



AGENDA

Meeting #7

Tuesday, Sept. 21, 2021

Join Zoom Meeting

<https://zoom.us/j/93276717866?pwd=RW9HM3IJY3daMHNI0GkxL1RkdFZXZz09>

Meeting ID: 932 7671 7866

Passcode: 157631

Tuesday, September 21, 2021 - 4:00 p.m.

Mission

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

Hispanic Unity of Florida
Board of Directors Meeting
AGENDA
Tuesday, September 21, 2021

Join Zoom Meeting
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We will start the meeting promptly at 4pm

- | | | | | |
|----|--------|--|--|---|
| 1. | 4:00pm | Call to Order/ Roll Call | John Guerrero & Felina Furer | |
| 2. | 4:05 | Chair Welcome to New Board Members <ul style="list-style-type: none">• Lisette Rodriguez, BDO• Dr. Jeff Nasse, Broward College | John Guerrero | |
| 3. | 4:10 | Recognition <ul style="list-style-type: none">• Emma Pfister, Board Member Emeritus• Ana Valladares, Former Children Services Council Board Chair & Member & Co-Founder of Children of Immigrant Families Coalition• Adonia Simpson, American Bar Association & HUF Partner• Sandra Bernard-Bastien, Retiring Chief Communications Officer, “Mother” of VITA program in Broward, Supporter of all-things HUF | John Guerrero & Josie Bacallao | |
| 4. | 4:20 | Governance Committee <ul style="list-style-type: none">• BOD Engagement Link – Have You Updated?• HUF Bylaw Update Vote• New Treasurer & Officer: Lisette Rodriguez• Board of Director Nominations<ul style="list-style-type: none">○ Maria Barnard, Self-Nomination + Interview | Anthony Abbate | Angie Stone
Action pg. 1
Action (see Governance/pg 41)

Action pg. 2-11 |
| 5. | 4:30 | Public Policy & Advocacy <ul style="list-style-type: none">• Alliance for Justice presentation: What Nonprofit Board of Directors Should Know about Lobbying & Advocacy, Jen Powis, Senior Counsel | Carolina Cardozo & Josie Bacallao | |
| 6. | 6:00 | HUF Transition Update | Felipe Pinzon | Information |
| 7. | 6:05 | Consent Agenda | John Guerrero | Action |

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. | Board Minutes June 2021 | pg. 12-13 |
| ii. | Finance Committee Minutes June, July & August 2021 | pg. 14-20 |
| iii. | April-June 2021 Financials, TJMF Update & Budget Reprojections | pg. 21-31 |
| iv. | Marketing Committee Minutes, June, July & August 2021 | pg. 32-37 |
| v. | Governance Committee Minutes, June & July 2021 | pg. 38-41 |
| vi. | Public Policy & Advocacy Committee Minutes, August 2021 | pg. 42-43 |

8. 6:15 pm **Adjourn**

20 Active Board members / 11 required for quorum and vote

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

Board Member	Sept 2020	Oct. 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	March 2021	April 2021	May 2021	June 2021	July 2021	Aug 2021
ABBATE, Anthony (Tony)	P	P	P	P	A	P	P	P	P	P	No Board Meeting	No Board Meeting
ALVAREZ, Maritza	P	P	P	P	P	A	P	P	P	P		
ARGUELLO, Ana								P	P	P		
BELLO, Eduardo	P	P	P	P	P	A	P	P	P	P		
CARDOZO, Carolina	P	P	P	P	P	P	P	P	P	P		
CUSHING, Giselle	P	P	P	E	P	E	P	P	A	P		
DEAPODACA, Jorge	P	E	P	P	P	P	P	P	P	P		
FRANCO, Lesli	P	P	E	P	A	P	P	P	P	E		
GUERRERO, John	P	E	P	P	P	P	P	P	P	P		
HERZ, Dan	P	P	P	P	P	P	P	P	P	E		
KARLEN, Scott	P	E	A	P	P	P	E	P	P	E		
PARADOWSKI, Christina	P	P	P	P	P	P	P	P	P	E		
PENA, Deborah	P	P	P	P	A	P	P	A	E	P		
PFISTER, Emma	E	E	P	P	P	P	P	P	P	N/A		
RIVERA, Francisco		P	P	P	P	P	P	P	P	P		
RODRIGUEZ, Lucia	P	P	P	P	P	P	P	E	P	P		
SAMPIER, Steve	P	P	P	P	P	P	P	P	P	P		
SCHEVIS, Daniel	P	P	P	P	P	P	P	P	P	P		
STONE, Angie	P	P	P	P	P	P	P	P	P	P		
Total Board Members	20	20	20	20	18	18	18	19	19	18		
Present: P / T= Telephone	19	16	18	19	15	15	17	17	17	14		
Excused: E	1	4	1	1	0	1	1	1	1	4		
Absent: A	0	0	1	0	3	2	0	1	1	0		
Board Members Participating	95%	80%	90%	95%	83%	83%	94%	90%	90%	78%		
Board Members Present at the Meeting	95% Zoom	80% Zoom	90% Zoom	95% Zoom	83% Zoom	83% Zoom	94% Zoom	90% Zoom	90% Zoom	78% Zoom		

d. **Nominations/Elections/Terms:**

1. **Nominations:** As vacancies on the Board exist or may occur, any director may submit to the Governance/Nominating Committee names for consideration to fill the vacancy. Members of the Governance/Nominating Committee will interview potential candidates, explain the operations of the Corporation, as well as inform candidates of the obligations and duties of a Director. The Chair of the Governance/Nominating Committee or his/her designee can present to the Board candidates for election to the Board at any regular or special Board meeting.
2. **Vacancies:** Should an elected member of the Board not complete an elected term, then that position on the Board as an elected director shall be considered as vacant.
3. **Election and Tenure:** Each Director shall be elected by a vote of the then-existing Board in accordance with the voting procedures set forth in these By-Laws. Such election shall ordinarily be held based upon the nominations provided by the Governance/Nominating Committee. Directors shall be elected for an initial term of one year. If a Director is elected to the Board anytime on or between January 1 to June 30, then such calendar year will be considered as the Director's "first year". If a Director is elected to the Board anytime on or between July 1 and December 31, then the following calendar year will be considered as the Director's "first year". At the conclusion of the first year as a member of the Board, a Director shall be eligible to be elected for a second term of two years, unless removed from office as herein provided or said Director resigns. At the conclusion of the second term as a member of the Board, a Director shall be eligible to be elected for a third term of three years, unless removed from office as herein provided or said Director resigns. To the extent possible, terms of directors should be staggered such that terms of one third of the directors shall expire each year. No person shall serve as an elected director for more than three consecutive terms totaling six years, with the exception of the **Chair-Elect, Immediate Past Chair and/or the current Board Chair** who may have served three consecutive terms totaling six years on the Board, but have not completed their term as Board

Maria Barnard, JM Family

July 2, 2021

Email *

.....
maria.barnard@jmfamily.com

Untitled Title

Date Completing Form *

MM DD YYYY

07 / 02 / 2021

I am interested in serving as a volunteer leader with HUF (either on its Board of Directors or on one of its committees) because: *

I connect with HUF's mission of empowering immigrants and others to become self-sufficient, productive and civically engaged. Everyone benefits from having a community of support - immigrant or not. However, it can be harder for immigrants to find a support system in a new country, with a different culture and language. I know firsthand the immense positive impact of those that helped me along the way, and through HUF I have an opportunity to help others in our community.

First Name *

.....
Maria

Last Name *

.....
Barnard

Primary Affiliation/Organization *

JM Family

Additional Affiliation(s)/Organization(s)

Mailing Address *

100 Jim Moran Blvd

City, State and Zip Code *

Deerfield Beach

Phone Number *

954-298-7993

Age *

36 to 45

Gender *

Female ▼

Professional Background *

- For-profit Organization
- Non-profit Organization
- Government (Local, State)
- Government (Federal, Foreign)
- Other:

Previous HUF Relationship

- Current or Previous Volunteer
- Current or Previous Donor
- Current or Previous Committee Member
- Other:

Expertise/Special Skills (Check all that apply) *

- Accounting /CPA
- Business
- Strategic planning
- Management
- Marketing/Public Relations/Media expertise
- Nonprofit Board governance experience
- Non-profit management experience
- Banking/Financial Services
- Information Technology
- Legal/Compliance
- Risk Management
- Human Resources
- Public Policy/Advocacy/Government Relations experience
- Investment and Asset Management experience
- Other:

Other board service/board training

.....

Assessment of level of interest in serving *

Very Interested 1 2 3 4 5 Not Interested at All

Available Time and Commitment to serve *

How much time/commitment are you able to share with HUF? Please consider travel & current commitments.

High Level of Time & Commitment 1 2 3 4 5 Low Level of Time & Commitment

Assessment Fundraising Potential *

Assessment of giving & getting potential

High Level of Fundraising 1 2 3 4 5 Low Level of Fundraising

Referral or Connection Source

First and Last Name of individual you have a connection to at HUF.

John Guerrero

Additional Information

.....

Hispanic Unity of Florida
Prospective Board Member Interview Questions

NAME: Maria Barnard

DATE: 29th July 2021

Interviewed by: Tony Abbate

1. Why do you want to sit on this board?

HUF's mission resonates with personal experience (immigrant family) and the desire to serve.

2. What is it about our mission/vision that attracts you?

Empowering others to succeed in the US - providing the network and support for helping immigrants.

3. What do you see bringing to this board that will make you a good director and why?

Passion, work ethic, experience with collaborative teamwork and ability to think strategically.

4. What do you think is the most important job of a board director and why?

Build trust and value each member. Mission and goals are accomplished as conflicts are resolved and diversity of opinion is critically welcomed.

5. Tell me what you've learned from the boards with which you've previously been involved. (If you've never served on a board before, tell me what you've learned in any other setting that required you to work as part of a team.)

See #3, 4

6. How do you handle a situation in which everyone else seems gung ho to proceed with a project with which you see problems ahead?

See #4

7. What are some of your favorite questions to determine whether a project is worth pursuing?

N/A

8. What information do you like to have before making go/no-go decisions?

As much information as possible, from diverse sources, to get the background, details, and big picture, as well as input from other.

9. How would you deal with a situation in which...? (One example might be, you heard the treasurer announce an anticipated deficit in excess of \$50,000.)

N/A

10. What would you tell your friends and family about our organization?

HUF is very similar to a group in Texas that mom was engaged with. Both applicant and mom are excited about HUF in Florida.

11. How much time can you give to us?

Aware of the time commitment, having spoken with (HUF chair) John G. and is more than willing to commit the time.

12. What motivates you as a volunteer?

The idea that it is possible to give back in such a meaningful way that resonates with the gratitude felt for those that supported her family as they struggled with migrating from South America to the US.

13. What are your personal dreams or aspirations that could be enhanced by service on our board?

N/A

14. What professional or personal constraints on your time or service might you anticipate?

No issues raised or discussed.

Secondary Questions – Optional

Tell me about the accomplishments that you are most proud of as a board member.

What should be the top priority for you as a new board member?

What is your leadership style?

How do you define a successful board?

Attributes of a successful board: trust and value each member. When there is friction there are problems, respect and diverse opinions contribute. Malcolm Gladwell book, Colombian pilots landing into JFK. They are trying to communicate their problem, but they did not want to "talk over" the air traffic controllers - who were authoritarian in tone - leading to their acquiescence and tragic ending for them and the passengers. Cultural and behavioral factors enter our relationships, engagements, and communications.

What things have frustrated you on other boards?

How would your other board members describe you?

Collaborative, positive influence, hardworking, team worker.

What committees would you like to serve in?

Governance, possibly finance, sit in on others to learn.

Interviewer Summary

Key Considerations:

To be shared and discussed at Governance Committee

- 1. What unique or needed skill sets does individual bring to board? (Special skills, fundraising ability, access, funding, etc.)**

Strategic thinking, finance and governance abilities and experience.

- 2. Does the individual have the passion for our mission?**

Add value, listening, weighing in: interest based on growing up in a family that valued education and experienced challenges, there were people who helped along the way. Wants to contribute to the support system.

- 3. Does the individual have the time and commitment to serve?**

Yes

- 4. What diversity does this individual bring to board? (Age, background, nationality, perspective, geography?)**

Hispanic, female, born in Venezuela, lived in Barranquilla (Colombia), Ohio, Florida, and places in Colombia. Completed high school in Orlando, degrees from FAU, worked with JM Family, then moved to San Francisco (international bio tech and health care company, applied skills in finance, financial planning and analysis, market strategy, forecasting).

5. Does this individual have the potential to be Chair of HUF in the future? (Consensus builder, previous board OFFICER experience, management experience)

Eventually (for sure!) would consider chairmanship. Assuming there is bandwidth.

Has time to commit, absolutely can dedicate to HUF's mission and cause.

6. Does someone on the board know this person? Her/his recommendation?

John Guerrero / JM Family

Recommendation: Yes Or No for board membership?

Resounding yes!

If yes, what committee will she/he serve on?

Governance and/or finance

Assigned Mentor: TBD - Board (Anthony Abbate - Governance?)

**Hispanic Unity of
Florida Board of
Directors Meeting
MINUTES
Tuesday, June 8, 2021**

Call to Order/ Roll Call

Began at 4:01pm.

Chair Welcome

John reminded everyone of the Board of Director's summer break in July and August. The BOD will reconvene in September 2021. Committee meetings will be determined by committee chairs; most will continue to meet during summer. June is the month for: LGBTQ Pride, Immigrant Month, Juneteenth all commemorate diversity. Josie Bacallao shared a video via #iamanimmigrant

Governance Committee--Presented by Anthony Abbate

BOD Engagement Link – Have You Received? Opportunities During the Summer.

Angie Stone has emailed to each board member individually.

HUF Bylaw Update

Christina Paradowski is continuing to update and fine tune the HUF bylaws. The Governance committee would like to add exception of "Chair Elect" to serve more than three consecutive terms into bylaws. Board will vote on bylaw update at the next meeting.

Emma Pfister: Board Member Emeritus Nomination

Motion

Steve Sampier motioned to nominate Emma Pfister as board member emeritus, even though she never was Chair of the Board. Second made by Carolina Cardozo. Motion passed unanimously.

Motion

Vote on exception to approve Emma Pfister as Emeritus board member motioned by John Guerrero. Second made by Steve Sampier. Motion passed unanimously.

Board of Director Nominations:

Lisette Rodriguez: She is a Principal at the accounting & audit firm BDO (which purchased MBAF the firm Lisette originally worked for). She is currently on the Finance committee. John Guerrero and Tony Abbate have interviewed her. Her specialty is non-profit auditing. In the future, she would be a strong candidate to serve as HUF Treasurer and Chair the Finance committee or participate in the Audit committee.

Motion

Steve Sampier motioned to approve nomination of Lisette Rodriguez to be effective July 1, 2021. Second made by Angie Stone. Motion passed.

Dr. Jeffrey Nasse: Recently appointed Provost of Broward College. John Guerrero and Tony Abbate have interviewed him He wants to be engaged and help others gain access to education and opportunity. He would help strengthen the relationship that already exists with HUF and Broward College. Dr. Nasse said it is important to be a hands-on leader and to set the example. He is also a Veteran and believes in serving the underserved. He is interested in our Public Policy and Advocacy committee along with the Finance committee.

Motion

Francisco Rivera motioned to approve nomination of Dr. Jeffrey Nasse to be effective July 1, 2021. Second made by Angie Stone. Motion passed.

Public Policy & Advocacy—Presented by Carolina Cardozo & Josie Bacallao

Anti-Semitism Statement – Version 1 or Version 2 (Abbate edits)

There are two versions of the statement crafted. Tony Abbate offered edits to further stand in solidarity with Jewish Community and other communities/persons facing discrimination. This statement would be Hispanic Unity's statement and it will be shared with Jewish Federation of Broward County for them to further share. The statement will be signed by HUF staff and HUF Board members, rather than list individual board members.

Motion

Tony Abbate motioned to move forward with publishing the Anti-Semitism Statement. Second made by Steve Sampier. Motion passed.

Public Policy Committee Handbook

It is a comprehensive document which sets out to outline why HUF advocates and explains the role of the PP&A committee members.

HUF Agency Reopening & New Programs—Presented by Felipe Pinzon

The HUF team has been working on a reopening plan for the past six weeks. In early June the Management team (23) met in person to review the reopening plan. We are going to increase our direct client services as much as possible over the next month. It is important for our new team members to meet their fellow team members, with more in person interaction. Leessa Derrick has been working tirelessly to ensure our three facilities are ready for staff and clients. Our Civic Engagement team has already begun providing in person service. Unity4Teens will begin next week, with our coaches meeting the youth and their parents in person at school sites. The Preschool, Unity4Kids will open on August 16. We will serve between 11-15 children. On the Economic Development front, public benefits and VITA begin next week. Our focus is on our programs.

Question from a board member: Does HUF have new protocols for Covid-19 outbreaks? Felipe said our safety and health protocols were outlined and updated to accommodate in-person client services. HUF has had policies in place from the start of the pandemic and specially regarding outbreaks – with very specific protocols when an outbreak occurs.

HUF received funding from the Health Foundation of South Florida to open a six-week vaccination site at HUF at the end of June. The Health Department will be giving the vaccines which will be offered to staff, their family members and our clients. We will be starting a food distribution project as well where we just received funding from No Kid Hungry.

Steve Sampier asked about funding regarding CSC contracts, Felipe shared we negotiated in our favor with our new contracts.

Other Business

Presented the BCBS health insurance policy renewal which had been approved by the finance committee and also requires a board vote.

Motion

Tony Abbate moved to approve Health Insurance approved by Finance committee. Steve Sampier made the second. Motion passed.

Consent Agenda—Presented by John Guerrero

Motion

Dan Schevis motioned to accept the consent agenda, removing item 7. Second made by Angie Stone. Motion passed.

Adjourn

At 5:24pm

Hispanic Unity of Florida
 Finance Committee Meeting Minutes
 June 17, 2021

Attendance:

5 members present – Myrna Monserrat, Deborah Pena, Arnold Nazur, Alejandro Alvarez Loscher and Rodney Bacher

4 members excused – Scott Karlen, Chuck Tatelbaum, Lissette Rodriguez and Emma Pfister

9 non-voting members present – Christina Paradowski, John Guerrero, Chuck McGuire, Virginia Cielo, Felipe Pinzon, Felina Rosales-Furer, Shani Wilson, Andres Connell and Leessa Derrick

1 non-voting members excused – Josie Bacallao

Open Meeting:

Ms. Pena called the meeting to order at 8:35am.

April Financial Statements:

Mr. McGuire said there was an operating year-to-date gain of \$166K. The year-to-date budget was \$90K which represented a favorable variance of \$76K.

Hispanic Unity of Florida, Inc.

Notes to Financials

April 30, 2021

UNR Net Assets

Reconciliation of UNR Net Assets:

	1 Gain from Program Operations	266,118	
	2 Loss from Support Services	<u>(100,140)</u>	
	Increase in UNR Net Assets	<u>\$ 165,978</u>	Operating Gain

The year to date projected gain was \$90K with an actual gain of \$166K which is a favorable variance of \$76K.

- 1) Development YTD is ahead of budget by \$89K
- 2) Programs exceeded budget by \$65K
- 3) Admin YTD had an unfavorable variance of (\$78K)

Programs:

Program's total contribution-to-date toward administrative and shared fixed costs to the agency totaled \$453K.

Development:

The Development area contributed \$281K toward administrative and shared fixed costs to the agency.

Cash

Year to date cash increased by \$189K as a result of the following activities:

(\$286,329)	Decrease in Net Assets
<u>500,096</u>	Adjustments to reconcile decrease in net assets
213,767	Net cash generated by operating activities
(18,859)	Investing Activities
<u>(5,860)</u>	Financing Activities
<u>\$ 189,048</u>	Increase in Cash

The main source of the increase in cash was due to the shrinking of the balance sheet—most especially “Short and Long-Term unconditional promises to give” which resulted in total assets shrinking from \$5.3M at December 2020 to \$5.1M at the end of April 2021. Even though there was a drop in overall net assets of (\$286K), there was an increase in unconditional promises to give of \$435K. Mr. Guerrero was concerned in the long term consequences of such a drop and all agreed that this was not a great sign.

Notable Donations/Awards for April 2021:

OSCAR Cultural Comp	\$50K
Milan Milan	\$10K
Citrix	\$10K
JM Family Sponsorship	\$10K
Aspen Institute	\$5K
ILRC	\$4K
Individuals	\$9K

Grant billing through April was down (\$252K). Salaries were down (\$155K), Program expenses were down (\$31K)—all due to the pandemic. Telephone expense was over budget by \$20K.

Motion:

Ms. Nazur motioned to approve the April 2021 Financial Statements as presented. Ms. Monserrat made the second. Motion passed.

Programs Update:

Mr. Pinzon mentioned all programs are operating except U4K Preschool center but hope to have open by August 16th. There are some financial challenges with contracts since most services are online versus in-person. Unemployment benefits is another issue, many clients are not coming back to get employment services due to federal and state benefits pay about \$14 an hour, verse a minimum wage job. But those benefits are ending soon, so we expect many more clients in July.

Mr. Connell and the Directors are working on an enrollment plan and full analysis of revenue projection. The main reason we are reopening is to serve clients in person and increase revenue. The Citizenship team started several weeks ago. The Education Team started this week going back to the schools.

Development Update:

Our 2021 goal for unrestricted fundraising is \$465k, we have surpassed that goal and are pursuing an additional \$42k.

The Tates have committed between \$100K-\$125K over the next 4 to five years to U4K.

Insurance and Pop Up Vaccine Site Update:

Insurance: Ms. Derrick shared about insurance renewals, and was working on worker’s compensation. Our premiums have increased due to excessive claims, but the experience rate is based on 3 years of history. If we don’t have lots of claims this year, they should drop next year.

Vaccines Site Update: Department of Health will be giving the Pfizer shots at our HUF site. There will be an e-blast to our 11k clients in our email list. Vaccines are for staff, their family, the board and our clients.

Next Finance Committee Meeting is Scheduled for Thursday July 15, 2021

Hispanic Unity of Florida

Finance Committee Meeting Minutes
July 15, 2021

Attendance:

8 members present – Myrna Monserrat, Deborah Pena, Arnold Nazur, Alejandro Alvarez Loscher, Scott Karlen, Chuck Tatelbaum, Lissette Rodriguez, and Emma Pfister

1 member excused – Rodney Bacher

8 non-voting members present – Josie Bacallao, John Guerrero, Chuck McGuire, Virginia Cielo, Felipe Pinzon, Felina Rosales-Furer, Shani Wilson, and Leessa Derrick

2 non-voting members excused – Christina Paradowski and Andres Connell

Open Meeting:

Ms. Pena called the meeting to order at 8:31am.

Program Update:

- Mr. Pinzon informed committee that we secured a Broward County Health Literacy grant over a 2-year span for over \$290K per year.
- HUF is currently providing in-person services, which has approximately 15-20 staffers going in-person to HUF daily.
- HUF has filled many openings for the school services positions for the summer program. Since these CSC grants are still reimbursement type grants, we will be making additional revenue toward overhead as a result of increased staff.
- The Tate Family Foundation has pledged \$100K grant to be used over the next 5 years for the U4K program as HUF will be reopening this program approximately August 15th.

Financial Projections and Action Plan for Covering Projected Shortfall:

Finance and the senior staff agree HUF will have on a projected budget shortfall of (\$109k) versus a budgeted gain of \$37K for 2021 -- if no action is taken. This loss is a worst-case scenario. If all actions outlined by Felipe Pinzon's plan are executed successfully then our best-case scenario would be an unrestricted gain in net assets of \$56K. The moderate case would be a gain of \$21K.

May Financial Statements:

Mr. McGuire said there was an operating year-to-date gain of \$120K for the year for this reporting period. The year-to-date budget was \$104K which represented a favorable variance of \$16K; however, a trend line was presented on how the budget to actual gain from January to May has shrunk unfavorably—evidence of the projected loss.

Hispanic Unity of Florida, Inc.

Notes to Financials

May 31, 2021

UNR Net Assets

Reconciliation of UNR Net Assets:

1	Gain from Program Operations	213,288	
2	Loss from Support Services	<u>(93,191)</u>	
	Increase in UNR Net Assets	<u>\$ 120,097</u>	Operating Gain

The year to date projected gain was \$104K with an actual gain of \$120K which is a favorable variance of \$16K.

- 1) Development YTD is ahead of budget by \$116K
- 2) Programs had an unfavorable variance of (\$64K)
- 3) Admin YTD had an unfavorable variance of (\$36K)

Programs:

Program's total contribution-to-date toward administrative and shared fixed costs to the agency totaled \$461K.

Development:

The Development area contributed \$323K toward administrative and shared fixed costs to the agency.

Cash

Year to date cash increased by \$55K as a result of the following activities:

(\$254,687)	Decrease in Net Assets
<u>344,045</u>	Adjustments to reconcile decrease in net assets
89,358	Net cash generated by operating activities
(27,329)	Investing Activities
<u>(7,371)</u>	Financing Activities
<u>\$ 54,658</u>	Increase in Cash

Although positive as of May, HUF is entering a seasonal cash crunch in the summer as payrolls grow due to hiring teachers for summer programs. Historically, this improves by the November or December when Mr. McGuire suggested the line of credit be paid down. Mr. Nazur was concerned that our Line of Credit needs to show more activity in order to assure renewal. As soon as possible management will pay down the line to assure renewal. A request was made to do a cash flow projection along with a cash projection for the remainder of 2021.

Mr. McGuire noted Donations/Awards for May 2021: Health Foundation \$112K, No Kid Hungry \$100K, and Memorial \$335K. Also noting Grant Billings through May was down (\$343K). Salaries were down (\$219K), Program expenses were down (\$65K)—all due to the pandemic. Telephone expense was over budget by \$24K.

Motion:

Mr. Karlen motioned to approve the May 2021 Financial Statements as presented. Ms. Rodriguez made the second. Motion passed.

HUF VAX Pop up Update:

Ms. Derrick updated what was happening in the VAX Pop up site. She stated that the six-week site, which started on Wednesday July 7th will run until Wednesday August 11th. In the first two weeks they administered 177 Pfizer vaccines shots. After overcoming the initial challenge of recruiting qualified staff, the ongoing challenges have been vaccine hesitancy, and the tremendous competition of 400 Pfizer vaccine sites surrounding HUF. Ms. Derrick is hopeful that with the extensive marketing and an improvement in weather (which was horrible in the first two weeks) the site should grow in numbers.

Development Update:

Ms. Wilson said that our 2021 goal for unrestricted fundraising which was \$465K has been met and she projects she will raise another \$35K in 2021.

The meeting adjourned at 9:20am.

The next Finance Committee Meeting will be held on August 19, 2021.

Hispanic Unity of Florida
 Finance Committee Meeting Minutes
 August 19, 2021

Attendance:

4 members present – Myrna Monserrat, Arnold Nazur, Chuck Tatelbaum, and Lissette Rodriguez,
 5 member excused – Deborah Pena, Alejandro Alvarez Loscher, Scott Karlen, Rodney Bacher, and Emma Pfister

9 non-voting members present – Josie Bacallao, John Guerrero, Chuck McGuire, Felipe Pinzon, Felina Rosales-Furer, Andres Connell, Shani Wilson, Christina Paradowski, and Leessa Derrick

1 non-voting members excused – Virginia Cielo

Open Meeting:

Mr. Nazur called the meeting to order at 8:34am.

June Financial Statements:

Mr. McGuire said there was an operating year-to-date gain of \$141K. The year-to-date budget was \$210K which represented an unfavorable variance of (\$69K).

Hispanic Unity of Florida, Inc.

Notes to Financials

June 30, 2021

UNR Net Assets

Reconciliation of UNR Net Assets:

	1 Gain from Program Operations	318,735	
	2 Loss from Support Services	<u>(177,699)</u>	
	Increase in UNR Net Assets	<u>\$ 141,036</u>	Operating Gain

The year to date projected gain was \$210K with an actual gain of \$141K which is an unfavorable variance of (\$69K). As we shared with the Finance Committee last month, the loss of (\$69K) was below our original budget but not unexpected when compared with the reprojections and timing differences. The mitigation plan presented last month has shown the steps being taken to improve numbers by year end.

- 1) Development YTD is ahead of budget by \$121K
- 2) Programs had an unfavorable variance of (\$126K)
- 3) Admin YTD had an unfavorable variance of (\$63K)

Programs:

Program's total contribution-to-date toward administrative and shared fixed costs to the agency totaled \$603K.

Development:

The Development area contributed \$341K toward administrative and shared fixed costs to the agency.

Cash

Year to date cash increased by \$27K resulting from the following activities:

(\$221,302)	Decrease in Net Assets
<u>292,648</u>	Adjustments to reconcile decrease in net assets
71,346	Net cash generated by operating activities
(35,575)	Investing Activities
<u>(8,772)</u>	Financing Activities
<u>\$ 26,999</u>	Increase in Cash

Between July 1, 2021 and August 9, 2021, the line of credit was paid off by \$200K leaving a balance of \$270K out of the \$500K limit. There's a 60% chance we won't have to draw down the line again and may be able to pay down more in November or December 2021. Seasonally, September is the worst month for cash, so depending on how collections and multiple other uncontrollable variables go will determine whether we need to tap the line again.

HUF received Awards from: Tate Fnd for \$100K; Baptist Health for \$31K; NALCAB for \$25K; Colin Brown Foundation for \$25K; Bank of America for \$20K; Health Fnd for \$20K; Voices for Healthy Kids for \$8K; TD Charitable for \$8K; Enterprise Holdings for \$4K; and Individual Donations \$5K.

Mr. McGuire pointed out that grant income for the month of June was up \$32K from the original budget (though for the year there remains an unfavorable variance of (\$306K)) which showed signs of action steps in the mitigation plan presented at the July Finance Committee meeting were gaining some traction.

Motion:

Ms. Rodriguez motioned to approve the June 2021 Financial Statements as presented. Ms. Monserrat made the second. Motion passed.

Reserve Requirements:

Mr. McGuire presented an Analysis of Reserve Requirements for 2021 and 2022. In July 2021 \$75K was put into a reserve account from HUF's operating account and that combined with a Building Reserve Account with \$60K totals \$135K in available reserve funds. The anticipated itemized capital projects totaled \$137K and the potential losses for the remainder of 2021 of \$64K showed we may need a total reserve for 2021 through 2022 of \$201K. The difference between the \$135K HUF has versus the \$201K HUF needs leaves a future shortfall of \$66K which will need to be factored into the 2022 budget.

Program Update:

Mr. Connell emphasized the importance of delivering quality programs in person and that we must do it safely for clients and staff. Even with the added hurdle of the current COVID situation, in July HUF serviced over 3,000 clients and on Monday August 16th HUF reopened the Unity for Kids program with 11 children enrolled and this provided the opportunity for parents to get back to work. He went on to say that HUF served 7 schools in the Unity for Teens programs—helping 300 families.

HUF has restructured CWF and U4K programs to refresh the programs and make them more attractive to clients. This involved moving the right staff to the right positions, so the staff members will succeed, and the programs can thrive.

AmeriCorps is a new program HUF is bringing on to build capacity where needs are not being met due to not having enough staff on the Economic Development team. October 1st is the goal date to start providing services to address racial and diversity inclusion issues.

Some Emergency Funds are not getting to the communities as quickly as the programs team would like due to funders' restrictions, so Programs is working on identifying the barriers and educating funders to make sure to push the money out to those in need.

HUF VAX Pop up Update:

Ms. Derrick spoke about the initial hurdle of getting the right staff in place so there was a delayed start in the program. In the end after getting great personnel HUF vaccinated 1,100 people in the 6-week program. The people who received the vaccinations were staff, clients, and clients' families.

Development Update:

Ms. Wilson announced the hiring of Tim Dwyer, HUF's new Senior Grants Manager, starting Monday August 23rd. Mr. Dwyer has had 12 years of grant-writing experience and will be involved in prospecting new dollars from organizations like: The Kresge Foundation, The Health Foundation, and the Watts Foundation. Where

appropriate Ms. Wilson said that HUF will work to incorporate programmatic support and public advocacy initiatives with new grants and continue the mission to influence policies that shape our community and allow children and families to become self-sufficient, productive and civically engaged.

The meeting adjourned at 9:35am.

The next Finance Committee Meeting will be held on September 16, 2021.

HISPANIC UNITY OF FLORIDA, INC.

FINANCIAL STATEMENTS

**FOR THE SIX MONTHS ENDED JUNE 30, 2021
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2020)**

Reviewed by: C McGuire on 8/9/21; Revised 8/16/21

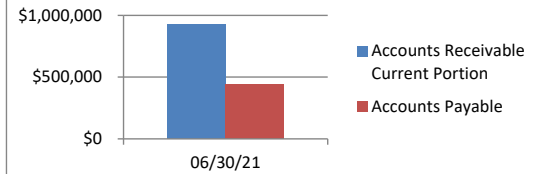
Reviewed by: V Cielo on 8/10/21; Revised 8/16/21

June 30, 2021 Dashboard

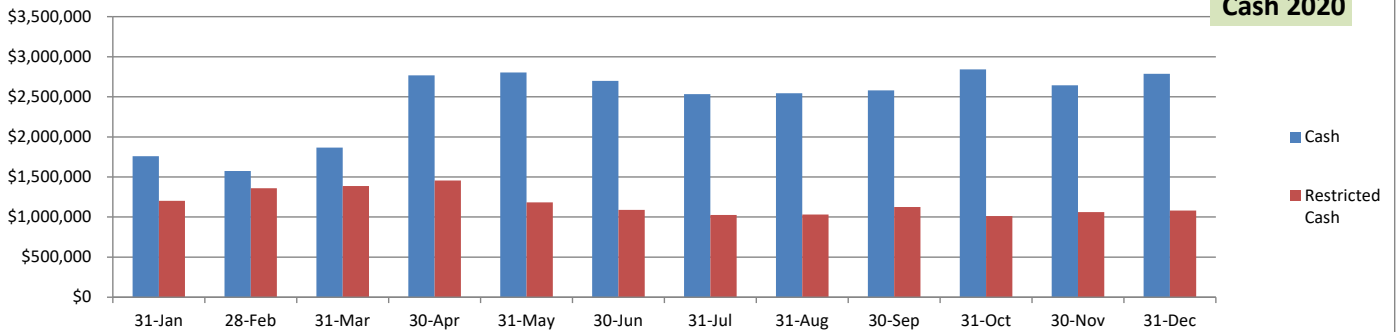
Revenue YTD Compared to Previous YTD

06/30/21			
	Revenue YTD as of 6/30/2021	Revenue YTD as of 6/30/2020	Year Over Year Chng
Unrestricted Revenue	\$3,346,940	\$2,736,209	\$610,731
Restricted Revenue	(\$362,338)	(\$270,602)	(\$91,736)
Total Revenue	\$2,984,602	\$2,465,607	\$518,995

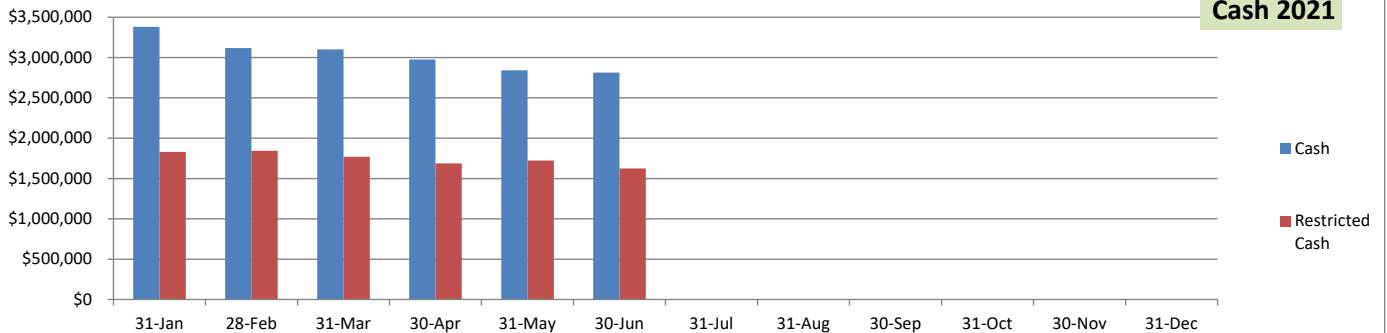
Accounts Receivable Vs Payables June 30, 2021



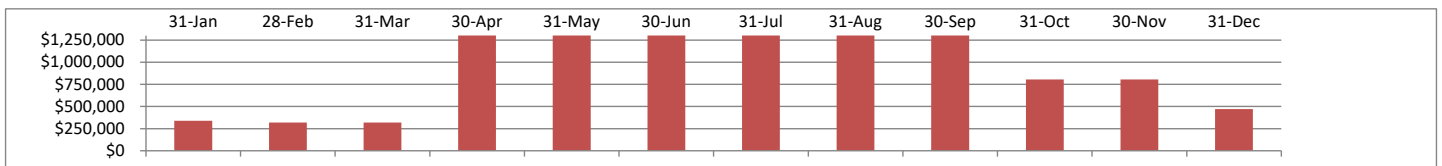
Cash 2020



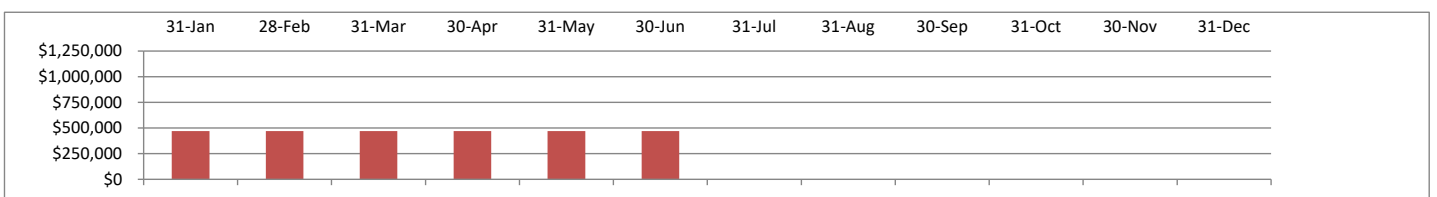
Cash 2021



PPP Loan and Line of Credit Usage 2020



Line of Credit Usage 2021



HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FINANCIAL POSITION
FOR THE SIX MONTHS ENDED JUNE 30, 2021
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2020)

<u>ASSETS</u>	<u>2021</u>	<u>2020</u>	
Current Assets			
Cash	\$ 2,814,238	\$ 2,787,239	Cash Detail pg7; CashFlow pg6
Grants receivable	626,187	324,482	Schedule 1
Unconditional promises to give, net	304,018	634,947	Schedule 1 & 3
Prepaid expenses	<u>60,413</u>	<u>46,921</u>	
Total Current Assets	<u>3,804,856</u>	<u>3,793,589</u>	
Non-Current Assets			
Long term unconditional promises to give	104,966	79,966	Schedule 1 & 3
Property and equipment, net	1,362,808	1,398,046	
Deposits and Other Assets	<u>33,962</u>	<u>34,202</u>	
Total Non-Current Assets	<u>1,501,736</u>	<u>1,512,214</u>	
Total Assets	<u>\$ 5,306,592</u>	<u>\$ 5,305,803</u>	
 <u>LIABILITIES AND NET ASSETS</u>			
Current Liabilities			
Accounts payable and accrued expenses	\$ 442,090	\$ 211,227	Schedule 2
Mortgages payable, current portion	17,666	17,667	
Lines of credit	<u>470,065</u>	<u>470,065</u>	
Total Current Liabilities	<u>929,821</u>	<u>698,959</u>	
Noncurrent Liabilities			
Mortgages payable, net of current portion	<u>766,954</u>	<u>775,727</u>	
Total Non-Current Liabilities	<u>766,954</u>	<u>775,727</u>	
Total Liabilities	<u>1,696,775</u>	<u>1,474,686</u>	
Net Assets			
Without Donor Restrictions	1,891,346	1,750,310	141,036
With Donor Restrictions	<u>1,718,471</u>	<u>2,080,809</u>	<u>(362,338)</u>
			(221,302)
Total Net Assets	<u>3,609,817</u>	<u>3,831,119</u>	
Total Liabilities and Net Assets	<u>\$ 5,306,592</u>	<u>\$ 5,305,805</u>	

Gain from Program Operations	318,735
Gain from Support Services	(177,699)
Increase (Decrease)	141,036

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES
FOR THE SIX MONTHS ENDED JUNE 30, 2021
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2020)

	2021			2020
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenues and Other Support:				
Contributions	\$ 185,551	\$ 1,097,877	\$ 1,283,428	\$ 1,909,844
Special events	3,000	-	3,000	51,450
Grants from governmental agencies	1,519,586	-	1,519,586	2,412,056
Other grants and fees	95,068	-	95,068	1,089,985
Miscellaneous	-	83,519	83,519	199,573
Donations, in-kind	-	-	-	81,816
Net assets released from restrictions:				
Satisfaction of time restrictions	362,338	(362,338)	-	-
Satisfaction of program and purpose restrictions	<u>1,181,396</u>	<u>(1,181,396)</u>	<u>-</u>	<u>-</u>
Total Revenues and Other Support	<u>3,346,940</u>	<u>(362,338)</u>	<u>2,984,602</u>	<u>5,744,724</u>
Expenses (Functional)				
Program services	2,904,386	-	2,904,386	5,101,540
Management and general	287,028	-	287,028	504,166
Fundraising	<u>14,490</u>	<u>-</u>	<u>14,490</u>	<u>25,451</u>
Total Expenses	<u>3,205,904</u>	<u>-</u>	<u>3,205,904</u>	<u>5,631,157</u>
Change in Net Assets	141,036	(362,338)	(221,302)	113,567
Net Assets - Beginning of Year	<u>1,750,310</u>	<u>2,080,809</u>	<u>3,831,119</u>	<u>3,717,550</u>
Net Assets - End of Year	<u>\$ 1,891,346</u>	<u>\$ 1,718,471</u>	<u>\$ 3,609,817</u>	<u>\$ 3,831,117</u>

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF CASH FLOWS
FOR THE SIX MONTHS ENDED JUNE 30, 2021
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2020)

	<u>2021</u>	<u>2020</u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ (221,302)	\$ 113,567
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	71,052	127,623
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(301,705)	42,101
(Increase) decrease in unconditional promises to give	305,930	811,217
(Increase) decrease in prepaid expenses	(13,492)	19,616
(Increase) decrease in security deposits and other assets	-	478
Increase (decrease) in accounts payable and accrued expenses	<u>230,863</u>	<u>(86,139)</u>
Total adjustments	<u>292,648</u>	<u>914,896</u>
Net Cash Provided by Operating Activities	<u>71,346</u>	<u>1,028,463</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment	<u>(35,575)</u>	<u>(128,065)</u>
Net Cash (Used In) Investing Activities	<u>(35,575)</u>	<u>(128,065)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	-	92,345
Borrowing (Repayment) of mortgage	<u>(8,772)</u>	<u>(16,611)</u>
Net Cash Provided by Financing Activities	<u>(8,772)</u>	<u>75,734</u>
Increase (decrease) in Cash	26,999	976,132
Cash - Beginning of Year	<u>2,787,239</u>	<u>1,811,107</u>
Cash - End of Year	<u>\$ 2,814,238</u>	<u>\$ 2,787,239</u>

Cash Detail

As of June 30, 2021

Without Donor Restrictions and With Donor Restrictions Cash:

Bank of America	Operating	78,530	
BB&T	Payroll	220,400	
BB&T	Operating	408,806	
Petty Cash	Imprest	800	
Woodforest	PPP	171,284	
BB&T	Asset Reserve Fund	60,208	
BB&T	Reserve Fund	<u>310,062</u>	1,250,091 Without Donor Restrictions
BB&T - Money Market	Opportunity Fund	510,079	
BB&T - Money Market	Grantor Funding	<u>1,054,068</u>	1,564,147 With Donor Restrictions
			<hr/>
			<u>\$ 2,814,238</u> TOTAL CASH

Temporarily Restricted Funds Schedule
As of June 30, 2021

Awards Brought Forward to 2021	AREA	CC	December 31, 2020	Increase/ (Decrease)	Additions	Increase/ (Decrease)	June 30, 2021
American Express UW 4-20 to 4-21	Cit	156	50,000	(50,000)			0
BBT 1-1-21 - 12-31-21	Dev	010	25,000	(25,000)			0
Broward College 2021	EP	415	8,000	(8,000)			0
Chan Zuckerberg 1/1/20 - 5/1/21	Dev	010	56,476	(56,476)			0
Citi Entrepreneurship Converted to Emergency 3-1-2020 - 2-28-2021	EF	326	22,682	(22,682)			0
Development 2021 Time Restriction	Dev	010	256,762	(256,762)			0
Florida Blue Foundation 10/2020 - 10/2021	PB	543	85,162	(48,283)			36,880
Frederick Delucca 5-1-20 1 funds are expended	EF	336	28,024	(28,024)			0
Frederick Delucca 9-1-2020 to 8-31-21. Will Start in Jan 2021.	ST	411	158,416	(30,974)			127,442
Herb Block Restricted to 2021	Cit	156	10,000	(10,000)			0
JM Family 2021	Dev	010	35,000	(35,000)			0
JM Family 2022	Dev	010	35,000	-			35,000
Kresge Awarded in Jun 2019 and begins Aug 2020 through Nov 30, 2021	Admin	000		-			0
Kresge 2019 01-01-21 To 07-31-21 A	HS	460	87,814	(47,899)			39,915
Kresge 2019 01-01-21 To 07-31-21 B	MS	167	26,153	(14,265)			11,888
Kresge 2019 01-01-21 To 07-31-21 C	FS	670	19,731	(10,762)			8,969
Kresge 2019 01-01-21 To 07-31-21 D	Dev	500	10,436	(5,692)			4,744
Kresge 2019 01-01-21 To 07-31-21 E	CWF	503	23,866	(13,018)			10,848
Moran Foundation 01/01/21-12/31/21	CWF	503	350,000	(186,576)			163,424
NALCAB 6-22-20 to 4-30-21	CWF	574	17,308	(17,308)			0
NALEO 7-1-2020 to 6-30-2021	EZ	606	21,987	(21,987)			0
Susie & Alan Levan Family Foundation 5-1-21 - 4-30-22	Dev	010	25,000	(25,000)			0
Susie & Alan Levan Family Foundation 5-1-22 - 4-30-23	Dev	010	25,000	-			25,000
Third Federal Bank-Foundation restrict to 2021	VITA	301	15,000	(15,000)			0
TJMF - 9-01-18 - 8-31-23	Admin	000	282,273	(58,959)			223,314
Truist Foundation Database Management System use in April 21	Admin	000	25,000	(3,090)			21,910
Unidos-RICO 11-1-20 to 1-31-22	PB	537	92,874	(40,061)			52,813
UW - JP Morgan Chase October 2020 to April 2022 Use in 2021	CWF	507	280,000	(102,023)			177,977
Voices for Healthy Children awarded in June Grant Period 7-1-20 to 2-28-21	AA	012	7,845	(7,845)			-
			2,080,809	(1,140,685)			940,124

New 2021 TR Grants **940,124**

Added in 2021		AREA	CC	December 31, 2020	Increase/ (Decrease)	Additions	Increase/ (Decrease)	June 30, 2021
American Heart Assoc- Voices for Healthy Kids Travel 2021	EFWP	333				2,000		2,000
American Heart Assoc- Voices for Healthy Kids Travel 2021	EFWP	333				2,000		2,000
American Heart Assoc- Voices for Healthy Kids Travel 2022	EFWP	333				2,000		2,000
American Heart Assoc- Voices for Healthy Kids Travel 2022	EFWP	333				2,000		2,000
Baptist Health 6/30/2021 to 8/12/2021	PBW	546				30,795	(1,050)	29,745
Health Foundation Grant 05/01/21 to 11/1/21	PBW	544				111,627	(16,336)	95,291
Health Foundation Pop Up Site 06/30/21-11/01/21	PBW	545				20,000	(480)	19,520
Jim Moran Foundation Research Grant 1-1-21 to 12-31-22	CWF	531				500,000	(77,567)	422,433
NALCAB 6-29-21 to 6-1-22	FCWP	574				25,000	(1,642)	23,358
No Kid Hungry 08/01/2021 to 07/31/2022	PBW	547				100,000		100,000
Tate Foundation 2021 Community Fdt	UKEP	173				20,000	(20,000)	-
Tate Foundation 2022 Community Fdt	UKEP	173				20,000		20,000
Tate Foundation 2023 Community Fdt	UKEP	173				20,000		20,000
Tate Foundation 2024 Community Fdt	UKEP	173				20,000		20,000
Tate Foundation 2025 Community Fdt	UKEP	173				20,000		20,000
						895,422	(117,074)	778,348

778,348

TOTAL **\$ 2,080,809 \$ (1,140,685) \$ 895,422 \$ (117,074) \$ 1,718,471**

1,718,471

YTD Satisfaction of Time Restrictions **\$ (362,338)**

HISPANIC UNITY OF FLORIDA, INC.

STATEMENT OF ACTIVITIES - TOTAL

FOR THE SIX MONTHS ENDED JUNE 30, 2021

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
Revenues							
Donations - UNR	\$ 33,326	\$ 18,809	\$ 14,517	\$ 185,551	\$ 112,850	\$ 72,701	Made up of donations from: Colin Brown Fnd for \$25K; Enterprise Holdings for \$4K; and Individual Donors for \$4K.
Donations - TR	212,500	269,624	(57,124)	1,097,877	862,750	235,127	Made up of Awards from: Tate Fnd for \$100K; Baptist Health for \$31K; NALCAB for \$25K; Bank of America for \$20K; Health Fnd for \$20K; Voices for Healthy Kids for \$8K; TD Charitable for \$8K; and Individual Donations \$1K.
Satisfaction of Restrictions	(12,446)	46,780	(59,226)	362,338	636,067	(273,729)	Diff of (\$39K) Unfavorable versus Budget due to more new grants being added causing a decrease in release from restriction.
Fundraising Events	0	1,667	(1,667)	3,000	10,000	(7,000)	
Grant Income	352,364	320,061	32,303	1,614,655	1,920,362	(305,707)	Program billing was down due to COVID
Interest Income	14	299	(285)	4,477	1,794	2,683	Includes a dividend from Amtrust for \$3.6K
Rental Income	4,437	4,383	54	25,974	26,298	(324)	
Voluntary Pre-K	0	1,833	(1,833)	0	11,000	(11,000)	As of June 2021 this program hasn't been opened. Expected to open in August 2021.
Fees & Miscell Income	25,014	12,000	13,014	53,068	72,000	(18,932)	Civic Engagement fees fell behind (\$26K) and VPK Tution was behind (\$11K), but received rebate for \$18K on Unemployment Tax.
Total Revenues	615,209	675,456	(60,247)	3,346,940	3,653,121	(306,181)	
Expenses							
Salaries and benefits	410,253	428,132	(17,879)	2,330,068	2,567,573	(237,505)	Underage offsetting revenues
Advertising	205	976	(771)	7,791	5,854	1,937	
Bank service charges	1,212	825	387	7,629	4,950	2,679	
Building repairs/maint	20,433	19,186	1,247	96,352	115,114	(18,762)	
Depreciation	11,831	11,844	(13)	71,052	71,050	2	
Dues Subscriptions	1,480	1,455	25	12,738	8,725	4,013	
Information Technology	10,224	13,721	(3,497)	51,146	82,327	(31,181)	Underage offsetting revenues
Insurance	5,239	4,665	574	26,903	27,993	(1,090)	
Interest expense	4,972	4,813	159	29,283	28,878	405	
Licenses and permits	0	113	(113)	70	675	(605)	
Mileage reimbursement	758	2,376	(1,618)	1,972	14,922	(12,950)	
Miscellaneous	2	(23)	25	261	(8)	269	
Office expense	4,207	3,701	506	18,533	22,205	(3,672)	
Postage and shipping	666	610	56	1,218	3,653	(2,435)	
Printing	3,276	4,427	(1,151)	19,988	26,556	(6,568)	
Professional fees	56,664	18,568	38,096	216,826	115,562	101,264	Includes \$24K Covered by Chan Zuckerberg Advocacy Grant, \$63K is covered by Moran Research Grant, and Recruitment Expense of \$14K.
Program expenses	53,797	41,069	12,728	206,886	269,022	(62,136)	Underage offsetting revenues
Public relations	0	292	(292)	885	1,750	(865)	
Rent	1,777	1,680	97	18,778	10,081	8,697	Did not budget for summer school rent, but this is covered in revenues as reimbursements.
Staff events/meetings	407	833	(426)	1,005	5,000	(3,995)	
Staff training and development	1,524	1,316	208	9,477	7,894	1,583	
Telephone	3,132	2,134	998	20,729	12,798	7,931	Contract in negotiation
Telephone - Cell/HotSpots	4,250	4,629	(379)	42,618	27,773	14,845	Contract in negotiation
Utilities	2,572	2,184	388	13,696	13,095	601	
<i>Worst Case-Admin Net Effect</i>		0	0				
Total Expenses	598,881	569,526	29,355	3,205,904	3,443,443	(237,539)	
Increase (Decrease) in UNR Assets	\$ 16,328	\$ 105,930	\$ (89,602)	141,036	\$ 209,678	\$ (68,642)	
			Programs	\$ 318,735			
			Support	\$ (177,699)			
			Total	\$ 141,036			

TJMF Actual through June 30, 2021

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	\$ 105,570	Incremental Salary Increases through June 30, 2021
Incremental Salaries--Felipe	\$ 5,500	Incremental Salary Increases through June 30, 2021
Incremental Salaries--Andres	\$ 19,800	Incremental Salary Increases through June 30, 2021
		Recruitor - Director
		Marketing, Assoc
National Executive before 2021	\$ 10,084	Director, CFO - Finance
National Executive VPP	\$ 5,673	VPP
Missing Link	\$ 12,825	Consultant - Human Resources
Other Spending	\$ 1,995	Other Spending
	\$ 276,686	Actual Through June 30, 2021
	\$	223,314 Grant Balance as of Curr. Month End
Remaining Commitment Executive Search for VP of Programs	\$ 327	Remaining Commitment 2021
2021 Salaries - Committed Salary VC, NS & CM	\$ 19,430	Remaining Commitment 2021
2021 Salaries - ED	\$ 4,500	Remaining Commitment 2021
2021 Salaries - New VPP	\$ 63,533	Remaining Commitment 2021
Remaining 2021 Commitment	\$ 87,790	
Remaining Commitment Beginning Balance 2021	\$ 137,519	
2021 Purchases	\$ 1,995	Dale Carnegie Training
Total 2021 Commitment remaining	\$ 135,524	Remaining Commitment

Total Spent & Committed as of June 30, 2021	\$ 500,000
Original Budget (Must be spent by 2023)	500,000
Remaining Dollars	\$ (0)

Funds must be used by 2023

\$375,000 Mission / Opportunities \$ 375,000

The Non-Profit Assistance Center	\$ 90,240	CPA - Finance Area Spent
Citizenship Fundraising Match	\$ 25,000.00	Spent
National Executive before 2021	\$ 10,084	Recruitor - Director Spent
Executive Search for VP of Programs	\$ 6,000	Board Resolution 12-9-2020 Committed
Program Salary Increase 2021 for VP	\$ 10,000	Board Resolution 12-9-2020 Committed
Salary & Benefits New Program VP	\$ 83,333	Board Resolution 12-9-2020 Committed
Missing Link and Other Dale Carnegie	\$ 14,820	Consultant - Human Resources Spent
	\$ 239,476.52	

Other Commitments	\$ 137,519.00
2021 Purchases	\$ 1,995.00
Total 2021 Commitment remaining	\$ 135,524.00

\$125,000 capacity building \$ 125,000

Remaining 2021 Commitment	\$ 19,430	Committed Salaries not yet spent
Incremental Salaries	\$ 105,570	Incremental Salary Increases
	\$ 125,000	

		Uncommitted Balance
Balance	\$ 500,000	\$ 500,000
		\$ (0)

**Hispanic Unity of Florida
Budget 2021 and Funding Projections & Mitigation Plan**

2021 Budget	\$ 37,116	Net	
New (June) Projection through Dec 31	\$ (109,413)	Decrease in billing projections (CWF and CSC contracts)	CWF: contract requirements changed, decrease in clients & CSC: several open positions

Worst Case \$ (109,413) if we do nothing

Moderate Case

Increase CWF/FSA billing July - Dec	\$ 35,340	Program Management and Recruitment	Back to 2020 billing #s in Sept - Dec
Increase CWF/UW billing July - Dec	\$ 5,253	Program Management and Recruitment	Back to 2020 billing #s in Sept - Dec
Increase in CSC contracts	\$ 14,375	Focus on salaries	Only included 12.5% (admin expenses)
Decrease in expenses due to new Eco. Dev. staff structure	\$ 17,500	Changes in management staff	Milenis J. will be moved to the Deluca career coach position - effective Aug. 1
Decrease in expenses CWF/TJMF	\$ 6,000	Move unused funding for direct expenses to existing staff positions	
Decrease in expenses CWF/DelUCA	\$ 10,000	Increase Director's allocation - and perhaps VP's too	
Decrease in expenses (Operations)	\$ 6,500		
Decrease in expenses (Marketing and Development)	\$ 5,000		
Increase in Restricted Funding	\$ 20,000	New prospects	
Increase in Unrestricted Funding	\$ 10,000	New prospects	

Total \$ **129,968**
Year End Projection \$ **20,555**

Best Case

Increase CWF/FSA billing July - Dec	\$ 40,578	Program Management and Recruitment	Back to 2020 billing #s in August - Dec
Increase CWF/UW billing July - Dec	\$ 10,016	Program Management and Recruitment	Back to 2020 billing #s in August - Dec
Increase in CSC contracts	\$ 20,125	Focus on salaries	Only included 12.5% (admin expenses)
Decrease in expenses due to new Eco. Dev. staff structure	\$ 17,500	Changes in management staff	Milenis J. will be moved to the Deluca career coach position - effective Aug. 1
		Move unused funding for direct expenses to existing staff positions	
Decrease in expenses CWF/TJMF	\$ 6,000		
Decrease in expenses CWF/Deluca	\$ 15,000	Increase Director's allocation - and perhaps VP's too	
Decrease in expenses (Operations)	\$ 8,500		
Decrease in expenses (Marketing and Development)	\$ 8,000		
Increase in Restricted Funding	\$ 20,000	New prospects	
Increase in Unrestricted Funding	\$ 20,000	New prospects	
Total	\$ 165,719		
Year End Projection	\$ 56,306		

Did NOT include large foundation funding projections (Citi or Kresge)
 Salary Increases effective Oct 1 (\$8K) - postpone to Jan. 2022



Marketing Committee Meeting Minutes Zoom Meeting June 9, 2021

On the Phone: Ana Arguello, Josie Bacallao, Lesli Cartaya-Franco, Katherin Gallego, Maguana Jean, Felipe Pinzon, Francisco Rivera, Lucia Rodriguez, Felina Rosales-Furer and Shani Wilson

Excused: Christopher Dongo, John Guerrero

Action Items:

1. Kathy Gallego will schedule a meeting with Lesli Franco, Ana Arguello and Francisco Rivera to document goals and next steps for HUF's email marketing platform, Constant Contact to cleanup email lists.
2. Kathy Gallego confirmed Gabriella Cardozo will assist with the email cleanup once document is complete
3. Kathy Gallego and Maguana Jean will schedule a meeting to complete survey questions and share with the committee.

1) Roll Call

2) Approval of June 2021 minutes

Motion to approve June 2021 minutes made by Maguana Jean. Second made by Francisco Rivera. Motion passed.

3) Transition Plan Updates

Maguana shared that she and Kathy Gallego revisited the survey questions and edited based on committee feedback. They understood the importance of not asking questions based on employee feelings but rather on hard facts. Additional comments were made by the committee to include focus on employee's knowledge of the transition and their comfort level of HUF reopening. Questions suggested included asking the employees what they see as the long-term needs of the community and what resources are needed to address those needs. Josie Bacallao mentioned that it was imperative we don't ask questions that we are not prepared to address. We will also need to anticipate what are the new post-pandemic needs to give the employees the connect tools for them to continue to perform their tasks. Felipe Pinzon also wants to add a question on the survey to know the frequency of his meetings with staff moving forward.

Felipe Pinzon shared that he is on track with the schedule he provided on the transition plan and meeting with all the board members.



Lesli Cartaya-Franco and Felipe Pinzon have a scheduled meeting in July to practice his elevator speech and continue social media discussions.

Felipe Pinzon will begin his political outreach starting Q4.

Felipe Pinzon shared he will continue to reach out for assistance to the committee when he has community events or meetings with funders.

Maguana Jean asked when the transition plan was going to be shared with the staff and Lesli Cartaya-Franco shared that she is part of the Board Transition Committee and currently they are working on a plan to share with everyone.

Josie Bacallao stated that aside from the transition plan, the committee will need to shift and start prepping for HUF's 40th Anniversary. The anniversary will be celebrated for the whole year and there is a huge opportunity for fundraising, which has been determined to be the main goal of the anniversary celebration. Josie Bacallao addressed the importance of not making this just an event or acknowledge a change in leadership but rather to propel HUF's mission and increase visibility.

4) Spring Cleaning of Constant Contact Segment List

Next Steps: Complete document with goals and clear next steps to edit the email lists in Constant Contact for Gabriella Cardozo. Kathy Gallego will reach out to Gabriella Cardozo once the document is complete and review in its entirety with her.

Note: This committee will not be taking a break during the summer.

Next Meeting
Wednesday, July 14, 2021
9:00 AM



Marketing Committee Meeting Minutes Zoom Meeting July 14, 2021

On the Phone: Lesli Cartaya-Franco, Katherin Gallego, Francisco Rivera, Maguana Jean, Felina Rosales-Furer and Shani Wilson

Excused: Ana Arguello, Josie Bacallao, Christopher Dongo, Felipe Pinzon and Lucia Rodriguez

Action Items:

1. Maguana Jean and Ana Arguello will meet to discuss the external communication plan.
2. Kathy Gallego and Maguana Jean will meet to further review the survey plan.
3. Lesli Cartaya-Franco and Felipe Pinzon will meet in August to go over media trainings and inquiries
4. Kathy Gallego will share mockup of Facebook CEO page of social media with Lesli Cartaya-Franco.
5. Kathy Gallego will share 40th HUF Anniversary Plan in August once finalized.

1) Roll Call

2) Approval of July 2021 minutes

Motion to approve July 2021 minutes made by Lesli Cartaya-Franco. Second made by Maguana Jean.

3) Transition Plan Updates

a. Survey Review

Maguana Jean and Kathy Gallego reviewed with the committee their four key questions to be distributed via Survey Monkey. The questions are worded to be used as key phrases for Felipe Pinzon to cover during agency meeting. Kathy Gallego shared the questions are the final draft. Next steps will be inserting into Survey Monkey and sending out to committee for final review. Francisco Rivera mentions that there should be a question regarding “what does this transition mean for me?” to ensure staff feels comfortable. Maguana shared they are thinking of the audience and will make sure Felipe shares transition and addresses staff concerns.

b. Eblast Content for External Community At Large

Ana Arguello and Kathy Gallego created bullet points that will be used as a guide to further develop the three unique eblasts to communicate Felipe Pinzon’s story with the clients and all contact from Constant Contact. Ana Arguello and Kathy Gallego shared that it would be a great idea to be able to also create a



video of Felipe, sharing his HUF story. This is an additional component to the original plan. They will continue to fill in the blanks and share with committee.

c. **Next Steps—Who and by when**

Shani Wilson shared funder meetings are being scheduled. Maguana and Ana Arguello still need to meet to discuss their external communication plan. Lesli Cartaya-Franco and Felipe Pinzon will meet in August to go over media trainings and inquiries. Kathy Gallego will share mockup of the CEO Facebook page with Lesli Cartaya-Franco. It was discussed in the meeting that LinkedIn will be Felipe's leadership voice and professional platform. Launch date is scheduled for January 2022 to establish him the social media platforms. Kathy Gallego advised the committee that she could use their help in the creation of the posts and to think about the process for sustainability.

4) HUF'S 40TH Anniversary—Kathy Gallego

- a. Kathy shared two logo options with the committee, option two with "40" in logo was highly favored. This logo would replace current logo in 2021. The committee suggested removing "40th" wording in number 40 of the logo and adding it to the tagline. Kathy Gallego will work on with the designer to edit. Earliest use of this logo would be January 2022.
- b. HUF turns 40 on February 25, 2022. In January there will be a kickoff off the 40-year anniversary and will be a yearlong celebration. Kathy Gallego will share plan details once finalized in August. Budget is conservative for this event and will be supporting internal funding efforts.

Next Meeting
Wednesday, August 11, 2021
9:00 AM



Marketing Committee Minutes Microsoft Teams Meeting August 11, 2021

Team Meeting: Ana Arguello, Katherin Gallego Francisco Rivera, Felipe Pinzón and Shani Wilson.

Excused: Josie Bacallao, Christopher Dongo, Lesli Cartaya-Franco, Maguana Jean, Christina Paradowski and Lucia Rodriguez

Action Items:

1. Kathy and Maguana will go back to the drawing board, reformulate the survey questions, and include the purpose of survey.
2. Kathy and Ana will draft a Plan for Felipe's transition eblast/video series.
 - a. Kathy will provide Felipe with a Brief for the video strategy.
 - b. Felipe will reach out to partners for video assistance- Broward College, BCPS and Children's Services Council.

1) Roll call

2) Approval of July 2021 minutes

Quorum was not met. Approval for July minutes will be moved to September meeting.

3) Quick Updates

Update on Chris Dongo: Due to his heavy travel schedule, his engagement with the committee will be limited in the future, but he plans to remain a member.

Shani and Felipe mentioned they are continuing to meet with the funders.

4) HUF CEO Transition Survey

Kathy reviewed the survey's four *yes/no* questions that she and Maguana put together - mentioned the survey could provide a steppingstone for the agency meeting. Everyone will receive the survey prior to the September meeting for approval.

On Question 3: Do you have all the resources to continue delivering HUF services?

Felipe would like a clear Goal for Q3 - what the background and context is for that question. Wouldn't like to wait months to find out what their answer meant. Also suggested to add what other resources they need to provide services.



Felipe asked whether this was the right venue to ask the question, and how is the question related to the transition.

Shani suggested an *Agree/Disagree* scale to take temperature of the room and dive deeper separately.

Francisco suggested an open-ended question asking people if they “know their impact/what does it mean for me” as a member of the team. He also mentioned a Q&A session to allow them to get answers.

Felipe mentioned his plans to meet with everyone one-on-one to better understand the needs.

Ana questioned how they would know *how it’s going to impact them*.

Kathy suggested going back to drawing board with Maguana. They will rethink the survey questions and include the purpose of survey.

5) New CEO Eblast

Ana shared an email visual for the eblast series introducing Felipe as the new HUF President & CEO. The idea is to dig into his US journey and his HUF journey and provide a quick run through his last position and the future of HUF under his leadership. She also suggested a 3-part written and/or video series.

Kathy mentioned capacity and time considerations to carry out the plan, especially for Felipe. She suggested creating a Plan with timeframe - continue with content for the eblast and discuss video option on Phase 2.

Felipe asked for a Brief so he can tap into community resources such as Broward College, BCPS and Children’s Services Council for the video strategy.

Kathy and Ana will develop a Plan – Felipe to get back with possible dates.

Kathy mentioned how the first couple of months can focus on Felipe’s story, and then in February 25 transition into the 40th Anniversary campaign. Felipe’s snippets and content can still be released throughout the year.

Francisco will provide a few tactical suggestions for the eblast.

6) HUF’s 40th Anniversary

Kathy stated that the Plan is not finalized yet. She will be presenting it in the next two weeks. She also mentioned going back to the drawing board to revisit the logo.

**Next Meeting: Wednesday,
September 8, 2021 - 9:00am**



**Governance Committee Meeting Minutes
June 4, 2021**

Present on Zoom:

Angie Stone, John Guerrero, Tony Abbate, Jorge DeApodaca, Steve Sampier, Josie Bacallao, Felipe Pinzon and Felina Rosales-Furer

Excused:

Maria Elena Ferrer, Barbara Grevior, Maritza Alvarez, Christina Paradowski and Melida Akiti

Next Steps/Action Items:

1. Tony Abbate and John Guerrero will interview Lisette Rodriguez for board candidacy.
2. Angie Stone will follow up with board members this month regarding their reporting out.

Discussions:

1. Approval of May 2021 Minutes.
Motion to approve May minutes by Steve Sampier. Angie Stone provided the second. Motion passed.
2. Board Succession Planning Update by Tony Abbate & John Guerrero
Tony Abbate thanked John Guerrero for his guidance and input on succession planning for both board officers and committee chairs. He indicated there are some gaps which need to be filled. Finance committee continuity is very important. John shared Finance committee Chair & Board Treasurer is an important gap in the future. John hopes Lisette Rodriguez will be recruited to fill that role. Deborah Pena mentioned to John she will try and keep her current Treasurer role through the end of the year. She was recently assigned as lead partner to Carnival Cruise Line account in addition to family challenges.

John Guerrero spoke to Dan Hertz as future Audit Committee Chair. He agreed. Dan Schevis should be a member on committee and one other individual.
3. Board Member Emeritus
 - a) Emma Pfister was nominated by Tony Abbate for Board Member Emeritus. Motion by Steve Sampier. Second by Angie Stone. Motion passed.
 - b) The Board will be asked for exception to have Emma become Board Member Emeritus who has not served as board chair (a requirement to become board member emeritus).
4. Recruitment
 - a) Dr. Jeffrey Nasse—HUF Virtual Tour, May 28th
Tony Abbate will schedule the formal interview with Jeffrey soon. Jeffrey attended a tour and submitted a board application.
 - b) Lisette Rodriguez—Board Candidate. Only needs to be interviewed. Tony Abbate will try and have this interview with John Guerrero.

We have three seats open on the board currently. Full board slate is 21.

Steve Sampier votes to move forward on nominating Dr. Jeffrey Nasse and Lisette Rodriguez as board candidates. Second provided by Angie Stone. Motion passed.
5. Board Member Engagement Self-Reporting Form by Angie Stone
 1. 2021 Template Implementation. Angie is working on wrapping up 2021 link for the board. She will begin on 2022 engagement as well.



2. May Board Meeting Report Out. 1st Quarter Results. Angie received from Shani Wilson and will be following up with members in June.

6. Update Bylaws & Board Structure Sub-Committee Update by Christina Paradowski

a) Bylaw Change Proposal: Change Article IV/Section D 3/ Election & Tenure add “Chair-Elect” to the exceptions

Tony Abbate proposes adding by law change addition “Chair Elect”. Motion by Steve Sampier. Second by Angie Stone. Motion passed.

b) Review of board structure and roles/responsibilities of each officer. Unable to have update as Christina Paradowski not at meeting.

7. Other Business/Updates

Josie Bacallao was approached by Board Non-Profit consultants “Board Link”. Corporations will pay them for us to invest in funding and leadership in HUF’s board. We need to find more people of color and with specific skill sets. They will help us find individuals for the future and we would continue our internal process. These would be professionals without board experience, where we could place them on a committee first to further vet. Felipe Pinzon shared they are national organizations that is out of Miami. An application has been submitted, if we are approved then we will get into an agreement with them to interview members for our board. Then we would have to make the investment on those referrals. We need to decide if we want to go through this process. We need to know by June 18th which way we would like to go. We would extend opportunity to a candidate to be part of one of our committees, should we find an excellent candidate.

Steve Sampier and John Guerrero are off the board in January 2022, where we will have two vacant openings on the board.

Next Meeting:
Friday, July 2, 2021 @9am



Governance Committee Meeting Minutes July 2, 2021

Present on Zoom:

Christina Paradowski, Melida Akiti, John Guerrero, Tony Abbate, Josie Bacallao, Felipe Pinzon and Felina Rosales-Furer

Excused:

Angie Stone, Jorge DeApodaca, Steve Sampier, Maria Elena Ferrer, Barbara Grevior, Maritza Alvarez

Next Steps/Action Items:

1. Felipe Pinzon will email the Governance committee by July 22nd with an update on BoardLead candidates.
2. Tony Abbate asked Christina Paradowski to proceed with the bylaw revision for the Chair-Elect officer position.
3. Tony Abbate will reach out to Deborah Pena regarding her conversation with Lisette Rodriguez for Vice Chair of Finance Committee.
4. Josie Bacallao will reach out to Angie Stone to share information related to the board calendar.
5. John Guerrero will ask JM Family staffer if they could give a workshop to HUF board on racial diversity and inclusion.
6. Felipe Pinzon will reach out to CSC for technical assistance on creating an agency-wide plan on race, ethnicity, diversity, and inclusion.

Discussions:

7. Approval of June 2021 Minutes.

Will vote at the next meeting as there was not a quorum.

8. Board Succession Planning Update by Tony Abbate

Tony Abbate shared Boris Espinoza from Citi Private Bank and Maria Barnard from JM Family have voiced their interest to join HUF's board. They are currently sending in their applications and he hopes they will get interviewed in the summer for Fall voting by the board. In regard to the Governance committee and other Chairs of committees, we want to look at candidates and succession plans in more detail for any gaps.

9. Recruitment—New Board Candidates

BoardLead—Felipe Pinzon provided an update. All professionals (PWC, Comcast & JP Morgan/Chase) have between 10 and 25 years of experience and will be invited by their management team to apply. Any qualified candidates will be shared with us by July 21st. BoardLead is asking that we meet with candidates within one month of being referred. By August 21st would be our deadline. Any viable candidate will go through our own vetting process and HUF will make final decisions by November 15th. Next step is to wait on referrals from BoardLead. Felipe is the contact person for the referrals; he will schedule initial meetings to introduce HUF. Then Felipe will share link for them to apply for the Board. From there Governance would continue to go through our interviewing process. Felipe will email the Governance committee (around July 22nd) with candidate referrals.

NOTE: If they are not ready for our board, determine if they could join one of the board committees.

10. Board Member Engagement Self-Reporting Form by Angie Stone

Report out 2nd quarter results at September meeting.



- 11. Update Bylaws & Board Structure Sub-Committee Update** by Christina Paradowski
Bylaw Change Proposal: Change Article IV/Section D 3/ Election & Tenure add “Chair-Elect” to the exceptions.

Christina is continuing to go through the bylaws to clean up, edit and update old bylaws. She is going to share the updates with committee for feedback, in near future. Tony asked Christina add revision of Chair-Elect be updated.

- 12. Other Business/Updates**

Maria Barnard at JM Family (part of the CEO’s office) would be interested in the Governance committee. She would be a great addition. Dr. Jeffrey Nasse would be interested in Advocacy especially when CSC is involved. Lisette Rodriguez should be set up for Vice Chair of Finance. Deborah is pending a chat with Lisette regarding that role. Tony will reach out to Deborah to see if they have connected. Felipe is meeting with Giselle Cushing this month to see how she can get further involved.

- 13. Tony Abbate reviewed the Governance goals of the Strategic Plan.** Tony Abbate wants to have two candidates for each open position. Board driven annual calendar has not been started, Christina shared Angie Stone wanted to create one in the Google file for board members. Add things like orientation of new board chair, committee deadlines, meetings, and agenda related items. Chair and Secretary need to coordinate agenda and calendar items together. That way the calendar shows monthly, quarterly, and annually. Josie will reach out to Angie to share information with her to get started.

- 14. DEI:** John Guerrero discussed we could have someone provide workshop for board regarding racial diversity. John will see if the JM Family staffer would be willing to do a workshop for HUF board. Felipe will reach out to CSC about funding set aside for consultant to educate board on the topic.

Next Meeting:
Thursday, September 2, 2021 @9am



**Public Policy & Advocacy Committee Meeting Minutes
August 13, 2021—Zoom Meeting**

Present:

Alejandro Gonzalez, Dan Schevis, Dr. Maria Bernal, Dick Blattner, Megan Turetsky, Dr. Jeffrey Nasse, John Guerrero, Josie Bacallao, Felipe Pinzon, Otto Valenzuela, Andres Connell and Felina Rosales-Furer

Excused:

Carolina Cardozo, Julie Fishman and Robby Holroyd

Next Steps/Action Items:

- 1) Otto Valenzuela will create a document breaking down who are partners are on what specific policy issues.
- 2) Alejandro Gonzalez will share United Way's policy agenda with this committee once it is completed.

Discussions

1) Approve May 2021 Meeting Minutes

Richard Blattner motioned to approve minutes. Megan Turetsky seconded the motion. Motion passed.

2) New Committee Member Introduction--Josie Bacallao

- Dr. Jeffrey Nasse, College Provost & Senior Vice President for Academic Affairs, Broward College. Dr. Nasse shared how happy he is to be a part of Hispanic Unity, looks forward to the great work and being a part of the team.
- Andres Connell, Vice President of Programs, HUF. Andres looks forward to working with everyone and pursuing HUF's policy agenda.

3) Draft HUF's 2022 Public Policy Agenda -- Otto Valenzuela

This is our blueprint for what HUF will be doing in Florida and our Federal efforts as well. This is our first draft depending on where the issues take us and we are reaching out to elected officials for their input. The Broward Delegation specifically, to help mold our advocacy efforts. Healthcare is one of our hot topics, especially with over a million Floridians without healthcare due to job loss and the pandemic. We also support and sign on to other efforts with our partners. 2Gen is under our Economic Development umbrella, which offers long term solutions to assist families and gain state funding. There was a discussion regarding Florida tax regarding flat taxes and how it hurts disproportionately those below the poverty line. Josie Bacallao shared HUF's VITA program as we assist around 7k families in Broward to make sure families are getting the credits they are eligible for. We are looking forward to bringing back Native Language Testing with UndiosUS and Rep. Chip LaMarca as champions, to allow those students that English is not their first language to be tested with documents in their native language. DACA and TPS is also very hot and we hope that this go around there could be real immigration legislation change.

Dan Schevis would like to see a document that shows who are partners are in what efforts. Andres Connell asked if Otto could prioritize for him where are the low, medium and high hanging fruit efforts. Josie shared we only pick two to three top priorities and then we push those topics and we approach this as a long game. Sometimes our gains are incremental but we gain collations and push forward for more gains and gather bipartisan support. Andres wants to pursue items on the local level and gain with small wins.

Megan shared CSC is on board with HUF's legislative agenda. CSC will be strongly pursuing a juvenile diversion bill again this year after it passed but was vetoed by the Governor.

4) Other Business

Josie gave a special thank you to Alejandro Gonzalez (United Way) for inviting HUF to participate in an event at Gulfstream, where electeds will be visiting and HUF will be represented. It is important to show



our legislators what our programs are doing. United Way's policy agenda will be done by the next meeting, this year is more focused in scope, highlight a few topics not so wide. Alejandro will share that agenda with this committee.

Also, the Broward Delegation will be at HUF on Monday we may have two electeds or up to fifteen, this is a great opportunity to speak directly to the delegation and share our policy platform.

Dr. Nasse shared Broward College is having a luncheon on the 18th that HUF will be in attendance to discuss local issues and concerns with community partners.

Next Meeting: Friday, September 10, 2021 @ 9am