



Centreville  
**Immigration**  
Forum

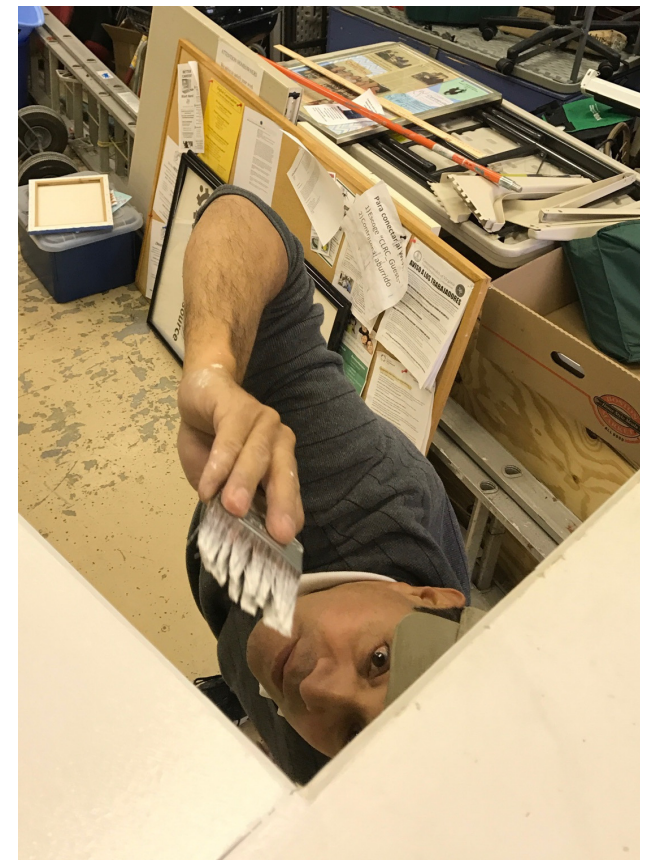
*Centreville Labor Resource Center*

# 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!



*We are grateful every day for our donors and volunteers who help us create a welcoming community."*

**ALICE FOLTZ**  
**PRESIDENT**





# OUR MISSION

IS 3 PART

To implement sustainable programs that provide immigrants in need with the means to:

**1**

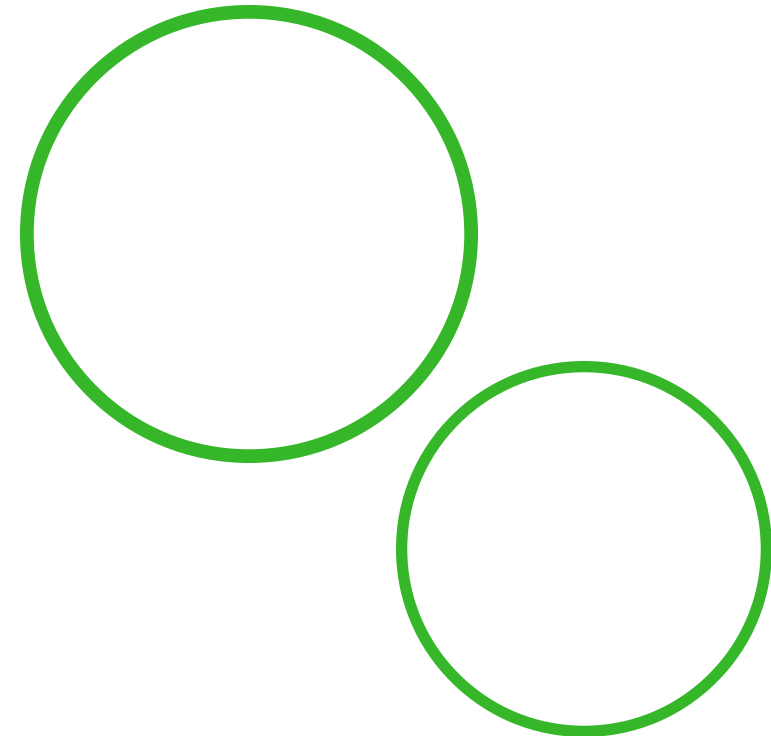
Improve their lives and become more integrated into the community

**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



Local Businesses  
Faith Communities  
Foundations  
Individuals

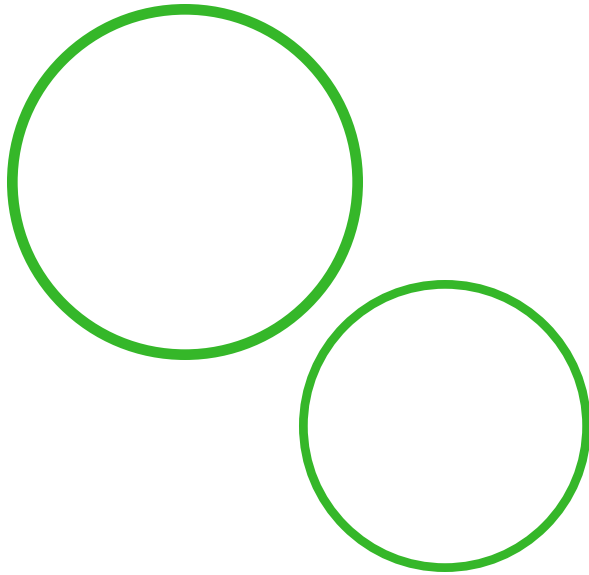
A special thanks  
to AJ Dwoskin  
and Associates  
for our locale

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

**THANK  
YOU!**



DEDICATED  
**BOARD**  
OF DIRECTORS



OUR  
**STAFF**  
ROCKS

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

Terry Angelotti, CIF Executive Director  
Jasmine Blaine, CLRC Director  
Marley Pulido, Organizer

# WHO WE SERVE MATTERS

## Leonor's Story

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.



*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."*



LEONOR  
CLRC MEMBER





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# WHAT IS **LEADERSHIP** IN OUR COMMUNITY?

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*Sometimes you lose faith and want to give up. You take a break and continue fighting because you know that you are working for the betterment of the community.”*

**PEDRO BRITO COBO**  
**DIRECTIVA PRESIDENT**



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.

# WHAT IS LEADERSHIP IN OUR COMMUNITY?



*"I feel a new era full of better changes for my people, and this present generation of youth will change our history for good."*

**BRAYAN BRITO**  
**DIRECTIVA MEMBER**



*Photo permission has been granted, but names of excursion participants are not provided to maintain confidentiality of our members.*

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.

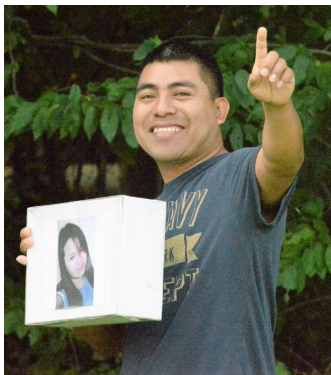
# WHAT IS **LEADERSHIP** IN OUR COMMUNITY?

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*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.

# WHAT IS LEADERSHIP IN OUR COMMUNITY?



*October presentation at GMU with members Alvi, Kandi, Samuel, and Manuel*



*Presentation at the Institute for Immigration Research with presenters Juan, Alvi, Pedro, and Diego.*

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.





CLRC YEARLY PERFORMANCE

# REPORT CARD

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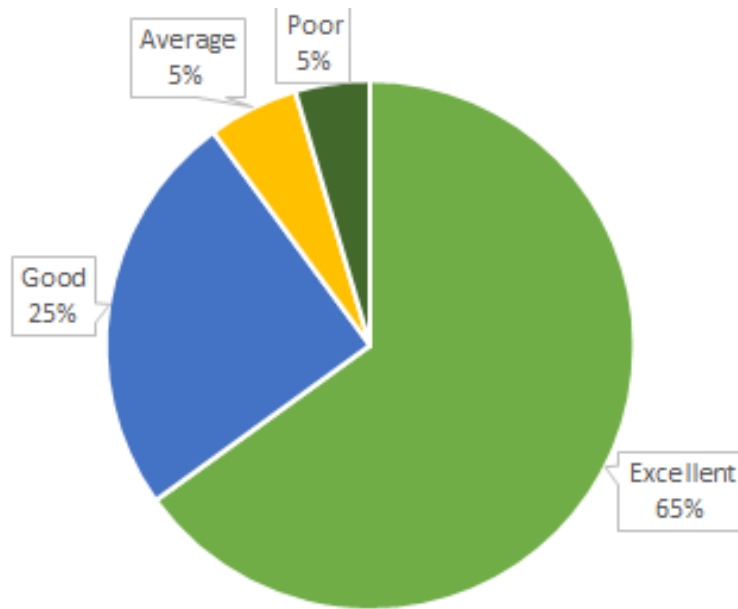
- EMPLOYER REVIEWS
- LABOR CENTER STATS
- SKILLS TRAINING
- ENGLISH AS A SECOND LANGUAGE (ESOL)

# EMPLOYER REVIEWS

SAY IT ALL

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



N= 415

Total Jobs=1,097

Response Rate: 37.6%

"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!"

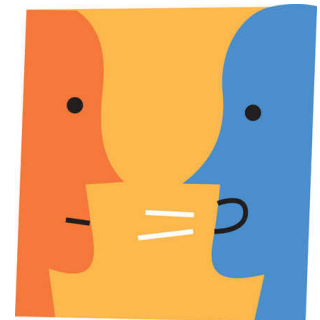
--Paloma Tremols

"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

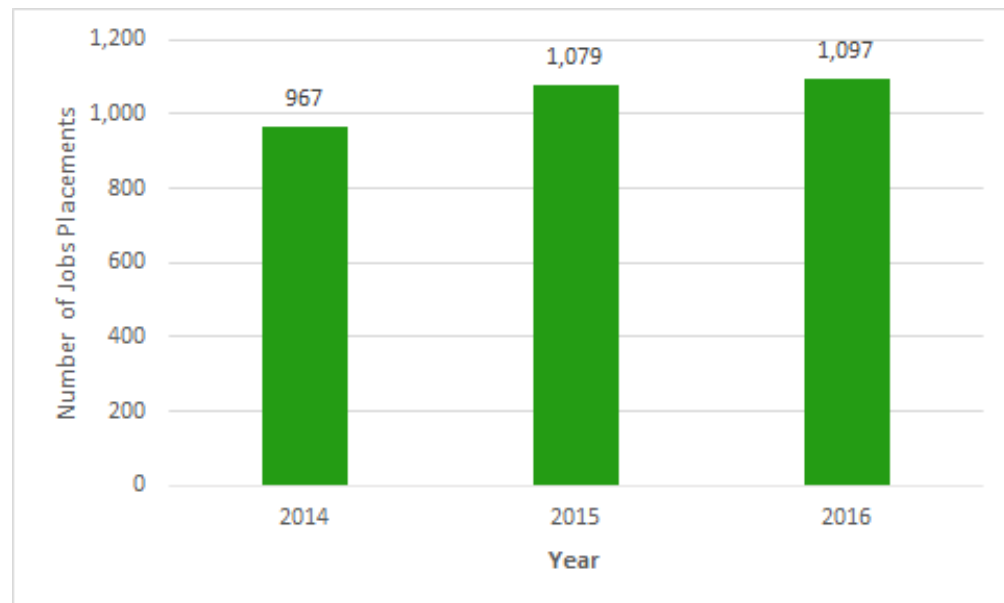
"For the longest time I was looking for someone who could do everything. We found Juan and he is a treasure. We have lots of projects for him!"

-Samanthie Silva



## 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.

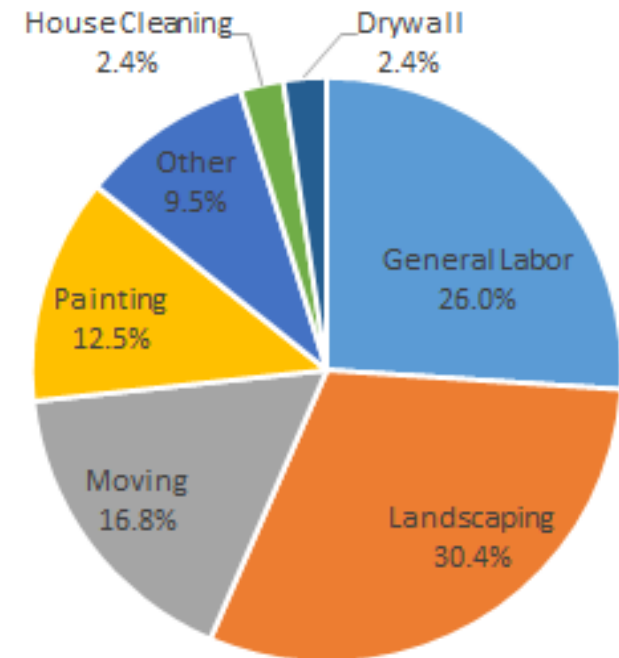


# CENTER STATS ARE IN!!

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**

Most Frequently Requested Jobs 2016



N=1,097

# LET'S TALK STATS WAGES!

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



\$15.23/ Hr

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

| Payment Type      | Average Wage | Average Hours |
|-------------------|--------------|---------------|
| Flat Rate Average | \$70.29      | 3.34          |
| Per/Day Average   | \$130.81     | 8.05          |
| Per/Hour Average  | \$15.23      | 6.58          |

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)

# TRAINING STATS

= OPPORTUNITY

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.

| <b>Class Type</b>  | <b># Classes</b> | <b># Participants</b> |
|--------------------|------------------|-----------------------|
| Electrical         | 9                | 92                    |
| ESOL               | 96               | 344                   |
| Financial Planning | 5                | 35                    |
| Health             | 1                | 5                     |
| Leadership         | 6                | 36                    |
| Legal              | 1                | 9                     |
| Literacy           | 17               | 112                   |
| Safety             | 12               | 85                    |
| Transportation     | 4                | 75                    |
| Other              | 1                | 10                    |
| Total              | 148              | 728                   |



Felix using his knowledge to set up our lab computers.



# 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 made efforts to offer training opportunities specifically to women in our community on topics requested by the women.



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.

## TRAINING OFFERED

- Sewing Classes
- English Classes
- Family Literacy

## UPCOMING CLASSES

- House Cleaning 101
- Green House Cleaning

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

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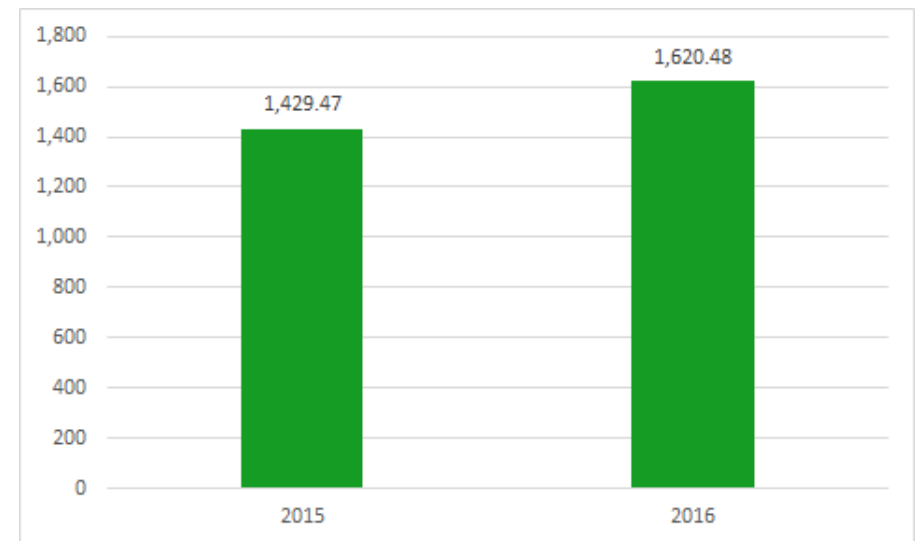
- VOLUNTEERS
- FINANCIALS
- LIST OF DONORS

# ESSENTIAL VOLUNTEER COLLABORATIONS

**1,620** TOTAL VOLUNTEER  
HOURS

| Assignment            | Total Hours |
|-----------------------|-------------|
| Programs              | 700.7       |
| Operations            | 410.8       |
| Committees            | 215.8       |
| Administration        | 145.1       |
| IT                    | 110.5       |
| Board Meeting         | 27.3        |
| Accompany & Transport | 10.4        |

## 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](mailto:volunteer@centrevillelrc.org) or visit our website to learn more about volunteering with us!

# ENSURING **FINANCIAL** TRANSPARENCY

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**

| <b>Year</b> | <b>Cost/Month</b> | <b>Cost/Year</b> |
|-------------|-------------------|------------------|
| 2015        | \$22,589          | \$271,068        |
| 2016        | \$22,950          | \$275,400        |

### Costs Include:

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

## **Overhead Costs**

| <b>Year</b> | <b>Cost/Month</b> | <b>Cost/Year</b> |
|-------------|-------------------|------------------|
| 2015        | \$5,923           | \$71,076         |
| 2016        | \$6,000           | \$72,000         |

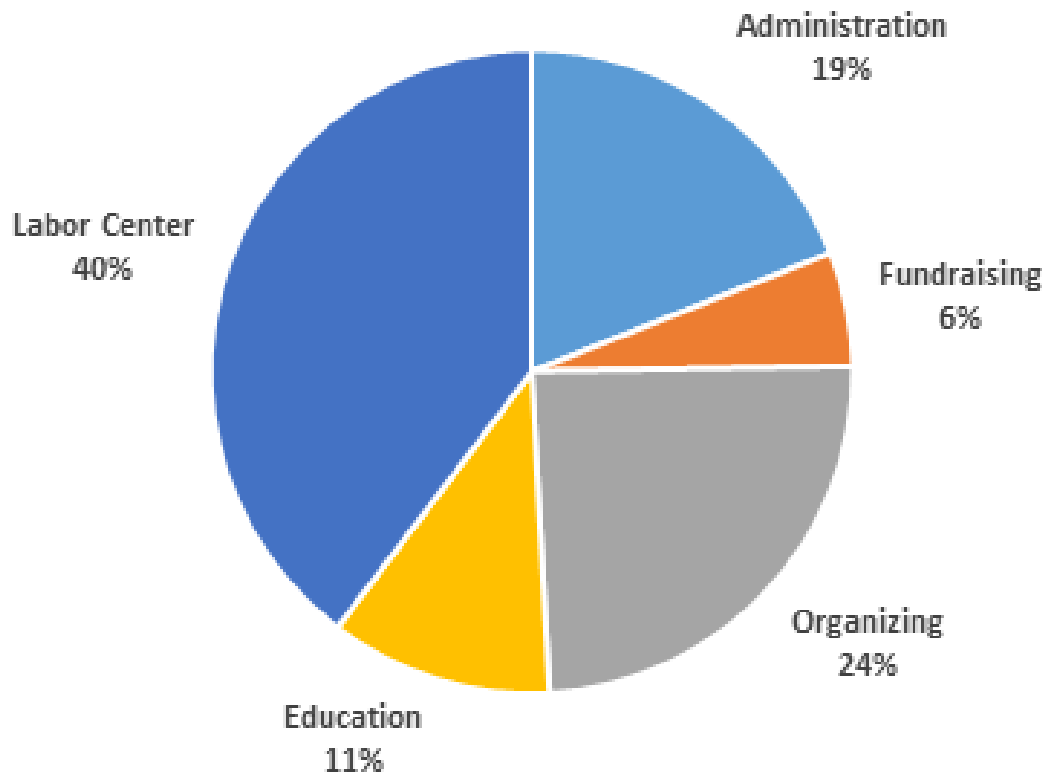
### Costs Include:

- Rent
- Utilities
- Common Area Fees

Thank you AJ  
Dwoskin &  
Associates!

# ENSURING **FINANCIAL** TRANSPARENCY

## Budget Breakdown 2016

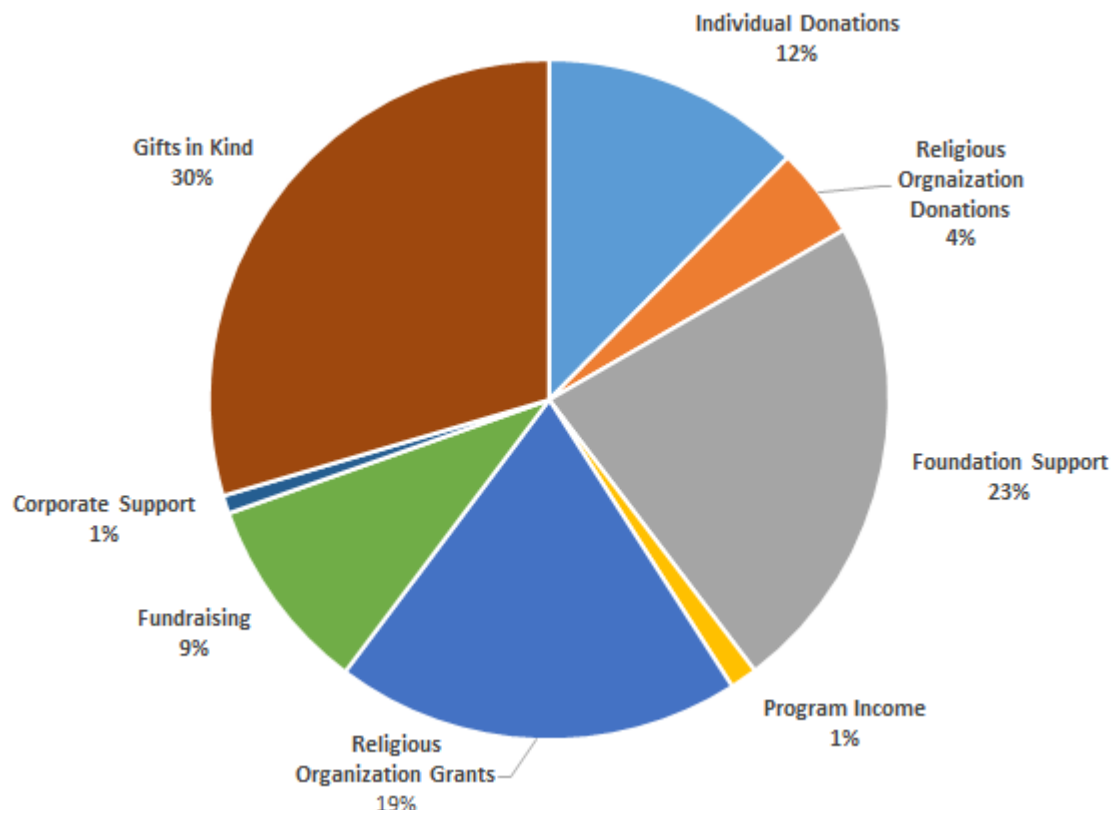


The three largest spending categories for the CIF are the labor center, organizing, and administration; respectively.

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

# ENSURING FINANCIAL TRANSPARENCY

## 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 organizations that provide us with the opportunity to apply for grants.

# THANK YOU **DONORS** SMALL & LARGE

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## 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

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## SMALL & LARGE

### Individuals

Jose Aunon, DDS

Steven Beuttel & Patsy Brown

Thomas Costello

Tina L. Dela Rosa

Dorothy A. Donaldson

Jerry & Alice Foltz

Michael Frey

Michael & Carrie Gillotte

Hubert & Harriett Graves

Loren Hershey

Patricia Lawless

Dr. Tong S. Park

Edward Hart Rice

Carol Robinson

Dale & Rosemary Theurer

Craig Staresinich

Stephen Vandivere

Steven Webb

Anonymous

James & Mary Allen

Tariq Amjed

Patricia L. Angelotti

Sandra Ascencio Lucia & Alfonso Ascencio

G.M. Baird

Frank Blechmann

Patsy Brown

Victoria Brubaker

Laurie Callahan

Chuck & Barbara Caputo

Judith Carter

Jose Chavez

Chun-Hung Chen

Sandra Chisholm

Kenneth Daniel

Andres de Leon

Virginia Diamond

Sara Dolinger

Ed & Jo-Ann Duggan

Veronica Gallagher Kaelin

Joe & Ann Gillen

Cathy Gordon

Paula Gori

Richard & Janet Greene

Bonnie Hobbs`

Deborah & Roscoe Howard

Susan Jacobson

Lisa Johnson-Firth

Mark Keam

Catherine Kopac

Maria & Jogendro Kshetrimayum Luz Garcia

Daniel Lagana

Linda Maddra

Molly Maddra-Santiago

Saul Mejia

M. Michael Morse

Madelin Page

Kenneth Plum

Betsy & Andres Pugin

Maria H. Robles

Edward Sabo

Simon Sandoval-Moshenburgh

William & Patricia Seiler

Cynthia Shanahan

James A Shuping

Rex Simmons

Barbara P. Smiley

Kathy Smith

Donna Smith

Kathryn Stapleton

Caitlin & Jim Stephens

William Threlkeld III

John W Walker

Sharon & John Zamarra