

*Helping Immigrant Families Succeed!*

# DCET'S 2023 Annual Report

Literacy - Leadership - Linking to other Community Programs

# Dear Friends:

*Approaching to our 30th. anniversary in 2025, I am happy to share that this year, we fulfilled incredible goals that we stated in our 3-year Strategic Timeline Plan of Action which ended up this year.*

*I am very proud of our 2023 accomplishments. Here they are:*

- *We open another learning community center.*
- *We were able to welcome federal funds.*
- *We hired a professional grant writer.*
- *We are now SAM.gov accredited.*
- *We are working hard in finalizing our new Strategic Pan.*

*I am also proud to continue fulfilling our Mission promoting excellence in:*

- *Governance and Leadership;*
- *Personnel Management and Training;*
- *Service Delivery and Program Operation;*
- *Information Technology and Management;*
- *Partnering with other organizations and;*
- *Evaluating and Monitoring our Program service delivery .*

*This is the key to reach and sustain our success at DCET! Without your support we couldn't be there.*

*Thank you for believing in us and in our Mission!*



*Elvia Wallace-Martinez  
Founder/Executive Director*

*I am proud to have assisted DCET with Parenting Skills workshops, and Leadership sessions and Public Health fairs for youth and their families.*

*Along all of these years we have struggled to “get there” with the financials needed to accomplished so much. Our Mission of helping immigrant families succeed in all aspects of their betterment, is a big responsibility for us founders of DCET.*

*While offering free education linked to a referral system we know Education is the key to success for this segment of the US population.*

*Illiteracy is an urgent issue that costs American taxpayers around \$20 billion annually, as per US Literacy rates 2023 statistics and trends. As a partial remedy, we deliver literacy training combined with mentoring and Information and Referral to underserved families who bring the most amazing success stories and graduations. We are very proud of this accomplishments.*

*Please help us to continue with this outstanding efforts.*

*Juan Carlos Reynoso  
Co-Founder and CEO of DCET*





# Our Vision



We envision to be a highly visible and trusted community learning centers in the Dallas Fort Worth, Texas area where underserved intergenerational immigrant family members (in its majority Hispanics), can get help in overcoming barriers related to having recently immigrated to the U.S.

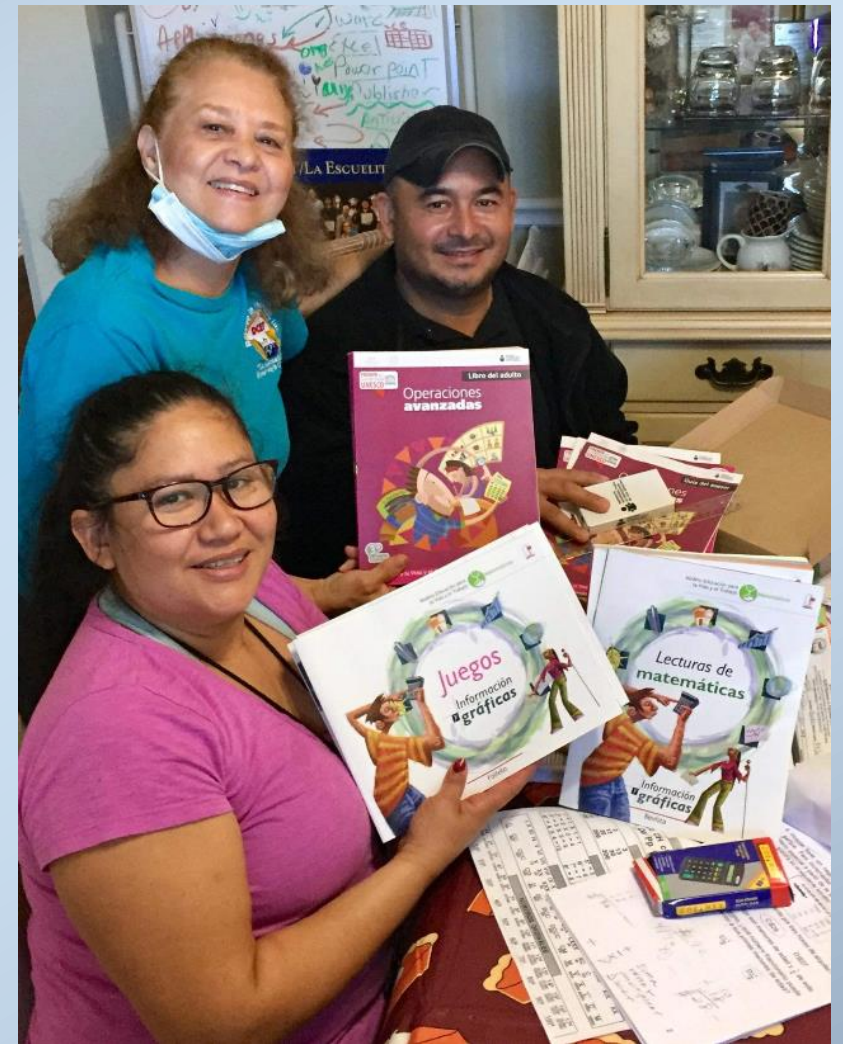
*Intergenerational Culturally Sensitive Language, Technology and Community Programs*

# Our Mission

*¡Sí se Puede! Yes we Can!*

To provide **LITERACY** and **LEADERSHIP** skills **LINKED** to **Community resources**, for immigrants participants allowing them to assimilate, acculturate and integrate to this Country. We do so with respect for diversity, equity and inclusion.

DCET serving as a bridge



*to help at-risk underserved families become more productive members of society.*



# Our Values

- Integrity
- Respect for diversity, equity and inclusion
- Kindness
- Honesty
- Ethical Practices
- Courtesy
- Continuous improvement in all our Programs

DCET aspires to Standards of Excellence in management, governance, and operations that embrace our fundamental values and our Code of Ethics and Conduct.



*¡Sí se Puede! Yes we Can!*

# DCET is a member of



**And pays high respect to:**



*Founders of DCET, Manuel and Elvia W. Martinez attending Southwest American Jewish Congress' Annual Board meeting luncheon.*

**Diversity:** DCET sees and accepts, without bias, all human characteristics, experiences and identities that make our corporation unique as individuals and members of cultures and communities.

**Equity:** We discover, create and provide what is required, requested and measured by each human to feel equal.

**Inclusion:** Ensuring everyone is invited to contribute, be seen, be heard, feel valued and be counted in a way that is safe and makes sense for them.



*Maria Montoya and Anabel Santos Bonilla Junior High School graduates represent key indicators of DCET's success!*

# Our Organizational Goals

To promote **EXCELLENCE** in:

- Governance
- Leadership
- Personnel Management and Training
- Service Delivery and Program Operations
- Information Technology and Managements information Systems Capacity and Support (IT/MIS)
- Partnering with other organizations
- Evaluating and Monitoring of Program service delivery



# 3 Year Strategic Planning Process

Our 3 years Strategic Plan (SP) aims at plan and create DCET's future while stimulating creative thinking for increasing literacy and cultural learning. Our SP acts as excellent public relations tool for investors as well as a blueprint for DCET's growth. An important benefit of the process is has been team building nurtured by an inclusive process by getting input from all segments of our organization we:

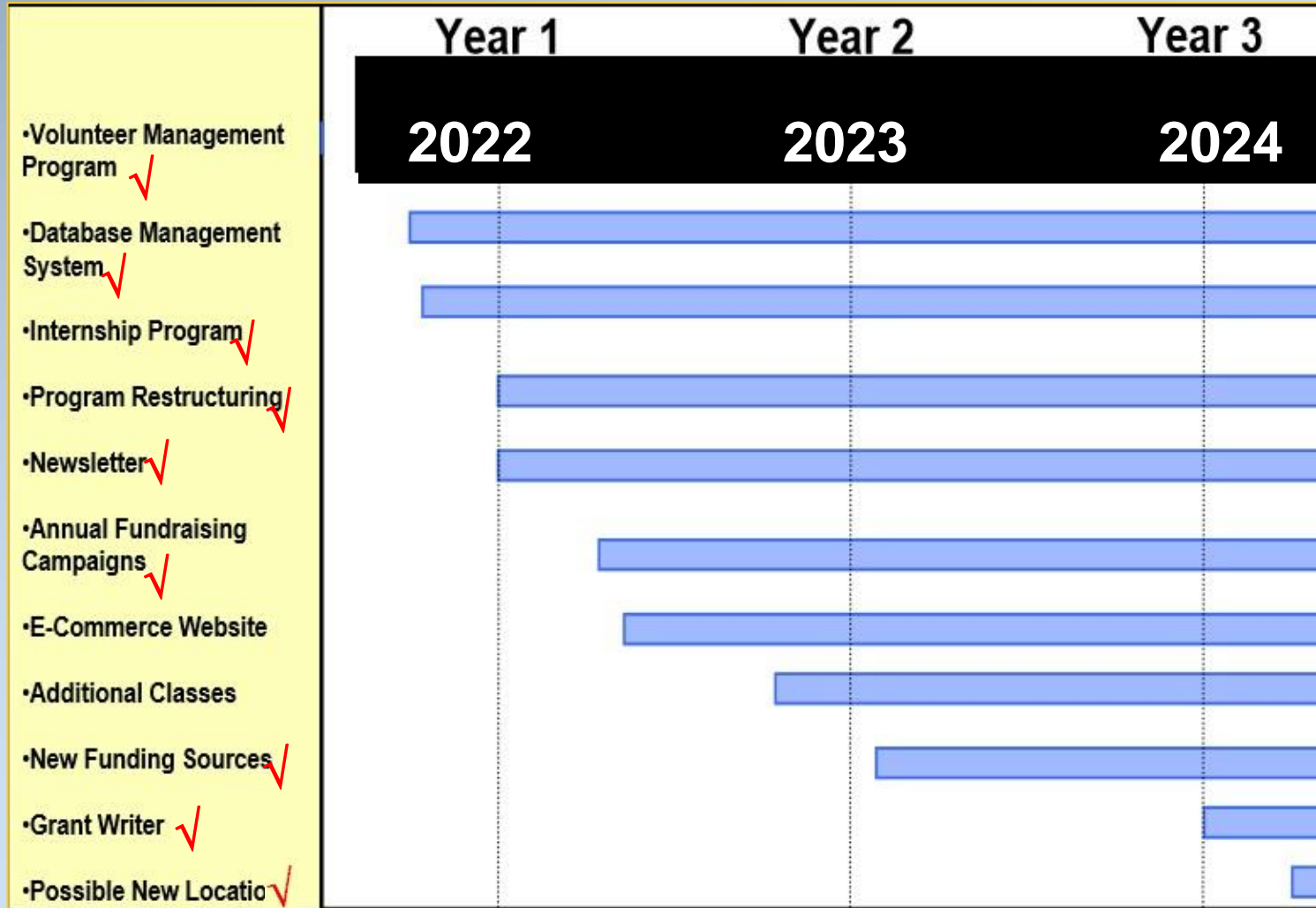
- *Improve communication while increasing everyone's investment in the organization.*
- *Align values and beliefs*
- *Solve organizational problems by looking at the whole picture*



- *Anticipate obstacles*
- *Develop a common Vision*
- *Provide a framework for day-to-day decisions.*
- *Create a marketing and investment piece*



# DCET's 3-Year Strategic Timeline is ending in 2024!

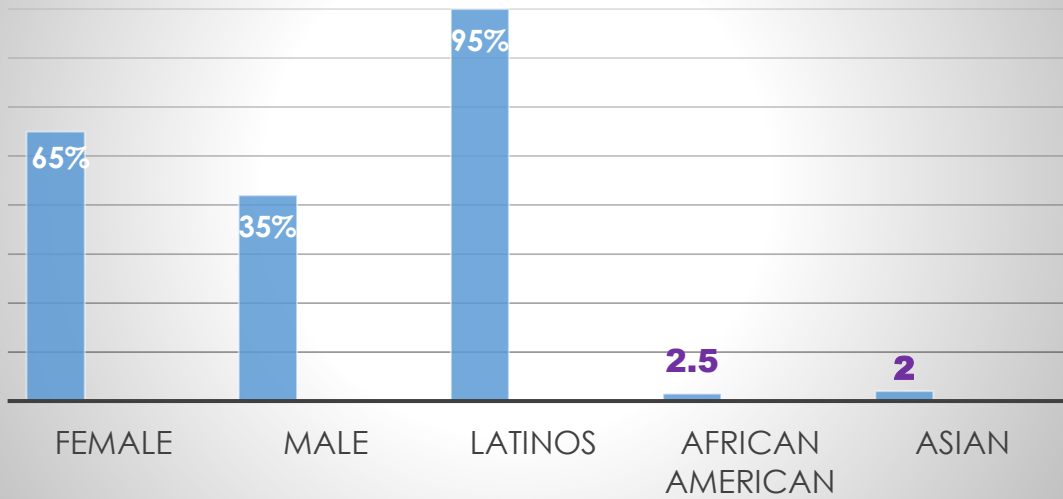


...and we have Accomplished more than projected!

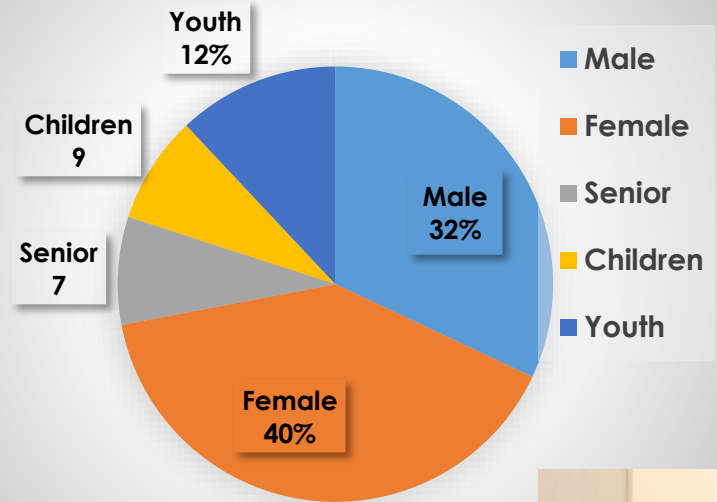
- *YMCA Housing our Grand Prairie Learning Center*
- *Certification Grants.gov*
- *New Website look*  
Check it out: [www.dcenti.org](http://www.dcenti.org)

# Socio-Demographic Statistics of DCET participants

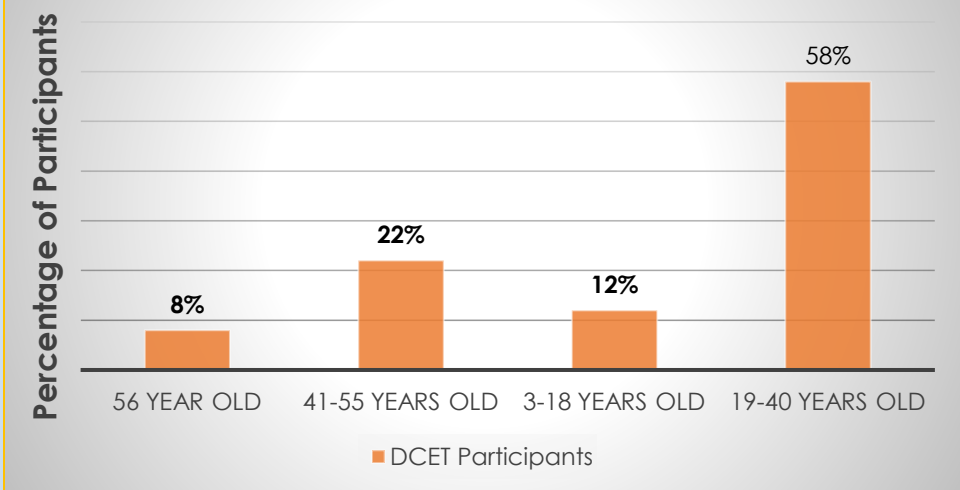
Students Demographics Statistics by Gender and Racial Ethnic Diversity



Student Demographics by Gender and Age



Demographics by Age Range



DCET is Multigenerational



# Collaboration, Communication and Cooperation



- We value our Literacy partners who have helped us achieve a successful community involvement.
- We are grateful to everybody who helps expand the services of our **Community Learning Centers "La Escuelita"** (The Little school) in Irving and Grand Prairie, TX.

*Teachers, Volunteers, DCET Board members, Foundations and DCET Staff, ALL working together to fulfill DCET's Mission in Pro of **FREE** Education*

**THANK YOU  
!GRACIAS!**



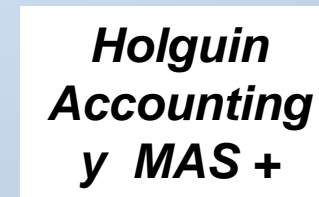


# Literacy Partners

Strategic Partnership Experience



**DALLAS COUNTY  
EMERGENCY NONPROFIT  
ASSISTANCE PROGRAM**



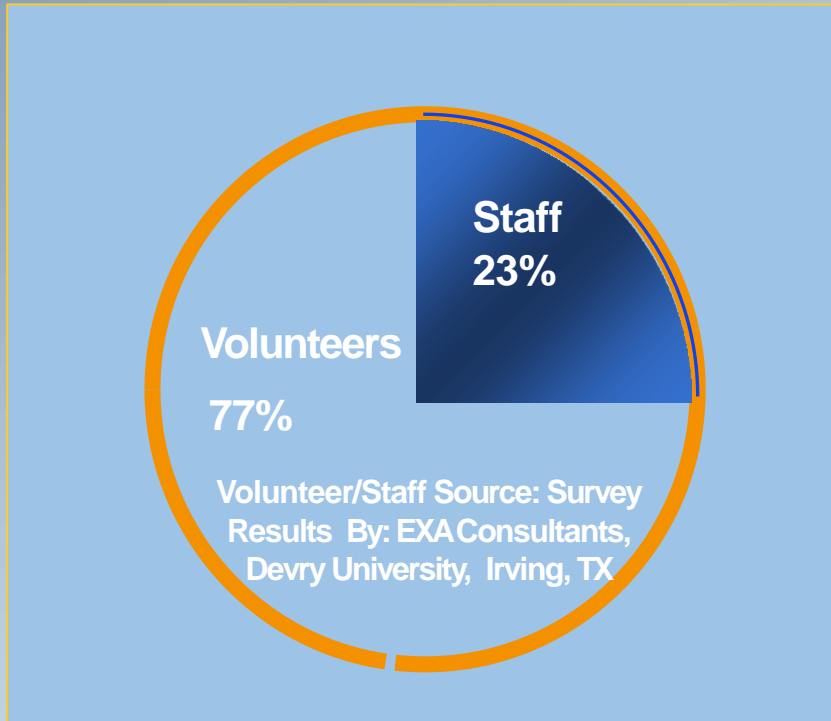
## Individual Supporters

*Manuel A. Martinez - Joe Briones - Claudia Tharp - Alfredo Rosales  
Dr. Elba Garcia - Manuel y Dora Olaiz - Victor and Laura Martinez - Delfina Lerma*



# Administration and Volunteers

## The Bread and Butter of DCET



Values in this chart reflect a new data series released by the Bureau of Labor (Statistics in February of 2023)



DCET's volunteers work many hours providing an invaluable resource. They do this with professionalism, respecting Codes of Ethics of the organization.

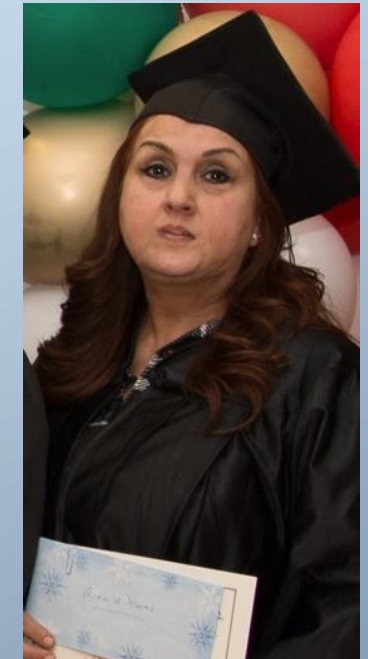
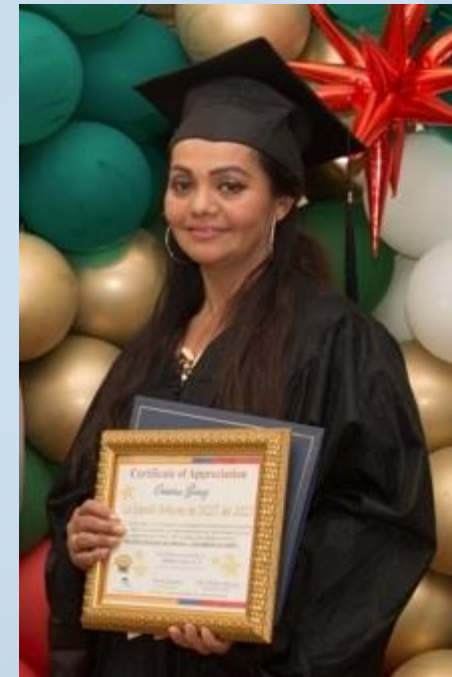
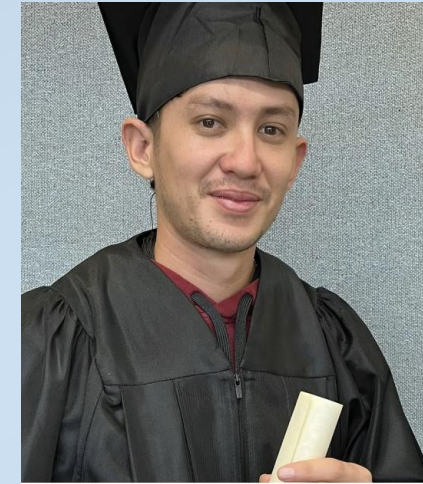
*In year 2023, volunteers, and Board of Directors contributed to a total of 5,933 hours of PRO-BONO volunteer time to DCET. 18-eighteen Adult Volunteers donated their time, skills and talent to DCET which represents a values of \$101,988 based on the value of \$17.19 per hour*

# Graduation Day

- ESL • GED • Computer Literacy • Spanish Literacy



# Learning does not stop at Graduation!



# Graduation in Grand Prairie 12/23/23

*“I was so happy to have graduated from Basic Literacy in Spanish, then to Elementary, then to Junior High School this year! I am starting my computer literacy course and hope to reach my dreamed goals. I never had the opportunity to study when I was in El Salvador, as we were so poor, I had to work helping my mother and never went to school. DCET helped me to become a citizen of this country and I am very grateful I learn how to write and read in Spanish so I could learn English and pass my citizenship test.”*



**Paulina Portillo, A new citizen of The United States of America!**



# Platon Lerma & Dirk Stricklin Scholarship Program



Four DCET Mentoring students who completed at least 4 years of participation in DCET's FAMA program were awarded a \$500 scholarship to assist their college needs. 12/23/2023

*"I Enrolled in FAMA's program in 2013 at 7 years of age and enjoyed thoroughly the dancing and mentoring part. I learned so much about family values and the importance of my culture and going to college. I am aiming to be a pediatrics nurse. This scholarship and award means so much to me."*

**Montserrat Casas**

*"All I can say today is that is an honor to receive this scholarship. I always felt very supported by the mentoring that the FAMA program provided me. I experienced having a high esteem for me and my family. I entered college with confidence and pride anxious to become a professional, someone productive to this Country. Gracias DCET!"*

**Emily Lavin**

*"My family and I are grateful for all what DCET offered us for so many years. The comraderies at the FAMA arts and mentoring program gave me a lot of confidence and taught me about respect and dignity."*

**Anthony Lavin**

*"Dance training taught me discipline which combined with family values' workshops made me a good student of leadership. The mentoring part taught me to learn about helping others, specially those who are learning English. I am thankful to my role models who inspired me at FAMA."*

**Angel Lavin**



# Trainings and Networking at DCET means: Knowledge & Collaboration

# Leadership Lab Training:

## Why a High-Functioning Board Matters with: Joan Garry

January 26<sup>th</sup>, 2023

**WHY A HIGH FUNCTIONING BOARD MATTERS**

1. You will **not** have to go it **alone**
2. You will make **richer, smarter** decisions
3. Your organization will be **more** powerful



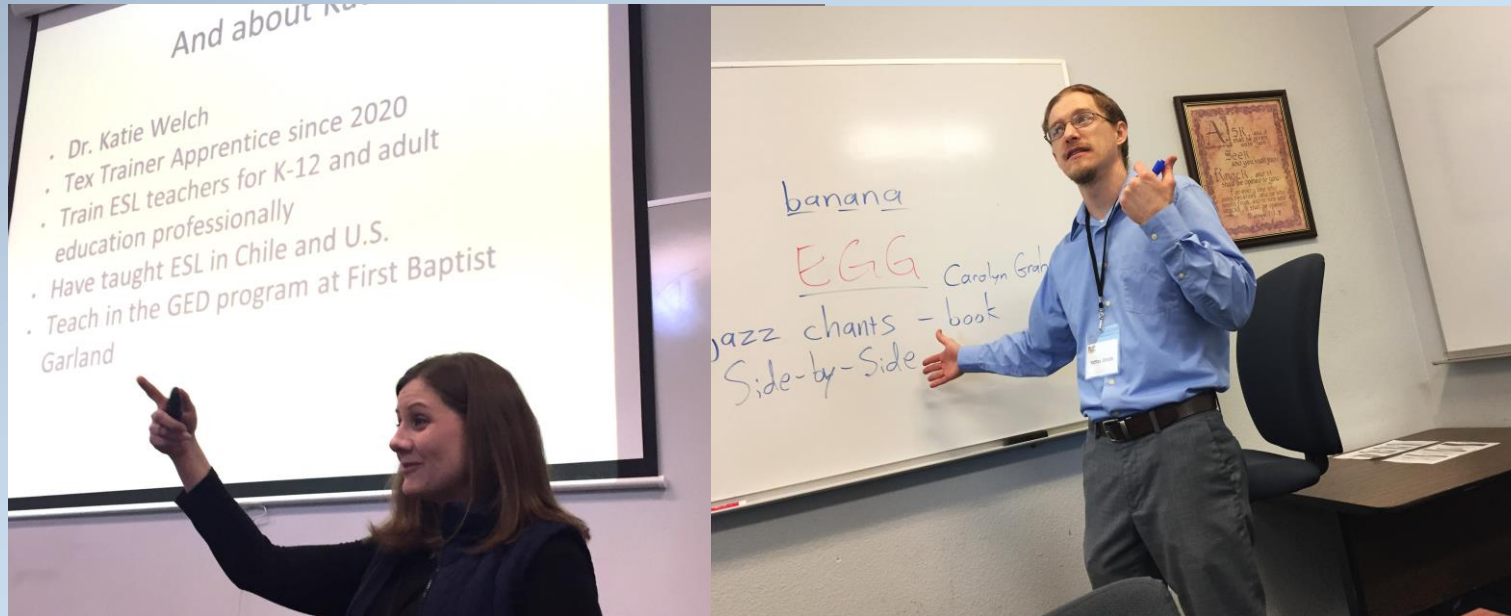
**Joan Garry (she/her)**



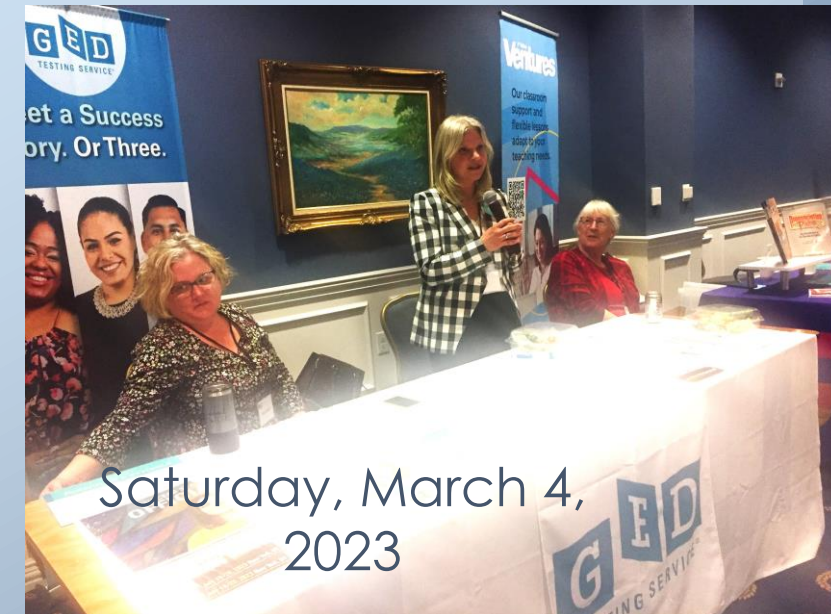
- Raise More Money
- Build a 5-Star Board
- Create a Smart Strategic Plan
- Lead a Balanced Life
- Attract More People

# Literacy Conference Training TECs ESL Teacher Training by: Metroplex Literacy

Dallas Baptist University, 3000 Mountain Creek Pkwy.  
Dallas, TX 75211

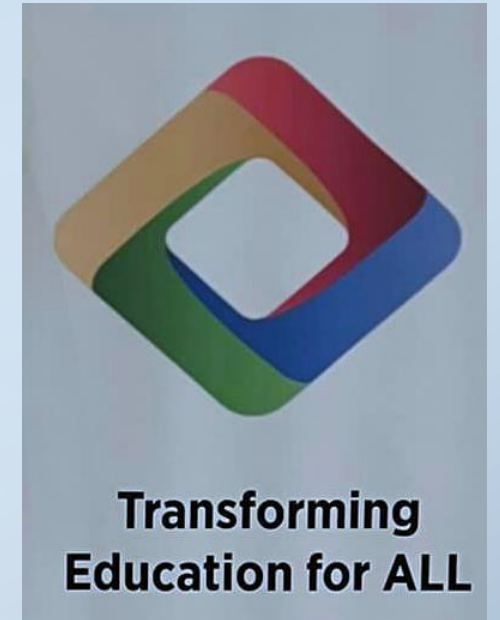


- TPR, Pantomimes, Chain Drills by: Mathew Johnson
- Teaching Activities for ESL Classes by: Dr. Katie Welch
- Lesson Planning By: Cindy Kilpatrick
- Our Community Circle by: Tiffany W. Brown





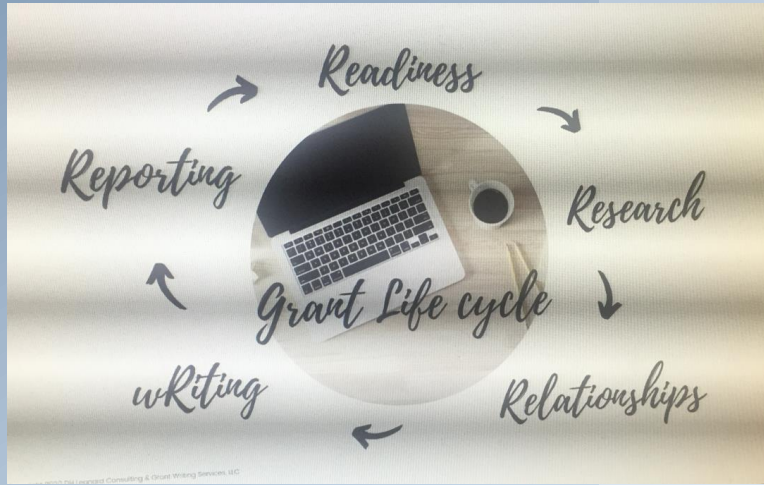
# National Best Practices Conference



- **Expanding Literacy and Leadership** beyond the classroom by: Sharmetra Lewis
- **The Brain and how it works while Learning** by: Layne Pethick, PhD
- **Our Community Circle Where all Students succeed** by: Tiffany W. Brown
- **“Cafecito” Sharing Teaching Literacy Skills** by: Dr. Richard Gomez, Jr.

February 22-24, 2023  
Sheraton Hotel Galleria, Dallas, Texas






# Taking the Stress out of Grants and Agile for Nonprofit teams

By: Speaker, Trainer, Diane H. Leonard, GPC, RST

January 17, 2023

Project Management for Grant Professionals



**During This Nonprofit Webinar You Will Learn:**

- How to use Agile values and principles in managing your grant projects;
- How to increase the output of your grant writing efforts through Agile project management;
- How to increase the happiness of your grant team through Agile project management;
- How to utilize create and manage your grant plan (and calendar) for the year;
- How to successfully manage multiple simultaneous grant applications of various sizes; and
- How to facilitate your grant team using Agile project management.



**Diane H. Leonard,**  
**GPC, RST**

Grant Professional  
GPA Approved Trainer

# Literacy Programs

- ESL • GED • Computer Literacy • Spanish Literacy



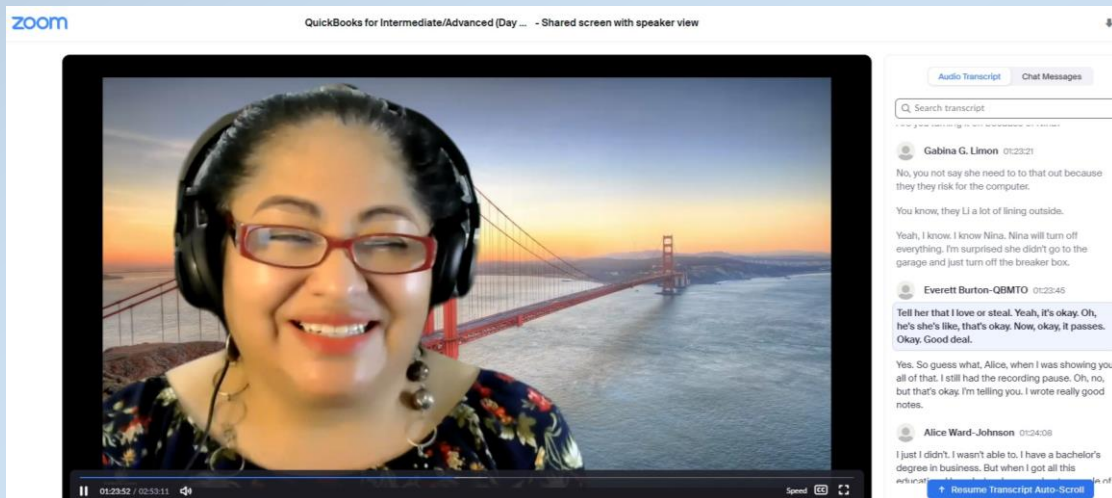
# Two-day Quick Books Accounting Training volunteer Ms. Gabina Limon by Rev. Everett Burton

06/20/2023

Setting up account by class, editing the Chart of Accounts and setting up bank feeds.

06/20/2023

Manage expenses, including vendors, bills, and payments.



*Rev. Everett Burton, DCET Finance Director is a national certified Quick Books specialist assisting DCET since 2002.*

# DCET Increases English Fluency & Literacy Among Adults with (ESL) English as a Second Language



Basic English for Daily Life is an ESOL Level 1 course with 14 modules. This Curricula is donated by TEC of Monterrey University in Mexico.



Once students complete their ESL **Basic English for Daily Life** Level 1 course, they transition to Duolingo, an American educational technology Plataform that produces learning apps and provides language certification. During 2023, 14 adults students Graduated from this level.

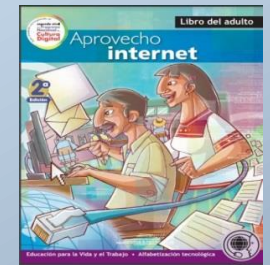
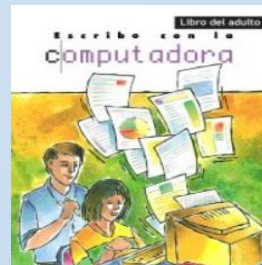




# English and Spanish Computer Literacy curricular



1. 10-hour course “**PARA SOLTAR LA MANO**”, helps beginners learn to use the mouse and work on important strokes with their hands.
2. TEC of Monterrey University “**INTRODUCCION AL MUNDO COMPUTACIONAL**” a 40-hour course to introduce students to the world of computers.
3. INEA 180-hour curricula: for **Word, Excel, Power Point** and **Publisher** classes.



- 18-eighteen students graduated from **Spanish** Computer Literacy
- 1-One student graduated from **English** Computer Literacy





# 'PLAZAS COMUNITARIAS' a Spanish Literacy program certified and accredited by the Department of Education in Mexico

DCET's registered Spanish curricula includes:

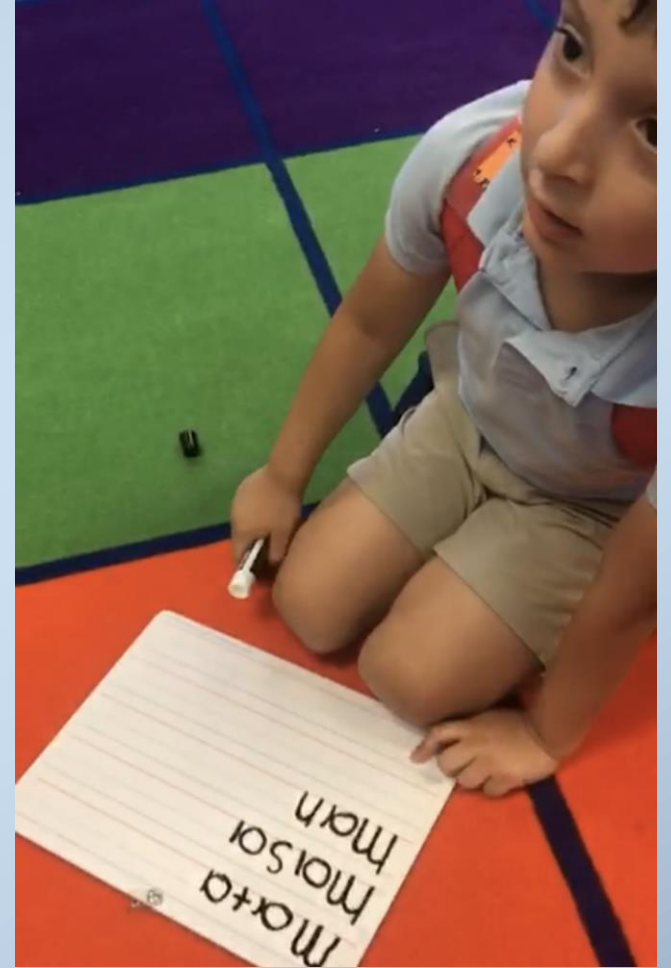
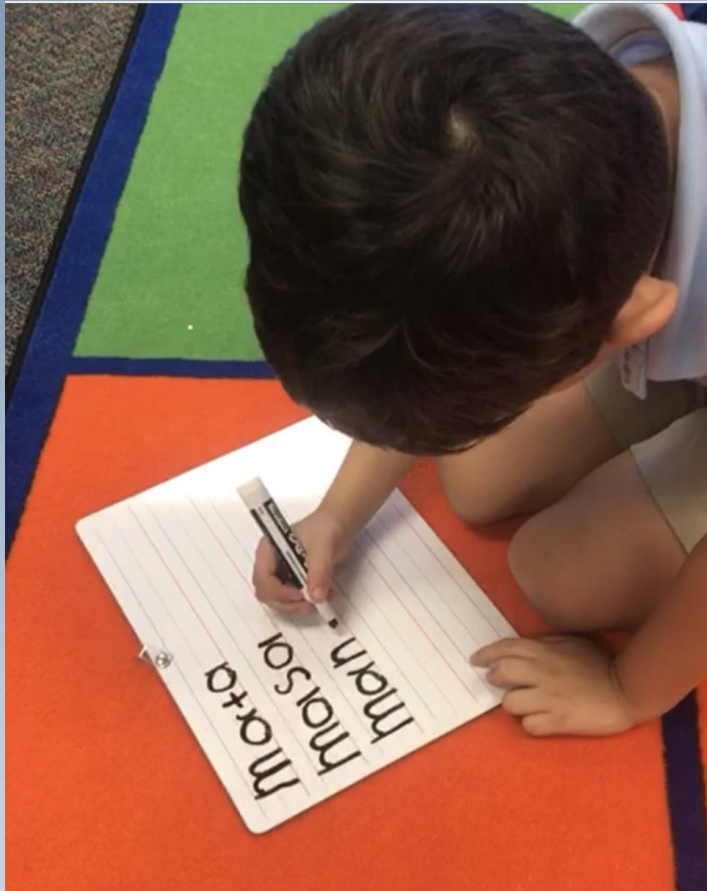
- Basic Literacy (Alfabetización)
  - Elementary (Primaria)
  - Jr. High School (Secundaria)
- 2 students graduated from Basic Literacy (Alfabetización)
- 8 students graduated from Elementary (Primaria)
- 14 students graduated from Jr. High School (Secundaria)





**(READ AND YOU WILL BE)**  
Engages Latino families and communities in fostering children's early literacy development.

**IDENTITY – SELF ESTEEM –  
SOCIAL SKILLS - INTEGRATION**



*Development settings to assist first immigrant middle-childhood children with skills and framework necessary to enter school helping them to avoid cultural shock.*

**Ready to enter IISD Kindergarten Class**

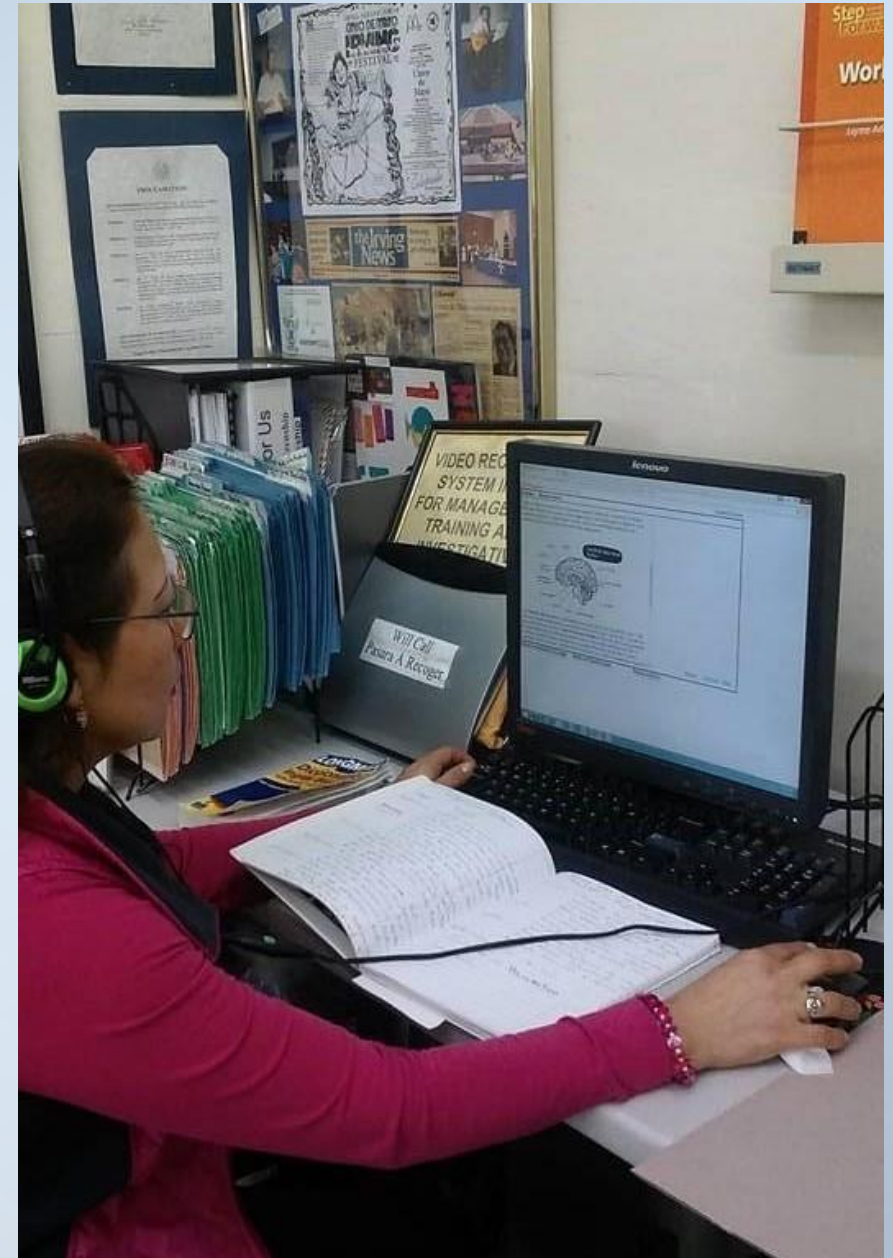


# GED (GENERAL EDUCATION DIPLOMA)



DCET prepares students for a high school equivalency diploma. Study plan covers: Language Arts, math, Social Studies and Science.

Once students are prepared they will test at a GED Official testing center accredited by the TEA (Texas Education Agency).



*Spanish and English GED preparation at DCET*



# Finances and Administration

- Financial Statements • Accountability for Performance
- Measuring Outcomes Effectively • Marketing
- Managing with Standards of Excellence

# DCET an Accredited Nonprofit Corporation since 1995 meets the 20 Standards for **Charity**



## **Accountability**

### **Governance**

1. Board Oversight
2. Board Size
3. Board Meetings
4. Board Compensation
5. Conflict of Interest

### **Measuring Effectiveness**

6. Effectiveness Policy
7. Effectiveness Report



### **Finances**

8. Program Expenses
9. Fundraising Expenses
10. Accumulating Funds
11. Audit Report
12. Detailed Expense Breakdown
13. Accurate Expense Reporting
14. Budget Plan

### **Fundraising – Solicitation - Marketing**

15. Accurate & Truthful Materials
16. Annual Report
17. Website Disclosures
18. Donor Privacy
19. Cause Marketing
20. Disclosures Complaints

### **Purpose**

### **Programs**

### **Governance & Staff**

### **Fundraising**

### **Tax Status**

### **Financial & Conclusion**

# Financial and Operational Stability

## The Power of Transparency means: *Financial Health and Impact!*



*Everett Burton,  
Quick Books  
National Consultant  
and DCET Board Finance Director*

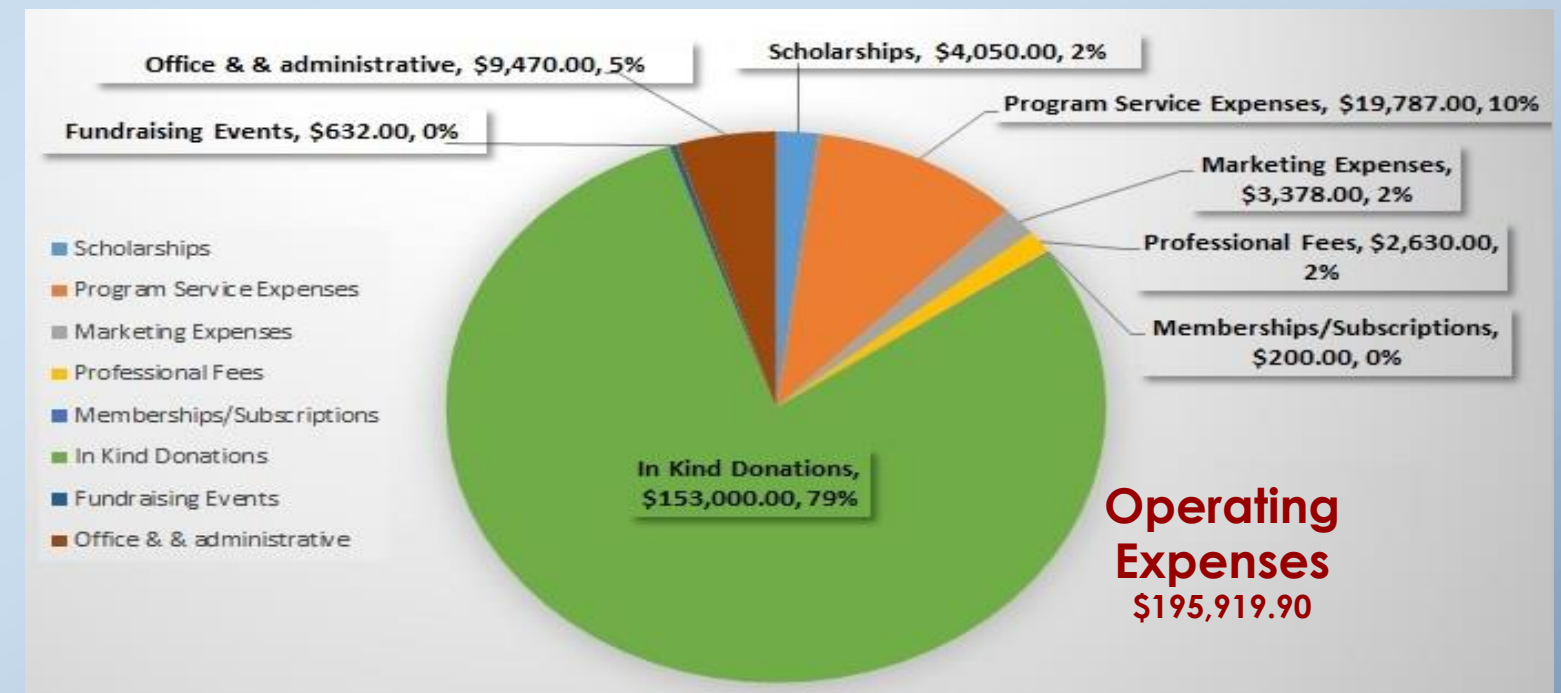
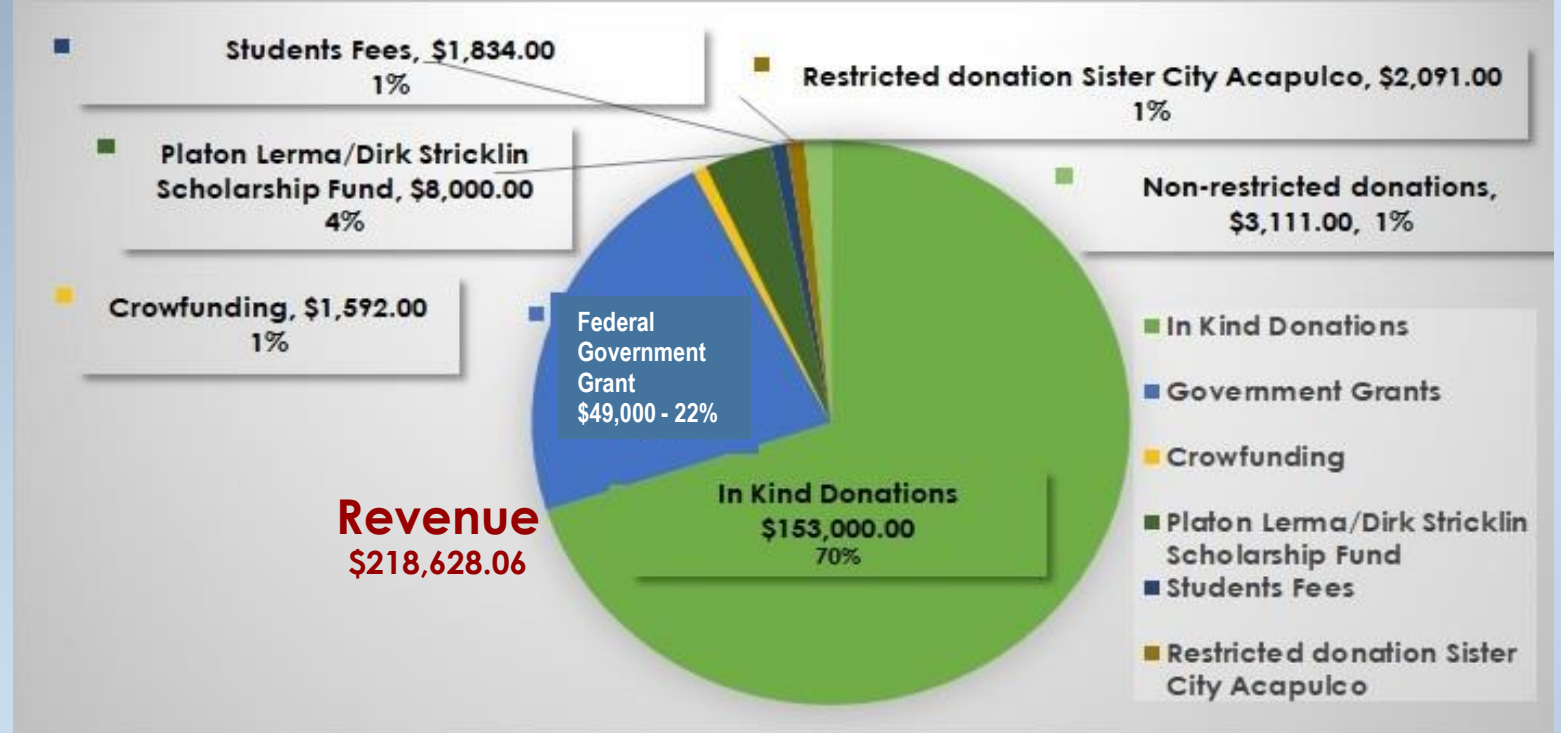


- Audited Financial Statements
- Finance Committee supervision
- On time bank reconciliations
- Quick Books Pro by Category postings
- Restricted Funds by Class



# DCET Financial Statements

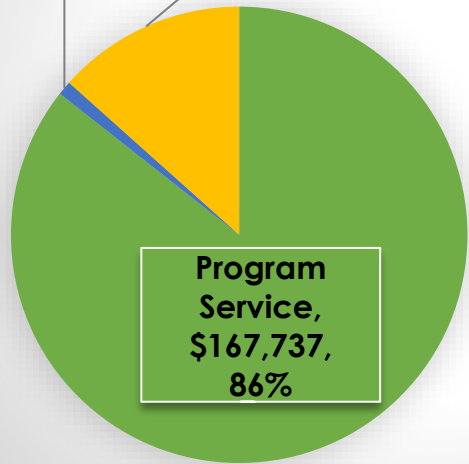
Reflect our transparency while walking through effective strategies that we utilize to ensure your support.



**This is how we  
invested  
our income  
in 2023**

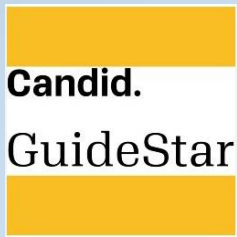
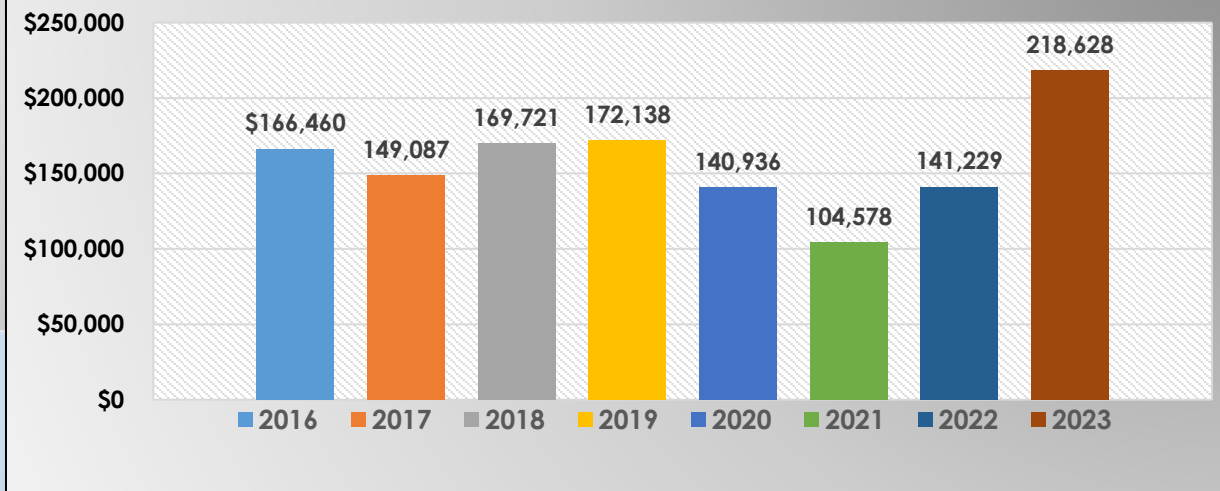
Fundraising, \$1,959  
1%

Management & General  
Expenses, \$26,224  
13%



- Program Service
- Fundraising
- Management & General Expenses

**Total Income Over the Years (IRS Form 990)**



DCET has earned a **Platinum Seal of Transparency** with **Candid/Guide Star** provides information about nonprofit's mission, legitimacy, impact, reputation, finances, programs, governance and transparency.



# Administration of our Spanish Literacy Programs

Our CA Report “Contenido de Avances” (*Advancement Sheet*) is a one page sheet outlining the progress of each student’s performance for the Spanish Literacy PLAZAS COMUNITARIAS curricula:

- *Basic Literacy*
- *Elementary*
- *Jr. High School courses*

*This is a useful tool that helps facilitators monitor advancement of the student’s progress.*

**Contenido de Avances – Plazas Comunitarias**

Nombre del Educando \_\_\_\_\_ Fecha Inscripción \_\_\_\_\_

RFE: \_\_\_\_\_ Phone number: \_\_\_\_\_ ID # SASACE: \_\_\_\_\_

**1a. Primera Etapa PRIMARIA – Nivel Inicial – Lengua, Comunicación, y Matemáticas (Nivel Inicial)**

MODULOS BASICOS	CLAVE	FECHA	CALIFICACION	TIPO DE EXAMEN	DESCRIPCION	NOTAS
1. La palabra	B1ELP			ED1 Final	Lengua y Comunicación I	
2. Para Empezar	B1EPE			ED1 Final	Leer y Escribir en la Vida	
3. Matemáticas para empezar	B1MME			ED1 Final	Matemáticas I	

**2a. Segunda Etapa PRIMARIA – Español y Ciencias Naturales + 1 Diversificado (Nivel Intermedio)**

MODULOS BASICOS	CLAVE	FECHA	CALIFICACION	TIPO DE EXAMEN	DESCRIPCION	NOTAS
4. Leer y Escribir	B2ELE			ED2 Final	Lengua y Comunicación II	
5. Saber Leer	B2ESL			ED2 Final	Lengua y Comunicación III	
6. Vivamos Mejor	B2CYM			ED2 Final	Ciencias Naturales I	
UN DIVERSIFICADO (escoger)				ED2 Final	Lengua y Comunicación II	

**3a. Tercera Etapa PRIMARIA – Matemáticas y Ciencias Sociales + Un Diversificado (Nivel Intermedio)**

MODULOS BASICOS	CLAVE	FECHA	CALIFICACION	TIPO DE EXAMEN	DESCRIPCION	NOTAS
8. Los Números	B2MNU			ED3 Final	Matemáticas II	
9. Figuras y Medidas	B2MFM			ED3 Final	Matemáticas III	
10. Cuentas Útiles	B2MCU			ED3 Final	Matemáticas IV	
11. Vamos a Conocernos	B2CVC			ED3 Final	Ciencias Naturales II	
12. DIVERSIFICADO (escoger)				ED3 Final	Matemáticas II	

**4a. Cuarta Etapa SECUNDARIA – Español y Ciencias Naturales + Dos Diversificados (Nivel Avanzado)**

MODULOS BASICOS	CLAVE	FECHA	CALIFICACION	TIPO DE EXAMEN	DESCRIPCION	NOTAS
1. Hablando se entiende la gente	B3EHC			ED4 Final	Lengua y Comunicación IV	
2. ¡Vamos a Escribir!	B3EVE			ED4 Final	Lengua y Comunicación V	
3. Para seguir aprendiendo	B3ESA			ED4 Final	Lengua y Comunicación VI	
4. Nuestro planeta la Tierra	B3CNP			ED4 Final	Ciencias Naturales III	
5. DIVERSIFICADO (escoger)				ED4 Final	Lengua y Comunicación IV	
6. DIVERSIFICADO (escoger)				ED4 Final	Lengua y Comunicación IV	

**5a. Quinta Etapa SECUNDARIA – Matemáticas y Ciencias Sociales + Dos Diversificados (Nivel Avanzado)**

MODULOS BASICOS	CLAVE	FECHA	CALIFICACION	TIPO DE EXAMEN	DESCRIPCION	NOTAS
7. Información y Gráficas	B3MIG			ED5 Final	Matemáticas V	
8. Fracciones y Porcentajes	B3MFP			ED5 Final	Matemáticas VI	
9. Operaciones avanzadas	B3MOA			ED5 Final	Matemáticas VII	
10. México Nuestro hogar	B3CNH			ED5 Final	Ciencias Sociales	
11. DIVERSIFICADO (escoger)				ED5 Final	Matemáticas V	
12. DIVERSIFICADO (escoger)				ED5 Final	Matemáticas V	

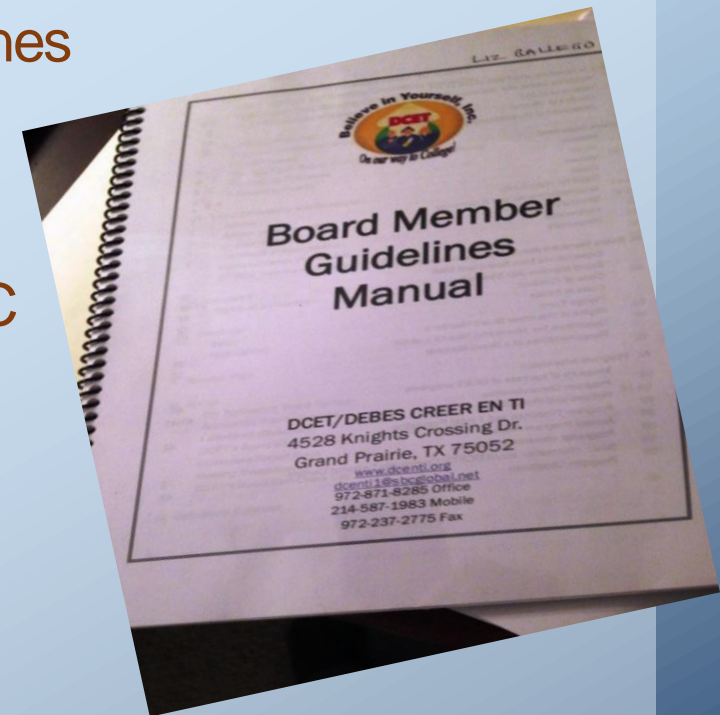
FORM: CA2020



# Board Initiatives

## DCET's Board Member Guidelines Manual includes:

1. Board of Directors and Facts about DCET
2. Case Statement
3. Board Members and Staff responsibilities
4. Elections
5. Forms
6. Fundraising / Financial
7. Legal Documents and Guidelines
8. Operations Calendar
9. Program Information
10. Standing Committees & ADHOC
11. Strategic Plan
12. Volunteers
13. Annual Budget



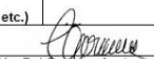

# Accountability for Performance

## Our DCET Daily Progress Report

highlights everyday the

## Following activities:

1. Class, amount of students by category, class hours, curricula, students' advancement and notes.
2. Also reports on the administration, messages, and interns and volunteers assisting.

CLASS	STUDENT	HRS	CURRICULA	STUDENT'S ADVANCEMENT	NOTES:
ESL	Jesús Rodríguez Luis Gutiérrez Pedro Sánchez	2:00-4:30	TEC of Monterrey Basic Skills for Life	Unit 3	
COMPUTER LITERACY	Rigoberto Acosta Santos Gonzalez Ma. Paulina Pórtillo	12-2pm 12-2pm 12-2pm	PSM -Para Soltar la Mano (1) IMC- Introducción al Mundo Computacional (2) CBC - Conexión (3) HBI- Habilidades Básicas de Informática (4) JCL- Jan's computer Literacy	DATE: July 17, 2018	
PLACOM	Orbelina Gómez María Ramirez	3:30-6:00 4:00-6:00	Modelo Educativo Mexyl - Primaria Modelo Educativo Mexyl - Alfabetización	"Vamos a conocernos" Ejercicios de lectura-escritura	
CITIZENSHIP	Clemente Rangel Esther Mendez	12:00-3:00 2:30-5:00	100 Question Of Citizenship 100 Question Of Citizenship	100 questions practice and interview How to fill it up Form N-400	
GED	Fidelina Guardado Luisa Rivas Catherine Hernandez	12:00-2:00 12:00-2:00 2:00-4:00	www.gedonline.org www.gedonline.org www.gedonline.org	Mathematics Mathematics Mathematics	
IN TAKE MANAGEMENT			1 Sales/Information Classes (NN to sign visitors book) 1 Re-Enrollments Transferred folders to Students' Database 07 Calls to (updates) students Accountability for Performance COPIES FAX SCANS Use of the Internet/or computer (no student) Deposit DCET Account Print DPR <input checked="" type="checkbox"/> emailed DPR AARP Timesheet STUDENT Evaluations 8 TOTAL Students today <input checked="" type="checkbox"/> E-mails resent to ED Updates Add new students	MAIL FROM: MAIL TO: DONATIONS: Copies: _____ Use of computers: \$ _____ Water: \$ _____ BANK DEPOSIT: \$ _____ Programs: \$ _____ CINCO: \$ _____	
SASA System	Graded test <input checked="" type="checkbox"/> Printed Module <u>Primaria</u> <input type="checkbox"/> <u>Secundaria</u> <input type="checkbox"/> Test <input type="checkbox"/>				
ED Reports/FUP's					
STUDENTS ABSENT:	Jennifer Melendez				
INTERNS & VOLUNTEERS:	Susana Escobar came to do volunteer time from 12:00 to 3:00				
MAINTENANCE:	Trash <input checked="" type="checkbox"/> Dusted <input checked="" type="checkbox"/> Cleaned around computers <input checked="" type="checkbox"/> Floor Waxed by Savers <input checked="" type="checkbox"/>				
OTHERS: (Messages, Visitors, etc.)					
FACILITATOR:	 Ma. Del Carmen Aguirre			SUPERVISOR:  Elvia Wallace-Martinez	

- Daily Sign in sheets from each class.
- Each program has a progress reports.
- ESL Best Plus Testing.



The SASA Electronic portal of INEA's Department of Education in Mexico, credits & certifies DCET's Spanish Literacy courses.

# Measured Outcomes and Accountability



## Responsibility for Organizational Goals

Accountability at DCET provides a framework for thinking about ethical matters, responsibility and commitment.



## Google AIRTABLE On Line Database Management System

- ✓ Students, Volunteers & Donors
- ✓ Special Events' Clients

## Accountability for Performance

- ✓ DPR (Daily Progress Reports)
- ✓ Students' Attendance Monthly Reports
- ✓ Service Evaluations by Students and Teachers



# Fundraising & Marketing through Social Media

<http://www.firstgiving.com/elviawallacemartinez>

<http://www.youtube.com/elviawallacemartinez>

<https://greatnonprofits.org/org/debes-creer-en-ti>

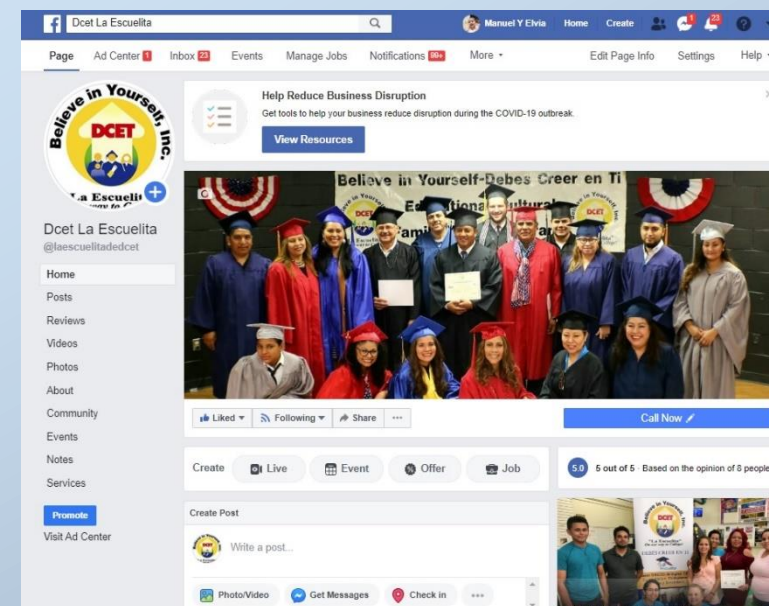
<https://www.facebook.com/laescuelitadedcet/>

<https://www.eventbrite.com/e/support-free-education-tickets-243277197647?aff=oddtcreator>



**La Escuelita de DCET/Debes Creer**  
Es un Centro Comunitario de Aprendizaje del  
TEC de Monterrey, y una  
Plaza Comunitaria del INEA  
en Irving, Texas

GRATIS CLASES DIARIAS DE: INGLÉS, COMPUTACION, GED,  
PRIMARIA, SECUNDARIA Y CIUDADANIA  
CLASES TODOS LOS DIAS DE 12-6 PM



# This is what DCET is all About!

Fairness, respect, trust, compassion, responsibility, and transparency are characteristics of our Standards of Excellence.

- Accomplish our Mission
- Strategy and Evaluation
- Board, Staff and Volunteers Leadership
- Legal Compliance
- Ethics in all Dealings
- Finances and Operations on time
- Resource Development
- Public Awareness
- Engagement
- Advocacy



## We operate with STANDARDS OF EXCELLENCE!



[Volunteer. Donate. Review.](#)



Debes Creer En Ti  
**2017 TOP-RATED NONPROFIT**  
★★★★★ 51 Reviews  
Reviews from GREATNONPROFITS

### Most Recent Reviews

lawrence.carole ★★★★★

This non-profit, Debes Creer En Ti (DCET) offers a tremendous opportunity for adults to get and education...

elvisferrufino ★★★★★

Mi nombre es Elvis Ferrufino. Soy estudiante de la escuelita DCET me siento muy sastifecho de recibir...

DoraOlalz ★★★★★

DCET is one of a kind organization whose mission is to equip their students with education and skills...



# Fundraising Plans and Grant Writing, aligned with SMART objectives

Objectives and Key Results (OKRs) require identification of organizational target (outcomes) and metrics for knowing when the target (outcome) is reached.

*DCET programs are measured to determine successful outcomes.*





# We reached our 2023 Goals SUPER Thanks to all of you!

...students who participated all year long, as well as our **Board of Directors, Staff, volunteers, Ambassadors,** and **Stakeholders.** Without all of us *working together* It would have been impossible to reach our 2023 goals!  
¡MUCHAS GRACIAS!





# Awards, Recognitions and Media Coverage



Mayte Lopez interviewed  
Elvia Wallace-Martinez, May 15<sup>th</sup>, 2023  
AT Metroplex Radio/TV



Immigrant Entrepreneur Award by  
Badmus & Associates,  
June 15<sup>th</sup>, 2023



July 21<sup>st</sup>, 2023

# Staff

Teachers and Facilitators meet and exceed the expectations of our students. DCET has a staff of 10 dedicated professionals whose life experiences and cultural backgrounds are similar to the immigrants and refugees we serve. All teachers and most of the staff hold bachelors degrees or higher education.



**Elvia Wallace-Martinez**  
*Executive Director*



**Edwin Porles**  
*Program Director*



**Ysabel Yupanqui**  
*Accounting Manager*



**Rita Nieto**  
*ESL Teacher*



**Joel Gonzalez**  
*Volunteer Spanish  
Literacy Facilitator*



**Maribel Arce**  
*Volunteer In-Take  
Assistant*



**Luisa Rivas**  
*In-Take Facilitator*



**Guadalupe Medina**  
*Volunteer IT Advisor*

# Staff

DCET operates mostly with unpaid Volunteers. Governance, and Operations embrace our fundamental values.



# Board of Directors



¡Sí Se Puede!

Yes we Can!

Thank you for viewing our 2023 Annual Report and **Believing in us!**

## 28 years of Great Service!