Centreville Labor Resource Center

ANNUAL REPORT

A YEAR OF CHANGE

A PROJECT OF THE CENTREVILLE IMMIGRATION FORUM

JANUARY-DECEMBER 2016
DEAR VALUED SUPPORTERS,

Centreville Immigration Forum formed in 2007 to listen to community needs, and grew when we accepted the 2010 challenge to establish job services and skills training for new immigrants and others who need employment.

Today, the CIF Board of Directors represents the wide community of stakeholders, including business, civic, and church leaders, along with the employers and members we serve. Thanks to the great generosity of businessman A.J. Dwoskin and the steady support of former Fairfax County Supervisor Michael Frey, the Center opened in December 2011. Since then, the Center has served nearly 900 workers and more than 900 employers. Every year about 100 volunteers contribute to the success of the Center, and allow it to provide both language and skills training, so that workers can move into new areas of employment.

CIF is entirely privately funded, and as it began, is “a local solution to a local problem.” We are grateful every day for our donors and volunteers who help us create a welcoming community. Our members come from around the world from: Nigeria and Afghanistan to Central America, South America, and Virginia. At the Center, all find a safe place to find work, to ask questions, to build a future—a place where skills, dignity and hope are honored. We invite you to join us in this work!
To implement sustainable programs that provide immigrants in need with the means to:

1. Improve their lives and become more integrated into the community
2. Improve communication and cooperation amongst all groups serving immigrants
3. Build community recognition of our strength in diversity
A BRIEF SUMMARY OF THIS YEARS IMPACT

$310,961 raised for operations

292 members served

21 skills training classes

1,097 JOB PLACEMENTS

344 ESOL class participants

$4,350 lost wages repaid to members

1,620 volunteer hours

90% employer satisfaction rate

$4,350 lost wages repaid to members
Local Businesses
Faith Communities
Foundations
Individuals

A special thanks to AJ Dwoskin and Associates for our locale

View the full list of our gracious donors on p. 32 of this report

THANK YOU!
DEDICATED
BOARD
OF DIRECTORS

Alice Foltz, President
Ed Duggan, Treasurer
Jim Daniels, Co-Chair, Communications
Brayan Geronimo Perez Brito
Ambrocio Benito Reymundo-Chavez
Pedro Brito Cobo
Lisa Johnson-Firth
Luis E. Flores
Hubert C. Graves
Leonor Mariona
Carol C. Robinson
Marcial Q. Santos
Stephen C. Vandivere

OUR
STAFF
ROCKS

Terry Angelotti, CIF Executive Director
Jasmine Blaine, CLRC Director
Marley Pulido, Organizer
Leonor grew up in Honduras. She put forth much effort to attend school through eighth grade, but then began working with her mother, cooking for the army. She struck up a romance with one of the soldiers and after they married, went to secretarial school and found a government job. She and her husband raised a family and eventually their children decided to come to the U.S. Leonor and her husband followed. Leonor worked as a nanny and housekeeper. She went to the local library to learn English and it was there that she met “Miss Alice” who taught her English. Alice invited Leonor to come to meetings to discuss the needs of immigrants in the community. Much of the conversation centered on the large number of day laborers who waited for work outside the library. The group decided to open a Labor Center and when the Center opened, Alice invited Leonor to come there for classes.

Leonor found a welcoming atmosphere. She was the only woman, the only person over forty and one of the few people not from Guatemala. Yet she found common ground and reached out to the young men, taking on a grandmotherly role. She took a few housecleaning jobs, but mostly came for the English classes and the fellowship. Leonor says the Labor Center gives her a place to belong since her husband passed away. Last year she took on a more formal leadership role on the Directiva worker advisory committee and now she serves on the organization’s Board of Directors. She is in a unique position to talk with both men and women in the community to find out what their needs are, then speak out for them at the Board meetings. She was a strong voice at the Board’s annual goal-setting session last year. Leonor is an example of the impact the Centreville Immigration Forum has on the community—providing not just jobs and increased income, but educational and cultural opportunities, and opportunities to develop leadership skills.
1. ORGANIZING (1)
   Leadership Development (2)
   Wage Theft (6)
   Culture (7)

2. CLRC REPORT CARD (8)
   Employer Reviews (9)
   CLRC Stats (10)
   Skills Training (13)
   English Classes (15)

3. CIF Facts & Figures (16)
   Volunteers (17)
   Financials (18)
   List of Donors (21)
COMMUNITY ORGANIZING

ORGANIZING

- LEADERSHIP DEVELOPMENT
- WAGE THEFT
- CULTURE
In December 2016, the Centreville Labor Resource Center successfully celebrated its fifth year anniversary! While the event went seamlessly, it is important to recognize the work performed single handedly by Pedro Brito Cobo.

Pedro was the key player in organizing the event from the music to the food to inviting people to the event. On the actual day more than 100 community members, volunteers, staff, and board members came together to celebrate.

Pedro is skilled in construction trades, and often gets jobs through the Labor Center. He has spoken powerfully in Washington, DC, in his native Ixil language, about the need for indigenous people to work together. He personally experienced the loss of community that accompanied war in his region of Guatemala, and he knows the importance of rebuilding.
Brayan Brito is a young leader in our community who is passionate about encouraging our youth to continue their education.

Brayan was instrumental in creating a partnership between CIF and students from George Mason University that resulted in seven young people from the community visiting the campus for an introduction to a college setting. Brayan made sure that the event included GMU student leaders in STEM.

Brayan came to the US fleeing violence that surrounded his home in Guatemala and made education impossible. Now he is an honors high school student who loves science. His teachers and GMU mentors encourage his dream to be an astrophysicist. He also treasures the rich Mayan history and Ixil language, and wants to preserve these for other young people.
To be a leader is not easy, yet it is not hard either. You need a good heart and to give yourself completely to the cause without worrying about the sacrifices you will make."

DIEGO GUZMAN
CLRC MEMBER

Our community experienced a tragedy this past October when a young woman, Magdalena, was struck by a car on her way to work and suffered life-threatening injuries. Magdalena's family lives in Guatemala and scrambled to get a humanitarian visa to come to the U.S. to support her in her time of need, but were unsuccessful.

Diego Guzman took on the responsibility of helping organize efforts to unite Magdalena with her family. He made various trips to the Guatemalan Embassy and collected donations from the community to assist with her medical bills. Unfortunately, the family was unable to get a visa in time, and Magdalena passed away.

Even after Magdalena passed, Diego and the community continued to help with funeral arrangements and communicated with the family. planned a memorial service and continued to communicate with the family to help with funeral arrangements in Guatemala.

The efforts put forth by Diego and the community to provide the highest level of support to Magdalena and her family in their time of need was not only inspiring, but created strong bonds within the community.
Each year CLRC partners with George Mason University’s Conflict Resolution class, the Institute for Immigration Research, and local churches to hold a series of immigration stories. The purpose of these stories is to "put a face" to immigration.

In order to do this, we rely on our valued members to travel with us to varying locales and share their stories of immigration. The stories focus on reasons for leaving their home country, the immigration journey itself, and members' goals and aspirations.

The series have been extremely impactful to the various audiences and our speakers have been asked back time and time again.

Not only do the stories impact our audience, but these talks provide members with personal development and public speaking opportunities. Our members have spoken in front of small groups (5-10) and large groups (75-100) with coaching from CLRC staff.
WE FIGHT WAGE THEFT IN OUR COMMUNITY

The Centreville Commission for Labor Justice (CCLJ) was formed to help community members recover lost wages and prevent future loss by wage theft. Begun in 2015, the CCLJ has gained a strong reputation in the community and continues to empower members.

$17,422 WORTH OF PENDING WAGE THEFT CASES

$4,350 WAGES RETURNED TO WORKERS

6 WAGES CASES WON

6 CASES IN PROGRESS

6 CASES ABANDONED BY COMPLAINANT

*Cases are pursued in collaboration with the complainants, if complainants no longer wish to pursue a case then it is dropped.

On August 11, 2016, CCLJ and other community members joined together to protest Sweet Home Improvements. The company owes more than $40,000 in unpaid wages.
The CIF partnered with the Mayan League to bring a marimba, traditional Guatemalan musical instrument, to the center to allow members to learn and practice playing traditional music.

On September 16th, 2016 CIF member Odylia made two presentations at the Smithsonian National Museum of the American Indian on preservation of Ixil culture and the ways the Centreville Immigration Forum is supporting this effort.

Left: Alvi, Center: Javier, Right: Pedro

Odylia in her traditional red Ixil dress with other presenters at the Smithsonian Auditorium.
CLRC YEARLY PERFORMANCE

REPORT CARD

• EMPLOYER REVIEWS
• LABOR CENTER STATS
• SKILLS TRAINING
• ENGLISH AS A SECOND LANGUAGE (ESOL)
Employer feedback is extremely important to the CLRC. In fact, our office calls employers who have hired through us on a weekly basis to follow up on jobs that went out during the week.

90% RATED EXCELLENT OR GOOD

"Best thing I could have done was go through the Center as opposed to my usual way. I am recommending this service to all my friends. It was a bit far, but completely worth it. Luis was so helpful and a really great guy!"
--Paloma Tremols

“All three of the workers I have hired from the Center have done a wonderful job! We were thrilled with the quality of their work and very impressed with their work ethic.”
--Denise Helm

“For the longest time I was looking for someone who could do everything. We found Juan and he is a treasure. We have lots of projects for him!”
--Samanthie Silva

N= 415
Total Jobs= 1,097
Response Rate: 37.6%
Job Placement History

Over the past three years, the CLRC has seen an increase in the number of jobs placements per year. In 2015, we broke the 1,000 job mark and jobs have remained stable in 2016.
The most visual component of our organization is the CLRC. This past year we matched 1,097 employers with capable workers for their home projects. Many jobs requested more than one worker. That is a huge impact!

1,097 **JOBS ARRANGED**

50% **HIRING RATE**

292 **INDIVIDUALS SERVED**

12 **PEOPLE/DAY USE CLRC FACILITIES**

6 **PEOPLE EMPLOYED PER DAY ON AVERAGE**
The CLRC prides itself in our ability to provide jobs that pay fair wages to our members. In the state of Virginia a fair wage (one that allows an individual to pay for all necessities - food, clothing, lodging) is $14.50 per hour. We were able to provide workers an average hourly wage of $15.23 per hour, surpassing the fair wage of Virginia.

### Average Wages and Hours Worked by Payment Type in 2016

<table>
<thead>
<tr>
<th>Payment Type</th>
<th>Average Wage</th>
<th>Average Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flat Rate Average</td>
<td>$70.29</td>
<td>3.34</td>
</tr>
<tr>
<td>Per/Day Average</td>
<td>$130.81</td>
<td>8.05</td>
</tr>
<tr>
<td>Per/Hour Average</td>
<td>$15.23</td>
<td>6.58</td>
</tr>
</tbody>
</table>

In an effort to further promote fair wages, workers at the CLRC decided to implemented minimum payment requirements for jobs that are 4 hour or less. The benefits employers who want short jobs completed while ensuring workers will make fair wages for their time spent working.

**New Minimums (4 hours or less)**

- $60 dollars (Landscaping)
- $75 dollars (Moving & Skilled Labor)
A variety of educational opportunities are available at the Center. Skills training enhances and expands the workers' current skill set. Increased English proficiency facilitates communication between workers and employers. Information on public transportation allows workers to access both jobs and community services. Classes with information on health, legal issues and financial planning allow workers to succeed in all areas of their lives.

<table>
<thead>
<tr>
<th>Class Type</th>
<th># Classes</th>
<th># Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrical</td>
<td>9</td>
<td>92</td>
</tr>
<tr>
<td>ESOL</td>
<td>96</td>
<td>344</td>
</tr>
<tr>
<td>Financial Planning</td>
<td>5</td>
<td>35</td>
</tr>
<tr>
<td>Health</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Leadership</td>
<td>6</td>
<td>36</td>
</tr>
<tr>
<td>Legal</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Literacy</td>
<td>17</td>
<td>112</td>
</tr>
<tr>
<td>Safety</td>
<td>12</td>
<td>85</td>
</tr>
<tr>
<td>Transportation</td>
<td>4</td>
<td>75</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>148</td>
<td>728</td>
</tr>
</tbody>
</table>
SKILLS TRAINING FOR WOMEN

The CLRC has a predominately male leadership, which acts as a barrier for women to participate in general skills training opportunities held at the Center. Due to these "barriers" the CLRC has make efforts to offer training opportunities specifically to women in our community on topics requested by the women.

TRAINING OFFERED

- Sewing Classes
- English Classes
- Family Literacy

UPCOMING CLASSES

- House Cleaning 101
- Green House Cleaning

In the fall, 2016, CLRC partnered with the Centreville Public Library for a family literacy program, which entailed bilingual story time where mother's and their children could learn to read and speak English and Spanish together.

A special thank you to the Giving Circle of Hope for their grant that financially supported these activities.
LEARNING
ENGLISH
STEP BY STEP

We offer English for Speakers of Second Languages (ESOL) throughout the week at our Center in an effort to provide members with opportunities to learn English in a safe and welcoming space.

500 VOLUNTEER TEACHER HOURS IN 2016
8 DEDICATED VOLUNTEER TEACHERS
5 MORNING CLASSES PER WEEK
1 EVENING CLASS PER WEEK

WHY IS IT IMPORTANT TO LEARN ENGLISH?

"It (English) is the language of this country. Knowing English makes everything easier even simple communication, buying food, communicating with employers- everything. Being in this country without English is like being in harsh winter without a jacket."
---Eddi

"So that we can communicate with people in our immediate surrounding."
---Nicolas

"For example, to me it is important to learn English because if I am trying to complete a job and I don't know how to ask for a tool- how am I going to finish the job?"
---Felix
CIF YEARLY PERFORMANCE

FACTS & FIGURES

- VOLUNTEERS
- FINANCIALS
- LIST OF DONORS
ESSENTIAL VOLUNTEER COLLABORATIONS

1,620 TOTAL VOLUNTEER HOURS

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>700.7</td>
</tr>
<tr>
<td>Operations</td>
<td>410.8</td>
</tr>
<tr>
<td>Committees</td>
<td>215.8</td>
</tr>
<tr>
<td>Administration</td>
<td>145.1</td>
</tr>
<tr>
<td>IT</td>
<td>110.5</td>
</tr>
<tr>
<td>Board Meeting</td>
<td>27.3</td>
</tr>
<tr>
<td>Accompany &amp; Transport</td>
<td>10.4</td>
</tr>
</tbody>
</table>

Year to Year Comparison

Get Involved!

Volunteers are an essential component of our organization. We are always on the hunt for talented and passionate volunteers.

Reach out to our volunteer coordinator at volunteer@centrevillelrc.org or visit our website to learn more about volunteering with us!
The CLRC has seen an increase in both total budget and overhead costs. The total budget has increased to allow the organization to provide additional programs and educational activities to members. Overhead costs have increased primarily due to inflation.

**Total Budget**

<table>
<thead>
<tr>
<th>Year</th>
<th>Cost/Month</th>
<th>Cost/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$22,589</td>
<td>$271,068</td>
</tr>
<tr>
<td>2016</td>
<td>$22,950</td>
<td>$275,400</td>
</tr>
</tbody>
</table>

**Overhead Costs**

<table>
<thead>
<tr>
<th>Year</th>
<th>Cost/Month</th>
<th>Cost/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$5,923</td>
<td>$71,076</td>
</tr>
<tr>
<td>2016</td>
<td>$6,000</td>
<td>$72,000</td>
</tr>
</tbody>
</table>

Costs Include:

- CLRC Administration & Programming
- Outreach Activities
- Activities to achieve CIF mission

Costs Include:

- Rent
- Utilities
- Common Area Fees

Thank you AJ Dwoskin & Associates!
The three largest spending categories for the CIF are the labor center, organizing, and administration; respectively.

Administration includes community presentations and networking, as well as record keeping.
Sources of Income

Gifts in Kind, Foundation Support, and Religious Organization Grants are the largest sources of expected income for the CIF.

We are extremely grateful to all of our donors for their continued supporters and to the the organizations that provide us with the opportunity to apply for grants.
Foundations
Catholic Campaign for Human Development (USCCB)
Meyer Foundation
R&M Fink Family Trust
The LWH Foundation
The Morris and Gwendolyn Cafritz Foundation
Community Foundation for Northern Virginia Grymes Fund
Peter F and Mary W Levin Philanthropic Fund
Wolf Run Foundation
Wyman Foundation

Business & Other Organizations
AJ Dwoskin & Associates
Kendall Philanthropic Gift Fund
Pikrallidas & Associates
Rotary of Centreville and Chantilly
Westfield Business Owners Assoc.

Faith Communities
Centreville United Methodist Church
St. Mark Catholic Church
St. Mary of Sorrows Catholic Church
Centreville United Methodist Women
Church of the Nativity
Korean Central Presbyterian Church
Engedi Senior Club KCPC
Potomac Association United Church of Christ
St John Newmann Catholic Church
St. Robert Bellarmine Chapel at GMU
United Christian Parish
Wellspring UCC

YOU ARE APPRECIATED
THANK YOU
DONORS
SMALL & LARGE

Individuals
Jose Aunon, DDS
Steven Beuttel & Patsy Brown
Thomas Costello
Tina L. Dela Rosa
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Patricia Lawless
Dr. Tong S. Park
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