



**Empowering a  
New Generation  
of Americans**

## **Board of Directors Meeting Package**

**Meeting #10**

**Tuesday, December 6, 2022**

**Tribeca Restaurant & Lounge  
12100 Miramar Parkway, Miramar, FL 33025**

### **Mission**

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

**Hispanic Unity of Florida**  
**Board of Directors Meeting**  
**AGENDA**  
Tuesday, December 6, 2022

**Tribeca Restaurant & Lounge**  
**12100 Miramar Parkway, Miramar, FL 33025**

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

- **4:00pm Call to Order/Roll Call** **Christina Paradowski & Felina Furer**
  
- **4:05 Chair Welcome and Presentations** **Christina Paradowski**
  - Unity 4Kids, Holiday Event
  - John Guerrero, Special Recognition
  
- **4:15 Governance Committee** **Christina Paradowski**
  - Article V, Rules Governing Voting & Proxy **Action** Pg. 1
  - Board Engagement Scorecard **Action** Pg. 2
  
- **4:20 Finance** **Lisette Rodriguez and Leonor Romero**
  - Gift Acceptance Policy – Proposed and Original **Information** Pgs. 3-8
  - [The Giving Block](#) - Accept Crypto Donations
  
- **4:30 Fund Development** **Shani Wilson** **Information**
  - Donor Recognition Event Update
  - 2022 End of Year Campaign
  
- **4:35 2023 Strategic Plan** **Felipe Pinzon** **Information** Pg. 9
  
- **4:40 Consent Agenda** **Christina Paradowski** **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 Meeting Minutes, November 2022 Pgs. 10-12
  - II. Finance Committee Minutes, November 2022 Pgs. 13-15
  - III. August 2022 Financial Statements Pgs. 16-25
  - IV. Public Policy & Advocacy Meeting Minutes, November 2022 Pgs. 26-47
    - Sign-On Letters:
      - Prosperity Now: Extension of the Child Tax Credit
      - Share Our Strength: Extension of the Child Tax Credit
      - UnidosUS: Support for Dreamers in a year-end package in Congress
      - UnidosUS: Support for the American Latino Museum in Washington DC
      - UnidosUS: Support for Title III of the Elementary and Secondary Education Act (ESEA).
      - UnidosUS: Encourage HUD to lower the FHA Mortgage Insurance Premium
  - V. Fund Development Scorecard, November 2022 Pgs. 48-49
  - VI. October 2022 Program Scorecard Pgs. 50-52
  
- **4:45 Adjourn**

*20 Active Board members / 11 required for quorum and vote*

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

Board Member	Sept 2021	Oct. 2021	Nov. 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	April 2022	May 2022	June 2022	Sept 2022	Oct 2022	Nov 2022
ABBATE, Anthony (Tony)	P	P	P	E	E	P	P	P	P	P	P	P	P
ALVAREZ, Maritza	P	P	P	P	E	P	P	P	P	P	P	E	P
ARGUELLO, Ana	P	E	P	P	P	E	P	P	P	A	A	A	A
BARNARD, Maria		P	P	P	P	P	P	E	P	P	P	E	E
BITTAR, Elsa	-	-	-	-	-	P	P	P	P	A	A	P	E
CARDOZO, Carolina	P	P	P	P	P	P	E	P	P	P	P	P	P
CUSHING, Giselle	P	P	A	E	A	A	A	P	P	P	P	P	E
ESPINOZA, Boris	-	-	-	-	P	P	P	P	E	E	P	P	A
FRANCO, Lesli	P	P	P	P	P	P	P	P	P	P	A	A	P
GUERRERO, John	E	P	P	P	P	E	P	P	P	E	P	P	E
HERZ, Dan	P	P	P	E	P	P	P	P	P	P	P	E	P
NASSE, Jeffrey	P	P	P	P	P	P	P	P	P	P	P	P	E
PARADOWSKI, Christina	P	P	P	P	P	P	P	P	P	P	P	E	P
REYES, Christian	-	-	-	-	-	-	-	-	-	-	-	P	P
RIVERA, Francisco	P	P	P	P	P	P	P	P	P	E	P	P	P
RODRIGUEZ, Ana	-	-	-	-	-	-	-	-	-	-	-	-	P
RODRIGUEZ, Lisette	P	P	P	P	P	E	P	E	P	E	P	P	P
RODRIGUEZ, Lucia	P	E	P	E	P	P	P	P	P	P	E	P	P
SCHEVIS, Daniel	P	P	P	P	P	P	P	P	P	P	P	P	P
STONE, Angie	P	P	P	P	P	P	P	P	P	P	P	P	E
<b>Total Board Members</b>	20	21	21	18	19	20	20	19	18	18	18	19	20
<b>Present</b>	17	16	18	14	15	16	17	17	17	12		13	12
<b>Excused: E</b>	2	3	1	5	2	3	1	2	1	4	1	4	6
<b>Absent: A</b>	1	2	2	1	2	1	2	0	0	2	3	2	2
<b>Board Members Present at the Meeting</b>	85% Zoom	76% Zoom	86% Zoom	70% Zoom	79% Zoom	80% Zoom	85% Zoom	89% Zoom	94% In-person	66% Zoom	77% Zoom	68% Zoom	60% Zoom

a. **Rules Governing Voting**

Voting shall be governed by the following rules:

**1. One Vote**

One Director shall have one and only one vote on any matter presented to the Board, except any Board Member Emeritus who shall not be entitled to vote. Similarly, a committee member shall have one and only one vote on any matter presented to the committee.

**2. Quorum**

A quorum for the transaction of ordinary business, including business transacted by the Board or a Committee, as the case may be, shall consist of fifty-percent plus one (50% + 1) of the total Directors or committee members entitled to vote. An affirmative vote of fifty-percent plus one (50% + 1) of the voting Directors or committee members present shall decide any questions before said Board or committee, respectively. In the event that use of a proxy vote is approved by the Board Chair or Committee Chair in accordance with Article V, Section (a)(4) below, then such proxy vote will also count toward the establishment of a quorum for voting purposes.

**3. Number of Affirmative Votes Required**

An affirmative vote of fifty-percent plus one (50% + 1) of the total number of Directors, or committee members, then voting, as applicable, shall decide any motion before the matter is passed. Notwithstanding this, and consistent with Article XI, below, an affirmative vote of two-thirds ( $\frac{2}{3}$ ) of the total number of Directors then voting shall be required before any amendment(s) to the By-Laws shall be deemed approved.

**4. Proxy Voting~~No Proxies:~~**

No proxy vote will be allowed unless the use of such proxy vote is for use under exceptional circumstances and is approved in the discretion of the Board Chair (for Board meetings) or Committee Chair (for Committee meetings) in advance of the vote at which the proxy vote is to be exercised. In the event that a proxy vote is permitted, such proxy vote will count toward establishment of a quorum for voting purposes.

**5. Secret Ballot**

On the request of one Director or committee member, voting may be by secret ballot with a majority vote from the membership in attendance at the meeting.

**6. Voting by Alternative Method**

Voting may be by “alternative methods” (such as electronic mail and/or telephonic vote) in emergency situations or as otherwise may be deemed necessary, and only as called upon by the



# Board Member Engagement

Share and Live HUF's Values and Code of Ethics  
Believe in, and support, HUF's Mission

Engagement	Y/N Completed	Actual & Comments
1. Actively participate in 10 monthly Board meetings one of which is an all-day planning meeting		
2. Be an active member in a HUF Committee		
3. Mission-Immersion: In-depth HUF program tour during first/1 year term		
<b>Fund Development</b>		
4. Board Member Annual Contribution (\$1,000)		
5. Introduce two potential donors and/or volunteers to HUF annually (minimum)– invite to Empowerment Tour, meeting, breakfast, lunch, or HUF event		
6. Secure a gift of \$2,500 from annual donation(s) or sponsorship(s)		
<b>Ambassadorship</b>		<b>Comments</b>
7. Reach out to elected officials on behalf of HUF on Public Policy issues important to the agency's clients. 8. Make Stewardship phone calls to HUF donors 9. Attend HUF's events 10. Join CEO and/or Vice President of Fund Development on donor/funder call or meeting 11. Host a small event/friend-raising 12. Bring in-kind donation (office supplies, marketing services, event tickets for clients/staff, gifts for funders) 13. Promote agency regularly on social media 14. Meet with your Board mentor/mentee 15. Mission Moment: attend/participate in a scheduled program activity		

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

**HISPANIC UNITY OF FLORIDA  
FISCAL POLICY MANUAL  
POLICY F111**

**SUBJECT:** Donated Property/Gifts

**DEPARTMENT:** Finance

**DATE:** February 6, 2004  
Amended November 7, 2007  
Reviewed July 14, 2011

**POLICY:**

The value of donated property will be recorded as a fixed asset of the organization if the value of the property exceeds the agency's capitalization cutoff point in accordance with the following guidelines:

<b>Value</b>	<b>Policy</b>
Under \$500	Item will not be capitalized
\$500-\$5,000	Capitalize in accordance with value stated in the donor's letter
Over \$5,000	Capitalize in accordance with appraised value

Values for other donated items acknowledged to the donor - such as used clothing or household goods or inventory - will follow the guidelines under the IRS Publication 561.

**All acknowledgements to the donor for non-cash items** must be approved by the CFO and signed by the CEO to insure compliance with IRS Publication 561. The CFO is responsible for compliance with IRS regulations applying to Form 8282 Donee Information Return and Form 8283 Noncash Charitable Contribution.

All documentation relative to non-cash charitable contributions - such as original donor letter, appraisals, acknowledgements, etc – will be kept in a separate file by the CFO.

**PROCEDURES:**

All related procedures can be found as noted below:  
[Donations and Gifts Procedures Under M401](#)

**FORMS/INSTRUCTIONS:**

[IRS Publication 561 Rev Apr07](#)  
[IRS Form 8282 Donee Information Return](#)  
[IRS Form 8283 Noncash Charitable Contributions](#)

**OTHER:**

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## Hispanic Unity of Florida, Inc. PROPOSED Gift Acceptance Policy

Hispanic Unity of Florida, Inc. (HUF), a not for profit organization organized under the laws of the State of Florida, encourages the solicitation and acceptance of gifts to Hispanic Unity of Florida, Inc. (hereinafter referred to as the Organization) for purposes that will help the Organization to further and fulfill its mission. The following policies and guidelines govern acceptance of gifts made to the Organization or for the benefit of any of its programs. The mission of the Hispanic Unity of Florida, Inc. is empowering immigrants and others to become self-sufficient, productive, and civically engaged.

### Purpose of Policies and Guidelines

The board of directors of Hispanic Unity of Florida, Inc. and its staff solicit current and deferred gifts from individuals, corporations, and foundations to secure the future growth and missions of the Organization. These policies and procedures govern the acceptance of gifts by the Organization and provide guidance to prospective donors and their advisors when making gifts to the Organization. The provisions of these policies shall apply to all gifts received by the Organization for any of its programs or services.

### I. Types of Gifts

The following gifts are acceptable:

<ul style="list-style-type: none"><li>• Bequests</li><li>• Cash</li><li>• Charitable Gift Annuities</li><li>• Charitable Lead Trusts</li><li>• Charitable Remainder Trusts</li><li>• Life Insurance</li><li>• Life Insurance Beneficiary Designations</li></ul>	<ul style="list-style-type: none"><li>• Real Estate</li><li>• Remainder Interests in Property</li><li>• Retirement Plan Beneficiary Designations</li><li>• Securities</li><li>• Cryptocurrency</li><li>• Tangible Personal Property</li></ul>
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### II. Criteria for Acceptance

VP of Development will review with designated lead of a department the usefulness of a gift.

The following is an outline for consideration to make such determinations:

- a- alignment to HUF's mission and values.
- b- useful for the Organization's programming.
- c- ability to use and/or maintain the gift within the Organization's operations.
- d- some gifts will require the Organization to conduct a due diligence review prior to accepting a gift.

The following outlines the criteria used for acceptance by type of gift:

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1) Cash. Cash is acceptable in any form. Checks shall be made payable to Hispanic Unity of Florida, Inc. and shall be delivered to headquarters location. Electronic funds are acceptable and preferred method.

## 2) Tangible Personal Property.

- a. All other gifts of tangible personal property shall be examined in light of the following criteria:
  - Is the property easily sold?
  - Are there any undue restrictions on the use, display, or sale of the property?
  - Are there any carrying costs for the “property”?
- b. Acceptance of Cryptocurrency (“Crypto”):
  - the Organization will accept forms of cryptocurrency that have an equivalent value in real currency or that act as a substitute for real currency. This is known as “convertible virtual currency” or digital or virtual currency. Some commonly traded crypto, includes Bitcoin, Ethereum, Litecoin and more.
  - They may not be made in a completely anonymous manner although donors may request anonymity in publications and/or gift announcements.
  - Contributions of crypto will be treated as a contribution of Tangible Personal Property and is treated by the IRS as property. As a result, crypto is subject to the same rules as non-cash charitable gifts. This affects how crypto is taxed, and the reporting requirements that go along with gifting crypto for the Organization and its donors.
  - All crypto gifts will be reviewed and accepted upon approval by VP of Development.
  - Due to cryptos volatility, donations are non-refundable and will be liquidated as soon as feasible and transferred to the Organization’s designated bank account.
  - Crypto donations may not be made in a completely anonymous manner although donors may request anonymity in publications and/or gift announcements.
  - the Organization will use a third-party payment processor to facilitate acceptance, receive liquidation of funds, and ensure donor-tax filings comply for the Organization.
  - A charitable gift of cryptocurrency is only complete once the currency has been successfully paid to and accepted by the Organization’s designated currency processor.
  - Upon payment/acceptance, the Organization will provide the donor with a gift acknowledgement or receipt that substantiates the receipt of the cryptocurrency as a charitable gift. Similar to non-marketable securities, the acknowledgement may not contain the value of the gift. Gift receipting is like personal property, stating the name and number of cryptocurrency



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coins donated, the date of receipt, and the fund or account benefiting from the gift.

- c. Liquidation Criteria for gift acceptance: The Organization accepts only items that can be used at the facility or readily sold on the open market for a minimum of \$500. Unless there are countervailing circumstances, the Board's policy is to sell or otherwise dispose of, within one year after the date of gift, any item of personal property that is gifted to the Organization and for which the Organization has no use.
- d. The Organization shall make the final determination on the acceptance of other tangible property gifts. The Organization reserves the right to dispose of the tangible gifts at any time, in accordance with law, unless otherwise agreed to with the donor.
- e. In-kind Donations: An in-kind donation is a contribution of a product or service that would normally result in a cash expense from the budget. These expenses can include printing, food, clothes, transportation, pro-bono services, etc. Staff must be certain that the product or service is what programs need and has the value that the donor has given.

The Organization's VP of Development will determine the acceptance of any in-kind donations as presented by program staff and third parties.

### III. Use of Legal Counsel:

The following will require the Organization's legal counsel prior to accepting a gift:

- a- Gifts of securities that are subject to restrictions or buy-sell agreements.
- b- Documents naming Hispanic Unity of Florida as trustee or requiring the Organization to act in any fiduciary capacity.
- c- Gifts requiring the Organization to assume financial or other obligations.
- d- Transactions with potential conflicts of interest.
- e- Gifts of property which may be subject to environmental or other regulatory restrictions

### IV. Restrictions on Gifts—

Decisions on the restrictive nature of a gift, and its acceptance or refusal, shall be made by President/CEO, in consultation with the Finance Committee.

President/CEO must ensure the Organization can abide by the restrictions, both from a programmatic and administrative perspective.

The Organization will not accept gifts that

- (a) would result in violating its corporate charter, mission or strategic plan
- (b) would result in the Organization losing its status as an IRC 501(c)(3) not-for-profit organization,

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- (c) are too difficult or too expensive to administer in relation to their value,
- (d) would result in any unacceptable consequences for the Organization, or
- (e) are for purposes outside the Organization's mission.

## V. Marketing for gift acceptance:

The Organization will post a summary of the policy on its website to provide financial transparency to help manage a donor's expectations for non-standard gifts. The Organization urges all prospective donors to seek the assistance of personal legal and financial advisors in matters relating to their gifts, including the resulting tax and estate planning consequences.

## VI. Advice to its donors:

The Organization urges all prospective donors to seek the assistance of personal legal and financial advisors in matters relating to their gifts, including but not limited to, the resulting tax and estate planning consequences.

IRS defines crypto donations as charitable deduction property and along with other factors, can trigger additional reporting responsibilities.

Gifts of tangible personal property of \$5,000 or more require an independent appraisal of fair market value obtained by the donor for tax purposes. All gifts of Tangible Personal Property of \$500 or more also require the completion of IRS document 8283.

In those cases over \$5,000, the independent appraisal is required at the donor's expense.

## VII. Documentation

1. All gifts prior to acceptance must be approved by the VP of Development who adheres to these noted policies and procedures as outlined. Staff must get development's approval prior to accepting personal property on behalf of the Organization.
2. All donors making in-kind gifts are asked to complete an in-kind donation form, so donations are correctly recorded and acknowledged.
3. Tax receipts and acknowledgment of charitable gift are two separate documents.
  - a. For Cryptocurrency, tax receipts will come from the intermediary or third-party processor on behalf of the Organization *upon payment/acceptance*. Gift receipt for personal property, that includes cryptocurrency and non-marketable securities, requires stating the name and number of cryptocurrency coins donated, the date of receipt, and the fund or account benefiting from the gift. The acknowledgement may not contain a value of the gift.
  - b. *Acknowledgement of charitable gift: All donors regardless of limits will receive a Gift Acknowledgement within 10 days following their donation issued by the*

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- VP of Development and/or designee. Acknowledgment letters will be signed by either the President/CEO or VP of Development only.
4. The individual who solicited the donation on behalf of the Organization should be copied on the letter.
  5. Tangible property gifts of \$5,000 or more including, but not limited to, cryptocurrency, will require a qualified third-party appraisal for the donor to take a charitable tax deduction and this cost will be borne by the donor.
  6. A record of all documentation of gift is maintained in the Organization's network for record keeping purposes by VP of Development.



## 2023 Strategic Plan

### Update Through November 28<sup>th</sup>

The following firms were invited to respond to HUF's 2023 Strategic Plan RFP

1. Veracruz Advisory – **Proposal Submitted**
  - a. Company <https://www.veracruzadvisory.com/company>
  - b. Team <https://www.veracruzadvisory.com/team>
  - c. Services <https://www.veracruzadvisory.com/services>
  - d. Other – this firm assisted HUF in completing the most recent strategic plan
  
2. Group Victory – **Proposal Submitted**
  - a. Company <https://www.groupvictory.net/>
  - b. Team <https://www.groupvictory.net/about>
  - c. Services <https://www.groupvictory.net/our-services>
  - d. Other – this firm has provided grant writing services to HUF
  
3. James Mueller & Associates – **Proposal Not Submitted**
  - a. Company <https://jmuellerassociates.com/our-consultants/>
  - b. Team <https://jmuellerassociates.com/our-consultants/>
  - c. Services <https://jmuellerassociates.com/organizational-alignment/>
  - d. Other – this firm has provided strategic planning and fund raising support to HUF

**Hispanic Unity of Florida  
Board of Directors Meeting Minutes  
Tuesday, November 15, 2022**

**Call to Order/ Roll Call**

Began at 4:00 pm.

**Chair Welcome & Presentations - Presented by Christina Paradowski**

- Welcome to Ana Rodriguez: Christina Paradowski welcomed Ana Rodriguez to HUF's Board of Directors. She mentioned Ana is the Director of Florida Blue Centers of Florida Blue/Blue Cross Blue Shield of Florida, and that she has gone through the process of being an immigrant twice. Ana mentioned it is a privilege and an honor to be part of HUF.
- Elizabeth Dorante as Interim VP of Programs: Christina Paradowski welcomed Elizabeth Dorante as HUF's Interim Vice President of Programs. She mentioned Elizabeth has been with HUF for 16 years, and for many years she has led the Education department, which has grown significantly over the past three years. Elizabeth expressed she is honored to assume this role.
- Magaly Alvarado's 20<sup>th</sup> HUF Anniversary: Christina Paradowski congratulated Magaly Alvarado, Director of Civic Engagement, on her 20<sup>th</sup> Anniversary. She indicated Magaly has been recognized by USCIS, UnidosUS, and many other organizations for assisting thousands of Legal Permanent Residents (LPRs) in becoming US Citizens. Felipe Pinzon shared her many accomplishments and her many contributions to HUF and the community. He indicated her passion is incomparable and Magaly is well known nationally.
- Board Meeting and Social, December 6<sup>th</sup>: Christina Paradowski asked the members of the Board to save the date for the December 6<sup>th</sup> Board Meeting and Social. She indicated more details would be shared soon. The meeting will be short, and it will be an in-person gathering.
- Unity4Kids Holiday Celebration, December 7<sup>th</sup>: Christina Paradowski asked the Board members to save the date for the Unity 4Kids Holiday Celebration. She asked if any Board members were interested in dressing up as Santa. Elizabeth Dorante indicated there is a list of 24 children who need gifts for the holiday celebration. She asked the Board members to sign up for a child and deliver the wrapped presents to HUF before the day of the event.
- Other announcements: Christina Paradowski indicated Dr. Jeffrey Nasse's birthday was November 12<sup>th</sup>, and she also shared with the Board that Elsa Bittar's daughter was born on November 2<sup>nd</sup>. A flower arrangement was sent on behalf of HUF to Elsa's Family.

**Mission & Updates - Presented by Magaly Alvarado & Elizabeth Dorante**

- Citizenship/Immigration Services: Magaly Alvarado presented the history and highlights of HUF's Citizenship program. HUF started providing citizenship education to seniors in 2002. Between 2002 and 2012, the program grew rapidly. HUF established a partnership with several Broward County libraries, expanding its geographical footprint. In 2010 HUF received its first USCIS grant. Between 2012 and 2022, more than 15,000 Legal Permanent Residents (LPRs) attended HUF's classes. In addition to this, the agency has been accredited and recognized by the DOJ. Among others, HUF's service delivery model is composed of In-Person Class Instruction, Online Citizenship Classes, Naturalization Application Services, and Voting Registration Assistance. In summary, 81% of the program clients are from South America.

Magaly also shared with the members of the Board that HUF is expanding the way it provides services. Understanding that technology plays an important role in increasing the impact on students, the agency has developed an App and a Podcast that have been recognized by partners and funders. Additionally, the agency is always trying to find ways to tackle its clients' challenges.

Lucia Rodriguez congratulated Magaly for the success of the program. She also mentioned she wants to meet with her to learn more about the podcast. Christina Paradowski asked on which platforms is the podcast available. Magaly mentioned it is available on all major platforms.

- AmeriCorps was awarded the All-Star Award for 2021 – 2022: Elizabeth Dorante shared with the Board that HUF was recognized for running a successful AmeriCorps program between 2020 and 2021. The agency achieved a 94% retention rate of volunteers. 1

#### **Governance Committee - Presented by Tony Abbate**

- 2023 Slate of Officers: Tony Abbate presented to the Board the proposed 2023 Slate of Officers. Dan Schevis led the nomination and voting process.

Chair: Christina Paradowski  
Chair-Elect: Tony Abbate  
Secretary: Carolina Cardozo  
Treasurer: Lisette Rodriguez  
Past Chair: Lucia Rodriguez

#### **Motion**

**Lesli Franco motioned to approve Lisette Rodriguez for Treasurer. A second was made by Dan Herz.**

**Martiza Alvarez motioned to approve Carolina Cardozo for Secretary. A second was made by Dan Herz.**

**Dan Herz motioned to approve Anthony Abbate for Chair Elect. A second was made by Francisco Rivera.**

**Lesli Franco motioned to approve Christina Paradowski for Chair. A second was made by Maritza Alvarez.**

**Francisco Rivera motioned to approve Lucia Rodriguez for Past Chair. A second was made by Christian Reyes.**

**HUF's 2023 Slate Board of Officers was approved. This action will be effective January 1, 2023.**

- 2023 Board Meeting Schedule: Christina Paradowski shared the proposed schedule for 2023. Felina Furer will send out calendar invites for the upcoming year.

#### **Motion**

**Dan Schevis motioned to approve 2the 023 Board Meeting Schedule. A second was made by Lucia Rodriguez. Motion passed.**

- Marketing Committee: Christina Paradowski mentioned Lesli Franco will be stepping down as Chair of the Marketing Committee since the committee is now focusing on the development of the new website. She thanked Lesli for her Leadership through the CEO transition and Brand Guidelines definition. She also shared more details will be shared as to whom will be taking over.

- Article V, Rules Governing Voting & Proxy: Christina Paradowski mentioned the bylaws do not allow proxy voting. Committees and the Board sometimes can't vote on items because of this. A change in the language of the bylaws is being proposed to avoid holding up certain businesses or actions. This item will be voted upon at the December meeting.

- Board Member Scorecard: Tony Abbate presented the proposed Board member scorecard. Christina Paradowski mentioned the scorecard tries to make sure Board members comply with their duties.

### **Marketing Committee - Presented by Katherin Gallego**

- New website: Kathy Gallego presented the timeline for HUF's new website. The agency has been working with Force for Good to establish needs and requirements. HUF's website is 7 years old and is currently working through an old version of Drupal. The team is working to move on to a more user-friendly platform like WordPress. It is expected to soft launch in July 2023, and to fully launch in September 2023.

### **Finance Committee - Presented by Lisette Rodriguez & Leonor Romero**

- 2023 Budget Update: Leonor Romero indicated HUF is in the process of finalizing the 2023 budget timeline. The agency is in Phase 2, which is finalizing work plans and preliminary goals. By end of December, the Finance committee will be presented with the budget and the Board will vote on the 2023 Budget at the January meeting.
- Gift Acceptance Policy/Cryptocurrency: Leonor Romero mentioned HUF is currently working on expanding opportunities to receive donations. The agency hopes to finalize a procedure to accept cryptocurrency by the end of the year. The agency would be able to accept the crypto and cash out the following day. Felipe Pinzon mentioned most nonprofits are moving in this direction. In 2021, a donor wants to donate crypto to HUF, but the agency was not able to accept it. Francisco Rivera asked for the procedure to be shared with him to review it and provide assistance.

### **Fund Development - Presented by Shani Wilson**

- Mural: Shani Wilson mention to the Board the agency embarked on this project in March. HUF is in the revision phase and already has a couple mock up's to work with. HUF will share a mockup of the mural soon.
- Donor Recognition Event: Shani Wilson reminded the Board about the event that would take place on Saturday, November 19<sup>th</sup> from 10:30 to Noon. She asked them to RSVP. This is the first in-person donor event in several years.
- Board Fundraising Efforts: Shani Wilson mentioned the Board gifts are at \$14k+, and corporate sponsorship at \$237k. HUF has about \$160k for unrestricted fundraising to meet its goals.
- End of Year Campaign: Shani Wilson mentioned the Board Toolkit. HUF will be launching the campaign on Giving Tuesday.

### **2023 Strategic Plan - Presented by Christina Paradowski & Felipe Pinzon**

- Facilitators/Consulting Firms & RFP: There will be an RFP release on November 4, 2022. HUF has three prospects who have been invited to submit a proposal. Proposals are due November 22<sup>nd</sup>. Vendor selection will be done by December 12<sup>th</sup>. The project will begin on January 23, 2023.

**Christina asked the board to have the executive committee review the proposals and make the decision on behalf of the entire board.**

#### **Motion**

**Anthony Abbate motioned to allow the Executive Board Committee to select the vendor for the 2023 Strategic Plan. A second was made by Carolina Cardozo. Motion passed.**

### **Consent Agenda - Presented by Christina Paradowski**

#### **Motion**

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

### **Adjourn**

At 5:39 pm

**Hispanic Unity of Florida**  
Finance Committee Minutes  
November 17, 2022

**Attended Via Zoom:**

6 Members Present: Christina Paradowski, Chuck Tatelbaum, Rodney Bacher, Alejandro Alvarez Loscher, Emma Pfister, and Arnold Nazur

2 Members Excused: Myrna Monserrat and Lisette Rodriguez

0 Members Absent:

5 Non-Voting Members Present: Elizabeth Dorante, Felina Rosales-Furer, Leonor Romero, Felipe Pinzon and Shani Wilson

**Open the Meeting**

By Arnold Nazur at 9:02am

**Approval of October 2022 Meeting Minutes**

**Motion**

**Emma Pfister motioned to approve the October 2022 meeting minutes. A second was made by Chuck Tatelbaum. The motion passed.**

**Programs Performance**

**Scorecard:** Elizabeth Dorante shared the September 2022 performance. We have a new CWF program manager who will oversee all CWF and Housing contracts. We have 3 candidates going through the background checks to onboard new employees. The LEAP High program has 108 registered youth in September of the 210 required by contract. Many kids come and go in the program. Our goal is to over register and work hard to increase the number weekly. Except for Unity4Kids program, all Education programs are now under unit cost performance vs. cost reimbursement. She is very confident VITA will come back strong as it will have in-person services once again. Unity 4 Nutrition Program is in the red at 7,416 vs. 11,610 impacted individuals required as of November. However, we are excited as we expect to distribute over 10,000 lbs. of food with Comprando Rico y Sano Program due to the collaboration of Florida Blue. Civic Engagement ended their contracts well above their goals in September. New contracts started in October, and they are already ahead with recruiting and classes being offered nightly. In conclusion, 2022 revenue is on track to reach its goal of 25% for the last quarter.

**Fund Development Update. Presented by Shani Wilson.**

Our budget for 2022 is just over \$8.3M and this year we are tasked with raising more than \$1.7M, including \$560,000 in unrestricted funds and \$1.1M in restricted or grant funding. To date, we have secured more than 72% of our unrestricted fundraising goal. With respect to our \$1.13M grant revenue goal, we have secured more than 134% of our goal, an increase of \$122K from last month.

We are on track to meet our unrestricted revenue goal before the year by closing out pitches, continuing to raise bottom-line dollars through grants, and executing our end of year giving campaign. It will launch on Giving Tuesday, November 29<sup>th</sup> and we will run a marketing



campaign to raise dollars along with assistance of board members with their individual campaigns.

We have a 25% grant decline rate. Much of what has been submitted September and on will be used for 2023 budget. We met with Annie E. Casey Foundation last week as they visited HUF to learn more about our Advocacy program. We anticipate they will be supporting our economic development programs with particular interest in teens, in addition to public policy and advocacy efforts. We have a major donor who we are working on to create a matching campaign.

Saturday, November 19<sup>th</sup> from 10:30am to Noon at HUF we will have Donor Recognition event. Please let Shani know if you'd like to attend.

### **August 2022 Monthly Financial Statements. Presented by Leonor Romero.**

Leonor shared good news to-date; we have been having Program and CFO meetings which have been addressing areas of improvements, opened the door to communication and creating more efficiency/synergy. Our deficit in August has dropped by \$103K now at \$343k vs. last month in July when it was \$446K.

The line of credit is down this year and cash is higher. Recruitment has been a challenge, but staff have risen to the challenge. Several new team members have embraced the challenge of new opportunities in new roles, planning for new launch of services from cost reimbursement to units of performance. Recruitment remains a challenge, but all departments have doubled down to address this HOT TOPIC and recalibrate our best efforts.

Emma Pfister asked about the \$500K reserve fund? Felipe shared yes there is one fund for \$500k and another is now \$135k of which must be used in 2023.

Arnold asked about accounts receivable. Leonor shared all is well and advised the reports would be more condensed to maximize the meetings as discussed with Treasurer. Emma asked about the line of credit; Leonor shared it has not been touched since her arrival. Are we going to show a financial that will break even by the end of year? Leonor shared it is too early to say at this moment a projection of future unrestricted efforts will be shared in next meeting. For instance, we have secured \$195K in September and October that is not included in the provided August financials.

### **Motion**

**Emma Pfister motioned to accept the August 2022 Monthly Financial Statements. A second was made by Chuck Tatelbaum. The motion passed.**

### **CFO Updates—Presented by Leonor Romero**

- a) **IRS 990 Timeline:** It has been filed and finalized by the board. The 990-2021 was filed and finalized before the extension date with an impressive history of many accomplishments serving our community
- b) **Budget 2023 Timeline:** It is a living procedure which impacts finances and budget. New grants and recruitment create impacts. We are on phase 2 and she is sending out templates to staff and to validate. In December, she will meet with Felipe to review and finalize operating, capital improvements and special \$130K Jim Moran allocation budgets.

The goal is for the Finance Committee to provide feedback by the next meeting so we can present the Budget 2023 to the Board in the January Board meeting.

- c) **Gift Acceptance Policy:** The proposed updated Gift Acceptance Policy would allow HUF to accept other forms of nontraditional gifts such as cryptocurrency, real estate, gift annuities, etc. Chuck shared by January 1, 2023, there will be new rules by the IRS. Possibly defer it for a few months to see how the dust settles after the market has been tumultuous. Felipe shared the idea would be to accept it then cash it the next day and not to invest it. He has spoken to counterparts at the United Way who are accepting this currency. Christina Paradowski believes it needs to go through this committee vs. Governance or Lega. Chuck believes we need a fluid policy as the dynamics will change in the next 8 weeks, so he has no opposition to approving it subject to the possibility of a revision as needed. Arnold asked Chuck to review it.

### **Motion**

**Chuck Tatelbaum motioned to accept the Gift Acceptance Policy with the understanding this document is up for revisions due to real time changes. The second was made by Rodney Bacher. The motion passed. Arnold Nazur abstained from the vote.**

- d) **\$8500 Fraud Status:** We have been notified by the bank that the pending claim has been settled in our favor.

### **Old Business/New Business**

- a) **2023 Meeting Calendar:** Scheduled upcoming Finance Committee meetings was accepted for 2023 without discussion.
- b) **Chuck Tatelbaum notified that he will be resigning from Finance Committee after December's meeting.** He has recently been appointed to serve in a more active role for another non-profit organization and understands the demands of the position with HUF. However, he wants to stay in touch with HUF in his Emeritus standing.

### **Close of Meeting**

Meeting ended at 9:49am

**HISPANIC UNITY OF FLORIDA, INC.**

FINANCIAL STATEMENTS

FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022  
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2021)

Prepared by: L. Romero 11/12/22  
FOR REVIEW BY CEO/FINANCE COMMITTEE  
SOURCE: SAGE PEACHTREE @ 8/31/22 / TR SCHEDULE

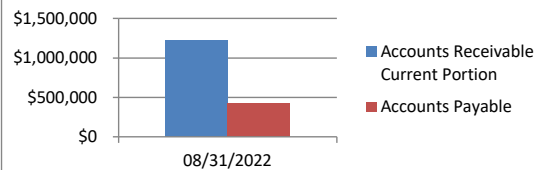
# August 31, 2022 Dashboard

## Revenue YTD Compared to Previous YTD

08/31/2022

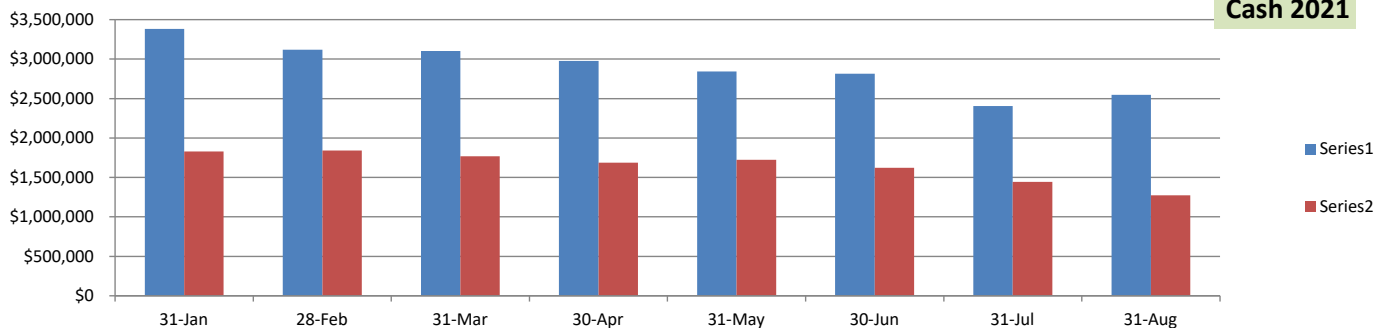
	Revenue YTD as of 8/31/2022	Revenue YTD as of 8/31/2021	Year Over Year Chng
Unrestricted Revenue	\$4,746,306	\$2,297,980	\$2,448,326
Restricted Revenue	\$926	(\$452,307)	\$453,233
<b>Total Revenue</b>	<b>\$4,747,232</b>	<b>\$1,845,673</b>	<b>\$2,901,560</b>

## Accounts Receivable Vs Payables August 31, 2022

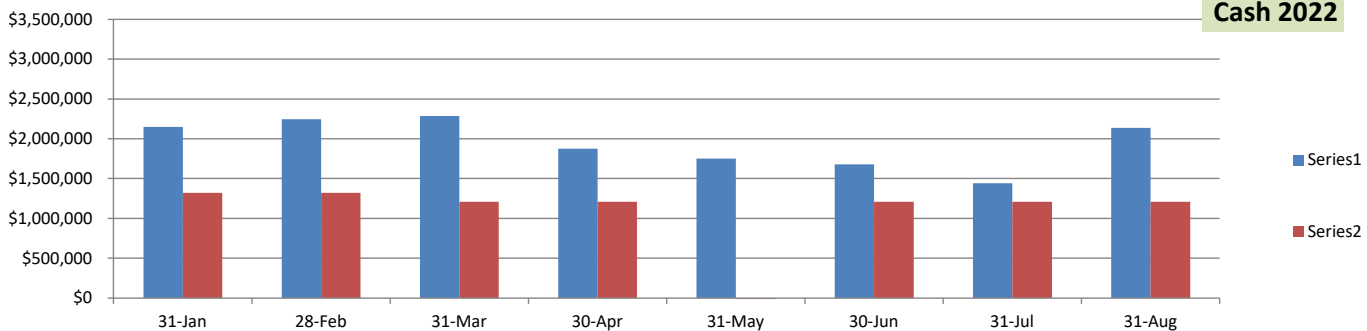


\$1.07      0.82352941

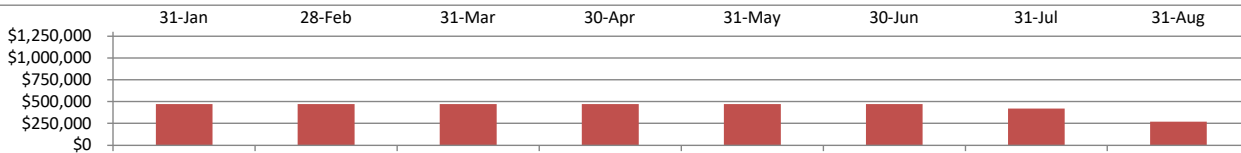
### Cash 2021



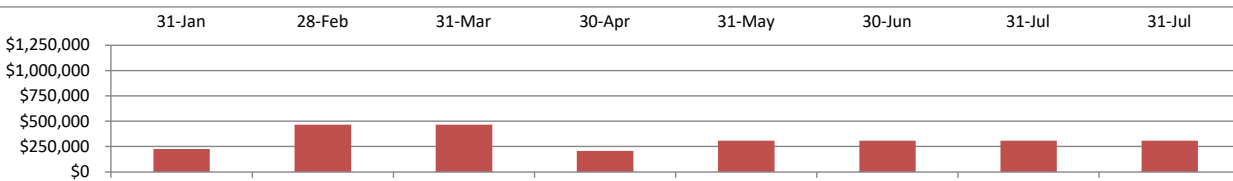
### Cash 2022



### Line of Credit Usage 2021



### Line of Credit Usage 2022



**Hispanic Unity of Florida, Inc.**

Notes to Financials

August 31, 2022

UNR Net Assets

**YTD Actual Agency Deficit (343,413)**

Reconciliation of UNR Net Assets:

1 Gain/(Loss) From Program Operation	1,220,195
2 Gain/(Loss) from Support Services	(437,109)
<b>Inc(Dec) in UNR Net Assets</b>	<b>\$ 783,086</b>

**Includes:**

<b>From Net Assets "Released Prior Year"</b>	(975,101) for current year operations
<b>From Net Assets "Released Current Year"</b>	(151,398)

*The year-to-date projected operating surplus was \$320K. Our year-to-date actual was \$783K reflecting a favorable variance of \$463K. Note, this net includes \$976K received-to-date for future allocations*

- 1) Development YTD had a unfavorable budget variance \$98K; however, \$195K has been secured unrestricted during 9/22-10/22
- 2) Programs YTD had a favorable variance of \$472K includes Donors with Restrictions for future allocations for \$626K .
- 3) Admin YTD had a favorable budget variance of \$88K, includes Donor with Restrictions for future allocation for \$112K.

Programs:

Program's total contributions-to-date toward administrative and shared fixed costs to the agency totals \$942K

<b>Temp Restrictions overview "remaining"</b>	Programs	Supportive	Total
prior year reserves used in current year	673,028	149,120	822,148
current year reserves for future use	961,027	15,000	976,027
<b>Subtotal as of 8/31/22</b>	<b>1,634,055</b>	<b>164,120</b>	<b>1,798,175</b>
<b>upcoming "not yet reported"</b>	<b>26,132</b>		<b>26,132</b>

*Unrestricted not yet reported 194,601 secured after 8/22 through 10/31/22*

Cash

Year to date cash decreased by (\$287K) as a result of the following activities:

\$ (343,413) Inc/(Dec) in Net Assets
246,585 Adjustments to reconcile increase (decrease) in net assets
<u>(96,828) Net cash provided (consumed) by operating activities</u>
(16,893) Investing Activities
282,759 Financing Activities
<u>\$ 169,037 Inc/(Dec) in Cash</u>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF FINANCIAL POSITION**  
**FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022**  
**(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2021)**

<u>ASSETS</u>	<u>2022</u>	<u>2021</u>	
Current Assets			
Cash	2,135,784	\$ 1,966,747	
Grants receivable, net	1,099,582	835,991	Schedule 1 - pending detail review 80% due to paused paym
Unconditional promises to give, net	134,315	344,947	Schedule 1 & 3
Prepaid expenses	<u>54,709</u>	<u>25,220</u>	
Total Current Assets	<u>3,424,390</u>	<u>3,172,905</u>	
Non-Current Assets			
Long term conditional promises to give	104,966	104,966	Schedule 1 & 3
Property and equipment, net	1,215,810	1,298,258	
Deposits and Other Assets	<u>33,407</u>	<u>33,725</u>	
Total Non-Current Assets	<u>1,354,183</u>	<u>1,436,949</u>	
Total Assets	<u>4,778,574</u>	<u>\$ 4,609,854</u>	
<u>LIABILITIES AND NET ASSETS</u>			
Current Liabilities			
Accounts payable and accrued expenses	431,435	\$ 202,061	
Mortgage payable, current	18,659	18,658	
Line of credit	<u>306,339</u>	<u>11,339</u>	
Total Current Liabilities	<u>756,433</u>	<u>232,058</u>	
Noncurrent Liabilities			
Mortgage payable, net of current portion	<u>744,826</u>	<u>757,068</u>	
Total Non-Current Liabilities	<u>744,826</u>	<u>757,068</u>	
Total Liabilities	<u>1,501,258</u>	<u>989,126</u>	
Net Assets			
Without Donor Restrictions	1,479,140	1,823,479	
With Donor Restrictions	<u>1,798,175</u>	<u>1,797,249</u>	
Total Net Assets	<u>3,277,315</u>	<u>3,620,728</u>	
Total Liabilities and Net Assets	<u>4,778,574</u>	<u>\$ 4,609,854</u>	

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES**  
**FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022**  
**(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2021)**

				2021
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenues and Other Support:				
Contributions	\$ 104,971	\$ 1,142,425	\$ 1,247,396	\$ 2,752,404
Special events	-	-	-	22,000
Grants from government agencies	2,983,389	-	2,983,389	3,147,254
Other grants and fees	335,903	-	335,903	246,612
Miscellaneous	66,854	\$ 113,690	180,544	253,542
Donations, in-kind	-	-	-	81,189
Net assets released from restrictions:				
Satisfaction of time restrictions	1,126,499	(1,126,499)	-	-
Satisfaction of program and purpose restrictions	128,690	(128,690)	-	-
<b>Total Revenues and Other Support</b>	<b>4,746,306</b>	<b>926</b>	<b>4,747,232</b>	<b>6,503,001</b>
Expenses (Functional)				
Program services	4,683,394	-	4,683,394	6,083,567
Management and general	356,345	-	356,345	594,450
Fundraising	50,906	-	50,906	35,373
<b>Total Expenses</b>	<b>5,090,645</b>	<b>-</b>	<b>5,090,645</b>	<b>6,713,390</b>
Change in Net Assets	(344,339)	926	<b>(343,413)</b>	(210,389)
Net Assets - Beginning of Year	1,823,479	1,797,249	3,620,728	3,831,117
Net Assets - End of Year	<u>\$ 1,479,140</u>	<u>\$ 1,798,175</u>	<u>\$ 3,277,315</u>	<u>\$ 3,620,728</u>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF CASH FLOWS**  
**FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022**  
**(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2021)**

	<u>2022</u>	<u>2021</u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ (343,413)	\$ (210,389)
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	99,659	143,394
Provision for uncollectible promises to give	-	-
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(263,591)	(511,509)
(Increase) decrease in unconditional promises to give	210,632	265,000
(Increase) decrease in prepaid expenses	(29,489)	21,701
(Increase) decrease in security deposits and other assets	-	477
Increase (decrease) in accounts payable and accrued expenses	<u>229,374</u>	<u>(9,166)</u>
Total adjustments	<u>246,585</u>	<u>(90,103)</u>
Net Cash Provided by Operating Activities	<u>(96,828)</u>	<u>(300,492)</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment, net of retirements	<u>(16,893)</u>	<u>(43,606)</u>
Net Cash (Used In) Investing Activities	<u>(16,893)</u>	<u>(43,606)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	295,000	(458,726)
Borrowing (Repayment) of mortgage	<u>(12,241)</u>	<u>(17,668)</u>
Net Cash Provided by Financing Activities	<u>282,759</u>	<u>(476,394)</u>
Increase (decrease) in Cash	169,037	(820,492)
Cash - Beginning of Year	<u>1,966,747</u>	<u>2,787,239</u>
Cash - End of Year	<u>\$ 2,135,784</u>	<u>\$ 1,966,747</u>



**Temp Restricted Schedule**  
As of August 31, 2022

	AREA	CC	December 31, 2021	Increase/ (Decrease)	Additions	Increase/ (Decrease)	August 31, 2022
<b>Awards Brought Forward to 2021</b>							
Frederick Delueca Original Dates 9-1-2020 to 8-31-21. Started in Jan 2021 thru April 2022	ST	514	61,581	(34,823)			26,758
JM Family 2022	Dev	010	35,000	(35,000)			0
Moran Foundation 01/01/21-12/31/21	CWF	503	10,120	(10,120)			0
Moran Foundation 1-1-22 to 12-31-22	CWF	503	350,000	(180,325)			169,675
Susie & Alan Levan Family Foundation 5-1-22 - 4-30-23	Dev	010	25,000	(25,000)			0
TJMF - 9-01-18 - 8-31-23	Admin	000	130,170	-			130,170
Truist Foundation Database Management System use by end of 2022	Admin	000	18,950	-			18,950
Unidos-RICO 11-1-20 to 1-31-22	PB	537	2,991	(2,991)			(0)
UW - JP Morgan Chase October 2020 to April 2022 Use in 2021	romeO	507	58,712	(58,712)			(0)
American Heart Assoc- Voices for Healthy Kids Travel 202	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 2023	EFWP	333	2,000	-			2,000
American Heart Assoc- Voices for Healthy Kids Travel 2024	EFWP	333	2,000	-			2,000
Bank of America Pathway to Home Ownership 9-2021 1-1-22 to 6-30-22	CWF FE	578	50,000	(50,000)			0
Batchelor Fdn 9-8-2021 to 9-30-22	U4T - HS	481	23,572	(20,023)			3,549
Comcast NBCUniversal Fdn 9-8-21 to 10-7-22	U4T - HS	440	23,593	(13,543)			10,050
Development - To 2022 - October	Dev	010	1,458	(1,458)			0
Development - To 2022 - November	Dev	010	71,707	(71,707)			0
Development - To 2022 - December	Dev	010	44,604	(44,604)			0
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 11/10/2021- Received Release Nov21-Oct22	PBW	550	29,565	(29,565)			(0)
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2023 Release Nov22-Oct 23	PBW	550	45,148	(9,315)			35,834
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2024	PBW	550	45,148	-			45,148
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2023	PBW	550	30,099	-			30,099
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 6/30/2022	PBW	550	45,148	-			45,148
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 6/30/2023	PBW	550	45,148	-			45,148
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 6-30-2024	PBW	550	45,148	-			45,148
Jim Moran Foundation Research Grant 1-1-21 to 12-31-22	CWF	531	384,158	(238,044)			146,114
NALCAB 6-29-21 to 6-1-22	FCWP	574	11,580	(9,225)			2,355
NALFO 7-1-21 to 6-30-22	EZZP	606	23,962	(23,962)			0
No Kid Hungry 08-01-2021 to 07-31-2022	PBW	547	78,127	(78,127)			0
Tate Foundation 2022 Community Fd	UKEP	173	20,000	(20,000)			0
Tate Foundation 2023 Community Fd	UKEP	173	20,000	-			20,000
Tate Foundation 2024 Community Fd	UKEP	173	20,000	-			20,000
Tate Foundation 2025 Community Fd	UKEP	174	20,000	-			20,000
Unidos Digital Innovation 7-1-21 to 4-30-22	CZZP	608	18,559	(18,559)			0
			<b>1,797,249</b>	<b>(975,101)</b>			<b>822,148</b>

<b>Added in 2022</b>							
New 2022 TR Grants							
UnidosUS - Comprando Rico y Sa - UnidosUS-RICOYS 1120 - 0422-23	PBWP	237		7,000		-	7,000
UnidosUS - Comprando Rico y Sa - UnidosUS-RICOYS 1120 - 0622-22	PBWP	537		109,500		(33,614)	75,886
Share our Strength - Tax credits for low-income families 4/1/22-12/31/22	VSWP	317		100,000		(24,395)	75,605
Unidos COV 19 Rapid Relief - COVID-19: 8/21- 12/21-2	EFWP	332		3,050		-	3,050
TD Charitable Foundation - Grant to Support FinCap Program	CFWP	500		7,500		-	7,500
Wells Fargo Foundation - CWF Grant to support Financia	CFWP	500		35,000		-	35,000
Community Foundation of Broward - Mitigating Data Issues Program	CFWP	506		25,000		(5,000)	20,000
Orange County Community Foundation	CFWP	508		147,125		(8,388)	138,737
The Annie E. Casey Foundation - Grant - FinCap/CWI	CFWP	515		42,500		-	42,500
Capital One - Grant for - Financial Capability and Wealth Building	HCWP	540		25,000		-	25,000
Unidos Medic Grant	AAAS	013		15,000		-	15,000
Cornelia T. Bailey Foundation - To Provide Support for the U4K Program	UKEP	171		25,000		(25,000)	-
The Wawa Foundation - To Support the Comprando Rico y Sa	PBWP	537		1,000		-	1,000
The Aspen Institute - Donation 2Gen	CFWP	500		1,000		-	1,000
Bank of America - Bank of America Grant for Vit	VSWP	300		40,000		-	40,000
Florida Health Justice Project - Grant: to support Immigrants process	CZZP	156		5,000		(5,000)	-
Kresge Foundation (The) - Kresge Foundation - Database	YDEP	000		150,000		(50,000)	100,000
TIAA Bank - Grant from TIAA Bank for first-time	CFWP	500		10,000		-	10,000
Citi Foundation - Grant for Center for Working Families	CFWP	509		20,000		-	20,000
Share Our Strength - No Kid Hungry (Marketing/Advocacy)	CFWP	574		50,000		-	50,000
WeCount! - Florida Protecting Immigrant Families (4060)	PAWP	975		10,000		-	10,000
UnidosUS - Citizenship Savings - Grant Civic Engagement Citizenship	CZZP	156		3,750		-	3,750
Unidos US Digital Skills for Life	CFWP	500		35,000		-	35,000
American Health Healthy for Life: Initiative	PMWP	535		2,000		-	2,000
Florida Blue Foundation - GRANT   Comp Rico y Sa	PMWP	551		100,000		-	100,000
JP Morgan Chase Foundation - Workforce 2022-2023 General Op	CFWP	577		150,000		-	150,000
Bank United - Bank United FinCap	CFWP	500		8,000		-	8,000
				<b>1,127,425</b>		<b>(151,398)</b>	<b>976,027</b>

**\$ 1,797,249 \$ (975,101) \$ 1,127,425 \$ (151,398) \$ 1,798,175**

YTD Satisfaction of Time Restrictions \$ **(1,126,499)** 1,798,175

**Breakout**

Prior Year Carry over Restrictions	1,797,249
CY Restricted contributions revenues - FROM TB	1,142,425
CY Restricted Miscellaneous revenue - FROM TB	113,690
Available restricted revenues	3,053,364
Release of Restrictions	(1,126,499) FS
Remaining Available Restricted Net Assets	1,926,865
Temp Restricted Net Assets @ Y/E	(1,798,175)
Satisfaction of program and purpose restrictions	128,690 FS

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - TOTAL**  
**FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
<b>Revenues</b>							
Donations - UNR	\$ 6,459	\$ 36,250	\$ (29,791)	\$ 103,971	\$ 290,000	\$ (186,029)	
Donations - TR	294,633	28,671	265,962	1,128,425	1,022,721	105,704	refer to TR / new foundation efforts
Satisfaction of Restrictions	128,709	102,543	26,166	1,126,500	832,474	294,026	includes prior year release of \$975,101
Fundraising Events	-	5,417	(5,417)	15,000	43,333	(28,333)	
Grant Income	382,374	486,045	(103,671)	3,319,291	3,581,218	(261,927)	Program billing was down due to attrition of \$262K shortfall for clients in some program areas. Some schools were lower and unable to recoup funds.
Interest Income	11	58	(47)	9,786	467	9,319	Includes a dividend from Amtrust for \$9.7K; otherwise, rates are extremely low 0.01% on Money Market Funds
Rental Income	4,437	4,383	54	35,494	35,064	430	
Voluntary Pre-K	1,873	0	1,873	21,515	52,002	(30,487)	U4K low enrollment
Fees & Miscell Income	16,368	11,250	5,118	113,750	118,602	(4,852)	Citizenship fees rec'vd to-date
<b>Total Revenues</b>	<b>834,864</b>	<b>674,617</b>	<b>160,247</b>	<b>5,873,732</b>	<b>5,975,881</b>	<b>(102,149)</b>	
<b>Expenses</b>							
Salaries and benefits	443,181	535,358	(92,177)	3,510,493	4,050,133	(539,640)	Underage due to offsetting revenues.
Advertising	1,010	1,326	(316)	34,257	10,609	23,648	per "new grant" not in original budget
Bank service charges	1,186	825	361	7,259	6,600	659	
Building repairs/maint	20,773	15,307	5,466	126,198	141,022	(14,824)	
Depreciation	12,417	10,756	1,661	99,341	99,086	255	
Dues Subscriptions	248	1,697	(1,449)	9,487	14,783	(5,296)	
Information Technology	11,119	8,015	3,104	91,055	70,350	20,705	Overage: tied to higher demands, will adjust with other attrition lines moving forward and/or bill grants directly for their share; cost increases with increase of users - tied to "new funding"
Insurance	6,121	5,270	851	49,263	46,201	3,062	
Interest expense	5,000	3,226	1,774	35,927	28,705	7,222	
Licenses and permits	0	100	(100)	0	878	(878)	
Mileage reimbursement	2,415	2,311	104	13,797	18,174	(4,377)	
Miscellaneous	1	(4)	5	(101)	(2)	(99)	
Office expense	6,280	6,152	128	52,426	48,989	3,437	
Postage and shipping	1,398	171	1,227	3,745	2,351	1,394	
Printing	4,454	3,912	542	40,225	160,058	(119,833)	
Professional fees	10,589	48,342	(37,753)	475,381	396,105	79,276	pending future spending / attrition
Program expenses	45,149	75,650	(30,501)	324,693	384,991	(60,298)	Underage due to offsetting revenues.
Public relations	135	667	(532)	11,590	5,333	6,257	
Rent	3,536	1,453	2,083	28,945	15,830	13,115	
Staff events/meetings	302	854	(552)	4,053	6,834	(2,781)	
Software	9,047	0	9,047	14,747	0	14,747	
Special fundraising events	55	2,083	(2,028)	55	16,667	(16,612)	no events to-date
Staff training and development	5,261	2,357	2,904	35,753	26,599	9,154	
Telephone	6,051	4,407	1,644	49,511	36,966	12,545	The budget was prepared before the cost benefit analysis to reflect changes strategically made to better service HUF.
Telephone - Cell/HotSpots	6,921	4,945	1,976	46,567	46,559	8	
Utilities	3,687	2,378	1,309	25,979	20,898	5,081	
<i>Worst Case-Admin Net Effect</i>		122	(122)				
<b>Total Expenses</b>	<b>606,336</b>	<b>737,680</b>	<b>(131,344)</b>	<b>5,090,646.00</b>	<b>5,655,700</b>	<b>(565,054)</b>	
<b>Increase (Decrease) in UNR Assets</b>	<b>\$ 228,528</b>	<b>(\$ 63,063)</b>	<b>\$ 291,591</b>	<b>783,086</b>	<b>\$ 320,181</b>	<b>\$ 462,905</b>	

Programs	\$ 1,220,195	1220194.8
Support	\$ (437,109)	-437109
<b>Total</b>	<b>\$ 783,086</b>	<b>783,086</b>

**Increase (Decrease) in UNR Assets \$ 783,086 subtotal**

**Less:**

<b>Net Assets "Released Prior Year"</b>	Without Donor Restrictions	(975,101)
<b>Net Assets "Released Current Year"</b>	Without Donor Restrictions	(151,398)
	<b>YTD Actual Agency Deficit</b>	<b>(343,413)</b>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - PROGRAMS**  
**FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
<b>Revenues</b>						
Donations - UNR		0	0	367	0	367
Donations - TR	294,633	26,588	268,045	1,112,425	1,006,054	106,371
Satisfaction of Restrictions	116,209	95,876	20,333	898,731	779,141	119,590
Grant Income	376,547	486,045	(109,498)	3,319,291	3,581,218	(261,927)
Rental Income	4,437	4,383	54	35,494	35,064	430
Voluntary Pre-K	2,507	0	2,507	21,515	52,002	(30,487)
Fees & Miscell Income	15,734	11,250	4,484	115,185	118,602	(3,417)
<b>Total Revenues</b>	<b>810,067</b>	<b>624,142</b>	<b>185,925</b>	<b>5,503,008</b>	<b>5,572,081</b>	<b>(69,073)</b>
<b>Expenses</b>						
Salaries and benefits	373,821	453,438	(79,617)	2,955,503	3,394,766	(439,263)
Advertising	248	122	126	8,101	976	7,125
Building repairs/maint	18,488	13,759	4,729	111,406	128,640	(17,234)
Depreciation	11,022	9,668	1,354	88,178	90,386	(2,208)
Dues Subscriptions	0	225	(225)	1,820	3,012	(1,192)
Information Technology	9,229	6,658	2,571	75,576	59,491	16,085
Insurance	5,594	4,784	810	45,196	42,310	2,886
Interest expense	4,300	3,226	1,074	31,004	28,705	2,299
Licenses and permits	0	0	0	0	78	(78)
Mileage reimbursement	2,230	2,099	131	12,750	16,474	(3,724)
Office expense	5,708	4,911	797	39,304	39,055	249
Postage and shipping	1,291	50	1,241	3,133	1,381	1,752
Printing	4,180	3,491	689	37,744	156,691	(118,947)
Professional fees	8,146	37,110	(28,964)	388,655	306,256	82,399
Program expenses	45,149	75,650	(30,501)	324,186	384,991	(60,805)
Rent	3,007	1,114	1,893	24,870	13,116	11,754
Software	5,000	0	5,000	5,000	0	5,000
Staff training and development	3,702	2,357	1,345	24,902	26,599	(1,697)
Telephone	5,621	4,013	1,608	45,686	33,813	11,873
Telephone-Cell/HotSpots	5,893	3,417	2,476	37,767	34,334	3,433
Utilities	3,170	2,091	1,079	22,032	18,600	3,432
<i>Worst Case-Admin Net Effect</i>	0	5,539	(5,539)	0	44,314	(44,314)
<b>Total Expenses</b>	<b>515,799</b>	<b>633,722</b>	<b>(117,923)</b>	<b>4,282,813</b>	<b>4,823,988</b>	<b>(541,175)</b>
<b>Increase (Decrease) in UNR Assets</b>	<b>\$ 294,268</b>	<b>(\$ 9,580)</b>	<b>303,848</b>	<b>\$ 1,220,195</b>	<b>\$ 748,093</b>	<b>472,102</b>

Toward Administrative and Fixed Costs

\$ 1,705,020

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - SUPPORT**  
**FOR THE EIGHT MONTHS ENDED AUGUST 31, 2022**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
<b>Revenues</b>						
Donations - UNR	\$ 6,092	\$ 36,250	(\$ 30,158)	\$ 103,604	\$ 290,000	(\$ 186,396)
Donations - TR	0	2,083	(2,083)	16,000	16,667	(667)
Satisfaction of Restrictions	12,500	6,667	5,833	227,769	53,333	174,436
Fundraising Events	0	5,417	(5,417)	15,000	43,333	(28,333)
Grant Income	0	0	0	0	0	-
Interest Income	11	58	(47)	9,786	467	9,319
Rental Income	0	0	0	0	0	-
Voluntary Pre-K	0	0	0	0	0	-
Fees & Miscell Income	0	0	0	(1,435)	0	(1,435)
<b>Total Revenues</b>	<b>18,603</b>	<b>50,475</b>	<b>(31,872)</b>	<b>370,724</b>	<b>403,800</b>	<b>(33,076)</b>
<b>Expenses</b>						
Salaries and benefits	69,360	81,920	(12,560)	554,990	655,367	(100,377)
Advertising	762	1,204	(442)	26,156	9,633	16,523
Bank service charges	1,186	825	361	7,259	6,600	659
Building repairs/maint	2,285	1,548	737	14,792	12,382	2,410
Depreciation	1,395	1,088	307	11,163	8,700	2,463
Dues Subscriptions	248	1,472	(1,224)	7,667	11,771	(4,104)
Information Technology	1,890	1,357	533	15,479	10,859	4,620
Insurance	527	486	41	4,067	3,891	176
Interest expense	700	0	700	4,923	0	4,923
Licenses and permits	0	100	(100)	0	800	(800)
Lobbying	0	0	0	0	0	0
Mileage reimbursement	185	212	(27)	1,047	1,700	(653)
Miscellaneous	1	(4)	5	(101)	(2)	(99)
Office expense	572	1,241	(669)	13,122	9,934	3,188
Postage and shipping	107	121	(14)	612	970	(358)
Printing	274	421	(147)	2,481	3,367	(886)
Professional fees	2,443	11,232	(8,789)	86,726	89,849	(3,123)
Program expenses	0	0	0	507	0	507
Public relations	135	667	(532)	11,590	5,333	6,257
Rent	529	339	190	4,075	2,714	1,361
Special fundraising events	55	2,083	(2,028)	55	16,667	(16,612)
Staff events/meetings	302	854	(552)	4,053	6,834	(2,781)
Staff training and development	1,559	0	1,559	10,851	0	10,851
Telephone	430	394	36	3,825	3,153	672
Telephone - Cell/HotSpots	1,028	1,528	(500)	8,800	12,225	(3,425)
Utilities	517	287	230	3,947	2,298	1,649
<i>Worst Case-Admin Net Effect</i>	<i>0</i>	<i>(5,417)</i>	<i>5,417</i>	<i>0</i>	<i>(43,333)</i>	<i>43,333</i>
<b>Total Expenses</b>	<b>90,537</b>	<b>103,958</b>	<b>(13,421)</b>	<b>807,833</b>	<b>831,712</b>	<b>(23,879)</b>
<b>Increase (Decrease) in UNR Assets</b>	<b>(\$ 71,934)</b>	<b>(\$ 53,483)</b>	<b>(\$ 18,451)</b>	<b>(\$ 437,109)</b>	<b>(\$ 427,912)</b>	<b>(\$ 9,197)</b>

required based on new funding

**Hispanic Unity of Florida**  
**Public Policy & Advocacy**  
**Committee Meeting**  
**MINUTES**  
**Friday, November 18, 2022**

**Present:** Carolina Cardozo, Dick Blattner, Dr. Maria Bernard, Nazbi Chowdhury, Christina Paradowski, Otto Valenzuela, and Felipe Pinzon.

**Excused:** Felina Furer, Robby Holroyd, and Dr. Jeff Nasse.

**Absent:** Dan Schevis and Megan Turetsky.

**Roll Call**

Began at 9:03 am

**Approval of October 2022 Minutes**—Presented by Otto Valenzuela

**Motion**

**Dick Blatter moved to approve the October 2022 minutes. Nazbi Chowdhury gave a second. Motion passed.**

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

HUF has signed several letters during the past month. Many are connected to direct services provided by HUF:

- Prosperity Now: Extension of the Child Tax Credit.
- Share Our Strength: Extension of the Child Tax Credit with an emphasis on combating childhood hunger.
- UnidosUS: Support for Dreamers in a year-end package in Congress.
- UnidosUS: Support for the American Latino Museum in Washington DC.
- UnidosUS: Support for Title III of the Elementary and Secondary Education Act (ESEA). Title III covers English Learners.
- UnidosUS: Encourage HUD to lower the FHA Mortgage Insurance Premium.

**Proposed 2023 Meeting Schedule**

Carolina Cardozo suggested not to vote due to lack of quorum. The members of the committee agreed. She also mentioned it would be a good idea not to have a meeting in March 2023 due to legislative work. Felipe Pinzon suggested sending calendar invites for January and February 2023, and in December's meeting discuss the April – December of 2023 meeting dates.

**HUF 2023 Public Policy Agenda Draft Version 2** - Presented by Otto Valenzuela

Everything that was discussed during the last committee meeting, including the housing additions, has been added to the agenda.

Otto Valenzuela shared with the members of the committee that he met with all HUF Program staff members to discuss advocacy bridges and needs. Most people do not understand the “why” of this work. An introductory section has been added to each section of the agenda to better explain this. The agenda is more of a conversation starter for next year. The agenda contains key data from “The State of Hispanic and Immigrant Broward” report. It will be used as an educational tool to help inform HUF staff members, along with getting Program Managers involved and sharing HUF's policy agenda.

HUF will have the Federal and Florida State issues in one agenda, instead of having two. Nazbi Chowdhury shared many human-centered organizations have affordable housing as a priority on their agendas. The two leaders of the Florida House and Senate agreed and shared their support for a change needing to be made around affordable housing. He mentioned he appreciates HUF's 2Gen approach and indicated this is a great model to support families across the state and help them become prosperous.

**December Committee Meeting: Hybrid at HUF?**

The last time the committee met in person was in early 2020. It would be great to have the Friday, December 26<sup>th</sup> at 9 am

meeting in person. There will be a hybrid Zoom link sent to the committee members. Nazbi Chowdhury suggested reminding the committee members by email a week prior. The group was in favor of the proposal.

### **Other Business**

Broward Days of 2023 will take place on March 21<sup>st</sup> and 22<sup>nd</sup>. Everyone on the committee is invited. From HUF, Felipe Pinon and Otto Valenzuela will attend. Christina Paradowski expressed interest in joining them. Nazbi Chowdhury shared that United Way will be attending Broward Days in 2023 too. United Way Days will be during the committee meeting week, and he will share those dates with the members once he has more information. Ashley Boxer has been suggesting that HUF should go to Tallahassee more than once in 2023, because of its appropriations request.

### **Adjourn**

At 9:38 am

**Next Meeting: Friday, December 9<sup>th</sup> @9am, 2022. In-person at HUF**



October XX, 2022

The Honorable Charles Schumer  
Majority Leader  
U.S. Senate  
322 Hart Senate Office Building  
Washington, DC 20510

The Honorable Nancy Pelosi  
Speaker  
U.S. House of Representatives  
1236 Longworth House Office Building  
Washington, DC 20510

The Honorable Mitch McConnell  
Minority Leader  
U.S. Senate  
317 Russell Senate Office Building  
Washington, DC 20510

The Honorable Kevin McCarthy  
Minority Leader  
U.S. House of Representatives  
2468 Rayburn House Office Building  
Washington, DC 20510

Dear Majority Leader Schumer, Minority Leader McConnell, Speaker Pelosi, and Minority Leader McCarthy,

We, the undersigned organizations, are writing to strongly encourage that Congress reinstate the expanded Child Tax Credit before the end of the year in light of recent U.S. Census Bureau data demonstrating that the expansion cut child poverty to record low levels. The expanded Child Tax Credit helped lift millions of children of color out of poverty and is an essential component of any effort to build back for justice.

The Child Tax Credit was temporarily expanded as a part of the American Rescue Plan Act to provide additional relief to families as they weathered the hardships of the COVID-19 pandemic. The expansion increased the benefits offered by the credit and removed barriers to access for those from the lowest-income families by making it fully refundable. It further helped families deal with immediate economic needs by allowing for advanced monthly payments. New data from the U.S. Census Bureau has found that these provisions contributed significantly to the 46 percent decline in child poverty that occurred between 2020 and 2021. This unprecedented decline has brought the child poverty rate to a record low of 5.2 percent, lifting 2.9 million children out of poverty. Failure to extend the expansion has sent millions of children back into poverty, just as families are struggling with high inflation and economic uncertainty.

The Child Tax Credit expansion ensured that those who are struggling the most qualify for earned benefits. The expansion led to a 6.0 percentage point decline in the percent of children who are in near poverty and helped low- and moderate-income families put food on the table and pay their bills. The expanded Child Tax Credit provided families with financial stability, enabling parents to better support and invest in their children.

The expansion also disproportionately benefited children of color, who are greatly overrepresented in child poverty figures. Over 716,000 Black children were lifted out of poverty, leading to a 6.3 percentage point decrease in the Black child poverty rate. The Latinx child poverty rate also decreased by 6.3 percentage points, as 1.2 million Latinx children were raised out of poverty. The additional financial support households of color received because of the expansion was largely used to invest in children's education and nutrition, increasing their future health outcomes and economic mobility.

The expanded Child Tax Credit has proven to be one of the most effective tools for addressing child poverty, especially for families of color. Since the expansion ended, families across the country have had to contend with rising costs of living and have had greater difficulty affording basic necessities. Reinstating the expanded Child Tax Credit would help ease the burdens families are facing. Failing to do so would punish those who are already enduring the most economic hardship. These expanded tax credits are a necessary step towards eradicating child poverty and building back for justice.

Sincerely,



October 26, 2022

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

The undersigned national, state, and community-based organizations working to end hunger urge you to reinstate the expanded Child Tax Credit (CTC) and the expanded Earned Income Tax Credit (EITC) in any end of the year tax package. With the expiration of these two programs, organizations like ours know full well how tens of millions of families are experiencing [higher levels of food insufficiency, and racial disparities are only deepening](#).

Reinstating the expanded Child Tax Credit is a profound and historic opportunity to address hunger and improve the nutrition, health, and well-being of our nation. Research underscores the demonstrable impact of the expanded CTC on:

- **Reducing food insufficiency:** Columbia University found that the CTC caused a [reduction in food insufficiency by 19 percent](#) among families with children.
- **Providing funds for families to purchase food:** Across all income levels, [buying food was the most common use](#) of the expanded CTC payments, according to the Urban Institute.
- **Improving healthy eating:** According to [Brookings](#), CTC-eligible households were: 1.3 times more likely to increase fruit consumption; 1.5 times more likely to increase meat and protein consumption; 1.4 times more likely to report increased ability to afford balanced meals.
- **Creating jobs:** The Niskanen Center found that if an expanded CTC was in place for another year, it would support the equivalent of more than [500,000 private-sector jobs](#).
- **Offsetting inflation:** More than [130 economists](#) recently called for restarting the monthly CTC payments to offset the toll of inflation, while attesting that the expanded CTC will not itself drive further inflation.

Not only families with children struggle to make ends meet. As such, an extension of the CTC should be coupled with an extension of the expanded EITC, which, last year, put \$700 more in the pockets of an [estimated 17 million American workers](#) than under the previous tax credit.

The damaging impact of the loss of these credits is clear. [New research](#) from Children's HealthWatch and Boston University School of Public Health found that food insufficiency rates among households with children increased 25% in 2022 after the monthly CTC payments ended. Failure to reinstate the extended CTC and EITC will only fuel hunger by increasing the income, educational, health, and racial disparities that are pervasive in our country.

It is essential that the CTC and EITC be extended now without further delay.

Signed by:

Food Research & Action Center

Alliance to End Hunger

Share Our Strength

November 14, 2022

The Honorable Nancy Pelosi  
Speaker  
United States House of Representatives  
H-232, The Capitol  
Washington, DC 20515

The Honorable Charles E. Schumer  
Majority Leader  
United States Senate  
S-221, The Capitol  
Washington, DC 20510

**Re: Prioritizing protections for immigrant youth and DACA recipients in end-of-year package**

Dear Speaker Pelosi and Leader Schumer,

The over 225 undersigned state, local, and national immigrant, labor, faith, civil, health, and human rights organizations write to urge you to take action to protect immigrant youth and DACA recipients. Immigrant youth across the country have been calling for permanent protections with a pathway to citizenship for decades. The implementation of Deferred Action for Childhood Arrivals (DACA) in 2012 gave life-changing protection from deportation and the ability to work lawfully to hundreds of thousands of immigrant youth. But it has never been enough.

Early last month, DACA-eligible youth received the decision by the 5th Circuit Court of Appeals on the DACA policy and were once again left with uncertainty and a threat to their livelihood and ability to stay in the country they call home. The Fifth Circuit upheld a lower ruling finding the 2012 DACA memo to be unlawful and sent the case back to the lower court to consider the Biden administration's new DACA regulation. Once again, immigrant youth have been left to anxiously await another court decision that will most likely upend their lives and futures. While this decision allowed for DACA renewals to continue temporarily, over 90,000 DACA-eligible youth continue to have their initial [applications stalled](#). **The writing on the wall is clear: DACA is dying. As Speaker of the House and Majority Leader of the Senate, we urge you to prioritize DACA protections in any end-of-year package.**

The time to act is now, the potential incoming anti-immigrant majority in the House has been crystal clear in their opposition to providing protections for undocumented immigrants. Immigrant youth cannot continue to wait for Congress to act while the Fifth Circuit and the Supreme Court await the opportunity to terminate the program once and for all. In this time of deep urgency, we need your leadership to ensure Congress passes this long overdue and urgently needed legislation. The American people strongly support DACA, [74% of Americans](#) favor a law that would provide permanent legal status to immigrants who came to the U.S. as children, including 92% of Democrats and Democratic-leaning independents.

The termination of DACA will be catastrophic for local communities, families and our workforce. A 2021 analysis by the Center for American Progress reports that DACA recipient households pay [\\$6.2 billion in federal taxes and \\$3.3 billion in state and local taxes](#) each year. Additionally, the data has shown that more than three-quarters of DACA recipients in the workforce – that is 343,000 DACA recipients – have been essential employees during the COVID-19. There is simply no more time to delay, protecting DACA must be a top end-of-year priority.

We cannot let this Congress pass and leave the future of DACA up to a potentially GOP-controlled House and conservative-controlled Supreme Court, the time is now. DACA recipients have lived in uncertainty and two year increments for far too long – and many more continue to live without any protections at all. We urge you to make legislation for them a top priority and ensure the passage of a final omnibus that includes permanent protections and a pathway to citizenship for the millions of immigrant youth who call this country home.

Sincerely,

### **National Organizations**

African Communities Together  
Alianza Americas  
American Civil Liberties Union  
American Federation of Teachers (AFT)  
Asian American Legal Defense and Education Fund (AALDEF)  
Asian Pacific American Labor Alliance, AFL-CIO  
Bend the Arc: Jewish Action  
CASA  
Center for Law and Social Policy (CLASP)  
Center for Popular Democracy  
CenterLink: The Community of LGBT Centers  
Children's HealthWatch  
Church World Service  
Communities for United Status & Protection (CUSP)  
Comunidad Maya Pixan Ixim  
Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces  
Disciples Immigration Legal Counsel  
Empowering Pacific Islander Communities  
First Focus Campaign for Children  
Freedom Network USA

Futures Without Violence  
Health Outreach Partners  
Hispanic Federation  
Human Rights Campaign  
Immigration Hub  
Immigration Team of MSJC  
Japanese American Citizens League  
Justice Action Center  
Justice in Motion  
Latin America Working Group (LAWG)  
League of United Latin American Citizens (LULAC)  
Marianist Social Justice Collaborative  
Marianist Social Justice Collaborative Immigration Working Group  
Mennonite Central Committee U.S.  
MomsRising/MamásConPoder  
MoveOn  
Muslim Advocates  
National Advocacy Center of the Sisters of the Good Shepherd  
National Council of Asian Pacific Americans  
National Council of Jewish Women  
National Domestic Workers Alliance  
National Education Association  
National Immigration Law Center  
National Network for Immigrant and Refugee Rights  
National Partnership for New Americans  
Network Lobby for Catholic Social Justice  
New American Leaders  
New American Leaders Action Fund  
Next100  
OCA Asian Pacific Advocates of Greater Seattle  
OCA-Asian Pacific American Advocates  
People's Action  
Poder Latinx  
Presente.org  
Prevention Institute  
RAICES  
Raj Khalsa Gurdwara, Sikh Temple  
Save the Children  
Save the Children Action Network  
Service Employees International Union (SEIU)

Sisters of Mercy of the Americas Justice Team  
The Coelho Center for Disability Law, Policy and Innovation  
The Workers Circle  
UnidosUS  
Union for Reform Judaism  
Unitarian Universalists for Social Justice  
United Church of Christ Justice and Local Church Ministries  
United We Dream  
USC  
Young Center for Immigrant Children's Rights

### **State and Local Organizations**

ACCESS REPRODUCTIVE JUSTICE  
ACLU People Power Fairfax  
Advancing Latinas into Leadership  
Ahri Center  
AIDS Foundation Chicago  
Alliance for Refugee Youth Support and Education  
AMANI WOMEN CENTER  
American River College  
APLA Health  
Asian American Advocacy Fund  
Asian Americans Advancing Justice | Southern California  
Asian Americans United  
Asian and Pacific American Network of Oregon  
Asian Health Services  
Asian Services in Action (ASIA)  
Asociación Dominicana de Carolina del norte  
Avanzamos Unidos  
Breakthrough Central Texas  
Broward for Progress  
Buen Vecino  
Cabrini Immigrant Services of NYC, Inc.  
California Association of Food Banks  
California Primary Care Association  
California Rural Legal Assistance Foundation (CRLA Foundation)  
California WIC Association  
CARECEN  
Casa de la Cultura

Casa San Jose  
CDF Action, Inc.  
Center for Immigrant Progress  
Central American Resource Center - CARECEN- of California  
Central American Resource Center of Northern CA - CARECEN SF  
Change Begins With ME (Indivisible)  
Chinese Progressive Association  
CIPC  
Clergy and Laity United for Economic Justice (CLUE), ISA  
Coalición de Líderes Latinos-CLILA  
Coalition on Homelessness  
Colorado Latino Leadership, Advocacy & Research Organization CLLARO  
Community Action Marin  
Community Clinic Association of Los Angeles County  
Community Legal Advocates of NY  
Community of Reconciliation  
Comunidades Sin Fronteras CSF-CT INC  
Comunidades Unidas - UT  
Connecticut Shoreline Indivisible  
COOLJC Region 8 SJEREC  
Corners Outreach  
Dorothy Day Catholic Worker House, Washington DC  
Dorothy Day House, Washington DC  
DRUM - Desis Rising Up & Moving  
Dsi International Inc  
El Centro del Inmigrante  
El Pueblo  
El Vínculo Hispano/ The Hispanic Liaison  
Employee Rights Center (ERC)  
Ethnē Health  
Feeding New York State  
First Lutheran  
Florida Health Justice Project  
Florida Immigrant Coalition  
Food for People  
GALEO Impact Fund, Inc.  
GALEO Latino Community Development Fund  
GLIDE  
Global Wordsmiths  
Good Shepherd Lutheran Church

GRACE/End Child Poverty California  
Green Party of Allegheny County  
HANA Center  
HIAS Pennsylvania  
Hispanic Unity of Florida  
Honest Arizona  
Houston Immigration Legal Services Collaborative  
Hunger Action Los Angeles Inc  
Illinois Coalition for Immigrant and Refugee Rights  
Inspiritus, Inc.  
Intercommunity Justice and Peace Center  
Inter-Faith Committee on Latin America (IFCLA)  
Interfaith Welcome Coalition - San Antonio  
International Rescue Committee (IRC) in Atlanta, Miami & Tallahassee  
Jewish Activists for Immigration Justice of Western Mass  
Jewish Community Relations Council of Greater Washington  
Jewish Family Service of Los Angeles  
Jewish Family Service of San Diego  
Justice at Work (Pennsylvania)  
Justice for All Immigrants  
Justicia y Esperanza  
La Clínica de La Raza  
La Fuerza NC  
Larkin Street Youth Services  
Latin American Association  
Latino Action Network Foundation  
Latino Community Fund INC (LCF Georgia)  
LatinoNet  
Legal Aid Society of San Mateo County  
Long Beach Immigrant Rights Coalition  
Long Island Immigration Clinic  
Long Island Immigration Clinic/Sisters of St. Joseph  
Maine Immigrants Rights Coalition  
Massachusetts Immigrant & Refugee Advocacy Coalition  
Maternal and Child Health Access  
Miami Valley Immigration Coalition  
Miami Valley Unitarian Universalist Fellowship  
Michigan Dreamers  
Mixteca Organization Inc.  
Motivation Motivates



Nebraska Appleseed  
New American Pathways  
New Immigrant Community Empowerment (NICE)  
New York Immigration Coalition  
North Carolina Justice Center  
Northeast Valley Health Corporation  
Northwest Immigrant Rights Project  
Nourish California  
OCA Asian Pacific Islander American Advocates Utah  
OCA Greater Chicago  
OCA Greater Cleveland - Asian Pacific American Advocates  
OCA-APA Advocates, Greater Washington DC Chapter  
OCA-Asian Pacific American Advocates Greater Houston Chapter  
One Region - Metro Atlanta  
OneAmerica  
OPAWL - Building AAPI Feminist Leadership  
Oregon Food Bank  
Pennsylvania Immigration and Citizenship Coalition - PICC  
PIIN, Community of Reconciliation  
Pjals  
Progressive Leadership Alliance of Nevada  
Progressive Peace Coalition  
Refuge Coffee Co.  
Refugee Women's Network  
Re'Generation Movement  
Rocky Mountain Immigrant Advocacy Network  
Second Harvest of Silicon Valley  
SEPA MUJER INC.  
Services, Immigrant Rights and Education Network (SIREN)  
South Bay People Power  
Student Action with Farmworkers  
SURJ Marin - Showing up for Racial Justice  
The Association of Mexicans in North Carolina INC. (AMEXCAN)  
The Business & Immigration for Georgia (BIG) Partnership  
The Gubbio Project  
The Women's Building  
Together Colorado  
UC Immigrant Legal Services Center  
University of California Student Association  
UU Justice Ohio

Venice Family Clinic  
Violence Intervention Program  
Virginia Coalition of Latino Organizations  
Virginia Latino Leaders Council  
Voices for Utah Children  
Westchester Jewish Coalition for Immigration  
Western Center on Law and Poverty  
William E. Morris Institute for Justice  
Young Latino Network

Secretary Lonnie G. Bunch III  
Board of Regents  
The Smithsonian Institution  
1000 Jefferson Drive, SW  
Room 205  
Washington, DC 20560

Dear Secretary Bunch and Board of Regents:

In anticipation of the deadline for site selection later this year, we the undersigned want to underscore our strong and unwavering support that the new National Museum of the American Latino be located on the National Mall, alongside the 11 other highly visible and revered museums that tell the story of America to millions of visitors each year.

Many of the organizations and individuals on this letter have worked tirelessly for nearly 30 years to secure the establishment of this museum, dating back to the ground-breaking report, *Willful Neglect* and its core recommendation for a Smithsonian Museum dedicated to the Latino role in American history. We have worked just as long on fulfilling the report's recommendation that this museum be built on the National Mall. We know that without a Latino Museum, the story of America the Smithsonian is dedicated to showcasing will be at best, incomplete, and at worst, inaccurate.

As embodied by those of us in this letter, the goal of a National Museum of the American Latino on the National Mall has widespread and deep support in the Latino community that cuts across party lines and represents every sector from government to business to academia to the arts to nonprofit and advocacy organizations. The Museum has always had, and continues to have, strong bipartisan support in Congress and among elected officials across the country.

We are very appreciative of the considerable progress the Smithsonian has made in ensuring greater representation of Latinos and Latinas in the Institution, especially in its staffing that includes a significant increase in the number of Latinx curators in virtually all the museums under the Smithsonian's umbrella. To that end, the recent opening of the Molina Family Latino Gallery in the Museum of American History is a milestone moment both for the Smithsonian and for the Latino Museum. We believe the Molina Family Latino Gallery, along with the progress the Smithsonian has made in incorporating the Latino perspective, provide the foundation that the Latino Museum needs to guarantee that it is "ready to go" once we can finalize the site and begin construction of the building.

As such, to build on the significant funding that has already been pledged, we and many others in the Latino community are firmly committed to raising the funds necessary for the museum's completion. We also stand ready to work with you in any other way we can to ensure that our long-held dream of a museum dedicated to the history and many contributions of the Latino community to this great country on our National Mall will finally become a reality.

Thank you for your consideration of this important matter.

Sincerely,

1. American Federation of Teachers (AFT)
2. American Jewish Committee (AJC)
3. Artes Miami
4. Association of Latino Professionals For America (ALPFA)
5. CASA in Action
6. Congressional Hispanic Caucus Institute (CHCI)
7. Dialogue on Diversity
8. Farmworker Justice
9. Friends of the American Latino Museum
10. Greater Washington Hispanic Chamber of Commerce
11. Hispanic Alliance for Career Enhancement (HACE)
12. Hispanic Association of Colleges and Universities (HACU)
13. Hispanic Federation
14. Hispanic Heritage Foundation
15. Hispanic National Bar Association
16. Hispanics in Philanthropy
17. The Latino Coalition
18. MANA, A National Latina Organization
19. Mi Familia Vota
20. National Association for Latino Community Asset Builders (NALCAB)
21. The National Association of Latino Elected and Appointed Officials (NALEO)
22. The National Hispanic Caucus of State Legislators (NHCSL)
23. The National Hispanic Foundation for the Arts (NHFA)
24. The National Hispanic Media Coalition (NHMC)
25. National Latino Farmers & Ranchers
26. Prospanica
27. UnidosUS

October 26, 2022

The Honorable Nancy Pelosi  
Speaker  
Washington, D.C. 20510

The Honorable Charles Schumer  
Majority Leader  
Washington, D.C. 20510

The Honorable Kevin McCarthy  
Minority Leader  
Washington, D.C. 20510

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

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

We, the undersigned organizations, are writing to urge you to fund Title III of the Elementary and Secondary Education Act (ESEA) at no less than \$1 billion for Fiscal Year 2023 (FY23), which is the funding level included in the House Appropriations bill.

Title III is the federal formula grant program intended to support English learners (ELs) in every state and territory. Grants are based on each state's share of EL students and recent immigrant student population. ELs make up 10% of K-12 public school students in the U.S. and are one of the fastest-growing student populations. The number of ELs in the U.S. grew 35% between the fall 2000 and fall of 2019.<sup>1</sup> As of 2019, there were [5.1 million English learners](#) enrolled in public schools.<sup>2</sup> While increasing numbers of late-entrant students—students with interrupted education—and refugee children are enrolling in schools, it is important to note that most EL students are U.S.-born citizens.

Research shows that ELs perform better when they have qualified teachers and high-quality learning materials, and their schools have adequate financial resources. Evidence indicates that these factors contribute to reducing opportunity gaps (e.g., low graduation rates, low college attendance rates, and low enrollment in advanced placement classes). Despite the evidence, these resources are drastically lacking for English learners.

Title III funding has been relatively flat, increasing only 25% between FY2002 and FY2022 (from \$664 million to \$831 million). While the FY22 Omnibus Appropriations Bill provided the highest funding level appropriated to date, it still falls short of keeping up with growth in the EL population. When adjusting for inflation, Title III funding has decreased by 12.8% since 2008.<sup>3</sup>

The lack of adequate Title III funding has a disproportionate impact on students of color, low-income students, immigrant families, and students with disabilities. The EL population has especially grown in suburban, exurban, and rural districts. While most EL students are Latino (78%), 11% are Asian and 7% are White.<sup>4</sup> States list over 50 commonly spoken languages, including Chinese, Arabic, and Vietnamese.<sup>5</sup> Approximately 14% ([714,400](#)) ELs are also identified as students with disabilities.<sup>6</sup>

Underinvestment in ELs has contributed to the persistence of wide opportunity gaps. According to the 2022 National Assessment of Education Progress, only 14% of fourth grade ELs scored at or above the proficient level in math compared to the national average of 29%, and only 10% were at or above proficient in reading compared to the national average of 32%. ELs across all grades lag far behind their non-EL peers on these measures of academic achievement. In addition, the Office of English Language

Acquisition reports that while 85% of students nationwide graduated from high school on time in 2018, the rate was only 68% for ELs. The COVID-19 crisis has exacerbated these opportunity gaps.

To maximize support for ELs to reach their full potential, ELs need additional targeted resources, such as tutoring, summer and afterschool programs, and multilingual language development services to address challenges exacerbated by the pandemic. ELs also need a robust teacher workforce equipped with the necessary knowledge and skills to teach them at a time when states across the country are experiencing shortages of EL teachers. To improve education outcomes for ELs, we urge Congress to **appropriate at least \$1 billion for Title III in the appropriations package**. Funding at this level would modestly increase school supports for ELs to \$200/per pupil and provide other resources, including:

- \$100 million to create a discretionary grant program for the development and adoption of native language assessments to leverage the full repertoire of linguistic, cultural, and cognitive resources that ELs bring to school and to better inform equitable and higher-level instruction.
- Support for more teachers to attain their English Language Development or Bilingual certification and professional development for teachers of ELs through the National Professional Development program within Title III.
- Culturally and linguistically responsive engagement with EL families.
- Community and family initiatives to support summer and after-school academic and social programs for English learners.
- Sustainable innovative programs that support bilingual and dual language education, and leverage the unique linguistic, cultural, and cognitive capital of ELs to promote higher levels of academic and socio-emotional outcomes.

The 88 undersigned organizations respectfully urge you to consider the recommendations outlined above and support at least \$1 billion for Title III in FY23. We are committed to supporting English learners—our nation’s future—to ensure that they have access to a high-quality education. Our prosperity as a nation beyond the pandemic depends on their success. Should you have any questions, please contact Amalia Chamorro, Director of the Education Policy Project, UnidosUS at [achamorro@unidosus.org](mailto:achamorro@unidosus.org).

**National Organizations:**

ACTFL  
Afterschool Alliance  
All4Ed  
American Federation of Teachers  
American Translators Association  
ASPIRA  
Association of Language Companies  
Association of Latino Administrators and Superintendents (ALAS)  
Center for Applied Linguistics  
Center for Applied Linguistics  
Council of Administrators of Special Education  
EDGE Consulting Partners  
Education Reform Now  
Green Dot Public Schools  
Hispanic Federation  
IDRA  
Japanese American Citizens League

Joint National Committee for Languages  
Latinos for Education  
League of United Latin American Citizens (LULAC)  
Migrant Legal Action Program  
National Association for Bilingual Education (NABE)  
National Alliance for Public Charter Schools  
National Center for Learning Disabilities  
National Council for Languages and International Studies  
National Education Association  
National Migrant and Seasonal Head Start Association  
National Parents Union  
National Urban League  
New America's Education Policy Program  
Our Turn  
SchoolHouse Connection  
Southeast Asia Resource Action Center  
Teach Plus  
The Education Trust  
UnidosUS

**State Organizations:**

**Alabama**

iHICA! Hispanic Interest Coalition of Alabama

**Arizona**

ALL In Education  
Arizona Department of Education  
Friendly House Inc.

**California**

California Association for Bilingual Education (CABE)  
Center for Equity for English Learners, Loyola Marymount University  
Center for Powerful Public Schools  
El Sol Academy  
Families In Schools  
Para Los Ninos  
Parent Organization Network  
PUENTE Learning Center  
Sobrato Early Academic Language (SEAL)

**Florida**

Hispanic Services Council, Inc.  
Hispanic Unity of Florida

**Hawaii**

Hawai'i Workers Center  
Hawai'i Coalition for Immigrant Rights  
Hawai'i Scholars for Education and Social Justice  
Hawai'i State Department of Health

Hawai'i TESOL (Teachers of English to Speakers of Other Languages)  
Hawaii Appleseed Center for Law and Economic Justice  
Hawaii Children's Action Network Speaks!  
Hawaii Health & Harm Reduction Center  
Hep Free Hawaii  
Maui County Dept. of Housing & Human Concerns - Immigrant Services Division  
Pacific Gateway Center  
Parents and Children Together  
The Legal Clinic Hawaii for Immigrant Justice  
Tonga Consular Agency

### **Illinois**

Brighton Park Neighborhood Council  
Instituto del Progreso Latino  
Northwest Side Housing Center

### **Kansas**

El Centro, Inc.

### **Massachusetts**

Greater Lawrence Community Action Council

### **Michigan**

El Concilio/Hispanic American Council Inc.  
Hispanic Center of Western Michigan

### **New York**

Dominico-American Society of Queens  
Ibero-American Action League Inc.  
The Committee for Hispanic Children and Families

### **Pennsylvania**

Education Law Center Pennsylvania  
I-Lead Inc.  
Latino Community Center

### **Texas**

Breakthrough Central Texas  
Every Texan  
La Union del Pueblo Entero (LUPE)  
MULTICULTURAL FAMILY CENTER  
Northside AFT #3216  
Texas State Teachers Association  
The Education Trust in Texas

### **Virginia**

Edu-Futuro

### **Wisconsin**

La Causa, Inc.



## **Puerto Rico**

One Stop Career Center of PR, Inc.

<sup>1</sup> National Center for Education Statistics, Table 204.20, [English learner \(EL\) students enrolled in public elementary and secondary schools, by state: Selected years, fall 2000 through fall 2019](#) (Washington, DC: National Center for Education Statistics, 2021).

<sup>2</sup> National Center for Education Statistics, Table 204.20, [English learner \(EL\) students enrolled in public elementary and secondary schools, by state: Selected years, fall 2000 through fall 2019](#) (Washington, DC: National Center for Education Statistics, 2021).

<sup>3</sup> UnidosUS calculation based on Bureau of Labor Statistics CPI inflation calculator and U.S. Department of Education and NCES data.

<sup>4</sup> National Center for Education Statistics, English Learners in Public Schools (Washington, DC: National Center for Education Statistics, 2021).

<sup>5</sup> National Center for Education Statistics, English Learners in Public Schools (Washington, DC: National Center for Education Statistics, 2021).

<sup>6</sup> U.S. Department of Education, Office of English Language Acquisition, English Learners: English Learners with Disabilities (Washington, DC: U.S. Department of Education, 2021).

# Sign On to FHA: Reduce MIP and End Life of Loan

Thank you for signing on to this letter. Please see the text below:

October 19, 2022

The Honorable Marcia L. Fudge  
Secretary  
U.S. Department of Housing and Urban Development  
451 Seventh Street, SW  
Washington, D.C. 20410

Dear Secretary Fudge,

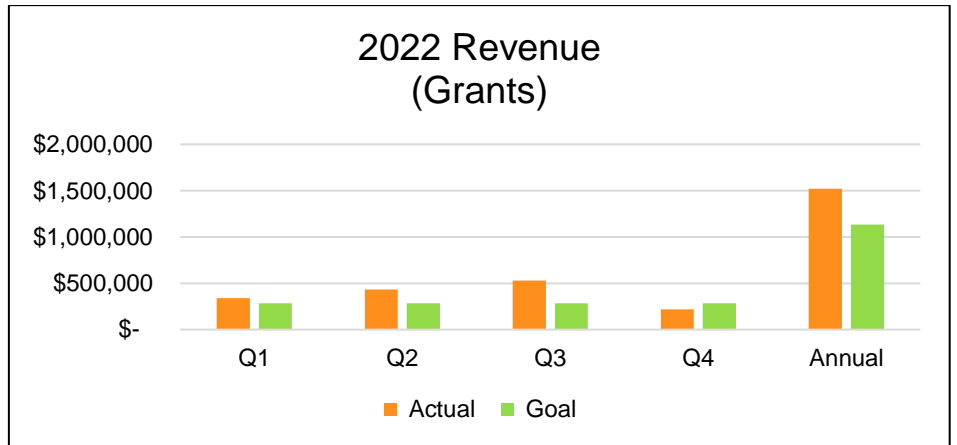
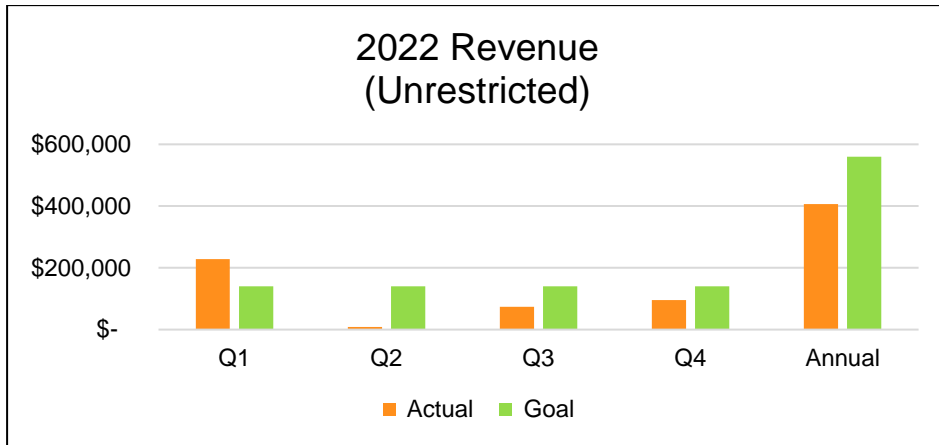
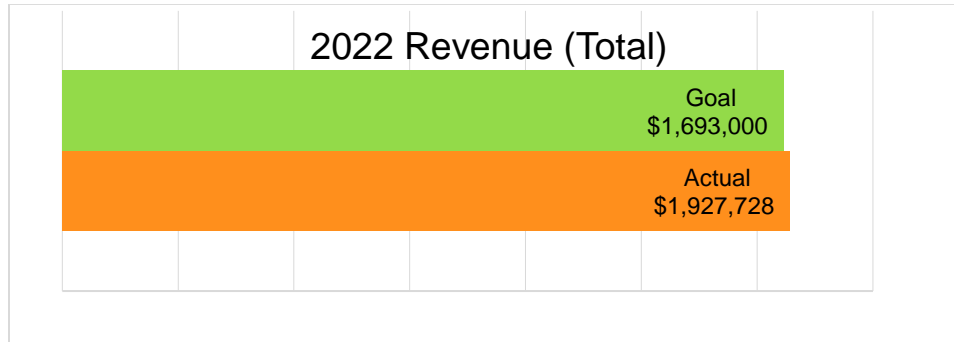
The United States housing market is facing rising mortgage interest rates and the risk of increased unemployment. FHA will play a key role in making mortgage money available to homebuyers and keeping FHA insured homeowners in their homes.

At this critical time, we urge you to act on two urgent measures:

**Lower the FHA Mortgage Insurance Premium by 25 to 35 basis points.** This will increase the affordability of FHA insured mortgages. As you know, FHA is the most common mortgage for people of color in the United States and increasing the band of affordability will keep the door of homeownership for more people.

**End the life of loan requirement on the FHA Mortgage Insurance Premiums.** This will end a wealth draining burden for lower downpayment homeowners. This will also reduce the homeowner's monthly payment, which will help them weather any potential economic downturn. One lesson we clearly learned from the foreclosure crisis is that lower monthly house payments prevent foreclosures. And this will have a positive impact on homeowners of color and help them build wealth.

We appreciate all the important work HUD has been doing to address homeownership opportunity and stability, especially with the lens on equity. We look forward to working with you and your team to continue to support America's housing consumers.



Unrestricted			Temporarily Restricted (Grants)		
	Actual	Goal		Actual	Goal
Q1	\$227,834	\$140,000	Q1	\$340,506	\$283,250
Q2	\$8,884	\$140,000	Q2	\$433,746	\$283,250
Q3	\$73,909	\$140,000	Q3	\$528,101	\$283,250
Q4	\$96,045	\$140,000	Q4	\$281,703	\$283,250
Annual	\$406,672	\$560,000	Annual	\$1,521,056	\$1,133,000

**Breakdown of Unrestricted Revenue**

Type	2022 BUDGET	2022 ACTUAL	2022 Variance
Annual Campaign	\$17,500	\$12,098	(\$5,402)
Circle of Friends	\$70,000	\$47,643	(\$22,357)
Corporate	\$275,000	\$201,400	(\$73,600)
Corporate (MY)	\$25,000	\$25,000	\$0
Events	\$65,000	\$10,000	(\$55,000)
Major Gifts	\$65,000	\$85,000	\$20,000
Major Gifts (MY)	\$40,000	\$25,000	(\$15,000)
Miscellaneous	\$2,500	\$531	(\$1,969)
<b>Total</b>	<b>\$560,000</b>	<b>\$406,672</b>	<b>(\$153,328)</b>

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

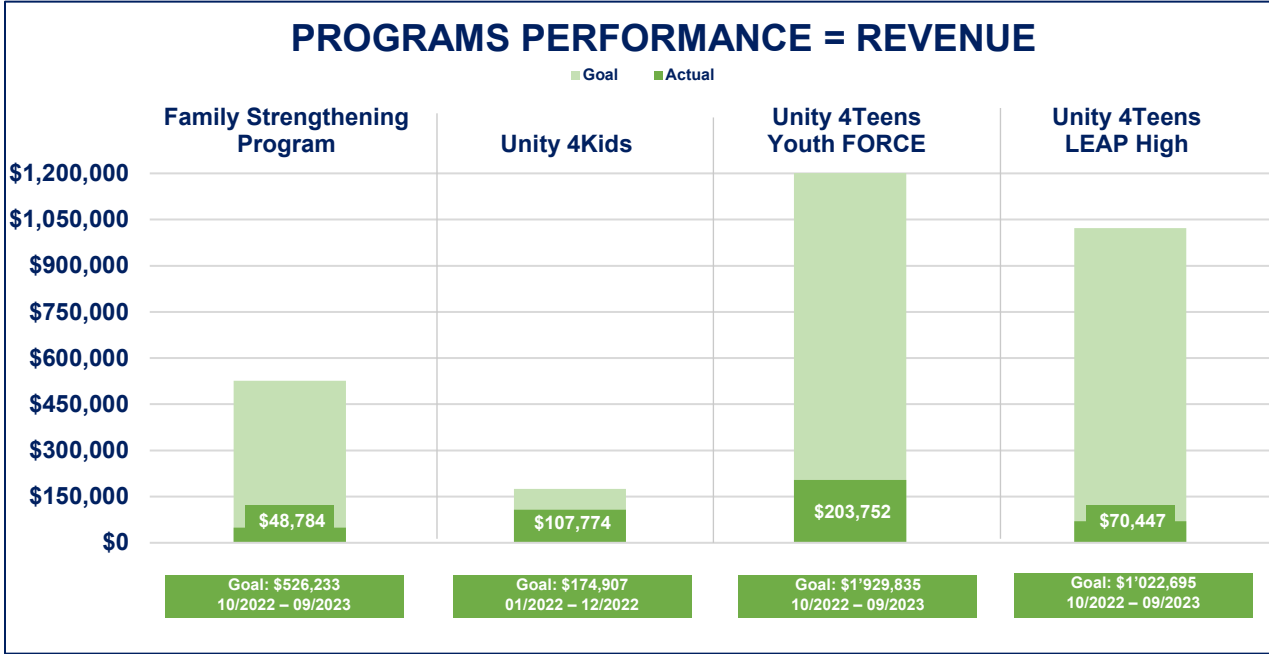
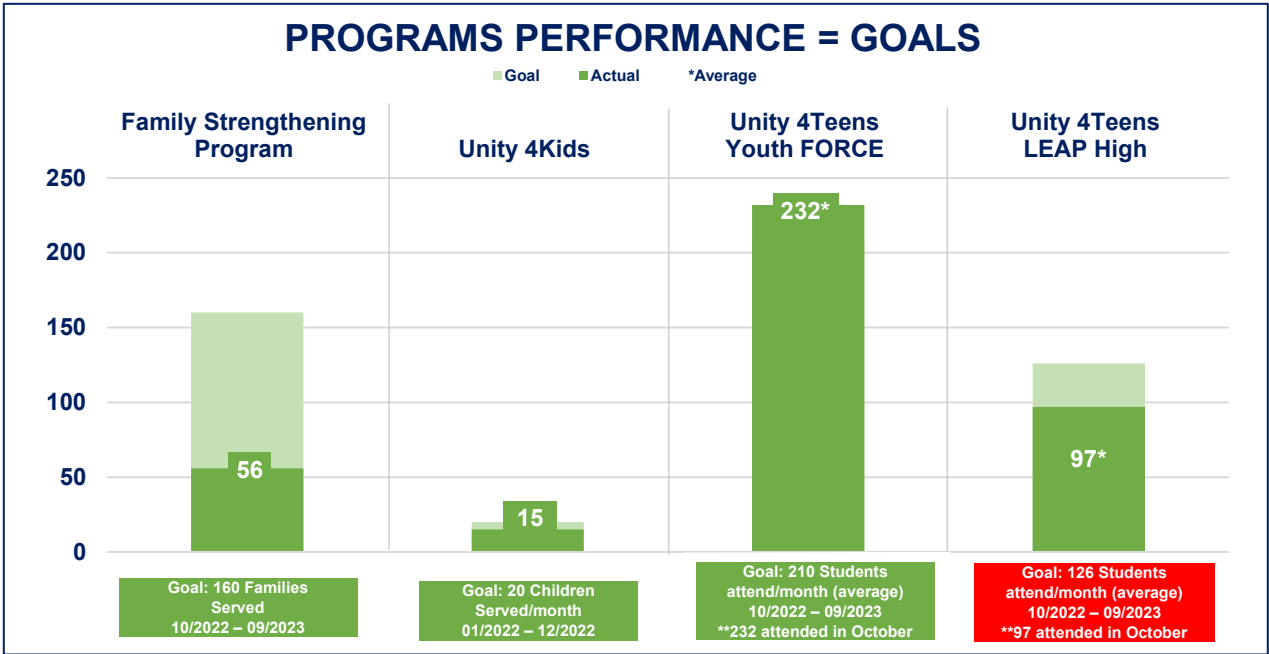
2022 BUDGET	2022 ACTUAL	2022 Variance
\$ 1,133,000	\$1,521,056	\$388,056

Grant Pipeline			Grants Submitted			Grants Awarded		
Month	# of Requests	\$ Value of Requests	Month	# of Requests	\$ Values of Requests	Month	# of Awards	\$ Value of Awards
November	7	\$ 92,000	May	1	\$ 50,000	January	3	\$ 151,000
December	3	\$ 75,000	June	1	\$ 20,000	February	6	\$ 117,311
TBD	7	\$ 190,757	September	3	\$ 448,960	March	11	\$ 910,377
<b>Grand Total</b>	<b>17</b>	<b>\$ 357,757</b>	October	5	\$ 180,000	April	3	\$ 44,500
			November	1	\$ 100,000	May	5	\$ 344,214
			<b>Grand Total</b>	<b>11</b>	<b>\$ 798,960</b>	June	4	\$ 345,000
						July	6	\$ 153,000
						August	3	\$ 201,450
						September	2	\$ 6,000
						October	2	\$ 83,506
						November	1	\$ 100,000
						<b>Grand Total</b>	<b>46</b>	<b>\$ 2,456,358</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
November	1	\$ 10,000	March	1	\$ 5,000	March	1	\$ 15,000
<b>Grand Total</b>	<b>1</b>	<b>\$ 10,000</b>	April	1	\$ 5,000	April	1	\$ 5,000
			September	1	\$ 15,000	May	1	\$ 10,000
			<b>Grand Total</b>	<b>3</b>	<b>\$ 25,000</b>	August	3	\$ 29,000
						<b>Grand Total</b>	<b>6</b>	<b>\$ 59,000</b>



Empowering a New Generation of Americans

# EDUCATION OCTOBER 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

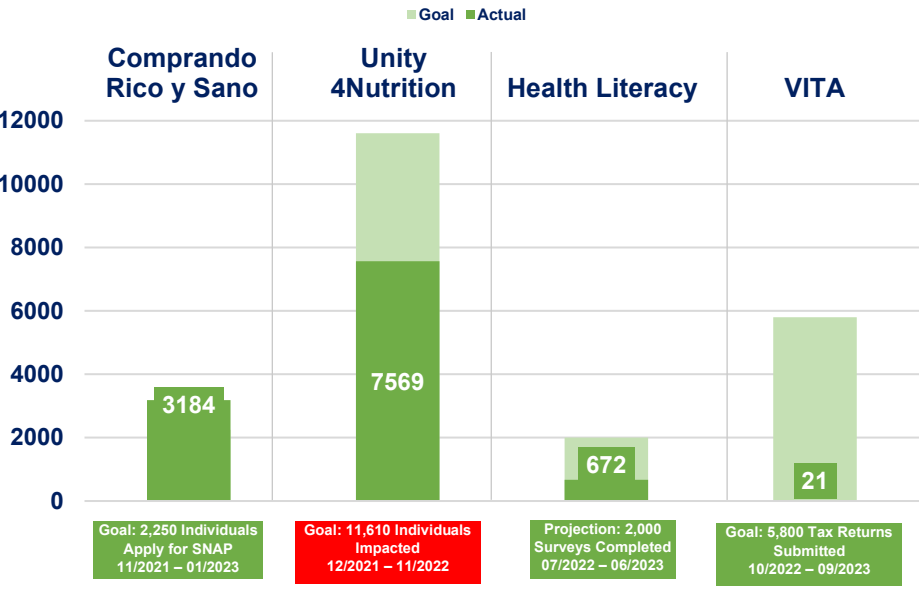
\*Unity 4Teens Program Performance Goals are based on the average students that attend daily.



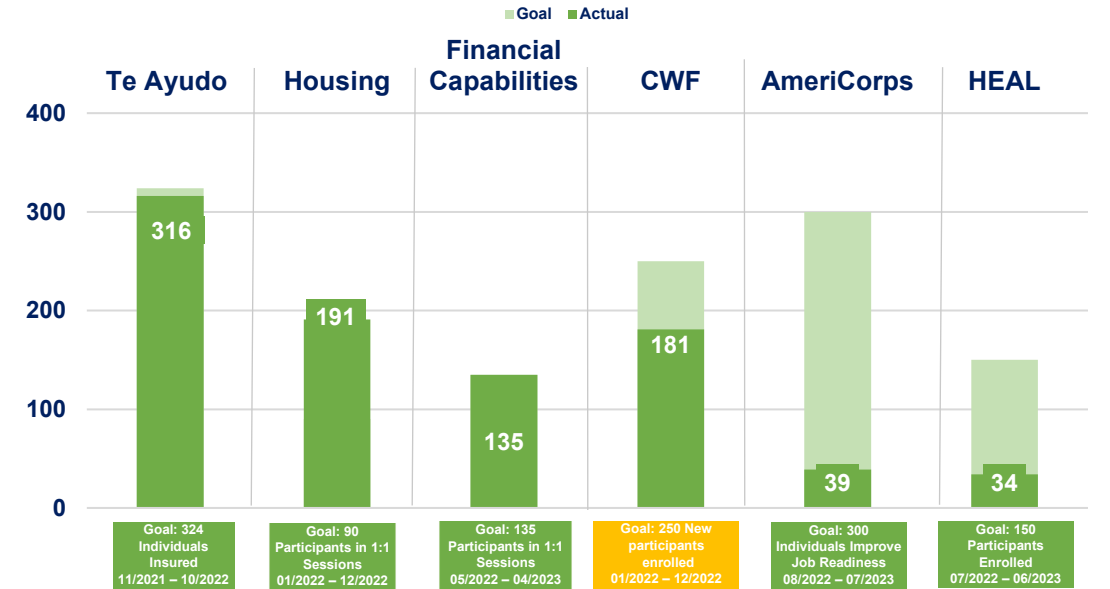
Empowering a New Generation of Americans

# ECONOMIC DEVELOPMENT OCTOBER 2022

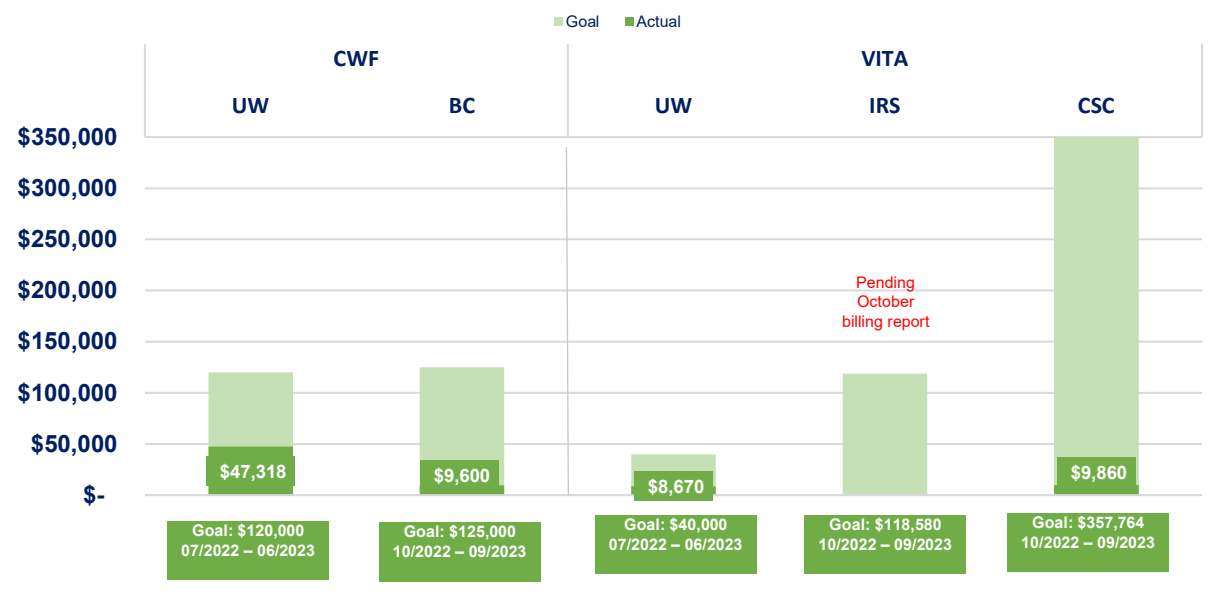
## PROGRAMS PERFORMANCE = GOALS



## PROGRAMS PERFORMANCE = GOALS



## PROGRAMS PERFORMANCE = REVENUE



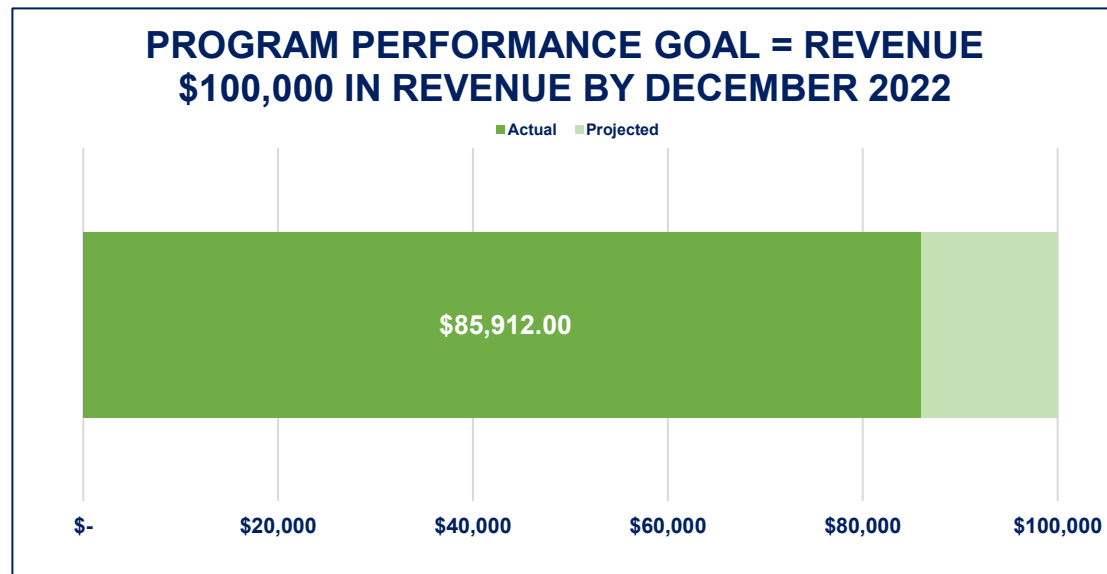
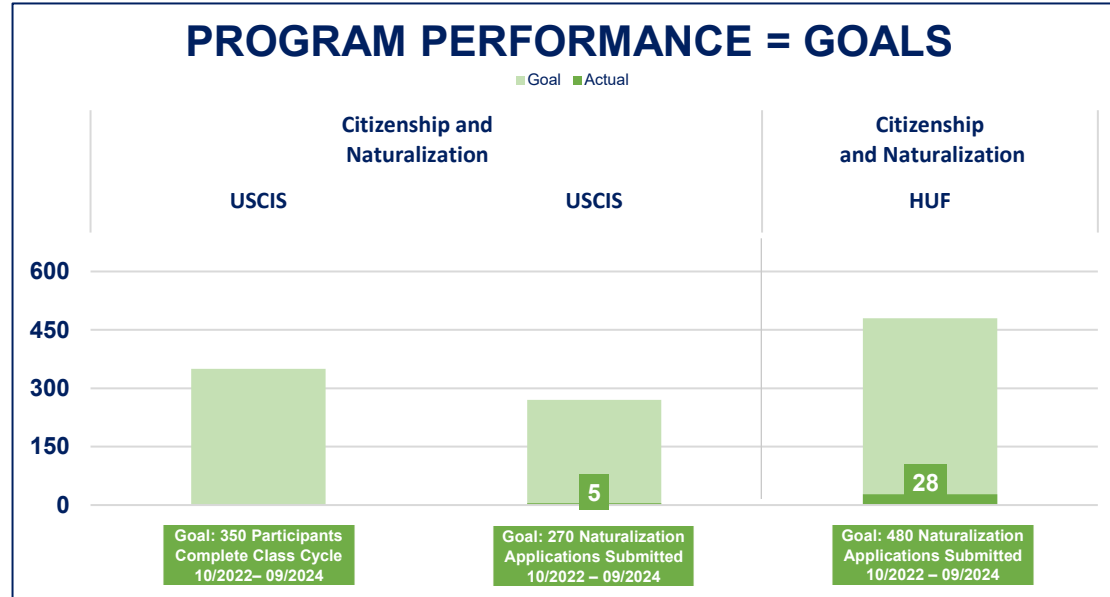
Based on current results and if future projections are met:

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



Empowering a  
New Generation  
of Americans

# CIVIC ENGAGEMENT OCTOBER 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