



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.



FIGHTING FOR JUSTICE, CHANGING LIVES

ANNUAL REPORT

2012

# PRIORITY AREAS

CRLA provides a wide array of legal services that directly touch thousands of low-income Californians and indirectly impact the lives of many more community members.

## 2012 IMPACT AT A GLANCE



Civil Rights

**175**  
New Cases

Ensuring language access, working toward equal governmental services in unincorporated areas, challenging discrimination towards minority populations, improving protections for lesbian/gay/bisexual/transgender populations.



Community Development

**9** Organizations Supported With Capacity Building Grants

Advocating to ensure poor communities have adequate infrastructure and basic services; supporting small non-profits; providing transactional legal services, including legal advice and support for clients to attend college, buy a home or start a small business.



Education

**148**  
New Cases

Enforcing student's rights in areas of special education and suspensions/expulsions, guaranteeing access to a free and appropriate public education, monitoring migrant education programs and alternative school placements.



Health and Human Well-Being

**1,637**  
New Cases

Securing public benefits; supporting victims of sexual assault and intimate partner violence; maintaining health insurance, disability and SSI coverage; guaranteeing access to clean water and preventing pesticide poisoning.



Housing

**3,121**  
New Cases

Enforcing federal and state fair housing laws; monitoring low-income community redevelopment, code enforcement tenant evictions; providing foreclosure counseling, promoting homeownership, preventing predatory lending.



Labor

**1,487**  
New Cases

Collecting unpaid wages, enforcing minimum wage and overtime laws, upholding health and safety protections, enforcing workers' rights to rest and meal periods, collecting unemployment insurance benefits, fighting sexual harassment in the workplace.



Leadership Development

**25** Participants Completed Leadership Training Program

Conducting training for low-income individuals through the use of an innovative leadership development curriculum; promoting leadership and civic engagement to advance effective self-advocacy in rural communities.



Make our impact even greater, make a donation online [www.crla.org](http://www.crla.org)



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### Our Mission

To fight for justice and individual rights alongside the most exploited communities of our society.

### Our Vision of Justice

A rural California where all people are treated with dignity and respect, and guaranteed their fundamental rights.

LAMONT, CA - Fernando Gonzalez tops and bags onions at sunset. Onion harvesters work in regions where the temperature climbs to 105°F.



## HEAT STRESS Training Program Saving Lives

“It amazes me that farm owners and managers are willing to let people work in 100+ degree temperatures without easy access to water and shade...as a CRLA donor, I believe this work is instrumental to saving farmworker lives.”

*Mary Hernández, Long-Time CRLA Supporter and Attorney with  
Garcia, Hernández, Sawhney & Bermudez LLP – San Francisco CA*



Labor



Health and  
Human Wellbeing



**“Heat Stress trainings are vital to farmworker safety. CRLA’s work saves lives each year in rural California, and now the food we eat is grown in safer conditions. ”**

***Norma Ventura, CRLA Community Worker, Fresno, CA***

CRLA stands at the forefront of a deep-rooted struggle between farmworkers, employers and the sun's heat.

Under our Heat Stress Training Initiative or HSTI (funded in part by a grant from the US Department of Labor, Susan Harwood Training Program), CRLA staff travel to fields, rural neighborhoods and farmworker communities to teach about the dangers of heat stress and support workers, who exercise their right to protection from the harmful effects of working outdoors in temperatures of up to 110 degrees.

Since October 2010, CRLA has provided heat illness prevention training to farmworkers and other outdoor, low-wage workers, their employers and supervisors. The HSTI has targeted three heavily impacted regions of the state – the San Joaquin Valley, Northern California and the Southern California Border region – with a campaign of strategic heat illness outreach coupled with “education for action” training sessions. To date, these outreach efforts have reached more than 3,000 workers and nearly 200 employers.

### **Why is Heat Stress Work Important?**

Each year more and more farmworkers travel to CA to help with agricultural demands, increasing the already well-established farmworker population. More than 10,200,000 recent immigrants<sup>1</sup> call CA home and every year the state absorbs more than 440,000 farmworkers<sup>2</sup> to harvest and plant crops. Farmworkers perform repetitive and physically strenuous tasks while enduring excessive heat and sun exposure. The risks of a worker experiencing heat illness increases when doing strenuous physical activity without shade, proper rest periods and water. To prevent heat-related illness and other workplace injuries, CRLA conducts a combination of *field monitoring* and *health and safety trainings* as part of our HSTI.

**Field Monitoring** – Weekly, teams of CRLA staff visit work sites and farms looking for incidents where employers do not provide basic health and safety protections like water, shade, rest breaks and bathrooms with proper hand washing facilities. CRLA outreach workers go directly into the fields to ensure



employers comply with health and safety regulations, especially the California Heat Illness Prevention Standard, which triggers specific shade requirements when temperatures reach just 85°F. During these visits, CRLA staff provide basic training to employers and identify violations on site, such as a lack of shade for workers, bathrooms, or hand-washing facilities. They often find dirty drinking water and a lack of employer-provided training to farmworkers on heat illness prevention, which prompts CRLA to step in and conduct heat stress trainings.

MARYSVILLE, CA – In Marysville, in California's eastern Sacramento River Valley, migrant Mexican workers and immigrants from the Punjab region of India and Pakistan work together in crews picking and sorting peaches. During a CRLA field inspection, Preet Kaur, an attorney, and Sonia Garibay, a CRLA community outreach worker, interview Majeed Khan, a labor contractor to ensure legal working conditions for farm workers.

<sup>1</sup> U.S. Census Bureau

<sup>2</sup> There are, on average, 390,000 agricultural workers employed in California. [http://migration.ucdavis.edu/rmn/more.php?id=1529\\_0\\_3\\_0](http://migration.ucdavis.edu/rmn/more.php?id=1529_0_3_0) (At peak season, over 440,000 agricultural workers are employed in California. <http://www.calmis.ca.gov/file/agric/ca2009emp.xls>)

## Questions & Answers From Heat Stress Training Surveys

### CAN YOU GIVE AN EXAMPLE OF HOW THE TRAINING HAS HELPED YOU?

I now know my rights about having water to drink when needed. Also, the employer has to provide enough water. Where I have worked we have run out of water. I can now ask for water and shade. I have confidence to speak up.

I know that workers need to speak up, but, so many are afraid of speaking up because they are undocumented.

Yes, I am more aware of symptoms; did not know there were so many.

### IN YOUR EXPERIENCE, SINCE THE TRAINING, ARE EMPLOYERS PROVIDING SUFFICIENT SHADE, DRINKING WATER, REST BREAKS IN ORDER TO AVOID HEAT STRESS?

If there are violations, I will speak up.

I still think there are violations. When working in almond orchards employer doesn't provide shade, that trees are enough. But, trees are sometimes short and it is uncomfortable to sit under them because branches are so low they get stuck in your hair, etc

Yes, they are better at following the law. But, there are still a lot of problems, because, when crews are small the employers don't want to provide water, shade, toilets and that is not right.



MADERA, CA - Norma Ventura and Irma Luna, community workers for the Fresno office of California Rural Legal Assistance, inform/educate/teach/train families of Indigenous Mixteco Mexican farmworkers about the dangers of heat stress in the fields. Pictured: Irma Luna and Norma Ventura help Maria Gonzalez

**Heat Stress Trainings** – Farmworkers in CA have died in the fields from preventable heat-related illness. Though state and federal laws protect their health and safety, the heat-stress death toll remains a critical issue. CRLA believes that many farmworkers, most of whom speak Spanish or an Indigenous language, can help to change this by exercising their rights to heat protection in the fields and on the job. CRLA's heat stress training helps workers learn to prevent heat illness, recognize the symptoms of heat stress and know what to do if they or a co-worker become ill. They learn that they have the right to drinking water, shade and rest breaks.

Equally important, workers learn that they can report worksite health and safety violations.

CRLA conducts these interactive heat stress trainings in Spanish and Indigenous languages such as Mixteco and Triqui. A team of skilled CRLA Community Workers travel to local schools, migrant parent meetings, Mexican consulates, food pantries and labor camps to provide these trainings to workers. Workers have also reached out to their local CRLA office and have requested trainings for themselves and family members. Workers have offered their houses to receive these trainings because they rarely receive them at work.

# WATSONVILLE

## No Housing Discrimination Allowed



Imagine coming home from a backbreaking twelve-hour day of fieldwork, looking forward to the simple pleasure of a hot shower and resting in your bed only to find your belongings destroyed and the locks to your apartment changed?

This unfortunate scenario became a reality for a group of migrant farmworkers in Watsonville who simply asked their landlord if they could bring their spouses to live with them.

Migrant farmworkers often live in bunkhouses; renting inexpensive lodging during a growing season. While the lodging is often sub-standard and may include shared living spaces, these bunkhouses still fall under federal and state anti-discrimination laws, which the offending landlord in this Watsonville community blatantly ignored when s/he posted signs throughout the property prohibiting women and children.

"When the clients came to CRLA they told me about being kicked out of their homes, sleeping in cars and having their clothes and food thrown away," said Mariano Alvarez, CRLA's Indigenous Program Community Worker. The landlady would scream at them in broken Spanish even though the tenants spoke Mixteco, an indigenous language from southern Mexico. Fortunately, CRLA Community Workers and staff understand and demonstrated sensitivity to working with indigenous communities. Mariano and the CRLA Watsonville team decided to represent the homeless farmworkers.

"This was a textbook case of discrimination based on gender and familial status. CRLA's unique Indigenous Farmworker program gave them voices and dignity back," said Gretchen Regenhardt, CRLA Regional Director.

Liza Cristol-Deman, a fair housing attorney at the firm of Brancart and Brancart, who co-counseled with CRLA on this case, was amazed to find such blatant gender discrimination and disregard for basic tenancy laws among farmworker housing providers. "Your home is a sanctuary. Everyone deserves the right to live in peace, free from discrimination and harassment by your landlord," said Cristol-Deman. "The outcome of this case should send a clear message to renters and owners alike: Whether you live in Beverly Hills or in Watsonville, discrimination is illegal and will not be tolerated."

In May 2012, CRLA settled the housing discrimination case against the Watsonville property owner. The residents received a \$137,500 settlement plus extensive equitable relief to prevent future discrimination.



One of many discriminatory signs hanging on the property. Translated into English it reads: "No, No, No women, children permitted on the property"



Gretchen Regenhardt,  
Regional Director at  
CRLA Watsonville



New homes in the Mountain View Estates Community in Thermal, CA where many former Duroville residents now reside



## DUROVILLE Improving Living Conditions

**“The residents of Duroville fought bravely for the right to live in a safe place where they could breathe the air and drink the water without getting sick. This victory belongs to the families of Duroville.”**

*Lorena Martinez, CRLA Community Worker, Coachella CA*



Housing



Community  
Development



**“It’s amazing to see a case through from start to finish. From paper to mortar and finally to the farmworker families. CRLA remains committed to our clients long after they leave the courtroom and the case is closed.” *José Padilla, CRLA Executive Director***

In 2007, CRLA represented many families in a lawsuit intended to improve the living conditions in the Desert Mobile Home Park community referred to as ‘Duroville.’ Duroville sits in the East Coachella Valley just outside of Palm Springs in Southern California’s Riverside County.

Duroville lacked a functioning sewage system, adequate roads, sufficient plumbing and electrical systems. Residents also breathed toxic fumes from a neighboring dump.

CRLA’s involvement eventually led to the dump closing and the construction of a new mobile home complex, Mountain View Estates.

Though many families have already moved into the Mountain View Estates community, all Duroville families plan to move into this 181-unit park by the summer of 2013.

**Orbelina’s Ordeal:** Thanks to the help of CRLA, my family no longer has to live in such poor conditions. My family no longer has asthma and coughing problems like we used to when we lived in Duroville – we were exposed to contaminated water and smoke from the trash burning in the dump next door. My grandsons used to play with contaminated soil and water from open sewers near our mobile home. Before, I lived in fear and couldn’t

sleep well due to the conditions of my mobile home. The roof of my house was falling down and when it rained we had to put buckets under the leaking ceiling. Now that CRLA helped us, we have moved to our new home and now sleep peacefully. CRLA has changed my family’s life by making our dream of having a house in the U.S. I cannot thank CRLA enough for not only helping me but all of the families that used to live in Duroville. Now we have access to clean water and air. And my grandsons have a nice park where they can play safely.



José Padilla with Orbelina Escobar, one of the original clients in the lawsuit that brought about the Mountain View Estates development.



# Life for Duroville Residents Before and After CRLA's Involvement



## 1990's

Duroville first starts to be used as a housing location. Grows to over 300 trailers and more than 3000 families



## May 2007

Six trailers at Duroville burn down, 120 families evacuated



## October 2007

US Government files a lawsuit against owner Harvey Duro, who seeks to immediately close Duroville and displace all residents



## January 2008

CRLA's request to intervene in the lawsuit on behalf of Duroville Park residents granted



## April 30, 2009

After an eight day bench trial, Court rules in favor of CRLA's clients, stating that it will not close down Duroville without alternative, safe and healthy housing options



## April 30, 2009

Court appoints Thomas J. Flynn as receiver to oversee rehabilitation of Duroville



## January 2013

Grand opening of Mountain View Estates, CRLA's clients and many other former residents of Duroville move in to new, state of the art mobile home park





# CONEXIONES Creating Leaders

## CRLA plants seeds and community leaders grow

CRLA's Lesbian Gay Bisexual and Transgender (LGBT) program embodies the next generation of our cutting edge civil rights work. Despite the growing numbers of LGBT families living in rural areas, these communities often face a panoply of challenges. To address these challenges and to support communities that welcome all people, CRLA began Conexiones, a Salinas-based LGBT leadership program. Conexiones provides a critical space to meet, share ideas and create a pathway to CRLA's legal services for LGBT individuals who would have nowhere to turn. The program helps many people find their voices where silence once prevailed. "Hearing others talk about discrimination helps people share their experience and find the strength to fight back," stated Anna Rick, a CRLA Community Worker with the LGBT program who started as a Conexiones participant. "Regardless of the program material presented, participants always bring it back to what's happening in their family and at home. There is tremendous power in sharing."

Through Conexiones, local trends and local issues emerge. Anna hears many stories about students being bullied, in return she offers up guidance about students' education rights and school discipline. "Parents are open to discussing this issue. I see more resistance from some school staff and administrators," Anna said. CRLA has a long track record of building bridges with school administrators to develop safe school communities. How LGBT people are treated by public officials is also a frequent topic of discussion. Access to healthcare is often challenging for LGBT individuals...particularly those with low-incomes. Conexiones members have become local health access champions, especially for the transgender community.

"Before I joined Conexiones, I was treated poorly by hospital staff," said Roselyn Macias a transgender Conexiones leader. "Sometimes I



Conexiones leaders at a meeting working on a gender experience activity. Pictured (from left to right) Juan Carlos González, Roselyn Macias, José Pérez and Miguel Juárez.

wouldn't go see the doctor, even if I were sick." According to the 2011 National Transgender Discrimination Survey, 23 percent of Latino transgender people reported being refused medical care because of bias.<sup>i</sup> Thirty-six percent said they didn't seek medical treatment due to fear of discrimination. "Thanks to Conexiones, I know my rights. I stand up for myself and see the doctor when I need to," said Roselyn who may earn a medical assistant's degree to help transgender individuals feel more comfortable in medical settings.

Rural LGBT individuals – more often than other rural minority groups – face employment, housing and healthcare discrimination and even hate crimes. "We are educating communities to proactively address discrimination," said Dan Torres, CRLA's LGBT Program Director. "Rural LGBT students, mothers, professionals and farmworkers, whoever you are, have a voice. CRLA continues to provide space for them to use that voice in telling their story."

Conexiones' legacy shines with each leader trained...they enter into their individual communities with confidence and support. The leaders become knowledgeable, compassionate peer resources able to help others navigate legal, medical and public service systems.

<sup>i</sup> "Health care hard to come by for transgender people outside urban areas"  
By Kate Moser *California Health Report* February 12, 2013.



Leadership  
Development



Civil Rights



Sandra Hinojosa,  
a dedicated  
Conexiones leader.

Latino school  
children in  
rural California



## SANTA ROSA School Closure Delayed

In the spring of 2012, the Santa Rosa School Board announced that Doyle Park Elementary School would close...in its place a French-American charter school would open. CRLA asked: what would happen to the existing student body comprised of 75% Latino students?





**“It is unfortunate that it took a lawsuit to protect the democratic process. However, it was a necessary step to ensure that the Doyle Park community will have a say in the future of their school.”** *Edie Sussman, CRLA Co-Counsel Santa Rosa, CA*

Other organizations shared CRLA's concern and rallied. The Lawyers' Committee for Civil Rights of the San Francisco Bay Area (Lawyers' Committee), along with *pro bono* assistance from Santa Rosa lawyers David Grabill and Edie Sussman, and the San Francisco office of Ropes & Gray LLP, filed a lawsuit challenging the School Board's decision to close the school. Filed on behalf of the Doyle Park Committee for Educational Equity (DPCEE), a community group comprised of concerned students, parents, teachers and community members, the suit alleged that the Board's decision was tainted by a Board member's conflict of interest and violations of open meeting laws. The suit further contended that the closure would have a negative and disproportionate impact on Latino students, and a violation of state anti-discrimination laws.

"I felt the Board of Education's decision to close our school seemed calculated," said Mary Ann Bowden, a Doyle Park kindergarten teacher who attended the school when she was a little girl as did all three of her children. "It appears to me that the less affluent students are being pushed aside to make room for those who are not struggling."

In May of 2012, the parties reached a settlement and the School Board approved it. Under the settlement agreement, Doyle Park Elementary will remain open for grades 1 through 6 for the 2012-2013 school year. All currently enrolled Doyle Park students may continue at the school next year. "This settlement is a victory for the Latino students and their families who would be disproportionately impacted by the closure," stated Lawyers' Committee Executive Director Kimberly Thomas Rapp. "The District has a continuing duty to provide equal educational opportunities to all students, regardless of their race or ethnicity. Today's settlement re-affirms that obligation."

In addition to halting the closure of Doyle Park Elementary School for the 2012-2013 school year, the School Board agreed to amend its policies to "promote racial and ethnic balance" throughout the school district.

The French-American charter school opened on the Doyle Park campus in the fall of 2012, and now shares the campus with Doyle Park Elementary. "We are delighted that we were able to reach an agreement that best serves the needs of all families impacted by the Board's original decision," said Jeff Hoffman, Directing Attorney of CRLA's Santa Rosa office.

"It is unfortunate that it took a lawsuit to protect the democratic process. However, it was a necessary step to ensure that the Doyle Park community will have a say in the future of their school," said *pro bono* attorney Edie Sussman.

In addition to keeping Doyle Park open for an additional year, the School Board agreed to prioritize exploring the feasibility of opening a Spanish language dual immersion school. "This is a great victory for our community. All Doyle Park families need to know that they can continue to attend Doyle Park next year. We hope that a Spanish dual immersion program will begin in the fall of 2013 at Doyle Park and we are committed to ensuring that it becomes a reality," said Michael Morales, member of DPCEE and a community activist with P.O.D.E.R. (Padres Organizados por Derechos, Educación y Respeto), a group of parents, teachers and community members working to address numerous education equity issues in the area. In February 2013, the Santa Rosa school board announced the location of the new Spanish-language dual-immersion charter school to open in August 2013. CRLA will continue to investigate and advocate for our clients' best interest throughout that process.



Jeff Hoffman, CRLA Directing Attorney, Santa Rosa



Esther Zanabria and daughter Jessica Nares stand outside the Doyle School. Jessica was a student at the Doyle school and her family was a member of the organizational Plaintiff in the case: the Doyle Park Committee for Educational Equity

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Stuart Bloomberg & Mary Farrell  
Family Trust  
Hon. Robert Tafoya  
Paul Tepper  
David B. Turner  
Jon Turner  
US Charitable Gift Trust  
David & Teresa Valladolid  
Daniel Vasquez  
Michael & Johanna Wald

Gene Weinstein  
Winston W. Wheeler

**Under \$100**

Jan Altieri  
Nettie Amey  
Nellie Andrade  
Robert M. Ashen & Ann Garry  
Michael Blank  
Bucky & Cathy Askew  
Gene Bernardi  
Iris Biblowitz & Frances Taylor  
Marion Blackmer  
John C. & Jennifer B. Boger  
John Eric Bond & Diana W.  
Hopkins  
Steven H. & Karen Bovarnick  
Edward J. & Marion Bronson  
Mary Ann Brownstein  
Rodolfo & Karen Cancino  
Carpenter's Local # 152  
Ines Carreras  
Angel Castillo  
Win Chesson  
Community Health Charities  
Michael L. Crowley  
Douglas & Gisela Daetz  
Roberto & Teresa De la Rosa  
Constance de la Vega & Michael  
Rawson  
Paul & Anne DeCarli  
Cindy Downing



David Duarte  
 Luis & Cathy Echevarria  
 Employees Charity Organization  
 of Northrop Grumman  
 Robert Finkelstein & Lisa Chen  
 Jack & Carolyn Forbes  
 Virginia Franco  
 Roger & Rosa Frommer  
 John & Sharon Funk  
 Ines Galindo  
 Genworth Foundation  
 Lucy & Howard Gest  
 Ruth A. Gibson  
 Roxanna Gomez  
 Theodore Goodwin  
 Google  
 Peter B. & Ann M. Gregory  
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 Rusten Hongess  
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 John & Barbara Jimenez  
 Marian Johnston  
 Ted & Diana Jorgensen  
 Carolyn Kameya &  
 Kenneth Michisaki  
 Bennett Katz  
 Gary & Ilene Katz

Jennifer Keating  
 Stephen J. Kessler & Daniela  
 Hureazanu  
 Linda Kim & Brent Verweyst  
 Kroger  
 Ron Kurlaender  
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 America  
 David Loeb  
 Romulo Lopez & Roseanne  
 Martinez  
 Sylvia & Raymond Lubow  
 David & Sandra Lyons  
 Emily Maglio  
 Javier Maldonado  
 Paul & Sheila Marsh  
 Gloria J. Marsh  
 Christine Martinez Santana  
 Myrna Martinez-Nateras &  
 Eduardo Stanley  
 Debra Mipos  
 Helen R. Moore  
 Brian Murtha  
 David Oddo  
 Christine & Anthony Pagano  
 Gerardo Partida  
 Hon. Rosendo &  
 Rosalinda Pena  
 James Pickrel & Carolyn  
 Woolley  
 Thomas Philips  
 Dorri & Bernard Raskin

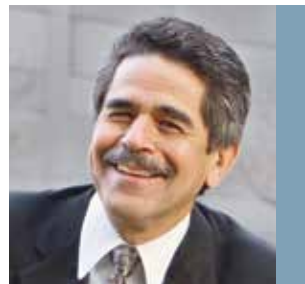
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 Constance De La Vega  
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 Courtney Rein  
 Susan Reynolds  
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 Alan & Cheryl Rinzler  
 Thomas Rivell  
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 Ruth Robinson  
 Peter Robrish  
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 Joy Andrea  
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 Graciela E. Zavala &  
 Felix Garcia

# MAKE RURAL JUSTICE Happen!



José R. Padilla,  
Executive Director



Adrian Andrade,  
CRLA Board Chairman

Equal access to justice is a dream to many...but a reality for far too few individuals. Folks like a widowed grandmother who almost lost her home to foreclosure; a farmworker, laboring in the hot sun, afraid to ask for water; a mother and daughter, suffering from mental illness, being turned out of their home. Because of you, CRLA helped each of these people. But there are many more individuals in need.

As you know, the need for justice cuts across all lines of gender, race, age, geography and language. With your support, CRLA can continue to bring justice into the lives of the rural poor. And with your support, we can help them. Your gift is the gift of service and hope against the injustices suffered daily by our clients.

Together, we can  
make rural justice  
happen.

Please fill out this envelope  
or visit [www.crla.org](http://www.crla.org) and  
make a gift today.

Adelante Creando Luz,  
Forward Creating Light

*José Padilla and Adrian Andrade*





## STANISLAW JARMOLOWICZ

### A Story of Health Access

Meet Stanislaw Jarmolowicz, a Polish-born engraver who immigrated to the United States 32 years ago. He executes his engraving work with care and detail, requiring a steady hand and a strong will. Stanislaw lacked both when he first contacted CRLA to help him with his healthcare.

"I felt completely lost and helpless in the system," answered Stanislaw when asked why he sought help. "My heart was working at 15% capacity. I'd suffered many heart issues including a heart attack on top of recovering from non-Hodgkin lymphoma."

He needed medical attention but couldn't afford it because his illnesses kept him from working. "I didn't even call the hospital when I had my first heart attack because I was afraid I would get a bill," Stanislaw said astounded at his own desperation.

Stanislaw's health conditions made him eligible for disability coverage; however, the myriad of agencies and red tape required to get on disability proves a daunting task for a healthy person...much more so for someone recovering from cancer and heart failure.

From across the United States, his daughter Kasia searched online for help, which she found on CRLA's website. She quickly called her father and told him to contact the Marysville office. Funding from a CA Department of Managed Health Care grant provided CRLA with the resources to assist Stanislaw with his healthcare needs.

This aspect of CRLA's services helps individuals navigate the United States healthcare system. "We are here to act as a client's advocate... when they don't have adult children or friends in their lives who can help them get on disability and begin receiving government help," said Dylan Saake, CRLA Marysville directing attorney in 2012.

"When he walked through the door he looked as if he had no hope of finding help for what was left of his will to live," said Regina Davidson, CRLA Marysville legal receptionist. "I will never forget the hopelessness in his eyes."

CRLA works in innovative ways to help people like Stanislaw Jarmolowicz navigate the new rules of expanded health care coverage under the Affordable Care Act (ACA). We are piloting a Medical-Legal partnership in Sonoma County that will help us bridge the gap between health needs and legal issues for the most vulnerable in that community. Our office in El Centro, on the U.S.-Mexico border, works with the Health Consumer Alliance of California to monitor and review coverage rules under ACA for immigrant communities, low-income workers and seasonal migrant workers. CRLA will continue to expand our work related to health access and health care justice as ACA implementation continues in 2013 and 2014.

Stanislaw now shows signs of optimism and a relaxed nature, "CRLA removed a great deal of stress from my life...and stress was preventing me from recovering from my illnesses. Every night I thought I wouldn't make it to the morning...now I have hope."

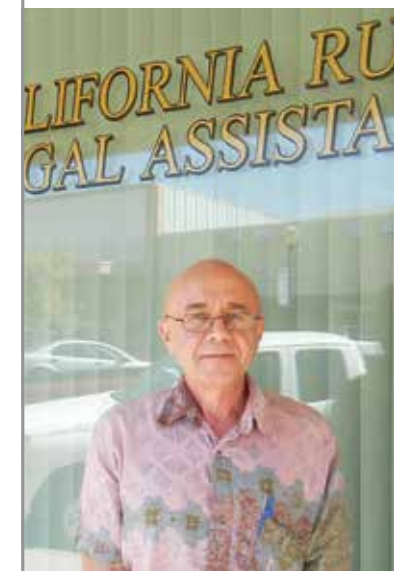
Stanislaw's general health has stabilized. His good spirits reflect his placement on a heart transplant waiting list. Because CRLA could provide him with access to disability coverage, Stanislaw can now experience financial stability and security and, more importantly, a healthy recovery and a hopeful future.



Stanislaw working with Dylan Saake, the Directing Attorney at CRLA Marysville in 2012



Health and  
Human Wellbeing



Stanislaw Jarmolowicz

# PLANNED Giving

**Planned Giving is an effective way to give to CRLA with no impact on your day to day finances. A planned gift is not discretionary income, but part of your overall financial/estate planning.**

A planned gift is any major gift, made during a donor's lifetime or at death as part of a donor's overall financial and/or estate planning.

We know that estate planning is very personal and can be an overwhelming topic. If you have not yet thought about what will happen after you're gone, we encourage you to do so, as spelling out your wishes will make a difficult and emotional time much easier for your friends and family.

## Types of Planned Gifts\*

- Bequests
- Charitable Gift Annuities
- Gift of Real Estate/Stocks/  
Mutual Funds
- Charitable Lead Trusts
- Retirement Plans
- Charitable Remainder Trusts
- Insurance Policies

By adding CRLA to your estate plan or making another type of planned gift, you will become a member of the Voices for Change Circle and a life-long CRLA advocate. If you have an estate plan, make sure to remember CRLA.

## Want to Make a Planned Gift?\*

The most common way to make a planned gift is by making a bequest in your will or trust. To include CRLA in your will, include the organization's Tax ID number 95-2428657. You may want to consider some of the following sample language:

### Unrestricted Gift: A gift that can be used where the need is the greatest

I give to California Rural Legal Assistance, Inc., a California nonprofit 501(c)(3) corporation TIN 95-2428657, headquartered in San Francisco, CA the sum of \$\_\_\_\_\_ to be used at the discretion of the Board of Directors as it deems advisable for the best interest of CRLA clients.

### Residuary Bequest: Leaves any remainder after all other bequests have been paid

All the rest, residue and remainder of my estate, both real and personal, I give to California Rural Legal Assistance, Inc., a California nonprofit 501(c)(3) corporation 95-2428657, headquartered in San Francisco CA for its general legal services.

### Contingency Gift: Takes effect only if a primary intention cannot be met

If (name of beneficiary) does not survive me, or shall die during the administration of my estate, or as a result of a common disaster, then I give to California Rural Legal Assistance, Inc., a California nonprofit 501(c)(3) corporation 95-2428657, headquartered in San Francisco CA all of the rest, residue and remainder of my estate to be used for its general legal services.

\* This information is not intended as legal, tax or investment advice. Donors should consult their own tax and legal advisors prior to making a planned gift.

## Benefits of Joining the Voices for Change Circle

Besides knowing your planned gift will help sustain CRLA's work for years to come, you will receive the following benefits:

- Recognition of your name in our Annual Report, the year that you join
- Mailings of our Annual Report
- A special invitation to our Voices for Change Circle cocktail reception with Executive Director José Padilla, to be held annually
- VIP invitations to other CRLA events

## How do I join?

Once you have decided to include CRLA in your estate planning, please email [development@crla.org](mailto:development@crla.org) or call (415) 777-2846 x309



# VOICES for Change

## His Work Inspired Others to Raise Their Voices for Change

Michael Muñiz, well-respected attorney and legal scholar, passed away in 2006, but his legacy at CRLA continues.

In the 1980's, Michael worked in the CRLA Salinas office where he put his passion to work securing migrant children's education rights. After leaving CRLA, Michael went into private practice in Oregon, specializing in immigration law and immigrant rights. Michael also taught immigration law as an adjunct professor at the University of Oregon and Lewis & Clark Law Schools. In 2005, he received the Gerald H. Robinson Excellence in Advocacy Award from the Oregon Chapter of the American Immigration Lawyers Association in recognition of his outstanding and tireless advocacy of immigrant rights. In 2007, the Legislative Assembly of the State of Oregon adopted House Concurrent Resolution 11 in "appreciation for Michael T. Muñiz's legacy of commitment and devotion to his community and his life's work on behalf of many Oregonians and the State of Oregon."

His dear friend, fellow CRLA former board member and CRLA donor, Rocky Barilla, knew he had to keep Michael's passion and commitment alive. "Michael was dedicated to justice. He was committed to representing immigrant families in need with compassion. He advocated for the importance of supporting our community and the importance of education for immigrant children," said Rocky who chose to memorialize Michael with a planned gift to CRLA, called the Michael Muniz Fellowship Fund. In the future, this fund will support the salary of one CRLA staff attorney who will continue Michael's work on migrant education.

**"Everybody needs a voice. I believe that human rights for everyone should be protected. CRLA has been such an advocate for farmworkers who have been treated like second-class citizens and have been victimized and discriminated against. Michael Muñiz devoted his life to making a difference in defending the rights of farmworkers. Who will protect the farmworkers in the future? Hopefully, CRLA will continue its dedicated work and the Michael Muñiz Fellowship will help in this important endeavor. I helped to create this Fellowship because I want Michael's legacy to live on at CRLA. A planned gift makes a long term difference and so did Michael."**

***Rocky Barilla, CRLA Donor***

Members of the *Voices for Change Circle* who have made a planned gift to CRLA: Elena Asturias & Eduardo Paniagua, Rocky Barilla, Rosalia Salinas, Gary & Carolyn Soto



Michael Muñiz

A Triqui indigenous farmworker and her daughter attend a meeting where community members discuss issues such as housing, law enforcement, immigration and work. Triquis, an indigenous group from southern Mexico, migrated from their hometowns to work in the California fields. Like many other indigenous groups, Triquis continue to speak their language, which is totally unrelated to Spanish



## VOICES of Indigenous Farmworkers

In 1993, CRLA launched the Indigenous Farmworker Project to meet the needs of California's growing voiceless indigenous Mexican farmworker communities. Now known as the Indigenous Program, it provides legal advocacy, educational outreach and community assistance to California's indigenous rural communities.



Civil Rights



Health and  
Human Wellbeing



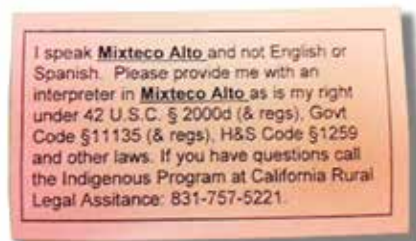
**Juan Martinez a Triqui Bajo-speaking member of our Indigenous Comité Leadership Program says this about the “I Speak” card: “Before receiving the card and attending a meeting, I did not know that we have a right to an interpreter in our language. I participated in CRLA’s Indigenous Comité meeting, and now with this card I can ask that my rights are enforced.”**

In the last few years, the Program has focused on elevating indigenous community members' voices: with local service providers, within public agencies and within their communities.

### **I Speak Initiative**

Indigenous Mexican clients at the Salinas office have long complained about the lack of indigenous language interpreters at local hospitals. In response, at a local farmworker health event, Salinas Indigenous Program staff conducted a presentation on language access rights – including the right to an interpreter in health care settings. At the event, they distributed “I Speak” cards identifying the cardholder’s primary language and telling doctors and service providers that he or she is entitled to an interpreter under the law. CRLA staff continue to distribute these cards and explain their use to indigenous-language speaking clients. Their outreach uncovered stories from several clients who have come forward with language access complaints. One extreme case involves a Triqui woman who

was hospitalized for a week, underwent an unknown cardiac procedure and was discharged, all without ever speaking to a language interpreter or understanding her own diagnosis. Indigenous Program staff reached out to the local hospital and cardiologist’s office to educate them about the local indigenous Mexican



population, their unique language and cultural needs and the obligation to provide appropriate language services. They also filed complaints with the Office of Civil Rights of the Department of Health and Human Services to ensure that the hospital and doctor’s office adopt legally compliant and effective language policies to better serve their indigenous patients.

Juan Martinez a Triqui Bajo-speaking member of our Indigenous Comité Leadership Program says this about the “I Speak” card: “Before receiving the card



and attending a meeting, I did not know that we have a right to an interpreter in our language. I participated in CRLA’s Indigenous Comité meeting, and now with this card I can ask that my rights are enforced.” When Martinez filed a worker compensation claim, he showed the “I Speak” card to his medical provider and to his lawyer so he could know about the progress of his case. Having an interpreter allows him to better understand the case and his healthcare.

**SALINAS VALLEY, CA - Mariano Alvarez (left), a community worker for California Rural Legal Assistance, explains in Triqui Bajo (a language indigenous to Mexico) to farmworkers pruning grapevines, the requirements that employers need to provide bathrooms, water, shade and breaks to workers in the field as required by law.**



Triqui community members wear and display huipiles, traditional handmade garments. Triquís and other indigenous groups are culturally distinct from the rest of Mexico and in some indigenous immigrant communities in California, Triqui women maintain traditional forms of dress

### The Indigenous Leadership Program

As CRLA advocates work alongside indigenous communities to raise their voices in hospitals, schools and other service agencies, they also work together to develop crucial civic engagement and leadership skills.

CRLA designed the leadership/civic participation curriculum, (*"You Have Something to Say/Tiene Algo Que Decir"*) to develop farmworkers' and rural community members' personal leadership skills and prepare them to address frequently ignored or overlooked problems and needs.

CRLA's Salinas Indigenous Program staff (Maureen Keffer and Mariano Alvarez) adapted the curriculum to meet the local indigenous community members' needs and presented it in Spanish and in Triqui. By completing the curriculum, CRLA hopes low-income rural community members will speak and be heard on several important issues impacting their local neighborhoods and small towns. CRLA's Indigenous Program will also present, *"You Have Something to Say/Tiene Algo Que Decir"* to Indigenous farmworker groups in Santa Rosa, Oxnard and Lamont.

In November of 2012, Assembly Member Luis Alejo presented State Certificates to 15 Triqui indigenous farmworkers at a monthly Salinas California Rural Legal Assistance Indigenous Program Advisory Comité meeting. These farmworkers represent the first individuals to complete CRLA's eight-part leadership/civic participation curriculum. The certificates recognize this groundbreaking program's significance and the graduates' dedication and hard work.

Paulino Martinez, a Triqui Bajo-speaking member of our Indigenous Comité Leadership Program: "Before coming to the Program I thought that my Spanish was poor and if I spoke people would laugh at me. Now I feel very confident and have the capacity to communicate better with others. This training has helped me to improve my leadership in my family and in the community because now I understand that being involved in the community and in my kids' education is important."





# CRLA ALUMNI Meet Your Match

CRLA owes many victories in the fight for justice to the dedication of our amazing Board of Directors and staff. Since our founding, attorneys, community workers, volunteers and board members have poured heart and soul into serving California's rural poor. To honor this legacy, CRLA launched the Alumni Giving Society in 2011 to help reconnect our former staff, board and volunteers with each other and to keep them apprised of and engaged in CRLA's amazing work.

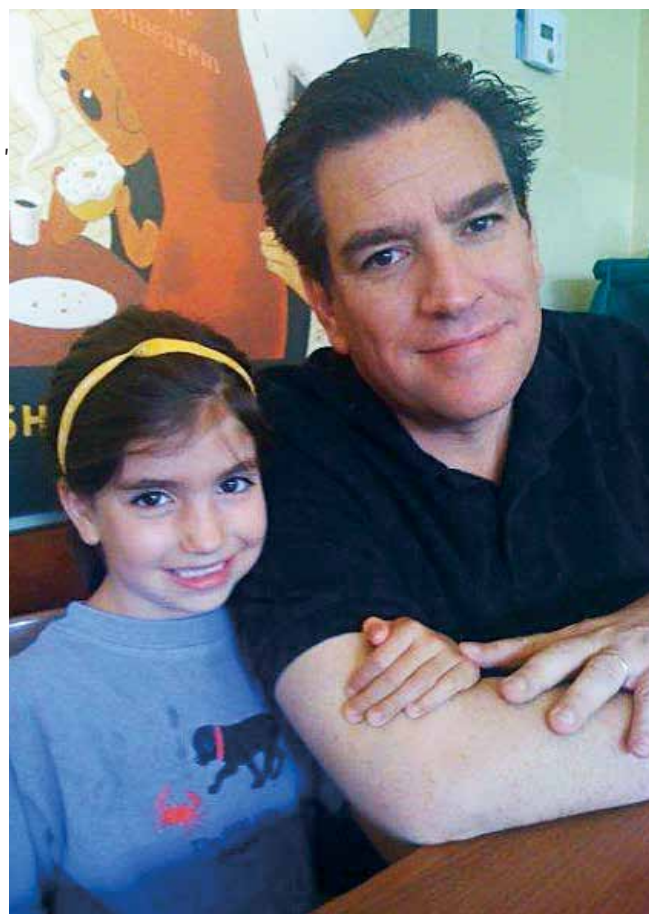
The Alumni Giving Society invites former CRLA folk to continue to support our work as many have already done. The Chairman of the Alumni Giving Society, Cruz Reynoso, made the inaugural gift. Inspired by Cruz, former CRLA Executive Director Marty Glick joined next and they inspired Marco Abarca, an Oxnard Migrant Unit Staff Attorney from 1989 – 1992, to join the Alumni Giving Society.

**Marco however, added a twist. His gift is a \$15,000 challenge grant to fellow CRLA alum: every dollar donated to the Alumni Giving Society will be matched by Marco, up to \$15,000.**

What motivated Marco to issue the challenge? "The three and a half years I spent in Oxnard were the most professionally rewarding years of my career," said Marco. "I feel a great deal of gratitude towards CRLA. It was a privilege to work there. Although it has been 20 years, I still feel part of the CRLA team. I made the challenge grant because I believe in CRLA's mission."

Marco attended Yale University and Stanford Law School. After practicing as an attorney, he returned home to Colorado to join his family's company, Ready Foods. Under his leadership, the business has expanded dramatically and is now one of the biggest Latino-owned food companies in the country. "I believe I have a duty to

give back to the Latino community," said Marco. "I am making my down payment with CRLA. It has been years since I left CRLA and I continue repaying that obligation."



Former CRLA Staff Attorney, Marco Abarca, and his daughter.



## CRLA ALUMNI



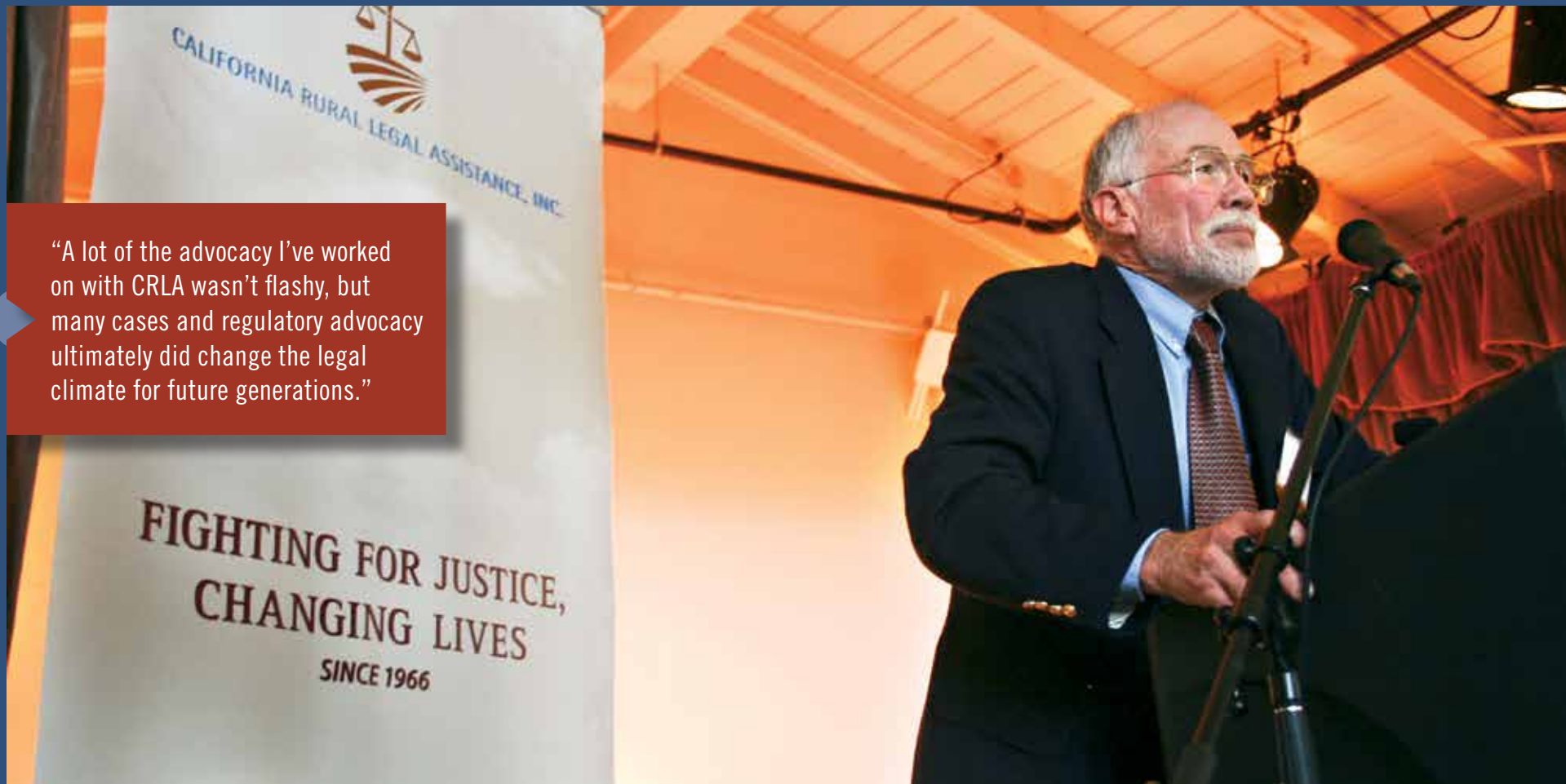
Fred Altshuler



Daljit Dahmi



Adrian Andrade



## BILL Hoerger

Retirement for Bill Hoerger will not come easily – his personal life and work with CRLA continue to intertwine. In his 30 years working for our organization, both Bill and CRLA grew, changed and positively impacted thousands of lives.





**“I’ve always been amazed at Bill’s commitment to the rural poor, his passion for the work, and his dedication to excellence in all arenas.” *José Padilla, CRLA Executive Director***

### What is the secret to his legacy of justice?

“I try to look at the bigger picture,” said Bill Hoerger. “A lot of the advocacy I’ve worked on with CRLA wasn’t flashy, but many cases and regulatory advocacy ultimately did change the legal climate for future generations.”

Bill Hoerger grew up on a family dairy farm in northeastern Ohio. He attended Ohio State University, receiving his bachelor’s degree in Rural Sociology



and a master’s degree in Agricultural Economics. Bill graduated from the University of Chicago Law School in 1970. “I went to law school with no intention of becoming a practicing lawyer,” said Bill. “I thought I would focus on international economic development. Becoming a practitioner only occurred to me as I became involved in the law school’s clinical program during the tumult of Vietnam and the assassinations of Dr. King and Robert Kennedy.” Bill clerked for a U.S. District Judge covering both the Northern and Southern Districts of Iowa before moving to California. He worked as a Deputy Public Defender in Monterey County, served as a senior-level attorney for the California Agricultural Labor Relations Board, and came to CRLA in May 1982 to participate in CRLA’s nationally-watched case challenging the agricultural research program at the University of California. Bill became CRLA Regional Counsel in 1987, and in 1996 became one of CRLA’s initial Directors of Litigation, Advocacy and Training.

Bill Hoerger poses with José Padilla, CRLA’s Executive Director



Bill’s persistent legal advocacy efforts have improved the rights and working conditions of farmworkers and immigrants throughout the state.

His high points have been the opportunities to engage in significant team advocacy with “the brightest, most imaginative and most dedicated advocates in this country,” said Bill, whose multiple victories have impacted the lives of the state’s rural poor. “The work we’re doing is for the most righteous clients on earth.”

(Left to Right) CRLA Directors of Litigation Advocacy and Training Ilene Jacobs, Cynthia Rice, Bill Hoerger and Michael Meuter

**“Bill Hoerger has been a tireless advocate for people who can’t afford counsel for almost 40 years. He has left an indelible mark on the law, as well as on the innumerable clients he has served with passion, compassion and zeal. His work has advanced justice in countless ways for low income people, including providing legal protections and reducing the opportunity for exploitation of seasonal farmers and low wage workers. Bill has been a leader, a model and a mentor whose equal justice legacy will endure for decades to come.”**

***Jo-Ann Wallace, Executive Director of the National Legal Aid & Defender Association***

## **Bill Hoerger’s** many legal accomplishments include:

1. Convincing the California Supreme Court to review and reverse a lower appellate court decision against the State’s Department of Industrial Relations which held that piece-rate harvest workers were independent contractors not entitled to employee protections such as workers’ compensation. The State Supreme Court’s ruling established that these workers, engaged by the growers as “share farmers,” were indeed employees entitled to the full spectrum of rights afforded California employees, including wage protection. (*S.G. Borello & Sons, Inc. v. Dept. of Industrial Relations* (1989) 48 Cal.3d 341)
2. Obtaining a 7-0 California Supreme Court decision determining that employer liability for wages was defined under Industrial Welfare Commission (IWC) wage orders promulgated during California’s Progressive Era nearly a century before and not by the common law, as the same justices had unanimously concluded only five years earlier. The State Supreme Court also confirmed that IWC wage orders were not controlled by federal law. The IWC wage order definitions greatly expanded the scope to which workers could look in recovering unpaid minimum and overtime wages. (*Martinez v. Combs, et al.* (2010) 49 Cal.4th 35)
3. Authoring the chapter on employer liability in a pioneering text on wage enforcement issued by California Continuing Education of the Bar. (CALIFORNIA WAGE AND HOUR LAW AND LITIGATION (2010).) The book subsequently won a national award for legal education texts.





# SENIOR Keeps Home of 50 Years

## CRLA helps senior woman keep her home of 50 years

At four feet, nine inches tall, weighing maybe 89 pounds, and more than 80 years old, Sara's strength is not immediately visible. But Sara calls herself a *guerrera pequeña*, a little warrior. When she and her daughters came to CRLA's Marysville office seeking support, she tried to understand why someone would want to kick her out of the home she had lived in for 50 years, the home her husband had built by hand.

Sara has lived in Arbuckle, a small jog off the I-5 between Woodland and Williams, north of Sacramento, for more than 60 years. Since she followed her husband there from Mexico, Sara spent her 12-15 hour workdays picking walnuts for \$2 a sack, at 10 sacks a day, while looking after four children. The couple eventually bought a piece of land, where Sara's husband began building their house.

Over the decades, they took out various small loans against their house. When Sara's husband passed away, the payments became more difficult for her to make each month. To help with her payments, Sara decided to take out a loan to help her stay in her home for the rest of her life. She found someone who promised her she wouldn't have to worry if she would just sign these papers. But the loan she'd been wrangled into taking, left her owing more money, at a higher interest rate and with exorbitant fees. Quickly, she became in danger of losing everything.

Once Sara made her way to CRLA's Marysville office, staffer Sonia Garibay dug in, tore through the paperwork, prepared documents and interviewed witnesses. CRLA filed a complaint on Sara's behalf just before the three-year anniversary of the loan signing.

"Sara was confused and manipulated by the moneylenders. It happens too frequently. If CRLA had not stepped in, I am not sure

who would have," said Sonia Garibay, a CRLA community worker in Marysville. "And we didn't give up!"

In a legal battle involving attempts by the defense to delay the case, CRLA countered each move the old-fashioned way: with smart lawyering and diligent work.

Once the defense realized CRLA out-maneuvered them, the settlement came quickly. A key factor for Sara who didn't want to spend her remaining years locked in a legal battle over her right to live in the house she had helped build.

Although the settlement terms remain confidential, CRLA settled the matter on a basis mutually agreeable to both parties.

Most importantly, Sara can now spend her last years living in the home she and her loved ones built, at peace, looking back on her remarkable life. She also reads fortunes, so the next time you pass through Arbuckle, get off the freeway and see what this *guerrera pequeña* has to say about your future.



Sonia Garibay, a CRLA community worker in Marysville who helped Sara keep her home.



### CRLA WOULD LIKE TO THANK THE FOLLOWING FOR PROVIDING PRO BONO, CO-COUNSEL, AND/OR VOLUNTEER SERVICES

Abbi Coursolle: Western Center on Law & Poverty	Bay Area Legal Aid	Christopher Brancart: Brancart & Brancart	Douglas Reeve
ACLU	Beatriz Pimentel Flores	Claudia Lopez	Dylan Pollard and Roxanna Tabatabaepour: Pollard/Bailey
Aisha Williams	Ben Marsh	Craig Castellanet: California Affordable Housing Law Project of the Public Interest Law Project	Ed Kissam
Alegria De La Cruz: ALRB	Bernard A. Burk: University of North Carolina School of Law	Creighton Mendivil	Edie Sussman: Law Office of Edie Sussman
Alicia Roman: Law Office of Alicia Roman	Berne Kamger	Cynthia Galvez	Eileen McCarthy: Law Offices of Eileen McCarthy
Allan Parnell	Bet Tzedek Legal Services	D. Scott Chang: Relman, Dane & Colfax PLLC	Elise Cossart
Allen & Maria Hutkin: The Hutkin Law Firm	Beth Rosen-Prinz	David Ashby	Emily Little
Allen Hutkin: Hutkin Law Firm	Bianca Chavez	David Collins	Emma Steiner
Anastacia Maestre	Franz Chavez	David Grabill: Law Office of David Grabill	Employment Law Center
Andrea Marcus	Blaz Gutierrez	David Loy: ACLU of San Diego & Imperial Counties	Enrique Melgar
Andrea Sanchez	Brancart & Brancart	David Sapp: ACLU Foundation of Southern California	Eric Vera
Andreina Montelongo	Brandon Huang	Deborah Collins: California Affordable Housing Project	Erin Gaines
Andrew Greenwood	Brent Newell: Center on Race, Poverty & the Environment	Deborah Escobedo: Youth Law Center	Eric Kingsley: Kingsley & Kingsley
Andrew Jones: Wagner & Jones	Brian Wright-Bushman	Deborah Reames: Earth Justice	Ernesto Barreto: Law Offices of Ernesto Barreto
Andy Greensfelder	Brooks Allen: ACLU Foundation of Southern California	Debra Smith	Eunice Cho - NELP
Andy Tsou	Carmen Franklin	Desiree Farnal	Evonne Silva
Angela Poon: Ropes & Gray, LLP	Carrie Hempel: UC Irvine School of Law - Community & Economic Development Clinic	Diana Bailon	Fernando Flores: Employment Law Center LAS
Angelica Salceda	Cassandra Banks	Dick Rothschild: Western Center on Law & Poverty	Fernando Tafoya: Tafoya & Associates
Angie King	Catherine Starr: Law Office of Catherine Starr	Dolores Ornelas	Frank D. Hobbs: Law Office of Frank Hobbs
Ann Fathy	Cathy Creswell	Dominic Ahoff	Frank Perez: Perez & Moreno
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## STATEMENTS OF FINANCIAL POSITION

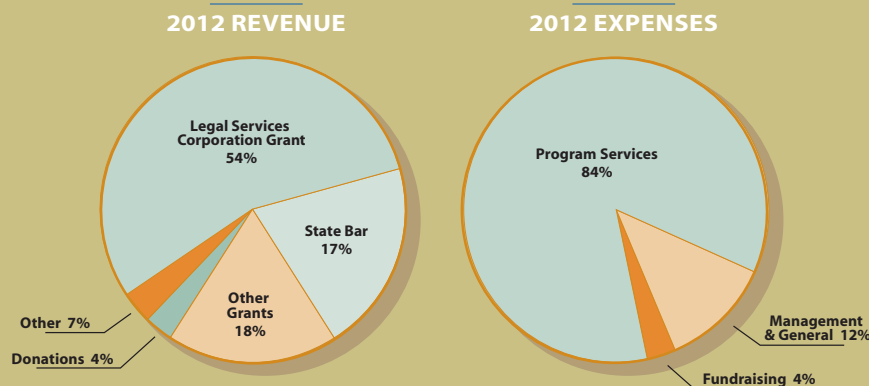
December 31, 2012 and 2011

ASSETS	2012	2011
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$2,545,020	\$1,759,484
Grants receivable	186,428	725,505
Pledges receivable	18,670	11,445
Other receivable	35,219	135,419
Prepaid expenses, deposits, and employee advances	429,689	169,338
Other assets	445	1,630
<b>Total current assets</b>	<b>\$3,215,471</b>	<b>\$2,802,821</b>
<b>NON-CURRENT ASSETS</b>		
Client trust funds	90,044	157,896
Property and equipment	1,243,424	1,324,121
<b>Total non-current assets</b>	<b>1,333,468</b>	<b>\$1,482,017</b>
<b>Total assets</b>	<b>\$4,548,939</b>	<b>\$4,284,838</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$245,654	\$230,515
Accrued liabilities	901,748	844,674
Refundable advances	1,024,546	966,236
Current portion of notes payable	433,024	38,867
<b>Total current liabilities</b>	<b>\$2,604,972</b>	<b>\$2,080,292</b>
<b>NON-CURRENT LIABILITIES</b>		
Client trust funds payable	90,044	157,896
Notes payable	135,570	572,246
<b>Total non-current liabilities</b>	<b>\$225,614</b>	<b>\$730,142</b>
<b>Total liabilities</b>	<b>\$2,830,586</b>	<b>\$2,810,434</b>
<b>NET ASSETS</b>		
Unrestricted	341,801	262,832
Unrestricted board designated	1,029,447	1,037,777
Temporarily restricted	347,105	173,795
<b>Total net assets</b>	<b>1,718,353</b>	<b>1,474,404</b>
<b>Total liabilities and net assets</b>	<b>\$4,548,939</b>	<b>\$4,284,838</b>

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2011-2012



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## STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

	Year Ended December 31, 2012			Year Ended December 31, 2011		
	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
<b>REVENUE AND SUPPORT</b>						
Grant revenue	\$14,423	\$11,603,906	\$11,618,329	\$20,000	\$13,165,132	\$13,185,132
Donated Services	1,841,100	-	1,841,100	1,257,000	-	1,257,000
Attorneys fees and costs recovery	158,746	726,671	885,417	179,000	188,993	367,993
Contributions	264,112	-	264,112	563,022	3,477	566,499
Special event revenue	156,147	-	156,147	168,881	-	168,881
Other revenue	29,690	19,829	49,519	45,806	48,341	94,147
Net assets released from program restrictions	12,177,096	(12,177,096)	-	13,521,220	(13,521,220)	-
<b>Total revenue and support</b>	<b>14,641,314</b>	<b>173,310</b>	<b>14,814,624</b>	<b>15,754,929</b>	<b>(115,277)</b>	<b>15,639,652</b>
<b>EXPENSES</b>						
Program services	12,232,442	-	12,232,442	13,518,009	-	13,518,009
Management and general	1,712,126	-	1,712,126	1,589,963	-	1,589,963
Fundraising	626,107	-	626,107	767,432	-	767,432
<b>Total expenses</b>	<b>14,570,675</b>	<b>-</b>	<b>14,570,675</b>	<b>15,875,404</b>	<b>-</b>	<b>15,875,404</b>
<b>Change in net assets</b>	<b>70,639</b>	<b>173,310</b>	<b>243,949</b>	<b>(120,475)</b>	<b>(115,277)</b>	<b>(235,752)</b>
<b>NET ASSETS</b>						
Beginning of year	\$1,300,609	\$173,795	\$1,474,404	\$1,421,084	\$289,072	\$1,710,156
<b>End of year</b>	<b>\$1,371,248</b>	<b>\$347,105</b>	<b>\$1,718,353</b>	<b>\$1,300,609</b>	<b>\$173,795</b>	<b>\$1,474,404</b>

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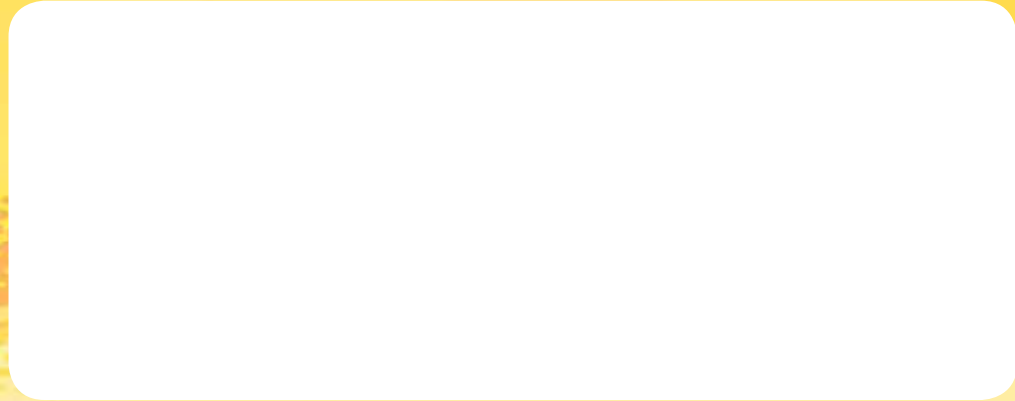
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