



# 2015 ANNUAL REPORT

## Centreville Immigration Forum



Centreville  
**Immigration**  
Forum

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!

Donations should be payable to “Centreville Immigration Forum” and mailed to PO Box 81, Centreville VA 20122 or made online.

For more information, visit our website at:

[www.centrevillelrc.org](http://www.centrevillelrc.org)

Many thanks to **Kathy Worek** of **Real Living Reserve Realtors** (Fairfax) for contributing toward the printing of this publication and to

**Ashley Whimpey** for assistance with layout.

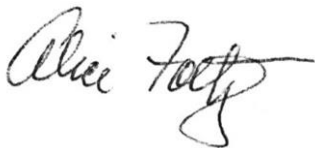
*Dear Friends,*

Centreville Immigration Forum (CIF) began in 2007, in a time of crisis nearly 10 years ago, when opposition to immigration led a group in Centreville to build an informal coalition to support a welcoming community. CIF has succeeded in amazing ways, with the help of strong staff, volunteers and immigrants who created a new climate that—as our mission states—“builds community recognition of the strength in Centreville’s diversity.”

In the past year immigration has again become a controversial topic, but our major project, the Centreville Labor Resource Center, has continued to be a safe place where immigrants from many parts of the globe meet employers and find accurate information, skills training, English classes, and cultural and artistic opportunities. The Labor Resource Center is a cross-section of the world, as our workers, volunteers, staff and those who come to hire are a mix of longtime US residents as well as newer people from Latin America, Africa, Asia and the Middle East.

In 2016, CIF plans to establish a more effective web and media presence, to get our message out to the public; to provide women with better access to both employment and education; to grow our annual Showcase that highlights the incredible talents of our community; and to help faith communities find effective ways to accompany the immigrant and day labor community.

On behalf of our Board of Directors, more than 100 amazing volunteers, and three incredible staff, I invite you to join us in building community!



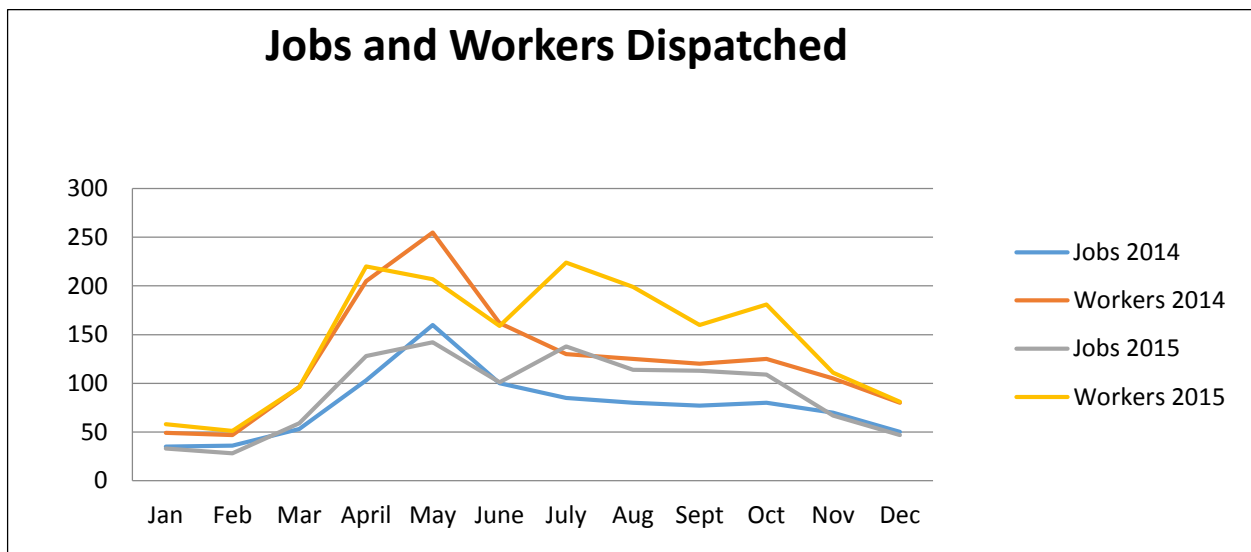
Alice Foltz  
President, Centreville Immigration Forum



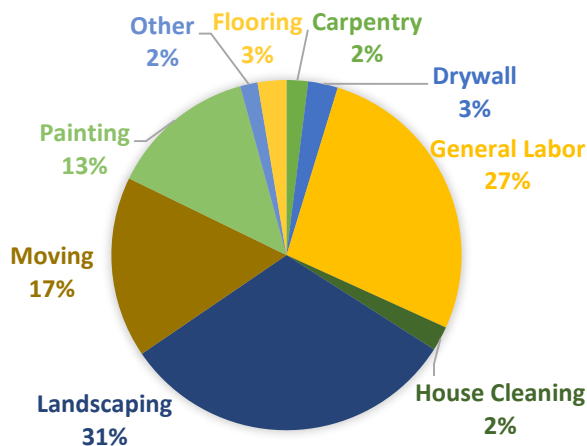
# HIRING AT CLRC

The total number of jobs and workers dispatched from the Centreville Labor Resource Center (CLRC) continues to grow. In 2015, the number of jobs increased 10% over 2014. Work follows a seasonal pattern, with spikes in the spring and fall. This year, the CLRC arranged over 1,000 jobs, with an average hourly rate of \$15.70.

The CLRC remains popular with individual homeowners and has made some valuable connections with contractors, especially landscapers, who are largely responsible for the spike in labor seen in the spring. In 2015, 35% of those who hired from CLRC were contractors.

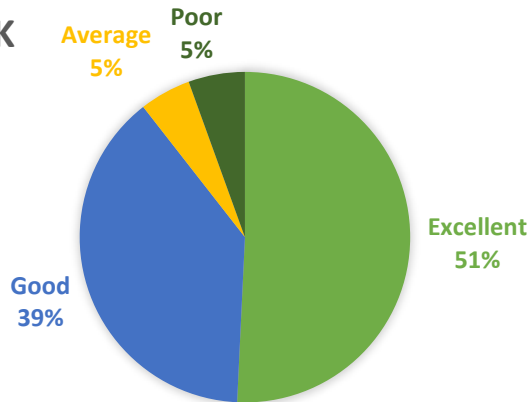


## JOB TYPES 2015



Most jobs dispatched from the CLRC are in general labor, landscaping and moving. Painting is the most frequently requested skilled job. In 2016, the CLRC will create a formal job distribution system to place workers who specialize in house cleaning, so expect an increase this skill's share of the total job flow.

## FEEDBACK



CLRC staff and volunteers conduct regular follow-up calls to employers who hire workers. Of those who were contacted, the overwhelming majority had positive reviews. The CLRC strives to help workers develop their skills in their respective vocations and in customer service.

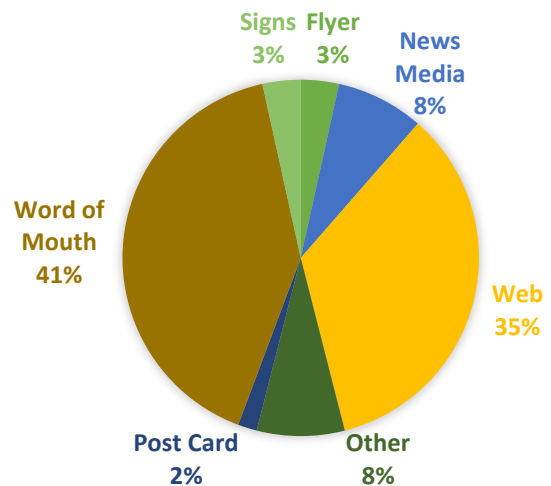
The average employment rate for the CLRC was 48%, an 8% increase from 2014. This means that on average, half of the workers who came to the CLRC were hired each day. Note the seasonal fluctuation. We hope to have a more even employment rate in 2016, although some seasonal difference will remain.

Month	Average Employment Rate
January	17.47%
February	17.83%
March	38.87%
April	68.54%
May	63.98%
June	53.54%

Month	Average Employment Rate
July	66.27%
August	62.78%
September	58.18%
October	54.03%
November	44.22%
December	26.21%

The CLRC welcomed 283 new employers in 2015, which is a 23% increase in employers from 2014. We now have over 1200 registered employers with the CLRC. New employers report hearing about CLRC from many sources, but word of mouth continues to be our best publicity medium. Thank you to all who spread the news about CLRC and its excellent workers!

## PUBLICITY MEDIUMS



## LANGUAGE LEARNING

The Centreville Labor Resource Center continued to offer daytime English for Speakers of Other Languages (ESOL) instruction for people waiting for work. Dedicated volunteers planned and delivered 155 stand-alone workshops with an average of 5 students per workshop. These workshops followed a loose curriculum based on weekly themes which focused on vocabulary for the workplace and daily life. About 80% of students who participated reported increased confidence in speaking English.

Two sessions of evening ESOL instruction were provided to 26 students. These formal classes followed a curriculum with bilingual instructors available to assist workers with little understanding of English. In addition to increasing students' English skills for the workplace, the goal of these classes is to prepare students to participate in other programs that provide English-only instruction offered by other organizations. Pre- and Post-session evaluations showed that nearly all students showed progress, with most improving 20% or more.



*After weeks of hard work, everyone is proud to receive certificates*

### Looking ahead

The CLRC will continue to offer basic ESOL both in evening and daytime sessions. In addition, the CLRC is collaborating with Northern Virginia Community College to offer its first Spanish Literacy class, beginning in February, 2016. Many members of the community had limited opportunity to attend school as children and thus are unable to read or write in their primary language of Spanish. The literacy program will teach students the basics of reading and writing in Spanish to provide a foundation for learning English. This will be the first class of its kind in the area and all involved are very excited to provide this needed language instruction.



## LEADERSHIP DEVELOPMENT AND TRAINING

One of the organizing goals of 2015 was to strengthen the leadership base. CIF staff, workers and other volunteers participated in several trainings to understand various leadership development tools. Approximately twenty people gathered to learn popular education techniques at a workshop led by National Day Laborer Organizing Network (NDLON) at the CLRC. In this alternative way of learning, teachers and learners are not two different groups: everyone is supposed to be both a teacher and a learner at the same time.

In addition, two staff and three volunteers attended a Metro Industrial Areas Foundation (IAF) Organizing Institute. This training helped participants grow their skillset and their understanding of power, power analysis and relational meetings.

Finally, five worker leaders from CLRC joined our staff organizer on a trip to South Florida as part of an exchange with leaders and staff from three different organizations there: The Guatemalan Maya Center (Lakeworth), We Count! (Homestead), El Sol Neighborhood Resource Center (Jupiter). These organizations are much older than CIF and the group came home with many new ideas, as well as a better understanding of best practices and a vision for how the Labor Center and cultural programs can grow in the future. This trip would not have been possible without funding from the Catholic Campaign for Human Development Technical Assistance program.



**ABOVE:** We Count! Executive Director (in striped shirt) explains migrant worker rights in Florida to CLRC worker leaders.

**BELOW:** Community Garden in Jupiter, FL



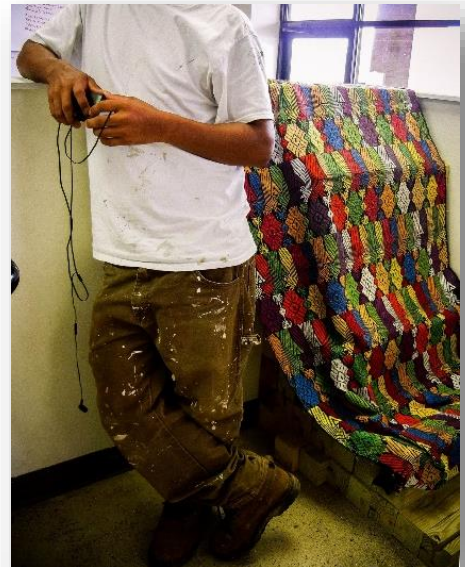
## A WORKER STORY: LUCIO

Lucio is from Nebaj, Guatemala. He grew up in the rural countryside making barrels to sell in the market. Although life in Nebaj was difficult, Lucio was content and did not intend to migrate to the United States. Then work became harder to find, the cost of living soared and crime followed. As is the case with most people, Lucio came to the U.S. with the plan of working for two or three years. He intended to save enough money to return to his family and build a new house. However, two years turned to four, and four years turned to seven. “Everyone comes with the same idea,” he says. “Work hard, make money and go back home. But the years go by fast, and you put off leaving for one more year. Before you know it, going back home becomes harder than staying. The thing is, you work all day and you are tired and miss your family. But there is work. In one week you can make more than a month’s salary in Guatemala. It’s hard here and it’s hard there. I’m stuck in the middle,” he says with a laugh.

Lucio commonly spent his mornings standing outside the Centreville Library looking for work. He lived nearby. One day in 2012, a volunteer from the Labor Resource Center stopped by and asked what she could do to help people better their working situation. He had heard about the Labor Center and knew that when it first opened not many people hesitated to go there because they were skeptical of the motives of the people involved. Yet after talking to the volunteer, Lucio was curious about the organization and decided to give it a chance.

Now Lucio comes to the Labor Resource Center regularly. He likes the Center because it is orderly and efficient while waiting for work by the library can be very disorganized, chaotic and unfair. When a truck pulls up looking for workers, people scramble from every direction and rush the employer. People push and shove without hesitation. One person, he explains, could be waiting for hours, but if the truck doesn’t stop near him and he doesn’t run fast enough, he won’t get work because someone who’s been waiting for ten minutes can make it to a truck first. As an older gentleman, Lucio feels uncomfortable competing for work that way. That’s one reason the Labor Center really appeals to him—their “first come, first served” system makes it fair for everybody.

Since joining the Labor Center Lucio earns an average of \$500/week, and about \$28,000/year according to a recent tax report. He sits in on English classes at the Center on days he doesn’t get a job, but says he it is difficult for him to retain the information. His plan for the upcoming year is to continue to work hard, support his family in Guatemala, keep studying and eventually make the decision to return home.





## COMMISSION ON LABOR JUSTICE

In May 2015, a group of workers and volunteers, concerned about the negative impact of wage theft in Centreville, create a volunteer and worker-led project, the Centreville Commission for Labor Justice (CCLJ).

Wage theft is the illegal practice of not paying those hired for work they have done. It includes violation of minimum wage laws, not paying overtime, stealing tips, misclassifying workers and working off the clock. In 2015, the CCLJ took action on 35 cases of wage theft, representing more than \$70,000 in unpaid wages. CCLJ negotiations with employers resulted in \$5,340 in unpaid wages being returned to workers.



*A working meeting of the Centreville Commission for Labor Justice (CCLJ)*

### Looking Ahead

So far, the CCLJ has been tackling individual cases of wage theft, but in 2016 a Systemic Change Working Group will look at the flaws in the system that allows wage theft to occur so often and develop a plan to confront it. This working group will include both business owners and workers who have been victims of wage theft.



*Members of the Centreville Commission for Labor Justice (CCLJ)*

## GRUPO CULTURAL MAYA

Approximately 90% of the workers served by the Centreville Labor Resource Center are from Guatemala, and almost all of them come from Nebaj, in the Quiche Department. This is a mountainous area with a large indigenous population of Mayan descent. Before the Labor Resource Center opened, members of the worker community sometimes gathering to practice traditional Mayan dances, as well as modern ones, but did not have adequate space. After the Center opened, it transformed on springtime evenings into a dance studio, to prepare performances for the CIF International Showcase each April. Last year, the group decided to begin meeting year-round.



*Convite Dance relies on costumed characters parading in a rhythmic line. An important part comes at the end when the person inside the costume is revealed with a flourish. This type of dance was performed at the CIF International Showcase in April*

attendees discussed the need to developing new Maya leaders to represent and organize their community.

CIF also hosted a theater workshop “Las Dos Caras del Patroncito” facilitated by Chema Pineda-Fernandez, Director of Theater of the Seventh Generation. This group focuses their work on representing the struggles and the compromise of Indigenous peoples from the Americas. Members built on what they learned there to produce “Obras de 1 Minuto,” original plays based on stories of the worker community and performed at the CLRC Holiday Celebration.

### Looking ahead

- create a mural on one of the walls in our Labor Resource Center
- organize traditional music classes featuring marimba and other instruments
- co-sponsor an Indigenous people’s forum
- keep representing the Maya diaspora culture in Centreville through art and culture

In 2015, we partnered with the International Mayan League, an organization whose purpose is to promote, preserve and transmit the culture and knowledge of the Mayan people, as well as to create solutions to current issues affecting the Mayan people, the Earth and humanity as a whole.

We organized the “First Gathering” of Guatemalan Leaders of the DMV. The



*“Las Dos Caras del Patroncito” theater workshop*



## CENTREVILLE INTERNATIONAL SHOWCASE

The 5<sup>th</sup> Annual Centreville International Showcase was held on April 25, 2015, at Centreville United Methodist Church. The Showcase was successful in many ways, raising approximately \$9000. Close to 300 people attended, and performers showcased the cultures of Guatemala, India, Korea, Ireland and West Africa.

Donations from ethnic restaurants and specialty food stores allowed us to serve dinner at a minimal cost: 45 volunteers—from Girl Scouts, local high schools, and GMU—helped make the event possible.

The 6<sup>th</sup> Annual Centreville International Showcase will be held on **Saturday, April 30, 2016** at **Korean Central Presbyterian Church** on Lee Highway (Rt. 29). With the larger space, we look forward to welcoming even more guests!



*Helpers in the kitchen made it possible to serve 180 dinners!*



*From Top, Kofi & Friends African Drumming, a family enjoys dinner at the Showcase, the Washington Area Senior Harmonica Group*



## VOLUNTEERS AND ORGANIZATIONAL DEVELOPMENT

Volunteers continue to be a vital component of the Centreville Immigration Forum's success: in 2015, 74 volunteers contributed more than **1,480 hours** to the programs and projects of the organization. These numbers show a healthy growth in volunteer involvement and can be translated to a value of about \$35,000!

Postings on Volunteer Fairfax and Volunteer Match have received good response. In order to bring volunteers on board and get them involved quickly and efficiently, a bi-monthly information and orientation session was initiated. In addition to an active enthusiastic volunteer force, interns have served in a variety of capacities, such as newsletter production, Center operations support, and marketing. These interns have helped grow the programs of the Center:

- **Whitney Morcom**, a junior at George Mason University
- **Rafael Fernandez**, a junior at George Mason University
- **Saira Bhatti**, a graduate student at American University
- **Sabrina Elzbir**, an undergraduate student at the College of William & Mary

In 2015, The Centreville Immigration Forum continued to develop its organizational structure:

- The Board of Directors was expanded from eleven to sixteen members, so that the Directiva worker leadership group could become full board members. Under this model, fully half of CIF board members are low-income leaders who have used the Labor Resource Center services. Their input not only to day-to-day operations, but to the organization budget and long-term plans is key to ensuring that the Centreville Immigration Forum agenda reflects the needs of the community we serve.
- Our accounting system was revised to enable breakout of expenses for individual programs, which will allow for more detailed reports to funders and detailed financial reports are reviewed monthly by our volunteer committee members.
- The Personnel Committee developed an employee evaluation system based on quarterly work plans and organizational annual goals.



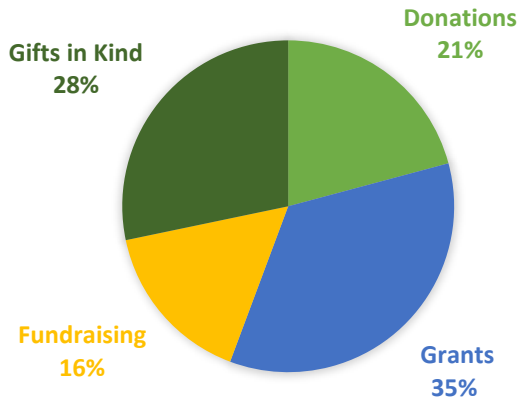
*AN APPRECIATION EVENT IN OCTOBER BROUGHT STAFF, BOARD MEMBERS, VOLUNTEERS AND INTERNS TOGETHER TO SOCIALIZE AND HEAR ABOUT EACH OTHER'S PROJECTS AND CONTRIBUTIONS*



# FINANCES

The Centreville Immigration Forum continued to operate solely on private funding, with no government support. Faith communities, charitable foundations, and individual donors provided our support. Longtime supporter Michael Frey retired as Sully District supervisor and used the occasion to make a generous donation to our work. In addition, our Annual International Showcase continued to raise critical funds. CIF ended 2015 in the best financial situation since opening the Labor Resource Center.

## 2015 TOTAL INCOME: \$259,000

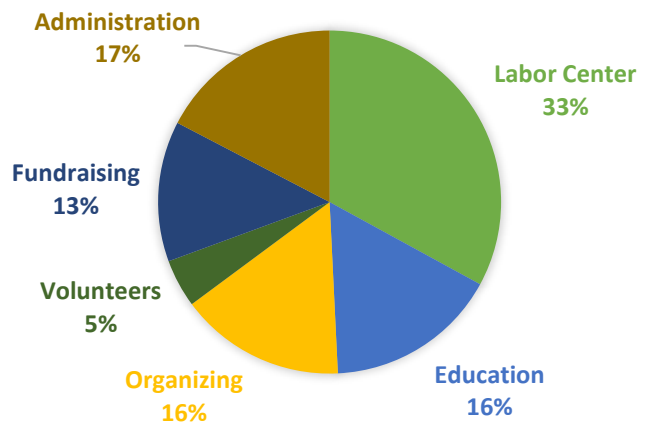


*Outgoing Sully Supervisor Michael Frey shares a light moment with CIF Executive Director Terry Angelotti and Board President Alice Foltz at the dinner in his honor.*

### Looking Ahead

We plan to increase our total budget by expanding our grant base and support from faith communities, as well as increasing and better tracking in-kind donations. We will continue to rely on the generosity of individual donors, both large and small.

## 2016 BUDGET: \$378,300



# 2015 LIST OF DONORS

## Foundations

Catholic Campaign for Human Development  
Eugene & Agnes E. Meyer Foundation  
Giving Circle of Hope  
The LWH Family Foundation  
The Morris and Gwendolyn Cafritz Foundation  
Wolf Run Foundation

## Businesses and Other Organizations

### **A.J. Dvoskin & Associates, Inc**

American Immigration Lawyers Assoc  
Financial Investment, Inc. Philanthropic Fund  
Virginia Interfaith Center for Public Policy  
Walsh, Colucci, Lubeley & Walsh Law Firm  
Westfield Business Owners Assoc.

## Individuals

**In Honor of Michael Frey  
Jerrold & Alice Foltz  
Stephen Vandivere  
Craig Kendall  
Steven Webb  
Hubert & Harriet Graves  
Marcy & Ken Huntsman  
Craig Staresinich**

Elizabeth Aguilar  
Mary Allen  
Terry & Neil Angelotti  
Dave & Pat Angelotti  
Anonymous  
Jose Aunon, DDS  
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Thomas Blair  
Judith E. Boott  
Lloyd Bowland  
Dallas Boyd  
George & Elizabeth Bunch  
Patsy Brown & Steve Beuttel  
Chuck & Barbara Caputo  
Manuel & Junio Carranza  
Angie Carrera  
Judith Carter  
Satish & Neelam Chauhan  
Tom & Michelle Costello  
Kenneth Daniels  
Tina L. Dela Rosa  
John Dister

Dorothy Donaldson  
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Jeffrey Kulick  
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Linda Lindgren  
Joyce Lynn  
Molly Maddra-Santiago  
Edward & Gloria Mayer, Jr.  
Richard Mayfield  
Patricia Mihm  
Leya Mundrake  
Anne Murphy

## Faith Communities

### **Centreville United Methodist Church St. Mary of Sorrows Catholic Church**

Church of the Nativity  
Good Shepherd Catholic Church  
Korean Central Presbyterian Church  
Mount Olive Baptist Church  
Potomac Association of the United Church of Christ  
St John Neumann Catholic Church  
St. John's Episcopal Church  
St. Mark Catholic Church  
United Christian Parish  
Wellspring United Church of Christ

Madelin Hahne Page  
TS Park, MD  
Marvin Powell  
Elizabeth Pugin  
Ed & Eyde Reinsel  
Cheryl-Ann Repetti  
Thomas Richey  
Catherine Ring  
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Colleen Woodard  
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