



CELEBRATING 45 YEARS OF SERVICE



2022 marked Congreso's 45th anniversary!

Thanks to the hard work, perseverance, and vision of so many over the years, Congreso has evolved into a nationally recognized human services organization. Congreso, guided by our mission and core values, continues to impactfully serve the community by providing client-centered, data-informed, and culturally-appreciative services in the areas of education, workforce development, housing, health, and family services.

We are grateful for the leadership that has guided us along the way and to all of the Congreso alumni, partners, and supporters that have served and contributed to our community over the last 45 years.

To all in the Congreso Familia, past and present, know that you are forever appreciated and that your ongoing support and efforts mean so much to so many!

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DEAR CONGRESO FAMILIA



In 2022, as we entered Congreso's 45th year of service, we were awarded an opportunity to pause and reflect on our history, our present, and our future. Congreso has evolved through the decades under various leaders, circumstances, and challenges and continued to serve the eastern North Philadelphia community. Our mission and values continued to guide our agency as we, alongside our Nation, our City, and our community, began moving forward from the COVID-19 pandemic.

Congreso's essence and spirit of "mi casa es tu casa" was revived with the return of in-person services and events, allowing us to further engage and connect with our clients and community members. While a sense of "normalcy" may have returned this year, we also recognize that innovation, as well as learnings and experiences from the pandemic, are invaluable and should continue to be integrated into our ongoing services and operations.

We know that the flexibility and adaptability that the pandemic required of us are also central to Congreso's ongoing strategic plan – Mission to Impact (M2I). This intentionality has given us strength and allowed us to continue to improve and offer our impactful platform of programs in the areas of housing, health, education, workforce development, and parenting and family services. It has also allowed our workplace culture to flourish through a challenging time. Congreso was again named a Top Workplace USA in 2022 and received open-mindedness and work-life balance culture badges.

In 2022, Congreso also established a vision for Diversity, Equity, Inclusion and Belonging (DEIB) – "At Congreso, we are committed to diverse perspectives, equity, psychological safety, and an inclusive community where everyone feels they belong. These commitments drive our daily actions towards furthering our agency's mission and values."

“We know that we have weathered the storm of the last few years and emerged in a position of strength because of the hard work, dedication, and contributions of all of our employees, partners, and supporters.”



Carolina Cabrera DiGiorgio
President & CEO
Congreso de Latinos Unidos

This vision, established by our DEIB Council, along with our Primary Client Model and unique service delivery approach, encourages all Congreso stakeholders and programs to center our clients and community. We know that we have weathered the storm of the last few years and emerged in a position of strength because of the hard work, dedication, and contributions of all of our employees, partners, and supporters.

I invite you to read Congreso's 2022 Annual Report and learn more about who we are, what we accomplished this year, and how we impact those we serve. As we look forward to the year ahead and what's to come, we pause to recognize, celebrate and extend our gratitude to everyone in our Congreso network who has contributed to our collective impact.

Carolina DiGiorgio



Congreso's mission is to enable individuals and families in predominately Latino neighborhoods to achieve economic self-sufficiency and well-being.

WHO WE ARE

Founded in 1977, Congreso de Latinos Unidos is a leading provider of high-quality programs in Philadelphia. Its primary client model PCM™ which focuses on a client centered, data driven, and culturally appreciative approach to service delivery, is the foundation for Congreso's current "Mission 2 Impact" (M2I).

Guided by our values and vision for Diversity, Equity, Inclusion & Belonging and through M2I, we have a renewed focus on integrating services for children and their families using human-centered design and innovative methods to provide holistic support and enhance our impact.

CORE SERVICES

Economic Self-Sufficiency: Education, Workforce Development

Well-being: Health, Housing, Parenting & Family Services

OUR COMMUNITY

70% of clients reported living in a North Philadelphia zip code

76% of clients identified as Hispanic

75% of clients reported an annual income of \$15,000 or below

25+ programs offered agency wide related to Education, Workforce Development, Health, Housing, and Parenting

12,026

Unduplicated Clients served in FY 22



2022

— At a Glance —

A selection of our impact outcomes from FY22

HEALTH

305 Accessed Pre-Natal Care

142 Achieved Good Adherence to HIV Treatment



EDUCATION

53 Obtained a GED or HS Degree

>80% Increased Numeracy & Literacy Skills



HOUSING

58 Prevented Foreclosures

746 Avoided Homelessness

EMPLOYMENT

190 Obtained Industry-Recognized Certification

159 Placed in a job



PARENTING

70 Completed Parenting Program



EDUCATION

Since 2005, Philly's E3 neighborhood-based centers have helped more than **1,000** young people graduate high school or earn their GED.

Congreso's E3 program provides free year-round education, employment, and empowerment services for youth and young adults in Philadelphia.

These services are available to 16 to 24-year-olds who are currently out of school or work that want to take the next step in their careers.

One of the more popular services offered is supporting individuals to earn their GED.

Meet Kimberly

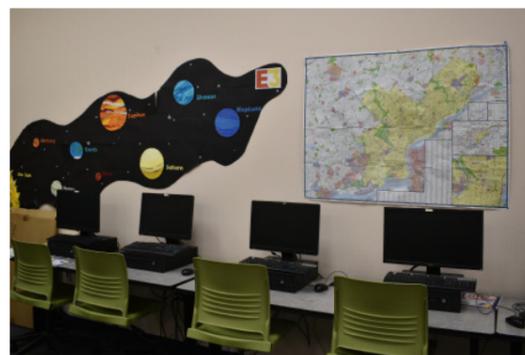
"I started the GED program two years ago," said Kimberly, age 24. "I was on and off... I had other things outside the classroom going on."

Kimberly knew she had to finish school. While looking for other resources at Congreso, she came across our GED program right here in her neighborhood.

The experience was a learning process. "I jumped in way too fast. I couldn't balance everything between a full-time job, school, and my daughter," said Kimberly.

She decided to leave her full-time job for a part-time job and focus on her schoolwork. Now she's on-site at Congreso studying every day from 9am – 12pm.

Congreso's E3 program offers students flexibility in their schedule and individualized support based on their needs; classes are held year-round.



Kimberly will be wrapping up her GED coursework soon and then will determine what she wants to do in the future. For some, that next step is the scariest part.

"I'm not too sure on what I want to do, but this program makes it easy for you and has a lot of options. After you graduate, they will help you with job placement and other resources to make sure you succeed."

Once students are ready, E3 gives them access to a plethora of support: job placement assistance, connection to additional training after graduation, help in applying for college, paid internships, community services and other work experiences.

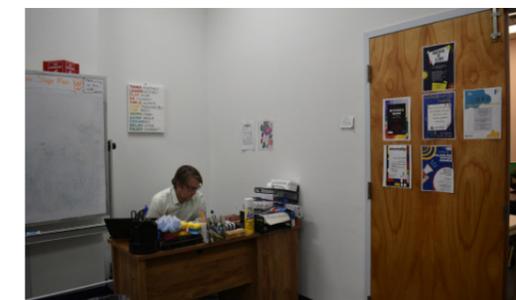
Kimberly knows there are others like her in the community, but many of them don't know where to begin.

"I think this type of program is important for the community especially for us young people because some of us didn't have the option to finish school. So, the fact that there are programs to help us right here and we don't have to pay for it is amazing. Now I always encourage people to finish high school. If not, I tell them about this place."

By the end of February 2023, Kimberly aims to have completed her GED at Congreso.



Education.
Employment.
Empowerment.



HEALTH

In FY22, Somerset Pharmacy filled 11,159 new prescriptions, and 14,229 refill prescriptions, which has supported the Congreso Health Center patients and Esfuerzo clients in accessing their medications in a one-stop shop model.

As the Esfuerzo HIV Services Department kicks off the US Department of Health and Human Services' Ending the HIV Epidemic (EHE) initiative, the program is working towards the overall goal of reducing the number of new HIV infections in the United States by at least 90 percent by 2030.

Esfuerzo's two newest grants, which include rapid/mobile HIV testing from the Centers for Disease Control and Prevention, and low-threshold sexual health services from the Philadelphia Department of Public Health, aim to do just that.

Through increased testing, comprehensive screening for additional risk factors, harm reduction strategies, and early medical intervention through the PrEP medication, our Esfuerzo team, in collaboration with the Congreso Health Center, is working to prevent the spread of HIV and STI's through new and innovative approaches.



Congreso's Esfuerzo HIV team stands in front of Philadelphia's Art Museum at the 2022 Philly AIDS Walk.

In the past year, **513** rapid HIV tests have been conducted, allowing people to know their status immediately.

Harm reduction continues to be a priority for the population that we serve, and Narcan has been distributed **129** times, in addition to **152** Fentanyl test strips, and **18** information sessions have been delivered to the high risk populations, people who inject drugs (PWID).

232 clients have been tested for other STD's that put them at risk for acquiring HIV, and **14** clients have begun taking PrEP, which is a medication to prevent HIV transmission in those who may be at a risk for acquiring HIV.



The teams continue to plan and improve their ongoing efforts utilizing these new Prevention grants and Congreso's agency M2I strategies and human-centered design tools in order to best meet the needs of our clients.

In addition, Esfuerzo's Medical Case Management team continues to focus on achieving viral load suppression with their clients, which includes supporting them with economic stability and well-being. Over 85% of the clinic's HIV positive patients continue to be virally suppressed, meaning that the virus is undetectable in a lab test and HIV cannot be transmitted. As the HIV landscape and goals continue to change with the advances in modern medicine, the services that the Esfuerzo team provides are vital for the wellbeing of the community that Congreso serves.

FAMILY & SAFETY

Congreso's neighborhood of Fairhill in eastern North Philadelphia faces some of the highest crime rates in Philadelphia. While Congreso serves as a trusted provider of ongoing services to community members including domestic violence services and supports, in 2016 our East Division Crime Victims Services (EDCVS) program was officially established with the mission to offer client centered, trauma-informed services to individuals who have experienced a crime in the 24th, 25th or 26th police districts.

These critical bilingual services offer financial support, guidance, and hope when clients need it most.

Meet Client A

"I remember speaking with the client and hearing the pain in his voice as he explained what had happened to him," shared Congreso's Crime Victim Advocate (CVA).

This client's story begins in May of 2022 with a vehicular crime. Due to their extensive injuries, the doctor ordered the client to remain on bed rest.

"Our team of awesome advocates are working tirelessly to ensure victims of crime from Eastern North Philadelphia communities are aware of their rights as it relates to their victimization, and they go above and beyond to ensure victims receive the compensation that they deserve through the Crime Victims' Compensation Program." said Congreso's EDCVS Program Manager.

In FY22, the Crime Victim team served **228** unique clients and of those **55** had children.

1,185 direct contacts totaling **3,263** services or about **2.75** services per direct contact with a client like case management, individual counseling, or individual advocacy.

That is **35,034** minutes or **583.9** hours providing those direct contacts with clients.

Congreso's East Division Crime Victim Advocacy program has helped community members recoup over \$400,000 because of their victimization.



When Congreo's CVA first connected with him, they assured the client he was not alone in this long journey of recovery and financial uneasiness. Our CVA got to work immediately and soon was able to help the client's financial burden with emergency financial assistance while other documentation was submitted for his loss of wages.

When the client could finally visit Congreso, he arrived in a wheelchair being pushed by his mother. The client was unable to walk or move his left arm. He voiced his concerns about how sad and depressed he was and depended solely on his mother and other family members to help him with everything.

The CVA provided the client with encouragement and self-care resources throughout the process from their first meeting in the hospital through his full path to recovery and time in the program.

As of December 2022, Client A can walk independently and was awarded a substantial amount in loss of earnings.

"It is always a blessing to support clients in need during hard times," said Congreso's CVA.

HOUSING & WORKFORCE

Congreso's strategic plan, Mission to Impact (M2I) renewed the agency's focus on innovative strategies that further our impact and improve our long-term outcomes. Over the last year, our Housing and Workforce Development Departments have piloted new initiatives, funded by the Bezos Foundation, that encourage intentional collaboration to provide comprehensive support for clients.

Over the last fiscal year, the collaborative efforts included working with 12 clients that were engaged in our workforce development programs and that faced needs around housing or utility assistance.

A new \$7.5 million Wells Fargo grant aims to expand affordable housing and homeownership to help create 5,000 new Philly homeowners by 2025.

By ensuring that challenges with paying rent or utilities did not become a barrier to completion of our training and certification programs, our clients were able to focus on their long-term goals and take significant and life-changing steps towards becoming more economically self-sufficient and stable.

We're proud that these innovations and internal partnerships have resulted in such impactful outcomes...

Meet K.W.

Growing up in a rough neighborhood of North Philadelphia, K.W. did not complete high school and was lured into a lifestyle that resulted in a prison term for much of his twenties. Soon after being released, K.W. was able to secure a small 2nd floor apartment for his family which included two children under five.



Unfortunately, earnings from Lyft and Uber Eats were not enough to sustain his family's home and bills. Hitting "rock bottom" during August of 2022, he made the brave decision to "wipe the slate clean and start all over the right way, regardless of the immediate cost" and invested his entire heart into pursuing a career as a Tractor Trailer Driver.

K.W. interviewed for CDL programming at Congreso in late September and from the get-go the team could see that there was a level of determination burning within him as he enrolled and began training. During a heartfelt conversation with K.W. during week three, we soon learned that his back rent was several thousand behind and his realtor would be initiating the eviction process.

After a quick referral for emergency rental assistance, Congreso's Housing Department was able to provide immediate intervention and covered his back and November rent – allowing K.W. the peace of mind to focus on program completion and securing employment.

We are happy to now share that K.W. graduated from the program in December and, as of January 2023, confirmed that he is training in Tampa, Florida to drive Tractor Trailers for TransAm and on the verge of earning up to \$90k during his first year of employment.

Students in Congreso's CDL-A, EMT, and Human Services Pathway Programs benefited from this pilot program. We look forward to continuing intentional collaboration, innovation and program design across Congreso service areas that further drive long-term, impactful, and life-changing outcomes for our clients and community members.



"We look forward to continuing intentional collaboration, innovation and program design across Congreso service areas that further drive long-term, impactful, and life-changing outcomes for our clients and community members."



CIVIC ENGAGEMENT



In 2022, Congreso continued to engage and support our community by keeping our familia informed with critical information and providing much needed resources. To encourage civic engagement and participation from young people and Latinos, Congreso joined Ceiba's Voter Registration Challenge and worked closely with the UnidosUS Action Fund.

We began by engaging youth, visiting different schools, programs, and community events including KCAPA High School, Edison High School, and the Community College of Philadelphia. We played Voting Trivia 101, which included essential information on how to register to vote, important dates, and how to become civically engaged.

On the last day to register to vote, Congreso hosted a "Final Fiesta," where we provided voter registration forms and mail in ballot registration forms. We also offered food, activities for community members to share why they vote, and the opportunity to ask questions ahead of the November election.

In collaboration with Latino Justice and Cada Voto Cuenta, Congreso also hosted a Know Your Voting Rights Seminar with valuable information on voter eligibility, federal and state election laws, language assistance, disability rights, and so much more. This seminar was made available to all employees and community members.

Throughout the election season Congreso offered various resources and bilingual information about finding your polling location, serving as a poll worker, mail-in voting, and voter guides across our social media channels.

In 2023, Congreso is excited to continue this work with support from the Lenfest Foundation's Every Voice Every Vote Initiative, a citywide coalition of more than 50 media and community organizations working to put Philadelphia voters and key issues at the center of this year's elections for mayor and city council. This project will allow us to build our capacity and to continue this important work, engaging our community members and amplifying their voices.



"An Inquirer analysis of Pennsylvania's elections, based on precinct-level results from 60 of 67 counties constituting 97% of the overall vote, showed steep turnout declines in Latino and Hispanic areas."



AWARDS & RECOGNITIONS



CONGRESO AWARDED TOP WORKPLACE 2022

Congreso was selected as a 2022 Top Workplace by the Philadelphia Inquirer and received open-mindedness and work-life balance culture badges. This makes it the 4th consecutive year we've earned this recognition. This annual list is based solely on employee feedback through a third-party research partner, Energage, LLC.



HOUSING PROGRAM RECOGNIZED BY PACDC

Congreso's Housing program was invited to PACDC's (Philadelphia Association of Community Development Corporations) 30th Anniversary Gala and Awards Ceremony where they were recognized as a Community Development Champion, an award that states: "We cannot over-emphasize just how important housing counseling is to the ecosystem of affordable, equitable housing in the city."



PRESIDENT & CEO CAROLINA DIGIORGIO HONORED AS:

POWER 100 - NONPROFIT LEADERS IN PA

POWER 100 - WHO'S WHO IN LATINO PA

POWER PLAYER - EDUCATION



JULIA RIVERA HONORED AS AL DIA 40 UNDER FORTY

Julia Rivera, Congreso's Chief External Affairs Officer, was nominated and honored as part of the 2022 AL DIA's 40 Under Forty! This annual list aims to highlight the diverse young professionals in the city of Philadelphia who are doing impactful work in their respective industries.



3RD ANNUAL CONGRESO CELEBRA HONOREES

Congreso hosted its 3rd annual Congreso Celebra fundraiser event held during Hispanic Heritage Month. With a focus on our agency value of equality, we recognized extraordinary staff and honored contributors to Philadelphia's Latinx community.

Corporate Champion: Exude, Inc

Community Champion: Swagga House Run Club

Congreso Employee Champions:

Andalisa Lopez, Learning & Evaluation Analyst
Dorothy Smith, Manager of Training & Post-Secondary Education
Doris Acevedo, Director of Prevention Services
Francisco Arroyo, Healthcare Administrator

LEADERSHIP



EXECUTIVE CABINET

Carolina Cabrera DiGiorgio
President and CEO

Lisa Auerbach
Chief Financial Officer

Brendan Conlin
Chief Programs Officer

Jannette Diaz
Chief Experience Officer

Julia Rivera
Chief External Affairs Officer

Rafael Arismendi
VP, Education and Workforce Services

Denise Bernheim
VP, Fiscal Operations

Juan DeAngulo
VP, Strategy and Analytics

Daisy Rosa
VP, Family and Housing Services



Judith Emmons
VP, Healthcare Services

Jamie Hughes
VP, Programmatic Development

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Senior Vice President
Director of Multicultural Banking
Customers Bank

Julio A. Correa, **Board Vice Chair**
Key Account Manager Americas
International Flavors & Fragrances, Inc.

Robert Ahrens, **Board Treasurer**
Senior Vice President – Commercial Banking Team Leader
Univest Financial Corporation

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Cardiology and Arrhythmias, Clinical Cardiac Electrophysiology
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Bridgett M. Battles, Board Member
Director for Community Engagement & Supplier Diversity
Thomas Jefferson University and Jefferson Health

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President & CEO
Bellevue Strategies



FINANCIAL OVERVIEW

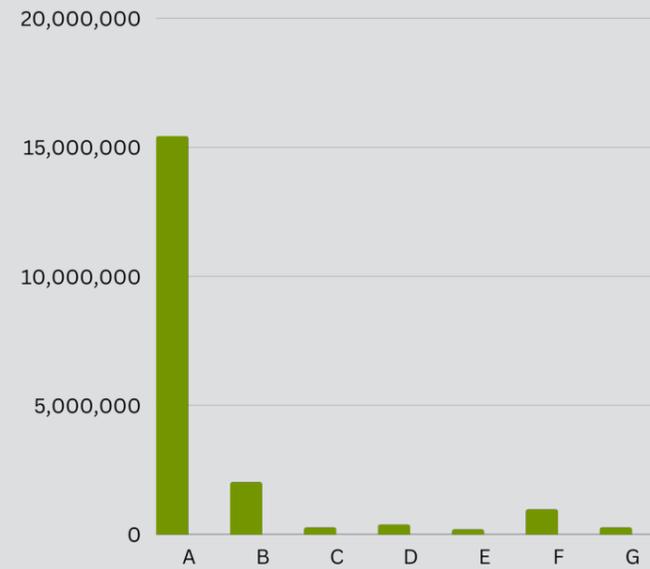


REVENUE

A) Governmental grants and contracts	15,405,568
B) Corporation and foundation contributions	2,010,441
C) Fee for service	255,172
D) Fundraising	366,608
E) Rental income and fees	183,687
F) Gain on forgiveness of Paycheck Protection Program loan.....	956,529
G) Other	256,883

Total Revenue \$19,532,057

*Our 2022 financials reflect expenses exceeding revenue due to a large grant received in 2021, intended to be spent over five years. As we spend these funds over the duration of the grant, expenses will likely exceed revenue.



EXPENSES

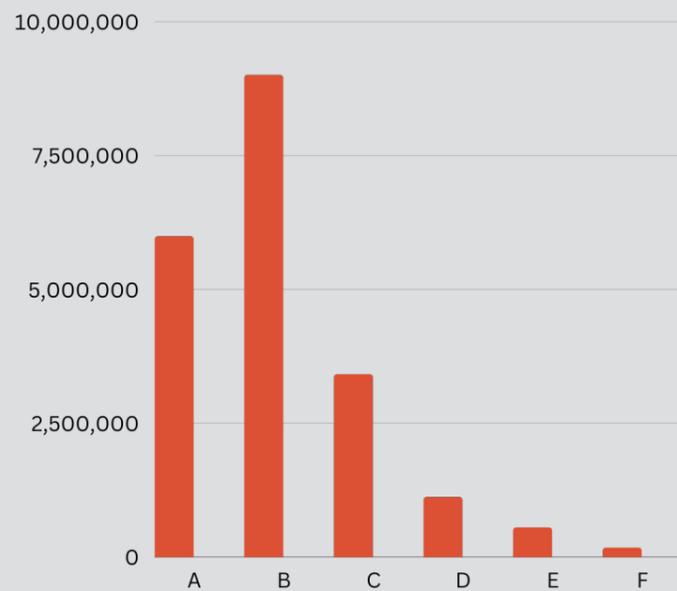
Program services:

A) Education & Workforce	5,981,378
B) Family & Housing.....	8,995,012
C) Health & Wellness	3,405,341

Supporting:

D) General & administrative	1,113,943
E) Fundraising	544,030
F) Depreciation	167,107

Total Expenses \$20,206,811



2022 SUPPORTERS



We know that our success depends on the support of our extended Congreso Familia. We'd like to acknowledge those that have financially contributed to our mission through general operating donations or programmatic funding over the past year.

Please note that the list below reflects supporters who have made a general contribution of \$100 or more to the agency or funded programs operating between November 1st, 2021 and November 30, 2022. If you made a contribution after that date, you will be acknowledged in next year's annual report. Every effort was made to ensure the accuracy of the list below.

100+

- | | |
|-------------------------|-------------------|
| Jeremy Acosta | Joanna Otero-Cruz |
| Robert Ahrens | Aracelis Perez |
| Mary Alban | Dionely Reyes |
| Amanda Alvarez | Ismael Rivera |
| Salvatore Anello | Aida Rivera |
| Helen Arabskyy | Julia Rivera |
| Rafael Arismendi | Jamie Rosenburg |
| Rossana Arteaga-Lopenza | Bill Ryan |
| Lisa Auerbach | Gladys Salazar |
| Dario Bellot | Jouari Santiago |
| Amanda Berger | Serge Sicouri |
| Sunil Bhagdev | Fernando Torres |
| Cecilia Cardesa | Jaider Urrea |
| Nancy Castro | Colin Walsh |
| Jessica Cherian | Claudia Wehbe |
| Indiana Croussett | Kati Willoughby |
| Richard Davis | |
| Carol De Fries | |
| Dmitry Denaburg | |
| Cecilia Denning | |
| Leslie Dennis | |
| Richard DePiano | |
| David Diaz | |
| Jannette Diaz | |
| Flordelisa Dolan | |
| Tim Donohue | |
| Jose Fajardo | |
| Carlos Giraldo | |
| Carlos Giraldo | |
| Jane Goldblum | |
| Ric Harris | |
| Andreina Hein | |
| Edwin Hein | |
| Maribel Hernandez | |
| Lydia Holiat | |
| Todd Hudson | |
| Christian Jordal | |
| Andalisa Lopez | |
| Loret Matus | |
| Charlene McCulley | |
| Jeremy Midwinter | |
| Melisa Moore | |
| Veronika Moroian | |
| Sumanya Narra | |
| Katie Nieves | |
| Sarah Noderer | |
| Luis Otero | |

1,000+

- | | |
|------------------------|----------------------------|
| Lisette Agosto-Cintron | DoorDash |
| Thaddeus Bartkowski | Einstein Health |
| Julio Correa | EisnerAmper LLP |
| Romulo Diaz | Exude Benefits Group, Inc. |
| Maria Gonzalez | First Book |
| Abelardo Lechter | Greene Tweed & Co |
| Ricardo Maldonado | Harcum College |
| Mustafa Rashed | Health Partners Plans |
| Hector Serrano | Hetznecker Family Fund |
| Elyssa Torres | I-LEAD |

2,500+

- | | |
|------------------|--|
| Salvatore Anello | M&T Bank |
| Violet Gilchrist | Main Line Health |
| Jabari Jone | Meridian Bank |
| Dan McNichol | Mutual of America |
| | Odell Studner |
| | PECO |
| | Philadelphia Industrial Development Corp |
| | Philadelphia Insurance Companies |
| | Philadelphia Pharmacy/Somerset Pharmacy |
| | Philadelphia Phillies |
| | PNC Bank |
| | PNC Foundation |
| | Public Health Management Corporation |
| | Rivers Casino |
| | Ross Hoffman and Elsa Waldman Charitable Fund |
| | Santander |
| | Strategy Arts, LLC |
| | TD Bank |
| | Team Pennsylvania Foundation |
| | The AmerisourceBergen Foundation |
| | The Chamber of Commerce for Greater Philadelphia |
| | The Philadelphia Foundation |
| | Tito's Vodka |
| | Toburen Giving Fund |
| | TRUiST |
| | United Way of Greater Philadelphia and Southern New Jersey |
| | Univest Bank |
| | Vanguard Group Foundation |
| | Wells Fargo |
| | William Penn Foundation |
| | WSFS Bank |

5,000+

- | |
|-----------------|
| Donald Delmonte |
| Marcos Lopez |
| Eric Santos |

Corporations & Foundations

- | |
|-------------------------------------|
| AmerisourceBergen Corporation |
| Aqua Pennsylvania |
| Aramark |
| Bank of America |
| Bittenbender Construction, LP |
| Boeing Global Engagement |
| Brown's Super Stores Inc |
| C. Erickson & Sons, Inc. |
| Care & Help Home Care |
| Carole Landis Foundation |
| Casa de Venezuela |
| Children's Crisis Treatment Center |
| Children's Hospital of Philadelphia |
| Comcast |
| Customers Bank |
| Devine Brothers |



STAY CONNECTED

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EXPLORE WAYS TO GIVE

