Ray Abril, Jr. elected President of Colton School Board

Ray Abril, Jr., a member of the Board of Education since 1973, was named president for 1997 in the Board's annual reorganizational session on December 12.

Donald Alvarez, who served as president for the past three years, assumed Abril's office of clerk of the Board. Pat Nix was reelected vice president. Abril thanked his fellow Board members for electing him president, and said he is looking forward to the challenge.

"I appreciate the confidence the Board has in my leadership. Let me tell you, we have a lot of exciting things coming up in the Colton Joint Unified School District, and by working together, we can get them done."

Alvarez remarked on the privilege it had been to serve as president between 1994 and 1996. During that time, college going rates rose significantly, while dropout rates made a dramatic decline.

Other elected officers were Marge Mendoza who was named representative to the San Bernardino County Committee on School District Organization, Abril, who was named to a two-year term on the Colton-Redlands-Yucaipa Regional Occupational Program Board; Pat Nix, who was elected ROP Board member replacement; and Kawika Smith, who was chosen alternate ROP Board member.

Anticipating the Reign of Justice

The 1996 Christmas Message of Bishop Gerald R. Barnes

As we enter into this Season of Holiness, my heart is filled with gratitude for the many gifts received this past year, as well as for the many challenges that we as a Diocese met and overcame in 1996.

My appointment by the Holy Father as second Bishop of San Bernardino filled me with foreboding but also with a sense of awe and humility that the Lord would, through the Holy Father, entrust me with this most sacred task. During the Rite of Reception last Spring, there was, indeed, a sense that a marriage had taken place. Since that time, I have come to feel wedded to this Diocese. It is a deeply felt, deeply honored commitment between Pastor and People, one I feel especially honored to have made.

The months that have followed my installation have seen a great many changes realized in the Diocese. We have settled most of our diocesan ministries in a modern, new Pastoral Center, a center that is used by many in the Diocese. We have reorganized these ministries to make them more accessible and serviceable to the Parishes. We have reorganized the Vicariates and are in the process of strengthening the role of the Vicars Forane. Most importantly, we have, in the first two phases of our diocesan Pastoral Planning Process, surfaced the critical issues our ministries—diocesan and parochial—must begin to address. And we have gathered input for the formulation of a new diocesan Vision that will help us to address those issues, and that will

Continued on back page

1996 Was a Turning Point in Latino Success and Empowerment

Another year is ending and it has been a busy twelve month period, and for Hispanics, specifically, there have been minimal drawbacks, however, in general, tremendous progress has been accomplished in education, politics, social issues, health, welfare and other areas that have a direct impact on our everyday lives.

More and more we witness young Hispanics graduating from colleges, universities and trade schools and who have been more able to successfully acquire suitable positions and careers comparable with their respective education and experience.

We have observed others who have grown professionally through commitment and hard work and ultimately gain recognition and security, thus opening future advantages for upward mobility. Simultaneously there has been other positive activities and trends happening in our (Hispanic) society that gives a good feeling of progress and, at least, the development of trends which are good indicators that we, as Hispanics, are not in a backward or static situation.

However, the trend, we should not (more specifically, should never) be complacent in the (small) progress made to date. There is much to be accomplished because we have not achieved that comparable level of accomplishments with mainline society and in many instances, the expectations that we have set forth for our Hispanic society. We have, on an everyday basis, still experience and feel those actual and artificial barriers that have been thrust in front of us for these many decades.

Let us briefly review major highlights for this year:

There are many more young children that are attending our elementary and higher learning schools as a result of the overwhelming Hispanic population, both native born and immigrants. We have witnessed the strong presence of our young people attending colleges and universities, enjoying and learning the level of education which allows equal opportunities to compete in the real world of work.

Parents and community persons should continue to encourage our young population to acknowledge the advantages of a higher education. We should, as a group, help in seeking the financial and scholarship resources available to students in higher education in order to prevent (the students) from the responsibility of having two or more jobs to pay for their education and secondly,

Continued with photos on pages 4 & 5
Inland Empire Hispanic News

Latino Vote 2000 Applauds UN Appointment
Reaffirms call for Two Hispanic Cabinet Secretaries

(Los Angeles, CA) - Latino Vote 2000, a national group of prominent Latino political leaders, today praised President Clinton's appointment of Congressman Bill Richardson as US Ambassador to the United Nations.

Citing the tremendous increase in Latino voter registration, this year's record turnout of Latino voters and their unprecedented support for President Clinton, and Vice President Gore, members of the coalition today also reaffirmed their position on appointing at least two Latinos as Cabinet Secretaries.

In a December 4th White House meeting with Vice President Al Gore, Chief of Staff Erskine Bowles, and HUD Secretary Henry Cisneros, the group detailed how Latinos voted in the administration's election in November. Citing the tremendous increase in Latino voter registration, the group reaffirmed their position on appointing at least two Latinos as Cabinet Secretaries.

Richardson, a Latino from New Mexico, and Latino Vote 2000 Coordinator Gonzalez noted that, "The day-to-day dynamics of public policy can be taught in a classroom," said Latino Vote 2000 Coordinator Gonzalez.

Speaking for the group, Gonzalez concluded, "We anxiously await the results of the administrations deliberations with regard to appointing Cabinet Secretaries for the Departments of HUD, Labor, Transportation, Energy and Interior."

NALEO EDUCATIONAL FUND ANNOUNCES 1997 SUMMER LEGISLATIVE INTERNSHIP PROGRAM

Los Angeles, CA. (December 9, 1996) — The National Association of Latino Elected and Appointed Officials (NALEO) Educational Fund and Shell Oil Company have begun a nationwide search for qualified Latino college and university students interested in an intensive six and a half week summer legislative internship program. The NALEO Summer Legislative Intern Program is designed to give students a behind-the-scenes look at how public policy is developed and implemented at the state and federal levels. Applications must be received by Friday, February 28, 1997.

"The day-to-day dynamics of policy making and public service cannot be taught in a classroom," said NALEO Executive Director Arturo Vargas. "We feel it is important to develop our next cadre of Latino leaders in an environment where key decisions are made."

During the six and a half week program, participants will travel to their state capitals, local county and city halls and Washington, D.C. to work with legislators and their staffs. Interns will perform a variety of important functions including research, monitoring hearings and preparing briefing papers. They also will meet with White House representatives, advocacy organizations and the media.

Students must be residents of these states, but do not need to attend school in these states. Interns will receive a stipend, transportation and accommodations at NALEO's Annual Conference and at George Washington University in Washington, D.C.

Applications and pro-ram information are now available by going to our World Wide Web page at http://www.naleo.org, or by writing to: NALEO SLIP Program, 3409 Garnet Street, Los Angeles, CA 90023, or by calling 213-262-8503 ext 31.

Second Annual Regional Network for National and Youth Service Conference

The second annual Regional Network for National and Youth Service Conference will be held January 23 and 24, 1997 at the Conference Center, at the Riverside County Office of Education, 3939 Thirteenth Street, Riverside, The Volunteer Center of Greater Riverside and the Volunteer Center of the Inland Empire are cosponsoring the conference.

The cost to attend is $65, including meals and materials. Special student rates are $40 for both days or $20 for one day. Registration deadline is January 17, 1997, Space is limited. For more information, contact Robin LeMay at the Volunteer Center of Greater Riverside at (909) 686-440.

Local Mexican American Golf Association helps Home of Neighborly Service with funds for Christmas

Just when it looked like the Home of Neighborly Service would not have enough food or toys to complete their Christmas baskets, the members of the Mexican American Golf Association (MAGA) came to the rescue.

On December 19 the Board of Directors of MAGA donated $400 to complete the Christmas baskets MAGA raises its charity funds by charging participants its monthly golf tournaments one dollar each. Tournament proceeds are held at different South Shore locations from Palm Springs to Loughlin, Nevada.

MAGA spokesman Hiram Diaz said, "The San Bernardino MAGA organization is thankful that they were able to assist the Home of Neighborly Service help local families have a better Christmas."
Wednesday, December 25, 1996

PEACEBUILDERS STUDENT WINS TRIP TO WASHINGTON D.C.

A surprise awaits Allison Knight, age 9 at Madison Elementary School in Riverside. Allison is the winner of the PEACEBUILDERS DRAWING TO WASHINGTON D.C. SPONSORED BY DELTA AIRLINES. "I’m so excited - Allison will be so thrilled," her mother, Sharon Ontiveros, stated, "She never has been to the White House. Madison Elementary is one of 70 elementary schools and after-school sites implementing PEACEBUILDERS throughout Riverside and San Bernardino counties. PEACEBUILDERS is an effective School-wide violence prevention program that teaches elementary school children to: PRAISE PEOPLE, GIVE UP PUT DOWNS, SEEK WISE PEOPLE, NOTICE HURTS, AND RIGHT WRONGS. The program is for children during their formative years (elementary school age), is reinforced in a school setting, requires parent participation, and encompasses an entire community.

PARENTING CLASSES FOR PARENTS OF “STRONG-WILLED” OR “OUT OF CONTROL” KIDS

In recent years there has been much concern from parents of “strong-willed” or “out of control” children to seek assistance from agencies in the community on ways to reach their children before they cause more damage to themselves or others.

On Wednesday, January 15, 1997, the Ontario Police Department’s Crime Prevention Unit will begin facilitating The Parenting Project - Parenting Class for parents of children who are “out of control or, strong-willed.” This class will be held every Wednesday for sixteen weeks (ending on Wednesday, April 30, 1997), with each meeting session lasting three hours, the class will be held at Westwind Community Center - 2425 Riverside Dr., Ontario.

The Parenting Project is a highly structured parenting skills program created to help parents prevent and intervene in the most destructive of adolescent behaviors. The Parenting Project meets the specific needs of parents with strong-willed or out of control children, offering practical, no nonsense solutions to the problems parents face today.

The goal of the program is to reduce inappropriate discipline, school and community violence, teen drug and alcohol use, family conflict, and improve children’s school attendance and performance. This program is a versatile parenting skills program that has been successfully incorporated with school and community based education and intervention programs nationwide.

The class size is limited to 40 parents so that each parent can receive the “hands-on” training they need and the special attention from the instructors - both parents of an “at-risk” child are encouraged to attend. The class is FREE, however, there is a cost of $25.00 for class workbooks. Anyone interested in attending the class will need to reserve a space no later than Friday, January 3, 1997 by contacting either - Kathy Urbe or Cecilia Huggins - (909) 988-6481 ext, 7748 or ext, 7743. Remember, this program lasts “16” weeks, “once” a week for “3” hours - parents MUST be committed to this time frame.

RIVERSIDE COMMUNITY FOUNDATION HELPS BUILD PEACE IN BANNING AND MORENO VALLEY

Riverside, Calif. - The Riverside Community Foundation recently awarded a grant in the amount of $5,880.00 to Inland Agency, a private community based nonprofit, for the PeaceBuilders Program. The PeaceBuilders Program is an effective youth violence prevention program. Teresa Thomas, Program Officer of the Riverside Community Foundation presented the grant funds to Leslie Nagby, Chair of the Inland Agency Board of Trustees. This amount will fund two schools in the Moreno Valley and Beaumont school districts. (Summeyneau Elementary School in Moreno Valley and Summit Elementary School in Beaumont.) The school staffs of both schools are eager to implement the PeaceBuilders Program beginning in March, 1997. Since 1992, the Riverside Community Foundation has adopted a funding emphasis on families and children. Grants have included programs involving families in education, the arts, human services and recreational activities. The Foundation has reviewed the positive results of the PeaceBuilders Program in effectively involving the family as a whole and has supported the program now for three years.

Lou Herz Earns CSBA Master of Boardmanship Award

Lou Herz, a first-term trustee of the Rialto Unified School District, has completed the California School Boards Association Master of Boardmanship Program exactly one year after being seated on a the RSUD Board of Trustees.

Lou Herz received the Master of Boardmanship Award after completing more than 60 hours of intensive training on such topics as curriculum, district budget and finance, the legal responsibilities of school boards, leadership techniques, decision making, long-range planning, and local, state and federal governance issues.

“This award recognizes a demonstrated commitment to leadership and public education,” said Holly Covin, assistant executive director, CSBA Board Development, “The Master of Boardmanship Program is designed to increase board members’ knowledge of education issues and help them perform their roles more effectively. We are extremely proud when a trustee completes the extensive requirements of the program in the interest of better serving their local schools and communities.” Lou Herz received his “diploma” at the CSBA 1996 annual education conference this month and RSUD received a plaque in recognition of the majority of the RSUD Board having completed the Master of Boardmanship Program (current trustees Bill Jahue and the John Kazalunas completed the program in prior years).

In this, his first year on the Board, Lou Herz, a former Federal and city administrator, teacher, and university professor, inspected all of RSUD’s 24 schools to stay informed on school issues and the district’s ability to meet the educational needs of the children.

Lou Herz, a semiretired tax consultant, is Commander of VFW Post 6476, a member of the American Legion, Rialto Host Lions, the Inland Empire Symphony Association, and Vice President of Sinfonia Mexicana.

Says Herz, “I have had more than one good career and a number of breaks. For the past few years I have tried to give back by staying involved in the community.”

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Spring Class Schedules are available at the Admissions Office (CHC Offices will be closed for the Christmas Holidays, Dec. 25-Jan. 1)
1996 Was a Turning Point in Latino Empowerment - From p. 1

Pictured above are University of California, Riverside students who recently received certificates of appreciation for their strong protest against Proposition 209 and occupied the university's administration building. The students confronted Chancellor Orbach with their objections to the proposition and other situations occurring at the university. The students were arrested for disobeying police orders and charged with misdemeanors, which were later dropped.

Joe Baca, 62nd Assembly District, received a landslide vote of confidence in his recent reelection. After being sworn in as assemblyman, Baca succeeded the motion to elect Bustamante as speaker of the assembly. Baca distinguished himself by making the second to the motion in both in English and Spanish, which according to Sacramento watchers, was the first time that a legislator had taken this action.

A local success story and of interest to community persons and to its many supporters is the achievement of the Gents Organization in one of its most cherished goals as a result of hard work and commitment by the majority of members: the attainment of a building at the former Norton Air Force Base for the group's clubhouse.

At a recent reception, the Gents Organization provided the general public with tours of its newly acquired building. Manuel De La Torre, longtime member, served as master of ceremony and reviewed the new plans to the many visitors and supporters of the organization.

The building is currently being renovated and will include complete kitchen facilities, individual offices for classrooms and counseling services, club meeting hall and a 1,000 person capacity ballroom, which will be opened to the public.

The Gents have a long history of being one of the most active social and service groups in the Inland Empire. The organization has provided scholarships to students in San Bernardino, Colton, Redlands and Rialto. One of their outstanding services is the involvement with young people and providing youth counseling, in addition to supporting sports and educational programs to targeted youth groups.

The organization began as a social club during the early fifties and its membership included youths from the Westside of San Bernardino. Although many people considered the club as a "gang" members have stated that their activities were social and were diverse from known gang activities.

"This is the beginning of a new history for our organization," stated De La Torre. "We have worked hard for this building and with this achievement, many of our members will be motivated to work harder than before and carry on the goals and objectives for which we have been known for these last 20 years," he stated.

The brief profile of the many positive actions occurring throughout the United States and locally during this calendar year was the accomplishments and hard work by many committed individuals and national organizations who had a planned vision of a mission through the political process and their volunteer work. These successful actions were not an overnight success.

The education of our Hispanic children has been a long and hard struggle by Hispanic educators and their colleagues; and the election of Hispanics to local boards of education (and election of Non-Hispanics who are sensitive to the education of all children regardless of color, background and other barriers) have, without a doubt, been a significant factor in establishing local policies for programs to educate all students regardless of background.

The struggle to implement bilingual education in the early 1970's was bitter and was an education in itself. Currently, Hispanics and their allies are, as yet, struggling to continue bilingual education and the justification thereof.

The commitment, thorough involvement and support of parents, in conjunction with teachers, is the successful formula in the education of their children.

The national, state and local political...
Latino Empowerment in 1996

Inland Empire Hispanic News

Wednesday, December 25, 1996

Newly elected Assembly Speaker Cruz Bustamante immediately after being sworn in and receiving a standing ovation of both Democratic and Republican assembly members. Picture by Inland Empire Hispanic News.

successes during this election year were the direct results of thousands of volunteers who gave many precious hours and knowledge and, in many instances, was a sacrifice to their respective families.

These post-election successes have created a sense of accomplishments never before realized by Hispanics and having a feeling of “lets go forward” approach. There is a motivational spirit of eagerness, cooperation and overzealousness to further develop plans for the next political activities!

This is a positive attitude for the political activist and hopefully a contagious effect on the less-active citizen.

We must continue to be actively involved and accept our civic responsibility to improve the quality of life for our families and ourselves. We must volunteer our time in service groups and community projects.

We must be aware and vigilant of what is happening in our community, state and nation. We are responsible to ensure that elected and appointed officials perform in a professional manner and are responsive to the needs of the public, regardless of the level of government. To do otherwise and ignore situations that are contrary to legal authority and regulatory requirements is to accept governance and administration that eventually leads to the downfall of our system of government.

The recent successful experiences in the electoral process with the involvement of Hispanics is positive proof and indicative of the changes that can occur when singleness of purpose is combined with organization strength.

We can all step forward and create our own future.

Assemblyman Joe Baca, 62nd Assembly District, speaking before the State Assembly to second the motion to elect Assemblyman Cruz Bustamante as speaker. Baca created a historical break when he spoke in both English and Spanish, and has been acclaimed by Hispanic groups for his innovative action. Picture by Inland Empire Hispanic News.

Creation of Estimated 100 Plus New Jobs at Chino Airport

SAN BERNARDINO - County Supervisor Larry Walker announced today that the San Bernardino County Board of Supervisors approved a lease agreement with KAMP Systems, Inc. to occupy a large hangar at the Chino Airport which formerly housed Lockheed, KAMP System, Inc. ma-

systems, Inc. KAMP Systems is a labor intensive manufacturing business so we will need more people for the jobs especially as a result of our future expansion. We see 1997 as the year of expansion and as we take on larger projects we will need larger facilities.

"KAMP Systems, Inc., with the assistance of the County of San Bernardino Jobs and Employment Services Department, will begin training precision welders and equipment operators."

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Assemblyman Joe Baca, 62nd Assembly District, speaking before the State Assembly to second the motion to elect Assemblyman Cruz Bustamante as speaker. Baca created a historical break when he spoke in both English and Spanish, and has been acclaimed by Hispanic groups for his innovative action. Picture by Inland Empire Hispanic News.

We can all step forward and create our own future.

Pictured above are Gents Organization members who were the welcoming hosts at the recent reception held at the newly acquired building at the former Norton Air Force Base. The building will include the organization’s meeting hall, kitchen facilities, classrooms, counseling offices and a 900-person ballroom for public use.

Ben Martinez and Leonard Minjares, Gents Organization members, describing to visitors, at the recent reception for their new clubhouse, the many plaques, resolutions, recognition certificates and mementos that the group has received throughout its 25 year history of involvement in community activities.

We must continue to be actively involved and accept our civic responsibility to improve the quality of life for our families and ourselves. We must volunteer our time in service groups and community projects.

We must be aware and vigilant of what is happening in our community, state and nation. We are responsible to ensure that elected and appointed officials perform in a professional manner and are responsive to the needs of the public, regardless of the level of government. To do otherwise and ignore situations that are contrary to legal authority and regulatory requirements is to accept governance and administration that eventually leads to the downfall of our system of government.

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We can all step forward and create our own future.

Picture by Inland Empire Hispanic News.

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¡Felicitidades!
San Andreas Students Are Involved with Community

In 1991, the San Bernardino City Unified School District received a CalServe partnership grant to develop, implement Service teaming operations partnership grant to develop, and implement Service teaming operations in the city. Connie Lykke, Employment Services Manager, has been leading this effort. Ms. Lykke is committed to creating opportunities for San Bernardino City Unified School District students to work value their contributions to the community. She believes that through active participation in service experiences, students can learn valuable skills that will help them succeed after high school. The project has an advisory board consisting of community leaders committed to its success, and dedicated to improving the lives of young people. It is a method by which young people can learn and develop through active participation in service experiences. It differs from "Community Service." The transition from community service to service learning occurs when there is a deliberate connection made between service and the community which is then accompanied by conscious, and thoughtful designed occasions for reflections on the service experience.

The agencies with whom the high school students work value their contributions. On December 17th staff and students from San Andreas High School will be delivering Christmas cards to the patients at Hill Haven Highland Home. These cards were created on computers by the business department at San Andreas and the poems inside were written by the English Department under the direction of Mr. Neumeister. The Hill Haven Community service project is spearheaded by business instructor, Mrs. Colonello. The first presentation was held on October 31, 1996. Mrs. Colonello's business class has created Halloween cards that contain greeting poems written by Mr. Neumeister's English classes and the art department under the direction of Mrs. Martino. The students delivered cards and the oranges to the Hill Haven Home to the delight of all the patients and staff there.

Another project happening here on campus is the home economics class. Ms. Smoot's sewing class is planning to make quilts for the Hill Haven Convalescent Home. Her students enjoy doing projects such as these to show the elderly in our society that they are greatly appreciated, and the San Andreas students are willing to give something back.
### NOTICE OF REQUEST FOR PROPOSAL

Notice is hereby given that proposals will be accepted by the South Coast Air Quality Management District, 21865 E. Copley Drive, Diamond Bar, CA 91765 for the following:

<table>
<thead>
<tr>
<th>Bid No.</th>
<th>Title</th>
<th>Bidder’s Conference</th>
<th>Closing Date</th>
<th>Contact Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>RFP 9697-19</td>
<td>Enhance Electronic Permit Application Filing System</td>
<td>01-07-97, 9 a.m.</td>
<td>01-24-97, 1:00 p.m.</td>
<td>Mark Henninger</td>
</tr>
<tr>
<td>RFP 9697-20</td>
<td>Develop Workflow Automation System &amp; Initial Applications</td>
<td>01-07-97, 10 a.m.</td>
<td>01-31-97, 1:00 p.m.</td>
<td>Christopher Maris</td>
</tr>
<tr>
<td>RFP 9697-21</td>
<td>Enhance the Current RECLAIM Trading Credit Computer System</td>
<td>01-08-97, 2:00 p.m.</td>
<td>02-04-97, 1:00 p.m.</td>
<td>Scott Johnson</td>
</tr>
<tr>
<td>RFP 9697-22</td>
<td>Study the Use &amp; Impacts of Advanced Batteries in Electric Vehicles</td>
<td>01-14-97, 10:00 a.m.</td>
<td>02-07-97, 5:00 p.m.</td>
<td>Michael Bogdanoff</td>
</tr>
<tr>
<td>RFP 9697-23</td>
<td>Develop &amp; Demonstrate Fast Charging Systems for Electric Vehicles</td>
<td>01-08-97, 10:00 a.m.</td>
<td>02-04-97, 5:00 p.m.</td>
<td>Michael Bogdanoff</td>
</tr>
<tr>
<td>RFP 9697-24</td>
<td>Measure Evaporative Emissions from Off Road Equipment Powered by Gasoline &amp; Liquefied Petroleum Gas (LPG) Engines of 25 to Less 175 Horsepower</td>
<td>None</td>
<td>01-24-97, 1:00 p.m.</td>
<td>Fred Minassian</td>
</tr>
<tr>
<td>RFP 9697-25</td>
<td>Employee Transportation Coordinator (ETC) Training</td>
<td>None</td>
<td>01-15-97, 5:00 p.m.</td>
<td>Marie Ellingson</td>
</tr>
</tbody>
</table>

**PERSONS ATTENDING THE BIDDER’S CONFERENCE SHOULD CONFIRM THEIR ACCEPTANCE BY CALLING THE CONTACT PERSON. BIDS WILL NOT BE ACCEPTED FROM ANYONE NOT ATTENDING THE MANDATORY BIDDER’S CONFERENCE.**

The RFP’s may be obtained through the Internet at: [http://www.aqmd.gov/rfp/](http://www.aqmd.gov/rfp/)

If you have questions or would like a copy of the RFP mailed to you, telephone the contact person.

The AQMD hereby notifies all bidders in regard to this advertisement, that minority business enterprises will be afforded full opportunity to bid responses to this invitation. Moreover, the AQMD will not discriminate against bidders on the basis of race, color, religion, sex, marital status, national origin, age, veterans status or handicap. The AQMD also encourages joint ventures and subcontracting with MBE/WBE/DVBE’s.

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**Hispanic News**

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Bishop's Christmas Message - From page 1

Funding Sources
United Way Funders' Forum Scheduled

Bishop's Christmas Message - From page 1

How To Start a Company

There are a number of ways to start a company. The first decision, other than what type of business it will conduct, is to determine the legal formation of the company. There are a number of choices available. You may create a sole proprietorship, joint venture, general or limited partnership. Limited liability partnership or a corporation to name a few. This article will concentrate on starting a privately held corporation.

The first step is the selection of the owners (shareholders) and the name of the corporation. As part of deciding who shall be the shareholders, a decision must be made on how much capital (money) each individual will contribute to the corporation in exchange for shares (percentage of ownership of the corporation). Next, the shareholders must elect the directors of the corporation. The directors make the business decisions of the corporation, including the selection of the officers (authorized employees). Please note that one individual can be the sole shareholder, officer and director of the corporation and that you can have a one-person corporation. The information relating to the formation of the corporation and its internal operational rules are usually detailed in a document typically referred to as the "by-laws".

Next, you must prepare the articles of incorporation. This document identifies the name of the corporation, the type of business it will conduct, the number of shares it has issued and who is its authorized agent (a person designated to accept legal service on behalf of the corporation). The articles of incorporation are then filed with the Secretary of State of California in Sacramento. There is filing fee of approximately $900. The vast majority of this amount is the payment for the franchise taxes for the first year of the corporation. In addition, you must also file a document typically referred to as the "statement of domestic stock." This document identifies the officers, directors and shareholders of the corporation. There is a $5 filing fee for this document. Upon filing these documents, you are a corporation and can operate as such under the laws of California. Please note that a certificate is usually issued within week by the Secretary of state authorizing the newly formed corporation to do business in the State of California. As long as the corporation pays its annual registration fee and franchise taxes, it will be deemed to be in "good standing" with the State of California.

The corporation must also file with the California Department of Corporations a one page form creating an exemption for the issuance of the stock. That is, the corporation is exempt from registering with the Securities Exchange Commission and with the California Department of Corporations for the issuance of shares.

Next, to actually do business, the corporation must also obtain a business license which must be renewed every year. The business must also obtain a federal tax identification number to be recognized by the government with respect to income, payroll, taxes, etc. There may also be additional permits that must be obtained from the city, county or state depending on what type of business it will conduct.

Now, you are ready to make money. However, a word of caution. A corporation has certain definite advantages over other forms of business entities in that the shareholders are in most cases not personally liable for the acts of the corporation. However, in order to enjoy this privilege you must act like a corporation. There a number of factors that are closely examined by courts of law to assess whether in fact the corporation operated and maintained its assets and operations separate from those of the individual shareholders. In this respect, you should consult with an attorney to discuss the things that you must do and cannot do.

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Bishop's Christmas

take us into the 21st century and the beginning of Christianity's third millennium.

Throughout all of this change, you—the people of this Diocese—have demonstrated your patience, your understanding, and, most assuredly, your support. For that, I am truly grateful.

A new year is upon us, but a new year does not signal an end to this process of change. Rather, it offers us the challenge of making our new vision a reality. It is a difficult challenge, but not an impossible one. We need only keep in the forefront of our minds that we cannot do it alone, that only through prayer and commitment, only by consciously dwelling in the presence of God, can we accomplish our tasks. And only those tasks which God has blessed have any chance of succeeding.

Among the challenge ahead, perhaps one of our biggest is to counter the many expanding xenophobic tendencies which have so colored our political life these past few years. As we look upon those who have been injured, or punished through legislation and plebiscite, let us keep firmly in mind thatifaxing, homeless couple who sought safety and shelter where they might give birth to the Child Whose destiny was the Salvation of the World. They found no shelter, no safety, only angry or regretful refusal, until one took pity on them, offering a stable where the Child would be born amidst the animals; where His first bed would be a manager, a feed trough; and where the angels of Heaven would praise Him, and wise ones from the East would worship Him.

It is that Family—the Holy Family—forced into degrading circumstances, that we must see in the faces of every family in want who comes our way. We must remember faces of every family in want who comes our way. We must remember.

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