

Hispanic Unity of Florida, Inc

2018 Budget

December 13, 2017
Finance Committee

Hispanic Unity of Florida, Inc. 2018 Budget

Summary of 2018 Budget:

Support Services	\$ (753,788)
Programs	638,860
NET to UNR Assets	<u><u>\$ (114,928)</u></u> (1)

Support Services	\$ (753,788)
Economic Development	300,161
Education	126,675
Civic Engagement	212,024
Programs	638,860
	<u><u>\$ (114,928)</u></u> (1)

Note (1) - The loss of (\$115K) includes strategic plan salaries for: Accountant, Compliance/Risk Manager, Executive Support, and Development Director totaling \$277K.

Costs Covered:

	Allocated Costs Paid	Contribution to Admin	Total	
Development	30,684	222,292	252,976	11%
Programs	546,194	638,860	1,185,054	89%
TOTAL	<u><u>\$ 576,878</u></u>	<u><u>\$ 861,152</u></u>	<u><u>\$ 1,438,030</u></u>	100%

* **Allocated costs include:** repairs & maintenance, depreciation, insurance, interest, IT, postage, printing, rent (storage-corp records & other), telephone, utilities)

During HUF's Strategic Planning process our Board of Directors and staff addressed a number of financial capacity challenges that would allow HUF to scale its mission. (Note: HUF had very strong programmatic and financial performance for many years. For the prior past years 2013 to 2016 HUF had positive operating financial results for 39 consecutive months.

Planning Conclusions and Vision for the Future

- 1) HUF's reliance on one-year (foundation) grant cycles had led to variability of revenues and the need for smoothing of cash flows through revenue diversification (in particular multi-year government grants and large multi-year foundation grants), and
- 2) HUF needed to maximize its fundraising capacity (from restricted grants to unrestricted) which is limiting its ability to "do more mission."

The board and staff determined that HUF should hire additional Development, Program and Finance personnel to increase revenues and cash flows.

The HUF board decided to invest to scale HUF's work and add greater capacity.

The 2017 financial results and 2018 budget reflect the investment being made over this two year period.

The five year projection also reflects growth for HUF after these two years of investments.

Hispanic Unity of Florida, Inc.			
Comparison of 2018 Budget vs 2017 Estimated Actual			
	2018 Budget	2017 Estim Actual	Over (Under)
Revenues			
Donations - UNR	410,004	358,000	52,004
Donations - TR	1,707,128	1,217,000	490,128
Satisfaction of restrictions	464,015	193,020	270,995
Fundraising events	85,000	82,800	2,200
Grants	2,716,821	2,800,000	(83,179)
Rental income	48,012	46,300	1,712
Family Central/VPK	29,136	20,700	8,436
Interest & dividend income	180	235	(55)
Tuition, Fees, Books, Other Income	184,812	221,100	(36,288)
Total Revenues	5,645,108	4,939,155	705,953
Expenses			
Salaries and benefits	4,401,779	3,815,700	586,079
Advertising	6,996	6,000	996
Bank service charges	8,700	10,000	(1,300)
Building repairs/maint	194,106	190,000	4,106
Depreciation	119,596	119,600	(4)
Dues and subscriptions	10,476	10,800	(324)
Information Technology	43,778	37,000	6,778
Insurance	52,586	46,500	6,086
Interest	48,502	48,000	502
Licenses & Permits	756	2,600	(1,844)
Mileage	30,698	29,400	1,298
Office expense	51,282	51,000	282
Postage and shipping	6,780	8,000	(1,220)
Printing	47,497	50,000	(2,503)
Professional fees - Audit	24,996	25,000	(4)
Professional fees - Bkgrd Cks	5,604	9,000	(3,396)
Professional fees - Grants	15,000	10,000	5,000
Professional fees - Other	61,956	53,500	8,456
Professional fees - Personnel	6,996	7,500	(504)
Professional fees - Recruitment	3,504	7,500	(3,996)
Professional fees - Web Page	4,500	4,500	-
Program Expenses	369,363	373,200	(3,837)
Public Relations	24,996	26,200	(1,204)
Rent	23,058	15,000	8,058
Software	5,004	7,000	(1,996)
Special fundrsg events	32,004	24,000	8,004
Staff events	3,900	3,600	300
Staff training/develpmt	44,412	67,000	(22,588)
Telephone	65,935	67,200	(1,265)
Utilities	45,276	45,000	276
Total Expenses	5,760,036	5,169,800	590,236
Incr (Decr) in UNR Assets	(114,928)	(230,645)	115,717
	483,124	464,100	19,024

Hispanic Unity of Florida, Inc.
 2018 Budget - Program Funding Projections

Division	Program	Grantor	Secured In Program	New Grants Not Secured In Program	Revenues In Budget	To Secure for 2019	Secured for 2019
Ec Dev	CWF	Broward County - FSS	125,000	-	125,000	125,000	-
Ec Dev	CWF	Capital One	-	25,000	25,000	25,000	-
Ec Dev	CWF	COH - CDBG	-	3,000	3,000	3,000	-
Ec Dev	CWF	Comerica	-	7,500	7,500	7,500	-
Ec Dev	CWF	Community Found	42,500	-	42,500	-	42,500
Ec Dev	CWF	JP MorganChase	100,000	-	100,000	50,000	50,000
Ec Dev	CWF	Moran Foundation	350,000	-	350,000	350,000	-
Ec Dev	CWF	TD Bank	-	5,000	5,000	5,000	-
Ec Dev	CWF	Unidos - Latinos Finance (BOA)	-	75,000	75,000	75,000	-
Ec Dev	CWF	Unidos - Retail	11,515	-	11,515	11,515	-
Ec Dev	CWF	United Way	145,000	-	145,000	-	145,000
Ec Dev	CWF	Wells Fargo	-	40,000	40,000	40,000	-
			774,015	155,500	929,515	692,015	237,500
Ec Dev	FE	Prosperity Now	6,000	-	6,000	6,000	-
Ec Dev	FE	State Farm	-	6,000	6,000	6,000	-
Ec Dev	FE	Unidos - Financial	-	20,000	20,000	20,000	-
Ec Dev	FE	Unidos - Housing	41,000	-	41,000	41,000	-
			47,000	26,000	73,000	73,000	-
Ec Dev	PB	AutoNation	-	25,000	25,000	25,000	-
Ec Dev	PB	BRHPC-UF Health	22,000	-	22,000	-	-
Ec Dev	PB	Florida Blue	-	25,000	25,000	25,000	-
Ec Dev	PB	Humana	50,000	25,000	75,000	25,000	-
Ec Dev	PB	NCLR - Rico	-	75,000	75,000	75,000	-
			72,000	150,000	222,000	150,000	-
Ec Dev	VITA	Bank of America	-	20,000	20,000	20,000	-
Ec Dev	VITA	Citi Community Devel	100,000	-	100,000	-	100,000
Ec Dev	VITA	CSC	315,000	-	315,000	-	315,000
Ec Dev	VITA	IRS	51,917	37,916	89,833	51,917	-
Ec Dev	VITA	United Way	40,000	-	40,000	-	40,000
			506,917	57,916	564,833	71,917	455,000
Ec Dev	Entrep		-	-	-	-	-
			-	-	-	-	-
Educ	U4K	AD Henderson	-	35,000	35,000	35,000	-
Educ	U4K	Comcast	-	20,000	20,000	20,000	-
Educ	U4K	Comcast	-	5,000	5,000	5,000	-
Educ	U4K	Publix	-	5,000	5,000	5,000	-
Educ	U4K	Tate	15,000	-	15,000	-	15,000
			15,000	65,000	80,000	65,000	15,000

2018 Budget - Program Funding Projections

Division	Program	Grantor	Secured In Program	New Grants Not Secured In Program	Revenues In Budget	To Secure for 2019	Secured for 2019	
Educ	FS	CSC	215,000	-	215,000	-	215,000	
			215,000	-	215,000	-	215,000	
Educ	U4T-MS	BSO	-	10,000	10,000	10,000	-	
Educ	U4T-MS	COH Police	-	5,000	5,000	5,000	-	
Educ	U4T-MS	CSC	1,055,295	-	1,055,295	-	1,055,295	
Educ	U4T-MS	Publix	-	10,000	10,000	10,000	-	
Educ	U4T-MS	SunSentinel	-	10,000	10,000	10,000	-	
Educ	U4T-MS	Target	100,000	-	100,000	-	100,000	
Educ	U4T-MS	Unidos - Financial	-	20,000	20,000	20,000	-	
			1,155,295	55,000	1,210,295	55,000	1,155,295	
Educ	U4T-HS	CSC - Miramar	300,371	-	300,371	-	300,371	
Educ	U4T-HS	CSC - Stranahan	168,138	-	168,138	-	168,138	
Educ	U4T-HS	CSC-COMPASS-Stranahan	122,875	-	122,875	-	122,875	
Educ	U4T-HS	New Funding -see #1 below-COMPASS	-	150,000	150,000	150,000	-	
Educ	U4T-HS	TK Fd - COMPASS-Stranahan	-	100,000	100,000	100,000	-	
Educ	U4T-HS	Unidos - Digital Innovation	25,000	-	25,000	-	-	
Educ	U4T-HS	Unidos/Others - COMPASS - Stran	-	27,638	27,638	27,638	-	
			616,384	277,638	894,022	277,638	591,384	
CE	Citizenship	AMEX	-	25,000	25,000	25,000	-	
CE	Citizenship	CitiCommDev	90,000	30,000	120,000	90,000	-	
CE	Citizenship	JPMorganChase	150,000	-	150,000	-	150,000	
CE	Citizenship	JPMorganChase - Miami	140,000	-	140,000	-	140,000	
CE	Citizenship	Local Government Grants	-	25,000	25,000	25,000	-	
CE	Citizenship	NALEO	28,000	18,000	46,000	18,000	-	
CE	Citizenship	New Funding -see #2 below-Miami	-	75,000	75,000	75,000	-	
CE	Citizenship	USCIS	105,000	35,000	140,000	105,000	-	
			513,000	208,000	721,000	338,000	290,000	
			\$ 3,914,611	\$ 995,054	\$ 4,909,665	\$ 1,722,570	\$ 2,959,179	
			2017 Projections	3,787,376	679,238	4,466,614	1,115,238	3,181,197
			Increase(Decrease)	127,234.67	315,816	443,051	607,332	(222,018)

#1 New Funding-COMPASS-\$150K - prospects include: a) Kellogg Foundation b) CitiFoundation c) Kresge Foundation

#2 New Funding-Miami-\$75K - prospects include: a) Miami Foundation b) UW of Miami Dade c) Rosenberg Foundation d) Roblee Foundation

The total of Items #1 & #2 - \$225K - represents 71% of the \$315K increase in unsecured.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenues													
Donations - UNR	\$ 34,178	\$ 34,166	34,166	\$ 34,166	\$ 34,166	34,166	34,166	34,166	34,166	34,166	34,166	34,166	410,004
Donations - TR	307,344	32,344	52,344	132,344	32,344	468,344	72,344	137,344	172,344	32,344	235,344	32,344	1,707,128
Satisfaction of restrictions	(131,481)	145,204	143,677	40,289	140,291	(295,711)	130,291	30,291	10,291	130,291	(9,709)	130,291	464,015
Fundraising events	7,087	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	85,000
Grants	227,013	227,013	227,013	227,013	227,013	227,013	227,013	227,013	227,013	224,568	224,568	224,568	2,716,821
Rental income	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	48,012
Family Central/VPK	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	29,136
Interest & dividend income	15	15	15	15	15	15	15	15	15	15	15	15	180
Tuition, Fees, Books	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	184,812
Total Revenues	465,986	467,655	486,128	462,740	462,742	462,740	492,742	457,742	472,742	450,297	513,297	450,297	5,645,108
Expenses													
Salaries and benefits	372,783	372,783	372,783	370,477	370,477	370,459	363,156	363,156	363,156	360,852	360,852	360,852	4,401,779
Advertising	583	583	583	583	583	583	583	583	583	583	583	583	6,996
Bank service charges	725	725	725	725	725	725	725	725	725	725	725	725	8,700
Building repairs/maint	16,176	16,176	16,176	16,176	16,176	16,176	16,176	16,176	16,176	16,176	16,176	16,176	194,106
Depreciation	9,966	9,966	9,966	9,966	9,966	9,966	9,966	9,966	9,966	9,966	9,966	9,966	119,596
Dues and subscriptions	873	873	873	873	873	873	873	873	873	873	873	873	10,476
Information Technology	3,183	3,183	3,183	3,183	3,183	3,183	3,183	3,183	3,183	3,183	3,183	3,183	38,198
Insurance	4,382	4,382	4,382	4,382	4,382	4,382	4,382	4,382	4,382	4,382	4,382	4,382	52,586
Interest	4,042	4,042	4,042	4,042	4,042	4,042	4,042	4,042	4,042	4,042	4,042	4,042	48,502
Licenses & Permits	63	63	63	63	63	63	63	63	63	63	63	63	756
Mileage	2,600	2,600	2,600	2,600	2,600	2,600	2,517	2,517	2,517	2,517	2,517	2,517	30,698
Office expense	4,284	4,284	4,284	4,284	4,284	4,284	4,264	4,264	4,264	4,264	4,264	4,264	51,282
Postage and shipping	569	569	569	569	569	569	561	561	561	561	561	561	6,780
Printing	4,133	4,133	4,133	3,933	3,933	3,933	3,883	3,883	3,883	3,883	3,883	3,883	47,497
Professional fees - Audit	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	24,996
Professional fees - Bkgrd Cks	467	467	467	467	467	467	467	467	467	467	467	467	5,604
Professional fees - Grants	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	15,000
Professional fees - Network	465	465	465	465	465	465	465	465	465	465	465	465	5,580
Professional fees - Other	5,163	5,163	5,163	5,163	5,163	5,163	5,163	5,163	5,163	5,163	5,163	5,163	61,956
Professional fees - Personnel	583	583	583	583	583	583	583	583	583	583	583	583	6,996
Professional fees - Recruitmen	292	292	292	292	292	292	292	292	292	292	292	292	3,504
Professional fees - Web Page	375	375	375	375	375	375	375	375	375	375	375	375	4,500
Program Expenses	54,499	25,989	24,499	24,499	27,973	24,499	24,499	24,499	24,499	34,917	24,499	54,499	369,363
Public Relations	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	24,996
Rent	2,440	5,296	2,440	2,034	2,034	2,034	1,201	1,201	1,201	1,059	1,059	1,059	23,058
Software	417	417	417	417	417	417	417	417	417	417	417	417	5,004
Special fundrng events	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	32,004
Staff events	325	325	325	325	325	325	325	325	325	325	325	325	3,900
Staff training/develpmt	3,701	3,701	3,701	3,701	3,701	3,701	3,701	3,701	3,701	3,701	3,701	3,701	44,412
Telephone	5,509	5,505	5,505	5,505	5,505	5,505	5,484	5,484	5,484	5,484	5,484	5,484	65,935
Utilities	3,773	3,773	3,773	3,773	3,773	3,773	3,773	3,773	3,773	3,773	3,773	3,773	45,276
Total Expenses	510,454	484,796	480,450	477,538	481,012	477,520	469,202	469,202	469,202	477,174	466,756	496,756	5,760,036
Incr (Decr) in UNR Assets	(\$ 44,468)	(\$ 17,141)	5,678	(\$ 14,798)	(\$ 18,270)	(14,780)	23,540	(11,460)	3,540	(26,877)	46,541	(46,459)	(114,928)
Investing in HUF's Future: 2017-2021 Strategic Plan													
During HUF's Strategic Planning process our Board of Directors and staff addressed a number of financial capacity challenges that would allow HUF to scale its mission. (Note: HUF had very strong programmatic and financial performance for many years. For the prior past years 2013 to 2016 HUF had positive operating financial results for 39 consecutive months.													
Planning Conclusions and Vision for the Future													
1) HUF's reliance on one-year (foundation) grant cycles had led to variability of revenues and the need for smoothing of cash flows through revenue diversification (in particular multi-year government grants and large multi-year foundation grants), and													
2) HUF needed to maximize its fundraising capacity (from restricted grants to unrestricted) which is limiting its ability to "do more mission."													
The board and staff determined that HUF should hire additional Development, Program and Finance personnel to increase revenues and cash flows.													
The HUF board decided to invest to scale HUF's work and add greater capacity.													
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	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenues													
Donations - UNR	\$ 34,178	\$ 34,166	34,166	\$ 34,166	\$ 34,166	34,166	34,166	34,166	34,166	34,166	34,166	34,166	410,004
Fundraising events	7,087	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	7,083	85,000
Interest & dividend income	15	15	15	15	15	15	15	15	15	15	15	15	180
Total Revenues	41,280	41,264	41,264	41,264	41,264	41,264	41,264	41,264	41,264	41,264	41,264	41,264	495,184
Expenses													
Salaries and benefits	80,553	80,553	80,553	80,553	80,553	80,553	80,553	80,553	80,553	80,553	80,553	80,553	966,636
Advertising	583	583	583	583	583	583	583	583	583	583	583	583	6,996
Bank service charges	725	725	725	725	725	725	725	725	725	725	725	725	8,700
Building repairs/maint	1,375	1,375	1,375	1,375	1,375	1,375	1,375	1,375	1,375	1,375	1,375	1,375	16,500
Depreciation	847	847	847	847	847	847	847	847	847	847	847	847	10,164
Dues and subscriptions	748	748	748	748	748	748	748	748	748	748	748	748	8,976
Information Technology	315	315	315	315	315	315	315	315	315	315	315	315	3,780
Insurance	362	362	362	362	362	362	362	362	362	362	362	362	4,344
Interest	343	343	343	343	343	343	343	343	343	343	343	343	4,116
Mileage	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Office expense	708	708	708	708	708	708	708	708	708	708	708	708	8,496
Postage and shipping	155	155	155	155	155	155	155	155	155	155	155	155	1,860
Printing	799	799	799	799	799	799	799	799	799	799	799	799	9,588
Professional fees - Audit	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	24,996
Professional fees - Bkgrd Cks	38	38	38	38	38	38	38	38	38	38	38	38	456
Professional fees - Grants	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	15,000
Professional fees - Other	875	875	875	875	875	875	875	875	875	875	875	875	10,500
Professional fees - Personnel	583	583	583	583	583	583	583	583	583	583	583	583	6,996
Professional fees - Recruitmen	292	292	292	292	292	292	292	292	292	292	292	292	3,504
Professional fees - Web Page	375	375	375	375	375	375	375	375	375	375	375	375	4,500
Public Relations	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	2,083	24,996
Rent	192	192	192	192	192	192	192	192	192	192	192	192	2,304
Software	417	417	417	417	417	417	417	417	417	417	417	417	5,004
Special fundrng events	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	2,667	32,004
Staff events	325	325	325	325	325	325	325	325	325	325	325	325	3,900
Staff training/developmt	1,166	1,166	1,166	1,166	1,166	1,166	1,166	1,166	1,166	1,166	1,166	1,166	13,992
Telephone	2,061	2,061	2,061	2,061	2,061	2,061	2,061	2,061	2,061	2,061	2,061	2,061	24,732
Utilities	1,961	1,961	1,961	1,961	1,961	1,961	1,961	1,961	1,961	1,961	1,961	1,961	23,532
Total Expenses	104,081	104,081	104,081	104,081	104,081	104,081	104,081	104,081	104,081	104,081	104,081	104,081	1,248,972
Incr (Decr) in UNR Assets	(\$ 62,801)	(\$ 62,817)	(62,817)	(\$ 62,817)	(\$ 62,817)	(62,817)	(62,817)	(62,817)	(62,817)	(62,817)	(62,817)	(62,817)	(753,788)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenues													
Donations - TR	307,344	32,344	52,344	132,344	32,344	468,344	72,344	137,344	172,344	32,344	235,344	32,344	1,707,128
Satisfaction of restrictions	(131,481)	145,204	143,677	40,289	140,291	(295,711)	130,291	30,291	10,291	130,291	(9,709)	130,291	464,015
Grants	227,013	227,013	227,013	227,013	227,013	227,013	227,013	227,013	227,013	224,568	224,568	224,568	2,716,821
Rental income	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	48,012
Family Central/VPK	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	29,136
Tuition, Fees, Books	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	15,401	184,812
Total Revenues	424,706	426,391	444,864	421,476	421,478	421,476	451,478	416,478	431,478	409,033	472,033	409,033	5,149,924
Expenses													
Salaries and benefits	292,230	292,230	292,230	289,924	289,924	289,906	282,603	282,603	282,603	280,299	280,299	280,299	3,435,143
Building repairs/maint	14,801	14,801	14,801	14,801	14,801	14,801	14,801	14,801	14,801	14,801	14,801	14,801	177,606
Depreciation	9,119	9,119	9,119	9,119	9,119	9,119	9,119	9,119	9,119	9,119	9,119	9,119	109,432
Dues and subscriptions	125	125	125	125	125	125	125	125	125	125	125	125	1,500
Information Technology	2,868	2,868	2,868	2,868	2,868	2,868	2,868	2,868	2,868	2,868	2,868	2,868	34,418
Insurance	4,020	4,020	4,020	4,020	4,020	4,020	4,020	4,020	4,020	4,020	4,020	4,020	48,242
Interest	3,699	3,699	3,699	3,699	3,699	3,699	3,699	3,699	3,699	3,699	3,699	3,699	44,386
Licenses & Permits	63	63	63	63	63	63	63	63	63	63	63	63	756
Mileage	2,400	2,400	2,400	2,400	2,400	2,400	2,317	2,317	2,317	2,317	2,317	2,317	28,298
Office expense	3,576	3,576	3,576	3,576	3,576	3,576	3,556	3,556	3,556	3,556	3,556	3,556	42,786
Postage and shipping	414	414	414	414	414	414	406	406	406	406	406	406	4,920
Printing	3,334	3,334	3,334	3,134	3,134	3,134	3,084	3,084	3,084	3,084	3,084	3,084	37,909
Professional fees - Bkgrd Cks	429	429	429	429	429	429	429	429	429	429	429	429	5,148
Professional fees - Network	465	465	465	465	465	465	465	465	465	465	465	465	5,580
Professional fees - Other	4,288	4,288	4,288	4,288	4,288	4,288	4,288	4,288	4,288	4,288	4,288	4,288	51,456
Program Expenses	54,499	25,989	24,499	24,499	27,973	24,499	24,499	24,499	24,499	34,917	24,499	54,499	369,363
Rent	2,248	5,104	2,248	1,842	1,842	1,842	1,009	1,009	1,009	867	867	867	20,754
Staff training/developmt	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	2,535	30,420
Telephone	3,448	3,444	3,444	3,444	3,444	3,444	3,423	3,423	3,423	3,423	3,423	3,423	41,203
Utilities	1,812	1,812	1,812	1,812	1,812	1,812	1,812	1,812	1,812	1,812	1,812	1,812	21,744
Total Expenses	406,373	380,715	376,369	373,457	376,931	373,439	365,121	365,121	365,121	373,093	362,675	392,675	4,511,064
Incr (Decr) in UNR Assets	\$ 18,333	\$ 45,676	68,495	\$ 48,019	\$ 44,547	48,037	86,357	51,357	66,357	35,940	109,358	16,358	638,860

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenues													
Donations - TR	84,208	9,208	29,208	109,208	9,208	109,208	49,208	14,208	29,208	9,208	62,208	9,208	523,496
Satisfaction of restrictions	(1,572)	75,121	73,594	(29,794)	70,208	(29,792)	61,875	61,875	61,875	61,875	61,875	61,875	529,015
Grants	61,514	61,514	61,514	61,514	61,514	61,514	61,514	61,514	61,514	59,069	59,069	59,069	730,833
Total Revenues	144,150	145,843	164,316	140,928	140,930	140,930	172,597	137,597	152,597	130,152	183,152	130,152	1,783,344
Expenses													
Salaries and benefits	94,432	94,432	94,432	92,126	92,126	92,108	84,805	84,805	84,805	82,501	82,501	82,501	1,061,571
Building repairs/maint	5,096	5,096	5,096	5,096	5,096	5,096	5,096	5,096	5,096	5,096	5,096	5,096	61,146
Depreciation	3,139	3,139	3,139	3,139	3,139	3,139	3,139	3,139	3,139	3,139	3,139	3,139	37,672
Information Technology	1,706	1,706	1,706	1,706	1,706	1,706	1,706	1,706	1,706	1,706	1,706	1,706	20,474
Insurance	1,871	1,871	1,871	1,871	1,871	1,871	1,871	1,871	1,871	1,871	1,871	1,871	22,454
Interest	1,274	1,274	1,274	1,274	1,274	1,274	1,274	1,274	1,274	1,274	1,274	1,274	15,286
Mileage	537	537	537	537	537	537	454	454	454	454	454	454	5,946
Office expense	547	547	547	547	547	547	527	527	527	527	527	527	6,434
Postage and shipping	265	265	265	265	265	265	257	257	257	257	257	257	3,132
Printing	1,575	1,575	1,575	1,375	1,375	1,375	1,325	1,325	1,325	1,325	1,325	1,325	16,801
Professional fees - Bkgrd Cks	317	317	317	317	317	317	317	317	317	317	317	317	3,804
Professional fees - Other	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	3,096	37,152
Program Expenses	35,154	6,644	5,154	5,154	8,628	5,154	5,154	5,154	5,154	15,572	5,154	35,154	137,230
Rent	1,320	4,176	1,320	914	914	914	81	81	81	(61)	(61)	(61)	9,618
Staff training/developmt	1,089	1,089	1,089	1,089	1,089	1,089	1,089	1,089	1,089	1,089	1,089	1,089	13,068
Telephone	1,570	1,570	1,570	1,570	1,570	1,570	1,549	1,549	1,549	1,549	1,549	1,549	18,711
Utilities	1,057	1,057	1,057	1,057	1,057	1,057	1,057	1,057	1,057	1,057	1,057	1,057	12,684
Total Expenses	154,045	128,391	124,045	121,133	124,607	121,115	112,797	112,797	112,797	120,769	110,351	140,351	1,483,183
Incr (Decr) in UNR Assets	(\$ 9,895)	\$ 17,452	40,271	\$ 19,795	\$ 16,323	19,815	59,800	24,800	39,800	9,383	72,801	(10,199)	300,161

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenues													
Donations - TR	212,719	12,719	12,719	12,719	12,719	162,719	12,719	112,719	12,719	12,719	22,719	12,719	612,628
Satisfaction of restrictions	(168,739)	31,249	31,249	31,249	31,249	(118,751)	31,249	(68,751)	31,249	31,249	31,249	31,249	(75,000)
Grants	155,141	155,141	155,141	155,141	155,141	155,141	155,141	155,141	155,141	155,141	155,141	155,141	1,861,692
Rental income	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	4,001	48,012
Family Central/VPK	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	2,428	29,136
Tuition, Fees, Books	9,092	9,092	9,092	9,092	9,092	9,092	9,092	9,092	9,092	9,092	9,092	9,092	109,104
Total Revenues	214,642	214,630	214,630	214,630	214,630	214,630	214,630	214,630	214,630	214,630	224,630	214,630	2,585,572
Expenses													
Salaries and benefits	161,034	161,034	161,034	161,034	161,034	161,034	161,034	161,034	161,034	161,034	161,034	161,034	1,932,404
Building repairs/maint	7,764	7,764	7,764	7,764	7,764	7,764	7,764	7,764	7,764	7,764	7,764	7,764	93,168
Depreciation	4,784	4,784	4,784	4,784	4,784	4,784	4,784	4,784	4,784	4,784	4,784	4,784	57,408
Information Technology	1,005	1,005	1,005	1,005	1,005	1,005	1,005	1,005	1,005	1,005	1,005	1,005	12,060
Insurance	1,763	1,763	1,763	1,763	1,763	1,763	1,763	1,763	1,763	1,763	1,763	1,763	21,156
Interest	1,940	1,940	1,940	1,940	1,940	1,940	1,940	1,940	1,940	1,940	1,940	1,940	23,280
Licenses & Permits	63	63	63	63	63	63	63	63	63	63	63	63	756
Mileage	1,099	1,099	1,099	1,099	1,099	1,099	1,099	1,099	1,099	1,099	1,099	1,099	13,184
Office expense	2,219	2,219	2,219	2,219	2,219	2,219	2,219	2,219	2,219	2,219	2,219	2,219	26,632
Postage and shipping	109	109	109	109	109	109	109	109	109	109	109	109	1,308
Printing	1,432	1,432	1,432	1,432	1,432	1,432	1,432	1,432	1,432	1,432	1,432	1,432	17,184
Professional fees - Bkgrd Cks	95	95	95	95	95	95	95	95	95	95	95	95	1,140
Professional fees - Network	314	314	314	314	314	314	314	314	314	314	314	314	3,768
Professional fees - Other	650	650	650	650	650	650	650	650	650	650	650	650	7,800
Program Expenses	16,350	16,350	16,350	16,350	16,350	16,350	16,350	16,350	16,350	16,350	16,350	16,350	196,193
Rent	799	799	799	799	799	799	799	799	799	799	799	799	9,588
Staff training/developmt	1,140	1,140	1,140	1,140	1,140	1,140	1,140	1,140	1,140	1,140	1,140	1,140	13,680
Telephone	1,707	1,707	1,707	1,707	1,707	1,707	1,707	1,707	1,707	1,707	1,707	1,707	20,484
Utilities	642	642	642	642	642	642	642	642	642	642	642	642	7,704
Total Expenses	204,909	204,909	204,909	204,909	204,909	204,909	204,909	204,909	204,909	204,909	204,909	204,909	2,458,897
Incr (Decr) in UNR Assets	\$ 9,733	\$ 9,721	9,721	\$ 9,721	\$ 9,721	9,721	9,721	9,721	9,721	9,721	19,721	9,721	126,675

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenues													
Donations - TR	10,417	10,417	10,417	10,417	10,417	196,417	10,417	10,417	130,417	10,417	150,417	10,417	571,004
Satisfaction of restrictions	38,830	38,834	38,834	38,834	38,834	(147,168)	37,167	37,167	(82,833)	37,167	(102,833)	37,167	10,000
Grants	10,358	10,358	10,358	10,358	10,358	10,358	10,358	10,358	10,358	10,358	10,358	10,358	124,296
Tuition, Fees, Books	6,309	6,309	6,309	6,309	6,309	6,309	6,309	6,309	6,309	6,309	6,309	6,309	75,708
Total Revenues	65,914	65,918	65,918	65,918	65,918	65,916	64,251	64,251	64,251	64,251	64,251	64,251	781,008
Expenses													
Salaries and benefits	36,764	36,764	36,764	36,764	36,764	36,764	36,764	36,764	36,764	36,764	36,764	36,764	441,168
Building repairs/maint	1,941	1,941	1,941	1,941	1,941	1,941	1,941	1,941	1,941	1,941	1,941	1,941	23,292
Depreciation	1,196	1,196	1,196	1,196	1,196	1,196	1,196	1,196	1,196	1,196	1,196	1,196	14,352
Dues and subscriptions	125	125	125	125	125	125	125	125	125	125	125	125	1,500
Information Technology	157	157	157	157	157	157	157	157	157	157	157	157	1,884
Insurance	386	386	386	386	386	386	386	386	386	386	386	386	4,632
Interest	485	485	485	485	485	485	485	485	485	485	485	485	5,820
Mileage	764	764	764	764	764	764	764	764	764	764	764	764	9,168
Office expense	810	810	810	810	810	810	810	810	810	810	810	810	9,720
Postage and shipping	40	40	40	40	40	40	40	40	40	40	40	40	480
Printing	327	327	327	327	327	327	327	327	327	327	327	327	3,924
Professional fees - Bkgrd Cks	17	17	17	17	17	17	17	17	17	17	17	17	204
Professional fees - Network	151	151	151	151	151	151	151	151	151	151	151	151	1,812
Professional fees - Other	542	542	542	542	542	542	542	542	542	542	542	542	6,504
Program Expenses	2,995	2,995	2,995	2,995	2,995	2,995	2,995	2,995	2,995	2,995	2,995	2,995	35,940
Rent	129	129	129	129	129	129	129	129	129	129	129	129	1,548
Staff training/developmt	306	306	306	306	306	306	306	306	306	306	306	306	3,672
Telephone	171	167	167	167	167	167	167	167	167	167	167	167	2,008
Utilities	113	113	113	113	113	113	113	113	113	113	113	113	1,356
Total Expenses	47,419	47,415	47,415	47,415	47,415	47,415	47,415	47,415	47,415	47,415	47,415	47,415	568,984
Incr (Decr) in UNR Assets	\$ 18,495	\$ 18,503	18,503	\$ 18,503	\$ 18,503	18,501	16,836	16,836	16,836	16,836	16,836	16,836	212,024

2018 HUF Overall Budget Assumptions

Revenues

- **Donations:**
 - **Temporarily Restricted** revenues include grants secured and based on historical experience grants expected to be secured as detailed on the Program Funding Projection budget schedule.
 - **Unrestricted revenues** include those individual, corporate and foundation dollars most likely to be secured based on history and additional board support in 2018.
- **Fee Income** includes revenues for pre-k student's tuition and N-400 (naturalization) application fees.
- **Overall revenues** are expected to increase by \$706K, or 14.29%, due to new grants and increased unrestricted funding.

See 2018 Funding Plan & 2018 Program Funding Projections Budget

Expenses

- **Program expenses** are based primarily on 1) grantor's contracts which include direct expenses to operate the program and allowable indirect (shared) expenses.
- **Occupancy Costs** - building repairs and maintenance, depreciation, property insurance, mortgage interest, storage rent, and utilities - increased overall by 4.10% or \$19K primarily due to increases in repairs and maintenance, property insurance and rental of storage areas.

Human Resources

Staffing

Staffing requirements were assessed for development, programs, and finance.

In addition, the 2018 budget reflects the positions added in those areas through the refinancing of the mortgage as indicated in the strategic plan and approved by the Board of Directors. (2016-2021 Strategic Plan)

Salaries and Benefits

- Cost of living and merit increases were budgeted for 58 employees. Increases are in the 3% + or – range.
- Our policy is to give performance appraisals in December/January with annual increases to begin February 1. This ensures better control on overall increases and reward to the highest performers.
- Health insurance is anticipated to increase of 6%. *Increase will be absorbed by employees.* No increase for life and dental insurance.
- Unemployment tax is budgeted with a rate of .99% and Worker's Comp was budgeted at 1.66% with no increases anticipated for either.

- Mileage reimbursement will increase to 54.5 cents per mile from 54 cents per mile. Reflect federal mileage increase.
- HUF's 401K program will enter its 13th year. No match to savings is included in the budget.

Capital Improvements

HUF will engage with the board in a strategic discussion regarding additional administrative space as HUF continues to grow. Monthly contributions of \$1,500 will continue to the capital fund in 2018 to fund primarily building improvements and purchases.

Equipment

In 2018 HUF is expected to purchase a new firewall in the 3rd quarter.

Building Improvements

Over the last several years:

- 5811: 3 of the 4 air conditioning units were replaced - the remaining unit may have to be replaced, \$5K.
- 5840: 4 of the 5 air conditioning units were replaced – the remaining unit may have to be replaced, \$5K

Although both of these air conditioners have been projected to be possibly replaced over the last several years, quarterly maintenance has averted this possibility so far.

Financing

The year-end cash balance is \$1.1M:

\$889K restricted, \$115K strategic plan implementation, \$3K improvements, \$83K operating.

The line of credit at year-end has a \$100K balance and a zero balance as of January 16, 2018. We will continue to use the line of credit as needed for prepaying expenses for cost reimbursement grants or delays of foundation/corporation awards.

2018 Program Budget: Highlights

ECONOMIC DEVELOPMENT

Center for Working Families (CWF): the main goal of this program is to help low-income families reach financial stability. The CWF approach brings together – or bundles – access to a full range of essential economic supports, including income enhancement and work supports, employment services, and asset building services in one convenient location to help families build self-sufficiency, stabilize their finances, and move up the economic ladder.

- 83% of the total program revenues is secured. The Jim Moran Foundation, United Way and Broward County are the major funders for this program.
- \$155K of the budget is not secured - \$75K of the unsecured funding is new funding.

Financial Empowerment: financial education and asset building services integrated into other agency core services: Citizenship, Housing and Unity 4Teens (middle & high school programs-6 schools) to empower low income families.

- 64% of the total program revenues is secured.
- \$26K is projected to be new funding and needs to be secured.
- Funding for housing may be available in 2018, but it was not included in the budget.

Public Benefits: assistance with public benefits and health services to increase food and healthcare access for eligible families.

- 32% of the total program revenues is secured.
- \$100K of the projected revenue is funding from UnidosUS and Florida Blue. It needs to be renewed in the first quarter of 2018.

Volunteer Income Tax Assistance (VITA): FREE tax preparation services to the low to moderate income communities of Broward County since 2003. IRS-Certified Volunteer Tax preparers assist individuals and families to identify tax credits they are eligible for in order to maximize return refunds and bring critical dollars back to the community for those most in need.

- 90% of the total program revenues is secured.
- Program will expand its footprint in partnership with Broward College.
- Funding from IRS may be at risk for FY 2018-2019.

2018 Funding Plan

Executive Overview

Note: The revenue figures outlined in this plan are for the 2018 Budget cycle.

2018 Revenues: Company-Wide Snapshot

Hispanic Unity's 2018 Revenue Budget will be **\$5.6 million**.

- 80% of HUF's 2018 **program grant revenue** is already secured. This ratio is comparable to the 85% in 2017. This means that \$3.9M of our \$4.9M budget (excluding temporarily restricted funds) is already secured and that we need to raise an additional \$995K in grant revenues.
- HUF also will raise \$495,000 in corporate, event and individual funds to cover its administrative costs – an increase of \$100,000 over the 2017 budget and \$50,000 over the 2017 actual.
- And, we will have \$262K from client fees, rental and miscellaneous income. (It was \$288 in 2017.)

2018 Fund Development Plan

The work of creating a robust sustainable HUF fund development model continues. We are in the last phase of our staff onboarding and year one of the Circle of Friends/individual giving and the Miami-Dade expansion.

HUF closed 2017 with \$486,333 in corporate, event and individual gifts or 18.6% over the 2017 goal. This 3.6% does NOT include an additional \$169,000 in 2018 gifts secured in 2017 and an additional \$66,000 in hurricane recovery grants.

HUF will raise \$1,490,054 in 2018:

- \$995,000 will be from grants (restricted and unrestricted) and
- \$495,000 from corporations, events, individuals and small businesses.

HUF's fund development efforts will focus on:

- Foundation Grants
- Corporate Partnerships
- Strategic Events
- Individual Giving –\$250-\$10K (Friends Circle) and \$10K and up (Major Gifts) as well as our End of Year Campaign for under \$249
- Government Funding

Grants

\$995,000

In 2018, we will continue to use our internal grant manager to oversee the whole grants process. We also will budget additional funds to pay external grant writers for larger more complex government grants.

HUF will continue to keep the function of program development in-house – in particular when creating new programs.

In 2018, HUF's Funding Team which includes the SVP/ Strategy & Programs, the Director of Development, Grants Manager and CEO will meet weekly review HUF priorities, research and pitches to funders, foundations, government and major donors.

Individual Giving

\$135,000

HUF will create the foundation and activities which will allow us to continue to generate unrestricted funds for HUF through individual gifts and ideally from *multi-year* individual gifts.

For the 2018 budget we have added the following goals:

Circle of Friends (Biz & Individual)	\$115,000
Major Gifts:	\$ 10,000
Annual & End-of-Year Campaign:	\$ 10,000

- **Circle of Friends**

This individual giving program was launched in November 2017. In 2018 we will implement a whole year of stewardship activities through November of 2018 for all the new Circle of Friends members while cultivating new members throughout the year.

The program will include four member events –a Thank You gathering in the spring, a HUF open house, a CEO dinner and a fall cultivation event to recruit new members and renew existing ones.

We will have a 75-100 donor portfolio and will engage in monthly ongoing stewardship activities with support from the Board of Directors. **HUF board members are key to the growth of the Circle of Friends.**

In 2018, we will add a “multi-year” giving component to the program.

- **Major Gifts (\$10K and up)**
HUF staff will create individual “moves management” plans for at least eight individuals and plan to secure a minimum of one \$25,000 donor in 2018.
- **Annual & End-of-Year Annual Campaign**
Launch end of year ask in November/December 2018 through e-blasts with client stories and impact, social media and direct mail.
- **Empowerment Tour (POE)**
Continue the **9:54 and 3:05 Cafecito Empowerment Tour**. We plan to strengthen the post-tour “touch” with the attendees to gauge engagement interest with HUF. The goal, is to engage attendees, have them become involved with the organization and create a strong base for the Circle of Friends through these visits.

Business Philanthropy

\$275,000

HUF will continue to have a significant focus on retaining and deepening support from our corporate partners and grow our portfolio with new partners as well.

- **Corporate Strategy**

HUF is fortunate to have a core of Corporate Annual Partners (approximately 60-75) that support HUF annually. Some of the corporate partners support HUF’s programs through their corporate marketing budgets, others through their foundations and many through a combination of both.

HUF will reach out to all the partners early Q1 & Q2 to check-in with all the representatives from these corporations and learn about their plans for the year and share information about HUF as well.

HUF will continue to develop new partner relationships, upselling of existing partners and securing multi-year funding.

HUF will continue to refine and explore new marketing opportunities for corporations similar to the HUF website underwriting and underwriting of HUF *program* events.

Events

\$85,000

Entrepreneur Summit: \$85,000

In partnership with NSU, HUF will hold its 7th Entrepreneur Summit in the fall of 2018. The event will focus on 6-9 workshops and a breakfast/awards ceremony. The event will be partially underwritten by NSU (other host location or sponsors) and it will be a fundraiser for HUF.

Government Funding – Building for 2018

We will work to retain the federal funding we currently have from USCIS and the IRS while identifying one to three new potential government grant areas that match HUF’s mission and are likely to be supported by the new administration.

HUF will explore consulting with experts in government grant funding while strengthening our research of funding sources to assist us in the cultivation phase.

Miami-Dade Building for 2018

The expansion of HUF’s footprint into Miami-Dade will open up opportunities for HUF to grow its network of partners, funders and volunteers.

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Emerging Entrepreneurs: in partnership with Broward SCORE, HUF provides the 5 Simple Steps model for starting and running a successful business.

- It is funded strictly through fundraising and a portion of the E-Summit revenues are used to fund this program.
- Broward SCORE and HUF are considering potential expansion in Miami-Dade which may lead the agency to new funding.

EDUCATION

Unity 4Kids (U4K): a Preschool center (and VPK provider) designed to provide children of low-income families with early literacy and school readiness services. U4K is a licensed and certified early childhood education center offering a literacy-enriched environment - in dual language - to instill a lifelong love of learning in the youth served. The Center is Nationally Accredited.

- 60+% of program revenues will come from client fees and VPK reimbursement.
- 18% of the total grant funding needed (\$80K) is secured. HUF still needs to secure additional \$65K.

Family Strengthening (FSP): a research-based family strengthening and training program, designed to build nurturing parenting skills as an alternative to help prevent unfavorable or harmful parenting practices.

- 100% of the total program revenues is secured.

Unity 4Teens (U4T) – Middle Schools. U4T is a year-round program – after-school and summer –for at-risk middle school age youth. U4T serves youth who attend Apollo, Attucks, Olsen and McNicol Middle Schools. The program has been designed to provide education and enrichment activities to help students attain academic and social success, reduce risk behaviors and learn skills so they may grow into self-sufficient, productive adults.

- 95% of the total program revenues is secured.

Unity 4Teens (U4T) – High Schools. U4T is a year-round program – after-school and summer – that provides structured academic and support services that foster positive youth and family development. The program focuses on assisting youth in developing the skills and abilities to successfully transition to post-secondary education and employment. U4T serves youth who attend Miramar and Stranahan High Schools. In 2018, HUF will launch a 2-generation approach pilot project at Stranahan High School to assist families in becoming financial stable.

- 69% of the total program revenues is secured.
- CSC increased its support in 2018 by \$120K+ to launch a two-generation approach pilot project at Stranahan High School.

- HUF has reached out to other foundations (TK and Citi) for additional support towards the above project.
- Federal funding (passing through CSC) has been allocated to provide College and Career Readiness services at Miramar High School. This is a research project created to measure the significance of individualized case management services to assist youth to access higher education and secure employment.

CIVIC ENGAGEMENT

Citizenship: HUF's Civic Engagement program provides a high quality citizenship class with a qualified teacher, a curriculum approved and recommended by the USCIS, small classes and a convenient class schedule. The Civic Engagement program assists clients with the preparation for the naturalization process, including one-on-one assistance with the N-400 form (citizenship application), the citizenship interview, legal advice and referrals.

- \$80K+ of program revenues projected will come from client fees.
- 71% of the total grant funding needed is secured.
- This budget includes \$260K in new funding from Citi Bank and JP Morgan/Chase to launch and expand Citizenship services in Miami-Dade County in partnership with Miami-Dade Public Libraries and other organizations.

SUMMARY

Total Program Revenues: \$5,150,000

- 81% is secured

Total Program Expenses: \$4.5M

Total Program Net: \$639K

Programs contribute to administrative and shared expenses: \$1,185,000

2018 Funding Plan

Executive Overview

Note: The revenue figures outlined in this plan are for the 2018 Budget cycle.

2018 Revenues: Company-Wide Snapshot

Hispanic Unity's 2018 Revenue Budget will be **\$5.6 million**.

- 80% of HUF's 2018 **program grant revenue** is already secured. This ratio is comparable to the 85% in 2017. This means that \$3.9M of our \$4.9M budget (excluding temporarily restricted funds) is already secured and that we need to raise an additional \$995K in grant revenues.
- HUF also will raise \$495,000 in corporate, event and individual funds to cover its administrative costs – an increase of \$85,000 over the 2017 budget and \$9,000 over the 2017 actual.
- And, we will have \$262K from client fees, rental and miscellaneous income. (It was \$288 in 2017.)

2018 Fund Development Plan

The work of creating a robust sustainable HUF fund development model continues. We are in the last phase of our staff onboarding and year one of the Circle of Friends/individual giving and the Miami-Dade expansion.

HUF closed 2017 with \$486,333 in corporate, event and individual gifts or 18.6% over the 2017 goal. This 3.6% does NOT include an additional \$169,000 in 2018 gifts secured in 2017 and an additional \$66,000 in hurricane recovery grants.

HUF will raise \$1,490,054 in 2018:

- \$995,000 will be from grants (restricted and unrestricted) and
- \$495,000 from corporations, events, individuals and small businesses.

HUF's fund development efforts will focus on:

- Foundation Grants
- Corporate Partnerships
- Strategic Events
- Individual Giving –\$250-\$10K (Friends Circle) and \$10K and up (Major Gifts) as well as our End of Year Campaign for under \$249
- Government Funding

Grants

\$995,000

In 2018, we will continue to use our internal grant manager to oversee the whole grants process. We also will budget additional funds to pay external grant writers for larger more complex government grants.

HUF will continue to keep the function of program development in-house – in particular when creating new programs.

In 2018, HUF's Funding Team which includes the SVP/ Strategy & Programs, the Director of Development, Grants Manager and CEO will meet weekly review HUF priorities, research and pitches to funders, foundations, government and major donors.

Individual Giving

\$135,000

HUF will create the foundation and activities which will allow us to continue to generate unrestricted funds for HUF through individual gifts and ideally from *multi-year* individual gifts.

For the 2018 budget we have added the following goals:

Circle of Friends (Biz & Individual)	\$115,000
Major Gifts:	\$ 10,000
Annual & End-of-Year Campaign:	\$ 10,000

- **Circle of Friends**

This individual giving program was launched in November 2017. In 2018 we will implement a whole year of stewardship activities through November of 2018 for all the new Circle of Friends members while cultivating new members throughout the year.

The program will include four member events –a Thank You gathering in the spring, a HUF open house, a CEO dinner and a fall cultivation event to recruit new members and renew existing ones.

We will have a 75-100 donor portfolio and will engage in monthly ongoing stewardship activities with support from the Board of Directors. **HUF board members are key to the growth of the Circle of Friends.**

In 2018, we will add a “multi-year” giving component to the program.

- **Major Gifts (\$10K and up)**
HUF staff will create individual “moves management” plans for at least eight individuals and plan to secure a minimum of one \$10,000 donor in 2018.
- **Annual & End-of-Year Annual Campaign**
Launch end of year ask in November/December 2018 through e-blasts with client stories and impact, social media and direct mail.
- **Empowerment Tour (POE)**
Continue the **9:54 and 3:05 Cafecito Empowerment Tour**. We plan to strengthen the post-tour “touch” with the attendees to gauge engagement interest with HUF. The goal, is to engage attendees, have them become involved with the organization and create a strong base for the Circle of Friends through these visits.

Business Philanthropy

\$275,000

HUF will continue to have a significant focus on retaining and deepening support from our corporate partners and grow our portfolio with new partners as well.

- **Corporate Strategy**

HUF is fortunate to have a core of Corporate Annual Partners (approximately 60-75) that support HUF annually. Some of the corporate partners support HUF’s programs through their corporate marketing budgets, others through their foundations and many through a combination of both.

HUF will reach out to all the partners early Q1 & Q2 to check-in with all the representatives from these corporations and learn about their plans for the year and share information about HUF as well.

HUF will continue to develop new partner relationships, upselling of existing partners and securing multi-year funding.

HUF will continue to refine and explore new marketing opportunities for corporations similar to the HUF website underwriting and underwriting of HUF *program* events.

Events

\$85,000

Entrepreneur Summit: \$85,000

In partnership with NSU, HUF will hold its 7th Entrepreneur Summit in the fall of 2018. The event will focus on 6-9 workshops and a breakfast/awards ceremony. The event will be partially underwritten by NSU (other host location or sponsors) and it will be a fundraiser for HUF.

Government Funding – Building for 2018

We will work to retain the federal funding we currently have from USCIS and the IRS while identifying one to three new potential government grant areas that match HUF’s mission and are likely to be supported by the new administration.

HUF will explore consulting with experts in government grant funding while strengthening our research of funding sources to assist us in the cultivation phase.

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