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SOUND AND PICTURES PG 11
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HOME PG 4

THE EBONY CACTUS magazine

Vol. 2. No. 11

June 20, 2003

A New Perspective on Business

Inside: Cover story: The Bowles Companies
Sound and Pictures

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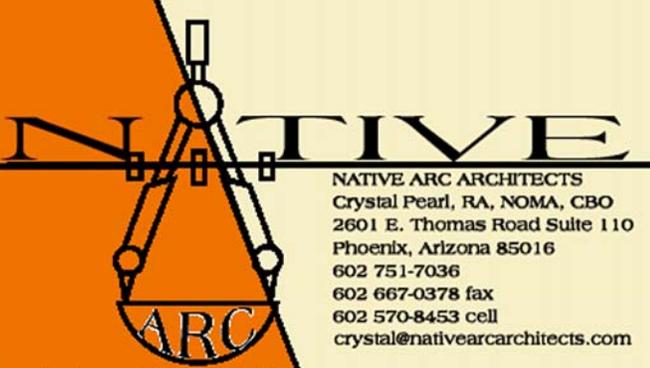
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Business Profiles



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Sound and Pictures is a multimedia audio and video production company. Their Mission is to Help You Grow Your Business. Services include: Corporate and Sales Presentation services, Broadcast Ready Video and Cable TV Production and Event Documentation. Additionally, they offer Sound Design, Cassette Digital tape Recording (for Broadcast or Publication) Video, LCD Projection, DV Camera Documentation for meetings and conferences and Non Linear Editing. Lastly, their services include: Corporate image production and training videos, Company Sales and Promotional Videos, all types of video documentation, graphics, PowerPoint Designing and Digital Photographic Design. Pg 11

Our cover profile focuses on **the Bowles Companies**. Based in Milwaukee, Central City Construction, Urban Developers, LLC, Milwaukee Schools Managers and Progressive Training Consultants Inc, form the largest African-American owned construction, development, capacity building, training and program management organization in the State of Wisconsin. Under the leadership of Richard and John Bowles branches of these highly capable firms, Progressive and Central City Construction have recently opened offices in Phoenix Arizona. Pg 12

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Contributing Writer: Ella Dawson Pg 15



Ella Dawson is the Business Department Chair and instructor of Everest College,(formerly Rhodes College), in Phoenix, Arizona. She is the senior staff member,with fourteen years, at the college and is currently responsible for three program areas of Accounting, Business Administration, and Office Management and Technology. Each program offers an Associate of Applied Science Degree. She has also worked in the position of Area Director with the Arizona Cactus-Pine Girl Scout Council, in Phoenix, and was the first Black female supervisor at Brown & Williamson Tobacco Corporation, in Petersburg, Virginia. Her undergraduate and graduate studies were completed at Virginia State University. For related questions and answers, forward them by e-mail to:
mandedawson@qwest.net.

Angienuity

Make the Most of New Successes and Opportunities

by Angela Miller-Brooks

The horse who arrives early gets good drinking water- Zulu Epigram

Don't bite the hand that feeds you. Never look a gift horse in the mouth. Knock and the door shall be opened. Each of these aphorisms and endless others have become intrinsic within the American society. And, no matter what class, race, gender or ethnicity any of us belongs to, each is understood explicitly. We are influenced from the time of our infancy to seek out opportunities which enable us to differentiate ourselves from others; to progress as humans in becoming strong and healthy in mind, body and soul. Since this is so, our every attempt then should be one that drives us to become engaged in seeking opportunities for higher levels of employment (since we are in-fact the CEOs of our own employ) and business.

Often, employees of a company and business owners (especially small and micro-businesses), respond strangely to success and open opportunities. I am referring to what is commonly known as "Fear of Success." How do I know this? I see it frequently when opportunities are presented at such times as a short "This is my thing" speel during a business meeting; or when asked on the fly about skills and abilities while in the boss' office, or, during a team strategic meeting. I say unto you, do not be afraid grasshopper. The force is with you. In our daily lives, we find that success indicators and opportunities abound. Since they do, we must be ready to move on them at a moment's notice. These indicators come in the face of adversity, as a guest lecturer to your organization, or during a regional business tour.

Growth of your business is inevitable. It is "the way of all things" to progress. Humans are programmed that way. Such is the case with our feature profile, the Bowles Companies. Their family owned businesses have stared adversity in the face and mocked it by becoming nationally renowned within their various disciplines. Also, Tucsonian CEO Safee Haqq, to be sure has orchestrated many opened opportunities during his associations with Wall Street conglomerates. This has directed his company, Sound and Pictures to become one of Tucson's most sought after video/audio production companies. I'm sure that in time many of you will do what it takes to attain star status, respect, longevity, stability, etc. The key is in being prepared as best you can and making the most of your new successes and opportunities when they are presented before you, almost on a silver platter. Dream Big!

Living in America

Building Capacity

by George B. Brooks, Jr. Ph.D

"Nothing from nothing leaves nothing." Billy Preston

I have this hypothesis, that some where out there is an "Equation" that when solved, will lead to prosperity. I also believe that a critical part of the equation is "Capacity Building."

I first heard the term Capacity Building (CB) about a year and half ago when I became reacquainted with an old friend and Kappa Brother, Richard V. Bowles. He explained that this concept is part of what makes his businesses successful. In summary, CB is the process of acquiring critical knowledge, developing new abilities and securing the key alliances necessary for your company to address emerging opportunities.

Let me give you an example. One of the major concerns expressed at the recent Congressional Minority Business Summit was "bundling." In other words, government agencies "bundle" the various components of major construction projects into single contracts. This essentially prevents normally smaller minority firms from competing. However, if they were to work together and pool their resources, groups of minority firms could compete successfully for these contracts. Through the process of cooperation, the minority firms have effectively increased their capacity to do work. Regrettably the ability or desire to synergize escapes many. However, those who do take the risk often reap significant rewards.

Part of the mission of The Ebony Cactus magazine is based on the CB concept. In each business profile, we continue to build a library of qualified potential partners for any project the future may present. This library is now exceeded 500 pages. All anyone has to do to use it is go to our web site, and open a file.

There is more to the prosperity equation than the promise of Capacity Building. Many successful businesses have well developed capacities, but just don't make that jump to greatness. Such great leaps are part luck, be in part bestowed to those who possess VISION. This we will discuss in an upcoming issue. Enough for now, on with the show.



Editorials

Home

Letters

Just wanted you to know I look forward each month to reading Ebony Cactus. Keep up the fine work -- an informative and attractive magazine!

Dr. Sharon Bramlett-Solomon

Dear Dr. Bramlett-Solomon, we thank you for the kind letter. It lets us know we are moving forward. We hope that your comments will inspire others to write. Listening to what our readers have to say is our most important means of determining how we can meet their needs.

Sincerely,
George B. Brooks, Jr. Ph.D.
Editor TEC

[Home](#)

Announcement

Back by popular demand, The Ebony Cactus magazine is reinstating an advertising sale for the summer months (June, July and August) of 2003 for the following products:

Size:		Frequency	
		1x	6x
Full page: (7.5 in x 9.5 in)	Regular price	\$880	\$800
	Sale price	\$440	\$400
1/2 page: (7.5 in x 4.75 in) (3.5 in x 9.5 in add 15%)	Regular price	\$440	\$400
	Sale Price	\$220	\$200
1/4 page (3.5 in x 4.75 in)	Regular price	\$220	\$200
	Sale price	\$110	\$100
1/8 page (3.5 in x 2.375 in)	Regular price	\$110	\$100
	Sale price	\$ 55	\$ 50

Micro card and Micro listing prices see page 19 ([click here](#))

No other discounts apply except for non profits (call for more information)

News Index

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Phx Black Chamber seeking info pg 17

SBA Launches Redesigned Web Site With More Resources to Help Entrepreneurs: www.sba.gov

The U.S. Small Business Administration has launched an extensively enhanced Web site

designed to make it easier for small business owners and other users to access a wealth of agency resources.

Small businesses are the backbone of the American economy, and we are committed to providing them with the best and latest tools and resources. The redesigned Web site expands our capacity to reach new customers in new ways, and brings the SBA one step closer to becoming America's small business homepage.

The SBA Web site, with more than 50,000 documents, is one of the most effective resources the agency has to reach potential and current small business owners with tools and information to assist them in developing successful businesses. The site receives an average of more than 1.2 million visits weekly, the most frequently visited pages being Starting Your Own Business, Financing Your Business and How to Write a Business Plan.

The re-engineered site, at www.sba.gov, underwent widespread cosmetic and structural changes, as well as revisions of content. The changes not only will make navigation easier and more logical, but will give small business users access to a compelling interactive resource for the development and growth of their businesses.

Chief among the changes are:

- the use of plain English to explain the "what," "where," "why," and "how-to" of starting and running a business.
- five customer-centric access views: starting a business; financing a business; managing and growing a business; business opportunities; and disaster assistance.
- a sophisticated geo-mapping feature that makes it easy for customers all over the country to find and travel to nearby SBA district offices and resource partners.
- a comprehensive and fully searchable menu of business FAQs.
- more tutorials, counseling and a virtual training campus with more than 50 free online courses, a virtual library with more than 200 free E-books, and direct access to some 30 universities and colleges offering online business courses around the country.

For more information about all of the SBA's programs for small businesses, call the SBA at 602-745-7200, or visit the SBA's extensive Web site at www.sba.gov.

Home

News continued on page 17

BizNet Calendar

Phoenix, Arizona

June 24

Alliance of Technology & Women/Microsoft Phoenix, "Great Minds Program," 5:30 pm to 7:30 p.m., Microsoft, 2929 N. Central Ave. \$10 -\$25. Contact -Kim Snyder@ 480-502-2818.

Arizona Chamber of Commerce, "Environmental Law Symposium,"

8 a.m. to 4 p.m., Hyatt Regency, Phoenix. \$100 - \$125. Visit www.azchamber.com for more information

Greater Phoenix Black Chamber of Commerce, June Evening Networking Event

Contact: **Greater Phoenix BLACK CHAMBER OF COMMERCE @** 602-307-5200

Location: at the Wyndham Airport Hotel 427 North 44th Street Phoenix, AZ from 5:30 - 7:30p.m.

Members and non members are invited. The guest speaker is Lydia Aranda - Director, Small Business Services of the Arizona Department of Commerce.

July 10

Greater Phoenix Black Chamber of Commerce, Breakfast Networking Forum

Contact: **Greater Phoenix BLACK CHAMBER OF COMMERCE @** 602-307-5200

Location: 125 E. Washington, Phoenix, Arizona 85004, www.PhoenixBlackChamber.com, info@phoenixblackchamber.com

San Diego, California

June 26

Grossmont-Cuyamaca Community College District, "Bring the Jobs Home", presented by Grossmont-Cuyamaca Community College District's new contractor outreach program. Geared to help local contractors, subcontractors, vendors and service providers become aware of the opportunities to participate in Proposition R-related construction work, the outreach program will sponsor a series of workshops beginning June 26. Free Parking.

Contact: Sol Kempinski@ (619)231-6100.

Thursday, June 26, 2003 5:30 PM - 7:30 PM

Location: *El Cajon Community Center*, 195 E. Douglas Ave. , El Cajon,CA 92020

Nonprofit Management Solutions, Location: *Nonprofit Mgmt. Solutions*, 8265 Vickers St., Suite C, San Diego,CA. 92111, 9 am to 11 am. Round table discussion that will go beyond the basic role of the Board setting policy and Executive Directors implementing their wishes. Topics: How to develop a mutual vision for the organization, How to develop and maintain trust with each other and the all important role of the ED in maintaining effective communication.

Contact: (858)292-5702; npsolutions@npsolutions.org

Las Vegas, Nevada

June

Las Vegas Chamber of Commerce Business Expo

Friday, June 27, 2003 3:00 pm - 7:00 pm.

Location: MGM Grand Conference Center

4701 Koval Lane, Las Vegas, NV 89109

Contact: 702-641-5822, opt. 2

Business Expo is the Chamber's annual member trade show combined with a membership mixer. Long recognized as one of our community's most effective and enjoyable business opportunities, this year's Business Expo will be bigger and better than ever! Whether your plans are to exhibit or be there to network among some 1,500 members and guests, mark your planner today!

BizNet Calendar continued on page 17



FIRST FRIDAYS PHOENIX

EVENTS

Fri, July 4th – 1st Fridays @ Crowne Plaza Metrocenter
2532 W. Peoria Ave. Phoenix, AZ 85029
TIME 6pm–9pm: Networking / 9pm–1 am: Socializing
COST \$5 before 8pm; \$10 thereafter



THEME Casino Night @ 1st Fridays Phoenix!

Come out and enjoy our first ever Casino Night. Although the money will be funny, we will have real casino style games and dealers. Prizes will be given to the BIG winners! Beat the heat by winning some cool cash!

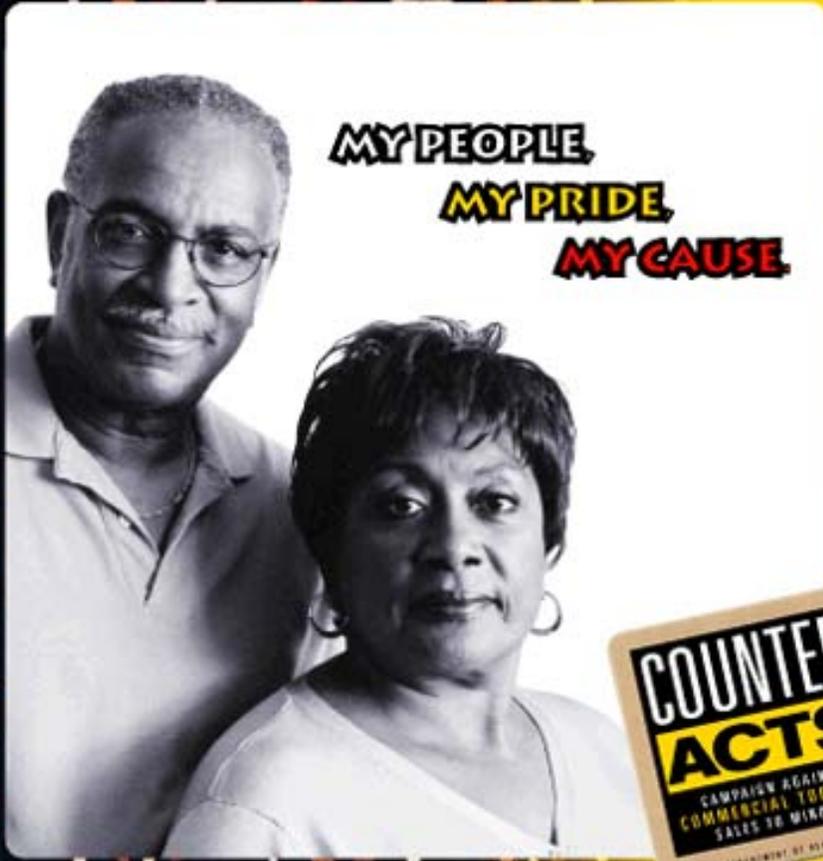
Sat, July 12th – FFP Classic Film Series @ Farrelli's Cinema Supper Club
14202 N Scottsdale Rd Scottsdale, AZ (480) 905-7200
TIME 1pm (please arrive by 12:30pm)
COST \$10 per person (includes food & beverage)

We have teamed up with Farrelli's to bring you some of the best Black films ever! What's unique about the FFP Classic Film Series is that ALL of the movies are selected by YOU! After each movie, we have a lively discussion session that's well worth the price of admission.

If you are interested in booth rentals and/or on-screen advertising, please email info@1stfridaysphoenix.com.

To VOTE and/or purchase film series tickets online, please visit www.1stfridaysphoenix.com/film.html.

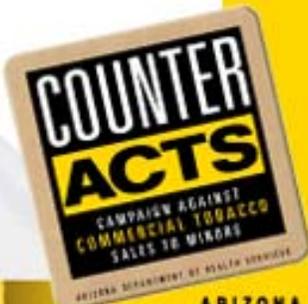
THE EBONY CACTUS magazine Vol. 2 No. 11 June 20, 2003



**MY PEOPLE,
MY PRIDE,
MY CAUSE.**

The CounterActs prevention patch is a symbol of commitment to our youth.

If current patterns continue in the United States, an estimated 1.6 million African Americans under the age of 18 will become regular smokers. The number one killer in the African American community is tobacco-related disease.



**Prevent Youth Access
To Commercial Tobacco.**

Protect our youth by
supporting CounterActs.

ARIZONA DEPARTMENT OF HEALTH SERVICES



The Ebony Cactus magazine
www.TheEbonyCactus.com

In the desert, only the strong survive



Sound & Pictures

Business: SOUND & PICTURES
CEO: Safee Haqq
Type: Video Production Company
Location: Tucson, AZ
Address: P.O. Box 12743, 85732
Telephone: 520-290-1669
E-mail: info@soundandpictures.net
Website: www.soundandpictures.net
Experience/Education: Over 30 years
Employees: Less than 50
Affiliations: Tucson Black Chamber of Commerce Arizona Small Business Association

Summary: Sound and Pictures is a multimedia audio and video production company. It was conceptualized by my wife Miriam and I over seven years ago. Our Mission 'If you decide to accept' is to Help You Grow Your Business. Services include: Corporate and Sales Presentation services, Broadcast Ready Video, Cable TV Production and Event

Documentation. Additionally, we offer Sound Design, Cassette Digital Tape Recording (for Broadcast or Publication) Video, LCD Projection, DV Camera Documentation for meetings and conferences and Non Linear Editing. Lastly, our services include: Corporate image production and training videos, Company Sales and Promotional Videos, all types of video documentation, graphics, PowerPoint Designing and Digital Photographic Design.

Background: I have a Bachelor's Degree in Communication from Temple University in Philadelphia, Pennsylvania and over 30 years of professional experience. While Sound and Pictures (S&P) has only been existence seven years, it has generated several successful video projects, short films, and commercial in Tucson, New Jersey, New York and Philadelphia.

Clientele: Clientele come in many forms. While Sound and Pictures receives its share of clients, special projects (donation of professional service and time) such as providing services to the Dunbar Project, the Tucson Urban League and Habitat for Humanity have proved to be immeasurable in respect to the value received from such an opportunity

Market: The market is stiffly competitive. Even so, the audio / video market is still a viable business resource.

"Even in this technological age, audio/video production is still a major player in the sale and advertisement of client product and service. According to a study conducted by the Wharton School of Business: Video increases viewer comprehension and retention by 50% over printed material, People, wanting to know more about your product, service or institution, are three times more likely to request a video than to ask for print information."

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The Bowles Companies

by
George
B. Brooks, Jr.
Ph.D

Home



Summary: Our cover profile focuses on the Bowles Companies. Based in Milwaukee, Central City Construction, Urban Developers, LLC, Milwaukee Schools Managers and Progressive Training Consultants Inc, form the largest African-American owned construction, development, capacity building, training and program management organization in the State of Wisconsin. Under the leadership of Richard and John Bowles branches of these highly capable firms, Progressive and Central City Construction have recently opened offices in Phoenix Arizona.

Continued on the next page

**Phoenix,
Arizona**

Organization:
The Bowles
Companies

**Progressive
Training
Consultants
Inc.**

Richard V. Bowles
President
(standing)

**Central City
Construction**

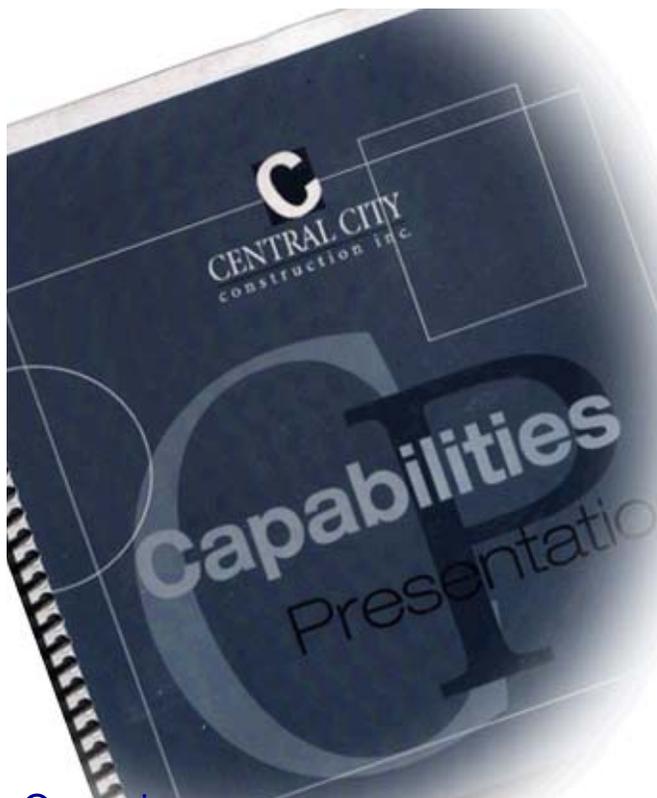
John P. Bowles
President & CEO
(sitting)

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Arizona 85034

ptcnamcaz
@aol.com

Office:
602-252-6800
Fax
602-252-6803

www.
Progressive-
Training-
Consultants.com



Overview: The Bowles companies are represented by several primary business entities: To begin, Progressive Training Consultants (PTC) provides training and consulting to construction environmental and economic business development entities such as chapters of the National Association of Minority Contractors (NAMC) and other across the country.

There is also a mortgage brokerage firm which works well with construction. Our markets are primarily urban. As we build and develop homes, we are able to find mortgages for people many of whom are our employees. This keeps the economics in a tight circle.

Known for our technology and management skills, Central City Construction (CCC) is the self performing and construction side and Urban Developments is the development arm of the organization. We also own a management group.

History: We all at one time were working for our father who was considered the patriarch of the minority construction industry in the state of Wisconsin. There are four brothers and three sisters that work together in various businesses. We started in a family environment then branched out into finance, management, construction and infrastructure development.

Services: We provide construction, management and development services.

1. We employ about 25 professional including engineers, graphic designers, architects, and business development professionals. Thus we provide a tremendous opportunity for professional employment for people of color.

2. We are also known nationally for our ability to self-perform construction and management work and to provide training. We have built multimillion dollar projects that provided training and employment for people in the neighborhood. For example, we did a project about 1 year ago called the Milwaukee Police Athletic League. We built a 56,000 ft² 6.5 million dollar facility right in the middle of the African American Community. In the process of negotiating the project, the owners asked us to develop a training program so we could hire people from the community and train them on the project. PTC developed a customized program that went beyond what they asked and trained 25 individuals in the craft skills for the job, brought them into the union and many of them are still employed. We also achieved a 70% MBE participation on that project.

Capacity Building (History): Capacity Building is a concept that we believe in and that we promote. Back in the mid 1980's, we met Congressman Perrin Mitchell the author of public law 95507, that created the federal set aside programs. We were continually building our own internal capacity to do work, which led to the wider concept of a "Capacity Building Program or (CPB)." When ever we needed to increase the capacity of our business to do a job, we would reach out to other MBE's to be developed as apt of the project. It's just good business to do so.

Capacity Building (Function): Capacity Building is the process of tapping the economic wealth that comes from the construction industry and enabling it to be retained in the community through jobs, procurement, vendors, contracts, hard assets and ownership. It is comprehensive process that enables any community to tap the wealth that is generated by construction industry projects.

Capacity Building (Form): The CBP consists of three primary components: >>>>>>

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Arizona Council of Black Engineers and Scientists Annual Computer Camp

APPLICATIONS ARE NOW BEING ACCEPTED FOR THE 19TH ANNUAL COMPUTER CAMP.

DATES : July 12, 19, 26 & August 2, 9

TIME : 8:00am – 2:00pm each day

PLACE : ASU, TEMPE CAMPUS

- * The COMPUTER CAMP is targeted towards students entering the 7th - 11th grade.
- * The agenda includes programming classes and self-improvement workshops.
- * There are a limited number of seats available so please send applications ASAP.
- * Anyone interested in assisting with the COMPUTER CAMP or needing additional information should contact MARCUS GREEN at 480 441-0290.

APPLICATION

DETACH HERE

NAME OF STUDENT:

GRADE LEVEL:

NAME OF PARENT/GUARDIAN:

STREET ADDRESS:

CITY:

ZIP CODE:

HOME PHONE:

EMERGENCY CONTACT:

MAKE CHECK OR MONEY ORDER PAYABLE TO:

ACBES

MAIL APPLICATION ALONG WITH PAYMENT TO:

MARCUS GREEN
P.O. Box 2426
CHANDLER, ARIZONA 85244



thinking BEYOND the box

An Agenda to Empower All American Minorities
OpEd-by-Arizona 5th Congressional District Congressman
J.D. Hayworth

Last week I had the distinct pleasure to host the first Congressional Minority Business Summit in the Fifth District (May 30, 2003). The panel of experts comprising the various minority chambers of commerce, government officials, and small business leaders gave the audience of about 150 a lot to think about and plenty of useful information. My goal is to build on the summit to help local minority and women small business owners win more contracts and get more business.

Over the last two decades, minority small business has made impressive progress. In 1982, about 7 percent of U.S. firms were minority owned. Today, that number is close to 15 percent. According to the latest statistics, America's three million minority-owned businesses had more than \$591 billion in revenue, employed more than 4.5 million people, and produced \$96 billion in annual payroll. Still, we can – we must – do better.

This Congress recognizes that small business is the backbone of our economy, employing more than half the workforce and generating 60-80 percent of all new jobs each year. That's why the economic growth package just signed into law by the President contains many provisions that will help minority small business (it will also create more than 100,000 new jobs for African-Americans).

The new law reduces the top marginal tax rate to 35% and increases the amount of investment a small business can deduct from \$25,000 to \$100,000. These changes will provide minority-owned businesses with incentives to grow while letting them keep more of what they earn.

As welcome as the tax relief might be, however, many summit attendees said that high taxes were a problem they wish they had. Their primary consideration was growing their business and increasing their cash flow. To that end, my office is already working on a second summit that will focus specifically on helping minority-owned companies get business.

But the American Dream is about more than economic security. We need to empower African-Americans and all minorities by providing equal opportunity for quality education and strengthening faith and families. This is the goal of "Fulfilling America's Promise," the Republican agenda addressing the needs of African-Americans. Here are some of the principle elements of our plan:

- Help 40,000 families achieve home ownership by providing low-income, first-time buyers a \$5,000 grant through the American Dream Down Payment Initiative.
- Assist charities and faith-based organizations in African-American neighborhoods increase their access to capital and better navigate the federal grant system through a Charitable Giving Initiative.
- Empower parents in Washington, D.C. through the D.C. School Choice Initiative, which will give them the means to move their children from underachieving schools to better public, private, or charter schools.
- Help two million African-American youths get to college through investments in college preparatory programs, Pell Grants, and Historically Black Colleges and Universities.

The Job Search Part VIII

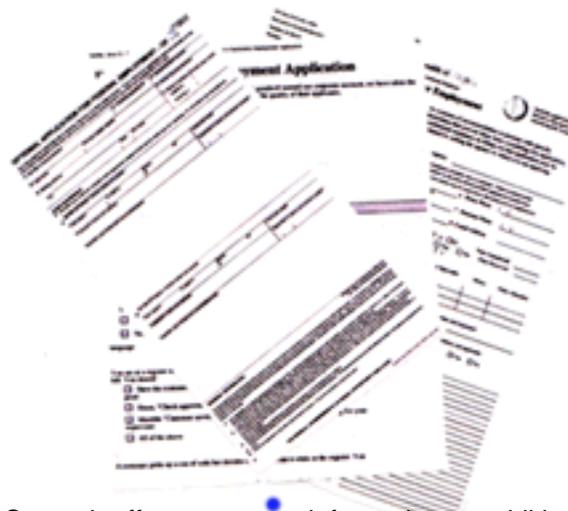
offered by Ella Dawson
Bio on page 4

As we prepare to end these sessions, I want to thank you, the readers, for your response to some of the content in my articles, and I am glad to hear you are using the material where it is needed to help in your job search efforts.

Let's begin with the ending of the job search process. The best marketing letter in the world is one that simply says "thank you" and I appreciate you. No one grows tired of being thanked. Any thank you is appreciated, but it's even more powerful to thank others unexpectedly.

A Thank You Letter, believe it or not, is often a sales letter in disguise, therefore, you can put a little "sell" into it. Key point—send warm thanks to any and everyone who gives you any kind of help in the job search process. No exceptions or excuses.

After a job interview there is one way you can keep the potential employer's attention on you as the likely person to hire. Immediately write/type and send a Thank You Letter or Follow-up Letter. The Thank You Letter guide consists of three major paragraphs. First, thank the interviewer for the chance to meet with them to discuss the job and see the facility. Make some reference to your positive impressions of the company and your meeting. Identify the job title you are seeking, include the day of the interview, and show continued interest in the position.



Second, offer some new information or additional reason for the employer to be interested in you. Think about the areas discussed during the interview and link this new information to a problem or opportunity the company may be experiencing.

Third, let the employer know that you expect to hear from them again and include a contact number for a call back or e-mail. Indicate your willingness to come in and discuss the job further, if necessary.

Sample Thank You letters can be found in almost every book on job hunting, interviewing, resume writing, and cover letter writing, as well as search engines through the computer. Make sure your Thank You Letters are warm and personal. Be sure to have the correct interviewer's name, title, and address. The sooner you build good relationships, the sooner you may be hired, and the words "thank you" create good will.

Use good business etiquette in the process of your job search. Do your research and prepare yourselves diligently in your pursuit of your career opportunities. Be assertive but not aggressive. Show confidence and skill in your presentations to the potential employer. Good luck, and, for the last time, you need to have a good computer at home so that you may work in the privacy of your home and at your leisure.



News Continued from page 7

Greater Phoenix Black Chamber of Commerce Seeking Employment Opportunity Information

If you have employment opportunities within your company or know of opportunities among your clients, please share that information with the GPBCC. It part of our service to help. The downsizing by many larger corporations may be the blessing some of smaller businesses have been looking for.

BizNet Calendar continued from page 8

July

Nevada Development Authority Networking Breakfast July 15, 2003

Location: Stardust Hotel & Casino ,

Contact: NDA Staff - Phone: (702) 791-0000

NDA Networking Breakfast , Stardust Hotel & Casino, 3000 Las Vegas Blvd. S. 7:00 a.m. - Networking / 7:30 a.m. - Meeting

Email: info@nevadadevelopment.org

Do you have a business event you wish announced? Contact us with the information at Publisher@TheEbonyCactus.com at least 3 weeks before the event.

Sound & Pictures continued from page 11

Motivation: During my employ prior to the development of Sound and Pictures, I was able to acquire valuable knowledge and skills in vast areas of the media. Working with ABC television and on such films as "The Siege" starring Bruce Willis and Denzel Washington has been a tremendous influence toward the motivation which drives Sound and Pictures today.

Quality: Sound and pictures is known as a company keen on raising the bar on professionalism. We do so without hesitation. And, although as an individual and not a small business I've managed and produced for major corporate giants such as Lehman Brothers, Glaxo Pharmaceuticals, Palmolive and New York Life, quality does not elude our processes. Raising the bar on professionalism is true for all clients.

Competitive Edge: Sound and Pictures has a definite competitive edge. It is that we are recognized as a results company. Sound and Pictures operates purely on deliverables such as having a strong professional approach to business and building lasting client relationships.

The Bowles Companies continued from page 13

1. Within the construction occupational program, there are campaigns that make individuals aware of the construction industry: i.e. school to work programs, outreach, welfare to work, and skill trades, construction managers and field technical professional training. The program creates safe knowledgeable and productive employees. We also develop contractors and vendors.

One of the most important components for success is business acumen gained by business assistance, one-on-one training and work on real live projects. If you have an economic development opportunity lead by somebody who cares and is committed to your success, then you will "Build Capacity " in a community.

2. Through various vehicles including NAMC, we promote the development of synergistic relationships with other successful firms and/or workers in an industry segment.

3. The ability to create net worth is critical. You must have the ability to increase your net worth so that you can borrow and build more, have more capacity and hire more people.

Capacity Building (Impact): Better than 60 to 70 percent of our field employees today and 25 to 30 percent of our managers have come through our CPBs. Other MBE firms have realized millions in revenues & profits through this concept.

To learn more about the Bowles Companies point your browser to www.Progressive-Training-Consultants.com.

tBYtb continued from page 15

- Implement a Patient Navigator System to assist patients in low-income and uninsured communities to gain access to high quality medical services.

Freedom and opportunity to pursue happiness are basic human yearnings that transcend race, ethnicity, or creed. However, the big-government, mentality of the past, trapped many African-Americans in a never-ending cycle of dependency and despair. It is time that African-Americans experienced a new birth of freedom, one that embraces the timeless ideals of equality, opportunity, and individual responsibility. That is the path to fulfilling the promise of every American.

[Home](#)

Why Advertise in The Ebony Cactus

Here is why you should advertise in The Ebony Cactus. Primarily, the Cactus is designed to connect you with your desired customers.

- 1. Demographics:** Part of the mission of The Ebony Cactus magazine is to showcase African American businesses to all who could use their services. The magazine's format is simple, open and easy to read. The content is focused on people and issues that will be both interesting and valuable to both small and large business. In this case, small business people include both those whose full time occupation is their business and those who may have a full time job, but work their own businesses on the side. These are large demographics. Free access to the magazine via the internet also works to increase the number of eyes viewing the magazine.
- 2. Capacity Building:** To "Build Capacity" is to increase a business' ability to do more and to overcome barriers to its growth. One way to accomplish this goal, is to build synergistic relationships with other successful firms and/or workers in an industry segment. The Ebony Cactus is a source of timely and comprehensive information about what African American businesses are doing and what services they offer. This information will give you the data you need to increase the capacity of your business and improve your ability to grow.
- 3. Building Bridges:** The Ebony Cactus is read by increasing numbers of companies seeking outsourcers, contractors and partners. Their readership further enhances your opportunities for growth.
- 4. A New Application of Established Technologies:** Unlike a web based Ezine, The Ebony Cactus does not dwell on the net. Instead, like any print magazine, is sent directly to the reader. There it resides on their computer desktop just as a newspaper would reside on the reader's kitchen table. From there the magazine can be read at any time. Macintosh and P.C. users can view it equally well. If so desired, copies can be made by the reader for their personal use. Add to this the ability to hyperlink (weblink) directly from the magazine. Now the direct link to your website can travel with The Ebony Cactus wherever it goes.

The Ebony Cactus magazine is a powerful source of potent information for small and large businesses alike. We encourage you to use this service and allow us to help your business grow. If you would like to know more, drop us a line at: publisher@TheEbonyCactus.com. Let us help you Make It Happen!

[Home](#)

Still struggling to get that business loan?

The City of Phoenix Expansion Assistance and Development (EXPAND) program may be able to help your business get the additional capital it needs to grow and prosper.

EXPAND is not a loan in itself. Rather, it is a collateral reserve deposit that the City can pledge in support of your loan to help you meet a bank's collateral requirements. As a participating company, you benefit in many ways:

- Collateral enhancements available up to \$150,000
- Immediate response to inquiries
- Rapid approval of applications
- Reduced loan risk for the lender
- No cost to the lender to participate
- May be used in conjunction with SBA loans
- Virtually no cost to you - \$100 application fee only!

To learn more about participating in this excellent program, contact Bill Brice at 602-262-6005 or Grant Belter at 602-534-2201.

Now available to Phoenix business owners!



City of Phoenix



Community and Economic Development Department Small Business Division

200 W. Washington, 20th Floor Phoenix, AZ 85003



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Keeping You On The Scene

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Introducing TEC Small Business Listings

MicroListings

No. 1 \$20*

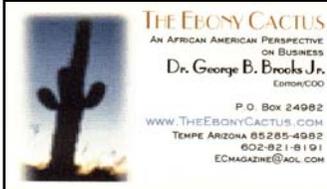
Well Done is a job search (Local and National), clerical and proofreading agency. My motto is "if you don't have time to look for a job, I'll look for you." Susan Morris. 602-738-0393 dbr6228741@aol.com

No. 2 \$30 (summer sale \$25)*

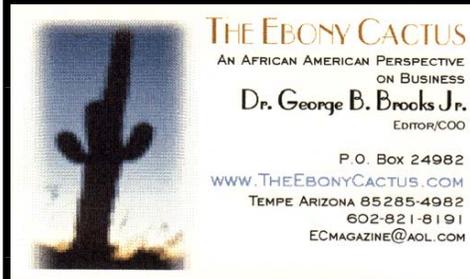
E-Zine The Ebony Cactus magazine A New Perspective on Business. Dr. George B. Brooks, Jr. Editor P.O. Box 24982 Tempe, Arizona 85285-4982 602-821-8191 www.theebonycactus.com

MicroCards

No. 1 \$30 (summer sale \$25)*

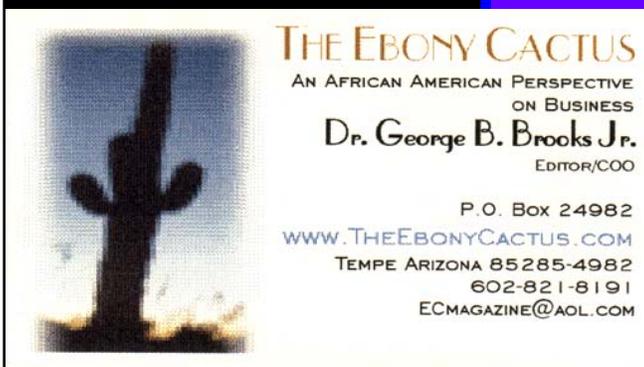


No. 2 \$45 (summer sale \$30)*



BusinessCards

No. 3 \$90 (summer sale \$45)*



PRICES

MicroListings

Up to 200 characters
Active Hyperlink (Web Address)
\$20*

Or

Up to 169 characters
Active Hyperlink (Web Address)
Single simple corporate logo.
\$30 (summer sale price \$25)*

Or

MicroCards

Your actual business card full color 1/2 size with active hyperlink
\$45 (summer sale price \$30)*

Or

Business Cards

Your actual business card full color full size with active hyperlink
\$90 (summer sale price \$45)*

Compare: 25,000 full color business cards not including art and distribution: \$1,350 or \$0.054/card
25,000 No. 1 MicroCards in TEC including distribution and hyperlink \$30 or \$0.00012/card

For full information contact

George B. Brooks Jr. Editor
The Ebony Cactus Magazine
602-821-8151

Editor@TheEbonyCactus.com

Note: Payment for microlistings, microcards or business cards must be received with publication request

* Per Issue, no frequency discount.

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1. E-mail subscription

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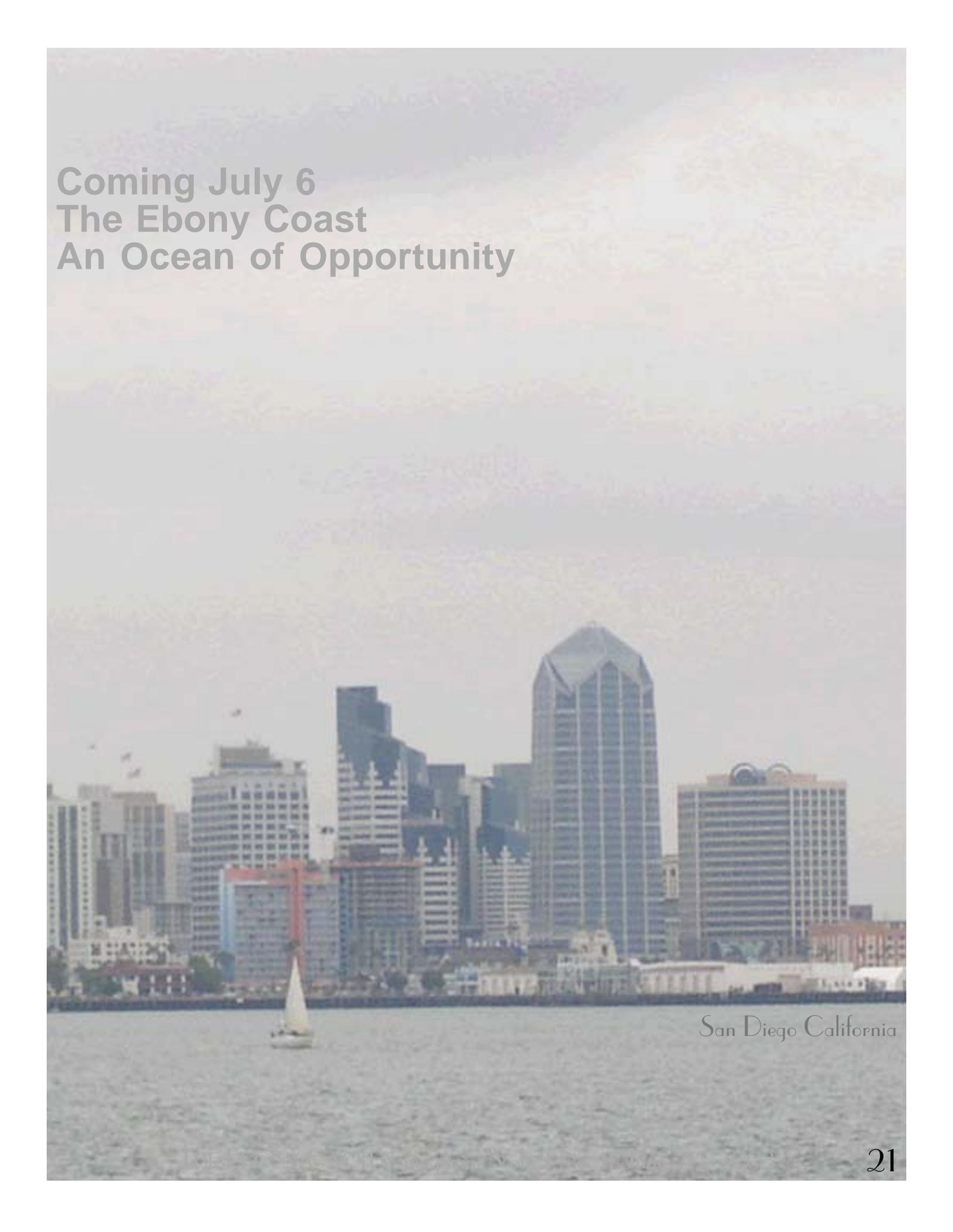
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Archived copies of the most recent and past editions of The Ebony Cactus will be found at www.theebonycactus.com for download (see legal). No cost.

3. Send it to a Friend

Knowledge is power. The Ebony Cactus magazine offers knowledge. Empower your associates. Tell them

Home

A photograph of the San Diego skyline across a body of water. A white sailboat is in the foreground. The sky is overcast.

Coming July 6
The Ebony Coast
An Ocean of Opportunity

San Diego California

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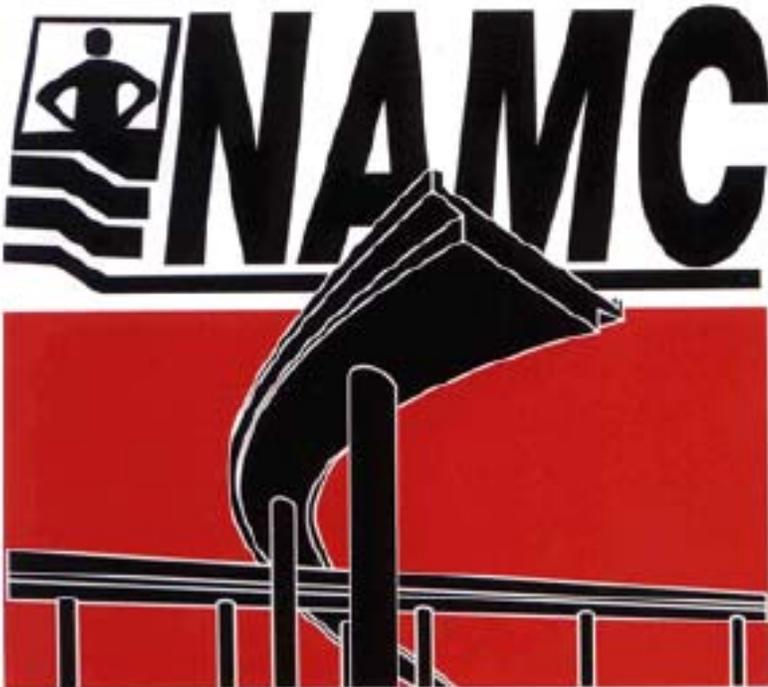
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NAMC National Association of Minority Contractors

34th Annual National Conference
June 25-28, 2003
Hyatt Regency Hotel
Milwaukee, Wisconsin



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Meeting schedules subject to change. Check at the website for the most up-to-date information



Special guest Speaker
The Reverend Al Sharpton

SCHEDULE AT A GLANCE

Conference Intent:

Provide tools for sustaining members in business and tools for increasing the capacity of members to do business. Educate members on sustaining and growing their companies.

Wednesday, June 25, 2003

11:00 a.m. Registration
5:00 p.m. Opening Reception
8:30 p.m. NAMC Hospitality Suite

Thursday, June 26, 2003

7:00 a.m. Registration
8:00 a.m. Opening Ceremony / Power Breakfast
10:00 a.m. Workshop 1
The Domestic Market; Working with Developers and NAMC Major Corporate Partners
11:00 a.m. Workshop 2
Challenges of the New Millennium
12:00 p.m. Lunch / Presentation of Awards
2:00 p.m. Workshop 3
The New Millennium; Green Construction/Lean
3:00 p.m. Candidate Reception
7:00 p.m. Offsite Evening Activity
8:30 p.m. NAMC Hospitality Suite

Friday, June 27, 2003

7:00 a.m. Registration
8:00 a.m. Power Breakfast
10:00 a.m. Workshop 4
Thursday, June 26, 2003
Globalization: Positioning for International Business
11:00 a.m. Workshop 5
Capacity Building/Managing Your Back Office for Profit
12:00 p.m. NAMC Exhibitor's Festival / Luncheon
2:00 p.m. Diversity Begins With Us
3:30 p.m. General Membership Meeting
Project Labor Agreements and the Labor
7:00 p.m. Offsite Evening Activity
8:30 p.m. NAMC Hospitality Suite

Saturday, June 28, 2003

9:00 a.m. Breakfast/ Election/ Meeting Closing Ceremony
11:00 a.m. Golf
6:00 p.m. Hall of Fame Gala Reception
Construction
7:00 p.m. Hall of Fame Gala (Black Tie)
Keynote Speaker: Rev. Al Sharpton:
Sunday, June 29, 2003
6:30 a.m. Golf and
The Milwaukee
SummerFest
www.summerfest.com

