



INTEGRO
FOUNDATION

A YEAR OF IMPACT

2021-2022

**Amplifying Puerto Rican
Community Leaders and Causes**

PDF VERSION



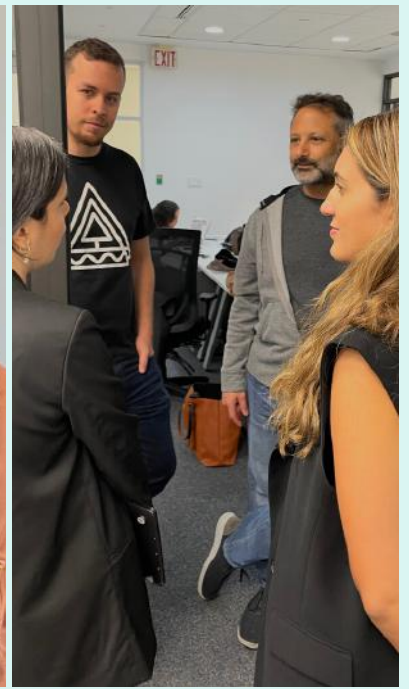


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A MESSAGE FROM OUR EXECUTIVE DIRECTOR

2022 was a year of sewing and unsewing. We started this year with a lot of uncertainty: Two years of COVID meant that our work became focused on adapting to the immediate, constant changes that life brought on.

The Miss World pageant in Puerto Rico became the perfect opportunity to amplify the work of 10 organizations led by women. Hurricane Fiona made us focus on connecting communities, and giving these communities visibility where they needed it the most.

CONNECT

AMPLIFY

GROW



ALEJANDRO SILVA DÍAZ
EXECUTIVE DIRECTOR

As the year went by, we took a step back to look at the big picture and asked ourselves, "Why are we really here?" That's where we found our purpose: Integro exists to unite and integrate. Our community of supporters seeks to find ways to amplify social causes; and our community of social leaders needs to find ways to democratize access to our networks.

2023 will be all about building community, trust and and leveraging our network to provide social leaders access to the resources they don't currently have. We hope you join us in this mission to amplify local causes.

ABOUT INTEGRO FOUNDATION



Integro Foundation is a nonprofit organization in Puerto Rico that connects local grassroots organizations to the strategic resources they need to scale and expand their community impact.

We work with local, vetted organizations and social enterprises archipelago-wide to deploy resources efficiently and transparently. Through innovative alliances, we provide resources that encourage the regeneration of communities and native species through the nonprofit sector.

OUR MISSION

Integro invests in helping Puerto Rico thrive by accelerating and incubating causes through integrating capital with integrity to maximize return on impact.

OUR VISION

A resilient Puerto Rico where social, environmental, and economic systems thrive.

VALUES



Partnerships to
Support Local
Leaders



Leverage
Technology



Global Thinking,
Local Execution



Compounding
Impact



Community & Cultural
Integration



Integrity



Transparency &
Accountability

OUR STRATEGY

Striving to be more than a foundation, we work to multiply the impact of each donation and maximize our efforts to achieve an ROI (Return on Impact). Just like venture capital has compounding interest, charitable donations should have compounding impact. To achieve this ROI, we accelerate growth and empower local causes and organizations through grants, strategic thinking, and capacity building.



100% of donations to Integro Foundation are redirected to the organizations we support. 0% of your donations are channeled as administrative overhead costs.

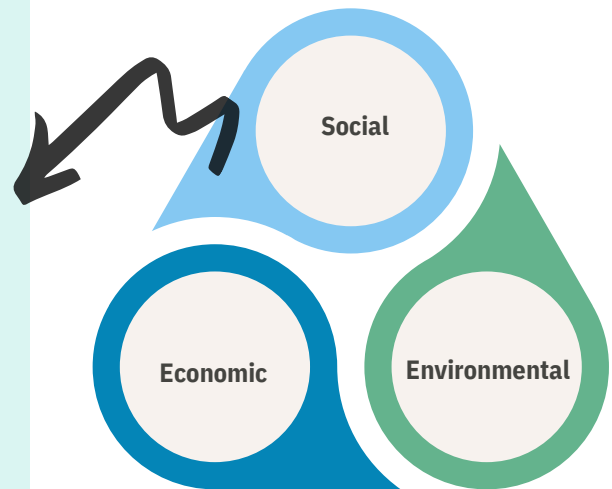
To date, this strategy has helped us support more than 175 local entities.

CAPITAL WITH INTEGRITY

THREE GUIDING PILLARS

We co-create innovative alliances that serve as catalysts for social, environmental, and economic change. Each of our projects tackles one, two, or three of these:

- We aim to reduce inequalities, provide access to information and education, and foster awareness of local social issues that impact Puerto Rico's residents, flora and fauna.
- We aim to foster the inclusion of natural infrastructure, to help food security become prevalent, create new approaches and awareness to biodiversity conservation, and the climate crisis.
- We aim to reduce poverty in Puerto Rico, increase professional opportunities to retain local talent in the archipelago, and develop strong capacity-building programs.



STRATEGIC FOCUS AREAS

- 1) Intellectual Capital Retention & Enrichment
- 2) Technology & Innovation
- 3) Health & Safety
- 4) Food Security & Regeneration
- 5) Environmental & Species Conservation
- 6) Culture, Arts & Recreation

IMPACT IN NUMBERS

\$363,951.55

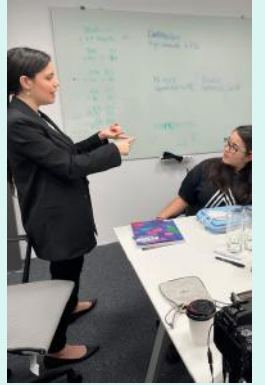
Community Grants

\$3,779,834.74

Social Impact Return on Investment (SROI)

23

Local organizations supported



TRUST-BASED PHILANTHROPY

Trust-Based Philanthropy is a movement to address the power imbalance in the grantee-grantor relationship, by creating relationships with organizations that allow them to impact their communities like they best know how.

14 organizations received a grant from Integro Foundation, 10 of these being grants for capacity-building and 2 for emergency relief. Next is the impact trust-based giving has had for these incredible organizations.

CONPRMETIDOS

celebrates 10 years of service and strengthens brand recognition and outreach

ConPRmetidos, an organization that finds innovative solutions to Puerto Rico's problems and brings back people from the Diáspora, celebrated 10 years of service and strengthened their brand recognition and outreach.

FUNDACIÓN ATENCIÓN ATENCIÓN

makes games inclusive for children with physical disabilities or who are hard-of-hearing

Fundación Atención Atención, an organization that works to help children become the best version of themselves through integral development, further trained their staff to make games inclusive for children with disabilities.

MENTES PUERTORRIQUEÑAS EN ACCIÓN

obtains SROI worth 964.54% of the original grant amount, by investing in development resources

Mentes en Acción, an organization that develops socially conscious changemakers, obtained an SROI worth 964.54% of the original grant amount by investing in institutional development resources.

VIEQUES CONSERVATION AND HISTORICAL TRUST

immerses children in environment-centered camp and applies for \$2,962,196 NOAA grant

The VCHT, an organization in Vieques that preserves the island's natural and cultural resources, immersed children in an environment-centered camp and applied for \$2,962,196 from NOAA for their mangrove restoration project.

COMUNIDAD BOHIQUE

implements successful marketing and outreach strategy to expand brand recognition and awareness

Comunidad Bohique, an organization that provides equine-assisted therapy to improve community health, implemented a successful marketing and outreach strategy that increased brand awareness.

LIGA DE ARTE

upkeeps historical building in Old San Juan and increases the safety of students, visitors and employees

Liga de Arte, an organization that promotes the plastic arts and preserves Puerto Rico's cultural patrimony, upkept their historical building in Old San Juan and increased the safety of patrons and employees by renovating their museum.

SEMBRANDO SENTIDO

enhances outreach and online platform for government accountability and transparency

Sembrando Sentido, an organization that strengthens Puerto Rico's society by advocating for an open and transparent government, enhanced their outreach and their online platform for government accountability and transparency.

PUERTO RICO PARROT RECOVERY PROJECT

works to restore the native Iguaca population through genetic analysis

The P.R. Parrot Recovery Project, an organization that aims to restore the endemic parrot population after the losses during the 2017 hurricanes, conducted a molecular genetics analysis of the species to guide future management.

ACUTAS

deploys community brigades for emergency relief in the Toa Baja municipality

ACUTAS, a community-led organization in Toa Baja that provides citizens the tools to empower them to be self-sufficient and entrepreneurial, deployed their funding to support their hurricane Fiona emergency community relief efforts.

HOGAR DE NIÑAS DE CUPEY

supports girls in foster care and families in the community of Cupey with emergency-relief funding

Hogar de Niñas de Cupey, a girls' group home and organization that provides comprehensive services to children and families in the community, deployed their funding to support their hurricane Fiona emergency relief efforts

SAILF FOR REEFS

restores coral reefs destroyed during the 2017 hurricanes through sailing

Sail for Reefs is an up and coming nonprofit organization that is using sailing as a way to promote swimming in Puerto Rico and restore the coral reefs that were destroyed during the hurricanes of 2017.

ALLIANCE WITH **mpa**

DEVELOPING THE PROFESSIONAL CAPABILITIES AND PROMOTING THE SOCIAL AWARENESS OF THE NEXT GENERATION OF CHANGEMAKERS



This summer, we established an alliance with MPA to subsidize the placement fee of their flagship program - the PARACa Fellowship - for local small to medium nonprofits unable to cover the costs.

The PARACa Fellowship, now in collaboration with AmeriCorps VISTA, places college students and recent graduates in social impact internships, while developing their leadership skills and social awareness through weekly workshops and community visits.

Subsidized fellows' accomplishments include:

- ✓ Made a formula for residents to be conscious of how much energy they're spending
- ✓ Coordinated collaboration meetings with the government and nonprofits
- ✓ Worked on a university policy to support survivors of gender-based violence
- ✓ Supported the operations of an artistic summer program in Old San Juan

"I would recommend PARACa to other organizations, because the growth that happens in two months is very big."

- internship site supervisor

Fellows were placed in

- Unidos por Utuado
- Caribe Siembra
- Siempre Vivas RUM
- Comunidad Bohique
- Siempre Vivas Metro
- Liga de Arte

PARACa at Integro

Alondra Gutarra Pagán

Alondra was our PARACa Summer Fellow 2022.

In June and July, Alondra - a law student - drafted MOUs, fiscal sponsorship agreements and other contracts, did research on donor advised funds, wrote questions for NGO of the Month and interviewed a nonprofit leader in Vieques. For most of the second part of the summer, Alondra worked with Adriana on our community needs survey, which provided crucial data on the most current needs of nonprofits in our ecosystem. This information will serve to inform our grant-giving and nonprofit support in 2023.

Alondra is currently a 2L at the University of Puerto Rico Law School, who advocates for students and crime victims from her leadership positions on campus.



Adriana Rivera Rivera

Adriana was a PARACa Summer Fellow in 2021 and stayed on as a PARACa-VISTA Fellow 2021-22 and Development Associate.

In her term as Development Associate, Adriana strengthened relationships with nonprofit leaders, wrote a successful proposal for a PARACa Summer Fellow, acquired funds from Walmart and wrote corporate proposals. Adriana also started an initiative to further learn about the causes of nonprofit leaders and share their efforts, called NGO of the Month.

Adriana was hired as Integro Foundation's Operations Officer, supporting nonprofits and organized grassroots efforts expand their impact in Puerto Rico.



Nonprofit Ecosystem Needs

During the year, Integro Foundation surveyed nonprofits in our ecosystem to find the most common, pressing institutional needs of each. These are the most impactful results:

TOP 3 Needs

1

Unrestricted funding to scale and retain operations and the executive team; without the team, the organization cannot run and provide services

Auditing and accounting services at an accessible price; this allows organizations to keep their tax exemptions, cover unexpected accounting costs and be transparent and accountable with their donations

2

3

Human resources services to help organizations strengthen their institutional capacities, recruit and retain capable staff and streamline internal processes

Miscellaneous Needs

The survey gave nonprofit leaders the opportunity to mention their needs outside the questions asked. Their comments were a testament to the particularities within the nonprofit sector in Puerto Rico. Here are some pressing, miscellaneous needs:



Less burdensome grant application and reporting processes from grant-giving entities, and no incurred costs to the nonprofits



Matching funds for federal grants and special campaigns



Economically accessible office and artistic spaces, as well as funding to upkeep current facilities



Intellectual resources to handle managing multiple funding streams and the reporting simultaneously

Events 2022

In 2022, we held various events to create a feeling of community between nonprofits leaders, people interested in local social causes, and our team. From fundraisers to lively gatherings, people's eagerness and excitement to support Puerto Rico was palpable. Next year, we hope to bring more people together in favor of integrating causes and resources.



Miss Mundo & Beauty With a Purpose

Integro Foundation collaborated with Miss Mundo's charitable branch, Beauty With a Purpose, to in a gala and auction in favor of nonprofits in Puerto Rico. Funds were used for capacity-building grants given to women-led nonprofits.



Art 60 Auction

Art 60 is an exclusive silent auction and fundraiser event presented by PRS Fest on May 27, in collaboration with Drift, in benefit of educational programming for nonprofit organizations. Integro had the honor of being one of the selected organizations for this event.



Community Events

Looking to strengthen relationships between nonprofits and prospective donors, while building community, Integro hosted two community events. In February, we had a gathering at Drift in Loíza. Later in the year, we hosted the first Small Talk for Big Change in Calle Loíza.



Giving Tuesday

Giving Tuesday is the global generosity movement day, celebrated the first Tuesday after Thanksgiving. This year, Integro commemorated Giving Tuesday by holding an intimate party with nonprofit leaders, people interested in social causes. We talked local efforts and how to support them.



Connecting Art and Education

In search of promoting the arts and education, Integro Foundation collaborated with artist Marco Santini to bring an artistic, educational experience to youth in Puerto Rico. ASPIRA, a community-based organization that is transforming Puerto Rico through education, was selected to receive a mural donation by Marco Santini.

HURRICANE FIONA EMERGENCY RELIEF

On September 18, hurricane Fiona entered Puerto Rico. The most vulnerable communities received historic levels of rain, which caused heavy flooding, landslides, road ruptures and power outages. Families lost homes and property, while other communities have been left uncommunicated and without access. Integro Foundation partook in emergency relief efforts:

- Collaborated with MMM Foundation to identify the community needs of 50+ community leaders and provide them with support worth \$10,500
- Disbursed \$70,500 in community grants to ACUTAS, Causa Local, Hogar Niñas de Cupey, and Fundación Alas a la Mujer for emergency relief
- Collaborated with Washington, D.C. supporters to organize an intimate dinner fundraiser, where we raised \$13,100 for emergency relief
- Supported Ghost Ops' emergency relief brigades which have an estimated value of \$65,705.17

OUR COLLABORATIONS FOR EMERGENCY RELIEF

DC FUNDRAISER

Thank you to the Washington, D.C. community for mobilizing to help Puerto Rico immediately after hurricane Fiona. A special thank you to those in the hosting committee and their teams: Karla Ballard, Jerry Pierce, John Arundel and Brock Pierce.





MEET THE TEAM



Alejandro Silva Díaz
Executive Director



Adam Krim
Development Director



Adriana Rivera Rivera
PARACa-VISTA Fellow



Rexer Rivas
Communications Officer



Matilde Córdova
Public Relations Consultant



Mayra Díaz
Accounting and Human Resources

*Dr. Antares Ramos Álvarez served as our Executive Director until February 2022. Alejandro Silva Díaz became Interim Executive Director, named Executive Director in December 2022.

BOARD OF DIRECTORS



Brock Pierce
Chairman



Crystal Rose
Vice-Chair



Julia Whippo
Secretary



Miguel L. Vargas
Treasurer



Terry Gross
Director



Mari Allende
Director



Eduardo Emanuelli
Director



Pedro Ríos
Director



CONFIANZA

CREATIVIDAD

INSPIRACIÓN

DEDICACIÓN

HACER

Mural donation to Aspira School by Marco Santini.

Thank You!

Thank you for your support during 2022. This report highlights our work during a pandemic and the aftermath of a hurricane, both which exacerbated nonprofits' need for flexible support and emergency resources. A special thank you to our donors, who kept supporting us during unprecedented times. Your donations and in-kind support allowed us to impact grassroots efforts during 2022 and will help us expand our impact for a better Puerto Rico next year.

In 2023, we are looking forward to new collaborations and initiatives that will strengthen the capacity of Puerto Rican nonprofits, thus having a wider impact on the diverse communities of the archipelago.



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