

Richmond NOW

A Total Plan for Safety & Opportunity



DEVELOPED BY THE CCISCO WEST COUNTY LEADER SUMMIT MEMBER INSTITUTIONS & PARTNERS: Bethlehem Missionary Baptist Church; St. Mark's Catholic Church; Temple Baptist Church; Reach Fellowship International; Word Impact Christian Center; Easter Hill United Methodist Church; Iron Triangle Local Organizing Community; Coalition to Save Adult Schools; and the Safe Return Community Research Team.

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WHO WE ARE

CCISCO: Contra Costa Interfaith Supporting Community Organization

CCISCO is a multi-ethnic, multi-generational, interfaith federation of 25 congregations representing over 35,000 families across the county. Since 1996, we have been organizing a voice for justice and equity in Contra Costa. CCISCO is a part of the PICO National Network which is made of up 53 faith-based community organizations in 17 states representing nearly 1 million families.

Here in Richmond, we have been active for many years and our leaders have made a tremendous impact on the community. Some of our accomplishments in the past several years include:

- Partnering with congregations and schools across the city to knock on 10,000 doors to turnout out 1,000 voters in last November's election (November 2008 and 2010);
- CCISCO leaders mobilized over 500 residents with our allies in the Richmond Equitable Development Initiative to fight against foreclosures and improve the city's foreclosure fine ordinance, establish just cause protections for tenants in foreclosed properties; hire local residents to rehabilitate and solarize abandoned properties which has resulted in over \$1.2 million in new revenue for Richmond and created dozens of new jobs (March 2009);
- Organized over 150 residents to meet with Supervisor Gioia to fight to preserve health care access for immigrant adults and securing \$1.5 million for funding for health services the past two years (March 2009);
- CCISCO leaders at St. Mark's helped over 50 legal residents in Richmond apply to become new citizens and worked with the Richmond Police Department to create a fair and humane policy to prevent towing of vehicles at checkpoints (August 2009-August 2010);
- CCISCO leaders in the Iron Triangle collected over 700 signatures to restore funding for the paving of Macdonald Avenue in the heart of the Iron Triangle (March 2010);
- CCISCO trained resident leaders from the Iron Triangle Local Organizing Community organized to bring sweeping changes, upgrades and renovations to the Nevin Community Center making it a model for the redevelopment of community centers across Richmond and helped to mobilize over 2,000 residents to celebrate the re-opening of the center (November 2009-March 2011);
- Creation of the "Mentor Richmond" program which is a partnership of CCISCO, Be A Mentor program, Office of Neighborhood Safety and WCCUSD to provide trained adult mentors for students at Kennedy High School and Richmond High School (November 2009 to present);
- Formation of the "Safe Return Community Researcher Team" which has trained Richmond residents who have come home from incarceration to build their skills as community researchers and organizers. The Safe Return Team has conducted hundreds of relational meetings and has led the Greater Richmond Re-Entry Collaborative strategic planning process. (August 2010 to present).

In April 2011, the CCISCO West County Leader Summit voted to launch the Richmond NOW campaign to advance a "total plan for safety and opportunity." This plan is the result of over 1,750 relational meetings over the past year and dozens of research meetings with public officials, policy experts and elected leaders. The proposals for action represent the hard work and aspirations of our nine member congregations and partners in the community who represent a diverse cross-section of nearly 9,000 families here in Richmond.

EXECUTIVE SUMMARY OF PROPOSALS FOR ACTION

SAFE SPACES

VISION & VALUES: Community centers need to provide safe and healthy spaces for young people to gather and should offer programs that meet the needs of the entire community. We believe that every Richmond resident—young and old—should feel safe, welcome and nurtured by our community centers.

PROBLEM: The Nevin Community Center is a good example of an important community center that had suffered from a lack of interest and funds. Despite a \$3.4 million renovation in 2008, the park still struggled to attract users.ⁱ

SOLUTION: The City of Richmond has made significant progress in stabilizing the Nevin Center. CCISCO leaders helped to convene over 2,000 Richmond residents to celebrate the grand re-opening of the center. In order to move forward, the City needs to invest in expanding programming that meets the needs of the entire community; adding additional, well-trained staff; and partnering with community-serving organizations to implement the programming.

ACTION: The Richmond City Manager and Richmond City Council need to allocate adequate funding in this year’s budget to expand programming at the Nevin Center.

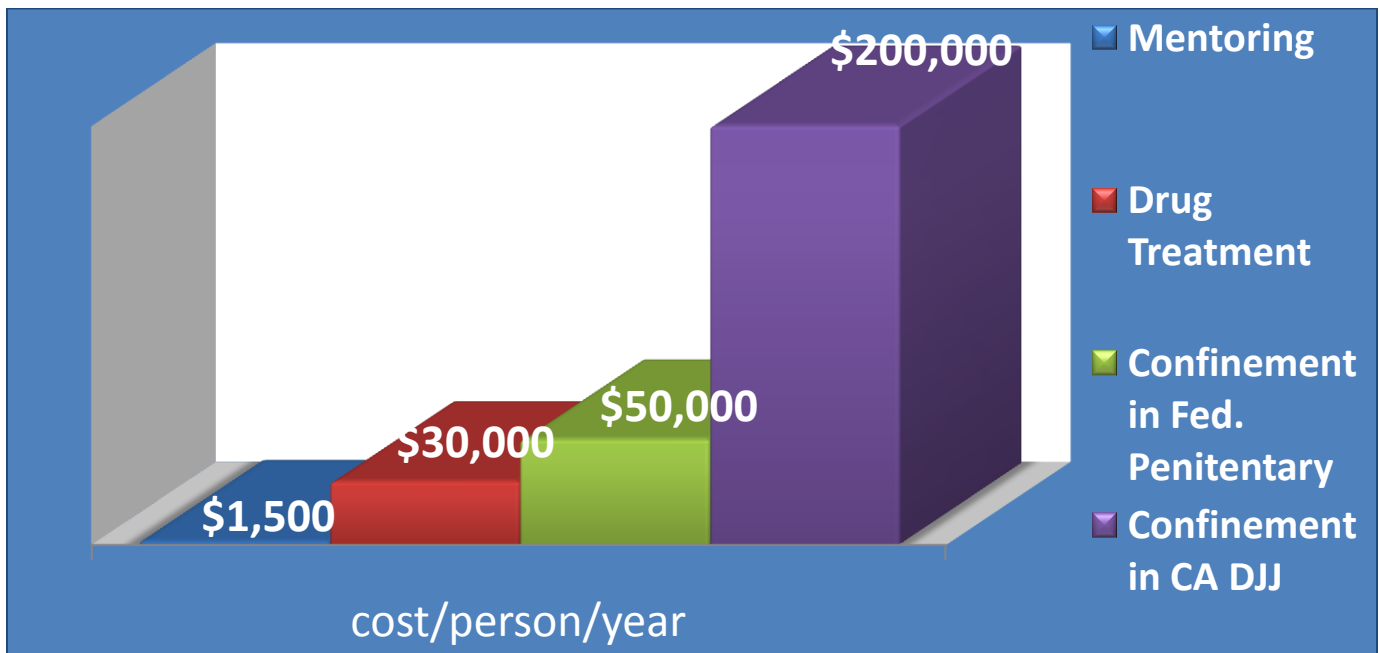
MENTORING

VISION & VALUES: We believe that every child in Richmond deserves to have a nurturing relationship and guidance with at least one adult outside of their family. There are no “throw-away” children in Richmond.

PROBLEM: Contra Costa County has the highest death rate for 16-24 year olds in the entire Bay Area.ⁱⁱ We have a 40-50% High School dropout rate which is nearly triple the state average.ⁱⁱⁱ If there is no effective intervention, as many as 70% of children with incarcerated parents will become involved with the criminal justice system.^{iv}

SOLUTION: Research shows that 98% of youth matched with mentors stayed in school and did not drop out. Research shows that mentoring is also the most cost-effective intervention. BMBC and CCISCO launched the Mentor Richmond initiative, along with our partners at Be A Mentor and the Office of Neighborhood Safety.

ACTION: WCCUSD needs to follow through on its commitment to adequately fund and staff the coordination of the program and to ensure that all students at Kennedy and Richmond High School have access to an adult mentor.



CEASEFIRE/ LIFELINES TO HEALING

VISION & VALUES: The community of Richmond is taking responsibility for protecting its youth and neighborhoods. We believe that everyone has a right to feel safe in their community.

PROBLEM: Richmond is the 2nd most violent city in the state and 11th most violent municipality in the country (per capita). Its violent crime rate is 160% greater than the state average and 225% greater than the national average.

SOLUTION: We are seeking an equal partnership with law enforcement and city government offices to implement the Ceasefire initiative. Ceasefire offers the best hope for a real and transformative collaboration between city residents, law enforcement, city departments like the Office of Neighborhood Safety, the religious and church community, and social service providers. It is a proven model that achieves near-term reductions in violence from 37-63%.^v

ACTION: The Richmond City Council, the Richmond Police Department, the Office of Neighborhood Safety, and the broader community need to adopt Ceasefire/Lifelines as the comprehensive youth violence prevention and intervention strategy for the city of Richmond.

RICHMOND MUNICIPAL IDENTIFICATION

VISION & VALUES: We believe that in order to make our city a unified Richmond we must welcome all our residents into our larger society. We come from different backgrounds, experiences and cultures and we believe that we can come together and celebrate our diversity through our collective action to change our city for the better.

PROBLEM: There are many people who are currently excluded from being part of our great city because they lack formal identification. Half of the people who have been deported by Immigration and Customs Enforcement in Contra Costa County were never convicted of any crime.^{vi}

SOLUTION: We need a Richmond Identification Card that will help bring us all together and recognize all of our contributions and talents.

ACTION: We want the Richmond City Council to adopt an ordinance to create a Municipal Identification Card in Richmond.

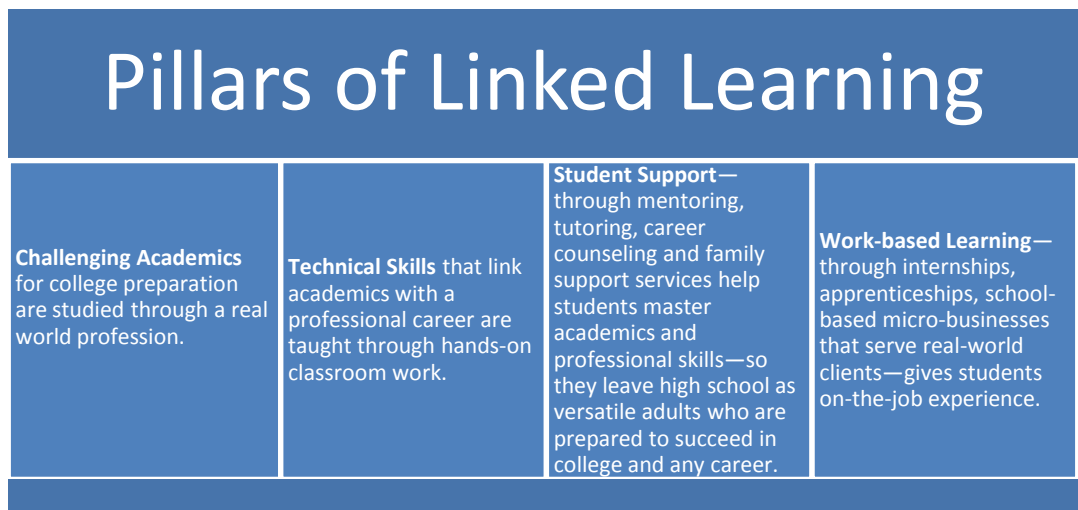
LINKED LEARNING

VISION & VALUES: All children deserve the opportunity to succeed and fulfill their dreams.

PROBLEM: Currently, our Kennedy High School and Richmond High School Academies are lacking in mentors, job internships, and staff to truly fulfill the Linked Learning experience.

SOLUTION: Richmond High School and Kennedy High School academies must be funded and provided with resources to increase their capacity and results. The Linked Learning approach can cement opportunity and give every child the chance to focus on career and college.

ACTION: We need the West Contra Costa Unified School District Board needs to commit to finding ways to increase the number of job internships and materials to the Academies at Richmond High School and Kennedy High School.



ADULT EDUCATION

VISION & VALUES: We believe that all community residents must be afforded the opportunity to learn. Education is the cornerstone of our democracy because an educated adult population translates into an educated young population.

PROBLEM: Cuts to WCCUSD Adult Education over the course of the past years has put the program in jeopardy, any further cuts will lead to loss of vital services to the community. These cuts have benefitted non-Title I schools to reduce their classes, while leaving many low income adults with fewer opportunities.

SOLUTION: We need to find ways to continue the Adult Education programs at WCCUSD and weather this financial storm. Adult Education is about parents AND their children. We need to stop the practice of cutting from Adult Education funding to offset cuts to non-Title I schools.

ACTION: We need the WCCUSD Board to commit to work with CCISCO to prevent harmful cuts to Adult Education and to find creative ways to ensure that Adult Education does not disappear from our community.

PREDATORY TOWING

VISION & VALUES: We are a community that believes in the financial and economic interdependence of all families. We also believe that a hardship to one group is a hardship to all. Richmond residents want to provide for their families.

PROBLEM: Though Richmond has made significant progress in reforming towing practices at checkpoints, it has become clear that predatory towing continues to plague low income communities in Richmond. The practice of towing a car for 30 days puts families in financial distress and prevents hard working people from getting to work and dropping their children off at school.

SOLUTION: The creation of a towing policy that is fair and humane will ensure that families are not the victims of predatory towing. This policy will also allow families to keep a financial foothold and to pump money back into our local Richmond economy.

ACTION: We have the commitment of Chief of Police Chris Magnus to work with CCISCO to create a towing policy that is fair and humane. We are asking our City Council representatives to support our effort in creating a policy that will not hamper our families' progress and financial independence.

SAFE RETURN

VISION & VALUES: We area community that believes in renewal. We understand that we have all had struggles, made mistakes and are compelled by our deep need for community to seek redemption. We value restorative justice and the intentional work of re-connecting members of our community.

PROBLEM: Richmond, like many California communities is poorly prepared to reintegrate a tidal wave of formerly incarcerated men, women and young people who are being released daily back to their communities of origin. There are about 2,000 residents in Richmond, North Richmond and San Pablo that are currently on parole or probation. Thousands more are no longer on probation or parole but still face challenges when accessing employment, housing, and services due to past involvement. In recent years, about two thirds of residents going to prison had already been incarcerated before.^{vii} More than 1,300 former residents are expected to come home from incarceration before the end of the year.

SOLUTION: Communities across the Bay Area are developing programs that offer real support to those returning from incarceration – programs that offer educational opportunities, job training and jobs, housing, healthcare (including mental health care), transportation assistance and other important services. These programs result in the decline of recidivism and safe and healthy communities.

ACTION: We ask all of our public officials to join the Safe Return Team and members of the community in establishing the appropriate ordinances, policies and funding initiatives that will lead to the development of a One-Stop Service Center (one offering services in housing, jobs, education, transportation, healthcare and other basic needs) for those returning from incarceration.

RICHMOND NOW: A NEW NARRATIVE

THE INNER STRUGGLE OF A COMMUNITY ORGANIZER: Biblical Reflections on Nehemiah 1

We need to remember that the pains of a broken community are normally caused by broken covenants. The breakthrough of a community organizer is when he or she sees the divine value in the people of the broken community. When we view people as God's people, no matter how broken their circumstances, their value is increased. The transformation and rebuilding of broken communities must be internalized as being consistent with the will of God. God wants our communities restored!

Rev. Dr. Alvin Christopher Bernstine, Bethlehem Missionary Baptist Church, CCISCO

The City of Richmond has long been known as the gritty industrial “Pittsburgh of the West” and a main birthplace of the “Rosie the Riveter” icon during the World War II era. At the height of the war effort, Richmond was host to “56 different war industries, more than any other city of its size in the United States,” which expanded opportunities to many who had been formerly shut out of the labor market. When manufacturers began to shut their doors, local employment dried up. This contributed to segregated, chronically poor neighborhoods and led to the decline to Richmond’s once vibrant downtown. Discrimination against the African-American community exacerbated this problem as many African-Americans who worked at the shipyards were now shut out of the regional job market. Many of the major industries did not have a successful record at providing local employment and created profound health risks for the local communities.^{viii}

Over the past thirty years, Richmond went from being celebrated as a “model city” to being portrayed as a violent and dangerous place. The crisis in public confidence reached a high point when the West Contra Costa Unified School District incurred \$42.5 million in debt when the then-named **Richmond Unified School District** went bankrupt in 1990 and the state, under court order, financed district operations.^{ix} Over the past twenty years, Richmond has consistently been listed as one of the most violent cities in California and the country and has made national headlines in recent years with particularly graphic violence in schools and even shootings at religious congregations.^x

Natalia Lawrence captured this decline in the conditions of life in many Richmond neighborhoods when she wrote, “the Iron Triangle Neighborhood in Richmond California is one that is plagued with panoply of inner city social, physical and environmental ills. Once the center of community life, the retail and cultural hub of the city through the 1950s and 60s, the past 30 years has seen a steady decline in the quality of life for its now 11,000 residents. Today, the Iron Triangle has become a center for drugs, crime, violence and physical degradation.”^{xi}

BUILDING A LEGACY OF LEADERSHIP

Despite all of these tremendous challenges, Richmond is on the verge of incredible change. A new narrative is emerging and community leaders are dedicating themselves to the renewal of this proud city. Over the past year, CCISCO leaders have engaged their neighbors in over 1,750 relational meetings. They have gone door to door; held small group meetings in their homes and congregations and schools. They have begun to replace the old patterns of isolation and desperation with a newfound spirit of community and transformation.

CCISCO have been deliberately and intentionally building relational power that crosses racial, generational, neighborhood and class lines. Over 140 Richmond residents have participated in daylong leadership training and five new congregations in Richmond have become CCISCO members over the past year. There is a new spirit that is moving among the people of Richmond.

MULTI-RACIAL ALLIANCES

“Diversity doesn’t mean division,” declares Rev. H.C. Washington, pastor of Garden of Peace Ministries, exemplifying the new spirit of solidarity and unity that is taking hold in the city. Richmond has had a significant African-American community since the “Rosie the Riveter” days as the second migration brought former sharecroppers from the South to come and work in the Kaiser Shipyards.^{xii} Over the past two decades, Richmond has become increasingly diverse, with a vibrant Southeast Asian immigrant community and a growing Latino immigrant community. There is a growing spirit of multi-racial solidarity that portends well for the future of democracy and community in Richmond.

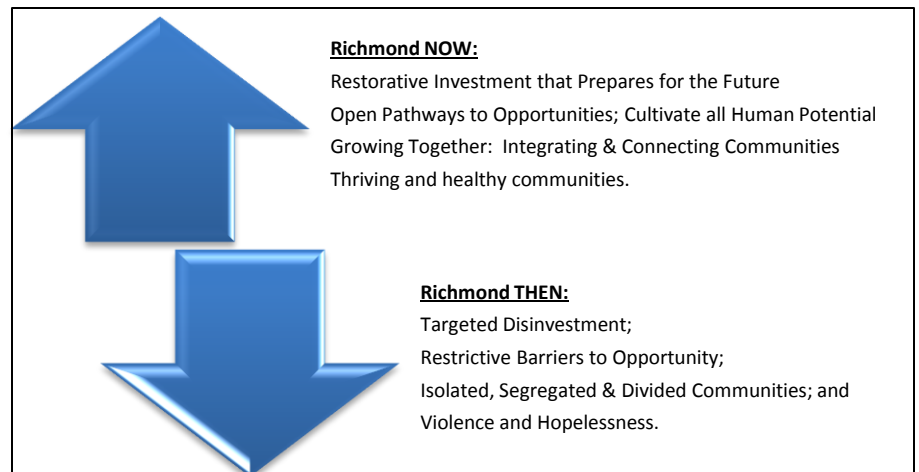


W.E.B. DuBois captured the challenge and opportunity facing Richmond when he wrote that “there can be no perfect democracy curtailed by color, race or poverty. But with all we can accomplish all, even peace.”

“Our power comes from our suffering,” CCISCO leader Jose Reyes related at a recent leader summit in Richmond. “We have common pain, but also a common dream and vision for the future.”

A TOTAL PLAN

“This vision of a new community is built upon connecting visionary young people with dream-filled adults,” shares Rev. Dr. A.C. Bernstine. “This is the mark of a redemptive community.” Richmond NOW is a total plan to build a “redemptive community” that promotes safety and opportunity for all residents. The plan focuses on prevention; intervention; and integration as complementary strategies to drive a “wheel of change” in Richmond.



The “old Richmond” was marked by targeted disinvestment and restrictive barriers to opportunity. This led to isolated, segregated and divided communities and prevalence of violence and hopelessness. Richmond NOW focuses on restorative investment that prepares for the future and opens pathways to opportunities that cultivates everyone’s potential. This builds integrated, thriving and healthy communities. Creating policies that promote immigrant integration such as Municipal Identification Cards and fair and humane towing policies builds a more integrated and connected community. Investing in mentoring initiatives and improving community centers opens pathways to opportunity for everyone. Preserving and strengthening education programs such as the linked learning initiative and adult education programs makes Richmond a stronger community.

WHAT IS CEASEFIRE? LIFELINES TO HEALING

“Our initiative will be successful only if we begin to put the prison-industrial complex out of business. We want to move from the policing the community to building the community,” says Dr. Bernstine. CCISCO and the PICO National Network are deeply committed to creating pathways out of violence. The “Ceasefire” model is a nationally recognized model that reduces serious street violence and recidivism among young men at the highest risk of violence. It does this by building the capacity of communities to connect to these young men and provide them with improved economic and educational opportunities. It also promotes community-level reconciliation that is a lifeline to healing.

The “Ceasefire/Lifelines” model is built on mission-driven partnerships that use facts to inform action. There is a thorough problem analysis that provides real information to create a targeted strategy. It shifts the dynamic so that police are no longer seen as an “occupying force” in neighborhoods and allows them to focus on people who are at persistent high risk of violence. The model is built on “respectful face to face communication” to deliver a message of anti-violence, but also requires a commitment of opportunities, support and real accountability. It relies on “call ins” which are small meetings with the highest-risk young men and women, their supporters, law enforcement and community representatives. It is usually conducted in a place of community importance, such as a church or community center. It relies on narrowing enforcement to those at highest risk of being at either end of violence.

The community plays a critical role in the success and sustainability of the initiative. The community has a key role in holding public officials accountable; changing the conduct of police; sustaining the effort so that communities are truly safe and secure; and building real and credible opportunities for young men and women at proven risk of violence. This initiative—when done well—results in a fundamental redefining of the relationship between communities and law enforcement; it achieves immediate reductions in violence from 37-64%; and it reduces recidivism among participants. CCISCO and our member congregations in Richmond are deeply committed to making the Ceasefire/Lifelines initiative in Richmond an equal partnership between law enforcement and the community.

COMING HOME: A STORY OF RENEWAL

Over the past nine months, CCISCO has partnered with the Pacific Institute and the Office of Neighborhood Safety in launching the “Safe Return Community Research Team.” CCISCO has hired and helped to train seven formerly incarcerated Richmond residents as community researchers and organizers. The Safe Return Community Research Team is a group of formerly incarcerated Richmond residents working to strengthen the relationship of people coming home from incarceration and the broader community. Breaking the cycle of incarceration and crime will take changes in the way our community relates to members coming home, and positive leadership by formerly incarcerated residents contributing to the greater community. We are carrying out research, community organizing, and policy advocacy to build our community’s power to make this change.



There are about 2,000 residents in Richmond, North Richmond and San Pablo that are currently on parole or probation. Thousands more are no longer on probation or parole but still face challenges when accessing employment, housing, and services due to past involvement. In recent years, about two thirds of residents going to prison had already been incarcerated before.^{xiii} Incarceration affects individuals, families, and the community in profound ways. Children with incarcerated parents tend to have a variety of emotional and psychological problems, including anxiety, withdrawal, depression, and recurring aggression.^{xiv} At the community- or neighborhood-level, high rates of incarceration diminish community stability, as families coping with the stigma, anxiety, and financial hardship of an incarcerated relative withdrawing from community life.^{xv} This cycle of incarceration disproportionately affects Black and Latino families. African Americans comprise 6% of California's population and 29% of the prisoners and parolees.^{xvi} Improving the health, economic opportunities, and wellbeing of Richmond communities depends on us breaking the revolving door between our neighborhoods and the criminal justice system.

The Safe Return Team has conducted hundreds of relational meetings with adults on probation and parole and community members. They have participated in more than 75 hours of training on scientific research methods and community organizing strategies and best practices for violence prevention. They have been an instrumental part of developing the Greater Richmond Community Reintegration Collaborative to develop a strategic plan for reentry in Richmond. They have also met with over 10 organizations in the Bay Area and around the country to learn about successful models of reintegration, violence prevention and sustainable economic development.

They are leading a powerful new effort to promote restorative justice in congregations and community institutions across the region and are advancing proposals for real change to ensure that people coming home to Richmond are welcomed and provided real opportunities to restore their lives.

CLOSING SUMMARY

Richmond NOW is a total plan for safety and opportunity. The Proposals for Action form a comprehensive "wheel of change" that impacts every sector of our community. Richmond NOW focuses in three crucial areas: prevention; intervention; and integration.

PREVENTION: Creating safe spaces for all residents in every neighborhood; providing well-trained mentors for every young person in the city; promoting educational pathways that making school relevant and prepare every young person for work and college.

INTERVENTION: Building an equal partnership between the community and law enforcement to design, implement and govern the Ceasefire Initiative to bring a proven and transformative model to reduce violence in Richmond.

INTEGRATION: Enact city policies that promote and encourage immigrant integration by instituting a municipal identification card for Richmond and ending predatory towing policies; preserving vital adult education programs that provide a bridge to opportunity for all sectors of the community; and adopt the strategic plan for re-entry developed by the Greater Richmond Reintegration Collaborative and the Safe Return Community Research Team and establish a one-stop center to support Richmond residents coming home from incarceration.

This plan is the result of over 1,750 relational meetings over the past year and dozens of research meetings with public officials, policy experts and elected leaders. The proposals for action represent the hard work and aspirations of our

nine member congregations and partners in the community who represent a diverse cross-section of nearly 9,000 families here in Richmond. It represents a total plan for the renewal of Richmond.

ⁱ “Renovated Nevin Community Center rejuvenates Iron Triangle neighborhood,” Richmond Confidential, Christina Lopez, March 4, 2011.

ⁱⁱ Kidsdata.org, a program of the Lucille Packard Foundation for Children’s Health.

ⁱⁱⁱ “Building Robust Partnerships to Support Green Collar Job Training Initiatives,” presentation prepared by Sal Vaca, director, Employment and Training, City of Richmond.

^{iv} WEBSITE

^v “Partnership and Strategy Overview: Role of the Faith Community in Ceasefire,” prepared by Stewart Wakeling, Public Health Institute and Safe Community Partnership, May 2011.

^{vi} “All of California Now Linked up to Immigration Enforcement Network,” Matt O’Brien, Contra Costa Times, February 25, 2011.

^{vii} California Department of Corrections, Offenders Information Service Branch (2009). *County and region of parole, calendar year 2009*.

Sacramento, CA: California Department of Corrections. Retrieved from

http://www.cdcr.ca.gov/Reports_Research/Offender_Information_Services_Branch/Annual/MISC5/MISC5d2009.pdf

^{viii} “Growing with Purpose: Residents, Jobs, and Equity in Richmond, California,” East Bay Alliance for a Sustainable Economy, a publication of the Richmond Equitable Development Initiative, April 2007.

^{ix} “Plan Devised to Aid Richmond Schools: But Gov. Wilson lays foundation for a court fight, saying California cannot bail out every district in trouble because of its own mismanagement,” Richard C. Paddock, Los Angeles Times, May 1, 1991.

^x “2 Teens Shot During Church Service,” Demian Bulwa, San Francisco Chronicle, February 15, 2010.

^{xi} “Renewing Hope, Restoring Vision: Progressive Planning in Our Communities,” by Natalia Lawrence, Richmond California Planning Department, prepared for the 1996 Planners Network Conference.

^{xii} “The Great Migration in Historical Perspective: Getting There, Being There: African-American Migration to Richmond, California, 1910-1945,” Shirley Ann Moore, 1991, Indiana University Press.

^{xiii} California Department of Corrections, Offenders Information Service Branch (2009). *County and region of parole, calendar year 2009*.

Sacramento, CA: California Department of Corrections. Retrieved from

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^{xiv} Parke, R. D., & Clarke-Stewart, K. A. (2003). The effects of parental incarceration on children: perspective, promises, and policies. In J. Travis and M. Waul (Ed.), *Prisoners once removed: the impact of incarceration and reentry on children, families, and communities*. (pp. 189-232). Washington, DC: Urban Institute Press.

^{xv} Rose, D. R., & Clear, T. R. (2003). Incarceration, reentry, and social capital. In J. Travis and M. Waul (Ed.), *Prisoners once removed: the impact of incarceration and reentry on children, families, and communities*. (pp. 189-232). Washington, DC: Urban Institute Press.

^{xvi} California Department of Corrections (2008). “Table 45b, Male Felons First Releases to Parole by Offense and Time Served on Prison Sentence, Calendar Year 2008”. *California Prisoners and Parolees 2008*. Sacramento, CA: State of California. Retrieved from

http://www.cdcr.ca.gov/Reports_Research/Offender_Information_Services_Branch/Annual/CalPris/CALPRISd2008.pdf

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