



Centreville
Immigration
Forum

2014 Annual Report





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EIN46-3065114

February 2015

Dear Friends of Centreville Immigration Forum,

The past year has been exciting for CIF, and we are grateful for the faith and enthusiasm of countless supporters who have made it possible for CIF to grow and flourish.

We began 2014 with significant cash-flow issues, and our staff stepped up and offered to keep the Center open for usual business hours, even with reduced staff hours. Members of the Board and others increased their volunteer time, both for development work and for general operations. Workers also increased their activities to ensure that the Center could stay open. This is the back-story for the wonderful data included in this report: jobs up 15%, and number of workers hired up 18.5%. This is the hidden story behind the great new initiatives, in literacy, ESOL, skills training, and new worker groups.

The hidden story is commitment to our goals: creating a welcoming and healthy community for immigrants, and building appreciation for the strength in our diversity.

CIF has two major projects:

- (1) **Centreville Labor Resource Center** continued to provide fair wages for temporary laborers and safe hiring conditions for employers. Since the first year of operation, no workers hired at CLRC have faced wage theft, which is common in street-corner markets; and staff routinely follow-up with employers to ensure job satisfaction. In 2014, workers improved their skills and got more work, producing greater stability for themselves and their families. Worker leaders organized a Directiva to plan for classes and programming, and the general Asamblea reviewed Center rules and code of conduct.
- (2) **International Showcase, the dance and music event on the last Saturday in April**, grew last year to include 8 different performing groups representing cultures around the world; over 200 people came to enjoy the show and the dishes from the kitchens of local international restaurants. This is also a fundraiser for CIF, and in 2014 we raised nearly \$7000 for our operations, through donations, food sales, and a silent auction. The event announcers spoke three languages—Korean, Spanish, and English—highlighting some of the diversity that we celebrate.

On August 1, Centreville Immigration Forum began operating as a completely independent 501c3 nonprofit. This transition required new systems for volunteers and staff, and included hiring Terry Angelotti as our first CIF Executive Director.

We invite you to join our exciting work, living and growing our international community!


Alice Foltz, President
CIF Board of Directors

The Centreville Labor Resource Center is located at 5956 Centreville Crest Lane, on the lower back side of the Centreville Square Shopping Center. It is open 6AM-noon Monday through Saturday, nearly every day of the year. Call 703-543-6272 to schedule a job, or just walk in!

For more information, visit our website at

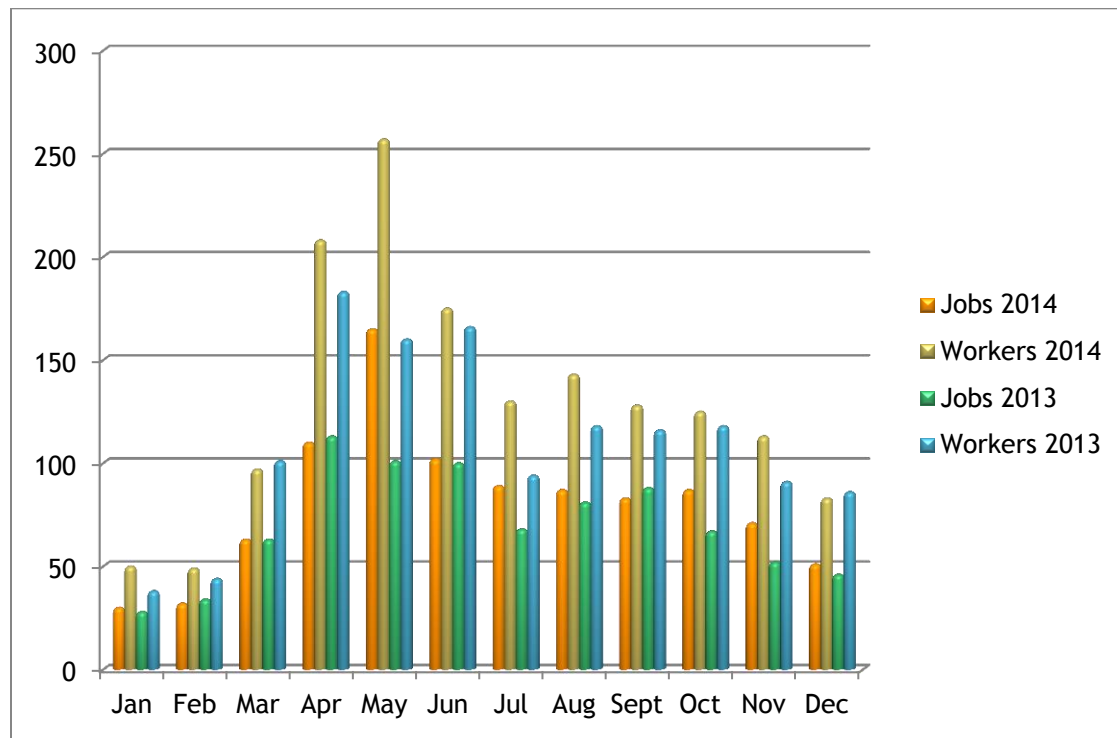
www.centrevillelrc.org

Job Development and Hiring

Review of 2014

This area is at the heart of the purpose of the Centreville Labor Resource Center.

Outreach plans to engage new hiring entities were limited due to budget constraints. Nevertheless, we still saw an increase in the number of workers employed through the Center. Our goal was to increase job opportunities by at least 20% in 2014 when compared to 2013. Actual figures show that **jobs were up 15%**, with the **number of workers hired up 18.5%** (more workers were hired for each job), despite the limited employer outreach over the winter months. This leads us to believe that with a well-designed outreach plan and staff time to implement it, job growth will continue to rise.

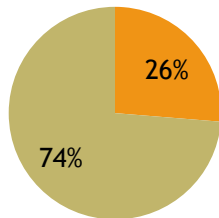


Looking Ahead to 2015

- Postcard mailings to local homeowners not easily reached through residential flyer campaigns.
- Advertisements in local school program books to spread the word about hiring opportunities.

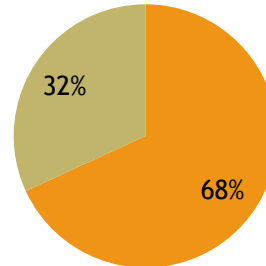
2014 New vs Repeat Employer

■ New Employers ■ Repeat Employers



2014

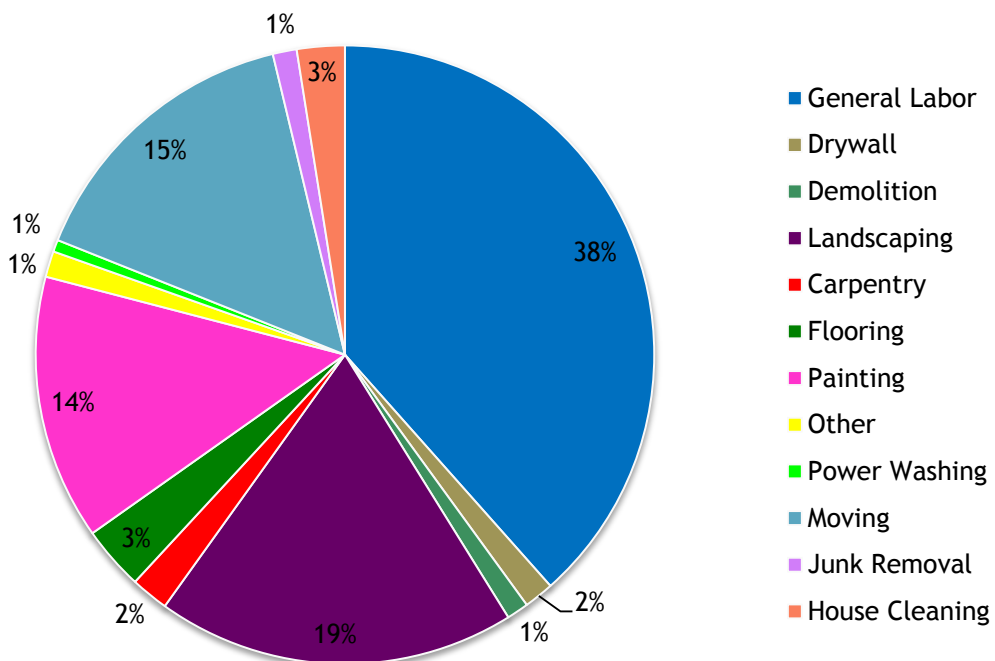
■ Homeowners ■ Contractors



Who is hiring workers from the Labor Resource Center?

What type of work are laborers being hired to do?

2014 Job Types



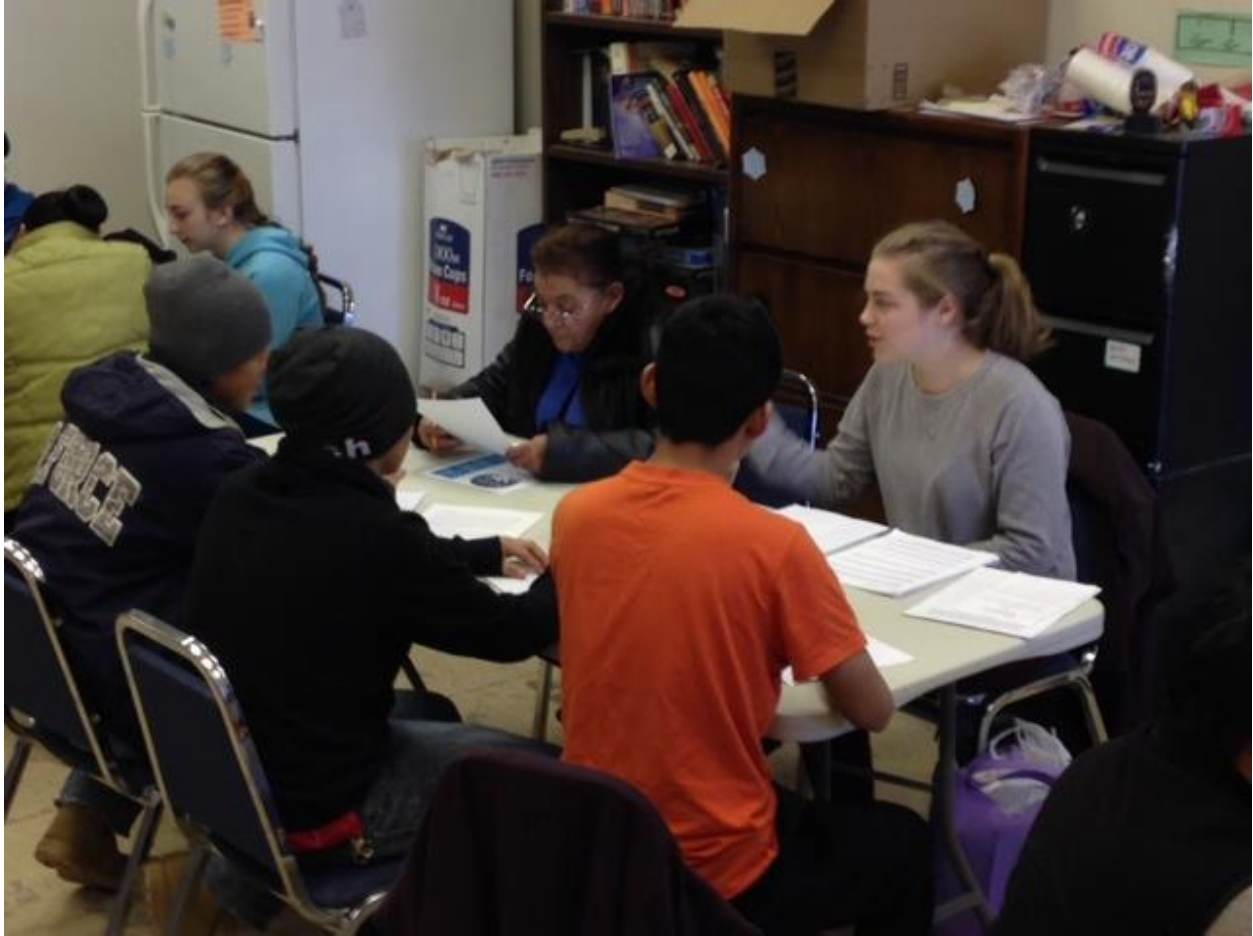
Language Learning

Review of 2014

One goal for 2014 was to re-organize the English for Speakers of Other Languages (ESOL) program. This was the area that staff prioritized and that the addition of our volunteer coordinator has most impacted.

- An evening ESOL class began in January, using workbooks and following a set plan of advancement. With two teachers available, the class is divided into a beginner and an advanced group.
- A Spanish literacy class met on Sunday afternoons in the winter of 2014. This allowed workers who did not finish their education in their home country to increase literacy skills in Spanish and lay the groundwork for better understanding of English.
- A pilot program in 2014 was a class in basic Korean, since many of the small contractors who hire through the Center speak Korean as their first language and have limited English skills. After initial interest, participants decided to focus on developing English skills instead.
- Daytime classes continued to serve whoever is available that day at the Center. Although a formal program of study is not possible due to the inconsistent attendance (only those who do not get hired for the day are able to participate) these classes still fill an important need in expanding basic, practical vocabulary and in improving English speaking ability.
- A Saturday ESOL class geared toward women continues. Some participants bring their children, who color, do puzzles and play games to help with English and culture skills while the mothers are learning.

Class type	Number of Sessions	Total Attendees	Average Attendees per Session
Daytime ESOL	182	783	4.3
Nighttime ESOL	14	83	6
Spanish Literacy	10	33	3.3
Daytime ESOL w/Korean	15	57	3.8



Looking Ahead to 2015

- Labor Resource Center staff is now identifying a partner who will provide class materials and teacher training for a Spanish literacy beginning in September, 2015.
- Pre- and post- testing of students will allow for better evaluation of programs. A set weekly curriculum for daytime drop-in classes and teacher resources makes class preparation easier for volunteers and instruction more consistent for students.
- Focus on capacity-building in evening ESOL classes, with longer-running sessions.
- Make more referrals to other programs that offer more advanced classes.

Skills Training

Review of 2014

The Green Garden Box Project provides carpentry skills training and income to workers at the Centreville Labor Resource Center while providing the community a source for raised bed garden boxes. The carpentry training includes safe use of table saws, precise measuring/basic math and thorough clean-up of work area: all skills transferable to other jobs.

In 2014 for the first time, the Labor Center was able to offer a painting and drywall class taught by a Northern Virginia Community College instructor.

Computer Literacy classes were taught by a UVA grad student in education.

Class type	Number of Sessions	Total Attendees	Average Attendees per Session
Green Garden Box Training	7	23	3.2
Drywall and Painting with NOVA	3	23	7.6
Computer Literacy	10	36	3.6

Looking Ahead to 2015

- NOVA will conduct a second painting class beginning in mid-February; Fall classes will be held if requested by workers
- Virginia Cooperative Extension will conduct a series of landscaping classes in February
- Garden Box production will continue with new designs available.



NOVA PAINTING CLASS RECEIVES CERTIFICATES OF COMPLETION

Health Initiatives

Review of 2014

Workers must remain healthy to be able to work and earn an income. We collaborated with various community health resources to increase access for Center workers:

- Approximately three times/month daytime health workshops were led by a Northern Virginia Community College nursing student fluent in Spanish. Some of the topics covered were: nutrition, mental health, prevention of slips/falls, job hazards including lifting, and skin protection.
- Grace Community Clinic is a free health clinic staffed by members of Korean Central Presbyterian Church. Although it is open only 3 hours weekly, it has become the primary care site for many workers. Most clinic users are referred by our Labor Center.
- INOVA Fairfax staff offered a 6-week evening health education class completed by approximately ten workers.
- Vouchers for free flu shots were donated by Walgreen's and distributed to interested workers.



VOLUNTEER KITTY STAPLETON ASSISTS A WORKER IN REGISTERING FOR HEALTH INSURANCE

Looking Ahead to 2015

- Workers will identify health needs during Quarterly Assemblies and staff will work to find volunteers with knowledge in those areas.
- Health education will continue to focus on workplace safety and prevention of accidents.

Worker Story: Eliseo

“The English I learned at the Labor Center helped me move into steady employment.”

Eliseo is a 24-year-old immigrant from Guatemala who arrived in the United States 5 years ago, nearly \$8,000 in debt. His first job was cleaning fish in an international grocery store, which left his hands bleeding and chapped. His bosses knew he couldn't speak English, so he often faced abuse and exploitation on the job. After nearly two years he was able to pay off his debt, so he decided to leave that job.



Eliseo started waiting for work on a nearby corner where day laborers frequently congregated. He faced new problems here: he was barely able to make ends meet with the irregular work and was sometimes not paid for the work he completed.

One day on the soccer field, there was talk among his friends about organizing a worker center to take the place of the corner. A center would offer protection from wage theft and access to more jobs. Some local churches and community members were interested in supporting the effort, including the owner of a nearby shopping center who was willing to donate space. Eliseo decided to get involved. He helped to remodel the space before it opened and was one of the first workers to register at the Centreville Labor Resource Center. In addition to getting more jobs and being fairly paid, Eliseo improved his English by sitting in on informal language classes at the Center. Because of that, he was able to move out of day labor and into a steady job. When he is able, he comes back in the mornings for English classes before he goes to work. Eliseo enjoys giving back to the Center by sharing his passion for music. He often performs original songs at Labor Center functions and loves connecting with people of different backgrounds through his art, which he says transcends the boundaries between people.

Community Engagement Initiative

Review of 2014

Workers are increasingly interested in addressing quality-of-life issues in the community beyond economic struggles. In 2014, community members came together to discuss the need for more recreational and cultural opportunities, better access to drug and alcohol abuse prevention programs, and the need for more established members of the community to offer support and direction to younger community members, many who are away from extended family for the first time.

Many workers live in shared housing, and house leaders have begun to meet to talk about the challenges of negotiating roommate disagreements and other issues. House leaders are natural leaders in the community who now have the opportunity to network with each other.

Looking Ahead to 2015

- Organize social events and sports teams to build community and provide leadership opportunities for community members.
- Help house leaders create a month-to-month work plan that includes both community events and capacity building sessions, focusing on conflict resolution and other needs of the house leaders.
- Determine with the house leaders if there are other unmet needs that contribute to conflict and to substance abuse.



SOCCER IS POPULAR AMONG MANY OF THE WORKERS WHO COME TO THE CENTER

Organizational and Program Changes

Review of 2014

In 2014, Centreville Immigration Forum made important changes in the organization. **CIF became an independent 501(c)(3)** in August, requiring that we assess our operations, create a new finance team, write a Personnel Policy, and negotiate insurance and benefits packages; friends and supporters packed a local restaurant for an Independence Celebration on July 31, the evening before our official transition.

The Board of Directors hired Terry Angelotti as Executive Director. This part-time position focuses on development and outreach, making important connections with supporters and donors in the community and region.

Roberto Fernandez, our Center Director since December, 2012, left his position at the end of 2014 and the Board of Directors promoted Education and Training Coordinator Molly Maddra-Santiago to the position. The Center Director is responsible for day-to-day operation of the Centreville Labor Resource Center.



CENTREVILLE IMMIGRATION FORUM INDEPENDENCE CELEBRATION:

TERRY ANGELOTTI, MOLLY MADDRA, ALICE FOLTZ, ROBERTO FERNANDEZ, SULLY SUPERVISOR MICHAEL FREY

Looking Ahead to 2015

Center workers and volunteers welcome Marley Pulido into a newly created position of Community Organizer. The reorganization of staff responsibilities allows Marley to spend a substantial amount of time doing outreach in the local neighborhood to attract new workers for both our employment services and our training programs and cultural activities. 2015 promises to be a strong year for the Labor Resource Center, with experienced staff running the Center, supported by outreach to many sectors of the community.

Volunteers

Review of 2014



Volunteer contributions are key to the success of our organization and 67 people volunteered at the Centreville Labor Resource Center for 1417 hours of service in 2014.

Volunteer Stephanie Carpio (right) was honored at a Volunteer Fairfax breakfast. Membership in volunteer Fairfax has provided a connection to many talented individuals, as well as a vehicle to honor them.



During 2014, we were also able to bring on a **part-time volunteer coordinator** through the Ignatian Volunteer Corps program. Austin Acocella used his experience in organizational management to set up a volunteer intake process, update forms and find new ways to recruit volunteers.

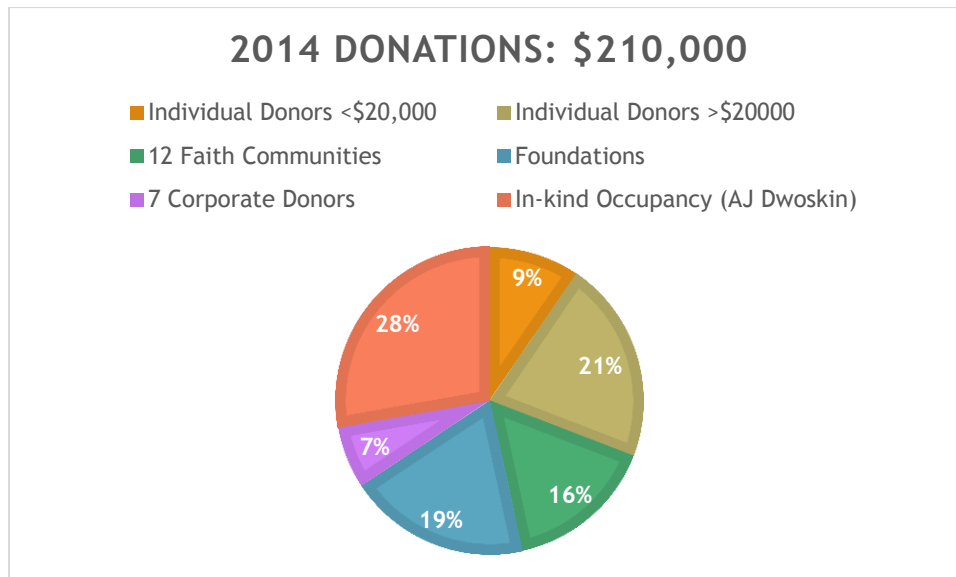
Looking Ahead to 2015

We look forward to continuing to develop our volunteer intake and training process, as well as finding ways to meet our volunteers' needs and ensure their experience with the Centreville Immigration Forum is a fulfilling one.

Finances

Review of 2014

The main issue that kept us from achieving all of our goals for 2013-14 was difficulty raising funds. The ability to spend a surplus from previous years allowed us to keep our doors open and not cut hours of operation, but staff hours were cut for January and February of 2014. With only one day each week of overlap in the staff work schedule, there was little time for staff to plan and implement new programs for the spring. To counteract this situation, we established a team of volunteer grant writers to enable us to apply for funding from more foundations in 2015.



Looking Ahead to 2015

In 2015, the Fundraising Committee plans to raise approximately \$320,000, primarily by expanding our base of individual donors and foundation support. They will also add a second special event fundraiser to the calendar.



YOUNG DANCERS AT THE 2014 INTERNATIONAL SHOWCASE FUNDRAISER

Many thanks to our Supporters:

A.J. Dvoskin & Associates, Inc.
Eugene & Agnes E. Meyer Foundation
Edward Hart Rice
Giving Circle of Hope
Community Foundation for Northern Virginia
Financial Investments Inc.
Alice & Jerry Foltz
Marci & Ken Huntsman
Craig Staresinich

Faith Communities:

Blessed Sacrament Catholic Church
Centreville United Methodist Church
Good Shepherd Catholic Church
Korean Central Presbyterian Church
Potomac Association of the
United Church of Christ
St. Charles Borromeo Catholic Church

St. John Neumann Catholic Church
St. Mark Catholic Church
St. Mary of Sorrows Catholic Church
United Christian Parish
Wellspring United Church of Christ
Youngsaeng Korean Presbyterian Church

Individuals:

Austin & Cathy Acocella
Neil & Terry Angelotti
Patricia E. Brown &
Stephen C. Beuttel
George & Elizabeth Bunch
Chuck & Barbara Caputo
Angie Carrera
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Colleen Woodard
John & Sharon Zamarra

To all of you, and to all of the workers who have donated, and other anonymous donors, large and small: **Thank you.** Our work would not be possible without your support!