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IBERO
AMERICAN ACTION LEAGUE, INC.

Years of Serving Our Community

Annual Report 2014

46 Years of Serving Our Community



Hilda Rosario-Escher
President & CEO

As the Ibero-American Action League marks its 46 year anniversary, we are also looking ahead to 2018. It will be a monumental milestone for Ibero: 50 years of serving families in need with the focus of helping each and every one of them become self-sufficient.

Since 1968, we have expanded our reach to serve people of all backgrounds. We have increased the number of our programs and services to target the specific needs in Rochester and all of Monroe County. As a dual-language nonprofit, and the largest Latino agency in New York State (outside NYC), we have the unique ability to serve a wide range of residents and businesses alike.

The work of our staff is paying off, but I would be remiss if I did not acknowledge that it would not be possible without the support of our funders, community partners and individual donors. We are grateful to our long-standing partners who have stood by us and to our new partners who believe in what we can accomplish.

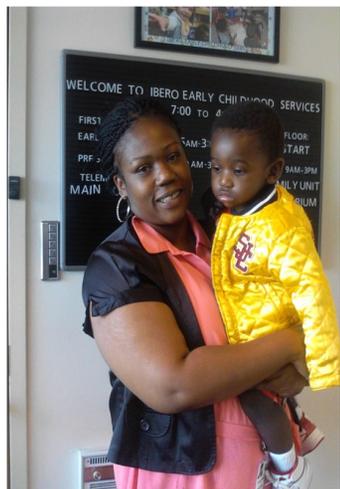
Earlier this year, Ibero was recognized with three Certificates of Excellence for Moving Families toward Self-Sufficiency, Increasing Parent Volunteerism, and Identifying and Enrolling Individuals and Families in GED programming. Every program or service we offer has an educational component to it. We are driven to improve classroom achievement among students in the City of Rochester while preparing them and older individuals for the workforce. We are committed to restoring the family unit, because we know that success in the classroom and beyond starts at home. Our Family Services Division has served more than 4,300 people so far this year.

It was more than 30 years ago that I came to Ibero in need of services. At that time, I would have never thought that I would one day be Ibero's President & CEO. I am grateful to those who believed in me, and ask that we stand behind those who need similar support.

Sincerely,

Hilda Rosario-Escher

Testimonials



Sametrius Brigham | Early Childhood Services

“I am a true believer in children having a safe and nurturing atmosphere to grow. Our children deserve Ibero as they provide great love and care to our children. I have been a parent here for over nine years, and I value this program.”



Shalym Nater | Ibero Youth Mentor

“In coming to Rochester, I’ve had to face close-minded individuals that failed to look at my potential and boxed me in categories fueled by stereotypes. I knew I didn’t want other youth to face the same struggles. I became a youth mentor to inspire, awaken, and cultivate the natural potential we all have to be a positive force in the world.



Irene Lawrence | Substance Abuse & Prevention Counselor

“To have the opportunity to work as part of the Ibero American Action League team and impact the lives of youth within the community is a humbling and proud experience. I am honored to be a part of an agency that impacts and supports the community with the level of integrity and professionalism that Ibero does.”

Family Services Division



Building a strong family unit and creating self-sufficiency among all members are the primary objectives of the Family Services Division. Staff work with clients individually and in a family setting, teaching them how to achieve their goals. Through counseling and other support services, our work has enabled families to remain together.

As of September, the Family Services Division has served 4,650 families so far this year. These are families who come to Ibero in need of support in areas of child and elderly abuse and neglect; health and socialization for seniors; emergency needs, lack of access to important services, housing and employment needs and other challenging issues.

New this year: Health Homes Care Management Program. Through this program, staff provide care coordination for individuals in need of health and social services. In an effort to ensure individuals and families have the support they need to stay on track with their goals, staff will call and visit clients who have not attended regularly scheduled health care appointments.

FSD also offers an **Elder Abuse Program** and a **Seniors Center** (Centro de Oro) at 817 East Main Street. Because of the Centro de Oro, seniors are able to receive nutritious meals, important health information, the opportunity to exercise and participate in our Diabetes and Hypertension Management Program. The center has more than 150 members and serves an average of 42 seniors daily.

New this year: Ibero was recently approved for a grant to remodel and expand the Senior Center. The renovations will allow seniors to gather in larger rooms that are more conducive to our workshops and activities. Ibero is also pleased to be a partner with the Center for Community Health through the University of Rochester.

Emergency Services: Provides food and clothing to more than 600 families per year.

Supportive Housing Rental Subsidy: Assists individuals with mental illnesses and developmental disabilities.

HIV Prevention and Education: Partnership with Trillium Health.

Medical Interpreters: Trained medical interpreters are available to individuals and businesses.



Developmental Disabilities Division



Every individual deserves to have a high quality of life. Through the DD Division, individuals with developmental disabilities learn important, basic life skills needed to manage daily responsibilities. Job coaching, 24-hour staffing and on-site nursing services are also available to help them integrate into society as smoothly as possible.

New this year: Faith based program (initiated by NYS) that will offer individuals a regular opportunity to attend and engage with a place of worship to further their integration into society.

Day Habilitation: Individuals attend daily workshops to learn skills that will help them live on their own.

Individual Support Services: Individuals who live alone are taught how to cope with daily tasks and emergencies.

Community Habilitation Program: Teens and adults receive services in their current living environment and in various community locations. They learn about meal planning and preparation, household management, managing finances, comparison shopping, reading and writing, health education and driving license (theory).

Family Support Services: Provides individuals and families with information about gluten/casein free diets, transportation training and access to the Monroe Recreation Program (community activities).

Family Reimbursement: Provides families with support that helps them improve their level of caring for a relative with a developmental disability.

Supported Employment: Individuals receive job assessments, job training and follow-up visits to ensure they are adapting to their work environment.

Medicaid Service Coordination: Coordinators link individuals and families to important resources in the community.

Supportive IRA's: Staff work at residential homes (24-hour staffing) where individuals receive general care, nursing services and support in a warm environment that teaches them how to become independent.



Early Childhood Services

Success in school must begin at an early age. Every child in our program receives hands-on learning in developing and improving their motor skills, level of literacy, socialization and other areas in critical growing stages. Our staff also focus on teaching parents how to achieve their own goals while working with their children. Our success led to IBERO'S 5 IN 5: 5 awards within 5 months, including: Moving Families toward Self-Sufficiency, Facilitating Parent Volunteerism, and Enrolling Individuals in GED programs.



Ibero's Early Childhood Center is a comprehensive program that focuses on the entire family. Children come to us as young as six-weeks-old. More than 100 children attend our center daily and receive both one-on-one and group classes where they learn how to develop their motor skills, reading habits, goal-setting and structure. By developing a strong foundation as early as possible, children can continue to build upon their success in school.

Our staff also works with parents to help them set goals for themselves and their entire family. We have an active **parent committee** that assists in the planning of activities, workshops and interview process. Our **500 book challenge** encourages parents to read to their children and offers the option of borrowing books from our center's library.

New this year: Action for a Better Community awarded the Early Childhood Center with three Certificates of Excellence: Moving Families toward Self-Sufficiency, Increasing Parent Volunteerism, and Identifying and Enrolling Individuals and Families in a GED program.

New this year: Early Childhood Services has entered into a new partnership with the Children's Institute, an affiliation of the University of Rochester, which focuses on addressing the needs of children.

New this year: On-site nutritionist works with children and parents to teach them about healthy nutrition.

Early Head Start: Year-round program for children between the ages of six-weeks and three.

Head Start: Full day program for three and four-year-old children.

Tele-Health Program: Partnership with the University of Rochester where doctors visits take place via the Internet, so children aren't sent home as often, and parents don't have to miss work or school.



Youth Division



Our youth face many challenges today, which is why it is so important to reach out to both students and families with trained staff, mentors and role models. Our bilingual and bicultural staff offer academic support, health education and outreach, leadership development, cultural enrichment and summer job training opportunities for students.

Poder/BRY Mentoring Program: The Poder/Bry mentor works with students on an individual basis and in group settings to provide them with the necessary tools to succeed in school. Students are taught to believe in themselves, how to manage their daily assignments and take advantage of valuable resources in the community. The program is currently offered at James Monroe High School. It offers case management, crisis intervention, information, referrals, and long term mentoring. We reach nearly 150 students at James Monroe High School in Rochester, thanks to funding from the United Way.

Project Ayuda Outreach (PAO): Substance abuse and alcohol prevention program that offers prevention counseling, intervention, and case management for youth and their parents.

PASEOS Program: Staff provides evidence-based sexual education classes and outreach services to inform youth about important issues, so they can make informed decisions about their health. The program is designed to decrease pregnancy, HIV and STD rates while increasing students access to reproductive and comprehensive health services.

Summer Youth Employment Program: Students in the Rochester City School District are given the opportunity to receive hands-on training in a summer job that teaches them critical skills about job readiness.

Latina Violence Program: Intervention program for victims of domestic violence, sexual assault and stalking. Staff work with victims to ensure they are aware of the available resources to assist victims of sexual assault by identifying and connecting them with a wide range of services.

Ibero/Hillside Partnership: Provides assistance and support to families and Latino students at Monroe High School, who participate in the Hillside Work Scholarship program.

Expanded Learning Time (ELT): Provides enrichment activities to students at Schools No. 9 and No. 17.

Hispanic Scholarship Endowment Fund

Education is the most important investment we can make as a community. Through the Hispanic Scholarship Endowment Fund at the Rochester Area Community Foundation, we are able to provide financial support to Hispanic youth who are pursuing higher education.



2014 was an incredible year as we were able to award the most scholarships ever to students at our annual gala.

A total of 54 high school seniors from Monroe County and the surrounding area received a scholarship to help them pay for their college education.

Thank you to every individual, organization and business for your contribution. It is because of your generosity that Ibero is able to host its Annual Scholarship and Awards Gala.

These are the guidelines:

- Applicant must be a resident of the counties of Genesee, Livingston, Monroe, Ontario or Wayne.
- Applicant must be of Hispanic Origin (one or both parents must be Hispanic.)
- Applicant must submit a copy of birth certificate.
- Applicant must be a high school graduating senior.
- Applicant must demonstrate high academic achievement with a grade point average of 3.0 (B) or better in the core subjects.
- Applicant must be entering a college or university in the Fall
- Applicant must submit two letters of recommendation
- One from a school counselor or teacher
- One from a member of the community (not a family member or relative.)
- Application must submit an official transcript from high school, which includes: senior grades to date, official class rank, grade point averages and college entrance scores (SAT, ACT, achievement tests).



Ibero-American Development Corp.



The Ibero-American Development Corporation is a separate affiliation of the Ibero-American Action League, with its own board members, president and finance department.

The Development Corporation develops, renovates and manages buildings in the City of Rochester.

The Ibero-American Development Corporation (IADC) is an affiliate of the Ibero-American Action League. Established in 1986, the IADC serves as a property management company that also develops and manages real estate for the benefit of the programs and services offered through the Ibero-American Action League and the entire community.

Through its focus on affordable housing and rehabilitation programs, the IADC in partnership with City of Rochester and the Greater Rochester Housing Partnership, is able to increase homeownership among our residents.

The IADC provides an educational program that teaches future homeowners how to maintain a home, manage their finances and be good neighbors.

Projects:

Eugenio Maria de Hostos Charter School: Located at 938 Clifford Avenue, the successful charter school recently celebrated its 15 year anniversary in Rochester.

El Camino Estates: The affordable rental housing project included the construction of 25 unites of rental housing.

Buena Vista Manor: Affordable housing intended for low income seniors in the Rochester area.



Entrepreneurial Assistance Program - EAP

Small businesses are considered the heart of the American Economy. Hundreds of men and women are now business owners because of the Entrepreneurial Assistance Program offered through Ibero.

Individuals who dream of starting their own business can participate in Ibero's Entrepreneurial Assistance Program, which is offered in Buffalo and Elmira.

By attending one of our programs, participants receive significant training on how to develop business plans, how to apply for loans and grants and seek information on other available resources.

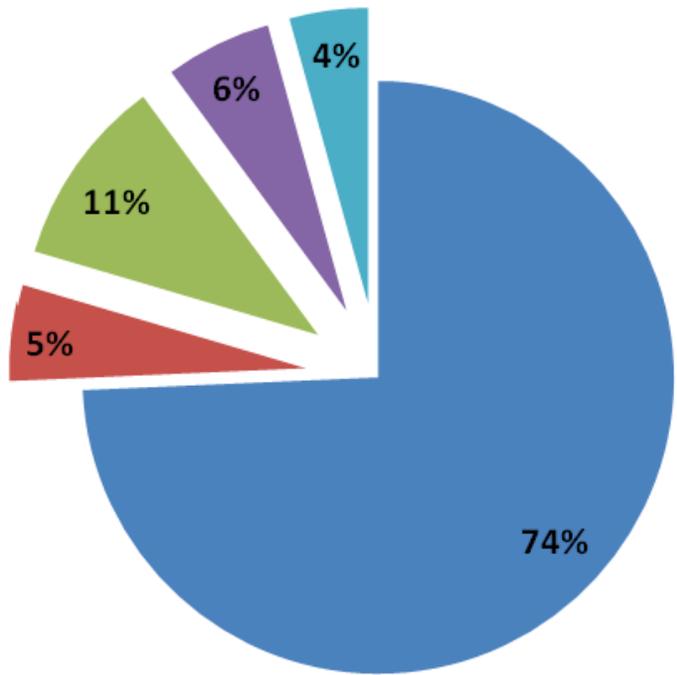
Through the EAP, future business owners benefit the economy by creating additional jobs.

We are currently in the process of expanding this program.



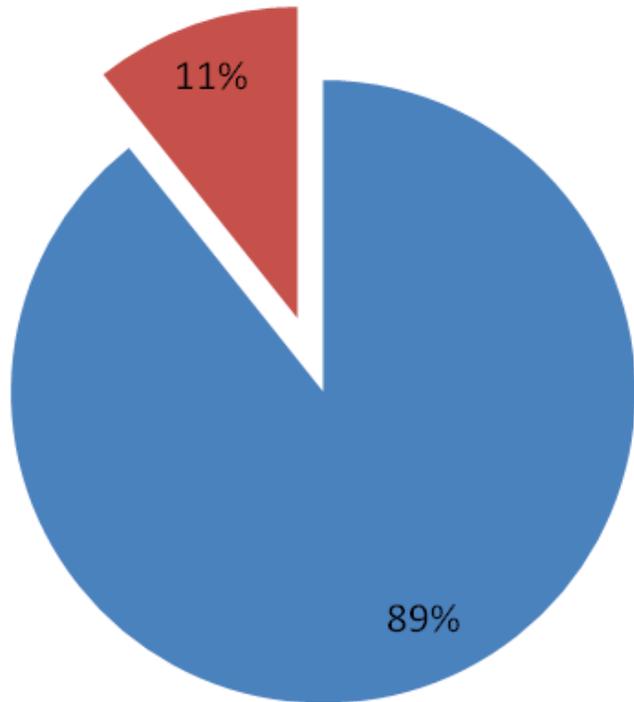






Public Support & Revenue

- Government Fees & Grants
- Contributors
- Other
- Program Fees
- United Way of Greater Rochester



Expenses

- Program Services
- Management



Angelica Perez

Vice President of
Compliance, Quality &
Addiction Services

Villa of Hope

Ibero's
Annual Luncheon

October 24, 2014

Personal Success Story In her own words...

22 years ago if someone would have told me I'd be here today, I would have said, "Don't bet on it." So I'd like to tell you how Ibero's division of Early Childhood Services changed my life.

At the age of 16, I was one of 960-thousand teens in the U.S. who had a baby. Only a third of us would finish high school, and only 5-thousand would obtain a college degree. I moved to my own apartment at the corner of Clinton and Mead Street with my newborn baby and my 16 year-old boyfriend. I was on track to become one of the 640-thousand teen mothers destined to drop out of high school and live in poverty...so take a moment to picture what that looks like in Rochester.

But I had a little help along the way. By the time I was 26; I had my third son, obtained a GED, completed my associate's degree and was at the start of my professional career. I was eager to return to school but felt hopeless as I was now a single mother of three with 2 full-time jobs. My children had to go through many transitions as they went from one day care to another. I found myself transitioning from poverty to the working poor...a term that many of us know too well... I made too much money to qualify for services yet not enough to be totally self-sufficient or make ends meet. I was blessed to have been introduced to IBERO during this transition. At first, I qualified for IBERO's Head Start program but I didn't the following year, so I was right back where I was before worrying about child care. IBERO did something that many organizations don't do. They worked with me, so that I could continue receiving services. Although, it wasn't through their Head Start program, I was still able to receive other high quality comprehensive family services and child care. As I struggled with missed and late payments, I'd share my challenges with Aida Veras, a staff member. She took my story to heart, and as IBERO is well known for, she was compassionate, understanding and provided me with the extra support I needed.

Throughout the last 10 years I have received many of IBERO's services. I visited their food pantry at a time when my oldest son was using his summer job to pay for his school supplies.

Today, I am proud to say I have a master's degree in Health Administration, and I'm the Vice President of Compliance, Quality & Addiction Services at Villa of Hope. I am also a proud member of IBERO's Board of Directors, and I am eager to give back what was given to me. I don't say this to highlight my accomplishments, rather to highlight the possibilities that exist when an organization such as IBERO is compassionate and puts the families they serve first.

Today, I still choose IBERO. My 4th child, (yes I have four kids...keep up) attended IBERO's UPK program last year and was well prepared for kindergarten. I would not have it any other way. I still don't know what financial loss IBERO may have taken by helping me the way they did. What I do know is that I am so grateful that IBERO bet on me and I encourage you to bet on IBERO. IBERO'S annual appeal campaign launches today and with your financial contribution you can help many teens, many single mothers and many young children like me and my family, so that we can finally make it on our own. Help IBERO bridge the gap between funding and needed resources so that they may continue to bet on our community.

Thank you!

Together We Can Strengthen OUR Community!



Yes, I would like to support Ibero!

Name: _____

Company: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone No: _____

Email: _____

My Total Annual Pledge:

\$ _____

- President's Circle (\$10,000)
- Leadership Circle (\$9,999 - \$5,000)
- Community Leader (\$4,999 - \$2,500)
- Patron (\$2,499 - \$1,000)
- Supporter (\$999 - \$500)
- Friend (\$499 - \$100)
- Other
- Payment Enclosed: \$ _____
(Cash or check payable to: Ibero-American Action League, Inc.)
- Please Bill Me: \$ _____
(\$25 minimum donation required.)
- Please Charge my Credit Card:
 VISA MasterCard Discover

Cut and send by regular mail today! Thank you!

Credit Card Number: _____
 Name as it appears on the card: _____
 Expiration Date: _____
 3 Digit Security Code: _____
 Signature: _____

For Online Donations: www.iaal.org

All donations are tax deductible. Ibero-American Action League, Inc. is a 501(c)3 not for profit.

Children and Youth *(Establishing an Educational Foundation)*

The education and support our children and youth receive today will determine their future success. Ibero's children and youth programs support hundreds of families in our community and more than 1,000 students in the Rochester City School District. With the growing number of children and youth in need of a strong foundation in education, Ibero's programs are becoming more necessary than ever before. We're able to reach children through Early Childhood Education, day care services, mentoring programs and other necessary services.

Families *(Building a Strong Family Unit)*

Children and teens have a greater chance of doing well in school when they have a strong support system at home. Through Ibero's programs, staff work with families on an individual basis, providing them with guidance on how to meet their most basic needs, assist their children in school and other areas of concern.

Emergency Services / Food Pantry *(Supporting Immediate Needs)*

More than 3,000 individuals in Monroe County rely on Ibero for emergency services. Many of them are people who have lost their jobs. Others have jobs but continue to struggle. Unfortunately, Ibero is unable to keep up with the increase in demand at its food pantries.

Developmental Disabilities *(Enhancing Quality of Life)*

Individuals with developmental disabilities learn important skills that help them manage daily responsibilities and become as independent as possible. Services include: job coaching and training, advocacy, and family care. Individuals participate in programs designed to help them integrate into the community as smoothly as possible.

Seniors *(Senior Center)*

Seniors who are in need of a place to go can come to our center for meals, exercise and recreational activities. They receive information on how to make healthy nutritional choices and manage their overall health.

Revitalizing the City of Rochester *(Rebuilding Neighborhoods)*

Through the Ibero-American Development Corporation, numerous neighborhoods are being transformed—a benefit to the entire region. The transformation of the Eugenio Maria de Hostos Charter School is one of many examples. The IADC also helps increase home ownership through affordable housing and programs that teach valuable skills about renting and owning.



Our Goal

To prepare individuals and families of all backgrounds for success in today's workforce. Strong focus on children and education.

"Without the services Ibero offers, I would have not been able to go back to school to get my nursing degree. It was a sense of relief knowing my child was being well taken care of and safe."

Marisol Santos, Ibero Early Head-Start Program



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www.iaal.org

The only dual-language nonprofit in Rochester