Celebrating Solutions Award
Nomination Form

Legal name of organization: Enlace Comunitario

Year established: 2000

Program nominated for award (if different): "Promotoras Leadership Development
Program: Former Immigrant Victims of Domestic Violence Educating the Community".

Year established: 2003

Address: PO Box 8919

City/State/ZIP code: Albuquerque, NM 87198

Agency phone number: 505-246-8972

Contact person: Sandra Ortsman

Title: Associate Director

Phone number: 505-246-8972, ext. 12

Fax number: 505-246-8973

E-mail address: sortsman@enlacenm.org

Website address: www.enlacenm.org

Brief description of organization: Enlace Comunitario is a domestic violence services
provider serving the Latino immigrant community in Central New Mexico.

Geographical area served: Central New Mexico

Is the organization tax-exempt under IRS 501 (c) (3) guidelines or a public agency/unit of
government? Yes

Please check up to five descriptors that best apply to the program you are nominating:

__ Shelter-based
__ Counseling
__ Heath care setting
__ Dating violence
__ School/youth violence
__ Underserved population
__ Faith-based
__ Elder abuse
__ Legal aid/assistance
__ University setting
__ Batterer treatment

__ Prison-based
__ Stalking
__ Coalition/collaboration
__ Transitional housing
__ Technology/Internet service
__ Employment/training program
__ Victim relocation
__ Hotline service
__ Public awareness/education
__ Other Leadership development of
  former victims of domestic violence.
As one of the goals of the Mary Byron Project is to disseminate information about cutting-edge programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website (www.marybyronproject.org). Those posted will include the organization's website address, telephone number, and e-mail address. If you have concerns about this request, please address them to information@marybyronproject.org, prior to submitting a nomination.

By my signature on this letter, I grant the Mary Byron Project permission to use the contents of my nomination for the Celebrating Solutions Award in the manner and for the purposes set above. I further affirm that I am fully authorized to grant such permission to the Mary Byron Project.

Signature

Date November 15, 2010

Sandra Asman
1. **Describe the mission of your organization in five sentences or less.**

Enlace Comunitario (EC) is a social justice organization led by Latina immigrants in Central New Mexico. The mission of EC is to eliminate domestic violence and promote healthy immigrant families through: comprehensive domestic violence services in Spanish, policy advocacy, preventative community education, and leadership development. Our domestic violence intervention services include: crisis management; case management; legal advocacy and representation; individual, group and family therapy; and life skills classes including parenting, English and computers.

2. **Describe the most innovative aspects of the program you are submitting for consideration.**

We are applying for the Celebrating Solutions Award for our “Promotoras Leadership Development Program: Former Immigrant Victims of Domestic Violence Educating the Community”. The purpose of our leadership development program is to prevent future acts of domestic violence in the Latino immigrant community in central NM through an education campaign focused on techniques for healthy relating created and led by former domestic violence victims.

Our project is innovative because it is led by adult survivors of domestic violence who have previously utilized Enlace Comunitario’s domestic violence intervention services. Latina immigrant women who have survived domestic violence have significant personal leadership potential, but they are rarely central to the creation of domestic violence services and outreach programs. The fact that they have already overcome numerous barriers to seek out domestic violence services speaks volumes about their ability to help other Latino immigrant victims of domestic violence. They have the strength of character, personal experience, and experiential knowledge that can make them better advocates for other battered immigrant women and children victims, especially when trained in leadership development. Their personal knowledge of domestic violence and the barriers facing immigrant victims gives them credibility in advocating for changes in policies and systemic practices that impact immigrant victims.

Specifically, our project: (1) develops the leadership capacity of Latino immigrant adults who have experienced domestic violence to become leaders in the anti-domestic violence movement; (2) engages those newly trained Latino immigrant leaders to inform and educate the Latino immigrant community about healthier relations and their rights as immigrant victims of domestic violence; and (3) works with those same leaders to develop and implement a culturally specific Latino social norms domestic violence prevention media outreach campaign in Spanish.

Our adult leadership development program trains 8-12 former EC clients each year, using a leadership development curriculum based on the Office of Violence against Women’s (OVW) Lideres curriculum. Participation in the program is based on a competitive application process, and selected participants sign an agreement with our agency committing to partake in an intensive leadership development program and one year of training and service. The intensive program lasts five weeks, followed by a graduation and monthly capacity building workshops on themes related to domestic violence that the leaders choose. The EC adult leaders conduct a minimum of five community presentations and volunteer for a minimum of four hours each month to help EC staff create and distribute prevention materials. Their presentations in the community promote healthier families by focusing on positive communication strategies, the effects of domestic violence on children, existing resources, self esteem, and healthy relating. Because of the specific barriers and fears facing immigrant victims of domestic violence, we
weave information about immigrants' rights in the face of deportation and detentions into every presentation. EC provides modest stipends to the leaders for each presentation provided.

Our program responds to a lack of outreach materials (radio ads, television spots, billboards, brochures in Spanish, presentations to community groups) on preventing domestic violence geared towards Spanish speakers in Central NM. When materials are translated, they are all too often translated literally without taking the intended target population into account. The anti-violence materials that we develop at EC and the presentations we deliver are done by Spanish speaking Latino immigrants who have survived domestic violence, and they reflect the cultural values and community strengths of the Latino community. Furthermore, anti-violence outreach and education materials address the specific barriers and fears that Latino immigrants face such as a lack of linguistically appropriate materials and the possibility of separation from children due to deportation.

It is important to note that part of our leadership training application processes includes assessing any risk that prospective leaders may face by being part of the program since they are assuming a public affiliation with EC. The leaders must understand all risks before agreeing to participate; safety is tantamount. If participation at any time becomes dangerous to a leader, she agrees to take a leave of absence from the program.

Our presentations are offered to the larger immigrant community at churches, schools, PTA meetings, conferences, and community centers, among other venues. By establishing relationships with schools, community groups, and other institutions, EC encourages broader ownership of the domestic violence prevention movement. Correspondingly, immigrant community members are more likely to trust the EC immigrant leaders because they have experienced the discrimination that is part of an immigrant's life. This trust enables community members to feel safe sharing fears about accessing services. Lastly, our approach reflects prevention best practices as well as the historical base of the battered women's movement in that the people most affected by the issue are defining the critical issues to work on, determining the strategies, and leading the actions. Having a defined set of leaders ensures a long life for the violence prevention movement.

3. Describe your program's implementation. What barriers did your organization have to overcome? How did you marshal the necessary resources for implementation?

When EC was created in 2000, there was little community support for culturally specific services for Spanish speaking immigrant victims of domestic violence. To compound that, there was a lack of understanding of the barriers faced by immigrant victims as well as the benefits that they are entitled to amongst service providers. Since our inception, developing the leadership of domestic violence survivors has always been central to our program, but our initial attempts at creating leaders to represent EC in the community had limited success because we had not made the commitment to have a staff person with sufficient time for the project.

In response, in 2008, EC sought technical assistance from staff at Casa de Esperanza, a Latino organization devoted to eliminating domestic violence. We decided to strengthen the leadership curriculum; committed resources so that a staff member could dedicate the majority of her time to the project; made the leadership program application process competitive; and created a minimum expectation for each leader to make five presentations per year and to enhance their role in developing and distributing EC domestic violence prevention materials. Our

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1 Pendleton, Gail. Building the Rhythm of Change: Developing Leadership and Improving Services Within the battered Rural Immigrant Women's Community. Produced by the Family Violence Prevention Fund with a grant from OVW, OJP and DOJ.
decision required additional resources and EC successfully wrote a grant to the Office on
Violence Against Women (OVW) to fund the project. To date we are receiving OVW funds.

4. How do you know your program works? Please cite two examples. Although anecdotal
examples are helpful, at least one example must include quantitative data.

In 2009 EC’s leadership development project was selected by the Robert Wood Johnson
Foundation as one of eight programs in the nation to have the most promising approaches to
preventing domestic violence in immigrant communities. As a result, EC was chosen to
participate in a three year evaluation of our project funded by the Robert Wood Johnson
Foundation. With the help of evaluators from Robert Wood Johnson, we have created
pre/post tests to measure both the leadership gained by the domestic violence survivors and the
impact of their presentations on the immigrant community at large. Data from the pre/post tests
has shown that we are indeed developing leadership among survivors and that they are indeed
raising the awareness and the knowledge of the community members that they train with regards
to their understanding of domestic violence. Furthermore, 100% of our adult leaders report
having increased skills and knowledge regarding what to do in a domestic violence situation and
the vast majority of our adult leaders self report that they are free from violence.

Additionally, the EC leaders helped EC to create Spanish language domestic violence
outreach media campaigns (billboards, radio ads, and a TV spot) that inform domestic violence
victims of their rights and the available resources, in a culturally relevant way. In response to the
campaign, ECs saw a massive increase in demand for services, with victims citing that they
learned about our organization through the campaign.

Moreover, EC’s leadership development project was selected in a national study by the
Community Defined Evidence Project (CDEP) and the National Network to Eliminate
Disparities (NNED) in Behavioral Health for offering best practice/evidence based services that
build capacity and raise political consciousness among Latino domestic violence victims. As
part of their study, the CDEP and NNED researchers interviewed EC promotora leaders. EC’s
approach was featured in a national directory of service providers with best practices for
eliminating disparities in behavioral health care, with special attention paid to our leadership
development programs.

5. Who are your key partners? What are their roles?

EC partners with El CENTRO de Igualdad y Derechos (El CENTRO), the only
immigrant rights organization in central NM, to assist with our leadership development training.
El CENTRO’s role is to provide ongoing training to EC staff and leaders about immigrants’
rights, and to assist EC leaders in the development of presentations that address the specific fears
that immigrants face in central NM. EC leaders also engage in cross trainings with the
community leaders from El CENTRO; the two groups frequently conduct joint community
presentations.

Having EC and EL CENTRO leaders jointly educate the community is a holistic
approach reflecting best practices for ending domestic violence in Latino communities.
ALIANZA, the National Latino Alliance to Eradicate Domestic Violence, notes that successfully
eliminating domestic violence in Latino communities requires the adoption of a broader human
rights framework that “recognizes the impact of multiple forms of oppression and internalized
oppression in the lives of Latino men, women and children”.2 The inclusion of “Know Your

Rights” trainings into domestic violence trainings give immigrants the knowledge and tools to assert their rights and access services without being intimidated by their abusive partner.

Another key partner is ENLACE New Mexico, a project of the University of New Mexico, which works with higher risk Latino students and their parents. ENLACE New Mexico invites EC adult and youth leaders to regularly present to their Spanish speaking student and parent groups.

We are also a member of the New Mexico Coalition against Domestic Violence, and we participate as trainers in the statewide quarterly 40-hour advocate training. Our focus is on best practices for working with immigrant victims of domestic violence. EC also works with the four domestic violence services providers in central NM who refer Spanish speaking clients to Enlace when they don’t offer a particular service in Spanish.

6. Could/should your program be replicated in other areas of the country? Why?

The EC domestic violence program could and should be replicated in other areas of the country, as long as local community members are involved in identifying important stakeholders and the key barriers that victims face in their community. While NM shares a border with Mexico, Latino immigrants live in every state in the United States. Correspondingly, the fear that immigrant victims face in accessing domestic violence services is increasing due to an increasingly anti immigrant climate nationwide. Having immigrant survivors of domestic violence who are connected to local domestic violence programs inform the Spanish speaking community of their rights and the available resources is a key strategy for immigrant victims to access lifesaving services and for preventing future acts of domestic violence.

It is important that the local community is prepared to respond with culturally and linguistically appropriate services for the increased demand from immigrant victims that will occur due to the increased outreach and education. Furthermore, this model could be replicated by other culturally specific populations as long as the leaders have direct contact with the culturally specific community members.

EC’s recent selection by the Robert Wood Johnson Foundation was precisely because the Foundation felt that EC’s program was not only one of the most promising approaches, but that it could serve as a model for domestic violence programs throughout the country. The Foundation intends to publish the findings of the three year evaluation so that local programs across the country will begin to create similar programs.

7. Does your agency have a workplace policy that addressed Domestic Violence? If so, please include a copy.

EC does not have a workplace policy that addresses domestic violence; however EC has informed all staff of New Mexico Senate Bill 68: Promoting Financial Independence for Victims of Domestic Abuse, which forbids employers from terminating employees who miss work because they are in judicial process associated with domestic violence or sexual abuse. See enclosed copy of the law which was distributed to all EC staff.

8. Has the agency and/or nominated program received VAWA funding?

EC receives VAWA money, administered through the Crime Victims Reparations Commission of NM. Furthermore, the STOP VAWA implementation plan for New Mexico specifically highlights the continuation of funding to Enlace Comunitario for its primarily bilingual and bicultural staff.
AN ACT

RELATING TO LABOR; PROMOTING FINANCIAL INDEPENDENCE FOR VICTIMS OF DOMESTIC ABUSE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"SHORT TITLE.--This act may be cited as the "Promoting Financial Independence for Victims of Domestic Abuse Act"."

Section 2. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"DEFINITIONS.--As used in the Promoting Financial Independence for Victims of Domestic Abuse Act:

A. "domestic abuse" has the same meaning as it does in the Family Violence Protection Act;

B. "domestic abuse leave" means intermittent paid or unpaid leave time for up to fourteen days in any calendar year, taken by an employee for up to eight hours in one day, to obtain or attempt to obtain an order of protection or other judicial relief from domestic abuse or to meet with law enforcement officials, to consult with attorneys or district attorneys' victim advocates or to attend court proceedings related to the domestic abuse of an employee or an employee's family member;

C. "employee" means a person who is employed by an

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D. "employer" includes a person, a firm, a partnership, an association, a corporation, a receiver or an officer of the court of New Mexico, a state agency, or a unit of local government or a school district;

E. "family member" means a minor child of the employee or a person for whom the employee is a legal guardian;

F. "order of protection" means a court order granted pursuant to the Family Violence Protection Act; and

G. "retaliation" means an adverse action against an employee, including threats, reprisals or discrimination for engaging in the protected activity of taking domestic abuse leave."

Section 3. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"DOMESTIC ABUSE LEAVE REQUIRED--RETIALLATION PROHIBITED.--An employer shall grant an employee domestic abuse leave without interfering with, restraining or denying exercise of rights under the Promoting Financial Independence for Victims of Domestic Abuse Act or attempting to do so. Retaliation against an employee for using domestic abuse leave is prohibited."

Section 4. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:
"CERTIFICATION--VERIFICATION.--

A. When domestic abuse leave is taken in an emergency, the employee or the employee's designee shall give notice to the employer within twenty-four hours of commencing the domestic abuse leave.

B. An employer may require verification of the need for domestic abuse leave, and, if so, an employee shall provide one of the following forms of verification through furnishing in a timely fashion:

(1) a police report indicating that the employee or a family member was a victim of domestic abuse;

(2) a copy of an order of protection or other court evidence produced in connection with an incident of domestic abuse, but the document does not constitute a waiver of confidentiality or privilege between the employee and the employee's advocate or attorney; or

(3) the written statement of an attorney representing the employee, a district attorney's victim advocate, a law enforcement official or a prosecuting attorney that the employee or employee's family member appeared or is scheduled to appear in court in connection with an incident of domestic abuse."

Section 5. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"IMPACT OF DOMESTIC ABUSE LEAVE ON OTHER EMPLOYEE
BENEFITS.--

A. For domestic abuse leave, an employee may use accrued sick leave or other available paid time off, compensatory time or unpaid leave time consistent with the employer's policies.

B. To the extent permitted by law, an employer shall not withhold pay, health coverage insurance or another benefit that has accrued to the employee when an employee takes domestic abuse leave. An employer shall not include time taken for domestic abuse leave in calculating eligibility for benefits."

Section 6. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"CONFIDENTIALITY.--An employer shall not disclose verification information provided under Subsection B of Section 4 of the Promoting Financial Independence for Victims of Domestic Abuse Act and shall maintain confidentiality of the fact that the employee or employee's family member was involved in a domestic abuse incident, that the employee requested or obtained domestic abuse leave and that the employee made any written or oral statement about the need for domestic abuse leave. An employer may disclose an employee's information related to domestic abuse leave only when the employee consents, when a court or administrative agency orders the disclosure or when otherwise required by
Section 7. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"ENFORCEMENT.--

A. The workforce solutions department is authorized to enforce the Promoting Financial Independence for Victims of Domestic Abuse Act and to investigate complaints made by persons who claim to be aggrieved pursuant to the provisions of that act.

B. The workforce solutions department and the employee have the right to bring an action in violation of the Promoting Financial Independence for Victims of Domestic Abuse Act in a court of competent jurisdiction to enjoin further violations, recover actual damages sustained or both, together with costs and reasonable attorney fees."

Section 8. A new section of Chapter 50, Article 4 NMSA 1978 is enacted to read:

"EFFECT ON OTHER LAWS AND EXISTING EMPLOYMENT BENEFITS.--

A. Remedies in this section are provided in addition to other common law, federal or state remedies.

B. Nothing in the Promoting Financial Independence for Victims of Domestic Abuse Act shall supersede any provision of law or contract that provides greater rights than the rights established under that act."
C. The rights provided in the Promoting Financial Independence for Victims of Domestic Abuse Act shall not diminish an employer's obligation to provide greater rights in compliance with another contract, collective bargaining agreement or employment benefit program, policy or plan."

Section 9. EFFECTIVE DATE.--The effective date of the provisions of this act is July 1, 2009.
Celebrating Solutions Awards Committee
 c/o Marcia Roth, Executive Director
Mary Byron Project, Inc.
10401 Linn Station Road, Suite 116
Louisville, KY 40223

August 4, 2011

Dear Celebrating Solutions Awards Committee:

On behalf of Enlace Comunitario, please accept five copies of: our responses to the general and specific follow up questions about our organization and the Promotoras Leadership Development Program, our program budget from last year, our 501©3 letter, our outreach and training materials, and our letters of support. Please also accept the three original letters of support.

On behalf of the board, staff and Enlace Comunitario Promotoras, I thank you for your commitment to preventing domestic violence. We are absolutely delighted to have made it to the semi-finalist round and we look forward to hearing from you. If you have any further questions about Enlace Comunitario or the Promotoras Leadership Development project, please do not hesitate to contact me at 505-246-8972, ext. 12 or via email at: sortsman@enlacennm.org.

Warm regards,

Sandra Ortsman
Associate Director
July 25, 2011

Marcia Roth, Executive Director
c/o Celebrating Solutions Award Committee
Mary Byron Project, Inc.
10401 Linn Station Road, Suite 116
Louisville, KY 40223

Dear Ms. Roth and the Celebrating Solutions Award Committee:

I write this letter in full support of Enlace Comunitario’s Celebrating Solutions Innovative Responses to Domestic Violence Award application. As the Violence Against Women Act (VAWA) Grant Administrator for the New Mexico Crime Victims Reparations Commission, I have known Enlace Comunitario since the inception of their program in 2000. ENLACE is one of the premier domestic violence programs in the state, not only because of the high level of victim services that they provide, but also because of their advocacy efforts on behalf of immigrant victims of domestic violence.

When ENLACE began in 2000, there were no options for Spanish-speaking victims of domestic violence in central New Mexico. At that time, they started with three staff members who provided case management and counseling services for approximately 100 Spanish-speaking adult victims of domestic violence. Today, ENLACE has over 25 staff members and services have expanded to include legal representation, legal advocacy, and life skills classes such as parenting and English as a second language, for over 1000 adult victims and their children each year. In addition, ENLACE has a very active domestic violence prevention program, which builds leadership capacity of adult and youth survivors of domestic violence to train community members in domestic violence prevention. ENLACE’s growth has consistently been guided by the needs of the victims they serve, as well as by their strategic planning process which involves staff and board members.

ENLACE has a well-trained staff that is passionate about eliminating domestic violence. They actively participate in collaborative efforts to end domestic violence, including participation with the New Mexico Coalition Against Domestic Violence and the NM Network to End Domestic Violence and Sexual Assault. They are always very respectful of the work that every agency and governmental entity is doing and they enthusiastically assist other providers to remove barriers that may limit immigrant victims of domestic violence from fully participating in services.
ENLACE is a team player that advocates for victims on a statewide basis, as evidenced by their active participation on the VAWA Implementation Team where they collaborate with other stakeholders to make funding recommendations for STOP Grant priorities. ENLACE has also assisted in the VAWA proposal review process (when there is no conflict of interest) and has brought a knowledgeable voice to the table.

As a funder, I am extremely impressed with ENLACE’s fiscal responsibility and operational excellence. They have matured from a small grassroots organization to a highly functional mid-sized organization with a significant budget. Their audits are consistently clean and they manage their funding with total transparency. Their reports are always on time and they always exceed their grant goals.

ENLACE recently won the prestigious New Mexico Ethics in Business award, supporting their exemplary model of integrity in business. I have been so impressed with ENLACE’s services and professionalism that, as a private citizen, I make it a point to donate to their organization on an annual basis.

I strongly and unequivocally support ENLACE’s application for this important award. I wish that every advocacy organization did its work with the same level of innovation and expertise, with the same openness to new ideas and with the same dedication. If you have any questions, please do not hesitate to contact me via phone or email (505-222-6440 or sheila.allen@state.nm.us).

Sincerely,

Sheila Allen
VAWA Administrator
Marcia Roth, Executive Director
c/o Celebrating Solutions Award Committee
Mary Byron Project, Inc.
10401 Linn Station Road, Suite 116
Louisville, KY 40223

July 26, 2011

Dear Committee Members,

EL CENTRO de Igualdad y Derechos (The Center for Rights and Equality) supports Enlace Comunitario’s nomination for the Mary Byron Project Celebrating Solutions Award. EL CENTRO de Igualdad is a membership based immigrants’ rights organization located in Albuquerque, New Mexico. Our mission is to work with Latino immigrants and allies to strengthen the community and advance immigrants’ rights. EL CENTRO was initially created as a project of Enlace Comunitario and we continue to enjoy a strong and mutually supportive working relationship.

Enlace Comunitario’s Promotora Leadership domestic violence prevention program is essential to the good health of our community. Despite New Mexico’s proximity to the US/Mexico border, and despite our large Latino immigrant community, Enlace is the only domestic violence services provider specifically created to serve the unique needs that Latino immigrant survivors of domestic violence have. The organization is unique in the sense that it is not only-community based, but is staffed by people who reflect the community in which they serve. They are well respected among EL CENTRO’s membership (over 1000 families) and their services are much needed. We frequently refer EL CENTRO members who are experiencing domestic violence to Enlace Comunitario.

As an organization, we are proud to partner with Enlace Comunitario. Currently, our two organizations have a formal memorandum of understanding that outlines our commitment to Enlace’s Promotora project. We participate in the training of Enlace staff and promotoras on policy changes that impact immigrants, as well as the rights of immigrant victims of domestic violence, regardless of their immigration status. This is a necessary component of an effective domestic violence outreach and prevention program, due to the legitimate fear of deportation and separation from children, that many immigrant victims’ experience when accessing services. EL CENTRO members also provide input on the content of the domestic violence prevention media campaigns, including radio spots and newspaper ads, which Enlace’s promotora leaders design. Additionally, EL CENTRO and Enlace are both co-founders of “Encuenro”, an immigrant center, at which Enlace Comunitario’s Men Against Violence project is housed, for which we help to recruit participants in addition to engaging the participants in a broad array of civic engagement activities.

I believe that Enlace Comunitario is an outstanding model of a community based program that truly responds to the needs of the community. I am excited about Enlace’s prospect of winning this Award and I believe that the recognition will benefit immigrant victims of domestic violence.
within and beyond Albuquerque. If you have any questions, please do not hesitate to contact me. I would be happy to speak with you on the phone at 505-246-1627 or via email at: ralazar_elcentro@yahoo.com.

Sincerely,

Rachel LaZar
Executive Director
Marcia Roth, Executive Director  
c/o Celebrating Solutions Award Committee  
Mary Byron Project, Inc.  
10401 Linn Station Road, Suite 116  
Louisville, KY 40223

July 25, 2011

Dear Celebrating Solutions Award Committee

As the Executive Director of the New Mexico Asian Family Center, it is with great enthusiasm that I write this letter of support for Enlace Comunitario. The New Mexico Asian Family Center (NMAFC) works to ensure the safety and well-being of Asian and Pacific Islander (API) immigrants and their families by providing culturally sensitive services in a multi-lingual and multi-cultural community based center while simultaneously advocating for immigrant rights. NMAFC is a victim’s services organization that provides safety planning, case management and counseling for API victims of domestic violence, as part of a larger effort to strengthen API families and the Asian community in Albuquerque, NM.

Enlace is an exemplary organization committed to ending domestic violence, not only in the Latino immigrant community, but for the entire community. As the Executive Director of the NMAFC, I speak personally; if it hadn’t been for Enlace Comunitario, our organization might not exist. In 2005, a member of the Asian community in Albuquerque, at a meeting with then Representative Heather Wilson, stated that there was no domestic violence services tailored for Asian immigrants in New Mexico. Enlace Comunitario’s Executive Director was at the meeting and she approached the community member, offering to convene a meeting with all of the Domestic Violence funders and providers in Central New Mexico to discuss this gap in services. Not only did Enlace convene and host that meeting, but they went on to: assist us in writing our first grant proposal; become our agencies fiscal sponsor for the first two years; provide free space, computer and phone line for our first year; provide free clinical supervision to our therapists; report to funders; and to provide technical assistance in myriad of other ways until the Asian Family Center became independent. In a climate of competition over dwindling resources, Enlace’s generosity is unfortunately extremely uncommon. It is just one of many examples of their steadfast commitment to ending domestic violence.

Enlace provides outstanding domestic violence services, including case management, individual and group therapy and legal services for Spanish speaking immigrant victims. Since NMAFC does not have staff attorneys, we commonly refer our clients to Enlace for assistance with obtaining orders of protection, divorces, child support and custody. Our clients are always treated with the utmost level of respect, while receiving high quality legal assistance. Their advocacy for immigrant victims of domestic violence among the various domestic violence services providers and funders has benefitted all victims of domestic violence.

Enlace has also provided sound advice on how to outreach to the Asian community about our services. Similar to the Latino immigrant community, there can be a cultural stigma preventing Asian victims of
domestic violence from seeking services. ENLACE’s promotor program serves as an outstanding model of how to work at the grassroots level in culturally specific communities to provide preventative domestic violence education as well as how to break down the stigma of seeking domestic violence services.

For all of these reasons and many more, I am delighted to write this letter of support. If you have any questions about ENLACE’s merit, please do not hesitate to contact me at 505.934.5139 or via email at: sherry@nmasianfamilycenter.org.

Thank you,

Sherry Spitzer
Executive Director
New Mexico Asian Family Center
Mary Byron Celebrating Solutions Follow up questions to Enlace Comunitario

Respond to the following questions:

a) What is the approximate number of individuals served annually by the applicant or nominee?
Enlace Comunitario annually provides domestic violence intervention services to over 1050 victims of domestic violence (approximately 750 adults, 300 children/youth). Additionally, during the last twelve months, EC staff and promotoras directly provided trainings to 606 service providers (domestic violence advocates, law enforcement, judges, and service professionals) and preventative community education to 1211 community members. Lastly, our educational campaigns, many which were created by Enlace Comunitario promotoras (radio ads, PSAs in the TV, billboards, posters, newsletters, etc) reached over 30,000 Spanish-speaking community members.

b) How many paid staff and volunteers are used to administer the nominated program?
Approximately, 1.65FTE employees administer the nominated (Promotoras) project. The Engaging Latinas Coordinator is devoted exclusively to the nominated program. The Violence Prevention Director spends .25FTE managing the program and the Associate Director spends .10FTE on evaluating the program. Additionally, the EC childcare assistant, EC Volunteer Coordinator, and the EC Office Manager spend .10FTE (4 hours/week) on the project. The program relies on 10 promotora leaders who are all volunteers for the agency, as well as additional volunteers (5 per year) who assist with childcare during presentations by the promotoras. (Enlace Comunitario has a total of 25FTE paid staff members and approximately 50 volunteers per year.)

c) Are there past awards, accolades, and grants furnished upon the applicant or nominee that would further exemplify its success in combating domestic violence?
In 2008, the Family Violence Prevention Fund honored EC for our “exemplary efforts to end and prevent DV against immigrant women and children in NM”.

In 2009 Enlace’s Promotora Leadership Development project was selected by the Robert Wood Johnson Foundation (RWJF) as one of eight programs in the nation to have the most promising approaches to preventing domestic violence in immigrant communities. We received three years of funding from the RWJF to participate in an evaluation of the project. That evaluation is currently being implemented, with the goal of disseminating findings to other service providers in the field who could potentially replicate the model.

Also in 2009, EC was recognized by the National Network to End Health Disparities for offering best practice/evidence based services to Latinos for how we “build capacity and raise political consciousness among Latino DV victims”. In that same year, EC was the only nonprofit in the state to receive the “New Mexico Ethics in Business Award” from Samaritan Counseling and the “Fighting For Justice Award” from the Mexican American Law Student Association.

In 2010, EC authored a resolution that was passed by the National Coalition Against Domestic Violence and the New Mexico Coalition Against Domestic Violence, opposing formal collaboration between law enforcement and Immigrations and Customs Enforcement due to the detrimental impact on immigrant domestic violence. EC’s legal program for victims of domestic
violence was featured in the national IOLTA magazine as a successful program for assisting domestic violence victims with civil legal services.

In 2011, at the statewide level one of Enlace’s youth leaders won the “Youth Advocate of the Year Award” and an Enlace staff member won the “Advocate of the Year Award”. Most recently, EC received new grant funding from the Office on Violence Against Women and the Robert Wood Johnson Foundation to start a new project to train a male group of Latino leaders (promotores) to mobilize other Spanish-speaking men to end domestic violence. This funding was given to Enlace in recognition of our track record and success with the promotoras project.

d) If funding were not an issue, what (if any) changes or additions would you make to your program in the future? What are the long term goals for your program? We are interested in hearing both your practical goals in addition to any lofty dreams you might have for the future.

If funding were not an issue, Enlace would like to provide a significant stipend to the promotora leaders (perhaps $500 for each month of service). Currently we provide a very small stipend when promotoras facilitate a presentation in the community, but it is barely enough to cover their gasoline and any childcare they needed. While we believe that volunteering is critical, we know that Enlace promotoras have significant economic needs and the stipends would help to alleviate some of their financial stresses.

Additionally, Enlace would like to have funding to turn the promotora media materials (billboards, commercials, posters and radio ads) into a massive media campaign that could truly change social norms. Currently, we play a radio spot created by promotoras approximately 60 times, but unlimited funding would enable us to play the spot on every radio station in Spanish, on a daily basis, for months on end. A lofty dream of ours is that we could create a Spanish-language telenovela (soap opera) that would model new healthy relationship norms and that would air on Univision (national Spanish-language television station).

One of our long term goals for the Promotoras program is that our female promotoras will actively collaborate with the Enlace male promotores, so that we have Spanish-speaking male and female leaders working together to educate the community, create media campaigns, and foster healthy social norms. This is a future goal since we are just starting the male promotores program; however it is a goal that we are confident we will reach. Enlace female promotoras were instrumental in assisting Enlace to develop the male promotores program, because they themselves shared their belief that men must be involved in re-educating the community.
Enlace Comunitario
Promotoras Leadership Development Program
P.O. 8919
Albuquerque, NM 87198

In addition to the questions and requirements listed in your letter, your responses to the questions below will help the final review committee to better understand the value of your program and services. Your answers to these questions should be as brief and focused as you think is needed. Any requested supplemental resources should be attached.

1. What is your relationship with law enforcement and the court system, other than increasing public awareness of the laws? Do you assist victims through the process of obtaining an order of protection, provide court advocacy or access to legal counsel, etc.?

Enlace Comunitario (EC) collaborates actively with law enforcement. We are formal partners and have an Enlace advocate located at the Albuquerque Family Advocacy Center (AFAC), a Family Justice Center “one-stop-shop” for victims of domestic violence, where law enforcement is co-located with 15 other service providers. We meet every month with all of the providers at the AFAC, including the AFAC police commander, to discuss any barriers facing victims at the AFAC. Additionally, Enlace staff members provide domestic violence training to police officers and judges, including trainings on the barriers faced by Spanish-speaking immigrant victims of domestic violence when accessing law enforcement and the court system.

Additionally, Enlace Comunitario has three lawyers, 1 paralegal, and 2 legal advocates on staff. Our attorneys provide civil legal representation for victims to obtain final orders of protection, especially when the abusive partner has hired an attorney. EC’s paralegal and legal advocates provide assistance to obtain temporary restraining orders and final orders of protection in cases that are not contested, as well as to fill out legal forms pro-se. Moreover, EC legal assistants assist eligible victims to obtain the U-Visa certification forms filled out by law enforcement, to assist in their petition for a change in immigration status.

Enlace Comunitario attorneys also provide legal representation to assist clients with obtaining a divorce, custody of their children, and child support. EC attorneys have a 97% success rate.

How are presentations in the community publicized? Do you have data about how many people you reach annually? Are all presentations open to men, women, and children, or are some tailored to different groups? Do you address the specific needs of LGBTQ victims?

Most of the community presentations that Enlace promotoras provide are in partnership with schools, community organizations, and churches that co-host the event and conduct their own publicity to the parents at their schools, their members and/or their congregants. When Enlace acts as the sole host of the event, we publicize the presentations through Spanish-language flyers, during announcements at community meetings, and through print media that the promotoras help to distribute. Generally speaking, we advertise the presentations as workshops to “strengthen families”, rather than as workshops to prevent domestic violence. This approach reflects our social norms campaign, as well as the fact that community members are more likely to attend a workshop on strengthening their family than on preventing domestic violence, due to the stigma of domestic violence.

At each presentation, Enlace passes out a sign-in sheet to record the number of participants, as well as their ethnicity (to ensure we are reaching our Latino target population) and their age. All of that data is transferred into our database, including the feedback from evaluations and the language in which the presentation was facilitated (English or Spanish). Last year, EC staff, promotoras and youth leaders directly trained 1211 community members and 606 service providers.
Enlace Comunitario Promotoras Specific Follow Up Questions for the Mary Bryon Celebrating Solutions Award

If the presentation is hosted by Enlace, then it is open to all men and women and or boys and girls. If the presentation is co-hosted with another school, church or community group, the presentation may only be open to their particular set of members (e.g. parents of students from that particular school). Depending on the audience, we tailor the presentation, though they generally respond to one of the presentation topics on our menu of presentations. In particular, we have a different menu of presentations for youth than adults, mostly because youth require different information and resources than adults. Depending on the interest of the group, we host one-time only presentations, or a series of presentations. To date, the majority of the adult community members that Enlace promotoras have presented to are female. One of the goals of the new EC male promotores program is that we reach more men.

In trainings to service providers, Enlace addresses the specific needs of LGBTQ immigrant victims of domestic violence. However, the Enlace promotoras have only limited experience providing community presentations that specifically address the needs of LGBTQ victims. Enlace has actually identified the specific needs of LGBTQ immigrant victims as a priority area for expansion of our services. At the time of this writing, Enlace is waiting to hear back from the Federal Office on Violence Against Women (OVW) on a grant we jointly submitted with the New Mexico Coalition Against Domestic Violence to pilot a program for LGBTQ immigrant victims. The proposed pilot program includes the provision of services, as well as the creation of outreach and prevention campaigns that specifically meet the needs of LGBTQ immigrant victims of domestic violence.

2. Please provide samples of the anti-violence materials/training materials you create.
   See attached samples of anti-violence materials and training materials with identifying labels. Included in the batch are: a sample presentation facilitated by Enlace promotoras with accompanying handouts, a sample training to service providers facilitated by EC staff and promotoras, a CD with four different EC radio PSAs designed and recorded by promotoras and youth leaders, a DVD with a television PSA created and acted in by two EC promotoras, a DVD with a short film on the unintended consequences on immigrant victims of domestic violence of formal collaborations between immigration and law enforcement, sample EC brochures and newsletters, sample EC posters (many of which were also billboards and bus panels) created by promotoras, youth leaders, and professional designers, and sample billboards created by EC promotoras and youth leaders. We have many more presentation outlines that we can send upon request.

3. Please provide more information on your pre/post test methods of measuring community knowledge level and awareness. Are any pre/post tests administered directly to community members?
   As mentioned previously, Enlace Comunitario’s Promotora program was recognized by the Robert Wood Johnson Foundation as one of eight of the most promising programs in the nation for preventing domestic violence in immigrant communities. As a result, the RWJF gave Enlace a three year grant to evaluate the promotora project. As part of the evaluation, EC staff (with assistance from LTG Evaluation Technical Assistants) have created pre/post tests to measure the knowledge gained by participants in the presentations, as well as changes in their self reported level of commitment to work towards ending domestic violence.

   Questions on the test include real life scenarios with multiple choice answers of how participants might respond, questions to gauge community members understanding of domestic violence and the impact of domestic violence on children, as well as scaling questions to assess participants comfort level recognizing the signs of abuse, as well as their desire to work to end domestic violence. These tests are indeed administered directly to community members. We do not call them a test, but rather ask participants to fill out the survey so that we (the promotoras and Enlace staff) can gauge how well we are conveying the information. When the tests are administered, the promotoras or EC staff members read
the test questions aloud to participants. We do this because some community members do not have high literacy skills.

While pre/post tests have indicated that participants have increased their skills and knowledge, anecdotal feedback from participants has provided an even richer understanding of how presentations are impacting participants. As part of the RWJF evaluation, we are working to capture the feedback in a more systematic way (using AtlasTi qualitative software), so that we can triangulate all of our evaluation data and capture the stories of how this exposure to tools and community resources to deal with domestic violence inspires many participants to change their lives and refer friends/neighbors to Enlace.

4. **What is your protocol when a community member discloses domestic violence to a leader?**

As part of the initial promotor leadership training, Enlace Comunitario teaches promotoras about appropriate professional boundaries when facilitating community trainings and representing Enlace Comunitario. Promotoras are taught to refer community members who disclose domestic violence to Enlace, but not to respond by telling victims what they should do or what they would do in their situation. This is particularly important because Enlace promotoras are survivors of domestic violence, and without training, they might think that someone else should do just as they have done.

It is common that Enlace Comunitario past and present promotoras bring community members experiencing domestic violence directly to Enlace to do a “first contact” screening with the EC Screening Specialist. After that first contact, clients will be assigned a case manager who will work with them throughout their time at Enlace Comunitario.

All Enlace promotoras have a manual of community resources that they can also use to refer community members to a myriad of service providers who can respond to their distinct needs (eg. food baskets, childcare subsidies, etc).

5. **Do you have a requirement for length of time a survivor must be out of an abusive relationship before they may apply to become a leader?**

Since the domestic violence circumstances, as well as the healing period for every survivor are different, we do not have a set requirement for length of time survivors must be out of an abusive relationship; however, prospective promotoras are referred by Enlace Comunitario staff members who have worked with those clients and who assess that the survivor is indeed ready to become a community leader. A requirement to participate in the program is that participation will not jeopardize the emotional or physical safety of the client. Once the prospective promotoras apply to participate in the program, we discuss the risks involved in publicly affiliating with Enlace as a promotor and in training community members on domestic violence, which for many, is such a personal issue.

We have had to ask applicants to apply to future cohorts because we do not feel that they are ready at the time to be an Enlace promotor. We are also very clear once we accept promotoras into the program, that they are always welcome to resume Enlace services if domestic violence becomes a problem in their life. This has happened before, and when the promotor resumes services, we ask her to take a “leave of absence” from being a promotor. It is very important that we let all promotoras know that we understand that domestic violence might become an issue in their lives, because we do not want them to hide the violence or not seek services, due to embarrassment of becoming victims of domestic violence again.
Enlace Comunitario Promotoras Specific Follow Up Questions for the Mary Bryon Celebrating Solutions Award

6. Please relate the personal experience of one survivor who received services and later became a leader.

María Luisa Tavares arrived at Enlace Comunitario in crisis. Enlace case manager helped María to develop a safety plan. She needed legal assistance to obtain a temporary restraining order and information about divorce. Enlace attorney Elizabeth Rourke represented her during the hearing to obtain the final order for protection and she is currently representing her for her divorce case. María attended individual counseling and afterwards participated in the weekly women’s support group.

Upon graduating from the group, María Luisa applied for the Promotoras program. After the selection and interview process, she was chosen for the third cohort of promotoras. She decided to apply to the program because, “Ever since the moment I arrived, I thought I could give back as much as I was helped. Being a promotora is an opportunity for personal and professional development. It is beautiful work, working together is very cool and what we’re going to achieve is even cooler. The first session was very interesting and entertaining. We learned what Enlace the organization is.”

In addition to being an Enlace promotora, María Luisa enrolled in parenting and healthy relating classes that Enlace offers at a local immigrant center. In her own words, “Therapy helped me recover my self-esteem and now I need to be able to distinguish between good and bad relationships.” She actively works to fundraise for a poor school in Juárez, México. She also has presented to community members about the ways in which domestic violence impacts children.

Through the intervention services she received at Enlace, the promotoras program, and the life-skills classes at the immigrant center, María Luisa realized that many people needed help for things other than domestic violence. By getting involved in her community, María Luisa strives to eliminate all forms of violence, oppression and poverty.

María Luisa is one of many examples of how our holistic approach to intervening in domestic violence situations raises awareness in our clients and motivates them to participate in improving their community. In the enclosed newsletters, there are more profiles of Enlace promotoras who have changed their lives and become leaders. It is important to note that all of these promotoras were informed of risks and signed consent forms to publicly share their story.
2011 Promotoras Budget Summary

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Personnel</td>
<td>$62,750</td>
</tr>
<tr>
<td>B. Fringe Benefits</td>
<td>$15,689</td>
</tr>
<tr>
<td>C. Travel</td>
<td>$ 1,360</td>
</tr>
<tr>
<td>D. Equipment</td>
<td>$ 1,000</td>
</tr>
<tr>
<td>E. Supplies</td>
<td>$ 4,900</td>
</tr>
<tr>
<td>F. Consultants/Contractors</td>
<td>$ 8,500</td>
</tr>
<tr>
<td>H. Other</td>
<td>$ 4,320</td>
</tr>
</tbody>
</table>

Total Direct Cost: $98,519

Itemized Breakdown of Expenses

I. Staff:

<table>
<thead>
<tr>
<th>Staff Title</th>
<th>% FTE</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotoras Coordinator</td>
<td>1 FTE employee</td>
<td>$37,000</td>
</tr>
<tr>
<td>Violence Prevention Coordinator</td>
<td>.25 FTE employee</td>
<td>$11,250</td>
</tr>
<tr>
<td>Associate Director</td>
<td>.10 FTE employee</td>
<td>$5,400</td>
</tr>
<tr>
<td>Volunteer Coordinator</td>
<td>.10 FTE employee</td>
<td>$3,500</td>
</tr>
<tr>
<td>Office Manager</td>
<td>.10 FTE employee</td>
<td>$3,100</td>
</tr>
<tr>
<td>Child Care Specialist</td>
<td>.10 FTE employee</td>
<td>$2,500</td>
</tr>
<tr>
<td>TOTAL Project Staff</td>
<td></td>
<td>$62,750</td>
</tr>
</tbody>
</table>

II. Benefits:

<table>
<thead>
<tr>
<th>Fringe Benefit Description</th>
<th>Computation</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>FICA, Worker’s Compensation, Unemployment insurance</td>
<td>$62,750 x 15%</td>
<td>$9,413</td>
</tr>
<tr>
<td>Health/dental Insurance, Retirement plan</td>
<td>$62,759 x 10%</td>
<td>$6,276</td>
</tr>
<tr>
<td>TOTAL Benefits</td>
<td></td>
<td>$15,689</td>
</tr>
</tbody>
</table>
Promotoras Budget FY11 (July 1, 2010 to June 30, 2011)

III. Travel:

<table>
<thead>
<tr>
<th>Purpose of Travel</th>
<th>Description</th>
<th>Computation</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mileage</td>
<td>From EC’s office to different community locations for presentations and to distribute outreach materials</td>
<td>@$0.50 per mile x 1000 miles/ year</td>
<td>$500</td>
</tr>
<tr>
<td>Employee Training- Out of State</td>
<td>Airplane ticket, hotel and per-diem for Promotoras Coordinator to attend training</td>
<td>1 person/ trip/year ($500 airfare + $40 per diem x 3 days + $120 hotel x 2 nights total)</td>
<td>$860</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td></td>
<td>$1,360</td>
</tr>
</tbody>
</table>

IV. Equipment

<table>
<thead>
<tr>
<th>Item</th>
<th>Computation</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer for staff member</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>$1,000</td>
</tr>
</tbody>
</table>

V. Supplies

<table>
<thead>
<tr>
<th>Supply item</th>
<th>Computation</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office supplies such as paper, pens, toner, envelopes, and stamps.</td>
<td>$ 500 per year</td>
<td>$500</td>
</tr>
<tr>
<td>Postage for educational newsletters</td>
<td>Varies depending on mailing.</td>
<td>$1,400</td>
</tr>
<tr>
<td>Food for presentations and trainings</td>
<td>$40 per training x 35 trainings/yr</td>
<td>$1,400</td>
</tr>
<tr>
<td>Anti-violence participant giveaway items (key chains, magnets, etc)</td>
<td>$500 per year x 2 years</td>
<td>$1,000</td>
</tr>
<tr>
<td>Kits for Promotoras (t-shirts, agendas, name tags, etc)</td>
<td>$30 each x 10 Promotoras</td>
<td>$300</td>
</tr>
<tr>
<td>Promotora graduation (space rental, food for event, etc)</td>
<td></td>
<td>$300</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>$4,900</td>
</tr>
</tbody>
</table>
VI. Consultants/Contracts

<table>
<thead>
<tr>
<th>Contractor Type/Name, if Known</th>
<th>Service or Product Provided</th>
<th>Fee, rate, basis (such as cost per hour for professional services)</th>
<th>Items Per Year (such as hours per year)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Madrid Accounting services</td>
<td>Bookkeeping and Accounting</td>
<td>$50 per hour</td>
<td>24 hours (2 hours/month x 12 months)</td>
<td>$1,200</td>
</tr>
<tr>
<td>Lamar Billboards</td>
<td>Spanish language Billboards created by Promotoras</td>
<td>$75 per billboard</td>
<td>12 billboards / campaign x 2 campaigns / year</td>
<td>$1,800</td>
</tr>
<tr>
<td>Univision New Mexico</td>
<td>Spanish language Television Spot</td>
<td>Average $29.41 per spot (This is an average because the TV spots cost between $10 and $60 / spot depending on airtime.)</td>
<td>102 spots (approximately 1 spot, run 17 times per week, over 6 weeks)</td>
<td>$3,000</td>
</tr>
<tr>
<td>La Jefa Radio</td>
<td>60 sec spot, 200x frequency</td>
<td>60 sec spot, 100x frequency (roughly 1 time a week @ $24)</td>
<td></td>
<td>$2,500</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>$8,500</strong></td>
</tr>
</tbody>
</table>

VII. Other Costs

<table>
<thead>
<tr>
<th>Description</th>
<th>Computation</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>utilities, phone, DSL</td>
<td>$100 per month x 12 months</td>
<td>$1,200</td>
</tr>
<tr>
<td>Stipends for Promotoras</td>
<td>26 total presentations x $20/presentation</td>
<td>$520</td>
</tr>
<tr>
<td>Printing for EC newsletter and other violence prevention materials</td>
<td>$.35 / newsletter x 2,500 copies/issue x 3 issues</td>
<td>$2,600</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>$4,320</strong></td>
</tr>
</tbody>
</table>
Dear Applicant:

Our letter dated FEBRUARY 2001, stated you would be exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code, and you would be treated as a public charity, rather than as a private foundation, during an advance ruling period.

Based on the information you submitted, you are classified as a public charity under the Code section listed in the heading of this letter. Since your exempt status was not under consideration, you continue to be classified as an organization exempt from Federal income tax under section 501(c)(3) of the Code.

Publication 557, Tax-Exempt Status for Your Organization, provides detailed information about your rights and responsibilities as an exempt organization. You may request a copy by calling the toll-free number for forms, (800) 829-3676. Information is also available on our Internet Web Site at www.irs.gov.

If you have general questions about exempt organizations, please call our toll-free number shown in the heading between 8:30 a.m. - 5:30 p.m. Eastern time.

Please keep this letter in your permanent records.

Sincerely yours,

Lois G. Lerner
Director, Exempt Organizations
Rulings and Agreements