



**Empowering a  
New Generation  
of Americans**

## **Board of Directors Meeting Package**

**Meeting #6**

**Tuesday, June 21, 2022**

**Join Zoom Meeting**

<https://us06web.zoom.us/j/86348278582?pwd=T0ZELzq5YkJBcU52VnlaaU5MUUnVxdz09>

**Meeting ID:** 863 4827 8582

**Passcode:** 731671

### **Mission**

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

**Hispanic Unity of Florida**  
**Board of Directors Meeting**  
**AGENDA**  
**Tuesday, June 21, 2022**

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**We will start the meeting promptly at 4pm**

- |    |        |   |  |  |
|----|--------|---|--|--|
| 1. | 4:00pm | <b>Call to Order/Roll Call</b>  | <b>Christina Paradowski &amp; Felina Furer</b> |  |
| 2. | 4:05   | <b>Chair Welcome and Presentations</b> <ul style="list-style-type: none"><li>• Tripp Scott Pro bono Services<ul style="list-style-type: none"><li>○ Thank you to Catalina Avalos</li><li>○ New Pro bono attorney, Manooch Azizi</li></ul></li></ul>   | <b>Christina Paradowski</b>                    | pg. 1<br>pgs. 2-3  |
| 3. | 4:15   | <b>Finance Committee</b> <ul style="list-style-type: none"><li>• 2021 Financial Audit Presentation L. Rodriguez &amp; Caballero, Fierman, Llerena &amp; Garcia, LLP</li><li>• Monthly Financial Statements</li><li>• Check Signers Policy</li></ul>   |  | Action Update<br>Action sent separately  |
| 4. | 4:45   | <b>Fund Development</b> <ul style="list-style-type: none"><li>• Scorecard</li><li>• Broward College Mural Project</li><li>• Donor Recognition Event</li></ul>   | <b>Shani Wilson</b>                            | Information pgs. 4-6   |
| 5. | 5:00   | <b>Governance</b> <ul style="list-style-type: none"><li>• Board Member Cultivation</li></ul>  | <b>Anthony Abbate</b>                          | Discussion   |
| 6. | 5:15   | <b>Strategic Plan</b>   | <b>Committee Chairs</b>                        | Information pgs. 7-35  |
| 7. | 5:45   | <b>Consent Agenda</b><br><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>   | <b>Christina Paradowski</b>                    | Action   |
|    |        | <ul style="list-style-type: none"><li>i. Board Meeting minutes, May 2022</li><li>ii. Audit Meeting Minutes, June 2022</li><li>iii. Audit Electronic Vote – 2021 Audited Financial Statements</li><li>iv. Marketing Committee notes, May 2022</li><li>v. Governance Committee minutes, June 2022</li><li>vi. Public Policy &amp; Advocacy Committee Notes, May 2022</li><li>vii. Organizational Sign-On Letter in supporting a pathway for Dreamers</li><li>viii. April 2022 Program Scorecard</li></ul> |  | pgs. 36-38<br>pgs. 39-40<br>pgs. 41-42<br>pg. 43<br>pgs. 44-45<br>pgs. 46-47<br>pgs. 48-49<br>pgs. 50-52 |
| 8. | 5:50   | <b>Executive Session</b>  | <b>Christina Paradowski</b>                    |  |
| 9. | 6:00   | <b>Adjourn</b>  |  |  |

18 Active Board members / 10 required for quorum and vote

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

Board Member	June 2021	July 2021	Aug 2021	Sept 2021	Oct. 2021	Nov. 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	April 2022	May 2022		
ABBATE, Anthony (Tony)	P	No Board Meeting	No Board Meeting	P	P	P	E	E	P	P	P	P		
ALVAREZ, Maritza	P			P	P	P	E	P	P	P	P	P		
ARGUELLO, Ana	P			P	E	P	P	P	E	P	P	P		
BARNARD, Maria						P	P	P	P	P	P	E	P	
BELLO, Eduardo	P					P	P	P	P	P	P	P	-	
BITTAR, Elsa	-					-	-	-	-	-	P	P	P	P
CARDOZO, Carolina	P					P	P	P	P	P	P	E	P	P
CUSHING, Giselle	P					P	P	A	E	A	A	A	P	P
ESPINOZA, Boris	-					-	-	-	-	P	P	P	P	E
FRANCO, Lesli	E					P	P	P	P	P	P	P	P	P
GUERRERO, John	P					E	P	P	P	P	E	P	P	P
HERZ, Dan	E					P	P	P	E	P	P	P	P	P
NASSE, Jeffrey						P	P	P	P	P	P	P	P	P
PARADOWSKI, Christina	E					P	P	P	P	P	P	P	P	P
RIVERA, Francisco	P					P	P	P	P	P	P	P	P	P
RODRIGUEZ, Lisette						P	P	P	P	P	E	P	E	P
RODRIGUEZ, Lucia	P					P	E	P	E	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
<b>Total Board Members</b>	18					20	21	21	18	19	20	20	19	18
<b>Present</b>	14			17	16	18	14	15	16	17	17	17		
<b>Excused: E</b>	4			2	3	1	5	2	3	1	2	1		
<b>Absent: A</b>	0			1	2	2	1	2	1	2	0	0		
<b>Board Members Present at the Meeting</b>	78% Zoom			85% Zoom	76% Zoom	86% Zoom	70% Zoom	79% Zoom	80% Zoom	85% Zoom	89% Zoom	94% In-person		



**Empowering a  
New Generation  
of Americans**

5840 Johnson Street,  
Hollywood, FL 33021  
954.964.8884

[www.HispanicUnity.org](http://www.HispanicUnity.org)

*An equal opportunity employer/agency*

**BOARD OF DIRECTORS**

**OFFICERS**

**Christina Paradowski**  
Chair  
Mosaic Law

**Anthony J. Abbate**  
Chair-Elect  
Florida Atlantic University

**Lisette Rodriguez**  
Treasurer  
BDO

**John Guerrero**  
Past-Chair

**Carolina Cardozo, Esq.**  
Secretary

**MEMBERS**

**Maritza Alvarez**  
Memorial Healthcare System

**Ana Argüello**  
Publix Super Markets

**Maria Barnard**  
JM Family Enterprises, Inc.

**Elsa Bittar**  
JP Morgan Chase

**Boris Espinoza**  
Citi Private Bank

**Lesli Cartaya Franco**  
O'Connell & Goldberg Public  
Relations

**Giselle Cushing**

**Daniel Herz**  
DFH Business Consultants Inc.

**Dr. Jeffrey P. Nasse**  
Broward College

**Francisco Rivera**  
Wizeline

**Lucia Rodriguez**  
Santiago Solutions Group

**Daniel Schevis**

**Angie Stone**  
Stone Business Solutions, Inc.

**LEGAL COUNSEL**

**Manooch T. Azizi**  
Tripp Scott, P.A.

June 3, 2022

Ms. Catalina Avalos  
Tripp Scott  
110 SE 6<sup>th</sup> Street, Floor 15  
Fort Lauderdale, FL 33301

Dear Catalina,

We want to express our sincerest gratitude for your time and dedication to supporting Hispanic Unity of Florida's mission, vision, and values. Your legal support ensured our commitments and obligations to our community were based on equitable and fair demands.

Your assistance was invaluable, and always with the best interest of protecting HUF's interest and the agency despite your ongoing demands. Thanks to your extensive prowess and expertise, HUF was able to navigate easier through contracts and HR matters that allowed us to continue its legacy.

You and your team provided undivided attention to our ongoing needs with kindness and professionalism. You always managed to add a personal touch in all interactions, making our job easy knowing we had our legal leader, Catalina, on our side.

Catalina, words cannot express the gratitude we feel. Thank you for your time, effort, and assistance. You will be missed, but never forgotten as the foundation of your hard work still lives with HUF today and for years to come. Wishing you the best for all the success you deserve.

Warm Regards,

Felipe Pinzon  
President/CEO

Christina Paradowski  
Board Chair

cc: Jim Scott, Ed Pozzuoli, Dennis D. Smith, Paul Lopez and Charles M. Tatelbaum



## EXPERIENCE

**BAR ADMISSIONS:** Florida Bar (Oct 2017); U.S. SDFL and U.S. MDFL; and U.S. Court of Appeals for the 11th Circuit.

**TRIPP SCOTT, P.A.**, Fort Lauderdale, FL

**Jan 2022 – Present**

*Associate Attorney*

- General business and real estate transactions, and entrepreneurial business regulatory research.

**KELLEY KRONENBERG, P.A.**, Davie, FL

**Jun 2020 – Jan 2022**

*Associate Attorney*

- Florida civil litigation involving complex, multi-party, commercial and residential construction defect matters.
- Handled the defense, crossclaims and third-party claims of a joint venture general contractor in a commercial construction defect action involving over \$192MM in claims, nearly 50 parties, a massive three-square block multi-use commercial property, an over \$800K litigation defense budget, 12 multi-discipline liability and damages defense experts, daily case management, 30 depositions, over 10 terabytes of Electronically Stored Information, preparing and arguing motions, and frequent reporting to 6 insurance carriers.
- Florida appellate practice involving class certification issues in Florida 4th District Court of Appeal.
- Handled communication, written discovery, motion practice, construction project records review, depositions, hearings, mediation, settlement negotiations, liability and damages assessment, reporting, case management.

**CHALOS & CO, P.C.**, Coral Gables, FL

**Jan 2019 – Apr 2020**

*Associate Attorney*

- Federal civil defense litigation involving fraudulent commercial real estate transactions, maritime vessel fire, maritime vessel allision, maritime Jones Act crewmember personal injury, and maritime cruise ship slip and fall.
- Florida civil defense litigation involving contract disputes, maritime vessel property damage, maritime sublet construction equipment property damage, maritime Jones Act crewmember personal injury.
- Defended an insurance coverage dispute.
- Arbitration defense involving maritime vessel charter contract dispute, personal injury, and property damage.
- Drafted a federal appellate brief and appendix defending summary judgment involving a maritime Jones Act crewmember personal injury, filed in U.S. Court of Appeals for the 11th Circuit.
- Assisted in drafting a Florida appellate brief and appendix involving the denial of a motion to compel contractually agreed dispute resolution, filed in Florida 4th District Court of Appeal.
- Handled communication, written discovery, motion practice, medical records and case file review, depositions, hearings, mediation, settlement negotiations, liability and damages assessment, reporting, case management, and drafted pre-trial motions *in limine*, *Duabert* motions, jury instructions, and deposition designations.

**COLE, SCOTT & KISSANE, P.A.**, Miami, FL

**Jan 2017 – Dec 2018**

*Associate Attorney* (Oct 2017 – Dec 2018); *Law Clerk* (Jan – Apr, Aug – Oct 2017)

- Florida civil general liability litigation in the areas of:
  - Commercial landlord/tenant contract dispute involving structural repairs and improvements in compliance with the current fire prevention code;
  - Complex spoliation of evidence involving a commercial structure fire and personal injury;
  - First and third party property damage involving single-family and multi-unit residences and condominiums and homeowner's associations;
  - Personal injury, negligent security, and premises liability cases involving motor vehicle accidents, condominium common area gym equipment, an amusement ride, a construction site, negligent supervision on a school sponsored trip, slip and falls at grocery stores, and a trip and fall at a condominium;
  - Nuisance involving a dispute between condominium owners related to debris, odors, and feral animals.
  - Wrongful death involving a truck related crush at a commercial warehouse loading dock, and a death at a state sponsored drug rehabilitation facility; and
  - Catastrophic injury involving pedestrian motor vehicle accident at a condominium causing quadriplegia.
- Federal civil defense litigation involving a drop fire of a firearm resulting in personal injury related to a products liability class action against a multi-national firearms manufacturer.
- Handled communication, written discovery, motion practice, medical records and case file review, depositions, hearings, settlement negotiations, liability and damages assessment, reporting, case management, assisted in mediation, and drafted pre-trial motions *in limine*, *Duabert* motions, jury instructions, and deposition designations.

*Legal Intern*

Conducted legal research, writing, and analysis.

**UNITED STATES NAVY RESERVE**

Jun 2012 – Apr 2017

*Naval Officer, Lieutenant-Commander (Select), Surface Warfare*

Served in various leadership and management roles and received an honorable discharge.

**ERNST AND YOUNG, LLP, Manhattan, NY**

Jul 2012 – Jul 2013

*Senior Associate, Information Technology Risk & Assurance Practice*

Performed Sarbanes Oxley Act compliance assessments of a major information technology (“IT”) enterprise application for a billion dollar global utility. Conducted compliance testing for the world’s fifth largest beauty products entity. Conducted control framework audits of IT systems processing financial data for audits of 10 multi-million and billion dollar entities.

**UNITED STATES NAVY (Active Duty)**

May 2006 – Jun 2012

*Naval Officer, Lieutenant, Surface Warfare*

- **USNS MERCY (T-AH 19), San Diego, CA**

Mar 2010 – Jun 2012

*Operations Department Head*

- Led 87-person team in 6 divisions providing medical and surgical services and humanitarian assistance to over 50 different locations in 4 countries in Southeast Asia. Managed \$2.6MM annual budget.
- Directed operations/maintenance of civilian and military tactical network and military communications circuits, equipment, and systems. Led protocol, communication plans, security, manning, and scheduling that enabled over 1,500 heads of state, foreign and U.S. Admirals, and medical patients to embark on ship.
- Designed/collaboratively managed complex 24-hour watch schedule for 800 personnel in 120 positions; and trained groups of up to 250 personnel as to in-port watch standing procedures.
- Trained 55 U.S. and Coalition Naval Officers in surface warfare curriculum for insignia qualification.
- Took initiative to design/lead unprecedented Rapid Improvement Event; improved check-in process; implemented data capture by interactive computer terminals; reduced average time for staff check-ins 66%.

- **USS HAWES (FFG-53), Norfolk, VA**

Aug 2008 – Mar 2010

*Executive Department Head/Training Officer/Search and Seizure Officer/Intelligence*

- Directed and led training, certification, and sustainment of 17 different warfare categories that enabled successful completion of 2 deployments to western/eastern Europe (2.5 months), and Caribbean (6 months).
- Evaluated numerous sources of intelligence based on mission objectives and area of operation, prepared and presented daily wardroom intelligence briefing during 6-month deployment.
- Led 15 tactical operators during 6-month overseas deployment as counter-narcotics-terrorism team leader, established shipboard detainment facility, and transported 8 detainees and \$80MM worth of illegal drugs to the U.S. Drug Enforcement Agency.

- **USS FT. MCHENRY (LSD-43), Little Creek, VA**

May 2006 – Aug 2008

*Operations/Electronics/Search and Seizure Officer*

- Led 7-person team aboard \$850MM amphibious landing dock ship, operating combat information center and synchronizing weapons, identification sensors, and command and control. Led 8-person team providing 24/7 electronics/communications/radar maintenance for \$25MM of equipment.
- Provided interviews to *Financial Times*, *Reuters*, *CNN*, local radio and print news in 4 African countries.
- Led 21 tactical operators; led real-world operational mission planning and execution of successful 6.5-month deployment to West and Central Africa. Directed joint training of 200+ foreign military personnel in 3 African countries in collaboration with French/Portuguese/Senegalese/Gabonese/Cameroonian Navies during 6.5-month deployment in support of Global War of Terrorism.
- Took initiative to choreograph/lead a Close Quarters Battle demonstration for Honorable U.S. Ambassador Janet E. Garvey, and Maritime Interdiction demonstration for GEN William E. Ward (while Commander, AFRICOM); and presented briefing to ADM James A. Winnefeld, Jr. (while Commander, U.S. Sixth Fleet).

**EDUCATION**

**ST. THOMAS UNIVERSITY SCHOOL OF LAW, Miami Gardens, FL**

May 2017

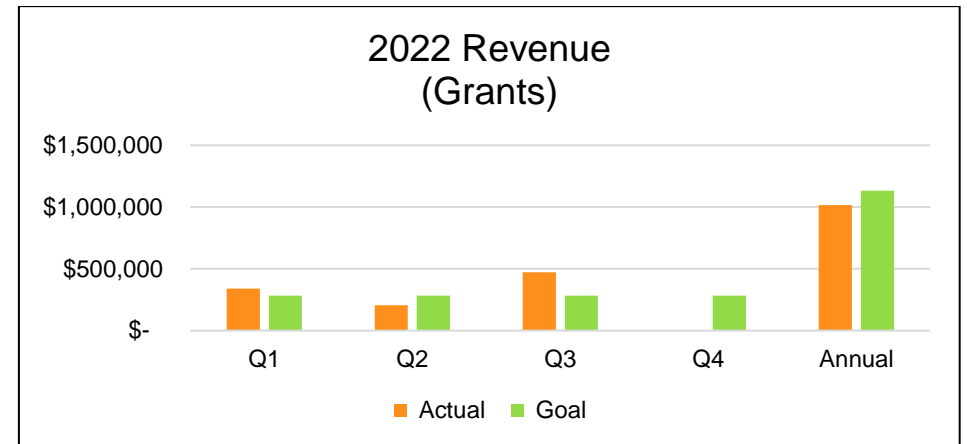
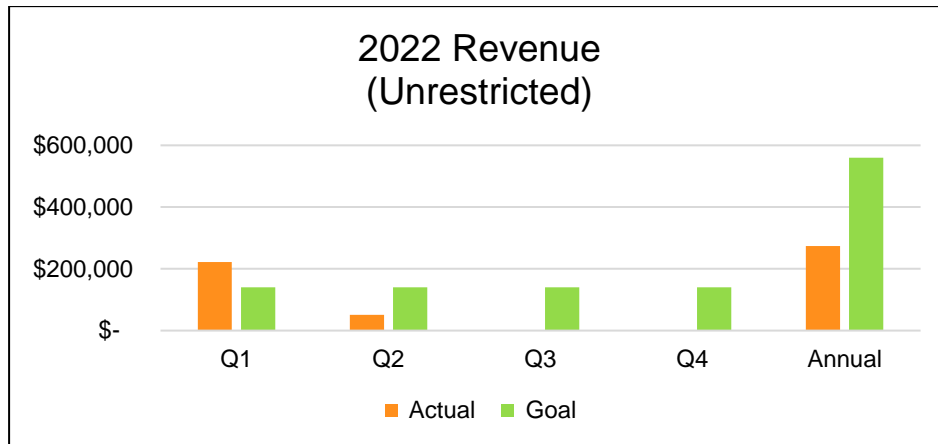
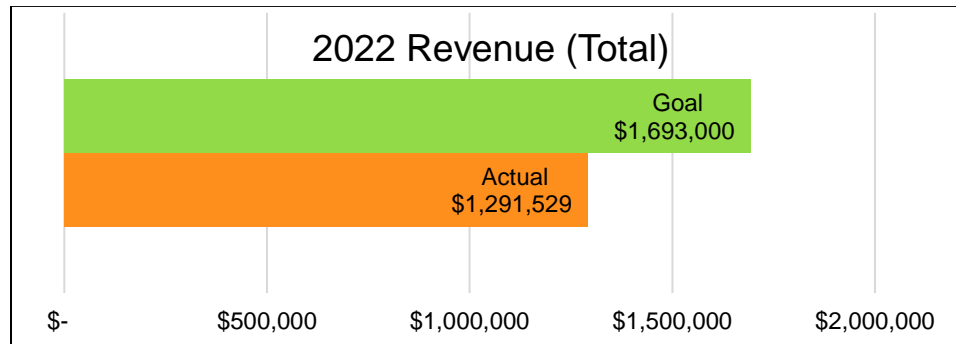
Juris Doctor, *cum laude*

- Editor-in-Chief, *St. Thomas Journal of Complex Litigation*; Member, Moot Court Board; and two book awards.

**THE GEORGE WASHINGTON UNIVERSITY, Washington, D.C.**

May 2006

Bachelor of Arts, Political Science



Unrestricted			Temporarily Restricted (Grants)		
	Actual	Goal		Actual	Goal
Q1	\$222,478	\$140,000	Q1	\$340,506	\$283,250
Q2	\$51,576	\$140,000	Q2	\$205,665	\$283,250
Q3	\$140,000	\$140,000	Q3	\$471,304	\$283,250
Q4	\$140,000	\$140,000	Q4	\$283,250	\$283,250
<b>Annual</b>	<b>\$274,054</b>	<b>\$560,000</b>	<b>Annual</b>	<b>\$1,017,475</b>	<b>\$1,133,000</b>

**Breakdown of Unrestricted Revenue**

<b>Type</b>	<b>2022 BUDGET</b>	<b>2022 ACTUAL</b>	<b>2022 Variance</b>
Annual Campaign	\$17,500	\$9,139	\$(8,361)
Circle of Friends	\$70,000	\$38,565	\$(31,435)
Corporate	\$275,000	\$75,900	\$(199,100)
Corporate (MY)	\$25,000	\$25,000	\$-
Events	\$65,000	\$10,000	\$(55,000)
Major Gifts	\$65,000	\$90,000	\$25,000
Major Gifts (MY)	\$40,000	\$25,000	\$(15,000)
Miscellaneous	\$2,500	\$450	\$(2,050)
<b>Total</b>	<b>\$560,000</b>	<b>\$274,054</b>	<b>\$(285,946)</b>

**Breakdown of Temporarily Restricted (Grant) Revenue**

<b>2022 BUDGET</b>	<b>2022 ACTUAL</b>	<b>2022 Variance</b>
\$ 1,133,000	\$1,017,475	\$(115,525)

<b><u>Program</u></b>	<b><u>BUDGET</u></b>	<b><u>ACTUAL</u></b>	<b><u>Variance</u></b>
PP&A			
CWF			
Public Benefits			
VITA			
Emerging Entrepreneurs			
FSP			
U4T - MS			
U4T - HS			
Citizenship			
Administrative			





Grant Pipeline			Grants Submitted			Grants Awarded		
Month	# of Requests	\$ Value of Requests	Month	# of Requests	\$ Values of Requests	Month	# of Awards	\$ Value of Awards
June	9	\$ 369,500	January	1	\$ 15,000	January	3	\$ 151,000
July	5	\$ 825,000	February	2	\$ 50,000	February	5	\$ 100,900
August	8	\$ 112,000	March	2	\$ 303,626	March	9	\$ 605,500
September	4	\$ 265,000	April	4	\$ 53,000	May	1	\$ 20,000
October	9	\$ 455,000	May	9	\$ 559,214	<b>Grand Total</b>	<b>18</b>	<b>\$ 877,400</b>
November	6	\$ 87,000	June	3	\$ 195,000			
December	1	\$ 50,000	Q4, 2021	3	\$ 60,000			
TBD	8	\$ 305,757	<b>Grand Total</b>	<b>24</b>	<b>\$ 1,235,840</b>			
<b>Grand Total</b>	<b>50</b>	<b>\$ 2,469,257</b>						
Pitch Pipeline			Pitches Submitted			Pitches Awarded		
Month	# of Requests	\$ Value of Requests	Month	# of Requests	\$ Value of Requests	Month	# of Awards	\$ Value of Awards
June	10	\$ 69,500	March	2	\$ 255,000	March	1	\$ 15,000
<b>Grand Total</b>	<b>10</b>	<b>\$ 69,500</b>	April	2	\$ 10,000	May	1	\$ 10,000
			June	1	\$ 1,500	<b>Grand Total</b>	<b>2</b>	<b>\$ 25,000</b>
			<b>Grand Total</b>	<b>5</b>	<b>\$ 266,500</b>			



# 2016 – 2022 STRATEGIC PLAN GOALS

## Update

# PROGRAM TASKFORCE

**Taskforce Chair: TBD**

**Update by: Andres Connell**

- 1. Create a programmatic decision tool to analyze the degree to which a new program aligns with the Mission – In progress**
- 2. Replicate 2Gen:  
Focused on Family Strengthening Program – In progress**
- 3. Strengthen employment services – In progress**
- 4. Strengthen the Data Management System:  
Identify, launch and implement new database, staff training,  
increase capacity – In progress**

5. Create and launch a 2Gen training plan for management and front-line staff – **Fall 2022**
6. Reorganize Program Staff Structure - based on 2Gen approach and changes in service delivery model – **In progress**
7. Create a more comprehensive approach to assist families in meeting their basic needs (housing, food and health (COVID-19 vaccine)) – **Completed**

8. Create a plan to assist clients with immigration and other critical services as a result of new immigration laws – **In progress**
9. Work with FIU's on "The State of Hispanics & Immigrants in Broward" Research Study – **Completed**
10. Create a communication plan around the study; use the study as foundation for the 2022 & beyond HUF Strategic Plan and 2022 & beyond advocacy plan – **In progress**

# PUBLIC POLICY & ADVOCACY

**Committee Chairs: Carolina Cardozo and Dan Schevis**

**Update by: Otto Valenzuela**

# PUBLIC POLICY & ADVOCACY PLAN GOALS

1. **Secure sustainable funding for dedicated PP&A staffer for 2022 & beyond – In progress**
2. **Develop a plan to:**
  1. **Highlight HUF's & CIFC Coalition work in key program areas;**
  2. **Promote HUF research on issues which then positions the agency as "thought leaders" and advances HUF's advocacy work in these issue areas;**
  3. **Support PP&A staff & volunteers & CIFC coalition in outreach & messaging to elected officials – Pause**



# PUBLIC POLICY & ADVOCACY PLAN GOALS

- 3. Build a formal advocacy network of peer organizations (local and throughout the state) to advance each other's work. Identify the groups. Create goals and outline working relationship/partnership – In progress**
- 4. Cultivate & grow relationships with state & congressional elected officials and their staff, by connecting with them in person or virtually – Completed and on-going**

# FINANCE & OPERATIONS

Committee Chair: **Lisette Rodriguez**

# FINANCE & OPERATIONS PLAN GOALS

1. Reorganize the finance area to provide more support for the growing program & organizational needs – **In progress**
2. Create and execute plan to strengthen operations: facilities & technology to support the growing needs of the agency & HUF management team – **In progress**

# FINANCE & OPERATIONS PLAN GOALS

3. Review HUF's HR support and develop short & long-term plans to provide more support for growing HR needs – **In progress**
4. Quarterly Budget & Scenario Planning Tracking and Re-Projections – **Completed and on-going**

# DEVELOPMENT

**Committee Chair: Christina Paradowski**

# DEVELOPMENT PLAN GOALS

- 1. Tools & Resources: Check-in with Board Members Semi Annually on their development goals and address challenges – Priority**
- 2. Accountability: Review & Report quarterly to the board, on board over-all fundraising performance including plan on how to continue momentum or correct direction – Priority**
- 3. Board Chair to work with an "ad hoc" Development Task Force to create an annual plan to focus the board members on specific board development activities – Priority**

# GOVERNANCE

**Committee Chair: Anthony “Tony” Abbate**

- 1. Recruitment: Build candidate file: Minimum two candidates for every open position (board expertise, committee leadership & board officers) – Completed and on-going**
- 2. Create a standing sub-committee for ongoing review of the agency's by-laws – Completed**
- 3. Create Board-Driven Annual Calendar – Priority**



# MARKETING

**Committee Chair: Lesli Cartaya-Franco**

1. **Create and launch Brand Guidelines Manual – Completed**
2. **Create HUF's 40th Anniversary Plan – Completed**
3. **Branding: Conduct Research among KEY HUF stakeholders including board of directors, employees, clients, donors/funders and potential donors/funders) – Completed**

4. Create & execute a 2021 & 2022 MarCom Transition Plan – **Completed**
5. Continue to make adjustments to the State of Hispanic and Immigrant Broward Research Paper – **In progress**
6. Execute HUF's 40th Anniversary Campaign, including Ebook, social media monthly campaigns through end of year – **Completed**

7. Increase storytelling of HUF and its mission – **In progress**
8. Solidify and increase HUF's social media presence on all social media platforms – **In progress**
9. Create a robust digital plan to include google ads, SEO, content creation – **In progress**



Empowering a  
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**2019-2022**

HUF Brand Refresh and Personality

Pandemic Communications

CEO Transition

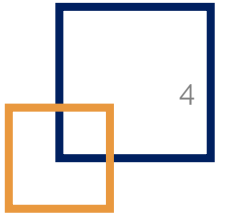
40<sup>th</sup> Anniversary

Broward County Equity Initiative





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of Americans



# 2020

Annual Report



# 2020

*A Year of Reinvention & Resilience*



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New Generation  
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The Logo

## Brand Colors

The Logo

## Logo & Tagline Lock-Up

Department Logos

## Sub-Brands

Each sub-brand has an approved logo, which may be used on its unit-specific materials. The sub-logos are generally intended for standalone use, such as a departmental document or promotional item that is distributed separately from (main) **HUF**-branded documents/items. The **HUF** logo and sub-brand logo variants are the only logos authorized to represent **HUF**.

Here are examples of the approved **HUF** sub-brand logos, which illustrate the standard format: **HUF** logo at left; program, department, justify left on the right, divided by a red line.

Sub-Brand logos follow the same guidelines as the **HUF** logo.



**Center for Working Families**  
*Economic Development*



**Pathway to Citizenship**  
*Civic Engagement*



**First-time Home Buyers**  
*Economic Development*



**Te Ayudo**  
*Economic Development*



**Unity 4Kids**  
*Education*



**Emerging Entrepreneurs**  
*Economic Development*



**Unity 4Teens**  
*Education*



**Comprando Rico y Sano**  
*Economic Development*



**Family Strengthening**  
*Education*



1"  
Minimum Size  
on Print Applications

do not lock-up unless the logo is smaller than 2" the **HUF** logo and the tagline.

do not include the tagline, IF and ONLY IF, on digital platforms, such as Facebook, IG,



**Pantone 186 C**  
**RGB R224 G58 B62**  
**CMYK C0 M91 Y76 K6**  
**HEX #C8102E**



**Pantone 2255 C**  
**RGB R147 G218 B73**  
**CMYK C44 M0 Y86 K0**  
**HEX #93DA49**

**Pantone 1495 C**  
**RGB R255 G143 B28**  
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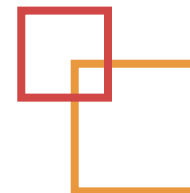


# Pandemic Communications

Staff and Partner Communications

Social Media Updates and Client Touchpoints

Media and Press







Empowering a New Generation of Americans

# Broward Tax Pro (VITA) Refresh

BROWARD TAX PRO

**Kit de herramientas para socios**

TEMPORADA DE TAXES 2022

**Taxes Easy Free**

954.964.8884

**Datos generales**

Los recursos y las plantillas de este kit pueden ser usados o adaptados para las campañas durante la temporada de impuestos de 2022, que comenzará el 24 de enero de 2022.

For Immediate Release

Contact: Carla Brown Lucas  
(850) 597-9951 (office)  
(772) 708-9696 (mobile)  
[CBLucas@BrownLucas.com](mailto:CBLucas@BrownLucas.com)

### HISPANIC UNITY OF FLORIDA MAKES BROWARD TAX PRO PROGRAM AVAILABLE TO COUNTY RESIDENTS

*Now in its 20<sup>th</sup> year, the Volunteer Income Tax Assistance (VITA) program has telephone hotline, along with in-person and online versions for participants*

Hollywood, Fla. (February 21, 2022) – Hispanic Unity of Florida (HUF), a 40-year-old, Hollywood-based, nonprofit organization that serves diverse and multi-cultural working families from the United States and more than 30 other countries, announces that the highly successful Broward Tax Pro/VITA (Volunteer in Tax Assistance) program again is available. This year the program is available in English, Spanish, Haitian-Creole and Portuguese.

Also this year, HUF continues its partnership with Code for America, the national nonprofit that created the digital platform, Get Your Refund.

Since 2003, HUF has collaborated with more than three dozen community partners to provide no-cost tax preparation services to thousands of qualified Broward County residents through its volunteer- and partner-driven Broward Tax Pro/VITA program. During the 2021 tax season, more than 2,000 Broward County families and individuals took advantage of the Broward Tax Pro/VITA program and had their income taxes prepared by certified tax professionals. More than \$2.1 million was refunded to working families, and close to \$600,000 in tax preparation fees were saved.

“For 30 years, Hispanic Unity of Florida has proudly provided the Broward Tax Pro/VITA program to our friends and neighbors in the county,” said Felipe Pinzon, president and CEO of Hispanic Unity of Florida. “It is an excellent opportunity for individuals and families to keep more of their money and save on tax preparation fees.”

To qualify for the zero-cost program, Broward County families, or individuals, must make less than \$66,000 per year. Clients who meet the requirement will have the expertise of a skilled, IRS-

- continued -

**Taxes Easy Free** | **Broward Tax Pro**  
EXPERT. SIMPLE. CONFIDENTIAL.

Call **954.964.8884** or visit **www.vitataxesfree.org**

**\$0 cost Tax Preparation IN PERSON**

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# 2021





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# CEO Transition

EN ESPAÑOL

## Conoce al colombiano Felipe Pinzón, el nuevo rostro de Hispanic Unity of Florida

By Yvonne H. Valdez  
El Sentinel South Florida • Mar 22, 2021 at 9:16 pm

Expand



Hispanic Unity of Florida's Felipe Pinzon at his home in Weston, Thursday, March 18, 2021. (John McCall/South Florida Sun Sentinel)



Escucha este artículo

Fue cliente de Hispanic Unity of Florida hace más de dos décadas, para aprender inglés. Luego ciudadano, gracias a la ayuda de esta organización. Es ahora su Director Ejecutivo y en enero entrante, 22 años después, se convertirá oficialmente en su Presidente y CEO.

ADVERTISEMENT

## Special Announcement

### A Message from Our President & CEO, Josie Bacallao

I've had many transformative moments in my lifetime. More than 20 years ago, the biggest milestone happened when I accepted a lunch date with friend and fellow United Way of Broward County board member, Maria Sanjuan.

On that afternoon, little did I know how much that one lunch would change my life. Maria extracted my commitment to join the HUF Board of Directors. It was the best decision I ever made, and it's been the most rewarding experiences of my professional life.

During the past 17 years, I have been honored to be part of our HUF Family and contribute to this organization, which has served more than 300,000 families and children in search of freedom and opportunity. And, I am above all proud and grateful to the HUF Family that made this possible including our dedicated staff, supportive board members, engaged volunteers, program partners and generous funders and donors.

My life will again change as I plan to retire next *December 2021*.

#### Next Generation of Leadership: Felipe Pinzon

I am delighted that the agency will be led by one of its own: Felipe Pinzon.

**This January, Felipe Pinzon will become Executive Director and, January 2022, Felipe will assume the role of HUF's new President & Chief Executive Officer.**

#### What's Next

HUF has been planning for this moment for the past several years.

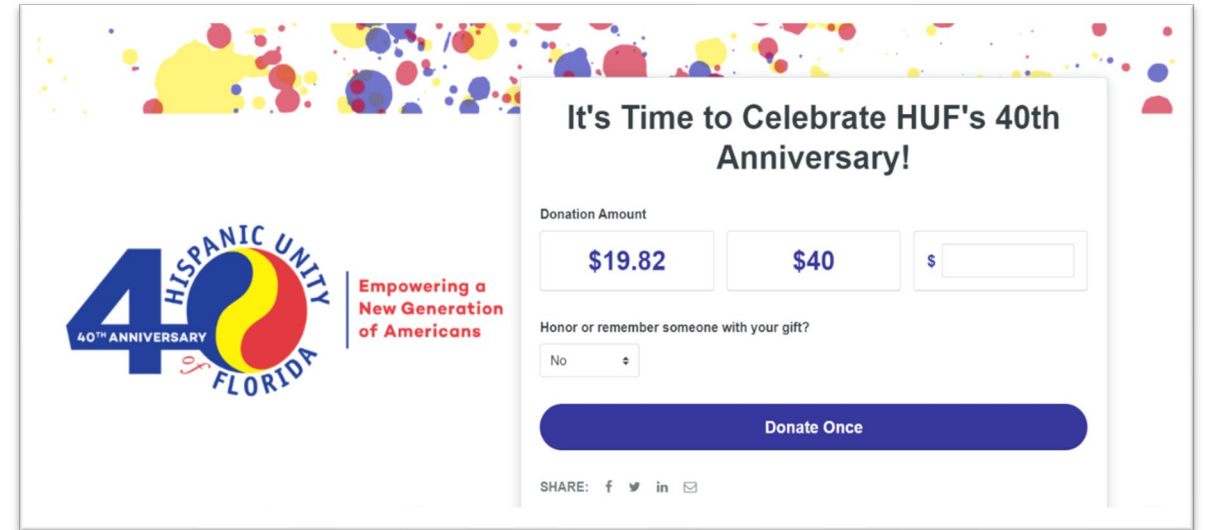
From now through the end of 2021, Felipe and I will be working together to execute our board's vision for the transition. Felipe also will begin an immediate search for a replacement Vice President of Programs.





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# HUF's 40<sup>th</sup> Anniversary





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# Broward County Equity Initiative

## Broward County Equity Initiative Press Conference Talking Points

### Felipe Pinzon - Talking Points

- Thank you, Dr. Baugh. I am Felipe Pinzon, President & CEO of Hispanic Unity of Florida.
- As Dr. Baugh mentioned, The Jim Moran Foundation has been instrumental in ensuring equitable outcomes for Broward County's most underserved families. Their support has been imperative for the accomplishment of the research studies.
- Since our inception, Hispanic Unity of Florida has served over 500,000 individuals. And yet, the findings in the report indicate that our communities continue to struggle.
- The "State of Hispanic and Immigrant Broward" Report provides an opportunity for all to pause and reflect on the story of Hispanic and immigrant communities within Broward County, how it has unfolded over the decades, and where we stand today as we plan for a more diverse, equitable, and inclusive future.
- Today, more than 34% of Broward County residents are foreign-born. Most of them are Hispanic. By 2040, 52% of the population in Southeast Florida will be Hispanic.
- The report found that Broward County has experienced dramatic demographic shifts in the past thirty years and that the county's recent population growth is being driven by Hispanic and Black migration. Hispanics and Blacks now make up more than 58 % of Broward County's population.



# NEXT STEPS

## Current Plan:

1. Committees and program staff will continue working on all priority goals
2. Ongoing updates throughout 2022

## 2023 Strategic Plan:

1. Identify and secure facilitator
2. Agree on objectives, process, and timeline

**Hispanic Unity of Florida  
Board of Directors Meeting Minutes  
Saturday, May 14, 2022**

**Call to Order/ Roll Call**

Began at 9:10 am

**Chair Welcome** - Presented by Christina Paradowski

Christina Paradowski welcomed the members of the Board and the agency's staff to JM Family Enterprises facilities and thanked Maria Barnard for hosting HUF's Board of Directors retreat. She shared that the presentations and discussions contemplated on the agenda were going to be the foundation for HUF's 2023 Strategic Plan.

The attendants received the book "Equity: How to Design Organizations Where Everyone Thrives" by Minal Bopaiah. She indicated this engaging read, helps leaders to create more inclusive organizations using human-centered design and behavior change principles. The book was recommended by experts in the field.

After her welcome, the Chair led an icebreaker activity, in which the Board and staff members engaged and learned "fun facts" about each other. She also invited the Board members to attend the Unity 4Kids (U4K) graduation ceremony on June 11<sup>th</sup> at 10 am at the Gulfstream Early Learning Center. She asked everyone interested in assisting to email Felina Furer by May 27<sup>th</sup> to RSVP.

**Consent Agenda** - Presented by Christina Paradowski

**Motion**

Tony Abbate motioned to accept the consent agenda. A second was made by Dan Schevis. Motion passed.

**Mission & Updates** - Presented by Andres Connell and Eduardo Pineda

Eduardo Pineda presented the objectives and strategies of HUF's Center for Working Families (CWF). He highlighted the importance of families being stable and meeting their basic needs to be able to thrive. CWF is a one-stop shop that intends to break the Vicious Cycle of Poverty by helping families cover their basic needs and reach their financial objectives. It is based on the fact that external intervention is needed to avoid the continuity of this cycle.

He mentioned that CWF's approach is to assess and help families to obtain public benefits, get better jobs, and provide all services needed to aid them. Among others, HUF connects them with food distribution events and assists them to access SNAP, helps them to get health insurance coverage, teaches them to manage their finances, and helps them to get better jobs through different employment services such as resume building, interviewing preparation, and job search. The agency also assists families on their path to self-sufficiency through asset building.

Felipe Pinzon asked the members of the Board to share any job openings that they are aware of with Eduardo, for him to be able to share them with HUF's clients.

Maritza Alvarez asked if HUF is tracking the employment services statistics and the companies/organizations where the agency's clients are being placed. She also asked if the team is aware of any barriers faced by clients that can't be addressed by HUF. Eduardo Pineda shared with the Board that the agency has an intake form for all individuals. Based on the information collected, there is a large gap in the mental health services and the affordable housing assistance areas. HUF needs a roadmap of community health resources to meet the needs of the population it serves, and to find more opportunities for partnerships/referrals around this topic.

After this presentation, Eduardo Pineda shared with the Board the testimonial of an agency's employee and client named Melissa Jiron. The video showed the impact of HUF on Melissa's life, as well as on her family, thanks to several services offered by CWF.

#### **State of Hispanic and Immigrant Broward** - Presented by Dr. Murray (FIU)

Dr. Ned Murray, Associate Director of the Metropolitan Center at Florida International University (FIU), presented the main findings of the "State of Hispanic and Immigrant Broward" and the "State of Black Broward" reports. He mentioned some of the main findings around: Population and Demographic Trends, The Economy, Public Education, Public Health, and Housing.

He indicated there is a spine of disparity East and West, and all the way up the corridor of I-95, in Miami-Dade, Broward, and Palm Beach counties. The COVID-19 pandemic highlighted issues that have been present for decades and have gotten worse in the last years. He also mentioned the investment in public infrastructure varies from zip code to zip code.

Dr. Murray mentioned that 60% of Broward County's jobs are service-oriented, and around 70% of the Hispanic and Black population have a working age. He emphasized that it is important to generate economic mobility for these groups, as many working families are currently leaving Florida due to the affordable housing crisis, but also due to disparities in the access to the Education and Healthcare systems.

In relation to the affordable housing crisis, Dr. Murray indicated there is a large mismatch between the places where individuals live and work, and Broward County does not offer a broad spectrum of housing opportunities. Affordable housing should be connected to public health, education, wages, transportation, etc. Even though the County is currently distributing rental assistance and addressing rent stabilization, it cannot keep incentivizing developers and not dealing directly with the need to create affordable housing.

Dr. Murray mentioned the solution needs to be comprehensive and must include policies.



Programs such as HUD are not enough. Municipalities and big employers need to get involved as well. There are examples of employer-assisted housing that have been successful throughout the country. He also indicated it is important to invest in innovative housing that is greener and more efficient, and there is a need for more bold and innovative solutions.

**Deepening the Connection to HUF's DEI Mission** - Presented by Mikey Pope and Dr. Amalio Nieves (The Valbrun Consulting Group)

Christina Paradowski indicated that after Dr. Murray's presentation, it is clear that HUF must continue to provide critical services and advocate for working families. To be successful, it is important to strengthen the organization. That is the main reason why a discussion around DEI was part of the agenda.

During Mikey Pope and Dr. Amalio Nieves' presentation, Dan Schevis mentioned it is important to add "awareness" to the list of values that guide HUF. He indicated awareness allows individuals to become empathic and compassionate. Additionally, Francisco Rivera mentioned that the word "Hispanic" in the agency's name may alienate some of the members of the community. Several members of the Board indicated the importance of keeping the identity of the agency, and it was concluded that if the name of HUF aligns with its mission, there should be no problem.

In addition to this, it became evident the importance for HUF's board members to "define" what diversity means to "them". It was also highlighted that systems must be changed to guarantee equity and that equity is not equality, and acceptance only becomes real when there is adaptation.

**Strategic Plan Update** – due to lack of time Christina Paradowski suggested to postpone this presentation to June. All Board members agreed. To conclude the retreat, Felipe Pinzon indicated there will be a facilitator to assist the Board and HUF staff with the Strategic Plan. It will help to define objectives, processes, and timelines.

**Adjourn**

At 2:00pm.

**Audit Committee Meeting  
MINUTES  
June 13, 2022**

**Attendance:**

Audit Committee: Dan Herz, Audit Chair, Lisette Rodriguez, Carolina Cardozo,  
HUF Staff: Felipe Pinzon, Leonor Romero, Felina Furer  
Auditor: Andrew Fierman, from Cabellero Fierman Llerena & Garcia LLP  
(CFLG)

**Call to Order/ Roll Call**

Began at 11:01 AM

**Review Draft of Audit Financials---By Andrew Fierman of CFLG**

Andrew indicated CFLG has been auditing HUF since 2015; everyone does a great job at Hispanic Unity. There has been much change over in 2021/2022; the changes that needed to be made were done for them to conduct the audit. We began the planning process in April and the extensions that were needed occurred. A new requirement this year is governance, any areas of risk that we pointed out (in every audit) risk of override management control. There was not any significant fraud control. We performed the basic procedures in each section. There were not any significant findings this year. There was a journal entry required with an accrued 2022 services expenses. It was adjusted, specifically, \$30k advertising campaign expense.

There may be additional questions as we review the draft audited financials. Andrew shared his audit report on what they have audited and their opinion. Lisette Rodriguez offered to assist with contract requirements and wording. Total assets for 2021, \$4.6M, liabilities went down to \$989K and year-end net assets \$3.6M. The Statement of Activities describes the changes and why it occurred. Salaries are the organization's largest expense. Our program ratio is 90% and the rest is for supporting services, salaries and fundraising. HUF is very lean, Lisette shared.

The management completion letter was shared; making the point there was not any difficulty in performing this audit nor any disagreements with management. Included here was the risk explained previously. Andrew thanked HUF staff for their work. Even with all delays and transitions, it was still a good audit.

Dan Herz requested note 1 be adjusted to state "the first half of 2021" instead of "the first semester" and the same for second "half" not "semester". This edit would be better. For note 8, "following purposes" should be plural not "purpose". Lisette recommends for management to explore note 9; specifically, consider if agency bring back contributing to staff's retirement.

Carolina asked why is there less assets in 2021 from 2020? Leonor clarified the PPP loan changed our cash flow from 2020 to 2021. Our line of credit was paid down

significantly which made our liabilities less. Lisette clarified this a single year audit presentation and we can consider comparative financial statements in the future.

Dan asked about the verification process on the pledge forms, Andrew shared on the payables and receivables, the confirmation process we are still waiting on United Way and a few others. SAMIS snapshots will also be used as alternative testing if we do not secure confirmations by 6/17/22.

Dan asked if anything regarding the PPP loan needed to be addressed in the footnotes. Andrew shared it was forgiven in 2020, so no additional was required for 2021.

Dan also asked what the in-kind note was for. Felipe shared Catalina Avalos from Tripp Scott provided legal advice and review. Lisette asked to clarify it be called Professional services- in-kind”.

**Motion to approve the Audited financials as presented Dan Herz . Seconded, by Lisette Rodriguez. Motion passed.\***

#### **Next Steps**

Audited financials will be presented to the Board of Directors for approval and reported to Finance Committee.

\*Vote was taken via email (electronically) not at the time of the actual meeting.

# Hispanic Unity of Florida

## Audit Committee Electronic Vote June 13, 2022

### Approval of HUF Audited Financials 2021

	Committee Member	
1.	<b>Dan Herz</b>	<b>Y</b>
2.	<b>Lisette Rodriguez</b>	<b>Y</b>
3.	<b>Carolina Cardozo</b>	<b>-</b>
	<b>Total</b>	<b>2 in favor</b>  <b>0 oppose</b>  <b>1 abstain</b>  <b>3 votes in total</b>

FW: HUF: Audit Committee Meeting: Present Financials



Felipe Pinzon

To: [danherz@comcast.net](mailto:danherz@comcast.net); [Lisette Rodriguez](mailto:Lisette.Rodriguez); [carolinacardozo@me.com](mailto:carolinacardozo@me.com); [carolinacardozoesq@gmail.com](mailto:carolinacardozoesq@gmail.com)  
 Cc: [Leonor Romero](mailto:Leonor.Romero); [Felina Furer](mailto:Felina.Furer)

↩ Reply ↩ Reply All → Forward 📧 ⋮  
 Mon 6/13/2022 12:04 PM

LR COMMENTS HUF Financial Statements 2021 - DRAFT 6.10.2022.pdf  
3 MB

Thank you all for making the time to go over the 2021 Financial Statements. Pls see below/attached Andrew's answers to Lisette's questions.

Dan – we needed the Audit Committee to vote on the 2021 Financial Statement (contingent to edits and other information) – we completely forgot it. I also know additional edits must be made and other information needs to be provided...but nothing seems to be material...based on what we heard from the Andrew F.

What do you think?

Do you want to proceed with an electronic vote?

Thanks – Felipe

Re: FW: HUF: Audit Committee Meeting: Present Financials



DANIEL HERZ <danherz@comcast.net>

To: [Felipe Pinzon](mailto:Felipe.Pinzon); [Lisette Rodriguez](mailto:Lisette.Rodriguez); [carolinacardozo@me.com](mailto:carolinacardozo@me.com); [carolinacardozoesq@gmail.com](mailto:carolinacardozoesq@gmail.com)  
 Cc: [Leonor Romero](mailto:Leonor.Romero); [Felina Furer](mailto:Felina.Furer)

↩ Reply ↩ Reply All → Forward 📧 ⋮  
 Mon 6/13/2022 1:01 PM

**[EXTERNAL EMAIL]** DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

Hi Felipe & Audit Committee Members,

Based on what Andrew Fierman stated regarding no material changes to the 2021 Financial Statements I would like to make a motion for the Audit Committee to accept the Hispanic Unity Of Florida, Inc.'s FYE 12/31/2021 Financial Statements as presented today.

Dan Herz  
 President - DFH Business Consultants Inc.  
 Hard Money Lending Experts  
 (954) 298-4137

RE: FW: HUF: Audit Committee Meeting: Present Financials



Lisette Rodriguez <[lisette.rodriquez@bdo.com](mailto:lisette.rodriquez@bdo.com)>

To: [danherz@comcast.net](mailto:danherz@comcast.net); [Felipe Pinzon](mailto:fpinzon@hispanicunity.org); [carolinacardozo@me.com](mailto:carolinacardozo@me.com); [carolinacardozoesq@gmail.com](mailto:carolinacardozoesq@gmail.com)

Cc: [Leonor Romero](mailto:leonorromero@hispanicunity.org); [Felina Furer](mailto:ffurer@hispanicunity.org)

Follow up. Start by Tuesday, June 14, 2022. Due by Tuesday, June 14, 2022.

Reply Reply All Forward

Tue 6/14/2022 4:31 PM

I vote yes.

**From:** DANIEL HERZ <[danherz@comcast.net](mailto:danherz@comcast.net)>

**Sent:** Monday, June 13, 2022 1:14 PM

**To:** Lisette Rodriguez <[lisette.rodriquez@bdo.com](mailto:lisette.rodriquez@bdo.com)>; Felipe Pinzon <[fpinzon@hispanicunity.org](mailto:fpinzon@hispanicunity.org)>; [carolinacardozo@me.com](mailto:carolinacardozo@me.com); [carolinacardozoesq@gmail.com](mailto:carolinacardozoesq@gmail.com)

**Cc:** Leonor Romero <[romero@hispanicunity.org](mailto:romero@hispanicunity.org)>; Felina Furer <[ffurer@hispanicunity.org](mailto:ffurer@hispanicunity.org)>

**Subject:** RE: FW: HUF: Audit Committee Meeting: Present Financials

**Attention:** This email was sent from someone outside of BDO USA. Always use caution when opening attachments or clicking links from unknown senders or when receiving unexpected emails.

I vote Yes for the Audit Committee to accept the Hispanic Unity Of Florida, Inc.'s FYE 12/31/2021 Financial Statements as presented today.

On 06/13/2022 1:02 PM Lisette Rodriguez <[lisette.rodriquez@bdo.com](mailto:lisette.rodriquez@bdo.com)> wrote:

I second the motion.

**Hispanic Unity of**  
**Florida**  
**Marketing Committee**  
**Meeting Notes**  
**Thursday, May 12, 2022**

**Present: Ana Arguello, Lesli Cartaya-Franco, Christina Paradowski, Felina Furer, Maggie Martinez, Shani Wilson, Felipe Pinzon & Kathy Gallego**

**Excused: Lucia Rodriguez, Maguana Jean, Christopher Dongo, Boris Espinoza, Henry Rojas, Eduardo Bello and Francisco Rivera**

**Call to Order/ Roll Call**

Began at 9:05am

There was no quorum therefore minutes from the previous months will be approve in June meeting.

Kathy Gallego introduced Maggie Martinez, the new Fund and Marketing Associate to the team. Lesli Cartaya-Franco introduced the team to Maggie Martinez and discuss the goals and communication plan from the previous two years. Kathy Gallego shared roles and responsibilities that Maggie will have, including the long-term project of creating a social media calendar for 2023 and enforcing the brand guidelines.

Kathy Gallego also shared HUF was the recipient of Force For Good, supported by JPMorgan Chase, to get a brand new HUF website. Force for Good is an 8-month-long initiative to support nonprofits with technology," Through skilled volunteerism, it uses JPMorgan Chase staff to work with students and nonprofits to meet their needs around technology. It does this through several programs, including: Code for Good, a hackathon which brings employees and external candidates together to ideate on how tech can solve a problem a nonprofit is facing; Force for Good, which connects employees with nonprofits to build sustainable tech solutions.

Kathy Gallego shared that HUF was offered a unique opportunity with Broward college and Broward Unlimited Potential (UP) program, along with Twenty6North Productions team for our Broward UP mural activations. Focusing on six zip codes with disproportionately high unemployment rates and low educational attainment and household income levels, HUF was not in the original zipcodes but HUF is high traffic area and therefore may be able to have it complete at the side. We were granted special permission to be part of this initiative. Next steps include an on-site meeting to review the wall space.

Lesli Cartaya-Franco discussed time-off for the committee and suggested having a June meeting, taking July off, and reconvening in August. Kathy Gallego further supported this suggestion because suggested taking off June and July as last year there was not a summer break for the committee.

**Approve Minutes from March 10, 2022, April and May notes.**

Will vote on at June meeting due to lack of quorum.

**Adjourn**

At 9:42am

**Next Meeting: Thursday, June 9, 2022 @9am**

**Hispanic Unity of Florida  
Governance Committee Meeting  
MINUTES  
Friday, June 3, 2022**

**Attendance:**, Maritza Alvarez, Anthony Abbate, Maria Barnard, Christina Paradowski, Felipe Pinzon and Felina Furer

**Excused:** Maria Elena Ferrer, Melida Akiti, Giselle Cushing and Angie Stone

**Call to Order/ Roll Call**

Began at 9:00 AM

**Approval of May 2022 Minutes**

**Motion to approve the May minutes by Christina Paradowski. A second was made by Maria Barnard. Motion passed.**

**Announcements**

- a) Eduardo Bello resigned to the board in early May due to work schedule conflicts.
- b) Lucia Rodriguez no longer serves on the marketing committee and will join the Governance committee.

**Governance Committee Summer Schedule**

Tony Abbate recommended to take a break in July and perhaps reconvene in August.

**Motion to approve summer schedule by Christina Paradowski. A second was made by Maria Barnard. Motion passed.**

**Recruitment, Development & Engagement**

- a) 2022 BoardLead Update: Felipe shared that one candidate was referred to HUF and plan to meet with him on June 13. His name is Christina Reyes, works for JP Morgan Chase.
- b) Board Member Cultivation:
  - The committee discussed the need to recruit Board members with diverse backgrounds (public policy & advocacy, HR, technology, IT, finance and accounting).
  - Tony shared that he contacted Sandra D. Marin Ruiz, Ed.D. who is the Interim Assistant Vice President for Innovation and Business Development and the Regional Director of the Florida SBDC at FAU. She may be a great candidate for the Board. Tony and Felipe will meet with Sandra on June 9.

- June Board Meeting: Tony will encourage other committee and board members to identify candidates for the board and to introduce to HUF. The goal is to have each board member to identify at least one candidate. Felipe will add this item to our next board meeting agenda.
- c) 2023 Past Chair: Christina P. shared that Lucia Rodriguez accepted to serve for one more year and serve as Past Chair in 2023.
- d) Mentorship Program: Angie Stone is working on the framework. Maria Barnard and Maritza Alvarez also met to work on this program.
- e) Board Committee's Participation: Christina P. shared that Giselle Cushing will be joining the Governance committee in August. Lucia Rodriguez left Marketing committee and will join the Governance committee.

### **Old/New Business**

Christina Paradowski shared Manooch Azizi is our new pro bono attorney from Tripp Scott as Catalina Avalos will be the next judge on the Broward County Court, appointed by Governor DeSantis.

**Next Meeting: Friday, August 5, 2022 @9am**



**Hispanic Unity of Florida**  
**Public Policy & Advocacy**  
**Committee Meeting**  
**MINUTES**  
**Friday, May 13, 2022**

**Present:** Carolina Cardozo, Nazbi Chowdhury, Dan Schevis, Dick Blattner, Dr. Maria Bernard, Megan Turetsky, Christina Paradowski, Otto Valenzuela, Andres Connell, Felipe Pinzon and Felina Rosales-Furer

**Excused:** Dr. Jeff Nasse and Robby Holroyd

**Roll Call**

Began at 9:00am

**Approve April 2022 Minutes**—Presented by Otto Valenzuela

**Motion**

**Dan Schevis motioned to accept the April minutes. A second was made by Dick Blattner. Motion passed.**

**Welcoming New Member Nazbi Chowdhury to the Committee**

He is the Director of Public Policy and Strategic Initiatives at United Way of Broward. He has been at United Way for two months. He worked in State Senate and invested in policy world. Looks forward to learning and growing.

**HUF's PP&A Activities Update**—Presented by Otto Valenzuela

- Meetings with Elected Officials: Mayor of N. Lauderdale, Ana Ziade she was referred to by Congresswoman McCormick. They would like to partner with us to have Spanish speaking immigrant clinic. Senator Lauren Book visited this week, she offered appropriation as well. We reviewed the State of Hispanic/Immigrant Broward Study with all of them. HUF signed on to a public comments letter submitted in regard to the positive changes proposed by the Biden Administration.
  
- Title 42 Statement: HUF issued a statement to support immigrants at border seeking asylum. We support the removal of Title 42.

**HUF Strategic Plan Update**---Presented by Otto Valenzuela and Carolina Cardozo

Carolina reviewed the strategic plan goals. We are focusing on 2022 priorities as in 2023 there will be an updated overall HUF strategic plan. There are mid-term elections in November and legislative session doesn't begin till March of 2023. We have not started on the 2023 legislative agenda. Andres Connell shared there are funders in California who need our plan for the next three years out and then they will assist with finding the right grants for HUF.

HUF's committee and partnerships have helped expand our reach and move forward initiatives.

No comments or concerns from members.

**Inviting Elected Officials to Join This Committee?**

Dick Blattner believes this is a good idea. Dan Schevis said whomever we invite we need to proceed with care. The relationship is what we want. Serving on our board is one way but we need to examine what is best alternative to get their involvement. Nazbi said we want to be careful regarding not being partisan. Anyone from Broward local government City and County is nonpartisan anyways. Dick will check with other organizations like us who have electeds on their board and what that looks like. Look for people in the community who are active role for volunteerism and fundraising, the movers and the shakers verse elected officials. Megan Turetsky believes more a risk than benefit. Felipe Pinzon will reach out to Kids in Distress and find more information about the elected officials on their board.

Dan asked what is the legal aspect of who can or cannot serve?

Christina Paradowski will bring up this at Governance committee.

**In-Person Meeting?**

Will look to scheduling in the Fall, September or October an in-person meeting with hybrid as a backup. This committee will take a recess July and August.

**Adjourn**  
At 10am

**Next Meeting: Friday, June 10, 2022 @9am**

DACA 10th Anniversary Letter

June 15, 2022

President Joseph R. Biden
The White House
Washington, D.C. 20510

The Honorable Nancy Pelosi
Speaker of the House
United States House of Representatives
Washington, D.C. 20510

The Honorable Chuck Schumer
Majority Leader
United States Senate
Washington, D.C. 20510

The Honorable Mitch McConnell
Minority Leader
United States Senate
Washington, D.C. 20510

The Honorable Kevin McCarthy
Minority Leader
United States House of Representatives
Washington, D.C. 20510

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

As the nation marks the 10th anniversary of Deferred Action for Childhood Arrivals (DACA)—a policy that has provided advancement in education and career opportunities for many—we, as leaders of businesses, higher education organizations, colleges and universities, civil liberty advocates, and nonprofits that advocate for DACA recipients urge you to immediately pass legislation that offers a pathway to citizenship for our nation's 2 million Dreamers.

On July 6, The Fifth Circuit Court will hear oral arguments on a case that will determine DACA's future. While we remain uncertain on how the Court will rule, immigrant youth and DACA recipients are forced once again to grapple with the instability, uncertainty, and anxiety that a temporary program like DACA inherently sows. Only Congress can avert the devastation that this Court decision and a subsequent U.S. Supreme Court ruling striking DACA would undoubtedly cause.

DACA's success has unleashed the economic potential of almost 800,000 people, allowing them to contribute to our economy, start families, buy homes, access healthcare, build businesses, and bring their talents to the industry sectors where they're most needed. Three-quarters of DACA participants in the workforce—343,000 people—are essential workers. Of those, 34,000 provide healthcare services and 11,000 work tirelessly to keep our hospital and clinic facilities up and running. As our nation faces a teacher shortage, there are 20,000 educators who are DACA recipients working with kids in classrooms across the country. About 100,000 DACA recipients work in the nation's food supply chain, roles that are more important than ever.

But, for too long, DACA participants have been vulnerable to government indecision, sparking anxiety, instability, and legal limbo in their lives. And DACA's strict timeframes omit thousands of individuals who need it. More than 427,000 undocumented students are currently enrolled in postsecondary institutions, and of these, fewer than half (181,000) are DACA-eligible. Similarly, every year, approximately 100,000 undocumented students graduate U.S. high schools, but only one-quarter are DACA-eligible.

DACA has been a transformative program for both its recipients and the country, demonstrating why expanding opportunities for immigrants is good for all of America—but it's not enough. Now is the time to build on the successes of DACA and pass bipartisan legislation that provides a path to citizenship to DACA recipients, undocumented immigrant youth, and other Dreamers. The future of our country depends on it.

Sincerely,

American Business Immigration Coalition
Coalition for Humane Immigrant Rights of Los Angeles
FWD.us
National Immigration Law Center
Pre-Health Dreamers
Presidents' Alliance on Higher Education and Immigration
TheDream.US
United We Dream

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fastaction

Contact Information

First Name: Felipe; Last Name: Pinzon

Email: fpinzon@hispanicunity.org

Update my FastAction profile with this information

Employer Information

Please list your organization as you would like to show in the letter. Thank you!

Title: President & CEO; Organization: Hispanic Unity of Florida

Submit

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Dear Felipe,

Thank you for signing on to this DACA letter.

Sincerely,

American Business Immigration Coalition  
Coalition for Humane Immigrant Rights of Los Angeles  
FWD.us  
National Immigration Law Center  
Pre-Health Dreamers  
Presidents' Alliance on Higher Education and Immigration  
TheDream.US  
United We Dream

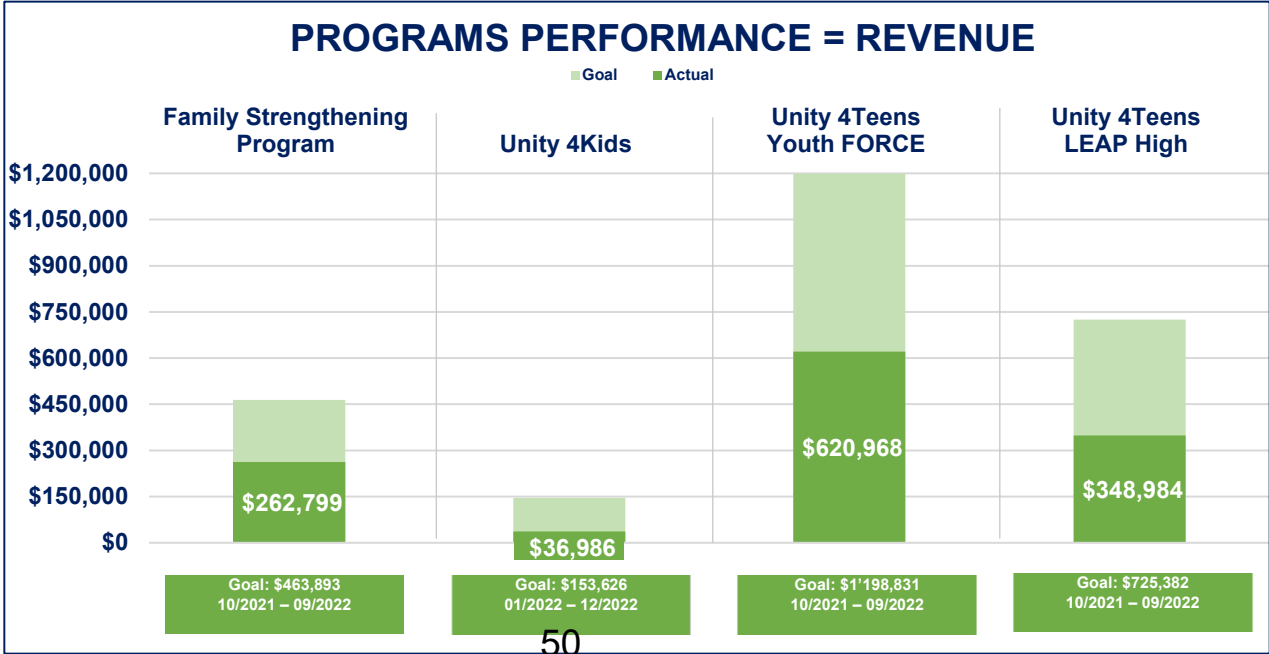
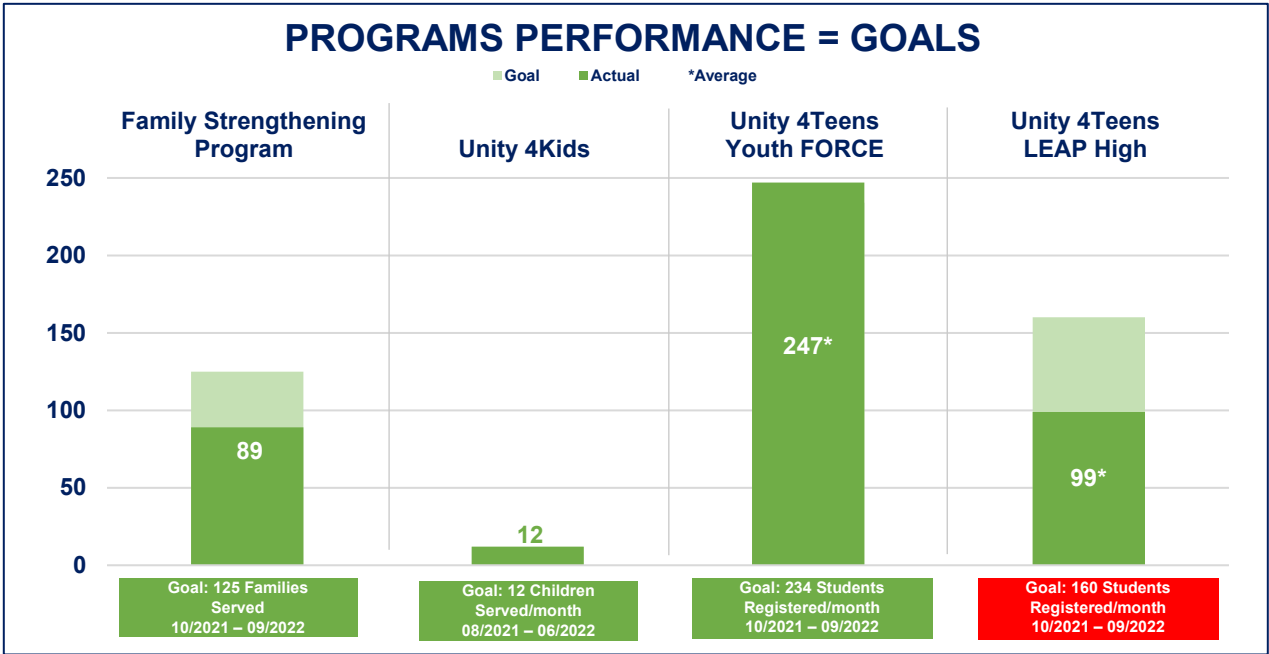
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# EDUCATION APRIL 2022

\*Note: Projections and goals have been adjusted due to the COVID-19 pandemic



Based on current results and if future projections are met:

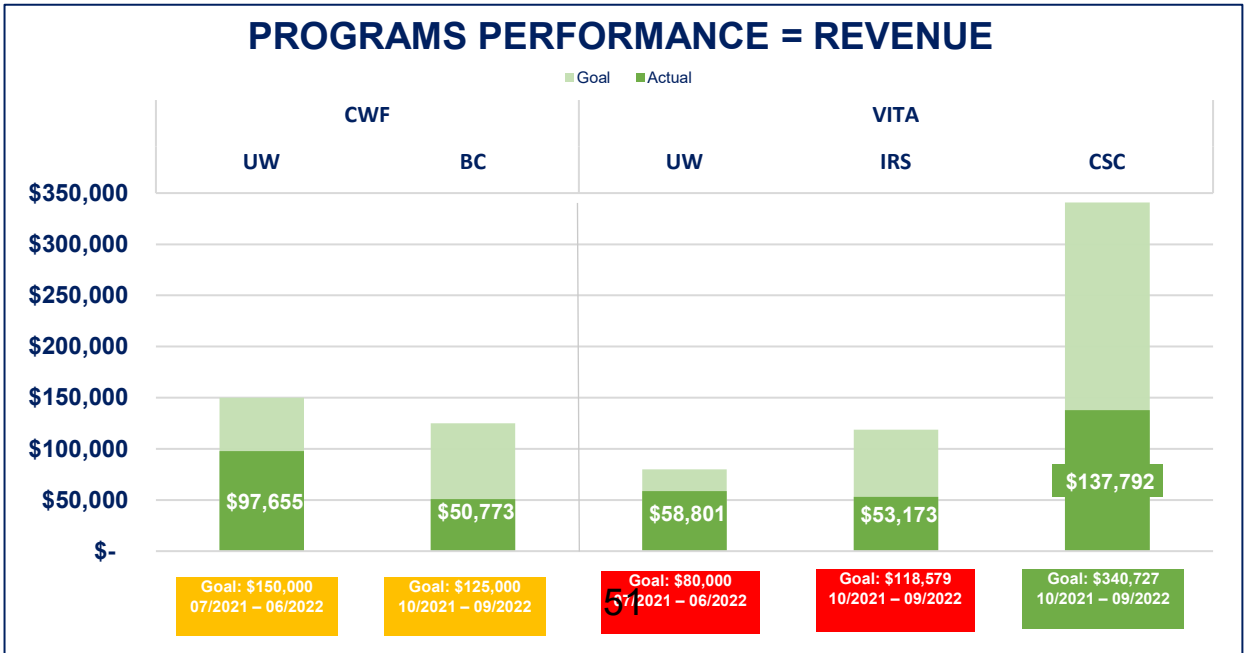
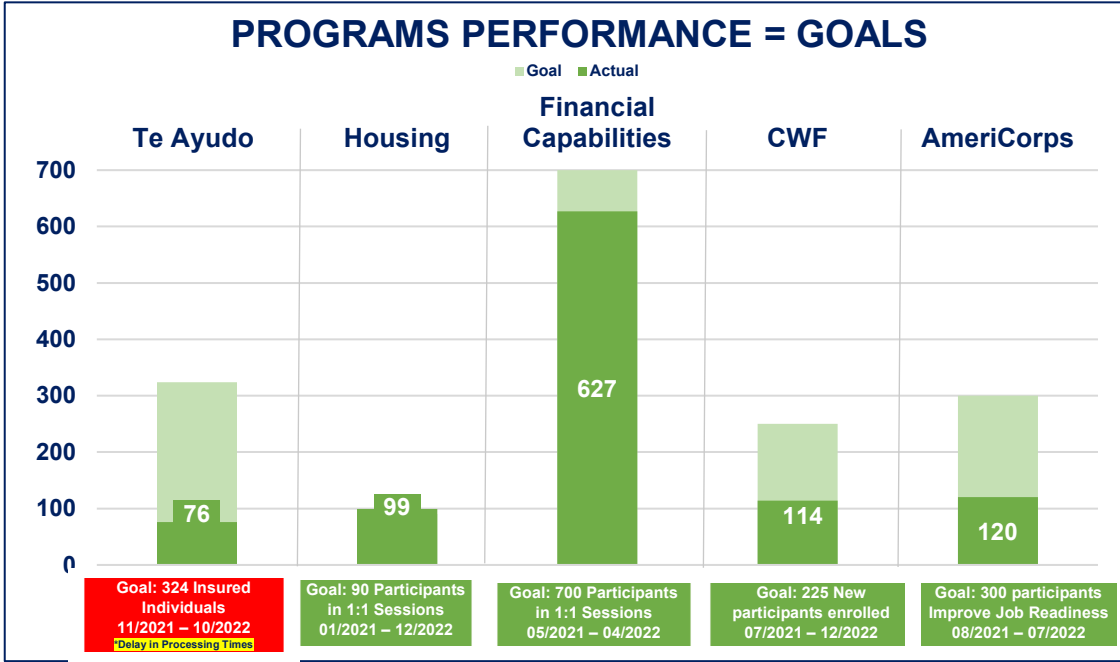
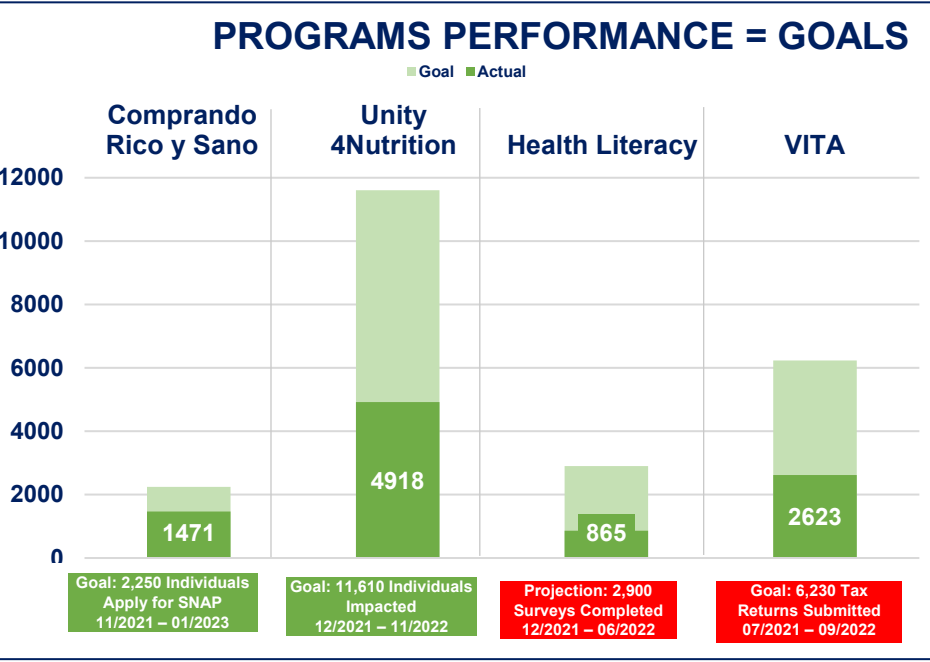
- On track to meet goals/projections
- Close to being on track to meet goals/projections
- Not on track to meet goals/projections

\*Unity 4Teens Program Performance Goals are based on the average students registered.



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# ECONOMIC DEVELOPMENT APRIL 2022



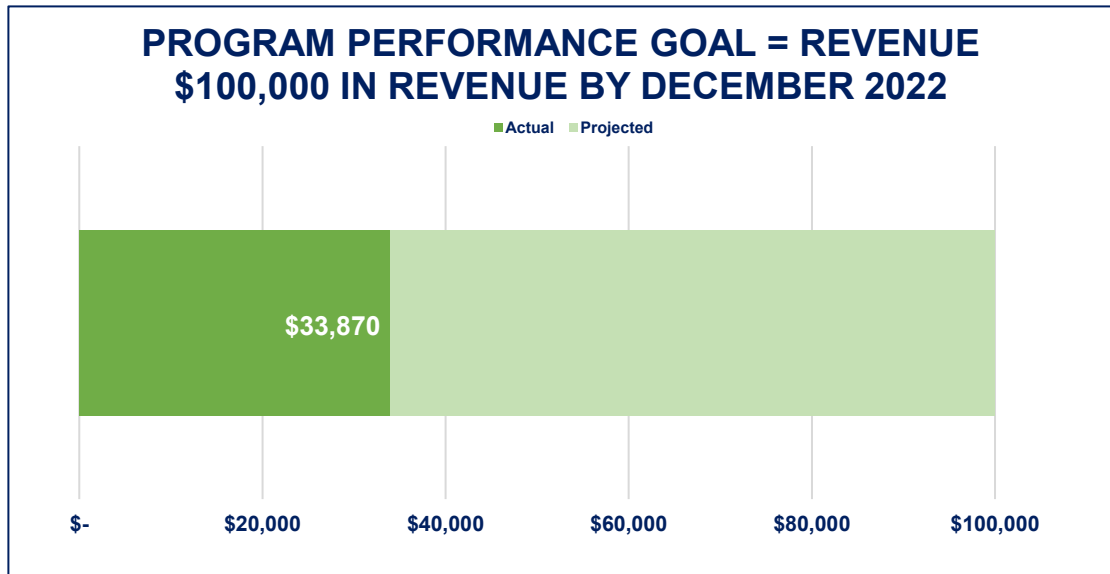
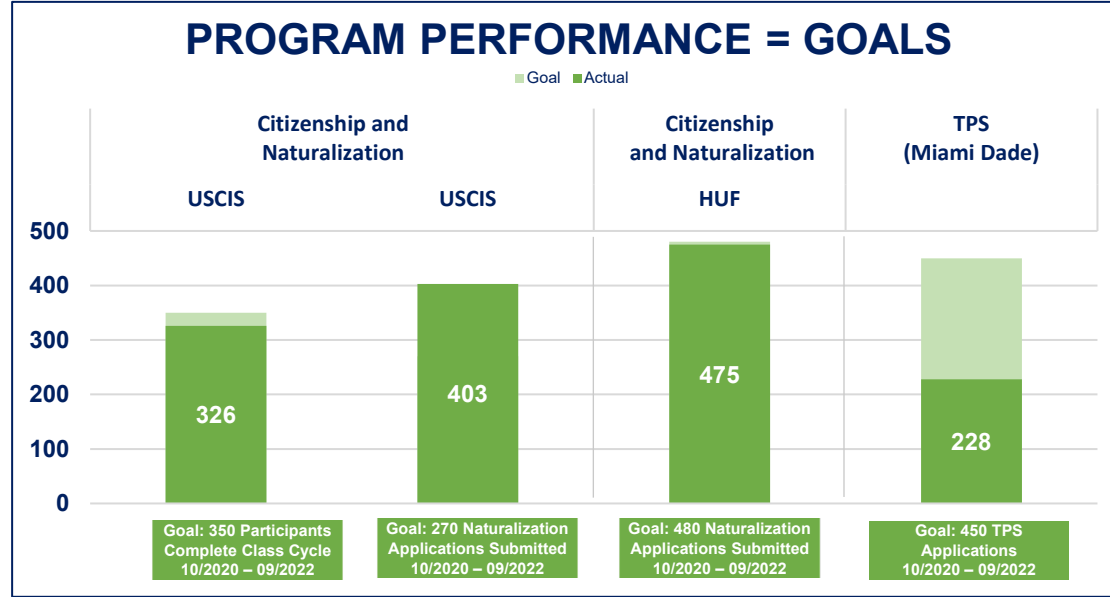
Based on current results and if future projections are met:

- On track to meet goals/projections
- Close to being on track to meet goals/projections
- Not on track to meet goals/projections



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New Generation  
of Americans

# CIVIC ENGAGEMENT APRIL 2022



Based on current results and if future projections are met:

- On track to meet goals/projections
- Close to being on track to meet goals/projections
- Not on track to meet goals/projections