# OPENDOOR



## A Ride Along with a Mentor

You've heard about the police department's "Ride Along" program where a civilian buckles up in the squad car for a shift of real police life? When Sue Davis asked Stan Harlow to describe his work with the Torch program, she got invited to join him for a ride to the Indiana Department of Corrections Juvenile Detention facility in Logansport.

Well, Stan drives a van instead of a patrol car and he carried a bag of fruit rather than a weapon, but the drive up the lane bordered by a barbed-wire fence signaled a special visit was in store.



Waiting in the small security office was a whole gang of men and women loaded down with crock pots, Tupperware full of taco salad and boxes brimming with cookies and pineapple upside-down cake. They greeted one another and exchanged hugs. Guards went about their business checking IDs, instructing folks to spread their arms wide for a pat down and moving everyone through a metal detector.

Sue was welcomed to a Torch Reunion Group Meeting. She soon learned that the Kairos Torch program begins with a Weekend retreat in the Logansport detention center for youth. The goal is to engage each boy to use reasoning skills in seeking balance for his life.

A Kairos Torch Weekend creates a safe place for the youthful offender to realize their God-given potential through the mentoring of a mature, Christian volunteer.

After spending time together at the weekend retreat, Stan began a mentor relationship with a young man from a small town in southern Indiana. For the following six months, Stan traveled weekly to Logansport to meet with him.

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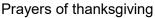
## MENTOR (CONTINUED)

They talked about many things including the problems of a dysfunctional family, impulsive behaviors, selfesteem, goal setting and also God.

Sue was invited to one of the monthly reunion groups where boys and the Torch team gather for fellowship,

food, a lively game and a little Bible study.

As the boys filed in and hugged each Torch team member (and visitor Sue); the atmosphere was joyful as they eyed the tables filled with homemade food.



were quickly followed by plates filled to overflowing and lots of animated conversation. Stan's mentee was looking forward to being released in December. He was eager to talk about how he was encouraged by Stan's presence and care during some very difficult times of his incarceration. He said Stan listened and asked questions to help him sort out issues he faced.

Although the young man speaking about Stan's impact was articulate, positive and charming, Stan later described the challenges all prisoners face returning to life without the guidance and structure of life in Logansport. Stan has demonstrated that includes God.

Providing a six-month relationship with a stable, loving adult can make a difference and that is what motivates the dozen or so Torch team members.

Torch is designed to jump-start the mentoring relationship with structured activities during the retreat weekend. Although there is a long list of boys who have applied to participate in Torch, the number attending is limited by the number of volunteer mentors available.

Stan is happy to talk more about Torch to anyone interested. His "Ride Along with a Mentor" program comes with a free and delicious home-made meal!



## **HOPE**

Over 70% of incarcerated youth have one or more parents who are also incarcerated. Kairos Torch helps the young participants begin to make constructive life choices and establishes positive relationships — all of which result in hope of the future and a chance to break of cycle of crime

# "Glory to God in the highest heaven, and on earth peace among those whom God favors!"

(Angels to shepherds at the birth of Jesus as told in Luke 2:14)

## FROM BISHOP GAFKJEN

In early November, my wife Janet, Assistant to the Bishop Pastor Heather Apel, and I heard the angels' proclamation of peace for all people when we met in Guatemala with Bishop Izani Bruch and Marcelo Molla of the Iglesia Evangelica Luterana en Chile (aka IELCH, Evangelical Lutheran Church in Chile). We were gathered there for a triennial consultation with nearly 100 other ELCA synod leaders and the leaders of their companion churches from Latin America and the Caribbean.

While together, we crossed back and forth across boundaries established by culture, language, gender, race, and history to share stories of God's presence and the work of God's Spirit in each of our very different contexts and lives as individuals and as communities. We engaged these conversations under a model of accompaniment rooted in trust that in Christ God has reconciled all of us to God and each of us to one another. This, rather than an older model of global relationships that suggested that we have God and need to bring God to others. The two different models of relationship across culture and context look something like this:



The diagram on the right looks much more like the angels' ancient message, doesn't it?

On earth, peace among those whom God favors, all wrapped in the glory and wonder of God's goodness and grace and connected by that grace to one another. In the Christ of Christmas, God reconciles all to God and to one another.

In the Babe of Bethlehem, God crosses the boundaries that divide to swaddle all nations, people and creation in self-giving, life-giving love.

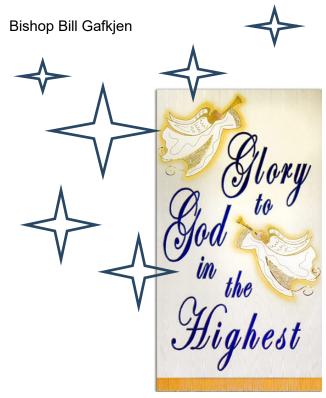
That's why we agreed with our siblings of the IELCH to establish an annual day of prayer for one another on

the First Sunday of Advent, beginning with this year. Because this was a late-breaking commitment to one another, more information, like sample prayers and some information about the IELCH, will be forthcoming by the week of November 18th.

In the meantime, those two diagrams and our companionship with the IELCH suggest a couple of Advent/Christmas questions to ponder as individuals and as communities of faith:

- What divisive boundaries do you see between the people around you, in your family, your congregation, your community, your world?
- How might you and your faith community celebrate the Christ of Christmas by crossing those boundaries to live together into the life-giving, reconciling peace that radiates from the manger-borne babe?

May profound peace and radiant joy surround and sustain you this holy season!



## NOVEMBER 2019 COUNCIL HIGHLIGHTS

Meeting called to order at 6:30 by Nita Cunningham

The November meeting agenda was approved.

Attendance: Bob Montgomery, Nita Cunningham, Floyd Garrott, Pastor Doane, Stan Harlow, Paul Widmer,



Michele Russell, Carolyn Claussen

Absent: Kevin Letcher, Al Davis, Dave Krueger

Quorum was established

The Minutes of the October 2019 Council meeting were approved.

### **Election of Officers**

Nita Cunningham stepped aside and Pastor Doane facilitated the election of officers. After discussion, it was decided to continue with the election of officers with the stipulation that if an absent HTLC Council member was elected but declined to serve, then an election for that position would be held at the December 2019 meeting.

The results of the election were:

President: Nita Cunningham Vice President: Kevin Letcher

## **REPORTS**

Pastor's Report - Report Submitted.

Pastor Doane reviewed pastoral visits, committee attendance, Christian education, community involvement, and special events.

For the benefit of new Council members, discussion included a review of attendance since the middle of 2019 and ongoing efforts by the Pastor and the Evangelism Committee to encourage regular attendance. Personal contacts with HTLC members who have been absent at times results in attendance for a week or two, but their attendance often reverts back to the previous pattern.

#### Treasurer/Financial Secretary Report

Summary: Month Ten of the Calendar Year 2019 - Target Percent is 83.33%

INCOME: \$22,663

Current Envelopes: Income for the month \$22,283 which is \$2,300 below monthly need of \$24,583

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Total Income YTD: Income is below projection

**EXPENSE:** Contained overall

**NET INCOME:** 

October 2019: Loss (\$3,740) Year-to-Date: Gain \$2,351

**CURRENT ASSETS** 

Total Balance: \$285,458

**COMMENTS:** Congregational Meeting October

20<sup>th</sup> approved 2020 Budget

Albert Davis, Treasurer

The October 2019 Treasurer's Report was ap-

proved.

Old Business

No old business

#### **New Business**

Nita Cunningham reviewed expectations for Council members including leadership, attendance at worship and council and committee meetings, and active involvement in church activities' Responsibilities for Council representatives on committees were reviewed and the representatives for committees will be:

Mutual Ministry- Al Davis

Christian Education- Carolyn Claussen

Youth- Dave Krueger

Stewardship- Al Davis

Worship and Music- Michele Russell

Outreach- Bob Montgomery

Evangelism- Nita Cunningham

Technology- Stan Harlow

Property- Kevin Letcher

#### NOVEMBER COUNCIL CONTINUED

The possibility of holding a combined service on December 29, 2019 at 9:30 was discussed. Michele Russell made a motion that the Worship and Music committee should plan for one service on December 29. The motion was seconded by Floyd Garrott and passed.

#### **Committee Reports:**

Evangelism -Report submitted.

- Attendance: Efforts will be made to contact members who have not been able to attend worship to tell them they are missed.
   Wayne Russell and Doug Phebus have volunteered to make calls for first service and Nita Cunningham and Kevin Letcher for the second.
  - A "thinking of you" card team will be organized with a coordinator to work with Sue Lambert.
- Every Member Visiting: Training scheduled for March with training and role-playing. The committee will seek volunteers from council, committees and congregation.
- Friendship Sunday: Wednesday Advent services will focus on Christmas carols and their origins. Invite a friend to come sing with us Sunday, December 22, with an emphasis on inviting them to return on Christmas Eve.
- 4. Advertising for the following is planned: Sunday December 8 for Christmas program and meal; a postcard for Christmas Eve.
- Speaker series- Discussion included the possibility of a speaker in January or February on the topic of depression, grief, or mental health.

Technology -No report submitted.

<u>Property</u> – Report submitted.

<u>Mutual Ministry</u> – No report submitted.

Christian Education –Report submitted.

Childcare is going well. Diane will determine the need for coverage over the Christmas break.

Sue Lambert will order materials for the next session.

Youth and children will usher, greet, and read lessons on Youth Sunday, November 17.

The Christmas program is scheduled for Sunday, December 8. A lunch will be served after the second service, followed by the children's program.

Adult classes include Digging Deeper, Bible Study, The New Testament You Never Knew starting in January, and The Way- Walking in the Footsteps of Jesus during Lent.

Youth - No report submitted.

<u>Stewardship</u> – No report submitted.

Worship – No report submitted.

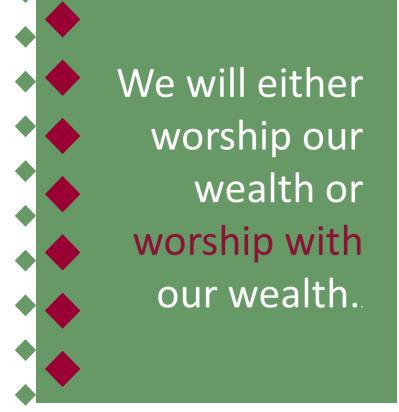
Outreach - Report submitted.

Plans are complete for hosting 25 families during Jubilee Christmas.

Plans to participate in Pack Away Hunger in January 2020 continue.

Next meeting: Monday, December 9, 2019 at 6:30 p.m.

Submitted by Carolyn Claussen





#### **INTERFAITH MEAL SHARED—Some Comments**



"We had an outstanding time; we had a total of 23 people who attended this event." A parishioner for St. Thomas, the Catholic also joined us." Kevin Letcher

"I thank the organizers of this event. I am hopeful that all who attended felt we all gained something from the experience. It was a lovely non-stressful way for us all to see one another as people first and members of our particular faith organizations as second. I loved meeting the 3 generations of one family and sharing grandma twin pictures of grandchildren with the grandmother. I loved the interaction of the younger folks sharing their studies at various schools and their majors. It was great to see the connections as conversations were shared as to places people had lived or grown-up. I enjoyed eating Mediterranean food and trying foods at the recommendations of those accustomed to eating similar foods. It was people meeting people. Thank you for this opportunity. "

Nell Kretzschmar

## THREE SENTENCES PASTORS HATE TO HEAR

## By Thom S. Rainer

A Mutual Ministry Reflection The most common place pastors hear one of these three sentences is right before they preach or right after they preach. Of course, the prayerful focus on their message is detoured and distracted immediately.

Frankly, I don't see how most pastors make it to their sermons when they have been blasted by one of these bombs right before they preach. While three sentences are certainly not an exhaustive list, these are the three I hear most often. To this day, I cringe when pastors tell me they have been hit yet again with one of these three sentences:

- "People are saying . . ." This one is the coward's special. Rather than speak for themselves, the critic hides behind the deceitful anonymity of other people. If you challenge the verbal sniper with the identity of the "people," he or she typically responds smugly that they cannot say. They are not at liberty to reveal the identities of the dissidents. Anonymous criticism is not valid criticism. It should be dismissed along with the messenger.
- "I love you, but . . ." The only thing the critic wants the pastor to hear is the verbiage after "but." The only thing the pastor hears is the verbiage after "but." The critic tries to couch his or her concerns from a posture of love and concern. Baloney! This sentence is similar to the secular phrase from one person dating to the other: "I want to be friends." There is no love in the statement to the pastor. There is no desire for friendship in the statement to the person in the dating relationship.
- "I'm just not getting fed here." This infamous sentence has multiple possible translations. "You aren't preaching the way I want you to preach." "Your sermons are too long." "You don't preach from the book of Revelation enough." "The podcast pastor is so much better." "The church down the road is cooler." Sometimes, the sentence is just a cover because the church member has a consumer mentality, and he or she has not received her preferences or has not gotten preferential treatment.

Most church members are good church members. Most church members really love their pastors. The few exceptions, though, are incredibly painful exceptions for pastors. Please prayerfully protect pastors from these verbal bombs, particularly right before they preach.

You will be demonstrating true love for your pastor when you do.

This article was originally published at **ThomRainer.com**. Thom S. Rainer serves as founder and CEO of Church Answers. Dr. Rainer publishes a daily blog and podcast at <u>ThomRainer.com</u> and can be found on Twitter @ThomRainer and at facebook.com/Thom.S.Rainer.



## PRAYER FOR MY **CHURCH**

God, please let me be part of the solution and not the problem. Show me what I need to see. Open my eyes to Your reality. And give me the courage to move forward in the direction You desire.



#### **DECEMBER** 2 Cribbage 4 Advent Services 12pm and 7pm 8 Youth Christmas Program 11 Advent Services 12pm and 7pm 12 Sanctuary Tree arrives 14 Jubilee Christmas 16 Cribbage 18 Advent Services 12pm and 7pm 18 **Trinitarians** 19 **Book Club** 24 Christmas Eve Services 4pm and 7pm 27 Open Door articles due 5th Sunday: Socks for Lafayette Transition-29 al Housing **JANUARY** 6 **Epiphany Ends** 6 Cribbage

6 - 13	Family Promise Hosting	
15	Trinitarians	
17	Book Club	
20	MLK Pack Away Hunger Workday	
20	Cribbage	
25	Open Door articles due	
FEBRUARY		
3	Cribbage	
17	Cribbage	

**Trinitarians** 

**Book Club** 

19

20

25

Please see details in other **Open Door** stories or watch for news in the **Epistle** 

Open Door articles due

"Digging Deeper" will not meet during Advent. This weekly study group that meets with Pastor Doane to discuss scripture from Sunday's service will resume Tuesday evenings in January.

## LET'S CELEBRATE

## **December Birthdays**

- 1 Linda Widmer, Walter Lott
- 2 Frances Lillo, Terry King
- 8 Jeff Greeley
- 11 Amanda Crowe, Jim Cahoon III, Sam Biederstedt
- 13 Eric Cupp
- 18 Richard High
- 20 David Doane
- 23 Mary Anderson, Elaine Miller
- 24 Elna Niezabitowski
- 25 Lloyd High, Helen Hoffman
- 27 Alice Mau
- 29 Noah Longdo
- 31 Taylor Davis, Gabriel Widmer

### **December Anniversaries**

- 5 Doug & Julie Gustafson
- 18 Franz & Sue Frederick
- 22 Jim & Cheryl Schrier
- 29 Craig & Erika Carpenter

# A Big Thank You to the Fall Clean Up Crew

**Bob Montgomery** 

Wayne Russell

**Kevin Letcher** 

Fred Feigel

Dan Lokke

**Pastor Doane** 

Jim Smith

Will Peugeot

Floyd Garrott



## January 20, 2020: The 8th Lafayette "Packing Event"

## Ministry Shares Locally:

The packing event was inspired by a mission trip to Guatemala that Christ United Methodist and Our Savior Lutheran churches took together in 2011. They saw how the food packets were being used in a school feeding program by Mission Guatemala in San Andres, Guatemala.

Team members immediately began saying, "We can do this!" and a packing event was organized. Recognizing the needs of families in Guatemala as well as families in the Lafayette area, the two churches held an event with half of the packets being shipped to Guatemala and the other half staying local for distribution through Food Finders Food Bank. They also knew that they needed help beyond their own congregations to make it happen.

#### HTLC Joins with other churches:

- Christ United Methodist
- Congress St. United Methodist
- St. Andrew United Methodist
- Our Savior Lutheran
- Bethany Presbyterian
- Calvary Church of West Lafayette
- Purdue Collegiate Ministry and International Campus Ministry



Why Guatemala? Half of
all children under 5 face
chronic malnutrition.



## Lafayette Affiliate Mission Statement:

God has called us together in order to reduce the number of hungry children in our community and our sister community of San Andres, Semetabaj, Guatemala by providing an inclusive annual experience of hunger awareness and Christ-like service.

### 2020 Packing Event

When? January 20, 2020 with two "shifts"
10 am to 12:00pm
1:30 pm to 4:00 pm

Where? Christ United Methodist Church 3610 S. 18th Street, Lafayette, IN 47909

## What to expect:

- 2 1/2 hour time commitment
- Hairnets! Fun!
- Most jobs require standing/walking.

## I can't pack.

If you would to help, donations can be made online at either:

https://donate.packawayhunger.org/ lafayettemlk day2020 or www.christumchurch.org/giv





# **Coming Up**

HTLC 2020 Hosting Schedule

January 6-12, 2020

April 20-26, 2020

June 1-7, 2020

October 12-18, 2020



The youth Christmas Program is planned for 1:00 pm on Sunday, December 8. Join us for a light lunch in the Fellowship Hall. Pulled pork and macaroni and cheese will be provided. Please bring salads and desserts to share.



As you finish your Christmas shopping, keep an eye out for sock sales. Outreach learned from our friends at Lafayette Transitional Housing that socks are a much needed item for their clients.

The 5th Sunday in December will be designated for collecting socks. New socks of any kind would be appreciated. Some diabetics prefer simple white cotton crew socks; they don't have to be fancy to be appreciated.







## A MESSAGE OF ADVENT HOPE FROM PASTOR DOANE

I recently met Calla Gilson for coffee at Cooper Moon Café. She is a Mission Funding Interpreter for the Evangelical Lutheran Church in America. She is young, vibrant, full of energy and she loves the Lord and she loves the Church. She wants to make ministry her vocation. I think some congregation somewhere is going to be very fortunate to have her as a leader. I didn't say pastor because she is still discerning her call.

Her purpose in coming to Lafayette was to talk with me about Holy Trinity and our ministry. I went to our meeting thinking it wouldn't take long and that would be that. In other words, I didn't have high expectations. We met at Cooper Moon and both ordered tea. We sat down and she started by saying thank you. She thanked us/Holy Trinity Lutheran Church for our strong support of the World Hunger Appeal. She told me our faithfulness had not gone unnoticed. That is the first thing I wanted to share with you – a heartfelt "Thank You" on behalf of the Church (ELCA) for Holy Trinity. I was

almost speechless. I told her about our support locally of Food Finders and the Tippecanoe Food Pantry. She wanted to know more.

We talked about our ministry with Family Promise, Lafayette Urban Ministry, Purdue Lutheran Ministry, our collection of bras, shoes, and clothing. The more I talked the more energized I felt. I would even say I felt the presence of the Holy Spirit with us. She will report back to the folks in Chicago on Higgins Road (ELCA Headquarters) the things she heard and maybe tell a few stories I related to her.

I came away from that meeting feeling good about Holy Trinity and the work we do. There are a lot of congregations in the ELCA and across denominations that are experiencing the same things we are experiencing. It is not uncommon for a congregation these days to have declin-



## MESSAGE FROM PASTOR DOANE (continued)

ing attendance, declining revenues, fewer people to take on leadership roles and fewer children and youth. In a lot of congregations you can walk in and feel the lack of enthusiasm. But that is not the case at Holy Trinity. We have a lot going on. People are engaged and God is at work through us. I believe it is only a matter of time for things to turn around. But we must remain faith and never give up hope.

And Hope is what this Season is about. It's Advent and we are preparing to the coming of Jesus. Yes, we are waiting for His return. Yes, we talk a lot about the accounts in the Bible. But I think we must prepare for Jesus to come among us. It is about staying awake, opening our eyes and ears, looking with expectation for the Spirit among us. I invite you to take on an Advent frame of mind. Be hopeful. Expect good things. Be faithful. Christ is coming.

**Pastor David** 



Gratitude therefore takes nothing for granted, is never unresponsive, is constantly awakening to new wonder and to praise of the goodness of God. For the grateful person knows that God is good, not by hearsay but by experience. And that is what makes all the difference.—- Thomas Merton





Do you recognize tall Mr. Benner?



# JUBILEE BACKSTORY BY MARY ANDERSON

Over 40 years ago, Lafayette Urban Ministry was in its early years of ecumenical ministry to low-income families and children on the southside of downtown Lafayette. One of the earliest programs was Christmas assistance: local congregations assembled gift boxes with toys & food and took them to the homes of LUM clients. Everyone thought it was a great program – families got needed assistance and congregations felt good about helping out. But then one day, a mom who had received her box, came to the executive director at LUM, thanked him gratefully for the gifts, and closed by saying, "Someday I hope I can be the hero to my children on Christmas."

And the next year, Jubilee Christmas became an opportunity for parents to be heroes: to select toys for their children, put them under the tree, and enjoy a Christmas dinner together. Yes, we can all agree that toys are not the point of Christmas, but for parents who struggle every day to put food on the table, provide lights and heat, to remain in stable housing, giving their children something special at Christmas is very important to their self-image as a parent.

The problems of poverty in America are huge and complex; but who can make a difference? WE CAN (and we DO!)

My very first Jubilee experience was as a host to a family at Blessed Sacrament Church (HTLC was a partner for a few years before becoming our own site). My guest mom had picked out a few things for her 10-year-old daughter when they announced there were lots of "stocking stuffers" remaining and the guests could select a few more small items. Mom looked around the table, picked up an inexpensive (99 cents in 1990!) comb and brush set, and meekly asked, "Could I get this today and hold on to it until my daughter's birthday in February? I've never been able to buy her a birthday present."

I realized that, while we as a family were learning to live on a single income and that our budget didn't allow for many extras, I always knew that our economic situation would improve over the coming



years and that, when necessary, we could always find that little extra to take care of our kids. But this woman had no choices: she was locked in a service job that would never pay well, housing would always be expensive, winter heating bills a struggle and healthcare non-existent.

So I get Jubilee Christmas! This is not an overindulgent program: parents select 3 toys per child (remember, Jesus got 3 gifts from the Magi) and some extras like stocking stuffers and hats/gloves, and a beautiful quilt from our own HTLC guilters. They get a ham and some things you can't buy with food stamps: laundry products, soap, toothbrushes, dish soap, paper goods. Parents can NOT participate in multiple Christmas assistance programs (yes, the participant lists are shared and duplicates removed). Yes, some of the guests drive cars nicer than ours, but SUV's are about all you're going to see at the used car lot. Yes, some are dressed in designer jeans, but this is a special day for them and Goodwill has lots of designer jeans! Yes, some have the latest cell phone, but it's hard to find an older model phone. Yes, they may have immaculately done nails, but they may trade the manicure for babysitting the manicurist's children.

Thank you, HTLC, especially the Outreach committee and Judy Lokke and Sue Davis (the Jubilee Dream Team) and all of you who take a tag, buy a gift, wrap and host and fill cookie trays. You make parents feel like the heroes, at least on this day, and bring smiles to the faces of 75 children on Christmas morning. And you continue to support these families year 'round through HTLC's support of LUM and your support of the LUM food pantry, the shelter and the immigration clinic and other services. The problems of poverty in America are huge and complex; but who can make a difference? WE CAN (and we DO!)



## A Few Nuggets...

Holy Trinity has participated in the Lafayette Urban Ministry (LUM) Jubilee Christmas for so many years, we tend to focus on TOYS. Here are a few short facts about how HTLC hosts and how our ministry fits into the larger picture. There are so many thoughtful and collaborative principles that have become part of this ministry, it's good to share a few of them with you:

- **Spreading the Generosity**: LUM corresponds with other Christmas program leaders like Salvation Army, Faith Church, and Christmas for Everyone to coordinate guest lists to avoid duplication.
- **Jubilee families**: There will be 615 families participating in Jubilee on December 14<sup>th</sup> this year; 1,623 children are part of those families.
- **Experience Similar at all Sites**: A basic format is part of each site's day. The guidelines for Jubilee partners asks for these provisions: Food (Ham and a food card), New Gifts (toys/clothes for kids under 13) or Gift Card for teens.
- LUM's buying power: LUM uses volume purchasing for ham so the cost to churches is minimized. Food and gift cards are also procured by LUM. Food cards are designated for grocery items (not alcohol or tobacco). As cash donations to HTLC for Jubilee are directed to LUM to reimburse them for these items. The amount varies from year to year depending upon the number of families, the number of children and teen population.
- HTLC 2019 Jubilee families: We are expecting 25 families with a total of 75 children. Our church family has always been generous, and families will go home with some extra items that include: a basket of household cleaning products, a beautiful quilt, cookies and a jar of cookie mix to prepare at home with their kids.
- **Books to little ones**: New this year, LUM has incorporated a way for families with pre-schoolers to get a free book from Dolly Parton. Dolly has launched a nation-wide effort to encourage education and reading. Pre-school parents visiting our Jubilee sites will be given instructions on how to request books.

# Some Facts About Raising Children Today

- 87% of SNAP\* benefit recipients with at least one child have been employed in the last 12 months
- 65% of SNAP recipients are employed in a typical month
- Average amount of SNAP benefits is \$448 per month for a family of 4, or about \$1.20 per meal per person
- Infant childcare in Indiana averages \$8,918 per year, more than instate tuition at a public university
- Infant childcare averages \$4.50 per hour, or 60% of a minimum wage job, before taxes
- Toddler daycare at a daycare center = \$10,865 per year or more than 40% of a minimum wage job



\* SNAP stands for Supplemental Nutrition Assistance Program or Food Stamps