



CAREER & LIFESTYLE MAGAZINE

WKYC News Anchor Russ Mitchell

In an in-depth interview, Russ talks about his career, his passion for helping aspiring journalists, and his endless work in the community!

More Inside this Issue:

The Maier Family: A Legacy of Love

The Many Faces of Hospice

Our New Year's Booklist

Young Entrepreneur Spotlight: 10-Year-Old Kyndall L. Winston



Your best friend just asked *you* to be her health care power of attorney.

Now what?



Now, sit down and have a real discussion about what she wants if the worst happens. Would she want to be kept alive *no matter what*? What if she was no longer able to breathe on her own; if she was permanently unconscious?

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A Man for All Seasons by Sharon O. Williams**

In an in-depth interview Russ talks about his career, his passion and his endless work in the community!

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Publisher and Chief Editorial Officer

Alexandria Johnson Boone

Editor and Chief Researcher

Simone E. Swanson

Creative Team

Howse Solutions, Sway Effect

Senior Copy Editor

Tara Jefferson

Business Manager

Paula T. Newman

Assistant to the Publisher

Bernadette K. Mayfield

Photographer & Photography Editor

Rodney L. Brown

Database and Information Coordinator

Cheretta Moore

Social Media Manager

Frechic Burton Dickson

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Magazine Production: GAP Communications Group



Washington, DC: Who the Heck is in Charge?

Dear Readers,

As 2017 comes quickly to an end, I must make a confession. I am addicted to the news!

News about our government and the world of politics. I feel compelled to watch the news every day, almost all day. I find it is the only way I can track the madness going on in Washington, DC.

I watch elected officials break promises, collude with foreign powers and big business, lie to us and mislead us, with straight faces and smiles; and place political party alignments, their personal agendas and career aspirations, above what's best for the country, and most importantly, what's best for us as hard-working American citizens.

What I see and hear on the news makes me crazy! "Oh My God," is now part of every sentence I utter. If you are feeling the same, please share your survival tactics.

In the old days, our votes had power and we elected people whose philosophies and values mirrored our own. But now we only have a few qualified, competent and moral candidates to choose from. We have to take back control of our government by using our votes and our voices to speak truth to power now, rather than later. If we do nothing, we will be asking the same question in 2018 and beyond.

Have a happy holiday season and travel safely!

In the spirit of the greatness in us all,

Alexandria Johnson Boone
Publisher and Chief Editorial Officer
C L Magazine
and
Chairwoman/Founder
Women of Color Foundation



Editor's LETTER

Dear C L Magazine Subscriber,

It's that time again, where we turn the page in the book of life to a new chapter. The Christmas trees have come down (don't be that neighbor), decorations are back in boxes and the egg nog has run dry. It seems the older you get the shorter the chapters and at times, the heavier the content. The beauty of a new year is having the opportunity to create a narrative that illustrates your goals for the next 365 pages. But before we jump into a new chapter and start setting lofty goals for things we don't have, let's be mindful of all the blessings 2017 delivered. You've experienced the joys of personal peaks, but maybe you've also been set back by valleys. Maybe you were able to cross a few items off your bucket list or maybe freed yourself of a relationship that had been holding you hostage. A big moment for me in 2017 was taking a road trip to Savannah, Georgia alone. I challenged myself to take a solo trip because it was evident that I had an unhealthy need to be surrounded by large groups of friends and family. I wanted to prove to myself that I didn't need anyone to fill a void, that I should be filling on my own. So the solo road trip was my opportunity to nurture that gap from within. It was truly liberating. I deleted all social media apps from my phone and replaced my thirst to "stay in the know" with pen and paper. True growth was birthed out of challenging my fear of being alone. What are your proudest accomplishments in 2017?

Over the next few days, make a list of your happiest moments. Now think about how you can incorporate these in the new year. Be inspired and challenged by the stories in this issue. Send us a message on our social media page and let us know how the process goes.

On behalf of the CL Magazine Team, we wish you and your family a happy, mindful and prosperous New Year!

Cheers,

A handwritten signature in cursive script that reads "Simone E. Swanson".

Simone E. Swanson
Editor and Chief Researcher

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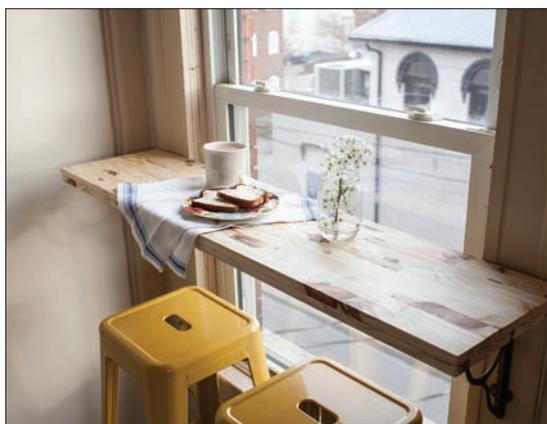
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5 Ways to Decorate Empty Home Corners

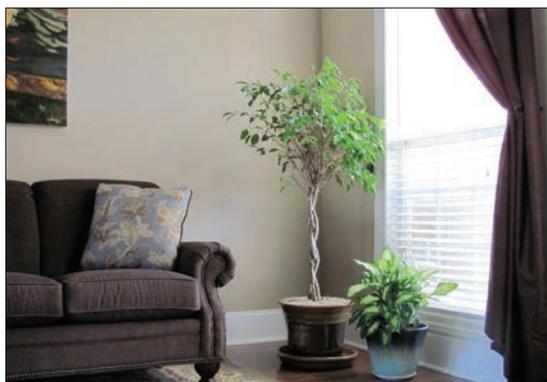


Whether you have a big space or a small one, you probably have naked corners in your home that you want to transform. After all, empty areas can be a waste of space.

There are many ways to liven up your home and maximize your space. Here are some tips you might want to consider.

Add a Makeshift Table

If you have a window with a great view, make the most out of it by putting a breakfast table or desk in front of it. While you eat and sip on your drink, you can veer away from staring at blank walls, as you get to take in whatever scenery you have. It's also great if you want to study or work with a view.



Add Colorful Plants

Add color to your home by adding plants. They can bring a cleaner and fresher look to your place and have an aromatic scent.

They're also a great way of purifying the air because of the oxygen it releases. If you don't have the time to maintain a plant, you can always opt for a cactus or a plastic one.



Add a Corner Table with Drawers

You can choose to add a cabinet or corner table with drawers. It's great for storing necessities such as remotes, manuals, and much more since it's convenient and maximizes your space.



Meghan Roces
Lifestyle Content Writer
meghanroces@gmail.com



Artwork can be matched with your furniture, lighting, and colors.

You can also add a lamp to add a bit of warmth to your home. Try adding this table near the entrance of your place or in the living room.

Add Wall Art

Are you looking for a place other than the center of your wall to hang your art? A great place to put them is on the corner walls of your home.

You can choose your favorite pieces of artwork and add a pattern when putting them up. This will give your place an edgy mood.



Artwork can be matched with your furniture, lighting, and colors. It can also liven up your home and give it a warm homey feel. If you don't yet have any artwork, you can check out photographer Ralph Wunsch's work for some inspiration.

Add a Library

Instead of piling up books or storing them away in boxes, you can add books or magazines in your library.

A library doesn't have to be huge, as there are different sizes you can choose from. This will add a warm, cozy touch to your home, even more so if you add a couch or a bean bag chair right beside it.

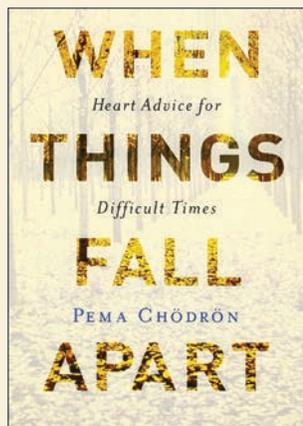
There are endless ideas for how you can decorate empty home corners, so be creative with it and try experimenting a little on decorations. Make sure you find what best suits your style and makes your home feel comfortable.

suggested reading

2018 *Booklist*



2.6 to One: Why You Must Shrink to Grow is a collaborative effort from **Grace Roberts** and six other women across the country committed to share an honest and true blueprint of their lives and the importance of celebrating the journey to success. Living in various cities across the country, ironically they all have a connection to Cleveland, Ohio. These women share stories of who they are, what their passion is and the path each took to discovering their passion. Educated, accomplished, driven women that share the same vision of pursuing the drive within no matter the situation! This is an exploration of how to navigate the challenges and Why You Must Shrink to Grow, which speaks to Grace Roberts navigation through domestic violence and how, throughout her life, her faith & resilience have always directed her path back to the word of God, and how, coming to grips with her father's prognosis, forced her to rely solely on God's word and strength, as she proceeded into her life's purpose.



When Things Fall Apart: Heart Advice for Difficult Times

How can we live our lives when everything seems to fall apart—when we are continually overcome by fear, anxiety, and pain? The answer, **Pema Chödrön** suggests, might be just the opposite of what you expect. Here, in her most beloved and acclaimed work, Pema shows that moving toward painful situations and becoming intimate with them can open up our hearts in ways we never before imagined. Drawing from traditional Buddhist wisdom, she offers life-changing tools for transforming suffering and negative patterns into habitual ease and boundless joy.

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**Good neighbors.
Great Lake.**

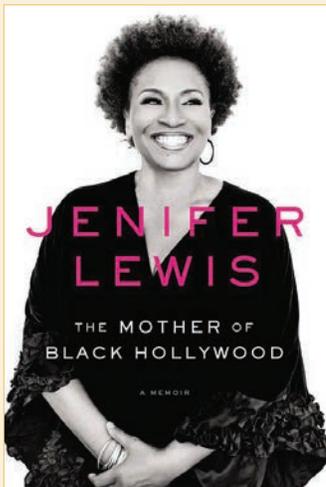
Greater future.

The Northeast Ohio Regional Sewer District **Good Neighbor Ambassador Program** offers career opportunities and professional development in communities affected by major construction projects. The result is better relationships and a brighter future for the region.

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2018 *Booklist* continued



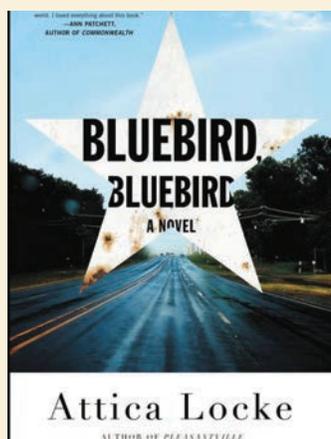
The Mother of Black Hollywood

From her more than three hundred appearances for film and television, stage and cabaret, performing comedy or drama, as an unforgettable lead or a scene stealing supporting character, **Jenifer Lewis** has established herself as one of the most respected, admired, talented, and versatile entertainers working today.

In the audaciously honest voice that her fans adore, Jenifer describes her transition to Hollywood, with guest roles on hits like *The Fresh Prince of Bel-Air* and *Friends*. Her movie *Jackie's Back!* became a cult favorite, and as the “Mama” to characters portrayed by Whitney Houston, Tupac Shakur, Taraji P. Henson, and many more, Jenifer cemented her status as the “Mother of Black Hollywood.”

When an undiagnosed mental illness stymies Jenifer’s career, culminating in a breakdown while filming *The Temptations*, her quest for wholeness becomes a harrowing and inspiring tale, including revelations of bipolar disorder and sex addiction.

Written with no-holds-barred honesty and illustrated with more than forty color photographs, this gripping memoir is filled with insights gained through a unique life that offers a universal message: “Love yourself so that love will not be a stranger when it comes.”



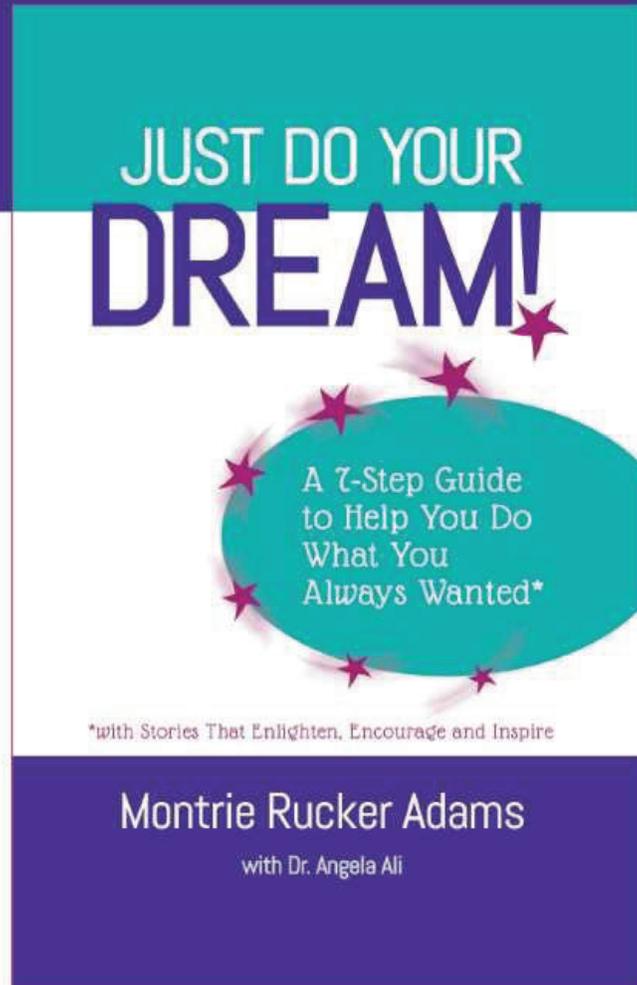
Bluebird, Bluebird

When it comes to law and order, East Texas plays by its own rules—a fact that Darren Mathews, a black Texas Ranger, knows all too well. Deeply ambivalent about growing up black in the lone star state, he was the first in his family to get as far away from Texas as he could. Until duty called him home.

When his allegiance to his roots puts his job in jeopardy, he travels up Highway 59 to the small town of Lark, where two murders—a black lawyer from Chicago and a local white woman—have stirred up a hornet’s nest of resentment. Darren must solve the crimes—and save himself in the process—before Lark’s long-simmering racial fault lines erupt. From a writer and producer of the Emmy winning Fox TV show *Empire*, **Bluebird, Bluebird** is a rural noir suffused with the unique music, color, and nuance of East Texas.

Get Inspired to Do *Your* Dream in 2018!

Read the Book That Can Be Your Catalyst for Change



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~Dr. Dennis Kimbro, author of bestsellers:

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Now that we have gotten through the jingle of December, the media is pressing us to improve our health and well-being through New Year's resolutions.

Should we lose weight, eat better, exercise more, spend less? For those grieving a death, these may seem unimportant. How can someone even think about eating more vegetables or walking more steps while the absence of a loved one is so palpable? Perhaps this year resolutions might include experiences from the grief journey. Here are some considerations:

1 Be honest with your feelings. Others might expect you to be "over it" three or six months post death, but there is no calendar for grief. Find a place, a way, or a person with whom you can express your grief feelings.

2 Do something that feels good. This includes practicing self-care. It can be spending time with people you like, finding a hobby that provides an outlet for your creative energy, or an escape from the day-to-day. Doing something often builds self-esteem through a sense of accomplishment. Take a walk or hike, make art, journal, listen to music, or spend time with others.

3 Talk about your deceased loved one. Say his or her name out loud. Find ways to honor or include him or her at holidays and special occasions. Create a remembrance project such as a scrapbook, photo album or a collection of recipes or letters.

4 Give yourself permission to change. Life is different now. Consider what you have lost, what you have left and what you are going to do now. What is becoming of the person you used to be and who are you now? What lessons or self-discoveries have you learned?

5 Continue your loved one's legacy. Think about what was important to the person who died. There are ways you can transform your grief into a legacy of love. Share stories about your beloved with younger generations. Contribute to a charity or attend an event in honor of your special person. Bake or cook those special recipes. Listen to their favorite music.

Whether or not you are a person who traditionally makes New Year's resolutions, hopefully some of these ideas resonate with you. And whether or not you choose to do any of these, be kind and gentle with yourself as you move in your grief journey.



Wishing you peace in mind, body and spirit in 2018.

Diane Snyder-Cowan

Director, Western Reserve Grief Services

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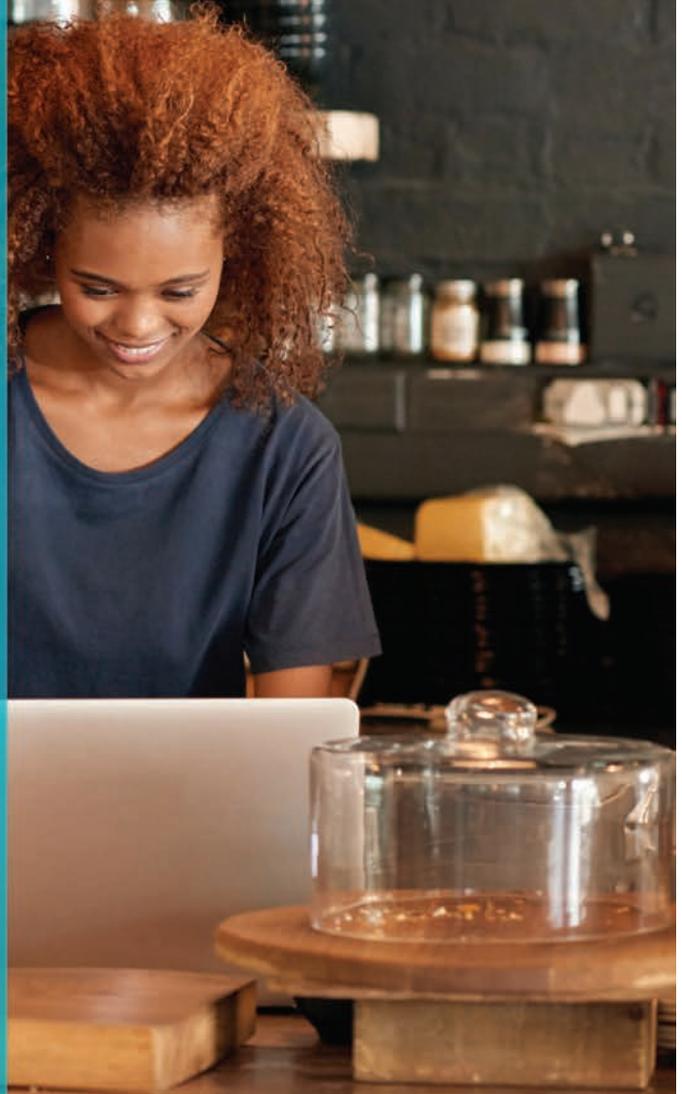
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Beauty & Fashion



Stylishly Expecting

Shopping while pregnant now is so different than it was before. Now there are so many stores, brands, and styles to choose from. Gone are the days of having to wear sweatpants and oversized T-shirts (though those are still options if you so choose). Now there's such a variety available to fit everyone no matter their individual style.

Since joining the preggers club, I've been on the hunt for fashionable yet comfortable clothing that fits my style but doesn't break the bank. Because let's face it, these clothes will only be worn for a limited time.

On the following page are a few effortless outfits that are stylish but more importantly comfortable. (Note: I tend to be open to spending a bit more on shoes since your feet are the foundation for the rest of the body. Shoes can also remain in rotation post pregnancy.)



Major Morris
Creator/Influencer, Blogger
www.mjrmorris.com

Outfit #1



H&M
\$24.99



H&M
\$12.99



Nordstrom Rack
LifeStride \$29.97

H&M leggings are on the thinner side. Layer them over stockings or wear with a longer top that covers your bum to prevent any accidental exposure! Adding a long necklace will take it up a notch so it doesn't feel so basic.

Outfit #2



Asos.com
\$56



H&M
\$12.99
(pack of two)



DSW
Franco Sarto
\$99

If you were blessed with meatier legs like myself, finding tall riding boots wide enough to fit your calf is a frustration you may not want to deal with. Instead, shoot for ankle or just below calf height boots. Looking to step it up? Throw on a cape and scarf instead of a normal coat! Layers are your friend.

Outfit #3

When you feel like adding a bit of flare!



H&M
\$49.99



Asos
\$35



6pm.com
BCBG Generation
Houston \$87.99

If snow hits or it's just too cold outside for exposed feet, feel free to swap your regular shoes for boots. Don't be afraid to add accessories to further jazz it up!

Happily Single

on Valentine's Day

The end of November to the middle of February can be a tough period for Singles. Holidays are supposed to be a traditional time for families and friends to unite. Sometimes these gatherings may feel like a platform to interrogate your love life and when are you getting married becomes the topic of discussion. Just when you think you've survived the holidays, Valentine's Day is right around the corner and it can also be a tough reminder that Singles are by themselves. Every billboard, every commercial, every promotion, every social media post can tempt you into believing that Singleness isn't enough and if we're not focused, we can easily fall to the trap of loneliness and allow it to negatively impact our lives. This is why it's important to be proactive in this season.

Here are three ways to combat loneliness in your season of Singleness:

1. Foster meaningful relationships

If an idle mind is the devil's workshop, an isolated Single is the enemy's playground. Regardless of your relationship status, you were not meant to be by yourself. This is the time to strengthen bonds, make new connections and serve people in general. Get thoroughly involved in the lives of others around you.

2. Be intentional about your growth

I truly believe that if you're intentional about your growth, you don't have time to sit around and wallow in your feelings of loneliness. Five key areas that you can begin to work on or continue to work on are spiritual maturity, physical well-being, emotional stability, mental stimulation and financial security.

3. Denounce loneliness and embrace aloneness

Loneliness is a state of mind. Aloneness is a state of being. Loneliness runs from. Aloneness runs to. Loneliness creates bitterness, doubt, impatience and pride. Aloneness produces calmness, contentment, focus and humility. Loneliness reminds you that someone is absent. Aloneness affirms you that God is present. Loneliness gives a life-doesn't-begin-until-I'm-married mindset. Aloneness gives a life-is-complete-with-Christ mentality. Loneliness is a spiritual disconnection. Aloneness is the opportunity to connect spiritually. Loneliness is suffering from the reality of being by ourselves. Aloneness is experiencing the reality of God's presence.

All in all, your Singleness is a beautiful opportunity to develop who you are and to be completely content in this season. Fostering relationships, being intentional about your growth and embracing your alone time breeds a satisfaction that can't and won't be shaken regardless if married or Single.



Antwan Steele

@twansteale

www.antwansteele.com

Embrace Consulting specializes in providing Diversity and Inclusion consulting and leadership development services to champion employee engagement and drive for business results. Embrace Consulting is positioned to partner with your Leadership Team(s) as well as your Business Resource Networks to ensure alignment of business objectives, cultural competencies and skill development opportunities.

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Contact: Renita Jefferson
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We provide **Strategic Planning** services, which include the design and development of your strategic Diversity & Inclusion business case, mission, vision, goals and objectives. This plan will be your roadmap to support employee engagement, inclusion opportunities and achievement of key business results.

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Duly Noted by Linda Dooley



Wow, what a year 2017 has been!

I don't know about you, but I am exhausted. It seems we've had an unprecedented number of challenging and disturbing situations that have left me exasperated. Not only did we have a rush of natural disasters in our world where we saw devastation and pain in the eyes of those who lost everything, but we experienced a great deal of "human-made" destruction as well. If anyone doubted the role racism and violence plays in America, there should be no doubt now.

My heart dropped once again in hearing of the mass shooting in Las Vegas this past October; people were literally running for their lives. I was further sickened to hear some of the bullying stories that made the rounds on the news a few weeks later.

It has become a national debate about what it means to live the ideals of our Constitution, that "all people are created equal" versus honoring the National Anthem and the flag. This debate was ignited in large part because NFL players knelt in a silent protest during the anthem, raising awareness about discrimination against African Americans. Charlottesville, Virginia was filled with White Nationalists — mostly white young males with shields, clubs and chemical sprays— marching and yelling "White Lives Matter" and "Jews will not replace us" while they clashed with counter-protesters. Lastly, sexual assault allegations surged against prominent, high profile men, as survivors gave voice to their traumatic experiences.



Linda Dooley

Freelance writer and former CEO, Domestic Violence and Child Advocacy Center

Ldooley@stcglobal.net

All of this is exhausting and has taken a toll on our people, our culture, and our country. I am outraged by the racism, easy gun access, and violence many in our country like to defend. I am torn between participating and advocating for justice and taking care of myself emotionally. I also know I am not alone. With the New Year upon us, many people are asking how we can equip ourselves to manage these very serious, alarming and disturbing experiences and conversations.

We must choose the social issues we are most passionate about, and seek to address them in a healthy fashion. We cannot take on all issues; as much as we think we are super heroes, we are not. We are human, with the undeniable need to take care of our physical and emotional health. With that in mind, think about any of the following that resonate with you as you seek to become grounded and balanced in life. Some of these things we forget to do as we lose ourselves in everyday business. Make the New Year one in which you will be intentional in finding joy among the muck.

- Pay attention to your physical health, including your sleeping and eating patterns.
- Take care of your emotional health. What will it take to feel grounded and balanced again?
- Talk to a friend to get support with issues you may be grappling with on a regular basis.
- Journal your thoughts and experiences.
- Engage a therapist, if needed.
- Make a retreat or set aside time to do some soul-searching.
- Pray and/or meditate.
- Express yourself through creative arts.
- Pamper yourself through the simple pleasures of life.

Where does your passion lie? Act upon something you always wanted to do, but never made a priority — draw, paint, write, travel, or dance. Do something that is life-giving and causes you to sparkle. Do it now!

Part of our healing and wellness is not only addressing our pain and the social issues upon us, but finding the diamonds in the rough and identifying that which brings us joy! How will you focus your New Year?



THE ROAD TO CLEVELAND...



It was a summer journalism workshop for high school students at the University of Missouri. That’s where Russ Mitchell got the bug. By the end of the summer when he returned home to St. Louis, he was determined to get into television. His first TV job was as the night switchboard operator at the St. Louis ABC Affiliate. That experience taught him how a TV station works from the inside. Plus he was privileged to meet some of the icons of TV news. ABC sent Max Robinson to the St. Louis station to do promos. He spent a good 10 minutes with me. The the rest, as they say, is history.

“I spent 10 years in local TV before going to CBS in New York City. In 20 years at CBS I started as overnight news anchor, then later as a correspondent on The Connie Chung Show, followed by four years at the Washington Bureau, and back to New York to anchor various newscasts for CBS. Russ’s next move brought him right here to Cleveland, Ohio as the Managing Editor of the 6 pm and 11 pm news at WKYC-TV. So what inspired a well-established, highly skilled New York City Anchorman to leave the Big Apple and make the move to Cleveland?

“I always wanted at some point to go to a good city and be a local anchor. I knew it would happen at some point and it was what I wanted. After 20 plus years of big city life and a lot of traveling, I was tired of the road. It was a great life, but as I looked around the landscape where I was and thought where I might be in the next 5-10 years, I was ready for a change. So back in 2012 I decided it was time to make that move. Russ, along with his media representative began to look at various cities, including his home of St. Louis. “I had some interesting conversations with people, but things didn’t really click until I talked with the folks here. WKYC was what I was looking for and apparently I was what they were looking for. Once we started talking it was like wow this city, this place has a lot of potential. It was a city on the rise and I wanted to be a part of it!”

COMMUNITY INVOLVEMENT...

Russ knew a little about Cleveland before coming here from a colleague and friend who was also from St. Louis. Once here he soon recognized the similarities between the cities politically, socially, and almost climate wise. “One of the attractions



Sharon Williams
sharonosophelia@sbcglobal.net

“When Russ joins an organization he quickly becomes part of what makes it work.”

for coming here was being able to be a voice, to become involved in organizations that are making a difference. The station made that very easy.”

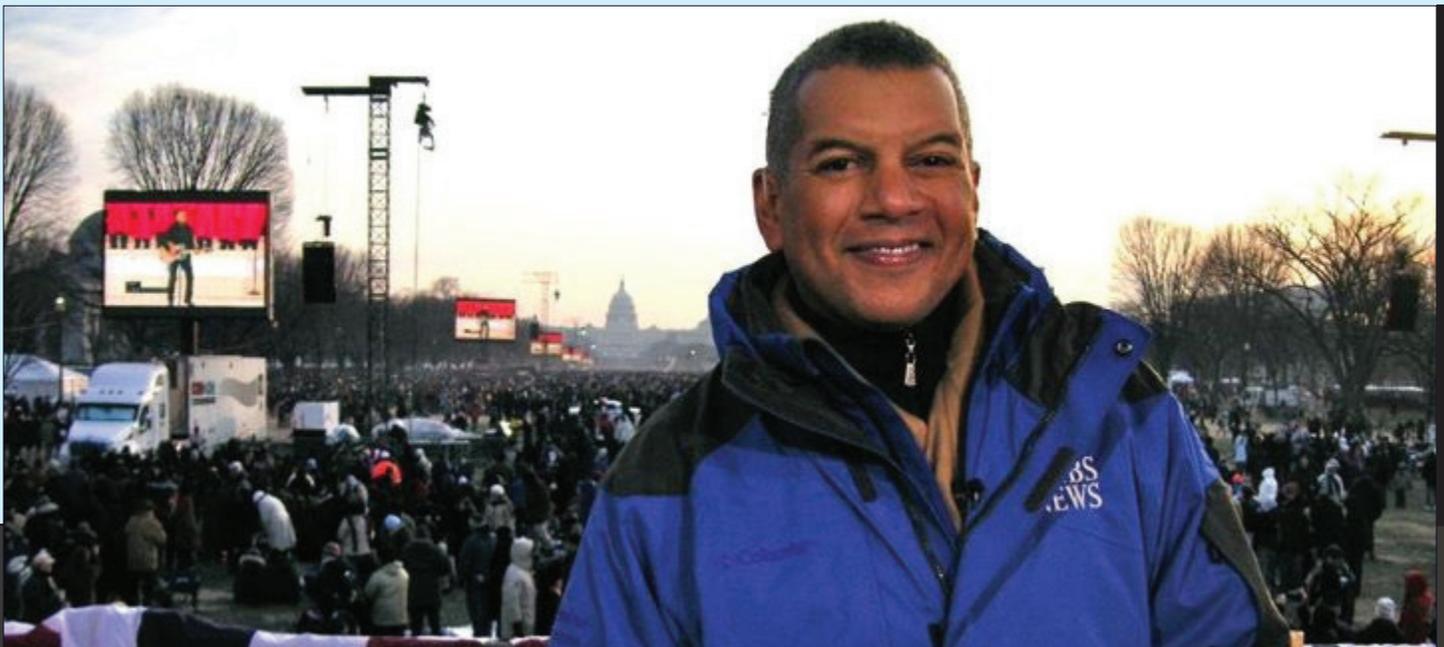
Russ became a member of the Leadership Cleveland class of 2014, where, of course, he met a lot more people. He joined the Press Club of Cleveland, and then joined their Board, and in November of 2017 they inducted him into the Press Club’s Hall of Fame. He told them jokingly, “Boy, I’m gonna join a lot of Boards if it’s gonna get me inducted into the Hall of Fame!”

When Russ joins an organization he quickly becomes part of what makes it work. As an example, he serves on the Board of the Diversity Center and participates in their annual Walk, Rock and Run event. Proceeds from that event helps students learn to become leaders in their schools and communities. Russ will MC their Humanitarian Award Dinner.

There are a lot of organizations doing great work here that are unsung heroes that people need to know about. So many people who

are trying to make Northeast Ohio a better place. It has been fun for me to watch the interaction of these organizations, to watch how they work and to see some of them redefine themselves in these times where technology or demands have changed.

“One of the things I’m most proud of, although I have no official role in it, is the rebirth of Cleveland Chapter of the National Association of Black Journalists headed by the likes of Harry Boomer as President, Leon Bibb, Chill Heard, Sandra Bishop and other Cleveland media icons. I was lucky enough to be at some of the first meetings. They have done an incredible job of bringing that organization back. Just last year it was Co-Chapter of the year. It’s allowed me to see this community up close, to see how it ticks, its good things and some of its warts as well.” I can’t say enough about how this station WKYC was a draw. Cleveland is a city on the rise and doing great things, but the station was the major draw because we were looking for each other at the same time. It’s been a fun ride. I’m enjoying being here. It’s fun having this particular role at this station at this time in my career.



The Maier Family: A Legacy of Love



From left: Alice Maier Butler, Brenda Burgan, Nancy Board & Clarence Board and in front Evelyn Maier Joyce



Montrie Rucker Adams, APR
Visibility Marketing, Inc.
www.visibilitymarketing.com

These days, it's unusual to find families with multiple siblings. However, for some families, 2.5 children is not enough. "The best part of a big family is that you have support everywhere you go," said Lee Ann Cochran, who is in the fourth generation of the Maier family. "We have family in California, Florida, Texas, New York...no matter where you go, you are loved and cared for." Cochran is an engineer and business executive living in Cleveland, OH.

Laying the Foundation

Daisy, Lee Ann's great-grandmother, grew up in 1920s New York City. She lived in a seven-story apartment in Manhattan. Adored by her parents, they showered her with love and anything she wanted.

One day, a rich, New York City gentleman asked Daisy to marry him. Her feelings not mutual, she declined the proposal. Daisy later met Arthur. Though not a wealthy, New York City socialite, he stole her heart.

They married and, fed up with big city life, Arthur Maier took his beloved bride Daisy away from the hustle and bustle. They lived in small town after small town, gardening, canning,



baking and caring for cows and 12 children. It was a different life for the city-raised Daisy, yet she handled the rigors of farm living with grace.

Arthur and Daisy's children included three boys and nine girls: Daisy, Edith, Muriel, Gloria, Evelyn, Arthur, Madeline, George, Jack, Alice, Veronica and Catherine. Still living are Evelyn Maier Joyce, "Evie," who is 94; Madeline Maier Hallenbeck, "Maddie," is 91; Alice Maier Butler, is 86; and Veronica Maier Fletcher, "Ronnie," is 84. From the 12, the second generation of Maiers includes 32 nieces and nephews, the third generation has 55, the fourth generation has 48...and the family is still growing.

Big Family Life

"It was a fun life," said Evelyn, the oldest of the four remaining siblings. "After moving about 12 times, we finally settled in Thompson Ridge, New York and lived in a very nice house. We walked a few miles to school every day. It was a one room school with a wonderful teacher who taught first through eighth grades. We enjoyed listening to her when she taught all the classes," she remembers.

Madelinerecalls life in those days as "wonderful." "We were very lucky. We had everything and didn't need or want for anything," she said.

Though there was no Internet or cell phones, there was always something to do and everything to get into. "We were young children and it was hard to have money at that time," said Alice. "In the summer we would go out, pick berries and take them to the store. They bought them from us and we purchased ice cream. We used to always pick plenty of berries for our mother to make jellies and jams," Alice recalls.





Large families learn to lean on each other during the rough times. It brings them closer. To make ends meet, the Maier girls worked in boarding houses and the boys had jobs or sent money home while serving in the military.

Veronica, “Ronnie” recalls having a lot of freedom. “Our mother didn’t watch over us and didn’t worry about us,” she said. “We played outside all the time. Nobody got hurt or lost.”

“When I think of people today,” adds Ronnie, “One or two children sounds terrible. A big family is lovely. We still get together, everybody seems to be happy, there is never fighting among the family,” she said.

Education was valued in the Maier household. “All of the 12 were successful,” said Evelyn. “We had a beautician, a crafts teacher, gas station/luncheonette server, real estate broker, yacht captain, career servicemen...we all did well.”

Life in a big family can have its difficulties. “The biggest challenge for me,” said Evelyn, “was the big spread between the siblings. The older ones helped raise the younger ones. Before I went to school, I had to get my little sister Alice dressed. My mother was busy doing other things. The boys went hunting for whatever they could kill, and my mother would fix it for supper. You did what had to be done.”

Generational Love

Asked how they are now able to keep their family together, Alice answered, “We keep in touch. We’re sending cards and

making phone calls. Someone is always calling and telling what’s going on. Everybody knows what everyone is doing. We always had to let our mother know, too,” she said. Ronnie agreed. “Always keep in touch,” she advises. “It doesn’t cost to make a phone call like it used to.”

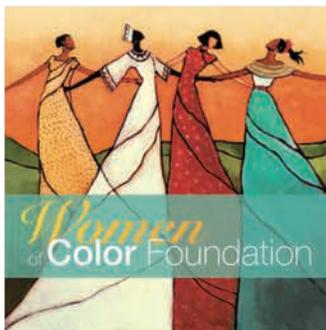
“Be good people and be good to your brothers and sisters. Always be there for them,” added Evelyn.

Daisy, the family’s matriarch, lived to be 98, passing away in 1990. She was the rock and foundation, beloved by all of her family. The example that she set, is carried on throughout the four Maier generations.

Having grown up in such a tight knit family, Lee Ann always looks forward to the large, weekend-long reunions on the New York farm which brings all the cousins and siblings together. Some are still in the area, others have scattered throughout the country. “Everybody shows up. There’s food, music, dancing and socializing. We want to be together,” said Madeline.

Traversing the New York countryside over 100 years ago, Arthur and Daisy Maier could not have known the family legacy they were soon to create. Now, it’s up to the Maier clan to hold on to and pass down the legacy of love, strength and character they instilled in their 12 children.

And the Maier **legacy** lives on!



16th Anniversary Year | 2018 Calendar of Events

DETROIT, MICHIGAN (FOR STUDENTS ONLY)

1st Annual PowHERful™ Enrichment Conference with Soledad O'Brien

(In partnership with the Women of Color Foundation)

Saturday, February 24, 2018 - 8:00am – 5:00pm

Michigan Science Center

5020 John R Street

Detroit, Michigan 48202

MARYSVILLE, OHIO (BY INVITATION ONLY)

3rd Annual Women's History Month Program

Thursday, March 15, 2018 ■ 12:30pm – 2:30pm

Ohio Reformatory for Women (ORW)

1479 Collins Avenue

Marysville, Ohio 43040

AURORA, OHIO (BY INVITATION ONLY)

2nd Annual "C-Suite" Executive Summit

Sunday – Tuesday, April 8-10, 2018

Walden Inn & Spa

1119 Aurora-Hudson Road, Aurora, Ohio 44202

CLEVELAND, OHIO

16th Annual Personal and Professional Development Retreat for Women of Color

"Connections, Community and Career 2018"

Thursday, May 17, 2018 ■ 8:00am – 5:00pm

Cuyahoga Community College - Corporate College

4400 Richmond Road, Warrensville Heights, Ohio 44128

CLEVELAND, OHIO

7th Annual "Speaking of Women! A Dialogue Series for Women in Leadership"

Thursday, June 14, 2018 - 1:30am – 1:30pm

Women's Leadership Symposium

Dominion Energy Ohio

1201 East 55th Street, Cleveland, Ohio 44103

MARYSVILLE, OHIO (BY INVITATION ONLY)

4th Annual Special Prison Outreach Program

Thursday, September 6, 2018 ■ 12:30pm – 2:30pm

Ohio Reformatory for Women (ORW)

1479 Collins Avenue

Marysville, Ohio 43040

CLEVELAND, OHIO (FOR STUDENTS ONLY)

3rd Annual PowHERful™ Enrichment Conference with Soledad O'Brien

(In partnership with the Women of Color Foundation)

Saturday, September 22, 2018 - 8:00am – 5:00pm

Location to be determined

CLEVELAND, OHIO

12th Annual Leadership Development and Training Institute & Awards Luncheon

Thursday, November 8, 2018 ■ 8:00am – 2:00pm

Cleveland State University – Student Center

3rd Floor Ballroom - 2121 Euclid Avenue

Cleveland, Ohio 44115



Husband to Wife, “I’m gay”

Imagine the confused stampede of emotions and questions that race through a woman’s mind upon hearing her husband say, “I’m gay.”

“Did you ever love me? Did you know you were gay before we got married? Why did you marry me? What the hell was going on when we were having sex? If you’re gay, what does that make me? How are we to tell our children, families, friends, neighbors? Are you leaving me for a man? What am I going to do now?”

This is occurring more and more in American society. Historically, gay men have chosen to hide their true sexuality for myriad reasons — all based on fear — and deny their authentic selves in order to be included in mainstream society. They’ve wanted to avoid the disdain, the shunning, bullying, shaming, excommunication, and all the other inhumane things leveled at gay men from all arenas of life.

Yet, despite the potential for loss of family, friends, jobs and more, the day arrives when they can no longer live split between two worlds. They need to be who they truly are: gay.

Where does that leave the spouse? As this new reality hits home, a woman will question her own sense of identity, integrity, and beliefs. Her self-esteem, sense of self-worth, and confidence are going to take a pummeling. Her point of reference has always

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David Christel
Author, Married Men Coming Out
dc1653@gmail.com



Charmaine D. Brown
President

Connexions Consulting, Inc.,

is a diversity and inclusion firm with a unique passion for creating more inclusive workplaces and a rich expertise in all related aspects of strategic human capital management, organizational development and strategic human resources compliance.

Email :

charmaine.brown@connexconsultinginc.com



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been in relation to being a heterosexual couple. That's been shattered, and she must now re-order her life. A lot of questions are going to arise for her:

“How could I have been so blind? What am I going to do with my life? How am I going to survive financially? Will I be able to trust men again? Will another man ever want me at my age? Did I already know about my husband, but ignored it? Will I be blamed for our breakup? Is my church going to condemn me along with my husband? Am I the reason he turned gay?”

Many wives in this situation will begin to wonder if they'll ever survive this unwelcome change in their lives and just what their lives are going to look like after the dust has settled.

Needless to say, a woman will question her identity and upon what it is based. Bewilderment, disorientation, anger, fear, guilt, shame, loss, distrust, uncertainty, emptiness, listlessness, and grief will define many of her days. The challenge is going to be about making it through this gauntlet of emotions and coming to terms with a new playing field.

The first step is to stay away from blame: blaming yourself, your husband, an/or anyone else. Sit with your husband, ask the hard questions, and listen. It will take all your strength not to judge, criticize, and even condemn him, but in order for you to go on to the next step for yourself, you need to put yourself in his shoes to have a better understanding of the “why” behind this situation.

The second step is to realize that your husband is going through a re-identification process as a gay man. You'll actually go through a similar process. One of your biggest questions you'll be asking yourself is “Who am I?” This is when you may decide to work with a therapist familiar with these circumstances, as well as identity issues. They'll help you stay out of the morass of victimhood, as well as help you see your strengths, gifts, and depth.

Finally, communicate. Don't hide your feelings, but don't wallow in them either. Very importantly, be honest with yourself so that you can be honest with your husband.

Day by day, you'll make it through. Give yourself time. Be patient and compassionate. Don't let embarrassment deter you from asking for help. You're not alone. Research support groups in your area. Check out books by Carol Grever, Amity Buxton, and others. Dig deep to remember who you truly are!

David Christel is the author of *Married Men Coming Out! The Ultimate Guide to Becoming the Man You Were Born to Be*. He has been a ghost writer for over twenty years, and facilitated a married men's coming out group for six years. To learn more about him and his book, visit: www.TheEssentialWord.com and join the discussion on his blog: <http://tinyurl.com/MMCO>. His book is available on Amazon and at Barnes & Noble.

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How Having a Positive Workplace



When people think of working in an office setting, they envision a high-pressure environment where everybody is fighting for a spot at the top. In many businesses, being the best means stepping on others in order to attain success.

These types of companies often encourage employees to outperform each other in order to advance in their career. However, this type of success comes at a steep price—a price workers and employers will have to pay eventually.

Increase Productivity Through Positivity

When the stereotypically negative world of corporate culture gets flipped on its head, amazing things can happen. Co-workers helping each other succeed, rather than stabbing each other in the back is indicative of the type of change many would like to see in the world of business.

When workplaces encourage a more positive environment, major benefits for employees are created. This should be one



Grace Frenson
Keyboard Ninja (Content Writer & Editor)
gracefrenson@gmail.com

Can Help You Be

More Productive

of the employers and the organization's main concern. When employers choose to work away from the standard cutthroat business model, all aspects of the business will thrive.

If you are pursuing positivity for your workplace or work life, these are some ways to understand some of the very real benefits of working in a place of positivity:

Positive Work Environments Will Reduce Stress

It is unfortunate that corporate culture is almost synonymous with a "kill or be killed" mindset. Both employees and employers mistakenly believe that pitting workers against each other will push people to work more effectively and efficiently, but this isn't the case.

Working with such a high level of stress and anxiety will make employees worry about losing their jobs if they don't perform up to their bosses standards.

Workers who are stressed tend to do the bare minimum to get by, and will end up hating their jobs all together. They may want to compete with their employees, but are too stressed out about failing and being second-best.

Healthy Workers Accomplish More

Oftentimes, stress takes its toll in the form of heart related disease, mental illness, and the like. This is the darker side of an environment that pushes employees to outperform each other.

Having a corporation rooted in such negativity will always work against a company, as the employee turnover rate is likely to be higher in such a toxic environment. Employers risk losing employees to these stress-related health issues, since depression, anxiety and other stress related conditions are covered by disability.

Contrastingly, when workers are healthy, both physically and mentally, they can perform to their fullest potential. In a company that works to alleviate stress and keep a sense of positivity, employees are less tired and less susceptible to illness.

When employees aren't being forced to compete against each other, they are more excited to do work and work with one another. This encourages an environment of good mental health.

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Employee Retention and Loyalty is Higher

Employee retention and positive workplaces go hand in hand. When workers are happy to come to work, they will easily stay with a company for as long as possible. Workplaces that value workers, treat employees with respect and trust, all the while working to create cohesion and confidence amongst the workforce, can easily keep a team of loyal workers.

With a consistent and motivated workforce, businesses can achieve more than a competing company suffering from high attrition might. Even with incentives and bonuses, a negative work environment will never encourage employees to stay out of a sense of loyalty. Teamwork and Collaboration is Stronger

A workplace that doesn't support the cutthroat mentality will encourage a stronger sense of teamwork among employees. Providing a space where workers feel comfortable working with their co-workers will help your business thrive.

In a cohesive work culture, employees can easily accomplish individual tasks as well as collaborative ones. A company that promotes backstabbing and drama will find that employees are uncomfortable working with others.

Attract Quality Employees

In addition to retaining good employees, a positive work culture will attract more quality people. Happier employees and former workers are always the first to spread the word about healthy workplaces.

With a presence of positivity, businesses can always guarantee that the best people in the industry will be lining up to work for them. Consequently, positive workplaces will stand out in the world of the ruthless corporate culture.

As more companies start to focus on truly valuing their employees, they will develop a reputation as one of the better companies to work for.

Keep Your Employees Happy

In a dog eat dog world, it's great to have businesses that are willing to change the game. As more people start searching for work that is truly fulfilling and satisfying, the businesses that facilitate healthy environments are the ones that will succeed.

Providing positive feedback, higher performance and more productivity, this positive work culture is here to change the world, one industry at a time.



YOUNG ENTREPRENEUR SPOTLIGHT

Name: Kyndall L. Winston
Title: Founder/Chairman/CEO
Company: Lit-Fit Crew, Inc.
Age: 11

Fun Fact: “I haven’t missed a day of school since kindergarten”

Words of Wisdom:
“Don’t worry about what other people say. Follow your dreams. And, you can’t be selfish.”



BACKGROUND

Meet Kyndall, a burst of energy, talent and positivity already making her mark in the world of business and social activism at the tender age of eleven. Upon meeting Kyndall you’ll be charmed by her adorable face, but as soon as you get to know her, you will learn “age ain’t nothing but a number.” Driven by her strong passion to build a platform where she can use her voice to effect change in the community, Kyndall has graced a variety of stages including church, school, nursing homes and events in the community.

STAYING FIT & LIT

Both of Kyndall’s parents are successful CEOs in Cleveland and are honorees of Who’s Who awards. Her mother, Monique Winston, CEO of Optima Lender Services and her father, Kenny L. Winston, President of Anytime Anyplace Fitness, Inc. and The Training Club have been instrumental in helping Kyndall achieve success with Lit-Fit Crew.

Being bored with routine workouts, which are not kid-friendly and after reading the book “Chew on This”, Kyndall decided she needed to add some spunk to getting fit and staying healthy. Thus, Lit-Fit Crew, Inc. was created. If you are unfamiliar, the term “lit” is a term commonly used by young people to describe something that is fun or exciting. Members of Lit-Fit enjoy activities including Dance-a-thons, 5k walks, hikes, rock climbing, kickball tournaments and much more! As a 501 c 3 company, Lit-Fit provides an opportunity for kids to have fun, get exercise and do something worthwhile for others.

STAYING GROUNDED

When asked how she juggles being a student and CEO, Kyndall says, “I feel like I’m living a double life sometimes.” While running her business brings her joy, Kyndall makes it clear that education is the center of it all. Her friends are “like her sisters” and help keep her humble.

To learn more about Kyndall or Lit-Fit Crew, Inc. visit online at www.lit-fit.org



Suffering in Silence

De-Stress for the Holidays

The past two months have been extremely stressful. In the span of three weeks, I experienced the tragic loss of my best friend's 32-year-old son and my graduate student's 22-year-old son. In the midst of tragedy, there have been finals to grade, bills to pay, reports to be written and friends and students to comfort. The stress has been relentless, so much so that I completely forgot to turn in my column! This quarter's Ask Dr. Angela is for all of us who find ourselves stressed during this holiday season; stressed by work, stressed by life, stressed by loss. It is reminder to take care of ourselves, first.

Acknowledge the truth, you are stressed. Often during the holidays, we don't want to admit to ourselves or to others that we are stressed. We smile and say everything is fine when in fact, we are falling apart. Yet, we don't say it because we don't want to worry anyone, we don't want to ruin their holidays. Admitting you are stressed will not ruin anyone's holiday; admitting you are stressed will make the holiday's brighter. Admitting you are stressed, is the first step in handling holiday stress. Once you acknowledge the stress, you can begin to lessen the stress.

Don't do it all. Many of us grew up with mothers or grandmothers who hosted big dinners or parties over the holidays. These women cooked, cleaned and baked for days. Since our mothers and grandmothers did it, we believe we should do it, too. Doing it all elevates stress to an unmanageable level. It is ok to ask for help. This includes asking guests to bring a dish for Christmas dinner, an appetizer to the New Year's Eve party, or buying cookies from Walmart and passing them off as your own. Your woman of color mantra to stress less this holiday season is "Don't do it all, don't do it alone."

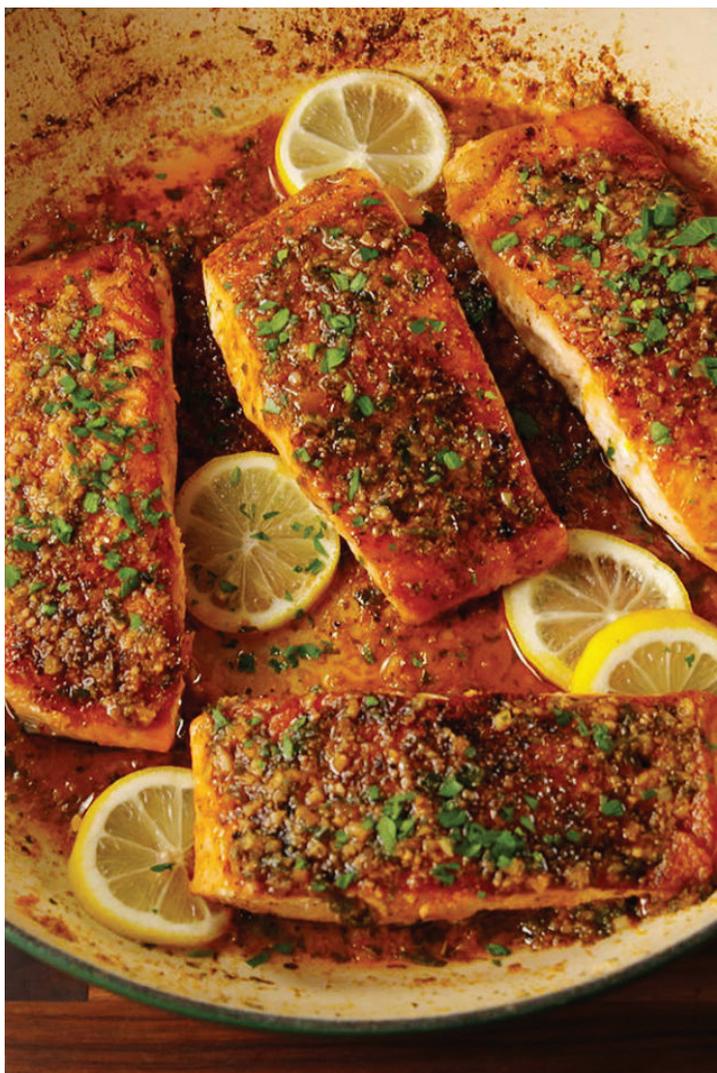
Be kind to yourself. There is no sin and shame in being stressed. It is a natural part of life. Beating ourselves up over the fact that we are stressed or that we cannot handle the stress is unproductive and unhealthy. Be kind to yourself. Sleep the extra half-hour, get the massage, walk the half-hour, drink the chamomile tea, do nothing for an hour. Better yet, imagine the kindest thing you can do for someone else, then do it for yourself.

All I want for the holidays is you. Mariah Carey is right. When you ask most people their favorite holiday memory, it centers around family and love. It is not the time you spent shopping, it is not the size and expense of the gift, it is you and the time spent with you. This holiday season, give you and your loved ones the best gift, a less stressed you.



Angela Neal Barnett, Ph.D.
Founder & CEO, Rise, Sally, Rise, Inc.
risesallyrise@yahoo.com

Happy New Year's Recipes *from Around the World*



EUROPE: Fish

Swimming ahead and never moving backward, fish symbolize hope!

Cajun Parmesan Salmon

Ingredients

- 1 tbsp. extra-virgin olive oil
- 4 4-oz. fillets salmon (preferably wild)
- 2 tsp. Cajun seasoning
- Freshly ground black pepper
- 2 tbsp. butter
- 3 cloves minced garlic
- 1/3 c. low-sodium chicken or vegetable broth
- Juice of 1 lemon
- 1 tbsp. honey
- 1 tbsp. freshly chopped parsley, plus more for garnish
- 2 tbsp. freshly grated Parmesan
- Lemon slices, for serving

Directions

In a large skillet over medium-high heat, heat oil. Season salmon with 1 teaspoon Cajun seasoning and pepper, then add to the skillet skin-side up. Cook salmon until deeply golden, about 6 minutes, then flip and cook 2 minutes more. Transfer to a plate. Add butter and garlic to skillet. When the butter has melted, stir in broth, lemon juice, honey, remaining teaspoon Cajun seasoning, parsley, and Parmesan. Bring mixture to a simmer. Reduce heat to medium and add the salmon back to the skillet. Simmer until the sauce has reduced and the salmon is cooked through, 3 to 4 minutes more. Add lemon slices to skillet and serve.

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UNITED STATES (Southern States): **Black Eyed Peas and Collard Greens**

The beans represent coins and the greens represent dollars. Served together it represents prosperity!

Vegetarian Southern Style Collard Greens

Ingredients

- 1 tablespoon olive oil
- 1 tablespoon butter
- 1/2 large onion, chopped
- 1 teaspoon red pepper flakes
- 1 clove garlic, finely chopped
- 1 pound collard greens, chopped
- 3 cups vegetable stock
- 2 tomatoes, seeded and chopped
- Salt and freshly ground black pepper



Directions

In a large pot over medium heat, heat oil and butter. Saute the onions until slightly softened, about 2 minutes, then add the red pepper flakes and garlic, cook another minute. Add collard greens and cook another minute. Add the vegetable stock, cover and bring to a simmer. Cook until greens are tender, about 40 minutes. Add tomatoes and season with salt and freshly ground black pepper.

ITALY: Pork

Pigs symbolize richness of life in the coming year!

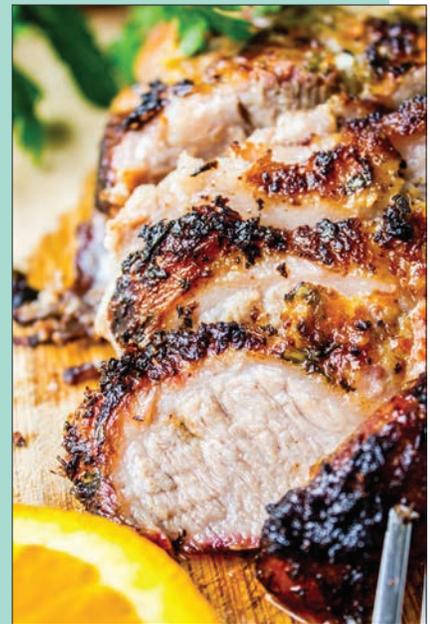
Bourbon-Marinated Pork Loin

Ingredients

- 2 1/2 pounds pork tenderloins
- 3/4 cup soy sauce
- 1/2 cup bourbon
- 1/4 cup Worcestershire sauce
- 1/4 cup water
- 1/4 cup canola oil
- 4 garlic cloves, minced
- 3 tablespoons brown sugar
- 2 tablespoons ground black pepper
- 1 teaspoon white pepper
- 1/2 teaspoon ground ginger
- 1 teaspoon salt
- Garnish: fresh parsley sprigs

Directions

Rinse tenderloins, and pat dry. Combine soy sauce and next 9 ingredients in a large zip-top plastic freezer bag or shallow dish; seal or cover, and chill at least 12 hours. Remove pork from marinade, discarding marinade. Sprinkle evenly with salt. Grill, covered with grill lid, over high heat (400° to 500°) 30 minutes or until a meat thermometer inserted into thickest portion registers 155°, turning occasionally. Remove from heat; cover with aluminum foil, and let stand 10 minutes or until thermometer registers 160°. Garnish, if desired. Note: For testing purposes only, we used Maker's Mark Kentucky Straight Bourbon Whisky.





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