

# THE CORE VALUES OF HOPE

2008 Report



**Esperanza**  
STRENGTHENING OUR HISPANIC COMMUNITY  
[www.esperanza.us](http://www.esperanza.us)



**Cover photos, top to bottom, L-R:** A couple from our Marriages of Hope program at a training session in CA; youth participants in our Communities United to Empower Youth gang violence program; presidential candidate Hilary Clinton visiting Esperanza Academy; children from the Escuelas de Esperanza, Panama Project.

## Greetings from the President



Dear friends,

I am proud to present Esperanza's 2008 report, "The Core Values of Hope." For 22 years, Esperanza's work has been guided by three values: **faith, integrity and excellence**. These values drive our vision, approach and delivery of services on behalf of those we serve. The pages that follow are a brief look at these values at work in Philadelphia and throughout the United States during the past year.

In Matthew 25:40, Jesus calls his followers to care for "the least of these." Jesus' conviction to serve those in need was so strong that he tells us, "When you did this to one of the least of these, you were doing it to me." This mandate drives our commitment to serve the marginalized and underserved in our communities.

### Board of Directors

#### Founder and President

Rev. Luis Cortés, Jr.

Faith informs our mission and allows us to believe in the positive transformation of those we serve. Excellence requires that we continually raise the standard of our service and call for improvement. As stewards of funds, we must build and earn the trust of our investors with integrity. These core commitments remind us of the value and worth of those we serve, and our fidelity to them yields real results.

#### Board Chair

Mr. Nelson Acevedo

#### Board Vice Chair

Rev. Bonnie Camarda

#### Board Secretary

Rev. Raul LeDuc

#### Board Treasurer

Mrs. Judith Torres-Lynch

Ms. Helen Cunningham

Rev. Magaly Martinez

Dr. Neftali Ortiz

Mr. John Rice

Rev. Will Rocha

We provide services focused on long-term changes to clients on three levels: to individuals, to the agencies that serve them and to Hispanic faith leaders. We equip individuals with the tools needed to build assets and options for their future. We increase the knowledge and systems of agencies to improve the quality of their services for years to come. We provide leaders with resources about critical issues such as immigration, and we challenge them to become agents of change.

Esperanza's accomplishments during the 2008 fiscal year are a testament to the strength of our values. Esperanza directly served 5,425 individuals in Philadelphia and 108 agencies throughout the United States. We published a guide to help clergy navigate the complexities of a failed immigration policy and challenged them to address climate change. We welcomed two presidential candidates to our high school, and we opened a new housing construction. And, as in every year that we have been in operation, we closed the fiscal year without a deficit.

I invite you to reflect on the stories of lives changed, emerging vision and deepening impact in the coming pages. As you do, may you be filled with **hope** for the future.

Thank you,

The Reverend Luis Cortés, Jr.

President

**Faith as Mission**

Esperanza was founded by the Hispanic Clergy of Philadelphia and Vicinity in 1987 in response to the violence and poverty that plagued the Hispanic community of North Philadelphia. Inspired by their faith, they created Esperanza to bring a sustained response of hope to the barrio.

**Our Transformation**

Esperanza has grown from a one-person shop in 1987 to an agency with over 200 employees today. In 2000, Esperanza saw possibilities where others saw an abandoned factory, and the abandoned factory is now our corporate home. In the past 10 years, we have invested approximately \$30 million in homeownership and rental projects for low-income individuals, in the renovation of our facilities and in commercial development of our Hunting Park community.

**Expanding Our Reach**

Over the past 22 years, Esperanza’s vision and reach has grown to include Hispanics throughout the United States, Latin America and Israel. Although Hispanics are the fastest-growing community in the United States, the population as a whole continues to face barriers to education, employment, health, and well-being. Esperanza’s faith conviction calls us to remove these barriers wherever we may find them, in order to strengthen the Hispanic community.

**Approach to Service**

**Building Institutions**

Esperanza’s various institutions and programmatic arms are united in leadership and vision. These institutions maintain their integrity as independent agencies while remaining connected to the founding values of Esperanza.



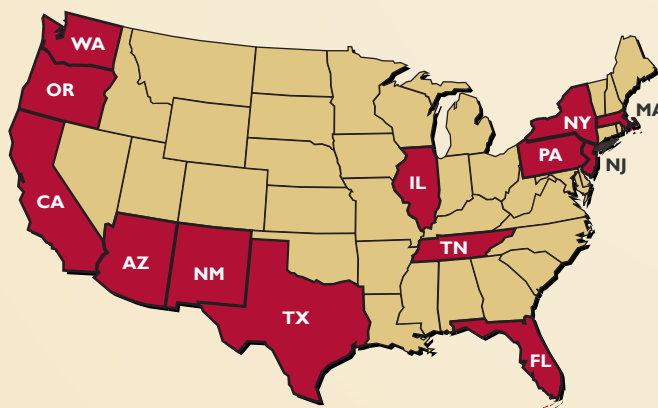
The Hispanic Clergy of Philadelphia and Vicinity lead a rally to advocate for more jobs for Hispanics in the 1990s.

**Engaging Faith Partners**

Because of the shared call to serve, people of faith are powerful advocates for change. Esperanza works with Hispanic faith leaders nationwide to influence systems and multiply impact. Esperanza also encourages community corporate and political leaders to partner.

**Our National Strategy**

Esperanza understands that those closest to their community know its needs best. Recognizing this, we offer direct service programming in our local Philadelphia market, and nationally we equip other agencies to serve their communities. We provide financial resources, resource materials and training expertise. Over the past six years we have served over 450 agencies in 13 states. Our national network consists of over 12,000 individuals and churches who regularly receive news from Esperanza.



Some recognize our work as Nueva Esperanza, Inc., others as Esperanza USA. In the fall of 2007, we unified these arms under the name Esperanza. Each of Esperanza’s agencies and educational institutions shares this name and the common goal of strengthening the Hispanic community.



*Top and bottom, L-R: Participants from the 2008 Esperanza Capacity Institute at a fund development workshop; a college student in our library; job training participants modeling work-wear fashion; our local Hunting Park Corridor; advocacy training participants at the 2008 National Hispanic Prayer Breakfast and Conference.*

Esperanza realizes its vision for strong Hispanic communities with programs that fall in five key areas:

### COMMUNITY DEVELOPMENT

Esperanza works to transform the Hunting Park neighborhood of North Philadelphia with an array of community development services for small businesses, renters, potential homeowners and those facing foreclosure.

- Hunting Park Corridor Management Program
- Housing Counseling
- Real Estate Development

### EDUCATION

Esperanza provides students of various ages with quality education that is affordable and emphasizes linguistic skills, the arts and paths to successful careers or higher education.

- Esperanza Academy Charter High School
- Esperanza College of Eastern University
- Esperanza English Institute
- Panama Project: Escuelas de Esperanza (Schools of Hope)

### WORKFORCE DEVELOPMENT

Esperanza equips individuals to overcome personal, financial, linguistic and educational barriers to employment. A full range of workforce services are designed to help individuals obtain and maintain employment.

- Betances Job Training and Employment Program
- Careerlink
- Employment Advancement Retention Network Center

### CAPACITY BUILDING

Esperanza strengthens other Hispanic-led and Hispanic-serving nonprofits throughout the nation by providing training, technical assistance and grant money, enabling them, in turn, to provide quality services.

- Abstinence Education Program:
  - Tesoros de Esperanza (Treasures of Hope)
- Marriage Education and Training:
  - Matrimonios de Esperanza (Marriages of Hope)
- Hispanic Capacity Project
- Communities United to Empower Youth
- Adjudicated Youth Program:
  - Esperanza Trabajando (Hope Working)

### ADVOCACY

Esperanza advocates on issues of importance to the Latino community with our nations' leaders, and encourages church leaders to be agents of change in the communities they serve.

- The National Hispanic Prayer Breakfast and Conference
- The Esperanza Climate Initiative
- Immigration Advocacy and Resources: Proyecto Ciudadanía (The Citizenship Project)
- HIV/AIDS Education:
  - Tú eres la respuesta (You Are the Answer)
- Mujeres de Esperanza (Women of Hope)



Students look forward to improving their English proficiency at *Ingles Conversacional*, a participating agency in Esperanza's Hispanic Capacity Project.

### **Growth for a Lancaster Agency**

*Lydia's vision is to see lives transformed by the opportunities fluency in English language skills can offer. When Lydia joined Esperanza's Hispanic Capacity Project, Ingles Conversacional (Conversational English) was a valuable, but underutilized service in Lancaster. Lydia's program is the only Spanish-language provider in the city. Despite the city's rapidly growing Hispanic population, Lydia faces challenges, including enhancing organizational development, obtaining a steady stream of finances, and developing strong partnerships. Esperanza staff helped Lydia produce a capacity-building plan to grow her services, and she successfully secured her first grant. She used the grant to obtain nonprofit legal status and to market her language services to a broader population, including both migrants in need of English instruction and employers looking to better communicate with their Spanish-speaking employees. As a result of Esperanza's support, Lydia has already secured new prospects for her services and taken the first steps toward long-term stability. She looks forward to another two years with the Hispanic Capacity Project.*



## Seeds of Hope

At Esperanza, we invest seeds of hope in those we serve. How we manage our staff, facilities and resources is an expression of faith that lives, agencies and systems can be transformed.

### Our Staff

In 2008, our staff provided over 850 high school and college students with a quality education, 4,696 individuals with job-related services, 120 with English-language instruction, 455 with homeownership education, and 108 agencies with capacity-building services.

This work was made possible by the case managers, housing counselors, project directors and teachers who play a critical role in empowering individuals to hope. Each year, Esperanza holds a retreat with its nearly 200 staff from across the company to discuss the core values of faith, integrity and excellence that define Esperanza and to share challenges.

### Our Resources

Because Hispanic-serving nonprofits serve an essential role in maintaining our communities, Esperanza invests resources to help them serve more effectively. In 2008, Esperanza provided \$1,799,750 in grant awards and \$98,400 in technical assistance so agencies could build their service capacity. They demonstrate growth on the organizational assessment tool, developed by Esperanza, and remain stable fixtures for years to come.

### Tania's Story

Tania loves her job because it gives her the chance to tell her story to others facing challenging times. When Tania enrolled in Esperanza's EARN Center, her hours as a school-bus driver were infrequent, she was without employment for months at a time, and she faced foreclosure. She had always dreamed of working in a professional setting, behind a desk, but needed guidance to make that transition. Esperanza staff provided supportive services that helped her resolve her situation while she looked for a job. Tania's retention specialist was so impressed with her hard work and perseverance, that she nominated her for a permanent position at the EARN Center. Today, Tania is a talented community outreach specialist for Esperanza and tells her clients, "If I can do it, you can do it too!"



### Butterflies in the Spring

Tamica (center) joined Esperanza's staff in 2008 to help job seekers obtain and keep jobs. She approaches her task of inspiring her students with enthusiasm and faith. Each day she shares with them a motivational quote from great leaders or ordinary people who have made a difference. Reflecting on her experiences, she says, "The students began a metamorphosis, just as beautiful as butterflies in the spring. With encouragement and their belief in themselves, they became proactive about their road to self-sufficiency. They began to dream and care about what their futures could be. As the class came to a close, I was presented with the most beautiful gift: their success."



**Left:** Esperanza Academy graduate Yomara Arroyo. **Right:** Esperanza College students at their graduation ceremony. **Opposite page:** Esperanza Academy School of the Arts dance students perform for family and friends.



**Preparing to Work**

*At the age of 17, Luis had been charged with crimes serious enough to land him in jail for a month. While incarcerated, he met a youth worker from our partner agency, Roca, under the Esperanza Trabajando program. The youth worker encouraged Luis over the course of several weeks to join the program. Luis then received a skills assessment, developed an action plan for gaining job skills and education to prevent a return to prison, and successfully acquired a job with Americorps. He will obtain his GED and receive a scholarship to pursue a college degree. He is one of nearly 3,446 male youth who will not return to prison as a result of this model program.*

**Raising the Bar**

Esperanza's constantly seeks to raise the standard for services at the local and national level. The following achievements during the 2008 fiscal year reflect this excellence:

**High School Youth Defy Expectations**

Esperanza Academy is the highest performing in North Philadelphia with a drop-out rate of less than 1 percent (two students), a college acceptance rate of 94 percent, and a college attendance rate of 87 percent in 2008.

Yomara Arroyo, part of the Class of 2008, was accepted with a full scholarship to the University of Pennsylvania. She is Esperanza Academy's first graduate to attend an Ivy League school.

**Hispanics Graduate with Higher Degrees**

Esperanza College is the only federally recognized Hispanic-serving institution in Pennsylvania. Our 2008 college graduation rate is 67 percent, 42 percent above the national average for Hispanics obtaining an associate's degree.

**A New Standard for At-Risk Youth**

Our national workforce program came to a successful close, after four years setting a new standard of excellence in service that prevents youth from entering or returning to prison. Esperanza and our nearly 14 affiliate agencies served over 3,000 youth with a 4.2 percent recidivism rate compared to 29.9 percent nationally.

**Clients Keep their Jobs**

After its first full year of operation, the EARN Center is one of the leading centers among 14 in the city in workforce retention. The EARN Centers are designed to help clients retain their jobs and reduce the likelihood of return to the welfare system, maximizing the investment of taxpayer dollars. Our six-month retention rate for clients was 81 percent compared to a contractual goal of 70 percent.



## **Innovation in Programming**

Esperanza refines service delivery to engage the full potential of those we serve by addressing their linguistic and cultural needs.

### **Utilizing the Arts**

Esperanza Academy began six new majors in the arts as part of a commitment to individualized education. The School of the Arts encompasses 17,000 square feet, with a dressing room, pottery rooms, dark room, dance studio, cinematography studio and a 200-seat theatre. Five performances have already been held and nearly 62 percent of students major in the arts.

### **A Training Institute for Hispanic Leaders**

We launched the first two-day Esperanza Capacity Institute to train leaders in such areas as leadership, board management, fund-raising, grant writing and partnerships. Over 92 Hispanic nonprofit leaders from 12 states came to our Philadelphia offices and attended 12 hours of training, choosing from among 39 workshops.

### **Addressing the Teen Pregnancy Crisis.**

Esperanza began an abstinence education program through partners in Santa Ana, California to address the area's Hispanic teen pregnancy rate of 84.6 percent. The program provided 1,484 youth and 295 parents with the education to make and support healthy choices.

### **Supporting Local Businesses.**

Esperanza launched a Corridor Management Program in Hunting Park to mobilize local business owners and deepen the impact of our investments in the neighborhood. Thus far, 15 business owners have formed a local association, and members have received training and individualized assistance to improve their insurance, fiscal management and legal structures.

### **Integration of Services**

Esperanza is committed to program integration to meet client's inter-related needs and maximize resources. In 2008, 80 high school students pursued advanced college work at Esperanza College. Workforce clients attended the English Institute or enrolled in the college, and five were hired by our finance department alone.

### **Carmen's Story**

*Carmen learned about Esperanza Academy when she was looking for to a safe, encouraging place for her son to build his future. She had never considered a non-Catholic school before but chose to trust his education to Esperanza. He blossomed there, graduating valedictorian with a 4.02 GPA and perfect attendance. He went on to graduate from the Art Institute of Philadelphia. Carmen's daughter likewise enrolled in Esperanza Academy and earned a bachelor's from La Salle University. Then Carmen began to consider her own education options. She had earned a degree in occupational therapy in Puerto Rico but wanted to improve her English, so she enrolled at Esperanza College. While it was a challenge to take courses all in English, as she says, "I made it!" She earned a bachelor's in organizational management and then a master's in education from Cambridge College. Today, Carmen sits on the board of Esperanza Academy. Grateful for the long-term success Esperanza's programs provided her family, she is now "trying to change the community for the better."*



**Top to bottom, L-R:** Participants at the 2008 National Hispanic Prayer Breakfast pray; participants attend group advocacy sessions; campaign manager for presidential candidate Senator Obama addresses our guests; campaign manager for presidential candidate Senator McCain addresses our guests; the Survivor's Guide for Immigrants for Clergy workshop; Mujeres de Esperanza Prayer Challenge; Jim Ball of the Evangelical Climate Initiative joins Rev. Cortes as he announces Esperanza's climate awareness efforts.

Without actions, our faith is of no benefit to the many in need of real change. In 2008, we continued to call on our partners to educate themselves about the issues that matter to the Hispanic community and to serve as advocates on behalf of “the least of these.”

### The National Hispanic Prayer Breakfast and Conference

This annual three-day conference brings together clergy, business leaders, and political leaders in Washington D.C. and provides a platform from which to launch and expand initiatives.

In 2008, Esperanza held the first Awards Dinner to recognize those committed to the Hispanic community and the campaign managers of both Presidential candidates greeted our attendees. Esperanza encouraged participants to take action in the following areas:

#### Information about Climate Change

Global climate changes over the next years will disproportionately affect poor communities and those from the Caribbean, but many faith communities remain ambivalent about the urgency. Esperanza launched the Esperanza Climate Initiative to educate our network about the impact on the environment. The Initiative, formed in partnership with the Evangelical Climate Initiative, encourages leaders to make lifestyle changes and educate others.

#### Support for Immigrants

Esperanza produced *the Survivor’s Guide for Immigrants* with support from the Carnegie Corporation of New York based on focus groups with clergy in 10 cities about the impact of immigration enforcement and social climate on their communities. We made these materials available via print and web and provided a workshop on how to use the guide’s practical information for navigating life in the United States.

#### Service and Prayer

Our national women’s ministry provided opportunities for guests to engage in prayer about our nation, its leaders and its future. They will continue to build self-esteem and call women to take action to educate and transform their communities. Mujeres de Esperanza will hold a 10-city tour in the coming years.

To support these and other initiative, Esperanza has developed over 31 resources, including research studies, DVDs, CDs and bilingual books available on our website.



#### Empowering Women

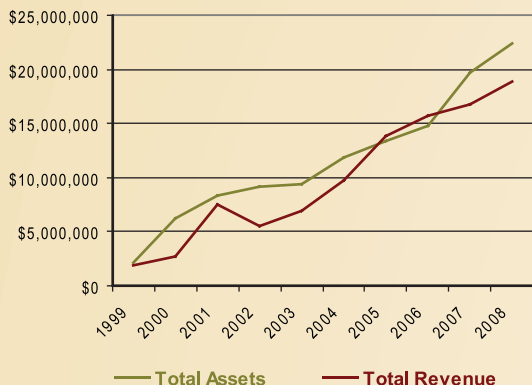
*I’m so honored to be part of a group that is connecting with other people around the nation and bringing us together to voice our concerns and show those in power that God’s people care about issues affecting this country and its communities. I returned home with the desire to make a difference in other people’s lives by becoming part of my church’s efforts to strengthen this community.*

*-Dr. Elizabeth Conde-Frazier, Mujeres de Esperanza Board member and speaker.*

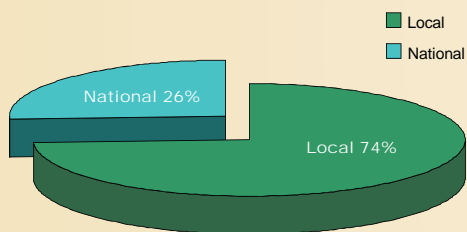
## Integrity in Finances

Esperanza is an agency where contributions are stewarded with honesty and impact is maximized, allowing our supporters to rest confident in their investments. We have received a “clean audit” report for each of the past 20 years.

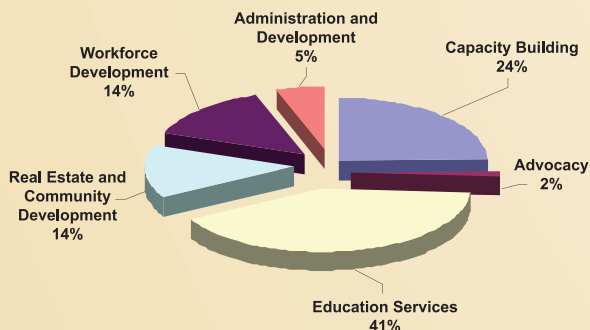
Total Assets and Total Revenues



Areas of Service \$18,567,142



Expenditures by Activities \$18,567,142



### Esperanza and Subsidiaries Consolidated Statement of Activities

Year Ended June 30, 2008

#### Revenues

Grants	\$ 16,599,304
Program Services	1,452,671
Other	787,888
<b>Total Revenue</b>	<b>\$ 18,839,863</b>

#### Expenses

Education Services	\$ 7,632,518
Capacity Building	4,514,633
Workforce Development	2,596,432
Real Estate and Community Development	2,542,005
Administration and Development	995,709
Advocacy	285,845
<b>Total Expenses</b>	<b>\$ 18,567,142</b>

Change in Net Assets	\$ 272,721
Net Assets, beginning of year	7,458,264
<b>Net Assets, end of year</b>	<b>\$ 7,730,985</b>

*Financial Statements have been audited by Snyder, Daitz and Company.*

### A Solid Investment

A snapshot Esperanza’s total assets and revenues over the past 10 years tells a story of consistent growth. Peak periods correspond to the addition of workforce services in 1997, our charter high school and two-year college in 2000, and the emergence of our national portfolio in 2002.

### Committed to Our Communities

Approximately a quarter of our fiscal year 2008 revenue was expended in programs with national impact, while the remaining three quarters was used to support our local Philadelphia work. While responding to the needs of the Hispanic community at large, Philadelphia is our mainstay. We continue to invest locally to realize the full transformation of our neighborhood.

### Programmatic Investments

The variety of our programmatic investments reflects Esperanza’s comprehensive approach to addressing the needs of the Hispanic community, and our focus on services that will bring about long-term change. We keep our administrative costs low in order to maximize service delivery.

Esperanza’s work would not be possible without the support of committed partners. Esperanza has a wide variety of partnerships that benefit the Hispanic community.

### Partners With Shared Investment

**Eastern University** remains a strong partner of Esperanza. Esperanza College is a branch campus of the university, which commits time and resources to support the achievement of our students and accepts many into its four-year program.

### Artistas Y Músicos Latino Americanos (AMLA)

In 2006, Jesse Bermudez reached out to the Rev. Luis Cortés, Jr. to preserve the services of his arts organization in a challenging financial climate, resulting in the creation of a strategic partnership. AMLA offers children and adults of all ages access to Latino arts education and supports existing Latino artists. Esperanza lends support to AMLA through its facilities and experience as a capacity builder and community developer. During the last fiscal year, AMLA provided arts education to 177 individuals in Hunting Park.



*“I enjoy taking classes with Jeffrey [center]. He helps me bring out my inner music and the passion for it. I am able to create my own rhythms in my own style. It feels awesome!” -Valerie [left]*

### Escuelas de Esperanza

The first lady of Panama, the Honorable Vivian Fernández de Torrijos thanked Esperanza for remaining true to our 2005 commitment to secure funding for new school buildings for children in Panama. With help from the **Mariano Rivera Foundation** the **Gloria Estefan Foundation**, **Esperanza Academy** and **Grupo Canzion**, Esperanza is now constructing seven schools that will each serve 25-60 students in remote areas of Panama.

### Partners Who Invest in Us

**Citizens Bank** supports our comprehensive community development work in Philadelphia. Their commitment over the past five years has made much of our renovations, housing development, and education work possible, and we look forward to more stories of success over the next five.

**Aetna** will support Esperanza’s comprehensive community development work and health initiatives over the next six years. Aetna’s commitment to diversity is reflected in this partnership, and we value their commitment to the Hispanic community.

**Verizon Foundation** and the **Clinton Family Foundation** provided some of the highest-achieving students at Esperanza with college scholarships during the last fiscal year. We thank each of them for helping us change lives!

**Wal-Mart** made it possible for Esperanza to offer its second Esperanza Capacity Institute. Wal-Mart is working to deepen its partnership with Esperanza. A promising project includes working with Esperanza to measure and reduce its carbon footprint as part of the Esperanza Climate Initiative.



*Rev. Luis Cortes, Jr. with Awards Dinner speaker M. Susan Chambers, Executive Vice President, Global People Division of Wal-Mart Stores, Inc.*



Esperanza recognizes the many individuals and organizations that support our work to strengthen the Hispanic community and make hope possible.

**National Hispanic Prayer Breakfast and Conference 2008 Sponsors**

**Patron \$50,000**

PhRMA

**Friend \$25,000**

Aetna  
Cancer Treatment Centers of America  
DeVos Urban Leadership Initiative  
Federal Home Loan Bank of Pittsburgh  
Hope Through Healing Hands Foundation  
National Association of Broadcasters  
Salem Communications, Inc.  
Wal-Mart

**Colleague \$10,000**

Freddie Mac  
Israel Ministry of Tourism  
Travelers Insurance Co.

**Supporter \$5,000**

American Bible Society  
Comcast  
Council of Federal Home Loan Banks  
Federal Home Loan Bank of Dallas

**Exhibitor \$3,000**

The Evangelical Climate Initiative  
U.S. Census Bureau  
White House Initiative on Educations Excellence for Hispanic Americans

**Contributors**

Penn Construction Company  
Southwest Airlines  
Sovereign Insurance Group

**Esperanza 100 Donors**

Rev. and Mrs. Luis Cortés  
Rev. and Mrs. Danny Cortés  
Mr. and Mrs. Walter Kunz  
Mr. and Mrs. Arthur Haywood, Esq.  
Mr. and Mrs. David Rossi  
La Iglesia en el Camino Four Square, CA  
Fountain of Eternal Life Church, NY  
Hermeriglindo Gonzalez  
New Life Church of God, AZ  
Mr. and Mrs. Douglas Pratt  
Templo Calvario Community Development Corporation, CA  
Faith Fellowship Ministries, Inc., NJ  
The Immo Group, FL

**Foundation and Corporate**

Aetna Foundation  
Citizens Bank  
Clinton Family Foundation  
Eastern North Philadelphia  
Gloria Estefan Foundation  
Mariano Rivera Foundation  
T.D. Banknorth Charitable Foundation  
United Way of Southeastern Pennsylvania  
Verizon Foundation  
W.W. Smith Charitable Trust  
Grupo Canzion

**Government**

City of Philadelphia Targeted Neighborhood Support  
City of Philadelphia Department of Education  
City of Philadelphia Office of Housing and Community Development  
Pennsylvania Department of Education  
Pennsylvania Department of Community and Economic Development  
Pennsylvania Department of Labor  
U.S. Department of Education  
U.S. Department of Health and Human Services  
U.S. Department of Labor  
U.S. Department of Housing and Urban Development

MAKING HOPE POSSIBLE



### Become an E-100 Member

E-100 members are individuals or congregations that commit to supporting Esperanza's unfunded work. Their annual commitments of \$5,000 or more make innovative responses to need possible.

For information about how to become an E-100 donor, please contact Arlene Cruz-Larsen, Office of the President, at 215-324-0746 ext 206.



### Donate Today

To make a donation to Esperanza online or to find out more about what giving makes possible, please go to [www.esperanza.us](http://www.esperanza.us) and click Donate Now! You may also call our Development office at 215-324-0746 ext 292.

To make a donation through the United Way, please use Esperanza's South-eastern Pennsylvania donor choice #6241.

Esperanza is committed to Equal Employment Opportunity and Affirmative Action (EEO/AA). Esperanza does not discriminate for employment or services on the basis of race, color, religion, sex, sexual orientation, national origin, age, marital status, disability, veteran status, or any other category protected by law. Consistent with its status as a federal contractor, Esperanza undertakes affirmative action for minorities, women, persons with disabilities, and covered veterans.



It is **FAITH** that drives our work and makes it possible for us to believe that individuals, organizations and systems can be transformed.

It is **INTEGRITY** that drives the planning and monitoring of quality programs. It stands behind our numbers and adds trust to our donor relationships.

It is **EXCELLENCE** that requires constant improvement and promotes real change. Higher standards and a belief in the reality of change encourage those we serve to strive for success.

Together, they bring Esperanza, or **HOPE**.



4261 N 5th Street • Philadelphia, PA 19140 • 215.324.0746