



Meeting #5
May 26, 2020

Welcome

Mission

Empowering immigrants and others to become self-sufficient, productive and civically engaged.

Hispanic Unity of Florida
Board of Directors Meeting
AGENDA
May 26, 2020

Join Zoom Meeting

<https://zoom.us/j/93407354078?pwd=dUI1M2xuOFdKL05uYXRFS0F4RHhwZz09>

Meeting ID: 934 0735 4078

Password: 392335

We will start the meeting promptly at 4pm

- | | | | |
|----|--------|--|--|
| 1. | 4:00pm | Call to Order/ Roll Call | Lucia Rodriguez & Felina Furer |
| 2. | 4:05 | Presentations | Lucia Rodriguez Information |
| | | <ul style="list-style-type: none"> • Chair Welcome • Zoom Tips • Welcome to Maritza Alvarez, New HUF Board Member • Meet Otto Valenzuela, 2020/2021 Fellow, Public Policy & Advocacy | |
| 3. | 4:15 | COVID 19: Response & Recovery | Josie Bacallao & Felipe Pinzon Information & Discussion |
| | | <ul style="list-style-type: none"> • Respond & Recovery • HUF Employee Survey – Insights • HUF Reopening & HUF Scenario Planning | <ul style="list-style-type: none"> Presentation Presentation Information |
| 4. | 5:00 | Finance Committee | John Guerrero (for Emma Pfister) & Virginia Cielo |
| | | <ul style="list-style-type: none"> • Q1 Financials Jan-March 2020 • Cash Flow as of April 30, 2020 • 2020 Revenue Projections (Pinzon & Wilson) • Covid-19 Funding To Date (Pinzon) • Sewage Installation & Sign-On Letter (Discuss) • Unity 4Kids Program • Dual Signature Policy | <ul style="list-style-type: none"> Information <i>Separate Pkg</i> Information <i>pg. 1-2</i> Information <i>pg. 3</i> Information <i>No Handout</i> Action <i>pg. 4</i> Action <i>See pgs.20-23</i> Action <i>pg. 5</i> |
| 5. | 5:20 | Governance Committee | Steve Sampier Information & Discussion |
| | | <ul style="list-style-type: none"> • Extend the Executive Committee Resolution through June 2020 • Annual Board Retreat: Update • New Board Meeting Date: Thursday, June 25 (2019 Financials) | |
| 6. | 5:30 | Consent Agenda | Action Lucia Rodriguez |
| | | <i>Consent agenda items are items that may not need individual discussion and may be voted as one item. Any Board member wishing to discuss an item may move to have it considered individually.</i> | |
| | | <ul style="list-style-type: none"> i. Board Minutes April 2020 ii. December 2019 Financial Statements (Draft & Unaudited) iii. Q1 Financials: January-March 2020 (Draft & Unapproved) iv. Finance Committee April 16, 2020 Meeting Minutes v. <i>Special</i> Finance Committee, April 30, 2020 Meeting Minutes vi. Governance Committee, May 2020 Minutes vii. Public Policy & Advocacy, May 2020 Minutes viii. The Jim Moran Foundation Monthly Report as of Dec. 2019 ix. Electronic Votes – Approved by Executive Committee <ul style="list-style-type: none"> a. BCPS 5811 Lease <i>(emailed package & vote summary on 4/2/20)</i> b. Renewal of Florida Blue, HUF Health Policy <i>(email sent 4/30/20 on vote)</i> c. Policy & Advocacy: Health Equity & Accountability Act d. Policy & Advocacy: CV19 Cares #2 Sign-on letter/UnidosUS e. Policy & Advocacy: Letter to Gov. DeSantis, etc. | <ul style="list-style-type: none"> <i>pg. 6-7</i> <i>pg. 8-16</i> <i>Sent as separate pkg</i> <i>pg. 17-19</i> <i>pg. 20-23</i> <i>pg.24-25</i> <i>pg. 26-27</i> <i>pg. 28</i> |

7. 5:40 pm **Executive Session**

Action



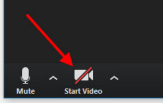
8. 6 pm **Adjourn**

19 Active Board members / 11 required for quorum and vote

**Hispanic Unity of Florida
BOARD OF DIRECTORS ATTENDANCE MATRIX**

BOARD MEMBER	May 2019	June 2019	July 2019	Aug 2019	Sept 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020	Feb 2020	Mar 2020	Apr 2020		
ABBATE, Anthony (Tony)	Retreat Cancelled	Retreat Rescheduled	No Meeting / Summer Break	No Meeting / Summer Break	E	P	P	P	P	P	P	P		
BELLO, Eduardo					P	P	P	P	P	P	P	P	P	P
CARDOZO, Carolina					P	P	P(T)	P	P	P	P	P	P	P
CUSHING, Giselle					P	P	E	P	P	E	P	E	P	P
FRANCO, Lesli					P	P	P	P	P	E	P	P	E	P
GARCIA Rolando, Ph.D.					P(T)	P	P	P	P	E	E	E	E	P
GOMEZ, Willy					P	P	P	P	P	P	P	P	E	P
GUERRERO, John					P	P	P	P	P	P	P	P	P	P
HERZ, Dan					P	P	P	P	P	P	P	P	P	P
KARLEN, Scott					P	E	P	P	P	E	P	P	P	P
PARADOWSKI, Christina					P	P	P	P	P	P	P	P	P	P
PENA, Deborah					P	P	P	P	P	E	A	P	P	P
PFISTER, Emma					P	P	P	P	P	P	P	P	P	P
RODRIGUEZ, Lucia					P	P	E	P	P	P	P	P	P	P
SAMPIER, Steve					P	P	P	P	P	P	P	P	P	P
SCHEVIS, Daniel					P	P	P	E	P	P	P	P	P	P
STONE, Angie					P	P	E	E	P	P	P	P	P	P
TATELBAUM, Chuck	P	P	P	P	P	P	E	P	P	P				
Total Board Members	20	19	19	19	18	18	18	18	18	18	18			
Present: P / T= Telephone	19	17	16	17	14	14	14	14	14	16	17			
Excused: E	1	2	3	2	4	3	3	3	3	2	1			
Absent: A	0	0	0	0	0	0	0	0	1	0	0			
Board Members Participating	95%	90%	84%	90%	78%	78%	78%	78%	78%	89%	89%			
Board Members Present at the Meeting	90%	90%	79%	90%	78%	78%	78%	78%	78%	89% Phone	94% Zoom			

Welcome to Zoom!

- As a courtesy, please *mute your microphone*  Lower Left
**6 if you're on the phone*
- Smile you're on Candid Camera! *Turn that Camera on!*
- For comments, questions, use the *Chat Window* 
- *Raise Your Hand* – Go to Participants – Find your name – click on hand 

Maritza Alvarez



Otayme “Otto” Valenzuela



Iterative Phases of Responding and Recovering



Response

Recovery

Resilience

Immediate Response

- How are we impacted?
- How much cash do we have to sustain operations?
- Can we deliver programs remotely?
- Where can we look to aid or support?

Operating Within COVID

- What can we realistically deliver and sustain?
- What revenue are we losing; what new expenses are we incurring?
- What are we not able to do, what opportunities are there?

Planning for Recovery

- How will recovery unfold for us, given our programs and operations.
- What people, money, things will we need to have in place for recovery, and do we have them?

Recovery

- How does our business model and balance sheet look during recovery, and what support can we get?
- Where can we start planning for longer-term resilience?

Resilience

- How can we prepare for future crises?
- Where can we push for full cost coverage?
- What are our unique needs for building financial strength?



Coronavirus Agency- Wide Check-In

Tuesday, May 19, 2020

Powered by  SurveyMonkey

42

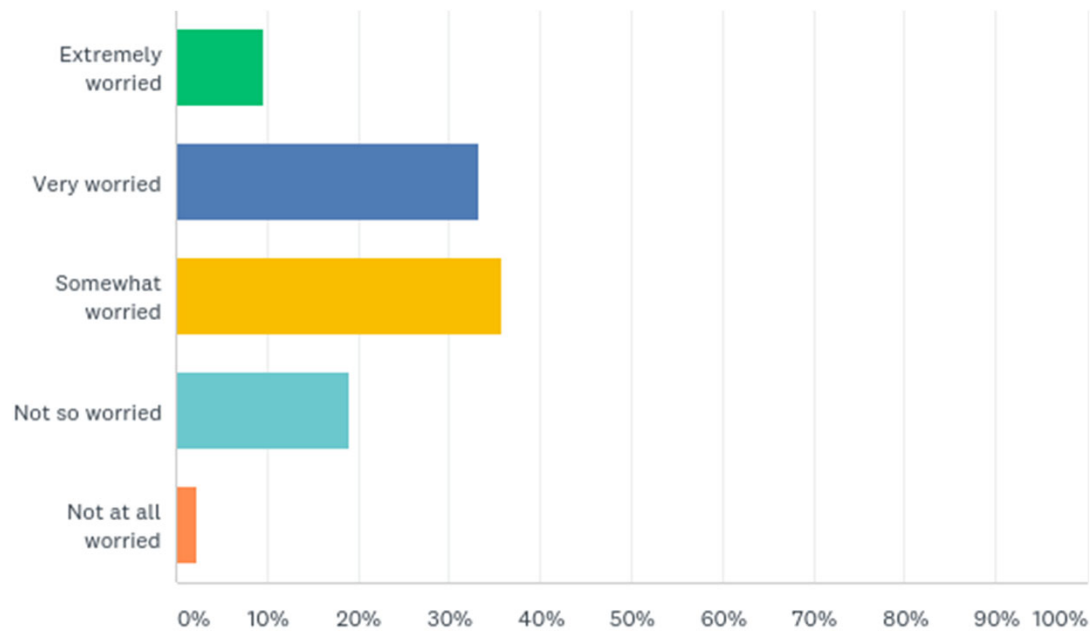
Total Responses

Date Created: Tuesday, May 12, 2020

Complete Responses: 42

Q1: How worried are you about the impact of coronavirus on you personally?

Answered: 42 Skipped: 0



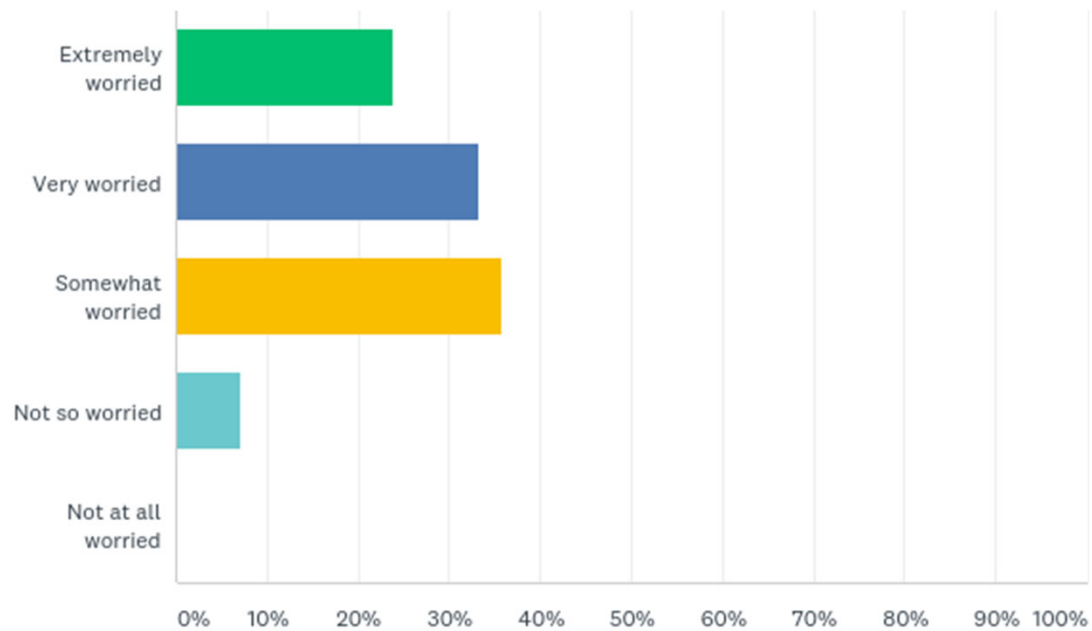
Q1: How worried are you about the impact of coronavirus on you personally?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES	
Extremely worried	9.52%	4
Very worried	33.33%	14
Somewhat worried	35.71%	15
Not so worried	19.05%	8
Not at all worried	2.38%	1
TOTAL		42

Q2: How worried are you about the impact of coronavirus on Hispanic Unity of Florida, Inc.?

Answered: 42 Skipped: 0



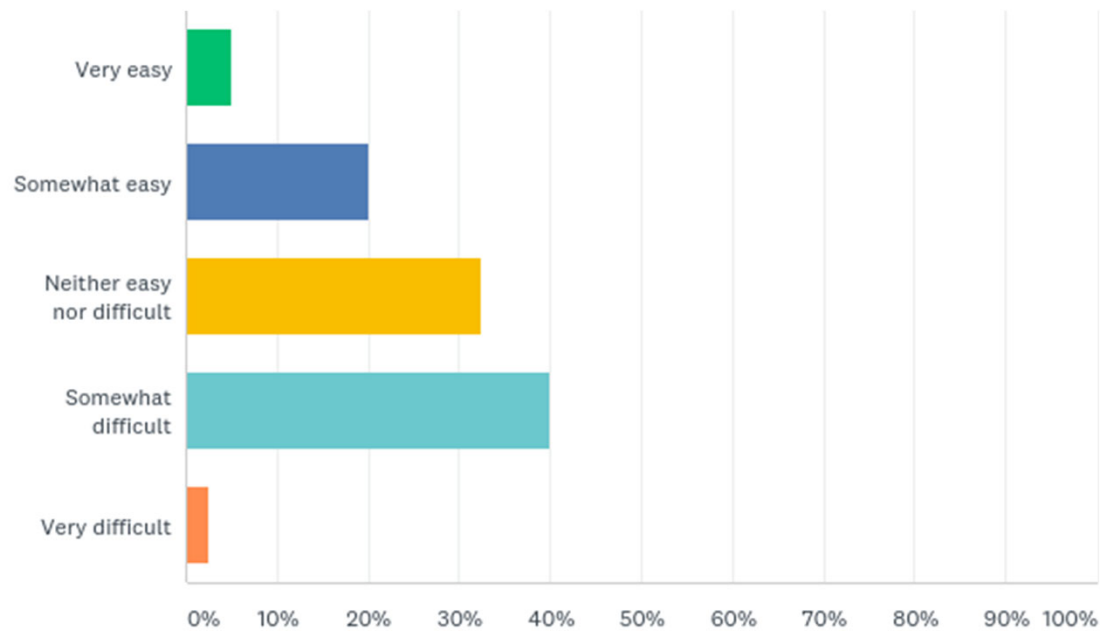
Q2: How worried are you about the impact of coronavirus on Hispanic Unity of Florida, Inc.?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES	
Extremely worried	23.81%	10
Very worried	33.33%	14
Somewhat worried	35.71%	15
Not so worried	7.14%	3
Not at all worried	0.00%	0
TOTAL		42

Q3: How easy or difficult is it for you to work effectively these days?

Answered: 40 Skipped: 2



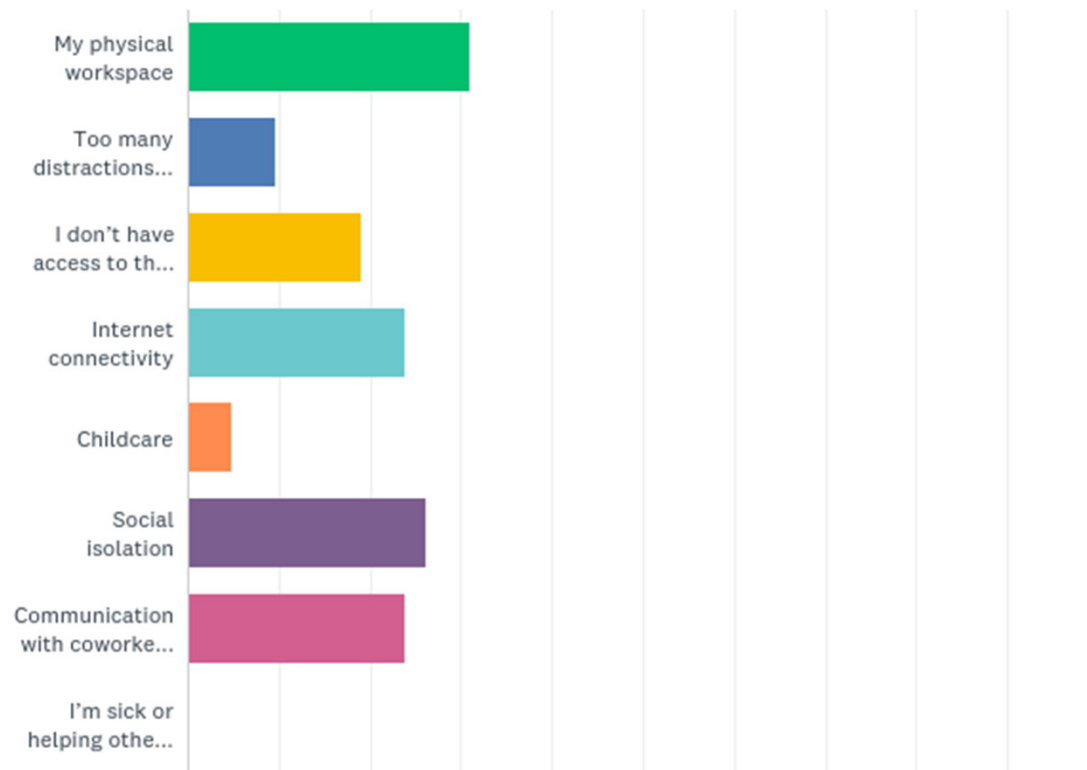
Q3: How easy or difficult is it for you to work effectively these days?

Answered: 40 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very easy	5.00%	2
Somewhat easy	20.00%	8
Neither easy nor difficult	32.50%	13
Somewhat difficult	40.00%	16
Very difficult	2.50%	1
TOTAL		40

Q4: What are the TOP THREE biggest challenges you are currently facing while working remotely?

Answered: 42 Skipped: 0



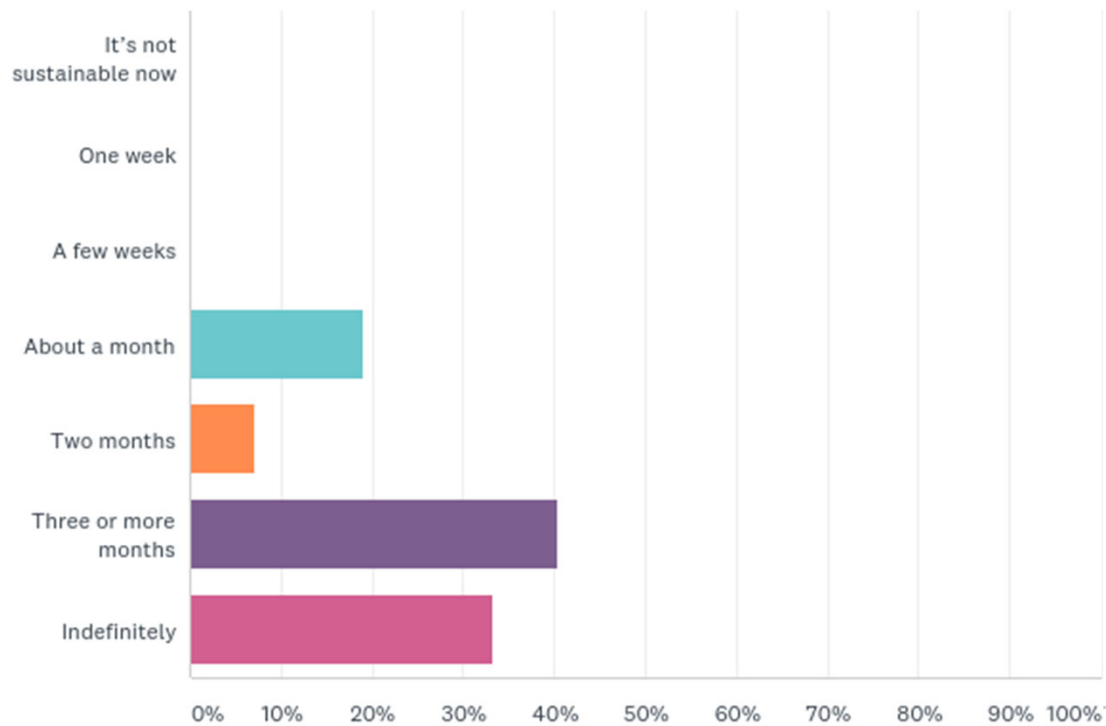
Q4: What are the TOP THREE biggest challenges you are currently facing while working remotely?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES
My physical workspace	30.95% 13
Too many distractions at home	9.52% 4
I don't have access to the tools or information I need to do my job at home	19.05% 8
Internet connectivity	23.81% 10
Childcare	4.76% 2
Social isolation	26.19% 11
Communication with coworkers is harder	23.81% 10
I'm sick or helping others who are sick	0.00% 0
Keeping a regular schedule	35.71% 15
General anxiety about the impact of coronavirus on my life	42.86% 18
Getting enough food	4.76% 2
Other (please specify)	30.95% 13
Total Respondents: 42	

Q5: Thinking about your current work from home arrangements, how long is this something you could comfortably maintain?

Answered: 42 Skipped: 0



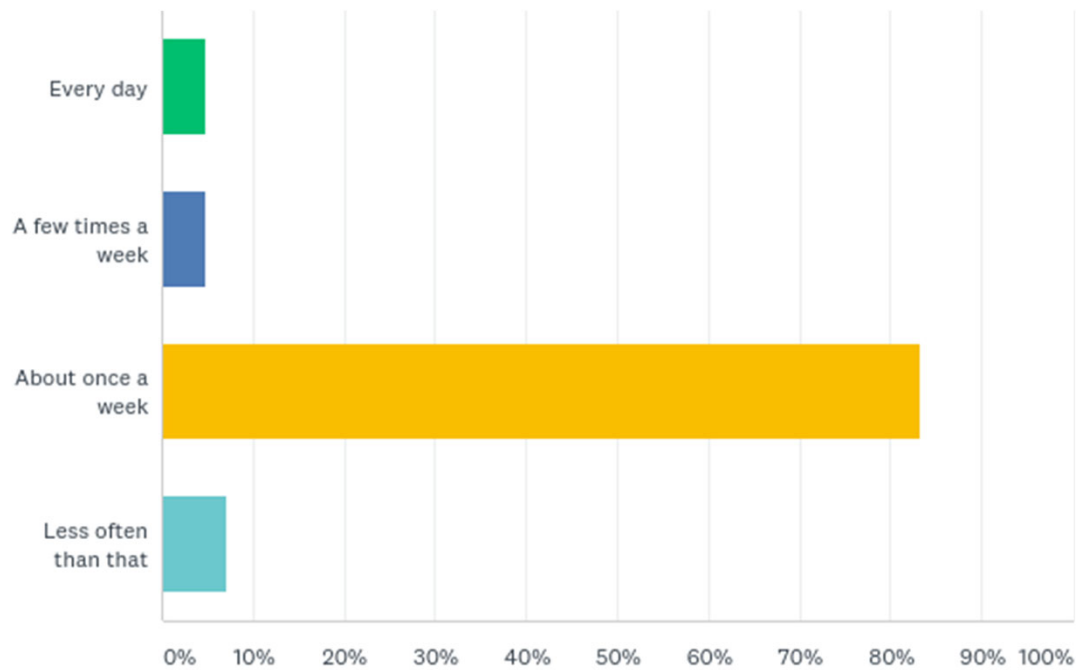
Q5: Thinking about your current work from home arrangements, how long is this something you could comfortably maintain?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES	
It's not sustainable now	0.00%	0
One week	0.00%	0
A few weeks	0.00%	0
About a month	19.05%	8
Two months	7.14%	3
Three or more months	40.48%	17
Indefinitely	33.33%	14
TOTAL		42

Q6: How often would you like the leadership team to communicate how Hispanic Unity of Florida, Inc. will handle business complications due to coronavirus?

Answered: 42 Skipped: 0



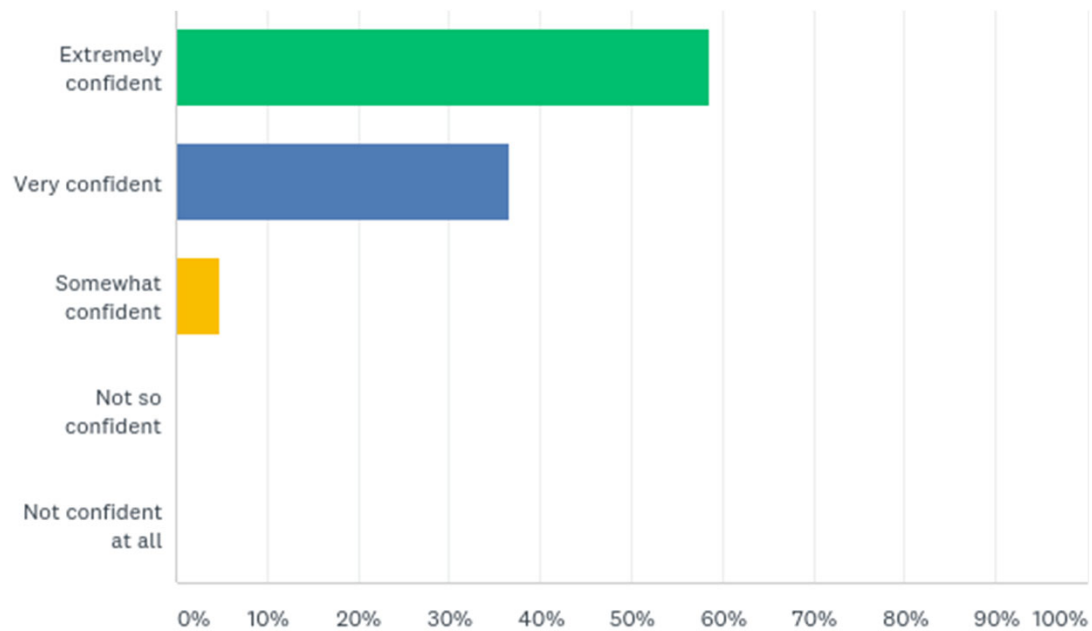
Q6: How often would you like the leadership team to communicate how Hispanic Unity of Florida, Inc. will handle business complications due to coronavirus?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES	
Every day	4.76%	2
A few times a week	4.76%	2
About once a week	83.33%	35
Less often than that	7.14%	3
TOTAL		42

Q7: How confident are you in the company's leadership team to make the right decisions to manage through this crisis?

Answered: 41 Skipped: 1



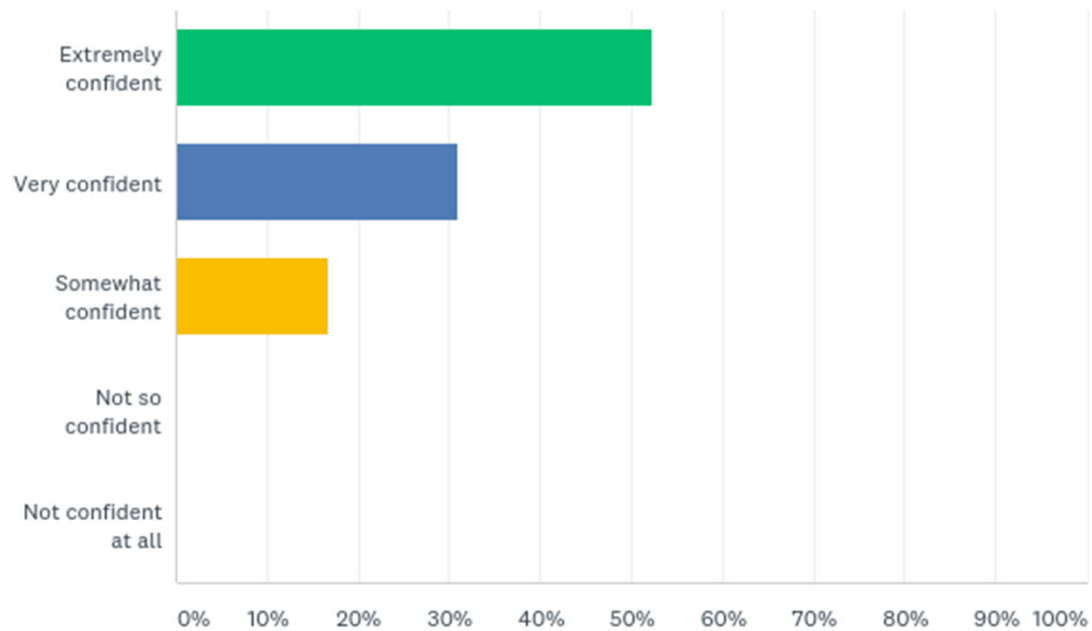
Q7: How confident are you in the company's leadership team to make the right decisions to manage through this crisis?

Answered: 41 Skipped: 1

ANSWER CHOICES	RESPONSES	
Extremely confident	58.54%	24
Very confident	36.59%	15
Somewhat confident	4.88%	2
Not so confident	0.00%	0
Not confident at all	0.00%	0
TOTAL		41

Q8: How confident are you that you have the right resources and benefits from your company to help support you through this period?

Answered: 42 Skipped: 0



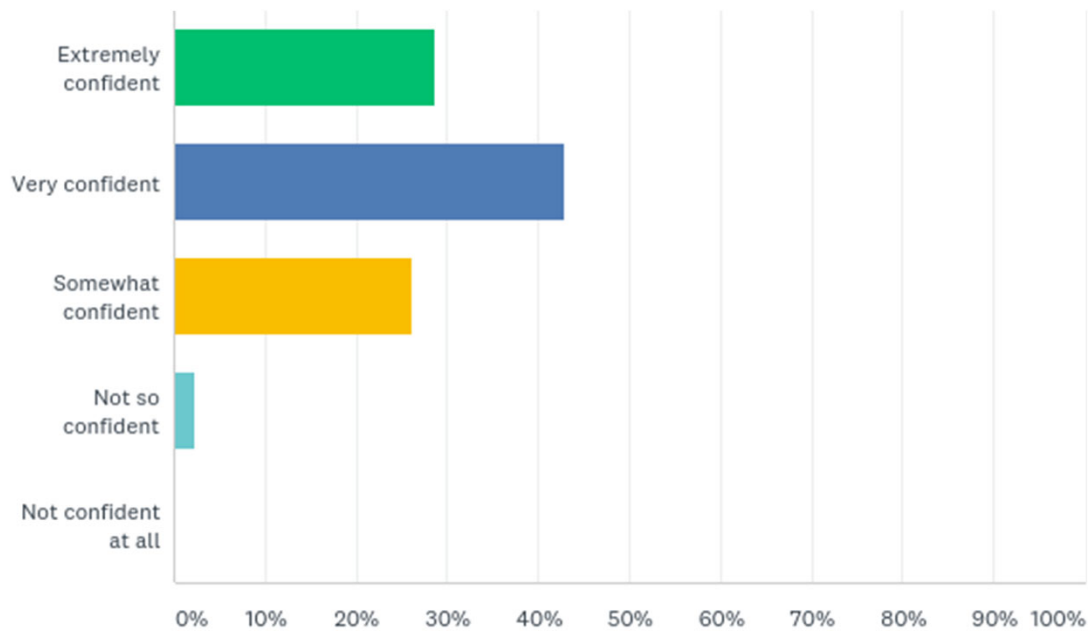
Q8: How confident are you that you have the right resources and benefits from your company to help support you through this period?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES	
Extremely confident	52.38%	22
Very confident	30.95%	13
Somewhat confident	16.67%	7
Not so confident	0.00%	0
Not confident at all	0.00%	0
TOTAL		42

Q9: Outside of work, how confident are you that you have the right support network to help you through this period?

Answered: 42 Skipped: 0



Q9: Outside of work, how confident are you that you have the right support network to help you through this period?

Answered: 42 Skipped: 0

ANSWER CHOICES	RESPONSES	
Extremely confident	28.57%	12
Very confident	42.86%	18
Somewhat confident	26.19%	11
Not so confident	2.38%	1
Not confident at all	0.00%	0
TOTAL		42

Draft #7 - Cash Projection
CASH FLOW TEMPLATE
4/1 to 4/30

Operating Accounts

includes TR Release estimated for
 March and April release and

Balance at 4-1	288,110	NALCAB\$15K	ok	used actual with adj for interest and deposit not yet recorded
1-Apr	(15,000)	To TR NALCAB \$15K	Received March	
1-Apr	10,000	Unidos	Received 3-31-2020	
1-Apr	5,000	USCIS Draw March 1/2 all alloc	Received 3-27-20	Using salaries primarily - Drawing 3 days before payroll due
1-Apr	7,100	IRS Draw March 1/2 all alloc	Received 4-1-20	Using salaries primarily - Drawing 3 days before payroll due
1-Apr	13,615	BC-FSA 2019-2020 RECEIVED 3-27	Received 3-27-20	Based on average bill for past 6 months and projected pay date based on history
1-Apr	72,700	CSC, EITC-VITA 2019-2020	Received 3-30-2020	Based on average bill for past 6 months and projected pay date based on history
2-Apr	400	Civic Engagement Fees	Received 4-2-20	Actual- not budgeted
3-Apr	1,000	Dan Herz Board Dues	Received 4-3-20	Actual- not budgeted
	382,925			
Checks issued 4-3 and 4-6	(44,120)	125000-40000=85,000/4	Actual Paid	Changed to\$44,120 from \$21,250 Based on est worksheet - decr in exp for Prog such as mileage, dir. Exp, etc., bldg maint, incr IT, added \$25K to cover exp not accounted for
	338,805			
1-Apr	15,900	United Way of BC, CWF 2019-20	Received 4-9	Based on average bill for past 6 months and projected pay date based on history
1-Apr	25,000	United Way, EITC-VITA 2019-2020	Received 4-9	Based on average bill for past 6 months and projected pay date based on history
6-Apr	120	Citizenship Fees Donation Dr. R. Feinberg Donation via	Received 4-6-20	Based on actual amount received.
7-Apr	300	Popmoney	Received 4-7-20	Actual- not budgeted
8-Apr	850	UW Publix Last Resort	Received 4-8-20	Based on actual amount received.
9-Apr	500	Brookings ACH Deposit	Received	Base on actual amount received
10-Apr	5,000	USCIS Draw Balance of Balance of March Invoice	Received 4-30-20	Using salaries primarily - Drawing 3 days before payroll due. 4-29 asked for pmt 4-30
10-Apr	6,500	IRS Draw Balance of Balance of March Invoice	Received 4-30-20	Using salaries primarily - Drawing 3 days before payroll due. 4-29 asked for pmt 4-30
Checks issued 4-10	(9,135)	125000-40000=85,000/4	Actual Paid	See above - actual was lower than proj of \$21,250 to \$9,013 - Mostly emerg payment:
	4,916	UW - COVID Release from TR		
	595	Moran - COVID Release from TR		Moran to date Emergency Funds
	(24,200)			UW Put in TR - to facilitate monitoring results - \$30K less exp \$5.8K
	(8,000)			UNIDOS Put in TR - to facilitate monitoring results \$8K not used yet
			Xferred 4-6 to PR	
Payroll 4-10	(124,039)	PP 3-15 to 3-28 estim same as 3-27	Account	Changed fr \$165K to \$124K - no seasonal no school staff -remaining balance in PrIAct \$43K
10-Apr	332	Staples Refund		Actual Received
10-Apr	1,500.00	Emma Pfister		Actual Received
10-Apr	80.00	Civic Engagement		Actual Received
10-Apr	120.00	CE Fees CC Batch No: 3208		Actual Received
10-Apr	380.00	CE Fees CC Batch No: 1484		Actual Received
10-Apr	300	Scott Karlen Donation		Actual Received
13-Apr	5,292	USCIS Draw April 1/2 all alloc	Received	Increased from \$5K to \$5,291.96 as actual amount Using salaries primarily - Drawing 3 days before payroll due
13-Apr	8,300	IRS Draw April 1/2 all alloc	Received	Increased from \$7.7k to \$8,300.05 based on actual Using salaries primarily - Drawing 3 days before payroll due
14-Apr	747	Pmt State of Florida		Actual Received
15-Apr	(5,055)	Mtg Pmt		Actual Automatic Disbursement
15-Apr	40,000	20 COVID and 20 Vita		Actual Bottom line grant received.
16-Apr	150	Citizenship Fees		Actual Received
17-Apr	3,251	Broward School VPK Subsidy		Actual Received
17-Apr	557	Various Donations		Actual Received
17-Apr	100	Citizen Fees		Estimated
	289,165			

Checks issued 4-17	(14,419)	125000-40000=85,000/4		See above budget (\$21250) estimate (\$55) incr. Actual includes \$5,500 mtg pmt
20-Apr	150,800	Source of funds Line of Credit Advance		Line of Credit Advance Per Finance Committee Instructions. Actual.
20-Apr	40	Civic Engagement		Actual received
20-Apr	462	Contribution Facebook		Actual Received
20-Apr	41,993	CSC VITA March - estim 1/2 salaries, all alloc	Received 5-4-20	\$41,593.84 replaces original amount of \$15,600 Estim 1/2 salaries, all alloc
	468,041			
21-Apr	(308)	Bank Service Charge		Actual Charge ACH
23-Apr	1,030	Citizenship Fees		Actual Deposit
23-Apr	4,767	CSC-COMPASS 19-20	Received 4-20-20	Pt 1 was for \$4,766.67 Pt 2 Due before updating Based on projected salaries (NO SCHOOL PERSONNEL) and allowable shared expense:
23-Apr	4,096	CSC-COMPASS 19-20	Received 5-4-20	Estimated - Pt 2 CM updated from \$4,000 to \$4,240 then revised to \$4,096.00 based on actual
23-Apr	19,174	CSC-FSP 2019-2020	Received 4-20-20	Pt 1 was \$19,173.93. Due Pt 2. Based on average bill for past 6 months and projected pay date based on history
	15,043	CSC-FSP 2019-2020	Pt 2	Estimated - Pt 2. Final Revised to \$15,043.12 from rejected bill of \$15,130.33 from original estimate of \$14,000
23-Apr	21,480	CSC-Mir&Str-HS 19-20	Received 4-20-20	Pt 1 was for \$21,480.24 Pt 2 Due before updating amount Based on projected salaries (NO SCHOOL PERSONNEL) and allowable shared expense:
	14,287	CSC-Mir&Str-HS 19-20	Pt 2	Estimated - Pt 2 was increased from \$12,500 to \$14,287.36 and then revised down to \$9,355.39 as actual
23-Apr	46,034	CSC-Unity4Teens19-20	Received 4-27-2020	Youth force Pt. 1 is for \$46,034.35 for 3-1-20 Part 2 due. Based on projected salaries (NO SCHOOL PERSONNEL) and allowable shared expense
	26,976	CSC-Unity4Teens19-20	Pt 2	Estimated Pt 2 lowered from \$30,000 to \$26,976.25
24-Apr	19,247	Various Donations		\$10K Ansin, \$8K Unidos Covid 19; \$1,064 NFG; \$47 Amex Fnd; \$135 UW Salt Lake
Payroll 4-24	(145,000)	PP 3-29 to 4-11 estim same as 3-27		Relatively little incr in payroll - no seasonal no school staff
Checks issued 4-24	(13,278)	125000-40000=85,000/4		Based on actual for week ending 4-24-2020
	481,590			
27-Apr	300	Citizenship Fees		Citizenship Fees
29-Apr	(796)	Interest Exp on LOC		Direct Debit to Main Operating Account
Checks issued 4-30	(847)	Due by end of the month		Payables for Health Insur-(BC/BS), IT, Optional Coverages (Colonial Insur), Life Insur-ST Dis (Mutual of Omaha); Auditors \$10K, actual includes \$500 for Line of Credit interest expense
30-Apr	(20,372)	Unexpected Expenses		
Chase credit	(6,435)	To Asset Reserve - see below	Rec'd and transferred	To Asset Reserve - see below
ATT credit	(2,951)	To Asset Reserve - see below	Not yet received	To Asset Reserve - see below
Workers Comp credit	(3,181)	To Asset Reserve - see below	Rec'd and transferred	To Asset Reserve - see below
30-Apr	45	Front Stream through ACH undefined for now		Actual Received
30-Apr	1,000	Dan Schevitz Board Member Pmt		Actual Received
30-Apr	150,000	Release from TR		
30-Apr	17,644	United Way of BC, CWF 2019-20	Received 5-4-20	Updated from \$15,900 Based on average bill for past 6 months to actual amount of bill of \$17,644 and projected pay date based on history to actual bill sent via SAMIS on 3-31-2020
30-Apr	10,884	United Way, EITC-VITA 2019-2020	Received 5-4-20	(81,799) Updated to \$10,884 from estimate of \$25,000 which was based on bill for past 6 months and projected pay date based on history

\$ 626,881 Actual
\$ 302,727 Projection
\$ 324,154 Over Projection
 52% of Actual is attributable to LOC
75,000 was not received until May

Note: LOC increased on LOC \$317K on April 20th - Finance Committee authorization

317,000
 150,800
467,800

Reserve (Building etc)	52,486.55	
Plus credit on Stmt	6,435.00	Chase cashed in points
Plus credit on Stmt	2,951.00	ATT - reimb of overage
Plus workers comp reimb	3,181.00	Workers Comp Reimb
	65,053.55	Increased to \$65K

HUF Covid-19 Program & Unrestricted Reprojections as of May 20, 2020

	2020 Secured in Program	New Grants NOT secured in Program	Revenues in Programs	Q1	Q2	Q3	Q4	
Program	4,176,500	1,238,737	5,821,737	108,029	470,000	183,042	846,588	
								Totals
Secured			\$ 108,029	\$ 162,500	\$ -	\$ 598,623	\$ 869,152	
Projected			\$ -	\$ 310,000	\$ 183,042	\$ 247,965	\$ 741,007	
Best 100%			\$ 108,029	\$ 472,500	\$ 183,042	\$ 846,588	\$ 371,422	
Moderate 75%			\$ 108,029	\$ 395,000	\$ 137,281	\$ 784,597	\$ 186,170	
Worst 50%			\$ 108,029	\$ 317,500	\$ 91,521	\$ 722,606	\$ 919	

Unrestricted	Secured + Pitched	Variance to Budget (\$575K)	
Best (100%)	\$ 629,337	\$	54,337
Moderate (75%)	\$ 586,462	\$	11,462
Worst (50%)	\$ 543,586	\$	(31,414)

Combined Programs + Unrestricted	Best (100%)	
	\$	425,759
	\$	197,632
	Worst (50%)	
	\$	(30,495)

COH Sewer Connection Notification

Dated 4-30-20

90 days to comply

YOU MUST CONNECT BY JULY 29, 2020

Requirements:	5811	5840	TOTAL
1 Prior to having any work performed, hire a certified/licenses plumber to install a lateral connection from your property, to the new sanitary sewer line, and obtain a COH Plumbing Permit			
2 Upon final connection to the sewer line, retain the services of a qualified profession to properly and safely abandon you septic tank system and obtain all pertinent permits.			
3 You are responsible for payment of the following fees (invoices			
A refundable \$200 guarantee of payment deposit for sewer			
WHEN IF EVER 1 service	200	430	630
A \$5,325.00 reserve capacity charge for your share of the additional capacity needed to service your property at the sewer treatment plan THAT MUST BE PAID PRIOR TO OBTAINING THE			
2 PLUMBING PERMIT	5,325	10,650	15,975
3 A \$100 processing fee.	100	100	200
Additional Costs:			
5811 - Cut asphalt and dig sod area 100' x2'; pump out 2 septic tanks; pressure clean & punch holes in 2 septic tank; back-fill 2 septic tank with clean fill; install new 4" schedule 40 PVC line to street connection; repair asphalt and sod areas - Material, labor, permit, plans, and fees included	18,521	-	18,521.00
5840 - Cut asphalt sidewalk and dig sod area approx 180' x 2"; pump out septic tank; pressure clean and punch holes in septic tank; back-fill septic tank with clean fill; install new 4" schedule 40 PVC line to street connection; repair asphalt sidewalk and sod areas; Material, labor, permit, plans, and all fees included	-	24,175	24,175.00
	\$ 24,146	\$ 35,355	\$ 59,501

Josie, wondering if we can put back in the 2 or 3 parking space instead of grass on each side that we had to eliminate for the drain field requirement

Payment Options:

60 Equal monthly payments, with the first payment due **BEFORE the issuance of any building permit.** Subsequent payments due on the anniversary date of issuance of the first building permit. The payment will be included in the utility bill. **Interest on the unpaid balance will accrue at the rate of either 6% per year or 2/3 of the US Prime Rate published in the Wall Street Journal, whichever is higher. A penalty of 12% per year will accrue on any delinquent balance.**

309

120 Equal monthly payments, with the first payment due **BEFORE the issuance of any building permit.** Subsequent payments due on the anniversary date of issuance of the first building permit. The payment will be included in the utility bill. **Interest on the unpaid balance will accrue at the rate of either 6% per year or 2/3 of the US Prime Rate published in the Wall Street Journal, whichever is higher. A penalty of 12% per year will accrue on any delinquent balance.**

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Procedure effective 5-20-20 for checks issued \$10,000 and over:

The below procedure will apply to all checks issued \$10,000 and over with the exception of:

Contracts in which prior approval of the contract was approved by the finance committee and/or the audit committee, or the executive committee and board approval. The contracts will include:

1. Wheelhouse IT – approximately \$7,000 per month – possibility of either overage charges and/or equipment;
2. Latin2Latin - \$40,000 – Required by CSC-VITA contract to handle county-wide marketing program - approximately in 3 payments \$35,000, \$5,000, \$4,000 (also approved by board in the budget approval process). These checks are issued immediately to Latin2Latin in order to facilitate payment from Latin2Latin to the vendor for TV or Radio air time or billboards, etc.
 - a. We can change Latin2Latin to a specific approval by the finance committee, the executive committee and the board.
3. Audit Firm - Llerena + Garcia, LLP) – typically the payments are less than \$10K as numerous payments are made as the audit progresses, however this year we issued a check for \$10K
4. Health Insurance (BC/BS aka Florida Blue) This may increase with the rate increase beginning in June 2020

The Procedure for all other checks \$10,000 and over:

Under the assumption that:

1. The first signature is Ninah Saavedra, ADOR;
If the ADOR is absent 2 of the below signers labeled: a, b, c, d, e below must sign the check and the courier, as noted below will be provided information accordingly:
2. The second signature is either:
 - a. Josie Bacallao, President/CEO, or
 - b. Felipe Pinzon, SVP, or
 - c. Virginia Cielo, COO, or
 - d. Emma Pfister, Board Treasurer, BT, or
 - e. Arnold Nazur, Vice Chair of Finance Committee, VCFC

If the CEO or the SVP or the COO are not on the premises, ASAP Couriers will pick up the check, deliver to their home, wait for the signature, and deliver back to the ADOR.

If for any reason the CEO, or the SVP or the COO are NOT available at all, ASAP Couriers will pick up the check, deliver to the BT or VCFC wait for the signature and deliver back to ADOR.

The ADOR will ensure the check is uploaded into Positive Pay prior to handing over the checks to the vendor.

Hispanic Unity of Florida
Board of Directors
Meeting Minutes
Tuesday, April 14, 2020

Call to Order

4pm

Roll Call

Felina Furer took assisted the Board Chair by taking roll for this Zoom meeting.

Lucia Rodriguez commented she was happy to see everyone's face and gave words of encouragement in overcoming the pandemic.

Presentations

- **Mission Moment:** Presented by Felipe Pinzon. A Latino couple was picked up by ICE on March 17, 2020. HUF has been assisting with basic needs to keep the two children connected to their parents, attorneys from Legal Aid as well as provide them with groceries and emergency assistance to pay for utilities and other key bills. After nearly a month, the mother was released by ICE and is at home with the children. The father cannot be represented by Legal Aid due to a conflict of interest. The Children's Services Council also reached out to us to assist a group of non-status families struggling who live Parkland. We are helping them with needs assessment with our partners.
- Happy Birthdays! February, March and April Birthdays
- Happy new Mom-to-be, Shani Wilson.

Coronavirus Action Plan presented by Josie Bacallao and Felipe Pinzon.

HUF is currently rethinking how we deliver services. We anticipate many changes, some of which will be permanent. We are working on a revenue plan and creating as we reach out to funders. We will create a best case, moderate case and worst-case scenario. These data points will be fed into the ongoing cash flow analysis and create financial scenarios based on changes in expenses and revenues. When schools and libraries closed, HUF also closed its VITA and Citizenship programs as they were delivered at those locations. Our school-based Unity 4Teens employees are on furlough. Our VITA staff also are furloughed, some permanently. Most staffers are working their full hours, using PTO to make them whole as well as, The Jim Moran Foundation Emergency CV-19 dollars for those without PTO. We will continue to do this then switch to using the PPP if we are funded. On the communication front, we immediately started a Zoom account to meet with the management team weekly, daily with the senior team and weekly with the director team. All our social media is bi-lingual as well as the HUFsafety.org website. We are transitioning to a new Microsoft and next month. Decisions which will need to be made in the next few months include the board retreat, fundraisers, E-summit, funding and program status.

John Guerrero asked about the SBA/PPP loan and how that would assist staffers on their payroll. The PPP loan would assist HUF to pay for staff salaries over an eight-week period as well as additional expenses such as utilities, interest on mortgages, etc.

Felipe shared that clients need help with food, rent, utilities, internet, etc. Clients still asking VITA (tax preparation) and naturalization services and citizenship classes. Daily we are receiving 60-100 calls which are answered by two bilingual staffers. There is a daily update of HUF's client resource guide, which is shared with staff/case managers to help our clients with the latest information. There are citizenship classes occurring on Zoom. We have secured emergency funding and we are looking forward to creating a lesson plan for an online afterschool and summer program. It is overwhelming assisting more than 300 families to date with SNAP (food) applications, health care emergency assistance, a lot of requests for housing assistance. Next month, we will launch a VITA hotline to assist with tax return assistance as well as, a virtual tax preparation website. Our focus now is on helping clients stretch their budgets and share resources available to them. In the future, we believe HUF will need to become well

versed in foreclosures. CSC has been very flexible with all its grantees and is allowing HUF to be paid with cost reimbursement for the services we are providing through video conferencing and over the phone. All our funders have given us the flexibility in how we spend grant dollars. We have been invited to apply for \$600k+ of new dollars from funders in new grant proposals.

Tony Abbate asked if HUF has heard of anything about future funding will look like? Josie shared we should be fine in 2020 but 2021 at this time is unpredictable since many of the funders themselves are uncertain of how they will be proceeding. HUF does not have a lot of federal, state or local government funding. It is important for us to create multiple scenarios and execution plans which will allow us to quickly pivot and adjust to this evolving situation.

Finance Committee Presented by Emma Pfister.

Emma Pfister shared that due to this extraordinary situation, HUF will be submitting their audited financials by May 30 one month later their April 30 date. It is the first time HUF has ever asked for an extension. A letter will go out to all government funders as well as major funders requesting the extension. The additional time is needed for staff to create prepare the audit documents and for the audit committee and board to review. The Audit Committee will get the first draft after May 6th.

Emma informed the board that HUF had submitted its PPP request to BB&T its financial institution on April 8. As of today, HUF was still in BB&T's "queue" waiting for an application.

HUF hopes to get resolved to submit the application for loan but would like to explore other options. Scott Karlen offered to explore a loan through Bank of America since HUF has an operating account. Virginia Cielo will reach out to Scott Karlen after the meeting so we can use his channel to submit quickly.

Virginia Cielo reviewed the guiding principles which will inform cash flow during the pandemic and beyond. She reported her initial analysis through the summer had HUF in a stable financial position.

Chair Discussion

Lucia Rodriguez reviewed her power point presentation and shared there is more the board members can do to help staff and HUF. Important to check in with CEO, offer encouragement and be available for quick counsel. Furthermore, manage finance options and revisit annual budget. Continual support of mitigation in programs and services. Make a personal contribution, offer your companies resources and help fill in the gap for fundraising campaign. Steve Sampier had a birthday recently and fundraised for HUF on Facebook.

Governance Committee---Presented by Steve Sampier.

Motion Steve Sampier motioned to extend the previous month's resolution to transfer the board's voting power to the Executive Committee during this emergency until the board's next meeting in May. Tony Abbate provided the second and the motion passed.

Steve noted the board was not meeting on May 16th for the scheduled annual board retreat. The retreat will be rescheduled. Instead, the board will meet on May 19 (*later changed to May 26*).

Consent Agenda

Finance committee minutes Emma shared they will go back to dual signature (internal control) even though we have Positive Pay. This will be brought up again next meeting and Willy Gomez suggested we check with bank as for liability purposes bank may not accept. Anthony mentioned a typo on page 5 of the board package.

Motion: Steve Sampier motioned to accept the consent agenda. Chuck Tatelbaum provided the second and the motion passed.

Adjourn 6:08pm

HISPANIC UNITY OF FLORIDA, INC.

FINANCIAL STATEMENTS

**FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2019
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2018)**

Prepared by: CMcGuire: 5-1-2020

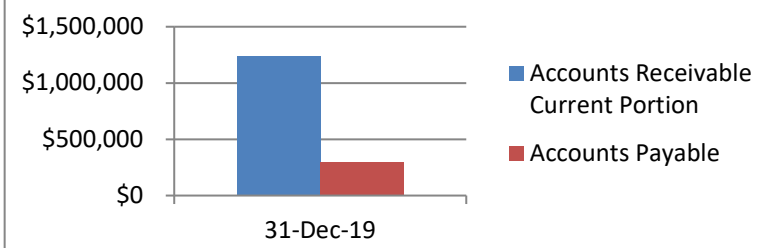
Reviewed by: V Cielo,:

December 31, 2019 Dashboard

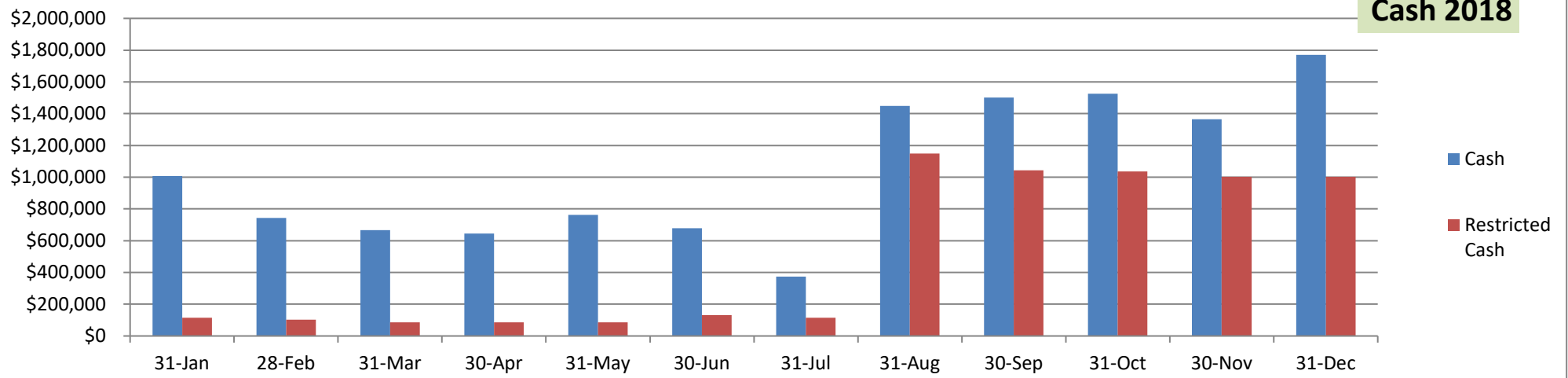
Revenue YTD Compared to Previous YTD

As of December 31, 2019			
	Revenue YTD as of 12/31/2019	Revenue YTD as of 12/31/2018	Year Over Year Chng
Unrestricted Revenue	\$6,298,002	\$6,264,366	\$33,636
Restricted Revenue	(\$481,194)	\$1,556,617	(\$2,037,811)
Total Revenue	\$5,816,808	\$7,820,983	(\$2,004,175)

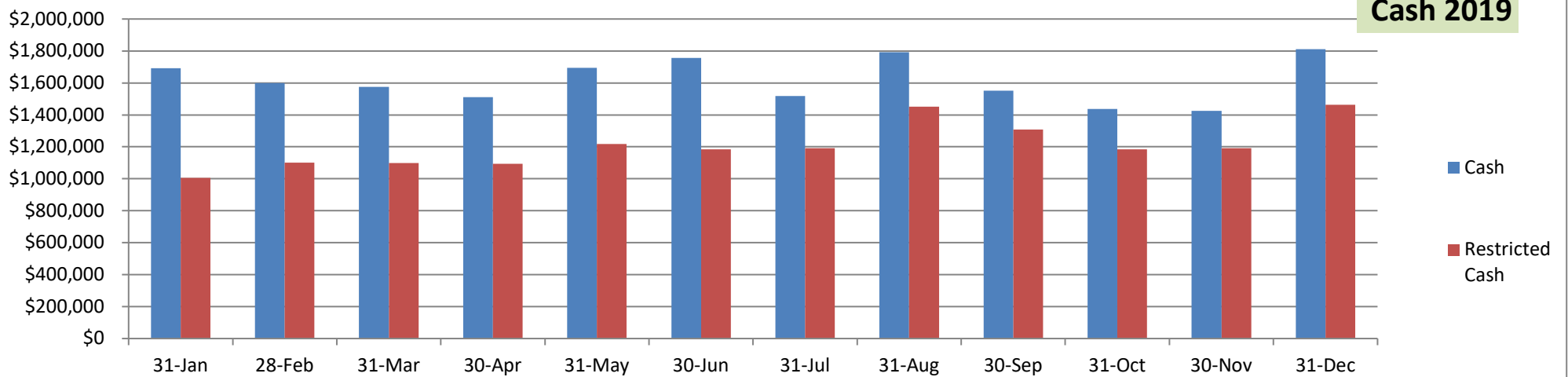
Accounts Receivable Vs Payables December 31, 2019



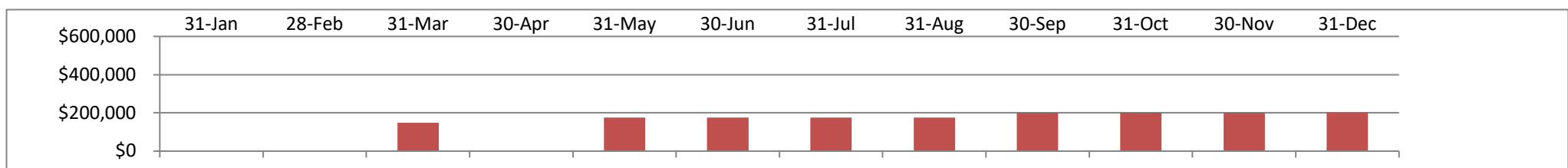
Cash 2018



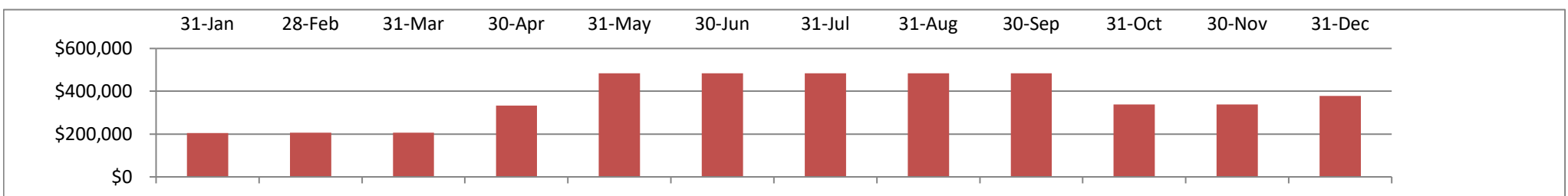
Cash 2019



Line of Credit Usage 2018



Line of Credit Usage 2019



Hispanic Unity of Florida, Inc.

Notes to Financials

DECEMBER 31, 2019

UNR Net Assets

Reconciliation of UNR Net Assets:

1 Gain From Program Operations	743,132	
2 Loss from Support Services	(730,884)	
Inc(Dec) in UNR Net Assets	\$ 12,248	Operating Gain(Loss)

The year to date gain of \$12K is under budget by \$6K over the projected yearly gain of \$18K.

- 1) Development exceeded the net projection by \$57K.
- 2) Programs fell behind the net projection by (\$49K).
- 3) Admin fell behind yearly projections by (\$14K.)

Programs:

Program's total contribution to date toward administrative and shared fixed costs to the agency totals \$1,432K

Development:

The Development area contributed \$312K toward administrative and shared fixed costs to the agency.

Cash

Year to date cash decreased by (\$332K) as a result of the following activities:

\$ (468,947)	Inc/(Dec) in Net Assets	
296,161	Adjustments to reconcile increase (decrease) in net assets	
(172,786)	Net cash provided (consumed) by operating activities	
(56,024)	Investing Activities	
270,564	Financing Activities	
\$ 41,754	Inc/(Dec) in Cash	

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FINANCIAL POSITION
FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2019
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2018)

<u>ASSETS</u>	<u>2019</u>	<u>2018</u>	
Current Assets			
Cash	\$ 1,811,107	\$ 1,769,353	Cash Detail; CashFlow
Grants receivable	366,583	430,047	Schedule 1
Unconditional promises to give, net	920,638	1,217,937	Schedule 1 & 3
Prepaid expenses	66,537	55,278	
Total Current Assets	3,164,865	3,472,615	
Non-Current Assets			
Long term unconditional promises to give	605,492	465,273	Schedule 3
Property and equipment, net	1,397,604	1,497,921	
Deposits and Other Assets	34,680	18,154	
Total Non-Current Assets	2,037,776	1,981,348	
Total Assets	\$ 5,202,641	\$ 5,453,963	
<u>LIABILITIES AND NET ASSETS</u>			
Current Liabilities			
Accounts payable and accrued expenses	\$ 297,366	\$ 350,311	Schedule 2
Mortgages payable, current portion	16,608.00	42,976	
Lines of credit	377,720.00	202,550	
Total Current Liabilities	691,694.00	595,837	
Noncurrent Liabilities			
Mortgages payable, net of current portion	793,397.00	671,629	
Total Non-Current Liabilities	793,397.00	671,629	
Total Liabilities	1,485,091.00	1,267,466	
Net Assets			
Without Donor Restrictions	1,369,901.00	1,357,653	12,248
With Donor Restrictions	2,347,649.00	2,828,844	(481,194)
			(468,946.49)
Total Net Assets	3,717,550.00	4,186,497	
Total Liabilities and Net Assets	\$ 5,202,641	\$ 5,453,963	
Gain from Program Operations	743,132		
Gain from Support Services	(730,884)		
Increase (Decrease)	12,248		

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES
FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2019
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2018)

	2019			2018
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenues and Other Support:				
Contributions	\$ 641,960	\$ 1,634,748	\$ 2,276,708	\$ 4,408,267
Special events	75,800.00	-	75,800.00	93,000
Grants from governmental agencies	2,718,683.00	-	2,718,683.00	2,505,598
Other grants and fees	385,979.00	-	385,979.00	507,117
Miscellaneous	155,163.00	204,474.00	359,637.00	274,967
Donations, in-kind	29,850.00	-	29,850.00	32,034
Net assets released from restrictions:				
Satisfaction of time restrictions	2,027,944.00	(2,027,944.00)	-	-
Satisfaction of program and purpose restrictions	292,473.00	(292,473.00)	-	-
Total Revenues and Other Support	<u>6,327,852.00</u>	<u>(481,195.00)</u>	<u>5,846,657.00</u>	<u>7,820,983</u>
Expenses (Functional)				
	Estimated 2019 Functional Exp Alloc			
Program services	6,007,466.00	-	6,007,466.00	5,497,021
Management and general	253,565.00	-	253,565.00	195,812
Fundraising	54,573.00	-	54,573.00	71,172
Total Expenses	<u>6,315,604.00</u>	<u>-</u>	<u>6,315,604.00</u>	<u>5,764,003</u>
Change in Net Assets	<u>12,248.00</u>	<u>(481,195.00)</u>	<u>(468,947.00)</u>	<u>2,056,980</u>
Net Assets - Beginning of Year	<u>1,357,653.00</u>	<u>2,828,843.00</u>	<u>4,186,496.00</u>	<u>2,129,517</u>
Net Assets - End of Year	<u>\$ 1,369,901</u>	<u>\$ 2,347,648</u>	<u>\$ 3,717,549</u>	<u>4,186,497</u>

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF CASH FLOWS
FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2019
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2018)

	<u>2019</u>	<u>2018</u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ (468,947)	\$ 2,056,980
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	157,526	127,812
Changes in assets and liabilities		
(Increase) decrease in grants receivable	63,464	(153,292)
(Increase) decrease in unconditional promises to give	157,078	(1,342,821)
(Increase) decrease in prepaid expenses	(11,259)	(1,083)
(Increase) decrease in security deposits and other assets	(17,703)	-
Increase (decrease) in accounts payable and accrued expenses	<u>(52,945)</u>	<u>94,226</u>
Total adjustments	<u>296,161</u>	<u>(1,275,158)</u>
Net Cash Provided by Operating Activities	<u>(172,786)</u>	<u>781,822</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment	<u>(56,024)</u>	<u>(161,189)</u>
Net Cash (Used In) Investing Activities	<u>(56,024)</u>	<u>(161,189)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of line of credit	175,170	102,550
Borrowing (Repayment) of mortgage	<u>95,394</u>	<u>(40,753)</u>
Net Cash Provided by Financing Activities	<u>270,564</u>	<u>61,797.00</u>
Increase (decrease) in Cash	41,754	682,430.00
Cash - Beginning of Year	<u>1,769,353</u>	<u>1,086,923</u>
Cash - End of Year	<u>\$ 1,811,107</u>	<u>\$ 1,769,353</u>
Interest Paid during the year	\$ 62,778	\$ 48,613

Cash Detail

As of DECEMBER 31, 2019

Without Donor Restrictions and With Donor Restrictions Cash:

Bank of America	Operating	49,213.00	
BB&T	Payroll	190,530.00	
BB&T	Operating	7,101.00	
Bank of America	Payroll	-	
Petty Cash	Imprest	800.00	
BB&T	Reserve Fund	309,485.00	
BB&T	Asset Reserve Fund	<u>51,997.00</u>	609,126.00 Without Donor Restrictions
Bank of America	TR Funds	-	
BB&T - Money Market	Opportunity Fund	509,222.00	
BB&T Bus-Investor	To Be Closed	428.00	
BB&T - Money Market	Grantor Funding	692,331.00	1,201,981.00 With Donor Restrictions
			<hr/>
			\$ 1,811,107 TOTAL CASH
			<hr/>

Temporarily Restricted Funds Schedule
As of DECEMBER 31, 2019

Awards Brought Forward to 2019	AREA	CC	December 31, 2018	Increase/ (Decrease)	Additions	Increase/ (Decrease)	December 31, 2019
Community Foundation / Tate Family Found 6-30 2016-2021	U4K	173	15,000	(15,000)			-
Community Foundation / Tate Family Found 6-30 2016-2021	U4K	173	15,000	-			15,000
Community Foundation 5/1/18 - 4/30/19	FE	506	17,733	(17,733)			-
All Development	DEV	010	123,269	(123,269)			-
American Express/United Way 2019	CITIZ	156	25,000	(25,000)			-
Annie Casey Foundation 1/1/19 - 12-31-19	COMPASS	425	50,000	(50,000)			-
Citi Community Development 10/1/18 - 9/30/2019	CE-Miami	632	20,876	(20,876)			-
CitiFoundation 1-1-19 - 12-31-19	CWF	509	250,000	(250,000)			-
CitiFoundation 5/1/18 - 4/30/2019	VITA	316	50,000	(50,000)			-
Florida Blue Foundation 10/2018 - 10/2019	PB	543	89,969	(89,969)			-
Florida Blue Foundation 10/2019 - 10/2020	PB	543	100,000	(14,920)			85,080
Florida Blue Foundation 10/2020 - 10/2021	PB	543	100,000	-			100,000
Frederick A. Deluca Foundation 01/01/19 - 12/31/19	CWF	513	96,980	(54,057)			42,923
Moran Foundation 01/01/19-12/31/19	CWF	503	350,000	(350,000)			0
Moran Foundation 01/01/20-12/31/20	CWF	503	350,000	-			350,000
Moran Foundation 01/01/21-12/31/21	CWF	503	350,000	-			350,000
NALEO Educational Foundation 7/1/ 2018 - 6/30/2019	CE	606	30,022	(30,022)			-
Orange Cnty/TK Foundation 8/01/18 -7/31/19	U4T	430	82,413	(82,413)			0
Orange Cnty/TK Foundation 8/01/19 -7/31/20	U4T	430	100,000	(42,090)			57,910
Target 8/1/18 - 8/31/19	U4T	181	75,000	(75,000)			0
TJMF - 9-01-18 - 8-31-24	Admin	000	500,000	(165,745)			334,255
Unidos - RICO 5-1-18 - 4-30-19	PB	537	37,581	(37,581)			-
			2,828,843	(1,493,675)	-	-	1,335,168

Added in 2019							
Annie Casey		515			30,000		30,000
Annie Casey		174			20,000		20,000
BBT 1-1-19 - 12-31-19	Dev	010			25,000	(25,000)	-
BBT 1-1-20 - 12-31-20	Dev	010			25,000	-	25,000
BBT 1-1-21 - 12-31-21	Dev	010			25,000	-	25,000
Chan Zuckerberg 1-1-2019 to May 2020	Dev	010			125,000		125,000
Citi Community Development 1-1-19 - 12-31-19	CE-Miami	632			50,000	(50,000)	-
Development Dollars Restricted to 2020	Dev	010			73,296		73,296
Citi Foundation VITA 1/1/20 to 12/31/20	VITA	316			35,000		35,000
Florida Counts 1/1/2020 to 12/31/2020	Admin	003			24,896		24,896
JM Family 19/20	Dev	010			35,000	(25,000)	10,000
JM Family 20/21	Dev	010			35,000		35,000
JM Family 21/22	Dev	010			35,000		35,000
JPMC Foundation 5-1-19 - 4-30-20	CWF-COMP	507			142,500	(89,060)	53,440
Kresge Foundation 08-01-19 - 07-31-20	STE	460			250,000	(250,000)	-
Kresge Foundation 08-01-20 - 07-31-21	STE	460			250,000	-	250,000
NALCAB 5-15-19 - 12-31-20	CWF	574			35,000	(19,933)	15,067
NALEO Educational NAC 7-1-19 - 6-30-20	Edu	606			46,058	(25,013)	21,044
Salah 1/1/20 - 12/31/20		516			100,000		100,000
Susan Levan 5-1-19 - 4-30-20	Dev	010			25,000	(25,000)	-
Susan Levan 5-1-20 - 4-30-21	Dev	010			25,000	-	25,000
Susan Levan 5-1-21 - 4-30-22	Dev	010			25,000	-	25,000
Susan Levan 5-1-22 - 4-30-23	Dev	010			25,000	-	25,000
Unidos - RICO 9-1-19 - 8-31-2020	PB	537			85,000	(25,262)	59,738
					1,546,750	(534,269)	1,012,481

TOTAL **\$ 2,828,843** **\$ (1,493,675)** **\$ 1,546,750** **\$ (534,269)** **\$ 2,347,649**

Satisfaction of Time Restrictions (2,027,944)

HISPANIC UNITY OF FLORIDA, INC.

STATEMENT OF ACTIVITIES - TOTAL

FOR THE TWELVE MONTHS ENDED DECEMBER 31, 2019

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
Revenues							
Donations - UNR	155,588	\$ 36,800	118,788	\$ 641,960	\$ 441,600	200,360	JM Family \$105K, Ansin Fnd \$15K, 3rd Federal \$15K, Miniaci \$10K, and Invidual Contributions \$10.K
Donations - TR	419,289	50,000	369,289	1,634,748	1,101,028	533,720	Chan Zuckerberg \$125K, Salah Foundation \$100K, Florida Counts \$25K, Amex, \$50K, Annie Casey \$50K, South Broward Community \$9K, plus accruals
Satisfaction of Restrictions	(276,355)	193,093	(469,448)	481,192	1,167,642	(686,450)	Restricted Donations are not keeping up with satisfaction of restrictions due to the previous extraordinary prev year in restricted donations.
Fundraising Events	0	0	0	75,800	80,000	(4,200)	Though Short, See related expenses below
Grant Income	172,700	224,971	(52,271)	3,104,662	3,070,452	34,210	
Interest Income & Unrealized Gains	16,008	1,100	14,908	30,333	13,200	17,133	
Rental Income	4,182	4,001	181	49,576	48,012	1,564	
Voluntary Pre-K	9,660	2,428	7,232	50,654	29,136	21,518	
Fees & Miscell Income	20,876	20,046	830	229,076	245,552	(16,476)	Error in Budget
InKind - Services/Goods	29,850	0	29,850	29,850	0	29,850	
Total Revenues	551,798	532,439	19,359	6,327,851	6,196,622	131,229	
Expenses							
Salaries and benefits	347,385	355,933	(8,548)	4,528,264	4,692,004	(163,740)	Positive variance partially attributable to awards in budget not in actual
Advertising	1,906	837	1,069	14,448	10,000	4,448	
Bank service charges	1,766	500	1,266	16,001	6,000	10,001	BOA \$6K - still using services until transition is complete, plus line of credit fee of \$500, plus BBT fees
Building repairs/maint	13,094	17,855	(4,761)	195,091	214,260	(19,169)	
Depreciation	47,918	10,787	37,131	157,527	129,444	28,083	\$13K Due to closing Miami Office, and \$7K in Gulfstream Leasehold Improvements
Dues Subscriptions	3,279	950	2,329	17,147	11,400	5,747	
Information Technology	4,816	3,000	1,816	68,840	45,799	23,041	Primarily due to upgrades after Ransomware Attack
InKind - Goods/Services	10,350	0	10,350	10,350	0	10,350	
Insurance	4,195	4,103	92	55,333	53,736	1,597	
Interest expense	5,104	4,408	696	62,778	52,896	9,882	
Licenses and permits	129	42	87	2,331	504	1,827	
Mileage reimbursement	3,320	2,411	909	49,646	33,345	16,301	
Miscellaneous	(8)	0	(8)	(14)	0	(14)	
Office expense	3,240	6,860	(3,620)	55,548	87,120	(31,572)	
Postage and shipping	370	435	(65)	6,844	5,320	1,524	
Printing	4,582	4,228	354	60,235	59,609	626	
Professional fees	27,004	14,095	12,909	304,271	177,818	126,453	Primarily HR Consultant, security, legal, and the CPA in Finance - covered under the TJMF grant Assignment ends the week of November 14, 2019
Program expenses	17,930	28,778	(10,848)	397,127	354,730	42,397	
Public relations	1,122	1,250	(128)	10,381	15,000	(4,619)	
Rent	3,241	(450)	3,691	41,903	18,044	23,859	
Software	0	500	(500)	3,202	6,000	(2,798)	
Special fundraising events	0	2,000	(2,000)	16,047	24,000	(7,953)	Relates to Income shortfall above. This makes up for the shortfall.
Staff events/meetings	3,011	442	2,569	10,421	5,304	5,117	
Staff training and development	6,143	4,474	1,669	92,523	61,430	31,093	Primarily CITI Community Progress Makers Conference; Children & Families Convening - Aspen Institute, Kresge Visits and UNIDOS, Prosperity Now Training
Telephone	10,303	6,851	3,452	114,508	96,286	18,222	Uncovered Phone Costs in Programs
Utilities	2,252	1,551	701	24,851	18,612	6,239	Budget error
Total Expenses	522,452	471,840	50,612	6,315,603	6,178,661	136,942	
Increase (Decrease) in UNR Assets	\$ 29,346	\$ 60,599	(31,253)	\$ 12,248	\$ 17,961	(5,713)	
			Programs	\$ 743,132			
			Support	\$ (730,884)			
			Total	\$ 12,248			

HISPANIC UNITY OF FLORIDA, INC.

FINANCIAL STATEMENTS

**FOR THE THREE MONTHS ENDED MARCH 31, 2020
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2019)**

Prepared by: CMcGuire: 5-23-2020

Reviewed by: V Cielo,: 5-24-2020

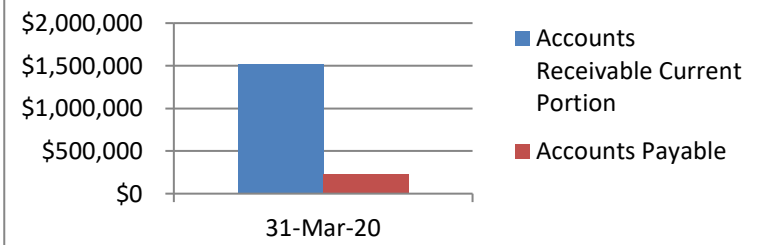
March 31, 2020 Dashboard

Revenue YTD Compared to Previous YTD

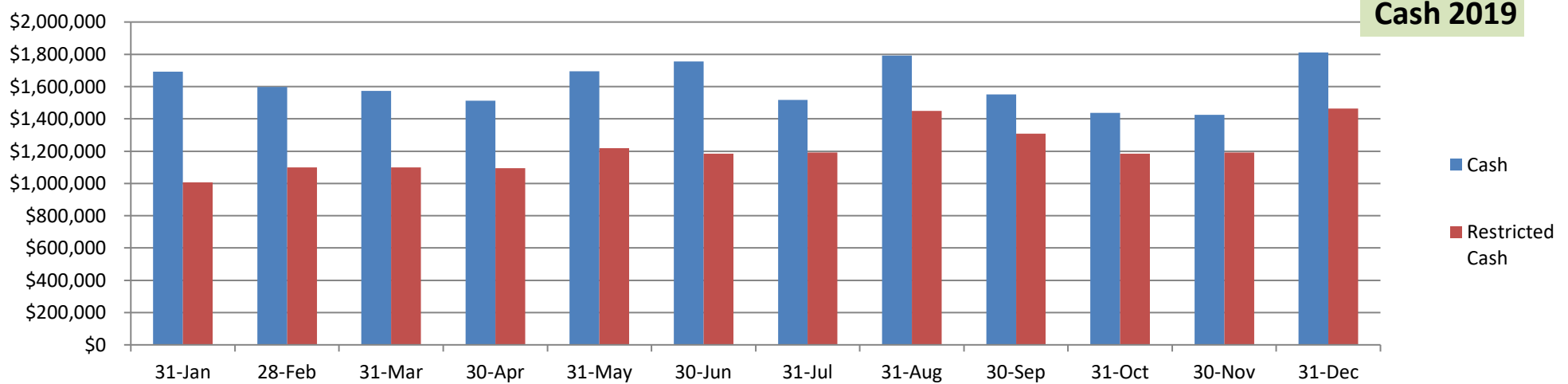
As of March 31, 2019

	Revenue YTD as of 3/31/2020	Revenue YTD as of 3/31/2019	Year Over Year Chng
Unrestricted Revenue	\$1,532,184	\$1,543,701	(\$11,517)
Restricted Revenue	(\$274,382)	(\$531,528)	\$257,146
Total Revenue	\$1,257,802	\$1,012,173	\$245,629

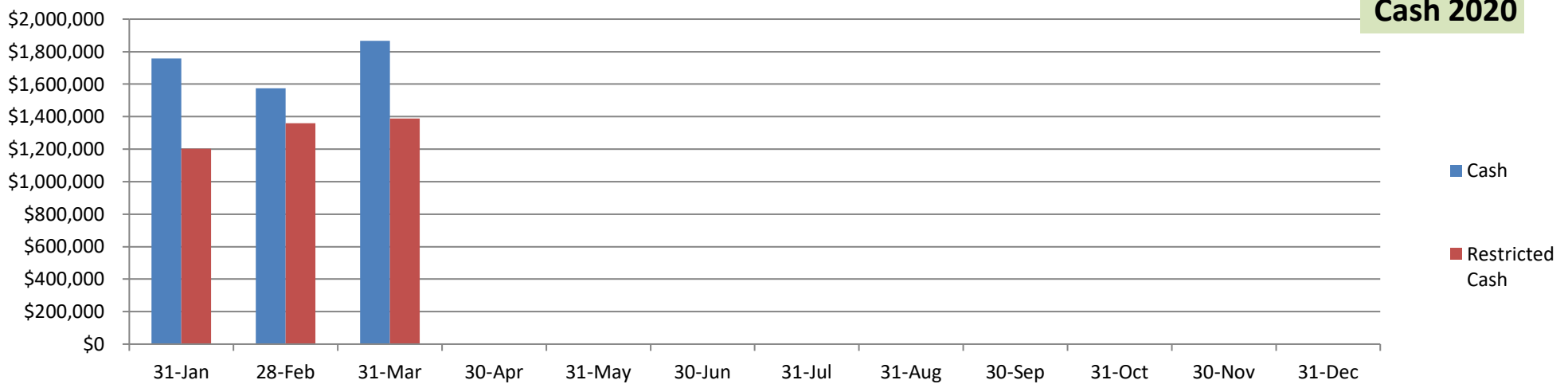
Accounts Receivable Vs Payables March 31, 2020



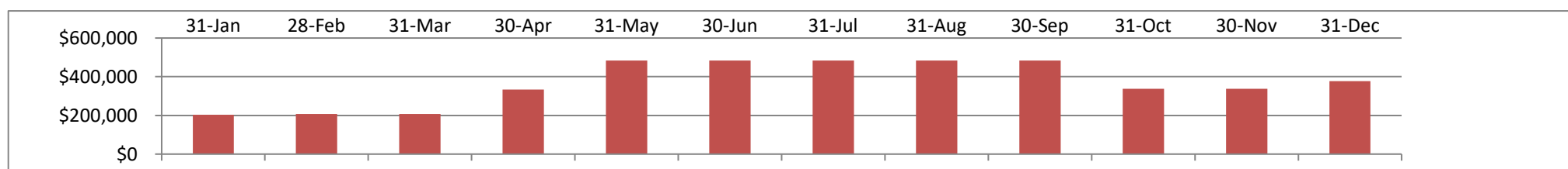
Cash 2019



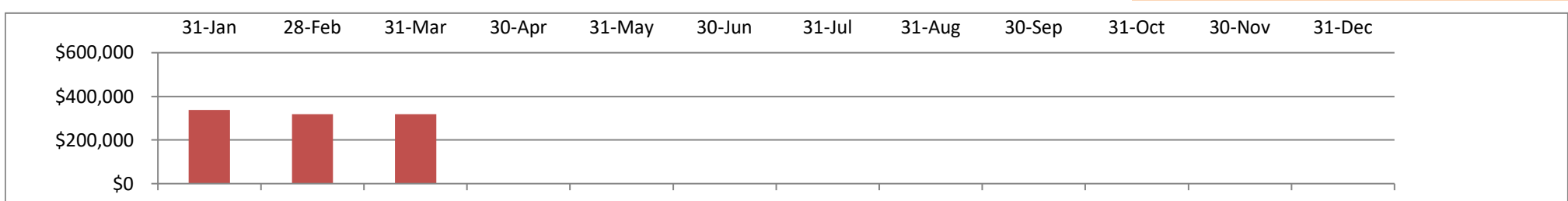
Cash 2020



Line of Credit Usage 2019



Line of Credit Usage 2020



Hispanic Unity of Florida, Inc.

Notes to Financials

MARCH 31, 2020

UNR Net Assets

Reconciliation of UNR Net Assets:

1 Gain From Program Operations	182,743	
2 Loss from Support Services	(136,389)	
Inc(Dec) in UNR Net Assets	\$ 46,354	Operating Gain(Loss)

-

The year to date gain of \$46K is over budget by \$108K over the projected year to date loss of (\$62K).

1) Development exceeded the net projection by \$34K.

2) Programs exceeded the net projection by \$148k

3) Admin fell behind yearly projections by (\$74K.)

Programs:

Program's total contribution to date toward administrative and shared fixed costs to the agency totals \$372K

Development:

The Development area contributed \$166K toward administrative and shared fixed costs to the agency.

Cash

Year to date cash increased by \$56K as a result of the following activities:

\$ (228,028) Inc/(Dec) in Net Assets	
<u>355,413</u> Adjustments to reconcile increase (decrease) in net assets	
127,385 Net cash provided (consumed) by operating activities	
(7,660) Investing Activities	
(64,127) Financing Activities	
\$ 55,598 Inc/(Dec) in Cash	

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FINANCIAL POSITION
FOR THE THREE MONTHS ENDED MARCH 31, 2020
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2019)

<u>ASSETS</u>	<u>2020</u>	<u>2019</u>	
Current Assets			
Cash	1,866,705	1,811,107	Cash Detail; CashFlow
Grants receivable	399,998	366,583	Schedule 1
Unconditional promises to give, net	1,046,749	920,638	Schedule 1 & 3
Prepaid expenses	<u>47,038</u>	<u>66,538</u>	
Total Current Assets	<u>3,360,490</u>	<u>3,164,866</u>	
Non-Current Assets			
Long term unconditional promises to give	77,992	605,492	Schedule 3
Property and equipment, net	1,365,758	1,397,604	
Deposits and Other Assets	<u>34,562</u>	<u>34,679</u>	
Total Non-Current Assets	<u>1,478,312</u>	<u>2,037,775</u>	
Total Assets	<u><u>4,838,801</u></u>	<u><u>5,202,641</u></u>	
<u>LIABILITIES AND NET ASSETS</u>			
Current Liabilities			
Accounts payable and accrued expenses	225,683	297,366	Schedule 2
Mortgages payable, current portion	16,608	16,608	
Lines of credit	<u>317,720</u>	<u>377,720</u>	
Total Current Liabilities	<u>560,011</u>	<u>691,694</u>	
Noncurrent Liabilities			
Mortgages payable, net of current portion	<u>789,268</u>	<u>793,397</u>	
Total Non-Current Liabilities	<u>789,268</u>	<u>793,397</u>	
Total Liabilities	<u>1,349,279</u>	<u>1,485,091</u>	
Net Assets			
Without Donor Restrictions	1,416,256	1,369,902	46,354
With Donor Restrictions	<u>2,073,266</u>	<u>2,347,648</u>	(274,382)
Total Net Assets	<u>3,489,522</u>	<u>3,717,550</u>	
Total Liabilities and Net Assets	<u><u>4,838,801</u></u>	<u><u>5,202,641</u></u>	
Gain from Program Operations	182,743		
Gain from Support Services	(136,389)		
Increase (Decrease)	46,354		

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES
FOR THE THREE MONTHS ENDED MARCH 31, 2020
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2019)

	2020			2019
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenues and Other Support:				
Contributions	89,831	181,504	271,335	2,276,708
Special events	22,500	-	22,500	75,800
Grants from governmental agencies	754,015	-	754,015	2,718,683
Other grants and fees	99,690	-	99,690	385,979
Miscellaneous	-	110,262	110,262	359,637
Donations, in-kind	-	-	-	29,850
Net assets released from restrictions:				
Satisfaction of time restrictions	274,384	(274,384)	-	-
Satisfaction of program and purpose restrictions	291,764	(291,764)	-	-
Total Revenues and Other Support	1,532,184	(274,382)	1,257,802	5,846,657
Expenses (Functional)	Estimated 2019 Functional Exp Alloc			
Program services	1,417,036	-	1,417,036	6,007,466
Management and general	50,518	-	50,518	253,565
Fundraising	18,276	-	18,276	54,573
Total Expenses	1,485,830	-	1,485,830	6,315,604
Change in Net Assets	46,354	(274,382)	(228,028)	(468,947)
Net Assets - Beginning of Year	1,369,902	2,347,648	3,717,550	4,186,497
Net Assets - End of Year	1,416,256	2,073,266	3,489,522	3,717,550

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF CASH FLOWS
FOR THE THREE MONTHS ENDED MARCH 31, 2020
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2019)

	<u>2020</u>	<u>2019</u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ (228,028)	\$ (468,946)
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	39,623	157,527
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(33,415)	63,464
(Increase) decrease in unconditional promises to give	401,389	157,080
(Increase) decrease in prepaid expenses	19,500	(11,258)
(Increase) decrease in security deposits and other assets	-	(17,711)
Increase (decrease) in accounts payable and accrued expenses	<u>(71,684)</u>	<u>(52,945)</u>
Total adjustments	<u>355,413</u>	<u>296,157</u>
Net Cash Provided by Operating Activities	<u>127,385</u>	<u>(172,789)</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment	<u>(7,660)</u>	<u>(56,024)</u>
Net Cash (Used In) Investing Activities	<u>(7,660)</u>	<u>(56,024)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of line of credit	(60,000)	175,170
Borrowing (Repayment) of mortgage	<u>(4,127)</u>	<u>95,396</u>
Net Cash Provided by Financing Activities	<u>(64,127)</u>	<u>270,566</u>
Increase (decrease) in Cash	55,598	41,753
Cash - Beginning of Year	<u>1,811,107</u>	<u>1,769,353</u>
Cash - End of Year	<u>\$ 1,866,705</u>	<u>\$ 1,811,107</u>

Cash Detail
As of MARCH 31, 2020

Without Donor Restrictions and With Donor Restrictions Cash:

Bank of America	Operating	73,838	
BB&T	Payroll	6,977	
BB&T	Operating	345,076	
Bank of America	Payroll	-	
Petty Cash	Imprest	800	
BB&T	Reserve Fund	310,021	
BB&T	Asset Reserve Fund	<u>51,982</u>	788,693 Without Donor Restrictions
Bank of America	TR Funds	-	
BB&T - Money Market	Opportunity Fund	509,895	
BB&T Bus-Investor	To Be Closed	-	
BB&T - Money Market	Grantor Funding	568,117	1,078,012 With Donor Restrictions
			<hr/>
			<u>\$ 1,866,705</u> TOTAL CASH

Temporarily Restricted Funds Schedule
As of MARCH 31, 2020

Awards Brought Forward to 2019	AREA	CC	December 31, 2019	Increase/ (Decrease)	Additions	Increase/ (Decrease)	March 31, 2019
Annie Casey Children of Immigrants Coalition 1-1-2020 - 5-31-2020	HUF	515	30,000	(18,000)			12,000
Annie Casey Census 1-1-2020 - 5-31-2020	HUF	174	20,000	(12,000)			8,000
BBT 1-1-20 - 12-31-20	Dev	010	25,000	(25,000)		-	-
BBT 1-1-21 - 12-31-21	Dev	010	25,000	-		-	25,000
Chan Zuckerberg 1/1/20 - 5/31/21	Dev	010	125,000	-			125,000
Citi Foundation VITA 1/1/20 to 12/31/20	VITA	316	35,000	(7,854)			27,146
Community Foundation / Tate Family Found 6-30 2016-2021	U4K	173	15,000	-			15,000
Development	Dev 2020	010	73,296	(73,296)			-
Florida Blue Foundation 10/2019 - 10/2020	PB	543	85,080	(13,875)			71,205
Florida Blue Foundation 10/2020 - 10/2021	PB	543	100,000	-			100,000
Florida Counts 1/1/2020 to 12/31/2020	Admin	003	24,896	(18,672)			6,224
Frederick A. Deluca Foundation 01/01/19 - 3/31/20	CWF	513	42,923	(42,923)			0
JM Family 2020	Dev	010	10,000	(10,000)			-
JM Family 2021	Dev	010	35,000	-			35,000
JM Family 2022	Dev	010	35,000	-			35,000
JPMC Foundation 5-1-19 - 4-30-20	F-COMPASS	507	53,440	(43,019)			10,421
Kresge Awarded in Jun 2020 and begins Augt 2020	STE	460	250,000	-			250,000
Moran Foundation 01/01/20-12/31/20	CWF	503	350,000	(102,585)			247,415
Moran Foundation 01/01/21-12/31/21	CWF	503	350,000	-			350,000
NALCAB 5-15-19 - 7-15-20	CWF	574	15,067	(10,129)			4,938
NALEO 7-1-19 - 6-30-20	Edu	606	21,044	(11,417)			9,627
Orange Cnty/TK Foundation 8/01/19 -7/31/20	U4T	430	57,910	(31,527)			26,383
Salah 1/1/20 to 12/31/20		516	100,000	(25,000)			75,000
Susie & Alan Levan Family Foundation 5-1-20 - 4-30-21	Dev	010	25,000	-			25,000
Susie & Alan Levan Family Foundation 5-1-21 - 4-30-22	Dev	010	25,000	-			25,000
Susie & Alan Levan Family Foundation 5-1-22 - 4-30-23	Dev	010	25,000	-			25,000
TJMF - 9-01-18 - 8-31-21	Admin	000	334,255	(12,996)			321,259
Unidos - RICO 9-1-19 - 8-31-2020	PB	537	59,738	(23,137)			36,601
			2,347,649	(481,429)	-	-	1,866,220

New 2020
TR Grants

Added in 2020	AREA	CC					
Citi Entrepreneurship 2-2020 to 2-2021	CWF	326			80,000	(10,162)	69,838
United Way COVID 19 Emergency Relief	EF	331			30,000	(791)	29,209
Moran COVID 19 Emergency Relief	EF	330			100,000		100,000
Unidos COVID 19 Emergency Relief	EF	332			8,000		8,000
							-
							-
							-
							-
							-
					218,000	(10,953)	207,047

TOTAL

\$ 2,347,649 \$ (481,429) \$ 218,000 \$ (10,953) \$ 2,073,266

Satisfaction of Time Restrictions **(274,384)**

HISPANIC UNITY OF FLORIDA, INC.							
STATEMENT OF ACTIVITIES - TOTAL							
FOR THE THREE MONTHS ENDED MARCH 31, 2020							
	Month	Month	Over	Year to Date	Year to Date	Over	
	Actual	Budget	(Under)	Actual	Budget	(Under)	
Revenues							
Donations - UNR	\$ 20,023	\$ 25,142	(5,119)	\$ 89,831	\$ 75,427	14,404	\$25K from HG Charitable, \$20K from Memorial Health, \$8K from TIAA Bank, \$3K from FAU, and \$34K from Individuals
Donations - TR	77,951	29,250	48,701	181,504	217,755	(36,251)	\$100K from Moran COVID, \$80K from Citi Entrepreneurship, \$8K Unidos COVID, \$12K NAC, \$25K PWC Learning Caf�, \$20K UNIDOS Housing and accruals of (\$66K)
Satisfaction of Restrictions	(3,305)	113,802	(117,107)	274,384	298,452	(24,068)	Certain Grants like Zuckerberg didn't start in January as originally expected
Fundraising Events	5,000	0	5,000	22,500	0	22,500	
Grant Income	279,952	250,573	29,379	853,706	752,718	100,988	
Interest Income	324	1,100	(776)	2,074	3,300	(1,226)	
Rental Income	4,182	4,196	(14)	12,546	12,588	(42)	
Voluntary Pre-K	3,998	3,551	447	12,431	10,653	1,778	
Fees & Miscell Income	29,258	19,252	10,006	83,208	57,756	25,452	
InKind - Services/Goods	0	0	0	0	0	0	
Total Revenues	417,383	446,866	(29,483)	1,532,184	1,428,649	103,535	
Expenses							
Salaries and benefits	353,828	355,711	(1,883)	1,117,713	1,058,064	59,649	Budget timing error to be corrected in April
Advertising	675	1,910	(1,235)	1,280	5,731	(4,451)	
Bank service charges	924	717	207	3,711	2,151	1,560	
Building repairs/maint	25,573	17,778	7,795	57,644	53,334	4,310	
Depreciation	13,210	13,496	(286)	39,623	40,490	(867)	
Dues Subscriptions	2,972	1,538	1,434	3,785	4,614	(829)	
Information Technology	17,161	13,174	3,987	30,760	39,518	(8,758)	
InKind - Goods/Services	0	0	0	0	0	0	
Insurance	4,298	4,583	(285)	12,793	13,747	(954)	
Interest expense	4,409	5,751	(1,342)	13,482	17,253	(3,771)	
Licenses and permits	0	96	(96)	61	288	(227)	
Mileage reimbursement	1,456	4,353	(2,897)	7,904	13,056	(5,152)	
Miscellaneous	10	(9)	19	(11)	(6)	(5)	
Office expense	5,269	5,188	81	15,492	15,562	(70)	
Postage and shipping	551	483	68	1,724	1,450	274	
Printing	6,629	5,246	1,383	18,040	14,988	3,052	
Professional fees	10,582	19,457	(8,875)	42,485	58,369	(15,884)	
Program expenses	15,728	28,977	(13,249)	71,037	86,940	(15,903)	
Public relations	39	1,250	(1,211)	1,161	3,750	(2,589)	
Rent	2,180	2,309	(129)	7,557	6,926	631	
Software	0	292	(292)	0	876	(876)	
Special fundraising events	0	2,104	(2,104)	0	6,312	(6,312)	
Staff events/meetings	64	750	(686)	784	2,250	(1,466)	
Staff training and development	330	5,028	(4,698)	3,729	15,083	(11,354)	
Telephone	9,841	7,980	1,861	28,467	23,941	4,526	
Utilities	2,242	2,000	242	6,609	6,000	609	
Total Expenses	477,971	500,162	(22,191)	1,485,830	1,490,687	(4,857)	
Increase (Decrease) in UNR Assets	(\$ 60,588)	(\$ 53,296)	(7,292)	\$ 46,354	(\$ 62,038)	108,392	
			Programs	\$ 182,743			
			Support	\$ (136,389)			
			Total	\$ 46,354			

TJMF Actual through March 31, 2020

TJMF* Capacity Building & Program Development Reserve Fund (the "Reserve Fund")

	Total To Date	
Citizenship Fundraising Match	\$ 25,000	
The Non-Profit Assistance Center	\$ 90,240	CPA - Finance Area
Incremental Salaries	\$ 40,593	Incremental Salary Increases through March 31, 2020
		Recruitor - Director Marketing, Assoc
National Executive (HR recruiting)	\$ 10,084	Director - Finance, CFO -
Missing Link (HR consultanting co)	\$ 12,825	Consultant - Human Resources
	\$ 178,741	Actual Through March 31, 2020
	\$ 321,259	Grant Balance as of March 31, 2020
2020 Salaries - Committed	\$ 40,416	Remaining Commitment 2020
2021 Salaries - Committed	\$ 55,014	Commitment 2021
Finance Salaries 2019-2021	\$ 95,431	
Total Spent & Committed as of Dec 31, 2019	\$ 274,172	
Original Budget (Must be spent by 2023)	500,000	
Remaining Dollars	\$ 225,828	

Funds must be used by 2023

\$250,000 Mission / Opportunities \$ 250,000.00

			Raised from
Citizenship Fundraising Match	\$ 25,000.00	\$ 87,000.00	Peace Love HUF Campaign
	\$ 25,000.00		

\$250,000 capacity building \$ 250,000

The Non-Profit Assistance Center	\$ 90,240		CPA - Finance Area
Incremental Salaries	\$ 40,593		Incremental Salary Increases
			Recruitor - Director Marketing, Assoc
National Executive	\$ 10,084		Director - Finance, CFO - Finance
Missing Link	\$ 12,825		Consultant - Human Resources
Finance Salaries 2019-2021	\$ 95,431		Committed Salaries not yet spent
	\$ 249,172		

Uncommitted Balance

Balance	\$ 500,000	\$ 274,172	\$ 225,828
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Hispanic Unity Finance Committee Meeting

April 16, 2020

Attendance:

6 members present – Ms. Pfister, Mr. Nazur, Ms. Pena, Mr. Karlen, Mr. Bacher, and Mr. Tatelbaum

0 members excused –

7 non-voting members present –Mr. McGuire, Ms. Cielo, Ms. Rodriguez, Ms. Furer, Mr. Pinzon, Ms. Wilson and Ms. Bacallao,

1 non-voting members excused – Ninah Saavedra

Open Meeting –Ms. Pfister

8:30am

SBA/ CARES Act / PPP discussion - Virginia Cielo

HUF has been working on applying for the PPP loan. Ms. Cielo will submit on Ms. Bacallao's behalf. At this point HUF has gathered all information and is still waiting to get the final link to apply from BB&T/Truist. *(Changed after April 14 when Finance Committee & Executive Committee agreed HUF should apply through WoodForest National Bank. Josie Bacallao completed and signed the application and supporting documents. Virginia Cielo submitted the required financial schedules and information.)*

Cash Flow - Ms. Cielo

Ms. Cielo said with reference to the below totals, we had originally projected \$302k but bottom line will be closer to \$345k. To assist with the cash flow model, Ms. Cielo is placing the Covid-19 emergency money in TR and releasing it as it's spent to smooth out operating cash flow and to have an easy way to reconcile to the program log.

Working on increasing internal reserves using a negotiated discount from AT&T, Chase points and annual workers comp credit from \$52K to \$65K. See below pink section.

Draft #6 - Cash Projection

CASH FLOW TEMPLATE

4/1 to 4/30

Operating Accounts Summary Information

Newly Projected Operating Cash at the end of April 2020	\$	345,000	
Originally Projected Cash Revised	\$	302,727	projected
	\$	42,273	Under Projection

Note: No payments to decrease LOC \$317K

Reserve (Building etc)	52,486.55	
Plus credit on Stmt	6,435.00	Chase cashed in points
Plus credit on Stmt	2,951.00	ATT - reimb of overage
Plus workers comp reimb	3,181.00	Workers Comp Reimb
	65,053.55	Increased to \$65K

With the new billing methods at CSC, it is difficult to project too far out. Ms. Cielo is attempting to determine the time period for CSC to reimburse HUF.

Ms. Pfister, Ms. Pena and Mr. Tatelbaum agreed that we should draw down the line of credit balance because we may need it. Mr. Tatelbaum said it is like insurance that it would be there if we draw it down, as many of his clients are doing so. Ms. Bacallao asked when would a payment be due? Ms. Cielo said she would start paying it down a few months before December 2020.

The committee and staff determined that instead of advancing the maximum, that HUF should leave \$30K in case they need this to secure the same-day ACH transfers needed by their clients for emergency relief.

Motion: Emma Pfister moved to draw down the line to a balance \$470K of the \$500K maximum. Scott Karlen seconded the motion. The motion passed.

Mr Nazur asked if our summer programs will still happen this summer. Felipe Pinzon shared if there is no summer program, we will have some swaps of staff but expenses would be covered.

HUF Health Insurance Renewal - Ms. Cielo

The analysis was received yesterday by Ms. Cielo. She will need additional time to analyze and compare the proposals. She will email out to committee this week once she has further compiled and analyzed. This policy renews on June 1st and will need to be decided upon this month to share with employees in May. Noted also that the easiest avenue to pursue is to stay with Florida Blue but important to look at the numbers.

2019 Financials Schedule - Virginia Cielo

See the calendar schedule attached.

Mr. Nazur suggested doing a generic footnote for Covid-19 instead of an entire plan for proving HUF is a going concern. Deborah suggested doing something more in depth with 12 month projections and offered to assist Virginia to review agreement clauses.

Executive Session

9:05am

Hispanic Unity Finance Committee Meeting

Special Meeting: Unity 4Kids

April 30, 2020

Attendance:

6 members present – Ms. Pfister, Mr. Nazur, Ms. Pena, Mr. Karlen, Mr. Bacher, and Mr. Tatelbaum

0 members excused –

4 non-voting members present –Ms. Rodriguez, Ms. Cielo, Mr. Pinzon and Ms. Bacallao

Open Meeting –Ms. Pfister

8:30am

HUF staff requested this special finance committee meeting to discuss HUF's early learning center, Unity 4Kids (U4K). Specifically, the discussion was on its financial loss for the year and to determine its future.

NOTE: As was presented during the budget workshop, the program was expected to experience a loss in 2020 of \$80K for the year. The pandemic and subsequent closure of the program (and uncertainty of its reopening date) led HUF staff to request the meeting with the finance committees.

Background

The early learning center and its predecessor, a childcare center, have always been a mission-investment for the organization and have always operated at a loss. It has never broken even or generated a profit.

Options Explored

Staff also researched and modeled scaling of the program. It would simply increase the loss. HUF team also explored and modeled several scenarios where the program would merge with other providers. All generated losses with the additional complexity of a partnership.

The increase in the loss is due to the agency's growth. As HUF has grown, so has its shared expenses. For this program, the annual shared expenses in 2020 will be **\$93,000**. Even if the program closes, HUF will need to absorb those expenses in either other programs or as a bottom line loss.

The following comments were made during the discussion:

1. The preschool is the "face" of HUF; its our identify, our brand.
2. It is nationally accredited.
3. If we no longer have the program we must find a new way to promote the organization. The children have are HUF's marketing "face" as they represent families and the future.
4. We need to create an ongoing annual fundraiser for this particular program to minimize the losses.
5. One of HUF's major donors and a donor to this program indicated to HUF that as long as HUF ran the program, their family would support the program. The donor suggested that

board should consider retaining U4K, even as a loss, as it is mission-based. He noted, as do, other nonprofits including universities.

Options

HUF team presented several scenarios for the remainder of 2020 and an annualized budget/P&L for 2021. **(See attached)**

Scenario 1: 2020 – *Reopen in September* (along with BCPS) with **10 children** (current CDC social distancing guidance is lifted by that time).

Loss: \$108,000-\$133,000 (depending on two pending funding requests)

Scenario 2: 2020 – *Reopen in September* (along with BCPS) with **15 children** (current CDC social distancing guidance is lifted by that time).

Loss: \$99,000-\$124,000 (depending on two pending funding requests)

Scenario 3: Close the program

Loss: \$87,000

3 Scenarios Comparison	Worse Case Net	Best Case Net
1. Re-open - 10 children	\$ (133,191)	\$ (108,191)
2. Re-open - 15 children	\$ (124,128)	\$ (99,128)
3. Close program	\$ (86,729)	

Looking Forward: 2021

Serve **20 children**

Loss: (\$63,000) Assumptions: 1. same level of financial support; 2. Parents able to make full weekly payments and; 3. VPK reimbursements continue from Florida

The discussion concluded with all the finance committee members recommending that the U4K program should continue throughout 2020, although at a loss. The decision will be revisited during the 2021 budget review.

Motion

Arnold Nazur moved to keep the mission-centered Unity4 Kids program open through 2020. HUF will financially support the program through the use of PPP funds for payroll and other expenses as allowed by law. John Guerrero provided the second. The item passed unanimously.

Emma Pfister suggested that HUF launch a U4K fundraising effort.

Unity 4Kids Preschool

2020 & 2021 Scenarios

Prepared by LFP

Scenario 1: Re-open in Sept. with only 10 children vs 20

Assumptions

BCPS Open and children return to schools by the end of August
 Due to social distancing guidelines HUF serves ONLY 10 children - 10 fewer
 25% of families will have challenges paying on time or paying at all
 Kenny Tate donates \$25K in 2020 vs. 2021 as a matching grant

Expenses	
	76,954 Direct Expenses January through May
	107,735 Direct Expenses June through Dec
	(10,000) Allocation change - estimated Salary for Yonela Carusi & Iris Hodson (decrease by 100% for a few months & 25% for remainder of yr.)
	(15,649) Savings due to an open teacher aid position - 6 months
\$	93,525 Indirect/Shared Expenses Jan through Dec
\$	(5,000) \$1K in savings for maintenance March-July due to program closure
\$	247,566 Total Expenses
Revenues	
\$	36,250 Client fees/VPK Jan-March
\$	18,125 Clients fees/VPK Sept-Dec ---- 10 children / 25% reduction in fees
\$	25,000 Donations: Kenny Tate (\$15K), Mr. Ansin (\$10K)
\$	35,000 Grants: AD Henderson Foundation (\$35K)
\$	114,375 Total Revenues
\$	(133,191) Total Net
\$	25,000 TBD: Kenny Tate \$25K in 2020 (Possible 10K match using Ansin's donation)
\$	(108,191) Total Net

Scenario 2: Open in Sept. with only 15 children vs 20

Assumptions

BCPS resume activities - children return to schools by the end of August
 Due to social distancing guidelines HUF ONLY serves 15 children - 5 less
 25% of families will have challenges paying on time or paying at all
 Kenny Tate donates \$25K in 2020 vs. 2021 as a matching grant

Expenses	
	76,954 Direct Expenses January through May
	107,735 Direct Expenses June through Dec
	(10,000) Allocation change - estimated Salary for Yonela Carusi & Iris Hodson (decrease by 100% for a few months & 25% for remainder of yr.)
	(15,649) Savings due to an open teacher aid position - 6 months
\$	93,525 Indirect/Shared Expenses Jan through Dec
\$	(5,000) \$1K in savings for maintenance March-July due to program closure
\$	247,566 Total Expenses
Revenues	
\$	36,250 Client fees/VPK Jan-March
\$	27,188 Clients fees/VPK Sept-Dec ---- 10 children / 25% reduction in fees
\$	25,000 Donations: Kenny Tate (\$15K), Mr. Ansin (\$10K)
\$	35,000 Grants: AD Henderson Foundation (\$35K)
\$	123,438 Total Revenues
\$	(124,128) Total Net
\$	25,000 TBD: Kenny Tate \$25K in 2020 (Possible 10K match using Ansin's donation)
\$	(99,128) Total Net

Scenario 3: Close the Program in June

Assumptions

Agency closes program

HUF needs to return \$15K in grant funding

Expenses	
\$	76,954 Direct Expenses January through May
\$	38,969 Indirect/Shared Expenses January through May
\$	49,556 Indirect/Shared Expenses Jun through Dec HUF will have to absorb
\$	165,479 Total Expenses
Revenues	
\$	36,250 Client fees/VPK Jan-March
\$	25,000 Donations: Kenny Tate (\$15K), Mr. Ansin (\$10K)
\$	17,500 Grants: AD Henderson Foundation (\$35K)
\$	78,750 Total Revenues
\$	(86,729) Total Net

	Net		
1. Re-open - 10 children	\$ (133,191)	10 children	\$(108,191)
2. Re-open - 15 children	\$ (124,128)	15 children	\$ (99,128)
3. Close program	\$ (86,729)		

Difference between best (#3) and worst (#1)	\$ 46,462
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Then FY 2021

Best Case Scenario: Open all year round with 20 children

Assumptions

Open all year round

Program is at full capacity - serves 20 children

Parents are able to pay

Kenny Tate confirms funding for 2021

Agency secures additional funding

Expenses	
\$	184,689 Direct Expenses January through May
\$	93,525 Indirect/Shared Expenses Jan through Dec
\$	278,214 Total Expenses
Revenues	
\$	145,000 Client fees/VPK Jan-March
\$	25,000 Donations: Kenny Tate (\$25K)
\$	45,000 Grants: AD Henderson Foundation (\$35K); COH (\$10K)
\$	215,000 Total Revenues
\$	(63,214) Total Net



Governance Committee Meeting Minutes May 1, 2020 (Zoom Meeting)

Present on Conference Call Meeting:

Steve Sampier, Angie Stone, Lucia Rodriguez, Tony Abbate, Jorge DeApodaca, Melida Akiti, Christina Paradowski, Josie Bacallao and Felina Rosales-Furer

Excused:

Maria Elena Ferrer and Barbara Grevior

Next Steps/Action Items:

1. Angie Stone and Tony Abbate will connect to further understand usage of Office 365 teams.
2. Josie Bacallao will ask Kathy Gallego to go through videos to see if anything we have would suffice for a virtual board orientation.
3. Tony Abbate offered to create a new board member guide.
4. Josie shared we can upload all of the documents to the portal and use the website instead of the large pdf book for orientations.
5. Angie Stone will compile a first quarter report then perhaps do a second quarter update on Governance onboarding updates and changes.
6. Angie and Lucia will work together to further recruit new board members. Make the intro, have them fill out the data sheet, etc.
7. Steve Sampier will reach out to Suzie Levan to further cultivate her as a potential board member.

Discussions:

1. Opening Comments and Updates

Steve Sampier, shared Maritza Alvarez has been added to the Board. Rolando Garcia will be leaving Board in the near future.

2. Approval of March 2020 Minutes

Motion to approve minutes by Christina Paradowski. A second made by Jorge DeApodaca. The motion passed.

3. Impact of Corona Virus on Governance

- a) Board Commitments. Angie Stone shared she is working on making changes to assist staff and make the process more efficient. A few modifications to make obligations virtual. Josie Bacallao shared HUF will be converting to Office 365 and will utilize "Teams" moving forward. Angie Stone and Tony Abbate will connect to further understand usage, etc. Angie asked if there was a way for a virtual tour to be worked on. Angie suggested we could put on the website and for future prospective board members. Josie will ask Kathy Gallego to go through videos to see if anything we have would work to accomplish the goal of introducing HUF, its programs and culture to potential board members. Melida Akiti shared HUF's existing videos should be used, as the building is not the story. Tony said maybe the commitments would be completing the "binder" going through the board website. He is willing to create a guide. He thinks we should be more solution focused verse causing more work. Mission immersion is very important as this connects people to HUF. In the future, one would be able to drop into a Zoom Citizenship program to fulfill board program immersion. Steve said the board members should take on the empowerment tours via zoom and introduce new people to HUF. Josie said she could have private zoom meetings to also introduce HUF to new people. Melida said the Board does not need to create more work for staff as they are pivoting how business is currently done. Not the time to create anything new. It was suggested Angie will compile a first quarter report then perhaps do a second quarter update. Tony suggested having meetings to connect a group or an affinity group. Lucia Rodriguez is concerned about onboarding Maritza Alvarez and how else does she further recruit people to the board without a tour? Angie suggested having meetings via zoom. Josie shared we could upload all of the documents on the portal and use the website instead of the current



large pdf board book. Tony suggested the board should assist with mentoring new board members and move away from staff doing the heavy lifting.

- b) Josie edited the new board member orientation onboarding meeting agenda with the committee based on their input.
- c) Angie and Lucia will work together to recruit. Make the intro, have them fill out the data sheet. Tony suggested having a board mini social via a zoom meeting and to send pastilitos to the person who they are recruiting.
- d) Board Recruitment. Jorge DeApodaca will share his interest in rejoining the board, next month. He was a past board member and has offered to be on the Governance committee. Steve Sampier will reach out to Suzie Levan to further cultivate her. Tony shared his wife is also friends with her. There are three slots left to fill on the board. Josie indicated there remains a need for someone with a technology background, an attorney and marketing.
- e) Other Business/Updates if Available. Steve said, in the future there will need to be a discussion about the board retreat

Next Meeting:

Friday, June 5, 2020 @9am

**Public Policy & Advocacy Committee Meeting Minutes
May 8, 2020—Zoom Meeting**

Present:

Dr. Rolando Garcia, Megan Turetsky, Carolina Cardozo, Heather Davidson, Robbie Holroyd, Dr. Maria Bernal, Dan Schevis, Commissioner Dick Blattner, Josie Bacallao, Otto Valenzuela and Felina Rosales-Furer

Excused:

Daphnee Sainvil and Commissioner Julie Fishman

Next Steps/Action Items:

- 1) Josie Bacallao will email the committee the UnidosUS letter (HUF has signed on) so the committee may review. (Sent.)
- 2) Josie Bacallao will reach out to Donna Biederman (City of Hollywood) and her team to have further discussions on first time home owner program. (Email to staff sent)

Discussions

1) People

- Welcome to Dr. Maria Bernal to the Advocacy committee
- Congratulations to Dr. Rolando Garcia NHCC President (North Hennepin Community College, Minnesota). Lucia Rodriguez congratulated Rolando on his new position.
- Lucia Rodriguez shared Carolina Cardozo, has been named the new Advocacy Co-Chair with Dan Schevis.
- Welcome to Otayme “Otto” Valenzuela 2020/2021 Fellow, Public Policy & Advocacy. Lucia welcomed Otto to his new position.

2) Approve Jan 2020 Meeting Minutes

Motion: Dan Schevis motioned to approve. Commissioner Blattner provided the second. The motion passed.

3) 2020 Fla Legislative Session & What’s to Come

HUF is working on getting an early reading on the state level of what might happen going forward. We agreed to be co-signers with UnidosUS to ask for a summer session, to ask that Latinos and immigrants be included in decisions.

Robbie Holroyd shared there have only been about 10 bills to be signed by Governor DeSantis, as he has asked for a pause due to Covid-19. There looks like there is a strong push not to have a summer budget session. There is concern about how monies will be distributed and allocated. Reduced sales tax is a hot topic. A lot of concern about the “hit” to education Strong push to keep funding level at par going forward, also strong push for federal funds to close a potential gap. Heather Davidson shared there is a large commitment to support the Sadowski Trust, state employee salaries, there will be vetos for large line item requests. Commissioner Blattner believes everything will be back on the table.

Sadowski was fully funded in previous budget, less of an appetite to leverage local funding but there are substantial concerns about affordable housing in the future. Robbie shared education is looking at more blended education session, goal is that schools will open in Fall, but with possible second wave of Covid 19 it will look very different when school goes back in session.

Megan Turetsky shared that on a lot of issues it is too early to tell. On the budget front, we need to continue to pay attention.

Maria Bernal shared that the uncertainty is felt at Broward College too, they are using more remote learning and are moving to online learning. Virtual education environment, enrollment has gone down. When it comes to the Fall there are discussions but a lot of uncertainty. Assistance is only being given to those who completed their FASFA. Many students now do not have jobs so hope the CARE acts becomes more robust. Rolando shared there are more costs associated with remote learning that have not been offset. He shared it is evident colleges offer many other resources such as food, mental health, etc. Rolando hopes legislature will include community colleges as well. Broward College is down 27% down enrollment for Summer. A portion of students at Broward College are withdrawing and asking for a refund; they didn't register for online classes.

Rolando shared there may be an online, remote and a face to face session for the same course by the same teacher. Difficult for some faculty providing all three versions.

4) Brief Census 2020 Update

Otto Valenzuela shared Census pushed up to October. No date yet at when enumerators will go house to house. Only about 50% Broward County have responded, with Covid 19 this has many response rates difficult. HUF partnered with Broward County ESOL classes along with our in house Citizenship and reached 3k individuals. HUF had a huge digital push April 1st. HUF is still leading the Counties Cultural Committee.

5) Policy/Advocacy Work May-Dec 2020

- On-boarding Otto. Josie and Otto will be meeting weekly to plan & strategize.
- Identifying Covid-19 Policies at state/federal levels will be a priority. Chan Zuckerberg grant focus is on immigration & immigrant issues with focus on creating and strengthening relationships on both "sides of the aisle". This will be Otto's focus.
- Children of Immigrant Families – Another focus will be formalizing this coalition (goals, membership, steering committee, MOU's), establishing key goals and policy platform and creating plan to advocate as a group. This is a committee that Otto will take a leadership role now to assist Josie. There is a short list for a Steering committee and as it needs to be strategic.

Josie will email the committee the UnidosUS letter (HUF has signed on) so the committee can review. Latinos are also very hard hit in communities just like the Black community. The letter asks for allowances, and expansion of policies and provides recommendations regarding health, language, economic concerns, public benefits, moratorium on evictions and foreclosures, rules for payday learning, prioritizing early education, this is also an opportunity to fix some systemic issues. The letter will go to the Governor, leadership and the Broward delegation on HUF's letterhead. Robbie shared important to focus on immediate need as well as, fix systemic changes that have now been brought out to the light due to Covid 19.

Josie asked the committee to please have one on one's with Otto for advice, do's and don'ts as well as, introductions. Thank you in advance!

City of Hollywood had over \$10 million dollars that is has to distribute for Housing Commissioner Blattner shared. Josie said HUF is utilizing this program for our clients to buy homes, first time home owner credits, etc. He believes in the future it will be difficult to spend that money. He asked that Josie reach out to Donna Biederman and her team to have further discussions. Josie offered HUF will promote too.

Next Meeting: Friday, June 12, 2020

TJMF Actual through December 31, 2019

TJMF* Capacity Building & Program Development Reserve Fund (the "Reserve Fund")

	Total To Date		
Citizenship Fundraising Match	\$ 25,000		
The Non-Profit Assistance Center	\$ 90,240	CPA - Finance Area	
Incremental Salaries	\$ 27,596	Incremental Salary Increases through December 2019	
		Recruitor - Director	
		Marketing, Assoc	
National Executive	\$ 10,084	Director - Finance, CFO -	
Missing Link	\$ 12,825	Consultant - Human Resources	
	\$ 165,745	Actual through Aug Projected to Dec 31, 2019	
2019 Salaries - Committed In Total	\$ -	Remaining Commitment 2019 Nov and December	
2020 Salaries - Committed	\$ 53,412		
2021 Salaries - Committed	\$ 55,014		
Finance Salaries 2019-2021	<u>\$ 83,124</u>		
			Cash Balance at Year End should be
Total Spent & Committed as of Dec 31, 2019	\$ 248,868		\$ 334,255
Original Budget (Must be spent by 2023)	500,000		
Remaining Dollars	\$ 251,132		

Funds must be used by 2023

\$375,000 Mission / Opportunities	\$ 375,000.00		
Citizenship Fundraising Match	\$ 25,000.00	\$ 87,000.00	Raised from Peace Love HUF Campaign
	<u>\$ 25,000.00</u>		
 \$125,000 capacity building	 \$ 125,000		
The Non-Profit Assistance Center	\$ 90,240	CPA - Finance Area	
Incremental Salaries	\$ 27,596	Incremental Salary Increases	
National Executive	\$ 10,084	Recruitor - Director Marketing, Assoc Director - Finance, CFO - Finance	
Missing Link	\$ 12,825	Consultant - Human Resources	
Finance Salaries 2019-2021	\$ 83,124	Committed Salaries not yet spent	
	<u>\$ 223,868</u>		
 Balance	 \$ 500,000	 \$ 248,868	 \$ 251,132

April 20, 2020

TO: Finance Committee Members
RE: Employee Health Insurance Options for 2020-2021
PREPARED BY: V. Cielo

The BC/CS proposal is a 5% increase in monthly premiums for each of the 3 BC/BS's plans.

1. Our loss ratio for the 19-20 premium period with BC/BS was in excess 200%, the projected goal for most carriers is about 80%.
The losses included:
 - a) A blood cancer case;
 - b) Multiple HIV cases;
 - c) Chronic heart conditions; and
 - d) Several back and neck surgeries.BC/BS is anticipating that in this current year will NOT encounter the same results as this past year.
2. Overall we have received excellent service from BC/BS with no complaints that we are aware of from the employees and have not encountered any invoicing problems as we did in past years with other carriers. HUF pays the entire invoice before or on the due date of the 1st of each month.
3. The advantages of continuing with BC/BS:
 - a) With United Healthcare, the employee will have an increased of out of pocket expense/maximum;
 - b) United Healthcare would require the employees to choose between multiple networks to determine their costs which could possibly add to confusion especially since this year's meeting will be remote;
 - c) UH and Humana rates could change based on actual enrollment if any employees make decisions different that the census submitted. Our BC renewal rates will not change based on election of the employees (adding / dropping dependents, or enrolling or dropping coverage, etc.)
 - d) The Humana plans offered would increase the premium costs to both HUF and to the employee as well as increasing the medical costs for the employee.
4. The transition into the current period beginning on June 1, 2020 will be seamless for the employees. Particularly if there are no changes from the employees. This insures no problems with physician appointments and continuing with Rx coverage.
5. An analysis of whether to pay all of the (or a partial) increase in the rates is attached for the committee's review.

Recommendation by HUF senior staff:

1. Remain with Blue Cross/Blue Shield (Florida Blue) for the 2020/2021 period.
2. HUF would cover all of the 50% increases by using the funds from COVID-19 Emergency funding from The Jim Moran Foundation. The total would be \$15,402 from June 1, 2020 – May 31, 2021

TOTAL ADDTL TO 2020	\$8,984.28	
TOTAL ADDTL TO 2021	\$6,417.34	
TOTAL	\$15,401.62	FOR PREMIUM PERIOD 6-1-20 to 5-31-21

Employee Health Insurance Analysis

Payment of 5% Increase in Premium by BC/BS

	Prev 19-20	Annual	Per Pay Period	% HUF Paid
25 Employees	390.56	4,686.72	180.26	100%
Employees Portion	120.56	1,446.72	55.64	31%
HUF's Contribution	270.00	3,240.00	124.62	69%

7 Employees	455.83	5,469.96	210.38	100%
Employees Portion	185.83	2,229.96	85.77	41%
HUF's Contribution	270.00	3,240.00	124.62	59%

7 Employees	517.43	6,209.16	238.81	100%
Employees Portion	247.43	2,969.16	114.20	48%
HUF's Contribution	270.00	3,240.00	124.62	52%

New 20-21	Annual	Per Pay Period	If no change, % HUF Now Pays	If HUF Pays for Incr	If HUF Pays for Incr, % HUF covers	Incr Per Pay Period 20-21
410.00	4,920.00	189.23	100%	189.23	100%	
140.00	1,680.00	64.62	34%	73.59	39%	8.97
270.00	3,240.00	124.62	66%	115.65	61%	

477.70	5,732.40	220.48	100%	220.48	100%	
207.70	2,492.40	95.86	43%	105.96	48%	10.09
270.00	3,240.00	124.62	57%	114.52	52%	

542.40	6,508.80	250.34	100%	250.34	100%	
272.40	3,268.80	125.72	50%	137.25	55%	11.52
270.00	3,240.00	124.62	50%	113.09	45%	

If HUF covers \$9 increase for 25 employees:

Incr per pay period	\$ 9.00
# of employees	25.00
Per Pay Period - HUF	225.00
Per Year - HUF	5,850.00
Jun to Dec HUF 7mos	\$ 3,412.50

If HUF covers \$10 increase for 17 employees:

Incr per pay period	\$ 10.09
# of employees	17.00
Per Pay Period - HUF	171.53
Per Year - HUF	4,459.78
Jun to Dec HUF 7mos	\$ 2,601.54

If HUF covers \$12 increase for 17 employees:

Incr per pay period	\$ 11.52
# of employees	17.00
Per Pay Period - HUF	195.84
Per Year - HUF	5,091.84
Jun to Dec HUF 7mos	\$ 2,970.24

TOTAL ADDTL TO 2020 \$ 8,984.28

TOTAL ADDTL TO 2021 \$ 6,417.34

TOTAL \$ 15,401.62 FOR PREMIUM PERIOD 6-1-20 to 5-31-21

(Bacallao sent to EC on 4/21/20)

Please [sign-on to the letter of organizational support for HEAA](#) by COB Wednesday, April 22 and encourage your community partners to do the same.

Below is the text of the sign-on letter:

Join Congressman Jesús "Chuy" García as an Original Cosponsor of the Health Equity and Accountability Act of 2020

Dear Member of Congress:

As organizations committed to achieving health equity, we ask that you join Congressman Jesús "Chuy" García and sign on as an original co-sponsor of the Health Equity and Accountability Act (HEAA) of 2020.

As the nation continues to grapple with the coronavirus disease 2019 (COVID-19), reports show that low-income communities of color are disproportionately impacted. The pandemic has exposed long-standing racial and ethnic health disparities that we have sought to eliminate for decades, including:

- Black adults are 60% more likely than White adults to be diagnosed with diabetes.
- Adults living with a disability are more likely to have cardiovascular (heart) disease.
- Nearly six in 10 Latino adults are unable to communicate with their doctors due to language barriers.
- Black women are three to four times more likely to experience a pregnancy-related death than White women.
- Asian Americans comprise 60% of the U.S. population living with Hepatitis B.
- 45% of undocumented adult immigrants are uninsured, compared to 8% of citizens.

That is why it is imperative that we work together to advance inclusive policies like HEAA to eliminate barriers to coverage, expand access to affordable health care and target investments that strengthen the health care system so that it works for all, especially for individuals living at the intersections, in order to eliminate health disparities.

HEAA is the only legislation that directly addresses the intersections of health disparities and immigration status, age, disability, sex, gender, sexual orientation, gender identity and expression, language, and socio-economic status. Since the 108th Congress, HEAA has provided

policymakers with a comprehensive set of smart, strategic policy solutions designed to eliminate racial and ethnic health disparities. Since then, the Congressional Tri-Caucus, comprised of the Congressional Asian Pacific American Caucus (CAPAC), the Congressional Black Caucus (CBC), and the Congressional Hispanic Caucus (CHC) has led the reintroduction of HEAA every Congress. For the 116th Congress, the CHC is the lead for the bill's introduction and Congressman Jesús "Chuy" García is the lead sponsor.

HEAA provides Congress with a comprehensive blueprint of policy solutions that are designed to respond to ongoing threats against the health and well-being of communities that experience health disparities, build on the coverage gains made under the Affordable Care Act (ACA), and ensure access to quality, affordable health care for all.

As we collectively work to respond to today's unprecedented public health and economic crises, HEAA serves as a timely and strategic approach for Congress to champion. Since the 108th Congress, HEAA has received widespread support from more than 300 health advocacy organizations and more than 150 members of Congress. For these reasons, we ask that you join Congressman Jesús "Chuy" García and sign on as an original co-sponsor for HEAA this Congress.

Thank you for your leadership and commitment to achieving health equity for all.

Sincerely,

National Organizations (original signers listed below)

UnidosUS
Community Catalyst
National Health Law Program (NHeLP)

State and Local Organizations

April 17, 2020

Dear Speaker Pelosi, Leader McConnell, Leader Schumer, and Leader McCarthy:

As organizations that serve, represent, and advocate on behalf of children, youth, and families, we thank you for bringing much-needed relief to U.S. families by passing the *Coronavirus Aid, Relief, and Economic Security (CARES) Act*. There is more to be done to ensure that all children and families are able to weather the storm ahead.

As the nation navigates this public health and economic crisis, it is essential we ensure that all families are able to access the support they need to stay healthy and make ends meet. While the CARES Act was a strong start, we are deeply concerned that children in mixed-immigration status families (those with both citizen and noncitizen members) have been excluded from critical relief. These children comprise one in four of all children in the United States, and the vast majority are U.S. citizens. It is simply unacceptable to leave them out of the COVID-19 response. Doing so will not only put more children at risk of falling into poverty but also greatly undermine our nation's ability to overcome this crisis.

If we have learned anything from the COVID-19 pandemic, it is that we are stronger together and that our individual well-being is connected to that of our neighbors, regardless of the color of their skin or where they come from. The pandemic has also reinforced the importance of ensuring that every child has access to health care, housing, and food and that their parents are able to protect and provide for them. Thus, we support the passage of a fourth COVID-19 relief package that includes the following provisions:

- **Ensuring everyone has access to health care, including expanding emergency Medicaid so that coronavirus testing and treatment is available to everyone in the United States.** Children need their parents to be healthy in order to care for them, and no child or youth should have to go without potentially life-saving treatment. We must ensure that all people--whether they are a Deferred Action for Childhood Arrivals (DACA) recipient, Temporary Protected Status (TPS) holder, lawful permanent resident (regardless of date of entry), or undocumented immigrant--is able to access health care.
- **Permitting tax-paying "mixed-status" families to qualify for CARES Act payments.** U.S. citizen children and spouses who live in mixed-status immigrant families were unfairly excluded from receiving CARES Act economic support. As a result, 5.1 million children, more than 80 percent of whom are U.S. citizens, will be denied financial support to help their parents keep a roof over their heads and put food on the table. We must address this exclusion in future COVID-19 legislation so that *all* working families have access to financial relief.
- **Automatically extending the work authorizations of DACA recipients and TPS holders.** Over 500,000 American children under the age of 18 have parents who rely on DACA or TPS in order to work. Many DACA and TPS recipients are employed in health care or service industries and are "essential workers" during this pandemic. Congress should automatically extend their work permits so that they can continue to

fill critical positions and care for their families without an expiration date hanging over their heads.

- **Suspending immigration enforcement actions, including arrests, detentions, and deportations.** No family should be deterred from seeking critical assistance due to fears of immigration enforcement, which could subject them to infection in detention facilities and separation from their families. Research shows that detention or deportation of a parent has harmful developmental and psychological effects on children. During this national emergency, it is essential that immigration enforcement actions cease, including in sensitive locations like hospitals and other health care settings, and that no additional funding is provided for immigrant detention and deportation.
- **Halting implementation of the public charge rules and related regulations.** The U.S. Department of Homeland Security and U.S. Department of State public charge rules have already resulted in eligible individuals and their children avoiding and disenrolling from critical health care and nutrition programs, out of fear that participation may compromise their immigration status. It is essential that these harmful regulations and others modeled in their likeness, like the Housing and Urban Development rule, which would restrict housing for mixed-immigration status families, are not implemented during a pandemic.
- **Ensuring all families have access to an adequate food supply.** Immigrants work hard on our nation's farms and in factories and restaurants. Without them, our food supply would be at risk. The least we can do is ensure that they can feed their families and that no child goes hungry, by expanding nutrition benefits like the Disaster Supplemental Nutrition Assistance Program (D-SNAP) and extending the Pandemic Electronic Benefit Transfer (P-EBT) program through the summer of 2020.
- **Providing vital public information in multiple languages.** Language barriers should not stand in the way of parents accessing information to help their families get through this crisis, and children should not be forced to translate such important matters. Public health, housing, employment, and assistance information must be provided in multiple languages so that everyone can get the information they need to stay healthy and prosper.

The extent to which we emerge from this crisis a stronger and more united nation will depend largely on advancing policies that reach all members of our community, including those who are most vulnerable. Children in immigrant families--like all our children--are critical to our collective future, and we simply cannot exclude them from COVID-19 relief efforts.

Respectfully,

National Organizations

Abriendo Puertas/ Opening Doors
All Our Kin
Alliance for Early Success
Alliance for Strong Families and Communities
American Academy of Pediatrics
American Association of Child and Adolescent Psychiatry
American Federation of Teachers
American Psychological Association
Bright by Text
Campaign for Youth Justice
Center for Disability Rights
Center for Law and Social Policy (CLASP)
Child Welfare League of America
Children's Defense Fund
Educare Lincoln
Educare Learning Network
First Focus on Children
Futures Without Violence
Healthy Teen Network
ImmSchools
InterReligious Task Force On Central America and Colombia
Justice for Migrant Women
Kids in Need of Defense
Legal Action Center
MALDEF
MomsRising
Montessori Public Policy Initiative
NAPAFASA
National Association for the Education of Young Children
National Association of Social Workers
National Crittenton
National Domestic Workers Alliance
National Education Association (NEA)
National Employment Law Project
National Justice for Our Neighbors
National Juvenile Justice Network
Next100
Partnership for America's Children
Santa Fe Dreamers Project
Society for Adolescent Health and Medicine

The Children's Partnership
The Education Trust
The Ounce of Prevention Fund
UNICEF USA
UnidosUS
United Migrant Opportunity Services/UMOS Inc.
United Parent Leaders Action Network (UPLAN)
United Way of Miami-Dade/Educare Miami
United We Dream
Young Center for Immigrant Children's Rights
ZERO TO THREE

State Organizations

AAP Colorado
Advocates for Children of NJ
Alabama Arise
Alianza NORCO, CO
Arizona Center for Economic Progress
Arizona Chapter of the American Academy of Pediatrics
Arkansas Advocates for Children and Families
Asian Pacific American Network of Oregon
Asian Resources, Inc., CA
California WIC Association
Californians Together
Campesinos Sin Fronteras, AZ
Center for Public Policy Priorities, TX
Central American Resource Center, Washington DC
Centro Campesino, FL
Centro Hispano de East TN
Child and Family Policy Center, IA
Child Care Resources, WA
Child Care Services Association, NC
Childhaven, WA
Children Now, CA
Children's Action Alliance, AZ
Children's Defense Fund - CA
Children's Defense Fund - OH
Children's Defense Fund - NY
Children's Defense Fund - MN
Children's Defense Fund -TX
Children's Defense Fund's Southern Regional Office - MS

Children's Institute - OR
Cleveland Jobs with Justice, OH
COALITION FOR ASIAN AMERICAN CHILDREN AND FAMILIES, NY
Coalition of Communities of Color (CCC), OR
Colorado Center on Law and Policy
Colorado Children's Campaign
Colorado Jewish ECE Initiative
Colorado Latino Leadership, Advocacy, & Research Organization (CLLARO)
Community Action Marin, CA
Con Mi MADRE, TX
Conexion Americas, TN
Congreso de Latinos Unidos, PA
CRLA Foundation, CA
Cypress Hills Local Development Corporation, NY
DC Action for Children
Dominico American Society of Queens, NY
Early Edge California
East Coast Migrant Head Start Project
Economic Opportunity Institute, WA
Edu-Futuro, VA
Educare California at Silicon Valley
Educare DC
Educare Seattle, WA
El Colegio High School, MN
El Pueblo, Inc., NC
Esperanza Health Centers, IL
First 5 California
First 5 LA, CA
Florida Chapter of American Academy of Pediatrics, Inc.
Foundation for Tacoma Students, WA
Gads Hill Center, IL
GEEARS: Georgia Early Education Alliance for Ready Students
Get Ready to Learn Kuna! Collaborative, ID
Greater Lawrence community Action Council, MA
Guadalupe Centers, MO
Gulf Coast Council of La Raza, TX
HANA Center, IL
Healthy Child Care Colorado
Hispanic Community Services, Inc., AR
Hispanic Services Council, FL
Hispanic Unity of Florida, Inc.
HOLA Ohio

Homeward Alliance, CO
Housing and Education Alliance, Inc., FL
Idaho Association for the Education of Young Children
Identity, Inc., MD
Illinois Action for Children
Illinois Chapter, American Academy of Pediatrics
Illuminate Colorado
Immigrant Welcome Center, IN
Just Neighbors, VA
Justice For Our Neighbors Houston, TX
Juvenile Justice Coalition, OH
Kidango, CA
Kids Forward, WI
La Clinica del Pueblo, Washington DC
La Maestra Family Clinic, Inc., CA
La Paz Chattanooga, TN
La Unión Del Pueblo Entero (LUPE), TX
Latin American Community Center, DE
Latino Coalition for a Healthy California
Latino Community Center, PA
Lawrence CommunityWorks, MA
League of Education Voters, WA
Louisiana Budget Project
Louisiana Policy Institute for Children
Maine Center for Economic Policy
Marion County Commission on Youth, Inc., IN
Maryland Center on Economic Policy
Mental Health America of Greater Dallas, TX
Mexican American Opportunity Foundation, CA
Mexican American Unity Council, Inc., TX
Minnesota Budget Project
National Association of Social Workers - Texas Chapter
NC Child
NC Pediatric Society
Neighborhood House, WA
New Jersey Chapter, American Academy of Pediatrics
New Mexico Voices for Children
New York State American Academy of Pediatrics (NYS AAP)
NM Pediatric Society
Northern Illinois Justice for Our Neighbors
Northwest Side Housing Center, IL
NYS American Academy of Pediatrics

One Stop Career Center of PR Inc
OneAmerica, WA
Our Children Oregon
PA Chapter - American Academy of Pediatrics
Parent Voices CA
Partners for Our Children, WA
POD2ER, TX
Project Vida, TX
Proyecto Azteca, TX
Public Citizens for Children and Youth, PA
PUENTE Learning Center, California
Puget Sound Educational Service District, WA
Ready Louisiana
Rhode Island KIDS COUNT
San Antonio Region Justice For Our Neighbors, TX
Soar, WA
Southwest Women's Law Center, NM
Spring Institute for intercultural Learning
Stand for Children, IN
The California Children's Trust
The Economic Progress Institute
The Education Trust-West, CA
The Family Center/La Familia, CO
The Health Collaborative, TX
The Unity Council, CA
TODEC Legal Center, CA
Virginia Chapter, American Academy of Pediatrics
Voices for Utah Children
Washington Association for Infant Mental Health
Washington State Association of Head Start and ECEAP
Washington State Budget & Policy Center
Wellspring Family Services, WA
West Central Initiative, MN
White Center Parent Ambassadors, WA
Young Invincibles, TX

May 8, 2020

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Re: Now Is the Time to Remove State Barriers to Hispanic Relief and Recovery in Florida

Dear Governor DeSantis, Lt. Governor Nuñez, President Galvano, Leader Gibson, Speaker Oliva, and Leader McGhee:

UnidosUS (formerly the National Council of La Raza) and its 17 Florida Affiliates thank you for the State of Florida's various efforts to respond to the economic and health impacts of COVID-19 facing millions of Hispanic Floridians. For example, the partnership between the Florida Department of Children and Families (DCF) and the United States Department of Agriculture (USDA) to pilot online grocery purchasing with Electronic Benefit Transfer (EBT) cards is very effective; this program needs to be made permanent. The far-reaching, multilevel impacts of COVID-19 still require attention and action by our state leaders. For this reason, I am writing to urge you to call a special legislative session this summer to permanently remove barriers preventing Hispanic Floridians from recovering fully from the current economic downturn and public health crisis.

As background, UnidosUS is the nation's largest Hispanic¹ civil rights and advocacy organization. Through its unique combination of expert research, advocacy, programs, and an Affiliate Network of nearly 300 community-based organizations across the United States and Puerto Rico, UnidosUS simultaneously challenges the social, economic, and political barriers at the national and local levels. For more than 50 years, UnidosUS has united communities and different groups seeking common ground through collaboration, and that share a desire to make our country stronger.

As you know, the state of Florida is at a pivot crossroads. As the state slowly reopens, the economic and health recovery will take far longer, especially for Hispanics who are living paycheck-to-paycheck, working reduced hours, or—worse—newly unemployed. In the past decade, much of Florida's economic growth has been due to the contributions of Florida's highly industrious Hispanic community, as confirmed by the Florida Legislature's Office of Economic Development and Growth, "Florida's strong positive net migration." However, Latinos in Florida continue to experience significant economic, educational, and health disparities. Without swift state policy changes, Hispanics in Florida will be worse off than before the COVID-19 pandemic.

According to the Florida Department of Health GIS data, as well as 2018 U.S. Census Bureau data, the Latino population is greater than 40% in 32 of the top 50 ZIP Codes with the most identified cases of COVID-19. In Hialeah, which is predominantly Latino, more than 817 cases had been identified by May 6. When weighted for geographic outbreak areas, the distribution of COVID-19 deaths is 45.2% Latino. This is unacceptable. Florida's Hispanic population is represented in all industries of essential workers—from food supply to medical care—and risking their lives to serve the state and people of Florida during this pandemic. Yet our state leaders have chosen to leave legal and other barriers in place that hinder workers and Hispanic small businesses from relief and recovery. State leaders ought to support more vigorously those Hispanic workers and small business that are keeping Florida's economy afloat.

We need sustained, proactive action from state leaders to protect the public health and economic recovery of all Floridians, and that starts with calling a special session this summer. During that session, we urge you to act on the following state policy recommendations that will help the entire state and Florida's Latino community to build the necessary resiliency to withstand future shocks in the years to come.

¹ The terms "Hispanic" and "Latino" are used interchangeably by the U.S. Census Bureau and throughout this document to refer to persons of Mexican, Puerto Rican, Cuban, Central and South American, Dominican, Spanish, and other Hispanic descent; they may be of any race. This document may also refer to this population as "Latinx" to represent the diversity of gender identities and expressions that are present in the community.

HEALTH AND NUTRITION

- **Implement proactive testing in hard-hit Florida communities.** Many Hispanic Floridians are on the frontlines of this crisis. Implementing a proactive, community-based testing program—in partnership with trusted organizations—that tests all residents for COVID-19 (including antibodies) in “hot spot” ZIP Codes is necessary to accurately count the number of cases and understand its impact on Hispanics and the public at large.
- **Provide COVID-19 test results within 48 hours of initial symptoms.** Newer generations of tests can give faster results, and numerous tests can be administered simultaneously. Providing participants with test results within 48 hours will allow them to adjust their daily routine and curb the spread of the virus to other family members and/or co-workers.
- **Remove the time limitations on SNAP.** Under the latest executive orders, families currently under the Supplemental Nutrition Assistance Program (SNAP) are granted the maximum monthly allotment per household size, and work requirements are waived temporarily. It is imperative to make the elimination of work requirements for SNAP and Temporary Assistance for Needy Families (TANF) permanent. Per the approval of USDA, all SNAP households that are eligible to receive less than the maximum monthly benefit receive the emergency allotment supplement to bring them up to the maximum. We support continued extensions of the emergency allotments month by month as prescribed by the law, until Florida’s unemployment rate reaches the pre-pandemic rate.
- **Implement the Pandemic-EBT plan.** Thank you for directing the Florida DCF to work with the USDA to submit a plan to allow families whose children are eligible for free and reduced-price school lunch to receive SNAP benefits. We urge the implementation of the P-EBT plan so that no child stays hungry. Once the P-EBT plan is approved, Florida needs to launch a public information campaign to alert eligible families of the benefit. Public information campaigns that update Florida residents about changes in benefits, eligibility for state programs, and other measures need to be available in Spanish and Haitian Creole. We recommend working with trusted community partners throughout the state within, but not limited to, DCF’s community partner network.
- **Narrow the gap in WIC participation.** More than 400,000 Florida households eligible for the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) program are not enrolled. Similar to the eligibility process for P-EBT, the Florida Department of Health needs to work together with DCF and Florida schools to make sure that more eligible households are aware of the benefit. Furthermore, the State of Florida needs to continue to work with WIC agencies and community-based organizations to ensure that remaining eligible Floridians are able to apply for WIC.
- **Continue to expand access to online groceries for needy families.** Piloting the program for Floridians participating in SNAP to be able to order groceries online helps lessen families’ exposure during the pandemic and avoid overflow in grocery stores. However, Floridians need more options beyond Amazon and Walmart. We recommend that

Florida expand access to other grocers that have the infrastructure for online shopping such as Publix, ALDI, Sam's Club, and Sedano's. All of the aforementioned stores accept EBT as payment and offer options for online ordering, and we recommend partnering with smaller grocers in the future that offer online shopping and accept EBT cards.

- **Close the Medicaid coverage gap.** As of May 1, 2020, the Florida Agency for Health Care Administration announced the extension of flexibilities to Medicaid implemented during the state of emergency until further notice. Florida can improve the health and economic well-being of Latino families by supporting efforts to increase health care access to uninsured Floridians, which includes expanding its Medicaid program as part of its implementation of the Affordable Care Act. Medicaid expansion in Florida would provide coverage for 850,000 Floridians, including 200,000 Latinos. Eliminating the five-year waiting period for pregnant women to access Medicaid via the Immigrant Children's Health Improvement Act (ICHIA) Option would narrow additional gaps in coverage. Adopting the new coverage option for COVID-19 testing for the uninsured with a 100% FMAP would also help reach those in the coverage gap.
- **Reimburse community nonprofits and places of worship for benefit enrollment.** Closure of DCF offices across the state has shifted the state benefit workload to local nonprofits and places of worship and placed great financial stress on them. Establishing a certified community partners program that reimburses nonprofits and places of worship for staff time spent enrolling Floridians in DCF and Department of Economic Opportunity (DEO) benefit programs creates a more holistic social services delivery system. This would help maximize community impact and financially reinforce local service providers.

HOUSING

- **Expand the statewide moratorium on evictions and foreclosures to the end of 2020.** As of today, the statewide moratorium, per executive order 20-94, expires on May 17, 2020. Ensuring that homeowners and renters can safely stay in their homes is an important element of the public health response to the coronavirus crisis. To achieve this goal, Florida's legislature should enact a statewide moratorium on foreclosures and evictions through the end of 2020. Moreover, the state ought to make explicit that the moratorium would apply to all mortgages and rental housing units, not just to federally backed or subsidized housing units. The expanded moratorium provides homeowners with more time to request mortgage relief and renters time to contact property owners and make the necessary arrangements that would allow them to remain in place during the pandemic.
- **Direct CDBG-CV funds to Floridians who need it most.** The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) makes supplemental Community Development Block Grant (CDBG) funding available to prevent, prepare for, and respond to coronavirus (CDBG-CV grants). To the extent possible under the law the state should guide county and city jurisdictions to use CDBG-CV funds to provide direct rental assistance to tenants

who have lost their jobs and notified their landlords of their inability to make payments. In addition, CDBG-CV grants could be deployed to fund nonprofit community-based service providers to meet the expected increase in demand for foreclosure and eviction prevention services.

- **Provide mortgage and rental assistance.** Floridians need the help of mortgage and rental assistance to allow them to stay in their homes; even prior to the COVID-19 pandemic, Latino families were already struggling to find a home they could afford. The state should use the fully funded Sadowski Affordable Housing Trust Fund to make this assistance available. Under the declaration of emergency, the State Housing Initiatives Partnership (SHIP) should activate the disaster strategies within the local SHIP plans in all 67 counties.

ECONOMIC RELIEF

- **Fix Florida's broken unemployment system.** The problems associated with Florida's unemployment system extend beyond a malfunctioning website and have been persistent for nearly a decade. Suspending requirements such as work search, work registration, and biweekly reporting until Florida's unemployment rate returns to the February 2020 level of 2.8% would give workers easier access to benefits and simplify their navigation of reemployment assistance. Furthermore, the state needs to guarantee that newly unemployed workers will receive all their state benefits retroactive to March 1, 2020, and state officials should work with their federal counterparts to ensure that impacted workers will retroactively receive their \$600 weekly federal benefits. After federal unemployment benefits expire, Florida should increase weekly unemployment benefits to \$600 for 25 weeks to quicken economic recovery and stabilize family budgets. Lastly, the state needs to permanently remove math, reading, and research skills testing from the unemployment application process, determine applicant eligibility within three business days, and notify claimants within five business days on how to appeal and resolve ineligibility issues.
- **Establish a state earned sick time law for all workers.** Florida has one of the highest populations without access to paid sick time, which disproportionately affects hospitality and tourism workers, especially Hispanics. An earned sick time law would require all public and private employers to allow all workers, including gig employees, to accrue paid time off to seek medical care or deal with a mental or physical illness to prevent the spread of highly contagious viruses, such as COVID-19, to fellow employees and customers.
- **Create a state-based refundable Earned Income Tax Credit (EITC).** In tax year 2015, approximately two million tax filers in Florida received \$5.2 billion worth of tax credits through the EITC, and the latest Census data show that 32% of EITC beneficiaries were Latino. Florida lawmakers can implement a state-based tax credit based on the federal EITC. Similar to the federal EITC, a state refundable credit would help keep people working, help low-income families make ends meet, and reduce poverty. Across the

country, other states and the District of Columbia have already created or enacted a state based EITC program, including Washington, a state without an income tax like Florida. A Florida state EITC program matching the federal credit could benefit up to an estimated six million Florida households.

- **Institute a 36% cap on interest rates for consumer loans.** A 36% annual interest rate cap on payday, car title, and consumer installment loans will prevent future bankruptcies and overdraft fees that trap people in a cycle of debt, keeping them in a perpetual state of poverty and widening the income gap.
- **Support Latino-owned businesses by partnering with Community Development Financial Institutions (CDFIs).** More than 37,000 businesses were denied credit by Florida’s Small Business Emergency Bridge Loan Program last month. CDFIs are trusted by small businesses in underserved communities and can help mitigate the current economic challenges. Strengthening the state’s efforts to support small businesses, including through support of CDFIs, would help build the capacity of these community-based lenders to ensure that small businesses and nonprofit organizations are able to maintain payroll and operations.

EDUCATION

- **Prioritize early childhood education.** The CARES Act directly supports early childhood education, including \$3.5 billion for the Child Care and Development Block Grant program and \$750 million for Head Start. These grants provide immediate assistance to childcare providers to prevent them from going out of business and to support childcare services for families, including for essential workers playing critical roles during this crisis. Florida needs to work with community-based organizations and local governments to make sure that these funds are allocated where they are needed most. This includes early childhood education for migrant families since farmworkers continue to provide essential services to feed the state and the nation.
- **Provide support for Florida’s English learners (ELs).** Florida has the third largest EL population in the nation. With more than 300,000 ELs throughout the state, targeted and robust funding for online learning support for ELs is needed, including devices, connectivity, and digital programs. Trainings for EL teachers, who have reported fewer hours of professional development with digital learning resources than mainstream teachers, are also necessary. Many EL children are experiencing high levels of stress—parents have lost their jobs, or they are afraid that their parents who are providing services will become infected, or they have family members who are sick or have died—all factors that are especially damaging for students. Mental health support for ELs, and all students, mitigates the risks of stress on their social-emotional well-being.
- **Dedicate aid for college students.** State funds need to be dedicated to students who are not included in the federal CARES Act. Florida student grants would allow more students experiencing financial hardship to pay for tuition, books, housing, and other basic needs.

- **Advocate for additional federal stimulus for education.** The federal stimulus is insufficient to address the educational needs brought on by the COVID-19 crisis, especially those of Florida’s most vulnerable students. State leaders should present Florida’s needs to federal government leadership to secure additional rounds of education stimulus. We urge you to advocate for supplemental funding for Title III of the Elementary and Secondary Education Act in the next relief package to help ensure that Florida’s school districts have the necessary resources to address the unique needs of our EL students.

The undersigned urge you all to call a special legislative session this summer to address these issues that prevent all Floridians from a full recovery from the current economic downturn and public health crisis. We urge you to acknowledge the sacrifice and suffering happening throughout Florida, especially in the “hot spot” ZIP Codes, and take the necessary action to remove state barriers plaguing Florida’s Hispanic community and to provide equitable support to all families and businesses as we recover.

Hispanics have carried Florida’s economy on their backs during this crisis, and now it’s time for state leaders to have their backs and remove these barriers to survival and well-being. For further information about our public policy efforts in the state, please contact UnidosUS Florida State Director Jared Nordlund at jnordlund@unidosus.org.

Sincerely,



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Florida State Director
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Marucci Guzman
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Sources:

- [Title III COVID Sign On Letter](#)
- [CARES ACT BRIEF: EDUCATION & LATINOS](#)
- [Coronavirus Case Rates and Death Rates for Latinos in the United States](#)
- [Power of the Purse: The Contributions of Hispanic Americans](#)
- [Florida: An Economic Overview](#)
- [COVID-19 is exposing Florida's shockingly high number of uninsured Latinx kids](#)
- [Sadowski Trust housing funds will help Florida's 'most vulnerable' now more than ever](#)