

August 5, 2015

TO: West Task Force

FR: Mary L. McAdory 

RE: Immigration Legal Assistance Program /Hispanic Affairs Project, HAP - (SW15003) and **Immigrant Rights & Community Integration / Hispanic Affairs Project, HAP** appears to be similar and that is why Cynthia asked me to put them together for your review.

I forwarded SW15003 - Immigration Legal Assistance Program/Hispanic Affairs Project, HAP – application to you all July 14, 2015.

I received (attached application) Immigrant Rights & Community Integration /Hispanic Affairs Project, HAP August 4, 2015.

Please note these applications have the same 3 Letters of Recommendations; Decision Makers; and Expense request for Staffing, Training and Transportation.

The overall budget for Immigrant Rights & Community Integration /Hispanic Affairs Project, HAP is \$8,084 less than the overall budget for Immigration Legal Assistance Program /Hispanic Affairs Project, HAP - (SW15003).

cc: Cynthia White

For Office Use Only

Project number:

Assigned:

Presbytery/Synod:

Received:

Emailed T/F:

#2
SW15003
WOO, W, KRAUSS, L
Western Colorado
Rocky Mountain
8/14/2015
1/1

Mary, forward to #18 (Add info re: SW15003)
8/5



PRESBYTERIAN COMMITTEE ON THE
Self-Development
of People

"People Investing in People"
www.pcusa.org/sdop



100 Witherspoon St.
Louisville, KY 40202-1396
1(800) 728-7228 ext 5782
Fax: (502) 569-8001
Email: sdop@pcusa.org

NATIONAL LEVEL APPLICATION

Incomplete applications will not be processed.

Review SDOP's Criteria, Core Strategies and Measures (Page 1 and 2) Before Completing This Application.

Please send one electronic copy to sdop@pcusa.org and follow up with an email or phone call to assure that your email arrived. All notifications are done via email. Please call or email with any questions or requests. Keep your contact information updated.

Use additional space and sheets as needed.

I. Letters of Recommendation

None: see attached

Three letters of recommendation from established community leaders and/or established organizations to demonstrate the group's work experience are required with each application (i.e. local government persons, persons at Community Foundations, Pastors, bank representatives, local church, United Way, Salvation Army, a well-established community organization, etc.). The letters must be on letterhead.

II. Applicant Identification

Please PRINT or TYPE all information

Name of the Project: Immigrant Rights & Community Integration

Name of the Organization: (If different from Project) Hispanic Affairs Project, HAP

Mailing Address: (Provide Physical Address Only. No P.O.BOX) 300 N. Cascade Avenue, Suite C4

City: Montrose State: CO Zip Code: 81401

Contact Person Name: Ricardo Perez Title: Executive Director/Community Organizer and Project Member

Work Cell Home Phone: (970) 249-4115 Phone: (970) 417-6127 Phone: () - Fax: (970) 249-5499

Email: ricardo@hapgj.org Website: www.hapgj.org

III. The Proposal

a) The amount you are requesting: \$15,000

b) Describe the project and why it is needed? (Be specific).

Our project is extremely important due to the significant collaboration happening currently between our local committees and elected officials, city councils, government agencies and nonprofit organizations that are supporting the social and economic integration of our immigrant community. Our local Committees are the only grassroots immigrant groups working in the region and after several year of building our leadership, we are seeing the opportunity to create a better environment for advancing justice for immigrants.

After several year building our leaderships and creating awareness about minority groups in the region, we have the capacity to connect immigrant issues with other base organizations working on social, labor and environmental change agendas in western Colorado. HAP considers itself part of the larger social movement addressing the needs identified by underrepresented communities, and the success of our work is possible by building strong alliances and empowering leaders to work for common goals through collaborative efforts. We achieve our mission and goals by integrating organizing, advocacy, public education and community outreach into diverse components of our work. The main challenge that we, the Hispanic Affairs Project, are working to address comes from the lack of opportunity for many from our community to gain legal immigration status; with this issue we face racism, discrimination and

economic inequality all stemming from an economic system and society that lures in our population and then exploits us. We believe that opportunities for an earned pathway to citizenship, access to education, healthcare, safe and stable jobs, affordable housing, feeling safe in our community and having an understanding of U.S. systems, are key factors for integration to happen.

Within our Immigrant Rights and Community Integration program, we are working to develop and maintain sustainability of our local Committees. Specifically, are focusing on continued leadership development and will facilitate the work of our three Committees to support our movement's regional, statewide and national strategies focused on work in these areas:

Pro-Immigrant Policy/Advocacy to advance an active member organization of the Colorado Immigrant Rights Coalition (CIRC), and our committees play an important role in CIRC's campaigns regionally to move Colorado's Congressional Delegation in support of federal reforms, as well as to support state legislative campaigns prioritized by our members.

Implementation of new pro-immigrant laws focused on educating our community about state and federal laws impacting immigrants including the Deferred Action for Child Arrivals (DACA), Administrative Relief (DAPA), Driver's Licenses, Wage Theft Protection Act, and the Community and Law Enforcement Trust Act. We will coordinate with elected officials and the state agencies responsible for implementation in order to provide the most up to date information and necessary resources for the Immigrant Community to Access these new benefits. These new laws have brought about the opportunity for us to better understand implementation mechanisms, challenges and achievements that help to increase the capacity of our organization to connect with the community and increase membership.

Welcoming Colorado initiative focuses on sharing our immigrant stories to educate our community and build relationships with non-immigrant communities with the aim of strengthening mutual respect and understanding. our members participate in the Grand Junction Welcoming Colorado Committee, train immigrants about how to tell stories with community members and help organize events such as dialogue activities and film presentations, among other integration activities. After several years, our initiative continues to gain more community support and demonstrate that it is an effective vehicle to engage diverse groups in conversations around immigrants and immigration, and ultimately shift public opinion.

Migrant Farmworker Advocacy to support our leaders and farmworkers in rural and migrant communities. The most critical component in this program is the migrant outreach our leaders are doing to address cases of human rights violations and labor abuses. We are the lead-organization in the Shepherd campaign (H2A temporal visa) and are supporting hundreds of foreign workers are working in isolated places across western Colorado, including Utah and Wyoming under conditions described as labor trafficking. The HAP office has developed into a resource center for families looking for information about legal assistance for wage theft and other labor issues.

Our main goal is to contribute to the community integration process in such a way that the most disadvantaged minority groups have opportunities to actively participate in community life and to connect with the larger community. The strategy is to create the space and to teach one another how to work together as a community to achieve what is most important to us, and to hopefully work towards achieving the same social, economic and cultural opportunities that exist for the rest of society. There exists a lack of integration due to the broken immigration system and the lack of organizational and community support structures to provide opportunities for our immigrant communities to learn and participate. Therefore, this type of organizing work needs to be done at this time and the primary focus of this proposal will be focused on strengthening the capacity of our base groups, all the while supporting local, regional and statewide efforts to achieve pro-active policies affecting immigrants. Alongside this we will focus on increasing our capacity to do the work and better meet community needs, to become more sustainable and to provide opportunities for our community to further develop its own leadership. Part of this process will happen through capacity-building and education about the issues affecting our community, but we will also focus on creating spaces to bring together all community members in efforts to create environments of respect and dignity for all.

In April 2015, our organization received recognition and accreditation to provide Immigration Legal Assistance (BIA Program). Since then, we have committed to doubling our fundraising efforts in order to further develop our BIA program, but not at the risk of weakening our current programs around leadership development through community organizing. For this reason we are submitting this second proposal, which focused on our key Immigrant Rights & Community Integration project areas that will advance our mission to achieve social integration.

c) Who will benefit directly from this project?

The direct primary beneficiaries of our program are immigrant families that are part of our group (although other low-income immigrant families in the community will also benefit from the project). These families have varying degrees of legal status or a lack there of, particularly many low-income families living in our region. According to 2011 data, first and second generation immigrants make up nearly 20% of the population in this region. The majority are from Mexico and work in construction, tourism-related services, and agriculture, in both urban and rural areas. Because our organization was created by first generation immigrant leaders, the topic of immigration reform and access to immigration legal services are the two greatest needs for us.

One of our priorities is community outreach, considering that many of our families live in rural areas and do not have access to up to date information or other social services. The western slope has a large number of migrants (range and farmworkers), who are excluded from key services including healthcare, education, community resources and community spaces. It's our goal to expose the labor and human condition of those workers and their families in order to increase the support of the receiving community for policy change. The western Colorado reflects a segregated social environment, which is why we are working to shift the negative understanding of the immigrants, so our society may recognize the benefit of cultural diversity, especially from a growing workforce in many areas where it is difficult to fill the demand, particularly in the agriculture and construction industries.

d) Who initiated the project and how will they be involved?

During the first four years of our project, the main focus of our activities was to support comprehensive Immigration reform efforts, initially proposed by U.S. Senators McCain and Kennedy. We created the Western Colorado Justice for Immigrants Committees as an organizing vehicle to build support and power across the Western Slope. During that time, many of our members took on leadership roles organizing the immigrant community and allies. The delay in passing immigration reform forced us to work on many other local issues impacting our communities, and creating new strategies for our community to integrate, meanwhile continuing long-term efforts to move forward federal immigration reform. This explains how our members started building Committees on the local level, promoting efforts such as the Welcoming Colorado Initiative, providing resources to immigrant families and doing migrant outreach in rural and urban areas in the region.

Many of the original leaders who started organizing around immigration reform continue to be part of our local committees and will continue to support and move this work forward. Our grassroots leaders lead the work on the local committee level and are critical to

Our present constituency includes at least 128 leaders from multiple communities who consistently participate in diverse activities related not only to immigrant rights issues, but other issues that impact us all such as environmental justice, labor, health and human rights. We also work to provide opportunities for education on diverse issues in collaboration with other organizations.

e) How did the group come together?

Our organization was created in 2005 by Hispanic immigrant leaders from the communities in Grand Junction, Delta, Olathe, Montrose and Hotchkiss who had participated in adult faith formation programs within the Catholic Church. In light of the changing population dynamics, our leaders recognized the importance of addressing the needs of the new immigrant community in the region. We pulled together first generation immigrant leaders from all of these communities to organize ourselves in order to expand our work to include all people affected by the challenges

facing immigrant families, especially the lack of integration, social inequalities and few opportunities for social development.

Over the last four years, our organization has developed a more stable infrastructure after receiving our 501c3 nonprofit status in March of 2010. We created a five-year strategic plan, and expanded our capacity for new financial development. We are proud that HAP is the only organization in the region made up entirely of first generation immigrants who lead the work, and we are continually incorporating new non-Latinos members into our efforts to further the integration process; meanwhile, we continue to be recognized by local community organizations for defending the rights of all immigrants.

After nine years, we feel that HAP has affirmed our mission and vision as a grassroots base organization dedicated to supporting the social development of the immigrant community through a focus on leadership formation, community organizing and advocacy in six counties in Western Colorado including Mesa, Delta, Montrose, Gunnison, Ouray and San Miguel Counties. We envision Western Colorado communities where our cultural diversity is recognized and we, as immigrants, have opportunities to contribute as integral members through active civic participation. We believe that society and its institutions should be based on the principles of equality and solidarity so as to respect the dignity and human rights of every individual.

f) Who owns and controls the project? Who makes decisions regarding funding, project implementation and personnel?

In our organization we believe in and promote “organic Democracy”, which signifies that the authority pertains to our community. The manner in which we are able to ensure this is through our member-led local committees who decide on the priorities of our organization. Twice a year, leaders from our different committees gather together for our regional assembly to share experiences and prioritize our campaigns. Within our Board of Directors, we recruit leaders from the different communities who are active in our committees and who stand out for their leadership and commitment, which is how we choose our board members as well as our representatives in other groups or collaborative efforts in the region or state.

Since we are a 501c3 organization, we have created a governing structure and administration that responds to the state and federal requirements of nonprofit organizations. Like most organizations, at HAP we have created our own “values” and we have maintained these values until now. These values are based on the principles of democracy, participation, equality and justice and should be reflected in our structures, programs and decision-making.

The structures within our organization include our nine-member Board of Directors, four-member Leadership Advisory Board and our Regional Assembly made up of forty leaders representing nine western Colorado communities including Grand Junction, Clifton, Delta, Olathe, Montrose, Hotchkiss, Cedaredge, Telluride and Gunnison. Although our Board of Directors plays a key role in the governance and sustainability of our organization, there are other levels of participation within our membership in the decision-making process around our work priorities. We believe that decisions-making needs to belong to the entire community affected so that our community takes ownership of the work. The three ways that we ensure that our decision-making process has community-wide participation is through: 1) Committee work plans; 2) our Regional Assembly which gathers twice a year and makes decisions about what local and state campaigns we should be involved with; and 3) our organization’s strategic plan, including the evaluation process for our programs and to assess current needs.

IV. The Project Goal(s) & Objectives: (In 2-3 sentences)

a) What are the 1-2 main project goal(s)? (What will be different because of what the group is trying to do?)

Our main project goal is to build a strong, unified immigrant voice that advances local, regional, state and federal pro-immigrant policy issues and fosters community integration.

b) Please describe how these goals contribute to the long-term objectives of your project.

As an organization, we believe that the direct participation of our community is the only strategy for achieving a more equal society for all. By providing opportunities to bring together community members to discuss issues that we are impacted by, by creating spaces for leadership development and by collaborating with other groups and organizations, we will be able to advance our social and economic development, which is finally how we will truly integrate into our community. Currently, we are building relationships with many organizations that are including immigrant voices in social justice work. With nearly 20% of the population in our region consisting of first generation immigrants, we believe we have the capacity and responsibility to actively participate in diverse efforts to achieve positive change in our community.

Our organization has the ability to make change due to the trust we have built with our immigrant community over the years. We have dedicated significant time and resources to responding to the most pressing needs affecting each and every one of our members and community. We provide education about current events and issues, forge institutional relationships to support advocacy, and connect our leaders and community members with local resources.

c) Which of the SDOP core strategies does this project fulfill?

This project primarily fulfills efforts to promote justice and advocate for economic equality; however within HAP we truly integrate the four SDOP core strategies across our work.

d) Describe the specific objectives for each of the goals.

Objectives:

- 1) Continue to strengthen our Grand Junction, Montrose and Gunnison Committees by providing community organizing support, resources and capacity-building.
- 2) Support community efforts to implement new pro-immigrant laws in the state of Colorado focused on accessing driver licenses, fighting back against wage theft and combating human trafficking.
- 3) Coordinate with the Colorado Immigrant Rights Coalition (CIRC) on statewide strategies to achieve pro-immigrant policies, focusing on detainer reform and other policies prioritized by the annual statewide member assembly in October 2015.
- 4) Promote Welcoming Colorado Initiatives with city council and local government agencies in three priority counties.
- 5) Collaborate with the Department of Labor (DOL) on the approval of new regulations that ensure humane labor and living conditions for H2A-visa Range workers in Colorado and other states with sheep industry.

e) Describe the step-by-step activities that will be carried out to achieve these objectives? Please include a timeline of when these activities will take place.

1. Leadership development through Community organizing	Timeline
<p><i>Activities:</i></p> <ol style="list-style-type: none"> 1. Build up the internal leadership structures of the local committees in Grand Junction, Montrose and Gunnison; continue support for leaders in Telluride, Delta and Palisade. 2. Annual evaluation and update of the work plans for all committees. 3. Host educational presentations for immigrant communities in Montrose, Gunnison and Grand Junction (each month): some workshops suggested by second semester 2015: <ul style="list-style-type: none"> - <i>Consumer Protection against Immigration/Notario Fraud and Unauthorized Practice of Law:</i> How to Access Immigration Legal Assistance in Western Colorado. - <i>The Court System, Judicial District and Self-Representation:</i> What to do when you need to have contact with the court system. - <i>Participating in Democracy:</i> Understanding the political system on the local level and how to engage in issues impacting the community. 4. Host two HAP Regional Assemblies which include: <ol style="list-style-type: none"> a. Creating a regional strategic plan and coordinate campaigns b. Providing capacity-building for HAP leaders to strengthen local work 	<p>Ongoing activities each month. Each committee have a plan including: internal development, fundraising, community actions and policy. The workshops include other</p>

<ol style="list-style-type: none"> 5. Facilitate the participation of HAP-Committee members in public actions and/or capacity-building opportunities in coordination with other regional and statewide organizations. 6. HAP members continue to build relationships with local elected officials and building relationship with government agencies 7. HAP members support the organization in fundraising community events. 	<p>agencies under the member's request.</p>
<p>2. Implementing new pro-immigrant laws in Colorado</p>	
<p><i>Activities:</i></p> <ol style="list-style-type: none"> 1. Committees coordinate with CIRC around statewide mobilization strategies for campaigns. 2. Committee members visit the DMV office in Grand Junction weekly to facilitate communication between DMV officers and the immigrant community. 3. Carry out four community meetings about implementation of the new law, including a meeting with DMV directors (ongoing activity). 4. Carry out four Know Your Labor Rights trainings across the region. 5. Launch media campaigns to call attention to Wage Theft and difficulties with driver's licenses implementation in English and Spanish radio and newspapers. 6. Hold two visits to regional legislative offices to share stories about the challenges with the implementation of these laws and the need for proposing changes to the laws during the 2015/2016 state legislative session. 7. Provide ongoing support and resources to individuals applying for a driver's license or those directly impacted for wage theft, including documenting abuses. 8. Participate in the Western Slope Anti Trafficking and the Colorado Human Trafficking Council, CHTC. (HAP has one member appointed by the governor in the CHTC) 	<p>Ongoing activities each month</p>
<p>3. Advancing in pro-immigrant policies</p>	
<p><i>Activities:</i></p> <ol style="list-style-type: none"> 1. 12 leaders attend the annual detainer reform training in Denver in the summer/fall 2015. 2. Document cases of individuals impacted by unjust detentions to share with policymakers and the public. 3. Carry out two media campaigns to educate the community about proposed legislation during 2015/2016. HAP is participating with other regional organizations in order to increase our political power and connect immigrant rights with other social and environment justice. 4. Participate in public meetings to educate the immigrant and US born communities about the current issues affecting the immigrant community and state legislative proposals. 5. HAP members coordinate campaigns and communication with CIRC's statewide work committees. 	<p>Quarterly or semester activities</p>
<p>4. Implementing Welcoming Colorado Campaign</p>	
<p><i>Activities:</i></p> <ol style="list-style-type: none"> 1. Update the WC Committee work plan and support ongoing activities in the Grand Valley, including the distribution of educational materials for the US born community. 2. Participate in communications campaign focusing on earned media (letters to the editor, op-eds, coverage of events and/or immigrant stories). Increase the support of non-immigrants allies. 3. Help pass the annual Welcoming resolution within the Grand Junction City Council. 4. Promote participation of public institutions, faith communities, elected officials and social service providers in welcoming activities in Grand Junction. 5. Collaborate with USCIS for naturalization ceremonies held in Mesa County. 6. Organizing key festivities in collaboration with local agencies during the Immigrant month (June), the Hispanic Heritage month (September), the Multicultural Fair (November) and the International Migrant Day (December). 7. Two community leaders participate in the annual National Immigrant Integration Conference of the National Partnership for New Americans. 	<p>Committees in Grand Junction, Montrose and Gunnison are working in welcoming activities with the city council or their staff</p> <p>November</p>
<p>5. Migrant Farmworker Advocacy</p>	
<p><i>Activities:</i></p>	<p>Ongoing</p>

<ol style="list-style-type: none"> 1. Increase the number of volunteers visiting sheepherders to share resources and document abuses. 2. Continue with local, statewide and national media campaign focused on public education, including the <i>Year of the Migrant Campaign</i> in the Grand Valley. 3. Collaborate with the Network for Migrant Labor Camp Access, as part of the complaint to the Inter-American Commission on Human Right (IACHR) about labor right violations in Ag industries in the U.S. 4. Build relationships with state and federal government entities including the Division of Civil Rights, the Department of Labor and Consulates of Peru and Chile. 5. Continue to share information and resources with migrant and seasonal farmworkers about worker rights. 6. Work with at least one new foundation to raise the necessary funding to support this project. 7. To research the sheep industry, build relationships with legislators and labor organizations, and to create a Colorado Task Force to work on a strategy for potential legislation to be introduced within the next two years. 	<p>activities</p>
--	-------------------

a) Describe how the activities and objectives you have outlined above will be evaluated.

We will implement quantitative and qualitative tools to evaluate progress and setbacks in the work. Since our beginnings, we have been aware of the importance of ongoing evaluation of our work. The first step in this process was to elaborate a 5-Year Strategic Plan to ensure that we were addressing challenges and opportunities in the communities where we are working. One piece of our plan includes an annual evaluation process which includes our Board, Leadership Committee and other key members from the base community to evaluate progress made and to adjust work plans as needed.

We evaluate our work on an ongoing as well as an annual basis, and as part of this process the board, staff and committee leaders have the opportunity to make recommendations for the next year's priorities. Additionally, two regional assemblies are held throughout the year, allowing for involvement of community members in planning and decision-making. Evaluation for our key staff takes place on an annual basis and our staff constantly checks in with board members and committees, and this provides constructive feedback about our work and impact. As a member of the Colorado Nonprofit Association, we receive technical support to ensure the use of the best practices for evaluation. Our Board and Staff receive ongoing trainings in Spanish based on the Colorado Non-profit Association's Principles and Practices of Nonprofit Organizations in order to strengthen planning and implementation capacity.

Anticipated outcomes for priority program efforts include:

- 5% increase in new members in the Hispanic committees
- All three local committees have stronger internal structures, leadership and solid work plans that allow for a greater distribution of responsibilities among members and more significant impact across the community.
- Increase in local committee membership allows for increased community awareness and involvement in state policy campaigns that eliminate exploitation and exclusion of immigrants.
- 500 individuals are informed about new laws in Colorado that positively impact the immigrant community; individuals are able to protect and defend themselves when in contact with law enforcement, and are able to successfully complete the requirements needed to receive benefits from new state laws, such as driver's licenses
- Increased support from elected officials and community leaders positively impacts legislative outcomes on the local and regional levels. Measured by the number of elected officials and leaders who sign on in support of policy proposals we are working on.
- Improved relationships with local official elected and public agencies allow for increased education about immigrant issues and greater opportunities for integration across the community. Measured by the number of new officials and community groups engaged in our work.
- An increased number of individuals, business owners and elected officials in Mesa County are educated about

- and engaged in issues surrounding immigrants and immigration through the Welcoming Colorado Initiative
- Strong alliances exist among diverse progressive organizations in the region and overlap on issues is identified making for greater opportunities to work together to make policy change.
- H2A-Visa Range Workers campaign has expanded capacity and new alliances needed to create conditions to introduce a state legislation for 2016-2017. Meanwhile, the Department of Labor approved the new regulations of H2A-range workers visa by the end of 2015.
- The HAP Board and Leadership Committee have the capacity to take on increased work responsibilities throughout their respective committees. Measured by the number of leaders and board members taking on leadership roles and other project related tasks.
- HAP increases the number of individual donors giving annually by 10% and has a detailed communications plan for members and donors.

b) For each of the evaluation indicators that you will use to determine the success of your project, indicate how they align with the SDOP measures.

We are very confident that our program evaluation indicators are aligned with the SDOP program measures.

- The main reason to organize our communities is to promote justice with and for immigrants. HAP is only an instrument by which our communities can work for justice. We are the only organization led by immigrants in the western slope focused on advocacy and policy in order to advance human dignity across culturally diverse communities.
- As a community-led grassroots organization, our members will be strengthening leadership capacity and engaging new leaders to collaborate with this project, as well as educating a greater number of individuals and families about our work and the importance of supporting administrative relief and immigration reform.
- For our community, the economic oppression is very critical. We are working hard in order to create opportunities for all, especially for those foreign workers with H2A visas who suffer labor trafficking in our rural areas.
- Through Welcoming Colorado, we are seeing a positive change in the understanding of the receiving community and key community leaders about the immigrants. We are having a huge success with this campaign creating the space based in solidarity when talking about immigration and immigrants.

c) Who will be involved in the project evaluation and what roles will they play?

As a grassroots organization, the staff, board of directors, leadership advisory board and the local committees are responsible for evaluation. Annually, we update our work plans based on the participation and recommendations of our members. Most of the time we use a methodology that identify strengths and weaknesses, opportunities and threats.

We will solicit feedback from individuals involved in the work and will also present our outcomes to our base for input about how we are doing and where we can improve, especially around outreach and engaging community members in our larger efforts to achieve social change. We feel that it is our responsibility to incorporate the recommendations from our base in order to strengthen the impact of our efforts and advance our mission.

V. Decision Makers:

a) How many members are in the group? (SDOP seeks to partner with communities; it is unusual for a community group of less than 10 people to receive funding.)

Over 128 individuals are participating consistently in our activities, including nine board members, four leadership advisory board members, forty regional assembly representatives and seventy five committee members from the local committees. Our most active base communities are located in Grand Junction, Montrose and Gunnison.

b) How are decisions made?

Our grassroots organizing model emphasizes community participation as being fundamental to decision-making, evaluation and planning. In all of our programs, ongoing recommendations and guidance from our leaders and immigrant community is the first step to ensure that we are practicing our values. We strive to gain consensus around critical decisions that impact our organization and work areas.

One of our primary goals is to contribute to the community integration process in such a way that the most disadvantaged minority groups that reflect our base have opportunities to actively participate in community life and to connect with the larger community. The ultimate goal is to teach ourselves how to work together as a community to achieve what is most important to us, and to hopefully work towards achieving the same social, economic and cultural opportunities that exist for the rest of society. We feel that a first step in this process is allowing our community to feel that our voices are being heard as part of our decision-making process. This demonstrates the impact of participation in our work and in the community.

c) Are the decision makers members of the group?

Yes, the decision makers in our organization are immigrants from across the region who participate in different levels of our organization; within our “organic democracy” model, leaders and community representatives have the opportunity to decide what is in the best interests of the community. Our strategic plan reflects the interests, needs and solutions to problems faced by our community. Our board of directors makes key decisions around governance and administration.

c1. Are any of the decision makers related? If so, who are they and how are they related?

N/A

c2. If appointed, how and by whom (and why appointed rather than elected)?

Only one individual was recently invited to participate on the Board of Directors without prior discussion by our base. He is fairly new to western Colorado and the main reason for his involvement in our work is his extensive knowledge and experience around international peace and justice issues. He is an immigrant himself, and also a professional, and will bring much needed support to our group. Most of our HAP members have little political awareness, education and so to bring this kind of capacity is a plus to our organization. The Board of Directors was in support of inviting this individual to be part of the board.

As part of our mission for social and economic integration, we feel that our local work will also have a significant impact on the state and the national levels. This is how we will create a strongest social movement in favor of the poor and marginalized people and not only for a specific social group.

c3. If self-selected, explain why: N/A

d) PLEASE LIST THE DECISION MAKERS (Governing Board) (majority must be below poverty level).

Incomplete applications will not be processed

Name & Phone number	Address (City, State & Zip code) <i>NO Post Office Box</i>	Job/Occupation (How each makes a living)	Poverty Level		Indicate how chosen	
			Check one		Check one	
José Talavera 970.589.9276	3243 Lands' End Av. Clifton CO 81520	Metal Painter Contracts	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	
Jose Avila 970.596.0018	657 Apricot Ln Delta, CO 81416	Factory supervisor	Above	x	Appointed	
			Below		Elected	x
					Self-Selected	
Molly Greenlee 970.254.5270	1560 Ouray Ave. Grand Junction, CO 81501	School District Migrant Program Supervisor	Above	x	Appointed	
			Below		Elected	x
					Self-Selected	
Raquel Oviedo 970.872.4009	8077 Hatchery Road, Hotchkiss, CO 81419	High School Teacher	Above	x	Appointed	
			Below		Elected	x
					Self-Selected	
Jose Pacheco 970.258.8429	1378 Pitchfork Rd Montrose CO 8140	DOT-road maintenance	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	
Diego Rubalcava-Alvarez 562-895-6459	2372 Pioneer Rd, Delta, CO 81416	National Forest Service	Above	x	Appointed	x
			Below		Elected	
					Self-Selected	
Tom Acker 970.260.9465	2410 Sandridge Ct., Grand Junction CO 81507	Professor of Colorado Mesa University	Above	x	Appointed	
			Below		Elected	x
					Self-Selected	
Basilio Collado 970.275.8530	676 Hwy 50, Delta, CO 81416.	Factory worker	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	
Juan Pérez 970.210.1548	1042 E 3rd St., Delta, CO 81416.	Construction worker	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	
Joel Flores 970.261.7567	3021 Colorado Court, Grand Junction CO 81504.	Brickyard Construction employee	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	
Aurora Duran 970.275.6141	260 Meeker St #14, Delta, CO 81416.	Restaurant waiters	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	
Paloma Moreno 970.361.6152	585 25 1/2 Rd, Grand Junction, CO 81505.	College Student	Above		Appointed	
			Below	x	Elected	x
					Self-Selected	

d1. How does your group define poverty?

We recognize that the United States measures poverty using an outdated standard developed in the 1960s, so we do look at income based on the number of individuals in the family, but we also look at many other factors that impact poverty such as legal status, education level, English-language skills, home ownership, and parental presence. Over 50% of our community is undocumented, with no access to federal benefits, health insurance and or retirement planning, among other basic needs. Many live in trailer park communities where they are exploited by the property owners due to

their legal status. One example of the economic insecurity of our community was seen during the 2008 financial crisis when a considerable number of families lost their jobs, suffered foreclosures on their homes and many returned to Mexico or families had to separate due to a parent searching for work out of state. Additionally, many families are farmworkers or migrants living on ranches receiving low pay and without access to services in rural areas of western Colorado.

VI. RESOURCES (Please be specific)

a) What are the resources available to support this project?

a1. Physical property

HAP has not ownership on physical property. Currently, is renting an office space in Montrose and is receiving in-kind support in Grand Junction for a second office space. Also, in different locations, HAP received in-kind support from faith communities and nonprofits organizations to hold meetings and public events.

a2. In-kind resources (e.g., non-monetary resources such as volunteer work, complimentary legal services, free use of office space or building, non-paid labor, donated supplies and/or equipment). List all in-kind services and/or goods that will be provided and state who will provide them and their estimated value:

Office spaces: Grand Junction & Gunnison:	\$2,500
Meeting spaces: 5 locations	\$2,000
Board hours donated: 1,000	\$12,000
Volunteers hours donated: 200	\$3,000
Leaders/committees hours donated:	\$12,000
Total estimated:	\$31,500

a3. Financial resources from within the group

Fiscal Year 2015- Annual Budget \$ 142,400

b) List all financial resources requested, promised and received from other sources for the last two years (e.g. foundations, corporations, etc.).

Organization name and address	Requested	Promised	Received	Date Received
Fiscal Year 2013:				
- First United Methodist Church	\$1,000		\$1,070	January
- The Colorado Trust	\$1,000		\$1,000	July
- Brett Family Foundation	\$1,000		\$1,000	April
- Montrose Community Foundation	\$1,500		\$1,500	March
- Gill Foundation	\$15,000		\$15,000	December
- Colorado Legal Services	\$7,960		\$7,960	December
- USCCB-CCHD	\$2,500		\$2,500	December
- Catholic Diocese of Pueblo	\$500		\$500	June
- Chinook Fund	\$7,500		\$7,500	June
- General Service Foundation	\$15,000		\$15,000	November
- CIRC	\$12,716		\$12,716	December
- Latino Community Foundation	\$10,000		\$10,000	February
- Wolcott Family Foundation	\$2,500		\$2,500	April
- Member organizations	\$6,149		\$6,149	Annually
- Membership/ individual Donations	\$5,384		\$5,384	Annually
- Services Fees	\$1,795		\$1,795	Annually
- Community events/Fundraising	\$9,862		\$9,862	Annually

Fiscal Year 2014:				
- First United Methodist Church	\$1,763		\$1,763	January
- The Colorado Trust	\$5,000		\$5,000	July
- Brett Family Foundation	\$1,000		\$1,000	April
- Montrose Community Foundation	\$1,000		\$1,000	March
- Colorado Legal Services	\$6,120		\$6,120	December
- Catholic Diocese of Pueblo	\$500		\$500	June
- Chinook Fund	\$8,400		\$8,400	June
- General Service Foundation	\$15,000		\$15,000	November
- CIRC	\$11,779		\$11,779	Annually
- Latino Community Foundation	\$18,000		\$18,000	February
- Wolcott Family Foundation	\$5,000		\$5,000	April
- Jared Polis Foundation	\$3,000		\$3,000	August
- Member organizations	\$10,950		\$10,950	Annually
- Membership/ individual Donations	\$7,388		\$7,388	Annually
- Services Fees	\$1,505		\$1,505	Annually
- Community events/Fundraising	\$5,789		\$5,789	Annually

VII. INCOME/EXPENDITURE BUDGET

a) Does this project have any paid staff? If yes, please list by name and describe their job functions.

- Ricardo Perez: Executive Director and Community Organizer.
- Nicole Bernal: BIA Legal Worker and Community Organizer
- Marketa Zubkova: BIA Legal Worker and Community Organizer

a1. Who has the authority to hire and/or fire the staff?

The Board of Directors is the governing body of our organization and oversees the hiring and/or firing of the Executives Director. The Executive Director manages paid staff and has the authority to hire and/or fire staff members. However, within our organization we recognize that these are significant decisions and when there are serious concerns about an employee, these issues are usually taken to the board and/or appropriate leadership committee for consultation to ensure that there is consensus around such decisions.

b) What is the total cost of the project?

Last year \$ 50,000 Current year \$ 55,000 Next year \$ 65,000

b1. What is the total budget of the organization (if different from above)?

Last year \$ 100,000 Current year \$ 149,500 Next year \$ 161,500

c) How will the group carry on the project financially in the future?

There are ongoing support of Foundations and we are working to increasing our fundraising capacity.

d) Has the group received SDOP funding in the **past**?

N/A

National ___ Year _____

Synod: ___ Year _____

Presbytery ___ Year _____

d1. Is the group **currently** applying for funding?

N/A

Synod: ___

Presbytery: ___

Synods and Presbyteries are geographical regions in the Presbyterian Church (USA). All projects will be within the bounds of a Synod and Presbytery. Not all Synods and Presbyteries have SDOP Committees. Contact SDOP office @ 1-800-728-7228, ex. 5791 for information on the Synod and Presbytery in which you are located.

e)

REQUIRED BUDGET FORMAT

Applications without a balanced budget WILL NOT be processed.

INCOME

Other Sources	
Individual Cash Donations	\$ <u>5,000</u>
In-Kind	\$ _____
Fund Raising Events	\$ <u>3,500</u>
Other (Promised and Received)	11,500
	\$ <u>20,000</u>
SDOP Committees	
National	\$ <u>15,000</u>
Synod	\$ _____
Presbytery	\$ _____
TOTAL INCOME	
MUST EQUAL TOTAL EXPENSES	\$ <u>55,000</u>

EXPENSES (Itemize ALL expenses over \$500)	<i>National</i>	<i>Synod</i>	<i>Presbytery</i>	Other Sources	TOTAL
Staff- 3 community organizers	\$ 4,000	\$ _____	\$ _____	\$ 22,000	\$ 26,000
FICA & Med Tax	\$ 500	\$ _____	\$ _____	\$ 3,000	\$ 3,500
Training, Conference & seminars	\$ 2,000	\$ _____	\$ _____	\$ 2,000	\$ 4,000
Board, leadership Advisory and Regional Assembly	1,000	_____	_____	600	\$ 1,600
Office Supplies	\$ _____	\$ _____	\$ _____	\$ 2,000	\$ 2,000
Communications					
Phone/internet	\$ 2,000	\$ _____	\$ _____	\$ 1,600	\$ 3,600
Technology/Software	\$ _____	\$ _____	\$ _____	\$ 1,000	\$ 1,000
Transportation/mileage	\$ 4,000	\$ _____	\$ _____	\$ 3,000	\$ 7,000
Meetings/events	\$ _____	\$ _____	\$ _____	\$ 500	\$ 500
Office/Rent	\$ _____	\$ _____	\$ _____	\$ 1,000	\$ 1,000
Migrant Outreach	\$ 1,000	\$ _____	\$ _____	\$ 1,300	\$ 2,300
Welcoming CO Events	\$ 500	\$ _____	\$ _____	\$ _____	\$ 500
Fellowship for community outreach	\$ _____	\$ _____	\$ _____	\$ 2,000	\$ 2,000
TOTAL EXPENSES					
MUST EQUAL TOTAL INCOME	\$ 15,000	\$ _____	\$ _____	\$ 40,000	\$ 55,000

SUPPLEMENTAL INFORMATION- Incomplete applications will not be processed.

a) How did the group find out about SDOP? (Please check whichever applies)

Community Workshop (indicate where and when) Delta, CO- Workshop in May 20th, 2015

SDOP Website or another website (indicate website) _____

Local Church (indicate the name and location of the church) _____

Word of mouth (provide the name and contact information of the person) _____

Other (be specific) _____

Did your group receive technical assistance to complete the application from a Committee member or SDOP staff? If so who? Margaret Mwale

Has your group completed a pre-application (Not required)? Yes No

b) Who completed the application? What is this person’s relationship to the group?

Ricardo Perez
Executive Director & Community Organizer.
This application is based in the annual work plan, which collected the input of the board, leadership advisory board and the regional assembly.

c) While SDOP does not require the group to have the three items below, we would like to know if you have any or all of them. Please do not include copies with your application.

By-laws	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	
501c3 Tax Exempt Status	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	Applied for <input type="checkbox"/>
Articles of incorporation	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	Applied for <input type="checkbox"/>

d) Please check up to three categories that best describe your project (this list is not meant to exclude any categories):

Agriculture		Crafts		Housing		Training	
Arts		Domestic Violence		Human Rights		Transportation	
Capacity Building		Economic Development		Immigrant issues	<input checked="" type="checkbox"/>	Water	
Community Development		Environment		Leadership Development	<input checked="" type="checkbox"/>	Women	
Community Garden		Fair Wages		Micro-Credit		Youth	
Community Organizing	<input checked="" type="checkbox"/>	Food Security		Self-Advocacy		Other (please add your category if not listed):	
Community Re-entry		Health		Seniors			
Cooperative/Worker Owned		Homelessness		Skills Development			

e) Please list, and provide contact information, for other grassroots organizations and/or organizations working with these organizations that could help SDOP in our outreach efforts. (These organizations do not need to

meet SDOP criteria of being owned and controlled by the direct beneficiaries). Please include organization's name, contact person, phone, address, city, state, email. Use additional pages if needed.

- The Grand Valley Peace & Justice, GVP&J:
Julie Mamo ED; 970.243.0136 - director@gvpeacejustice.org
740 Gunnison Ave, Grand Junction, CO 81501
- Child & Migrant Services, CMS
Karalyn Dorn, ED; 970.464-5226 - ms.karalynd@gmail.com
721 Peach Avenue, Palisade, CO 81526
- Migrant Education Program, School District in Mesa County, CO
Molly Greenlee, Coordinator; 970.254.5495 - Molly.Greenlee@d51schools.org
596 North Westgate Drive, Grand Junction, CO 81505
- Mesa County Literacy Center- Central Library
Karen Kllanxhja 970.683.2433; kllanxhja@mcpld.org
433 N. 6th St., Grand Junction, CO 81501
- Marillac Clinic
Karla McCann, community outreach 970.298.8110 Karla.McCann@sclhs.net
510 29 ½ Rd., Grand Junction, CO 81504
- Colorado Legal Services, CLS
Pat Medige, HT Division 303.866.9385; pmedige@colegalserv.org
1905 Sherman St., Ste. 400, Denver, CO 80203
- Colorado Immigrant Rights Coalition, CIRC
Julien Ross, ED; 303.893.3500; julien@coloradoimmigrant.org
2525 W. Alameda Ave., Denver, CO 80219
- Catholic Migrant Farm-workers Network, CMFN
Mirian Banon, ED; 330.415.9118; cmfnetwork@gmail.com
701 Walnut Ave. NE. Canton, Ohio 44702
- LiveWell Montrose & Olathe,
Abbie Brewer, Coordinator 970.417.6313; abbie@livewellmontroseolathe.org
1601 N. Townsend, Montrose, CO 81401
- Western Colorado Migrant & Rural Coalition, WCM&RC, Delta, CO
Charles Greenacre, Secretary 970-596-3836; cgreenacre@montrose.net
4540 Colorow Road, Olathe, CO 81425
- Western Slope Anti Trafficking WSAT.
Beverly Lyne, Facilitator, 303.827.5505; blyne@juno.com
Grand Junction, CO
- Western Slope Latino Chamber of Commerce, Grand Junction, CO
Imelda Mulholland, Board Member; 970.255.8861; imeldamulholland@me.com
300 Main Street 200, Grand Junction, CO 81501

f) Are there any additional comments the group would like to make? (Limit to one page).

We are also submitting a proposal to SDOP for our Immigration Legal Assistance Program. HAP received in April 2015, the accreditation and recognition of the Department of Justice (BIA Office) to assist families in this need. HAP is expanding their programs and building capacity to provide key services to our community.

CN0515



Davis Community Church

412 C Street • Davis, California 95616

Discover Your Gifts, Live Your Faith

August 3, 2015

Dear Self-Development of People,

I am writing to recommend the group of small business owners with developmental disabilities for the SDOP grant. These entrepreneurs have overcome tremendous obstacles and are working toward self-sufficiency.

Two of the small business owners, Jackson Murtha and Anna Hoban, are currently residing at a coworking space I helped to establish in downtown Davis. The coworking space is underwriting their office space costs because of their tremendous work ethic and talent at their small business, Buttons N Bears. Jackson and Anna represent everything good about small business... they are highly ethical, friendly, community-oriented and seek to improve their life situation.

As I interact and watch Jackson and Anna's small business continue to grow, I see the tremendous potential for self-sufficiency through small business for the applicants of this SDP grant. This grant would provide them with the necessary education and training to move forward and determine their own future in life.

I could not recommend a group higher. Please contact me with any questions or if you'd like more information.

Bill Habicht
Pastor, Davis Community Church
412 C Street
Davis, CA 95616
530-753-2894
bill@dccpres.org

Davis Commercial Properties
Sales • Leasing • Management

August 3, 2015

To Whom It May Concern,

I am writing to recommend the entrepreneurs with disabilities group for the Self-Development of People Grant.

As the president of Davis Downtown (aka Downtown Davis Business Association) and as the owner of Davis Commercial Properties, I have been supportive of Buttons & Bears (a small business owned by adults with disabilities) as well as the amazing work of Community Employment Services in supporting self-empowerment through micro-enterprises.

Buttons & Bears is a small business that has been in operation in the downtown since 2008. Recently, they moved into a coworking space in the downtown and their small business has only continued to flourish. However, I have become aware that the owners of Buttons & Bears, as well as other adults with disabilities, are in need of additional training to scale their businesses. I want these small business owners to be successful and believe this grant from the Self-Development of People will enable them to do just that.

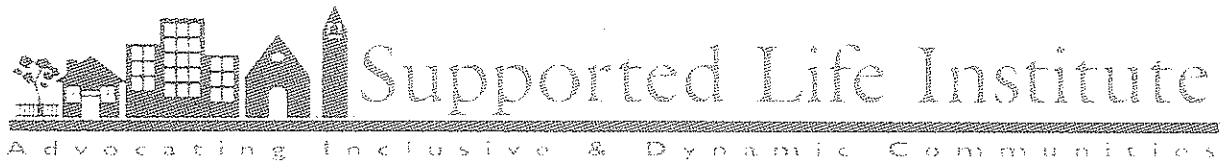
The SDOP grant would enable self-empowerment, scaling of small business and improvements in quality of life. I could not recommend a group more highly. Please do not hesitate to call me if additional information is needed.

Kind regards,



Michael Bisch
President, Davis Downtown and
Principal, Davis Commercial Properties

508 Second Street, Suite 107, Davis, CA 95616
Mobile 530.256.6412~ Email michael@davisproperty.com



July 31, 2015

To Whom It May Concern

This Letter will serve to confirm my highest recommendation of the group of entrepreneurs that receive support in micro-enterprise development from Community & Employment Services in Davis California.

I've know Jackson Murtha for 10 years & Anna Hoban for 15 years as self-advocates and as upcoming business owners since 2008. In fact, our organization purchased from their business "Buttons n' Bears Oh My!" dozens of buttons for our organization's annual conference in 2009, which were a big hit. Jackson, Anna and several business owners that are members of the group also vend at the micro-enterprise fair during our annual conferences in May & October in the last seven years.

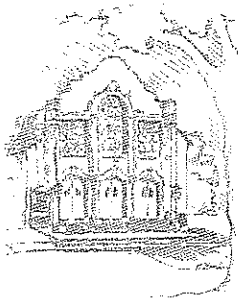
The small businesses that these individuals operate continue to improve every year. The business owners are also very dedicated to seeing their businesses succeed. I'm sure with mentorship from successful business owners in the community the businesses will experience a spur in growth.

In short this group has my unreserved and highest recommendation. If there are any questions regarding any of the foregoing, please do not hesitate to contact me.

Andy Faletti
Executive Director

Supported Life Institute
1010 Hurley Way, Ste. 180
Sacramento, CA 95825

916-567-1974 x201
afaletti@supportedlife.org
www.supportedlife.org
SLI is a 501(c)(3) nonprofit educational organization



First United Methodist Church

522 White Ave.
Grand Junction, CO 81501
(970) 242-4850

July 1, 2015

Presbyterian Committee of
Self-Development of People (SDOP)
100 Witherspoon St.
Louisville, KY 40202-1396

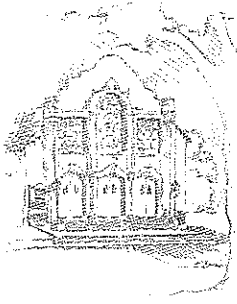
RE: Hispanic Affairs Project
Leadership Development & Community Organizing Grant Proposal

As Associate Pastor of the First United Methodist Church located in Grand Junction, Colorado, it is a pleasure for me to write this letter in support of the leadership development efforts of the Hispanic Affairs Project (HAP) for the Self-Development of People grant program.

Our church community became involved with HAP several years ago through our Make-A-Change offering, wherein we invite local groups to share with our congregation about opportunities in which they can make a difference in the lives of the most vulnerable and impoverished in our midst. Our goal is to make the invisible suffering around us visible to our congregation members, inviting them to respond to the gospel call to alleviate the suffering of our brothers and sisters. I invited HAP to participate upon learning of their outreach program to shepherds in rural Colorado, Wyoming, and Utah.

I have observed various leaders involved in the project as presenters to our congregation each year, including outreach volunteers, former shepherds, academics and staff members. HAP's leadership development efforts are evident by the ongoing outreach provided by this project and recent Department of Labor considerations to improve conditions for herders. Our congregation collects crucial items for shepherds, including cold weather gear, medicines, and work boots. The Migrant Outreach is but one of 7 programs facilitated by HAP. Others include: BIA Immigration Legal Assistance, Combating Human Trafficking, Community Resource Center, Leadership Development & Community Organizing, Welcoming Colorado, and Pro-Immigrant Policies & Colorado Legislature.

HAP's Leadership Development & Community Organizing program would greatly benefit from funding from the Self-Development of People. This program meets a critical need in this community, as many families live below the poverty level and experience discrimination. The Leadership Development & Community Organization program allows community members to work together to find solutions to the problems most impacting them and their families. In recent years, local leaders have worked tirelessly in support of community education for driver's licenses under SB251. They have also worked to reform detention practices and improve trust/collaboration with local law enforcement, and in support of integration efforts with



First United Methodist Church

522 White Ave.
Grand Junction, CO 81501
(970) 242-4850

community institutions including the Methodist churches, library, school district and other non-profits. No other grassroots organization is able to organize the immigrant community, listen to their needs, advocate for specific issues within community institutions and find solutions to issues impacting them.

If you have more questions about our collaboration, please don't hesitate to contact me.

Sincerely,

Rev. Laura Cartwright
Associate Pastor
First United Methodist Church



HEALTH AND HUMAN SERVICES DEPARTMENTS

Human Services Phone: (970) 641-3244 Fax: (970) 641-3738

Public Health Phone: (970) 641-0209 Fax: (970) 641-8346

Multicultural Resource Services (970) 641-7999 Fax: (970) 641-8346

225 N Pine St. Ste. B, Gunnison, CO 81230

epedersen@gunnisoncounty.org

Website: www.GunnisonCounty.org/multicultural

July 14, 2015

**Presbyterian Committee of
Self-Development of People (SDOP)
100 Witherspoon St.
Louisville, KY 40202-1396**

RE: Hispanic Affairs Project
Leadership Development, Community Organizing

As the Coordinator of the Gunnison County Multicultural Resource Services, it is a great pleasure to write this letter of support. I am familiar with the work of the Hispanic Affairs Project and highly recommend it for funding for the Leadership Development, Community Organizing grant.

I have been familiar with HAP's work since 2006 when we both received a grant from The Colorado Trust to work on Immigrant and Refugee Integration issues. Our offices have stayed in touch over the years working closely on various projects on a regular basis since HAP's beginning. Funding from this grant will allow HAP to start new projects or continue working on social integration and policy/advocacy campaigns, migrant outreach, civic engagement efforts, and the Welcoming Colorado initiative.

Leadership Development and Community Organizing are critical needs because we live in a rural remote area with a diverse immigrant population, particularly the indigenous population of Cora Indians from Nayarit, Mexico. We have had a number of frauds/scams negatively affecting our low income immigrant population in our area and therefore, we recognize the great and urgent need for quality and honest services for our families in the region.

HAP has a strong presence in Western Colorado, particularly in Gunnison, and its work with the immigrant population has had a huge impact in our area. HAP has supported various successful projects in our community resulting in HAP's recognition not only by the immigrant population but also by other stakeholders and providers in our community.

I strongly support HAP's application for the Leadership Development, Community Organizing grant. Funding by this grant will be crucial not only to our community but the whole region of Western Colorado as it will allow our low income families and individuals to receive quality services in the areas of community organizing and leadership development

If you have more questions about our collaboration, please don't hesitate to contact me at 970-641-7999

Sincerely,

A handwritten signature in black ink, appearing to read "E. Pedersen", written over a horizontal line.

Ellen Pedersen,
Coordinator, Multicultural Resource Services
Health Educator



An Alliance for Community Action

Presbyterian Committee of Self-Development of People (SDOP)
100 Witherspoon St.
Louisville, KY 40202-1396

RE: Hispanic Affairs Project Leadership Development and Community Organizing grant proposal

July 6, 2015

Dear Sir or Madam:

I'm delighted to recommend the Hispanic Affairs Project for a grant from SDOP in support of its Leadership Development and Community Organizing Program.

My organization has worked closely with HAP for nearly two years, and I've been impressed by HAP's professionalism, dedication to mission, and ability to get results in a rural, conservative region with slim funds.

I've been able to witness the work of HAP's Leadership Development and Community Organizing Program firsthand in recent weeks. Last month staff from HAP and my organization partnered in presenting a two-day grassroots organizing training in Montrose, which not only trained two dozen members of both groups to be more powerful leaders in their communities, but also created terrific rapport between Latinos and Anglos that I look forward to building on. In addition, I've been following and admiring HAP's work advocating for a living wage for sheepherders in western Colorado.

Finally, I should mention that HAP founder and Executive Director Ricardo Perez serves on my organization's board, where I've had the opportunity to observe his strategic thinking.

Please feel free to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads 'David Reed'.

David Reed
Executive Director

Community Alliance of the Yampa Valley • *Routt County* Ridgway-Ouray Community Council • *Ouray County*
Grand Valley Citizens Alliance • *Garfield County* Uncompahgre Valley Association • *Montrose County*
Western Colorado Congress of Mesa County

134 North Sixth Street
PO Box 1931
Grand Junction, CO 81502
970-256-7650; 970-245-0686 fax
info@wccongress.org

WCC is a member group of the *Western Organization of Resource Councils*