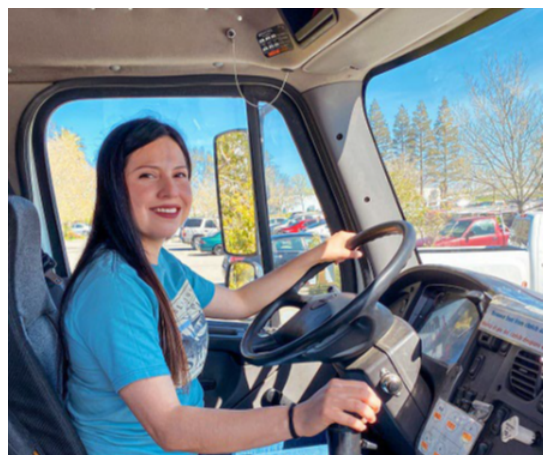




California  
Human Development

2023

# ANNUAL REPORT *HARVESTING HOPE*





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## Board of Directors

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# From the Top

## A Message from CHD's Leadership

California Human Development (CHD) serves migrant and seasonal farmworkers (MSFWs) and their families in the thirty-one counties of Northern California. At the beginning and end of each day and for fifty-six years, we are here for one reason—our clients.

Our clients come from Latin America, Asia, and the USA. They want what every person wants: a better life for themselves and their families. They work hard and they often work two or three minimum wage jobs. They face difficult circumstances—extreme heat and cold, shifts in the early morning and at night, and hazardous conditions. They would like better paying jobs, with benefits and stability. And that is where CHD comes in to help.

CHD helps clients access educational and training programs, including our own Anthony Soto Educational and Training Centers (ASET Centers). We have seen our clients double and triple their incomes by becoming skilled welders and truck drivers. That economic stability impacts their ability to settle their families in local communities where their kids can go to the same schools and their families can access healthcare now that they have insurance.

CHD also steps up to help clients with immigration and citizenship services, day labor employment, supportive services, and affordable housing. CHD's holistic approach helps clients achieve a level of stability while they plan and pursue the next stages of their version of the American Dream.

Our clients are our heroes. They persist. They overcome. They evolve. They grow. They put food on America's tables. They also have a right to sit at those tables and to be recognized as the valuable, vital, and contributing residents and citizens that they are in our communities.

Our thanks to our Board of Directors, dedicated and talented staff and volunteers, funding agencies, and many donors and supporters. Through our joint commitment and efforts, we can make a significant and positive impact on the lives of farmworkers, the everyday heroes who feed our families and communities.

Respectfully yours,

**Tony Silva**

CHD Board Chair



**Thomas Stuebner**

Chief Executive Officer



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# Our Vision:

We open doors, build strong communities, and improve lives.

# Our Mission:

We are a human services organization that creates paths and opportunities for people in need to rise above barriers in their pursuit of better lives.

# Our Values:

At California Human Development, we believe in:

- Service with Respect
- Service with Integrity
- Service with Honesty
- Service with Humility

---

Founded in 1967, CHD's purpose is to create opportunities for farmworkers and those who struggle most in our communities, helping them secure education, training, jobs, and improved social conditions to live with independence and human dignity. We do this with a reach that's broad and deep.

Federal, state, local, and private sources fund CHD's comprehensive human services programs. We reach out across northern California to rural towns and major metropolitan areas, offering a bilingual services network for Farmworker Services, Affordable Housing, pathways to Immigration and Citizenship, and Community Services.

After 55 years and literally tens of thousands of success stories, we know a simple hand-up can transform a life...a family...a neighborhood...a community.

Who is  
California Human Development?



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# Planning for the **Future**



# Farmworker Services Division

## *Harvesting Hope Amidst Adversity*



### **Mission**

In 2023, our Farmworker Services (FWS) Division at California Human Development stood resiliently, supporting migrant and seasonal farmworkers and other low-income individuals. Amidst the challenges of COVID-19 and extreme weather, we embraced our role as a beacon of hope and adaptation, nurturing potential and fostering prosperous futures for the farmworker community.

### **Program Highlights**

The FWS Division received USDA funds through La Cooperativa Campesina de California to provide rent support. CHD was able to use these funds to provide direct much-needed relief to farmworkers and their families, helping offset expenses they couldn't afford due to work disruptions. But the impact went beyond relief—it also served as an outreach tool to enable farmworkers to utilize other opportunities CHD offers.

Many farmworkers and their dependents, especially at-risk youth, benefited from enrolling in the National Farmworker Jobs Program (NFJP), empowering them with employment and training services. In San Joaquin and Sacramento counties, co-enrollment in the San Joaquin Youth Program and Sacramento Employment and Training Agency (SETA) Youth Program opened pathways for success.

### **Collaborations & Partnerships**

This year the FWS Division was also able to collaborate with Supply Bank, delivering essential supplies to schools and nonprofits serving the community. This collaboration not only benefits the community but also teaches our truck-driving students' valuable skills and generates program income.

### **Challenges & the Future**

While we've overcome many challenges, we acknowledge the ongoing difficulties faced by the Dislocated Agricultural Worker Program. CHD along with the other La Cooperativa Campesina de California members have submitted their grant plan for the PY 24 season. We are hoping these funds will be granted soon, so we may assist dislocated agricultural workers this winter which is when farmworkers are most vulnerable and find themselves out of work and with little recourse to help their families.

Our commitment to *Harvesting Hope* remains unwavering as we look ahead to the future, knowing that every step we take transforms lives, families, neighborhoods, and communities. Together, we continue to build prosperous futures for all those we serve.

## Farmworker Services

900

New farmworkers  
enrolled/served

10,000

Farmworkers total served through all  
Farmworker Services Programs

\$2.7 MILLION

in Emergency Relief Checks direct to farmworkers



# Affordable Housing

## *Building Foundations of Hope*



### **Mission**

In 2023, California Human Development's Affordable Housing Division upheld its mission to provide exceptional property management services, focusing on maintaining and rehabilitating housing units for our residents. This year, the division played a pivotal role in aiding the community's recovery from the COVID-19 pandemic, with a particular focus on our Napa Farmworker Housing Centers, which achieved record occupancy. We remained committed to enhancing living conditions and improving the quality of life for our residents through various rehabilitation projects, like the significant upgrades at Aytch Plaza in Kelseyville (Lake County).

### **Program Highlights**

Our division achieved several key goals this year. The completion of Phase 2 of Aytch Plaza's rehabilitation and attaining a 95% occupancy rate for Parkway Plaza were major milestones. The Napa Farmworker Housing Centers provided more than 54,000 bed nights, surpassing our targeted goals. A new initiative with the Community Resource Project, led to the replacement of several HVAC units, enhancing the living environment for residents at Parkway Plaza in Fairfield (Solano County). Compelling success stories from our residents, including a family at Mahal Plaza who purchased their own home, exemplify the profound impact of our services.

### **Collaborations & Partnerships**

Collaborative efforts were crucial to our success this year. CHD began discussions with Burbank Housing to create a new farmworker housing advocacy position, connecting farmworkers living in Burbank and CHD properties with essential services. Additionally, our fundraising events, particularly the Cinco De Mayo Golf Tournament, played a significant role in supporting the Napa Farmworker Housing Centers to raise substantial funds.

### **Challenges & the Future**

Despite our achievements, we encountered challenges such as flooding and aging infrastructure at Parkway Plaza. However, by leveraging CHD's internal capacity and skilled maintenance staff for capital improvements, we managed to mitigate these issues effectively. Looking ahead, we plan to continue our rehabilitation projects at Aytch Plaza and Parkway Plaza and implementing the Burbank Housing partnership. Our division's focus remains on Harvesting Hope by enhancing our service delivery model for farmworkers, improving the organization's financial health, and exploring new partnerships and service expansions, including weatherization services beyond Mahal Plaza in Yuba City (Sutter County).



## Affordable Housing



656

Residents were served through  
our farmworker, low-income, and  
senior housing



205

Farmworkers served through our  
Farmworker Housing Centers in Napa County



54,000

Bed Nights for farmworkers in Napa County

# Immigration & Citizenship

## *Cultivating New Pathways*



### **Mission**

In 2023, CHD's Immigration & Citizenship Program pursued its mission of assisting, educating, and empowering individuals seeking a new life in the U.S. through legal immigration. Our efforts were grounded in the spirit of *Harvesting Hope*, empowering each journey with dedication and support.

### **Program Highlights**

Key initiatives undertaken this year included the expansion of services at our resident site in Mahal Plaza in Yuba City, leveraging new sources of funding for staffing, and enhancing our use of technology to increase efficiency in our internal processes to improve services to our clients. These initiatives contributed significantly to our mission by improving operational efficiency, enabling real-time information access, and providing environmentally friendly digital solutions.

### **Collaborations & Partnerships**

Our collaborations with Latino Service Providers and participation in binational health fairs across 31 counties have been vital. These partnerships, symbolizing the seeds of hope, have expanded our reach and amplified our impact within the community.

### **Challenges & the Future**

In 2023, the Immigration & Citizenship Program navigated complex policy changes and an unprecedented increase in demand for services. We aim to extend our reach across more communities, leveraging technology for broader and more efficient service delivery. Our commitment to empowering immigrants remains strong as we adapt to these challenges, with a focused vision of growth and community support in 2024.



## Immigration & Citizenship

399

Services provided to CHD  
Immigration & Citizenship  
Clients Free of Charge

519

Total services provided  
to CHD Immigration &  
Citizenship Clients

\$315,020

Value of Immigration Casework Completed





# Day Labor Services

## *Sowing Seeds of Opportunity*



### **Mission**

In 2023, the Day Labor Program at California Human Development (CHD) dedicated itself to sowing seeds of opportunity and fostering fair and equitable employment. Our centers in Healdsburg and Fulton (Sonoma County) became beacons of hope, providing a safe, dignified environment for laborers and employers to connect for honest work at fair wages.

### **Challenges & the Future**

Amidst the challenges of 2023, including navigating client relations and implementing new center rules, we remained steadfast in our mission. Our future focus includes expanding service offerings and introducing more work safety and training opportunities. We are committed to nurturing these seeds of opportunity, envisioning a future rich with growth, support, and sustainable community development.

### **Program Highlights**

The reopening of the Fulton Day Labor Center was a key achievement this year, enhancing our ability to support workers in building better lives. This includes not only providing employment opportunities but also offering vital support such as emergency care, healthcare, clothing, and skill development through English-language classes and job training.

### **Collaborations & Partnerships**

In line with our vision of *Harvesting Hope* through the community, we fostered robust collaborations with organizations like the Redwood Food Bank and Providence Health for food distributions and health workshops. These partnerships enriched our program, ensuring that our laborers' needs were met holistically.





## Day Labor Services

395

Day Laborers connected with Fair  
Wage Opportunities



\$42,633

Paid to Day Laborers from Employers connected by CHD  
Day Labor Services



# Diversity, Equity, and Inclusion at CHD

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With a vision to opening doors, building strong communities, and improving lives, California Human Development understands the pivotal role that a robustly diverse organization plays in achieving organizational and community goals. Our strength comes from the diverse population that we hire and serve. We celebrate all the qualities and attributes that make us unique, and we firmly believe in the power of an inclusive community, where we can create a sense of belonging for everyone and provide a basis for social justice. Through our efforts, we drive toward diversity, equity, inclusion, belonging, and social justice by engaging in continuous improvement and addressing any barriers arising from bias, discrimination, racism, and organizational structures that support such attitudes and actions.

Diversity, equity, and inclusion are engrained in the culture of CHD. We will continue to foster an inclusive environment by committing to:

- Embracing and deriving value from the variety of views that a diverse organization and individuals bring to achieve inclusive excellence in all that we do.
- Educating our personnel to be social justice advocates by creating programs that reflect the diversity of our communities and elevate cultural awareness.
- Regularly assessing hiring practices and performance review processes to attract, retain, and develop talented employees from diverse backgrounds.
- Addressing possible disparities in areas such as Board of Directors representation, community impact, and retention.
- Partnering with other organizations serving marginalized, underserved, and other disadvantaged members of the community.

CHD's commitment to diversity, equity, and inclusion will be reflected in the following expectations and actions:

- Members of CHD management are committed to building and sustaining an equitable and inclusive work environment where cultural diversity is celebrated and valued. Those involved in the hiring process will practice and advocate for diversity, equity, and inclusion practices in the recruiting process.
- The CHD Board of Directors and all employees of the organization work to recognize, incorporate, and value diversity as opportunities to gain valuable insights from one another and to learn from each other's experiences and global ideas.
- CHD promotes open dialogue, active listening, and the incorporation of ideas from employees to establish inclusion as an organizational landmark.
- Advance equity and social justice at CHD and improve equity and justice on a global scale.

# Diversity, Equity, and Inclusion at CHD

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## Definitions:

Diversity refers to group social differences such as race/ethnicity, class, gender, sexual-orientation, gender preferences, country of origin, dis/ability, cultural, political, religious, or other group affiliations.

Equity means acknowledging and addressing the consequences of a long history of prejudice and discriminatory treatment that continues and has a negative impact on Black, Brown, Indigenous, and marginalized communities.

Inclusion refers to providing a welcoming culture in which differences are celebrated and everyone is valued, respected, and able to reach their full potential.

Social justice is fair treatment of all people in a society, including respect for the rights of people who have been marginalized and the equitable distribution of resources among members of a community; it is fairness manifested in society through healthcare, gender equality, reproductive rights, education, employment, and voting; and it imposes personal responsibility to collaborate with others to design and continually perfect institutions as tools for personal and social development.



# A Special Thank You

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**The following organizations and individuals were close partners  
and valued supporters of our overall goals in 2023**

Angels of the Field  
California Department of Community Services and Development  
California Department of Social Services  
California Employment Development Department  
Cinco de Mayo Golf, Inc  
Community Resource Project  
Glenn County Regional Occupational Program  
Golden Sierra Workforce Development Board  
Grow West  
Heffernan Insurance Brokers  
Humboldt County Workforce Development Board  
James Gore, Sonoma County Supervisor  
John Garamendi, U.S. Representative  
Job Link Job Training Center-Workforce Solutions  
La Cooperativa Campesina de California  
Latino Services Providers  
Liberty Union High School  
Los Cien, Sonoma County Latino Leaders  
Medtronic  
Mendocino County Office of Education Regional Occupational Program  
Mendocino Private Industry Council  
Mike McGuire, State Senator  
Mike Thompson, U.S. Representative  
Mother Lode Job Connection  
Napa County Department of Housing and Homeless Services  
Napa Valley Adult Education  
North Bay Human Development Corporation



# A Special Thank You

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**The following organizations and individuals were close partners  
and valued supporters of our overall goals in 2023**

North Bay Property Advisors  
North Central Counties Consortium  
North State Building Industry Foundation  
Northern Rural Training and Employment Consortium  
Oroville Adult Education Career and Technical Center  
Proteus Inc.  
Rami Batarseh, Batarseh Group Inc.  
Roni Berg  
Sacramento County  
Sacramento Employment and Training Agency  
Santa Rosa Junior College  
San Joaquin WorkNet  
San Joaquin County Hispanic Chamber of Commerce  
San Joaquin Delta College  
San Joaquin Housing Authority  
San Joaquin Public Health Services  
San Joaquin Valley Health Fund  
San Joaquin WorkNet  
SMART Business Resource Center  
Solano Adult School  
Solano Community Foundation  
Solano County Workforce Development Board  
Solano Employment Connection  
Solano Junior College

# A Special Thank You

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**The following organizations and individuals were close partners  
and valued supporters of our overall goals in 2023**

Sonoma County Workforce Development Board

Sonoma State University

State Monitor Advocate Office

Stephanie Bisordi

Stockton Unified School District

Supply Blank

Sutter County Library

Tom Sharpe, Hyde Street Investors LP

Truck Driving Academy

Union Local 442

United States Department of Labor

United States Probation & Pretrial Services

University of Pacific

Valley Plastics

Whitney Olson

Workforce Alliance of the North Bay

Yolo County Office of Education

Yolo County Workforce Development Board

# A Special Thank You

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We would like to thank the generous individual donors who helped CHD achieve our mission of opening doors, building strong communities, and improving lives through their financial contributions. We couldn't do it without your support.

Maximilliano **Aguilar**  
Hector **Brambila**  
Juan **Delgado**  
Michael **Gill**  
Shinder **Gill**  
Gregory **Grigson**  
Heather **Henry**  
Carly **Velez Huston**  
Ricardo **Juarez**  
Jean **Larson**  
Miguel **Mejia**  
Tanya **Narath**  
Whitney **Olson**  
Theresa **Ordonez**  
Horacio **Paras**

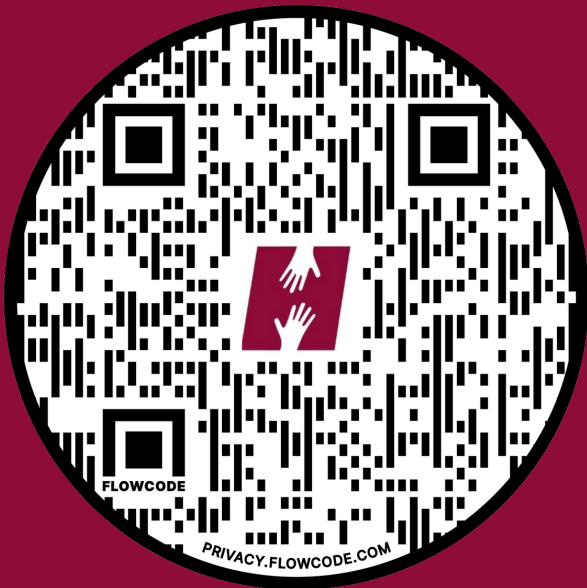
Mary **Potts**  
Jose **Ramirez**  
Nicole **Roldan-Leben**  
Donna **Roper**  
Luis **Sanchez**  
Tom **Sharpe**  
Antonio **Silva**  
Crystal **Silva**  
Thomas and Dorothy **Stuebner**  
Genevieve **Taylor**  
Vicki **Venegas**  
Sherri **Kay Wahl**  
Daniel **Walker**  
Amber **Yearton**

**If we have failed to name any of our benefactors, our apologies are as heartfelt as our thanks for the help.**

# Get Involved

## Donate

When you donate to our organization and our programs, you support our commitment to help empower those disproportionately affected by systemic inequity. Scan the code to donate to an individual program or our organization as a whole.



## VOLUNTEER

If you believe in the possibilities of human potential and supporting individuals in realizing their dreams through support, please join us. We have rich volunteer opportunities and are always looking for kind-hearted individuals to support the work we do. Scan the code to fill out a form.





# Acknowledgments

2023 Annual Report Credits

## Project Supervisor

Isaiah Antoine, CHD Community Impact Director

## Photography

Liz Moskowitz

CHD Staff

## Writing & Editing

Isaiah Antoine, Community Impact Director

Theresa Ordóñez, Program Director

Thomas Stuebner, Chief Executive Officer

## Layout & Design

CHD Community Impact Team

Isaiah Antoine, Community Impact Director



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