National Council of La Raza
Mission Statement

The National Council of La Raza (NCLR) – the largest national Hispanic civil rights and advocacy organization in the United States – works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community-based organizations (CBOs), NCLR reaches millions of Hispanics each year in 41 states, Puerto Rico, and the District of Columbia.

To achieve its mission, NCLR conducts applied research, policy analysis, and advocacy, providing a Latino perspective in five key areas – assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity-building assistance to its Affiliates who work at the state and local level to advance opportunities for individuals and families.

Founded in 1968, NCLR is a private, nonprofit, nonpartisan, tax-exempt organization headquartered in Washington, DC. NCLR serves all Hispanic subgroups in all regions of the country and has operations in Atlanta, Chicago, Los Angeles, New York, Phoenix, Sacramento, San Antonio, and San Juan, Puerto Rico.
Contents

2 MESSAGE FROM THE PRESIDENT AND THE BOARD CHAIR

4 NCLR BOARD OF DIRECTORS 2006-2007

5 NCLR AFFILIATES
   NCLR Affiliate Council
   NCLR Affiliate Network
   Affiliates by State

12 IN THE COMMUNITY
   Education
   Health
   Community and Family Wealth-Building
   Employment and Economic Opportunities
   Building Bridges

22 ON THE HILL
   Civil Rights and Immigration
   Advocacy and Electoral Empowerment

26 HURRICANE KATRINA

29 INTO THE FUTURE
   Youth Leadership
   AmeriCorps
   Emerging Latino Communities

35 IN THE SPOTLIGHT
   Capital Awards, Tribute to Raul Yzaguirre,
   NCLR Annual Conference

37 CONTRIBUTORS
   Empowering an American Community Campaign
   NCLR Corporate Board of Advisors
   Corporations and Foundations
   Individual Contributors
   Financial Summary

51 NCLR Executive Management
   NCLR Regional Field Offices
   NCLR Program Area Contacts
Message from the President and the Board Chair

As you read the National Council of La Raza’s (NCLR) 2005 Annual Report, we ask you to consider its theme – Advancing Our Nation. Every service NCLR provides aims to move the entire nation forward by empowering Latinos to attain new levels of educational, economic, and social well-being.

The work NCLR completed in 2005 was significant, and we continue to be a leader in many critical areas. We advanced educational programs around the country; we highlighted health needs of the Latino community; and we helped many Latinos fulfill their dream of owning a home. NCLR also continues to invest heavily in civil rights and advocacy issues that impact the entire Latino community’s future.

In addition to these invaluable programs, in 2005 NCLR established its permanent headquarters in the heart of Washington, DC, just four blocks from the White House. This new home is more than a mere structure – it is an American institution that will serve the Hispanic community and America for years to come.

With the retirement of NCLR’s former President and CEO Raul Yzaguirre, 2005 marked a turning point in our history. Raul’s 30 years of service, as well as the many people who worked with him, allowed NCLR to establish a new level of commitment and preserve the vital services that meet the needs of Hispanics in America.

Our NCLR Annual Conference and Capital Awards continue to bring together thousands of nonprofit, business, government, and youth leaders to engage in constructive dialogue and take the necessary steps in
ensuring that all Latinos have the opportunity to achieve the American Dream.

The lifeblood of NCLR’s mission is the nearly 300 nonprofit community-based organizations who work tirelessly to make positive changes for every Latino they serve. These organizations play an indispensable role in our work and in the community as a whole. Together with its Affiliates, NCLR planned and charted a course to move the needle on issues such as youth leadership, and workforce and community development. Our Affiliates are America’s most valuable assets in advancing our nation by strengthening Latino families, as well as being NCLR’s most important and trusted partners.

We must also take this opportunity to thank our donors for their financial support and active engagement in furthering NCLR’s mission. Premier corporations and foundations, government agencies, and thousands of individuals throughout the country make it possible for us to work toward our goal of advancing the Hispanic community.

Again, on behalf of NCLR’s Board of Directors, we are honored to share with you the work of our institution for 2005. We hope you will agree that by investing in the well-being of America’s Latinos we are truly Advancing Our Nation.

Janet Murguía
President and CEO

Monica Lozano
Chair, NCLR Board of Directors
NCLR Board of Directors 2006-2007

EXECUTIVE COMMITTEE

CHAIR
Monica Lozano
Publisher and CEO,
La Opinion
Los Angeles, CA

FIRST VICE CHAIR
Andrea Bazán-Manson
President
Triangle Community
Foundation
Research Triangle Park, NC

SECOND VICE CHAIR/
SECRETARY
Daniel Ortega
Partner
Roush, McCracken,
Guerrero, Miller & Ortega
Phoenix, AZ

TREASURER
Ernesto “Gene” Ortega
President
Rural Housing, Inc.
Albuquerque, NM

PRESIDENT AND CEO
Janet Murguía
National Council of La Raza
Washington, DC

Salvador Balcorta
Executive Director
Centro de Salud Familiar
La Fe
El Paso, TX

Elba Montalvo
Executive Director
Committee for Hispanic Children and Families, Inc.
New York, NY

Hon. Phyllis Gutiérrez Kenney
Representative
46th Legislative District
Seattle, WA

Herminio Martinez
Executive Director
Bronx Institute,
Lehman College
Bronx, NY

Hon. Arturo Valenzuela
Director
Center for Latin American Studies,
Georgetown University
Washington, DC

DIRECTORS EMERITI
Rita DiMartino
Washington, DC

Herman E. Gallegos
Galt, CA

Christopher R. Lipsett, Esq.
Washington, DC

Frank Medina
Washington, DC

R.P. Bob Sanchez Esq.
McAllen, TX

Gilbert R. Vasquez
Los Angeles, CA

GENERAL MEMBERSHIP

Tom Castro
President and CEO
Border Media Partners
Houston, TX

Dorene Dominguez
Chairman
Vanir Construction Management, Inc.
Sacramento, CA

Patricia Fennell
Executive Director
Latino Community Development Agency
Oklahoma City, OK

Maria S. Gomez
President/CEO,
Mary’s Center for Maternal and Child Care
Washington, DC

Hon. Arabella Martínez
Oakland, CA

Warren Maruyama
Partner, Hogan and Harston, LLP
Washington, DC

Maricela Monterrubio
Galt, CA

Arturo S. Rodríguez
President
United Farm Workers of America
Keene, CA

Isabel Valdés
President
Isabel Valdés Consulting
Palo Alto, CA

Anselmo Villarreal
Executive Director
La Casa de Esperanza
Waukesha, WI

DIRECTORS EMERITI

Gilbert R. Vasquez
Los Angeles, CA
NCLR Affiliate Network

NCLR’s Affiliates are independent, Hispanic-serving community-based organizations governed by local community leaders. These organizations share NCLR’s mission to improve opportunities for Hispanic Americans and are provided a range of training and technical assistance from NCLR to increase and improve their capacity to serve the distinct needs of their respective communities.
NCLR Affiliate Council
Regional Representatives

NCLR’s Affiliate Council serves as a voice for, and represents the bond between, NCLR and its Affiliates.

CHAIR
Elvira A. Díaz (California)
Vice President of Resource Development
MAAC Project
National City, CA

VICE CHAIR
Luis Ibarra (Far West)
President/CEO
Friendly House, Inc.
Phoenix, AZ

SECRETARY
Sonia Gutierrez (Southeast)
Executive Director
Carlos Rosario International Career Center
Washington, DC

Linda Mazon-Gutierrez (Far West)
President
Hispanic Women’s Corporation
Phoenix, AZ

Nicholas Torres (Northeast)
Executive Director
Congreso de Latinos Unidos, Inc.
Philadelphia, PA

José Velázquez, PhD (Southeast)
Executive Director
Latino Memphis, Inc.
Memphis, TN

Alicia Villarreal (Midwest)
Executive Director
Latino Family Services
Detroit, MI

Anselmo Villarreal (Midwest)
Executive Director
La Casa de Esperanza, Inc.
Waukesha, WI

Alfredo Villaseñor (California)
Executive Director
Community Child Care Council of Santa Clara County
San Jose, CA

Mary Capello (Texas)
President/CEO
Texas Migrant Council
Laredo, TX

Richard Farias (Texas)
Executive Director
Tejano Center for Community Concerns
Houston, TX

Maria Matos (Northeast)
Executive Director
Latin American Community Center, Inc.
Wilmington, DE
Affiliate Network

From its inception, NCLR’s work has been guided by its deep understanding of the importance of building financially and organizationally stable Hispanic institutions at the local, regional, and national levels. Today, NCLR serves as a source of capacity-building assistance for nearly 300 affiliated community-based organizations throughout the country. NCLR’s active and productive relationships with its Affiliates are at the heart of its work and key to its ability to fulfill its mission. Through capacity-building assistance, policy analysis, advocacy, and special initiatives that complement the work of Affiliates, NCLR is able to work “on the front lines” to improve opportunities for Hispanic Americans throughout the country.

NCLR’s Affiliate Network is divided into six regions: the Northeast, the Southeast, the Midwest, the Far West, Texas, and California. NCLR Affiliates offer a wide variety of services to their communities including: education and workforce development programs; public health centers; Head Start centers and other activities for children and youth; financial services information; homeownership and housing counseling; church-based ministries; social, relief, and refugee services; and legal/immigration services.
Pomona
Pomona Valley Center for Community Development
(909) 629-4649
The School of Arts and Enterprise
(909) 622-0699
www.the-sae.com

San Diego
Centro Cultural de la Raza
(619) 235-6135
www.centroraza.org
Chicano Federation of San Diego County, Inc.
(619) 285-5600
www.chicano.org
Parent Institute for Quality Education
(619) 235-6135

San Fernando
Latin American Civic Association
(619) 361-8841

San Francisco
Centro Latino de San Francisco
(415) 861-8758

Women’s Initiative for Self Employment
(415) 641-3460
www.womensinitiative.org

San Jose
American GI Forum
San Jose Chapter
(408) 286-9470
www.sjgf.org
Center for Training and Careers, Inc.
(408) 251-3165
www.ctcsj.org
Community Child Care Council of Santa Clara County
(408) 487-0747
www.cc4c.org
Mexican Heritage Corporation
(408) 928-5500
www.mhcfa.org
National Hispanic University
(408) 273-2712

San Ysidro
Casa Familiar, Inc.
(619) 426-1115
www.casafamiliar.org
San Ysidro Health Center
(619) 662-4104
syhc.org

Santa Ana
Delhi Community Center
(714) 481-9600

El Sol Science and Arts Academy of Santa Ana
(714) 543-0023
www.el sola.ucsb.edu

SouthWest Improvement Council
(303) 934-2268

Westminster
Colorado Rural Housing Development Corporation
(303) 428-1448
www.crhd.org

CONNECTICUT
Bridgeport
Bridge Academy
(203) 333-6961
www.bridgeacademy.org

Hartford
Connecticut Puerto Rican Forum, Inc.
(860) 247-3227
www.ctpranorth.org

Spanish Catholic Center, Inc.
(860) 939-2437

Spanish Education Development Center
(860) 462-8848
www.setcenter.org

Teaching for Change
(860) 588-7204
www.teachingforchange.org

FLORIDA
Dover
Delmarva Rural Ministries, Inc.
(302) 678-3652
www.delmarva.org

Teaching for Change
(302) 678-3652

Homestead
Everglades Community Association
(305) 242-2142
www.evergladescommunity.org

Hawaii
Wailuku
Mau Economic Opportunity, Inc.
(808) 248-2990
www.moeinc.org

IDAHO
Caldwell
Idaho Migrant Council, Inc.
(208) 454-1652
www.idahomigrantcouncil.org

ILLINOIS
Chicago
Alivio Medical Center
(312) 829-6303
www.alivio.org

Association House of Chicago
(773) 722-7170
www.associationhouse.org

El Hogar del Niño
(773) 523-1629

Erie Neighborhood House
(312) 563-5800
www.enhouse.org

Gads Hill Center
(312) 226-0863
www.gadshillcenter.org

Illinois Migrant Council
(312) 663-1522
www.imigrant.org

Instituto del Progreso Latino
(773) 898-0056
www.idipl.org

Latinos United
(773) 898-0056
www.latinosunited.org

Little Village Neighborhood Association
(312) 226-1544
www.lvnalas.org

Resurrection Project
(312) 666-1323
www.restorationproject.org

Elgin
Elgin Community College
(847) 888-1796
www.elgin.cc.il.us

INDIANA
Fort Wayne
United Hispanic Americans, Inc.
(260) 422-2651

IOWA
West Des Moines
Midwest Educational Resource Development Fund, Inc.
(515) 261-7270

NATIONAL COUNCIL OF THE RAZA | 2005 ANNUAL REPORT | 9 |
Education

NCLR is dedicated to increasing the quality of education of Latino students and in 2005 worked to substantially impact Latino education at two of the most critical points in the educational pipeline where the levels of disparity are most acute: preschool and high school. Through NCLR’s network of charter schools and education initiatives, NCLR has set forth a vision to build a society in which rigorous education is equally provided to all students and where multiple approaches of education are recognized as critical components of a community-based educational system.
Education Highlights

- In 2005, NCLR participated in a business plan process that yielded an increased focus on early care and education and a shift from school startup operations to improving student achievement in high schools in the NCLR Affiliate Network. This realignment enables NCLR to concentrate its efforts on improving its services to support schools and programs, thereby measurably improving the academic achievement of students.

- The *Lee y serás* (Read and You Will Be) early literacy development initiative was nationally launched in 2005 in Washington, DC in conjunction with our local partner CentroNia, along with the official website ([www.leeyeras.net](http://www.leeyeras.net)). This fully bilingual initiative seeks to enable local communities to support Latino families in promoting early literacy. The initiative was also launched with our community partners in New York City (Committee for Hispanic Children and Families) and Dallas (Mi Escuelita Preschools).

- NCLR continues to be a leader in the community school movement around the country. To date, out of the broader NCLR school network, 50 charter schools have received grants from NCLR, 38 of which are now operational. In addition, NCLR is working with 11 early college high schools. In 2005, NCLR especially focused on strengthening data collection and analysis activities with schools to inform appropriate service delivery strategies that will result in improved student achievement.

- NCLR worked with the U.S. House of Representatives on reauthorization of the Head Start program, the nation’s federally-funded preschool program. NCLR produced a white paper titled, “Head Start Reauthorization: Enhancing School Readiness for Hispanic Children,” which included legislative recommendations for making Head Start more effective in serving Latinos. “The School Readiness Act of 2005” (H.R. 2123), which would renew Head Start, contains many of NCLR’s proposals to significantly improve Head Start for Latino children.

- NCLR continued to work with Congress and national and state-based partners to push for enactment of the “Development, Relief, and Education for Alien Minors (DREAM) Act” (S. 2075). For example, NCLR held a rally in Philadelphia during the 2005 NCLR Annual Conference in support of the “DREAM Act.” As a result of NCLR’s long-time advocacy on the issue, and the overwhelming grassroots support for the bill, the “DREAM Act” was reintroduced in mid-November with seven Republicans and six Democrats. It continues to garner broad bipartisan support in Congress.
Health

NCLR’s Institute for Hispanic Health (IHH), in partnership with its network of community-based Affiliates, conducts community-based research on specific diseases, conditions, and health issues affecting Latinos. Based on this knowledge, it also develops, implements, and evaluates culturally-competent and linguistically-appropriate health education and prevention programs and collaborates on advocacy activities to protect the health and well-being of the Latino community.
Health Highlights

- IHH has trained more than 400 promotores de salud (lay health educators) over the last ten years on a range of health topics, including diabetes, cardiovascular diseases, stroke, nutrition, genomics, and HIV/AIDS. These promotores have reached approximately 20,000 Hispanics in 11 states, the District of Columbia, and Puerto Rico.

- NCLR’s Atlanta Health Program Office has emerged as a leader in highlighting the status of Latino health in the South. In 2005, NCLR produced and released a statistical report, Latinos in Georgia: A Closer Look, which highlighted the health-related disparities facing Georgia’s Hispanics. This information is being used to develop a Latino/Hispanic health agenda for Georgia and as a tool by local Latino organizations to advocate for the health-related needs of Hispanics in the South.

- IHH joined forces with California State University, Long Beach (CSULB) to develop, establish, and inaugurate the NCLR/CSULB Center for Latino Community Health, Research, and Evaluation (the Center). The Center strengthens NCLR’s commitment to rigorous evaluation of existing programs and will provide leadership in the area of community-based evaluation.

- NCLR participated in a successful effort to preserve immigrant access to food assistance. In partnership with a broad base of advocates, NCLR fought to overturn budgetary cuts to the Food Stamp Program which would have further limited food stamp eligibility for legal immigrants and persons receiving services under the Temporary Assistance for Needy Families program.

- NCLR sponsored AB 1195, which requires all continuing medical education courses in California to include curricula on cultural and linguistic understanding. The passage of the legislation is a critical step to ensure that California’s medical professionals can meet the health care needs of the Latino population.

- NCLR continued to play a key role in advocating for the repeal of the 1996 bar on public safety-net programs, particularly children’s and pregnant women’s access to Medicaid and the State Children’s Health Insurance Program, via the bipartisan “Immigrant Children’s Health Improvement Act.”
Community and Family Wealth-Building

NCLR develops and implements programs and engages in policy advocacy to address barriers to wealth for Latino families. This work is carried out through NCLR’s Community Development component and Asset Development Initiative and covers a range of issues including access to bank accounts, credit issues, auto and mortgage lending, homeownership, remittances, personal financial counseling, and retirement and other tax-preferred savings.
**Community and Family Wealth-Building Highlights**

- **NCLR Homeownership Network (NHN).** In 2005, NHN expanded to include 41 Affiliates, which receive subgrants and/or technical assistance from NCLR to implement NHN’s intensive one-on-one housing counseling model. Members of NHN provided counseling services to more than 20,000 families in 2005, resulting in more than 2,700 closed mortgage loans to Latino first-time homebuyers.

- **Economic Mobility Centers (EMCs).** NCLR’s research indicates that one-on-one financial counseling is the most effective way to transfer information about personal financial matters to low-income Latinos. The findings led NCLR to develop and refine the concept of Economic Mobility Centers (EMCs) – community-based financial service centers. EMCs build on Affiliates’ existing program infrastructure to provide wealth-building programs and financial information. In 2005, NCLR worked with Affiliates in Colorado, Kansas, and Arizona on the planning stages to pilot the EMC model.

- **NCLR released** a financial counseling issue brief titled *Jeopardizing Hispanic Homeownership: Predatory Practices in the Homebuying Market*. The brief is the first to look at the full range of experiences and challenges of the Latino homebuyer and homeowner; it identifies barriers to affordable home loans and common predatory tactics used in the community.

- **NCLR released** *Reforming the Remittance Transfer Market*, an analysis of remittances – the money sent by immigrant workers in the U.S. to family members abroad – which affirms that reforming the $45 billion Latino remittance transfer market could help put Hispanics on a path toward greater prosperity and wealth.

- **NCLR released** two major reports on retirement security: *The Social Security Program and Reform: A Latino Perspective* and *Retirement Security for Latinos: Bolstering Coverage, Savings, and Adequacy*. Both reports emphasize the need to improve public policies that aim to provide workers with social insurance and encourage personal retirement savings.

- **NCLR released Financial Counseling: A Meaningful Strategy for Building Wealth in the Latino Community**, which shows that current policies to improve financial literacy for Latinos fail to include one-on-one financial counseling programs, the linchpin of any strategy to close the wealth gap for Hispanics.
Employment and Economic Opportunities

NCLR seeks to advance the economic well-being of Latinos by focusing its program and policy work on closing the employment and skills gaps between Latinos and other Americans. NCLR supports program development and implementation in the areas of job readiness, career exploration and advancement, industry and corporate engagement strategies, public workforce system collaboration, and training and skills acquisition. Research and policy work emphasize refining the nation’s job training system, examining industries that employ large numbers of Latinos, worker protection issues, and a special focus on Hispanic women workers.
**Employment and Economic Opportunities**

- NCLR collaborated with Affiliates Multicultural Area Health Education Center in Los Angeles and Instituto del Progreso Latino in Chicago on the NCLR Escalera Project: Taking Steps to Success. The program promotes economic mobility for at-risk Latino youth by increasing educational attainment, career planning, and access to support systems. In 2005, 97% of the 35 participating students completed the program, 100% of the completing students graduated from high school and enrolled in a college or university, and nearly 60% received scholarships.

- NCLR and The Home Depot (THD) collaborated on the NCLR/THD National Hispanic Hiring Partnership, which seeks to create employment and career opportunities for Latinos by establishing networks between NCLR Affiliates and local THD stores. In particular, four NCLR Affiliates hosted outreach and recruitment activities with nearby THD stores: Chicana Service Action Center in Los Angeles, Chicanos Por La Causa in Phoenix, El Proyecto del Barrio in Sun Valley, California, and Instituto del Progreso Latino in Chicago. In addition, a webpage for this effort registered more than 4,000 visits in its initial six-month period.

- NCLR Affiliates Instituto del Progreso Latino and Association House of Chicago, together with NCLR and Humboldt Park Vocational and Education Center, enrolled 175 students in different levels of training through the Carreras En Salud: Chicago's Bilingual Health Care Employment Partnership. Carreras En Salud was created to address the professional health care labor shortage in Chicago and the need for qualified bilingual/bicultural hospital staff. The partnership incorporates industry-specific vocational English-as-a-second-language and contextual learning strategies that increase educational attainment and skills acquisition.

- NCLR analyzes industries with high Latino participation, especially those in which Latinos are overrepresented in low-wage positions with limited opportunity for advancement. In 2005, NCLR released “Latinos in Construction: Breaking Barriers, Building Hope,” which documents the current status of Hispanic participation in the construction industry. The white paper examines characteristics of the construction industry, challenges for Latinos, career mobility, and workforce and economic development program and advocacy models.

- NCLR released a statistical brief, “Hispanic Women at Work,” which examines the employment status of the nearly 20 million Latinas living in the U.S. The brief shows the significant contributions that Latina workers are making to the financial growth and security of their households and to the U.S. economy.
Building Bridges

NCLR seeks to enhance the understanding of transnational issues that have an impact on the Latino community, highlighting Hispanics’ inherent diversity and many links to Latin America and the Caribbean. In the development of sessions, workshops, roundtable discussions, and other activities, NCLR’s International Projects partners with a broad spectrum of institutional counterparts including government agencies, nonprofit entities, foundations, ethnic groups, human rights organizations, and others.
Building Bridges Highlights

- NCLR organized a workshop at the 2005 NCLR Annual Conference, *Afro-Latino Youth Leaders: Ethnicity and Culture as Catalysts for Community Organizing*, which was the fourth consecutive Annual Conference session on Afro-Latinos. The activity, which was sponsored by the Inter-American Foundation (IAF), explored issues of ethnicity, community organizing, and leadership as they develop among Afro-Latino youth.

- NCLR hosted a post-Conference *Roundtable Discussion on Youth Activism Among Afro-Latino Communities*, which presented comparative community-organizing experiences and institutional developments implemented by nonprofit groups serving Afro-descendants in Uruguay, Paraguay, and Ecuador. Parallels were drawn with experiences among community-based groups in the U.S.

- In the context of NCLR’s *Afro-Latino Discussion Series*, NCLR hosted *Afro-Mexico: Africa’s Legacy in Mexican Culture*, presenting Mexican and American scholars who discussed historical, social, and current aspects of the African presence in the country and the issue of Afro-Mexican migrant communities residing in the U.S. The program was organized in collaboration with the Inter-Agency Consultation on Race in Latin America (IAC) and the Inter-American Foundation (IAF). NCLR also hosted a *Photographic Exhibit on Afro-Mexico: African By Legacy, Mexican By Birth*, by photographer Ayana Vellissia Jackson. Both activities were funded by the W.K. Kellogg Foundation and the Inter-American Foundation.

- NCLR coordinated with the Chicago Chapter of the American Jewish Committee (AJC) a roundtable discussion – *Latino-Jewish Dialogue* – which was hosted by the Chicago Alliance of Latinos and Jews, an all-volunteer organization created in 1994 to build relationships between the two communities. During the 2005 NCLR Annual Conference, NCLR hosted its second Conference workshop on Latino-Jewish Dialogue, *Latinos and Jews: Bridging the Gaps, Sharing a Future*. The panel, organized in collaboration with the AJC, consisted of community representatives and activists who explored the current level of Latino-Jewish collaboration and assessed the potential for an expanded and broad inter-community cooperation.

- NCLR organized a public program on *Andean Cultures, African Roots: A Discussion on Blackness, Community, and Culture in Peru, Ecuador, and Colombia*, which presented Afro-Latino scholars and activists from the region and the U.S. who discussed ethnic dynamics in those South American countries as Afro-descendants continue their struggle for greater visibility, enhanced access to social and economic development, and greater civic and political participation. Presenters also approached the Afro-Latino community in the U.S. and its bonds with communities of origin. The program was implemented in partnership with the Inter-Agency Consultation on Race (IAC) and was funded by the Inter-American Foundation.
Civil Rights and Immigration

As a leading national civil rights organization, NCLR advocates on key civil rights issues and is well-recognized for its efforts aimed at reducing discrimination in housing, employment, delivery of services, and law enforcement. In addition, NCLR addresses issues such as hate crimes, police abuse, voting rights, disparities in the criminal justice system, and post-9/11 civil liberties concerns. Finally, NCLR continues to defend immigrants’ rights and fight for fair and equitable immigration policies that strike a balance between national security concerns and the U.S. tradition as a nation of immigrants in welcoming newcomers.
Civil Rights and Immigration Highlights

Within the context of growing frustration over the broken immigration system, NCLR has put a great deal of work into encouraging comprehensive immigration reforms that go well beyond simple “band-aids” and fix the underlying causes of undocumented immigration. Along with a diverse array of coalition partners, including faith-based organizations, the business community, and key labor unions, NCLR has helped craft immigration policy proposals that aim to create an orderly, controlled, fair system. NCLR strongly supports the bipartisan “Secure America and Orderly Immigration Act of 2005 which includes: 1) a path to legal status for current undocumented workers and for future temporary workers; 2) a guestworker program that includes significant labor protections and a path to permanent status; and 3) a reduction in family immigration backlogs.

NCLR has advanced its efforts to identify and address disparities in the criminal justice system which have a substantial negative impact on Latino families and communities. Its 2004 publication, *Lost Opportunities: The Reality of Latinos in the U.S. Criminal Justice System*, established NCLR’s reputation as a credible source of accurate information in this arena. This report was followed in 2005 by the development of a major initiative to build Latino coalitions to address criminal justice disparities in several states. NCLR anticipates that its work will build a strong, significant Latino voice on criminal and juvenile justice issues in key regions of the country, as well as in the federal policy debate in Washington, DC.

NCLR also mobilized its staff, Affiliates, and partners throughout the country to address the civil rights implications of an increasingly heated debate on immigration reform. NCLR’s Affiliates report growing rates of harassment, racial profiling, hate speech, and even attacks against Latinos perceived to be immigrants and against legislators who work with Affiliates to support immigrant communities. One of NCLR’s strategies in this area has been the development of the National White Ribbon Campaign for Dialogue (www.whiteribbon.org), which built on the experience of NCLR’s Arizona Affiliates during a particularly ugly ballot initiative debate. This campaign developed a national call for tolerance and dialogue on the immigration debate which was joined by hundreds of individuals and organizations throughout the country, and which has been replicated in several local communities as a response to an increasingly hostile and ugly debate. NCLR will work in 2006 to expand these efforts, supporting and empowering local groups to lead the way toward a constructive dialogue on key issues.
Advocacy and Electoral Empowerment

NCLR is committed to building a strong culture of participation among its network of CBOs and the larger Latino community. Believing that increased civic engagement is an essential part of any community empowerment strategy and crucial to the full inclusion of Latinos and immigrants in the nation’s democracy, NCLR is creating opportunities for CBOs to engage in policy advocacy, electoral mobilization, and citizenship promotion activities and campaigns. NCLR leverages the work of its Field Advocacy Project, Latino Empowerment and Advocacy Project (LEAP), and Emerging Latino Communities Initiative (ELC) and fosters collaboration within the organization and with outside partners – leading to greater Latino engagement in federal and state policy debates.
Advocacy and Electoral Empowerment Highlights

- In seeking to link electoral activities with community advocacy and positive immigrant integration efforts, NCLR’s LEAP worked with three of its electoral mobilization partners – Chicanos Por La Causa-Tucson, El Pueblo, Inc., and the Tennessee Immigrant and Refugee Rights Coalition – to improve dialogue on and build community participation in immigration issues in their states. These partnerships represent the next steps in building on LEAP’s nonpartisan electoral mobilization activities to promote naturalization and achieve sustained community participation in the political process.

- NCLR Affiliates and members of NCLR’s Emerging Latino Communities Initiative and youth Líderes Network convened in Washington, DC for the second annual NCLR National Issue Briefing and Advocacy Day. The event provided advocacy tools and an opportunity to coalesce behind a broad-based issue agenda that addresses Latino concerns and is designed to build strong communities. Under the banner “Investing in America,” more than 200 advocates representing 31 states and the District of Columbia made 200 visits to members of Congress and their staff to educate them on Latino concerns in the areas of education, health, workforce development, security, and immigration.

- Inspired by the work that Affiliates are conducting in their communities to build bridges between established and new communities, NCLR helped launch the National White Ribbon Campaign for Dialogue in July 2005. By bringing together a broad-based coalition of organizations and opinion leaders, this campaign seeks to create and protect the public space necessary for the immigration debate to take place in a way that strengthens our country, rejects fear, and helps Americans arrive at solutions to complex problems. More than 200 organizations have signed on in support of the campaign, and NCLR distributed more than 5,000 White Ribbon Campaign pins to local organizations promoting its principles in their communities.

- NCLR Affiliates play a central role in building a culture of participation. NCLR is strengthening peer-to-peer training and networks in the areas of advocacy and organizing – regionally and at its Annual Conference. Similarly, in California and Texas, the states with the two largest Latino populations in the country, NCLR is working with Affiliates to solidify Latino participation in policy debates, particularly on health and education, and in 2005 organized State Advocacy Days in the capitals of both states.

NCLR Affiliate, El Pueblo Inc. Youth Advocacy Group
Hurricane Katrina Policy and Advocacy

NCLR’s work on Hurricane Katrina issues has focused on policy and advocacy, addressing the treatment of Latinos in the post-Katrina relief and recovery efforts.
Highlights of NCLR’s Hurricane Katrina Efforts

- Prepared a white paper report titled *In the Eye of the Storm: How the Government and Private Response to Hurricane Katrina Failed Latinos*, which analyzes the response of the federal government and private relief agencies, primarily the American Red Cross (ARC), to the needs of Latinos living in the affected areas along the Gulf Coast and makes recommendations to government agencies, policy-makers, and relief agencies.

- Conducted a site visit and subsequent media event with Emerging Latino Communities Initiative partner, the Mississippi Immigrant Rights Alliance (MIRA), to highlight the plight of Latino immigrant workers in the rebuilding effort.

- Met several times with ARC staff and with minority organizations to discuss concerns with the ARC’s performance in the aftermath of Katrina. NCLR’s analysis is that ARC has both structural and attitudinal challenges that hamper its ability to deal with an increasingly diverse American population, including Latinos, immigrants, and English language learners (ELLs).

- Advocated on behalf of immigrants adversely affected by the federal government’s policies during the recovery effort. NCLR has sent letters and participated in meetings with the Department of Homeland Security’s (DHS) Immigration and Customs Enforcement (ICE) and the Department of Labor (DOL) requesting the following, respectively: 1) The Administration should publicly articulate and vigorously enforce an unambiguous policy that under no circumstances will DHS officials take advantage of natural disasters or man-made emergencies to detain or deport immigrants; 2) DOL should allocate more resources and investigative staff to its Wage and Hour Division and OSHA to expedite the efficient processing of worker wage and hour claims, impose sanctions on bad contractors, and investigate poor working conditions.
conditions on behalf of those workers, mostly Latino immigrants, who have been aggressively recruited in the reconstruction effort.

Established the NCLR Katrina Fund, a short-term relief fund to assist its Affiliates and Emerging Latino Communities Initiative partners in meeting the immediate needs of those affected by Katrina who are currently not being served by federal or relief agencies. NCLR is grateful for the generous support of the NCLR Corporate Board of Advisors’ contributions to the entire relief effort and those who have made significant donations to the Katrina Relief Fund: McDonald’s Corporation, Allstate Insurance, Wal-Mart Stores, Inc., Citigroup, Coors Brewing Company, the American Jewish Committee, and many individual donors. NCLR also thanks the U.S. Department of Health and Human Services for a grant to support our relief efforts in the Gulf Coast.

NCLR AmeriCorps was awarded $334,875 to expand three of its current sites and bring aboard two new sites to address the needs caused by the destruction of Hurricane Katrina. The 19 additional AmeriCorps members provide direct support to Latino and other minority evacuees.

**Affiliate and Emerging Latino Communities Initiative Partners**

**As of 11/05**

**TENNESSEE**  
Latino Memphis, Inc., *Memphis*

**TEXAS**  
KIPP Houston High School, *Houston*

The Association for the Advancement of Mexican Americans, Inc. (AAMA), *Houston*

Tejano Center for Community Concerns (TCCC), *Houston*

**MISSISSIPPI**  
The Mississippi Immigrant Rights Alliance (MIRA), *Gulfport/Biloxi*

**FLORIDA**  
Redlands Christian Migrant Association, *Immokalee*
Youth Leadership

NCLR’s Center for Emerging Latino Leadership provides opportunities for young people to develop leadership skills and experience. The Center seeks to increase the number, capacity, and influence of young Latino leaders through a national Líderes (leaders) Network that supports and strengthens Latino youth development programs and organizations. The Center serves as an information and resource clearinghouse, a technical assistance provider, and a convener of the network at the regional and national levels. The national Líderes Network includes more than 600 programs and organizations and an electronic newsletter subscriber list of more than 5,200 individuals. The Líderes website receives an average of 50,000 hits per month.
Youth Leadership Highlights

**CONGRESOS**

The 2005 Latino Youth Leadership Conference was inspired by the Líderes Summit. More than 60 young people from throughout Oklahoma City attended.

The 10th Annual Florida Hispanic-Latino Collegiate Forum was attended by more than 150 Latino college students from nine colleges and universities throughout the state.

The 15th Annual National Latino Collegiate Conference was attended by more than 300 Latino students from throughout the Northeast.

NCLR held two Líderes Congresos by organizing NCLR Affiliates and other CBOs for a one-day event on a college campus.

In the spring, NCLR collaborated with the Bronx Institute of Lehman College to hold a Líderes Congreso sponsored by Sprint for more than 100 Latino youth from throughout New York City. Affiliates involved included Audubon Partnership, Alianza Dominicana, and Asociación Comunitaria de Dominicanos Progresistas (ACDP).

In the fall, NCLR worked with East Los Angeles College to hold a Líderes Congreso sponsored by Sodexho. The event attracted more than 100 participants from the Los Angeles metropolitan area. Involved Affiliates included AltaMed Health Services, El Proyecto del Barrio, MAHEC, and Para Los Niños.

**LÍDERES DE HOY NATIONAL ESSAY CONTEST**

NCLR held the Allstate-NCLR Líderes de Hoy National Essay Contest, awarding ten $5,000 scholarships and a trip to Washington, DC to high school-age students who answered the question: “As a young leader, how have you been a catalyst for positive change and contributed to inspiring your community?”

**LÍDERES SUMMIT**

The fifth annual NCLR Líderes Summit for young Latino leaders attracted 350 young people from throughout the U.S. Summit highlights included a community service event, 17 workshops (most of them peer-led), a town hall session on young people in politics, a community rally in support of the “DREAM Act,” and a plenary session on financial literacy featuring Suze Orman.
AmeriCorps

Through the NCLR AmeriCorps program, youth gain valuable skills by taking part in meaningful community service activities. They serve at affiliated community-based organizations and provide needed services to empower communities in meeting critical needs in education, health, safety, and other areas. Participating youth are eligible to earn an education award which can be used to pay for past, present, and future education expenses.
AmeriCorps Highlights

- NCLR was awarded $1.2 million from the Corporation for National and Community Service for the AmeriCorps program, which supported ten Affiliate sites in six states and the District of Columbia. In 2005, 177 members were enrolled and 137 members successfully completed their service. Members tutored 1,272 children, youth, and adults, provided job-skills training to 976 individuals, and recruited and trained 1,026 non-AmeriCorps volunteers for Affiliate-based programs and community service events.

- NCLR AmeriCorps organized the second annual community service event at the 2005 NCLR Annual Conference in Philadelphia. More than 300 volunteers from the Líderes Summit, AmeriCorps, corporate partners, Affiliates, and the community took part in the event which included the installation of a new state-of-the-art playground; construction of picnic tables, flower boxes, benches, and a shade structure; collection and removal of trash; and planting decorative flowers and plants around the park. The project benefited local NCLR Affiliates and the emerging Latino population in South Philadelphia.

- Twenty NCLR AmeriCorps members and ten program directors participated in a one-day civic engagement “Train the Trainer” workshop as part of the NCLR Annual Conference. The training, entitled “A Roadmap to Civic Engagement,” began a yearlong initiative designed to educate NCLR AmeriCorps members and youth in their communities about civic engagement. The “Roadmap” training underscored the importance of serving and working cooperatively in their communities through real-life experiences. The yearlong process will culminate with service projects taking place on Youth Service Day, a national day of service.

- NCLR AmeriCorps members and program directors came together for a special evening of recognition at the second annual AmeriCorps Recognition Dinner. This year’s event included the presentation of the First Annual NCLR AmeriCorps Awards, honoring excellence in service among members serving at NCLR AmeriCorps operating sites. More than 120 members, program directors, and guests were in attendance.
Emerging Latino Communities

The Latino population continues to grow at rapid rates in areas of the country not traditionally associated with Hispanics. The promise of these emerging communities, as well as the very real contributions they are making to the economies and social fabric of their new home states, are the heart of the work undertaken by NCLR’s Emerging Latino Communities (ELC) Initiative. Working with CBOs in the Northwest, the Midwest, and particularly the South, NCLR provides training and capacity-building assistance in a variety of areas to support the development of Latino organizational infrastructure, which helps Latinos improve their social and economic status, gain influence, and become fully integrated into American society. ELC groups organize their communities around critical local issues such as increasing parental involvement in schools, providing Spanish-language services, increasing civic participation, increasing access to health care for Latino families, and decreasing youth violence.
Emerging Latino Communities Highlights

- ELC has established a tradition of convening its participants at the NCLR Annual Conference to provide members an opportunity to forge relationships with other established Latino CBOs and attend workshops designed to build strong organizations. In 2005, 12 ELC CBOs worked with staff to solidify work plans and attended intensive workshops focused on community organizing, policy and advocacy, resource development, and media training.

- Through funding from the Charles Stewart Mott Foundation, ELC awarded $120,000 in seed grants to emerging organizations in Arkansas, Florida, Georgia, Iowa, Kentucky, Massachusetts, Mississippi, Oregon, and Tennessee. These seed funds are coupled with intensive, tailored training and technical assistance provided in accordance with the needs identified by each organization, including organizational capacity, advocacy and policy strategy, and coalition-building.

- In collaboration with Wal-Mart Stores, Inc. and State Farm Insurance, ELC provided management, organizing, and technical assistance to organizations in Arkansas, Florida, Georgia, Oregon, and Tennessee.

- In March 2005, ELC groups joined Affiliates in the NCLR network in Washington, DC for NCLR’s National Issue Briefing and Advocacy Day to learn about a broad-based agenda that addresses Latino concerns, to participate in an advocacy training, and met with their congressional delegates to educate them about emerging Latino communities.

- ELC worked with the Mississippi Immigrant Rights Alliance and Latino Memphis, providing assistance and support to respond to Latinos affected by Hurricane Katrina. These organizations became the lead advocates for Latino immigrant communities along the Gulf Coast.
NCLR showcased three high-quality events in 2005: the Capital Awards gala; the high-energy, activity-filled NCLR Annual Conference; and a moving tribute to the life and career of former NCLR President Raul Yzaguirre.
NCLR Capital Awards

The NCLR Capital Awards annually recognizes members of Congress from both sides of the aisle for their outstanding support of public policies that are vital to Hispanic Americans. More than 700 guests attended the 2005 black-tie gala held at the National Building Museum in Washington, DC. Special honorees included Senator Chris Dodd (D-CT) and Representative Chris Cannon (R-UT) for their leadership on legislation that has had a significant impact on the Hispanic community, especially children. The 2005 Public Service Award went to Llano Grande Center for Research and Development for providing outstanding education and youth leadership programs.

Tribute to Raul Yzaguirre

NCLR hosted a tribute dinner to celebrate the life and career of former NCLR President Raul Yzaguirre, who retired in December 2004 after leading the organization for 30 years. Guests included prominent leaders from the Hispanic, civil rights, business, labor, advocacy, and philanthropic communities – people who were inspired, motivated, and mentored by Raul. Today, he is Presidential Professor of Practice and Executive Director for the Center for Community Development and Civil Rights at Arizona State University.

NCLR Annual Conference

The four-day NCLR Annual Conference in Philadelphia attracted 20,000 attendees. Featured speakers included, among others, Senator Hillary Rodham Clinton (D-NY), U.S. Education Secretary Margaret Spellings, DNC Chair Howard Dean, and RNC Chair Ken Mehlman. In addition, author and actor Sonia Manzano, U.S. Treasurer Anna Escobedo Cabral, Univision Co-Anchor Maria Elena Salinas, and actor Lupe Ontiveros shared their personal stories and discussed the importance of balancing family responsibilities and traditional mother/daughter roles with leadership positions in the government, media, and business.
NCLR recognized that to build organizational strength, stability, and endurance it would need to achieve two goals. The first was to build an institutional endowment that would give the organization access to strategic funds for expanding its programs and, thereby, extending NCLR’s reach in the Hispanic community. The second was to raise funds to secure a permanent home for the organization in Washington, DC. These goals were realized through a comprehensive fundraising effort called the Empowering an American Community Campaign, which was launched in November 2002.
In early 2005, NCLR opened the doors to its permanent headquarters building in the heart of the nation’s capital, just four blocks from the White House. The building is an historic symbol of the legacy and permanence of NCLR and its mission to empower all Hispanic Americans to achieve the American Dream.

The NCLR Board of Directors unanimously approved naming the new headquarters the Raul Yzaguirre Building in honor of NCLR’s former President and CEO who led the organization for 30 years.

Thanks to 100% participation from our Board of Directors and the tremendous response of our corporate, foundation, and individual campaign donors, NCLR has made the dream of a permanent institutional endowment and center of operations a reality.

For more information on the campaign, how to participate, and recognition opportunities, please contact the Campaign Office at empower@nclr.org.
Corporate Board of Advisors

Established in 1982, the Corporate Board of Advisors (CBA) is made up of senior executives from 28 major corporations, as well as liaison staff from each company. The CBA meets twice a year, and presentations and discussions keep the CBA updated on NCLR’s activities and provide opportunities for dialogue and decision-making about issues and programs of common concern. Throughout the year NCLR benefits from advice and assistance from these closest corporate associates. CBA members also assist NCLR and its network through financial, in-kind, and programmatic support.
J.C. PENNEY
COMPANY, INC.
Principal
Michael Boyle
Executive Vice President, Chief Marketing Officer

J.C. PENNEY
COMPANY, INC.
Executive Vice President, Chief Marketing Officer

Liaison
Vicki Lynn Cartwright
Diversity and Worklife Manager

KRAFT FOODS, INC.
Principal
Dave Johnson
President, Kraft North America Commercial

KRAFT FOODS, INC.
Diversity and Worklife Manager

MCDONALD’S CORPORATION
Principal
Jim Johannesen
U.S. Senior Vice President – Chief Support Officer

MCDONALD’S CORPORATION
Liaison
Carlos Abrams-Rivera
Senior Business Director, Global Convenient Meals and Grocery Sector

THE McGRAW-HILL COMPANIES
Principal
Charlotte K. Frank
Vice President for Research and Development, Educational and Professional Publishing Group

THE McGRAW-HILL COMPANIES
Liaison
PRUDENTIAL FINANCIAL
Principal
Sharon C. Taylor
Senior Vice President, Corporate Human Resources

PRUDENTIAL FINANCIAL
Liaison
Rene O. Deida
Program Officer, The Prudential Foundation

ROCKWELL AUTOMATION
Principal
Mary Jane Hall
Senior Vice President, Human Resources for Control Systems

ROCKWELL AUTOMATION
Liaison
Jose P. Tria
Chief Learning Officer

STATE FARM INSURANCE
Principal
Barbara Cowden
Executive Vice President

STATE FARM INSURANCE
Liaison
Art Ruiz
Director of Community Alliance, Corporate Communications and External Relations

WAL-MART STORES, INC.
Principal
Lawrence Jackson
President and CEO, Global Procurement

WAL-MART STORES, INC.
Liaison
Jose “Pepe” Estrada
Director of Hispanic Markets, Diversity Relations

PEPSICO, INC.
Liaison
David Gonzales
Vice President, Community Affairs

PEPSICO, INC.
Liaison
Luis Castro
Director of Corporate Responsibility

PEPSICO, INC.
Vice President, Public Affairs, Time Warner Cable, Austin Division

TIME WARNER
Principal
Tom Kinney
President, Time Warner Cable, Austin Division

TIME WARNER
Liaison
Lidia Graciela Agraz
Vice President, Public Affairs, Time Warner Cable, Austin Division

TIME WARNER
Liaison
UPS
Liaison
Bernard Collins
Director, Corporate Relations

VERIZON COMMUNICATIONS
Principal
Kathryn Brown
Senior Vice President, Public Policy Development and Corporate Social Responsibility
Corporations and Foundations

“Corporate America and premier foundations throughout the country have long understood the significance, in both economic and societal impact, of America’s growing Hispanic community. Since its founding in 1968, NCLR has worked closely with major corporations and foundations to promote and implement initiatives that strengthen the Hispanic community and ensure the well-being and future prosperity of America. We are deeply honored to have their support.”

— Janet Murguía, President and CEO
AARP
Allstate Insurance Company
Alzheimer's Association
American Airlines
American Express Company
American Honda Motor Co., Inc.
American Legacy Foundation
The Annie E. Casey Foundation
Anheuser-Busch Companies
ARAMARK
AstraZeneca Pharmaceuticals
AT&T
The Atlantic Philanthropies
Bank of America Corporation
BBVA/Bancomer USA
BellSouth
Berlex Laboratories
The Bill & Melinda Gates Foundation
BlueCross BlueShield Association
The Boeing Company
BP America
Bridgestone Firestone Trust Fund
Brinker International
Burger King Corporation
The California Endowment
California State University, Long Beach
Cardinal Health
Carnegie Corporation of New York
Caterpillar Foundation
Catholic Healthcare West
Centers for Medicaid and Medicare
Charles Stewart Mott Foundation
Chevron Corporation
Cingular Wireless
Citigroup
Coalition for Comprehensive Immigration Reform
The Coca-Cola Company
The College Board
Comcast Corporation
ConAgra Foods, Inc.
Coors Brewing Company
Corporation for National and Community Service
Countrywide Home Loans
DaimlerChrysler Corporation Fund
The David and Lucile Packard Foundation
Dell Inc.
Denny's Corporation
Diageo
Don't Count Us Out
E*TRADE Financial
Eastman Kodak Company
Eli Lilly and Company
Embassy of Mexico in the United States of America
Epilepsy Foundation
Evelyn & Walter Haas, Jr. Fund
ExxonMobil Foundation
Fannie Mae
Fannie Mae Foundation
FedEx
Fomento Firme Associates, Inc.
Ford Foundation
Ford Motor Company
Fox News Corporation
Freddie Mac
Friends of Chris Dodd
Frito-Lay
Fuji Photo Film USA, Inc.
GEICO Direct
General Electric Company
General Mills, Inc.
General Motors Corporation
Genetic Services Branch of the Maternal and Child Health Bureau
The George Washington University Center for the Study of Language and Education
GlaxoSmithKline
The Goodyear Tire & Rubber Company
Goya Foods, Inc.
Hallmark Cards Incorporated
Harrah's Entertainment
Hasbro, Inc.
Healthcare Georgia Foundation
Hess Foundation, Inc.
The Home Depot
Hotel Employees & Restaurant Employees International Union
Household International
Hudson Highland Group
Hyatt Hotels Corporation
Intel Corporation
International Union of Bricklayers & Allied Craftworkers
International Union of Painters and Allied Trades
J.C. Penney Corporation, Inc.
Jobs for the Future, Inc.
John S. and James L. Knight Foundation
Johnson & Johnson
JPMorgan Chase
The Henry J. Kaiser Family Foundation
Kaiser Permanente
CONTRIBUTORS

Kraft Foods, Inc.
The Kroger Company
LA Inc., The Convention and Visitors Bureau
Leadership Conference on Civil Rights Education Fund
Lowes Companies, Inc.
The John D. and Catherine T. MacArthur Foundation
Marathon Oil Company
Marriott International, Inc.
Mexican Americans Thinking Together
McDonald’s Corporation
The McGraw-Hill Companies
Merck/Schering-Plough Pharmaceuticals
MetLife Foundation
MGM Mirage
Microsoft Corporation
Miller Brewing Company
Morgan Stanley
Mortgage Guarantee Insurance Co.
NASCAR
The Nathan Cummings Foundation
National Cancer Institute
National Education Association
National Grocers Association
National Health Law Program, Inc.
The National Human Genome Research Institute
Nationwide Insurance
NeighborWorks America
New American Alliance
New Century Financial Corporation
Nextel Communications
Nielsen Media Research
Nissan North America
Nordstrom, Inc.
Novo Nordisk
Office Depot
Office of Minority Health
Ogilvy Public Relations Worldwide
Open Society Institute
PECO, An Exelon Company
PepsiCo, Inc.
Pfizer, Inc.
PhRMA
Pitney Bowes
The PMI Group, Inc.
Pre-K Now
Prudential Financial
Qwest Communications
The Rockefeller Foundation
Rockwell Automation
Sallie Mae
Sara Lee Branded Apparel
Schneider National
Scholastic Inc.
Sears, Roebuck & Co.
Shell Oil Company
Smith Barney
SODEXHO
Sprint Nextel
Starwood Hotels & Resorts
State Farm Insurance Companies
Grupo Televisa
The Procter & Gamble Company
The TJX Companies, Inc.
Time Warner
Toyota Motor Sales
Union Bank of California
UPS
The UPS Foundation
U.S. Bank
U.S. Department of Education
U.S. Department of Health & Human Services – Administration for Children & Families
U.S. Department of Health and Human Services, Centers for Disease Control and Prevention
U.S. Department of Health and Human Services, Office of Public Health and Science
U.S. Department of Health and Human Services, Office of Minority Health
U.S. Department of Housing and Urban Development
U.S. Department of Labor, Wage and Hour Division
U.S. Environmental Protection Agency
UAW-GM Center for Human Resources
United States Marine Corps
Univision Communications Inc.
Verizon Communications
Verizon Foundation
W.K. Kellogg Foundation
Wachovia
Wal-Mart Stores, Inc.
The Walt Disney Company
The Walton Family Foundation, Inc.
Washington Mutual, Inc.
Wells Fargo
Wyndham International
Xerox Corporation
YUM! Brands, Inc.
Individual Contributors

**PRESIDENT’S COUNCIL**

$1,000+

Lidia Agraz
Mari C. Aponte, Esq.
Andrea Bazán-Manson
Frank Benavidez
Fabian Calvo
Tamara Casey
Alcario G. Castellano
Carmen Castellano
Russell C. Deyo
Maricela Monterrubio
Gallegos
David Gaona
Juan M. Garcia
Zac Guevara
Deborah Hevia
Michael Lopez
Monica C. Lozano
Herminio Martinez
Cynthia Morales
George Muñoz
Ramon Murguía
Robert Aronson
Edward T. Reilly
William Soza
Jeffrey Urbina
Arturo Valenzuela

**ERNESTO GALARZA CIRCLE**

$500-$999

Mary Rose Cardenas
Jovita Carranza
Dino J. DeConcini
Dorene Dominguez
Maria Echaveste
Annette Flores
Ian Friendly
F. García
David Gleason

Tito Guerrero
Mickey Ibarra
Jessica LaSalle
Evelyn Lisojo
David C. Lázarraga
Ignacio E. Lozano
Richard C. Miller
A. Christopher Nogales
Ben O’Brien
Ernesto “Gene” Ortega
David Pena
Robin Read
Antonio Reyes
John H. Rodgers
Javier Rodríguez
Fred Rodríguez
Mark and Lucia C. Savage
Dixon Slingerland
Andrew M. Small
Hortensia Torres
David Valdez

**LEADERSHIP CIRCLE**

$250-$499

Blanca Alvarado
Christine Alvarado
Sylvia Alvarez
Danilo Aranaga
Robert Aronson
Augustine Baca
Xavier Becerra
Ana Bermudez
Andy and Delia Bernal
Ronald and Cordelia C. Beveridge
Hugo and Gloria Cardona
Joe M. Cervantez
Jessie Ceja
Victore Chavez
James Bonilla
Maria Del Carmen Cruz
Rita DiMartino
Consuelo Eckhardt
Mark Enriquez
Jaime Espasas
Daniel Feder
Patricia Fennell
Gerald Fernandez
Maria C. Fernandez-Greczmiel
Liz Garcia
Vincent Gonzales
Angel Gonzalez
Jimmie Gonzalez
Wilmarie Gonzalez
Jaime Garcia
Roberta Grzelak
Peter A. Guerrero
Joseph A. Gutierrez
Giulina Halasz
Philip Hernandez
Jorge J. Herrera
Michael Hieb
Josie Ippolito
Enrique Jimenez
John Kelly
Adrienne Lara-Fuller
Leslie Lavander
Carlos Lopez
Robert Lopez
Roseanne M. Lopez
Ray and Sylvia Lucero
Jim Mahoney
Warren Maruyama
Francisco E. Mendez
Regina Montoya
Juan Morales
David Morin
Tommy Nuñez

Luciano E. Orozco
Diego Osuna
Hugo Patiño
Lupe Pearce
Susan and Eric Poncelet
Luís Pons
James R. Porter
Helen Ramirez
Henry A. Ramos
Ramiro Rodriguez
Mayra Rodríguez Valladare
Duane and Maria Rodríguez-Winter
Rose Romero
Nelson Rosario
Elva Ruiz
Tom and Lorna Saiz
Steven Salop
Angela Sanbrano
R. P. (Bob) Sanchez
Jesse Sandoval
Fernando F. Segovia
Lynn Sendejo
Monica H. Smith
Eileen Storey
Ignacio Taboada
Carlos F. Truan
Mario Trujillo
Louis Valadez
Francisco M. and Janet R. Vasquez
Peter Vegso
Olga Villalpando
Margie Lopez Wáite
Eva Walle
James H. Williams
Cid D. Wilson
Robert E. Zeigler
Tere Zubizarreta
Financial Summary

Rarely are great things accomplished alone. For nearly 40 years, NCLR has counted on its many supporters to help further its objective – to strengthen America by promoting the advancement of Latino families.

As in years past, we are extremely grateful to our 2005 contributors, many of whom are noted in this report. Each donor, whether an individual, corporation, foundation, or government entity, plays a critical role in keeping our institution robust, both in terms of mission and financial well-being.
With regard to the overall financial standing of NCLR, we ended fiscal year (FY) 2005 with investments in program services totaling $21.8 million, or 89% of total expenses excluding fundraising. This is an increase from the previous year, when expenses totalled $20.7 million. We also experienced a slight decrease (amounting to a 1% drop) in management and general expenses over last year. NCLR continues to deliver a high percentage of funds through program-related activity.

Fundraising and administrative costs totaled $3.8 million, an increase from the $3.1 million expensed the previous year primarily related to nonrecurring Capital Campaign and Building Fund expenses. The program-to-operation ratio includes 85% of total expenses going to program initiatives in education, health, housing, civil rights. The remaining 15% includes 5% for fundraising and 10% for finance and administration.

Revenue remained stable, at $25.3 million, in FY 2005 with general support from individual and Affiliate organization members, special events registrations and sponsorships, and corporate donors and foundations – totaling $21.2 million – and $4.1 million from government entities.

Significantly, the growth of NCLR is demonstrated in its ability to secure diverse funding sources and converting these funds into long-term programmatic and advocacy services to the Latino community. In addition, NCLR’s net asset growth (see Graph 2) over the past few years, initiated in part by a very successful Capital Campaign, has

**2005: PROGRAM ACTIVITY BY COMPONENT ($21.8 MILLION) (GRAPH 1)**
redefined NCLR as a financially secure institution that is more readily able to focus on strategic initiatives with far-reaching benefits extended over a long life cycle.

FY 2005 marked the beginning of an organization-wide effort in redefining our partnerships with our nearly 300 nonprofit Affiliate organizations across the country. In order to achieve our shared objective of having maximum positive impact on behalf of all Hispanics in America, NCLR must work closely and in more strategic partnership with these frontline organizations – those working in your community today. Our stable financial well-being is a positive foundation on which to build this new paradigm. However, the shift in approach and implementation will require sustained and substantial financial investment. This new and critical initiative will most significantly depend on the continued support and commitment of all NCLR stakeholders. In sharing the vision we have with our individual, corporate, and foundation donors, we will empower current and future generations of Latinos contributing to the prosperity of our nation.

Strategic Investment Fund for La Raza

NCLR’s Capital Campaign, the first step in creating the Strategic Investment Fund for La Raza (SIFLR), has fulfilled the dream of creating an endowment to perpetually support the institution. In addition, the fund has made it possible for NCLR to establish a permanent home in Washington, DC. This is a significant and symbolic achievement, reflecting financial stability and strength.

Buoyed by additional collections of pledged amounts and by a strong performance from its diversified investments, SIFLR continued to grow in FY 2005. Collections added $9 million to the portfolio, and operations netted an increase of $440,987 after expenses.
Raza Development Fund

Established in 1999 as the community development arm of NCLR, the Raza Development Fund, Inc. (RDF) has become the largest Latino Community Development Financial Institution in the United States. To date, more than 100 institutions have received technical and organizational assistance and a wide variety of loan products through RDF.

With a total capitalization of $44.6 million and net assets of $23.7 million in FY 2005, RDF continues to extend the impact of flexible but high-quality loans to low-income Latino communities seeking a full range of human development. By offering loans with major institutional co-lenders, RDF has leveraged its lending capacity well beyond its own limit to more than $100 million in loans for predevelopment, construction, rehabilitation, credit, and acquisition for a variety of public service projects.
National Council of La Raza: Consolidated Statements of Activity
Year ended September 30, 2005

<table>
<thead>
<tr>
<th></th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUPPORT AND REVENUE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRANTS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal</td>
<td>$5,782,654</td>
<td>$</td>
<td>$</td>
<td>$5,782,654</td>
</tr>
<tr>
<td>Nonfederal</td>
<td>2,965,000</td>
<td>10,463,270</td>
<td></td>
<td>13,428,270</td>
</tr>
<tr>
<td>TOTAL GRANTS</td>
<td>8,747,654</td>
<td>10,463,270</td>
<td></td>
<td>19,210,924</td>
</tr>
<tr>
<td>CONTRIBUTIONS AND OTHER REVENUE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporations and foundations</td>
<td>526,410</td>
<td>$</td>
<td>$</td>
<td>526,410</td>
</tr>
<tr>
<td>Special events</td>
<td>4,043,321</td>
<td>14,110</td>
<td></td>
<td>4,057,431</td>
</tr>
<tr>
<td>Empowering American Capitol Campaign contributions</td>
<td>$3,338,886</td>
<td>$</td>
<td>$</td>
<td>3,338,886</td>
</tr>
<tr>
<td>Associate member dues</td>
<td>165,671</td>
<td>$</td>
<td>$</td>
<td>165,671</td>
</tr>
<tr>
<td>Other contributions</td>
<td>142,315</td>
<td>$</td>
<td>$</td>
<td>142,315</td>
</tr>
<tr>
<td>Investment and interest income</td>
<td>1,960,883</td>
<td>$</td>
<td>$</td>
<td>1,960,883</td>
</tr>
<tr>
<td>Interest and fee income on loans</td>
<td>1,419,161</td>
<td>$</td>
<td>$</td>
<td>1,419,161</td>
</tr>
<tr>
<td>Other revenue</td>
<td>135,031</td>
<td>$</td>
<td>$</td>
<td>135,021</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>11,745,778</td>
<td>$</td>
<td>$</td>
<td>11,745,778</td>
</tr>
<tr>
<td>TOTAL CONTRIBUTIONS AND OTHER REVENUE</td>
<td>24,223,567</td>
<td>(12,477,789)</td>
<td>$</td>
<td>11,745,778</td>
</tr>
<tr>
<td>TOTAL SUPPORT AND REVENUE</td>
<td>32,91,221</td>
<td>(2,014,519)</td>
<td>$</td>
<td>30,956,02</td>
</tr>
</tbody>
</table>

EXPENSES
PROGRAM SERVICES

<table>
<thead>
<tr>
<th></th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission</td>
<td>986,286</td>
<td>$</td>
<td>$</td>
<td>986,286</td>
</tr>
<tr>
<td>Legislative advocacy</td>
<td>415,761</td>
<td>$</td>
<td>$</td>
<td>415,761</td>
</tr>
<tr>
<td>TACS-Community Development and Housing</td>
<td>4,618,704</td>
<td>$</td>
<td>$</td>
<td>4,618,704</td>
</tr>
<tr>
<td>TACS-Education Activities</td>
<td>7,713,697</td>
<td>$</td>
<td>$</td>
<td>7,713,697</td>
</tr>
<tr>
<td>OSIP-Strategic Communications Group/Special Events</td>
<td>2,957,480</td>
<td>$</td>
<td>$</td>
<td>2,957,480</td>
</tr>
<tr>
<td>OSIP-Special and International Projects</td>
<td>208,495</td>
<td>$</td>
<td>$</td>
<td>208,495</td>
</tr>
<tr>
<td>OSIP-Institute for Hispanic Health</td>
<td>1,461,057</td>
<td>$</td>
<td>$</td>
<td>1,461,057</td>
</tr>
<tr>
<td>Office of Research, Advisory, and Legislation</td>
<td>3,484,817</td>
<td>$</td>
<td>$</td>
<td>3,484,817</td>
</tr>
<tr>
<td>Raza Development Fund-Program Operations</td>
<td>2,220,029</td>
<td>$</td>
<td>$</td>
<td>2,220,029</td>
</tr>
<tr>
<td>Raza Development Fund-Loan Losses</td>
<td>552,879</td>
<td>$</td>
<td>$</td>
<td>552,879</td>
</tr>
<tr>
<td>TOTAL PROGRAM SERVICES</td>
<td>24,619,205</td>
<td>$</td>
<td>$</td>
<td>24,619,205</td>
</tr>
</tbody>
</table>

SUPPORTING SERVICES

<table>
<thead>
<tr>
<th></th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and general</td>
<td>2,266,215</td>
<td>$</td>
<td>$</td>
<td>2,266,215</td>
</tr>
<tr>
<td>Fundraising:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General fundraising</td>
<td>358,592</td>
<td>$</td>
<td>$</td>
<td>358,592</td>
</tr>
<tr>
<td>Endowment/Capital Campaign</td>
<td>633,567</td>
<td>$</td>
<td>$</td>
<td>633,567</td>
</tr>
<tr>
<td>Membership marketing</td>
<td>173,388</td>
<td>$</td>
<td>$</td>
<td>173,388</td>
</tr>
<tr>
<td>Raza Development Fund-Administration</td>
<td>35,527</td>
<td>$</td>
<td>$</td>
<td>35,527</td>
</tr>
<tr>
<td>Building Fund/Strategic Investment Fund Governance</td>
<td>477,322</td>
<td>$</td>
<td>$</td>
<td>477,322</td>
</tr>
<tr>
<td>TOTAL SUPPORTING SERVICES</td>
<td>3,944,611</td>
<td>$</td>
<td>$</td>
<td>3,944,611</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>28,563,816</td>
<td>$</td>
<td>$</td>
<td>28,563,816</td>
</tr>
</tbody>
</table>

CHANGE IN NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHANGE IN NET ASSETS-BEFORE TRANSFERS</td>
<td>4,407,405</td>
<td>(2,014,519)</td>
<td>$</td>
<td>2,392,886</td>
</tr>
<tr>
<td>OTHER CHANGES IN NET ASSETS—TRANSFERS</td>
<td>(117,208)</td>
<td>117,208</td>
<td>$</td>
<td>—</td>
</tr>
<tr>
<td>CHANGE IN NET ASSETS</td>
<td>4,290,197</td>
<td>(1,897,331)</td>
<td>$</td>
<td>2,392,866</td>
</tr>
<tr>
<td>NET ASSETS, BEGINNING OF THE YEAR</td>
<td>15,698,864</td>
<td>63,172,841</td>
<td>1,500,000</td>
<td>80,31,050</td>
</tr>
<tr>
<td>NET ASSETS, END OF YEAR</td>
<td>$19,989,061</td>
<td>$61,25,530</td>
<td>$</td>
<td>$82,64,591</td>
</tr>
</tbody>
</table>

The complete financial statements have been audited by BDO Seidman, LLP and may be obtained by calling Denise Moye, Director of Finance, at (202) 776-1742.
## ASSETS

### CURRENT ASSETS
- Cash and cash equivalents: $3,554,428, $12,856,191
- Current portion of Capital Campaign receivables, net: 7,018,715, 6,625,950
- Special events receivables: 998,281, 712,450
- Current portion of contract, grant, and other receivables, net: 16,402,060, 13,645,089
- Current portion of loans receivable, net: 1,310,126, 4,455,471
- Investments: 32,590,222, 21,437,919
- Other: 143,678, 100,126

**TOTAL CURRENT ASSETS**: $62,017,510, $59,833,196

### NONCURRENT ASSETS
- Long-term loans receivable, net: 15,235,261, 9,005,783
- Property and equipment, net: 9,046,283, 584,042
- Long-term Capital Campaign receivables, net: 6,826,042, 10,704,409
- Long-term contract, grant, and other receivables, net: 1,660,928, 4,853,307
- Due from Hogar Hispano, Inc.- related party: 6,451,590, 5,506,870
- Assets designated to fund deferred compensation: 89,390, 708,182
- Restricted investments: 12,897,780, 12,950,546
- Other: 130,187, 384,820

**TOTAL NONCURRENT ASSETS**: $52,33,461, $44,69,959

**TOTAL ASSETS**: $114,354,971, $104,531,155

## LIABILITIES AND NET ASSETS

### CURRENT LIABILITIES
- Accounts payable: $1,350,692, $866,132
- Accrued expenses: 1,360,011, 1,933,308
- Accrued interest expense: 632,864, 644,484
- Committed grants: 206,540, —
- Pledges held in trust: 318,905, —
- Current portion of notes payable: —, 50,303
- Current portion of capital lease obligations: 32,237, —

**TOTAL CURRENT LIABILITIES**: 3,901,249, 3,951,268

### NONCURRENT LIABILITIES
- Long-term notes payable: 21,213,957, 19,500,000
- Long-term deferred compensation liability: 89,390, 708,182
- Long-term capital lease obligations: 6,385,784, —

**TOTAL NONCURRENT LIABILITIES**: 27,689,131, 20,208,182

**TOTAL LIABILITIES**: 31,590,380, 24,159,450

## COMMITMENTS AND CONTINGENCIES

### NET ASSETS
- Unrestricted: 19,989,061, 15,698,864
- Temporarily restricted: 61,275,530, 63,172,841
- Permanently restricted: 1,500,000, 1,500,000

**TOTAL NET ASSETS**: 82,764,591, 80,371,705

**TOTAL LIABILITIES AND NET ASSETS**: $114,354,971, $104,531,155

*The complete financial statements have been audited by BDO Seidman, LLP and may be obtained by calling Denise Moye, Director of Finance, at (202) 776-1742.*
NCLR Executive Management
Janet Murguía
President and Chief Executive Officer
Cecilia Muñoz
Vice President, Office of Research, Advocacy, and Legislation
Delia de la Vara
Deputy Vice President, Strategic Communications Group
Charles Kamasaki
Senior Vice President, Office of Research, Advocacy, and Legislation
Lisa Navarrete
Vice President, Office of Public Information
Anne Mathis
Deputy Vice President, Resource Development
Gerald Borenstein
Vice President and Chief Financial Officer
Sonia M. Pérez
Vice President, Research and Strategic Initiatives
Delia Pompa
Vice President, Education
Lautaro Díaz
Vice President, Community Development
Delia de la Vara
Deputy Vice President, Strategic Communications Group

NCLR Regional Field Offices
Raza Development Fund, Inc. (RDF)
(602) 417-1400
Los Angeles, California
(213) 489-3428
Sacramento, California
(916) 448-9852
Atlanta, Georgia
(404) 658-1711
New York, New York
(212) 260-7070
San Antonio, Texas
(210) 212-4454
Chicago, Illinois
(312) 269-9250
Phoenix, Arizona
(602) 417-1400
San Juan, Puerto Rico
(787) 641-0546

NCLR Program Area Contacts
Affiliate Member Services
(202) 776-1713
Emerging Latino Communities
(202) 776-1563
Wealth-Building Programs:
Homeownership and Access to Financial Services
(202) 776-1748
AmeriCorps
(202) 776-1564
Health
(202) 776-1722
Workforce Development
(202) 776-1714
Community Development
(202) 776-1731
International Projects
(202) 776-1773
Youth Leadership
(202) 776-1741
Corporate, Foundation, and Individual Donor Relations
(202) 776-1784
NCLR Annual Conference and Special Events
(202) 776-1745
Education
(202) 776-1797
Public Policy and Legislation
(202) 776-1747
MARCH
Capital Awards
National Building Museum, Washington, DC
March 6, 2007

National Issue Briefing and Advocacy Day
Washington, DC
March 7-8, 2007

JUNE
ALMA Awards
Los Angeles, CA
Dates to be determined
www.almaawards.com

JULY
NCLR Annual Conference
Miami, FL
July 21-24, 2007

For details, log on to www.nclr.org.