe alternative methods available in case the primary method is unworkable due to site or flow conditions. Data submittals shall be completed and provided to the City within six (6) weeks of the completion of the inspection.

4. Expertise and capacity in performing inspection and structural condition assessment of pre-stressed concrete cylinder pipe (PCCP), including, but not limited to, electromagnetic inspection methods.

5. Expertise and capacity to evaluate any and all wastewater collection system valves (including Air Release Valves [ARV], Automatic Vacuum Release Valves [AVRV], blow-offs, backflow control, etc.) to determine proper functionality and provide corrective action recommendations where deficiencies are identified.

6. Expertise and capacity to evaluate cathodic protection systems on metallic pipes and provide corrective action recommendations where deficiencies or failures are identified.

7. Expertise and capacity in developing bid-ready contract documents including plans, specifications, cost estimates, schedules, and related documentation necessary for procurement of construction contractor services related to wastewater system rehabilitation and replacement projects.

8. Expertise in developing and implementing risk models based on condition and criticality to prioritize inspection and rehabilitation of wastewater assets.

9. Expertise and capacity in determining access requirements and developing temporary and permanent access road plans, including access to difficult or restricted areas. This includes experience coordinating with agencies such as CSX, Amtrak, MARC, and other rail or utility corridor stakeholders to obtain required right-of-way (ROW) and right-of-entry (ROE) permits. Firms should demonstrate an understanding of the procedural, safety, and scheduling constraints associated with accessing active transportation and utility corridors.

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10. The selected firm will be responsible for leading communication with stakeholders and securing all necessary permits and right-of-entry approvals prior to the start of field work. The firm should also demonstrate experience in public relations and outreach, navigating permitting processes, and ensuring coordination and compliance with Federal, State, and Local regulations and agencies throughout all phases of the project.

11. Expertise in developing inventories and geographical information system (GIS) layers and databases for wastewater assets to document asset locations, conditions, and inspection findings. The wastewater assets include, but are not limited to, manholes, large diameter interceptors, gravity mains, pressure sewers, force mains, and siphons.

a. When new or unrecorded assets are discovered, the firm will be responsible for documenting and reporting these findings, including photos, attributes, and location data, to enable updates to the City's GIS database

12. Experience in developing and managing an overall contract team that includes both Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs). Given that a significant portion of the work involves field activities related to the condition assessment of large-diameter sanitary pipes, DPW requires firms to propose teams with the necessary expertise and capacity to perform highly specialized inspection, assessment, and analysis services in full compliance with DPW's technical specifications.

Key Personnel

The key personnel shall include but not be limited to the following.

*Project Manager: The Project Manager shall serve as the primary point of contact and lead for all programmatic activities under this contract. This individual must possess a minimum of ten (10) years of progressively responsible experience in managing regulatory compliance programs, capital improvement initiatives, and strategic planning efforts within a public water and/or wastewater utility. The Project Manager must demonstrate experience at the executive level of a water or wastewater system owner and must also hold a bachelor's degree in civil engineering or a related field from an ABET-accredited college or university. A Professional Engineer (P.E.) license in the State of Maryland is

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required. The Project Manager should have at least five (5) years of experience in wastewater utility design including preparation of concept design proposals and management of utility and facility design contracts. The Project Manager must be capable of coordinating with all stakeholders to ensure that work is completed in accordance with project specifications, schedule, and budget.

*Senior Project Engineer: Bachelor's degree in civil engineering or a related field from an ABET-accredited college or university, with experience in water and/or wastewater utility inspection and/or rehabilitation operations. Experience preparing concept design proposals and managing inspection contracts is preferred. Must be capable of coordinating with all stakeholders to ensure that work is completed in accordance with project specifications.

*Senior Field Operations Manager: Minimum of five (5) years of experience managing wastewater or stormwater utility construction and inspection projects. Experience should include inspection planning, equipment setup, and the use and retrieval of various inspection technologies, including multi-sensor inspection systems. The individual must either directly provide field inspection services or oversee a designated individual responsible for all field inspection activities associated with this project.

*Data Manager: Bachelor's degree in computer science or a related field from an ABET-accredited college or university, and a minimum of five (5) years of experience organizing, managing, and analyzing complex datasets. Experience with data trend analysis and working with GIS platforms such as Autodesk Info Asset Manager and Esri ArcGIS Pro is required.

Selection Criteria

The following are the selection criteria and weighting:

*Expertise in Condition Assessment and Inspection Services (20%)

*The interested firm is required to demonstrate and document their expertise and capacity to provide condition assessment and inspection services of 20 inches or greater in gravity sewers, all pressure sewers, all force mains, and all siphons utilizing CCTV, SONAR and LASER, pole camera, electromagnetic and free-swimming inspection tools under various operating conditions.

*Expertise in Planning and Design Level In-

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tervention Recommendations (20%)
The firm must demonstrate experience in developing Planning Level and Design Level Intervention Recommendations based on inspection data and condition assessment results. This includes the ability to prioritize assets, recommend appropriate rehabilitation, replacement, or maintenance strategies, and provide cost-effective solutions that align with the City's Asset Management goals and regulatory requirements. Expertise in Data Management and GIS for Wastewater Assets (15%)

*The interested firm is required to demonstrate and document their expertise in developing inventory and geographical information system (GIS) layers and databases for wastewater assets to document asset location and inspection findings. The wastewater assets include, but are not limited to, manholes, large diameter interceptors, siphons, gravity mains, force mains, pressure sewers, and siphons. Expertise in assigning work to contractors and collecting and managing inspection data using a computerized maintenance management system (CMMS).

*Experience in Public Relations, Outreach, and Regulatory Compliance (10%)

*The interested firm is required to demonstrate and document their experience in public relations & outreach, permitting requirements & processing, coordination & compliance with Federal, State and Local regulations and agencies during all project phases.

*Overall Team Approach with Minority/Women Business Enterprises (10%)

*The interested firm is required to demonstrate and document their experience in developing and managing an overall contract team with both Minority and Women Business Enterprises.

*Expertise in Access Requirements and Right-of-Way/Entry Permits (10%)

*The interested firm is required to demonstrate and document their expertise and capacity in determining access requirements and developing temporary and permanent access road plans and initiating and obtaining right-of-way/right-of-entry permits necessary to perform inspections.

*Expertise in Developing Bid-Ready Contract Documents (10%)

*The interested firm must demonstrate expertise and capacity to develop construction-ready documents, including plans and designs for emergency repairs identified during inspections. In addition, the firm must be capable of preparing bid-ready

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contract documents—including plans, specifications, cost estimates, schedules, and other supporting materials—necessary for the procurement of construction contractor services related to planned wastewater system rehabilitation and replacement projects.

*Understanding and adhering to Baltimore City Modified Consent Decree (5%)

*The interested firm must demonstrate a clear understanding of the Baltimore City MCD, particularly the requirements outlined in Paragraph 13 – Collection System Operation and Maintenance. The firm should document relevant experience working under similar regulatory frameworks and show its ability to comply with all applicable requirements and deadlines to ensure timely completion of associated scoped work.

Submittal Process

Each Firm responding to this Request for Proposal (RFP) Project #1418 is required to complete and submit **an original** Standard Federal Form (SF) 255 unless otherwise specified in this RFP. Provide one **(1) original** submittal, along with **five (5) additional** copies to the Office of Boards and Commissions at **4 South Frederick Street, Baltimore, Maryland 21202** on or prior to the due date by **NOON Friday, March 13, 2026**. Submittals **will not be accepted after the due date (NOON) and cannot be emailed**.

The Federal Standard Form (SF) 255 **cannot** be supplemented with additional pages, or additional information such as graphs, photographs, organization chart, etc. All such information should be incorporated into the appropriate pages. Applications should not be bound; simply stapled in the upper left-hand corner. Cover sheets should not be included. Inclusion and/or submittal of additional material may result in the applicant being disqualified from consideration for this project.

Firms interested in submitting a proposal for this Project, shall address a "Letter of Interest" to the Office of Boards and Commissions, or you may email: OBC.consultants@baltimorecity.gov. Letters of Interest will be utilized to assist small minority and women business enterprises in identifying potential teaming partners and should be submitted within five (5) days of the date of the project's advertisement. The Letter of Interest must provide the name and number of your firms contact person. Failure to submit a "Letter of

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"Interest" will not disqualify a firm submitting a proposal for the project.

Only individual firms (including, for example, individuals, sole proprietorships, corporations, limited liability companies, limited liability partnerships, and general partnerships) or formal Joint Venture (**JV**) may apply. Two firms may not apply jointly unless they have formed a joint venture.

COSTS OF RFP RESPONSE

There will be no payment or compensation provided to firms who desire to participate in any part of the submission. All expenses related to the preparation of a response, including additional requested information, interviews, and any other necessary information, will be the sole responsibility of the firm. The City, its staff, or its representatives will not be responsible for reimbursing any costs or expenses incurred as a result of providing a submission to this RFP.

MBE/WBE Requirements – Mayor's Office (SMBA&D)

It is the policy of the City of Baltimore Mayor's Office of Small and Minority Business Advocacy & Development (SMBA&D) to promote equal business opportunity in the City's contracting process. Pursuant to Article 5, Subtitle 28 of Baltimore City Code (2000 Edition) – Minority and Women's Business Program, Minority Business Enterprise (MBE) and Women's Business Enterprise (WBE) participation goals apply to this contract.

The MBE goal is **_9 %**
The WBE goal is **_5 %**

Both the proposed Minority and Women's Business Enterprise firms must be named and identified as an MBE or WBE within Item 6 of the Standard Form (SF) 255 in the spaces provided for identifying outside key consultants/associates anticipated for utilization for this project.

Any submittals that do not include the proper MBE/WBE (in some instances DBE) participation will be disapproved for further consideration for this project.

Verifying Certification

Each firm submitting a SF 255 for consideration for a project is responsible for verifying that all MBEs and WBEs to be utilized on the project are certified by the SMBA&D prior to submitting the proposal. A directory of certified MBEs and WBEs is available

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from SMBA&D. Since changes to the directory occur daily, firms submitting SF 255s should call SMBA&D at (410) 396-3818 to verify certification, expiration dates and services that the MBE or WBE is certified to provide.

Non-Affiliation

A firm submitting a proposal may not use an MBE or WBE to meet a contract goal if: The firm has a financial interest in the MBE or WBE

The firm has an interest in the ownership or control of the MBE or WBE

The firm is significantly involved in the operation of the MBE or WBE (Article 5, Subtitle 28-41).

Insurance Requirements

The consultant selected for the award of this project shall provide professional liability, auto liability, and general liability and workers' compensation insurances as required by the City of Baltimore.

Local Hiring Law

Article 5, Subtitle 27 of the Baltimore City Code, as amended (the "Local Hiring Law") and its rules and regulations apply to contracts and agreements executed by the City on or after the Local Hiring Law's effective date of December 23, 2013, which is applicable to all vendors. The Local Hiring Law applies to every contract for more than \$300,000 made by the City, or on its behalf, with any person. It also applies to every agreement authorizing assistance valued at more than \$5,000,000 to a City-subsidized project. Please visit www.oedworks.com for details on the requirements of the law.

Additional Information

Any firm submitting a SF255 in response to the RFP that fails to comply with the requirements of Article 5, Subtitle 28 of Baltimore City Code when executing a contract is subject to the following penalties: suspension of a contract; withholding of funds; nullification of contract based on material breach; disqualification as a consultant from eligibility to provide services to the City for a period not to exceed 2 years; and payment for damages incurred by the City.

A resume for each person listed as key personnel and/or specialist, including those from MBE and WBE must be shown on the page provided within the application.

Please be advised that for the purpose of reviewing price proposals and invoices, the City of Baltimore defines a principal of

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a firm as follows:

A principal is any individual owning 5% or more of the outstanding stock of an entity, a partner of a partnership, a 5% or more shareholder of a sub-chapter 'S' Corporation, or an individual owner.

Out-of-State Corporations must identify their corporate resident agent within the application.

Firms providing a SF255 in response to this RFP who do not follow the guidelines within this RFP including being prequalified, meeting SMBA&D goals at the time of the submittal due date will be deemed nonresponsive.

Failure to follow any of the guidelines of this advertisement will cause disqualification of the submittal, and will disqualify the entire team for further participation in the project.

Deena Joyce, Executive Secretary
Chief, Office of Boards and Commissions

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NOTICE TO CREDITORS

This is to give notice that the undersigned, Judith Conway Sackeyfio, Personal Representative, whose address is 718 Chesapeake Street, SE, Washington, DC. 20032, has been appointed Personal Representative of the Estate of JOHN D CONWAY, who died on May 28, 2025.

All persons having claims against the Estate must present their claims to the undersigned or file them with the Register of Wills for Baltimore City, 111 North Calvert Street, Room 625, Baltimore, Maryland 21202, on or before November 28, 2025, or be forever barred.

Judith Conway Sackeyfio,
Personal Representative
Estate of John D. Conway, Descendant

To place
Legal Notices
email: legals@btimes.com
dwane@btimes.com

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CITY OF BALTIMORE DEPARTMENT OF PUBLIC WORKS OFFICE OF ENGINEERING AND CONSTRUCTION

NOTICE OF LETTING

Sealed Bids or Proposals, in duplicate addressed to the Board of Estimates of the Mayor and City Council of Baltimore and marked for **SANITARY CONTRACT NO. 1051- Rehabilitation and Improvements to Sanitary Sewers at Various Locations in Baltimore City** will be received at the Office of the Comptroller, Room 204 City Hall, Baltimore, Maryland until 11:00 A.M on **February 18, 2026**. Positively no bids will be received after 11:00 A.M. Bids will be publicly opened by the Board of Estimates in Room 215, City Hall at Noon. The contract documents may be examined, without charge, on the 3rd floor at 4 South Frederick Street Baltimore, Maryland 21202 as of as of **January 23, 2026** and copies may be purchased for a non-refundable cost of **\$100**. **Conditions and requirements of the Bid are found in the bid package.**

All contractors bidding on this Contract must first be prequalified by the City of Baltimore, Department of Public Works, Office of Boards and Commissions (OBC). Interested parties should call (410) 396-6883 or contact OBC at 4 S Frederick St., 4th Floor, Baltimore, MD 21202. **If a bid is submitted by a joint venture ("JV"), then in that event, the document that established the JV shall be submitted with the bid for verification purposes.** The Prequalification Category required for bidding on this project is **B02552: Sewer Construction**. Cost Qualification Range for this work shall be **\$5,000,000.01 to \$10,000,000.00**. For further inquiries about purchasing bid documents, please contact the assigned Contract Administrator

sydnae@baltimorecity.gov and dpw-bidopportunities@baltimorecity.gov

A "Pre-Bidding Information" session will be conducted via Microsoft Teams. Vendor can join via Microsoft Teams. MEETING ID: 215 835 631 751 84, PASSCODE: fy7A6YE3 on January 29, 2026 at 10:30 AM. Vendors can call +1 667-228-6519 phone conference ID is 555726537#.

For any Pre-bid questions please contact Mr. Chen Chu at chen.chu@baltimorecity.gov

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Principal items of work for this contract include, but are not limited to:

Sewer cleaning and closed-circuit television (CCTV) inspection; Open cut point repairs of sanitary sewers; Cured-in-place pipe (CIPP) lining of sanitary sewers; Excavate and replace segments of sanitary sewer via point repairs; Manhole repair and rehabilitation work; Sewer house connection (SHC) repair and rehabilitation work; New manhole and cleanout installation work.

The MBE goal is **9%**

The WBE goal is **4%**

APPROVED:
Clerk, Board of Estimates

APPROVED:
Matthew W. Garbark
Director
Department of Public Works

Legal Notice

CITY OF BALTIMORE DEPARTMENT OF PUBLIC WORKS OFFICE OF ENGINEERING AND CONSTRUCTION NOTICE OF LETTING

Sealed Bids or Proposals, in duplicate addressed to the Board of Estimates of the Mayor and City Council of Baltimore and marked for **SANITARY CONTRACT NO. 1043-Rehabilitation and Improvements to Sanitary Sewers at Various Locations in Baltimore City**

will be received at the Office of the Comptroller, Room 204 City Hall, Baltimore, Maryland until 11:00 A.M on **February 18, 2026**. Positively no bids will be received after 11:00 AM. Bids will be publicly opened by the Board of Estimates in Room 215, City Hall at Noon. The Contract Documents may be examined, without charge, at Contract Administration 4 South Frederick Street Baltimore, Maryland 21202 on the 3rd floor (410) 396-4041 as of **January 23, 2026**, and copies may be purchased for a non-refundable cost of **100.00**.

Conditions and requirements of the Bid are found in the bid package.

All contractors bidding on this

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Contract must first be prequalified by the City of Baltimore Contractors Qualification Committee. Interested parties should call (410) 396-6883 or contact OBC at 4 S Frederick St., 4th Floor, Baltimore, MD 21202. If a bid is submitted by a joint venture (“JV”), then in that event, the document that established the JV shall be submitted with the bid for verification purposes. The

Prequalification Category required for bidding on this project is **B02552-Sewer Construction**. Cost Qualification Range for this work shall be **\$5,000,000.01 to \$10,000,000.00**. For further inquiries about purchasing bid documents please contact the assigned Contract Administrator latonia.walston@baltimorecity.gov and dpwbidopportunities@baltimorecity.gov

A “Pre-Bidding Information” session will be conducted via Microsoft Team Meeting. Vendor can join via Microsoft Teams. Meeting ID: 226 310 407 522 45 PASSCODE: Yf2Ct3E4 on January 28, 2026 at 10:30 AM. Vendor can call 667-228-6519 Phone Conference ID: 499348307#.

Principal items of work for this contract include, but are not limited to:

Sewer cleaning and closed-circuit television (CCTV) inspection; Open cut point repairs of sanitary sewers; Cured-in-place pipe (CIPP) lining of sanitary sewers; Excavate and replace segments of sanitary sewers via point repairs; Manhole repair and rehabilitation work; Sewer house connection (SHC) repair and rehabilitation work; New manhole and cleanout installation work.

The MBE/ MBE goal is **11%**

The WBE/DBE goal is **5%**

APPROVED:

Clerk
Board of Estimates
City Hall

APPROVED:

Matthew W. Garbark
Acting Director
Department of Public Works



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- Food, Emergency Shelter, and Housing for Homeless Veterans
- Post-Traumatic Stress Disorder (PTSD) Therapy and Grief Counseling

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While we appreciate every donation, in some cases, we find that we are unable to accept certain vehicles, watercraft, and/or recreational vehicles due to the prohibitive costs of acquisition. If you have any questions, please give us a call at (833) 630-4817.



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