

CALIFORNIA FARM LABOR CONTRACTOR ASSOCIATION



2024 IMPACT REPORT

www.calfca.org

916-389-1246

Messages From the CFLCA Leadership

Greetings CFLCA Members and FLC Community –

As another year comes to a close and 2025 begins to ascend over the horizon, we at the California Farm Labor Contractor Association are as focused as ever on our mission and vision: Enhancing the Farm Labor Contracting community through engagement, education, and advocacy by creating a safe and productive workforce that delivers food to the world.

This has been a transformative year at CFLCA. From lobbying on behalf of members in the halls of Congress, to enhancing our digital presence and capabilities to better serve our members, to bringing on a new passionate and enthusiastic Executive Director, this year has been all about preparing for the future to ensure we are prepared to meet any challenge that may come.

This annual report isn't just highlighting CFLCA's achievements over the past year, it's a report that shows how much we can accomplish as an industry when we all band together to better serve our community. CFLCA has the privilege of being that conduit in bringing together our members, our changemakers, to continually enhance our industry and those who work so hard to provide safe and healthy food to the world. CFLCA's impact is your impact.

Once again this year, you delivered on the Gabriel Gomez-Sandoval Scholarship fundraiser and provided over \$50,000 to support the children of farmworkers in their pursuit of higher education. CFLCA programs throughout the state were incredibly well attended and participating FLCs and their employees are well prepared to lead the industry.

To our members, sponsors, volunteers, industry partners, and staff – thank you for all you do.

Jeff Wenger, AgIS Capital
CFLCA 2023 - 2025 President

Dear CFLCA Members --

CFLCA was founded in 2009 to help FLCs navigate complex labor laws and promote best practices. As we round out our 15th year our mission remains steadfast amidst uncertain labor markets, supply chains, technological advancements, environmental pressures, and regulatory arenas. As we look to the future, I share my gratitude for the foundations we are building upon and the efforts of those that laid them. Thanks to their work CFLCA's impact, voice, and mission continue advancing.

The past year saw increased participation in higher quality engagement opportunities in-person, even extending across the country to Washington D.C. Closer to home, we have been investing to facilitate easier access to tools and looking forward we are focused on building out resources for you, our members, to balance competing demands with increased efficiency.

Our impact grows as we amplify our voice and develop stronger relationships with our political representatives, governmental agencies, and industry partners. Though combative rhetoric is common, we are committed to building upon the common ground we all share: we all strive towards the same goals of safety, health, and prosperity for our workers, our families, and our communities. Thank you to all our members and industry partners for working alongside us to this end, and thank you to the CFLCA Board of Directors, staff, and previous Executive Directors who have helped lay the foundations for future.

Kimberly Clark,
CFLCA Executive Director

Since 2009, the California Farm Labor Contractor Association (CFLCA) has served farm labor contractors and the agricultural industry, fostering safe, prosperous, and professional environments for workers and growers. California is the nation's largest employer of farm labor, with farm labor contractors accounting for 40% of the workforce, their role is indispensable and we strive to empower the farm labor community, making their voices heard on the issues impacting this essential industry. With a focus on education, we help members navigate complex regulations and promote best practices for more compliant, safer, and successful operations. We are committed to enhancing the farm labor contracting industry and ensuring its continued growth and success performing the vital services that keep healthy food on our tables.

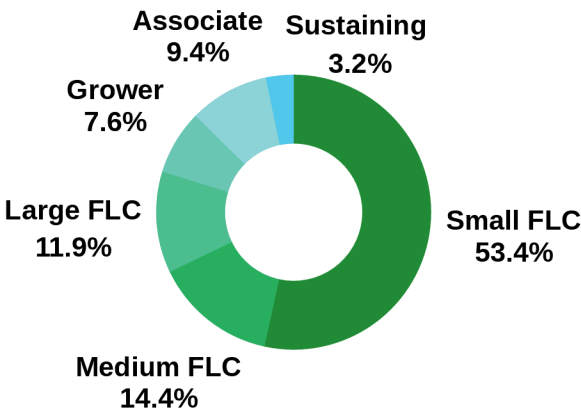


Enhancing the Farm Labor Contracting community through engagement, education, and advocacy.

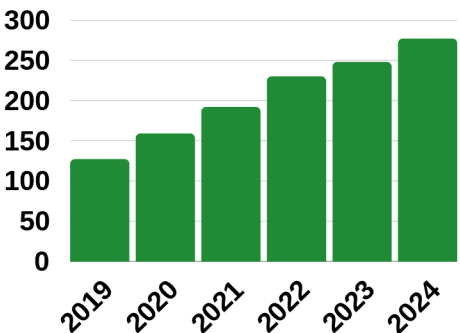
MEMBERSHIP IN REVIEW

277

MEMBERS IN 2024



11% Membership Growth in 2024



Newsletter Distribution

49%

OPEN RATE IN 2024
INDUSTRY STANDARD
IS ONLY 21%

4,499

RECIPIENTS EACH
WEEK

130+

MAILINGS IN 2024

CFLCA PROGRAMS

2,137

PARTICIPANTS IN 2024
CLASSES AND TRAININGS

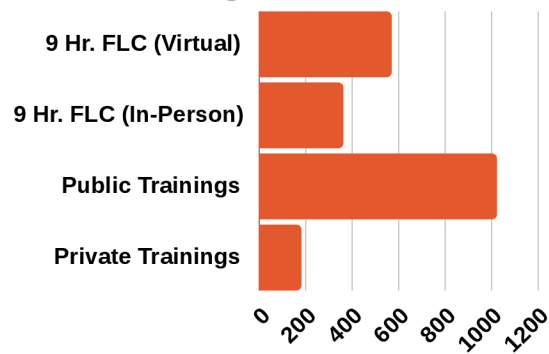
62

TRAININGS AND WEBINARS

932

9-HOUR FLC LICENSING
SEMINAR PARTICIPANTS

2024 Program Attendees



Member and Non-member Attendees



Amplifying the Voice of FLCs

CFLCA and the Bravo Ag Group returned to Capitol Hill in April 2024, fostering relationships and shedding light on the critical role FLCs play in agriculture for our nation's lawmakers. Participants met with legislative offices from across the nation to discuss pressing issues we are facing which threaten food and national security. Conversations focused on the burdens of rising costs; expanding regulatory requirements at the federal, state, and local levels; and the critical need to support a stabilized workforce. We fielded questions regarding the Farm Workforce Modernization Act and explained potential repercussions of mandatory E-Verify that would ripple through to our family dinner tables. With the Department of Labor we addressed the negative reputation that bad actors make for the industry and called for prioritizing enforcement to better protect workers and guide compliant employers.

23+

MEETINGS WITH
LEGISLATIVE
LEADERS



GABRIEL GOMEZ-SANDOVAL MEMORIAL FARMWORKER SCHOLARSHIP FUND

21

SCHOLARS SUPPORTED IN 2024

\$50,836

RAISED IN 2024



Thanks to the support of generous donors, CFLCA has awarded over \$330,000 in college and trade school scholarships to farmworker employees (or their children) of California farm labor contractors since 2016. CFLCA member company applicants receive preference and account for two-thirds of 2024 award winners. Students pursuing careers related to agriculture (mechanics, soil science, marketing, and beyond) are eligible for larger awards as we endeavor to support the ag industry and the growth and development of the next generation. Applications open in the spring—be sure to share it with your employees!

I am profoundly grateful for the academic support granted to me as a recipient of the Gabriel Gomez-Sandoval Memorial Farmworker Scholarship. I am truly honored to have been chosen for this award, and I deeply appreciate your support and generosity. As a Viticulture and Enology major at Santa Rosa Junior College, this scholarship will greatly assist me in achieving my academic and professional goals



My academic goals include transferring to a four-year institution such as UC Davis or Cal Poly to earn a bachelor's degree. My professional goals include establishing myself as a competent, philanthropic, and leading member of the wine industry, from the field to the tasting room.

This financial assistance will help me cover my housing, books, transportation, class-specific instruments, and other educational expenses, allowing me to focus more on my studies and less on financial concerns.

Once again, thank you for your generosity and support. I look forward to continuing to prove this generosity worth your investment.

Sincerely, Leonardo Rodriguez Guzman

We're excited to showcase our newly redesigned website, built to provide you with a more streamlined, user-friendly experience. We understand that your time is valuable, and we're committed to offering tools that simplify your day-to-day tasks. The new CFLCA website isn't just about improved functionality—it's about empowering you to run a more efficient, successful, and compliant business. Whether you're accessing resources, preparing for exams, or connecting with industry peers, our goal is to make your experience as smooth and rewarding as possible. Our new website offers a variety of enhanced features. Here's a look at new key features now available:

Simplified Membership Management

Managing your membership has never been easier! With our new website, you can easily update and manage your membership details, staff profiles, company bio, and public-facing information, ensuring you stay current with minimal effort.

Company-Wide Membership Discounts

We believe in making membership more accessible to your entire team. When you log in, everyone in your company will receive membership discounts and benefits. This feature ensures that all employees have access to the resources and tools they need, helping your business stay competitive and compliant.

Affiliated Company Directory

Our website now features an Affiliated Company Directory, making it easier than ever to connect with companies who specialize in supporting FLCs. This searchable directory allows you to find businesses and partners that align with your needs and who support CFLCA's mission of enhancing the Farm Labor Contracting Community through engagement, education, and advocacy.

Explore the New Website Today!

We invite you to explore the range of features that will make managing your farm labor contracting business easier and more effective. Stay connected and informed as we continue to develop resources to support you in building a brighter future for the agricultural industry.



Kimberly Clark
Incoming Executive Director



Nigel Bocanegra
Outgoing Executive Director

MEET THE CFLCA TEAM



Miranda Jachens
Membership &
Marketing Manager

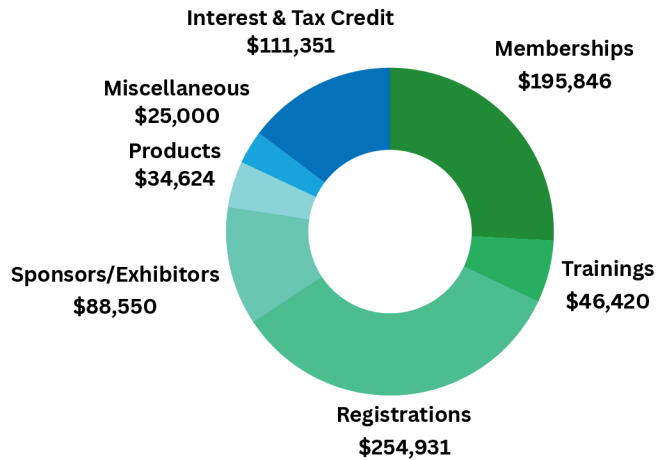


Miriam Krejci
Administrative Assistant

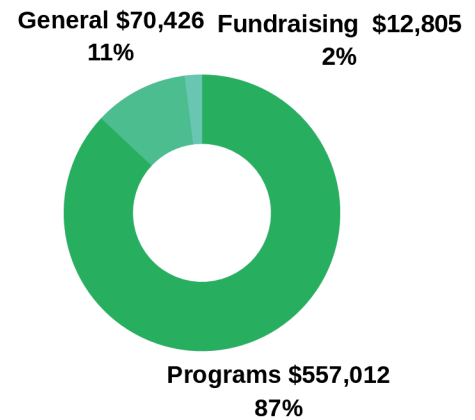


Jajaira Lermas
Programs Manager

2023-24 Fiscal Year Income



2023-24 Fiscal Year Expenses



2023-24 Fiscal Year Financial Statement

Assets

Cash & Cash Equivalent	\$401,775
Other Assets	\$727,502
Total Assets	\$1,176,492

Liabilities & Equity

Total Liabilities	\$128,654
Equity	\$1,047,839
Total Liabilities & Equity	\$1,176,492

2024/2025 CFLCA Board of Directors

Directors

Greg Anderson, Acrisure/DLL Insurance Agency
 Julia Belliard, Ag Personnel Management Association
 Mike Garza, Fruit Harvest Family, Inc.
 Javier Hernandez, Relation Insurance Services
 Chuck Herrin, Sunrise Farm Labor, Inc.
 Bill Krycia, Zenith Insurance Company
 Peter Nissen, Nissen Vineyards
 Erica Rosasco, Rosasco Law Group, LLP
 Jesse Sandoval, AG1 Packing and Harvest
 Kevin Steward, Steward Ag Services

Executive Committee

President -- Jeff Wenger, AgIS Capital
 Vice President -- Goretti Calvo, AGSocio
 Treasurer -- Blanca Wright, AgStaff Solutions, LLC
 Secretary -- Salvador Dominguez, Total Labor Force
 Immediate Past President -- Oscar Ramos, OFR, Inc.

Join our membership base to strengthen our united voice for greater impact as we face daily challenges and advocate for a better future.

Contact us at info@calflca.org or 916-389-1246

**Thank you to our 2024 annual sponsors
who help make CFLCA possible.**

Platinum Sponsors



Gold Sponsors



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