




# ON A MISSION 2 IMPACT

17-18 ANNUAL REPORT

 215-763-8870

 [www.congreso.net](http://www.congreso.net)

 216 W. Somerset Street

Philadelphia, PA 19133

 [info@congreso.net](mailto:info@congreso.net)

## MISSION

**Congreso enables individuals and families in predominantly Latino neighborhoods to achieve economic self-sufficiency and well-being.**

### Board of Directors

**Esperanza Martinez Neu, Board Chair**  
*Neu Foundation*

**Julio A. Correa, Board Vice Chair**  
*Sales Manager, Emerald Performance Materials*

**Robert Ahrens, Board Treasurer**  
*Market Manager, Senior Vice President, Santander*

**Andreina Hein, Board Secretary**  
*Director of Business Development, C. Erickson & Sons, Inc.*

**Miguel Alban**  
*VP, Multicultural Banking at BMT  
President, The Hispanic Approach*

**Maribel Hernández**  
*Cardiologist, Main Line Health*

**Richard DePiano**  
*Chief Executive Officer, General Counsel and Director, Escalon Medical Corp*

**Teddy Joyce**  
*Senior Manager, Tax Advisory Group (TAG) of HBK CPAs and Consultants*

**Paula Sunshine**  
*Senior Vice President and Chief Marketing Officer, IBX*

**Abelardo Lechter**  
*President, LEFA International*

**Sidney V. "Sid" Smith, Jr.**  
*Executive Managing Director, Newmark Grubb Knight Frank*

**Anthony Rosado**  
*Area President – Montgomery County and Senior Vice President, Greater Philadelphia Delaware Region, Wells Fargo*

### Executive Cabinet

**Carolina DiGiorgio**  
*President & CEO*

**Dominique Bernardo**  
*Chief Financial Officer*

**Brendan Conlin**  
*Chief Programs Officer*

**Sybille Damas**  
*Chief Operations Officer*

**Rafael Arismendi**  
*VP, Education & Workforce Services*

**Lisa Auerbach**  
*Senior VP of Finance*

**Juan DeAngulo**  
*VP, Data & Evaluation*

**Jannette Diaz**  
*VP, Health Promotion & Wellness*

**Traquillia Kennedy**  
*VP, Human Resources*

**Daisy Rosa**  
*VP, Family & Housing Services*

**Elizabeth Dawes**  
*Programmatic Administrative Manager*

**Andrea Martinez**  
*Executive Administrator & Board Liaison*

**Julia Rivera**  
*External Affairs Director*



---

## BIENVENIDOS | WELCOME

---

**Over the last 40 years**, Congreso has evolved into a nationally recognized human services organization that places the needs of our clients and communities first. Each year, we serve thousands of individuals and families in furtherance of our mission of achieving economic self-sufficiency and well-being for all.


As President & CEO, it is my privilege to be leading the agency through our 2018 Theory of Change: Mission 2 Impact (M2I) which, together with our Board, leadership and staff, allowed us a moment of self-reflection and self-assessment. It is in these moments of critical analysis that we become energized to advance, evolve and define our path and identity for the many years to come. M2I now defines our newly adopted strategy to implement integrative quality programming in five core areas: parenting, health, housing, education and workforce development. M2I also embodies our holistic approach to case management and addressing root causes in line with our staff led trademarked Primary Client Model service delivery.

Guided by our newly established agency core values of "Equality, Integrity, Service, Adaptability, and Safety," this exciting strategy will allow us to explore new programming, such as early childhood development, allowing us to access families at a much earlier and critical age, as well as the opportunity to design enhanced case management services, social enterprise models and longer, deeper relationship with our clients.

Transformative change takes strength, and on behalf of the Congreso Familia, I can proudly state that we are committed to service and to our community. **From all walks of life, ethnicities and backgrounds, we stand together in pursuit of access and opportunity for every individual and child.** We thank our many partners, donors, sponsors and stakeholders that provide such meaningful support each and every day.

We are dedicated to boldly leading Congreso into the future by refusing to accept the status quo and by welcoming learning and change. We invite you to join Congreso on our Mission 2 Impact as we provide individuals and families in predominantly Latino neighborhoods the opportunity to achieve economic self-sufficiency and well-being.

**CAROLINA DIGIORGIO**  
*President and CEO*



**"Trans-  
formative  
change takes  
strength, and  
on behalf of the  
Congreso  
Familia, I can  
proudly state  
that we are  
committed to  
service and to  
our  
community."**

# FOR THE NEXT DECADE

A THEORY



OF CHANGE



## Congreso is on a Mission 2 Impact!

Through M2I, Congreso will implement our theory of change – that providing integrated quality programming in the areas of education, workforce development, housing, health, and parenting will enable youth and their families to achieve economic self-sufficiency and well-being.

Mission 2 Impact (M2I) calls out the key elements of the work that lies ahead – **staying true to our mission and maximizing our impact.**

Following the 4-day theory of change retreat back in January of 2018, Congreso is now in a planning and design phase to drive our mission forward and continue improving our agency wide systems and processes.

Congreso's vision is to facilitate generations of positive outcomes by **developing lifelong partnerships** with individuals and families starting from the womb through the achievement of economic self-sufficiency and well-being, celebrating all of the milestones along the way.

**Mission & Core Outcomes:** Congreso de Latinos Unidos enables individuals and families in predominantly Latino neighborhoods to achieve economic self-sufficiency and well-being.

- Economic Self-Sufficiency – defined by education & workforce development.
- Well-Being – defined by health, housing, & parenting.

Stay tuned to learn more about our progress and provide feedback as we implement Mission 2 Impact!

# GRACIAS FOR SUPPORTING CONGRESO

## Corporate Advisory Council



## Community Advisory Council

**Brenda Reyes**  
*Housing Counselor, Family and Housing Services, Congreso*

**Rafael Arismendi**  
*VP, Education and Workforce Services, Congreso*

**Manuel Portillo**  
*Director of Community Engagement, Welcoming Center for New Pennsylvanians*

**Amy Eusebio Arnau, MSW**  
*Municipal ID Program Director, City of Philadelphia*

**Yvette Sanchez-Barreto**  
*Lead Administrative Specialist, Temple University*

**Dessia Cruz**

**Fernando Torres**  
*Aerospace Engineer and CEO, Casa Venezuela*

**Joe Garcia**  
*Deputy Director, Administration for Public Safety, Temple University*

**Madeline Neris Negron**  
*Program Coordinator, The Philadelphia Prevention Partnership*

**Elissa Martel**  
*Special Projects Coordinator, Division of Chronic Disease Prevention, Philadelphia Department of Public Health*

**Jannette Diaz**  
*VP, Health Promotion and Wellness Services, Congreso*



# NUESTRAS HISTORIAS

## OUR STORIES

### An Extraordinary Partnership

**Añia Simpson started at Congreso as an intern from Temple** last spring when she forged a friendship with Señora Angela Rios, a client originally from Puerto Rico in Congreso's VIDA program. Añia wanted to work on her Spanish so that she was prepared to study abroad in Cuba in the fall. Señora Rios wanted to learn how to speak English and to read and write; motivation was the glue between these two women. Señora Rios and Ania joined together and began tutoring each other throughout several weeks to help each other achieve their respective goals. After months of kindness and determination, Señora Rios can now write her name and Ania walked away with a better understanding of the Spanish language.

Señora Rios recalled the challenges and frustration of not being able to read receipts or important forms. She shared, "I feel happier now that I can recognize letters...I can't wait to send a card to my family and be able to write the address on the envelope." Añia proudly stated, "She started at zero and it's amazing to see how far she has come."



### Elina Excels

**Elina Mushimiyimana, born and raised in the Republic of Congo,** arrived in Philadelphia several years ago from Kenya and was looking to complete her GED. Luckily, Elina found Congreso's E3 Program. Whether adults are looking to return to an academic environment to complete their GED or have decided to further their education by obtaining an associate's degree from Harcum College, Congreso provides a variety of educational resources to the community. With self-determination and support from Congreso staff members, Elina graduated from the E3 program with her GED and enrolled in Congreso's Next Step program which supports 16 to 24 year olds to pursue education or employment opportunities.

After working hard and excelling at Congreso, Elina is now enrolled in the nursing program at Lincoln University! Elina shared, "Being involved with Congreso has helped me to keep moving and get what I want in life. To me, Congreso is like my home."

### Responding to Hurricane Maria

**On September 20, 2017, Puerto Rico felt the full force of Hurricane Maria.**

With the devastating destruction evident, it became clear that there was a need to mobilize support and resources here in our community to rally behind the island and its people.

The devastation in Puerto Rico inspired local community leaders, organizations, and elected officials to establish a coordinated effort through Unidos PA' PR to respond to the immediate needs of the people of Puerto Rico. Through the collaborative initiative, over \$250,000 was raised and thousands of pounds of donated items were collected.

Following the arrival of many Puerto Rican evacuees to our community, Congreso joined the Greater Philadelphia Long-Term Recovery Committee (GPLTRC) to join the efforts in supporting and welcoming these new families to our community. We thank all of the individuals, organizations, and corporations that lead and supported these efforts.



# MI CASA ES SU CASA



## Pan-American Academy Celebrates 10 Years

**10 years of growth.** Pan American Academy Charter School celebrated their 10 year anniversary at the 2018 Festival de Sueños in May. Founded by Congreso in 2008, the K-8 school now offers a bilingual international baccalaureate experience to over 750 students. Congreso joined many in celebrating the history and current success of PAACS.

2018 also featured the opening of the Annex, providing students at PAACS additional room to learn, play, and grow. After months of planning and construction, the Annex was completed in August 2018 and features a gymnasium, music room, creative classroom space, and a special events venue.

Congreso is proud to support the amazing students, staff, and families at PAACS and looks forward to continued partnership!

## New Homes, Full Hearts

**This past fiscal year, Congreso helped 55 clients purchase a home for the first time.** Through Family and Housing Services, a bilingual homeownership workshop is available for interested home buyers. During the one-day course, participants receive information and resources about house counseling, the role of realtors, homeowner's insurance, and foreclosure prevention. Clients leave with a sense of hope, gratitude, and excitement, while our experienced team of housing counselors are dedicated to supporting our clients in achieving their dream of owning a home.

Our partner, Aramark, also eased the process this year by providing 55 first time homeowners with "welcome home" baskets filled with all types of home supplies!



## Improving Health, Improving Lives

**In Fiscal Year 2018, the Congreso Health Center was able to serve 3,585 patients, for a total of 10,953 patient visits.** 20% of these patients served were uninsured.

The Congreso Health Center welcomed a Licensed Clinical Social Worker to the team in November 2017, which now allows the center to have fully integrated behavioral health services for our patients. This exciting addition has assisted the health center staff in ensuring that patients with chronic physical conditions have the tools they need to manage their disease, and that patients with mental health and substance use disorder needs are assessed, counseled and referred for appropriate treatment.

In February 2018, the Congreso Health Center partnered with the Fox Chase Mammogram Van, in order to provide free mammograms to uninsured and underinsured patients. 35 women were able to obtain free, on-site mammograms on that day. Out of these 35, 7 were found to have an abnormal mammogram, 6 of whom were uninsured. The 6 uninsured women have been connected to Fox Chase's Healthy Woman program for further diagnostic testing and treatment. This lifesaving cancer detection and treatment is especially important for Congreso's uninsured patients, who may not have access to detection and treatment outside of this service.



# TAKING CARE OF OUR FAMILIA



We are always seeking ways to enhance our work environment  
and take care of the Congreso Familia!

In July of 2017, a [Staff Appreciation Committee](#) was formed to celebrate and continue to foster community among our Congreso Familia. Since its creation, the committee has hosted events including happy hours, "recess" lunch events, holiday events, miniature golf, and ice skating for both staff and their families! In addition, the committee implemented a weekly "Monday Motivation" email to greet staff in their inboxes as they return from the weekend. At Congreso, we recognize the value of fostering a culture of community and self-care because our colleagues go above and beyond to support our clients often facing challenging issues and circumstances.

Also in July of 2017, Congreso adopted new [family friendly policies](#), including options to work remotely and bring children to the workplace. We recognize that child care emergencies occur and want to ensure that our staff have the flexibility to work with their supervisors to find a solution that works for everyone. Furthermore, we updated our [Tuition Assistance Policy](#) to allow a \$800 reimbursement per semester for regular full-time and part-time staff who attend Harcum College at Congreso.

In January of 2018, Congreso kicked off a [Wellness Initiative](#) to encourage and support staff to live more healthfully. The initiative has included smoothie days, guided meditation, recipe sharing, and more. The campaign has been coordinated by Executive Administrator & Board Liaison Andrea Martinez who shared this piece of advice for staff, "Bring positive energy into your life and improve your mood by having positive thoughts, meditating, getting exercise, eating well and focusing on gratitude."





# 2017-18

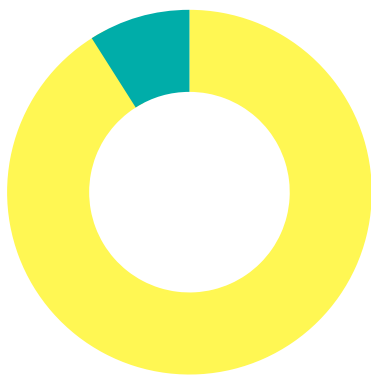
## CLIENT DEMOGRAPHICS

### WHO WE SERVE

#### Poverty Status

*Above 150% of poverty line*

9%



*Below 150% of poverty line*

91%

#### Primary Zip Codes Served

26%



17%



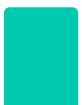
11%



9%



6%



19133

19134

19140

19124

19120

#### Family Income

61%



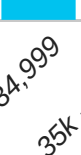
15%



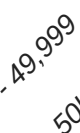
14%



6%



3%



1%



Less than 10k

10k - 14,999

15k - 24,999

25k - 34,999

35k - 49,999

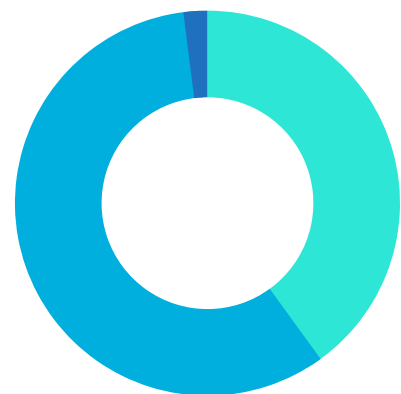
50k - 74,999

Above 75k

#### Primary Language

*Other*

2%



*English*  
40%

*Spanish*  
58%

# 2017-18

## FISCAL YEAR SCORECARD

### WHAT WE ACCOMPLISHED TOGETHER

#### EDUCATION OUTCOMES



#### EMPLOYMENT OUTCOMES



Obtained  
Industry-Recognized  
Certification

#### SUPPORTIVE SERVICES: ECONOMIC STABILITY



#### SUPPORTIVE SERVICES: CLIENT HEALTH & SAFE LIVING OUTCOMES



Developed Safety Plan  
(DV survivors)

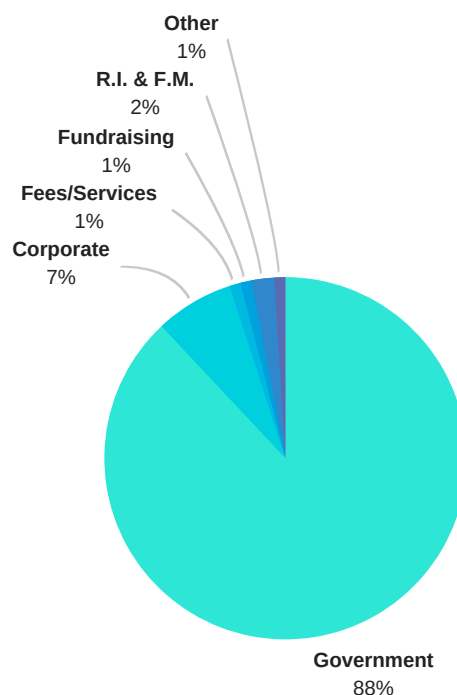
# 2016-17

## CONGRESO DE LATINOS UNIDOS, INC.

### CONSOLIDATED STATEMENT OF ACTIVITIES

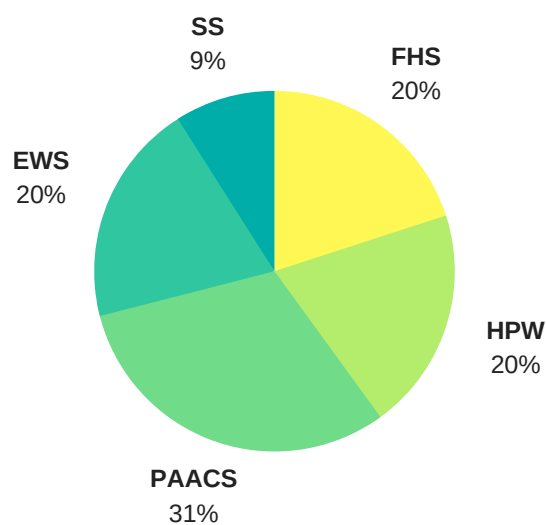
#### REVENUES

|  |                     |
|--|---------------------|
| Government Grants & Contracts.....         | \$22,089,046        |
| Corporate & Foundation Contributions....   | \$1,839,815         |
| Fees and Services.....                     | \$226,091           |
| Fundraising Revenue.....                   | \$334,836           |
| Rental Income and Facilities Management... | \$448,364           |
| Other.....                                 | \$159,236           |
| <b>TOTAL REVENUES.....</b>                 | <b>\$25,097,338</b> |



#### EXPENSES

|  |                     |
|--|---------------------|
| Family & Housing Services.....                       | \$4,668,328         |
| Health Promotion & Wellness Services.....            | \$4,673,201         |
| Education - Pan American Academy Charter School..... | \$7,170,337         |
| Education & Workforce Services.....                  | \$4,788,224         |
| Supportive Services.....                             | \$2,160,563         |
| <b>TOTAL EXPENSES.....</b>                           | <b>\$23,460,653</b> |



# GET INVOLVED

For more information about making a gift, contact us at [info@congreso.net](mailto:info@congreso.net).

Congreso Headquarters

216 W. Somerset Street

Philadelphia, PA 19133

215-763-8870

[www.congreso.net](http://www.congreso.net)

## STAY IN TOUCH



@Congreso1977