



IBERO
AMERICAN ACTION LEAGUE, INC.



Annual Report 2015

**Building Stronger Families
&
Greater Self-Sufficiency**

Staff - Management

Hilda Rosario Escher

President & Chief Executive Officer

Gladys Pedraza-Burgos

Chief Operations Officer

George Dickinson

Chief Financial Officer

Ruperto Montero

(CFO as of November 2015)

Eugenio Marlin

Vice President

Ibero-American Development Corporation

Patricia Cruz-Irving

Director of Development & Communications

Michael Wyatt

Director of Corporate Compliance

Evelyn Carrasquillo

Executive Secretary

Elisa DeJesús

Director of Family Services

Ida Pérez

Director of Children, Youth & Emergency Assistance

Grisell Marin

Director of Developmental Disabilities

David Núñez

Director of Information Technology

Donna Scrivens

Director of Entrepreneurial Assistance Program

Ladan Alomar

Centro Cívico (Amsterdam)

Board of Directors

Juan Lugo

Board Chairman

Controller, Faradyne Motors

Miguel Velázquez

Board Vice-Chair

Chief Operating Officer - RGRTA

Berlin Bermúdez

Board Secretary

Research Grant Administrator, UR

Celeste Amaral

Board Treasurer

Finance Executive / Advisor, Formerly at Kodak

Angelica Pérez

Board Member

VP of Corporate Compliance, Villa of Hope

Arthur Hirst

Board Member

Retired, Eastman Kodak Company

James Sheppard

Board Member

VP of Youth Development, Dale Carnegie

James Sutton

Board Member

Director of Office of Community Medicine

Rochester Regional Health System

Kimberlyn McDonald

Board Member

Neurology, University of Rochester

Linda Meléndez

Board Member

Finance Director, School of the Arts (Retired)

Maritza Buitrago

Board Member

Assistant Public Defender, Monroe County

From the Desk of Hilda Rosario Escher

President and Chief Executive Officer



Dear Friends,

We will remember 2015 as a significant year that will have a place in history for many reasons.

Our dedicated staff and supporters have allowed us to carry out numerous initiatives that are contributing to making Rochester a stronger community.

For the first time ever, Rochester now has the first and only 24-hour Latin radio station, **El Poder Latino/Latin Power 97.1 FM**. We are forever grateful to the donor who provided the funding for the start-up costs and wishes to remain anonymous.

Poder 97.1 FM provides music and educational content in both Spanish and English and serves as a resource for the entire community, businesses and organizations.

Another first for Ibero is our new **English as a Second Language** program made possible through a state grant. More than 100 native Spanish-speaking adults have signed up for classes that prepare them for real-world scenarios and employment.

Our reach in New York State will expand into the Albany area as we have now formed a new parent-subsidiary relationship with Centro Cívico, a human services agency in Amsterdam.

We continue our mission of leading individuals to self-sufficiency by strengthening the entire family unit. Our educational programs focus on preparing children for school, providing academic and social support to youth, teaching parents how to build stronger families, and ensuring that individuals with developmental disabilities have a high quality of life. Our staff work with every family member to ensure that they are each capable of identifying and executing goals that will help them achieve their objectives. We also have a successful Entrepreneurial Assistance Program that is teaching individuals how to become thriving business owners.

With approximately 250 employees, we are able to have a significant effect on many people. I invite you to visit our Early Childhood Center, so you can hear directly from our children and parents about the direct impact of our work.

Our children and families have a promising future. Let's work together to assist them in achieving their goals for a stronger community.

Thank you,

A handwritten signature in blue ink that reads "Hilda Rosario Escher". The signature is fluid and cursive.

What We Do - Why It Matters

Ibero is a dual-language human services agency that serves individuals and families of all ethnic backgrounds. Now more than ever it is imperative that we continue our work to build stronger families and lead individuals to greater self-sufficiency. Extreme poverty has invaded our beautiful city. The failures and successes in Rochester impact our entire region, regardless of where we live, and we can all play a role in strengthening our community.

Ibero's 5 in 5 5 Awards within 5 Months

- ◆ Certificate of Excellence for Moving Families toward Self-Sufficiency
- ◆ Certificate of Excellence for Facilitating Parent Volunteerism
- ◆ Certificate of Excellence for Identifying and Enrolling Individuals in GED programs
- ◆ Organizational Quality Leadership Award for Providing Commitment, Support and Quality Services for Youth and Families from Youth Services Quality Council
- ◆ Youth Voice, One Vision Nazareth College Conference Second Place Win for Community Service Program

As a dual-language nonprofit we have the unique ability to target the Latino community. Because of this, we are able to offer unique resources and services in this region. Our fee-for-service program offers interpreting, translations, focus groups, public relations and marketing plans, cultural competency training and more. Just as we promote self-sufficiency to our clients, so too do we strive to become more self-sufficient.

The launch of our new radio station on November 30th is a moment in history as it is now the first and only 24-hour Latin radio station in Rochester. Music is the universal language that brings people together. Education is the key to success. Through our new radio station and our award-winning programs, Ibero has brought these two elements together for the greater good of our entire community.

We invite you to join us in our journey.

Highlights

- ◆ Preparing Children for School
- ◆ Providing Academic Support to Youth
- ◆ Teaching Valuable Life Skills to Parents
- ◆ Creating Greater Self-Sufficiency
- ◆ Providing Quality Housing
- ◆ Entrepreneurial Assistance Program
- ◆ Strengthening all of Rochester and Monroe County



Overcoming Obstacles and Becoming Leaders



Daniel Martinez

Chaunce Walker

Daniel Martínez-Purpura is an 8th grader at James Monroe High School, who has experienced a great deal of trauma in his life and has had some behavior problems in the past. He is also a brilliant and capable young man and considered a leader among his peers, who often seek him out for his opinion or support. At home, Daniel takes it upon himself to work hard every day to help support his younger siblings and hard-working mom. In his free time, he enjoys music and has produced several videos with his peers. His talent for business is seen in how he and his peers approach each of their video productions. It is with such professionalism and economic thrift. Through exemplary maturity and in collaboration with another student, Daniel has demonstrated that it is indeed possible to overcome obstacles and become leaders, as you'll read below.

Chaunce Walker is the other student that Daniel works with closely in producing videos. Chaunce is a 9th grader at James Monroe High School who has also struggled with some issues. Others have tried to bring him down and into the wrong circles. Additionally, he has seen his friends and family pulled in all sorts of different directions. Nevertheless, Chaunce holds his head high and makes it a point to be there for his younger siblings. Working with trusted adults, Chaunce has set his sights on strategies that will lead him to success. One of these strategies is to focus on his love for music.

At the Youth Voice, One Vision event hosted by Nazareth College every year, both Chaunce and Daniel led IBERO's Youth Services Division in creating their own event and the group discussion that was needed to make it happen. Their project was to organize a coat drive for families in need of warmth in the winter months. Last year, more than 250 families received a coat, warm food and a chance to win a prize in a raffle, because of this project. This year, along with 12 other youth, Daniel and Chaunce helped to distribute warm coats and hot meals to more than 600 families. Along with the strides these young men are making in the academic world, as well as their family support responsibilities; Daniel and Chaunce have shown themselves to be resilient and most human.

(Success story shared by Ibero Youth Mentor Sean Parmalee).

**Congratulations to our entire youth team
for showcasing great maturity and leadership skills!**



Ibero Launches New Radio Station

On Monday, November 30th, Ibero launched the first and only 24-hour dual-language radio station in Rochester.

El Poder **Latino (Latino Power) 97.1 FM** is an initiative that has been under development for many years and comes in response to growing calls for a Spanish-English radio station from the Latino community.

Poder 97.1FM is owned and operated by Ibero and will serve as a community resource to multiple audiences.

“While it's been a long and difficult road, we have not deviated from our purpose in bringing a station to our community. This is something we can be proud of as it will keep our community abreast of current events and other important information,” says Ibero’s president/CEO and co-founder Hilda Rosario Escher. Other station co-founders include Gladys Pedraza-Burgos, Ibero’s chief operations officer, and Nemesio Martínez, a well-known community advocate and radio deejay.

Programming on the radio station consists of music, educational capsules that highlight important information related to health, education, financial literacy, law and other topics, and weekly talk shows that focus on business and women’s views.

Poder 97.1 also offers underwriting opportunities for local and national organizations and businesses that would like to promote their product or service in two languages.

For more information and updates on Poder, please visit www.poder971.com and follow us @poder971.

Highlights

Only 24-hour dual-language radio station in Rochester

Live stream available

Ability to reach residents all over the world

Underwriting spots provide organizations and businesses an opportunity to expand into a new and powerful market



State Grant Funds New ESOL Program



Another first for Ibero is our new English as a **Second Language** program. The grant was made possible through State Senator Rich Funke and supports classes for native Spanish-speakers in need of learning and improving their English language skills. More than 100 adults have expressed interest to date.

Ibero's mission is to teach our clients how to become completely self-sufficient through hands-on learning and practices. By improving their English language skills, participants are better prepared to conduct job searches, fill out applications related to employment and medical visits. They are also able to offer academic and social support to their children, as well as having the ability to perform other daily activities.

ESOL classes are offered three days per week by a bilingual instructor with more than 40 years of experience. The two hour classes focus on grammar, spelling, pronunciation, inflection, sentence structure and conversation. Students practice both written and verbal skills, prepare presentations and participate in real-world scenarios, such as making requests for information, conducting job searches, performing phone interviews and sitting through mock interviews.

The program is overseen and implemented by the Office of Development and Communications.

Highlights

Ibero's first ESOL Program

Grant secured through Senator Rich Funke and his staff

28 adult students attend classes three times per week

Students learn essential skills needed to apply for jobs, fill out important paperwork and provide support to children

NEWS
Funke Partners with IBERO to launch English as a Second Language (ESL) Program
READ ALL ABOUT IT

Senator Rich Funke is proud to announce that \$34,000 in funding has been secured for the Ibero-American Action League to launch a community based ESL program. The goal is to provide members of our community with the tools necessary for success in a community setting that will provide instruction in English for people of all ages and at all levels free of charge.

Want to learn more? Please join us for a community information session on **FRIDAY, August 21st** starting at 6:30 pm at the offices of the IBERO Early Childhood Center, 777 Clifford Avenue, Rochester.

If you have any questions please call IBERO at 585-256-8900 or Senator Funke's office at 585-223-1800.

NOTICIAS
Funke se asocia con IBERO para lanzar programa de Inglés como Segundo Lenguaje (siglas en Inglés ESL)
LEE TODOS LOS DETALLES

El Senador Rich Funke se enorgullece en anunciar que \$34,000 en fondos han sido asegurados para Ibero-American Action League, Inc. para la creación de un programa comunitario de Inglés como Segundo Lenguaje (siglas en inglés ESL.) La meta es proveer a los miembros de la comunidad con las herramientas necesarias para el éxito en un ambiente comunitario que provea educación en inglés para personas de todas edades y diferentes niveles libre de costo.

Te gustaría obtener más información? Por favor, únete a nosotros para una sesión de información a la comunidad el **viernes 21 de agosto** comenzando a las 6:30 p.m. en las oficinas de IBERO Early Childhood Center, 777 Clifford Avenue, Rochester.

Si tienes cualquier pregunta por favor de llamar a IBERO al 585-256-8900 o a la oficina del Senador Funke al 585-223-1800.

More Headlines from 2015...

Upstate Latino Summit Draws National, State and Local Leaders

William Ramos from the U.S. Department of Commerce attended our Upstate Latino Summit: The Power of the Growing Latino Market and served as the keynote speaker during Ibero's Annual Celebration and Awards Luncheon, which took place on the same day.

Influential leaders from Albany, Buffalo, Rochester, Syracuse and the surrounding areas attended the unique event to discuss topics related to education, health, business development, political office and immigration. New York State Governor Andrew Cuomo attended the awards luncheon and addressed attendees at the Rochester Riverside Convention Center.

Record Number of College Scholarships Awarded to High School Seniors

2015 was a year of accomplishments for both Ibero and local high school seniors. 61 students with a strong academic background received a college scholarship. A third of this group was from the Rochester City School District, another record number.

The scholarships were made possible through Ibero's endowment fund and donations from local businesses, organizations and individuals.

Ibero/GRHF First 5K Run/Walk for Health

With the support of a grant from the Greater Rochester Health Foundation, Ibero hosted its first ever 5K Run/Walk for Health at Cobbs Hill Park Reservoir in September. The event featured Ibero's CFO as a guest speaker. George Dickinson suffered a major heart attack and underwent quadruple bypass surgery earlier this year. He shared his story with participants then walked for health!



More Success Stories

Our "Surprise" Award!

Many years ago, Pastor Angel Lebrón dropped out of high school. Today, he is in the process of obtaining a Masters in Theology from Roberts Wesleyan and leads Ibero's successful bilingual GED program as a volunteer.

"For me, being able to give back to the community is a blessing and a persevering commitment to the progress of those in need."

Pastor Angel Lebrón had no idea that he would be recognized with an award at our Upstate Latino Summit and Annual Celebration and Awards Luncheon. He received one of two Volunteer of the Year awards for his commitment to providing the free program for the past four years, which was recognized with a Certificate of Excellence by Action for a Better Community.



Pastor Lebrón has a Bachelor of Science in Sociology from SUNY Brockport and works at Unity Health Systems in addition to his duties at the United Christian Community Program.

Karen Martínez came to Ibero when her daughter Angeles was a toddler. Her son Adrian also attended our programs, and her youngest daughter Aliana is a current student. Karen's first goal was to finish school and work in the medical field as an LPN. Having reliable childcare provided her peace of mind while she attended school. During her studies, however, she faced many challenges when her grandmother died while she remained focused on taking care of her youngest daughter Aliana. Difficult circumstances can often become barriers in one's intended path. Nevertheless, with the help of our Family Services Assistant at our Early Childhood Center, Karen was able to overcome these barriers and finish school. Today, she is a licensed LPN, has maintained steady employment, established good credit and will soon achieve her second goal of purchasing her own home.

Yris Ubiera brought her twin daughters to Ibero's Early Childhood Center when they were infants. She was unemployed with three children and participating in a Work Experience Program, but none of her assignments were providing steady employment. Yris had experience working with young children and the requirements needed to fulfill a job that became available at our Early Childhood Center. Today, she works as an Early Head Start teacher and is moving her family forward to self-sufficiency.

Ornella Figueroa had her children enrolled at the ABC Early Head Start home-based program when her twin girls were transferred to Ibero's Early Head Start center-based program. In addition to the six-week old twins, Ornella also had a toddler. The amount of work involved had taken a toll on Ornella, but with the support of a Family Services Assistant, she was able to set and execute the goals to pursue her dream job of working in higher education. The first step was when Ornella joined our Youth Services Division as a program coordinator. Recently, she secured a new position at Nazareth College as the Assistant Director to the Higher Education Opportunity Program.

Congratulations to Pastor Lebrón, Karen, Yris, Ornella and the rest of our success stories!

Children Services



Award-Winning Programs

Certificate of Excellence in each of the following categories: Facilitating Parent Volunteerism, Moving Families toward Self-Sufficiency, Enrolling Individuals in GED Program

Ibero's Early Childhood Center offers an award-winning program for children as young as six-weeks-old through the age of five. Each child receives hands-on learning in the areas of developing and improving their motor skills, level of literacy, path to successful socialization and health and wellness. Serves 106 children and 95 families.

Our staff also work with parents to help them identify goals for themselves and their entire family. Our staff also collaborates with a strong and active PTA at the center to fully engage parents in all aspects of their children's education, including the interview process and the planning of activities and workshops.

Universal Pre-Kindergarten (UPK): All-day program Monday through Friday that is open to 4-year-old children who live in Rochester. Follows the school calendar.

Early Head Start: All-day program that is offered all-year round for children between 6-weeks and 3-years-old.

Head Start: All-day program for 3 and 4-year-old children that follows the school calendar

Tele-Med Program: (Partnership with the University of Rochester) Staff is able to conduct initial doctor visits with a sick child via the Internet to determine the next step, so parents don't have to miss school or work as often.

On-Site Nutritionist: In collaboration with the American Heart Association, an on-site nutritionist works with our children and parents to teach them about health and wellness. (Includes demonstrations and a new menu.)

New Collaboration with UR/ROHK: (Rochester Oral Health for Kids). Children receive dental screenings and fluoride treatment on-site, while parents learn about oral education and how to establish dental hygiene at home.

Emergency Services: Located next door to our Early Childhood Center at 777 Clifford Avenue, provides food items for families in need and educational programs: **Eat Right America, Cooking Matters, Couponing Class, Understanding Your Budget and Credit, and Bilingual GED Classes.**

Highlights

Parent Engagement Rate of 95 percent
Includes both mothers and fathers

Part of Ibero's 5 in 5
Five awards within five months
for results-driven success

Strong Parent Teacher Association



Youth Services



Award-Winning Programs:

Youth Services Quality Council Award for Organization Quality Leadership; Second Place Win at Youth Voice, One Vision Conference at Nazareth College

Our Youth Services Division provides successful academic, employment and social support to high school students in the Rochester City School District. Serves 1,705 youth and 135 parents.

Family Service Assistance Program at East: Staff work with families of students in grades 7-9 to provide support to families by completing home visits, assisting families with goal setting opportunities, providing community referrals when needed and holding a variety of parent workshops and trainings throughout the year. The program's primary objective is to increase parent engagement, which will in turn have a positive impact on student attendance, behavior and suspension rates.

Bry-Mentoring Program: Evidence-based mentoring program open to all students that aims to address issues that cause low levels of achievement, low graduation rates and high dropout rates. School-based, early intervention program provides case management, crisis intervention, referrals and long term mentoring.

Extended School Day Program: Dr. Martin Luther King Jr. School No. 9; Enrico Fermi School No. 17

Gear Up: Collaboration with RIT and James Monroe High School that provides college readiness programs to seventh grade students at Monroe. Six year grant funded by the Department of Education.

THRIVE 2: Partnership with City of Rochester and other community based organizations to provide evidence based workshops on the topic of HIV/STD and teen pregnancy to youth. The primary objective is to increase awareness, decrease HIV/STD and teen pregnancy prevalence and increase access to reproductive health care centers.

PAO: Substance abuse and alcohol prevention program

PASEOS: Providing Accessible Sexuality Education and Outreach Services

SOOP: Summer of Opportunity Program for city youth

New Partnerships: NextStepU, Nazareth College, University of Rochester, Eugenio Maria de Hostos Charter School



Highlights

Successful Results Mentoring Youth

Part of Ibero's 5 in 5
Recognized for active participation and
commitment to youth and families

Second Annual Coat Drive
Distribution of nearly 1,000 coats, on-site services

Family Services Division



The Family Services Division serves families, seniors and children through educational programs that assist in strengthening the family unit, improve health and wellness, and other areas of concern. In 2015, Family Services served approximately 2,670 individuals.

Centro de Oro Seniors Program: Newly renovated space provides additional room for seniors to participate in health and wellness programs that focus on nutrition, health and socialization (funded with a grant from GRHF). Through a partnership with Nazareth College, students visit regularly to monitor seniors health.

Diabetes and Hypertension Preventive and Management Programs: Program is offered to seniors and individuals in other programs under Family Services through Excellus BCBS Community Health Initiative. The majority of participants with high blood pressure and diabetes maintained their numbers within their baseline range. Weekly meetings, food demonstration and exercise take place weekly to keep participants on track.

Family Support Unit Program: Providing parent training classes to assist in the prevention of child abuse, neglect and foster care placement of children. 99 percent success rate. Family activities take place to provide quality family time for parents and children. Training offered to parents with children through the age of 11.

Health Home Care Management Program: Case managers work with individuals with at least two chronic conditions to help them achieve full recoveries that result in less visits to the hospital or emergency rooms.

Beacon of Life: Provides education and outreach services to assist in the prevention of HIV/AIDS.

Supportive Housing Rental Assistance: Provides care management services and rental assistance to individuals who are diagnosed with a mental illness or a chronic health condition.

Latino Elder Abuse Prevention Program: Raise awareness about the issue to encourage victims and/or family and friends to report instances of abuse. Perform outreach activities and presentations.

Medical Interpreters and Cultural Competence Training: Offered to organizations and businesses

Highlights

Grand Reopening of Centro de Oro
Additional space for seniors to exercise and socialize

Family Support Unit
Assists families in the prevention of child abuse, neglect
and foster care placement

Awareness and Outreach to Prevent HIV/AIDS
Program includes presentations and testing



Developmental Disabilities Division



Our Developmental Disabilities Division ensures that individuals and families have a high quality of life. We engage our residents in activities that boost self-esteem and provide a sense of accomplishment. You will see this on display at our Fashion Works store located right next door where we offer job coaching and employment.

Day Habilitation: Individuals attend daily habilitation program 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.

Family Support Services: Staff provide information about gluten/casein-free diets, transportation and how to access community activities. Also includes family reimbursement to help families improve their level of caring for a relative with a developmental disability.

Community Habilitation Program: Teens and adults receive services in their current living environment and in various community locations. They are taught how to plan and prepare meals, manage a household, finances and comparison shop, among other things.

Medicaid Service Coordination: Committed staff of coordinators successfully manage individual cases to ensure individuals and families are receiving a high level of care and being linked to important community resources.

Supportive IRAs: 24-hour staffing at residential homes provides individuals with general care, nursing services and other support in a nurturing environment.

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

Faith based Program: Initiated by NYS, individuals are given the opportunity to regularly attend and engage with a place of worship of their choice to further their integration into society.



Highlights

High Quality of Life Programs
Available to both individuals and families

Agency-Owned Store
Provides on-site training and employment

Regular Community Engagement & Opportunities

Hispanic Scholarship Endowment Fund



Record Number of College Scholarships!

2015 was another record year for the number of college scholarships Ibero and its partners were able to distribute to local high school seniors. On Saturday, July 11th we recognized 61 students for their academic achievement and level of community engagement. A third of these students were from the Rochester City School District - another record number!

Education is the key to success. Unfortunately, it has become much more difficult to afford these days. Through our Hispanic Scholarship Endowment Fund and local organizations, businesses and individuals, we are able to provide college scholarships in various amounts. Upon completion of an application and an essay portion, our Hispanic Scholarship Selection Committee meets to thoroughly review each one. Once the students are selected (based on academic criteria and essay writing), students are notified of their selection.

Scholarship Eligibility and Selection Criteria:

- *Applicant must be a resident of Genesee, Livingston, Monroe, Ontario, Wayne or Yates County.*
- *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 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).*
- *Applicant must submit an official transcript from high school, which includes: senior grades to date, official class rank, grade point average and college entrance scores or other.*

Highlights

Record Number of College Scholarships Awarded

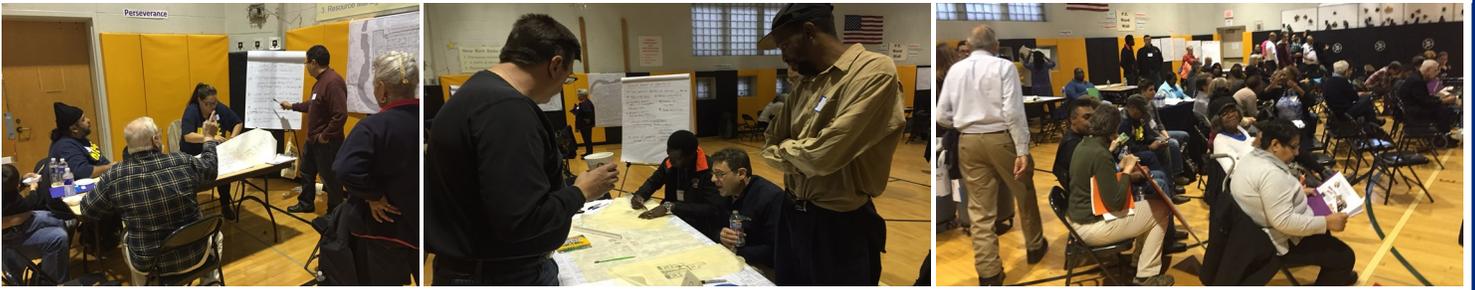
61 Local High School Seniors in Monroe County

Third of Students from the RCSD

Students and Families Publicly Recognized



Development Corporation



The Ibero American Development Corporation is an affiliate of the Ibero American Action League and is headed by a vice president who reports to the president and CEO of the Ibero American Action League.

Mission Statement: To provide affordable and quality housing and opportunities for the economic advancement of Latinos and other minority individuals and families. Additionally, it also focuses on providing social and recreational facilities to persons and families of low and moderate income.

Since 2008, the IADC has worked diligently with residents in the northeast neighborhood of Rochester to enact their vision. Conkey Corner Park and the El Camino Trail have been a part of the plan to enhance the quality of life among residents. El Camino Estates was built to provide quality affordable housing in the neighborhood.

Project HOPE (Healthy Outcomes through Participation, Education and Empowerment), a program of IADC funded by the Greater Rochester Health Foundation, was established to improve the overall health and well-being of the community through resident engagement and action.

News Event

Rochester Non-Profit Calls on Families in Northeast Neighborhood to Provide Input on Plan for Revitalization at Community Design Event



The IADC established a steering committee of local residents, stakeholders and staff to create a vision plan for the neighborhood. Residents shared their ideas at a Community Design Event in November. This initiative will be an extension and enhancement of existing work and will also create an opportunity to get the current pulse and ideas of residents for the future.



Highlights

IADC Provides Affordable, Quality Housing

Also Focuses on Recreational and Social Facilities

Community Design Event

Residents invited to provide input on revitalization project

Entrepreneurial Assistance Program



Our Entrepreneurial Assistance Program is designed to assist anyone who owns a business or dreams of owning one. We specialize in helping minorities, women, low-income individuals and veterans in all areas of business training, from technical assistance to formal training in the classroom, how to develop business plans, apply for loans and grants, in-depth counseling and mentoring, the state certification process and accessing capital. This program is offered in Buffalo and Waverly and will be offered in Rochester in 2016.

Our success stories include: the successful marketing and sales increase of a new invention, Space Saver Tomato Cage, LLC; and the successful creation of a business plan and more than \$1.5 million in sales for US Traffic Control Inc.

New Fee-for-Service Program



Ibero has a new Fee-for-Service Program to help businesses and organizations target the Latino market. Headed by the Office of Development and Communications under Tricia Cruz-Irving, a multiple award-winning bilingual publicist, Ibero provides a variety of services: interpreters, translators, condensed public relations and marketing strategies, the coordination, hosting and analysis of focus groups and more.

This new program brings with it a strong and powerful network of professional contacts and extensive consumer knowledge of the Hispanic buying power in Rochester and all of Monroe County through leaders and staff.



Financial Report

Revenue

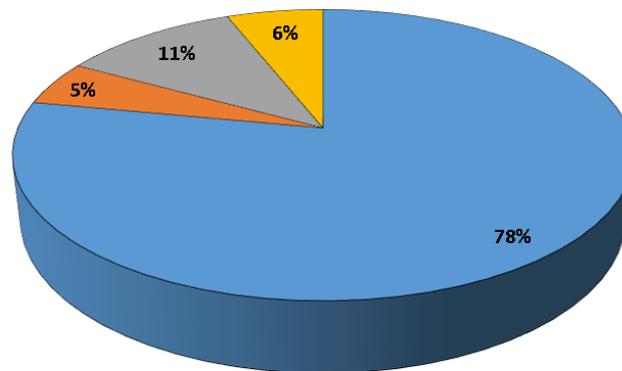
Government fees and grants	\$7,703,147
Program service fees	\$ 588,229
Net assets released from restriction	\$ 366,461
Contributions	\$ 485,416
Investment income, net	\$ 27,625
Other	\$ 752,307
Total revenue	\$9,923,185

Expenses

Program services	\$8,686,814
Management and general	\$1,125,729
Provision for income taxes	\$ 835
Total expenses	\$9,813,378

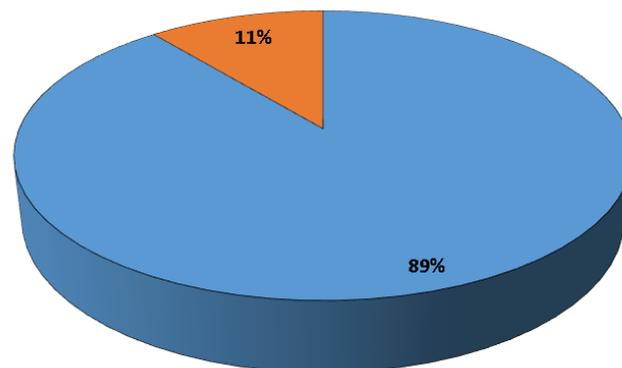
Changes in unrestricted net assets
before other changes in unrestricted net assets \$ 109,807

Public Support & Revenue



■ Government Fees & Grants ■ Contributors ■ Other ■ Program Fees

Expenses



■ Program Services ■ Management

Our Supporters

5LINX
Aavia Foundation
Abdiel DeJesús
ABVI Goodwill
Action for a Better Community
Advantage Federal Credit Union
Alzheimer's Association
Amarilys M. Rodríguez
American Lung Association of Northeast
American Red Cross
Ana Burgos
Andrea Holland
Andy's Landscaping
Ann Burk
Annette Ramos
Anthony L. Jordan Health Center
Antonio Devia
Augustín Meléndez
Baden Street Settlement of Rochester
Bank of Castile
Benjamin Clarke
Berlín Bermúdez
Beverly Roseborough
Bienestar Bilingual Counseling Center
Bill Carpenter
Blue Sky Assoc. Upstate NY
Breast Cancer Coalition of Rochester
Brian Marianetti
Brown & Brown of Rochester
Brown & Hutchinson, LLP
Bryant & Stratton College
Burgos Income Tax
Burgos Properties, LLC
Butler/Till Media Services
C.P. Kelly & Associates
Canandaigua National Bank
Carlos García
Carlos Gutiérrez
Celeste Amaral
Center For Disability Rights
Center for Youth Services
Christopher Nesmith
Citizens for Joseph Robach
City of Rochester
CNY Latino
Coalition of North East Associations
Committee to Elect James Vazzana
Compeer Rochester
Conifer Realty, LLC
Conserve
Constantino Fernández
Coordinated Care Services
Cornell Cooperative Extension
County of Monroe
Cultura Ithaca
Dale Carnegie Rochester
Daniel Clarkson
David Klein
David R. Onderdonk
Davidson Fink, LLP
Deborah Hughes
Donald Bigelow
Donna M. Harris
Douglas Escher
Ed Marin
Edward Erbland
Edy Sanzo
El Mensajero Católico
Elisa DeJesús
Emeterio Otero
Emilio García
Enterprise Fleet Management
Eric Boyle
ESL Federal Credit Union
Essie Calhoun-McDonald
Eugenio María de Hostos Charter School
Evelize Ramos
Excellus Health Plan
FACT Unit - Monroe County Family Access
Fidelis Care New York
Fidelity Charitable Fund
Finger Lakes Health Systems Agency
First Capital Payments
Five Star Bank
FM Office Express
FM Office Supplies
Found. of the Rochester Latino Rotary Club
Foundation of The Rochester Public Library
Frank Liberti
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**IBERO AMERICAN ACTION LEAGUE IN ROCHESTER ANNOUNCES THAT IT WILL FORM
A PARENT-SUBSIDIARY RELATIONSHIP
WITH CENTRO CÍVICO IN AMSTERDAM, NEW YORK**

**New relationship will provide services to more than 80,000 Latinos
and individuals of other backgrounds**

In a special meeting on Thursday, October 21st, the Board of Directors for Ibero American Action League approved a resolution to form a parent-subsidiary relationship with Centro Cívico, a human services agency based in Amsterdam that serves the Capital Region in Montgomery County, approximately 35 miles outside of Albany. Centro Cívico's Board of Directors has also approved the resolution. The new relationship is being established to better serve the growing Latino communities in the Finger Lakes and Capital Region areas.

"The combined Latino populations in the counties that our agencies serve are more than 80,000 and growing. However, we know that Ibero and Centro Cívico have become well-known outside of our home counties. Both agencies have always been ready to work with other groups and individuals who provide services to Latinos, and others in our community, wherever they are located in our regions," said Ibero Board Chair Juan Lugo. Lugo is also the chair of a joint task force that oversaw the due diligence for the proposed relationship. Also overseeing the process is Michael West, senior attorney for the New York Council of Nonprofits (NYCON).

"I am thrilled that Centro Cívico will join Ibero. Combined, these agencies have five decades of service to their communities. The combined efforts of these two agencies will be to the benefit of everyone we serve," said Centro Board President Dr. Roberto Ochoa.

Centro Cívico, which was founded in 1986 and is headed by Executive Director Ladan Alomar, offers services in the areas of early childhood, youth and family. It also offers a New York State Spanish-language AIDS hotline. Additionally, it has hosted several visits by the Mexican Consul General's office, and in collaboration with Ibero, hosted the 2008, 2010 and 2015 Upstate Latino Summit©, upstate New York's premier event for the region's Latino professionals. The daylong event features panel discussions on numerous topics affecting Latinos and their impact on the entire community. Topics include: health care, immigration, education, business development and political office.

"Since meeting Ladan in 2007, we have established a close partnership while discussing the needs of Latinos and others in the Capital Region of Albany, Amsterdam and Rochester. With so many parallels between these communities, the decision to combine agencies, resources and abilities was an easy one," said Ibero President and CEO Hilda Rosario Escher.

"Ibero and Centro Cívico have dedicated staffs who have demonstrated commitment and time to our communities. I am grateful to both boards and staff for the support we have received. We look forward to a partnership that will extend well beyond the relationship Hilda and I have formed that will serve as a benefit to Latinos and others in the years and decades to come," said Centro Cívico Executive Director Ladan Alomar.

