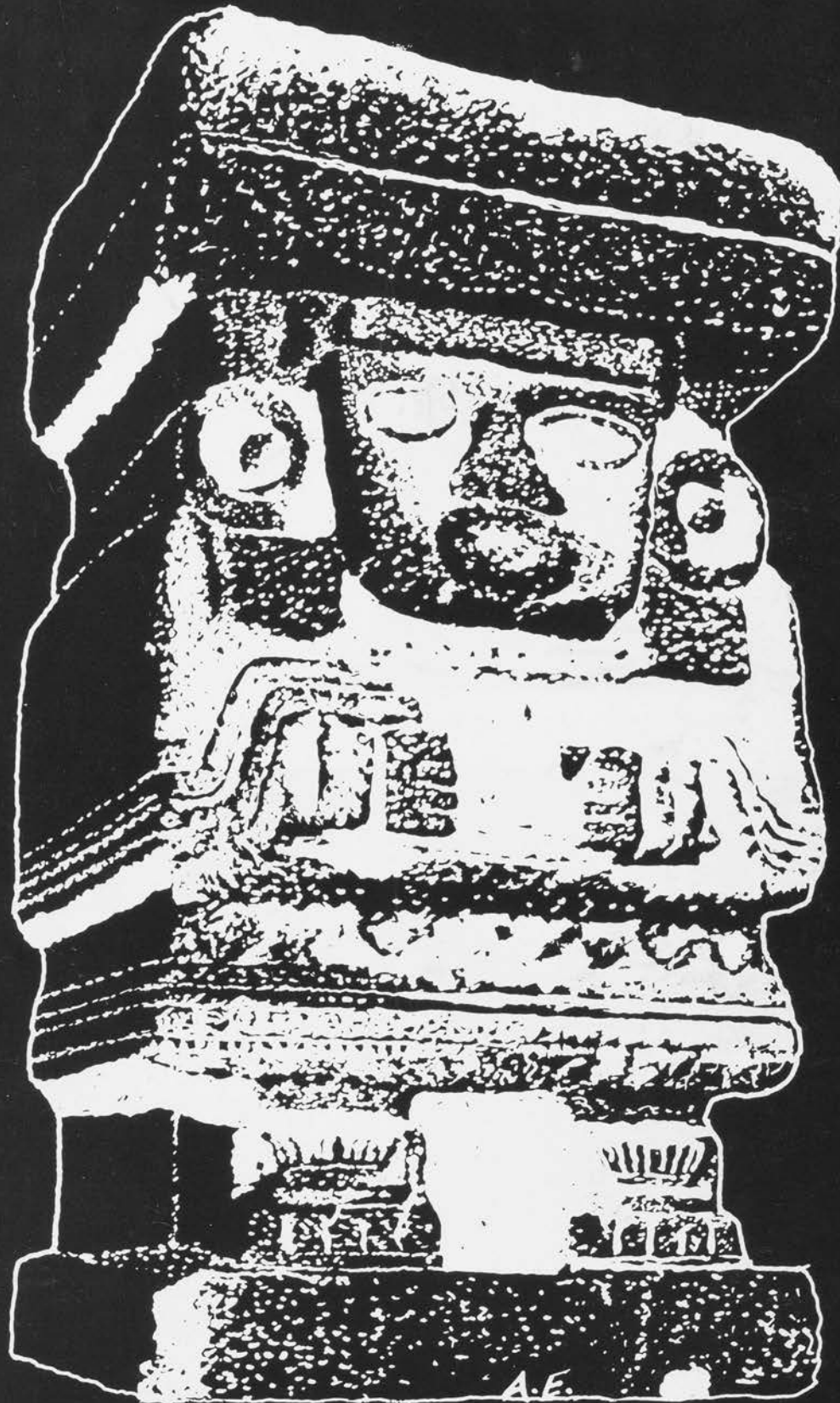


Centro Cultural Chicano

1980 Annual Report

With a Historical Account of Centro Cultural Chicano's First Years



Chalchihuitlicue Water Goddess

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The Hispanic population is the largest minority group in Minnesota. There are an estimated 53,000 persons of Hispanic descent living in the State of Minnesota.

This large influx of people from Mexico, Puerto Rico, Colombia and Cuba to Minnesota during the past 10 years is attributed to the belief that Minnesota offers better living conditions and employment opportunities than the Hispanics have known in either their home countries or as migrant workers. Yet, once these men and women resettle they often find that they cannot obtain the very things that have attracted them -- better living conditions and employment opportunities. Many of the state's most recent Hispanic residents are underemployed or unemployed, undereducated and isolated from their new communities, in part, because of their lack of familiarity with the majority population's social customs, laws and language.

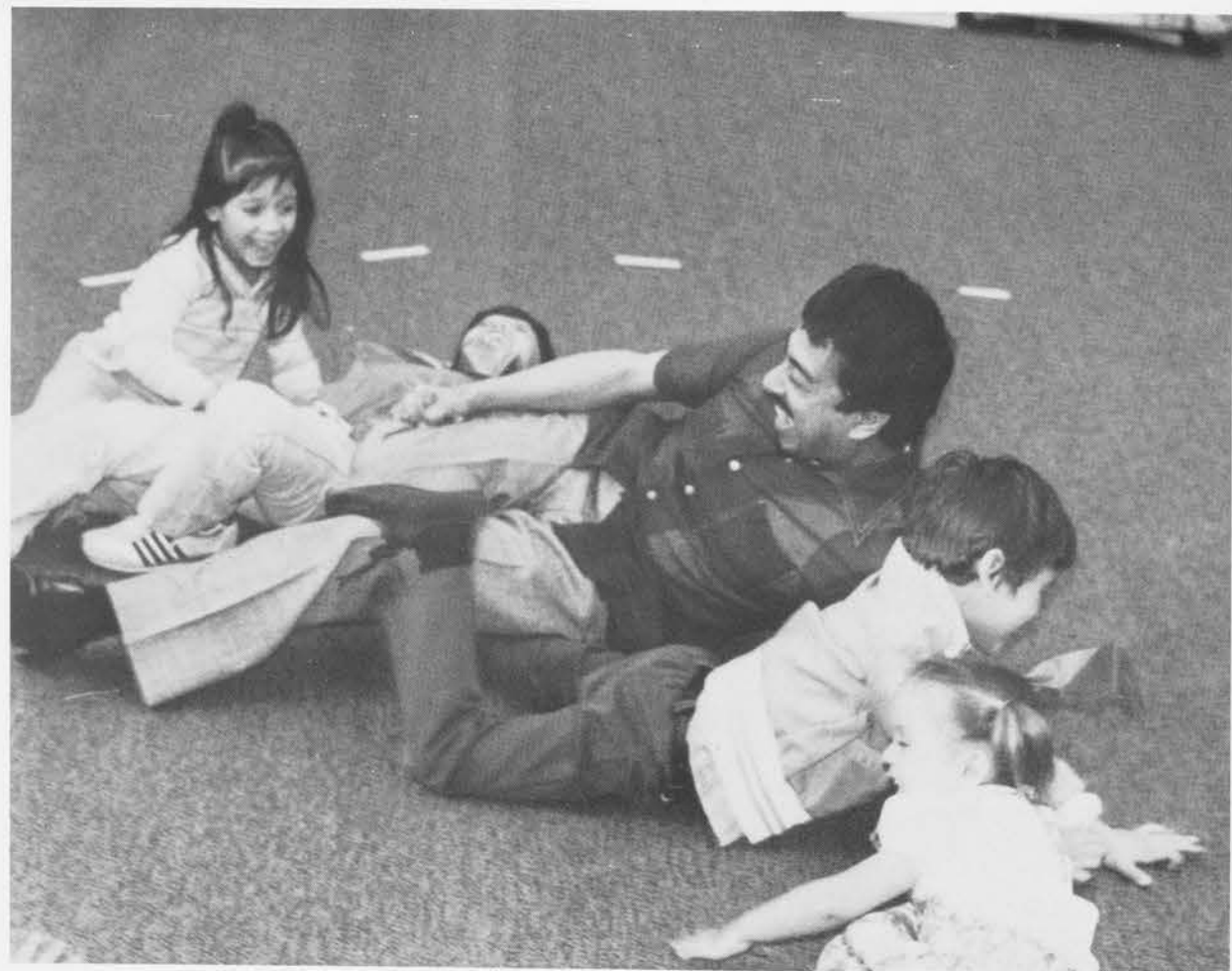


A BRIEF HISTORY

With the steady increase in number of Hispanic residents, the Minneapolis Hispanic Community began to see the need to help Spanish-speaking people, both new-comers and those from the established community adjust to the dominant culture and utilize available resources and opportunities. Formerly, there were no bilingual social services for Spanish-speaking people living in Hennepin County and as a result, Centro Cultural Chicano (Centro) was established.

Centro's purpose when incorporated as a non-profit organization was to provide education and cultural programs for the Minneapolis Hispanic population. Thus, it was fitting that Centro's first project was the preparation of a joint proposal with Minneapolis Public Schools for federal funding to offer bilingual/bicultural education to Hispanic students. The project was first funded for kindergarten.

The following year, the McKnight Foundation granted Centro \$30,000 to provide information and referral services to Hispanic residents of Minneapolis.



During its next years of operation, Centro Cultural Chicano continued to provide and expand its advocacy, education, and information and referral services. Centro supported Hispanic parents in advocating for the continuation of bilingual/bicultural education. By the 1980-81 school year, bilingual/bicultural education was available for students not only in kindergarten, but also in grades 1-4. Centro joined the Minneapolis Public Schools Adult Basic Community Education Program to offer Adult Basic Education courses to the Hispanic population in Hennepin County. Also, university-level Spanish classes were scheduled at Centro at eight week intervals.

The information and referral service directed clients to medical facilities, legal services and city agencies. Staff persons began serving as translators to help monolingual Spanish-speakers use community services. Hispanic residents started looking to Centro to help them find housing and jobs, as well.

Meanwhile, the number of Hispanics resettling in Minneapolis continued to rise while the number bilingual social service providers did not. Centro Cultural Chicano's Board of Directors and staff realized that Centro had to respond to the growing needs of our population.

PROGRAMMING

During the past year, Centro increased its provision of direct services. Due to language and cultural barriers, the existing social service system is underutilized by the Hispanic population. As a result, Centro has had to increase its direct services--Family and Individual Counseling, Chemical Dependency counseling and advocacy, Social Adjustment and education using a bilingual/bicultural staff. Centro is the only agency prepared to serve the Hispanic/Spanish-speaking residents of Hennepin County.

FAMILY AND INDIVIDUAL COUNSELING

The potential for stress within the Hispanic individual and conflict within the Hispanic family is much greater than it is for the majority population. Daily, the Hispanic people living in Hennepin County face cultural differences and, very often, difficulties with the English language. Conflicts arise because of financial worries, unemployment or underemployment, confusion over family members' roles and changes in value systems.

The Centro Cultural Chicano Family and Individual Counseling Program works to help the Hispanic individual and family cope with and adjust to stress situations. The program provides counseling services from the Hispanic cultural and social perspective. Centro counselors provide both diagnostic services and counseling services. If further assistance or treatment is needed, referrals are made to professionals who understand Hispanic people and culture. Some individuals are referred to other Centro programs.

Assistance Provided in 1980

350 families received counseling
1,658 persons received individual counseling

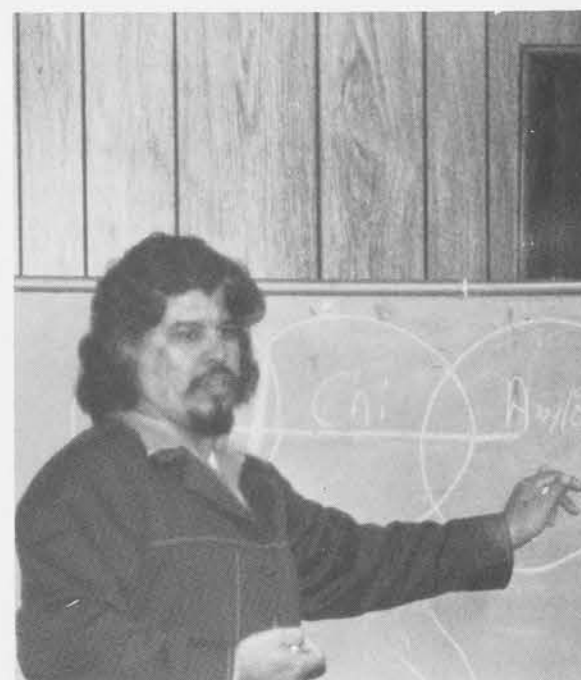
CHEMICAL DEPENDENCY COUNSELING

Centro's Chemical Dependency Counseling Program offers a two-tiered approach to helping Hispanic individuals and families with problems related to chemical use, abuse and dependency. The program directly serves the Hispanic individual and family with information, counseling and referral services. On a second level, the program helps other Chemical Dependency service providers improve their delivery of services to the Hispanic population.

• **INFORMATION** about Hispanic culture as it relates to chemical use is collected by Centro and disseminated at workshops, presentations and lectures. Chemical abuse prevention workshops are provided for potential Hispanic chemical abuse clients and service providers. Presentations on the characteristics, virtues and values of the Hispanic individual are available to other social service providers and counselors to increase their understanding of the cultural aspects of Chemical Dependency. Lectures are made to social service agency personnel to help them identify chemically dependent Hispanic people and refer them to appropriate counseling or treatment centers.

• **COUNSELING** is provided to chemically dependent Hispanics and "concerned others" on an individual or group basis. Centro's counselors are bilingual and bicultural. Thus, they can serve monolingual and bilingual Hispanics and can bring a knowledge of the cultural aspects of Chemical Dependency to the counseling sessions. Group sessions are held for special segments of the Hispanic population such as adolescents. Centro also holds group counseling sessions at St. Cloud Reformatory and Stillwater State Prison for Hispanic Hennepin County inmates who have been imprisoned for Chemical Dependency offenses in order to prepare them for positive re-entry into the community.

• **REFERRALS** are made from Centro's Chemical Dependency Counseling Program to detoxification centers, half-way houses, crisis intervention centers, and residential and outpatient treatment centers. Centro acts on behalf of the Hispanic client in finding Chemical Dependency treatment and providing translation and follow-up.



Assistance Provided in 1980

Information

706 persons called Centro or stopped in for Chemical Dependency information

1 workshop on Chemical Dependency prevention was given to potential Hispanic clients and Chemical Dependency providers.

42 lectures or presentations on Hispanic culture were given at established Chemical Dependency programs.

19 presentations accompanied by a slide show were given to describe Centro's Chemical Dependency services.

Counseling

98 persons received individual Chemical Dependency counseling.

25 families or groups participated in a Chemical Dependency counseling session.

65 persons participated in a Centro group activity such as Alcoholics Anonymous.

Referrals

76 persons were referred to Centro for Chemical Dependency counseling.

17 persons were referred from Centro to other Chemical Dependency programs.

SOCIAL ADJUSTMENT

Centro Cultural Chicano's Social Adjustment Program is designed to help members of the Hispanic population adjust from a monolingual/monocultural setting to a bilingual and often multicultural environment in the City of Minneapolis. Group instruction is provided in such areas as the law. Individual assistance is provided to members of the group when a crisis occurs.

As part of its Social Adjustment Program, Centro offers the following three special projects to members of the Hispanic population:

Adult Basic Education. Mpls. Public Schools Continuing Adult Basic Education component funds 3 different areas of the Adult Basic Education classes offered and monitored at Centro. In our English as a Second Language (ESL) classes, monolingual speakers are taught conversational English. Adult Basic Education (A.B.E.) focuses on the reading and writing of English. Preparatory General Educational Development (Prep. G.E.D.) classes prepare the student for the G.E.D. or high school equivalency examination.

Employment Services. Centro offers employment services to Hispanics as part of the Social Adjustment Program. The Job Seeking Skills (JSS) course prepares potential employees for the application process. Hispanic men and women are given instruction in interviewing and filling out applications. A career counselor assists unemployed men and women with the job seeking process by keeping up-to-date on job openings and referring potential workers to other placement services.

Information is provided on post-secondary education and financial aid.

Seniors Project. This project is designed to help monolingual Senior Citizens overcome the isolation caused by language and cultural barriers and make better use of medical and social services that will improve their social and economic well-being. Housing, employment, Chemical Dependency and health information is given to Seniors in Spanish. Staff members provide one-to-one assistance and translation for Seniors seeking services from agencies not staffed with Spanish-speaking personnel.

Activities are offered at the agency to help Seniors overcome loneliness and isolation.

Assistance Provided in 1980

2,145 persons received Social Adjustment aid on a group basis.

50 persons attended Adult Basic Education courses.

1,000 persons received information, referrals or job seeking skills instruction from a career counselor.

60 persons received Social Adjustment aid through the Seniors project

Much of the year's Social Adjustment assistance was directed toward Cuban refugees who recently resettled in Hennepin County. As newcomers, information about the community's written and unwritten laws and customs is especially useful to this group of Hispanics.

EDUCATION

Centro Cultural Chicano believes that if people from different backgrounds are encouraged to learn about one other's heritage and language they are better able to live together in one community. It is from this premise that Centro offers its Social Adjustment Program, provides Spanish classes for non-Spanish speakers and supports bilingual/bicultural education.

Spanish Classes. Eight-week classes in Spanish are offered to non-Spanish speakers at Centro. The classes are held once a week for three hours. The emphasis is on conversational Spanish, although some reading and writing of the language is practiced. Hispanic history and culture are studied as they relate to the Spanish language. The class is primarily attended by staff members of social service agencies who work with Spanish-speaking clients.

Bilingual/Bicultural Education. Centro expressed its support of bilingual/bicultural education in various ways throughout 1980. The parents of children participating in the bilingual/bicultural program at Jefferson Elementary School met as a support group at Centro. We devoted one issue of *Visiones de la Raza*, Centro's monthly newsletter, to a discussion of bi-lingual/bicultural education and the program at Jefferson School.

Assistance Provided in 1980

30 persons attended Spanish classes.



STRUCTURE

At the same time that Centro's services were focused more on direct programming, the Board of Directors developed a decision-making and administrative structure capable of handling the agency's added responsibilities. The 15-member Board of Directors divided itself into six committees to focus on administrative, financial and programming issues:

The Building Committee set as its first year's priority the purchase of the building that had housed Centro since 1979. The committee succeeded in making the arrangements necessary to purchase Centro's home at 1800 Olson Memorial Highway, Minneapolis.

The Finance Committee worked towards solidifying Centro's funding base. The steps taken to reach this goal were designed to give the Board a clear picture of Centro's financial position at all times. A contract was signed with the Minneapolis Communications Center for accounting services and financial consulting. Centro's budget was reviewed and action was taken to become more efficient.

The Membership Committee instituted quarterly membership meetings instead of an annual meeting. The change allows community members to join Centro at any one of four dates during the year instead of only at the annual meeting.

The Personnel Committee conducted searches for candidates for staff positions who possess both bilingual abilities and experience in the human service field. The ability to speak Spanish is viewed as only one of the necessary requirements for staff members. The committee also studied and revised the agency's personnel policies.

The Programming Committee was instrumental in changing the emphasis of Centro's programs from information and referral to the provision of services. The committee assessed the services being offered and the gaps that existed. The end product is Centro's four program areas.

The Public Relations Committee viewed its goal for the year as one of strengthening Centro's programs by using communications tool regularly. The committee worked to ensure that the newsletter, *Visiones de la Raza*, is published each month. Radio communications was expanded to include the weekly program, "Centro Cultural Chicano Informs You", aired Wednesdays on KFAI. WTCN-TV (Channel 11) airs a program produced with Centro entitled "Centro Cultural Chicano Presents the Hispanic Community" the first Sunday of each month. Public Service Announcements appear weekly on WCCO-TV (Channel 4).



BOARD OF DIRECTORS

Centro Cultural Chicano's Board of Directors for 1980 developed the new committee structure and then put it to work. As members of the Board and its committees, the Director responded to the needs of the Hispanic community with tremendous amounts of sincerity and dedication. The time and talents contributed by the following Directors during their year term (April 1980 to April 1981) have been invaluable.

Chair
Eduardo Villalon

First Vice Chair
Irene Bethke-Gomez

Second Vice Chair
Albert Garcia

Treasurer
John Pacheco

Secretary
Rafael Esparza

Ricardo Cervantes

Jose Cortez

Elena de Voto

Alfredo Garcia

Alfredo Gonzalez

Aurelia Gonzalez

Manuel Guzman

Ramon Rocha

Marcela Lucero

STAFF

Centro Cultural Chicano was organized in 1974 by a number of volunteers. The first paid staff members were hired in 1976. Rick Nevilles was hired as the organization's executive director and Eulalia Reyes de Smith was hired to provide clerical and program assistance.

Since 1976, the number of paid staff members has risen from two to 13 persons, reflecting both the growing needs of the Hispanic community and Centro's increased ability of Centro to provide direct services.

After serving as executive director for four years, Rick Nevilles resigned at the beginning of 1980 to pursue other employment and educational opportunities. Donn Vargas, Program Supervisor, was selected to direct the agency.

Centro Cultural Chicano's services are offered to the Hennepin County Hispanic population on a bilingual/bicultural basis by the following staff members:

Executive Director
Donn Vargas

Associate Director
Eulalia Reyes de Smith

Program Supervisor
Augustine Dominguez

Chemical Dependency Advocates
Jorge Charry
Delia Metcalf

Chemical Dependency Specialists
Lee Bowman
Rudy Pacheco

Program Workers
Fermina Hernandez
Paula Holden
Daniel Vega
Lupe Villagomez

Support Staff
Alicia E. Barrientes
Judy Gold
James Thomas

VOLUNTEERS

Centro redeveloped a volunteer program in 1980, but this time to supplement the efforts of a paid staff. The following persons volunteered their time during 1980 to help with activities sponsored by Centro. Their assistance is greatly appreciated.

Linda Samels	Renette Lopez
Carolyn Kent	Beth Farber
Esther Villarreal	Deborah Adelman
Hermelinda Aquilar Salazar	Howard Mathison
Susana Urvina Reyes	Colleen Aho

FINANCIAL CONTRIBUTORS

Centro Cultural Chicano gratefully acknowledges the financial support provided by the following corporations, foundations, funding agencies and organizations in 1980. Their generous support allowed Centro to respond to the economic and personal needs of the Hispanic community.

Dayton-Hudson Foundation
B. Dalton Bookseller
Dayton's
J.B. Hudson
Target Stores

Greater Minneapolis Council of Churches

Hennepin County

McKnight Foundation

Minneapolis Art Exchange

The Minneapolis Foundation

Minnesota Teamsters Local 320

Northern States Power Company

Northwestern Bank (Downtown)

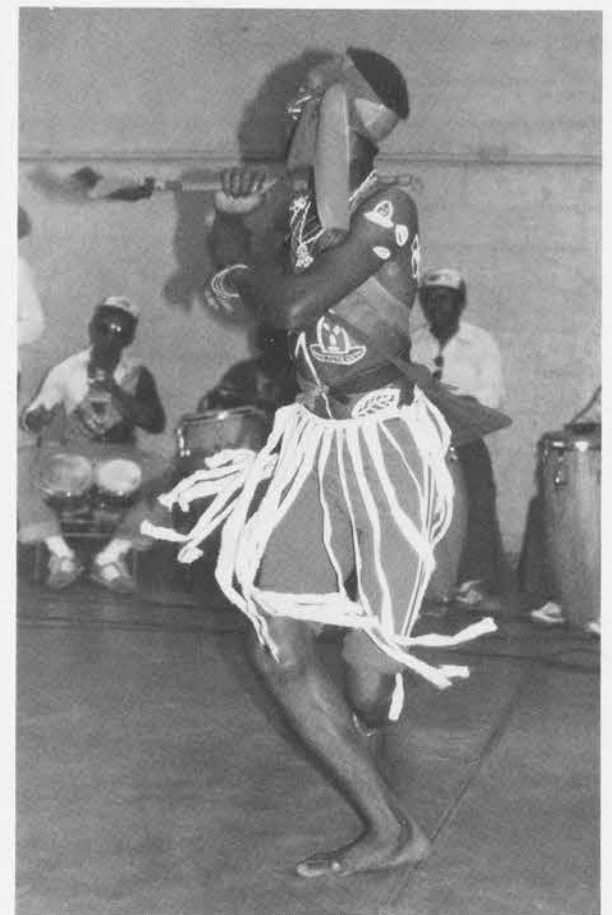
Northwestern Bank (North American Office)

Northwestern Bell

Northwestern National Life Insurance Company

St. Vincent's Church

United Way of the Minneapolis Area



We've reached one goal and have set more

The year 1980 found Centro Cultural Chicano in the position that the Hispanic community of Hennepin County had been striving toward for a number of years. Centro became an organization that is looked upon as a guide to the Hispanic community.

To enable us to handle our new responsibilities it became necessary in 1980 for us to review our internal structure and procedures to make them more productive, more efficient and more comprehensive. As a result, the Board of Directors grew in number, adopted procedures to better monitor activities and results and became a driving force for the agency. In the mean time, the staff was going through a restructuring period and the administration instituted new guidelines and a new reporting procedure to make the agency more accountable to its constituents.

Even though the '80s has been designated as the decade of the Hispanic, we are still in the process of enlightening the majority population about the issues and concerns that are affecting the Hispanic population, such as housing, education, employment, and language and cultural barriers. Therefore, we are anticipating a struggle in the '80s that will not be easy, but that can be overcome if we work together as a community.

The future holds many possibilities for Centro. However, we must be willing to take the initiative to dictate our destiny. Centro must address the issues of the future to be representative of our constituency.

Respectfully,



Donn J. Vargas
Executive Director



One issue of major concern is the economic advancement of the Hispanic population. To date, the results of extensive efforts in the area of economic development projects for Hispanics has been marginal. Centro Cultural Chicano must take an active role in increasing the economic base of the Hennepin County Hispanic community. The benefits of such economic development are increased employability, management training and the potential for better living conditions.

Another area that Centro must focus on in the future is the solidification of the Hispanic community in Hennepin County. Due to urban renewal, the Hispanic community is dispersed throughout the entire county, which has created large gaps in communications. We must be able to identify and communicate with our community in order to offer its members important services.

Economic advancement and better communications are but two areas that we will be working on during 1981-1982, and during subsequent years as well. But we feel it is vital that these two issues be addressed immediately. We hope you will want to take an active role in assisting us in our efforts.

Hemos alcanzado una meta y propuesto otras

En 1980 la comunidad hispana de Hennepin County logro algo que habia sido su meta durante muchos años: Centro Cultural Chicano llego a ser una organización que se considera un guía para la comunidad hispana.

Para poder enfrentar nuestras nuevas responsabilidades, en 1980 se hizo necesario que revisáramos nuestra estructura y conducta internas para que fueran más productivas, más eficientes y más comprensivas. Por consiguiente se aumentó el número de miembros de la mesa directiva, la cual a la vez adoptó reglas para controlar mejor las actividades y los resultados de la agencia y hacerse una fuerza motriz de la misma. Entretanto el personal pasó por una fase de reestructura y la administración estableció nuevas pautas y maneras de registrar sus datos para crear una agencia más responsable a sus constituyentes.

Aunque se designaron los años 80 como la década del hispano, todavía estamos en el proceso de aclararle a la población mayoritaria los asuntos y preocupaciones tocante a la comunidad hispana, como el alojamiento, la educacion, el empleo y las barreras lingüísticas y culturales. Por eso prevenimos una lucha durante los años 80 que no será fácil pero una que se puede superar si trabajamos juntos como comunidad.

El futuro guarda muchas posibilidades para Centro. Sin embargo tenemos que aceptar la iniciativa de dictar nuestro propio destino. Centro tiene que dirigirse a los asuntos del futuro si vamos a ser verdaderos representantes de nuestra comunidad.

Un asunto principal es el progreso económico de la población hispana. Hasta esta fecha los resultados de grandes esfuerzos en el área de proyectos para el desarrollo económico del hispano han sido limitados. Centro Cultural Chicano tiene que llevar un papel activo para aumentar la base económica de la comunidad hispana de Hennepin County. Los beneficios de tal desarrollo económico serán la mayor facilidad de conseguir trabajo, el entrenamiento de dirigentes, la posibilidad de lograr mejores condiciones de vida.

Otra área en la cual Centro tiene que enfocar en el futuro es la solidificación de la comunidad hispana en Hennepin County. Debido a renovación urbana la comunidad hispana se encuentra dispersada por todo el condado lo cual ha creado barreras de comunicación. Tenemos que identificar a nuestra comunidad y comunicarnos con ella para poder ofrecerle servicios importantes.

El progreso económico y el mejoramiento de comunicación son solamente dos áreas de nuestro trabajo para los años 1981-2 y para los años futuros. Nos parece que es imprescindible que se dirija a estos dos asuntos inmediatamente. Esperamos que Uds. se dediquen a ayudarnos en nuestros esfuerzos.

Cordialmente,



Eduardo Villalon
1980-1981 Board Chair



**Statement of Support, Revenue, Expenses,
and Changes in Fund Balances
For Year Ended December 31, 1980**

	<u>1980</u>
Public Support and Revenue:	
Chemical Dependency Program	\$ 96,000
United Way of Hennepin County	60,000
Department of Transportation, State of Minnesota, grant	16,255
Business and foundation grants	2,500
Minneapolis Community Action Agency grant	10,271
Miscellaneous donations and grants	8,444
Interest	828
Total public support and revenue	<u><u>194,298</u></u>
Expenses:	
Program Services:	
Chemical Dependency	90,104
Social adjustment and family and individual counseling	79,734
Total program services	<u>169,838</u>
Supporting Services:	
Management and general	10,499
Total expenses	<u>180,337</u>
Excess of public support and revenue over expenses	13,961
Fund Balance:	
Balance - Beginning of year	13,013
Balance - End of year	<u><u>\$ 26,974</u></u>

**Balance Sheet
For Year Ended December 31, 1980**

	<u>1980</u>
Assets:	
Cash	17,272
Due from Minneapolis Community Action Agency	
Due from Urban Coalition of Minneapolis	
Prepaid expenses	540
Accounts receivable	679
Total current assets	<u>18,491</u>
Vehicle , at cost - less accumulated depre- ciation of \$640	19,679
	<u><u>\$ 38,170</u></u>
Liabilities:	
Accounts payable	\$ 4,847
Withheld and accrued payroll taxes	1,782
Accrued payroll	4,567
Minneapolis Community Action Agency advance	
Total liabilities	<u>11,196</u>
Fund Balance	<u>26,974</u>
	<u><u>\$ 38,170</u></u>

Complete audited financial statements prepared by Bailey and Calof, Certified Public Accountants, are available at Centro Cultural Chicano, 1800 Olson Memorial Highway, Minneapolis, MN 55411.

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Prepared by the Minneapolis Communications Center, Inc.