



## Los Angeles Center for Law and Justice

Dear LACLJ Supporter,

After three remarkable years of working with all of you here at the Los Angeles Center for Law and Justice, I have made the difficult decision to part ways. I have loved every minute spent here, and I feel I'm leaving this organization, which has changed my life and outlook in so many ways, in the best of hands.

The work we've done at LACLJ during my tenure, and the advancement of the organization, is something of which all of us can be proud. The systems and structural overhauls that have allowed us to refine the delivery of our services in a client-focused and holistic manner have removed many barriers to our clients accessing justice. Our resourceful adaptations during the Covid-19 pandemic provided us with a more stable operating model. Our staff salary increases, support services, and talent retention have given LACLJ continuity and confidence.



Our approach to funding paths and partners has allowed us to focus more on client work. We evolved to be much stronger financially from all these changes, and LACLJ remains a mission-focused organization.

While I will stay on through September 16th to consult and aid in the transition to a new Executive Director, our longstanding and respected colleague, Carmen McDonald, Esq., will take the reins as interim Executive Director. Carmen will serve in this role until the Executive Board's search and interview process for a replacement has completed.

Carmen will provide a seamless transition as interim Executive Director. As the current Director of Legal Services, Carmen has been a thoughtful and diligent partner in developing LACLJ's legal services for survivors. Additionally, having pre-dated my arrival with the organization, she deeply understands LACLJ's culture and our trauma-informed approach. She has been vital in building relationships with funders and foundations, and I expect those relationships will continue to grow and strengthen under her guidance.

My decision to leave LACLJ is a deeply personal one, driven by the same motive that brought me here: ensuring equitable access to resources and opportunities for vulnerable communities. I will be joining the staff of A Place Called Home as their new Chief Executive Officer. This new challenge will allow me to continue my life's work and focus on youth and families.

In closing, as the daughter of immigrants, it was an amazing experience to provide support to the community in which I grew up. Working in legal services has opened my eyes to how vital LACLJ is to our community. My time with LACLJ has been transformational and our work resonated on a personal level that was extremely satisfying. I feel very honored to have had this opportunity. My heart will always be with the organization, and I will always be in support of its work.

In gratitude,

A handwritten signature in black ink, appearing to read 'Norayma Cabot', written in a cursive style.

Norayma Cabot

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