JUNTA for Progressive Action

General Information

Contact Information

- **Nonprofit**: JUNTA for Progressive Action
- **Address**: 169 Grand Avenue
  
  New Haven, CT 06513
- **Phone**: (203) 787-0191
- **Web Site**: Website
- **Facebook**: Facebook
- **Twitter**: Twitter
- **Email**: info@juntainc.org

At A Glance

- **Year of Incorporation**: 1969
- **Organization's type of tax exempt status**: Public Supported Charity
- **Organization received a competitive grant from the community foundation in the past five years**: Yes
Mission & Areas Served

Statements

Mission
The mission of Junta for Progressive Action is to collaborate with Latinx communities in the Greater New Haven area to advance the social, economic and civic environment for all, while embracing Latinx cultural traditions.

A Great Opportunity

Description
¡Adelante Together! Forward Together! Junta is the only multi-service organization in the Greater New Haven area dedicated to providing premier services in a culturally and linguistically appropriate manner for Latinx participants, our departments take a whole person approach and are designed to stabilize low-income households experiencing acute needs; engaging households in community and economic advancement; and promoting community-wide regeneration, laying the foundations necessary for youth to become New Haven's next generation of leaders. At Junta, we are shifting the paradigm from one of helping to one of collaborating with our neighbors to ensure that collectively we advance as a community. We believe with absolute certainty, that when one of us rises, we all rise. Please join us in our mission by supporting one of our departments: JUNTA 360 (Social Services), JUNTA Rises (Economic & Community Advancement), and JUNTA Youth (Youth Development).

A Great Opportunity Ending Date
June 30 2019

Background
JUNTA for Progressive Action was founded in 1969 as a response to the increase of families moving to New Haven from Puerto Rico. Although American citizens, Puerto Rican migrants expressed a need for services and programs that would help to transition their families into American life. These services included English as a Second language, scholarship assistance and translation services. As JUNTA has evolved throughout the years, we have expanded as a center of support for immigrant communities who settle in New Haven. Our programs are universal in that we recognize the needs of diverse populations, and administer programs that support low-income, disadvantaged children and families, as well as immigrants in the New Haven area. With seven core programs, we ensure that basic economic needs are met, such as food, housing, diapers for children, and assisting clients with accessing state and local benefits that will prevent them from slipping into poverty. We emphasize the importance of education as a vehicle to family economic success. To that end, we work in partnership with businesses and community-based organizations to provide Adult Education including ESL, GED, Spanish and citizenship courses, financial education, computer literacy skills training, parental workshops on advocating for their children's education, and informational seminars on labor rights, immigration and health. Coupled with direct support and services are referrals to our resource partners that can provide further assistance and skills training, JUNTA is empowering residents to improve their quality of life. We also focus on the impact of immigration on New Haven's cultural and social life. As the leading Latino advocacy organization in New Haven we worked collectively with the City of New Haven on a series of policies designed to integrate immigrants into the fabric of the city. For example, New Haven was a pioneer in its implementation of the Elm City Resident Card - a municipal ID card that provides identification to all city residents, regardless of legal status, and facilitates access to city services and financial institutions. The ID card initiative has been replicated in half a dozen cities, including San Francisco. The New Haven Police Department issued a Police General Order prohibiting police from enquiring about an individual's immigration status in the course of a criminal investigation. All of these policy initiatives were generated by JUNTA. The organization also took the lead in developing the political and community-based strategies to ensure their successful adoption and implementation by the City. We continue integrating immigrants into the life of the city through access to education, local resources and a Worker Center that organizes for equal labor rights for low-wage immigrant workers in Connecticut. We aim to help immigrants put down roots, build a better life, and become contributing members of society.
Impact
Now in our 50th year of operation, Junta is dedicated to providing premier services in a culturally and linguistically appropriate manner for the Latinx communities we serve, our departments take a whole person approach. JUNTA 360 is designed to ensure households experiencing hardship or crisis are able to stabilize and reach a level of stasis that allows them to actively participate in their own betterment. Through coordinated case management, participants are screened for benefits and entitlements. Based on the results of the screening and the service sought by participants, a comprehensive service plan is developed. JUNTA Rises collaborates with participants to engage in acquiring the skill sets necessary for economic and social advancement. Computer proficiency, financial literacy, language and educational acquisition are economic motivators that can propel the economic advancement of Latinx, immigrant, and low-income individuals. JUNTA Youth promotes community-wide regeneration, laying the foundations necessary for youth to become New Haven’s next generation of leaders though after school programming, youth leadership programming and summer camp experiences.

Needs
JUNTA 360 needs $100,000 to provide case management to stabilize households and reach a level of stasis that allows them to actively participate in their own betterment. Special need for the victims from hurricane Maria from Puerto Rico with housing, employment, clothing, food, and medical remains. JUNTA 360 needs $35,000 to hire a paralegal to maximize the ability to provide immigration services and assist with legal representation and expand our ability to inform immigrants of their rights in the work space, access to healthcare and addressing domestic violence. JUNTA Rises needs $40,000 to hire a staff to expand our economic and community advancement activities, including bilingual classes on computer literacy, financial literacy and work readiness ESL. JUNTA Youth needs $15,000 to hire a Youth Development Associate to expand our youth leadership program Youth In Action.

CEO Statement
I am so proud to be at the helm of such a historic Latino organization. Since 1969, we have been committed to advancing Latino communities in New Haven. Junta was originally founded to address the needs of first generation Puerto Ricans emigrating to the United States in the 1950’s who were facing discrimination and a lack of access to resources and the opportunity to economically advance. A group of dynamic Puerto Rican leaders came together to form Junta for Progressive Action. Now in our 50th year of operation we are working to shift the paradigm from one of helping to one of collaboration, embracing an egalitarian approach where we collaborate side by side with our neighbors and work to lift all of us up. We are committed to providing premier services in a culturally and linguistically appropriate manner that addresses the diverse needs of the Latino communities we serve. Our multi-service dynamic is intentional and takes a whole person approach to advancement of our communities. Our newly formed departments are designed to stabilize low-income households experiencing acute needs; engaging households in community and economic advancement; and promoting community-wide regeneration, laying the foundations necessary for Latino youth to become New Haven’s next generation of leaders. JUNTA 360 is designed to ensure households experiencing acute hardship or crisis are able to stabilize and reach a level of stasis that allows them to actively participate in their own betterment. Our stabilization strategy includes guiding families through the acquisition of governmental and non-governmental resources and providing immigration services to ensure families are not de-stabilized because of their status. JUNTA Rises collaborates with our neighbors to engage in acquiring the skill sets necessary for economic and social advancement. We believe that language and educational acquisition, computer proficiency, financial literacy and work readiness preparation are economic motivators that can propel all Latino Communities forward. In addition to connecting neighbors to better paying jobs, we are exploring opportunities for entrepreneurship, job training and access to the innovation and technology initiatives occurring in the city. JUNTA Youth works to break the cycles of poverty, inequality and violence by laying the foundations necessary for youth to become New Haven’s next generation of leaders. Our after-school program provides children with academic support and the opportunity for artistic expression; our teen programming works with youth to acquire the leadership skills necessary to advocate for themselves and to find their voice around issues facing youth in the city; and summer camp experiences introduce children to the natural environment through workshops that encourage children to advocate for their health, the environment and its preservation. Junta is committed to doing its part to make New Haven a city were all can flourish. In order to ...

Service Categories
Primary Organization Category
Human Services / Family Services
Secondary Organization Category
Community Improvement, Capacity Building / Economic Development

Areas Served

New Haven
East Haven
West Haven
New Haven
Ansonia
Hamden
Wallingford
Branford
Milford
Orange
State wide

Junta advocates and provides services for residents of Greater New Haven, including (but not limited to) New Haven, Hamden, West Haven, Derby, East Haven, Ansonia, Wallingford and North Haven. The majority of our clients reside in New Haven.
Programs

JUNTA Youth

Description

JUNTA Youth promotes community-wide regeneration, laying the foundations necessary for youth to become New Haven’s next generation of leaders. The Neighborhood Place (TNP) helps working families and benefits at-risk children. It gives them the opportunity to share positive experiences with others and offers creative outlets to improve their social, personal and academic growth. In addition, the program provides a safe place for children in the crucial hours when they leave school but their parents are still at work and cannot return home to take care of them. Youth in Action (YIA) is a program designed to develop the leadership potential in every young adult. Young adults between the ages of 13-18 participate in different cohorts of Youth in Action to acquire the leadership skills to advocate for themselves and to find their voice around issues facing youth in the urban setting. Cohorts are designed to develop youth leaders of color, Latinx youth leaders, immigrant youth leaders and LGBTQ youth leaders. While developing their leadership skills, youth leaders work on finding ways to positively impact their environment. As they engage in the leadership curriculum, youth cohorts determine the ways to generate that impact. Teen leaders also engage in activities that promote college access, entrepreneurship and tech. Big Turtle Village is a five-day free camping trip for children, ages 8-12 who do not have the economic means to attend summer camp. The program is run completely by volunteers and located at Devil’s Hopyard State Park in East Haddam, Connecticut. The camp introduces children to the natural environment through workshops that encourage children to advocate for their health, the environment and its preservation.

Budget

$155,000.00

Category

Youth Development, General/Other / Youth Development, General/Other

Population Served

Children and Youth (0 - 19 years) / Hispanic, Latino Heritage / Poor, Economically Disadvantaged, Indigent

Program is linked to organization’s mission and strategy

Yes
JUNTA 360

Description

JUNTA 360 works with participants to acquire multiple governmental benefits, including Social Security Disability (SSD), Social Security Supplemental Income (SSI), Public Assistance (TANF/SAGA), SNAP, HUSKY, Energy Assistance, Housing, and Childcare Assistance. Non-governmental services include access to the Junta sponsored monthly mobile food pantry in collaboration with CT Food Bank and referrals to other area food pantries; referrals for clothing; assistance with acquiring a free cell phone; participation in our monthly diaper bank; referrals for free or reduced furniture; and 211 registration. JUNTA 360 partners with legal services providers to connect participants to free legal advice on civil matters through the Connecticut Women’s Education and Legal Fund (CWEALF). Participants are advised on child support, child custody, divorce, eviction proceedings, orders of protections (DV), and appeals for SSD/SSI. Cases that require representation are referred to pro-bono or low-cost attorneys. JUNTA 360 also partners with immigration legal providers, CT Shoreline Indivisible and New Haven Legal Assistance to provide immigrant participants with assistance on immigration matters. A dedicated Immigration Associate consults with participants on their cases to determine if legal representation is required. The Associate assists participants with document coordination for meetings with attorneys, interprets and laisses between participants and attorneys. Workshop on Know-Your-Rights and Family Preparedness are offered to address concerns immigrant participants may have as they acclimate.

Budget

$199,328.00

Category

Human Services, General/Other / Case Management

Population Served

Families / Hispanic, Latino Heritage / Poor, Economically Disadvantaged, Indigent

Program is linked to organization’s mission and strategy

Yes

Short Term Success

85% of participants will be prevented from slipping further into poverty because of our services and referrals. Over 90 families are receiving diapers from the diaper bank program will now have healthier babies and better financial stability. 80% of participants that applied for the furniture program receive furniture for their home and now can really call their house a home.

Long Term Success

Services in JUNTA 360 are designed to ensure households experiencing hardship or crisis are able to stabilize and reach a level of stasis that allows them to actively participate in their own betterment. Through coordinated case management, participants are screened for benefits and entitlements. Based on the results of the screening and the service sought by participants, a comprehensive service plan is developed. 90% of families involved in JUNTA 360 will have improved their financial condition because of access to services. For example, a participant will receive access to childcare services that will help the child in the future with a better education and will give the client opportunity to work. The participant will be provided with housing assistance that in the future will help the family pay a rent that they can afford based on their income.
Program Success Monitored By

We know the program is working based largely on case follow-up. The Program Director and support staff follow up with participants at three, six and nine months to determine their current status, any additional needs, and assessing next steps. We also utilize Results Based Accountability to determine how well we the program is benefiting the community and the level of services versus the need.

JUNTA Rises

Description

JUNTA Rises collaborates with participants to engage in acquiring the skill sets necessary for economic and social advancement. Computer proficiency, financial literacy, language and educational acquisition are economic motivators that can propel the economic advancement of Latínx, immigrant, and low-income individuals. ESL classes are offered to non-English speaking participants through Junta’s relationships with Literacy Volunteers and New Haven Adult Education. Classes are held onsite at Junta during the day and in the evening at Fair Haven School. Bilingual GED is offered in the evening at Junta to target working participants seeking job advancement. Two classes are offered to ensure there is an appropriate teacher to student ratio. Junta also registers participants for GED and Bilingual GED at New Haven Adult Education. The Adult Education Associate coordinates scheduling of classes, registering participants and facilitating the assessments for placement in classes. The Associate also tracks and records student performance. Computer Literacy classes for adults are held in English and in Spanish. Participants learn the basic computer skills needed to succeed in today’s job market. All students receive a certificate of completion at each level. Bilingual Job Readiness Workshops, such as conducting an online job search, completing an employment application, presentation for interviews and mock interviews are scheduled throughout the year. Junta also partners with the American Job Center at Workforce Alliance and local employers to connect participants to job leads. Financial literacy actively engages participants in household budgeting; managing credit; the benefits of banking over check cashing; and the consideration of savings through a bank. Junta offers three cohorts of the FDIC Smart Money Curriculum in Spanish to provide participants with practical knowledge, skills-building opportunities, and resources they can use to manage their finances with confidence. During Tax season, Junta serves as a VITA site. The program prepares tax returns for low-income clients at no cost. We also assist clients who don’t have social security numbers in obtaining ITIN (Individual Tax Identification Numbers) so they can file their taxes.

Budget

$152,000.00

Category

Community Development, General/Other / Community Economic Development

Population Served

Adults / Hispanic, Latino Heritage / Poor, Economically Disadvantaged, Indigent

Program is linked to organization’s mission and strategy

Yes
Leadership & Staff

CEO/Executive Director

Mr. Daniel Reyes

Term Start

Sept 2018

Email
daniel.reyes@juntainc.org

Experience

Mr. Reyes has been Executive Director of Junta since September 2018, and has 20 years of experience in the nonprofit sector. He worked at the New York Common Pantry for 15 years where he rose to Deputy Executive Director. While at the New York Common Pantry, he worked closely with the executive and development staff to increase their operating budget from 1.5 to 13.5 million. Mr. Reyes brings his experience in program design and development as well as executive leadership skills to Junta for Progressive Action.

Staff

Number of Full Time Staff 6
Number of Part Time Staff 8
Number of Volunteers 15
Staff Retention Rate 85%

Staff Demographics - Ethnicity

African American/Black 0
Asian American/Pacific Islander 0
Caucasian 1
Hispanic/Latino 13
Native American/American Indian 0
Other 0 0

Staff Demographics - Gender

Male 3
Female 10
Unspecified 1

Plans & Policies

Organization has a Fundraising Plan? Yes
Organization has a Strategic Plan? Yes
Years Strategic Plan Considers 5
Date Strategic Plan Adopted Dec 2012
Management Succession Plan? No
Organization Policy and Procedures  Yes
Nondiscrimination Policy  Yes
Whistleblower Policy  Yes
Document Destruction Policy  Yes

Former CEOs and Terms

<table>
<thead>
<tr>
<th>Name</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Kica Matos</td>
<td>Feb 2001 - Dec 2006</td>
</tr>
<tr>
<td>Ms. Sandra Trevino</td>
<td>Jan 2007 - Sept 2017</td>
</tr>
</tbody>
</table>

Senior Staff

Ms. Cheila Serrano
Title: Director, JUNTA 360

Ms. Letticia Cruz
Title: Office Manager

Ms. Agueda Ocasio
Title: Coordinator, JUNTA Youth

Formal Evaluations

CEO Formal Evaluation  Yes
CEO/Executive Formal Evaluation Frequency  Annually
Senior Management Formal Evaluation  Yes
Senior Management Formal Evaluation Frequency  Annually
Non Management Formal Evaluation  Yes
Non Management Formal Evaluation Frequency  Semi-Annually

Collaborations


Awards

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<thead>
<tr>
<th>Award/Recognition</th>
<th>Organization</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Award</td>
<td>Institution</td>
<td>Year</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>---------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Literacy Award</td>
<td>New Haven Public Library</td>
<td>2011</td>
</tr>
<tr>
<td>Elm Ivy Award</td>
<td>Yale University</td>
<td>2010</td>
</tr>
<tr>
<td>Hi5 High Impact Literacy Award</td>
<td>NewAlliance Foundation</td>
<td>2012</td>
</tr>
<tr>
<td>Elm Ivy Award</td>
<td>Yale University</td>
<td>2017</td>
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Board & Governance

Board Chair
Mr. Dominic Woolfrey

Company Affiliation
Bankwell

Term
Jan 2016 to Dec 2019

Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Oscar Willemsen</td>
<td></td>
</tr>
<tr>
<td>Mr. Liam Brennan</td>
<td>Connecticut Veterans Legal Center</td>
</tr>
<tr>
<td>Mr. Frederick DePoucq</td>
<td>Yale</td>
</tr>
<tr>
<td>Ms. Letamarie Highsmith</td>
<td></td>
</tr>
<tr>
<td>Ms. Adriana Joseph Arreola</td>
<td></td>
</tr>
<tr>
<td>Miriam Olivares</td>
<td>Clifford Beers</td>
</tr>
<tr>
<td>Peggy Rivage-Seul</td>
<td></td>
</tr>
<tr>
<td>Mr. Matthew Short</td>
<td>Chelsea Realty</td>
</tr>
<tr>
<td>Lisa Votto</td>
<td></td>
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</table>

Board Demographics - Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
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<tbody>
<tr>
<td>African American/Black</td>
<td>2</td>
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<tr>
<td>Asian American/Pacific Islander</td>
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<tr>
<td>Caucasian</td>
<td>4</td>
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<tr>
<td>Hispanic/Latino</td>
<td>4</td>
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<tr>
<td>Native American/American Indian</td>
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<tr>
<td>Other</td>
<td>0 0</td>
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</table>

Board Demographics - Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>5</td>
</tr>
<tr>
<td>Female</td>
<td>5</td>
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</table>

Governance

<table>
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<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
<td>Board Term Lengths</td>
<td>2</td>
</tr>
<tr>
<td>Board Term Limits</td>
<td>4</td>
</tr>
<tr>
<td>Board Meeting Attendance %</td>
<td>92%</td>
</tr>
<tr>
<td>Number of Full Board Meetings Annually</td>
<td>4</td>
</tr>
<tr>
<td>Written Board Selection Criteria</td>
<td>Yes</td>
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</table>
Written Conflict of Interest Policy: Yes
Percentage Making Monetary Contributions: 100%
Percentage Making In-Kind Contributions: 50%
Constituency Includes Client Representation: Yes

Risk Management Provisions:
- Accident and Injury Coverage
- Directors and Officers Policy
- Disability Insurance
- Life Insurance
- Medical Health Insurance
- Workers Compensation and Employers' Liability

Board Co-Chair:
Mr. Rafael Ramos
Company Affiliation: City of New Haven
Term: Jan 2014 to Dec 2016
Email: rramrfl@aol.com

Standing Committees:
- Board Governance
- Development / Fund Development / Fund Raising / Grant Writing / Major Gifts
- Executive
- Finance
### Financials

#### Fiscal Year Start
Jan 01 2019

#### Fiscal Year End
Dec 31 2019

#### Projected Revenue
$569,217.00

#### Projected Expenses
$800,017.00

#### Spending Policy
N/A

### Detailed Financials

#### Prior Three Years Total Revenue and Expense Totals Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$538,666</td>
<td>$801,589</td>
<td>$603,756</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$601,611</td>
<td>$736,712</td>
<td>$604,412</td>
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</table>

#### Prior Three Years Assets and Liabilities Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$500,982</td>
<td>$612,910</td>
<td>$467,767</td>
</tr>
<tr>
<td>Current Assets</td>
<td>$263,623</td>
<td>$367,697</td>
<td>$216,429</td>
</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>$0</td>
<td>$14,088</td>
<td>--</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$41,296</td>
<td>$76,191</td>
<td>$10,019</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$459,686</td>
<td>$522,631</td>
<td>$457,754</td>
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</tbody>
</table>

#### Prior Three Years Top Three Funding Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Funding Source &amp; Dollar Amount</td>
<td>DSS $147,510</td>
<td>CT Dept. of Social Services $226,860</td>
<td>DSS $234,527</td>
</tr>
<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td>The Community Foundation for Greater New Haven $85,380</td>
<td>The Community Foundation for Greater New Haven $141,400</td>
<td>Yale - DCF $98,283</td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td>City of New Haven $45,049</td>
<td>Concepts for Adaptive Learning $134,823</td>
<td>The Community Foundation for Greater New Haven $50,000</td>
</tr>
</tbody>
</table>

### Solvency

#### Short Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Ratio: Current Assets/Current Liabilities</td>
<td>6.38</td>
<td>4.83</td>
<td>21.60</td>
</tr>
</tbody>
</table>

#### Long Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-Term Liabilities/Total Assets</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
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</tbody>
</table>
Capital Campaign

Currently in a Capital Campaign?
No

Capital Campaign Anticipated in Next 5 Years?
Yes

Comments

**Foundation Staff Comments**
This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by the Foundation. Financial information is inputted by Foundation staff directly from the organization’s IRS Form 990, audited financial statements or other financial documents approved by the nonprofit’s board. The Foundation has not audited the organization’s financial statements or tax filings, and makes no representations or warranties thereon. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization’s profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.