

# THE EBONY CACTUS magazine

Vol. 1. No. 4 July 2002

An African American Perspective on Business

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Making it Happen!

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# Making it Happen!

## Issue 4

Welcome to the fourth edition of The Ebony Cactus magazine. This month we profile 3 entrepreneurs, two non-profits and two businesses, bringing the grand total of showcased organizations to 25 in 15 different categories. The diversity of Black Business in Arizona is really amazing. Many are in areas familiar to the general public with a focus on Black clientele. However, more and more African Americans own businesses where the primary clients are the general public. This is an interesting development for it could, at least hypothetically, dramatically increase the ability of African Americans to build wealth.

### Church Business and the Magnificent Nine

This month we present two new continuing features, Church Business and the Magnificent Nine. One of our focuses at The Ebony Cactus magazine is to proclaim the depth, sophistication and breath of African American business. The Black Church and Black Greeks are excellent examples of what can be accomplished by groups of dedicated individuals and there is much to be learned from them. They are not alone however. In the coming months we will be profiling a plethora of organization ranging from the Arizona Council of Black Engineers and Scientists to a chapter of the VFW. All of these groups pool the talents of their membership in innovative ways for the purpose of doing good while doing well.

### Tens of Thousands of Links!

In that it is a new feature, we want to remind you that the Hyperlinks within The Ebony Cactus magazine are now active. Hyperlinks (sometimes called weblinks) are those (often blue underlined) lines of text you "click" on to go to a listed destination on the World Wide Web. Hyperlinks are normally static, found on a particular web page or search engine. Embedding hyperlinks within the Ebony Cactus changes this paradigm. Now a series of open weblinks travels and resides directly with the magazine. As long as you are using Acrobat or Acrobat reader 5.0 or better, all you must do is click on the link and your computer will do the rest through its default browser. Now there is a little more to it than this, so give the instructions on page 3 a try, this will aid in determining how your system is configured.

For those businesses with web pages who advertise in, or are profiled by The Cactus, the opening of the hyperlinks has a particularly interesting effect. Every month, there are literally tens of thousands of copies of The Ebony Cactus distributed across the internet.

Some are sent directly to subscribers. Even more copies however, are passed from friend to friend by "word of net".

**Every time a new copy of the magazine lands on a readers desktop, a new weblink directly to your business is created.** Think about it.

### Spread The Wealth!!!

The Ebony Cactus magazine presents information that can aid you in being a better employee or employer. It showcases service providers that can help your company do business. It builds bridges between those who have the services and those who need them. So to this end, we ask you to SPREAD THE WEALTH. Let other folks know about the Cactus. With their permission, send them a copy.

We are now in the "Idea Economy" and the more knowledge that is shared, the better off we all are.



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## Angienuity

By Angela Miller-Brooks Publisher

In God we trust.

Sometimes, our prayers are actually granted. When they are, we should remember how it all began. Take for instance this magazine. I'd always wanted to be a writer. As a kid I dreamed that someday I'd be a cool soul-sister editor. Essence, my publication of choice, was the magazine that most enlightened sisters read and I wanted to be have a hand in it. Today, when I get that creative feeling it sends me back twenty-five years. I remember thinking, praying and sitting on the back porch of my mamma's house while watching roly - pollies try to get away from me as I agitate them with a broken tree twig. In some ways, life hasn't changed much. I'm still planning and praying only now I sit on the porch and blockade ants. They are as life can be, a challenge.

Running a successful business can be fun and exhausting. A day with the Brooks' usually starts at five and ends at one the following morning. A daily commute for one of us ( I won't say who) often runs in the seventy mile range. To be perfectly honest, I had no indication that creating a magazine would entail such considerable labor.

Like most people, I went through a lot to get where I am today. I'm not talking about financial security, any Jane Doe could achieve that if she went to school long enough to grasp the basics. What I'm talking about is the peace of mind in knowing that prayers have been answered. Had I looked more closely at the dollars I worked so hard for, I would have known my desire to become a publisher was going to become a reality. The words on the face of the bills have always read, In God We Trust. On our cover and within this issue, we take a look at Southminster Presbyterian Church and Kappa Alpha Psi fraternity (part of our Magnificent Nine and Church Business series). A good part of how well they operate is based on their trust in God and his plan. In your business endeavors I implore that you remember to do the same.

Just as a note, to this day I sometimes stop and laugh at myself in wonder. What a sister revolt there would have been had the editor of Essence been me instead of soothing Susan Taylor. Enjoy!

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## Living in America

By George B. Brooks, Jr. Ph.D. Editor

It seems to me.....(Pt. 2)

African Americans tend to live on islands. The term "island" is of course a metaphor. An island is any comparatively small body of land completely surrounded by water. Though we clearly do not live on physical islands, the metaphor recognizes the nature of our socio-economic sub-groups. Cynthia Tucker of the Atlanta Constitution said it well; "*It has become increasingly difficult to discuss black America -- mostly because there is no such place, racially or culturally. The good news is that African-Americans are no longer forced by legal segregation to communicate only with each other. The bad news is that African-Americans no longer communicate with each other. There are two black Americas, one prosperous and mainstream, one trapped in the futility and self-destruction of ghetto culture.*" I would take it one step further, there are not two Black Americas, but many. Our social sub-groups do not communicate well. Not only between the haves and have nots, but between old-school and new-school, Greek and Non Greek, Technical Professional and Non Technical Professional, haves and have mores, between the "it seems to me" and the "don't agree", between conservatives and liberals, etc, etc, etc. It is a fact of nature

that the longer these groups are separated, the more different from each other and inbred they will become. This is really nothing new however. It seems Booker T. and W.E.B. did not "communicate" well either ([see last month](#)).

There are some definite advantages to having a diversity of thought. In biology, a population that is too homogenous (genetically similar to each other) may not survive if the climate changes. When the climate in America changes, the diversity of African American's allows one sub-group or another to come up with some workable solutions to the challenges facing all. These answers however, do the masses no good unless there is cross breeding, that is communication between the group.

Last month I inquired "who will create the new social and intellectual paradigms for tomorrow?" If you are looking for an answer, I suggest you look in the mirror. You and the residents of your island are creating them as you read this. The leaders of tomorrow will be those individuals who are courageous and innovative enough to swim the shark infested waters between our groups with the goal of spreading new ideas. To be a leader has always required one to take some risks. Regrettably, we tend to be risk adverse. But when those leaders, beaten and bruised, wash up on your shore, take a moment to listen to what they have to say. They could save your life, they could save us all. Enough for now, on with the show.



Photo by Ossie Harris

## Letters

The following is a sample of the letters we received this month regarding TEC. Some have been edited for length.

Angela,

I just finished reading the article about SMQT Long-Distance in this month's issue. You did a fantastic job and I really appreciate you putting the word out for us.

Sincerely,

Bobby Thompson

We enjoyed your magazine. Reading it on-line is a wonderful idea.

Connie

Your publication is extraordinary! It's insightful, visionary, professional and most of all, a pleasure to read and pass along to friends and colleagues.

Ebony Cactus is cutting-edge and is a wonderful medium for reaching the African-American professional audience, community members at-large, corporations, etc., etc.

Looking forward to the next issue.

Best Regards,

Mary L. Mitchell, Financial Analyst  
Girl Scouts--Arizona Cactus-Pine Council, Inc.

thank you very much for the copy. I will print and digest the content at a later date. I like your online editorials.

Keep peace  
DAP

## TECNews

### Publication Captures Community News



South Phoenix - South Mountain Village resident Tom Brecke is making a difference in his new community. In 2001, Brecke launched the South Mountain District News. Ten thousand copies a month are distributed across South Mountain Village. The former Ahwatukee News reporter and Business Journal Marketing Representative said, "While at the Ahwatukee

News, I saw what a strong local paper meant to a community. The South Mountain Village citizens had some development concerns with very little communication. I thought they needed a newspaper to keep them informed. There are so many things going on, especially in real estate."

Brecke plans to eventually turn his publication into a weekly newspaper. "This is a very tight knit community. It's like a small town. People know each other. The community is great now but, it has the opportunity to become a really great place. I just want to get out as much information about this area that I can." For more information, contact Tom Brecke at 602-323-1660 / [SMDNews@cox.net](mailto:SMDNews@cox.net).



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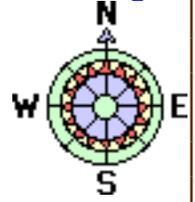
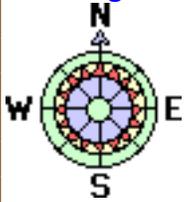
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# Entrepreneur Profiles

By Angela Miller-Brooks

**Name:** Sai Provost  
**Education:** Degree in International Business  
**Business:** Solar Human Resources  
**Type of Business:** HR, Payroll, Benefits Service Provider  
**Title:** Business Development Manager  
**Phone:** 602-578-8663  
**Fax:** 480-219-6982  
**E-mail:** solar\_hr@hotmail.com  
**Experience:** Over 10 years in Human Resources Management  
**Employees:** 1 Assistant  
**Favorite Movie:** Mahogany



**What is the core of Solar HR's Business?** Hands on administration and compliance review. Basically, we try to keep companies out of trouble or keep them from being liable.

**Why did you move into your own company?** I enjoy doing contract work I like taking on a task or dilemma, working through it and finding solutions.

**Having an assistant works well for you?** Yes, but I do a lot of the hands on work myself.

I have affiliates as well. If there's a project that needs a particular expertise that maybe I'm familiar with but I want to bring in an affiliate to assist with the project management, then that's what I do. I have 5 affiliates who work closely with me.

**Company payroll is outsourced these days, how do you cover this area?** I have a payroll company that has partnered with me. They provide the technology component to our business.

**How do you manage your business on a day to day basis?** I take a look at the projects for the week, we underline the tasks that need to be performed and then delegate accordingly. Since we recently started our business, we've been careful not to take on too many large projects.

**Do the functions of Human Resources cover a broad area?** Yes, Sometimes we go into a company and fulfill a need such as compliance review or we assist with manager/employee issues. Human Resource is a very broad area.

Provost continued on page 22

**Name:** Celia McCreary  
**Business:** Heel to Toe  
**Type of Business:** Mobile Spa Manicure/ Pedicure Salon  
**Title:** Owner/ Sole Proprietor  
**Address:** 2512 East Thomas Rd. #5 Phoenix, Arizona 85016  
**Telephone:** 602-570-6367  
**Experience:** Nearly 8 years  
**Favorite Movie:** How Stella Got Her Groove Back



**What is Heel to Toe?** It's a mobile manicure and pedicure service. We have a Phoenix based (Biltmore Ct.) office but, we're mainly a mobile service. We serve the customer directly at their homes or in their offices.

**How did you get into the nail spa business?** I've been licensed for some years and have worked in and out of salons. During that time I saw there was a need for the elderly. They wanted the services of the salons but couldn't sit for the long hours for services. I began my mobile business after doing my grandmother's nails. Her friends would come over and I began to do their nails as well. I enjoy my work plus I give the elderly a reduced rate because I know they are on fixed incomes.

**When were you aware that this business was for you?** When I was in nail school. My mother was in the hospital dying of cancer so I took a leave of absence from my job. I went to school at night while my dad was with mom. School helped me get my mind off things. In nail school, senior citizens came in a lot because the pedicure services were cheaper. I fell in love with the seniors and felt that this was my calling. I work with the younger girls, too. They like the artificial but, I try to get them to go for manicures because there is nothing like your own beautiful set of nails.

**Who are your primary clients?** In the salon, the young girls come in to get their nails done but, about 75 percent of my clients are in their seventies. I also have clients who are business women. As a matter of fact, I am serving more and more professional women. I travel to their homes or work because their schedules are so tight.

**Why did you decide to go mobile?** It's convenient for the client.

McCreary continued on page 22

## Entrepreneur Profiles cont.

**Name:** Robert Daniels  
**Business:** PUB Magazine  
**Type of Business:** Urban Music Magazine  
**Title:** Editor- in -Chief  
**Employees:** 10  
**Location:** Phoenix, Arizona  
**Telephone:** 602-740-4782  
**Fax:** 602-636-5834  
**Website:** [www.pubmagazine.com](http://www.pubmagazine.com)  
**E-mail:** [info@pubmagazine.com](mailto:info@pubmagazine.com)

**What is the PUB?** The PUB (People's Underground Beat) is an urban hip/hop magazine that covers the urban music scene with a focus on hip/hop, rhythm and blues, house, reggae and dance genres.



**How long has the PUB been in Business?** The PUB has been around for 7 years. July will be our 7th anniversary. I came on with the magazine in 1997.

**How did you get involved with the PUB?** I was a writer in California, a sports writer for a weekly Black newspaper, actually. My girlfriend introduced me to the magazine.

**One of your most recent covers featured Naughty By Nature. Does PUB glorify negative Black music?**

We write about the music Blacks, our people, love to here. We keep it positive. We don't do profanity, guns, drinking or drugs. Our mission is to show people the positive side to urban music. There are a lot of other media sources that tear our music down. They try to say that we are all on drugs and in jail but that is just not the case. The reality is that maybe 2% of the entertainers we see on television represent the negative lifestyle of rap music. The other 98% who are doing positive things are very rarely talked about. I interviewed Ice Cube. He's just one of the nicest person's I've ever met.

**How is Hip Hop changing?** It started out people singing and just having a good time. It moved on to concerns with the killings and what goes on in our neighborhoods. We still have a lot of the feel good music as well as the social statement music. Some music has become overly sexually emphasized.

**What about the Phoenix music scene?** Phoenix is a hot bed for music. It's going to exploded in the next 2 years. Phoenix's time is right around the corner. We (the PUB) cover national acts because that's what sells, but we also focus on local. There's this one rapper, Pokafase, his album will be out in January. He's one of the best I've heard. When his album hits the sores it will open doors here in Phoenix.

**What can you offer your readers that other music magazines may not?** We can offer a positive outlook about the music and the entertainers. For example, DeAngelo, most people remember him for his sexy R&B music or the video he did with no clothes on. There's a lot more to DeAngelo. People don't know that he dedicated an entire tour to helping those Colorado students affected by the Columbine shootings. That's something that's not talked about in other magazines but we did a feature on it.

**The magazine caters to a primarily young crowd. Do you experience high employment turnover?** Absolutely not. Our turnover rate is not high. One of the ways that I think helps us to keep employees is that we allow them to pick the stories they'd like to write about. If they pick it they'll do a better job than if I were to pick one for them. They have passion for a story they pick themselves, and that's important.

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## Church Business

The church has always been an anchor for the African American community. They are shelters from the storm, but also the nexus where the storm of change often begins. In the times of slavery, the black church not only praised God, but aided the escape to freedom. In the 1950's and 60's, the Black preacher and Imam were often raised on the shoulders of the people to lead. Some today criticize this role. Those who do however, forget an important fact, Jim Crow was partially enforced by the peoples need for their jobs. Buck the system and you get fired. Independent entities, the church was largely immune to this coercive force. Thus preachers such as the Rev. Dr. Martin Luther King, Jr., were free to accept the mantel of leadership.

Today the church continues to lead. Many have quietly refocused their resources and willpower to become multimillion dollar organizations dedicated to saving souls, political action and helping the people. **Church Business** is a continuing series of articles that will look at the new role of the Black Church in the 21st century though profiling individual institutions engaged in the struggle. We begin this month with Southminster Presbyterian.

Founded in 1954, Southminster has been a center of change for Blacks in Phoenix. From its inception, the church was a beacon of light in a changing world. It saw through the turbulence of the Civil Rights era and the Vietnam war. It hosted the meetings, and organized the marches. It also gathered the talent of its membership to lead in the development of innovative national programs such as head start.

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# Southminster Presbyterian Church

1923 East Broadway Rd  
Phoenix, Arizona 85040

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Sunday Morning Service 10:00am  
602-276-2582  
SPC1923@Qwest.Net

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### Moderator of the Session

-Reverend Fran Park-

### Clerk of Session

-Ruby Smalls-

### Business Manager

-Doris Lewis-

### Secretary

-Vivian Smith-

### Community Outreach Programs:

Southminster Social Service  
Agency

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Southminster Head Start

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Church business continued on page 12



**Doris Lewis**

Doris Lewis serves as the Business Manager and is charged with carrying out the will of the session. Elected from the Church membership, the session serves as the church's board of directors. Within her responsibilities she oversees the two major outreach programs of the Church, Head Start and the Southminster Social Service agency.

**Head Start at Southminster**

The mission of Head Start is to promote self-sufficiency by providing quality, comprehensive child and family development services. Head Start believes that all children share certain needs, and that these needs can be met through comprehensive developmental programs. This is particularly true for children from low income families. Head Start objectives and performance standards provide for:

- \* Improvement of the child's health and physical abilities, including appropriate steps to correct present physical and mental problems and to enhance every child's access to an adequate diet.
- \* Improvement of the family's attitude toward future health care and physical abilities.
- \* Encouragement of self-confidence, spontaneity, curiosity and self-discipline that will assist the development of the child's social and emotional health.
- \* Enhancement of the child's mental processes and skills, with particular attention to conceptual and communication skills.
- \* Establishment of patterns and expectations of success for the child that will create a climate of confidence for present and future learning efforts and overall development.
- \* Enhancement of the ability of the child and family to relate to one another and to others.
- \* Development of a sense of dignity and self-worth within the child and his/her family.

According to the Arizona Republic, the concept which became the national Head Start program originated at Southminster. Thus Among the 14 delegate agencies in the City of Phoenix, Southminster was the first, established in 1965. With a staff of 20+, today the program serves 160 children from across the South Mountain Village area of the City of Phoenix.

**Southminster Social Service Agency**

The Southminster Social Service Agency, Inc. was instituted in the State of Arizona to provide comprehensive programming that will enhance and improve the quality of life for agencies and individuals who express a need. It strives to promote the rights of those individuals or groups that may be unable to obtain services themselves.

**Food Program**

The Southminster food program provides more than 800 healthy nutritious meals daily at cost effective prices for programs across the city. These programs include elderly centers as well as other Head Start programs. The Head Start aspect is particularly important for it connects the program at Southminster with other Head Start centers across the City. This facilitates desired partnering efforts and synergisms between centers.

**Title V**

The Title V program at Southminster is focused on providing individuals to assist with the feeding program. This allows meals to be produced at a lower cost making them accessible to more people.

**Foster Grandparent**

The Foster Grandparent program provides a stipend for retired individuals to assist with the Head Start program. The presence of these Foster Grandparents works to reduce the student/adult ratio within Head Start which enhances the quality of the experience for the children.

All in all, the Southminster outreach programs are synergistic, working together to provide a superior level of service to the Community at a lower cost.

**Procurement**

Including Head Start and the Social Service Agency, the annual operating budget for the social programs at Southminster is nearly \$1,000,000. This is a significant achievement for a congregation of 116. To meet its needs, Southminster requires the aid of numerous vendors to provide services from bread to photocopiers. Recently, many of the sponsored programs were moved from the jurisdiction of various City, State or Federal agencies to the direct control of Southminster. Thus to supply the Church's needs, a vendor must qualify with the Church procurement rules or be certified by the federal process ([see doing business with federal agencies pg 19](#)). For full information on the outreach programs at Southminster, contact Acting Administrator Doris Lewis at 602-276-2582 or by e-mail at [SPC1923@Qwest.net](mailto:SPC1923@Qwest.net).

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# The Magnificent Nine pt. 1

## Kappa Alpha Psi Fraternity Inc.

**Phoenix Alumni Chapter**

**Gamma Iota Chapter (Undergraduate chapter at Arizona State University)**

Web pages: [www.kappaalphapsi.com](http://www.kappaalphapsi.com)

[www.phoenix-kappa.org](http://www.phoenix-kappa.org)

[www.asu.edu/clubs/kapsi/homepage.htm](http://www.asu.edu/clubs/kapsi/homepage.htm)

**Grand Chapter Philadelphia PA**

**Phoenix Alumni**

**Gamma Iota**

### KAΨ Glossary

#### National Founders:

Elder Watson Diggs  
Byron K. Armstrong  
Dr. Ezra D. Alexander  
Henry T. Asher  
Dr. Marcus P. Blakemore  
Paul W. Caine  
George W. Edmonds  
Dr. Guy Levis Grant  
Edward G. Irvin  
John Milton Lee

#### Officers:

##### Phoenix Alumni

**Founded 1947**

##### Polemarch-

Breck Cook

##### VicePolemarch-

Reuben Miller

##### Keeper of Records-

Troy Brewster

##### Assistant Keeper of

##### Records-

Corey Bullard

##### Keeper of Exchequer-

Nick Nicholson

##### Strategus-

Corey Bullard

##### Lt.Strategus-

Steve Williams

#### Board of Directors:

Donnie Bowser, Derrick Harris,  
Rod Lasley, Tony Redmond,  
John Harris  
P.O. Box 13031 Phoenix,  
Arizona 85002

#### Gamma Iota ASU

**Founded 1948**

##### Polemarch -

Gerald Brown

##### Vice Polemarch -

Darian Hall

##### Keeper of Records -

Hosie Grigsby

##### Keeper of Exchequer -

Delrik Lindsey

##### Strategus -

Moss Scott



The nine member organizations of the National Pan-Hellenic Council are significant repositories of African American intellectual and economic resources. This is the first of a series of articles exploring these societies. Our thanks to Polemarch Breck Cook, Vice Polemarch Reuben Miller and the Phoenix Alumni chapter of Kappa Alpha Psi for their responses to our inquiries.

**K**appa Alpha Psi Fraternity Inc., was founded on the campus of Indiana University on January 5, 1911. Early in the 20th century, African-American students were actively dissuaded from attending college. Formidable obstacles were erected to prevent the few who were enrolled from assimilating into co-curricular campus life. This ostracism characterized Indiana University in 1911, thus causing Elder W. Diggs, Byron K. Armstrong, and eight other black students to form Kappa Alpha Psi Fraternity, which remains the only Greek letter organization with its 1st Chapter on the University's campus. The founders sought a formula that would immediately raise the sights of black collegians and stimulate them to accomplishments higher than they might have imagined. Fashioning achievement as it's purpose, Kappa Alpha Psi began uniting college men of culture, patriotism and honor in a bond of fraternity.

Kappa Alpha Psi is represented in the Phoenix metropolitan area by two chapters, the Phoenix Alumni chapter and Gamma Iota chapter at Arizona State University. Gamma Iota chapter has the unique distinction as to being the first fraternity of any type chartered and incorporated at that institution.

ΑΚΑ ΚΑΨ ΣΓΡ ΩΨΦ ΦΒΣ ΖΦΒ ΙΦΘ ΔΣΘ ΑΦΑ

**What is the purpose of Kappa Alpha Psi:** The fundamental purpose of Kappa Alpha Psi is achievement.

**What is your motto?** Training for leadership.

**Kappa Alpha Psi continued on page 14**

## Kappa Alpha Psi Continued from page 13

**How do you fulfill that goal?** We are continuously training and developing our undergraduate and alumni members as leaders. We also try to give each one of our members an opportunity to further develop their skills as a fraternity officer (locally, regionally, and nationally) as well as a committee chairman. For further our professional development, we periodically host the regional our C. Rodger Wilson Leadership Conference.

**What are your local keystone programs?** Our main keystone program is our national youth development and leadership community service program "**Guide Right**". This is the foundation of the fraternities' primary focus "to give back to the community." As a part of Guide Right, the **Kappa League** program was designed to mentor youth on 1) the value of higher education 2) the keys for academic achievement and success, and 3) the importance of community service and leadership. The program brings together the training experience and sincere interest of Kappa men with a group of high school males of diverse academic abilities and talents from several Phoenix area high schools. Areas of encouragement and counsel include educational values, course selection, time management, goal setting, work ethics, peer group selection, risk factors, career options, college preparation, personal responsibility, making choices, and the importance of a positive attitude and hard work. Other Guide Right Programs include visits to local "at-risk" elementary and secondary schools to mentor, counsel, and encourage youth. In celebration of the Guide Right Program youths' achievement and growth, our annual Black and White Scholarship Ball provides awards and scholarships to our Guide Right youth and awards to individuals in the community who enable the program success. High School males who are interested in the Phoenix Alumni 2002-2003 Kappa League Program should contact Dr. Morris Mobley at (480) 857-8756.

**How large are the local chapters?** The Gamma Iota Chapter at ASU, has approximately 5 members and the Phoenix Alumni Chapter has about 75 members. We are very proud of undergraduate members who continue to excel academically, attain their degrees, and serve in several offices of our fraternity regionally and nationally.

**What kind of men join KAΨ?** Membership is a solemn commitment. To our Fraternity, the maker of the commitment becomes synonymous with the commitment itself. Membership in Kappa Alpha Psi is a lifelong dedication to the ideas and lofty purposes. KAΨ considers for membership only those aspirants whose personal, social and academic qualifications are acceptable to both the College and Fraternity. Acceptable qualities of Kappa Alpha Psi members include:

- The disposition to live in close companionship with men of similar values.
- The wisdom to abide by the will of the majority without sacrificing individuality.
- The discretion to refrain from destructive criticism while seeking to remove the causes of such criticism.
- The acceptance of responsibility for any effort that moves the group forward.

- The desire to strive for, and ultimately achieve, excellence in everything you do.
- The commitment to train for leadership.
- The resolution to give lifelong financial support and commitment to the maintenance and development of the Fraternity's programs and purposes.



2002 members of the Kappa League

**Does Kappa Alpha Psi have a Foundation?** Yes. The Kappa Alpha Psi Foundation, Inc. exists as the philanthropic arm of Kappa Alpha Psi Fraternity, Incorporated. The Foundation was established in 1981 as a non-profit, tax exempt, publicly supported organization as described in Section 501 (c)(3) of the Internal Revenue Service Code. Its purpose is to assist the community service efforts of the more than 600 active undergraduate and alumni chapters of Kappa Alpha Psi. The Foundation currently supports scholarships, after-school programs and national projects such as Habitat for Humanity.

**What are some of your major accomplishments over the past 2-3 years?** We just held our 53rd Annual Black and White Scholarship Ball. We are very proud of the tradition of sponsoring this annual, formal event in the Valley and awarding increasing amounts of scholarships to Kappa League graduating seniors. Our Kappa League program has averaged 15-20 young men for the past few years with representation from several public and private schools in the area. This year the brothers employed at Intel to sponsored 12 Kappa Leaguers at the "Intel Bring Your Child to Work Day". This activity exposed them to careers that are available in the high tech field. We visited the Valley Christian Center and assisted them through service and donations with their Thanksgiving Celebration and their clothing drive held during the Christmas season. We helped raise the awareness African American men to prostate cancer and diabetes by providing information on available screenings in the Valley. We have held several Kappa Church Sundays where we worship as a fraternity and family, at the church of one of our brothers. Earlier this year, we joined forces with the undergraduate chapter and provided housing renovations support at the HomeBase Project, which is a shelter for homeless, at-risk teens. We also hosted this past year's C. Rodger Leadership Conference for the Western Province. Socially, our annual Kappa Picnic at Kiwanis Park and New Year's Eve events continue to be huge successes.

[Kappa Alpha Psi Continued on page 23](#)

# The Job Search Pt. 2

Special guest lecturer: Ella Dawson



**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](mailto:mandedawson@qwest.net)

Hello Readers:

Our last segment (job search pt 1), dealt with the personality profile that we need to do to determine what we are all about. I hope you have found a profile survey that accommodated the process, and you were able to find out some good traits about yourself.

Now let's begin the next segment, the "employers expectation". We are not just talking about the ability to do job search strategies, but "on-the-job success". You are not only charged with having specific skills, you also need to know how to be successful at and on the job. Many people lose their jobs because they do not use or bring good work habits or skills to the job. Sometimes, it is not discovered until after one has been hired. That is why a "probation period" on the job is in place. A few suggestions are listed for you to consider when we consider the "employers expectation" of you on the job.

1. Maintain a positive attitude; it is critical.
2. Get into the habit of being on time to work.
3. Call your supervisor if you are going to be late for work.
4. Once you are hired, familiarize yourself with the policies and procedures.
5. Identify those employees that we can listen and learn from. Target the successful employees.
6. Dress appropriately . . . appearance is everything.
7. Meet and go beyond your employer's expectations.
8. Learn all you can about the job/position you were hired for.
9. Look into what it takes to move up in the organization.
10. Communicate your ideas intelligently.
11. Prepare and know when evaluations are to occur.
12. Be willing to work in a team setting.
13. Don't hesitate to ask for help; you are not expected to know everything, especially if you are new to the organization.
14. Know the chain of command. You don't want to step on anyone's toes.
15. Take care of your personal needs prior to starting the job (i.e. doctors, dentists, transportation, day care, etc.). Have an emergency plan in place and a support system if possible.
16. Create an image of appropriateness (i.e. good grooming, dress, etc.) Focus on the trend already established on the job.
17. Because of the diversity of people you may be working with, avoid comments construed as bias, prejudice, etc. about others.

**Dawson continued on page 15**

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## Business Profile



**Name:** Hair and Body Works  
**Owner:** Gina Bowser  
**Type of Business:** Beauty Salon and Day Spa  
**Clientele:** Professionals, Senior Citizens, Children  
**Phone:** 480-838-8166  
**Address:** 2111 S. Alma School Rd. Suite 12  
Mesa, Arizona 85210  
**Website:** In Development  
**2001 Revenues:** \$150,000 (est.)  
**2002 Revenues:** \$200,000 (est.)

**What is the make up of your clientele?** In Age we see clients from 18 to 75 years of age. Culturally, it's about seventy- five percent African American and twenty - five percent caucasian.

**Stylist can be very mobile, how do you motivate your stylist to stay with you?** I have an open door policy as far as communication. I offer various benefits for those who are interested. We have business meetings and talk about what is needed and what they might want. We offer fair wages and educate through training.

**What marketing strategy do you use to acquire more business?** We network through different organizations, advertise through local newspapers and send out mailers. We do promotional like hair shows and have the mammogram mobile come out.

**That the majority of your clientele is African American, how do you stay competitive?** We try to keep our prices reasonable and stay on top of trends. I've attended international hair shows like the Dudely's or the Bonner Brothers in Atlanta. I've also been to the Chicago and Midwestern shows.

**What's unique about Hair and Body Works?** I think what makes Hair and Body Works unique is that we are African American owned and have an African American owned Day Spa. Another thing that makes us unique is that our staff is mixed. We are African American, Lebanese, Asian and Anglo.

**What gave you the inclination to have a Day Spa?** I've been in hair for over 20 years. I had an illness a couple of years ago. That made me see how short life can really be. That illness made me begin to think about what I really wanted to do.

**What was the turnover time from hair salon only to full service hair salon and day spa?** We started our business plan in January and we had it completed by May and the buildout began in June.

**Do you have a target market?** We try to really target interracial young adults because they often don't have the knowledge or skills to take care of their own hair.



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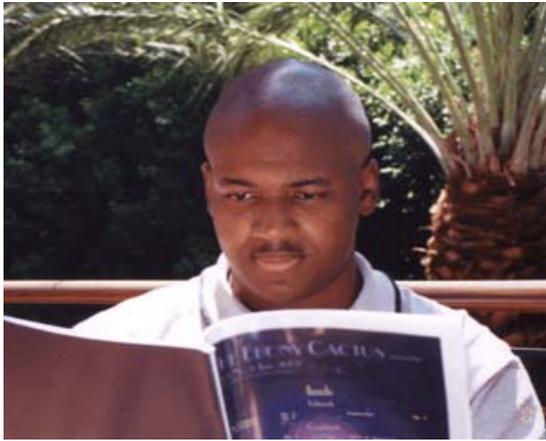
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## Business Profile



**Name:** Evermist Technologies  
**Owner:** Bobbye G. Benson, III/CEO  
**Phone:** 623-537-4844  
**Fax:** 623-537-4644  
**Website:** [www.evermist-tech.com](http://www.evermist-tech.com)  
**Type of Business:** IT Service Provider  
**Years of Service:** 2  
**Employees:** 8 (Contract)  
**2001 Gross Revenues (est.)** \$200,000  
**2002 Gross Revenues (est.)** \$750,000

**What exactly is Evermist Technologies?** Evermist Technologies is a provider of IT (Information Technology) services to small sized businesses with 500 or fewer employees. We are a provider of network consulting, on-site pc repairs, website design, telecommunication installation, graphic and logo design. Also, we've introduced monthly maintenance contracts which is a big thing right now. What we're trying to do is reduce the cost of IT services for companies.

**So, Evermist outsources it's services?** Yes, we come in, do the work then leave. This eliminates the need for a full time IT staff.

**Are your contracts hourly or daily?** We work that out with the customer. We've established monthly maintenance programs to choose from. One is the Defender Plus and the other is the Guardian Premier. The Premier obviously the higher end program. The Defender program covers the basics from keyboard and mouse cleaning to inspection of automated hard drive maintenance processes. The Guardian program goes further. With it we provide services like telephone based operating system, hardware and application support and offer replacement or loaner personal computers during your PC's inoperable periods.

**What's Evermist's turnaround time for a service call?** It really depends on the problems a company is having. Normally, we can have them up and running within 4 to 5 hours.

**Do you service Macintosh computers?** Not that often.

**What's the ROI (Return On Investment) to clients who access your services?** We offer a great deal. Our main thing is that we have customers who are prepared to go forward. A lot of times a customer will go to a CompUSA, Best Buy or Fry's Electronics to have their

computer fixed and that's all they'll do. We help you so your process or work flow experiences little interruption. We also do what we call process automation.

**Do you service many start-up businesses?** The type of businesses we see are often those who are just past start up. We get people who are ready to grow their business. It may be that the computer stuff is too much for them. They feel their at the point where they need to pay more attention to other things like sales and marketing.

**What drives you to the continuing perfection of Evermist?** Working with hungry people. Those people, contractors, etc., who are hungry for a technological challenge.

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**Gerald P. Richard II, Esq.**, is the Director of the Legal Support Division for the City of Phoenix Police Department. He is a member of the Governor's Drug and Gang Policy Council and is adjunct faculty at Mesa Community College. In addition, Gerald chairs the Rules and Revisions Committee for the Arizona Peace Officers Standards and Training Board and the Arizona Supreme Court's Commission on Minorities. He is a former Deputy County Attorney for the Maricopa County Attorney's office. While in that capacity, he was assigned to the Organized Crime Unit and responsible for the special prosecution of street gangs and occult criminal activity. He has also worked as a Maricopa County Deputy Public Defender.

Director Richard obtained his bachelor of science and juris doctorate degrees from Arizona State University. While matriculating there, he founded the Mu Eta chapter of Alpha Phi Alpha Fraternity Inc. He obtained his masters degree in educational leadership and is currently pursuing a doctorate degree in educational leadership from Northern Arizona University. He is married and has two beautiful daughters whom he fondly refers to as his heart and his soul. The following are Gerald's keys to a fruitful life:

1. **First, you've got to look at life and have fun with it.** I was born on Friday the 13th. When you are born on that day, things have got to get better.
2. **If you are told to do it 10 times, always do it 11.** You have got to know you can be more than average.
3. **Take care of Mind, Body and Soul.** Make sure you keep learning and exercise to relieve the stress. Realize that if it were not for God you would not be.
4. **When you set a goal, let nothing stop you from accomplishing it.** I would not be exploring the possibility of running for Maricopa County Attorney if it had not been for the goal I set in 5th grade to go into politics.
5. **Lay out a strategy to reach your goals.** You can't "Just Do It" you must plan to be successful.
6. **You must be willing to listen to others on how they achieved.** This knowledge will help you plan your strategy.
7. **You need Family and Friends.** They give Support, Love and Challenge you to take a look at the whole picture.
8. **You have got to help others.** You have got to be a conduit for God to open doors for others while seeking no credit for it.

9. **You have got to network.** Otherwise you do not know who to call.
10. **Don't ever be afraid to say Thank you, I'm sorry or Please.** Thank you says you are appreciative. I'm sorry tells you are humble enough to admit your wrongs. Please shows respect by being polite.

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## Bits and Bytes: From: Home Computers and Internet Use in the United States: August 2000

[www.census.gov](http://www.census.gov)

More than half of households have computers.

More than 2 in 5 households have Internet access.

High-income households are more likely to have computers or Internet access.

About 94 million people use the Internet at home.

# How to do Business with: Federal Agencies

Special Guest Lecturer SBA District Director Robert Blaney

Have you thought of selling to the federal government? Perhaps you have a business that has excess capacity or maybe you want to expand your customer base. The United States government purchases goods and services worth billions of dollars each year from private companies.

As an advocate for small business, the U.S. Small Business Administration (SBA), negotiates with other federal agencies to set goals for ensuring that a portion of these products and services come from small businesses. Within these overall small business goals are targeted sub-goals for businesses owned and controlled by women, service disabled veterans, small disadvantaged businesses, and businesses located in areas identified as HUBZones. To reach these goals, most federal agencies designate a point of contact in an Office of Small and Disadvantaged Business Utilization (OSDBU) to help guide you to the right procurement (purchasing) officer.

Note that a goal is something to aim for or aspire to. It is not a mandate or regulation. Conversely, the Small Business Act (federal legislation) mandates that certain procurements (purchases) be reserved exclusively for small businesses. These are called "Small Business Set-Asides." An example of this is the Very Small Business Set-Aside Pilot Program. The OSDBUs are aware of these set-asides as are SBA Procurement Center Representatives and they can help identify which procurements might fall within this category.

Visit the SBA website [www.sba.gov](http://www.sba.gov) for a wide range of information about doing business with the federal government. At the site, select Business Opportunities. Then select Procurements to get connected to numerous federal agencies, locate their OSDBUs, and to learn of their purchasing needs. While at the SBA website Business Opportunities page, visit FedBizOpps to obtain synopses of business opportunities currently available from federal agencies.

While you are at the SBA website, register your small business on Pro-Net. This is a free listing which allows you to identify the types and range of services or products you sell. Federal agencies and private businesses check this site to find potential contractors and subcontractors.

If you have specific questions about government contracting, you may speak directly with an SBA Procurement Center Representative (PCR). Hank Ramirez serves as the PCR for Arizona. Contact him at (702) 388-6015 in Las Vegas, Nevada.

Beginning the process of selling to federal agencies can be as challenging as selling to private companies. Just as with selling to the private sector you need to identify which agencies can benefit from what you have to sell in order to target your marketing efforts. There are marketing strategies and terminology used by federal procurement staff with which you must become familiar if your small business is to become competitive in the federal marketplace. You should be very aware of the strengths of your products/services and those of

your competitors. And you must have a firm understanding of your delivery capacity and pricing structure before you bid on a federal job or contract. Bidding too low on a job or promising a delivery schedule which your business cannot meet can be devastating to your company.

A strategy often used by service businesses is to become familiar with the federal procurement process by serving as a subcontractor to a large business (prime contractor) that has government contracts. For procurements expected to exceed \$500,000 (\$1 million for construction), the winning contractor is required to provide the agency contracting officer with a written plan describing its small business subcontracting goal and details of how the winning contractor will make timely payments to the subcontractor. Visit Sub-Net at the SBA website [www.sba.gov](http://www.sba.gov) to find subcontracting opportunities.

The federal government does not require any formal certification for small businesses that are proposing as Prime Contractors. If a business meets the definition of small business, it can "self-certify." However, federal agencies seeking to meet goals and prime contractors that are required to meet subcontracting goals look for certification with which to prove their accomplishments. Look for the federal definition of small business on the SBA website. To become certified as a small business enterprise, or as a minority or woman-owned enterprise, contact the following:

State of Arizona: (602) 712-7761 Maricopa County: (602) 506-8656 City of Phoenix: (602) 262-6790.

SBA has three special programs for small businesses seeking to do business with the federal government. Each requires eligibility determination and certification from SBA.

**8(a): The 8(a) Business Development Program**, named for a section of the Small Business Act, is a program to help small disadvantaged businesses compete in the American economy and access the federal procurement market. In addition to receiving special business development assistance, small businesses certified in the 8(a) program are able to bid on federal contracts that are "set aside" for this program. To be eligible for the program, the applicant firm (1) must be a small business; (2) must be unconditionally owned and controlled by one or more socially and economically disadvantaged individuals who are of good character and citizens of the United States; and (3) must demonstrate potential for success. **Contact the Arizona SBA office at (602) 745-7200 for information and an application for the 8(a) program.**

**SDB: The Small Disadvantaged Business Certification Program** is focused on federal procurement. Certified SDBs receive a price evaluation adjustment of up to 10 percent in competitive acquisitions over a prescribed threshold (usually \$100,000) on certain procurements. 8(a) certified companies are automatically certified as SDB. **Contact the Arizona SBA office at (602) 745-7200 for eligibility information and for an application.**

**Federal Agencies continued on page 23**

## Coming Attractions: Green Buildings

Special guest lecturer: **Anthony Floyd AIA,CBO**

Anthony Floyd is a registered architect and former building official for the City of Scottsdale. He currently serves as Sustainable Building Manager and is in charge of Scottsdale's Green Building Program. Anthony can be reached at 480-312-4202 or by e-mail at [afloyd@ci.scottsdale.az.us](mailto:afloyd@ci.scottsdale.az.us) / [www.ci.scottsdale.az.us/greenbuilding/](http://www.ci.scottsdale.az.us/greenbuilding/).



Have you ever heard of a Green Building? The City of Scottsdale initiated Arizona's first Green Building Program in 1998. It was developed to encourage environmentally responsible building in the Sonoran Desert region by incorporating healthy, resource- and energy-efficient materials and methods in the design and construction of homes. It recognizes increasing environmental issues by providing an alternative to home buyers for sustainable living and the long-term advantages of owning an environmentally sound home.

The program rates homes in the categories of site, energy, building materials, indoor air quality, water, and solid waste. A project must meet a list of pre-requisites along with a minimum number of rated options as outlined in the Green Building Rating Worksheet. The building owner, designer, and/or builder selects from over 150 green building options in order to have the building rated at either "entry level" (26 points) or "advanced level" (56 points). The buildings are inspected during the course of construction to ensure conformity with selected rating criteria.

The Green Building Program is strictly voluntary and uses incentives to entice builder/developer participation. Besides the program marketing advantages, the city provides consultation on green building rating criteria and expedited building permits. The city is pursuing additional incentives, including reduced building permit fees.

As a consumer-driven program, there is an on going marketing effort to bring the program to the attention of the construction industry and home buying public through promotion and education. Some of the materials produced to help spread the word include introductory brochure, construction job site signs, directory of green builders and designers, green building certificate, and a homeowner's manual. The program conducts a monthly green building lecture series and hosts numerous other events including an annual home tour and green building expo. The city also launched a Green Building Web Site ([www.ci.scottsdale.az.us/az/greenbuilding](http://www.ci.scottsdale.az.us/az/greenbuilding)), which contains program criteria, builder profiles, photo gallery,

upcoming events, and resource links to other environmental building sites.



**Anthony Floyd**

As a result of these efforts, there are now 36 builders enrolled in the program and 119 completed projects. The residential projects involve resource-efficient designs and range from traditional tract homes to contemporary customs. They exhibit a wide range of construction strategies and materials ranging from standard wood construction to hybrid systems using innovative products including insulated concrete form systems, masonry walls with integral insulation, foam structural panels, pumice concrete, cast-earth, and super-insulated frame construction. Scottsdale's first two strawbale houses were completed in late 1999 and early 2000.

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**Dawson continued from page 15**

18. Once you are comfortable, it's ok to volunteer for projects.
19. Easier said than done, create some goodwill on the job; use caution though.
20. Identify those individuals whom you can emulate. Someone who knows the company would be ideal.
21. In my organizational behavior class, emphasis is placed on "power/office politics". Use caution because the politics could backfire. In my ethics class, emphasis is placed on knowing right from wrong. Don't get caught in compromising positions.
22. Do unto others, as you would have them do unto you.
23. Control your emotions and maintain credibility and professionalism.
24. Strive to do your best. Keep up with the current issues of the day. Believe it or not, they are discussed throughout the day.
25. Use common sense.

On the flip side, some jobs don't meet our expectations. Yes, you have a right to some expectations as well. Some jobs fall short of employees' expectations. Because of 9-11, the economy provides many temporary positions and they are growing a lot faster than the standard full-time positions. The career arena is changing. Some areas to look at for meeting your expectations are:

1. Know your responsibilities and the workload. That comes from the interview process.
2. What control will you have over your responsibilities?
3. In organizational behavior class, we discuss the rewards of the work. What rewards have been indicated, or, are in place?
4. Is there a sense of camaraderie on the job? What type of socialization (social setting/interaction) is in place?
5. Do you see a fairness in place? Are people treated fairly?
6. What values are displayed?
7. Are you able to deal with the stress of the job? Work can be stressful. Does it come home with you, interfering with your personal life?
8. Is there a balance between work and your time off?
9. Is the job providing reasonable expectations?

It does not matter whether you are working in a restaurant, digging ditches, or an office setting. A job is what supports you and your family and the expectations work both ways. We must find the balance between the employers and employees expectations.

**Next segment: Job titles and company research strategies.**

**Green Continued from page 20**

While the primary focus has been on residential new construction, plans are underway to develop a green remodeling program. In addition, green commercial rating criteria are under

development. Several commercial pilot projects have already been completed under the program, including At One Yoga (tenant improvement project) and Pinnacle Presbyterian Church. Currently under construction is the Foothills Academy College Preparatory School. The decision to accept these pilot projects at this time was due largely to the desire of their owners and designers to design, build and occupant a healthy and resource efficient building that reduces its impact on the earth.

Scottsdale's Green Building Advisory Committee has been key in the development of the program. The committee consists of over 20 environmental building advocates representing the design, construction, building product, real estate, and environmental community. Collaboration has been key to the success of the program. Some of the involved organizations and programs include the US Green Building Council, City of Austin Green Building Program, Metro Denver Green Builder Program, What's Working, Tucson Institute for Sustainable Communities, EPA Energy Star Program, ASU College of Architecture & Environmental Design, Arizona Energy Office, Arizona Department of Environmental Quality - Pollution Prevention Unit, Arizona Solar Energy Association, Arizona VisionWeavers, Southwest Gas, APS and SRP.

Scottsdale recognizes the interdependent nature of development in the Phoenix metropolitan region. In order to effectively move green building into the mainstream, there will ultimately have to be a regional body to provide uniform guidelines and cross-jurisdictional certification for green buildings. Both local and regional incentives will need to be packaged involving both the private and public sector. Such incentives might be in the form of marketing advantages, streamlined building permit process, reduced development fees, and/or tax incentives. As regional efforts continue, the Scottsdale Green Building Program will remain available to help broaden the call to reduce the environmental and health impacts of building.

Scottsdale's Green Building Program has received the Governor's Award for Energy Efficiency from the State of Arizona, the Environmental Sensitivity Award from the Construction Specification Institute, and the Environmental Excellence Award (environment/media category) from the Valley Forward Association. For more information, contact Mr. Floyd at 480-312-4202 or by e-mail at [afloyd@ci.scottsdale.az.us](mailto:afloyd@ci.scottsdale.az.us).

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## Who are You?

Who are you? Where are you, what do you do? What do you think of what we are doing with The Ebony Cactus? Drop us a letter, we'd like to hear from you. Send your correspondence to: [Letters@TheEbonyCactus.com](mailto:Letters@TheEbonyCactus.com).

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

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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](mailto:publisher@TheEbonyCactus.com). Let us help you Make It Happen!

## McCreary continued from page 8

**Where there any obstacles in developing your mobile business?** Trust was an issue. Because of society, it's kind of hard to get into someone's home. But when they came to my salon and we made a connection, there was no problem servicing them at home.

**What marketing vehicle works best for Heel to Toe?** Business has grown and I would have to say about 95 percent of my business is word of mouth.

**How are you different from other spas?** I am willing to go that extra mile, literally. There aren't many who are willing to leave their shop for a client. Also, in a shop I might work until five in the evening. With my mobile service, my day might begin at 7 am and end at 10pm. I'm flexible and that works for me and my clients.

**Do you have any plans for growth?** Yes, I'll be working with young ladies on how to run a mobile business. Some of the young girls in nail college have heard of me and I think I am basically blazing a trail for them.

**Your Customer Service is exceptional, how does Heel to Toe manage this?** By being on time, organized, attentive to client needs and not being focused on the money aspect are important. I'm health conscious and I notice a lot in my clients. I've actually gone out and found a pediatricist for my clients. Now, Dr. Nolan Jones and I work together. We refer clients to each other. Also, I work with two other ladies in the shop, a massage therapist and an aesthetician. We've done party packs were we've gone to hotels for a wedding and done the entire bridal party. I also have a lady who sales Black books. She's done readings while clients get their nails done. It's truly a relaxing experience. We really go the extra mile, ladies won't get that at their regular shop.

## Provost continued from page 8

**If a company is found liable what steps does Solar take?** It varies and depends on the management of the company. Some companies want to be notified immediately. They want an outline of where they should take corrective action for their compliance issues. Those companies are great to work with and recognize the resource we provide.

**Does Solar HR resolve these issues?** No, we identify the issue, outline correctives actions and then bring that to the supervisor. We are there to do the work. The company resolves the issues. The company always makes the final decision.

**What does Solar offer as an outsource provider?** Well, outsourcing is a trend right now. Our customer service, our honesty and our willingness to work with management. We are very flexible. Cultural diversity is real important to companies and we can work with just about anybody.

## Kappa Alpha Psi Continued from page 14

**Where is the Phoenix Alumni Chapter heading?** Most of our programs are focused on achievement and training for leadership. We will continue to strongly support our Guide Right Program. This is the center of everything we do. We want to continue our traditions of service and fellowship such as the support to the Valley Christian, Career Day visits to the schools in the African American communities, the Black and White Scholarship Ball, the Kappa Picnic, and other successful social events. In addition, we want to keep the sense of family and reverence to God in all that we do.

**What would you like the business community to understand about KΑΨ?** First of all, we want the business community to realize that the men of KΑΨ are achievers and leaders. The organization is continually developing the leadership and interpersonal skills of our members through professional development seminars, the management of projects/programs and the execution of officer positions. Our brothers are well trained to be successful in business and to serve on Boards of for profit and not-for-profit organizations. It is our goal is to be profitable with our fundraisers through proper planning and management. Lastly in our requests to companies and foundations for financial support, we will continue to use those donations to improve the communities in which we live and to provide a positive influence in the development of our youth. We want to thank the businesses and organizations that have supported us over the years in making this a reality.

## Federal Agencies Continued from page 19

**HUBZone: The Historically Underutilized Business Zone Empowerment Contracting Program** is designed to get more federal contracts to small businesses located in more than 7000 urban census tracts and 900 rural counties as well as in areas defined as Indian Country. Some federal contracts are set aside for HUBZone certified small businesses. To participate in this program, the business must (1) be a small business; (2) be located in a Hubzone; (3) be owned and controlled by one or more U.S. Citizens; and (4) have at least 35% of its employees residing in a HUBZone. **Certification for HUBZone is ONLY AVAILABLE ONLINE. Go to [www.sba.gov/hubzone](http://www.sba.gov/hubzone) to learn if your company is eligible and to obtain certification.**

**Contracting Assistance seminars are scheduled on July 16 in Tucson and on July 17 in Tempe. To register for a seminar or for additional information about small business counseling, training, or financing assistance, telephone (602) 745-7200.**

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