

ANNUAL REPORT 2021-2022



Conduit • Convener • Catalyst



Mission

Ibero, a dual language multi-service agency that uplifts, empowers, and advocates for Latinos and the underserved to achieve equity and become fully valued community members.

Vision

To be a recognized and transformative force in achieving equity in New York State's Latino Community.



Perseverance



Equity



Advocacy



Compassion



Empowerment

Nuestra Misión

Ibero, una agencia bilingüe de servicios múltiples que eleva, empodera y aboga por los latinos y los desatendidos para lograr la equidad y convertirse en miembros de la comunidad plenamente valorados.

Nuestra Visión

Ser una fuerza reconocida y transformadora para lograr la equidad en la comunidad latina del estado de Nueva York.



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Information in this report are based on Ibero's fiscal year, April 2021 to March 2022. The report is issued after the end of the first quarter in July.

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Senior Director of Ibero Investors
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Administrative Director
Evelyn Solano
Executive Secretary

Letter from the Board Chair

When I was a child, my father would often take me deep sea fishing. Most trips were filled with great catches, laughs, and moments I will never forget. Unfortunately, there were also moments of great fear, like the time our small boat was caught in the middle of a storm and our engine malfunctioned. As we look back on this last year at Ibero, many of these same emotions were stirred up in me again. There were moments of great accomplishment as we disbursed over \$1 million in aid for eviction prevention and rental assistance, progressed in our Pueblo Nuevo development projects bringing 100+ affordable apartments and homes to families, increased our minimum wage for staff across the agency, and relieved the financial burden of college attendance for 67 very promising graduating seniors. In these efforts, and many others, we delivered on the values that define us: advocacy, equity, perseverance, compassion, and empowerment. What makes these accomplishments even more admirable is that we were able to achieve them amid the fiercest storm Ibero has ever faced.

We began the year still amid the COVID-19 global pandemic with staffing shortages that shut down and rocked many of our programs, and a transition of auspice out of residential services. To support this change, many sleepless nights were had by our team members (frontline to executive) to uphold the quality of service we deliver throughout the community.

When I was on that boat that was being pulled out further into the ocean, I was gripped with fear. It wasn't clear at the time how we would survive, but we reassured each other that we would make it through together. In the midst of the storm, we saw a ship, and soon enough we were towed into port. The same is true for Ibero. We have some outstanding partners in the community that would have made it extremely difficult to achieve all we have in this last year, if not for their support. We do not take these partnerships lightly and are grateful to them for their investment in our vision to be a transformative force in achieving equity in New York State's Latino community.

Our future indeed is bright. I look forward to what this next year brings Ibero as we continue to focus on our sustainability and growth, align our service delivery with our strengths, build upon existing and new strategic partnerships, and provide a platform of success for the Latino community. Join us as we continue to be a conduit for prosperity, convener for equity, and a strong catalyst for positive change.

Saludos,

José (Joey) A. Rosario III

Board Chair



A Word from the CEO

The pandemic not only transformed our community, pero también a transformado a Ibero. This past year, one of the most difficult years in Ibero's history, we faced unprecedented staffing shortages and financial challenges in our OPWDD residential services that rocked the entire Ibero enterprise.

Since the early 1990s, residential services for individuals with intellectual and developmental disabilities have been a part of Ibero. Back then, just like today, Ibero stood in the gap and pioneered programs linguistically and culturally responsive for our community. The residential division accounted for close to 90 employees and over 60 people called our residences home making it the largest division for over three decades. The decision to divest was truly difficult, but necessary. We are grateful for our partners at People Inc. and The Arc of Monroe who helped us keep our residential staff employed and most importantly, kept most of our people in their homes. Their commitment to stand in the gap with us for our community has created a strong and lasting bond. Now, we will work together to ensure that Ibero's legacy in residential IDD services lives on.

I will be eternally grateful to the residential staff who everyday made personal sacrifices to serve our people during this very challenging transition. You will always be a part of Ibero! Thanks to our Board of Directors and the entire Ibero team for their dedication and hard work this past year. Lastly, I would like to thank Jim Grossman, Gerald Archibald, ESL Charitable Foundation and the many others who wrapped around us and understood the value that Ibero brings to our community. I understand the importance of our work and why fifty three years ago, five young activists came together to create the agency we see today. Ibero has deeply shaped the Latino community we love today and now we lead and shape other communities across the state. Transforming has never been just an option, it has always been the Ibero way.

I can't end without sharing that this year was also the most exciting year for Ibero, nuestra familia lived out the true essence of our organization, unapologetically. Our response to the needs of our community during this past year was unprecedented. Ibero led the way in increasing vaccination rates, ensuring access to eviction prevention funding, increased neighborhood services, supported our entrepreneurs, and opened Pueblo Nuevo housing. We secured visibility and access for our Latino community. Our values have inspired and guided our choices, our community defined how we served, and as always Ibero showed up, **Empowering People and Transforming Communities**. Nuestros valores of **Perseverance, Equity, Advocacy, Compassion and Empowerment** are the key to fulfilling our mission. I know **our future indeed is bright**. I am excited to share with you quiénes somos and quiénes seremos in this year's annual report.

Thank you for being a partner in our fight for equity.



Angelica Perez-Delgado, President & CEO





Manejo de Casos y Servicios de Cuidado

Servimos a una población única de miembros de la comunidad que necesitan ayuda para coordinar sus objetivos de vida. Nuestro personal ayuda a coordinar no solo los servicios médicos, de salud mental y de abuso de sustancias, sino también las necesidades sociales del individuo.

- *Establecimos relaciones significativas con socios de la comunidad, incluidos His Branches, Elite Home, Simplified Medicare y Changemakers/Impowr.*
- *Participamos y usamos los medios digitales para generar conciencia sobre los programas de alivio de la pobreza del área de Rochester y para aumentar la participación en el programa y los clientes sin cita previa a través del Proyecto de ayuda digital.*
- *En diciembre de 2021, fuimos completamente designados como Agencia de administración de atención de salud mental especializada y comenzamos oficialmente a brindar servicios a la población de Health Home Plus en Rochester.*



Care Management

We serve a unique population of community members who need assistance coordinating their life goals. Our staff helps coordinate not just medical, mental health, and substance abuse services, but also the social needs of the individual.

- Established meaningful relationships with community partners including His Branches, Elite Home, Simplified Medicare, and Changemakers/ Impowr.
- Participated and used digital media to build awareness of Rochester area poverty alleviation programs and to increase program participation and walk-in customers through the Digital Aid Project.
- In December 2021 we were fully designated as Specialty Mental Health Care Management Agency, and we officially started providing services to the Health Home Plus population in Rochester.



Learn more:
(585)256-8900 x122
www.iber.org/care-management-services

Rochester and Centro Civico
Health Home Programs

476
Individuals Served

Supportive Housing Rental
Assistance Program



27
Individuals Served

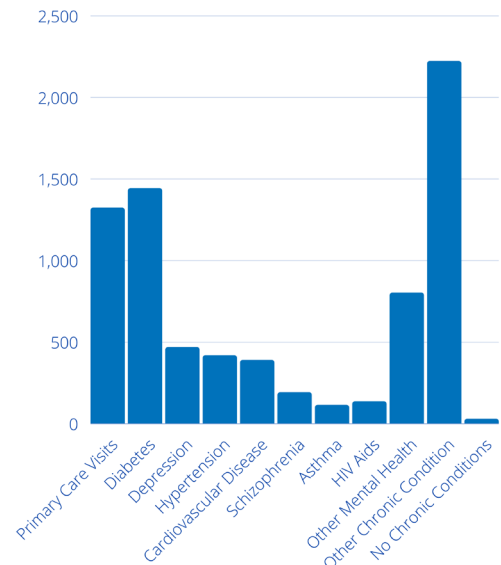
Number of Contacts Made

6,200

In-person and virtual contacts made by Health Home Care Managers from 4/2021 to 3/2022 Rochester and Centro Civico Health Home Programs

Counties Served:
Monroe,
Montgomery,
Albany, and
Rensselaer

Unique Intervention Types



Unique Intervention types that were addressed from 4/2021 to 3/2022

Centro Cívico

Estamos ubicados en la región capital de Nueva York y partes de Mohawk Valley. Trabajamos para eliminar las barreras sistémicas al aumentar el acceso a una variedad de servicios centrados en la persona, arraigados en la comunidad, bilingües y culturalmente receptivos. Atendemos principalmente a las comunidades LGBTQ+, jóvenes, inmigrantes, refugiados y latinos.

- Los latinos y asiáticos son los grupos más grandes que atendemos. En Centro Cívico servimos a todos los que entran por nuestras puertas.
- En asociación con el condado de Montgomery, publicamos un comercial sobre atención médica latina y comenzamos “Centro TV” en YouTube.
- Centro Cívico fue reconocido como Héroe de la Salud Integral 2021.
- Organizamos más de 10 eventos de pruebas de VIH que llegaron a más de 1,500 personas.
- Recogimos más de 8,618 libras de jeringuillas y proporcionamos acceso adecuado en toda la comunidad.
- Brindamos servicios a más de 80 personas de habla hispana con discapacidades intelectuales y del desarrollo a través de nuestra Oficina para Personas con Deficiencia en el Desarrollo (OPWDD) y programas comunitarios.



Centro Civico

We are located in the Capital Region of NY and parts of the Mohawk Valley. We work to remove systemic barriers by increasing access to an array of services that are person-centered, community-rooted, bilingual, and culturally responsive. We primarily serve LGBTQ+, youth, immigrant, refugee and Latino communities.

- Latinos and Asians are the largest groups served. At Centro Civico we serve all who enter our doors.
- In partnership with Montgomery County, we ran a commercial on Latino healthcare and started Centro TV on YouTube.
- Selected for the 2021 Whole Health Hero Award.
- Hosted over 10 HIV testing events reaching over 1,500 individuals.
- Picked up over 8,618 lbs of sharps and provided proper access to syringe disposal throughout the community.
- Serviced over 80 Spanish-speaking individuals with developmental and intellectual disabilities through our OPWDD home and community-based programs.

5600
Individuals Served

Community Mobilization

1,500
Individuals Served

OPWDD Home Community Based Services

80
Individuals Served



Legal Defense Project
(ONA Grant)

435
Individuals Served

Project NeedleSmart

8,618
Lbs. Sharps Collected

19
Active Sites throughout
the Capital Region

Learn more:
(518) 842-3762

www.iber.org/centrocivicony



Centro de Recursos Comunitarios

Ayudamos a las personas a identificar e implementar pasos que eviten emergencias repetidas y desarrollen planes para la autosuficiencia. Conectamos a los residentes del condado de Monroe con los servicios de administración de casos, las necesidades básicas temporales, la defensa y más, según cada caso, independientemente de la edad, la raza y los ingresos.

- 153 familias y 291 personas recibieron ayuda económica con los alquileres atrasados.
- Nos asociamos con el Condado de Monroe y los Servicios Médicos Extendidos para traer clínicas de vacunas contra el COVID-19 a los códigos postales 14621 y 14605. Más de 1,000 personas recibieron su primera, segunda o dosis de refuerzo a través de nuestras clínicas.
- En asociación con la Federación Hispana, identificamos a personas y familias indocumentadas en el condado de Monroe que no pudieron solicitar beneficios después de perder ingresos durante la pandemia de COVID. Nuestro equipo distribuyó \$50,000 en asistencia en efectivo y \$3,000 en tarjetas de regalo de Walmart.
- Más de 1,620 clientes recibieron servicios de manejo de casos de estabilidad a través de nuestra división. Conectamos clientes a recursos externos, incluido Financial Empowerment Center, Mothers in Need of Others, South Wedge Food Pantry, Rochester Female Charitable Society, Just Cause y otros para satisfacer las necesidades primarias del cliente.
- Nos asociamos con varias agencias de empleo, incluidas Career Start, Rochester Works, Elite HHC y Action for a Better Community para conectar a los clientes con oportunidades de empleo y programas de preparación laboral.



Community Resource Center

We help individuals identify and implement steps that prevent repeated emergencies and develop plans for self-sufficiency. We connect Monroe County residents to case management services, temporary basic needs, advocacy and more on a case-by-case basis, regardless of age, race or income.

- 153 families and 291 individuals received financial assistance with rent arrears.
- Partnered with Monroe County and Extended Medical Services to bring COVID-19 vaccine clinics to the 14621 and 14605 zip codes. Over 1000 individuals received their 1st, 2nd or booster dose through our clinics.
- In partnership with the Hispanic Federation we identified undocumented individuals and families in Monroe County that were unable to apply for benefits after losing income during the COVID-19 Pandemic. Our team distributed 50k in cash assistance and \$3k in Walmart gift cards.
- Over 1620 clients received stability case management services through our division. Connected clients to external resources including Financial Empowerment Center, Mothers in Need of Others, South Wedge Food Pantry, Rochester Female Charitable Society, Just Cause and more to target client's primary needs.
- Partnered with multiple employment agencies including Career Start, Rochester Works, Elite HHC and Action for a Better Community to connect clients to employment opportunities and job readiness programs.

1622
Individuals Served



1000
COVID-19 Vaccines
Distributed



2000
COVID-19 Test Kits
Distributed

*Cash Assistance up to \$5k for
Undocumented Families*

\$50k
Cash Assistance
Provided

15
Families Served

Eviction Prevention Assistance



291
Individuals Served

\$841,545.07
Distributed

Learn more:

(585) 454-1430

(585) 256-8900 x172

www.iber.org/crc





Diversidad, Equidad e Inclusión

Brindamos servicios a empresas, instituciones y organizaciones, tanto privadas como sin fines de lucro, en todo el estado de Nueva York.

- Brindamos evaluaciones, recomendaciones y planificación estratégica, así como capacitación a 20 organizaciones. Abordamos las inequidades sistémicas y estructurales a través del trabajo realizado junto con el Distrito escolar de la ciudad de Rochester y el equipo REAL, la comisión RASE, Powerbrokers con Urban League, Climate Solutions Accelerator de la región de Genesee Finger Lakes, el Consejo de Justicia Criminal del Condado de Monroe, Latino Health Coalition y específicamente el grupo de trabajo sobre opioides con la creación del “papel blanco” que aborda las desigualdades a nivel sistémico para quienes luchan contra la enfermedad de la adicción dentro de las comunidades BIPOC.
- Esta división se formó recientemente y hemos podido tener un impacto positivo y duradero en las comunidades a las que servimos. ¡2022 será un año de crecimiento!



Diversity, Equity & Inclusion

We serve businesses, institutions and organizations, both for-profit and non-profit, throughout the State of NY.

- Provided assessments, recommendations and strategic planning as well as training to 20 organizations. Addressed systemic and structural inequities through the work done alongside the RCSD and the REAL team, the RASE Commission, The Powerbrokers of Rochester with the Urban League, Climate Solutions Accelerator of the Genesee Finger Lakes region, the Monroe County Criminal Justice Council, the Latino Health Coalition and specifically the opioid task force with the creation of the “white paper” which addresses inequities at a systemic level for those fighting the disease of addiction within BIPOC communities.
- As a newly formed division, we have been able to make a positive and lasting impact on the communities we serve. 2022 will be a year of growth!

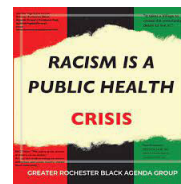
20
Organizations Served

Potential Community Impact

2,000
Employees

20,000
Clients and Consumers
Supported by these Organizations

Learn more:
(585) 256-8900 x176
keytodiversity.com



Edad Temprana

Brindamos cuidado infantil para niños de 0 a 5 años, principalmente a familias con bajos ingresos, en su mayoría latinos y afroamericanos.

A pesar de los desafíos con COVID, proporcionamos experiencias educativas consistentes a los niños y todos adquirieron habilidades de preparación escolar.

- *Reclutamos y mantuvimos a nuestros niños con una tasa de asistencia del 85% o superior.*
- *Mantuvimos nuestra matrícula al 100% durante todo el año escolar.*

Historia de Éxito

Kayla Santos tiene grandes sueños para ella y su familia. **“Quiero mostrarles que el cielo es el límite y que sigan esforzándose por lo que quieren. No quiero que se les haga difícil. ¡Quiero que finalmente no tengan preocupaciones en la vida y simplemente disfrutarla con los demás!”** dice Kayla. Se registró en REOC donde obtuvo su GED y se convirtió en Asistente de Enfermería Certificada. Kayla dice, **“No importa qué desvíos tengas en la vida, una ruta te llevará a donde quieres estar.”**

Para Kayla, esta nueva ruta es Bryant & Stratton, donde se convertirá en enfermera registrada. Kayla dice: **“Es difícil, pero lo logré. Mi esposo está paralítico y tengo tres hijos; Haylee (14), Olivia (12), Maurice (3) y todos mis hijos asistieron a los servicios de Edad Temprana de Ibero... ser parte de este programa me mostró que hay personas y programas que pueden ayudar con lo que tú y tu familia necesitan y no te hacen sentir incómodo en el proceso. Te dan una perspectiva diferente de las cosas. Si no pueden ayudarte directamente, ¡pueden dirigirte a alguien que pueda hacerlo!”** Kayla es fuerte, decidida, enfocada y nada la detendrá. ¡Estamos muy orgullosos de Kayla!



Early Childhood

We provide childcare for children 0-5 years old, primarily low-income families, mostly Latino and African American.

In spite of the challenges with COVID, we provided consistent educational experiences to the children and they all gained school readiness skills.

- Recruited and maintained our children at an 85% or higher attendance rate.
- Maintained our enrollment at a 100% throughout the school year.

Early Childhood Parent Success Story

Kayla Santos has big dreams for herself and her family. ***"I want to show them that the sky is the limit and to keep pushing for what they want. I don't want them to struggle. I want to finally have no worries in life and to just enjoy it with each other!"*** Kayla says. She registered at REOC where she obtained her GED and became a Certified Nurse Assistant. Kayla says, ***"No matter what detours you have in life, one route will get you where you want to be."*** For Kayla, this new route is Bryant & Stratton where she will become a Registered Nurse. Kayla says, ***"It's tough, but I did it. My husband is paralyzed, and I have three children; Haylee (14), Olivia (12), Maurice (3) and all my children attended Ibero Early Childhood Services...being a part of this program showed me that there are people and programs that can help with what you and your family need and they don't make you feel uncomfortable in the process. They give you a different outlook on things. If they can't directly help, they can direct you to someone who can!"*** Kayla is strong, determined, focused and nothing will stop her. We are so very proud of Kayla!



Learn more:
(585) 454-1200
www.ibero.org/early-childhood-services

106
Individuals Served



Attendance Rate

85% and up

We were able to recruit and maintain our children at an 85% or higher attendance rate April 1, 2021 - March 31, 2022



Enrollment Rate

100%

Enrollment Rate Maintained April 1, 2021 - March 31, 2022



Servicios para el Adulto Mayor y Compromiso Comunitario

Servimos a adultos mayores latinos de 60 años en adelante al brindarles un lugar de reunión único para satisfacer sus necesidades sociales y culturales. En el Centro de Oro, las personas mayores participan en programas de salud y bienestar que se enfocan en nutrición, salud y socialización.

Nuestro espacio sirve como un centro educativo y “un hogar lejos del hogar” para personas mayores. Nuestro enfoque es combatir el aislamiento social y proporcionar comidas nutritivas para esta población desatendida. El desayuno y el almuerzo están aprobados por la Oficina para Personas Mayores del Condado de Monroe y, si califica, el participante puede recibir transporte hacia y desde el centro para personas mayores. Todo el personal es bilingüe y bicultural en inglés y en español. Los aspectos más destacados de 2021-2022 incluyen:

- *Se aseguraron actividades diarias y programas terapéuticos que proporcionen estimulación mental, promuevan los movimientos físicos, mejoren la conexión social y fomenten una vida saludable.*
- *Se observó un aumento en el interés y la participación, mientras que muchos centros para personas mayores en todo el condado estaban reduciendo su asistencia, principalmente debido a la pandemia.*
- *Se contrató a un asistente de cocina a tiempo parcial y a un coordinador a tiempo completo para apoyar las crecientes necesidades de los adultos mayores de asistir a un centro de socialización y nutrición que también es culturalmente relevante.*



Elder Services & Community Engagement

We serve Latino elders 60 and up by providing a unique gathering place to meet their social and cultural needs. At Centro de Oro, seniors participate in health and wellness programs that focus on nutrition, health and socialization.

Our center serves as an educational center and “a home-away-from-home” for seniors. Our focus is to combat social isolation and provide nutritional meals for this under-served population. Breakfast and lunch are approved by the Monroe County Office for the Aging and if qualified, the participant can receive transportation to and from the senior center. All staff is bilingual and bi-cultural in English and in Spanish. 2021-2022 highlights include:

- Ensured daily therapeutic activities and programs that provide mental stimulation, promote physical movements, enhance social connectedness, and foster healthy living.
- Saw increase in interest and participation while many senior centers around the county were declining in attendance.
- Hired a part-time Kitchen Assistant and a full-time senior center Coordinator to support the rising needs of Latino elders to attend a socialization and nutrition center that is also culturally relevant.

Learn more:
(585) 256-8900 x123
www.iberor.org/centrodeoro



92
Individuals Served

Who attends Centro de Oro, by the numbers:

Low-Income Seniors

88%

Disabled

36%

8,197
Congregate Lunches
Provided

Latinos

98%

Live Alone

42%

7,469
Congregate Breakfasts
Provided



654
Home Delivered
Meals Provided



Servicios de Asistencia Familiar y Compromiso Comunitario

Conectamos a las familias con los recursos de la comunidad que crean estabilidad y autosuficiencia en el hogar mientras brindamos talleres para fortalecer el apoyo a los padres y las relaciones entre el hogar y la escuela que respaldan el rendimiento estudiantil.

- Servimos a más de 200 estudiantes y familias, conectándoles con recursos de la comunidad y ayudándolos a establecer y lograr metas que respaldaron las necesidades básicas de sus familias, lo que les permitió apoyar mejor las necesidades y metas educativas de sus hijos.
- Inscribimos aproximadamente al 20% de las familias en nuestra capacitación Padres Comprometidos, lo que fortaleció la comunicación positiva entre las familias y las escuelas.
- Se graduaron 21 estudiantes de último año en nuestro caso con una tasa de graduación general del 81% y al menos tres de los graduados recibieron una beca Ibero.

“Una vez que me uní al programa de padres comprometidos, fue mucho más fácil tener las ayudas y orientación de cómo dar los pasos necesarios en cada etapa del año escolar.”

- Luisa, Madre

“Antes de la clase me sentía impotente. Participar en la clase me dio muchas herramientas para hacer valer los derechos de mi hijo.”

- Yolanda, Madre

Family Service Assistance & Community Engagement

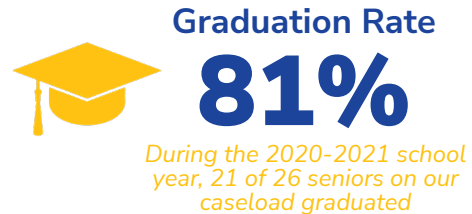
We connect families to community resources that establish stability and self-sufficiency in the home while providing parenting workshops that strengthen parent advocacy and home-school relationships that supported student achievement.

- Served over 200 students and families, connecting families to community resources and assisting them with establishing and achieving goals that supported their family's basic needs allowing families to better to support their children's educational needs and goals.
- Enrolled approximately 20% of families in our Padres Comprometidos training, which strengthened positive communication between the families and the schools.
- Graduated 21 seniors in our case load with an overall graduation rate of 81% and at least three of the scholars received an Ibero scholarship.

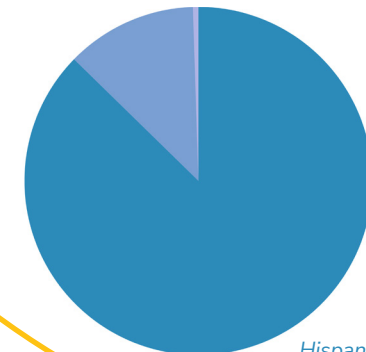
"This is a really good program! By providing different tools, support, and activities, you and your children become aware of the programs in the community and school. We learn to work together towards the student's goals and education."

- Sholanda, Parent

Learn more:
(585) 256-8900 x644
www.ibero.org/fsa



Demographics Served



Hispanic: 86%
Black: 12%
White: .02%

Educación de Salud y Servicios de Lenguaje

Brindamos información comunitaria y de salud a la comunidad latina para crear conciencia y conocimiento para disminuir las disparidades de salud entre los latinos.

Distribuimos información sobre:

- COVID-19, vacunas y pruebas
- Primeros signos de accidente cerebrovascular (Stroke) y prevención de accidentes cerebrovasculares
- Detección temprana de cáncer y reducción del riesgo estrategias para múltiples tipos de cáncer

Proporcionamos conexiones a:

- Servicios de Atención Primaria
- Servicios de Salud Mental

Servimos a empresas y organizaciones al proporcionar traducción al español, interpretación y evaluaciones de dominio del español.



Health Literacy & Language Services

We provide community outreach and health information to the Latino community to raise awareness and knowledge to decrease the health disparities among Latinos.

Distributed health information on:

- COVID-19, vaccines, and testing
- Early signs of stroke and stroke prevention
- Cancer early detection and risk reduction strategies for multiple cancer types

Provided linkage to:

- Primary Care Services
- Behavioral Health Services

We serve businesses and organizations by providing Spanish translation, interpretation, and Spanish proficiency assessments.

Community Outreach
1852
Individuals Served

114

Hours of Spanish Translation Provided

74,352

English Words Translated into Spanish

Spanish Translation

21

Organizations Served

Spanish Interpretation

10

Organizations Served



Learn more:

(585) 256-8900 x152

www.iber.org/health-literacy

www.iber.org/diversity-and-language-services



Servicios Basados en el Hogar y la Comunidad (OPWDD)

Servimos a las personas con discapacidades del desarrollo brindándoles los servicios comunitarios de su elección y la necesidad de ayudarlos a lograr una variedad de habilidades para aumentar la independencia y la integración en nuestra sociedad.

- *Mantuvimos la estabilidad y la consistencia mientras atendimos a nuestros individuos y familias a través de los desafíos desde la pandemia.*
- *En 2021, reabrimos por completo todos nuestros programas a pesar de los problemas de personal durante la pandemia. Estos servicios incluyen:*

PROGRAMA DE REEMBOLSO FAMILIAR

Ayuda a las familias a mejorar su nivel de cuidado de un pariente con una discapacidad del desarrollo.

DESCANSO EN EL HOGAR

Brinda alivio a los cuidadores de personas con discapacidades del desarrollo para que puedan dedicar tiempo al autocuidado.

SERVICIOS DE APOYO FAMILIAR (FSS)

Brinda servicios de apoyo como defensa, apoyo conductual, servicios de crisis y mucho más para ayudar a las personas con discapacidades del desarrollo a vivir vidas más plenas dentro de sus comunidades.

HABILITACIÓN COMUNITARIA

Apoya a las personas a construir y desarrollar habilidades para la vida.

PREVOCACIONAL

Ofrece oportunidades de internados, preparación para el trabajo, descubrimiento y colocación.

EMPLEO DE APOYO

Proporciona colocación laboral y entrenamiento.



OPWDD Home Community Based Services

267
Individuals Served

We serve people with developmental disabilities by providing them community services of their choice, which helps build skills to increase independence and integration into society.

- Maintained stability and consistency while serving our individuals and families through the challenges created by the pandemic.
- In 2021, we fully re-opened all of our programs despite staffing issues through the pandemic. These services include:

FAMILY REIMBURSEMENT PROGRAM

Helps families improve their level of caring for a relative with a developmental disability.

IN-HOME RESPITE

Provides relief to caregivers of individuals with developmental disabilities so they may dedicate time to self-care.

FAMILY SUPPORT SERVICES (FSS)

Provides support services such as advocacy, behavioral support, crisis services and much more to help individuals with developmental disabilities live richer lives within their communities.

COMMUNITY HABILITATION

Supports individuals in building and developing living skills.

PREVOCATIONAL (FASHIONWORKS)

Provides internship opportunities, job readiness training, discovery and placement.

SUPPORTIVE EMPLOYMENT

Provides job placement and coaching.

Family Reimbursement Services

195

Families Served

In-Home Respite

7

Families Served

Day Habilitation

31

Individuals Served

Community Habilitation

19

Individuals Served



Prevocational

10

Individuals Employed at FashionWorks

Supportive Employment

5

Individuals Served

Learn more:

(585) 256-8900 x213

www.iber.org/developmental-disabilities-services





El Poder Latino

Poder 97.1 llega al área metropolitana de Rochester y los condados aledaños, transmitiendo información relevante sobre los problemas que afectan a nuestra comunidad en general.

Nuestra división ha alcanzado numerosos objetivos al entrar en nuestro sexto año:

- Optimizamos nuestro kit de medios y el proceso de facturación para una plataforma más fácil de usar para las empresas locales y las organizaciones de servicios humanos.
- Aumentamos nuestros oyentes al implementar nuestra propia aplicación móvil para dispositivos Android y Apple.
- Recibimos un gran apoyo de oyentes en Hawái, Colombia y Puerto Rico.
- Instalamos una nueva consola de estudio de transmisión, con la última tecnología, para una señal mucho más clara.
- Grabamos y transmitimos el Proyecto Los Pioneros: un relato narrativo de nuestra historia. Una serie de entrevistas que capturan la narrativa personal de 25 líderes latinos comunitarios de importancia histórica como una forma de preservar la narrativa personal de la comunidad latina local de nuestra región. Este proyecto fue financiado por la RACF.

Trabajamos en asociación con pequeñas empresas, gobierno, iglesias, organizaciones de voluntarios y organizaciones sin fines de lucro para anunciar servicios, eventos, trabajos y oportunidades educativas. Poder 97.1 se ha convertido en un recurso de comunicación confiable para la comunidad latina.

Estamos muy orgullosos de nuestros locutores de radio y asistentes de producción. Están muy comprometidos con Poder 97.1 y esta comunidad. ¡Son una gran parte de nuestro éxito!

Poder 97.1 FM

We reach the Rochester Metro and surrounding counties, broadcasting pertinent information regarding issues that effect our Latino community at large.

Our division has accomplished numerous objectives as we have entered our sixth year, including:

- Streamlined our media kit and billing process for a more user-friendly platform for local businesses and human service organizations.
- Increased our listeners by implementing our very own mobile application for both Android and Apple devices.
- Received numerous support from listeners in Hawaii, Colombia and Puerto Rico.
- Installed a new state of the art broadcasting studio console for a much clearer signal.
- Recorded and broadcasted Los Pioneros Project: A Narrative Telling of our History. An interview series capturing the personal narrative of 25 community Latino leaders of historical significance as a way to preserve the personal narrative of our region's local Latino community. This project was funded by the RACF.

We work in partnership with small businesses, government, churches, volunteer organizations and nonprofits to announce services, events, jobs, and educational opportunities. Poder 97.1 has become a trusted media resource to the Latino community.

We are extremely proud of our on-air personalities and production assistants. They are very committed to Poder 97.1 and this community and are a big part of our success!

LISTEN ON THE GO!



Learn more:
(585) 256-8900 x214
www.iber.org/poder

10-15k

Daily Listeners

140

Local Businesses Sponsor Poder

4,200

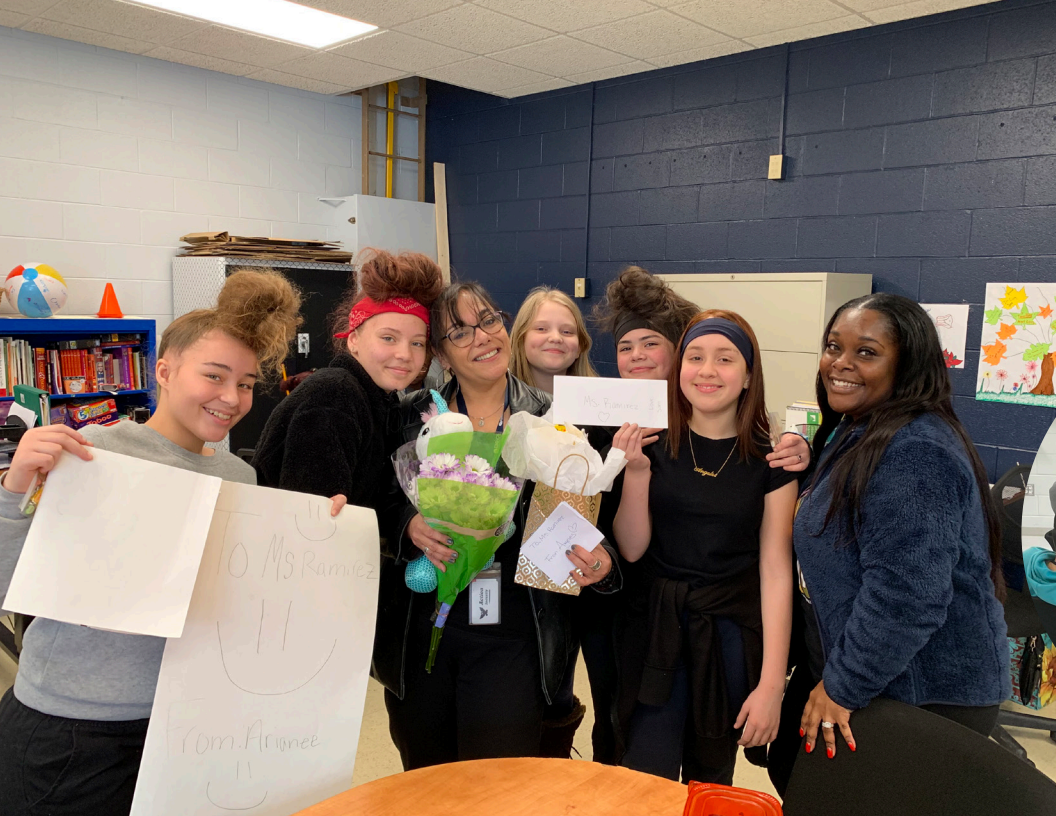
Hours of Educational Programming

25

Latino Community Leaders Highlighted

*Los Pioneros Project:
A Narrative Telling of our History*
www.iber.org/lospioneros





Servicios a la Juventud y Compromiso Comunitario

Abogamos por una mejor calidad de vida para los jóvenes y sus familias en el condado de Monroe. Logramos esto brindando servicios en las áreas de educación, salud, desarrollo de liderazgo, enriquecimiento cultural y empleo.

- Se expandieron los servicios a más escuelas en el distrito escolar de la ciudad de Rochester.
- Colaboramos con la Universidad de Miami en la programación basada en evidencia de educación preventiva para familias.
- Cuatro de nuestros jóvenes de ASPIRA recibieron el premio "Ciudadano Joven del Año."
- Los estudiantes trabajaron en una variedad de Proyectos de Aprendizaje Social en colaboración con la Escuela de la Comunidad Eugenio Maria de Hostos y el Programa Comunitario de Desarrollo Juvenil de Nazareth College.
- Más de 580 personas fueron atendidas durante nuestro evento anual para repartir abrigos.



Youth Services & Community Engagement

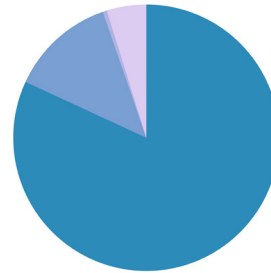
We advocate for an enhanced quality of life for youth and their families in Monroe County. We achieve this by providing services in the areas of education, health, leadership development, cultural enrichment and employment.

- Expanded services to more schools in the Rochester City School District.
- Collaborated with the University of Miami for Prevention Education Evidence-Based Programming for families.
- Four of our ASPIRA youth were awarded the “Young Citizen of the Year” Award.
- Students worked on a variety of Service Learning Projects in collaboration with Eugenio Maria de Hostos Charter School and Nazareth College’s Community Youth Development Program.
- Over 580 people were served during the Annual Coat Giveaway.

Learn more:
(585) 256-8900 x701
www.iber.org/youth-services



Our Restorative Justice Mediator Completed

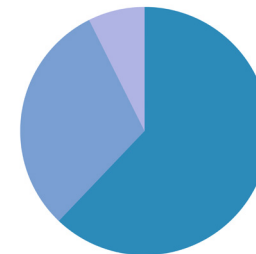


81.8% Hispanic
 12.8% Black
 0.5% White
 4.8% Other

Annual Coat Giveaway

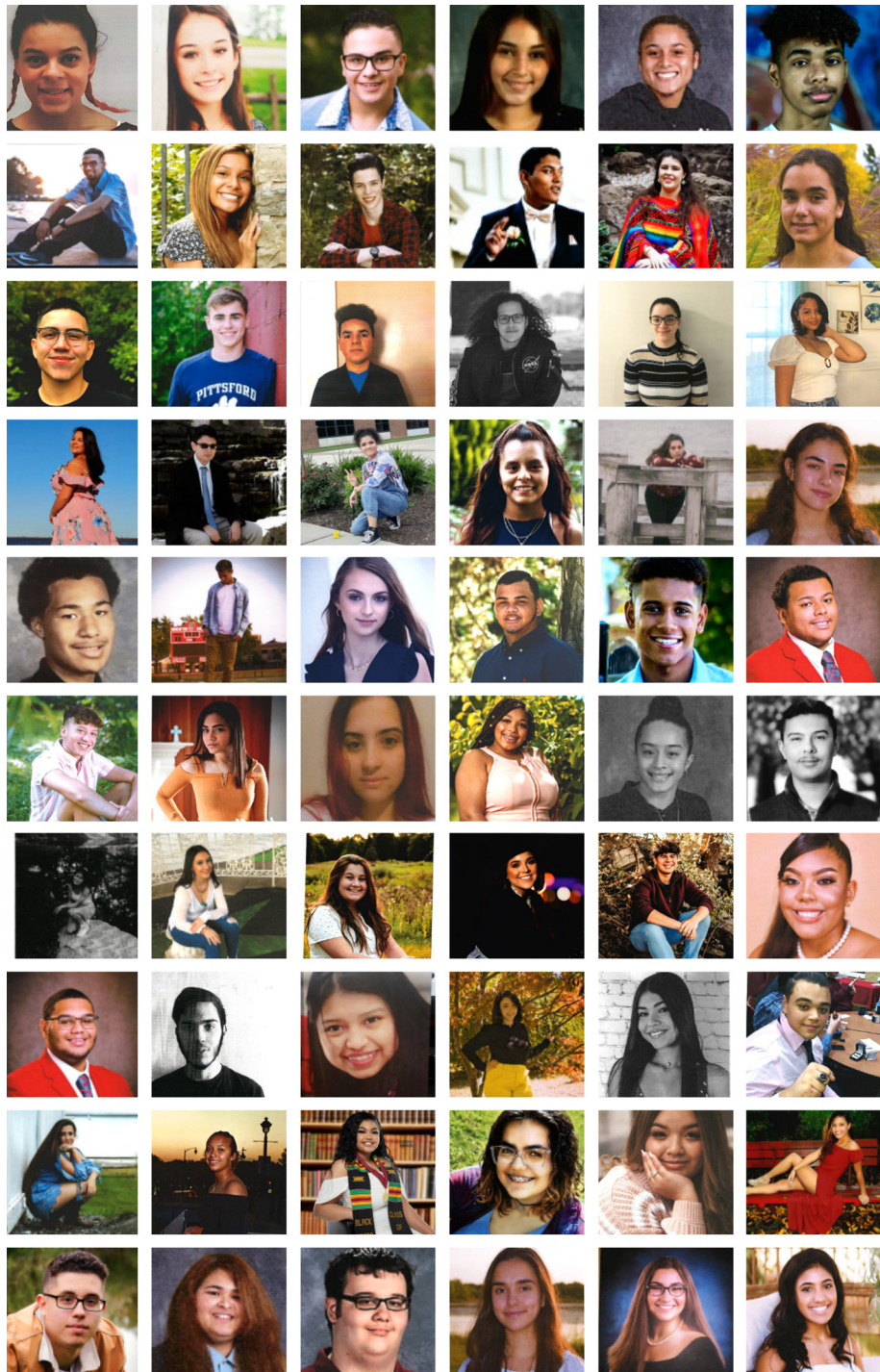


ASPIRA Youth Mentoring



Hispanic: 59
 Black: 29
 Mix Race: 7





Programa de Becas de Ibero

Programa de Becas de Ibero brindan oportunidades basadas en el mérito que van desde un mínimo de \$500 cada una a estudiantes de secundaria de origen hispano que actualmente residen en Genesee, Livingston, Monroe, Ontario, Wayne o el condado de Yates.

Gracias al Fondo de Becas para Estudiantes Hispanos y la Liga de Acción Iberoamericana en colaboración con organizaciones comunitarias, empresas e individuos, se asociaron para crear mejores oportunidades para los estudiantes hispanos, aumentando las tasas de inscripción universitaria. El Programa de Becas de Ibero ha otorgado más de 1,000 becas, desde 1985, impactando el futuro de los líderes y profesionales de la comunidad.

La solicitud de becas se distribuye por correo electrónico a todas las escuelas secundarias y personas que pidan la solicitud en seis condados (Genesee, Livingston, Monroe, Ontario, Wayne o Yates) y se publica en nuestro sitio web y redes sociales a partir de diciembre. La fecha límite para aplicar suele ser en marzo. Un comité de selección compuesto por educadores y profesionales locales revisa y clasifica las solicitudes.

En el 2021, Ibero otorgó a 67 estudiantes becas entre \$500 y \$2,000.

- 17 del Distrito Escolar de la Ciudad de Rochester
- 50 de otros colegios públicos y privados

Para ser considerado:

- El solicitante debe ser de origen hispano. Uno o ambos padres deben ser hispanos, con raíces familiares de uno de los siguientes países: Argentina, Bolivia, Chile, Colombia, Costa Rica, Cuba, República Dominicana, Ecuador, El Salvador, Guatemala, Honduras, México, Nicaragua, Panamá, Paraguay, Perú, Puerto Rico, España, Uruguay o Venezuela.
- El solicitante debe demostrar un alto rendimiento académico con un promedio de calificaciones de 3.0 (B) o mejor en las materias básicas.
- El solicitante DEBE ingresar a un colegio o universidad en el otoño del año en curso.

Ibero Scholars

Ibero Scholars provides merit-based scholarships of \$500 each to Hispanic-origin high school students who are currently residents of Genesee, Livingston, Monroe, Ontario, Wayne or Yates County.

The Hispanic Education Endowment and the Ibero-American Action League in collaboration with community organizations, businesses and individuals partnered to create better opportunities for Hispanic students, increasing college enrollment rates. The Ibero Scholars Program has awarded over 1000 scholarships since 1985, impacting future community leaders and professionals.

The scholarship application is distributed by email to all high schools and people who solicited the application in six counties (Genesee, Livingston, Monroe, Ontario, Wayne, and Yates) and posted on our website and social media beginning in December. The deadline to apply is usually in March. A selection committee composed of local educators and professionals reviews and ranks the applications.

In 2021, Ibero awarded 67 students with scholarships from \$500 to \$2000.

- 17 from Rochester City School District
- 50 from other public and private schools

To be considered:

- Applicant must be of Hispanic origin. One or both parents must be Hispanic, with family roots from one of the following countries: Argentina, Bolivia, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Spain, Uruguay, or Venezuela.
- 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 of the current year.

Learn more:

(585) 256-8900 x110

www.ibero.org/scholarship

67
Students Awarded

\$63,000
Funded in Scholarships

**Recipient Origins:
Cuba, Chile,
Dominican Republic,
Guatemala, Mexico,
Nicaragua, Puerto
Rico, and Spain**

Ibero Scholarship Recipients

Abby Rodríguez *Eastridge High School*
Adriana Guzmán *Byron Bergen High School*
Allison Scofield -De La Colina *Pittsford Mendon*
Almudena Vázquez Serra *Pittsford Sutherland High School*
Alyssa Paola Gugliotta *Spencerport High School*
Angel Alicea Morales *Webster Schroeder High School*
Angel Ricardo Alvarez *Greece Athena High School*
Angel Torres Bruno *James Monroe High School*
Aniyah Betancourt *Greece Odyssey Academy*
Anthony Sostre *Vertus High School*
Ariyana Cotto *Greece Odyssey Academy*
Azmeriza Rodríguez *Eugenio Maria de Hostos Charter School*
Bryan Rivero *Gates Chili High School*
Cassandra Fernández *Pittsford Mendon High School*
Dairish Maldonado Rivera *Victor Senior High School*
Dariel Ravelo Ramos *School of the Arts*
Darielys Rodríguez *Eugenio Maria de Hostos Charter School*
David Reagan *Aquinas Institute*
Deshawna Vázquez *East High School*
Destiny Santiago *School of the Arts*
Dyanna García *East High School*
Elis Morales *Greece Arcadia High School*
Emily Luna *Victor Senior High School*
Emily Rivera Ojeda *Webster Thomas High School*
Fanny Venegas *Elba Central High School*
Gisela Allen *Brockport High School*
Hannah DeVinney *Charles Finney High School*
Heather Cervantes *Hilton High School*
Hitsany Caridad González *East High School*
Isabella Ippolito *Victor Senior High School*
Jaeden Cortés *Webster Schroeder High School*
Jaslyn Angel Santellanese *Brockport High School*
Jaziel Morales Childs *Batavia High School*
Jenifer Tiul Choc *Edison Career & Tech High School*
Jenilimar González *Edison Career & Tech High School*
Jeremiah Cortés *Charles Finney High School*
Jesus Henríquez *Vertus High School*
John Rodríguez *Pittsford Sutherland High School*
Keily Soto Santana *Edison Career & Tech High School*
Kiara Belliard *Spencerport High School*
Laisha Martínez *Eugenio Maria de Hostos Charter School*
Luis Toledo *Vertus High School*
Luis Villanueva *Leadership Academy for Men*

Luz Figueroa
Marcos Daniel Moreland
María Vázquez Serra
Marta Vázquez Serra
Martina Silvestre Salas
Michael Raul Danielak
Miguel Angel Penders
Morgan Vidal
Nathan Magaw
Nayomie Ferrer Santiago
Patrick Cowie
Patrick Martin
Rebecca Martínez
Ryan Danielak
Sampson Valdéz
Sarah Postigo
Sofia Santiago
Sulin Marie Ramos
Susana Aguilera Castro
Tomas Daniel Hernández
Wilfredo Luis Sánchez
Xavier Morales
Yazmin Rodríguez
Zachary Martínez

Northeast College Prep
East High School
Pittsford Sutherland High School
Pittsford Sutherland High School
Webster Schroeder High School
McQuaid Jesuit High School
Aquinas Institute
Pittsford Sutherland High School
Webster Thomas High School
Eastridge H High School
Pittsford Mendon High School
Bishop Kearney High School
Aquinas Institute
Brockport High School
Gates Chili High School
Webster Thomas High School
Pittsford Sutherland High School
Fairport High School
Geneva High School
Bishop Kearney High School
Bishop Kearney High School
Webster Schroeder High School
Eugenio Maria de Hostos Charter School
PTECH

Dear Ibero Scholarship Committee,

I wanted to thank you for the Ibero Hispanic Scholarship award. I am excited by all that will be available to me because of this scholarship. Thank you for your generosity. I know it will help me get one step closer to my future success.

-Recipient of an Ibero Scholarship

Meet an Ibero Scholar Alumni

This year we have started a series of spotlight interviews to share and celebrate some former Hispanic scholarship recipient's stories. These outstanding community advocates, leaders, and professionals recognize the impact of the Ibero Scholars program in their lives as well as the importance of funding these scholarships.



"The Ibero Scholarship exposed me to Ibero as an agency, and I think that this scholarship really opens the doors for more Hispanic students to consider continuing their education."

- former scholar Miguel Meléndez, Chief of Community Engagement at IBERO, and president of Rochester City Council



"It is a glimpse of hope...I know it helped me to believe that I can achieve a college degree."

- former scholar Yversha Román, Director of CASH, Monroe County legislator for the 26th legislative district



"It's important because no matter how much the sum of the scholarship is, it allows the students to feel that there's others supporting them to go ahead in life...is more of a motivation. It encouraged me to continue... that there were people out there who believed and that wanted me to succeed."

- former scholar Orlando Ortiz, President of the Puerto Rican Festival Inc., and Manufacturing Manager at The Gleason Works

Ibero Scholarship Providers

Anonymous Scholarship
Arthur R. Hirst College Experience Scholarship
Diana Hernández Education Scholarship
El Mensajero Católico Scholarship
Emeterio & Carmen Otero Memorial Scholarship
Excellus Blue Cross Blue Shield Community Award
Finger Lakes Community College
Greater Rochester Health Foundation
"La Pluma de Oro" Scholarship (E. Goldfeder)
Morales Vega Foundation Scholarship
Mr. & Mrs. Arthur R. Hirst Scholarship
DeJesus Vega Education Scholarship
Mr. Thomas Fink Scholarship
Hispanic Scholarship Endowment Fund (Ibero/RACF)
Puerto Rican Festival of Rochester

Rochester Hispanic Business Association
Scholarship in Memory of Aramis Rodríguez
Scholarship in Memory of Crimilda Rosario
Scholarship in Memory of Félix Pérez Roldán
Twanda Christensen Scholarship
Visions Federal Credit Union

Help the Ibero Scholar legacy continue.

**GIVE
NOW**

www.ibero.org/donate





Corporación Iberoamericana del Desarrollo (IADC)

Trabajamos en proveer viviendas asequibles para familias e individuos necesitados, así como en la organización y el empoderamiento de las comunidades.

IADC continúa ampliando su provisión de viviendas saludables y asequibles para familias en el área de Rochester. Los logros significativos para este año incluyen:

- Proporcionamos 75 nuevas unidades de vivienda a individuos y familias que ganan el 30%, 50% y 60% del ingreso medio del área (AMI) hasta la finalización de Pueblo Nuevo I.*
- Dirigimos el proceso para establecer la Asociación de Vecinos de El Camino en el área demarcada por Upper Falls Blvd, North Clinton Ave, Long Acre Road y Genesee River con los clubes de bloques existentes.*
- Abogamos por más de \$1 millón en mejoras de parques en nuestra área objetivo a través de la subvención de la Iniciativa de Parques Saludables.*
- Proporcionamos comidas de verano e involucramos a un promedio de 15 niños diariamente a través de El Camino Play.*



Ibero-American Development Corporation

We work in the provision of affordable housing to families and individuals in need, as well as organizing and empowering communities.

IADC continues to expand its provision of healthy and affordable housing to families in the Rochester area.

Significant achievements for this year include:

- Provided 75 new units of housing to individuals and families earning 30%, 50% and 60% of the Area Median Income (AMI) through the completion of Pueblo Nuevo I.
- Led the process to establish the El Camino Neighborhood Association in the area demarcated by Upper Falls Blvd, North Clinton Ave, Long Acre Road, and the Genesee River with existing block clubs.
- Advocated for over \$1 million in park improvements in our targeted area through the Healthy Parks Initiative grant.
- Provided summer meals and engaged on average 15 children daily through El Camino Play.

Learn more:
(585) 467-6410 x821
iadconline.org



1,406
Individuals Served

Direct Housing
406
Individuals Served

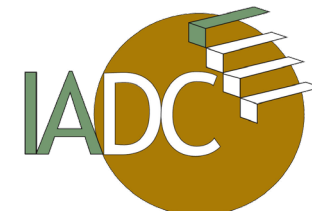


Units
163
Individuals Served

El Camino Play
48
Children Participated

Harvest Fest Event
150
Individuals Served

Community Development
1,000
Individuals Served
Approximate





Centro de Negocios de Ibero

El Centro de Negocios de Ibero (IBC) apoya a los empresarios aspirantes o empresas existentes en todo el oeste de Nueva York y Finger Lakes.

IBC ha guiado a empresarios en las regiones de WNY y FL desde 1979 para lograr sus objetivos comerciales. Aspectos destacados de este año:

- El Centro de Negocios de la región de los Grandes Lagos se mudó del sur de la ciudad de Nueva York al corazón de los Finger Lakes en Geneva, NY.
- El primer grupo de negocios empresarial del IBC en Finger Lakes graduó a 12 emprendedores.
- En Buffalo, nuestro Centro de Negocios del oeste de Nueva York graduó a 14 empresarios y dirigió una serie de seminarios en línea sobre desarrollo empresarial en el norte del estado de Nueva York.
- El Centro de Negocios en Rochester realizó 67 tutorías comerciales individuales y/o asistencia técnica durante el año pasado.
- El Centro se asoció con Ibero-American Development Corporation (IADC) para iniciar consultoría comercial para proveedores en la Plaza Internacional para la temporada de mercado del verano de 2022 en Rochester.



Ibero Business Center

Ibero Business Center (IBC) supports aspiring entrepreneurs or existing businesses throughout Western NY and Finger Lakes.

IBC has guided entrepreneurs across WNY and FL regions since 1979 to accomplish their business goals. Notable highlights from this year:

- IBC FL moved from the Southern Tier of NYS to the heart of the Finger Lakes in Geneva, NY.
- The first business cohort of the IBC FL graduated 12 entrepreneurs.
- In Buffalo, our WNY IBC graduated 14 entrepreneurs and led a series of business development webinars across upstate NY.
- IBC Roc conducted 67 one-on-one business mentoring and/or technical assistance sessions.
- IBC partnered with IADC to start business consulting for vendors at the International Plaza for summer of 2022 market season in Rochester.

Learn more:
(585) 256-8900 x125
iberobusinesscenter.org



1,334
Individuals Served

Technical Assistance
Provided for
COVID-Related Funding

1,196
Individuals Served

1-on-1 Mentoring

112
Individuals Served

IBC's Business
Entrepreneurship Fall Courses

26
Graduates

9

Business
Development
Webinars

Business Development
Webinars

35

Webinar Attendees





Plaza Internacional

Brindamos un espacio de reunión para la comunidad para celebrar y aprovechar los magníficos recursos artísticos y culturales del vecindario, y un lugar donde los empresarios locales y/o las empresas existentes pueden ubicar y vender sus productos y servicios en un entorno flexible y de bajo costo que es una base para el desarrollo económico del barrio.

- Se llevó a cabo la temporada de Días de Mercado del 16 de abril al 16 de octubre, presentando oportunidades de venta y desarrollo comercial, junto con entretenimiento en vivo, actividades culturales y de salud.
- La variedad de proveedores incluyó mercancía en general, productos para automóviles, joyería, artículos personalizados, comida, sofrito, productos agrícolas, almohadas, suministros para hornear, dulces, artesanías, jabón y velas.
- Más de 46 artistas y más de 45 organizaciones comunitarias participaron de la Temporada de Días de Mercado 2021 en la Plaza Internacional, ofreciendo un espacio de encuentro social y cultural, convirtiéndose en una referencia importante para divulgar servicios comunitarios.
- En 2021, La Plaza Internacional fue reconocida oficialmente como un sitio para no fumadores y obtuvo la certificación SNAP.
- La conciencia de la diversidad y el intercambio cultural desempeñaron un papel significativo en la mayoría de los eventos especiales realizados esta temporada:
 - **Festival Puertorriqueño:** entretenimiento en vivo, local e internacional sin costo para más de 1,000 visitantes.
 - **Celebración del Mes de la Herencia Hispana:** Siete días programados de entretenimiento sin costo para el público; asociándose con grupos culturales y organizaciones comunitarias, reconociendo los talentos locales, ofreciendo oportunidades rentables y conectando comunidades internacionales locales.
 - **Festival Fringe:** vinculamos a la comunidad y las artes Latinx con este festival, dando acceso al vecindario, promoviendo la Plaza a una audiencia y exposición diferente.
 - **Evento navideño de iluminación del árbol:** celebramos el espíritu navideño con la comunidad, fomentando nuevas relaciones y sirviendo a aproximadamente 200 visitantes.

International Plaza

We provide a community gathering space to celebrate and build on the tremendous arts and cultural assets of the surrounding neighborhood, and a spot where local entrepreneurs and/or existing businesses can locate and sell their products and services in a low cost, flexible environment that is an incubator for neighborhood economic development.

- Hosted Market Days Season from April 16 - October 16, presenting vending and business development opportunities, along with live entertainment, health and cultural activities.
- Vendor variety included general merchandise, car products, jewelry, personalized items, food, sofrito, produce, body pillows, baking supplies, sweets, crafts, soap, and candles.
- Over 46 performers and more than 45 community organizations participated during the 2021 Market Days season at the International Plaza, offering a social and cultural gathering space, becoming an important reference for community outreach and services.
- In 2021, The International Plaza was officially acknowledged as a nonsmoking site and became SNAP certified.
- Diversity awareness and cultural exchange played a meaningful role in most of the special events conducted this season:
 - **Puerto Rican Festival:** Hosted local and international live entertainment at no cost for over 1000 visitors.
 - **Hispanic Heritage Month Celebration:** Scheduled seven days of prime entertainment at no cost to the public; partnering with cultural groups and community organizations, recognizing local talent, offering profitable opportunities, and connecting local international communities.
 - **Fringe Festival:** linked the Latino community and arts to the Fringe, giving the neighborhood access to the Festival, promoting the Plaza to a different audience and exposure.
 - **Tree Lighting Holiday Event:** celebrated the holiday spirit with the community, fostering new relationships and serving an estimated 200 visitors.

Learn more:

(585) 428-6907

www.cityofrochester.gov/internationalplaza/

6,000
Individuals Engaged
per season

8
Partnerships with
Community
Organizations

46
Performers

25
Vendors

45
Community
Organizations

38
Market Days

13
Events Hosted on
Non-Market Days



International
PLAZA

*The International Plaza is a joint effort
between the Ibero-American Development
Corporation and City of Rochester*



Our Donors

It is because of the continued support of the following individuals and organizations that we are able to continue to be a transformative force in achieving equity in New York State's Latino Community.

A Magical Journey Through Stages
Acosta, Maribel
Action for a Better Community
Ad Council
Adams, Jacob & Heather
Advantage Federal Credit Union
AIDS Institute
Albany Central School District, DSS
Alma de Mexico
Alvarado, Iris
Alzheimer's Association
Amaral, Celeste
Antonetti, Victor
Aponte, María
Arguinizoni, Héctor
Ascension obo SVMC Holdings
AssetMark Trust Company
Avangrid
Benitez, Yolanda & David
Bermúdez, Mercedes
Betancourt, Daniel & Velazquez Betancourt, Annette
Bigelow, Donald
Black Avenue Theatre
Bolanos Lowe
Bolanos, Karlee
Bond, Erick
Bright Funds
Burgos Income Tax
Burgos, Alfred
Burgos, Sonia & Roberto
Callaghan, John
Canandaigua National Bank
Cancer Prevention in Action
Caraballo, Nereida & Vega, María
Carpinter, Elise
Casanova Hayman, María
Castro, Alex
Catholic Charities Diocese of Albany
Catholic Charities of Fulton & Montgomery Counties
Cecero, Diane
Center for Community Alternatives
Cerosaletti, Glenn
Chris Starks - Love Joy Mobile Sounds
Citizens Bank
City of Rochester
City of Rochester - Hispanic Heritage Committee
Climate Solutions Accelerator

Collazo, Omayra & Irizarry, Irvin
Collins, Kimberly
Comber, Paul & Ann Marie
Cong, Carlos
Constellation Brands Inc
Cornell Cooperative Extension of Monroe Co
Cortés, María
Cortés, Miriam
Cortés, Samir & María
CREA, LLC
Cruz, Geena
Czajka, Jeffrey
Daniels-Christensen, Twanda
Daniels, Michelle
DeJesus, Carlos
Del Valle, Florencio & Sánchez, María
Delgado Angélica & Jose
Delgado, Valeria
DiCioccio, Ernestina
Dickson, Melanie
Dormitory Authority of the State of New York
Dye, Timothy
Eastman School of Music
Edward & Verna Gerbic Family Foundation
El Mensajero Católico
EMITCS
Empire Development
ESL Charitable Foundation
ESL Federal Credit Union
Estrella-Brazil, Australia
Excellus BlueCross
Farash Foundation
Farr, James R.
Father Laurence ("Larry") Tracy Advocacy Center
Fidelis Care
Fidelis Care NY
Fidelity Charitable
Figueroa, Ricardo & Gil-Borges, Anabelle
Finger Lakes Community College
Finger Lakes Performing Provider System (FLPPS)
Fink, Thomas & Janet
Five Star Bank
FoodLink
George, Juan
Geva Theatre
Golisano Foundation
Gonzalez, Angel
Gonzalez, Michael
Gordon, Michael
GOYA Foods
Greater Rochester Health Foundation

Greater Rochester Summer Learning Association
Green, Erika I.
Grieco, John
Grossman, James
Grueber, Mitch & Sieber, Elizabeth
Grupo Cultural Latinos en Rochester
Guzmán-Rea, Jessica
Hamilton, Catherine
Health Homes of Upstate New York
Helio Health
Help Line
Hernandez Technologies Inc
Hernández, Abraham & Diana
Hernández, Hiram
Hernández, Millie
Hiczewski, Gregory & Martha
High Falls Operating Company
Hill and Markes
Hirst, Arthur & Barbara
Hispanic Federation
HOLA Network
Home Leasing LLC
In Our Own Voices
Irving, Paul
Jewish Federation of Greater Rochester, Inc.
Jordan Health Center
Joule Assets
Kaczor, Ronald
Key Bank
Klaiber, Kathleen
L3Harris Technologies
La Pluma de Oro
LaBella Associates DPC
Larson, David
Lifespan
Liliana Ruiz
Los Gallos
Lugo's Auto
Lutz, Margot
M&T Bank
Marlin, Eugenio
Martínez-Pedraza, Raquel
Martínez, Johnathan
McDavid, Jenna
Meagher-Zayas, Jonathan J.
Meléndez, Ann
Meléndez, Miguel
Mercado, Frankie
Mexican Grill
Mino's
Molina, Arinda
Monroe Community College
Monroe County
Monroe County Office for the Aging
Monroe County Office of Mental Health
Monteverdi Jr., William
Montgomery County Office for Aging, Inc
Morales Vega Foundation

Mother Cabrini Health Foundation
Nazareth College
Neena Rao Charitable Corporation
Network for Good
Nexo Group LLC
NYS Department of Health
NYS Division of Criminal Justice
NYS Office of Addiction Services and Support
NYS Office for New Americans
NYS Developmental Disabilities Planning Council
NYS Office for People with Developmental Disabilities
Olivieri Rivera, José & Armando
Ortiz, Jacklyn
Ortiz, Orlando
Ortiz, Tracy
Osborne, Clayton
Ospina Fadul, Camila
Otero, Emeterio & Felicia
Padilla Rodríguez, Nydia & Rodríguez, John
Padilla, Nancy A.
Palleschi, Patrick
Partners in Restorative Initiatives
Pérez, Carlos
Pérez, Gildred
Pérez, Ida
Pérez, Julia
Pérez, Ramón & Narda
Phillips, Galvin
Plonczynski-Figueroa, Anthony
Pomales, Andrea
Puerto Rican Festival Inc.
Quiñones, Julia
R Community Bikes
Ralph Honda
Rancho Viejo Restaurant
Reese, Branden
REOC
Reyes, Jeannette
Reyes, Robert
RGE
Rivera-Nothnagle, Aneli
Rivera, Jr., Héctor
Rivera, Julio
Rochester Area Community Foundation
Rochester City School District
Rochester Community Baseball
Rochester Economic Development Corporation
Rochester Female Charitable Foundation
Rochester Hispanic Business Association
Rochester Institute of Technology (RIT)
Rochester Latino Theatre Company
Rochester Management Inc
Rochester Museum and Science Center
Rochester Police Department
Rochester Public Library
Rochester Red Wings
Rochester Regional Health

Nuestros Donantes

Es gracias al apoyo continuo de las siguientes personas y organizaciones que podemos seguir siendo una fuerza transformadora para lograr la equidad en la comunidad latina del estado de Nueva York.

Rodríguez, Jennifer
 Román, Yersha
 Rosario, Jose
 Ruberti, Richard and Katrina
 Ruiz, Julia & Carmen
 Ruiz, Luisa M.
 Sánchez-Orona, Kelvin
 Sánchez, Diana I.
 Santiago, Alberto
 Santiago, Arline
 Santiago, Fernando & Arline
 Santos, Jacob
 Sargent, Amy
 Saunders, Jamie
 Schroeder, Jeanine
 Schwab Charitable
 Schwartz Jr., Charles R.
 Searles, Joseph
 SEFCU
 Serrano, Raquel
 Sieber, Elizabeth
 Simon, Sandra
 St. Mary's Healthcare
 Stewart's Shops
 Strong, Sheila
 Summit Federal Credit Union
 Sutton, James
 Target Corporation
 Teremy, Carmen
 Teremy, Frank
 The Blackbaud Giving Fund
 The Community Place of Greater Rochester Inc.
 The Nail Galleria
 The Pike Company
 Thomas, Eva
 Timpani, Salvatore & Marie
 Tops Markets
 Torpey, Marcia O.
 Torres-Feliciano, Jahirym
 Trillium Health
 Unidos US
 United States Department of Justice
 United Way of Rochester
 United Way of the Greater Capital Region
 University at Buffalo
 University of Rochester
 University of Rochester Medical Center
 Vargas, Bolgen & Conlon, Jill
 Vazquez Business Consultant
 Vázquez, Evelyn
 Vega, Lillian E.

Vega, Richard "Danny" & Diana
 Velázquez, Miguel
 Viera, John & Ortiz Viera, Maria
 Visions Federal Credit Union
 VM Ware
 Wallace, Jennifer
 Walmart
 Wegmans
 Whitfield, Christine
 William and Sheila Konar Foundation
 WMG Partners LLC
 Writers and Books

Thoughts from an Ibero Donor

"I remember when Ibero first started, I was in my early teens. I worked at Clifford Avenue Ibero in the Early 70s, as a teen patrol, I had the best job in the whole world. Ibero has been around and is helping my community...there is a personal connection. My own mother was a member of Centro de Oro.

I want Ibero to be successful and I enjoy supporting. Collaboration is extremely important because it builds relationships. I go out there and get involved and by the grace of God my business is doing well, and I will pay it forward. I can't sit on the sideline and just see Ibero employees make an impact, I have to get out there too!

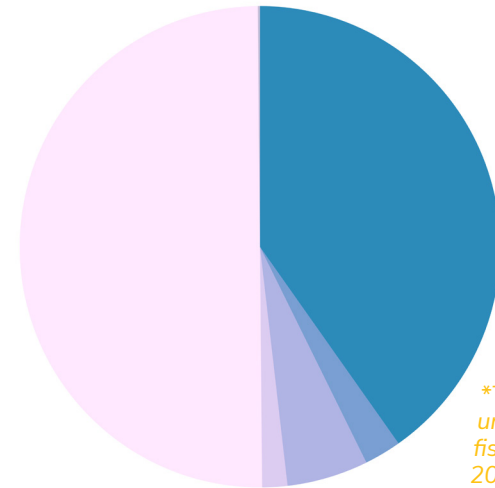
When I'm able to help out Ibero I know I am helping the community. I'm not a multi-millionaire and can't support every organization out there, but I'm backing a good one."

- Ibero Donor Alfred Burgos,
 President of Burgos Income Tax, Inc.



Financial Report* Reporte Financiero

● Government Fees and Grants	\$11,027,010
● Program Service Fees	\$680,683
● Contributions	\$1,500,171
○ Investment Income (net)	\$19,957
● Net Assets Released from Donor Restrictions	\$20,529
● Other	\$463,130
● Total public support and revenue	\$13,711,480



**These numbers are unaudited. Based on fiscal year from April 2021 to March 2022.*

Help uplift, empower, and advocate for Latinos and the underserved
Support Ibero's Mission and Programs

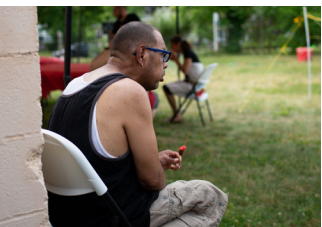
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