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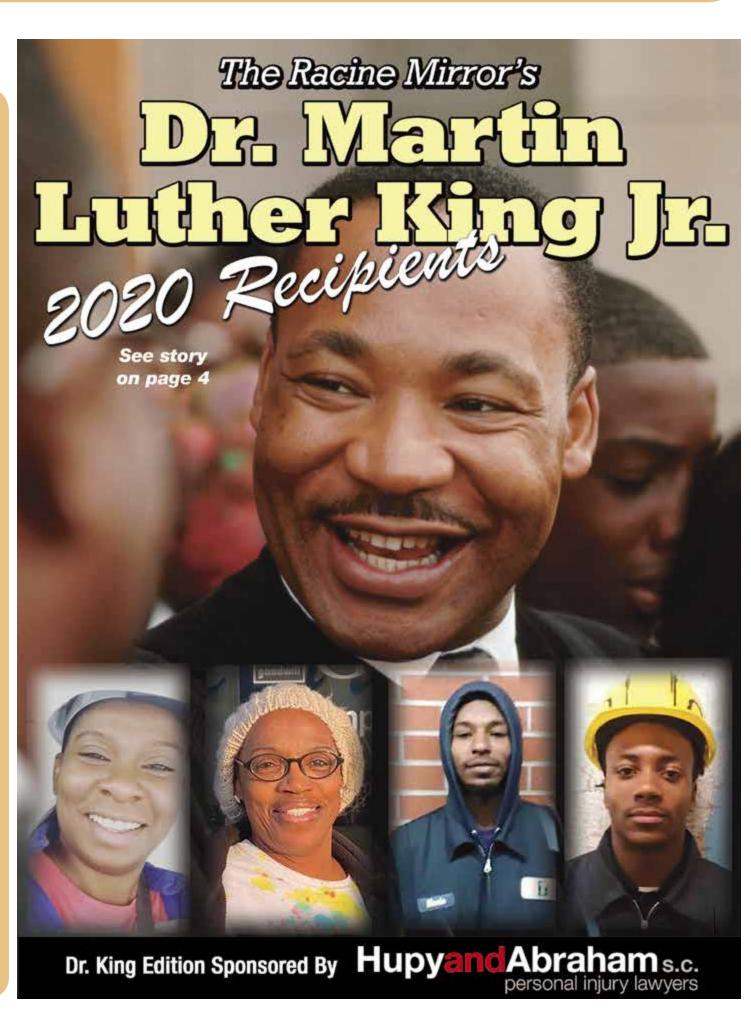
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Organization
Sponsors Events
on Racism







# We Salute Dr. King's Dream

#### Satisfied Clients

HupyandAbraham s.o.

"I enjoyed the frequent updates to my case."

The team at Hupy and Abraham are highly professional, very helpful and easy to work with. I say 'work with' lightly as they handled everything from start to finish and made what could have been an even more stressful situation, very manageable. Taking care of my legal matters while I was free to focus on healing.

#### **Satisfied Clients**

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"I knew from the moment I called I was in good hands."

Overall, I'd recommend them to friends and family and if anything ever comes up in the future. I'll be sure to use them again as they're a fantastic law firm with staff that actually care about the client and not the amount of money they'll be making on the case. Very straight forward and easy to work with and I enjoyed the frequent updates to my case.

HupyandAbraham 6.0

I was so happy to get the insurance company off my back.

Hupyand Abraham s.c.

"They handled everything from start to finish..."

After signing with Hupy and Abraham I was so happy to get the phone calls and insurance company off my back.

-C. Mitchell

I am beyond thankful for everything you guys were able to do. Took one of the worst days of my life and made it feel like I had a helping hand to get through it.

Hupyand Abraham s.c

"I am beyond thankful for everything..."



"Thank you so very much for continuing to support this organization I love so much."



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"Every contribution transforms the lives of children with critical illnesses.."





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#### The Woman in the Mirror

## **Celebration of King, a Continued Hope**

by Lisa Parham

So a new year begins and I pray that it will be a year for you with new peace, new happiness and an abundance of new friends. Beneath the hustle and bustle of this festive season there is truly the beauty of connecting with loved ones near and far.

A new year has begun a new year is like a blank book the pen is in your hands and its your chance to write a new year for your life. A year to remind yourself to uphold your new year's desires, en-deavors and success. Every end marks a new beginning. Keep your spirits and determination un-shaken, and you will always walk the glory road with courage, faith and great effort and you shall achieve everything this new year has to offer.

So just as this new year has approached us with hope anew, I hope that yours is filled with prom-ises of a brighter tomorrow.

At this time I want to pay homage and respect to Dr. Martin Luther King Jr. As many of us are aware the month of January is our Special Edition which is a salute to Dr. King. The Racine

Mirror's theme this year is Celebrating Hope & Dignity with the King. And we are so honored that we have a number of businesses and organizations within our community to help salute and honor Dr. King's legacy.

Dr. King became the most visible spokesman and leader in the Civil Rights movement from the mid-1950s until his assassination. Dr. King's leadership was fundamental to the movement's suc-cess in ending segregation of African Americans in the South and other parts of the United States. Dr. King was also awarded the Nobel Peace Prize in 1964.



So my mind and my thoughts journey back to his first speech. King declared, "We have no alternative but to protest. For many

years we have shown an amazing patience. We have sometimes given our white brothers the feeling that we liked the way we were being treated. But we came here to-night to be saved from that patience that makes us patient with anything less than freedom and justice."

These words were fresh to the country - a fresh Voice, skillful rhetoric, and an inspiring personali-ty moved the country in a time of dynamic new doctrine of civil struggle. I too am uplifted by Dr. King's emotional strength and continued journeys.

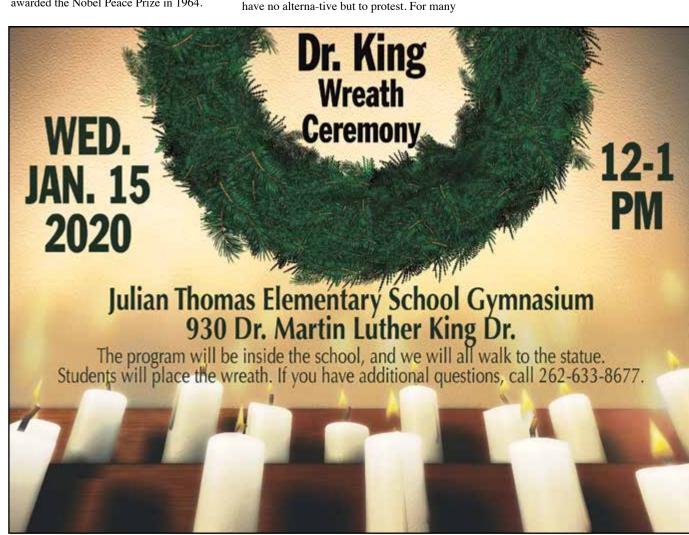
So, in my closing, Dr. Martin Luther King's "I Have a Dream" speech emphasized his faith that all men someday would be brothers and he refused to accept the idea that the issues of man's present nature makes him morally incapable of reaching up for the eternal dauntless that forever confronts him.

Happy New Year 2020 as we celebrate Dr. Martin Luther King's continued legacy.

Sincerely,

Lisa Parham
President & Chief Executive Officer

"I feel that we should all work to continue to make Racine a positive atmosphere for our Younger People, Thank you for helping to be a positive influence in our Community."



#### THE RACINE MIRROR

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#### **OUR MISSION**

- To uplift our community by being a reflection of what is positive and good.
- To be a vessel of information through our professional interviews, stories, and editorial perspectives.
- To encourage interaction among diverse walks of life.

#### **OUR VISION**

- To retain a love and understanding for our community and it's members.
- To be a positive influence and a profile for faith and hope.
- To endorse individual uniqueness and promote an appreciation for diversity.

#### **OUR VALUES**

- Respect
- Integrity
- Positive Development
- Excellence
- Good Stewardship

The views and opinions printed in The Racine Mirror do not necessarily reflect those of the owner and management. Though articles, letters, and editorial perspectives maybe edited for presentation purposes. The Racine Mirror does not suppress the editorial content or viewpoints of it's writers.

Contribute story ideas by calling The Racine Mirror office at 262-633-8677 or you can email us at racinemirror@yahoo.com All content © 2020 The Racine Mirror



### **Commute to Careers**

#### by Dominique Lambright

For many residents, lack of transportation is one of the biggest hurdles standing in the way of a family-sustaining jobs. Commute to Careers will remove a major barrier by helping provide affordable, flexible transportation to training, education, and employment. The Commute to Careers program is a win for businesses seeking talented employees and job seekers and their families. It's directly related to the new Fox conn proactive effort to reduce the unemployment rate in Racine County, it has the highest unemployment rate

To be eligible, residents must live in Racine County, be at least 18 years old, and cannot access work or training due to a transportation issues. Residents must also complete an application and meet all requirements of the Commute to Careers program. Eligible participants can utilize transportation services for a period of 90 days. The Commute to Careers program is anticipated to extend through 2020. Here are some of those in the program and their stories.

#### Tasha

Tasha went from McDonald's on Washington to working at Fox Conn. She was only making about \$9 an hour. It wasn't her dream job, and for sure it wasn't enough to support her and her four children. Using ridesharing apps like Uber and Lyft added up quickly but it was necessary to get to and from work and school. She went back to school so she could get a job that paid well. Tasha was enrolled in the Commute to Careers program before it officially started. In February 2019 Tasha was already taking advantage of this great program, but it started in April 2019.

Tasha's advisor, Kim Parsons, recommended Tasha to Commute to Careers because she had known about all the challenges she was having with transportation. When Tasha interviewed for the program and got accepted, she needed to present her hire letter, schedule, and be able to pay for the daily rides. It is \$2 there and \$2 back, so \$4/day. Not bad at all compared to those other rideshare apps. Plus, Tasha's schedule was quite the handful, but for a greater cause.

She worked 1st shift, 4:00 a.m. to getting off at 2:00 p.m., then 4:00 p.m. to 9:00 p.m. for school, then some nights turn around and



go back to work from 10:00 p.m. to 5:00 a.m. This was her schedule for 7 months. She was in the CNC program with school and got good grades. She accomplished getting 3 A's and 1 C-. Tasha paid attention, she was on time, and she was dedicated. In September 2019, employers came to Gateway and she got 2 job offers. Andis and A&E, but you couldn't get the job until the end of school. October 13th came around and Foxx Conn did a job fair. Their teacher told them that if they went to the job fair then they did not have to come to class that day. So, she went to the job fair. That day was great, October 28th is the day she started.

The reason Tasha did this is because she wanted better for herself and kids. She decided that she would do something and did it. She made sacrifices and now is someone who sticks to what they say they will do. She feels good she is doing everything the right way. She is on the right path and does not want to steer from it.



#### Linda

Another member of the program is a woman named Linda. She works at Goodwill Industries. She started there clean and sober. The reason she got referred to the Commute to Careers program is because of the transportation she was using. She had to ride the bus, but it was unreliable to get her to work in time. Her pay would get docked every time she was late. So when Linda heard about Commute to Careers she was excited and happy to find some consistency. She has been there 2 years and 5 months now. She wanted to make sure that she kept her job. The program was perfect for her. She rode in June 2019.

She feels excellent knowing that her commute to work is always guaranteed. The program is very helpful and thoughtful. Linda feels like they are her family. When you don't go in for work they call you and make sure everything is ok. They also may notify their passengers of new and better jobs that come up. Linda took a month off of work because her sister passed away and Commute to Careers called her almost every day asking how she was. They even showed up to show their respects. Linda had no idea and she was touched that they did that. The program is great in its closeness to their passengers.

With Linda's family in other states it was and is a big help to her to have support here. She is always referring people to the program.



#### Montanez

Montanez is a young man who came from jail on December 12, had a baby boy, and wasn't doing much of anything when he got home. When his son was born he was introduced to Jeff. His son's grandfather told him about the program and jobs they transport for. His son's grandfather is Jeff's friend, so things went well and rolled in a positive way for him. It was a blessing how the pieces fell into place for him. He hasn't gotten into any trouble since, it's been 4 and a half months working at Illini Precast Concrete. He feels that the program gives a good message, if you strive you can do anything and keep yourself motivated. The program also makes sure that you build good habits that help to keep a job. They will make sure that you are up and ready to go, no slacking.

They are very positive people. He has met a lot of new people because of the group rides they provide. Montanez appreciates the check ins and being asked how his day was. He says they make it comfortable for you to converse with them during the rides. Usually they say they will transport you for 90 days, but you can always renew the time frame. He said that while in the program he saved up for a car and get one, so his next goals are to get a house for him and his child. Montanez is hoping to broaden his horizons. He wants to strive to be the best he can be; failure is not an option.

#### Tony

Tony worked in the Windows to Work program before getting introduced to Commute to Careers. The workforce development center on Taylor Ave became a great tool and way to help him get on his feet. He was referred to Commute to Careers by the workforce development center because he didn't have a ride to his job at Illini Precast Concrete in Burlington. It started at 6am and ended 6pm, and they would always be there on time to get him to and from work. Now he works at LaVelle in Burlington.

When overtime comes up, he only has to call them up and let them know that he would be working later. Commute to Careers has no problem with that because the goal of their company is to help those working get where they need to get. They are very beneficial to anyone looking to save for a car or getting your license unsuspended. For Tony he called Nicole up and let them know his

start date, hours, and a letter saying he was hired. They picked him up immediately.

When it was time to go to work in the morning, or night, they would text you when they were about to arrive. If there is a reason you will not work they check up on you. Tony says they made him feel good and very grateful because all the good paying jobs are out of the city area. He graduated from Gateway in April for going into the occupation of Electromechanical maintenance technician. The program was 6 months, a year crammed into these months. It took place Monday through Friday 8:00 a.m. to 3 or 4:00 p.m.

He wants to say for a car, to get something very reliable, that's the main goal. The Commute to Careers differs greatly from other transportation places and they actually care about you. He would recommend the program to anyone.

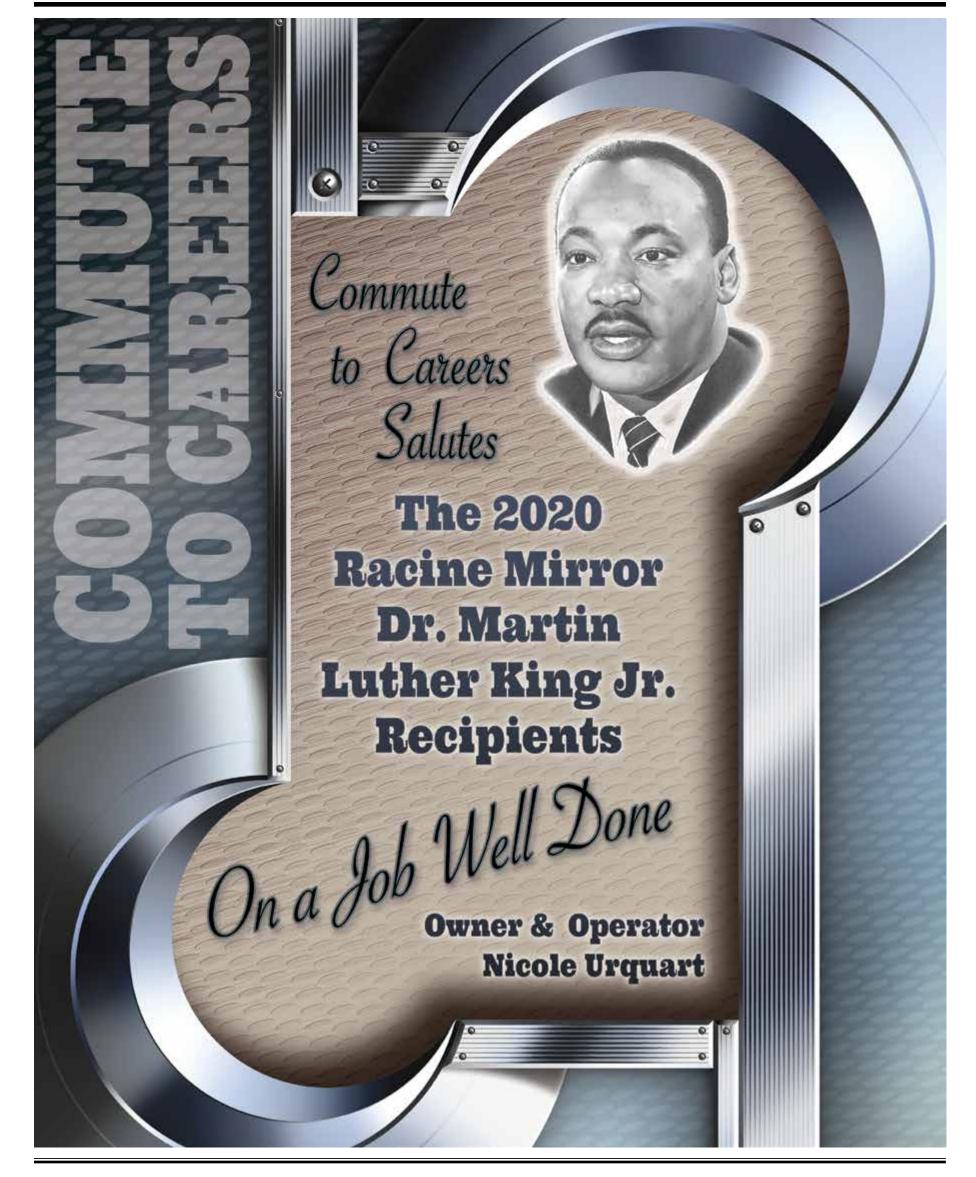


#### Hezekiah

Before Hezekiah worked at Illini Precast Concrete, he worked at George Neighborhood YMCA for 3 to 4 months. He got laid off in the summer due to lack of work. He was thinking about going back to school and into real estate but needed money. He spoke to Jeff on a Sunday afternoon since they go to the same church. There was a job out in Burlington that Jeff told him about. Hezekiah called Nicole to do an interview for the program and they took him to his job interview in Burlington. Once he got the job, he started at 9:00 a.m. and went until the job was done. It varied from 10:30 a.m. to 11:30 p.m. 6 days out of the week. Saturday, they worked max 6 hours in the summer months.

He's been working there for 5 months now and enjoys the program. He's known Jeff and Nicole for a long time and they're not disrespectful, always on time, has sweet staff, and day or night they are there to pick you up. It's very convenient for the riders, about \$24/week to ride. Residents or businesses interested in learning more about the Commute to Careers should contact Kim Parsons at kim.parsons@racinecounty.com or call (262) 638-6528.



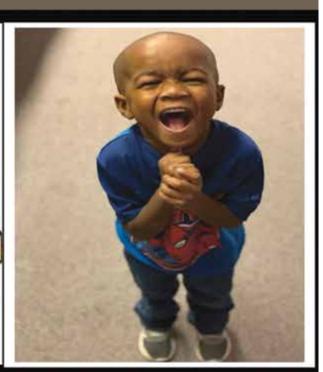


### Lapre Enterprise, Inc.

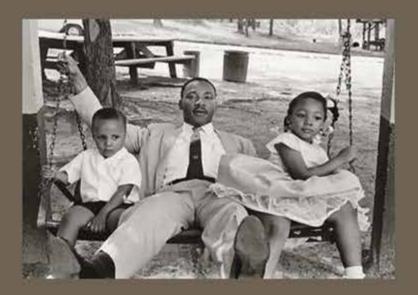
DBA X-cite Childcare 2711 19<sup>th</sup> St. Racine, Wisconsin (262) 619-3490 www.xcitechildcare.net







# Thank You Dr. Martin Luther King Jr.



"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."

- Dr. Martin Luther King Jr.









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#### **<u>Dr. King Wreath Celebration</u>** Save the Date: Wednesday, January 15, 2020

On Wednesday, January 15, 2020, The Insider Racine Newspaper, along with The Racine Mirror Newspaper, will be hosting its annual Placing of The Wreath event for the 34th year. We will Honor Dr. Kings Memory and remember his accomplishments. All around the world, many will host and/or attend events to promote the rights of African Americans and other minorities. Dr. King supported Non-violent protests, and he promoted freedom of thought, speech, and equality among all races, ethnicities, and backgrounds.

speech, and equality among all races, ethnicities, and backgrounds.

This Year's Theme: Dr. King, "Hope and Dignity". This Year's event will make you feel inspired, as King truly was a force to be reckoned with. Please let us know that you will be in attendance. We are asking for you to have brief remarks. We are still working out the details for our speaker on this day. We are requesting the Presence of our City Mayor along with County Executive, our Chief of Police, and remarks from our NAACP President, Mr. George Nicks

We will have several of our middle and High School Students, along with some of our Private and Charter Schools in attendance. If you are a Pastor and/or Community leader of an organization here in our community, we asked that you help us to celebrate yet another year of community involvement. Please invite others. As Dr. Martin Luther King stated, we must develop and maintain the capacity to forgive, he who is devoid of the Power to forgive is devoid of The Power to Love.

When: Wednesday, January 15, 2020

Time: 12:00 - 1:00

Place: Julian Thomas Elementary School Gymnasium

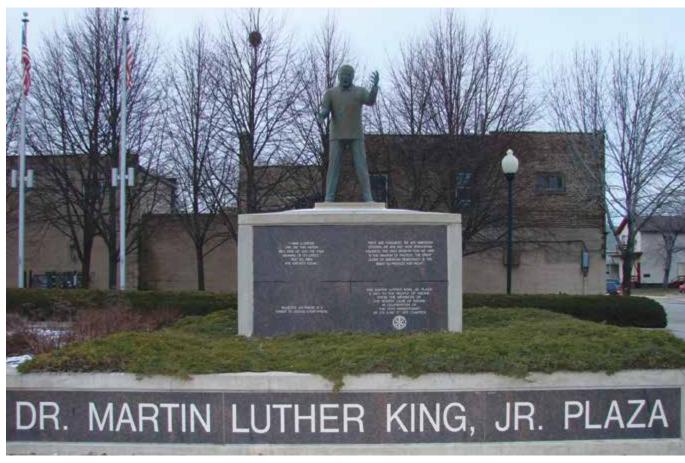
930 Dr. Martin Luther King Dr.

The program will be inside the School, and we will collectively all walk over to the statue, and the students of Dr. Julian Thomas School will place The Wreath. If you have additional questions or concerns, please email us at racinemirror@yahoo.com or insiderracine@yahoo.com or call 262- 633-8677.





## **MLK Plaza and Statue History**









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ST. PAUL BAPTIST CHURCH 29TH ANNUAL DR. MARTIN LUTHER KING, JR. PRAYER BREAKFAST SATURDAY, JANUARY 18, 2020 8:00 A.M.

**Guest Speaker:** Rev. Leslie Watson Wilson

People for the American Way — Washington, D.C.

Bishop L. L. Kirby, Pastor

"Voting is the foundation stone for political action." -MLK Jr.

The Dream Still Lives Through Voter Registration and Education

IIOD Crand Ave. Racine

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# African American Chamber of Commerce Greater Racine

#### Celebrating Dr. Martin Luther King

The African American Chamber of Commerce Greater Racine will spur economic development and opportunities for African American and other minority businesses in an effort to increase the economic vitality of Racine's business community.

# Building A Greater Racine Starts With You Join Us!

#### Goals

- Create partnership to increase networks with women and minority owned businesses.
- Influence public policy through education reform and job creation
- Impact capacity building strategies
- Increase the number of African American and minority business in Greater Racine
- Develop a future pipeline of young entrepreneurs

#### Reasons to Join AACCGR

- Professional Development
- Support & Resources
- Marketing
- Partnerships & Networking
- Advocacy
- Online Minority Business Directory

# MERICAN

#### **Community Outreach Committee**

Quarterly After Hours Networking Events

#### **Business Development & Education Committee**

- Advance your business and acquire new skills with online webinars and workshops.
- Youth Entrepreneur Program





## If Martin Luther King Had Sneezed

The night before his assassination,
Martin Luther King Jr. delivered his most
suspenseful, surprising, and inspiring speech
— and it's not "I Have a Dream". He tells
the mostly unknown story of his near death
experience — an attempt on his life, several
years earlier.

Excerpts from MLK's last speech, "I Have Been to the Mountaintop":

You know, several years ago, I was in New York City. It was a dark Saturday afternoon. A demented black woman came up. The only question I heard from her was, "Are you Martin Luther King?"...and I said, "Yes."...the next minute I felt something beating on my chest. Before I knew it I had been stabbed by this demented woman. That blade had gone through, and the X-rays revealed the tip of the blade was on the edge of my aorta, the main artery. And once that's punctured, you drowned in your own blood — that's the end of you.

It came out in the New York Times the next morning, that if I had merely sneezed, I would have died. After my chest had been opened, and the blade had been taken out... kind letters came in. One of them I will never forget. I had received one from the President and the Vice-President. I've forgotten what those telegrams said. I'd received a visit and a letter from the Governor of New York, but I've forgotten what that letter said. But there was another letter. It came from a little girl. It said simply, "Dear Dr. King, while it should not matter, I would like to mention that I'm a white girl. I'm simply writing you to say that I'm so happy that you didn't sneeze."

And I want to say tonight — I want to say tonight that I too am happy that I didn't sneeze. Because if I had sneezed, I wouldn't have been around here in 1960, when students all over the South started sitting-in at lunch counters. And I knew that as they were sitting in, they were really standing up for the best in the American dream, and taking the whole nation back to those great wells of democracy which were dug deep by the Founding Fathers in the Declaration of Independence and the Constitution.

If I had sneezed, I wouldn't have been around here in 1961, when we decided to take a ride for freedom and ended segregation in interstate travel.

If I had sneezed, I wouldn't have been around here in 1962, when Negroes in Albany, Georgia, decided to straighten their backs up. And whenever men and women straighten their backs up, they are going somewhere, because a man can't ride your back unless it is bent.

If I had sneezed — If I had sneezed I wouldn't have been here in 1963, when the black people of Birmingham, Alabama, aroused the conscience of this nation, and brought into being the Civil Rights Bill.

If I had sneezed, I wouldn't have had a chance later that year, in August, to try to tell America about a dream that I had had.

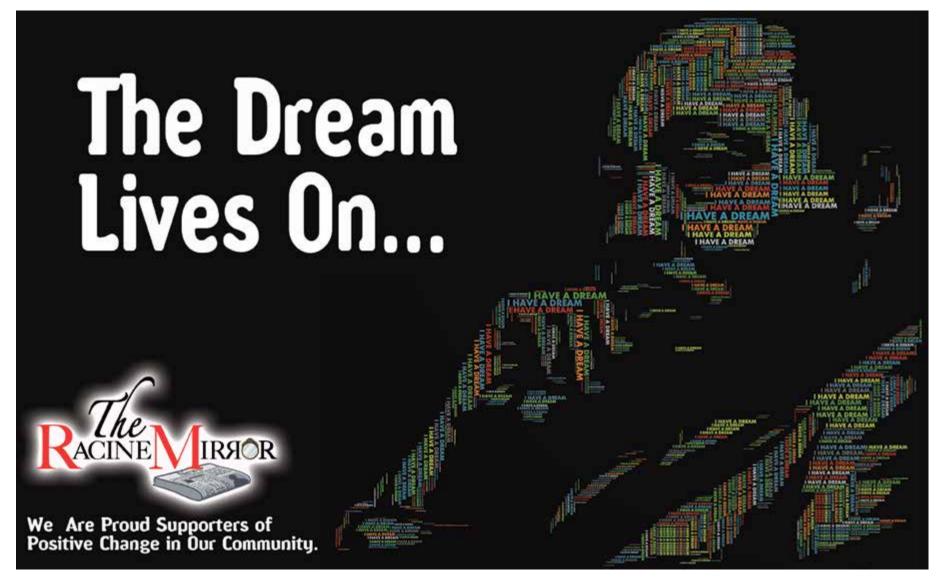
If I had sneezed, I wouldn't have been down in Selma, Alabama, to see the great Movement there.

If I had sneezed, I wouldn't have been in Memphis to see a community rally around those brothers and sisters who are suffering.



I'm so happy that I didn't sneeze. Like anybody, I would like to live. But I'm not concerned about that now. I just want to do God's will. So I'm happy, tonight. I'm not worried about anything. I'm not fearing any man!

My eyes have seen the glory of the coming of the Lord!





## **#Black Lawyers Matter**

by Scott P. Craig

Oscar Grant. Trayvon Martin. Alton Sterling. Michael Brown. Freddie Gray. These men, and countless others, are united by more than just bullets and death. Their murders are a symptom of a much larger problem: injustice. If you are Black in America, you cannot expect the justice system to work for you or in your favor. This of course is nothing new, if you don't believe me, ask Dred Scott or maybe ask Charlotte Dupuy who, like Scott, also unsuccessfully sued for freedom in the early 1800s.

Nowhere is the disparity of justice more prevalent than in Wisconsin. Wisconsin is a state that proudly touts its abolitionist roots, but today it finds itself with the greatest percentage of Black men incarcerated. According to a University of Wisconsin-Milwaukee study, Milwaukee has incarcerated thirteen percent of Black men. For perspective, the national average of Black men incarcerated is 6.7 percent. For even more perspective, Professor John Pawasarat who completed the study said, "Half of the black men in their 30s or early 40s in Milwaukee County would have spent time in the state's correctional facilities." You can imagine how easily those numbers translate to neighboring Racine with its similar demographics. The reality is that Wisconsin has yet another problem it needs to address to help reduce the rate of incarceration of Black men: that lack of diversity in the legal profession, especially the lack of Black lawyers and judges.

Nationwide, the American Bar Association (ABA) found that eighty-eight percent

Wednesday

Prayer & Bible Class

6:00 P.M.

of lawyers are White, while Black lawyers comprise only 4.8 percent of lawyers. The percentages get even sadder when you look at the lack of diversity among Wisconsin lawyers. The Wisconsin Association of African American Lawvers found that only two percent of lawyers in Southeast Wisconsin are Black. At the time of their findings, only 147 of the 7,752 lawyers in Southeast Wisconsin were Black. Around the same time, the American Judicature Society found that only 4.9 percent of judges in Wisconsin are minorities. (Because that 4.9 percent includes other racial groups, the percentage of Black judges in Wisconsin is even smaller than that.)

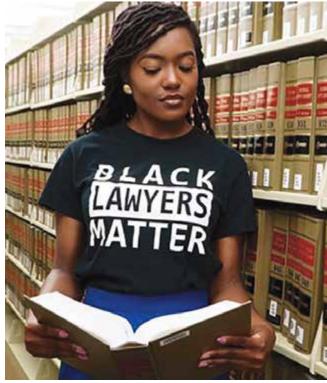
So why does it matter that Wisconsin has so few Black lawyers and judges? It matters when nearly half of Black men will experience jail time if they live in six select area codes in Wisconsin. It matters when Black children go out into the world without the love and protection that a father gives. It matters when Black women are without husbands or partners. It matters to Black mothers who must watch the person they brought into this world lose all their freedom, dignity, and peace of mind. It matters to communities that are left incomplete and without role models and leaders.

Countless studies have shown that the experience within the legal system differs for Black and Whites. This is largely due to racial biases, both conscious and unconscious. Bias impacts case selection among some White lawyers and the ABA found that Blacks are almost two and half times more

likely than White to need legal representation.. It impacts the level of service provided to Black clients. It impacts the negotiations of outcomes in cases. Blacks are more likely to get longer sentences and charged with felonies rather than reaching a plea deal for a misdemeanor. Racial bias occurs in both criminal and civil cases.

It is imperative that we reverse the trend of underrepresentation of Blacks in the legal field. First, we must take our kids to meet area Black attorneys and judges. There is something so undeniably powerful about seeing someone who looks like you that is a lawyer or judge. Second, visit courtrooms and see the legal profession at work. Again, seeing is believ-

ing. Third, if your school offers mock trial or debate club, join it. (You can even start one if one is not offered.) Finally, even if you are not in a position to become a lawyer or have your kids go in that direction, think about the impact you can have if you are called to

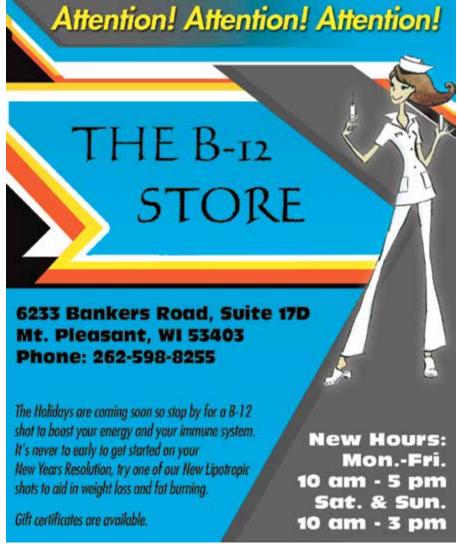


serve on a jury. Your vote could be the difference between justice and just-us.

Scott P. Craig is a lawyer with The Law Office of Scott P. Craig, LLC in Racine. Wisconsin and is also the author of "Write Freely: Kick Start Your Writing.











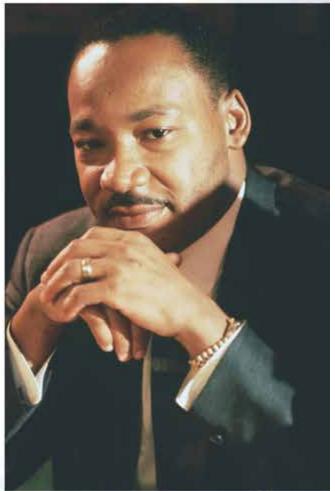
# TWINS

**FOOD MART** 

# Twins Food Mart Salutes & Helps Honor Dr. Martin Luther King's Legacy

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."





Martin Luther King Jr. August 28, 1963 Lincoln Memorial, Washington D.C.



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Max's Family Super Market

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Max's Matrangas Super Market

1200 Villa Street

Max's Magic Super Market

1007 Washington Ave.

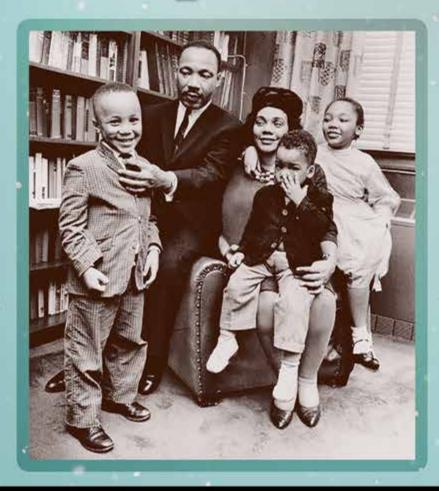
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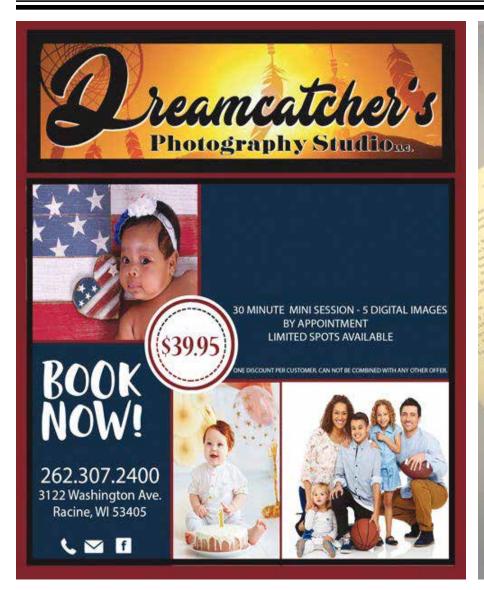


Hatred paralyzes life, Love releases it.

Hatred confuses life, Love harmonizes it.

Hatred darkens life, Love illuminates it.





## THE PRAYER CLOSET

#### JANUARY 2020

The New Year is always full of great expectations. It is an opportunity to begin fresh. It is a chance to learn from last year's mistakes, failures, and incomplete projects. The beginning of each year is filled with hopes of improvements and success of various kinds.

Mankind is lifeless without purpose. Life is purpose driven. Everything in life has a purpose (Ecclesiastes 3:1) and every purpose has an appointed time (Ecclesiastes 3:17). Purpose serves as a principle around which we are to organize our lives. You are what your deep driving desire is; as your deep driving desire is, so is your will; as your will is so is your deed; as your deed is so is your destiny. Without purpose there is no production. God created you with a definite purpose. All things begin and end with purpose.

In determining your vision, plans, or dreams for this year; please first consider what God's plan is for you. Jeremiah 10:23 says, "Lord, I know that the way of man is not in himself: it is not in man that walketh to direct his steps. Proverbs 20:24 states, "Man's goings are of the Lord; how can a man then understand his own way"? How can we then know what our plans should be for the coming year? First acknowledge God by asking His approval on the plans that you believe He is directing you to do. (Proverbs 3:6) Secondly, commit and entrust the work that you are pursuing to His care and he will make it successful. (Proverbs 16:3) Thirdly, after you have completed the first two, write down your plan or vision. (Habakkuk 2:2) Make sure that the purpose that you choose will bring God glory. (1 Corinthians 10:31) These four things will help to establish your purpose for the coming New Year.

Your preparation for your purpose is next. Preparation is the mental process, of the order of activity needed, in advance of some action or plan. (Luke 14:28) Every action is preceded by preparation. The quality of your preparation is what eventually determines the level of your manifestation. Preparation is the personal responsibility of each visionary and dreamer. The length of time given to preparation is usually directly proportional to the length of success. Gather all the knowledge, advice, resources and materials needed to complete your task. It is better to have too much than to have too little.

Finally, you must have activation. Activation requires activity. You must put your plan into action with hard work. May the Lord bless your every effort as you seek to bring Him Glory and Honor.

Apostle Charles C Jones D.D.

Presiding Apostle of the

Word of Faith Christian Fellowship International, Inc.

Racine, Wisconsin





# **A Home That Welcomes**

**All Guests** 

This is the time of year when Perry Como reminds us "there's no place like home for the holidays." Many of us are cleaning and decorating our houses to welcome loved ones for meals and celebrations. "As we check lists for groceries, festive towels, and centerpieces, it's also important to make sure our homes are accessible for all family members and friends," noted Tricia Lewis of Society's Assets.

If your guest uses a wheelchair, have a place ready at the table so you're not making room when it's time to eat. Watch for table legs underneath to be sure they can pull all the way in. If your guest has low vision, check your lights. Direct lighting is best, especially in key areas like the dining table or bathroom. Avoid obvious mix-ups, such as having lotion right next to hand soap. When seating your guest, mention where things are; for instance, tell them their water glass is on their right. Be sure all paths are free of clutter or trip hazards. When you're decorating, leave enough room for a walker, wheelchair, or mobility aid to pass by. If your guest is hard of hearing, look directly at them when speaking. Don't shout, especially if they use hearing aids. Shouting distorts your voice and makes you harder to understand. Avoid extraneous noise, such as mood music, that can make conversation difficult. If you have the game on, switch on the closed captions.

The bathroom can be an embarrassing



place to ask for help, so be proactive. If a guest has trouble moving, look for portable hand rails that fold around your toilet. Ensure there is room to maneuver their mobility aid. Put the paper within easy reach of the seat. Set aside a quiet space for when the commotion becomes overwhelming. Avoid a clearly personal space, like a bedroom, which can make the guest feel they are intruding. Consider unscented or flameless candles to get ambience without the airborne chemical fragrances.

Check your outside areas too. Be sure steps and walkways are completely cleared of ice. Adequate lighting after dark is a must. If there is no railing, have an alternate entrance available. For a wheelchair, look into renting a portable ramp. Threshold ramps are also an option. DIY ramps can be dangerous, so ask a professional for accurate advice to keep your guests and property safe.

Most importantly, ask your guests what would be helpful for them to feel comfortable in your home.

If you have any questions about home accessibility, equipment, or disability, reach out to an Independent Living Coordinator at Society's Assets, 800-378-9128. Or visit www.societysassets.org

With equipment to loan or demonstrate and connections to other resources, we are happy to help you make your home as welcoming as possible to all of your guests.

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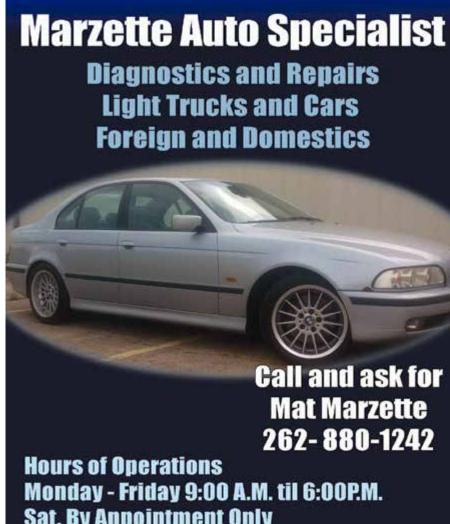




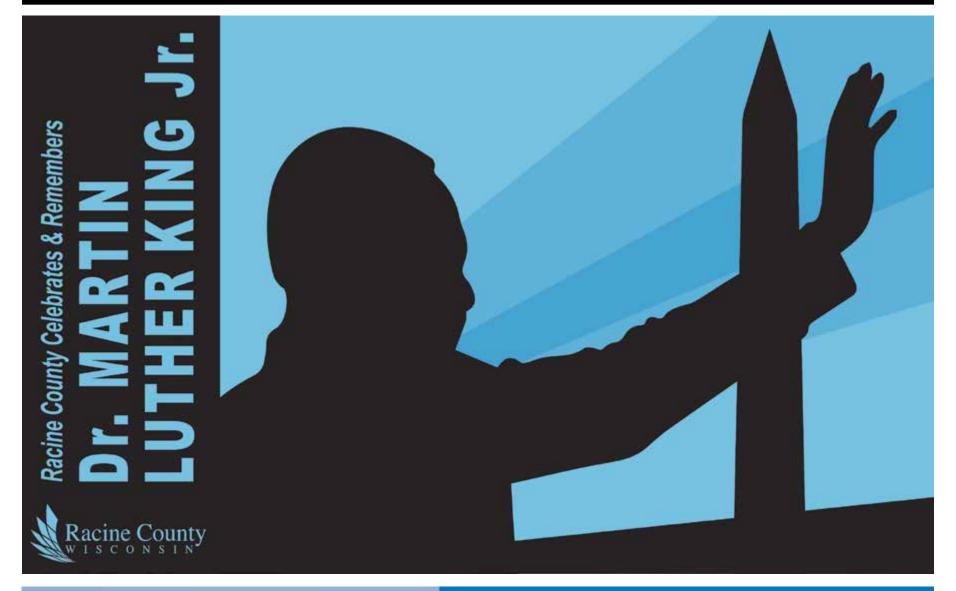
We are Now Accepting Evening **Appointments** 

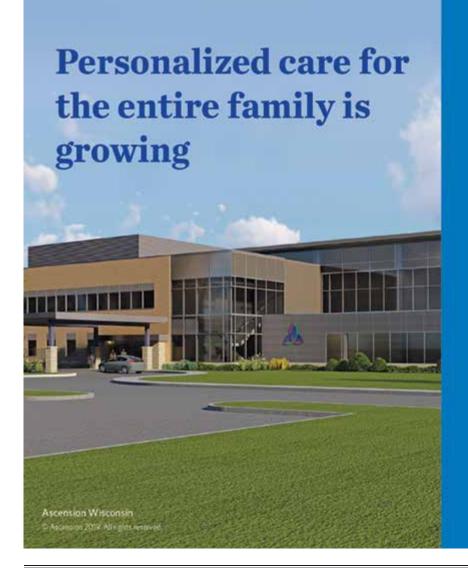
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#### Ascension Health Center Mount Pleasant opens early 2020

We have a proud history of providing healthcare in Mount Pleasant and we recognize the importance of expanding our services to meet the community's changing needs. This medical center will create more convenient and affordable access to services for our patients in the area.

The new medical center will be located at the northeast corner of Highway 20 and Highway H in Racine County.

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#### Zahn's hotel to hire locally

## Project goal is to hire 25% Racine residents

#### by Michael Burke

RACINE — The planned boutique hotel for the former Zahn's Department Store would pump money into residents' wallets, based on a detailed agreement with the developer.

Tuesday evening the Racine City Council is scheduled to vote on the proposed developer incentive agreement between the city and Milwaukee-based Dominion Properties. Earlier this month Domin-ion and Mayor Cory Mason announced plans for an 88-room, \$29 million destination hotel using the old Zahn's, located at 500 Main St. on Monument Square.

The new hotel would add a second fourstory structure and double the square footage to nearly 80,000 square feet. It would have a banquet room, café/restaurant and rooftop bar, among other amenities.

The project would end four decades of vacancy, as the old department store closed in 1981, and Dominion hopes to open the new, as yet unnamed, hotel by May 1, 2021.

The construction project, scheduled to begin in spring, would create an estimated 75,000 work hours and 70 to 80 full-time-equivalent jobs in the hotel, said Christopher Adams, Dominion's chief technical officer.

The city's Racine Works ordinance requires that at least 20% of the worker hours must come from low- to moderate-income City of Racine residents. In the developer incentive agreement, Dominion has agreed to



**Christopher Adams** 

a goal of 25%.

The incentive agreement includes an exhibit that spells out the developer's commitment and general contractor Hunzinger's participation plan.

All of the recent development agreements announced and underway have language about compliance with Racine Works, but the agreement for Zahn's is much more specific about compliance, said Shannon Powell, Mason's communications director.

Not a simple matter

In the case of the Zahn's project, compliance with Racine Works will be more complicated than other development projects. That is because Dominion is planning an

ultra-energy-efficient build-ing that will achieve at least the Gold certification level, and perhaps Platinum, in the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) program. For exam-ple, it will have geothermal heating and cooling, solar panels and smart-building systems designed to save energy.

That presents problems in complying with Racine Works, Adams said, because the construction project will require much special knowledge Therefore, both sides agreed to exempt 42% of the construction work hours from having to meet the ordinance standard.

However, Dominion agreed to transfer that portion of the requirement to the permanent hotel posi-tions and hire Racine residents there in numbers great enough to meet the standard.

"So, it was a very elegant solution," Adams commented. "Everyone wins."

That would have been difficult to impossible if Dominion was building multifamily housing, its primary development business until this project. But with a hotel, it was able to offer some of those jobs to the program.

"I really appreciate the level of thought and detail that both Christopher Adams of Dominion Prop-erties and their contractor Hunzinger Construction put into making sure they would meet and po-tentially exceed the goals of the Racine Works ordinance," Mason said last week. "Hunzinger is well known for and takes pride in meeting local

workforce goals on projects and has an outstand-ing track record.

"I also applaud Christopher Adams for committing to hire local residents, at a sustainable wage not usually seen in the hospitality sector, for the full-time jobs the finished hotel will create," Mason added. "This project really is a win-win for the city because of its focus on workforce, sustainabil-ity and smart city technology."

Double fulfillment

In the incentive agreement, Dominion has agreed to minimize the total number of construction hours that will be exempted from Racine Works for technical reasons. It has also agreed to double the number of exempted hours in hotel employment, in jobs paying at least \$15.00 per hour.

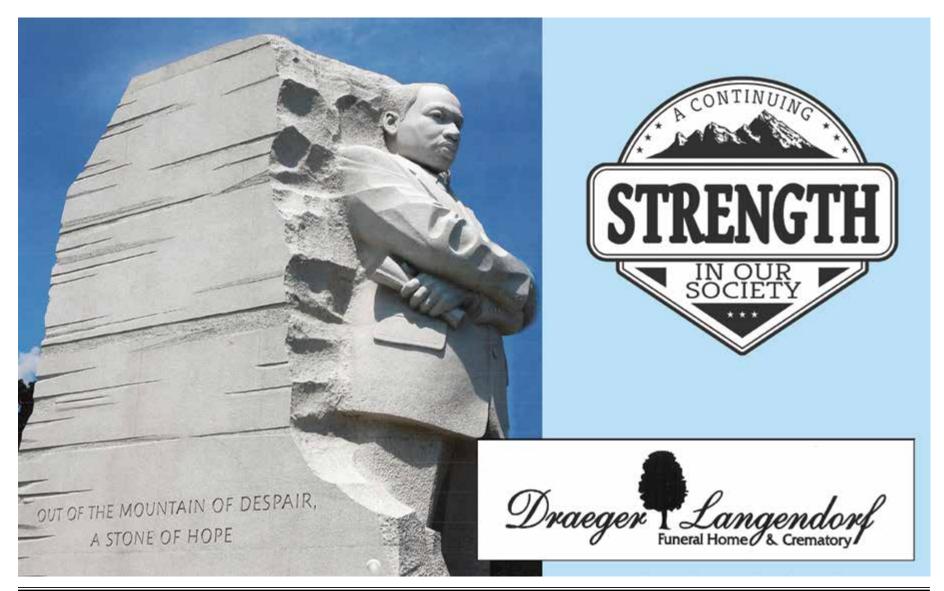
The example given in the agreement is for:

- 75,000 total construction hours;
- 42% exempted = 31,500 exempt hours;
   31,500 x 2 = 63,000 hotel job hours at
- $31,500 \times 2 = 63,000$  hotel job hours at \$15.00 per hour.

The agreement lays out all the efforts Hunzinger will make to seek city residents as construction workers, maximize apprenticeship opportunities, how it will prove compliance and the like.

"I have really enjoyed working out the details of the Racine Works ordinance," Adams said. "It was a lot of extra work, but I think it was time well spent."

© Racine Journal Times





#### Angela Cunningham Announces Candidacy for Congress in Wisconsin's 1st District

Angela Cunningham proudly announces her candidacy for Congress in Wisconsin's 1st District

Angela Cunningham became a single mother after her first year in college. She faced financial troubles while completing her education and starting a career. Her working class parents did not have the means to help financially. Cunningham depended on public assistance programs to make ends meet, but she did not let her circumstances define who she would become. Cunningham is a fighter. She persevered to achieve her goals. A former public interest attorney and former prosecutor, Cunningham now owns her own firm, ADC Law Office, LLC, located in Kenosha, WI.

Cunningham moved to Western Kenosha County as a child. She is a graduate of Wilmot High School, where she ran track and played the trumpet in the band. Cunningham attended undergraduate and graduate school at the University of Wisconsin-Madison. She graduated with a Bachelor's degree in Social Welfare and Women's Studies and a Master of Social Work. She later went on to obtain her law degree from Northwestern Pritzker School of Law after working in the social work field for a few years.

"I am running for Congress because it's time for everyday people to have a seat at the table," states Cunningham.

Cunningham has always been involved in her community. From nonprofit board mem-



bership, to grassroots organizing, and tutoring elementary students, Cunningham goes the extra mile to help make her community a better place. She also recognizes that in order to create real change, we need elected officials with experience and knowledge of issues faced by the average person. Cunningham has the knowledge, experience and passion to be a voice for everyday people.

Join Angela Cunningham at her Campaign Kickoff Event: December 21, 2019. Time: 1 pm – 3 pm. Location: Mahogany Gallery by Scott Terry, 1345 52nd Street, Kenosha, WI 53140

To learn more about Angela and donate to her campaign, visit: www.voteforcunning-ham.com.

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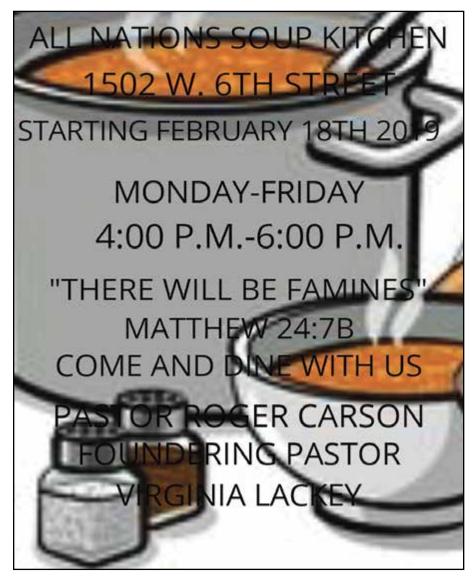
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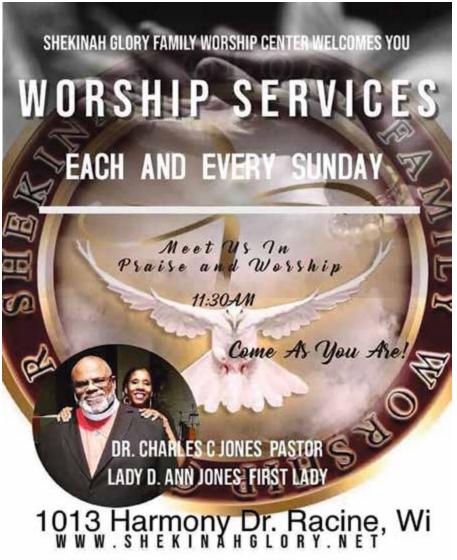
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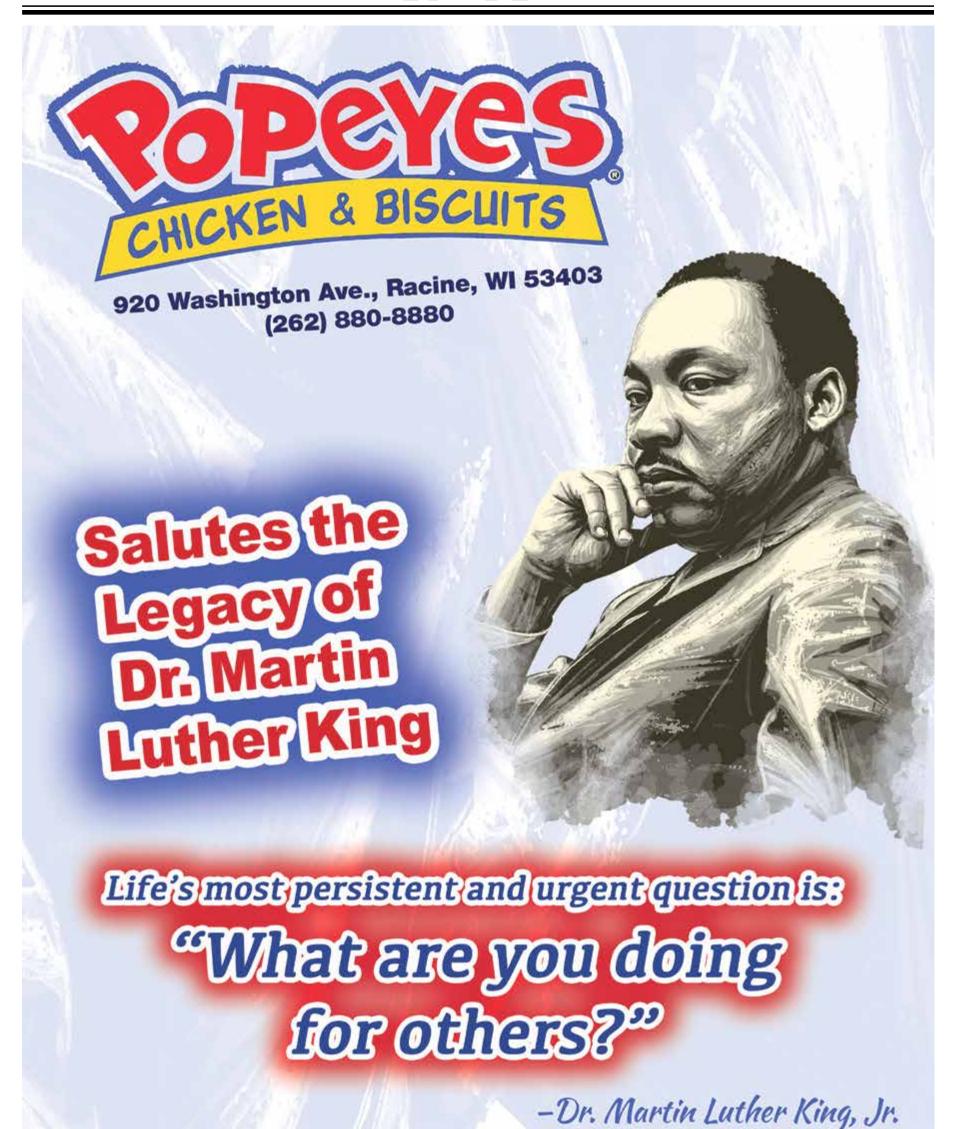
# Remember the dream.

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."

Martin Luther King, Jr. August 28, 1963 Lincoln Memorial, Washington D.C.

A generation since that speech and it can be said we are closer to realizing that dream in this country. But in both a national and global context, toleration of differing religions, races, creeds and nationalities remains an infinite journey with an elusive destination.

Please, let us all remember the dream.







# **Baldwin Introduces Reform to Provide Affordable Housing for Volunteer Firefighters and First Responders**

WASHINGTON, D.C. – U.S. Senators Tammy Baldwin (D-WI), Mike Rounds (R-SD), Jon Tester (D-MT), Shelley Moore Capito (R-WV) and Pat Roberts (R-KS) today introduced bipartisan legislation to provide affordable housing opportunities for volunteer firefighters and first responders in order to help recruit and retain more volunteers, particularly in rural and under-served communities.

According to the National Fire Protection Association's 2017 U.S. Fire Department Profile, 65 percent of firefighters nationwide are volunteers, and fire departments rely on these volunteers to help respond to a wide array of local emergencies. Recruiting and retaining volunteer firefighters is critical for thousands of communities, yet local volunteer fire departments, especially those serving small and rural communities, find it difficult to meet staffing needs and attract younger volunteers.

The Volunteer First Responder Housing Act would expand eligibility for qualified volunteer first responders to participate in certain federal housing assistance programs and provide a greater incentive for more volunteers to stay and continue to serve their communities.

"Fire departments in Wisconsin and throughout the nation rely heavily on volunteer firefighters and EMS first responders. We need to make sure that those who volunteer their time to serve have affordable housing in their community," said Senator Baldwin. "For someone who wants to be a volunteer firefighter, or for someone who is currently is, this bipartisan legislation would make owning a home more affordable and help with volunteer firefighter

recruitment and retention."

"Expanding the eligibility for qualified volunteer emergency responders to participate in federal housing assistance programs has a number of benefits," said Senator Rounds. "It encourages volunteering, provides agencies with a recruitment and retention tool, makes it easier for volunteer responders to remain living in their communities, and is a great way to say 'thank you' for their service. I look forward to working with my colleagues to advance this legislation to support our volunteer emergency responders."

"Volunteer first responders risk their lives to keep our families safe and our communities secure – with no compensation for their efforts," said Senator Tester. "This bill will make recruiting volunteers easier, and will help the men and women who respond to trouble afford to live in the communities they so bravely serve."

"Hundreds of rural communities across West Virginia rely on volunteer firefighters and EMS professionals," Senator Capito said. "This bill works to address the staffing and retention issues many stations face by providing housing incentives. The goal is to encourage these local heroes to continue their brave work in their communities, and this bill will help accomplish that."

"The Volunteer First Responder Housing Act will help incentivize people in rural areas to volunteer for this critical service," said Senator Roberts. "Many communities in Kansas are exclusively protected by volunteer first responders and it's critical we provide incentives like this to help recruit and retain these

volunteers.'

This legislation makes it possible for more volunteer emergency responders to participate in the Single Family Housing Guaranteed Loan Program through the U.S. Department of Agriculture Rural Development. This existing program assists approved lenders in providing loans to low- and moderate- income households to build, rehabilitate or improve a home in eligible rural areas. The bill will allow volunteers to participate in the loan program even if their income exceeds the maximum allowable income level by up to \$18,000.

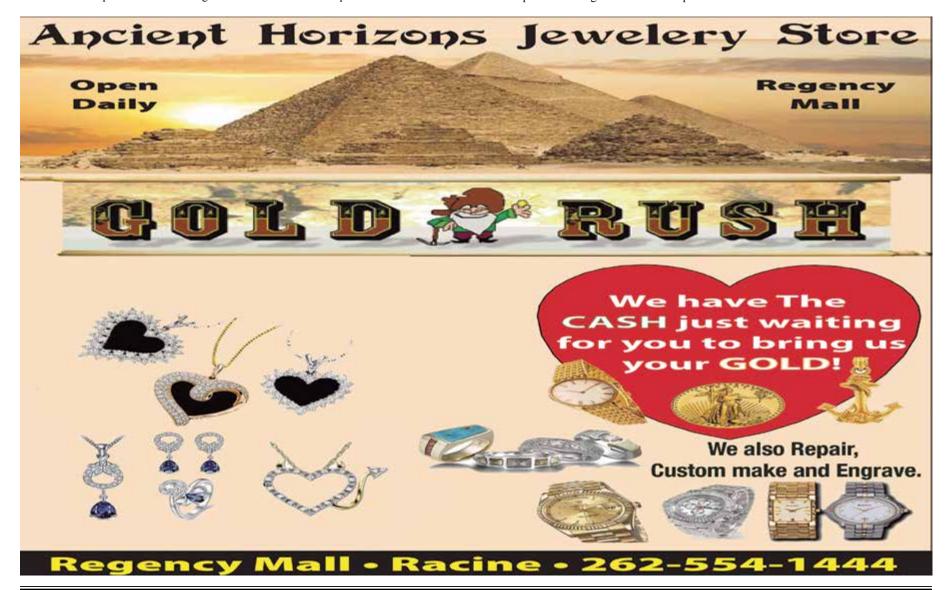
It also makes volunteer emergency responders eligible to participate in the U.S. Department of Housing and Urban Development's Good Neighbor Next Door Sales Program. This existing program gives law enforcement officers, teachers, firefighters and emergency medical technicians a 50 percent discount from the list price of a home located in a revitalization area.

The Volunteer First Responder Housing Act is supported by National Volunteer Fire Council, International Association of Fire Chiefs, Housing Assistance Council, National Rural Housing Coalition, National Association of Towns and Townships, National Association of Counties, Wisconsin State Firefighters Association, Wisconsin State Fire Chiefs Association, Wisconsin Counties Association, Wisconsin Towns Association, and Wisconsin EMS Association.

"Senator Baldwin's collaborative and bipartisan effort to develop the Volunteer First Responder Housing Act is a critical step toward incentivizing and rewarding the fire and EMS volunteers that quietly protect and serve millions of Wisconsinites," stated Mike Koles, Executive Director of the Wisconsin Towns Association. "In addition to putting out fires and saving lives during accidents and medical emergencies, increasingly Wisconsin's volunteers have provided exemplary leadership in responding to natural disasters. Yet, these heroes are retiring and not adequately being replaced with new volunteers. Affordable housing opportunities, such as created in this Act, are an essential tool in providing safe and vibrant communities throughout the Badger state."

"I'd like to thank Senator Baldwin and all of the bipartisan cosponsors of the Volunteer First Responder Housing Act for their leadership on this important issue," said National Volunteer Fire Council Chair Steve Hirsch. "Many fire, EMS, and rescue departments are finding it increasingly difficult to recruit and retain volunteer personnel. Helping volunteer emergency responders buy, renovate, or refinance their home is a fantastic retention incentive that also makes it easier for volunteers to continue living in the community where they serve."

"Local governments and first responders are on the front lines of protecting public health, safety and well-being," said National Association of Counties Executive Director Matthew Chase. "Many counties, especially in rural areas, enlist volunteers to provide critical emergency services. We applaud this bipartisan effort to expand affordable housing opportunities for volunteer first responders and their families."





# Group to celebrate National Mentoring Month with January 18 Game Daze at Taylor Avenue location

[Racine) –January is National Mentoring Month, and this year Big Brothers Big Sisters of Racine and Kenosha Counties (BBBS) is celebrating the annual campaign aimed at providing quality mentoring opportunities for youth by hosting Game Daze on Saturday, Jan. 18. The 11 a.m. to 1 p.m. event will be held at 3131 Taylor Avenue, Building 4 in Racine. It is free and open to all school-aged youth that come with a driving-aged chaperone or adult mentor.

The organization is committed to trying this for a few months, and if there is enough interest, they will host one event per month for the entire year. Game Daze offers something for all, said Sonya Thomas, BBBS executive director. "We will feature numerous games for participants of all ages and abilities to play, ranging from UNO, Bingo, Jenga, Chess, Trivial Pursuit, Chutes and Ladders, puzzles and more.

"Game Daze will be a safe, fun experience for youth and adults who simply want to enjoy the cama-raderie that games played among friends and mentors can provide. In addition, board games are edu-cational, teaching the 3-R's ('reading, writing and arithmetic), and principles like leadership, patience and integrity," Thomas said.

The inaugural Game Daze day will feature 4 tables with 4 different games (offering a range of player abilities, playing times, mechanics and difficulty). Each table includes a page with printed instructions on one side

Website: www.lovettesbeautycollection.com



and number of players and length of time on the other side to advertise to those looking for something quick, or for a large group, or whatever participants want.

National Mentoring Month, celebrated each January, highlights the power of mentoring and recog-nizes the real-life mentoring relationships that form and thrive each day. "We hope to forge group relationships through Game Daze," Thomas said. People 16 to adult are highly encouraged to register to attend to serve as mentors to younger participants.

Research conducted by the National Mentoring Partnership demonstrates that mentors play a power-ful role in providing young people with the tools to strive and thrive, to attend and engage in school, and to reduce or avoid risky behavior like drug use. In turn, these young people are:

- -55% more likely to be enrolled in college
- 81% more likely to report participating regularly in sports or extracurricular activities
- 78% more likely to volunteer regularly in their communities.
- 88% are more than twice as likely to say they held a leadership position in a club or sports team.

Yet, the same research shows that one in three young people in our country will grow up without a mentor. Yet, at the same time, research shows that 44% of adults are not yet mentoring but are willing to consider it and mentoring is poised for growth.

National Mentoring Month is the time

National Mentoring Month is the time of year where engagement from community members interest-ed in becoming a mentor is highest. With the support of the mentoring community, we are encouraging the citizens of Racine and Kenosha counties to go beyond just digital engagement – and become involved in real life.

National Mentoring Month is led by MENTOR: The National Mentoring Partnership. Each year since its launch in 2002, National Mentoring Month has enjoyed the strong support of the President and the United States Congress.

To learn more about the role mentoring plays in our community and to find volunteer opportunities visit www.beabignow.org or call Big Brothers Big Sisters of Racine Kenosha at (262) 637-7625.

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#### Gateway Students & Staff Volunteer at HALO for the Holidays

For the past two years, a distinct group of staff members and students from Gateway Technical College has committed themselves and their resources to serve the residents at the Homeless Assistance Leadership Organization (HALO) of Racine. This year's "Club Holiday Mission at HALO" took place Saturday, December 12, 2019, in which the students and staff of the Learning Success Division participated in engaging residents with games, giveaways, and a delicious meal.

One of the student volunteers, Mr. LaShon Stevens, says, "This is one of the commitments to our community that we feel obligated to make. We simply wanted to show our displaced brothers and sisters at HALO that we care about them and that there is hope for us all, especially during a time such as this. The idea to serve in this specific capacity started last December as a one-time thing, but we were compelled to return, and now we hope to host this service at the HALO every year."









# Gateway to continue popular Fine Dining, shifts it to luncheon experience

Gateway Technical College's Culinary Arts program will put a new spin on its Fine Dining meals for the Spring 2020 semester.



The format will shift from nighttime to noontime as a way to provid—e an even more enhanced learning experience for the students while still offering—the high-quality entrees and service many have enjoyed at the Fine Dining event.

ing event.

"The Fine Dining experience provides a way for students to bring it all together – all the skills they've gained through their classes as well as those they've gained creating dishes for the Racine Campus kitchen and catering events," said Gateway Technical College Culinary Arts instructor Susanna Elrod.

"Diners at the Gateway Fine Dining event are encouraged to talk to students about the dishes they prepared, telling them what they liked or perhaps didn't like, giving them valuable feedback for their work and career. Bringing in the public gives students that real-world experience because as they enter – or continue – in their career, they will have to interact with customers and the public in many ways."

The event has been a staple of the pro-

gram and with the dining public, many of whom have come for more than a decade. It features students in their final semester of the program.

Switching the dining experience to a noontime setting provides students more ways to use the skills they've learned in the classroom, as well as a better fit for student work schedules. Many Culinary Arts students already work in the industry, and having the event during the lunch time means fewer students will have to take off work or shift their schedules to take part in the event.

Fine Dining luncheon will be held at noon on Wednesdays from Jan. 22 to April 8 in the Breakwater Dining Room L007 in the Lake Building on the Racine Campus, 1001 S. Main St.

Cost is \$15 a meal and includes a specialty drink, appetizer, soup or salad, homemade bread, vegetable, choice of entrée and dessert.

Call (262) 564-2511 or email sullivanje@gtc.edu for reservations and available dates.



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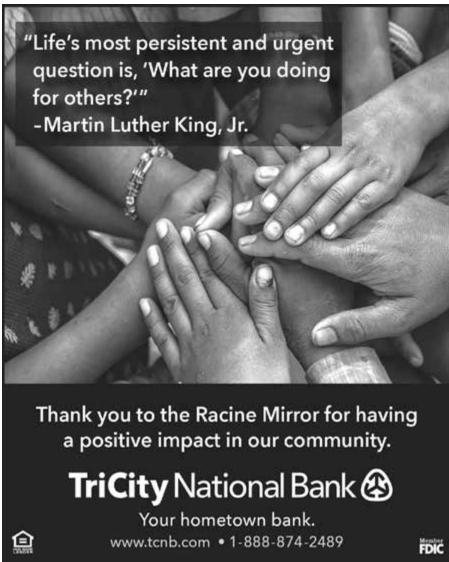






Please contact me to share your views or if you need help with a state agency.

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## Take Steps Now to Save on Your 2019 Tax Return

by Yvette Stewart

2019 is winding down, and before you know it, you'll be pulling together everything needed to file your federal income tax return for the year. Federal income tax returns for 2019 are due on or before April 15, 2020. But if you're interested in potentially saving on taxes, you should plan now, before 2019 comes to an end. Talk to your tax professional about whether the considerations below apply to you.

How you claim deductions affects the steps you can take to save. You have the option to either take the standard deduction (an amount set by law and adjusted for inflation) or itemize deductions. However, fewer people may benefit from the itemized deduction option due to changes in the tax law that took effect in 2018. The standard deduction nearly doubled from 2017 to 2018. For 2019, the general standard deduction is \$24,400 for married couples filing a joint return and \$12,200 for single tax filers¹. At those dollar amounts, it may not benefit you to itemize your deductions, but thankfully there are still potential tax-saving steps you can take.

#### Steps to consider regardless of how you claim deductions

Here are potential tax-saving opportunities that may apply to you:

- Save more for retirement: One priority if you are still working and contributing to a workplace retirement plan is to maximize your contributions to that plan. Dollars contributed to the plan on a pre-tax basis reduce your taxable income, which reduces your tax bill.
- Take advantage of other pre-tax savings options: You may be able to contribute money



from your paycheck to fund a Health Savings Account or HSA (if your current health plan offers that option). This builds funds that can ultimately be available on a tax-free basis if used for qualifying medical expenses

while reducing taxable income. What's more, any HSA money not spent this year can continue to grow on a tax-advantaged basis and be used in the future to offset out-of-pocket medical expenses.

• Offset investment gains with losses: If you have taxable investments that are currently in a loss position, you can sell those investments and deduct those capital losses from your capital gains on a dollar-for-dollar basis, reducing your tax liability. To the extent

your capital losses outpace capital gains, you may also deduct losses against up to \$3,000 of ordinary income. Unused losses are carried forward.

## Maximize deductions if you itemize

If you can benefit from itemizing deductions, some key steps to consider include: • Make your January mortgage payment before the end of December as you may be able to claim the interest portion of the payment as a deduction this year.

- Make donations to qualified charities by December 31.
- Keep track of state and local taxes, up to \$10,000 may be eligible to be deducted from your federal income taxes.

As part of your planning process, consider if your total available itemized deductions are nearing the amount of the standard deduction. If they are, contemplate taking steps to qualify for additional or increased deductions. Donating to charity, making an additional house payment with mortgage interest or paying medical expenses (subject to an AGI floor) are common itemized deductions. Incurring these expenses in this calendar year may allow you to reduce your taxable income by more than the standard deduction. However, be aware of certain limitations and deductions that are no

longer available as a result of the new tax law.

If you believe you'll be closer to the itemized deduction threshold in 2020, you may want to delay deductible expenses until next year to the extent you are able. Going forward, it might be beneficial to bunch deductible expenses in alternating years to utilize the itemized deduction option when you can.

As always, be sure to consult with your tax advisor. Also check with your financial advisor to make sure any decisions you make are consistent with your long-term financial plan.

<sup>1</sup> Internal Revenue Service, 2019

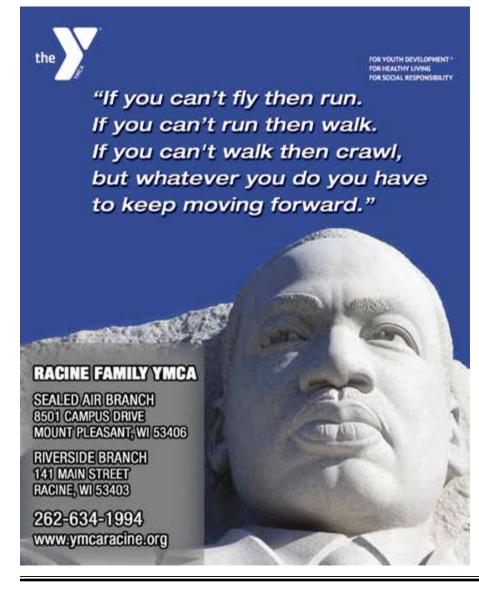
Yvette M. Stewart, is a Financial Advisor with Ameriprise Financial Services, Inc. in Brookfield, WI. She specializes in fee-based financial planning and asset management strategies and has been in practice for 13 years. To contact her, visit www.ameripriseadvisors.com/yvette.m.stewart, email: yvette.m.stewart@ampf.com. PH: 262-901-1540. Ameriprise Financial Services, 16650 W Bluemound Rd, Suite 800, Brookfield, WI 53005. She resides in Racine, WI. Ameriprise Financial Services, Inc. and its affiliates do not offer tax or legal advice. Consumers should consult with their tax advisor or attorney regarding their specific situation. Investment advisory products and services are made available through Ameriprise Financial Services, Inc., a registered investment adviser. Ameriprise Financial Services, Inc. Member FINRA and SIPC. © 2019 Ameriprise Financial, Inc. All rights reserved.

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**FOOD MART** 



# For the First Time, Miss America, Miss USA, Miss Teen USA, and Now Miss Universe Are All Black Women

With Zozibini Tunzi's win, black women notch another major pageant title.

by Abby Gardner

Pageants often get a bad rap for being regressive leftovers from a different time. While some of that criticism is fair, the organizations that run them have made changes in recent years to become more modern. (Case and point: the elimination of the swimsuit competition at Miss America.) And there's no question that their reach is still enormous, with competitions running in all 50 states and



in countries around the world.

Now, for the first time ever, the titles for Miss America, Miss USA, Miss Teen USA, and Miss Universe are held by black women. Last night, the newly crowned Miss Universe, Zozibini Tunzi of South Africa, joined Miss

America Nia Franklin, Miss USA Cheslie Kryst, and Miss Teen USA Kaliegh Garris.

"I grew up in a world where a woman who looks like me, with my kind of skin and my kind of hair, was never considered to be beautiful," Tunzi said, according to the BBC. "I think that it is time that that stops today."

"It is important to little brown and black girls to see three strong figures, three strong women, African American women that are doing so much great work," Ms. Franklin told the New York Times in May. "People will argue that race doesn't matter. But race does matter in America, because of the history, because of slavery."

"Nia, Cheslie, and Kaliegh: you are trailblazers, creating your own path on your own terms. Congratulations," Senator Kamala Harris tweeted in May. Now, Tunzi joins the group (defeating Kryst).

https://twitter.com/KamalaHarris/status/1124814714247307264?s=20

None of the women is the first black woman to wear their particular crown. Vanessa Williams was the first black Miss America in 1984; Carole Gist won Miss USA in 1990; Janel Bishop won Miss Teen USA in 1991; and Janelle Commissiong was crowned Miss Universe in 1977. But on social media, enthusiasm for this particular clean sweep was undeniable.

Even Oprah weighed in, tweeting, "Congratulations Miss South Africa, the new Miss Universe @zozitunzi! Agree with

you...leadership is the most powerful thing we should be teaching young women today. We welcome your visit to #OWLAG, our Leadership Academy for Girls."

The significance of all four women wearing the crowns at the same time was also a much-discussed topic.

This is yet another example of how much representation matters—in the world of pageants and beyond.

© Glamour.com, Getty Images





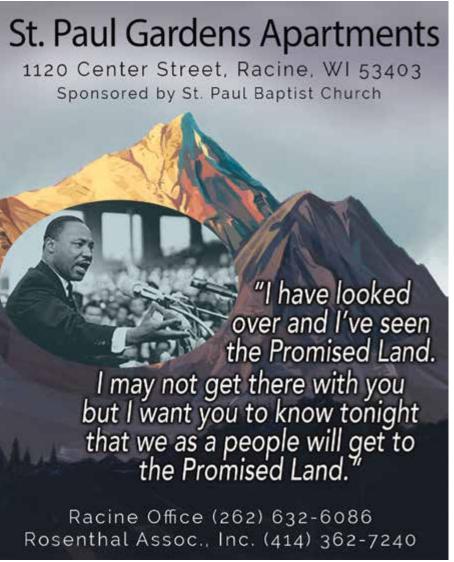




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# **Southeastern Wisconsin**

# **Baptist Pastors Fellowship**

Reverend John A. McBride, Moderator

The 2020 King Celebration will be held at
Greater Mt. Eagle Baptist Church
929 State Street
Racine, Wisconsin 53404
Reverend Keith T. Evans, Pastor and President of
Wisconsin General Baptist State Convention, Inc.

Date: January 19, 2020 Social Hour 5:00 pm Celebration Service 6:00 pm

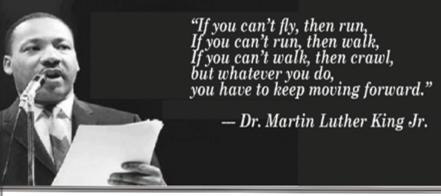
Guest Preacher: The Reverend Christopher R. Boston
Pastor of the Lamb of God Baptist Church Milwaukee, WI.
and General Secretary of Wisconsin General Baptist
State Convention, Inc.

Community Choir	Date:	Time:	Place:
announcement	1. Saturday, January 04	1pm	New Omega Baptist Church
"May we have your anointed voices for one glorious			5731 Northwestern Ave. Racine, WI 53406
Sunday evening in January 2020"	2. Tuesday, January 07	7pm	New Brighter Day Baptist Church 1225 24th Street
The 2020 King Community Choir is under the musical			Kenosha, WI 53140
Johnson of the St. Paul Baptist Church of Racine. All voices are welcome! (4)	3. Saturday, January 11	1pm	Ebenezer Baptist Church 3109 Gilead Ave. Zion, IL 60009
Scheduled rehearsals are listed at right:	4. Tuesday, January 14	7pm	St. Paul Baptist Church 1120 Grand Avenue Racine, WI 53403



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Sixth Annual Scholarship Awards Banquet & Post-Valentine Ball

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February 15th, 2020

5:00 PM Social Hour 6:00 PM Dinner Program & Dance to follow

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# Myths vs. Facts of Landing a Skilled Trade Job

(StatePoint) With the demand for skilled trade workers growing nationwide, you may be looking to launch your career, change professional paths, or hone current skills in order to advance in your industry.

As you go about the process, consider these few myths and facts about landing a skilled trade job:

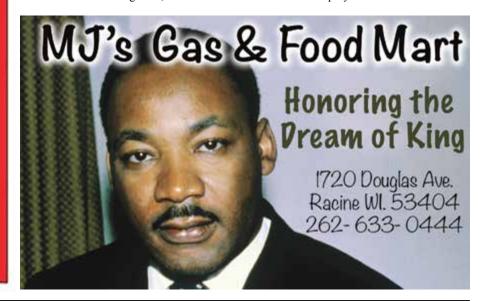
- Myth: It will be hard to find training in my local area.
- Fact: There are numerous free resources available to connect you with local training opportunities. Veterans and their spouses for example, can seek career assistance from organizations such as amvets.org. In the case of the HVACR industry, locating training organizations in your zip code is as simple as visiting natex.org, which provides online services to English and Spanish speakers, as well as certification and recertification.
- Myth: All training programs are pretty much the same.
- Fact: Not all certification programs offer the same quality education, nor are they associated with the same breadth of job opportunities. Those in the HVACR industry, for example, can set themselves apart by getting North American Technician Excellence (NATE) training.

"Not only do contractors prefer working with NATE-certified technicians, consumers look for this certification as well because it ensures that a knowledgeable, well-trained

and highly experienced technician will service their home heating or cooling system," says Anthony Spagnoli, NATE's director of training and education.

- Myth: Skilled trade careers don't offer room for growth.
- Fact: Skilled trade careers are in especially high demand today, offering long-term job security, a good living and room for advancement. To learn more about existing growth opportunities, tune into the podcast "Blue is the New White." Available for download on Apple Podcasts and Spotify, this is also a good resource for those seeking to get their foot in the door.
- Myth: Career support will be hard to come by once I receive my certification.
- Fact: Connecting with a seasoned professional who can act as your mentor is a great way to build relationships, network and learn as you go. This is especially important for those who have traditionally been underrepresented in a given industry. You can find mentors on-the-job, at industry events and through online resources such as Women in HVACR, which among its initiatives, connects young women in the industry with mentors. Visit womeninhvacr.org/mentorship to learn more.

Looking to break into HVACR or another skilled trade industry? Check out available resources which can help you get trained, certified and employed with confidence.





# **Real Talk Therapy: The Definition of Love**

How do you define love? Remember back in the day when Whodini didn't have any "Friends" but they did have "One Love" and way-way back in the day The Ohio Players were on a "Love Roller Coaster?" Bee Gees wanted to know "How Deep Is Your Love?" The Miracles created a "Love Machine" before Roger & Zapp went high tech with their "Computer Love." My all-time favorite, Stevie Wonder, had a "Rocket Love" and a "Part-time Lover" to ride shotgun to his "Galaxy Para-dise" not to be confused with his "Pastime Paradise." Morris Day & The Time had a "Jungle Love", not to be confused with Stevie's "Jungle Fever." Alexander O'Neal had a "Saturday Love", Brian McKnight had a "Crazy Love" and couple of years ago new school Beyonce was straight "Drunk In Love." Luther Vandross was trying to find a "Better Love" because he got tired of his "Secret Love" but as long as he could get it "Here And Now" he was happy with "Any

I could go on but now that I have your attention with "All This Love" (The De-Barges), I'm just wondering how do we truly define love? In all seriousness I believe Stevie Wonder said it best in his "Songs In The Key Of Life" album when he sang "Love Is In Need of Love" and Musiq Soul Child made it plain when he wrote a song entitled "Love" saying that people used love's name in vain. With the Bible being my main source there are four definitions of love that I would like to recognize:



-01. Eros – erotic love, physical attraction, sexual desire (Song of Solomon)

-02. Storge familial love, bond among the nuclear family (Eph. 6:1-4)

-03. Philia close friendship as in Philadelphia (the city of brotherly love) (Heb. 13:1-4)

- 04. Agape - selfless, unconditional and sacrificial (NOT superficial) love (John 3:16)

Outside of the Song of Solomon the Bible has little or nothing positive to say about Eros which, in simple language, is lust that people often get confused with love. In fact the Bible actually warns against the pitfalls and evils of lust (1 John. 2:16). By

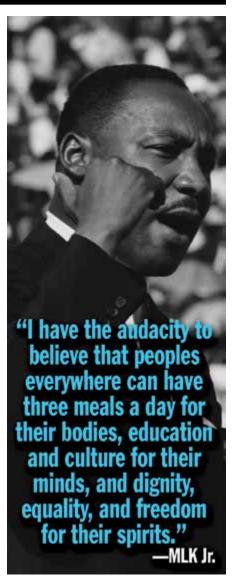
now you all know the day that many celebrate love however you define it, Valentine's Day, is February 14th. I believe most can identify with LL Cool J when he said, "I Need Love." I like the way Jermaine Jackson expressed it when he said, "I Am need to be the love that we want to

Love." The fact of the matter is we



manifest. We need to extend the same love toward others that we want reciprocated in our lives. As we celebrate this occa-sion please respectfully consider your family, friends. neighbors, and most of all God who first loved us (1 John 4:19).

Darrell Anthony White Woodard is a school counselor in Kenosha and a Gospel preacher at the Southside Church of Christ and Hampton Avenue ♦ Church of Christ in Milwaukee. To schedule a consultation or 🙀 speaking engagement, please nake your request via 🛶 email: darrellwoodard@ 🕏 rocketmail.com or phone: (847) 287-5842. Linked In: www.linkedin. com/in/dr-darrell-anthonvwhite-woodard-32387837/ Facebook: Acrostic Therapy.



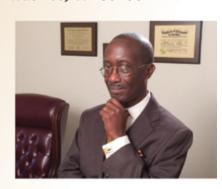
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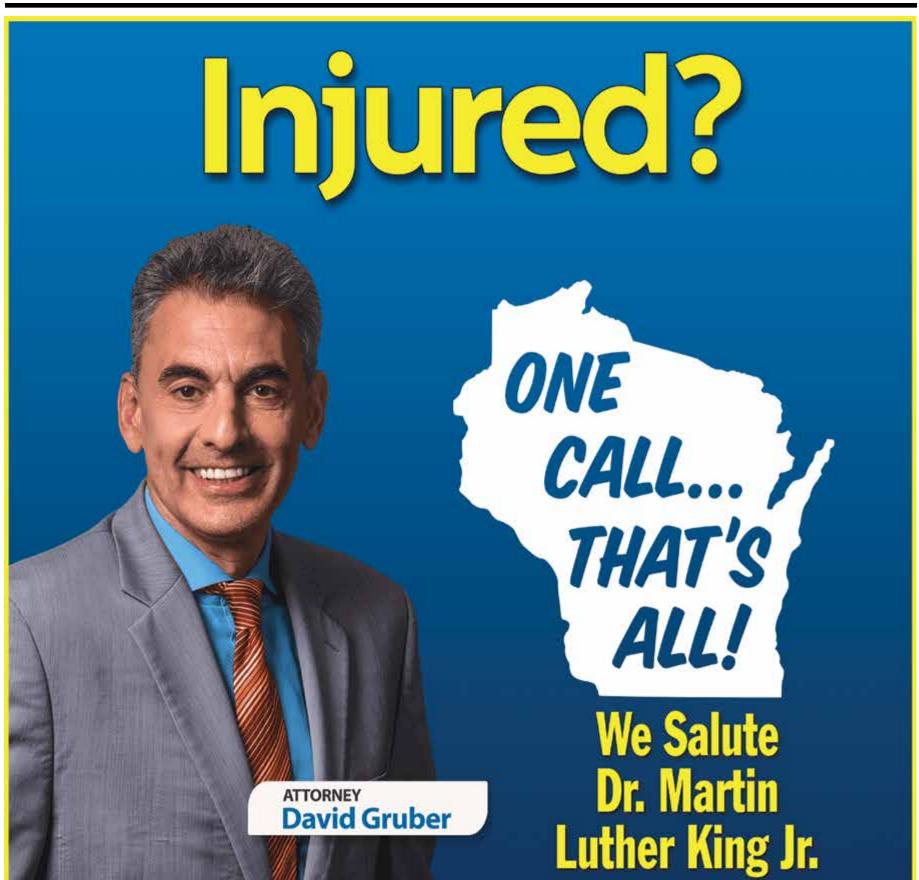


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# HEALTH, NUTRITION, DIET SUPPORT AND ACCOUNTABILITY TEAM

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STOP and just think about how all this **applies**, **is true or impacts/affects you**, others; your friends, family, community:

- The over weight you look around and see on our bodies;
- Our lousy; health, life-threatening junk, processed "food" diet saturated with unhealthy, addicting sugar, salt and oils;
- Widespread disease, sickness, "aches and pains"; cancer, heart attacks, diabetes, dementia/alzheimers you see and hear about so much, too much;
- Prescriptions, medications needed to keep us going, alive, and that compromise beyond repair proper functioning of our body's organs!

What's your reaction, feeling---disbelief, disgust, outrage; care, concern and wanting to do something about it?

If so, then take part in the beginning, "be in on the ground floor" of the

HEALTH, NUTRITION, DIET SUPPORT AND ACCOUNTABILITY TEAM

See facebook.com/
healthnutritiondiet
or
www.maxfulfillment.com/
sundayhealth/
for further details and
needed input.

For questions, requests, input, comments, contact Randy: 847-809-4821 or randy@ maxfulfillment.com



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#### To Your Health

#### Making the changes, improvements, break-throughs you want/need the most

#### Update, latest on HEALTH, NUTRITION, DIET Change, Support & Accountability TEAM

www.maxfulfillment.com/sunday-health/

www.maxfulfillment.com/healthunique/

(slight name change, adding Change)

On Facebook https://www.facebook.com/healthnutritiondiet/

In Meetup https://www.meetup.com/ Sunday-Health-Nutrition-Diet-Support-Accountability-Team/

- ▼ Intro, what HEALTH, NUTRI-TION, DIET Change, Support & Accountability TEAM is all about, for was revised www.maxfulfillment.com/ sundayhealth/.
- ▼ Note, must see the 13 ways it's unique, different or specia. www.maxful-fillment.com/healthunique/.
- ♥ Here are November's meeting notes, "minutes" www.maxfulfillment. com/healthmeetnotesnov/.

Note all the outstanding answers, tools and resources. There was no December meeting.

**♥** Thurs, 1/9/20, 6 - 8 pm is the next monthly blended, panel meeting

(Panel, not just a speaker you can help pick; In-person 3117 Lathrop Ave. Racine, WI, or call-in (605) 472-5291 code: 473321). See www.maxfulfillment.com/sundayhealthmeeting/

Followed by monthly meetings on 2/11 and 3/11. Put them all in your calendar.

Note the Agenda and how much it is all about you; what you need/want, and real, significant change making the improvements or breakthroughs you want most of all.

▼ Thank you! for sharing-posting, text, email, handing out next 1/9 blended, panel meeting www.maxful-fillment.com/sundayhealthmeeting/ to "people and places"; neighbors, friends, family, church, work, profession and community.

You just don't know who might be interested or needs it, and in turn, knows someone who has interest or need (just like how networking for a job works). It's also thinking of others and not just ourselves. And giving the Gift of Health.

- ▼ Take full advantage of the Ongoing/continuous improvement; Open Forum, topics, discussion; support, assistance and accountability—in AND between meetings. See 3 – 6 in www. maxfulfillment.com/sundayhealth/
- ♥ Don' forget and fully utilize the HEALTH, NUTRITION, DIET Change, Support & Accountability Resource Center www.maxfulfillment.com/healthresource/ for all your health, nutrition, diet needs, interests and goals.

For questions, further info; discussion, consultation; support, assistance; ideas, suggestions, contact Randy 847 809-4821, randy@maxfulfillment.com.

# How to Start Your Health Off Right in the New Year 2020

Not only for you, but others; neighbors, friends, family, church, work, profession and community. How can you help others with their health, nutrition, diet?

Connect with those who care and are serious/take their health seriously, and want support, assistance and accountability like you. Team up, form partnerships, help each other out.

A New Year's resolution is of course an opportunity to better ourselves, but also consider one that focuses on others instead of yourself. Some find it's much easier and more rewarding to keep a promise to someone else rather than to themselves.

Support and Accountability. Can't go anywhere without it.

If you're trying to accomplish a New Year health resolution like losing weight or eating less processed, junk food, you'll have a much better chance of sticking to it or making it if you can talk about it, get the support, assistance of friends and families, and feel accountable to them.

Tell your family, friends and coworkers what your health resolution is. Surround yourself with people who share the same healthy goals. Form your own personal team

of supporters. Invite them to help you keep you on track and be accountable.

Make a Health, Nutrition, Diet Action Plan not only for yourself, but help someone with creating theirs www. maxfulfillment.com/sundayhealthactionplan/;

If we are really going to change and be successful, a goal or great idea must have action steps, time lines, completion dates and accountability. For example, turn losing 50 lbs in a year into a SMART goal that makes actions specific, measurable, attainable, realistic, and time-specific, such as:

- So Go for a 20-minute walk during my lunch break on Mondays, Wednesdays, and Thursdays
- Bring a lunch to work 4 days per week. Limit a lunch-time restaurant meal to Friday
- Eat breakfast within 1 hour of waking every day.
- Include a vegetable, fruit or salad with lunch and supper every other day.
- Check my weight every 7 days, Friday morning.

Cutting out vs Putting Something In Its Place

The first thought or approach to a New Year's health resolution might be cutting out bad foods. But it could be just adding something more healthy, nutritious to your diet. Instead of vowing to never eat chocolate again, just include more protein in your diet or eat a vegetable with every meal.

Think of adding and eating more and more fresh vegetables, fruit, eggs, fish, whole

grains, nuts and seeds that would slowly take the place of unhealthy junk, processed foods. Smaller Portions. It's less than you think

Smaller Portions. It's less than and better for you

Eating too large of portions is the biggest reason people overeat. Try not to eat anything bigger than your fist or palm and balance your plate.

"The protein at any meal should be the size of your smartphone, with half a tennis ball's worth of starch (rice or quinoa) and two tennis balls' worth of produce, plus 1 tablespoon of a good fat." Or ¼ of your plate should be protein, ¼ starch, and ½ vegetables and/or fruit. If you are still hungry after 20 minutes, eat more vegetables to provide a lot of bulk (fiber) and few calories.

Your body might take a few weeks to adjust to a new (lower) calorie level so give your stomach a chance to adapt to eating less.

Healthy Fats Instead of No Fats Ignore "the fats are bad for you scam". Fats are an essential part of our diet. Learn which fats are healthy and which ones are bad for you like saturated and trans fats found in high-fat dairy products, meats, fried and processed foods.

Healthy fats include mono and polyunsaturated fats such as olive oil, grapeseed oil, nuts, seeds and avocados. Also, omega-3 fats from foods such as salmon or tuna help decrease inflammation and can protect the heart.

Limit Liquid Calories

Soda, juice, coconut water, fancy coffee drinks, and most commercial smoothies are simply calories in a cup that have little or no nutritional value. Most people do not realize that their morning Frappuccino or mocha is putting on 300-500 calories without eating.

Although some smoothies offer protein, vitamins and minerals, many are very high in calories and sugar. They also don't fill you like food does and you may find yourself still hungry despite drinking 800 or so calories!

More Whole Grains, Less White Foods Eat more whole grains such as oatmeal, whole wheat bread and brown rice, and less white foods like white bread, rice, pasta, packaged cookies, crackers.

Your body takes longer to digest whole grains that helps keep you fuller longer. Both insulin and blood sugar levels are also more stable due to the high fiber content which also helps lower cholesterol levels.

White foods have already been processed so your body doesn't have to. So they pass through your digestive system quickly, provide very little nutrition (stripped of many nutrients) and then in turn make you hungry again right away.

More Fresh Fruits and Vegetables, and Less Junk, Processed Foods

Eat more fresh vegetables and fruits,



and cut back on anything boxed, bagged, or canned. Most processed foods contain added salt, sugar, preservatives, and/or fat.

Fresh fruits and vegetables are "nutritional powerhouses" and loaded with essential vitamins and minerals, fiber and antioxidants. They are good sources of fiber, fill your stomach like whole grains and have many health benefits, such as lower blood pressure, lower risk of cancer, heart disease and stroke, and fewer digestive problems.

Worldwide, a low intake of fruits and vegetables is one of the top 10 risk factors for death. 3.4 million deaths can be attributed to a lack of fruit intake and 1.8 million deaths to a lack of vegetable intake.

Less Meat, and More Lean Protein Sources

Eat less red meat, chicken and turkey, and more fish, eggs, beans, legumes, tofu, nuts and seeds that are also good protein sources.

If at all possible, eat meat from grass-fed livestock. Otherwise, it's coming from animals fed with GMO grains, injected with hormones to make them fatter faster, and antibiotics to contain infectious diseases as a result of the filth in miserable, confined quarters. Not good or healthy at all.

Sources and Resources

Health Tips to Start the New Year Right! https://www.cottagehealth.org/about/ newsroom/2016/health-tips-to-start-the-newyear-right/

7 HEALTHY HABITS TO START IN THE NEW YEAR

http://www.hungryforchange.tv/article/7-healthy-habits-to-start-in-the-new-year

Six Health Habits to Start the New Year Off Right

https://susanmacfarlanenutrition.com/six-health-habits-to-start-the-new-year-off-right/
10 New Ways to Start the Year Off Light https://www.health.com/weight-loss/10-

new-ways-to-start-the-year-off-light New Year, Better You

https://www.nm.org/healthbeat/healthy-tips/new-year-better-you

Setting Successful New Year's Resoluions

https://cronometer.com/blog/setting-successful-new-years-resolutions



Our Hearts

#### SERIES ON RACISM TO TAKE PLACE IN 2020

#### **Local Organizations Will Sponsor Events on Racism**

Several Racine area organizations are joining together to sponsor a dynamic yearlong series "Opening Our Hearts and Minds to Racism." Throughout the Series faith based events will be offered to the public that are interactive and multidimensional. The goal of the series is to provide opportunities to examine how we think and feel about racism and lead to transforming individual and systemic approaches to racism.

The Series opens with a Voices of Justice presentation by Milton F. Dockery, Instructional Chairman in the History Department at Milwaukee Area Technical College entitled "Where do we go from here? A brief history of racism and its impact on American society." on Saturday, January 25, 2020 at 10:00 AM at Gateway Technical College, Great Lakes Room. A reception and an option to participate in a Sacred Conversation on Racism will follow the event. Free Will Offering will be accepted.

Sponsors for the "Opening Our Hearts and Minds to Racism include the Dominican Center for Justice Resources, Racine Interfaith Coalition, Racine Dominican Sisters, Racine Police Department, Racine Public Library, Racine Vocational Ministry, Siena Retreat Center, and the University of Wisconsin-Parkside.

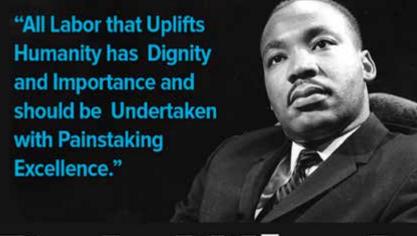
The second event in the Series will be "Tolton, From Slave to Priest" a powerful multi-media live production, filled with music, drama and inspiring performances. It is the remarkable story of the struggles and triumphs

of the man who became America's First Black Priest. It brings a message of hope and healing for Opening \ the wounds that & Minds to Racism impact our cul-

ture. Two public performances of Tolton will take place at the Siena Center Auditorium, 5635 Erie St, Racine, WI on March 1, 2020 at 4:00 PM and March 2, 2020 at 6:30 PM. A third performance will take place on March 2, 2020, at 9:30 AM. Public and private high school students are being invited to attend this special performance of Tolton that will also include a facilitated learning exercise.

Other events included in the Series are additional opportunities to participate in Sacred Conversations that will be scheduled in the spring. Implicit Bias Training will be offered throughout the fall. The final event of the Series will be another Voices of Justice speaker, Ana Garcia-Ashley, Executive Director, Gamaliel Foundation on Saturday, December 12, 2020 at 10 AM at Gateway Technical College, 1001 S, Main St, Racine, WI 53403.

For further information on the Series go to www.racinedominicans.org/dcjr/ the Dominican Center for Justice Resources website. On the website you will find access to registration for Series events, resources related to racism, social inequity, equity, and inclusion, and additional offerings in the Racine vicinity related to Racism.



HupyandAbraham s.c.

## Bob Wirch

Please contact me to share your views or if you need help with a state agency.

State Capitol, P.O. Box 7882, Madison, WI 53707 Call: 608-267-8979 Email: Sen.Wirch@legis.wi.gov Web: http://wirch.senate.wi.gov

## Hindsight is 20/20



## Envision the Future



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Green Beans	\$ 2.99
Collard Greens	\$ 2.99
French Fries	\$ 2.99
Add cheese \$1.00	

Cole Slaw

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#### Superb Kids Menu

Ages 10 & Under | Includes 1 side

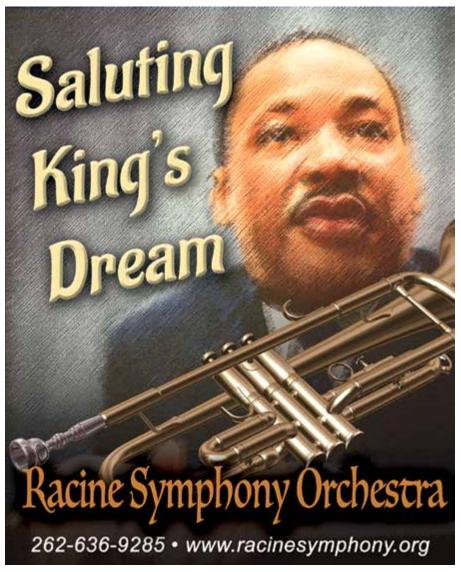
<b>Grilled Cheese</b>	\$ 3.99
Pizza Puff	\$ 3.99
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Chicken Fingers	\$ 5.99



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## The US Navy Just Named a Ship After Rep. John Lewis

"In Troy, we couldn't use the swimming pool, so I never learned to swim," he said. "All these years later, to hear the Secretary of the Navy say he wanted to name a ship after me we cried a little together and we hugged."

Phi Beta Sigma's very own Rep. John Lewis was honored Wednesday by U.S. Navy Secretary Ray Mabus who announced the naming of USNS John Lewis, after the iconic civil rights leader and Georgia congressman.

'As the first of its class, the future USNS John Lewis will play a vital role in the mission of our Navy and Marine Corps while also forging a new path in fleet replenishment, Mabus said in a statement released by the Navy. "Naming this ship after John Lewis is a fitting tribute to a man who has, from his youth, been at the forefront of progressive social and human rights movements in the U.S., directly shaping both the past and future of our nation."

The USNS John Lewis is the first of the next generation of fleet replenishment oilers (T-AO 205). "Usually 677.5 feet long, 97.5 feet wide and anywhere between 40,000 to 41,225 in tons, oilers are responsible for providing fuel replenishment as well as fleet cargo and store to ships at sea," NBCnews.com states.



I am more than pleased and very grateful that the @USNavy has decided to name a ship



"T-AO 205 will, for decades to come, serve as a visible symbol of the freedoms Representative Lewis holds dear, and his example will live on in the steel of that ship and in all those who will serve aboard her, "said Mabus.

According to the Naval Historical Center, there are at least nine navy ships named for notable African Americans and it turns out that Congressman Lewis is not the only Sigma out of this nine to have a ship named after him. George Washington Carver also has had a ship named after him posthumously.

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## 2019 Highlights in Photos

2019 was a busy year! As we head into the new year, below are highlights from Bryan Steil's first year in office. For more photos and updates on Steil's work, be sure to follow @ RepBryanSteil on Twitter and Instagram and like @RepBryanSteil on Facebook.



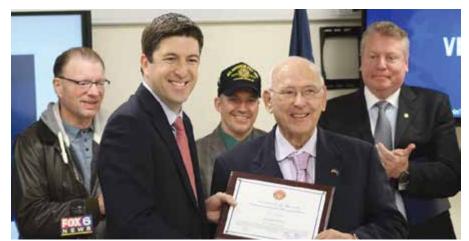
#### Available and Accessible

In February, Steil held six town halls, one in each county in the First District. Steil heard from residents about the issues important to them: securing the border, lowering the costs of health care, and avoiding future government shutdowns. In all, Steil has held nine town halls, at least one in every WI-01 county, including one in Mount Pleasant, pictured above.



#### Middle Class Jobs Caucus

In April, Steil became the co-chair of the Middle Class Jobs Caucus in the House. Steil and fellow co-chair, Raja Krishnamoorthi (D-IL), work on issues impacting families and workers across the nation. This year, Steil invited Dr. Chalasani and Dr. James from UW-Parkside to brief the Caucus in D.C. on dual enrollment and efforts to make higher education affordable. A photo from the Caucus event is above.



#### 2019 Veteran of the Year

Steil honored Retired United States Navy Commander Dick Vallin as Wisconsin's First Congressional District's Veteran of the Year. Dick served in the Navy for 24 years, completing three combat tours in Vietnam. Now, Dick assists the Racine community, chairing festivals for Racine St. Catherine's High School, serving as the chairman of the Roma Lodge Veterans Day celebration, and serving as the Director of the Racine County Harbor/Marina project.



#### Commitment to Ending Alzheimer's

Steil attended numerous Alzheimer's walks throughout the district—including the Racine-Kenosha Walk to End Alzheimer's, pictured above. Alzheimer's can't be slowed yet, stopped yet, or cured yet. As a member of the Congressional Alzheimer's Caucus and supporter of research and funding to find a cure, Steil is working on the YET.



Kenosha High School Student's drawing showcased

This spring, Steil held his first annual First District Artistic Discovery Contest. Kylee Kappers of Kenosha won for her drawing, "Brave", which is now displayed in the U.S. Capitol.



#### Sugar Creek Dairy Farm Visit

Steil toured the Sugar Creek Dairy Farm in Elkhorn this fall and discussed issues impacting our dairy industry. Farmers at Sugar Creek urged Steil to pass USMCA—which happened in December.



Supporting Law Enforcement

Steil joined the Janesville Police Department for a ride along. Throughout his first year in office, Steil has met with all county Sheriffs in the First District, local law enforcement, and first responders.



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As of July 2018	3	\$740
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## African American Roundtable of Leaders Reflects & Remember

The Reverend Dr. Martin Luther King, Jr.

"DON'T
FORGET
THE
DREAM"

KEEP FIGHTING FOR JUSTICE

"You have to stand for something or You will fall for anything"

#### Tuesday February 18, 9-11 a.m.

## **How to Do Business with RUSD**

Doing business with governmental organizations can seem complicated. That is why the Racine Unified School District Purchasing Department has developed a presentation to help current and new vendors understand what to expect.

RUSD would also like vendors to know about the efforts being made to reach out to local and minority-owned businesses. Some of the items covered in this free presentation are:

- Getting Started as a Vendor
- Procurement Process

• Approved Purchasing Methods

• RUSD's Minority & Women-owned Business Enterprise (MWBE), Disadvantaged and Veteran-owned Business participation efforts

• Federally Funded Purchasing

This is a free event. This event will be facilitated by the District's Executive Director of Employee Relations, Keri Hanstedt; Executive Director of Human Resources, Melissa Abel; Executive Director of Curriculum & Instruction, Janell Decker and Purchasing Supervisor, Diane Knoll.

The RUSD Purchasing Department has developed processes to make doing business with RUSD as streamlined as possible and will be available for questions after the presentation.

Register online at https://forms.gle/ Fqw8HLbwCfgezprJ9

#### Agenda:

9:00 am - Welcome & Introductions 9:15 am - Keri Hanstedt, Executive Director of Employee Relations

9:30 am - Melissa Abel, Executive

Director of Human Resources

9:45 am - Janell Decker, Executive Director of Curriculum & Instruction

10:00 AM - Diane, Knoll, Purchasing Supervisor

10:30 AM - Q & A Session

11:00 am - Closing - RUSD Purchasing Staff will be on-hand to answer questions.

#### Location:

RUSD Administrative Service Campus, 3109 Mt. Pleasant Street, Racine, WI 53404.



Melissa Abel, Executive Director, Human Resources



Keri Handsted, Executive Director, Employee Relations



Janell Decker, Executive Director, Curriculum & Instruction



Diane Knoll, Purchasing Supervisor





We are an independent public charter school, chartered through the University of Wisconsin Parkside and independent of Racine Unified School District. We have grades **4K** (**full day**) through 8th grade. 3 classrooms at each grade level with a maximum of 20 students in each class.

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- Various boys and girls athletic teams that compete against RUSD

- Music, Orchestra and Suzuki Lessons
- · 1 to 1 Chromebooks in all classes
- · Gifted and Talented Program
- Middle School sports: Basketball, Volleyball, Track and Field
- After School Clubs: Cooking, Dance Club, etc.

#### **ELEMENTARY SCHOOL OFFERS!**

- Educational assistants throughout to assist with classroom learning and small groups
- Quarterly student achievement awards and Encore Days (STEM, Service Learning, Global Learning
- Interventions time and staff for struggling and advanced students
- Each 4K class has an assistant

For more information: (262) 598-0026 or 21stprepschool.org



#### LIVING

## For Healthier Eating, Grill More in the New Year

(StatePoint) Planning to follow a trendy diet like keto in 2020 or simply want to eat right? There's good news -- grilling can be a great option for you to kickstart eating healthier in the new year. Indeed, the American Heart Association recommends it.

"Grilling is a year-round way of life, bringing together family and friends," says Jeff Thiessen, president of Pit Boss Grills. "Luckily, those watching their diets can still get healthy foods with the fun and flavor of a backyard barbecue."

Use these tips to make healthier meals prepared on the grill:

- Let your spices do the heavy lifting: You can add exciting and bold flavor to any recipe using seasoning mixtures. Spice up foods like veggies or lean meats with seasoned rubs or marinades for amazing flavor without all the calories.
- Eat fresher: Round out recipes by including fresh vegetables. For the best flavor and highest nutritional value, look for locally-grown produce. Vegetables make an excellent addition to any meal as grilled kabobs or chopped up and tossed in your favorite chili.
- Be versatile: A healthy diet is a versatile diet. Look for a grill offering multiple cooking options, including baking, roasting and smoking, such as Pit Boss Grills. Their 8-in-1 versatile grills allow you to do it all with one-of-a-kind hardwood flavor.
- Try it yourself: For a delicious spin on a favorite barbecue classic, try this Healthy



Hawaiian Pulled Pork, right from the Pit Boss playbook.

#### Ingredients:

- 2 cups aloe leaf juice
- 1 teaspoon coriander, ground
- 2 teaspoons cracked pepper
- 1 teaspoon cumin
- Dash of salt
- 4-6 garlic cloves
- 1 3-inch ginger, fresh

- 1-2 limes
- 4 cups no sodium added chicken bone broth
- 1/4 cup olive oil
- 4 teaspoons paprika
- 6-8 pounds pork shoulder/butt
- 1/2 sweet onion
- 2 packets Truvia
- 2 tablespoons Truvia Nectar

#### **Directions:**

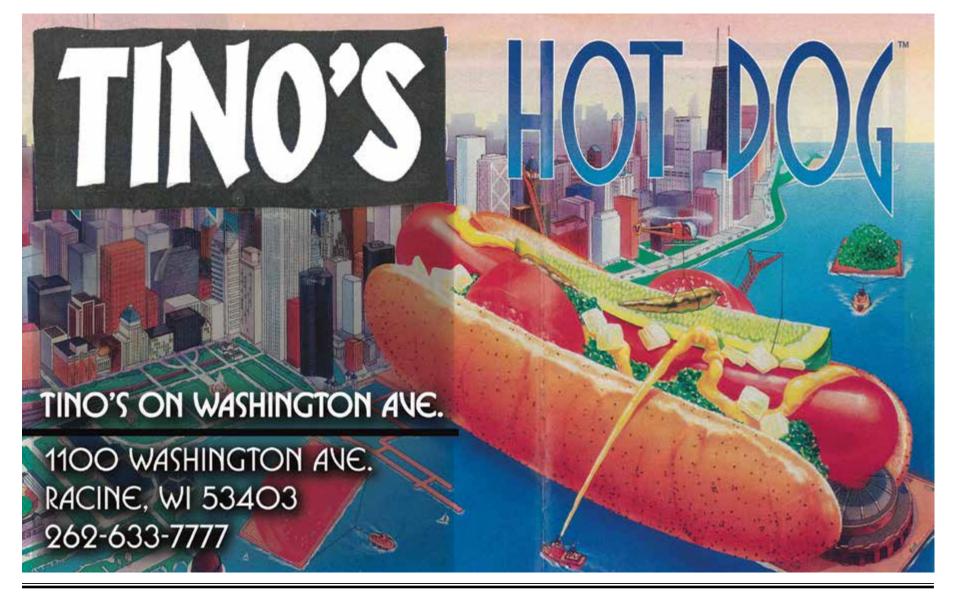
• Set grill to "smoke." Once the pot

catches, turn the grill up to 300 degrees F. Make sure your flame broiler is closed, you'll want to use indirect heat.

- Add spices to a bowl. Set aside.
- Grate ginger into a separate "wet ingredients" bowl. Mince garlic cloves and dice onions into the same bowl. Juice limes and add chicken bone broth, aloe leaf juice, Truvia and Truvia Nectar. Mix and set bowl aside
- Add the oil to your Pit Boss Cast Iron Roasting Pan and coat the bottom and sides. Place pork inside.
  - Coat pork with dry rub.
- Pour wet ingredients around the pork. Cover with lid and set on the grill.
- Check every couple hours, basting if needed. When internal temperature reaches 195 degrees F (after 6-8 hours), it should easily start to pull apart. Don't pull apart the whole shoulder yet.
- Remove roasting pan from grill and set aside for 1 hour. Remove lid to help speed cooling.
- Once cooled, shred pork into a separate bowl, removing fat. If adding marinade for additional flavor, skim fat off the top and discard.
- Pair with fresh grilled veggies, delicious fruit or make tacos or salads, and voila!

To shop grills, as well as find cooking tips, grilling resources and additional recipes, visit pitboss-grills.com.

By following the keys to healthy grilling, you can create guilt-free meals in 2020.







#### Gilmore Fine Arts Library Media Specialist Earns **Fellowship**

Gilmore Fine Arts Library Media Specialist Valisa Harmon has been awarded a fellowship from Field Day Lab at UW-Madison. This award recognizes Ms. Harmon's excellence in teaching and her commitment to innovation in the classroom.

As part of the fellowship, Ms. Harmon will work as part of a team to design a new educational video game that will be used by elementary school teachers and students across the country. The game will explore the rich world of shipwrecks and underwater archeology in the Great Lakes. Ms. Harmon will leverage her expertise by helping to develop an initial design blueprint and providing her insights as an expert educator. Then she will test the game with her students, providing vital feedback that will influence the game's design.

#### Gateway's Haywood named to statewide 2019 influential black leaders list

Gateway Technical College Executive Vice President/ Provost Zina Haywood was recently named to Madison 365's Black Power 2019, Wisconsin's most influential black leaders list.

The media outlet Madison 365, operated by the 365 Media Foundation, has published the list to "highlight the beauty of the diversity across our state," according to its publisher and CEO, Henry Sanders.

"I want kids here in Wisconsin to see role models of people who are succeeding, to know that it's possible for

African Americans to achieve great things here," wrote Sanders in the online publication. Haywood has more than 30 years of experience in higher education administration and has held various leadership positions at the college and at organizations throughout the state. She has won numerous local and statewide awards, including the 2016 Susan B. Anthony Women of Influence Award in the Arts/Education sector. As the college's chief academic officer, she is responsible for the college's 60-plus academic programs.

You can see the full list of the most influential black leaders at https://madison365.com/ blackpower2019/.



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The Office of Human Resources is looking for volunteers for the KUSD Diversity Recruitment Committee.

The committee will be responsible for providing feedback and input in the development of a diversity recruitment plan for the District.

Please contact Lindsey O'Connor loconnor@kusd.edu by Monday, Jan. 6, 2020 if you are interested in volunteering.



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# **PETS**3 Tips for Finding a Lost Dog

(StatePoint) Dogs are important and adored members of their families, however, millions go missing every year. The reasons are varied and probably not all that surprising. A curious dog might jump over a fence or dig a hole under one. A pup might sneak out a door or gate inadvertently left open. Worn or broken leashes or collars could also allow a dog to escape your control.

Regardless of how a dog is lost, what matters most is getting your pup back home. Here are three important steps to take before and after a dog goes missing:

1. Before your dog ever goes missing, you can help protect your pup. Leverage innovative technology designed to reunite dogs with the people who love them, like the recently launched Wag! Tag, a smarter dog tag from the dog walking and sitting app Wag! Pet parents can use their smartphones to scan the unique code found on the tag to create a profile for their dog with important information, such as emergency and veterinary contacts, vaccination history, food and medicine allergies, and other relevant notes. If your dog ever goes missing, the person who finds your pup can scan the Wag! Tag with their smartphone to access the dog's profile and contact you. The additional information on the profile can help that person contact someone else if you're not available, as well as ensure your dog receives good care until you're reunited. "Our love for dogs is what led us to launch the



Wag! Tag," says Wag! CEO, Hilary Schneider. "A smarter dog tag will help a lost pup return home more quickly by allowing a pet parent to share a lot more information than is possible with a traditional dog tag."

Wag! is launching the tags by first providing them free to animal shelters and rescue organizations to help ensure that once rescue dogs find forever homes, they can be quickly reunited with their families if they ever go missing. The company has a long commitment to helping shelter dogs, donating a portion of its dog-walking proceeds to GreaterGood. org's Rescue Bank. To-date, Wag! has provided more than 8 million meals to shelter dogs in the U.S. For more information, visit tag.wagwalking.com/shelter.

2. Use social media to get out the word. Post to your own feed, asking friends and neighbors to share your post. Reach a wider audience by sharing your post on the pages of local community groups.

3. Of course, don't neglect the traditional tactic of pounding the pavement, asking your neighbors if they've seen your pup, as well as posting fliers in highly-trafficked areas in your community. Be sure to include a recent high-resolution picture of your pet. And of course, keep your eyes open!

You can imagine the heartbreak that a lost pup brings. Luckily, new technology as well as old-fashioned neighborly networking, can help ensure a happy reunion.

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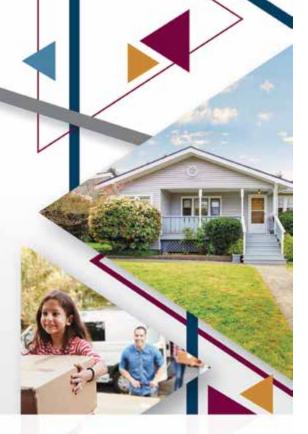


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#### **COMMUNITY**

## **Great Ways to Honor Native Veterans**

(StatePoint) Today, American Indians, Alaska Natives and Native Hawaiians (AIAN) serve in the U.S. military at one of the highest rates per capita of all population groups, according to the Smithsonian Institution. In fact, the AIAN veteran cohort served in the Pre-9/11 period of service in a higher percentage than veterans of other races (19.9 percent vs. 13.3 percent, respectively).

Here are a few ways to honor the legacy and service of Native American veterans of the U.S. military

#### **Learn the History**

Native Americans have served in every major U.S. war, and the history of their service during World War II is particularly significant, as Navajo, Comanche, Sioux and Hopi servicemen developed and memorized special codes based on their languages to send critical messages from the frontlines of battlefields in the Pacific, Europe and North Africa. Known as Code Talkers, their work was instrumental to win battles and save

#### **Support Initiatives**

Organizations that promote appreciation and understanding of the identities and cultures of Indigenous Peoples, as well as honor the achievements and service of veterans, are helping shift the norm and serve as a model to others. Thankfully, many organizations and companies are already taking steps to honor Native American veterans in ways that tangibly improve lives and expand opportunities, such as through housing programs, educational scholarships and hiring initia-

One example is Operation Tiny Home, a non-profit which provides apprentice training workshops for Native Americans to build high-quality, sustainable housing.

Corporate action is also making an

impact. In the case of Wells Fargo, initiatives include having dedicated team members focused on serving AIAN communities in the U.S. with products, services and financial education programs tailored to help tribal governments, tribal enterprises and tribal members succeed financially, as well as through hiring initiatives targeted at veterans

through its Military Affairs Program. The company offers apprenticeships, internships, transition services and leadership training to veterans, as well as employee resource groups, financial education, military leave benefits and other programming.

'Wells Fargo has been the most military friendly company I've ever worked for," says Shanitra Foster, a Wells Fargo personal banker who is Navajo and served in the Army National Guard as a military police officer. "My team really supported me when I take time off for my drill weekends.

For more information on financial support in Native communities at wellsfargo. com/jump/enterprise/native-people.

#### Visit a New Monument

A visit to the U.S. capital has long held opportunities for learning about U.S. military history, and soon, those who make the trip will have a dedicated site where they can honor AIAN veterans across generations. In November 2020, The National Native American Veterans Memorial will be unveiled in Washington, D.C. on the National Mall, representing the first time the country will recognize the distinguished service of Native Americans in every branch of the U.S. Armed Forces. Local historical sites and museums nationwide also pay tribute to military history and Native veterans.

Take steps to learn about the contributions of Native Americans in the military and find ways to honor their service.





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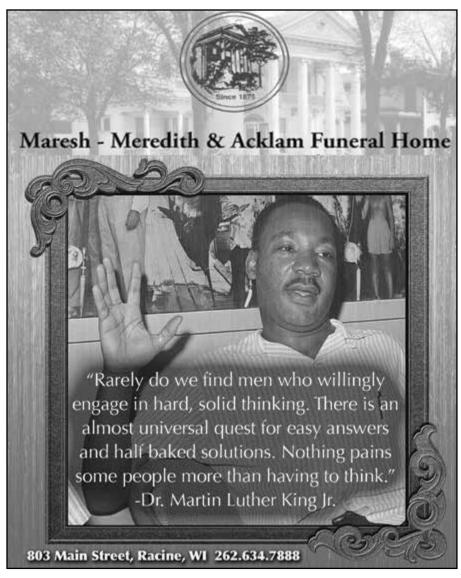
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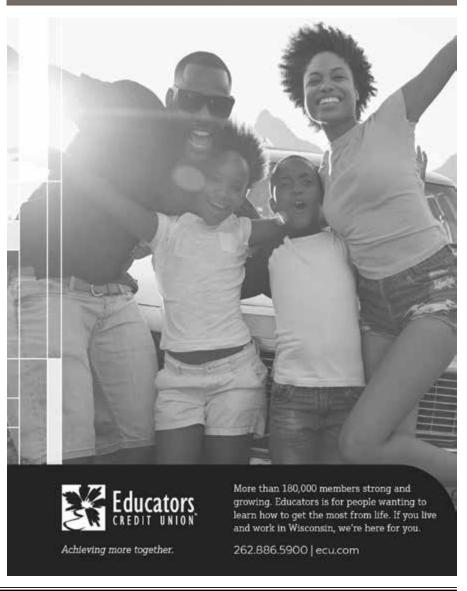
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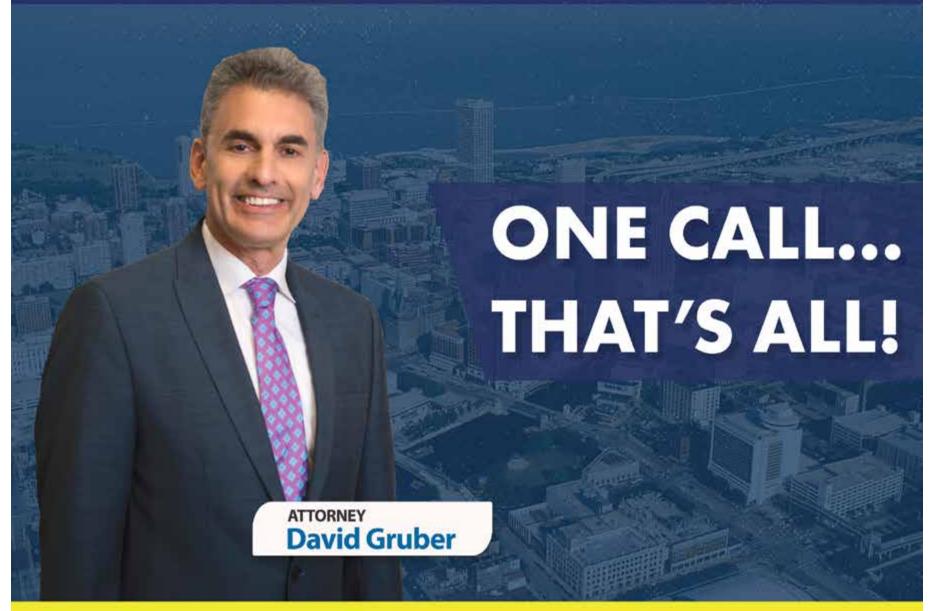
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#### PERSONAL FINANCE

## **How to Prepare Young Adults for Financial Independence**

(StatePoint) As you prepare your young adult for college and beyond, it's important to talk about the road to financial independence, which includes building healthy credit. This is vital for big life moments like getting a car, apartment, house or job, and your child's credit report will be the

financial resume necessary to help him or her achieve these goals

Use these tips to talk to your student about how to build a financial resume to be proud of, so he or she can confidently take steps toward financial freedom and flexibility.



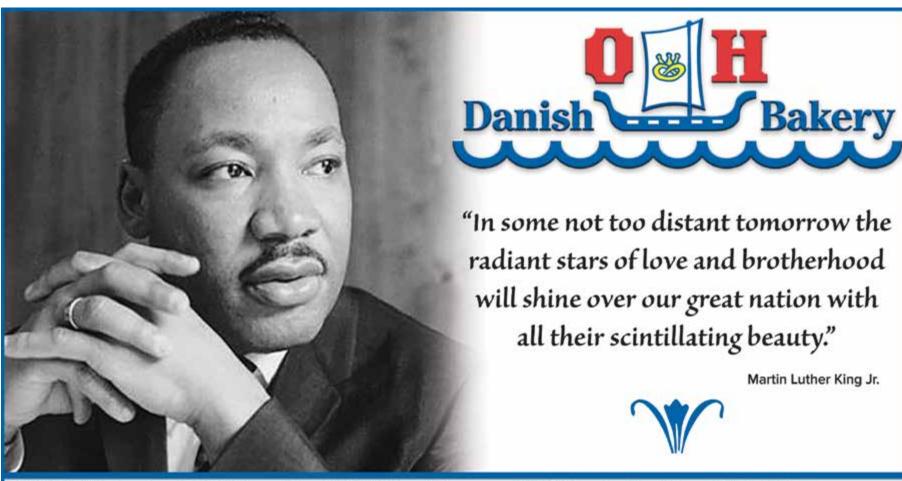
omnkeybusinessimages / iStock via Getty Images Plus

- Help build credit history early: It can be challenging to get started on your own without previous credit history. As a parent, you can help start building your child's financial resume early by adding him or her as an authorized user on your credit card. Just be sure you always pay on time, because your child will inherit that part of your credit story. Set clear guidelines about card usage before adding anyone as an authorized user. Then, monitor your young adult's card use and always pay on time, because all reported account activity, including negative information, will impact both your credit.
- Explain the importance of on-time payments: It's essential to consistently pay all bills on time to build credit health and a story of trustworthiness on your child's financial resume. If your young adult is renting, the landlord may report rental payments to the credit reporting agencies, so ensure he or she always pays on time. Talk about putting your student's name on phone or utility accounts, and then maintaining good standing with on-time payments. Timely student loan payments can also help build credit health. Explain that if accounts go into collections or delinquency, that information will hurt credit health.
- · Monitor credit reports regularly: Those building credit for the first time should understand what financial story they're tell-

- ing creditors. Young adults who move often should confirm that their current address is on their report, along with accurate, up-todate information for everything else on file. Inaccuracies can negatively impact credit health and ability to get credit. Everyone is eligible for one free credit report from each of the nationwide credit reporting agencies each year. Have your child take advantage of this opportunity at annualcreditreport.
- Carefully consider a credit card: When your young adult is ready for it, discuss opening one credit card in his or her name, to start building credit length -- another important credit score factor. A student credit card may be a good choice because they generally have lower limits. But be sure your young adult does some research to find the best fit for his or her situation. Opening a card, keeping the balance low and making on-time payments can help young adults build their financial resume's story of responsibility, which could lead to more creditworthiness in the future.

For more tips on how to build credit health, follow @TransUnion on Instagram and download the TransUnion parent toolkit at transunion.com/pathtocredit.

The college years can be a critical time for young adults in many ways. Parents should encourage students to use these years to get started building the credit health they'll need to achieve their financial goals.



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#### **FITNESS**

## Tips for Relieving Joint Pain in the New Year

(StatePoint) The health benefits of regular exercise are undeniable, and the U.S. Department of Health and Human Services recommends 30 minutes of exercise at least five times per week. However, high-impact exercises like running and weight training can lead to joint pain, especially if you have a joint condition. The good news is that smart exercises with low impact can alleviate joint pain and deliver the same health benefits.

Here are a few tips to consider for a healthy start to 2020:

#### **Keep Moving**

Trying to protect your joints by not moving actually does more harm than good. Regular exercise can actually help joint pain and ease symptoms of chronic joint conditions, according to the Centers for Disease

Control and Prevention. Just be sure to talk to your doctor about your exercise plan before you get started.



#### **Go Low Impact**

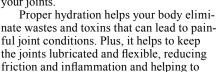
You don't need to put tremendous weight on your joints or jump up and down in order to break a sweat or elevate your heartrate. When you're already in pain, this type of exercise can actually make things worse. Instead, opt for high-quality, low-impact workouts.

There are now exercise machines available for home use that provide the same quality low-impact workout you'd get in physical therapy. Consider the Teeter FreeStep Recumbent Cross Trainer, a seated exercise machine that takes the weight off the joints while torching calories.

Unlike other recumbent machines which can be bad for the knees, the FreeStep mimics a natural stepping motion that prevents knees from traveling over the toes, as well as stabilizes the back and hips. And you don't have to sacrifice workout quality – in fact, research shows that FreeStep users burn 17.4 percent more calories than when using a recumbent bike at the same level of effort. Beyond calorie burn, it also offers full-body resistance training, which is especially important, as weak muscles can be a root cause of pain.

#### **Hydrate**

It may seem obvious, but ensuring that you drink the recommended daily intake of water is vital to reducing pain in your joints.







maintain healthy tissue.

#### **Stretch Daily**

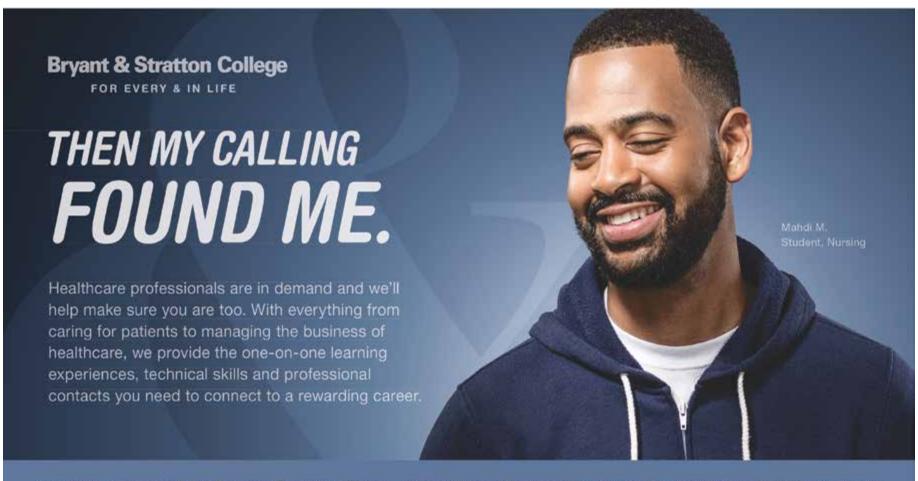
Stretching increases flexibility and range of motion, improves movement and function, reduces pain and stiffness and prevents further injury. Just remember to move slowly and keep it gentle.

At the very least, spend a good five to 10 minutes in the morning stretching your

hamstrings, quadriceps, calf muscles and hip flexors.

For a free photo guide to "5 Daily Stretches to Relieve Knee & Joint Pain," plus a code for \$75 off the FreeStep (good through January 31, 2020), visit teeter.com/freestep-guide.

With the right exercises and maintenance program, you can improve your health and get a stronger body, without pain.



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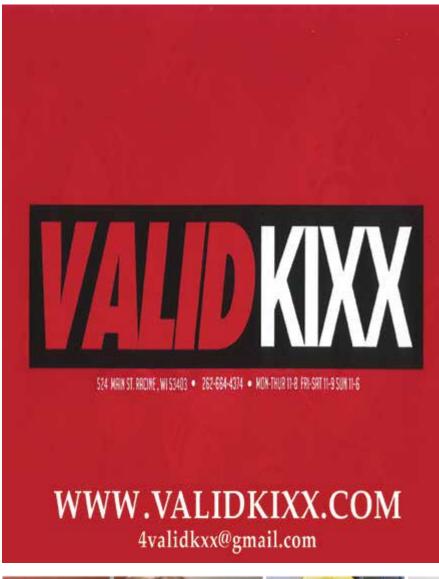


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## You Auto Know About Active Safety Features

#### by Tom Kral

Now more than ever car buyers are confronted with a bewildering array of safety features when pur-chasing a new vehicle. But what are they and why should they be important to you?

Safety features can be lumped into two broad categories: active and passive. Active features help the driver avoid an accident. Passive features protect occupants when a collision is unavoidable. We will look at a few from the first group—active safety systems; how they work and their benefits to you.

#### **Anti-lock Braking Systems**

Most active features are tied to advances in the electronic management of braking systems. Basic anti-lock braking systems (ABS) have been around for years and are virtually universal today. ABS pumps your brakes faster than humanly possible to prevent wheels from locking up and skidding uselessly on slick surfaces. Skidding front wheels can't steer a vehicle. Rapid pumping allows the wheels to continue to rotate and therefore maintain at least marginal steering ability. That's especially useful when avoiding trouble on slippery roads. A good way to remember what ABS does is: the Ability to Brake and Steer at the same time.

#### **Stability Control**

Stability control is the most important recent advance in active vehicle safety. It's so important that the National Highway Traffic Safety Administration (NHTSA) has made it a mandatory feature on all vehicles by 2012. Stability control is said to be the greatest





safety advance since the seat belt. NHTSA estimates over 10,000 lives a year could be saved if every vehicle had it now.

Stability control is called different things by car companies. It may be referred to as electronic stabil-ity control (ESC), vehicle stability control (VSC), vehicle stability assist (VSA),

or by other labels. Regardless, the function is the same. Stability control is a derivative of ABS. Here, however, all the brakes can be controlled individually or in concert to help keep a vehicle on its intended path.

Sensors know the desired direction of travel based on the position of the steering wheel and other input. Say a driver wants to make a left turn. She turns the wheel but is going too fast for the corner and the car skids straight ahead. Instantly the VSC steps in and punches the right front brake, putting more weight on that tire. It also cuts engine power momentarily. Now the back end begins to slide to the right. The system punches the left rear brake to retard that rotation and keep the back end where it belongs. The turn is successfully completed. Whew! And it all happens faster than you can read this sentence. That's stability control. Ask for it

on your next car.

#### **Brake Assist**

Brake assist (BA) is another new and desirable feature. A sensor measures how fast the driver lifts off the gas and hits the brake pedal. If it's quick enough, a panic stop is indicated. BA will then blast the brakes with all its force, assuring the quickest stop possible. The difference may be only two or three feet, but that's a lot of sheet metal!

#### Electronic Brake-force Distribution

Electronic brake-force distribution (EBD) automatically adjusts the amount of braking power be-tween the front and rear axles based on a vehicle's payload. If you are carrying multiple passengers, heavy cargo,

or towing a trailer, EBD will sense that and direct more brake force to the rear brakes for more effective, even stopping performance.

#### **Traction Control**

Traction control is like ABS in reverse. Both share the same wheel spin sensors and ability to pulse the brakes. How they differ is that traction control limits wheel spin under acceleration. If a driven wheel begins to spin, the system will pulse the brake on that wheel and cut engine power briefly, until the spinning has stopped and traction is achieved. That affords controlled acceleration on slippery surfaces.

#### What's Next?

More active safety technology is on the way. Some manufacturers already offer

active cruise control where the system automatically disengages if the car gets too close to another. Fog-piercing radar warning systems and night vision augmentation are being produced. So are automatic emergency braking systems and lane-keeping sensors. Cost is usually the only limiting factor.

While none of these technological wonders is a substitute for an attentive driver controlling his or her speed, they can often mean the difference between, "Wow, that was close!" and one really bad day.



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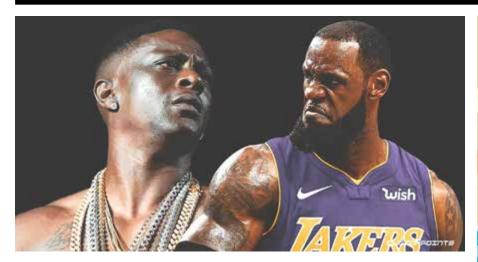






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#### LeBron James gives game-worn shoes, Lakers jersey to favorite rapper Lil Boosie

#### by Virgil Villanueva

After their hard-fought win over the Atlanta Hawks on Sunday, Los Angeles Lakers star LeBron James gave his gameworn shoes and jersey to one of his favorite rappers, Lil Boosie.

Lil Boosie, as it turns out, is also Anthony Davis' guy.

Lil Boosie, of course, was thrilled that he got autographed game jerseys and shoes from two of the best players in the NBA today.

Lil Boosie received the gifts right after the Lakers' win over the Hawks, 101-96. Though the two teams are in no way matched up against each other in terms of standings, Sunday's duel was a competitive and entertaining one.

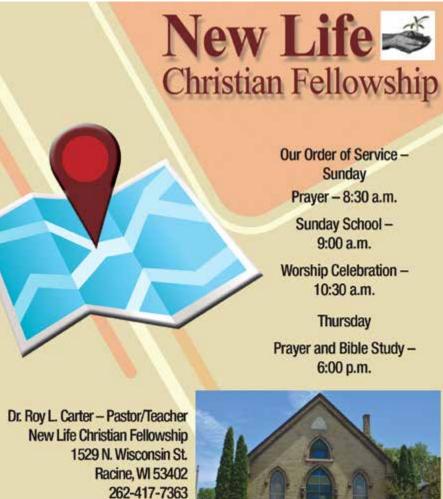
James and Davis put up great perfor-

mances as usual. James had 32 points, 13 rebounds, seven assists and three blocks. He was 12-of-21 from the field and drained four 3-pointers on 10 attempts.

Davis, meanwhile, had 27 points, 13 rebounds and two blocked shots. However, an injury scare occurred late in the game as Davis awkwardly landed on his left foot, held on to it while grimacing in pain. Fortunately, the Lakers diagnosed it as 'ankle soreness' and didn't seem serious.

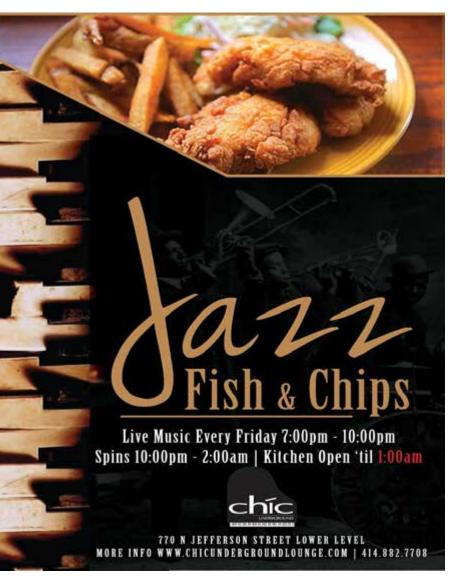
The Hawks, meanwhile, extend their losing streak to four games. Against the Lakers, Trae Young had 30 points, six rebounds and seven assists. Jabari Parker chipped in 12 points and five rebounds, while Damian Jones and Cam Reddish had 10 points apiece.

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