THE HATFIELD PRIZE 2024

Pittsburgh's Untapped Resources: Enhancing Support for the Rising Number of Unaccompanied Children

By Megan Brock and Lisa Hosack, Ph.D.
Grove City College

Equipped for Employment: Holistic Workforce Development in Response to Globalization in Waco, Texas

By Jackson Boone and Colby Humphrey, Ph.D.
Baylor University

A Protestant Ethical Response to Addressing Post-Pandemic Hunger in Chicago

By Addison Ream and Keith L. Johnson, Ph.D.
Wheaton College

CENTER FOR PUBLIC JUSTICE

Table of Contents

With Thanks

This research was funded by the Annie E. Casey Foundation and the M.J. Murdock Charitable Trust. We thank them for their support, but acknowledge that the findings and conclusions presented in these reports are those of the authors alone and do not necessarily reflect the opinions of these foundations.

ABOUT THE HATFIELD PRIZE

The Hatfield Prize is awarded annually to three Christian student-faculty pairs at a four-year college or university. Recipients conduct research on social policies that impact vulnerable children, families and communities, and explore the impact of these policies in their local communities. This semester-long research project culminates in three policy reports that make recommendations for both government and civil society institutions in contributing to policies that promote flourishing communities. The Hatfield Prize is named in honor of the late Senator Mark O. Hatfield, who served as a United States senator from Oregon for three decades, and was known for his principled Christian faith and for his commitment to working across differences to find common ground.

ABOUT SHARED JUSTICE

Shared Justice, CPJ's program for Christian college students and young adults, inspires and equips the next generation of leaders with the framework and tools needed for a sustained commitment to civic engagement and advocacy in their communities. By extension, Shared Justice is devoted to providing resources, tools and support to academics, pastors and other individuals engaged in forming young adults as citizens. Shared Justice's core programming includes the annual Hatfield Prize research award, the Civitas Fellowship for Congressional Staff, virtual and in-person events with college students and CPJ's internship program.

ABOUT THE CENTER FOR PUBLIC JUSTICE

The Center for Public Justice (CPJ) is a Christian, nonpartisan, civic education and public policy organization. Working outside the familiar categories of right and left, conservative and liberal, we seek to help citizens and public officeholders respond to God's call to do justice. Our mission is serving God by equipping citizens, developing leaders, and shaping policy to advance justice for the transformation of public life. Visit www.cpjustice.org to learn more.

Foreword

Dear Reader,

I am glad that you have picked up a copy or clicked on a link bringing you to the 2024 Hatfield Prize reports. The Hatfield Prize Reports comprise three individual policy reports looking at a social policy from a Christian perspective. Each report includes a section inviting the reader to Discover, Frame and Engage the issue.

DISCOVER introduces readers to a specific social policy in the United States and examines the current response of the federal government in addressing the issue and its impact on individuals and families.

FRAME articulates the normative Christian principles which support the social safety net, considers the unique responsibilities and contributions of government and civil society institutions and makes concrete recommendations.

ENGAGE brings Discover and Frame to life, telling the stories of impacted individuals and the communities in which they live. This section features original reporting by the student-faculty pairs in Pittsburgh, Pennsylvania, Waco, Texas and Chicago, Illinois.

Much work goes into writing these reports and there are many involved who deserve to be recognized here. First and foremost, I would like to thank Megan Brock, Jackson Boone, and Addison Ream for all of the hard work and the many hours they spent researching, writing, and editing their reports. I also want to thank Lisa Hosack, Colby Humphrey, and Keith Johnson for the guidance they provided these students throughout the process of writing the Hatfield Prize, which can feel more like a marathon than a sprint. Thank you to all of you for your hard work illuminating public justice policy solutions.

I would be remiss if I did not also thank Robert Strezo, Grace Pixton and Garrett Ellis who interned at CPJ this past year and provided essential research support and copyediting. Thank you for jumping right into this project. I am also deeply grateful to former Hatfield Prize recipient Abby Foreman for reviewing a final version of the report and for her policy expertise. And lastly, but certainly not the least, I would like to thank Debora Haede and Rosalind Niemeier, my colleagues at CPJ, for their design support and guidance.

This year's reports look at the social services available to unaccompanied minors in Pittsburgh, Pennsylvania, workforce development in Waco, Texas, and food security in Chicago, Illinois. Each of these reports represent a scholarly picture of how Christian principles, when applied to social policies that impact our communities, can encourage the flourishing of all. The Hatfield Prize reports can also be accessed online at www.cpjustice.org.

Sincerely,

Emily Crouch
Program Director, Shared Justice
Center for Public Justice

Pittsburgh's Untapped Resources: Enhancing Support for the Rising Number of Unaccompanied Children

Megan Brock and Lisa Hosack, Ph.D.

DISCOVER

A concrete cell in the sweltering desert heat houses hundreds of men, women and children who share the same goal: to restart their lives in a country where they are free from poverty, violence and hopelessness. Sleeping on hard mats with barely enough food and water to share, people of all ages wait and hope for the opportunity to enter the United States. Officially referred to as Immigration and Customs Enforcement (ICE) facilities, there are detention centers all along the U.S.-Mexico border where U.S. Customs and Border Protection (CBP) is responsible for the processing, detainment and often, the deportation of immigrants seeking to build a new life in the U.S.[1]

Alfonso, only 16 years old, is one of many young people waiting for his case to be processed.[2] With only the clothes on his back, Alfonso set out for the U.S. two months ago, hoping to find his family who were already there. His family lived in Guatemala and were in extreme poverty, barely making enough to eat for the week. Alfonso's town was also experiencing unpredictable violence due to gangs in nearby cities. Few felt safe outside of their own homes. His family decided to move to the US but could not afford to bring their entire family over at once. Out of desperation, Alfonso's parents moved first and later sent the money for him to travel to the U.S. border alone, trusting that the U.S. government would reunite them someday.

At border customs, Alfonso is immediately identified as an unaccompanied child (UC also used interchangeably with Unaccompanied Children) by ICE officers and redirected to Office of Refugee Resettlement (ORR) personnel. He is housed for three days in the CBP detention center at the border until he is transported by bus to a facility in the Northeastern part of the country. Here, Alfonso receives food, shelter, medical care, counseling and education. However, Alfonso often stays up at night worrying if the officers will take him back to Guatemala where he was hopeless and unsafe. He also wonders if he will ever see his mother and father again.

Alfonso's story is not unique. In 2021, 112,192 unaccompanied minors were apprehended at the southwest border, seeking to enter the U.S. in search of a better life and the opportunity to flourish without the pain and suffering of poverty, violence, and oppression.[3] Yet as their name indicates, they are *minors*, seeking to navigate a new country, language and culture as children and teenagers, without the protection of their parents or other trustworthy adults. This vulnerable state is why the policies and practices that regulate the care of this group are so important.

While all policies and practices related to vulnerable persons, immigrants and asylum-seekers included, are influential, those related to children and adolescents — who carry vulnerability simply by nature of their ages and developmental stages — are only amplified. Without the protection of their parents, UC take on a status similar to that of American children in the foster care system.[4] Without parents to properly take care of these children, the state must uncharacteristically step into the parent role, temporarily assuming responsibility for the safety and provision of UC. For these reasons, it is vital to carefully examine on-the-ground practices and policies related to

the placement and care of UC from the time they go into ORR custody at the border until they are placed with a trustworthy family or sponsor.

Defining the Terms

The Homeland Security Act of 2002 defines an unaccompanied child, or UC, as a person who meets three criteria: (1) being under 18 years of age, (2) not having legal immigration status in the U.S. and (3) not having a parent or guardian accompanying them at the border.[5] To fully understand UC and how they are identified by CBP, it is essential to first understand an often confusing array of terms.

Broadly speaking, a *migrant* refers to any individual who has left their country of origin for a new country and is seeking work or better living conditions in that new country. Similarly, an *immigrant* is a person who moves to a new country and wishes to obtain permanent status in that country.[6] An *asylum seeker* is defined as someone who seeks protection from a foreign country due to threats or crises in their own country. Under international law, asylum seekers are allowed to cross the border of a country without a visa for the purpose of their protection.[7] Asylum seekers are identified by meeting eligibility requirements by the U.S. Citizenship and Immigration Services (USCIS). The USCIS requires asylum seekers to be present in the U.S. and to have verifiable evidence of persecution in their home country based on their race, religion, nationality or political position.[8] Following entry, legally proving an asylum seeker's need for asylum is a process that, in the U.S., currently takes several years due to an extremely backlogged immigration court system.[9] A *refugee* is someone who must leave their home country due to violence, persecution, war, or political turmoil. Although refugees often have backgrounds that are similar to asylum seekers, the difference is that refugees seek legal permission to enter the U.S. while they wait *within their home country.*[10] The number of refugees admitted to the U.S. varies from year to year because it is determined annually.[11] Refugees, in contrast to asylum seekers, are provided a range of resettlement services through federally-contracted agencies.[12]

Unaccompanied Children (UC) are yet a different population. While UC often travel to a new country for reasons similar to an asylum seeker or refugee, the CBP must treat them differently because of their minor status and lack of adult supervision. An interesting aspect of the UC crossing the border is that many of them — including with the case of Alfonso — already have family in the U.S. and seek to be reunited with them.[13] This process will be discussed in a later section, but for now, it is important to understand the two ways that UC are categorized — the Unaccompanied Children Program (UC Program) and the Unaccompanied Refugee Minor Program (URM Program).

The UC Program serves minors who enter the country alone with little or no information about their family members. Those in the UC Program are transported to an ORR-contracted care facility and remain there until a sponsor (who is often an immediate or extended family member) is located and vetted.[14] URM are a different group who have been approved for a visa and generally fly to the U.S. under legal refugee status.[15] Often, children in the URM program know the whereabouts of immediate or extended family members in the U.S. and the ORR can begin the process of reunifying the family shortly after the child arrives. During the time between the minor's arrival and their eventual placement with a sponsor, URM are placed into what is called transitional foster care rather than ORR-contracted residential shelter facilities.[16]

In some cases, however, URM have no living parents or relatives. In these situations, they are placed into long-term foster care as a permanent placement is pursued.[17] Some agencies are contracted with ORR to provide a full range of services to URM and UC including: transitional and long-term foster care, residential shelter services and home study (the assessment of the safety and viability of a sponsor by a licensed social worker) and post-release services (visits by a licensed social worker to ensure child safety and flourishing at set points following the placement).[18] In other cases, often due to limitations in their capacity or previous experience, agencies provide only some of the above services. While understanding the differences between these two groups is important, this research primarily explores the policies and practices related to UC.

Analyzing the Demographics and Motivations Behind Migration

The ORR reported that, in 2023, the majority of UC cared for in their residential shelter facilities were between the ages of 12 and 17.[19] More specifically, 35% of UC were 17 or older, 34% were 15-16 and 19% were 12 and under.[20] The ORR also reported that twice as many males as females were in their care in 2023.[21] Unaccompanied children most frequently come from the "Northern Triangle" countries: Guatemala, Honduras and El Salvador.[22] In 2023, for example, 49% of unaccompanied children were from Guatemala, 28% from Honduras and 9% from El Salvador.[23]

The biggest question people have about UC is how a parent would allow their child or adolescent to leave home without their supervision. This requires an understanding of the originating conditions and related parental sacrifice for the safety of their children. An article published by the *Council on Foreign Relations* describes this harsh reality, stating, "Some migrant parents, often out of desperation, choose to send their children across the border alone to avail themselves of asylum protections for unaccompanied minors."[24]

Additionally, there are many cases where one or both parents or extended family members are already in the U.S. (whether documented or undocumented).[25] At times, a parent pays someone to take their child or children across the border to unite them with another parent or family member.[26] It is important to note that while UC are granted legal *protection* due to their minor status, they are not automatically granted legal *status*.[27] Unlike adults, they are provided shelter and a range of social services, but like adults, their cases eventually go to immigration courts where a judge determines whether their case meets the criterion for legal asylum status.[28]

In terms of the conditions in the originating country, researchers have found that the lack of economic opportunity and upward mobility related to extreme poverty and increasing gang violence are the most common push factors that cause parents to allow, or even encourage, their children to seek a home in a new country.[29] The great majority of UC come from low-income families, a large group when over half of Guatemalans, 27% of El Salvadorians,[30] and 57% of Hondurans currently live in poverty.[31] Many employers in these countries do not have sufficient funds to pay their workers a livable wage, motivating many to migrate to the U.S. for comparatively well-paying jobs and greater economic opportunity. The increase in gang violence and crime has also caused many parents to encourage their children to migrate out of fear for their safety or eventual gang involvement.[32] As with many social issues, the decision to allow children to cross the border alone is often an extraordinarily difficult one and the product of complex problems and systemic failures.

Caring for Unaccompanied Children

Two government departments are responsible for the initial processing of UC: the Department of Homeland Security (DHS) and the Department of Health and Human Services (HHS).[33] Under DHS, ICE and CBP provide security at the border and process immigrant arrivals.[34] Per the Homeland Security Act of 2002, these departments are required to hand all UC cases over to the care of the ORR which is charged with overseeing UC placement and sponsorship.[35] The ORR policy clarifies the important goal of placing UC in the "least restrictive setting," or an environment that most closely replicates the child's normal living environment.[36]

It is helpful to understand the timeline of events once unaccompanied children enter the U.S. After being administratively processed at the border, ORR-employed Federal Field Specialists (FFS) and FFS Supervisors assess cases and transfer UC to residential care that aligns with their needs.[37] The ORR Policy Guide outlines placement options, stating that, "[The] ORR may place a child in a shelter facility, foster care or group home (which may be therapeutic), staff secure or secure care facility, residential treatment center, or other special needs care facility."[38] Within any of the 296 ORR-contracted residential shelter facilities across the U.S., UC are entitled to shelter, food, water, case management, health care, education, recreation and family unification services.[39] FFS chooses the facility based on numerous variables such as the UC's age, trafficking or abuse history, known special needs, behavioral issues, criminal background, sibling status and escape risk to name a few.[40] The location of the potential sponsor, if and when one is identified, is also a consideration when determining the residential placement.[41]

The ORR-contracted facilities are then responsible for pursuing family reunification and sponsorship by attempting to find a child's family member. ORR-contracted facilities must employ and train case managers to conduct home studies of potential sponsors to ensure child safety. If an UC does not have family in the U.S., they may also be placed with a licensed foster family who fosters the child until legal asylum status is determined by an immigration court.[42]

Keeping the amount of time in ORR care — especially in residential settings — to a minimum is essential for the well-being of UC as institutionalization has been correlated with negative developmental outcomes, particularly among an already vulnerable and potentially traumatized population.[43] In 2023, the average number of days UC were sheltered in ORR facilities was 27 days, a marked improvement from 69 days just three years earlier in 2020.[44]

Historical Context of Immigration Policies Impacting UC

Understanding the history of immigration policies is necessary in the discussion of UC care. A review of seminal immigration policies follows. The Nationality Act of 1790 was the first act to clarify citizenry. The law stated that a citizen of the U.S. must be a free white male and own property.[45] Women, non-white people and slaves were often denied access to U.S. citizenship due to the values and opinions of the time. However, in 1866, the Fourteenth Amendment changed the future of citizenship for the U.S. It stated that all people, "born or naturalized in the United States," could be a U.S. citizen.[46]

The Immigration Act of 1924 (also known as the Johnson-Reed Act) introduced the quota system to U.S. immigration. Under this system, the government identifies how many immigrants can be naturalized into the country every year. The original law capped

naturalization at 150,000 per year.[47] This number was changed with the Immigration and Nationality Act (INA) in 1952 when the number of annual visas granted was increased to 675,000.[48] According to the *American Immigration Council*, 675,000 visas remain the maximum quota.[49] The Immigration and Naturalization Act of 1965 (i.e., the Hart-Celler Act) prioritized family reunification, employment services and resettlement in the quota system which is still used today.

Importantly, the Flores Settlement Agreement obligated the Immigration and Naturalization Service (INS) to treat UC with dignity by introducing sponsorship, family reunification and more humane practices in their shelter facilities.[50] The ORR states that, "ORR policies for placing children and youth in its custody into care provider facilities are based on legal requirements as well as child welfare best practices in order to provide a safe environment and place the child in the least restrictive setting appropriate for the child's needs."[51] By law, the ORR must also provide UC with socialization and recreation, vocational training, mental health services, health services, case management services, education, access to religious resources, visitation with family and privacy.[52]

The overarching policy used to support UC care is the Homeland Security Act which was established in 2002 in response to the 9/11 attacks. In a broad sense, this Act established the Department of Homeland Security which is tasked with protecting the country's borders.[53] This law also required all UC cases be transferred to the ORR immediately. In addition, the William Wilberforce Trafficking Victims Protection Reauthorization Act of 2008 (TVPRA) required a more rapid transfer of UC to ORR care and mandated assessment to determine whether UC are victims of human trafficking.[54]

In recent years, there has been a significant increase in the number of UC entering the country.[55] In 2012, approximately 13,000 UC were referred to the ORR, and in 2013 that number increased to roughly 25,000.[56] The number spiked in 2016 with 59,000 and again in 2021 with over 100,000 UC reported.[57] Due to the marked increase in numbers, the ORR has recently added Influx Care Facilities (ICF) which serve as emergency shelters for UC awaiting placement in an ORR facility.[58] These facilities temporarily house UC and provide basic resources such as food, emergency medical care and clothing.[59]

Health Challenges Faced by UC

It is no surprise that unaccompanied children face significant physical and mental health risks. Trauma among UC is nearly universal as their status itself entails a disrupted bond with their parents. UC are vulnerable to mental health problems due to exposure to trauma occurring before, during and after migration. Many have experienced violence, poverty and political turmoil in their home countries. The separation from family members, harsh treatment by the CBP, and the toll of traveling without a plan or an understanding of where to go are additional acute stressors. Many UC do not speak English and experience limited communication while in ORR-contracted facilities, which often lack adequate bilingual staff.

Long-term mental health outcomes for UC have yet to emerge. But current research demonstrates that high levels of isolation, separation, fear and humiliation are among the short-term outcomes UC experience.[60] A 2021 study found that PTSD, depression and anxiety disorders were among the most common mental health struggles of UC.[61] Many UC report feeling hopelessness, isolation, grief, lack of a sense of identity, and loss, all of which can contribute to poor mental health outcomes.[62] Frequently inadequate mental health treatment puts UC at risk for mood disorders and even suicide.

Without adequate mental health resources, UC may be at high risk of long-term mental health difficulties.

The Roles of Nonprofit Organizations

Nonprofit organizations (NPO) are key players in the work with UC. The ORR fulfills its legal mandate to care for UC by contracting with nonprofits, which carry out the practical aspects of this mission.[63] In return, these nonprofits can receive federal funding specifically allocated for UC care.[64] Nonprofits provide on-the-ground services, facilitate family reunification, and vet and monitor foster parents and sponsors. They additionally provide education, resources, health care and case management.

Nonprofits outside of those contracted with the federal government also play roles in UC care. Many nonprofits meet the needs of ORR-contracted facilities through in-kind (non-monetary) donations.[65] Without the contributions of these nonprofits, meeting federal mandates for UC care would not be possible.

Collaboration Between Federal and State Governments in UC Care

In many areas of social welfare, the federal government works in tandem with states. Often states can implement federal funding in ways that reflect their specific needs and realities. For example, URM Programs are funded by their states through the State Refugee Coordinator's Office and via the Cash and Medical Assistance Grant.[66] This federal grant only goes to participating states and completely reimburses them for administrative costs and direct services.[67] Conversely, the UC Program is funded directly by the federal ORR and does not funnel indirectly through states.

States are involved in UC care in the sense that ORR-contracted facilities must also be *state*-licensed.[68] While the ORR monitors its facilities, states are also monitoring and regulating its licensed facilities. State licensing also extends to the professional staff working in those facilities including child care workers and social workers. Families that foster UC must be licensed by their respective states and therefore undergo an initial home study, regular continuing education, and child abuse and criminal clearances. Related to this, states also have a responsibility to protect the information of UC. Once a UC enters a facility, their information must remain confidential to protect their identity and safety.[69]

Without local and state support, federal mandates related to UC care would be impossible to fulfill. Therefore, effective collaboration between federal, state and local governments is critical to the well-being and protection of UC.

FRAME

Transitioning to a broader lens, the care for UC involves several social institutions that make UC policies, programs and care possible. Social institutions, or organizations that exist to provide structure, order and guidance in society, have specific responsibilities that sometimes overlap in the context of complex issues such as UC policies and practices. A primary goal for all those involved in UC care should be to understand that UC are vulnerable simply because they are children. And regardless of vulnerability, UC ought to be treated with the dignity all humankind deserves. Therefore, the prioritization of child development is imperative and must precede the determination of a UC's legal status. We support this priority through the biblical themes of hospitality, protection and provision.

Biblical Mandates for Hospitality: Embracing the Vulnerable and the Stranger

A key biblical theme present throughout scripture is the idea of showing hospitality to others. Christians are instructed to welcome foreigners and refugees *because we ourselves have been welcomed by Christ*.[70] In other words, the character of Christ is reflected when we care for the vulnerable, provide hospitality to the foreigner, feed the hungry and clothe the naked.

Jesus exemplified hospitality when he interacted with others outside of his ethnic group. Jesus' model for hospitality should guide our posture in this area. For example, the Samaritan woman at the well in John 4 illustrates Jesus' prioritization of a woman's humanity and needs despite an ethnicity and background that made her an outcast to the Jews. Christians learn from Jesus' actions that all are worthy of love and welcome in God's kingdom.[71] Not only his earthly actions, but God's love for the whole world, demonstrated by the cross, is the ultimate foundation for loving our neighbors including those with whom we disagree. To put it simply, when Jesus was sent to die on the cross, God showed the world that every person, no matter where they come from or what they believe, is worthy of God's love. The gift of God's love should be spread to our family, friends and neighbors, including those who are different from us.

For Christians, there is an abiding principle of hospitality that should mark the way we live our lives. According to Matthew S. Vos in his book *Strangers and Scapegoats*, the topic of immigration has contributed to "we" and "they" language wherein disdain for and distrust of migrants has increased, ultimately skewing the biblical mandate to demonstrate hospitality toward strangers.[72] Therefore, Matthew Soerens and Jenny Hwang write in *Welcoming the Stranger*, "God does not suggest that we welcome immigrants; he commands it — not once or twice but over and over again."[73] Extending our hands of welcome toward immigrants not only models God's call for how to treat others, but helps bridge the gap between the polarization of diverse groups.

Prioritizing Protection

The role of Christians is to not only love our neighbors but to particularly protect the vulnerable among us. Children and migrants, because of their age and foreign status, are certainly among those who need a special level of protection. Zechariah 7:10 says, "Do not oppress the widow or the fatherless, the foreigner or the poor."[74] A similar verse in Deuteronomy 23:16 notes, "Let them live among you wherever they like and in whatever town they choose. Do not oppress them."[75] Protecting unaccompanied children is a biblical call. Christians can mimic the love Jesus gave foreigners and children by protecting them from being outcast and alone in a new country.

In implementing this call, it is crucial to form policies and regulations that protect UC while not unnecessarily inhibiting their freedom. To appropriately protect UC, the ORR must continue to enforce regulations surrounding UC care such as protecting confidentiality, assessing for human trafficking in the child's history and thoroughly vetting sponsors and foster families.

Meeting the Material and Emotional Needs of Unaccompanied Children

Finally, the Christian response to UC care involves providing for material and psychological needs for unaccompanied children. Matthew 25:35 says, "For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in."[76] Christians ought to view immigrants

and UC in the same light and help these populations by meeting their basic needs, without consideration of politics or varying views on border protection.

Families, churches and nonprofits ought to provide for UC, in some cases by becoming foster parents or providing a network of support for foster families in their community. While these actions do not change policies, they are a critically important component of a comprehensive response to UC. Creating an environment for flourishing will always involve meeting the basic, emotional, physical and mental needs of UC. Children thrive in loving, safe environments where they have the freedom to explore, play and learn. Healthy communities provide the socialization and nurture that unaccompanied children desperately need.

The Importance of the Family and Government Institutions

There is a large body of literature underscoring the importance of the family in a child's development.[77] According to Michael Wyness in an article from *Childhood and Society*, "the parent has the most significant influence on the child…the primary means of socialization."[78] The family is a very important institution in a child's life not only for growth and development but for a sense of belonging, safety and normalcy.[79]

Lacking the presence of a parent or parents, government must temporarily intervene to act in the place of a caregiver for a UC. The question arises whether government effectively fulfills these duties and if these duties contribute to UC flourishing. Given the family's unique qualities, it is unfair to expect government to provide the same care as a family. To clarify, government does not have the qualities that a family possesses. According to the Center for Public Justice's Guidelines for Family, "The family has its own complex identity as a community of covenant love and trust, binding mother, father, and children. The family is not primarily a means to other ends, whether economic, political, or cultural."[80] Certainly, government has different roles that make creating a family-like environment difficult. According to CPJ's Guidelines for Government and Citizenship, "Government's policies should aim to uphold the integrity and social viability of families, which do not exist in a social, economic, or political vacuum."[81] Foster care is a mechanism by which government currently replicates a family-like setting while also fulfilling the responsibilities of protecting the child. Foster care places a child within a family outside of their own while their own family receives support and services to heal their brokenness and solve family issues.

Similarly, residential care facilities for UC act as a second option for a family-like environment. ORR-contracted facilities that house UC are required by the Flores Settlement Agreement to favor releasing the child to family sponsors living in the U.S over residential treatment or non-relative foster care placement. This priority emphasizes the importance of family. Kinship care is far more similar to a traditional family than residential care and therefore should be prioritized.[82] Kinship care is when a child in the foster care system lives with a relative other than the biological parent. Prioritizing family is a big step in the right direction when it comes to caring for and placing UC with eligible sponsors.

Government plays an important role in maintaining civil order in society. As an institution, the government has a responsibility to "legislate, enforce and adjudicate public laws for the safety, welfare and public order of everyone within its jurisdiction."[83] The same is true for the care of UC. As stated in the Center for Public Justice's Guidelines for Government and

Citizenship, government is responsible for "upholding the common good of the political community in its own right, which includes protecting citizens from domestic and foreign injustice. Recognizing in law the nonpolitical responsibilities that belong to those who live in the territory of government's jurisdiction."[84] In terms of policies related to UC, the role of government becomes more complex.

Government has a duty to their citizens to offer protection from outside threats. It is important for government to know who is entering their country and their intentions for coming. However, it is also true that all human lives are worth protecting, and so government should also protect those seeking asylum and refugee status. To better serve UC, government should provide recruitment, training, and funding for foster families. Effective oversight of and communication between the ORR and ORR-contracted programs is also essential.

Above all, when government becomes involved with UC, they must consider the child's minor status *before* their legal status. More specifically, this means that the child's physical, mental and emotional needs must be met before legal processes begin. Legal processes should not be placed at a lower importance for UC once arrived at the border but be simply delayed until proper physical, mental and emotional care procedures are in progress.

Creating an Environment for Flourishing

At the macro level, policy makers must acknowledge the vulnerabilities UC face when putting policies and procedures into place. They must balance the need for UC protection with efficient procedures that get them into safe homes as quickly as possible. Recommendations by UNICEF support the idea of identifying and protecting UC with specific needs. UNICEF suggests offering referral to social services and "helping contact family members, guidance on their options … nutritional support, access to safe water, warm clothes, rest and play."[85] The government can put practices in place at the border so UC feel less frightened including employing bilingual staff at every stage of the process.[86]

Recently, the government released a final rule effective July 1, 2024 to advance the regulations of the Flores Settlement Agreement.[87] The rule outlines extensively new criteria needed for the placement of UC into ORR contracted facilities and foster homes. Specifically, the ORR outlines its revisions which include: establishment of a private Ombuds Office that will mediate concerns about government actions and the UC Program, revision of UC placement, legal resources, health care and education and new standards for Influx Care Facilities.[88] These new regulations reflect the relevancy of this issue and how UC continue to face constantly evolving policy and practices.

The Role of Nonprofits and Communities

An overwhelming amount of aid to immigrants and UC has been provided by faith-based nonprofits and churches. An article by Philanthropy Roundtable points out how churches and faith-based nonprofits have helped immigrants and UC because of biblical teachings to help the poor and vulnerable.[89] From immigrant aid societies and settlement houses to charitable organizations the article states, "Right to the present day, charities — particularly religious groups — continue to be the primary settlers of many immigrants to the U.S."[90] Currently, 40% of ORR contracted facilities across the U.S. are faith-based.[91] This suggests that an overwhelming number of faith-based organizations are meeting the needs of UC in local areas and that there is a calling for religious organizations to take part in caring for this population.

Non-faith-based organizations also have a positive impact on UC flourishing. A study by Graddy and Ye shows that secular organizations dominate social service agencies across the U.S. and that these programs provide a broad range of services rather than specific services like their faith-based counterparts.[92] Graddy and Ye suggest that while faith-based nonprofits are growing, they are not a replacement for secular and public services.[93] Rather, secular and faith-based non-profit organizations can work together to meet the needs of communities both expansively and definitively.

What does this mean for unaccompanied children in the present? Research in child trauma highlights the positive impact and role faith-based nonprofits and churches can have in the lives of UC.[94] UC have been found to have overwhelming feelings of loss, uncertainty and lack of stability, emotions that unsurprisingly often lead to maladaptive development.[95] Best practices with UC call for professionals to help the child maintain a consistent connection to their cultural heritage and religion.[96] Religion and heritage are a significant aspect of the child's identity and sense of self. The unique aspect of this finding is that secular institutions also have the ability to incorporate culture and religion into their practices. Having a network of individuals who understand the child's religion may be a way for secular organizations to incorporate the child's religion and culture. In addition, foster families are required to enable the foster child to practice their religion, even if the child's religion differs from the foster family. These best practices reflect the importance of religion on a child's well-being.

Like nonprofits, communities also play a large role in the lives of UC. Communities, a social group who share locality, government and cultural tradition,[97] must be welcoming and accommodating in order for UC to thrive.[98] For example, communities can educate community members about the struggles of UC as well as their specific needs. Community action is even called upon by the ORR. The ORR states in a UC Program document, "The program relies on engagement from a wide range of community members including foster parents, mentors, former unaccompanied refugee minors, volunteers, leaders of faith communities, ethnic community leaders, teachers and coaches, business owners and many others."[99] Teamwork is indeed required for the flourishing of UC within a new environment.

Sorens and Hwang write, "God created a single body, his church. Each part of Christ's body – Jew and Gentile, Asian, African, Hispanic, Native American, Caucasian, and every other group of people - must be reconciled to one another and to God to effectively be the unified body that God has called us to be, doing his work in the world."[100] As Christians, it is our duty and our privilege to welcome those who are strangers and who are uniquely vulnerable.

The vulnerability of UC calls for carefully-crafted policies and social institutions that effectively provide protection when parental supervision is absent. The government, non-profit organizations and families are all involved in the care of UC and impact their current and future flourishing. It is essential for these institutions to work together in local communities so that UC have the opportunity to thrive.

ENGAGE

Welcome to Pittsburgh

A once dusty and polluted town nicknamed "The Smoky City" has transformed into a vibrant and diverse city. The city of Pittsburgh is known for producing the steel

that accompanied extensive industrialization during the late 19th and early 20th centuries. The steel industry, for decades, provided thousands of jobs and supported the region's economy, creating serious challenges when steel production then left the region in the 1970s and 80s.[101] Pittsburgh, however, has "bounced back" and has reinvented itself as a center for "eds and meds" as well as technological innovation.[102] Today, the city of Pittsburgh is home to over 300,000 people from all walks of life.[103]

Notably, there is an increasing number of immigrants choosing to live in Pittsburgh.[104] According to the American Immigration Council, between 2014 and 2019, Pittsburgh faced a population decrease of 1.3% — largely due to an aged population. At the same time, the immigrant population increased by 18.9%.[105] The increase, in fact, helped to offset the decline in the overall population.

Unlike some cities, Pittsburgh, largely because of its population decline, has welcomed immigrants. In a *Washington Post* article, Pittsburgh Mayor Ed Gainey said, "We are not here to reject any immigration. As a matter of fact, we want to make this the most safe, welcoming, thriving place in America, and you can't do that without immigration."[106] The article also highlighted the support of the city government saying, "Feyisola Akintola, a Nigerian immigrant who leads the city office, said her goal is to make immigrant communities understand that they will have the full support of local government, should they settle here."[107]

Pittsburgh: An Untapped Resource for Unaccompanied Children

With racial and ethnic diversity at its core and a legacy of religiosity, Pittsburgh offers an extraordinarily wide range of social services, many of those explicitly faith-based.[108] In fact, the city has numerous non-profit organizations entirely dedicated to immigrant services. Jewish Family Community Services (JFCS), for example, provides pro bono legal services for immigrant families.[109] Hello Neighbor is a large non-profit organization that welcomes newly resettled immigrant families to the city.[110] Pittsburgh boasts two Latino community centers — Latino Community Center and Casa San Jose — that provide a wide range of resources and celebrate Latino culture.[111] Finally, the city has long offered English as a Second Language instruction in its public schools.

Yet despite broadly available services to immigrants, there is surprisingly little care focused on unaccompanied children in the city.[112] In fact, Holy Family Institute (HFI) is the only ORR-contracted facility offering UC residential and transitional/long-term foster care in the city. Surprisingly, there is only one other ORR-contracted facility offering UC shelter and transitional/long-term foster care in the state, KidsPeace, near Philadelphia.[113]

The reality that few UC are housed or fostered in Pittsburgh is partly a pragmatic one which relates to the location of potential sponsors and child needs that require specialized care. UC are placed in residential facilities that are geographically closest to their potential sponsors.[114] Jallyn Sualog, VP of the Human Resource Division at Applied Intellect LLC and former ORR Deputy Director for Children's Services, said in an interview, "[It is] based on the child; that's how the ORR determines where the child is sent. The ORR will prioritize families and other relatives," when placing UC.[115] Other factors such as pregnancy, criminal background and medical needs are also taken into account as facilities differ in their ability to manage such scenarios.[116] The ORR also evaluates the number of open beds at a given facility when placing UC.[117] In the rare occurrence where a UC does not have any family members located in the U.S., the ORR will place the child in a foster home.[118]

Despite the fact that some factors are entirely pragmatic, meaning that UC are placed near sponsors and in facilities with open beds, as stated earlier, Influx Care Facilities continue to be utilized because of the high numbers of UC. Understanding how facilities are contracted is important to exploring solutions.

First, nonprofits with the capacity to provide residential shelter, transitional and/or long-term foster care must apply for an ORR contract. The ORR does not search for partner facilities. When asked about how nonprofits get contracted for UC care, Sualog thought back to her experience at the ORR and recounted, "It depends on the organizations in the states. They have to present themselves to the government in order for the government to utilize them."[119] Many nonprofit agencies are simply unaware of the need for such facilities in their communities, even those that have the capacity for a federal partnership.

Beyond a lack of awareness of the potential for nonprofits to work in this area, Sualog also indicated that a lack of public awareness of unaccompanied children is undoubtedly a factor in minimal involvement with UC care in the region (and state). She indicated that, in part, there is only one ORR-contracted facility in the city and two in the state because there is a lack of public awareness of the needs of UC.[120] Because Pennsylvania is located far from the border, most citizens know little about UC and know about immigration only from what they learn from the media.[121]

Through our interviews, we not only gained a better understanding of UC care in Pittsburgh but realized that the city has an extensive nonprofit infrastructure that is not currently utilized by the federal government for UC social services. Therefore, we offer several policy and practice recommendations to increase Pittsburgh's role in UC care.

Look Beyond Location

While it makes practical sense for the ORR to utilize residential and foster care facilities that are geographically near the UC's prospective sponsor, we propose a broader perspective which instead strives to place UC in the region where the sponsor is living. The current system overutilizes border states and large cities while underutilizing northern states and smaller cities that have available resources.

In addition, more Pittsburgh nonprofits should pursue the opportunity to serve UC. This could include residential shelter care, but could also include services that may be more attainable to smaller nonprofits such as home studies and post-release UC services. Several nonprofits are already working with UC, but not receiving federal reimbursement.

For example, Monica Ruiz, the Executive Director of Casa San Jose, discussed her organization and what they do for the community. Although Casa San Jose mainly works with refugee families and adult immigrants, they also encounter UC and extend services to them.[122] Ruiz said that Casa San Jose refers unaccompanied children to English as Second Language (ESL) programs and sometimes works with UC who have "aged out" at age 18 to reunite teens with family members.[123] Since some nonprofits already come into contact with UC, they may be interested and willing to expand their service offerings. While many of these nonprofits are already supported by local churches and synagogues through in-kind and monetary donations, many faith communities are passionate about assisting immigration and would undoubtedly support intentional expansion into UC services.

The need for transitional and long-term foster care is also apparent among UC who lack a viable sponsor. Pittsburgh agencies

already working with immigrants, especially Latino immigrants, may be well-positioned to recruit bilingual and culturally-appropriate foster families for UC and URM. Based on an interview with Monica Ruiz, we suspect that few families are presented with this opportunity.[124] This implies increasing the awareness of this partnership opportunity among the many foster care agencies already in the region. Organizations such as HFI and JFCS have expertise in immigration and culturally-relevant connections. These organizations can inform existing foster care agencies in Pittsburgh about recruiting foster families for UC.

Many local churches already support foster families. Churches can be increasingly utilized to recruit foster parents and to serve existing ones, establishing a network of UC care in the area. Additionally, churches, synagogues and mosques are excellent places to recruit additional foster families as there are clear religious mandates to serve the vulnerable. Further, religious communities have been shown to provide emotional nurture and positive socialization for persons of all ages, but particularly those in need. By working together, established ORR-contracted facilities, local foster care agencies and houses of worship can create a network of support for UC foster care in Pittsburgh.

Improve Care at the Border

The federal government made considerable progress in UC care by creating the Flores Settlement Agreement which shifted responsibility from ICE to ORR. This placed UC status closer to a refugee, for example, than a criminal.[125] But while there have been noteworthy improvements, several aspects of UC care should be examined further.

Currently, children are housed in the same detention facilities as adults until they are transported to their assigned care facility. Jallyn Sualog shared that children are placed in a separate area of the detention facility but are not treated differently than their adult counterparts.[126]

Related to this, ICE and CBP officials, the initial caregivers for UC, may not be trained in best practices for traumatized children or adolescents.[127] To address this issue, the federal government ought to employ social workers trained in trauma-informed care to care for UC at every stage of their journey, including the initial contact at the border. Emma Israel from Kids in Need of Defense (KIND) highlighted an emerging program, Child Welfare Professionals Program, which is geared toward this very issue. KIND, founded by Angelina Jolie in 2008, is an international non-governmental agency committed to providing quality legal representation in immigration courts and the protection of children grounded in the child's best interest.[128] In the Child Welfare Professionals Program, KIND is advocating that only state-licensed social workers interact with UC. Emma Israel expanded on this in an interview by indicating, "These social workers would be in charge of children at facilities, screen for trauma, abuse, assessment, family, and background work."[129] KIND is calling on Congress to fund and deploy social work professionals to the border.[130] Partnerships between local universities and nonprofits who work with this population can educate potential social workers about this line of work while inspiring and equipping students to want to work with UC.

Placing trained professionals at the border would increase the potential that UC are treated in a trauma-sensitive and child-friendly manner.[131] Christina Staats, a mobilizer for Bibles, Badges, and Business — a program of the National Immigration Forum which is dedicated to promoting the value of immigration — indicated in an interview, "If we are going to have children in our system,

we have to do diligence."[132] This captures the need for more caring and age-appropriate programs and procedures.

Establish Separate Immigration Courts

Another concern relates to the similarity between adult immigration and child immigration courts. Sualog explained that immigration courts do not vary for child and adult immigrants.[133] Currently, children are tried in the immigration court system like adults. Like adult immigrants, UC do not have automatic access to a defense attorney, and generaly only have access to legal defense through pro bono services. Children are required to fill out all paperwork in English and must manage court dates and paperwork alone.[134] Israel spoke about this in an interview saying, "It is difficult for children who have never been to court before. Children are not guaranteed an attorney in immigration court. Many UC can show up alone."[135]

Ways to improve the current court system include the creation of "child-friendly" courts. For example, KIND seeks to pass laws that would "provide a number of protections including specially trained judges, space in immigration court for UC … we have been working with the courts to institute those changes without Congress" as Israel indicated in an interview.[136] It is important for judges to be specially trained for child immigration courts, as child cases are often unfair due to the massive responsibilities children are required to manage (i.e. filling out paperwork in English, managing court dates, etc.). Implementing a more child-friendly courtroom environment for UC, similar to the child-friendly courtrooms set up for foster kids in the public child welfare system, would reduce additional UC traumatization.

As a part of immigration reform, the federal government ought to create a child-friendly, developmentally appropriate legal experience. Pittsburgh could set an example for other cities by providing pro bono attorneys to represent UC in court, perhaps even pilot-testing child-friendly immigration courtrooms. As mentioned previously, local nonprofits in the city already provide free resources for UC.

Resources for UC "Aging Out"

A final recommendation relates to UC who are turning 18. Reaching this milestone poses a significant problem for the many UC who cross the border at 15-17 years of age. If the individual does not find a sponsor before age 18, they become an adult and no longer have the protections of a UC.[137] Monica Ruiz shared, "On their 18th birthday, ICE comes to pick them up and they're deported." Former UC are either treated as an adult asylum seeker or an organization can claim them as an adult client. Pittsburgh's Casa San Jose, for example, assists former UC who have been taken by ICE back to the border. They attempt to locate families living in the U.S.[138] Ruiz states, "They allow us [Casa San Jose] to go to the ICE office and pick up the child from there and we are able to connect them to their family."[139] A helpful policy revision would entail offering former UC referrals to the resources (e.g., job location, ESL classes, and GED completion) adult immigrants can receive when resettling in the country.

Pittsburgh has a vast network of nonprofits that can help UC who are aging out find resources. Casa San Jose, Latino Community Center, Hello Neighbor and others are resources that can extend their already established programs to UC who recently aged out or are close to turning 18. Federal action is needed to make this possible. The ORR can make a policy that states UC who are aging out and have not found a sponsor must have available resources provided before they are processed for deportation. The rationale for such a revision is that the

only difference between a UC and a child who turns 18 is a number. The same child who received care and services at 17 years old is now treated like a criminal just because they turned one year older.

Pittsburgh has the interest, resources and capacity to assist unaccompanied children in a way that proves mutually beneficial. Through the works and programs of various nonprofits and local government initiatives, many more UC could have the opportunity to flourish. With a few policy changes on the federal level, Pittsburgh could be an even more hospitable community for UC. Not only is Pittsburgh a vibrant city, it offers many resources, currently untapped, that could nurture young people, allowing them to grow into flourishing adults. Being a part of a community that is welcoming toward a growing immigrant population makes us proud of the city we call home. Even more, knowing that Pittsburgh has the potential and capacity to care for unaccompanied children is a positive finding that we hope to see develop over time. Our hope is that Pittsburgh can see its untapped potential and use it to positively impact the lives of these vulnerable children and further help bring families together.

Equipped for Employment: Holistic Workforce Development in Response to Globalization in Waco, Texas

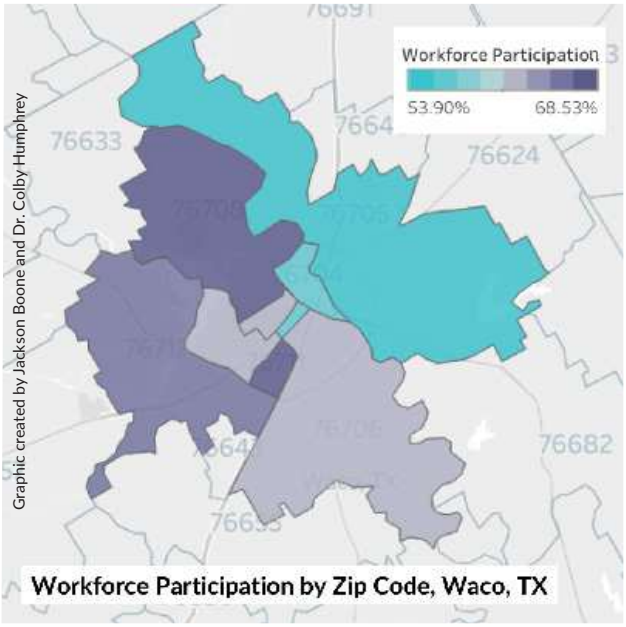
Jackson Boone and
Colby Humphrey, Ph.D.

DISCOVER

With a tremble in his voice, Dennis Sulak, a former engineer at General Tire's Waco, Texas factory, recounts all that was lost when the factory shut down in 1985. "It's a crying shame that facility go down the road it went… lots of hard work, lots of good families, all of that is history."[1] When General Tire closed their factory, a result the company blamed on foreign competition, 1,400 workers in Waco lost jobs.[2] The loss of 9% of Waco's employment was a huge blow at the time.[3] David Bumgartner, another engineer at the factory said, "It really impacted the community. One of the professors at Baylor once stated that for every person who lost their job at General Tire, approximately 4.3 people in the community lost their job as a result."[4] The factory closing left a deep scar in the Waco community that lasted well after the immediate economic impact. The building lay dormant for many years until Baylor University heavily remodeled the inside, building the Baylor Research and Innovation Collaborative in 2010.[5] The story of General Tire is indicative of a larger trend that continues to the present day: globalization.

In order to understand the vital importance of workforce development efforts in Waco and the nation as a whole, we must realize the scope and effect of globalization and what many deem "the fourth industrial revolution".[6] Globalization describes the rising levels of interconnected economic activity across the world fueled by increased trade, capital investment and labor force participation.[7] Since the 1980s, global supply chains have further connected developed and developing economies through mutual reliance on capital, labor and raw materials.[8] The result has been positive in many ways.[9] While most globalization trends have more visibly favored developing nations in terms of economic growth and decreasing poverty, the United States has also seen benefits. Since 1990, the production of goods and services has increased 85%, and real hourly compensation has increased by 50% from 1973 to 2018.[10]

Not all of the effects of globalization have been positive for Americans, however. Loss of manufacturing jobs and the offshoring of low-skill, entry-level jobs have disproportionately hurt those in the U.S. with less education and income. From 1990 to 2018, over 5 million jobs were lost in the goods-producing sector, manufacturing included, although it should be noted that the economy gained some 38 million jobs in service industries.[11]



Workforce Participation by Zip Code, Waco, TX

Locally, Waco has seen its fair share of factory shutdowns, historically, like General Tire, and in the present. More recently, Waco has seen manufacturing centers close as the

Owen-Illinois glass plant announced in 2023 that it would shut its doors, causing 300 workers to lose jobs.[12] Additionally, in 2020, the Manitou Group, a heavy equipment manufacturing company, closed its Waco location, moving production to South Dakota and France, resulting in 148 displaced workers.[13] Although some new production companies have found their way to Waco, offering hundreds of new jobs, they often only hire highly skilled technical workers that require training.[14] Therein lies the problem.

Globalization is not the only radical change the economy has undergone. Recent technology innovations have revolutionized multiple industries while also accelerating the pace of globalization. Manufacturing, artificial intelligence, personal computers and smartphones have radically changed the way business and production is conducted. Like globalization, technological innovations have caused workers to fear losing their jobs to automation and artificial intelligence. Unlike globalization, the job displacement caused by innovative technologies will not be limited to production and retail; lawyers, finance specialists, accountants and other professionals are projected to see losses in their industries as well.[15] This massive shift in the economy demands a response in the workforce development sphere. Just as globalization contributed to the growth of the service sector while displacing former manufacturing workers in the U.S., so too will changes in technology bring about new opportunities that require reskilling individuals: equipping them with measurable capabilities that can be applied in a different job role or industry.

The necessity of workforce development becomes apparent as the many workers who trained in manufacturing for much of their adult lives are now being asked to transition into industries with an entirely different skill set. Manufacturing and production job opportunities are coming to Waco, even while most of the country has seen a decline, but many of the people who need or want those jobs do not yet have the requisite skills to fill them. Public and private organizations have a role to play in connecting and retraining Wacoans to meet current demand.

Workforce Development at the Federal Level

In light of the transformational changes caused by globalization and technological innovation, it will be helpful to analyze the current state of workforce development programs in the U.S., first beginning on the national level all the way to Waco, to determine how the current systems and programs in place have adapted to a new workforce environment.

Some of the first workforce development programs in the country were developed in response to the first and second Industrial Revolutions' massive economic unsettling.[16] The Smith-Hughes Act of 1917 provided federal funding for vocational education within high schools.[17] It sought to address the country's need for skilled workers during the rapid expansion of manufacturing and production during this period. While there have been other workforce development policies implemented since then — such as President Franklin D. Roosevelt's New Deal programs — just over a century later, our country again faces rapid technological advancement and a pressing need to train workers in new skills for another economic revolution.

It was not until the Workforce Investment Act (WIA) of 1998, implemented in part because of globalization, that a national workforce development system was put in place to coordinate and support local efforts.[18] Regional workforce boards composed of business, labor, education and government representatives coordinated

state and federal funding while supporting local, hands-on efforts.[19] The Workforce Innovation and Opportunity Act (WIOA) would replace the WIA in 2014, keeping the same stratified structure, but implementing a host of core performance measures across programs and emphasizing measurable skill and educational goals.[20] This collaboration allows state and local governments to be directly involved in distributing funding and developing programs tooled for their area.

In recent years, two landmark laws stand poised to radically shape the landscape of workforce development in the US. In 2021, Congress passed the Infrastructure Investment and Jobs Act (IIJA) with bipartisan support, providing $1.2 trillion in funding for infrastructure related projects.[21] Because its main focus is infrastructure, it offers little funding set aside explicitly for workforce development. The Brookings Institution estimates that 72 of the 400 programs, a combined $490 billion in appropriations, allow workforce development to be incorporated into grant proposals.[22] It remains difficult to determine how much of the eye-popping sum will actually be put into workforce development, but there will be a guaranteed $281 million exclusively toward workforce programs.[23]

The CHIPs and Science Act of 2022, which focuses on expanding U.S. capacity to produce semiconductors vital to the national economy, also includes $200 million for a new Workforce and Training Fund specific to semiconductor training and development. This fund will support the training and certification of highly skilled non-college workers in a variety of in-demand STEM fields.[24] Established federal workforce development programs have also seen a dramatic increase in funding. The Employment and Training Administration within the Department of Labor (DOL) heads many of the federal workforce development programs and oversees funding for state employment programs. According to the budget brief for the DOL, since 2014, funding for the department has increased by $2.8 billion dollars.[25]

Despite the increase, federal program capacity and funding is often limited, causing a need for robust state and local programs. In its current role, the federal government mainly provides funding and support for state and local governments who serve the majority of the participants in government workforce development programs.[26] Federal programs are available to a limited population with admittance often based on income, race or age. In Texas, only 14,747 program participants were served through core WIOA programs in 2022, and there are only 21,909 apprentices in Texas that receive scholarships in the federally funded Registered Apprenticeship program.[27] Compare this to the total 1.174 million Texans who are either unemployed, part-time workers for economic reasons or discouraged workers.[28] The smaller number of participants is partly by design, as workforce development in the U.S. generally confers greater influence and involvement to state and local governments, those best situated to understand the needs of their specific community. The interplay between the federal government and localities will continue to evolve as the reauthorization of the WIOA works its way through Congress this year.[29]

Workforce Development at the State Level

The Texas Workforce Commission (TWC) serves as the central state authority and source of funding for workforce development in Texas.[30] The state is divided into 28 separate workforce development boards grouped by region, and each board connects potential employers with job seekers.[31] Workforce Solutions: Heart of Texas (WSHOT) is the state-funded, but locally run, workforce

board that serves Waco and the surrounding rural counties.[32]

In their latest 2022 impact report, WSHOT hosted 150 jobs fairs with 3,137 job seekers attending. The report found that 88% of job seekers who received services held their newly found jobs after one year.[33] Notably, Workforce Solutions also understands the barriers potential job seekers face which is why they have given child care tuition scholarships to 2,267 families so they could go to school or work.[34] They also have extensive partnerships with industry and nonprofits, including some faith-based organizations. These include: Christian Men's Job Corps of Waco; Christian Women's Job Corps of Waco; and Mission Waco, Mission World (MWMW).[35] Both the men's and women's job corps provide free GED and job training classes as well as one-on-one mentoring in a Christian context. Additionally, WSHOT worked with local community colleges and school districts such as MCC, TSTC and Midway ISD to improve career and technical education (CTE) certification and job training.[36]

The TWC spent almost $5.1 million on its Apprenticeship Program in 2022, leveraging both federal dollars from the WIOA and tax revenue from Texas.[37] The Apprenticeship Program helps businesses receive certification by the Department of Labor for Registered Apprenticeship (RA) programs, and funds industry partnerships of their own. Additionally, the TWC runs the Skills Development Fund which provides training and certification funding to local colleges and technical schools.[38]

In the Waco area, Hill College, McLennan Community College (MCC) and Texas State Technical College-Waco (TSTC) all receive funding from the state. The Jobs and Education for Texans (JET), another TWC program, has provided three separate grants to school districts within Waco, totaling $688,999 for career and technical education centers (CTE).[39] While there is a wealth of workforce development programs available, later in this report we will share just a few ways those programs and structures can be improved to better reach and serve people in Waco and across the U.S.

Local Collaboration in Workforce Development: A Model for Waco

By design, the local workforce development organizations serve as important connectors between job seekers, training programs and future employers. The City of Waco Department of Economic Development released a Strategic Plan for 2023 with a goal of "ensuring accessible pathways to quality education, training, and jobs, creating a robust talent pipeline reflective of employer needs."[40] The strategic plan also sought to implement more industry partnerships, connecting the current and future labor demands of employers with those seeking jobs.[41] The Department's main objectives consist of funding already existing workforce programs, especially those hosted by non-profits, and connecting job seekers or displaced workers with present services.[42] Likewise, the Greater Waco Chamber of Commerce has formed extensive partnerships with local nonprofits and education institutions.[43] Industry leaders, government officials, education partners and non-profit executives make up the Advisory Board allowing for a broad range of input and ideas.[44]

Many nonprofits in the area do receive financial support from some level of government, but most hands-on work in these programs is entirely composed of volunteers or nonprofit staff. The aforementioned Mission Waco, Mission World hosts an Mpowerment Job Training program offering "job readiness training, job search skills, computer skills and assistance in setting life

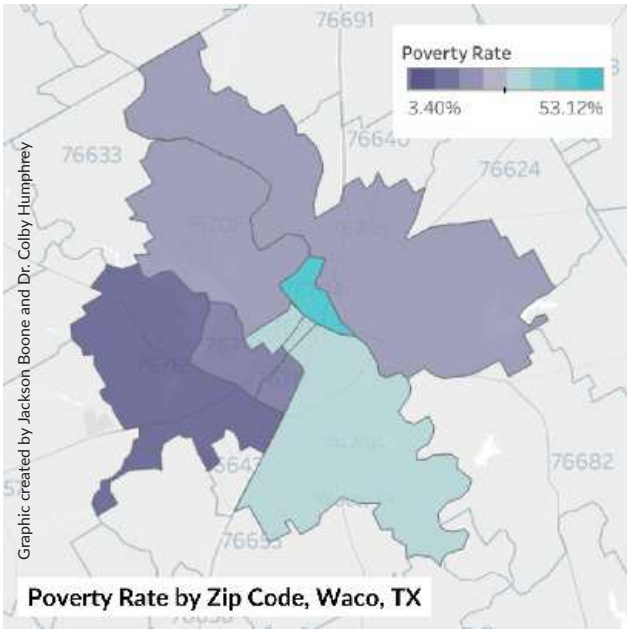
goals and budgeting."[45]

Particularly in Waco, local cooperation among city officials, industry, nonprofits and faith-based organizations continues to expand and improve. Cooperation across such entities is often difficult to achieve, but remains vital in ensuring the community's needs are met. While funding might often come from state and federal governments, the local legwork and cooperation happens across lines of government and civil society, with a robust social fabric leading the charge in Waco as the government facilitates, promotes and supports local organizations.

Waco's Economic Divide: Challenges and Barriers to Workforce Development

While Waco has seen economic development like that of the rest of the state, it continues to lag behind the national average in several indicators. According to the Census Bureau, Waco's median income remains $20,000 and $18,000 lower than the national and Texas averages respectively.[46] The homeownership rate is 18.1% lower and the poverty rate 11% higher than the national averages.[47] The challenges of workforce development in Waco become even more clear by breaking down economic indicators by zip code. The median household income for the northern and eastern zip codes is $30,737; compared to $58,802.25 in the southern and western zip codes.[48] 37.24% of north and east Waco residents live below the poverty line compared to 11.23% residents in south and west Waco living below the poverty line.[49]

Simply driving through Waco, the division between south and west Waco compared to that of north and east becomes all too real. Statistical comparisons between the two regions will yield two distinct images of life in Waco, separated by zip codes. Citizens, particularly in the north and east of Waco, struggle with both the availability and the affordability of transportation, housing, and child care, factors that have proven key in determining workforce participation.[50] In order for Waco residents to maintain employment, they must first have a roof to live under, someone to watch their children, and transportation to and from their place of work.



Poverty Rate by Zip Code, Waco, TX

While the city has long lagged behind national averages, it is clear that some areas are falling further behind than others. Globalization and technology innovations have negatively impacted Waco's manufacturing capabilities, and unfortunately, the region risks missing the new innovation opportunities given the lack of specialized skill training and certification through education available. An analysis seeking to improve Waco's current workforce development model should incorporate and understand how barriers of location, housing, child care and transportation further impede one's ability to increase their economic standing. In the economy of the 21st century, it is no longer enough to bring jobs into the area and expect them to be filled. A more holistic approach is needed, one that encourages partnerships between the public, private and nonprofit sectors, spreading the benefits of local social services and government assistance.

FRAME

Before we can improve workforce development policy and programs, we must ask ourselves how God calls us to view work and what it means to work well. Even around these basic questions, we find our modern conversations about work lacking. Whether an employee falls into the category of "workaholic," or "quiet quitter," both extremes fundamentally misunderstand the proper role that work should play in our lives.[51]

The Balance of Work and Rest: Lessons from Genesis and the Sabbath

One needs not look far in scripture to understand that God sees work as a reflection of divine nature and an essential characteristic of human nature. In the first chapter of Genesis, God forms creation out of a void and brings order out of chaos.[52] The creation story does not begin with the universe existing alongside God, but rather, God shapes, molds and creates ex nihilo, from nothingness. Contrary to popular portrayals, God did not intend for Adam to simply spend his days in the Garden of Eden in a perpetual state of leisure without purpose.[53] Instead, God commands Adam to "to work it [the garden] and keep it."[54]

This task, however, had limits, as God demonstrated by taking the seventh day of creation to rest "from all the work that he had done."[55] This is the Sabbath. God blesses this day of rest and makes it holy, instructing the Israelites to observe this day of rest in the Ten Commandments.[56] The practices of rest-taking and the Sabbath are integral to a full understanding of work that is often neglected in the high-stress, high-volume type of work many Americans face willingly or out of necessity. In a recent survey across the U.S. and the U.K., 42% of those polled said they are burned out, feeling a general depletion and exhaustion related to work, with women disproportionately impacted.[57] Another report from the American Psychological Association said 36% of U.S. workers feel cognitive fatigue due to work, while another 44% feel physical fatigue.[58] Clearly, Americans are imbalanced regarding work and rest, but God calls us to lead a different life.

When it comes to work and rest, God is clear on what it is and when it should happen. The Apostle Paul in Colossians states, "Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive our inheritance as your reward. You are serving the Lord Christ."[59] Whatever our endeavor or occupation may be, we work not for our boss, coworkers or ourselves. We work for God. God commands us to work and to rest.

The Role of Work in the Christian Tradition

From the early church up until today, Christian leaders, from theologians to popes, have understood that God calls us to work and have sought to discern what that means in light of the challenges of their day.

In the Protestant tradition, Martin Luther and Abraham Kuyper wrote extensively on how work should edify and inform our relationship with God. By the time of the Protestant Reformation in the 16th century, religious work and everyday work were siloed.[60] Most Christians, including priests and monks, understood the terms like vocation or calling to be an exclusively religious endeavor.[61] Luther rejected this notion, instead saying, "A cobbler, a smith, a farmer, each has the work and office of his trade, and yet they are all alike consecrated priests and bishops, and everyone using his work or office must benefit and serve each other."[62] Luther's conception of work's value was as revolutionary as it was transformational. He revived the idea that all

work glorified God, and Luther would even go so far as to say, "the works of monks and priests … do not differ one whit in the sight of God from the works of the rustic laborer in the fields or the woman going about her household tasks."[63]

Abraham Kuyper developed Luther's idea in response to the massive changes of the first Industrial Revolution. His insights are particularly valuable as we in the 21st century navigate another period of automation and social upheaval. Kuyper reaffirmed Luther's view of work as a calling. He says that work done well is a "divine ordinance" and affirms that as image bearers of a God constantly at work, we too should work.[64] Kuyper goes even further, saying that work is a gift from God. We work not merely because God commands us to, but because it is fundamentally good. Through work, we draw nearer to God, the ultimate mover and worker, and express the *imago Dei*, the image of God.[65]

While Kuyper focused on the value of work for the individual in industrial society, Pope Leo XIII, in "Rerum Novarum," laid out the role of the Catholic Church during massive industrial changes. Pope Leo believed the Church "improves and ameliorates the condition of the workingman by numerous useful organizations … endeavoring to meet, in the most practical way, the claims of the working classes."[66]

He also comments on the relationship between employer and employee, saying the church instructs employees to "carry out honestly and well all equitable agreements" and "never employ violence in representing his cause."[67] The church also teaches that employers should see, "their work-people are not their slaves; that they must respect in every man his dignity as a man and as a Christian; that labor is nothing to be ashamed of."[68] Pope Leo understood the church as an active player in economic concerns that defends the right to private property, but he also saw a common cause with the laborer.

Pope John Paul II, like Kuyper and Pope Leo XIII, responded to the changes he witnessed in society and developed two more key points that should inform how we view work in the modern era. First, he warned of the "mechanization of work" that supplants a worker, taking away personal satisfaction, creativity and responsibility, reducing man "to the status of its slave."[69] This alienation is common in our own time with advanced manufacturing and generative AI replacing human creativity in concerning ways. He unequivocally places the human person at the center of every vocation or endeavor no matter the skill level or technological requirements.

Pope John Paul II went even further and identified Christ's sacrifice with human work. In "Laborem Exercens: On Human Work" he wrote, "The Christian finds in human work a small part of the cross of Christ and accepts it in the same spirit of redemption in which Christ accepted his cross for us."[70] Martin Luther, Abraham Kuyper, Pope Leo XIII and Pope John Paul II built a theology of work across Christian traditions and established work's necessity and value to humankind. Work is not just a paycheck, a means to an end or a command; rather, it is a calling, a gift and an act of redemption.

A Distinctly Christian Context for Workforce Development

Our view of work is inextricably linked to how we provide workforce development programs. Cultural movements concerning work are becoming increasingly disillusioned with the "nine-to-five grind." Work, seen as a necessary evil, becomes a way to pay for our livelihoods and real passions. While addressing worthwhile concerns of burnout and alienation, these mass cultural feelings

still implicitly define work in a way that leaves it bereft of meaning. Whether one views work as the end-all-be-all or a means to an end, both understandings reduce one's perception of the benefits a job can provide for someone in need.

First and foremost, Christianity connects the work one does regularly to a higher calling and sense of purpose from the Creator. In the West we tend to consider some jobs as beneath our dignity, but in Christ all jobs have value and meaning when done for God's glory.[71] If we, who are concerned about workforce development, saw the ultimate goal as connecting people to a calling meant for them by God rather than simply finding them a job, this would lead to a radical mindset shift on the part of program and participant alike.

Timothy Keller, in his book *Every Good Endeavor*, demonstrates that out of a higher calling comes a powerful passion. He writes, "We are asked to bring emotion, discipline, and urgency to the task of being living sacrifices in the lives we lead and the work we do."[72] In contrast, the American worker's passion for his or her job has never been lower. Roughly 60% of Americans in the workforce report being emotionally detached from their work.[73] For too long, Americans have correlated happiness at work with success in a cutthroat environment requiring extended hours.[74] This has understandably led to dissatisfaction with work, leading some to put forth minimal effort or spend as little time as possible in the workplace.

Movements like quiet quitting or Financial Independence, Retire Early (FIRE) offer benign solutions but rest on the implicit assumption that work is a necessary evil to avoid and minimize.[75] A job that becomes all-encompassing and intensely competitive distorts work just as a theology of work that seeks to denigrate its value into nothing more than a placeholder for the next stage in life. Any workforce program that aims to be successful should understand work as a fundamental good, and as an endeavor fulfilling our role in creation.

Enhancing Opportunity and Addressing Disparities: The Role of Government

The guiding principle for laws legislated, enforced and adjudicated by government is public justice.[76] According to the Center for Public Justice, two dimensions of public justice include upholding the common good of the political community and recognizing in law the non-political responsibilities citizens have to one another.[77] Workforce development, while not a core function of government, is still an integral part of the common good. The federal and state governments should serve as key funders of local government and civil society efforts to provide workforce development programs. These organizations often provide the personal face to many government-funded programs, and enabling them to continue that work is vital.

Government can serve as a central hub for distributing information on training programs and employment opportunities to job-seekers. Government has a particular interest in serving marginalized communities — those with disabilities, lower-income, veterans and high-risk youth. Disparities on the basis of race and gender also exist in the categories of unemployment rate, income level and education, with Black and Hispanic workers disproportionately affected.[78] The continued funding of federal programs with workforce development centers across the country remains vital to serving our most vulnerable citizens.

Just as God commands both work and rest to have their place in our lives, a holistic view of workforce development goes beyond

job training and certification. We have also demonstrated barriers to workforce development posed by access to affordable housing, child care and transportation. Child care accessibility and affordability is a struggle that disproportionately falls on women and negatively impacts their ability to pursue better economic opportunities for their families.[79]

Low-income Wacoans face significant barriers to housing and child care. Solutions that seek to improve workforce development on all three levels of government can and should find ways to alleviate these barriers. We propose a voucher system utilized at any level of government that could provide low-income individuals who participate in a local workforce training program with financial assistance to pay for some aspect of their housing, child care or transportation costs. This policy has already been tested in partnership with UpSkill Waco and Texas State Technical College, providing a gas card for participants.[80] The voucher system allows individuals to choose the type of housing, child care or transportation that best suits their needs. It offsets the high cost of participating in a workforce development program, making it easier for those who need training but lack extra funds.

Finally, federal and state governments have a duty to fund and support initiatives of workforce development focused on ensuring national defense and economic security. The CHIPs Act is an excellent example of this legislation, prioritizing research and development in semiconductors found in everything from electronics to cars and airplanes.[81] The U.S. produces only about 12% of the global share of semiconductors, with the largest producer, Taiwan, closer to 60%.[82] Other industries, such as skilled trades and healthcare workers, although less related to national security, still face a shortage of job seekers and are vital to the health of the economy and Americans. Encouraging training and new employment opportunities in high-growth, high-demand sectors will connect job seekers with high-paying jobs and fill a critical need nationwide.

Meeting Needs Locally: The Role of Community-Based Workforce Development

While governments can serve as a source for funding and information centralization, we see churches, nonprofits, schools and industry as the most direct and personal way to meet the needs of the community. Those who inhabit the communities in which these challenges of workforce development reside are those best suited to solve these challenges. The Center for Public Justice's Guideline for political community espouses the inherent duty we have to one another as citizens of this country: "The mutual obligation of citizens and public officials exhibits a covenantal character, pointing us to the accountability of government and citizens to God. The same can be said for the mutual obligations belonging to members of families, schools, economic enterprises and other organizations. In other words, humans bear responsibility to one another as creatures called to heed God's standards of justice, love, and good stewardship."[83] We are called to a vocation, yes, but also to community with one another.

Organizations that can freely implement a model of work that views work as a calling and a gift stand better suited to help participants actualize God's higher calling and purpose for their lives. The Christian perspective of work should understand the individual participant as an image bearer of God. As such, placing participants in job training and career development goes beyond monetary benefits and would seek to place individuals in a vocation where they can utilize their God-given talents both for their own benefit and the broader community. God's initial calling

to Adam and Eve to work in the garden of Eden applies to all of humanity in whatever capacity.

The Street Sweep Employment Program, run by the Christian-based nonprofit Mission Waco, Mission World, provides a fitting example of their Christian framework informing how they designed their workforce program. In our interview with the program director of Street Sweep, we learned of their partnership with First Baptist Waco, where they deal directly with the most at-risk population in Waco, providing them with housing, job training and a chance at employment. Formerly homeless individuals are paid to pick up trash in the downtown area, providing not only employment opportunities but also a service to the community. Their small-scale model and intensive care are part of what makes the program so successful and ripe for replication. First Baptist provided the initial funding for the project and currently provides 50% of the annual funding to help participants each year who are homeless earn wages by picking up trash in downtown Waco. According to a report released last year, since its inception, 12 out of the 18 participants were able to find employment afterward and 15 out of 18 were placed in permanent housing.[84]

The results are just part of the story, however. Street Sweep was a direct response from community members who witnessed the far-too familiar sights of homelessness and litter and took to heart Jesus' instruction to help the least of these.[85] There were easier ways to pick up litter, but it took a church and an organization with a God-given calling to help others to see an opportunity. These partnerships between different groups within civil society working to fix a local problem are the building blocks towards alleviating the challenges faced by a city beset with problems and yet filled with people willing to make a change.[86]

An approach to workforce development in Waco will begin with an understanding of work that holds all work, no matter the type, to be a valuable and worthwhile human endeavor. It is an approach that affirms the dignity of participants, treating them as individuals working for God, rather than a mere cog in a larger economic machine. It will prioritize the community organizations of civil society and local government as the primary providers of such programs, but also understand that the federal and state governments, operating at a larger scope, can create a workforce ecosystem through financial backing and data support that benefits local efforts. Federal and state governments should serve primarily as the financial backing and program organizers for vulnerable citizens. Finally, due consideration must be given to the barriers faced by Wacoans in the areas of housing, child care and transportation when it comes to accessing workforce development programs and entering into meaningful work and rest.

ENGAGE

Any solutions seeking to improve a Wacoan's livelihood must first start by understanding the local and regional situation in which Waco finds itself. Texas stands in a unique position to benefit from the recent increase in federal funding and capitalize on the economic growth that comes with innovation and technology. The state is second in the country in high-tech employment.[87] Texas also has no state income tax, a lower cost of living and housing prices compared to the national average and an economy where employment grew 28% from 2010 to 2023.[88] These factors have helped Texas become the fastest-growing state in the country in terms of population, with a considerable proportion of incoming workers already possessing high levels of educational attainment.[89]

But not all the skies are clear for the Lone Star State. This influx of highly-skilled workers also means that higher-skill, and therefore higher paying jobs, can be filled with new residents to the region as opposed to native Texans. Texas leads the nation in low-wage job growth but lags behind the national average in high-wage job growth.[90] Furthermore, Texas brings up the rear in citizens who lack health insurance, with the highest rate of uninsured in the country.[91] When it comes to education, 48.5% of the state has a high school diploma or less and ranks 42nd in the nation in dollars spent per student.[92] These challenges present a prime opportunity for Texas, and Waco specifically, to take advantage of the national climate and the state's own burgeoning technology industries and invest in workforce training that anticipates the coming decades of economic growth in specialized sectors.

While Waco has seen economic development similar to the rest of the state, it continues to lag behind the national average in several indicators, beyond the measures of income, homeownership and poverty previously discussed. Waco trails the national and Texas averages in workforce participation and percentage of residents with bachelor's degrees or higher, even though Baylor University resides within city limits.[93]

Home affordability is a rising concern as well; while Waco's median home prices remain below the national average, it has not been immune to the drastic increase in valuations.[94] Thus, Waco's below-average median income negates the benefit of lower housing costs. Indeed, from just 2016 to 2021, the median home price in Waco rose 50%.[95] This breakdown becomes especially concerning when the majority of homes are out of reach for many in the city based on median income figures.[96] Residents in the north and east bear the brunt of this burden as excessive housing costs are 16% higher than those in the south and west parts of Waco.[97] According to a recent study done by United Way Waco, zip codes 76701 and 76704, located on the northeastern part of Waco, particularly struggle with their cost burden for housing at 50% and 53%, respectively.[98] The cost burden measures the amount of monthly income residents of these areas devoted solely to housing expenses, and those spending more than 50% are considered severely cost burdened.[99]

This disparity is particularly stark in the other sectors of child care and transportation, which also directly impact workforce development efforts in Waco. According to the same United Way report, "65% of McLennan County's children under the age of six are living in a child care desert."[100] This means child care centers are hard to find and difficult to get into. While accessibility remains a problem across the board, women below the poverty line spend a disproportionate amount of their already limited income — about 30% in Texas — on child care.[101] Therefore, the cost of child care is not only disproportionately borne by women, but low-income women. As a whole, 27% of Waco survey respondents said transportation limitations had impacted their family's well-being.[102] The city's economic development office sought to address these problems by highlighting public transit and access to child care in their report as "wraparound services" that "help increase labor force participation and access to employment opportunities."[103]

Addressing Disparities

As with any proscriptive policy dealing with a range of issues within a community, there is no one fix-all that can immediately alleviate Wacoans' persistent economic hardship. However, workforce development is key in raising people in Waco above the poverty line and assisting them in becoming self-sufficient. In our conversations with city officials,

nonprofit program directors, and program participants, we gained crucial feedback on the state of workforce development in Waco, places for growth and improvement, and areas of great success. Waco's partnerships between businesses, education institutions nonprofits, and city government are widespread in workforce development and have contributed to a strong ecosystem that can serve as a blueprint for cooperation. The city's robust civil society offers unique features of workforce development programs worth implementing elsewhere. However, workforce development in Waco struggles with community awareness and participation, which limits its effectiveness and reach. Additionally, after program completion, check-ins with program participants could be improved to better understand the impact programs had on participants' lives. We contend that any approach to improving workforce development efforts must first acknowledge barriers beyond training and certificate education. Organizations that already specialize in providing child care, transportation, and housing support have a role to play in assisting existing workforce programs.

Overcoming Child Care, Housing and Transportation Challenges

Access to and affordability of child care, housing and transportation have proven to be persistent problems for low-income Wacoans preventing them from participating in workforce programs. An exhaustive study concerning 21st-century workforce policy found that low-income program participants "with children also struggle to afford basic necessities like child care and transportation to stay in school."[104] Another report focusing on workforce development in the South cited a similar concern listing the following barriers, "higher poverty rates, burdensome transportation costs, [and] onerous child care costs."[105]

Local officials and nonprofit executives told us these barriers were especially persistent in Waco, each detailing steps their organizations took to mitigate such factors. As mentioned previously, Texas State Technical College (TSTC) in Waco offers a gas card for students enrolled in their classes through UpSkill Waco, a program run by Prosper Waco, a local nonprofit.[106] Leah Berry, Marketing and Public Relations Director for the local arm of Goodwill Industries, Heart of Texas, said their organization recently bought a child care facility they plan to open next fall with the goal to accommodate 150-200 children.[107] They have also partnered with the ride-sharing company Lyft to provide vouchers for certain participants in their workforce programs to travel to their job or training.

According to Josh Caballero, Director of Community Outreach in Waco's Department of Housing, the city has attempted to provide a subsidy for the housing and child care costs for participants in UpSkill Waco.[108] Unfortunately, no data was collected confirming whether or not these particular housing and child care subsidies improved program completion and enrollment rates; however, several studies of other programs have found this to be the case.[109] In a recent national survey of workforce boards, many of the 155 boards that replied said they were taking a strategic approach to serving parents and meeting families child care needs, but too often, "are limited in what they can offer with Workforce Innovation and Opportunity Act (WIOA) funds alone or do not allow their limited WIOA funds to be used for this purpose."[110] Government and nonprofit entities already exist that work exclusively on issues of housing and child care. These organizations can give people they serve referrals to workforce programs. Larger organizations, local government included, can lessen the barriers between people and participation in workforce programs rather than expecting those same

workforce programs attempts to provide every wraparound service.

Community Partnerships

Partnerships such as the one between UpSkill Waco and the city are key in building long-lasting, beneficial workforce programs. This is an area where Waco excels and could even be used as a model for other cities and areas to replicate for future success. For example, the Waco Chamber of Commerce has a Regional Education to Workforce Initiative that uses data from local labor reports provided by Workforce Solutions: Heart of Texas (WSHOT) to inform school districts, superintendents and the surrounding colleges of high-skill industries that are growing and require new employees.[111]

Similarly, UpSkill Waco has also partnered with WSHOT to collect data on program participants after graduation, including their employment status and wages at six, nine and twelve-month intervals.[112] This model brings all stakeholders to the table to coordinate data points, prioritize high-growth industries and ensure a pipeline from education and certification to employment.

As discussed earlier in the report, one program that brings this level of community partnership to its height combines a Christian mission with lessons for other workforce programs. The Street Sweep Employment program, part of Mission Waco, Mission World (MWMW), first started in 2021 when First Baptist Church, in the heart of downtown Waco, was asked by the city to clean up the massive amounts of trash and waste found in their parking lots due to a popular tourist site, Waco's Magnolia Silos, located just a block from the church. Instead of going to a private company to contract out the work, First Baptist came to MWMW seeking a partnership that would have massive community benefits for all involved. The program serves Waco's most at-risk population: homeless residents. The Street Sweep Employment Program first offers participants a place to live with the MWMW-affiliated Meyer Center shelter, and then an opportunity to begin earning a living wage cleaning up trash downtown. Despite working with an incredibly at-risk population, their placement rate into stable housing and new employment is tremendous. These numbers are a direct result of how employees feel they are valued and cared for. The priority is finding employees housing through the Meyer Center, and the program's open door, open phone culture builds a relational bond that extends beyond the program.

Ethan Tindell, a past participant, said, "If I ever need something, I feel like I can call them up."[113] The organization prioritizes building relationships with its employees in addition to teaching soft and hard workplace skills. After the program, Tindell moved into permanent housing and is pursuing a degree in architecture at a local community college.[114] At the same time, Diane Hernandez, a current employee, plans to obtain her commerical driver's license upon program completion.[115] At Street Sweep and Mission Waco the workforce development rests on the foundation of serving God through serving others and as a result radically changes not just a person's economic status, but their livelihood.

A Small-Scale, Hands-on Approach

Street Sweep demonstrates that a crucial part of program success is building personal relations with participants that extend beyond the classroom or workplace. These relationships are best built by community members rather than government departments or agencies, a fact the Waco Department of Economic Development utilizes to their advantage. Members of the department described the city's role as

one of support and funding for the already existing infrastructure. They said this existing infrastructure has placed Waco ahead of the curve and leaves the city government with a strong base of civil society to form partnerships in local government initiatives.[116]

Another example of an effective nonprofit can be found in Heart of Texas Goodwill Industries. Goodwill offers a variety of workforce services that include a resource connection center, classes on financial and computer literacy and a program where adult participants can earn a high school diploma.[117] Accelerate, their most popular program, pairs participants with a success coach who helps them with an extensive job search, preparing them for the workforce in three to four months. Combining all of their programs, they have served 4,000 individuals in 2023 alone.[118] According to Denise Whitsel, Vice President of People Services, their efforts are almost entirely self-funded through the Goodwill retail store which provides 95% of all funds.[119] Their success relies on their up-to-date knowledge of the community they serve. Berry said Goodwill conducts a community needs assessment every three years to determine how they can best serve Waco and the surrounding area.[120] Their latest needs assessment found that the lack of a high school diploma served as a barrier to entering into the workforce, leading to the creation of the Rise program.[121] Goodwill also keeps the number of participants per staff member relatively low at 30:1, ensuring a friendly, personal connection.

Critical Investment Prior To Programs

Local government and agencies have an important role to play as a hub of service information. Lack of community awareness was a consistent concern amongst program directors, as some classes were struggling to find participants because potential students did not know the program existed.

LaTishia Beacom, Director of UpSkill Waco, said that on top of struggling to connect the students with the classroom, getting people to recognize the value of short-term certificates is difficult.[122] Beacom said they have attempted advertising and even offering financial incentives for other nonprofits to refer their participants to UpSkill, but these efforts have yet to prove successful.[123]

The city has recognized this problem as well, including it in its Economic Development Plan, with one priority being to "Raise awareness of credentialed programs directly linked to in-demand occupations in each targeted industry sector through increased marketing."[124] This marketing could take the shape of social media advertising campaigns, the most likely method to reach a broad swath of people, although this strategy has its own limitations as it assumes those in need of workforce programs have internet access. Fortunately, Waco's urban setting means internet access is more widely available than in rural regions.[125]

We would also recommend that the regional workforce development office, Workforce Solutions: Heart of Texas (WSHOT), serve as a centralizing node connecting the people they serve with local nonprofits or other programs that could provide workers with wraparound assistance they might not have the capacity to deliver. One issue in determining the best strategy to reach people with workforce services is the very fact they are unconnected from existing services. Without any gauge of what measures would be most effective to cater to an uninvolved population, it can feel like a shot in the dark. We often found this was the problem in accurately assessing how workforce programs could better serve the community, precisely because organizations need help finding or communicating with the people they are unable to reach.

One solution to mitigate the disconnect

between adult Wacoans and workforce services can be found in Texas State Technical College's (TSTC) approach. In an interview with Adam Barber, Executive Director of Workforce Training and Continuing Education, we learned that the biggest problem facing TSTC was "student attendance and high school student's awareness of the technical trades."[126] According to Kacey Darnell, Vice President of Student Learning, TSTC has formed partnerships with local high schools to encourage their CTE programs and promote the certifications and degrees TSTC offers within vocational trades.[127]

Waco Chamber began offering the Leadership, Education, and Development (LEAD) mentor program in local schools in the fall of 2023.[128] With public education as a centralizing force, mentors have access to students before they become disconnected from secondary education and the workforce after high school. Furthermore, students can build a bond with mentors from an early age, creating the consistency necessary for long-term success, especially for underserved youth.[129] We recommend organizations in Waco continue to advocate for trade school education as an alternative to college as well as intentions for scale and expansion of the LEAD program if it sees initial success.

Critical Investment in After Workforce Program Evaluations

Program evaluation and follow-ups with participants could be improved in Waco's workforce development programs. Check-ins with program participants that gather data on their employment status and their attitude toward the program have proven to raise job retention rates and improve program methods.[130] Goodwill Industries already does some follow-up and has staff dedicated to checking in on former program participants and collecting job information and other data for up to a year.[131] Many other organizations we spoke with either had the intention to begin data tracking, were starting the data tracking process, or were unable to collect data on their previous participants reliably. Granted, many of the participants that programs serve may not have consistent access to email, telephone or a reliable home address. Despite these communication challenges, programs ought to prioritize communication with past participants and reliable feedback from participants should be prioritized by all workforce development programs within Waco, and the nation as a whole. Information gained from data collection should then be incorporated to improve aspects of the program.

A Multi-Faceted Solution

In the age of increasing investments in technology and infrastructure, workforce development will play a vital role in ushering the U.S. through another major industrial shift. With the majority of job growth, both nationwide[132] and in Waco,[133] occurring across diverse industries and in jobs that do not require a four-year college education, governments and communities should prioritize implementing certificate completion and high-skill training opportunities nationwide.

Waco, in particular, must play to its strengths of an active civil society support system and relational hands-on approach while improving program outreach and participant feedback. Policy makers and civil society alike should take into account and seek to alleviate the barriers of child care, housing, transportation and location, and their effect on workforce participation. This model brings small-scale community building to the forefront, emphasizing helping all Wacoans where they are.

A Protestant Ethical Response to Addressing Post-Pandemic Hunger in Chicago

Addison Ream and
Keith L. Johnson, Ph.D.

DISCOVER

There is no denying that Chicagoland native Kayla Moon has encountered adversity in her 20 years of life. One of Kayla's social workers, Kimberly Lurvey, describes Kayla as "Incredibly wise considering the trauma she has been in and the chaos she lives in and struggles to [escape]."[1] In an interview with Kayla, she identified financial stability as the most difficult challenge she faces as a young, single parent to her three-year-old son, despite the fact that she has been receiving SNAP benefits since her son was born in December 2020. Kayla remarked that she is thankful for the support SNAP provides, but believes the benefit is not adequate to fit her needs.[2] Her benefits were cut in half with the ending of emergency allotments in spring 2023, with a decrease from $600 to $244/month.[3] To make up for this substantial loss, Kayla works extra hours, but her benefits were reduced again due to the increase in her income.[4] Families across Chicagoland and nationwide feel the adverse effects of the substantial changes to their benefits. Consequently, many families like Kayla's may need to rely on food banks to supplement their monthly grocery expenses.

The stark reality for many living within Chicago city limits is that they can barely provide food for their immediate family, much less for someone else. While many Americans may never be supported by federal food and nutrition programs, in 2022, 49 million people across the United States relied on food programs.[5] There are 16 food and nutrition service programs in the U.S. designed for families who fall below the poverty line, eight of which are specifically implemented for children, with the largest among these being the Supplemental Nutrition Assistance Program (SNAP).[6]

What is SNAP and Who is Eligible For It?

In the wake of the COVID-19 pandemic, many families have relied upon SNAP for the first time or have had to rely more heavily on the program or other food nutrition services. SNAP is a federally funded program that seeks to reduce food insecurity for children and adults facing poverty by providing food benefits to low-income families. SNAP benefits are intended to act as a supplement to a family's grocery budget. These benefits vary from family to family and are distributed using electronic benefit transfer (EBT) — a debit card for SNAP benefits.[7]

Today, SNAP benefits are calculated using the United States Department of Agriculture's (USDA) Thrifty Food Plan (TFP). The TFP is the federal nutrition plan that provides a guideline on which categories of food SNAP benefits may be spent.[8] The current TFP includes a small quantity of "non-luxury healthy foods commonly eaten by U.S. households and includes foods in amounts that most U.S. households do not consume — such as quantities of milk and legumes that are well in excess of what people eat."[9] Likewise, the Thrifty Food Plan assumes equal food accessibility and food affordability without accounting for a variety of costs of living across the country.[10]

In Illinois, as of October 2022, 16% of the state population received SNAP benefits.[11] Of those participating families, 67% have children under the age of 18.[12] Children who are going through key phases of development are especially vulnerable. The Center for

Budget and Policy Priorities estimates that SNAP benefits in 2024 are approximately $189 per person/month (or $6.20 per person/per day).[13] That is barely enough to buy a gallon of milk and a loaf of bread.

A lesser-known group that often goes unmentioned in conversations about food insecurity are the families just above the poverty line who are not eligible for SNAP. Feeding America's Map the Meal Gap report found that as of 2022, 12.1% (634,280) of Cook County (which encompasses the city of Chicago) were food insecure.[14] However, of the 12.1% of food-insecure individuals, only 56% (355,197 people) meet the federal poverty level requirement to be eligible for SNAP.[15] This leaves 44% (or 279,083 people) without federal aid, still struggling to put food on the table.[16]

Government Response to Food Insecurity

Modern-day social safety net programs, such as SNAP, are not recent creations. In the case of SNAP, its history traces back to the early 20th century. During the Great Depression, President Franklin D. Roosevelt enacted the New Deal — a set of public relief programs and financial reforms — and one of those programs was the predecessor to the current program. Originally named the "Food Stamp Program," SNAP was initially housed under the Agricultural Adjustment Act of 1933. Modern reauthorizations more colloquially refer to this legislation as the Farm Bill.

The first Farm Bill was an attempt to fix a disparity in the food surplus during the Great Depression, and the percentage of Americans who had the means to purchase such agricultural commodities.[17] Through this program, the federal government boosted agricultural profits by buying basic farm products and distributing them amongst relief agencies to provide assistance to the needy.

In 1961, John. F. Kennedy signed the Food Stamp Act, which expanded SNAP and started a series of new pilot programs.[18] In 1996, Bill Clinton and the Republican-led Congress produced the Personal Responsibility and Work Opportunity Reconciliation Act, which reformed many of the social welfare programs that exist today, notably giving greater flexibility and control over welfare programs to the states.[19] There are currently 16 federal food assistance programs in the United States, with SNAP being the largest federally funded program addressing hunger.[20] Despite the numerous federal programs that provide food security, there is still significant room for improvement in fully meeting the needs of American families.

The Pandemic's Impact on Food Security and SNAP

At the onset of the COVID-19 pandemic in March 2020, all American families were impacted. However, as public pandemic measures have eased and many aspects of life have returned to normal, some families are still reeling from the effects of COVID-19's terrifying rampage.

Pre-pandemic, families received SNAP benefits based on their family size and income level. However, in the early months of the pandemic, the federal government issued emergency allotments (EAs) through each state's SNAP program. These emergency allotments were issued as a part of the federal government's Families First Coronavirus Response Act. The emergency allotment benefits continued throughout 2020 until the Consolidated Appropriations Act of 2023 ended these benefits in February 2023.[21] In Illinois, the EAs were the difference between the Regular SNAP amount you already receive and the Maximum Allotment for your household size.[22] For example, "A 1-person household [was] eligible for $200, and the maximum amount for a 1-person household

[was] $250."[23] Emergency allotments are not unique to the pandemic. In 2009, The American Recovery and Reinvestment Act (ARRA) of 2009 issued an economic stimulus and an increase in SNAP benefits to offset the negative economic impact of the Great Recession. It is documented that the ARRA decreased the prevalence of low food security among SNAP participants by approximately one-third.[24] In other words, supporting SNAP benefits had a direct, positive impact on the lives of children and families, and the continuation of robust SNAP benefits could have the same effect.

During the uncertainty of the pandemic, there was a great necessity for COVID-19 relief, as a collective 23 million had lost their jobs by May 2020.[25] A study done by the Center for Budget and Policy Priorities concluded that the EAs kept nearly 4.2 million Americans above the poverty line.[26] These emergency allotments continued each month for almost two years until Illinois officials announced in January 2023 that the EAs would be ending effective March 2023. This cut was substantial, with Illinois families seeing a decrease between $55-$255 per person per month, with an average decrease of $82.[27]

To add insult to injury, food prices rose rapidly following the pandemic, and as of October 2023, remain 25% higher than pre-pandemic levels.[28] The cuts in EA benefits have had detrimental effects on families across the country. In addition, they have also revealed a flaw in the system used to calculate SNAP benefits. The Census Bureau determines poverty through the Official Poverty Measure (OPM). The OPM compares a family's pre-tax income against a set threshold that is three times the minimum food diet in 1963–adjusted for a family's specific size.[29]

That is to say, the way poverty is measured in the United States has not changed in about six decades. Unlike in the 1960s, food is no longer Americans' largest monthly expense. Today, housing is far and away the largest monthly expense as housing prices have surged. For example, housing costs rose 21.78% over the course of the pandemic alone.[30] One way to strengthen SNAP is to raise the federal poverty guideline to a level that takes into account the reality of inflation in food costs and housing prices as well as reassessing the OPM.

While there has been a nationally-set cost of living adjustment associated with SNAP benefits to account for such economic changes, this adjustment is not implemented until each October when the federal fiscal year begins. When calculating cost of living adjustments, it is assumed by the federal calculator that families spend approximately 33.5% of their annual income toward housing.[31] Residents who spend more than 30% of their annual income on housing costs are considered cost burdened. In 2022, 47.4% of Chicago residents were cost-burdened according to the *Chicago Sun Times*.[32]

Stable housing is paramount to a child's well-being, and Black and Latino renters with children are at the greatest risk of facing housing hardships at 36% and 21% respectively.[33] In the years during and following the pandemic, 6.3 million American households with children fell behind on rent, disproportionately affecting Black families.[34] Stable housing not only provides a consistent physical space for a child but also a lack of it "has been shown to negatively impact children's health, development, and school performance."[35]

As of March 2024, rent prices were 21.78% (~$373) higher than they were exactly four years ago in March 2020.[36] The cost of a two-bedroom apartment in Chicago rose nearly 30% between 2022-2023.[37] Consequently, with growing housing costs, decreasing earnings and rising inflation, families have

less purchasing power and income available for groceries.

Therefore, the current federal cost-of-living adjustment and assumed family budgets do not adequately address the real needs of families. The sudden rollback of SNAP funding in 2023, coupled with inaccurate measures of inflation and reduced purchasing power, left millions of families wondering how they would provide for their children.

Northwestern University economist Diane Whitmore Schanzenbach studied the impact of the end of emergency SNAP benefits and found "that the end of the emergency programs could cause hunger — as defined by the share of households who say they sometimes or often did not have enough to eat over the previous week — to go up by about 10%."[38]

Community and Faith-Based Responses to Food Insecurity

The stigma surrounding public assistance programs can be one deterrent for families who might otherwise sign up for SNAP. SNAP is regularly dubbed a 'handout,' and many individuals feel as if they have failed as a provider if government assistance is required. This stigma and sense of shame may contribute to a general lack of public knowledge regarding how SNAP and other nutrition programs operate.[39]

When it comes to supporting families, improving their food security and promoting child welfare, nonprofits and faith-based organizations are often the hands, feet and faces of nutrition support within their communities. Food banks and food pantries are the cornerstone of many communities in terms of providing food assistance. According to Feeding America — a network that includes 200 food banks and 60,000 food pantries — food banks "store millions of pounds of food that will soon be delivered to local food programs, like a food pantry," while a food pantry is a "distribution center where hungry families can receive food."[40]

The first food bank dates back to the 1960s with John van Hengel of Phoenix, AZ. Van Hengel distributed surplus food that grocery stores would otherwise have thrown out. The vision kept growing into Second Harvest, the first, and one of the largest, food bank nonprofit networks in the United States.[41] Today, Feeding America (originally Second Harvest) is the largest U.S. food support provider with over 33,500 food pantries, 4,500 soup kitchens and 3,600 emergency shelters.[42] Feeding America is a national network, in which smaller regional distribution centers are members. For example, the Greater Chicago Food Depository is a member of the Feeding America network and is one of Chicago's largest food banks for Chicago's needy families.

In addition to the important work that Feeding America does across a national network with local partners, local faith-based organizations play an important role in providing families in need with nutritious food. In Chicago, churches such as Chosen Tabernacle in Englewood,[43] synagogues like Temple Shalom in Lakeview,[44] and the Mosque Foundation in Bridgewood[45] are examples of houses of worship supporting their communities through local food pantries and community meals. Because faith communities have built up mutual trust and respect with the families in their communities, they have a unique opportunity to serve food-insecure families and to minister to their spiritual needs as well as their physical needs.

The Importance of Early Intervention for Childhood Wellness

While food insecurity is an issue that must be addressed at every age, food insecurity for

children has particularly devastating effects. Not having enough healthy food can have serious ramifications on a child's physical and mental health with both short-term and long-term consequenses.[46]

For example, every year 700,000 babies are born into poverty in the United States.[47] A study done by the Center for the Study of Social Policy points toward a correlation between food insecurity and delayed childhood development, with signs such as greater risk of chronic illnesses like asthma and anemia and behavioral problems like hyperactivity, anxiety and aggression in school-age children.[48] SNAP has the ability to change the trajectory of a child's life and the life of their family for the better by meeting their physical needs through food and subsequently their physical health.

There is substantial data showing that even a small investment in the food security of families through SNAP has an outsized impact on childhood development. Following her hunch that SNAP had amazing benefits for low-income families, Schanzenbach (noted earlier) and her research team collected data on childhood development by analyzing the health outcomes in the 43 counties nationally where SNAP was originally rolled out, working in chronological order. They then found that the earlier SNAP was introduced in a county during the child's development (prenatal to 11 years old), the more likely the child was to avoid long-term health complications (such as obesity, high blood pressure, heart disease and diabetes as adults).[49] SNAP participation also allowed beneficiaries more budget flexibility and the ability to choose to spend more income on necessary medications and medical care than they otherwise would have.[50]

According to a study in the American Journal of Public Health, taking less than the recommended prescribed medication is a public health crisis affecting one in four working adults.[51] Families should not have to choose between purchasing life-saving medication and putting food on the table. CBPP's research shows the tremendous benefit SNAP can have on the health of the whole family.

As the previous paragraphs demonstrated, investment in SNAP has large benefits on the well-being of children and their families on both a physical and psychological level. Still, according to figures released by the U.S. Census Bureau, throughout 2022, child poverty in the United States has more than doubled and the median household income steadily declined as COVID-19 benefits ended and inflation grew.[52]

Furthermore, Christina Gibson-Davis from Duke University's Sanford School of Public Policy cites that the pandemic had education effects on children in poverty, with a collective learning loss of up to a year.[53] While many Americans were able to bounce back with relative ease from the pandemic, families already on the brink of financial disaster are now confronted with heightened economic stressors, the difficulty of providing the necessities for their families and the risk of delayed childhood development. With an understanding of the growing need post-COVID-19, there should be significant recommendations made to strengthen the SNAP program and surrounding governmental programs that seek to alleviate poverty in the family unit.

FRAME

With child food insecurity on the rise and an excessive strain being placed on social service agencies post-pandemic, Christians, their church communities and faith-based organizations must become aware of the

needs that are around them and of the biblical vision that demands they meet those needs. Social justice is a central theme in the narrative of scripture, from the Levitical moral codes to the ministry of Christ, and from the life of the early Church to the modern Church. Therefore, it is essential to understand how justice is required of such communities.

In ancient Israel, God commanded the people not to over harvest their fields, and to allow the poor to glean the leftover crop so that they would have something to eat. Leviticus 19:9-10 outlines laws on how to glean and harvest the fields properly. Leviticus 18-20 is a chiasm, an arrangement of concepts or words repeated in reverse order.[54] These chapters exist as both a literary and theological unit which contain framing chapters and a central chapter. The frame, chapters 18 and 20, insist the journey toward holiness goes through the ethics of human relationships. These chapters instruct the people to "Care for those in need . . . such generous care [meant] putting people before maximum profits."[55] Both passive preparation (leaving fallen grapes) and active preparation (not gleaning the boundaries of fields) anticipate vulnerable individuals—the poor, widow, orphan and sojourner.[56] An example of obedience to this command is found in Ruth 2, where Boaz leaves provisions for Ruth, damaging his profit but displaying faithfulness to God.

Understanding the "Social" in Social Welfare

While the biblical command for gleaning is no longer directly applicable to modern life, social welfare programs can exercise this same attention for the marginalized through an awareness of how governmental aid can assist in the well-being of American families through the same kind of passive and active preparation.

Additionally, the purpose of welfare goes hand-in-hand with what it means to be a neighbor. According to the Center for Public Justice's (CPJ) Guideline on Welfare, "The call to be a 'neighbor' — to help those who are in need — is addressed to all people and all institutions. Receiving assistance should enable those in need to reach or return to self-sufficiency and be in a position to help others."[57] Note the goal of assistance: welfare is meant to help families reach self-sufficiency so that the cycle of neighborly assistance can spread to others.

While governmental and non-governmental welfare systems work together to achieve similar goals, their roles and responsibilities are different. The role of government is to promote public justice. Therefore, as CPJ's Guideline on Government states, the "Government bears responsibility to guard against the emergence of intractable poverty in society and to ensure that appropriate and effective steps are taken to address such poverty."[58]

To help people get out of intractable poverty and to become self-sufficient, government ought to pursue preventative measures (passive preparation) in addition to responding with post-disaster relief (active preparation). These preventative measures include the upholding of a society that seeks to protect civil rights[59] through active means such as access to "Effective education, good health care, decent housing" and a healthy economic environment.[60]

Lastly, government has the responsibility of protecting the ability of other institutions — such as houses of worship, nonprofits, businesses, schools and the family — to live out their unique vocations, especially as they relate to food insecurity. CPJ's Guideline on Welfare instructs government to "Fulfill its welfare responsibility in part by underwriting the work of non-government organizations."[61]

Strengthening Families through SNAP

Woven throughout the narrative of scripture is the call for believers to be diligent in their awareness of the poor, widows, orphans and sojourners in their communities. The Psalmist declares, "A father to the fatherless, a defender of widows, is God in his holy dwelling. God sets the lonely in families, he leads out the prisoners with singing; but the rebellious live in a sun-scorched land."[62] Given that 67% of all SNAP participants in Illinois have children under 18, the family should be of great concern when it comes to caring for one's neighbor and bolstering support for the SNAP system.[63]

CPJ defines the family as "The most basic of human institutions" and the protection of the family is central to the upholding of a just society.[64] The family is identified as a community of love, and not as a means to economic, political or cultural ends, and the government has a role in the well-being of families as families produce self-sustaining citizens, employers, and employees.[65] Because the family plays such an integral role in public justice, the family "Requires [that the] government acts, but [the family] also requires [the government] does so in ways that support—rather than supplant—the rich network of social institutions in which human life is lived."[66]

Therefore, the church, government and broader society should focus on tending to how the family unit is disrupted, with food insecurity being one of the most pressing issues. Social policy focused on the family is highly complex, and while "the government cannot mandate strong families, it can make it easier or harder for them to form and stay together."[67]

The paradigm for addressing food insecurity in our communities is set by the description of the early church in Acts 2:42-47 where the church embodies radical Christian hospitality through sharing of their material goods.[68] Many Americans, operating within an individualistic worldview, believe that their responsibility ends at their ability to provide their own food and housing. Yet, the church in Acts testifies that the sharing of material goods is a sign to the wider world of the provision God intends for all.[69]

Lastly, it is clear that SNAP is effective in reducing child food insecurity and is associated with positive health benefits.[70] However, with the abrupt roll-back of benefits in the early months of 2023, researchers at Children's HealthWatch found that when a family experiences an abrupt change or end of their benefits or household income, their children are more likely to experience food insecurity.[71] While the health benefits of SNAP are robust, it is critical to ensure that the program itself is robust in its scope of services.

It has been mentioned just how critical a sustainable food supply is to young children. Ensuring they have the food necessary to grow and flourish at home and in the classroom is an issue of the wellness of America's next generations. For Christians seeking to understand biblical principles to guide their political involvement in matters of food security, it is important to note that food and material security were also on the heart of God through the people of Israel.

From Gleaning to Vicarious Action

Looking back to the Old Testament, God commanded the people of Israel to allow for the gleaning of their fields so that through their generosity, they could become conduits of God's blessing provision. Both the Old and New Testaments are in agreement that individual possessions are never for our own individual gain but for the edification of the whole community. Through the generosity of

material wealth through community meals, food pantries and asylum parsonages, the church can share material goods as a manifest sign of God's provision in the here-and-now and the yet-to-come.

While many Christians are familiar with these biblical narratives, understanding the theological significance for today's world is a more complicated task. 20th-century German theologian Dietrich Bonhoeffer committed his life to understanding the importance of human dignity. The University of Cambridge's David Ford regards Bonhoeffer's *Ethics* as "One of the greatest works of twentieth-century theology, gripping in its capacity to go to the heart of living the Christian life, rich in generative concepts, and still powerfully relevant."[72]

In *Ethics*, Bonhoeffer notes that the *imago Dei*, the image of God, is embedded in every human being whom God has made. However, the implications of living in God's image are only revealed when we look at God's incarnate life in Jesus Christ. Through the life of Christ, humans discover what it means to be fully human. Gratitude for Christ's sacrifice empowers human beings to "love the real people next to us . . . grounded only in God's becoming human, in the unfathomable love of God for us human beings."[73] To live in light of the incarnation means to join human lives to one another. This is practiced through what Bonhoeffer calls vicarious representative action, which is an action on behalf of others for their sake and not for one's gain.[74] This kind of action frees Christians to engage with the world in the image of Christ's own engagement.

Vicarious representative action serves as a distinctly Christian way of political engagement as it recognizes policy advocacy should not be for one's own gain but for our neighbors who might benefit from a policy change or whose situation might require justice. This knowledge and experience of God met in the body of Christ allows Christians to follow through on actions on behalf of others for others' sake, just as Christ's sacrifice was not for his own gain.

Bonhoeffer describes human responsibility to the world as those who "place their action into the hands of God and live by God's grace and judgment."[75] Responsibility to the world, as modeled through the life of Christ, allows Christians to enter the world and take full responsibility for their community. Therefore, the chief concern for the Christian is the care for others, not themselves.

The biblical narrative evidenced through the Levitical laws demonstrated God's preference for the poor and children. Bonhoeffer sees Christians' responsibility to view each person in light of their potential in Christ as "Christ the form of humanity was created anew... He who bore the form of the human being can only take form in a small flock; this is Christ's church."[76] Therefore, to be conformed to Jesus means to find one's identity in the witness of Christ today, through participation in the church and in the world.

The Church's Role in Fostering Community Flourishing

As the church considers how to support individuals battling food insecurity, vicarious representative action makes the needs of those doing so pertinent to the whole community. For many families whose grocery budgets are supplemented by SNAP, the program has large positive benefits. However, there are clear ways that SNAP eligibility requirements overlook some of the most vulnerable American families and do not take them into account. The TFP (Thrifty Food Plan) reflects the fact that families who rely on SNAP do not have the resources to provide a wider variety of culturally appropriate or dietary-sensitive foods.

Consequently, the church, seeing the needs of these individuals as synonymous with their own, can advocate for a more equitable change to the TFP while simultaneously working to provide food distribution centers that donate a wide variety of foods, such as whole fruits, yellow vegetables, poultry or fish that the TFP does not currently afford.[77]

Bonhoeffer's praxis of responsibility empowers Christians to be fully involved members of their communities who foster positive growth. Because of the institutional and social resources immediately available (or not available) to vulnerable families, families and their immediate communities play one of the largest roles in healthy childhood development and the flourishing of the family.[78]

Researchers from Rice University, the University of Washington and SUNY Buffalo found that neighborhoods that had stronger social ties also had stronger collective and reciprocal assistance from entities outside the home. However, typically more advantaged areas have more secure and effective social networks due to higher levels of social integration.[79] Therefore, as fully involved members of the world and society, Christians should make their communities a primary concern, recognizing their neighbors' needs as their own. In response to Christ's sacrifice, Christians join their lives to their neighbors through Christian responsibility, as peace grows between God, the world and neighbor.

ENGAGE

Audra Wilson, president and CEO of the Shriver Center on Poverty Law shared that "it is not a surprise that you're seeing a direct correlation with the drop in the end of those [emergency] benefits . . . so we see an immediate uptick in people who are reliant on the pantry."[80] Therefore, while nonprofits contribute considerable support to families in need, changes to the public policies surrounding food assistance can also support families and the nonprofits working with them. The paragraphs to follow will advocate for positive policy changes on all levels of governmental and non-governmental action, at the city, state and federal levels.

Navigating Chicago's Food Accessibility Crisis

As one of the largest U.S. cities, Chicago has unique challenges impacting food security. The first is the lack of food accessibility in areas across the city. In Chicago, 26.0% of residents under the age of 18 live in poverty.[81] These children and adolescents live in situations in which they are at higher risk of food insecurity as well as short and long-term health effects. Racial inequality rooted in redlining practices has had long-lasting impacts on the structure of neighborhoods and the distribution of resources. Redling is the refusal of a service such as a loan or insurance because someone lives in an area deemed "financially risky" because it is predominantly populated by racial minorities.[82]

Food insecurity disproportionately affects people of color, with 58.1% of Black and 23.1% of Hispanic or Latino Chicagoans considered food insecure.[83] Drexel University public health researcher, Félice Lê-Scherban asserts that these statistics call for inclusive policy design that ensures benefits reach all demographics who are in need, particularly Black, Latino, immigrant and other marginalized groups.[84]

Much of Chicago's south side lives in "food deserts"—meaning there is not a grocery store within an average walking distance (typically one mile or more).[85] Many of these food deserts were caused due to harmful government policies, such as redlining and

zoning laws. Of the 1.8 million people of color who call Chicago home, 74% live in economically disconnected areas (EDAs),[86] defined as Census tracts that contain a proportion of low-income homes that is higher than the regional average.[87]

Jill Rahman, COO of the Greater Chicago Food Depository (GCFD), cites a lack of investment in south Chicago communities as the root of many issues, and shared that addressing those issues is the beginning of positive change.[88] According to Reggie Guy, with the Woodlawn Community Food Center, 63.5% of West Englewood residents and 52% of East Garfield Park residents live more than half a mile from the nearest grocery store. Even after figuring out transportation to the nearest grocery stores, residents in Chicago may still find that "price of milk was 5% higher, cereal was 25% higher, and bread was 10% higher at convenience stores compared to the prices found of grocery stores."[89]

Consequently, the government needs to recognize its role in "ensuring that opportunity is not diminished by racial discrimination or a family's ZIP code."[90] South Chicago neigborhoods were all-too-familiar with food insecurity prior to the pandemic. However, the effects of the pandemic and subsequent SNAP benefit reductions have hit these communities and families harder than others.

While there is much progress to be made, Illinois has taken an important step to address food insecurity by implementing the Illinois Grocery Initiative. The Illinois Grocery Initiative is a large funding innovation that supports a diversity of institutions and programs that serve families experiencing hunger. The initiative offers grant funding to local, small grocery stories to promote self-sustainability, economic growth, and return to communities. Grocery stores with fewer than 500 employees and less than four existing grocery stores are eligible to apply for the grant, ensuring that local, small businesses are supported. The Initiative also provides grants for newer, energy-efficient equipment for independent and for-profit grocery stores through the Equipment Upgrades Grant program.[91] The Chicago Mayor's office has already begun the process of implementing city-owned grocery stores in neighborhood food deserts thanks to the funding from the Illinois Grocery Initiative. If completed, Chicago would be the first major city in the U.S. to implement a city-owned grocery store in response to food inequity.[92]

Food deserts, created by redlining practices, remain a large obstacle to food security for families. This issue, exacerbated by unjust public policies, requires a public policy solution. In response to entrenched injustice, cities like Chicago that have been deeply marred by red-lining should advocate for policy and zoning reform that create room for mixed-income communities.[93] Researchers from Habitat for Humanity, a nonprofit focused on affordable housing, found that expanding zoning to allow for mixed-income neighborhoods, provides racial and economic inclusivity. For a neighborhood to truly be considered a mixed-income community, increasing the mobility of families with housing vouchers through affordable deposits and accessibility works toward breaking the cycle of perpetuated segregation.[94]

Community Involvement in Fighting Food Insecurity

Non-governmental organizations (NGOs) and faith-based organizations (FBOs) are often run by people who live in the communities they serve, and their members are devoted to the resolution of the injustices in these communities. Before the formalized creation of federal welfare programs in the U.S., FBOs and nonprofit organizations such as hospitals, orphanages and food banks

originated in response to faith commitments to serving the poor and vulnerable. Presently, while governmental welfare programs provide national social safety net programs — such as school lunches or SNAP benefits — nonprofits and FBOs operate simultaneously to meet community-based needs and foster better communication between federal government agencies and on-the-ground nonprofit organizations.

Despite these twin efforts to fight food insecurity, a consistent problem with the partnership between government assistance and nonprofit organizations is that they operate in relatively separate spheres from one another while working towards collective goals.[95] On the federal level, this disconnect could be avoided through greater communication between congressional members and the leaders of the nonprofit organizations in their respective areas. As experts in their given sector, policy researchers can make effective recommendations to the policymakers enacting such change. This relationship of mutual communication is one way such disconnect can be prevented and coordination between government and nonprofits can be strengthened.

In fact, many of the nonprofit leaders who were interviewed are contracted with the government to provide services and they receive some kind of government funding whether federally or from the state. In these cases, the government and nonprofits are working hand-in-hand to reduce food insecurity in Chicago.

Chicago's efforts at implementing city-based responses to food insecurity since the pandemic are admirable and yet only the beginning of what is possible. Sara Medema is the manager of policy implementation at the GCFD (Greater Chicago Food Depository). She tracks policy implementation and advocates for positive revisions of existing policy. In an interview conducted with Medema, she recalls the mass confusion that arose after the end of the emergency allotments in early 2023. GCFD's hotline saw an increase in phone calls as many individuals did not understand what had happened to their benefits. This immediate decrease in benefits increased the demand for traditional food access to GCFD's pantries.

Moving Beyond Emergency SNAP Allotments

While some politicians have advocated to reinstate the COVID-19 emergency allotments, this recommendation is outside of the purview of what the emergency allotments are aimed to cover. The Center for Public Justice outlines guiding principles for government during a public health emergency, such as the COVID-19 pandemic. During times of crisis, the government should be at the forefront of the administration and legislation of public policies to provide emergency relief to American families in need.[96] The emergency relief should be targeted at two distinct groups: "already-vulnerable individuals, families, and institutions; and individuals, families, and institutions that are now in a financially fragile and precarious position as a result of government's society-protecting actions."[97]

Therefore, in line with CPJ's guidelines, the emergency allotments were created to supplement eligible individuals and families through the uncertainty of the pandemic, not to be a permanent addition. The expiration of these emergency allotments presents an opportunity to examine alternative solutions to strengthen SNAP for families. The policy recommendations that follow will account for the unique circumstances and consequences vulnerable families face today. These include, but are not limited to rising housing costs, the limited scope of eligible families and an outdated federal poverty line. The

following will outline recommendations to be implemented at each governmental level starting from the top down.

Updating the Federal Poverty Line and TFP

Current SNAP benefits provide roughly $6.20 per person per day,[98] and despite the support the program does provide, evidence shows that just as Kayla testified, SNAP's modest benefits are "insufficient to adequately supplement the income of America's poor."[99] SNAP is calcualted based upon the federal poverty line and the Thrifty Food Plan (TFP). To reiterate, the federal poverty line as defined by the U.S. Census Bureau "compares pre-tax cash income against a threshold that is set at three times the cost of a minimum food diet in 1963 and adjusted for family size."[100]

That is to say, the poverty threshold in the United States assumes food is the largest expense a family incurs, which is no longer accurate. In Medema's estimate, there is a significant chasm between what the identified federal poverty level is and the real budgets of those at or close to the poverty line.

SNAP benefits are calculated using the Thrifty Food Plan, a USDA-designed food plan specifying the amounts of categories needed for adequate nutrition. The Thrifty Food Plan is connected to SNAP as it is the nutrition plan—almost like a grocery list—used to determine the benefit amounts for each household. According to the Food and Research Center, just as the federal poverty line is outdated, the Thrifty Food Plan is "impractical and flawed."[101] Most alarmingly, the Thrifty Food Plan is exacerbated due to inadequacies in the calculation of SNAP.

As previously mentioned, SNAP is adjusted to account for a cost of living, however, this comes with a lag time. Because the cost of living adjustment (COLA) is not adjusted until October, the Thrifty Food Plan basket cost is almost always more than SNAP benefits.[102] Medema at GCFD believes that the most recent cost of living adjustment (COLA) did not reflect the lived experiences of those living in poverty. Therefore, raising the federal poverty level to be more reflective of poverty in the United States would consequently increase the number of families who are eligible for SNAP benefits in Chicago and country-wide. Similarly, advocating for a more accurate TFP alongside a well-adjusted federal poverty line would provide SNAP calculations with the most accurate measures of poverty and nutritional needs in the United States.

If the federal poverty line were expanded, millions more families would become eligible for SNAP benefits and nonprofits will need to be ready to help newly eligible families recieve the benefits they need. The Greater Chicago Food Depository aids community members in the SNAP application process, to register those who were previously receiving no benefits and provide them with a bit more to relieve some pressure on the pantries. Approximately 3,728 applications were submitted in the last fiscal year.[103]

Nourishing Hope, another local Chicago food distribution and social service nonprofit has felt the weight of the decrease in SNAP allotments.[104] There has been an increased demand for food access across all 77 Chicago neighborhoods[105] with an overall increase of 30% and 76% more families with children coming to Nourishing Hope pantries compared to 2022 numbers according to Keenya Lambert, the Chief Development Officer at Nourishing Hope.[106] Nourishing Hope is taking similar responsive measures as GCFD to meet this demand, such as attempting to increase the number of volunteer staff and donations received per day.

Although SNAP benefits alone are not enough to completely support a family, they do 'free up' families' budgets and provide relief to the food pantries, diversifying food assistance with multiple streams of support. In a year filled with rising needs and decreasing support, the Farm Bill, which includes funding for SNAP, is under its scheduled revision to hopefully address the plethora of needs. With the upcoming Farm Bill revision later this year, there is considerable anxiety over how the revision may affect SNAP. Earlier this spring, House Agriculture Committee Chair Glenn Thompson revealed a Farm Bill proposal that would place a freeze on adjustments to the Thrifty Food Plan, an already inadequate plan.[107] The freeze would result in a $30 billion cut in SNAP over the next 10 years.[108] For a plan as effective as SNAP at improving the physical and mental health of children, it is imperative that adjustments allow the program to have a greater impact on child wellbeing.

As previously provided, SNAP is correlated with positive mental and physical health benefits on children and their families. Similarly, SNAP benefits local communities as families are given restored purchasing power, generating $1.79 in local economic activity for every $1 of SNAP.[109] However, SNAP would not be the only program affected by this change. Funding for the Emergency Food Assistance Program (EFAP) would also be frozen. The EFAP provides emergency food to eligible families through privately donated and/or purchased food, distributed by contracted Food Banks, to local food pantries. If this proposal is enacted, the EFAP would also lose more than $100 million between 2027-2033.[110]

Connecting Families to SNAP Benefits

While there are a variety of reasons a family may not apply for SNAP, perhaps the largest factor involves a lack of awareness of the program or the sheer amount of time it takes to apply for SNAP. Some nonprofits have realized just how high the barriers to entry can be with the application process.

One such organization, mRelief, is seeking to dismantle the fear of the SNAP application and the lack of knowledge about the eligibility process. mRelief co-founders Rose Afriyie and Genevieve Nielsen explain mRelief through a coding system that "helps families quickly determine their eligibility for food stamps and, if they qualify, sign up for SNAP."[111] The mRelief process cuts the 20-page application down to a three-minute process and has served 870,000 families in all 50 states across the country.[112]

Nonprofit organizations can also invest in providing programs to eligible families on how to apply for SNAP and how their benefits are calculated. Illinois also provides public education. The Illinois SNAP Education program provides community-based nutrition education to families eligible for SNAP to teach beneficiaries on how to most effectively spend their SNAP benefits ,and how they can reduce the risk of chronic disease and obesity through their food choices. In a single year, SNAP-Ed prevented an estimated 5,060 cases of obesity and 570 cases of food insecurity in Illinois children and adults through their community-based educational programs.[113]

Building a Safety Net in Chicago

Practitioners at the forefront of providing social services to Chicagoans made it clear that housing is a huge challenge for community members at the edge of the poverty line and housing costs greatly impact a family's ability to be able to afford food. John Egan, Administrator of the Office of Housing and Cash Assistance at DCFS works to provide families with cash transfers to meet their tangible needs. Egan identified

housing and food security as being inversely related—meaning an increase in the cost of one likely results in the need to decrease spending in the other category, especially for families at or below the poverty level.[114]

DCFS's cash assistance program offers four main programs: Youth Housing Assistance Program (DCFS youth who may obtain assistance for stable housing); Norman Cash Assistance (provision of funds to assist families with an open DCFS case to obtain needed materials to sufficiently care for their child); Homeless Prevention Funds (cash funds for those who are homeless or in danger of becoming homeless); and Low Income Home Energy Assistance Fund (funds to assist in energy bills). While the majority of caseworkers receive applications for renter support, since the pandemic, caseworkers have been receiving more requests for food security assistance.[115]

Egan notes that while the Office of Housing and Cash Assistance saw "a drop in food cash assistance requests when the pandemic started, that might have had something to do with the decrease in calls to [the] hotline."[116] Since the end of the public health emergency in fiscal year (FY) 2023 (July 22-June 23) the Office of Housing and Cash Assistance spent $10,957.05 in food that year with a total of 31 families funded.[117]

In the first half of this fiscal year (FY 24), $6,520.59 was spent on food assistance to 21 families, with a projected total of $13,000.[118] That is a 30% increase in the funding spent and families funded.[119] Kayla Moon, explains that it is not unique for families who rely on SNAP to struggle with their living expenses as well. She lives day-to-day, paycheck-to-paycheck, and has no margin in her income. Kayla says that it is not uncommon for some people to even sell their SNAP benefits in exchange for cash to offset their living expenses, but she believes this is unfair.[120]

Egan from DCFS backs the bolstering of SNAP and nutrition programs by advocating for a cash transfer program. Families who are struggling to put food on the table, are also likely struggling with completing rent payments, as verified by Kayla's testimony. Housing Action Illinois in collaboration with the National Low-Income Housing Coalition found that in Chicago, an individual would need to make $27.69 an hour and work a normal 40-hour work week to afford a two-bedroom apartment or work 85 hours a week at the state minimum wage ($14/hour).[121] A cash transfer program supplements the EA decrease and allows families to use the money how they see fit (whether meeting high rent costs and/or food costs). While critics of cash transfer programs warn that families could use the benefits irresponsibly, Egan notes that the majority of families use the money on the bare necessities like food, rent or utilities.[122]

The Critical Contributions of Houses of Worship

Churches are a unique kind of faith-based nonprofit organization, as they combine their faith-based mission with their role as a place of worship. Similar to nonprofit organizations, churches and other houses of worship are instrumental in providing necessary, immediate relief to families.

For St. Pius V Parish in the Chicago neighborhood of Pilsen, social services are at the heart of what it means to love and serve God. Through collaboration with the Greater Chicago Food Depository, St. Pius V provides emergency food assistance in the form of a soup kitchen and a food pantry. Each week on Mondays, Fridays and Saturdays, the parish serves 500 hot meals and operates a food pantry that provides bags of food to approximately 65 families a week.[123]

Churches are not the only houses of worship providing for their food-insecure neighbors.

For the Mosque Foundation of Bridgewood, the third pillar of Islam, Zakat, guides charitable giving as the surrendering of wealth and the unbreakable bond between community members.[124] The Mosque Foundation runs a food pantry for members of their community who find themselves in need.[125] In both of these examples, houses of worship play an active role in meeting the needs of their neighbors.

Navigating the Path Forward

The short and long-term positive effects of SNAP for those who are able to enroll are significant. To move forward effectively, it is crucial to understand the setbacks the pandemic has posed and their impact on this progress. As identified, these steps include raising the federal poverty line and implementing cash-transfer systems. Central to the proposed recommendations is the necessity of collaboration between governmental and non-governmental institutions to be best equipped to face the problem of food insecurity across the country and within particular places. While collaboration between governmental and non-governmental organizations already exists, the proposed recommendations would maintain more cohesive levels of synergy between the different systems as they both seek the flourishing of American families.

Vicarious Representative Action

Food insecurity exists as a result of our fallen world and our collective failure to be good neighbors. Food insecurity manifests itself in our privation of God's vision for communities to live in harmony with one another. Instead, what is evidenced through scripture and Church history is that Christ's witness is most clearly seen when we actively and passively prepare for our neighbors in need through full participation in the Church and the world. The theological theme of vicarious representative action enlivens Christians to participate actively in restorative justice. Food insecurity is not unique to Chicago but is a pervasive issue country-wide. Still, we have hope that these frameworks and proposed changes might spur active and passive participation in promoting the well-being of all children and families in Chicago and beyond.

About the Authors

Pittsburgh's Untapped Resources: Enhancing Support for the Rising Number of Unaccompanied Children

Megan Brock is a senior at Grove City College studying social work. She is from the Pittsburgh area and is passionate about working with children and teens in her community who suffer from trauma. Megan aspires to work with youth who struggle with behavior challenges and to empower them toward future flourishing.

Lisa Hosack Ph.D. serves as an Associate Professor of Social Work and the Calderwood Assistant Dean at Grove City College in the rolling hills of western Pennsylvania. She teaches and researches in the areas of international child welfare, social welfare policy, and clinical social work.

Equipped for Employment: Holistic Workforce Development in Response to Globalization in Waco, Texas

Jackson Boone is a native of Calvert City, Kentucky and is currently studying Mechanical Engineering at Baylor University in Waco Texas. He is a William Carey Crane Scholar and a Baylor Engaged Fellow, both programs seek to understand how faith shapes learning and civic engagement. His small town background and previous experience as a residential carpenter has shaped his interest in workforce development efforts.

Colby Humphrey Ph.D. is a lecturer at Baylor University, where he teaches American government and public policy. His current research focuses on infrastructure challenges and the role of federalism in addressing such issues, particularly related to broadband and telecommunications infrastructure. Humphrey received a bachelor's degree in journalism from Baylor University, a master's in public service administration from Texas A&M University, and a Ph.D. in government from the University of Texas at Austin.

A Protestant Ethical Response to Addressing Post-Pandemic Hunger in Chicago

Addison Ream is a senior at Wheaton College (IL) studying Biblical and Theological Studies with a double minor in Social Work and German. Her professional aspirations reside in pursuing justice in the division of social policy, particularly pertaining to child and family welfare. Her long-term career aspirations now reside at the intersection of policy and advocacy, specifically utilizing research as a means of fostering social change.

Keith L. Johnson Ph.D. is a professor of theology and chair of the undergraduate Biblical and Theological Studies department at Wheaton College in Illinois. His recent books include *The Essential Karl Barth: A Reader and Commentary* (Baker Academic 2020) and *Theology as Discipleship* (IVP Academic, 2016). He also has co-edited several volumes, including *Kenosis: The Self-Emptying of Christ in Scripture and Theology* (Eerdmans, 2023) and *Balm in Gilead: A Theological Dialogue with Marilynne Robinson* (IVP Academic, 2019). He received the Senior Teaching Award at Wheaton in 2022.

Endnotes

Pittsburgh's Untapped Resources: Enhancing Support for the Rising Number of Unaccompanied Children

Megan Brock and Lisa Hosack, Ph.D.

DISCOVER

1. Congressional Research Service. “Unaccompanied Alien Children: An Overview.” Congressional Research Service. 1 Sept. 2021. https://sgp.fas.org/crs/homesec/R43599.pdf.
2. This story is fictional but drafted based on nonfictional accounts.
3. Congressional Research Service. “Unaccompanied Alien Children: An Overview.” Congressional Research Service. 1 Sept. 2021. https://sgp.fas.org/crs/homesec/R43599.pdf.
4. Ibid.
5. United States, Congress. Public Law 107-298.United States Statutes at Large, vol. 116, 2002, pp. 2135-2321. U.S. Government Publishing Office, https://www.govinfo.gov/app/details/STATUTE-116/STATUTE-116-Pg2135/summary.
6. Save the Children, “Asylum Seekers, Migrants and Immigrants and Refugees.” Save the Children. 2024. https://www.savethechildren.org/us/charity-stories/child-refugees-migrants-asylum-seekers-immigrants-definition.
7. Ibid.
8. U.S. Citizenship and Immigration Services, “Asylum.” USCIS, 15 Nov. 2023. https://www.uscis.gov/humanitarian/refugees-and-asylum/asylum.
9. International Rescue Committee, “Is It Legal to Cross the U.S. Border to Seek Asylum?” IRC, 1 July 2023. https://www.rescue.org/article/it-legal-cross-us-border-seek-asylum.
10. Save the Children, “Asylum Seekers, Migrants and Immigrants and Refugees,” Save the Children, 2024. https://www.savethechildren.org/us/charity-stories/child-refugees-migrants-asylum-seekers-immigrants-definition.
11. Roy, Diana, Klobucista, Claire, McBride, James, “How Does the U.S. Refugee System Work?” Council on Foreign Relations, 26 Mar. 2024, https://www.cfr.org/backgrounder/how-does-us-refugee-system-work-trump-biden-afghanistan#chapter-title-0-4
12. Roy, Diana, Klobucista, Claire, McBride, James, “How Does the U.S. Refugee System Work?” Council on Foreign Relations, 26 Mar. 2024, https://www.cfr.org/backgrounder/how-does-us-refugee-system-work-trump-biden-afghanistan#chapter-title-0-4
13. Tello, Angelica. M., Castellon, Nancy. E., Aguliar, Alejandra., Sawyer, Cheryl. B. “Unaccompanied Refugee Minors From Central America: Understanding their Journey and Implications for Counselors.” The Professional Counselor, vol. 7. no. 4. National Board of Certified Counselors. 2017. pp. 349-359. https://doi.org/10.15241/amt.7.4.349.
14. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: Section 2.1 Summary of the Safe and Timely Release Process.” Administration for Children and Families, 11 Mar. 2024. https://www.acf.hhs.gov/orr/policy-guidance/unaccompanied-children-program-policy-guide.
15. Office of Refugee Resettlement. “Unaccompanied Refugee Minors Program.” Administration for Children and Families, 14 Mar. 2024. Unaccompanied Refugee Minors Program | The Administration for Children and Families (hhs.gov).
16. Ibid.
17. Ibid.
18. Office of Refugee Resettlement, “ORR Unaccompanied Children Policy Guide: Section 2.” Administration for Children and Families, 1 Apr. 2024, https://www.acf.hhs.gov/orr/policy-guidance/unaccompanied-children-program-policy-guide-section-2
19. Office of Refugee Resettlement. “Fact Sheets and Data: General Statistics.” Administration for Children and Families, 26 Jan. 2024, https://www.acf.hhs.gov/orr/about/ucs/facts-and-data.
20. Ibid.
21. Office of Refugee Resettlement. “Fact Sheets and Data: General Statistics.” Administration for Children and Families, 26 Jan. 2024, https://www.acf.hhs.gov/orr/about/ucs/facts-and-data.
22. Congressional Research Service. “Unaccompanied Alien Children: An Overview.” Congressional Research Service, 1 Sept. 2021, https://sgp.fas.org/crs/homesec/R43599.pdf.
23. Office of Refugee Resettlement. “Fact Sheets and Data: General Statistics.” Administration for Children and Families, 26 Jan. 2024, https://www.acf.hhs.gov/orr/about/ucs/facts-and-data.
24. Cheatham, Amelia. Roy, Diana. “U.S. Detention of Child Migrants,” Council on Foreign Relations, 27 Mar. 2023, https://www.cfr.org/backgrounder/us-detention-child-migrants#chapter-title-0-4.
25. Ibid.
26. Tello, Angelica. M., Castellon, Nancy. E., Aguliar, Alejandra., Sawyer, Cheryl. B. “Unaccompanied Refugee Minors From Central America: Understanding their Journey and Implications for Counselors.” The Professional Counselor, vol. 7. no. 4. National Board of Certified Counselors. 2017. pp. 349-359. https://doi.org/10.15241/amt.7.4.349.
27. Cheatham, Amelia. Roy, Diana. “U.S. Detention of Child Migrants." Council on Foreign Relations, 27 Mar. 2023, https://www.cfr.org/backgrounder/us-detention-child-migrants#chapter-title-0-4.
28. Ibid.

29. Tello, Angelica. M., Castellon, Nancy. E., Aguliar, Alejandra., Sawyer, Cheryl. B. “Unaccompanied Refugee Minors From Central America: Understanding their Journey and Implications for Counselors." The Professional Counselor, vol. 7. no. 4. National Board of Certified Counselors. 2017. pp. 349-359. https://doi.org/10.15241/amt.7.4.349.
30. World Bank. “The World Bank in El Salvador: Overview." World Bank, 4 Oct. 2023. https://www.worldbank.org/en/country/elsalvador/overview.
31. World Bank. “The World Bank in Honduras: Overview." World Bank, 4 Oct. 2023. https://www.worldbank.org/en/country/honduras/overview.
32. Tello, Angelica. M., Castellon, Nancy. E., Aguliar, Alejandra., Sawyer, Cheryl. B. “Unaccompanied Refugee Minors From Central America: Understanding their Journey and Implications for Counselors." The Professional Counselor, vol. 7. no. 4. National Board of Certified Counselors. 2017. pp. 349-359. https://doi.org/10.15241/amt.7.4.349.
33. Congressional Research Service. “Unaccompanied Alien Children: An Overview." Congressional Research Service, 1 Sept. 2021. https://sgp.fas.org/crs/homesec/R43599.pdf.
34. Ibid.
35. United States, Congress. Public Law 107-298. United States Statutes at Large, vol. 116, 2002, pp. 2135-2321. U.S. Government Publishing Office, https://www.govinfo.gov/app/details/STATUTE-116/STATUTE-116-Pg2135/summary
36. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: 1.1 Summary of Policies for Placement and Transfer of Unaccompanied Children in ORR Care Provider Facilities." Administration for Children and Families, 11 Mar. 2024, https://www.acf.hhs.gov/orr/policy-guidance/unaccompanied-children-program-policy-guide.
37. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: Section 2.2.1 Identification of Qualified Sponsors." Administration for Children and Families, 11 Mar. 2024, ORR Unaccompanied Children Program Policy Guide | The Administration for Children and Families (hhs.gov).
38. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: 1.1 Summary of Policies for Placement and Transfer of Unaccompanied Children in ORR Care Provider Facilities." Administration for Children and Families, 11 Mar. 2024, ORR Unaccompanied Children Program Policy Guide | The Administration for Children and Families (hhs.gov).
39. Administration for Children and Families. “ORR Influx Care Facilities for Unaccompanied Children Factsheet." ACF, 19 Jan. 2024, https://www.acf.hhs.gov/sites/default/files/documents/orr/icf-uc-fact-sheet.pdf.
40. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: 1.2.1 Placement Considerations." Administration for Children and Families, 11 Mar. 2024, https://www.acf.hhs.gov/orr/policy-guidance/unaccompanied-children-program-policy-guide.
41. Ibid.
42. Office of Refugee Resettlement. “Fact Sheets and Data: General Statistics." Administration for Children and Families, 26 Jan. 2024, https://www.acf.hhs.gov/orr/about/ucs/facts-and-data.
43. Borbon, Diane. E., Blackmon, Elizabeth. T., Fairbank, John. A. “Trauma-Informed Care for Unaccompanied Children: Lessons Learned for Policy Practice and Development." Psychological Trauma: Theory, Research, Practice, and Policy, 21 Sept. 2023, https://doi.org/10.1037/tra0001565.
44. Office of Refugee Resettlement. “Fact Sheets and Data: General Statistics." Administration for Children and Families, 26 Jan. 2024, https://www.acf.hhs.gov/orr/about/ucs/facts-and-data.
45. Immigration and Ethnic History Society. “Immigration and Nationality Act of 1965 (Hart-Celler Act)." Immigration and Ethnic History Society, 2019, https://immigrationhistory.org/item/hart-celler-act/.
46. United States Senate. “U.S. Senate: Landmark Legislation: The Fourteenth Amendment.” United States Senate, 2024, https://www.senate.gov/about/origins-foundations/senate-and-constitution/14th-amendment.htm.
47. Immigration and Ethnic History Society. “Immigration Act of 1924 (Johnson-Reed Act)." Immigration and Ethnic History Society, 2019, https://immigrationhistory.org/item/1924-immigration-act-johnson-reed-act/.
48. Immigration and Ethnic History Society. “Immigration and Nationality Act of 1952 (Hart-Celler Act)” Immigration and Ethnic History Society. 2019. https://immigrationhistory.org/item/1790-nationality-act/.
49. American Immigration Council. “How the United States Immigration System Works." American Immigration Council. 14 Sept. 2021. https://www.americanimmigrationcouncil.org/research/how-united-states-immigration-system-works.
50. Santamaria, Kelsey. Y. “Child Migrants at the Border: The Flores Settlement Agreement and Other Legal Developments." Congressional Research Service. 1 Apr. 2021. https://crsreports.congress.gov/product/pdf/IF/IF11799.
51. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: Section 1.1 Summary for Policies for Placement and Transfer of Unaccompanied Children in ORR Care Provider Facilities." Administration for Children and Families. 11 Mar. 2024. ORR Unaccompanied Children Program Policy Guide | The Administration for Children and Families (hhs.gov).
52. Ibid.
53. United States, Congress. Public Law 107-298.United States Statutes at Large, vol. 116, 2002, pp. 2135-2321. U.S. Government Publishing Office, https://www.govinfo.gov/app/details/STATUTE-116/STATUTE-116-Pg2135/summary
54. Office of Refugee Resettlement. “Unaccompanied Children Program Foundational Rule." Administration for Children and Families. vol. 88. no.191. Federal Register. 4 Oct. 2023. https://www.federalregister.gov/documents/2023/10/04/2023-21168/unaccompanied-children-program-foundational-rule.
55. Rosenblum, Marc. Brick, Kate. “US Immigration Policy and Mexican/ Central American Migration Flows: Then and Now." Migration Policy Institute. Aug. 2011. https://www.migrationpolicy.org/sites/default/files/publications/RMSG-regionalflows.pdf.
56. Administration for Children and Families. “Fact Sheet: Unaccompanied Children (UC) Program." Administration for Children and Families. 1 Mar. 2024. https://www.hhs.gov/sites/default/files/uac-program-fact-sheet.pdf.
57. Administration for Children and Families. “Fact Sheet: Unaccompanied Children (UC) Program." Administration for Children and Families. 1 Mar. 2024. https://www.hhs.gov/sites/default/files/uac-program-fact-sheet.pdf.
58. Palma, Ivan. “‘Influx’ Facilities for Unaccompanied Immigrant Children: Why They’re Needed & How They Can Be Improved." Justice for Immigrants. 2019. https://justiceforimmigrants.org/wp-content/uploads/2019/05/UAC-influx-facilites-backgrounder-5.6.19.pdf.

59. Palma, Ivan. "'Influx' Facilities for Unaccompanied Immigrant Children: Why They're Needed & How They Can Be Improved." Justice for Immigrants. 2019. https://justiceforimmigrants.org/wp-content/uploads/2019/05/UAC-influx-facilites-backgrounder-5.6.19.pdf.
60. Bamford, Jordan. Fletcher, Mark. Leavey, Gerard. "Mental Health Outcomes of Unaccompanied Refugee Minors: A Rapid Review of Recent Research, Current Psychiatry Reports." vol. 23, no. 8, Current Psychiatry Reports. Aug. 2021. https://doi.org/10.1007/s11920-021-01262-8.
61. Bamford, Jordan. Fletcher, Mark. Leavey, Gerard. "Mental Health Outcomes of Unaccompanied Refugee Minors: A Rapid Review of Recent Research, Current Psychiatry Reports." vol. 23, no. 8, Current Psychiatry Reports. Aug. 2021. pp. 46. https://doi.org/10.1007/s11920-021-01262-8.
62. Moutsou, Irene. Georgaca, Eugenie. Varaklis, Theofilos. "Psychotherapeutic and Psychosocial Interventions with Unaccompanied Minors: A Scoping Review, Healthcare." vol. 11, no. 6, Jan. 2023.pp. 916. https://doi.org/10.3390/healthcare11060918.
63. Burton, Lisette. "Contracting with ORR: Considerations as You Craft Your Proposal." 2021. https://togetherthevoice.org/wp-content/uploads/2021/06/Considerations-as-You-Craft-Your-Proposal-Webinar-5-10-21.pdf.
64. Ibid.
65. Burton, Lisette. "Contracting with ORR: Considerations as You Craft Your Proposal." 2021. https://togetherthevoice.org/wp-content/uploads/2021/06/Considerations-as-You-Craft-Your-Proposal-Webinar-5-10-21.pdf.
66. Department of Health and Human Services. "About the Refugee Resettlement Program" DHHS. 2024. https://www.dhs.pa.gov:443/refugeesinpa/Pages/About.aspx.
67. Department of Health and Human Services. "Cash and Medical Assistance." Administration for Children and Families. 23 Nov. 2022. https://www.acf.hhs.gov/orr/programs/refugees/cma.
68. Burton, Lisette. "Contracting with ORR: Considerations as You Craft Your Proposal." 2021. https://togetherthevoice.org/wp-content/uploads/2021/06/Considerations-as-You-Craft-Your-Proposal-Webinar-5-10-21.pdf.
69. Office of Refugee Resettlement. "ORR Unaccompanied Children Program Policy Guide: Section 1.2.4 Secure and Staff Secure Care Provider Facilities." Administration for Children and Families. 11 Mar. 2024. https://www.acf.hhs.gov/orr/policy-guidance/unaccompanied-children-program-policy-guide.

FRAME

70. New International Version Bible. Romans 15:7. (2011). Bible Gateway. 2024. https://www.biblegateway.com/passage/?search=romans+15%3A7&version=NIV
71. Brodie, Jessica. "Who Was the Woman At the Well in the Bible?: Story and Significance." Christianity.com. 10 Oct. 2023. https://www.christianity.com/wiki/bible/significance-of-the-woman-at-the-well.html.
72. Vos, Matthew. S. "Strangers and Scapegoats: Extending God's Welcome to Those on the Margins." Baker Academic. 2022.
73. Soerens, Matthew. Hwang, Jenny. "Welcoming the Stranger: Justice, Compassion, and Truth in the Immigration Debate." Inter Varsity Press. 2009.
74. New International Version Bible. Zech. 7:10. (2011). Bible Gateway. 2024. https://www.biblegateway.com/passage/?search=Zechariah+7%3A10&version=NIV
75. New International Version Bible. Deut. 23:16. (2011). Bible Gateway. 2024. https://www.biblegateway.com/passage/?search=Deuteronomy%2023%3A16&version=NIV
76. New International Version Bible. Matt. 25:35. (2011). Bible Gateway. 2024. https://www.biblegateway.com/passage/?search=matthew+25%3A35&version=NIV
77. Mallon, Gerald. P. Hess, Peg. M. "Child Welfare for the 21st Century: A Handbook of Practices, Policies, and Programs." Columbia University Press. 20
78. Wyness, Michael. "Childhood and Society: 3rd. Edition." Red Globe Press. 2019.
79. Child Welfare Information Gateway. "Family engagement: Partnering with families to improve child welfare outcomes."Children's Bureau. Jul. 2021. Family Engagement: Partnering With Families to Improve Child Welfare Outcomes (cwig-prod-prod-drupal-s3fs-us-east-1.s3.amazonaws.com).
80. Center for Public Justices. "CPJ's Guidelines for Government and Citizenship." www.cpjustice.org.
81. Center for Public Justice. "CPJ's Guidelines for Government and Citizenship." www.cpjustice.org.
82. National Conference of State Legislatures, "Unaccompanied Minors and the Flores Settlement Agreement: What to Know." NCSL. 30 Oct. 2018. https://www.ncsl.org/state-legislatures-news/details/unaccompanied-minors-and-the-flores-settlement-agreement-what-to-know.
83. Center for Public Justice. "CPJ's Guidelines for Government and Citizenship." www.cpjustice.org.
84. Ibid.
85. UNICEF. "Mental Health and Psychosocial Support (MHPSS) for Families at the US-Mexico Border: A Field Guide." UNICEF. Jun. 2020. https://www.unicef.org/media/89621/file/MHPSS%20Field%20Guide%20(English).pdf.
86. CBS News. "Pittsburgh's Holy Family Institute Housing Unaccompanied Children From South Of The Border." CBS News Pittsburgh. 22 Mar. 2021. https://www.cbsnews.com/pittsburgh/news/pittsburghs-holy-family-institute-housing-unaccompanied-children-from-south-of-the-border/.
87. Administration for Children and Families, "HHS Finalizes Rule to Strengthen Services and Protections for Unaccompanied Children in its Care", ACF, 23 Apr. 2024, https://www.acf.hhs.gov/media/press/2024/hhs-finalizes-rule-strengthen-services-and-protections-unaccompanied-children.
88. Ibid.
89. Philanthropy Roundtable. "Immigrant Aid Societies Americanize New Arrivals." 2024. https://www.philanthropyroundtable.org/almanac/immigrant-aid-societies-americanize-new-arrivals/.
90. Ibid.

91. Bogado, Aura, “Here’s a Map of Shelters Where Immigrant Children Have Been Housed”, Reveal, 26 Jun. 2018, https://revealnews.org/article/heres-a-map-of-shelters-where-immigrant-children-have-been-housed/.
92. Graddy, Elizabeth A. and Ye, Ke. “Faith-Based versus Secular Providers of Social Services--Differences in What, How, and Where”, Journal of Health and Human Services Administration, 2006, vol. 29, issue 3, pp. 309-335, https://pubmed.ncbi.nlm.nih.gov/17571471/
93. Graddy, Elizabeth A. and Ye, Ke. “Faith-Based versus Secular Providers of Social Services--Differences in What, How, and Where”, Journal of Health and Human Services Administration, 2006, vol. 29, issue 3, pp. 309-335, https://pubmed.ncbi.nlm.nih.gov/17571471/
94. Ibid.
95. The National Child Traumatic Stress Network. “Unaccompanied Migrant Children." 2015, https://www.nctsn.org/resources/unaccompanied-migrant-children.
96. Ní Raghallaigh. “Religion in the Lives of Unaccompanied Minors: An Available and Compelling Coping Resource." The British Journal of Social Work. vol. 41. No. 3. Apr. 2011. pp. 539-556. https://doi.org/10.1093/bjsw/bcq/136
97. Dictionary.com, “Community”, 2024, https://www.dictionary.com/browse/community
98. Office of Refugee Resettlement. “Unaccompanied Refugee Minors Program." Administration for Children and Families. 14 Mar. 2024. https://www.acf.hhs.gov/orr/programs/refugees/urm.
99. Ibid.
100. Soerens, Matthew. Hwang, Jenny. “Welcoming the Stranger: Justice, Compassion, and Truth in the Immigration Debate." Inter Varsity Press. 2009.
101. The City of Pittsburgh, “About Pittsburgh.” City of Pittsburgh, 2024, https://pittsburghpa.gov/pittsburgh/pgh-about.
102. Kim, Joshua, “”The Next Shift: From Manufacturing to Meds (and Eds)”, Inside Higher Ed., 19 Aug. 2021, https://www.insidehighered.com/blogs/learning-innovation/%E2%80%98-next-shift%E2%80%99-manufacturing-meds-and-eds.
103. U.S. Census Bureau, “Quick Facts: Pittsburgh city, Pennsylvania”, Census Bureau, 2021, https://www.census.gov/quickfacts/pittsburghcitypennsylvania.
104. Positively Pittsburgh, “Hispanics in Pittsburgh”, Positively Pittsburgh, 2022, https://positivelypittsburgh.com/hispanicspittsburgh-2/
105. American Immigration Council. “New Americans in Pittsburgh”, American Immigration Council, 2023, https://www.americanimmigrationcouncil.org/research/new-americans-pittsburgh#:~:text=Between%202014%20and%202019%20the,have%20decreased%20by%202.7%20percent.
106. 1Craig, Tim, “Some States Spurn Migrants. The Rust Belt Wants Them”, The Washington Post, 10 Dec. 2023, https://web.p.ebscohost.com/ehost/detail/detail?vid=9&sid=66da0f41-534d-49e0-a4d7-ebf43896cfed%40redis&bdata=JkF1dGhUeXBlPWlwLGNvb2tpZSx1cmwsdWlkJnNpdGU9ZWhvc3QtbGl2ZSZzY29wZT1zaXRl#AN=wapo.fb6d8a1c-8fb1-11ee-9f56-3e3294873bee&db=nfh
107. Ibid.
108. Smith, Gary S. “Duty and Destiny: The Life and Faith of Winston Churchill.” 20
109. Jewish Family Community Services, “JFCS Immigration and Legal Services”, JFCS, 2024, https://www.jfcspgh.org/services/immigration-legal-services/
110. Hello Neighbor, “Who We Are.” Hello Neighbor, 2024, https://www.helloneighbor.io/

ENGAGE

111. Latino Community Center, “Our Mission”, Latino Community Center, 2024, https://www.latinocommunitycenter.org/our-mission-1
112. Bogado, Amanda, “Here’s a Map of Shelters where Immigrant Children Have Been Housed.” RevealNews.org, 26 Jun. 2018, https://revealnews.org/article/heres-a-map-of-shelters-where-immigrant-children-have-been-housed/ .
113. Ibid.
114. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: Section 1.2.1 Placement Considerations." Administration for Children and Families. 11 Mar. 2024. https://www.acf.hhs.gov/orr/policy-guidance/unaccompanied-children-program-policy-guide.
115. Sualog, J. (10 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
116. Office of Refugee Resettlement. “ORR Unaccompanied Children Program Policy Guide: Section 1.2.1 Placement Considerations." Administration for Children and Families. 11 Mar. 2024. hhs.gov.
117. Sualog, J. (10 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
118. Ibid.
119. Ibid.
120. Ibid.
121. Sforza, Lauren, “Economy Tops List of Voter Concerns in New Poll in Pennsylvania”, The Hill, 28 June, 2023, https://thehill.com/homenews/campaign/4071998-economy-tops-list-of-voter-concerns-in-new-poll-in-pennsylvania/
122. Ruiz, M. (18 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
123. Ibid.
124. Ibid.
125. Sciamanna, John, “History and Update on Flores Settlement”, Child Welfare League of America, 2020, https://www.cwla.org/history-and-update-on-floressettlement/#:~:text=The%20Flores%20settlement%20is%20just,for%20more%20than%2020%20days.
126. Sualog, J. (10 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication]
127. Ibid.
128. Kids in Need of Defense, “Vision and Mission”, KIND, 2024, https://supportkind.org/who-we-are/mission-vision/
129. Israel, E. (5 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
130. Kids in Need of Defense, “Vision and Mission”, KIND, 2024, https://supportkind.org/who-we-are/mission-vision/

131. Caty, Laura, “The Social Effects of Detention on Undocumented Children”, Immigration and Human Rights Review, 25 Feb. 2019, https://lawblogs.uc.edu/ihrlr/2019/02/25/the-social-effects-of-detention-on-undocumented-children/
132. Staats, C. (20 Mar., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
133. Sualog, J. (10 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication]
134. The Advocates for Human Rights, “Immigration Court Observation Project: Unaccompanied Children”, The Advocates for Human Rights, Sept. 2023, https://www.theadvocatesforhumanrights.org/Res/AHR%20Issue%20Brief%20-%20Unaccompanied%20Children%20in%20Immigration%20Court.pdf.
135. Israel, E. (5 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
136. Ibid.
137. Sualog, J. (10 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
138. Ruiz, M. (18 Apr., 2024). Hatfield Prize Interview (M. Brock Interviewer). [Personal Communication].
139. Ibid.

Equipped for Employment: Holistic Workforce Development in Response to Globalization in Waco, Texas

Jackson Boone and Colby Humphrey, Ph.D.

DISCOVER

1. "General Tire - The Rise & Fall of a Giant." 2012, https://vimeo.com/52563946. (33:48).
2. News, Dallas Morning. "WACO FIGHTS CRISIS AS TIRE PLANT SHUTS." Chicago Tribune. November 8, 1985, https://www.chicagotribune.com/1985/11/08/waco-fights-crisis-as-tire-plant-shuts/.
3. Ibid.
4. "General Tire - The Rise & Fall of a Giant." 2012, https://vimeo.com/52563946. (29:40).
5. "BRIC History," Baylor University, May 20, 2022, https://bric.research.baylor.edu/about/bric-history.
6. "What Is Industry 4.0 and the Fourth Industrial Revolution?" McKinsey & Company, August 17, 2022, https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-are-industry-4-0-the-fourth-industrial-revolution-and-4ir.
7. "Issues Brief - Globalization: A Brief Overview." International Monetary Fund, May 2008, https://www.imf.org/external/np/exr/ib/2008/053008.htm.
8. Milberg, William, and Deborah Winkler. "Economic insecurity in the new wave of globalization: Offshoring and the Labor share under varieties of capitalism." International Review of Applied Economics, vol. 24, no. 3, May 2010, pp. 285–308, https://doi.org/10.1080/02692171003701479.
9. "Decline of Global Extreme Poverty Continues but Has Slowed." World Bank, World Bank Group, September 19, 2018, https://www.worldbank.org/en/news/press-release/2018/09/19/decline-of-global-extreme-poverty-continues-but-has-slowed-world-bank.
10. Eratzi, Milton. "Globalization Can Be Good for American Workers." City Journal. 23 March, 2017, https://www.city-journal.org/article/globalization-can-be-good-for-american-workers/.
11. Griswold, Daniel. "Fail or Flourish: American Workers, Globalization, and Automation." Mercatus Center, January 30, 2020, https://www.mercatus.org/research/research-papers/fail-or-flourish-american-workers-globalization-and-automation.
12. Rajkumar, Jessica. "O-I Glass Plant Closing Has Rippling Effect throughout Waco Community." KWTX, September 2023, https://www.kwtx.com/2023/09/21/o-i-glass-plant-closing-has-rippling-effect-throughout-waco-community/.
13. Mahoney, Noi. "Manitou Group Closing Plant in Texas." Freight Waves, December 17, 2020, https://www.freightwaves.com/news/manitou-group-closing-plant-in-texas.
14. "Economic Development News," Greater Waco Chamber of Commerce, 27 January, 2021, https://wacochamber.com/economic-development/economic-development-news/.
15. Holzer, Harry. "Understanding the Impact of Automation on Workers, Jobs, and Wages." The Brookings Institution, January 19, 2022, https://www.brookings.edu/articles/understanding-the-impact-of-automation-on-workers-jobs-and-wages/.
16. MacLaury, Judson. "A Brief History: The U.S. Department of Labor." U.S. Department of Labor, https://www.dol.gov/general/aboutdol/history/dolhistoxford. Accessed June 29, 2024.
17. Moore, Gary. "The Smith-Hughes Act: The Road to It and What It Accomplished." Central Technology Center, February 23, 2017, https://bis.centraltech.edu/the-smith-hughes-act-the-road-to-it-and-what-it-accomplished/.
18. Decker, Paul T., and Jillian A. Berk. "Ten Years of the workforce investment act (WIA): Interpreting the research on WIA and related programs." Journal of Policy Analysis and Management, vol. 30, no. 4, 28 June 2011, pp. 906–926, https://doi.org/10.1002/pam.20597.
19. Coolberth, Nicky Lauricella. "Updated: Side-by-Side Comparison of WIA and WIOA." National Skills Coalition, October 24, 2014, https://nationalskillscoalition.org/blog/higher-education/updated-side-by-side-comparison-of-wia-and-wioa/
20. Coolberth, Nicky Lauricella. "Updated: Side-by-Side Comparison of WIA and WIOA." National Skills Coalition, October 24, 2014, https://nationalskillscoalition.org/blog/higher-education/updated-side-by-side-comparison-of-wia-and-wioa/
21. "Bipartisan Infrastructure Law (BIL) / Infrastructure Investment and Jobs Act (IIJA)." U.S. Department of Transportation, U.S. Department of Transportation | Pipeline and Hazardous Materials Safety Administration, 16 Feb. 2023, phmsa.dot.gov/legislative-mandates/bipartisan-infrastructure-law-bil-infrastructure-investment-and-jobs-act-iija.
22. Ross, Martha, Joseph W. Kane, Felix Laniyan, and Annelies Goger. "How State and Local Leaders Can Harness New Infrastructure Funding to Build a Stronger, More Inclusive Workforce." The Brookings Institution. https://www.brookings.edu/articles/how-state-and-local-leaders-can-harness-new-infrastructure-funding-to-build-a-stronger-more-inclusive-workforce/. Accessed January 30, 2024.
23. Ibid.
24. Lee, Nicol Turner, and Jack Malamud. "How Federal, State, and Local Leaders Can Leverage the CHIPS and Science Act as a Landmark Workforce Opportunity." The Brookings Institution, https://www.brookings.edu/articles/how-federal-state-and-local-leaders-can-leverage-the-chips-and-science-act-as-a-landmark-workforce-opportunity/. Accessed January 25, 2024.
25. "Fiscal Year 2023 Department of Labor Budget Brief." U.S. Department of Labor, https://www.dol.gov/sites/dolgov/files/ETA/budget/pdfs/FY2023BIB_ETA.pdf.
26. Lee, Nicol Turner, and Jack Malamud. "How Federal, State, and Local Leaders Can Leverage the CHIPS and Science Act as a Landmark Workforce Opportunity." The Brookings Institution, https://www.brookings.edu/articles/how-federal-state-and-local-leaders-can-leverage-the-chips-and-science-act-as-a-landmark-workforce-opportunity/. Accessed January 25, 2024.
27. "Workforce Performance Results." U.S. Department of Labor, http://www.dol.gov/agencies/eta/performance/results.
28. "Alternative Measures of Labor Underutilization in Texas – 2023 : Southwest Information Office : U.S. Bureau of Labor Statistics."

https://www.bls.gov/regions/southwest/news-release/laborunderutilization_texas.htm. Accessed February 26, 2024.
29. Cortina, Julia, Michael Matthews. “House Education and Workforce Committee Advances WIOA Reauthorization Bill | National Association of Counties.” National Association of Counties, December 14, 2023, https://www.naco.org/news/house-education-and-workforce-committee-advances-wioa-reauthorization-bill.
30. “Final Board Plan Modification for Program Years 2021-2024.” Heart of Texas Workforce Development Board, https://www.hotworkforce.com/wp-content/uploads/2023/07/Heart-of-Texas-Workforce-Development-Board-Inc.-Board-Plan-Modification-Program-Years-2021-2024.pdf.
31. Ibid.
32. “Workforce Solutions: Heart of Texas. 2022 Impact Report,” 2022, https://a-hotworkforce.vev.site/draft.
33. Ibid.
34. Ibid.
35. “Final Board Plan Modification for Program Years 2021-2024.” Heart of Texas Workforce Development Board, https://www.hotworkforce.com/wp-content/uploads/2023/07/Heart-of-Texas-Workforce-Development-Board-Inc.-Board-Plan-Modification-Program-Years-2021-2024.pdf.Heart of Texas Goodwill Industries. “Rise.” https://hotgoodwill.org/services/rise-program/.
36. Ibid.
37. “Apprenticeship Related Instruction Cost Study Fiscal Year 2021-2022.” Texas Workforce Commission Apprenticeship Training Program, https://www.twc.texas.gov/sites/default/files/wf/docs/2023-apprenticeship-cost-study-twc.pdf#:~:text=apprenticeship-related%20instruction%20cost%20study%20for%20the%20most,study%20will%20source%20information%20from%20the%20Apprenticeship.
38. “Skills Development Fund - Texas Workforce Commission.” U.S. Department of Labor, https://www.twc.texas.gov/programs/skills-development-fund, Accessed February 6, 2024.
39. “Jobs & Education for Texans (JET) Grant Program.” Texas Workforce Commission, https://www.twc.texas.gov/programs/jet. Accessed January 30, 2024.
40. “Economic Development Strategic Plan.” City of Waco, 2023, https://www.waco-texas.com/files/content/public/v/49/departments/economic-development/2023-04-20-waco-edsp-final.pdf.
41. Ibid.
42. Ibid.
43. “Final Board Plan Modification for Program Years 2021-2024.” Heart of Texas Workforce Development Board, https://www.hotworkforce.com/wp-content/uploads/2023/07/Heart-of-Texas-Workforce-Development-Board-Inc.-Board-Plan-Modification-Program-Years-2021-2024.pdf.
44. “Board Members Greater Waco Chamber of Commerce.” Greater Waco Chamber, June 18, 2018. https://wacochamber.com/board-members/.
45. “Mpowerment Job Training.” Mission Waco, Mission World, April 21, 2022, https://missionwaco.org/programs/mpowerment-job-training/.
46. Waco TX - Census Bureau Profiles Results.” United States Census Bureau, https://data.census.gov/profile?q=waco%20tx.
47. Ibid.
48. "Median Household Income." Prosper Waco Round Table, https://www.wacoroundtable.org/analytics/. Accessed January 31, 2024.
49. "Percent of Population with Income Below Poverty." Prosper Waco Round Table, https;//www.wacoroundtable.org/analytics/. Accessed January 31, 2024.
50. Adams, Gina and Shayne Spaulding. “Child Care Support Is Critical for Advancing Job Training and Workforce Development,” Urban Institute, August 16, 2018, https://www.urban.org/urban-wire/child-care-support-critical-advancing-job-training-and-workforce-development.

FRAME

51. Clifton, Jon. “Why the World Can’t Quit Quiet Quitting.” Gallup, June 21, 2023, https://www.gallup.com/workplace/507650/why-world-quit-quiet-quitting.aspx.
52. Genesis 1. The Bible. English Standard Version. Good News Publishers, 2016.
53. Touzeau, Roy. “Did Adam Have to Work in Eden?” Patterns of Truth (blog), January 12, 2024, https://patternsoftruth.org/did-adam-have-to-work-in-eden/.
54. Genesis 2:15. The Bible. English Standard Version. Good News Publishers, 2016.
55. Genesis 2:3. The Bible. English Standard Version. Good News Publishers, 2016.
56. Exodus 20:8. The Bible. English Standard Version. Good News Publishers, 2016.
57. Smith, Morgan. “Burnout Is on the Rise Worldwide—and Gen Z, Young Millennials and Women Are the Most Stressed.” CNBC, March 14, 2023, https://www.cnbc.com/2023/03/14/burnout-is-on-the-rise-gen-z-millennials-and-women-are-the-most-stressed.html.
58. Abramson, Ashley. “Burnout and Stress Are Everywhere.” https://www.apa.org, January 1, 2022, https://www.apa.org/monitor/2022/01/special-burnout-stress.
59. Colossians 3:23-24. The Bible. English Standard Version. Good News Publishers, 2016.
60. Whelchel, Hugh. “Do I Need to Quit My Job and Attend Seminary?” Institute for Faith Work and Economics, April 19, 2012. https://tifwe.org/do-i-need-to-quit-my-job-and-attend-seminary/.
61. Ibid.
62. Luther, Martin. “An Open Letter to The Christian Nobility.” Project Wittenburg, 1520, https://www.projectwittenberg.org/pub/resources/text/wittenberg/luther/web/nblty-03.html.
63. Chan, G.A. “The Babylonian Captivity of the Church.” The Trinity Review, November 1997, https://www.trinityfoundation.org/journal.php?id=156.

64. Holmberg, Erin. “Replaced by AI: Developing a Kuyperian Philosophy of Work in the Face of Advancing Artificial Intelligence.” Pro Rege 51, no. 4 (June 2023): 32–40.
65. Holmberg, Erin. “Replaced by AI: Developing a Kuyperian Philosophy of Work in the Face of Advancing Artificial Intelligence.” Pro Rege 51, no. 4 (June 2023): 32–40.
66. Pope Leo XIII. “Rerum Novarum: Encyclical of Pope Leo XIII on Capital and Labor.” Libreria Editrice Vaticana, 1891, pp. 5. https://www.vatican.va/content/leo-xiii/en/encyclicals/documents/hf_l-xiii_enc_15051891_rerum-novar.
67. Pope Leo XIII. “Rerum Novarum: Encyclical of Pope Leo XIII on Capital and Labor.” Libreria Editrice Vaticana, 1891, pp.6. https://www.vatican.va/content/leo-xiii/en/encyclicals/documents/hf_l-xiii_enc_15051891_rerum-novar.
68. Ibid.
69. Pope John Paul II. “Laborem Exercens: On Human Work.” Libreria Editrice Vaticana, September 14,1981, pp. 4. https://www.vatican.va/content/john-paul-ii/en/encyclicals/documents/hf_jp-ii_enc_14091981_laborem-exercens.html.
70. Pope John Paul II. “Laborem Exercens: On Human Work.” Libreria Editrice Vaticana, September 14,1981. pp. 21. https://www.vatican.va/content/john-paul-ii/en/encyclicals/documents/hf_jp-ii_enc_14091981_laborem-exercens.html.
71. 1 Corinthians 10:31. The Bible. English Standard Version. Good News Publishers, 2016.
72. Keller, Timothy. Every Good Endeavor: Connecting Your Work to God’s Work. Penguin Books, n.d. pp. 240.
73. Collins, Leah. “Job Unhappiness Is at a Staggering All-Time High, According to Gallup.” CNBC, August 12, 2022, https://www.cnbc.com/2022/08/12/job-unhappiness-is-at-a-staggering-all-time-high-according-to-gallup.html.
74. Ip, Greg. “Americans Don’t Care as Much About Work. And It Isn’t Just Gen Z.” WSJ, March 9, 2024, https://www.wsj.com/lifestyle/careers/americans-attitude-work-data-0c2e487c.
75. Delouya, Samantha. “From ‘Quiet Quitting’ to ‘Career Cushioning,’ Here Are the Workplace Trends That Took 2022 by Storm — and Whether They’ll Continue in 2023.” Business Insider, December 20, 2022, https://www.businessinsider.com/workplace-trends-2022-quiet-quitting-career-cushioning-great-resignation-labor-2022-12. Accessed April 14, 2024.
76. “Center for Public Justice’s Guidelines for Government.” The Center for Public Justice. https://cpjustice.org/government-2/. Accessed March 16, 2024.
77. Ibid.
78. Goldsmith, Diana. “Narrowing the Racial Wealth Divide: Inclusive Workforce Development Programs.” National League of Cities, December 20, 2023, https://www.nlc.org/article/2023/12/20/narrowing-the-racial-wealth-divide-inclusive-workforce-development-program/.
79. Schochet, Leila. “The Child Care Crisis Is Keeping Women Out of the Workforce.” Center for American Progress, March 28, 2019, https://www.americanprogress.org/article/child-care-crisis-keeping-women-workforce/.
80. Beacom, LaTishia. Interview with LaTishia Beacom. Zoom, February 23, 2024.
81. Lee, Nicol Turner, and Jack Malamud. “How Federal, State, and Local Leaders Can Leverage the CHIPS and Science Act as a Landmark Workforce Opportunity.” The Brookings Institution. https://www.brookings.edu/articles/how-federal-state-and-local-leaders-can-leverage-the-chips-and-science-act-as-a-landmark-workforce-opportunity/. Accessed January 25, 2024.
82. “Revitalizing the U.S. Semiconductor Ecosystem.” President’s Council of Advisors and on Science and Technology, September 2022, pp. 12. https://www.whitehouse.gov/wp-content/uploads/2022/09/PCAST_Semiconductors-Report_Sep2022.pdf.
83. “Political Community.” The Center for Public Justice. https://cpjustice.org/political-community/. Accessed March 17, 2024.
84. Johnson, Byron and William Wubenhorst. “Street Sweep Employment Program: A Model for Church and Community Collaboration with Faith Based Organizations.” Baylor University Institute for Studies of Religion, Summer 202,. https://missionwaco.org/our-programs/family-adult/street-sweep/.
85. Matthew 25:40-41. The Bible. English Standard Version. Good News Publishers, 2016.
86. Interview with Street Sweep Program Director. February 22, 2024, Contact Information Available upon request.

ENGAGE

87. Su, Yichen and Laila Assanie. “Texas Economy Rides Wave of Changing Technology and Diffusion of Know-How.” Federal Reserve Bank of Dallas. https://www.dallasfed.org/research/swe/2022/swe2204/swe2204c.
88. “Texas’s Latest Boom Is Its Biggest yet, Texas’s Latest Boom Is Its Biggest yet.” The Economist, March 16, 2023, https://www.economist.com/briefing/2023/03/16/texass-latest-boom-is-its-biggest-yet?utm_medium=pr&&&&&&&&utm_source=us-e.
89. Su, Yichen and Laila Assanie. “Texas Economy Rides Wave of Changing Technology and Diffusion of Know-How.” Federal Reserve Bank of Dallas, 2022, https://www.dallasfed.org/research/swe/2022/swe2204/swe2204c.
90. Aim Hire Texas. “Aim Hire Texas.” https://texas2036.shinyapps.io/aim-hire-texas/. Accessed January 30, 2024.
91. “QuickFacts: Texas.” United States Census Bureau. https://www.census.gov/quickfacts/fact/table/TX/SBO010217.
92. “Texas Workforce Commission 2022 Annual Report.” Texas Workforce Commision, 2022, www.twc.texas.gov/sites/default/files/enterprise/docs/2022-twc-annual-report-twc.pdf.
93. "Median Home Price." Prosper Waco Round Table. https://wacoroundtable.org/analytics/. Accesssed January 21, 2024.
94. Ibid.
95. Ibid.
96. “Waco City, Texas - Census Bureau Profile.” U.S. Census Bureau. https://data.census.gov/profile/Waco_city,_Texas?g=160XX00US4876000#housing. Accessed February 1, 2024.
97. Humphrey, Colby. “Waco Map.” Tableau Public, February 24, 2024, https://public.tableau.com/app/profile/colby.humphrey5396/viz/WacoMap/Story1.
98. “Are the Children Well: A Report on the Movement to Support the Well-being of McLennan County Children and Families.” United Way of Waco-McLennan County, 2020. Pp. 30 https://www.mclennancountychildwellbeing.org/wp-content/uploads/2022/08/Waco-Child-Well-Being-Final-Report-Take-2-One-Up_Long.pdf.

99. Leh, Dominique. "'Massive Housing Crisis across the Entire Country': City of Waco to Create Affordable Housing." 25 News KXXV and KRHD, February 8, 2024, https://www.kxxv.com/news/local-news/in-your-neighborhood/mclennan-county/waco/massive-housing-crisis-across-the-entire-country-city-of-waco-to-create-affordable-housing.
100. "Are the Children Well: A Report on the Movement to Support the Well-being of McLennan County Children and Families." United Way of Waco-McLennan County, 2020, pp.28. https://www.mclennancountychildwellbeing.org/wp-content/uploads/2022/08/Waco-Child-Well-Being-Final-Report-Take-2-One-Up_Long.pdf.
101. Deviney, Frances and Jennifer Lee. "Childcare: A Critical Work Support for Families". Dallas Women's Foundation, 2017, pp. 7. https://www.txwf.org/wp-content/uploads/2019/07/final-child-care-to-printer.pdf.
102. "Are the Children Well: A Report on the Movement to Support the Well-being of McLennan County Children and Families." United Way of Waco-McLennan County, 2020, pp. 37. https://www.mclennancountychildwellbeing.org/wp-content/uploads/2022/08/Waco-Child-Well-Being-Final-Report-Take-2-One-Up_Long.pdf.
103. "Economic Development Strategic Plan" City of Waco, 2023, pp.19. https://www.waco-texas.com/files/content/public/v/49/departments/economic-development/2023-04-20-waco-edsp-final.pdf.
104. "A New Way of Doing Business: The Career Pathway and Approach in Minnesota and Beyond." W.E. Upjohn Institute for Employment Research, 2015, https://www.kansascityfed.org/documents/7360/transformingworkforcedevelopmentpolicies.pdf.
105. Andreason, Stuart, et al. "Building a Skilled Workforce for a Stronger Southern Economy." National Skills Coalition, 2018. https://www.atlantafed.org/-/media/documents/community-development/publications/special/180612-building-a-skilled-workforce-for-a-stronger-southern-economy/report.pdf.
106. Beacom, LaTishia. Interview with LaTishia Beacom. Zoom, February 23, 2024.
107. Berry, Leah. Interview with Leah Berry. Zoom, April 16, 2024.
108. Caballero, Josh. Interview with Josh Caballero. Zoom, February 15, 2024.
109. "Programs Integrate Workforce and Housing Services," U.S. Department of Housing and Urban Development's Office of Policy Development and Research, Summer/Fall 2018, https://www.huduser.gov/portal/periodicals/em/summer-fall-18/highlight3.html.
110. Adams, Gina, and Shayne Spaulding. "Child Care Support Is Critical for Advancing Job Training and Workforce Development." Urban Institute, August 16, 2018, https://www.urban.org/urban-wire/child-care-support-critical-advancing-job-training-and-workforce-development.
111. Interview with Waco Chamber of Commerce. February 7, 2024, Contact Information Available Upon Request.
112. Beacom, LaTishia. Interview with LaTishia Beacom. Zoom, February 23, 2024.
113. Tindell, Ethan. Interview with Ethan Tindell. Zoom, March 22, 2024.
114. Ibid.
115. Hernandez, Diane. Interview with Diane Hernandez. Zoom, March 28, 2024.
116. Pesina, Jeremy, and Jennifer Branch. Interview with Jeremy Pesina and Jennifer Branch. Zoom, February 12, 2024.
117. Berry, Leah, and Denise Whitsel. Interview with Leah Berry and Denise Whitsel. In-Person, April 16, 2024.
118. Ibid.
119. Ibid.
120. Berry, Leah, and Denise Whitsel. Interview with Leah Berry and Denise Whitsel. In-Person, April 16, 2024.
121. Heart of Texas Goodwill Industries. "Rise." https://hotgoodwill.org/services/rise-program/.
122. Beacom, LaTishia. Interview with LaTishia Beacom. Zoom, February 23, 2024.
123. Ibid.
124. "Economic Development News." Greater Waco Chamber of Commerce, 2021, https://wacochamber.com/economic-development/economic-development-news/.
125. "Internet Access in Texas and the 2020 Census." Texas Demographic Center, https://demographics.texas.gov/Visualizations/2019/InternetAccess2020Census/2019_InternetAccess2020CensusGraphic.pdf
126. Barber, Adam, and Kacey Darnell. Interview with Adam Barber and Kacey Darnell. Zoom, April 16, 2024.
127. Ibid.
128. Interview with Waco Chamber of Commerce, February 7, 2024, Contact Information Available Upon Request.
129. "Benefits of Mentoring for Young People | Youth.Gov." https://youth.gov/youth-topics/mentoring/benefits-mentoring-young-people. Accessed April 8, 2024.
130. Office of Policy Development and Research. "Programs Integrate Workforce and Housing Services | HUD USER," Summer/Fall 2018, https://www.huduser.gov/portal/periodicals/em/summer-fall-18/highlight3.html.
131. Berry, Leah, and Denise Whitsel. Interview with Leah Berry and Denise Whitsel. In-Person, April 16, 2024.
132. Andreason, Stuart, et al. "Building a Skilled Workforce for a Stronger Southern Economy." National Skills Coalition, 2018. https://www.atlantafed.org/-/media/documents/community-development/publications/special/180612-building-a-skilled-workforce-for-a-stronger-southern-economy/report.pdf.
133. "Labor Market Insights." Workforce Solutions for the Heart of Texas. https://www.hotworkforce.com/home/businesses/labor-market-insights/. Accessed April 10, 2024.

A Protestant Ethical Response to Addressing Post-Pandemic Hunger in Chicago, Illinois

Addison Ream and Keith L. Johnson, Ph.D.

DISCOVER

1. Lurvey, Kim. Interview with Kim Lurvey. Phone Call, 30 Apr. 2024.
2. Moon, Kayla. Interview with Kayla Moon. Phone Call, 30 Apr. 2024.
3. Ibid.
4. Ibid
5. "Charitable Food Assistance Participation in 2022." Feeding America, June 2022. https://www.feedingamerica.org/research/charitable-food-assistance-participation. Accessed 18 Jan. 2024.
6. "Food and Nutrition Service Nutrition Programs." U.S. Department of Agriculture. https://www.fns.usda.gov/programs. Accessed 18 Jan. 2024.
7. "What is Electronic Benefits Transfer (EBT)?" U.S. Department of Agriculture Food and Nutrition Service. https://www.fns.usda.gov/snap/ebt. Accessed 3 July 2024.
8. Carlson, Steven, Joseph Llobrera, and Brynne Keith-Jennings. "More Adequate SNAP Benefits Would Help Millions of Participants Better Afford Food." Center on Budget and Policy Priorities, July 15, 2021. https://www.cbpp.org/research/food-assistance/more-adequate-snap-benefits-would-help-millions-of-participants-better#:~:text=Additional%20SNAP%20benefits%20would%20increase,response%20to%20the%20Great%20Recession.
9. Ibid.
10. Hartline-Grafton, Heather, et al. "Thrifty Food Plan 101 (Part 2)." Food Research & Action Center, https://frac.org/blog/thrifty-food-plan-101-part-2. Accessed 17 May 2024.
11. "Illinois: Supplemental Nutrition Assistance Program Fact Sheet." Center on Budget and Policy Priorities, Feb. 13, 2023. https://www.cbpp.org/sites/default/files/atoms/files/snap_factsheet_illinois.pdf. Accessed 3 July 2024.
12. Ibid.
13. "A Quick Guide to SNAP Eligibility and Benefits." Center on Budget and Policy Priorities, October 2, 2023, https://www.cbpp.org/research/food-assistance/a-quick-guide-to-snap-eligibility-and-benefits.
14. Hake, M., Dewey, A., Engelhard, E., & Dawes, S. "Map the Meal Gap 2024: A Report on County and Congressional District Food Insecurity and County Food Cost in the United States in 2022." Feeding America, 2024. https://www.feedingamerica.org/sites/default/files/2024-05/MMG%202024%20Executive%20Summary%20%281%29.pdf.
15. Ibid.
16. Ibid.
17. Caswell, Julie A., et al. "History, Background, and Goals of the Supplemental Nutrition Assistance Program." Supplemental Nutrition Assistance Program: Examining the Evidence to Define Benefit Adequacy, National Academies Press (US), 2013. www.ncbi.nlm.nih.gov, https://www.ncbi.nlm.nih.gov/books/NBK206907/.
18. Ibid.
19. "1996 Welfare Amendments." Social Security Administration. https://www.ssa.gov/history/tally1996.html.
20. "Food and Nutrition Service Nutrition Programs." U.S. Department of Agriculture. https://www.fns.usda.gov/programs. Accessed 18 Jan. 2024.
21. "SNAP Emergency Allotment (EA) Availability." Illinois Department of Health and Human Services. https://www.dhs.state.il.us/page.aspx?item=137797. Accessed 18 Jan. 2024.
22. Ibid.
23. Ibid.
24. Keith-Jennings, Brynne, et al. "Links of the Supplemental Nutrition Assistance Program With Food Insecurity, Poverty, and Health: Evidence and Potential." American Journal of Public Health, vol. 109, no. 12, Dec. 2019, pp. 1636–40. PubMed Central, https://doi.org/10.2105/AJPH.2019.305325.
25. "Tracking COVID-19 Unemployment and Job Losses." Georgetown University Center on Education and the Workforce analysis of US Census Bureau and Bureau of Labor Statistics, Current Population Survey (Basic Monthly), 2020. https://cew.georgetown.edu/cew-reports/jobtracker/. Accessed 3 July 2024.
26. Rosenbaum, Dottie, Katie Bergh, and Lauren Hall. "Temporary Pandemic SNAP Benefits Will End in Remaining 35 States in March 2023." Center on Budget and Policy Priorities, February 6, 2023. https://cew.georgetown.edu/cew-reports/jobtracker/. Accessed 3 July 2024.
27. "SNAP Benefits Decrease." Greater Chicago Food Depository, https://www.chicagosfoodbank.org/get-help/benefits-outreach/snap/emergency-allotments/. Accessed 18 Jan. 2024.
28. "A Quick Guide to SNAP Eligibility and Benefits." Center on Budget and Policy Priorities, October 2, 2023, https://www.cbpp.org/research/food-assistance/a-quick-guide-to-snap-eligibility-and-benefits.
29. "How Is Poverty Measured?" Institute for Research on Poverty, University of Wisconsin-Madison. https://www.irp.wisc.edu/resources/how-is-poverty-measured/. Accessed 12 Apr. 2024.
30. Gardner, Anthony. "April 2024 Rent Report." Rent.Research, April 15, 2024.https://www.rent.com/research/average-rent-price-report/.

31. “Consumer Expenditures in the Chicago Metropolitan Area — 2021-22.” U.S. Bureau of Labor Statistics, October 27, 2023. https://www.bls.gov/regions/midwest/news-release/consumerexpenditures_chicago.htm#:~:text=(312)%20353%2D1138,from%20their%20respective%20U.S.%20averages.
32. Loury, Alden and Emmanuel Camarillo. “Nearly half of Chicago renters spend too much for rent and utilities.” Chicago Sun Times, March 1, 2024. Accessed August 26, 2024.
33. Acosta, Sonya. “Stable Housing Is Foundational to Children’s Well-Being.” Center on Budget and Policy Priorities, Off the Charts Blog Post, Feb. 15, 2022. https://www.cbpp.org/blog/stable-housing-is-foundational-to-childrens-well-being#:~:text=Because%20housing%20instability%20has%20been,impacts%20of%20proposed%20investments%20in.
34. Ibid.
35. Chen, Brenda. “How Housing Instability Affects Educational Outcomes.” The Urban Institute, Feb. 28, 2024. https://housingmatters.urban.org/articles/how-housing-instability-affects-educational-outcomes#:~:text=Overcrowded%20households%20can%20negatively%20affect,physical%20health%20and%20school%20performance.
36. Gardner, Anthony. “April 2024 Rent Report.” Rent.Research, April 15, 2024.https://www.rent.com/research/average-rent-price-report/.
37. Knowles, Jason, Ann Pistone, and Maggie Green. “Chicago rent keeps rising, higher cost of living straining many residents.“ ABC7 News, Sept. 7, 2023. https://abc7chicago.com/houses-for-rent-in-chicago-apartments-by-owner-apartment/13748830/.
38. Soglin, Talia. “Emergency SNAP benefits are ending. Here’s what that means for Chicago families.” The Chicago Tribune, Feb. 16, 2023. https://www.chicagotribune.com/2023/02/15/emergency-snap-benefits-are-ending-heres-what-that-means-for-chicago-families/. Accessed 9 Jan. 2024.
39. Gaines-Turner, Tianna, et al. “Recommendations From SNAP Participants to Improve Wages and End Stigma.” American Journal of Public Health, vol. 109, no. 12, Dec. 2019, pp. 1664–67. PubMed Central, https://doi.org/10.2105/AJPH.2019.305362.
40. Waite, Tori. “What is the difference between a food bank and food pantry?” Feeding America, Feb. 20, 2019. https://www.feedingamerica.org/hunger-blog/what-difference-between-food-bank-and-food-pantry.
41. “America’s Second Harvest Changes its Name to Feeding America.” Feeding America, Press Release, Sept. 5, 2008. https://www.feedingamerica.org/about-us/press-room/americas-second-harvest-changes-name-to-feeding-america#:~:text=America's%20Second%20Harvest%20Changes%20Name%20to%20Feeding%20America%20%7C%20Feeding%20America.
42. Committee on National Statistics; Division of Behavioral and Social Sciences and Education; Food and Nutrition Board; National Research Council; Institute of Medicine.” Research Opportunities Concerning the Causes and Consequences of Child Food Insecurity and Hunger: A Workshop Summary.” Washington (DC): National Academies Press (US); 2013 Dec 23. https://www.ncbi.nlm.nih.gov/books/NBK201387/.
43. “Chosen Tabernacle Full Gospel Baptist Church.” Greater Chicago Food Depository, https://www.chicagosfoodbank.org/locations/chosen-tabernacle-full-gospel-baptist-church/. Accessed 3 July 2024.
44. “Temple Sholom Annual High Holy Day Food Drive 5785.“ Temple Shalom. https://www.sholomchicago.org/food-drive.
45. “Food Pantry.” Mosque Foundation: Bridgeview, Illinois. https://mosquefoundation.org/food-pantry/. Accessed 6 May 2024.
46. Azalia, Loy et al. “The State of America’s Children 2021.” Children’s Defense Fund, 2021. https://www.childrensdefense.org/wp-content/uploads/2023/08/The-State-of-Americas-Children-2021.pdf.
47. Gerson, Michael J., et al. Unleashing Opportunity: Why Escaping Poverty Requires a Shared Vision of Justice. Falls City Press, 2015.
48. Gallegos D, Eivers A, Sondergeld P, Pattinson C. Food Insecurity and Child Development: A State-of-the-Art Review. Int J Environ Res Public Health. 2021 Aug 26;18(17):8990. doi: 10.3390/ijerph18178990. PMID: 34501578; PMCID: PMC8431639.
49. Schanzenbach, Diane. “Snap’s Short- and Long-Term Benefits.” Northwestern Institute for Policy Research, Jan. 2017. https://www.ipr.northwestern.edu/documents/policy-briefs/SNAP-policy-research-brief-Schanzenbach.pdf.
50. SNAP Is Linked With Improved Health Outcomes and Lower Health Care Costs | Center on Budget and Policy Priorities. 14 Dec. 2022, https://www.cbpp.org/research/food-assistance/snap-is-linked-with-improved-health-outcomes-and-lower-health-care-costs.
51. Herman, Dena, et al. “Food Insecurity and Cost-Related Medication Underuse Among Nonelderly Adults in a Nationally Representative Sample.” American Journal of Public Health, vol. 105, no. 10, Oct. 2015, pp. e48–59. PubMed Central, https://doi.org/10.2105/AJPH.2015.302712.
52. Associated Press. “Child Poverty in the US Jumped and Income Declined in 2022 as COVID-19 Pandemic Benefits Ended” WTTW News, Sept. 12, 2023. https://news.wttw.com/2023/09/12/child-poverty-us-jumped-and-income-declined-2022-covid-19-pandemic-benefits-ended.
53. Gibson-Davis, Christina. Interview with Dr. Christina Gibson-Davis. 24 Jan. 2024.

FRAME

54. Jay Sklar. Leviticus. (Downers Grove: Intervarsity Press Academic, 2014), 241.
55. Ibid, 245.
56. Ko, Ming Him. Leviticus. Lancaster: Langham Global Library, 2018. https://doi.org/10.2105/AJPH.2022.307011.
57. “Welfare.” The Center for Public Justice. https://cpjustice.org/welfare/. Accessed 28 Feb. 2024.
58. “Government.” The Center for Public Justice, https://cpjustice.org/welfare/.
59. One’s entitlement to participate in civil life, society, and hold political duties.
60. “Welfare.” The Center for Public Justice, https://cpjustice.org/welfare/. Accessed 28 Feb. 2024.
61. Ibid.
62. Psalm 68:5-6. The Bible. New International Version. Biblica, Inc., 2011.
63. “SNAP Emergency Allotment (EA) Availability.” Illinois Department of Health and Human Services. https://www.dhs.state.il.us/page.aspx?item=137797. Accessed 18 Jan. 2024.
64. “Family.” The Center for Public Justice, https://cpjustice.org/welfare/. Accessed 28 Feb. 2024.

65. Ibid.
66. Gerson, Michael J., et al. Unleashing Opportunity: Why Escaping Poverty Requires a Shared Vision of Justice. Falls City Press, 2015 pp, 33.
67. Gerson, Michael J., et al. Unleashing Opportunity: Why Escaping Poverty Requires a Shared Vision of Justice. Falls City Press, 2015.
68. Allen, Ronald J. Acts of the Apostles. Fortress Press, 2013, pp. 39.
69. Allen, Ronald J. Acts of the Apostles. Fortress Press, 2013, pp. 40
70. Sandel, Megan and Charlotte Bruce. "Rolling Back SNAP Benefits Puts Millions of Children at Risk of Hunger and Long-Term Health Consequences." Children's HealthWatch, 28 Mar. 2023, https://childrenshealthwatch.org/rolling-back-snap-benefits-puts-millions-of-children-at-risk-of-hunger-and-long-term-health-consequences/.
71. Ibid.
72. Bonhoeffer, Dietreich. Ethics. Touchstone, 1995.
73. Bonhoeffer, Dietreich. Ethics. Touchstone, 1995, pp. 87.
74. Bonhoeffer, Dietreich. Ethics. Touchstone, 1995, pp. 259.
75. Bonhoeffer, Dietreich. Ethics. Touchstone, 1995, pp. 226.
76. Bonhoeffer, Dietreich. Ethics. Touchstone, 1995, pp 96.
77. Denney, Justin T., et al. "Neighborhoods and Food Insecurity in Households with Young Children: A Disadvantage Paradox?" Social Problems, vol. 65, no. 3, 2018, pp. 342–59.
78. Ibid.
79. Ibid.

Engage

80. Hernandez, Acacia. "Chicago Food Pantries Report Stark Increase in Food Insecurity Amid Inflation, Decreased Federal Assistance." WTTW, September 23, 2023. https://news.wttw.com/2023/09/23/chicago-food-pantries-report-stark-increase-food-insecurity-amid-inflation-decreased.
81. U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S1701, 2022, https://data.census.gov/table/ACSST1Y2022.S1701?g=160XX00US1714000. Accessed 30 Jan. 2024.
82. Jackson, Candace. "What is Redlining?" New York Times, August 17, 2021, https://www.nytimes.com/2021/08/17/realestate/what-is-redlining.html. Accessed August 26, 2024.
83. U.S. Census Bureau. "Food Stamps/Supplemental Nutrition Assistance Program (SNAP)." American Community Survey, ACS 1-Year Estimates Subject Tables, Table S2201, 2022, https://data.census.gov/table/ACSST1Y2022.S2201?q=food insecurity chicago&g=160XX00US1714000. Accessed on August 28, 2024.
84. "Immigrant Families Struggled the Most with Food Insecurity, Rent Payments during COVID." Boston University School of Public Health, April 21, 2023. https://www.bu.edu/sph/news/articles/2023/immigrant-families-struggled-the-most-with-food-insecurity-rent-payments-during-covid/. Accessed 13 Apr. 2024.
85. Liu, Jodi L. "Beyond Neighborhood Food Environments: Distance Traveled to Food Establishments in 5 US Cities, 2009–2011." Preventing Chronic Disease, vol. 12, 2015. www.cdc.gov, https://doi.org/10.5888/pcd12.150065.
86. "Chicago Blueprint for Fair Housing — Executive Summary." City of Chicago. https://www.chicago.gov/content/dam/city/sites/chicagos-blueprint-for-fair-housing/pdfs/ExecutiveSummary.pdf. Accessed 31 Jan. 2024.
87. "Economically Disconnected Areas." CMAP, https://www.cmap.illinois.gov/2050/maps/eda. Accessed 5 May 2024.
88. Hernandez, Acacia. "Chicago Food Pantries Report Stark Increase in Food Insecurity Amid Inflation, Decreased Federal Assistance." WTTW, September 23, 2023. https://news.wttw.com/2023/09/23/chicago-food-pantries-report-stark-increase-food-insecurity-amid-inflation-decreased.
89. Moore, Kiandra Browne, Cortney Richards, Sam. "Food Apartheid in Chicago." ArcGIS StoryMaps, 19 Oct. 2022, https://storymaps.arcgis.com/stories/ee262753ecc14c15a05f5ec77ba8077f.
90. Gerson, Michael J., et al. Unleashing Opportunity: Why Escaping Poverty Requires a Shared Vision of Justice. Falls City Press, 2015.
91. "Illinois Grocery Initiative." Illinois Department of Commerce and Economic Opportunity, Illinois.gov. https://dceo.illinois.gov/illinois-grocery-initiative.html. Accessed 28 May 2024.
92. Ibid.
93. "5 Policy Solutions to Advance Racial Equity in Housing." Habitat for Humanity. https://www.habitat.org/stories/5-policy-solutions-advance-racial-equity-housing. Accessed 28 May 2024.
94. Ibid.
95. Schuman, Cinthia H., Lester M. Salaman, and Guilia Campanaro. "The Nonprofit Sector and Government: Clarifying the Relationship." The Aspen Institute, Nonprofit Sector Strategy Group, Feb. 18, 2009. https://www.aspeninstitute.org/wp-content/uploads/files/content/docs/NPGOVERNMENT.PDF. Accessed 3 July 2024.
96. "CPJ Guidelines and Principles." The Center for Public Justice, https://cpjustice.org/welfare/. Accessed 1 June 2024.
97. Ibid.
98. "A Quick Guide to SNAP Eligibility and Benefits." Center on Budget and Policy Priorities, October 2, 2023, https://www.cbpp.org/research/food-assistance/a-quick-guide-to-snap-eligibility-and-benefits.
99. Keith-Jennings, Brynne, et al. "Links of the Supplemental Nutrition Assistance Program With Food Insecurity, Poverty, and Health: Evidence and Potential." American Journal of Public Health, vol. 109, no. 12, Dec. 2019, pp. 1636–40. PubMed Central, https://doi.org/10.2105/AJPH.2019.305325.
100. "How Is Poverty Measured?" Institute for Research on Poverty, University of Wisconsin-Madison. https://www.irp.wisc.edu/resources/how-is-poverty-measured/. Accessed 12 Apr. 2024.
101. Hartline-Grafton, Heather, et al. "Thrifty Food Plan 101 (Part 2)." Food Research & Action Center, https://frac.org/blog/thrifty-food-

plan-101-part-2. Accessed 17 May 2024.
102. Ibid.
103. "Annual Report & Financials." Greater Chicago Food Depository, 2023. https://www.chicagosfoodbank.org/about/annual-reports-financials/.
104. Nourishing Hope. https://www.nourishinghopechi.org/. Accessed 3 July 2024.
105. Committee on National Statistics; Division of Behavioral and Social Sciences and Education; Food and Nutrition Board; National Research Council; Institute of Medicine." Research Opportunities Concerning the Causes and Consequences of Child Food Insecurity and Hunger: A Workshop Summary." Washington (DC): National Academies Press (US); 2013 Dec 23. https://www.ncbi.nlm.nih.gov/books/NBK201387/.
106. Hernandez, Acacia. "Chicago Food Pantries Report Stark Increase in Food Insecurity Amid Inflation, Decreased Federal Assistance." WTTW, September 23, 2023. https://news.wttw.com/2023/09/23/chicago-food-pantries-report-stark-increase-food-insecurity-amid-inflation-decreased.
107. Bergh, Katie and Lauren Hall. "Chair Thompson's Plan Would Cut SNAP Benefits and Ignore Scientific Evidence in Thrifty Food Plan Updates." Center on Budget and Policy Priorities, April 18, 2024. https://www.cbpp.org/research/food-assistance/chair-thompsons-plan-would-cut-snap-benefits-and-ignore-scientific.
108. Ibid.
109. "The Positive Effect of SNAP Benefits on Participants and Communities." Food Research & Action Center, https://frac.org/programs/supplemental-nutrition-assistance-program-snap/positive-effect-snap-benefits-participants-communities. Accessed 12 Apr. 2024.
110. Bergh, Katie and Lauren Hall. "Chair Thompson's Plan Would Cut SNAP Benefits and Ignore Scientific Evidence in Thrifty Food Plan Updates." Center on Budget and Policy Priorities, April 18, 2024. https://www.cbpp.org/research/food-assistance/chair-thompsons-plan-would-cut-snap-benefits-and-ignore-scientific.
111. Farley, Shannon. "Meet mRelief, The Nonprofit Using Technology To Fight Hunger." Forbes, https://www.forbes.com/sites/fastforward/2020/10/15/meet-mrelief-the-nonprofit-using-technology-to-fight-hunger/. Accessed 9 Apr. 2024.
112. Ibid.
113. "Community-Based Nutrition Information." SNAP-Education Impact, University of Illinois Urbana - Champaign. https://extension.illinois.edu/global/snap-education-impact. Accessed 12 Apr. 2024.
114. Egan, John. Interview with John Egan of DCFS. 13 Feb. 2024.
115. Ibid.
116. Ibid.
117. Ibid.
118. Ibid.
119. Ibid.
120. Moon, Kayla. Interview with Kayla Moon. Phone Call, 30 Apr. 2024.
121. Kane, Lizzie. "What does it take to afford a 2-bedroom rental in Chicago? New report finds wages still lagging." The Chicago Tribune, June 14, 2023. https://www.chicagotribune.com/2023/06/14/what-does-it-take-to-afford-a-2-bedroom-rental-in-chicago-new-report-finds-wages-still-lagging/. Accessed 11 Apr. 2024.
122. Egan, John. Interview with John Egan of DCFS. 13 Feb. 2024.
123. "Emergency Food Assistance Program" St. Pius V Parish / La Parroquia de San Pío V. https://stpiusvparish.org/get-help/emergency-services/. Accessed 6 May 2024.
124. "Food Pantry." Mosque Foundation, Bridgeview, Illinois. https://mosquefoundation.org/food-pantry/. Accessed 6 May 2024.
125. Ibid.

CENTER FOR
PUBLIC JUSTICE