



**Empowering a  
New Generation  
of Americans**

## **Board of Directors Meeting Package**

**Meeting #4**

**Tuesday, April 25, 2023**

**@4pm**

Join Zoom Meeting

<https://us06web.zoom.us/j/84903878249?pwd=dFRsRGJYTWIKQ3Nrd2pYd3NwRUpDdz09>

**Meeting ID:** 849 0387 8249

**Passcode:** 193610

### **Mission**

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















**Board of Directors**  
 Meeting Agenda  
 Tuesday, April 25, 2023 | 4:00 PM

Time	Item	Lead	Pgs	Action
4:00	<b>Call to Order / Roll Call</b>	Christina Paradowski Felina Furer		
4:05	<b>Chair Welcome</b>	Christina Paradowski		Information
4:10	<b>CEO Report</b>	Felipe Pinzon		Information
4:20	<b>Mission Moment</b> <ul style="list-style-type: none"> <li>• Unity 4Teens</li> </ul>	Yonela Carusi & Elizabeth Dorante		Information
4:40	<b>Strategic Plan Update</b>	Christina Paradowski Dr. Nasse Felipe Pinzon		
4:55	<b>Governance</b> <ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Mentorship Program</li> <li>• Marketing Committee</li> </ul>	Tony Abbate & Christina Paradowski		Information
5:10	<b>Finance</b> <ul style="list-style-type: none"> <li>• 2022 Audit Financial Statements Update</li> <li>• Credit Card Policy</li> <li>• Bank of America Resolution</li> </ul>	Lisette Rodriguez & Leonor Romero	5 8	Information
5:20	<b>Public Policy &amp; Advocacy</b> <ul style="list-style-type: none"> <li>• Broward Days 2023</li> <li>• Florida HB 1617 &amp; SB 1718: Immigration</li> </ul>	Carolina Cardozo, Jared Nordlund & Otto Valenzuela	9	Information
5:45	<b>Fund Development</b> <ul style="list-style-type: none"> <li>• Quvo Tacos &amp; Craft Beer Charity Event</li> </ul>	Shani Wilson	15	Information
5:50	<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Board Meeting Minutes (03/2023)</li> <li>• Public Policy &amp; Advocacy Minutes (2/2023)</li> <li>• VITA Sign on Letter</li> <li>• Governance Minutes (3/2023)</li> <li>• Finance Committee Minutes (2/2023)</li> <li>• November Financial Statement (2022)</li> <li>• Program Performance Summary (2/2023)</li> <li>• Fund Development Summary (4/2023)</li> </ul>	Christina Paradowski	16 20 22 23 26 29 39 42	Action
5:55	<b>Executive Session</b>			
6:00	<b>Adjourn</b>			

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

<b>Board of Directors</b>					
<b>2023</b>					
<b>Board Members</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>April</b>	<b>May</b>
<b>ABBATE, Anthony (Tony)</b>	P	P	P		
<b>ALVAREZ, Maritza</b>	P	P	P		
<b>ARGUELLO, Ana</b>	A	A	A		
<b>BARNARD, Maria</b>	P	E	P		
<b>BITTAR, Elsa</b>	P	A	P		
<b>CARDOZO, Carolina</b>	P	P	P		
<b>CUSHING, Giselle</b>	P	P	P		
<b>ESPINOZA, Boris</b>	P	P	A		
<b>FRANCO, Lesli</b>	P	P	A		
<b>HERZ, Dan</b>	P	P	P		
<b>NASSE, Jeffrey</b>	P	P	E		
<b>PARADOWSKI, Christina</b>	P	P	P		
<b>REYES, Christian</b>	P	P	A		
<b>RIVERA, Francisco</b>	P	P	E		
<b>RODRIGUEZ, Ana</b>	P	P	P		
<b>RODRIGUEZ, Lisette</b>	P	P	P		
<b>RODRIGUEZ, Lucia</b>	P	P	P		
<b>SCHEVIS, Daniel</b>	P	E	P		
<b>STONE, Angie</b>	P	P	P		
<b>Total Board Members</b>	19	19	19		
<b>Present: P</b>	18	14	13		
<b>Excused: E</b>	0	2	2		
<b>Absent: A</b>	1	3	4		
<b>Board Members Present at the Meeting</b>	<b>94% Zoom</b>	<b>73% Zoom</b>	<b>68% Zoom</b>	<b>Zoom</b>	<b>In Person</b>

	<p><b>Shani Wilson</b>, VP of Development</p> <p><a href="mailto:swilson@hispanicunity.org">swilson@hispanicunity.org</a></p> <p>754-260-0409</p>		<p><b>Leonor Romero</b>, Chief Financial Officer</p> <p><a href="mailto:lromero@hispanicunity.org">lromero@hispanicunity.org</a></p> <p>754-221-7976</p>
	<p><b>Elizabeth Dorante</b>, VP of Programs</p> <p><a href="mailto:edorante@hispanicunity.org">edorante@hispanicunity.org</a></p> <p>954-600-4318</p>		<p><b>Ingrid Ekblad</b>, Director of Operations</p> <p><a href="mailto:iekblad@hispanicunity.org">iekblad@hispanicunity.org</a></p> <p>954-907-1410</p>
	<p><b>Magaly Alvarado</b>, Director of Civic Engagement</p> <p><a href="mailto:malvarado@hispanicunity.org">malvarado@hispanicunity.org</a></p> <p>954-907-1354</p>		<p><b>Yonela Carusi</b>, Director of Education Department</p> <p><a href="mailto:ycarusi@hispanicunity.org">ycarusi@hispanicunity.org</a></p> <p>954-701-5232</p>
	<p><b>Katherin Gallego</b>, Marketing Director</p> <p><a href="mailto:kgallego@hispanicunity.org">kgallego@hispanicunity.org</a></p> <p>954-329-5262</p>		<p><b>Juliana Esguerra</b>, Associate Director of Data Management &amp; IT</p> <p><a href="mailto:jesguerra@hispanicunity.org">jesguerra@hispanicunity.org</a></p> <p>754-251-9031</p>

	<p><b>Eduardo Pineda,</b> Director of Economic Development</p> <p><a href="mailto:epineda@hispanicunity.org">epineda@hispanicunity.org</a></p> <p>954-608-9259</p>		<p><b>Otayme "Otto" Valenzuela,</b> Associate Director of Public Policy &amp; Advocacy</p> <p><a href="mailto:ovalenzuela@hispanicunity.org">ovalenzuela@hispanicunity.org</a></p> <p>954-329-9323</p>
	<p><b>Felina Rosales- Furer,</b> Administrative Manager</p> <p><a href="mailto:ffurer@hispanicunity.org">ffurer@hispanicunity.org</a></p> <p>954-329-5968</p>		<p><b>Felipe Pinzon,</b> President &amp; CEO</p> <p><a href="mailto:fpinzon@hispanicunity.org">fpinzon@hispanicunity.org</a></p> <p>954-257-5473</p>

## **Recap of Credit Card POLICIES Changes**

### **APPROVED BY BOARD**

**Purpose:** Updated to reflect needs and responsibilities to written of HUF operations tied to programming and required controls. This allows for staff to know expectations to allow for continuity beyond changes in personnel.

**The following outlines a summary of material changes. Please refer to original documents for specifics.**

#### **1. Name of policy**

**Before:** Purchasing (Credit) Cards

**After:** Disbursements from Credit Cards

#### **2. Policies**

**Before:** Only procedures were listed and referenced in three areas:  
FP 101.Credit Card Procedures, F116 Purchase Cards, FP101Credit Card Procedures.

Total limits listed exceeded HUF's total availability and were not tied to limits by budget/grant spending language.

**After:** Outlines agency's policies and procedures in a centralized document.

#### **3. Unauthorized Activity or Violations:**

**Before:** pay professional services/consultants was included and violations/restrictions were not addressed.

**After:** addresses restrictions and disciplinary action if violation of policies and/or how to determine appropriate use (or pre-approvals)

Policy #	F116	
Policy/Procedure		
Last Reviewed	03/2023	Title: Disbursements from Credit Cards
Date Revised/Reviewed:	12/19	
Revision #:	2	
Issued by:	Finance	Policies Approved by: <u>HUF Board</u>

**Purpose:**

HUF may provide employees with credit cards that can be used for business-related expenses. Having these cards helps the agency track and process our expenses, prevent fraud, and make payments more efficiently. HUF wants to ensure employees who hold company credit cards will use them properly and know their limitations and responsibilities.

There are two types of employees these policies apply to:

1. All employees who are eligible to use a company card
  - a. Employees who have a card issued in their name
  - b. Employees who don't hold a card but need to pay for large business-related expenses.
2. Employees who have the right to approve the use of a company card for their team members.

**Policies:**

1. The use of the Corporate Credit Card is limited to HUF-business pre-approved transactions where processing a purchase order would impede or hinder delivery of services or negatively affect the cost of the purchase.
2. The agency has purchasing (credit) cards enabling a limited number of employees to make HUF pre-approved purchases for goods and standard services.
3. Credit Card Purchases made must comply with:
  - a. HUF Purchasing Policies & Procedures, and
  - b. Any special requirements of programs supported by grantors.
4. Employees impacted by this policy as noted in types above will be provided with a credit card agreement.
5. Employee agreement will outline the responsibility of being issued and/or use of a HUF corporate card and will be issued prior to issuing a card to an employee.
6. An employee will need to sign and abide by a credit card agreement as an acknowledgement that
  - a. the credit card belongs to HUF,
  - b. HUF can process and investigate charges as deemed necessary
  - c. outline employee's responsibilities and the consequences for incorrect use
  - d. employee is expected to protect it to the best of their ability,
  - e. report it stolen or lost as soon as possible,
  - f. use it only for approved reasons,
  - g. document all expenses and maintain itemized receipts that detail the specifics of the transaction and submit documentation with the date and purpose of the expense.

7. HUF has the right to withdraw a company credit card from an employee at any point.
8. An employee is restricted from using the company credit card for
  - a) non-authorized or personal expenses,
  - b) withdrawing cash using the company credit card, including refunds issued against a former credit card transaction
  - c) goods/services not allowable under grant-funded programs
  - d) illegal purchases
  - e) sharing the card and/or card number not authorized in the credit card agreement
9. Violating credit card policies:
  - a) If an employee incurs personal or unauthorized expenses, the employee must reimburse the agency. Consistently doing this is subject to disciplinary action, including but not limited to, loss of right to have a credit card or termination.
  - b) If an employee loses a receipt, the employee must inform Finance immediately and find a solution. Consistently doing this is subject to disciplinary actions, including but not limited to, loss of right to have a credit card.
  - c) Failure to submit expenses and reconciliation on time, incur late fees, or failure to use tax-exempt form, will be disallowed and the employee will need to cover those expenses. Consistently doing this is subject to disciplinary actions, including but not limited to, loss of right to have a credit card.
  - d) Giving a company credit card to unauthorized people or abusing the expense limits may result in suspension or termination.
  - e) Making prohibited illegal purchases will result in immediate termination, and possibly, legal action.
  - f) Program director/managers are required to adhere to all policies and procedures on both these policies and a grant's policies and immediately report any conflicts to CFO and/or CEO for further guidance.
  - g) Management reserves the right to change these policies as necessary.

**Types of Cards and Purpose:**

1. Corporate bank credit cards are used by designated personnel as outlined in this policy.
2. There is one Home Depot card overseen by Director of Operations and designated solely for HUF-owned facilities' issues as budgeted and/or for upkeep/emergencies related to health/safety concerns that may arise.



# HUF Board Resolution

---

Subject: **Authorized signers Bank of America Bank account**

Whereas Hispanic Unity of Florida, Inc. requires to update authorized signers with Bank of America, for operating bank account ending in 426421,

Whereas, signers listed on the account are the former CEO, Josie Bacallao and former COO/CFO, Virginia Cielo,

Whereas, new signers will be current CEO, Luis Felipe Pinzon and current CFO, Leonor E. Romero; therefore be it

Resolved that Hispanic Unity of Florida, Inc. appoint and authorize Luis Felipe Pinzon and Leonor E. Romero to be switched as authorized signers for Bank of America account ending in 426421 and to represent the agency to transfer funds as needed to/from Hispanic Unity's operating bank account held in the Truist Bank ending in 770463.

Done and adopted by the Board of Hispanic Unity of Florida, Inc. on the 25 of April in the year 2023.

-----  
Chairman of the Board of Directors

## HB 1617 OMNIBUS ANTI-IMMIGRANT BILL

HB 1617/SB 1718 are omnibus anti-immigrant bills seeking to restrict community IDs, invalidate some out-of-state driver's licenses, track immigration status of hospital patients, expand the E-Verify process, repeal the granting of law licenses for undocumented law students, remove protections for crime victims, create a DNA database for immigrants, conflate terrorism with immigration, and put all Floridians at risk of being charged with a felony for transporting or sheltering certain immigrants.

### SECTION 1 - Additional Requirement for voter registration

- This section adds language to the Constitutionally-prescribed oath found on voter registration forms, emphasizing registrants' swearing U.S. citizenship and "legal residency" in Florida.
- The language added in this section is unnecessary, redundant, and may be confusing as the voter registration application already requires that the individual be a U.S. citizen and provide the address or location of their residence in the Florida county where they seek to register. The term "legal resident" does not exist anywhere in the Fla. Statutes, and even the Florida Division of Elections [acknowledges](#) there is no definition of "legal residency" in law, leaving courts and the FL Dept of State to rely on the registrant's intent.
- The act of registering without being a U.S. citizen or legal resident of Florida or the county in which you seek to register already amounts to false swearing in connection with voter registration, which is a 3rd degree felony, punishable by up to \$5,000 or 5 years in prison.

### SECTIONS 2, 3, 4, and 5 – Attack on IDs for Immigrants (Paul)

- **Sections 2 & 3** - Prohibit counties and municipalities from providing funds for identification cards where the person receiving the card does not provide proof of lawful presence in the U.S.
  - o Such a prohibition will negatively impact existing and future Community ID programs across the state, as most Community ID programs rely on municipal or county funding to operate. In the absence of a statewide inclusive driver's license policy Community ID programs have stepped in.
  - o Several jurisdictions across the state accept Community IDs, and enjoy broad support from the community, including support from law enforcement agencies, healthcare providers, and the faith community.
  - o A Community ID provides card holders with a verifiable form of identification that can be used as a tool by County departments, law enforcement, health centers, schools, businesses, and cultural arts organizations to better identify, serve, and protect residents. It increases access to local institutions while also building greater trust and cooperation between local law enforcement and other local sectors and our diverse community. Forcing people back into the shadows makes everyone less safe.
- **Sections 4 & 5** - Invalidates, in Florida, driver licenses issued in other states if license was issued to an undocumented immigrant who was unable to prove lawful presence in the US when the license was issued.
  - o Unlicensed drivers make everyone less safe: The roads are safer if everyone using them has passed a driver's test.
  - o Unlicensed drivers are costly: Licensed drivers are more likely to obtain insurance. Unlicensed /uninsured drivers make our roads much more costly and insurance rates will continue to rise.

### SECTION 6 – Hospital data collection on immigration status to be reported to the Governor

- This section requires hospitals to collect immigration status during the patient registration process. This patient data will be sent quarterly to the Agency for Healthcare Administration and yearly to the Governor, Speaker of the House, and President of the Senate.

- Research has shown that fiscal burden actually increases when medical centers ask patients their immigration status because the patients who are discouraged from seeking medical care will only return later to address dire health emergencies that would have been less costly to address earlier on.<sup>1</sup>
- This bill directly contradicts recommendations in a 2019 article in the American Journal of Medicine's *Journal of Ethics*. The article provided a case example and concluded that "Explicit documentation of immigration status of patients and their family members in a health record should be avoided...."<sup>2</sup>

### **SECTION 7 – E-Verify**

- This section of the bill requires confirmation of employment eligibility using E-Verify within 30 days of hire or offer of employment; allows the Department of Economic Opportunity to perform random audits into workers' employment eligibility and to review third party "complaints" about workers' immigration status; converts the use of false documents to obtain employment into a third-degree felony.
- E-Verify is expensive to implement and error-prone. Implementing E-Verify may be [cost-prohibitive](#) for smaller employers. Furthermore, according to the government's own [data](#), E-Verify has a statistically significant error rate. Documented (non-LPR) immigrants and green card holders are over 27 times and 4 times [more likely](#), respectively, to be subject to an E-Verify error than U.S. citizens.
- Due to E-Verify's error rate, bill jeopardizes job security of persons based on their national origin, encourages retaliatory private complaints against working immigrants, and disincentivizes private employers from hiring legal immigrants due to the associated costs.

### **SECTIONS 8 AND 9 – Repeal of law allowing DACA recipients from becoming licensed attorneys (Paul)**

- Removes the permission of the Supreme Court to admit into the Florida Bar persons who are unauthorized immigrants brought as minors and otherwise meet the requirements to practice law in the state, essentially prohibiting DACA recipients from obtaining licenses to practice law in Florida after November 1, 2026.
- Section 3 of Fla. Stat. 454.021 was added in 2014 with bi-partisan support. This repeal, attacking DACA recipients moves Florida backward.
- Real people, productive members of our society, continue to be affected by Congress' failure to reform our broken immigration system. DACA take steps to help those get out of the shadows, but denying an occupational license to someone based on other's mistakes is cruelty for cruelty's sake.

### **SECTION 10 – Criminalizing the transport and housing of certain immigrants as human smuggling**

- Section 10 amends Florida's human smuggling statute to create a third-degree felony for knowingly and willfully (a) transporting into or within Florida or (b) concealing, harboring, or shielding from detection of persons whom you know or reasonably should know entered the U.S. in violation of law and has not been inspected by the federal government. A third-degree felony is punishable by up to 5 years in prison and if the person transported or harbored is under 18, then the section makes these actions a second-degree felony, punishable by up to 15 years in prison.
- Any Floridian who does not confirm the immigration status of people they give rides or shelter to could be charged with a second or third-degree felonies if this bill becomes a law. This could include a soccer mom who gives a ride to an undocumented child on the soccer team or immigration attorneys who drive their clients to immigration court.

---

<sup>1</sup> Watson, Tara. Inside the Refrigerator: Immigration Enforcement and Chilling Effects in Medicaid Participation. AMERICAN ECONOMIC JOURNAL: ECONOMIC POLICY, VOL. 6, NO. 3, AUGUST 2014.

<sup>2</sup> Kim, Sanchez Molina, Saadi, [Should Immigration Status Information Be Included in a Patient's Health Record?](#) AMA Journal of Ethics (Jan. 2019).

- No one knows what information the bill drafter(s) relied on to draft this bill. This section was the result of the secretive grand jury process and was proposed in the grand jury's first presentment. None of the grand jury witness transcripts or evidence have been released to the public.

#### **SECTION 11 - Roll back protections for cooperating crime victims**

- Section 11 amends Fla. Stat. 908.104, Florida's detainer mandate by creating an unfair burden on witnesses and victims of crime to present a certification of cooperation with law enforcement to avoid the mandatory reporting to ICE. It also forces local law enforcement to inform federal officials about undocumented victims and witnesses of crimes that occurred five years ago or earlier, and crimes that occurred outside of the U.S. Law enforcement would be required to report victims who have been charged with certain crimes.
- This section will reduce Floridians' safety by undermining local law enforcement's ability to encourage undocumented victims and witnesses to cooperate in prosecutions out of fear of deportation.
- This section is also the result of the secretive grand jury process and was proposed in the grand jury's second presentment. Again, none of the witness transcripts or evidence have been made public.

#### **SECTION 12 - Add immigrants to DNA database (Felix)**

- Topline Point 1: Expands mandatory DNA testing in Florida jails by forcing law enforcement agencies to collect DNA samples from noncitizens when ICE issues a detainer request, i.e, a request to hold and then transfer an individual to ICE custody within 48 hours.
- Topline Point 2: In the context of Florida's DNA collection statute, SB 1718/HB 1617 would allow law enforcement agencies to use "reasonable force" to collect DNA samples from noncitizens who refuse to submit "a biological specimen." Individuals who refuse testing can also be charged with a misdemeanor.
- Advocacy Point 1: ICE detainer requests are not warrants and do not require a showing of probable cause that a noncitizen has violated any immigration law. SB 1718/HB 1617 forces immigrants to submit to buccal swabs, blood drawing, or other invasive DNA collection methods, even when they have been convicted of no crime.
- Advocacy Point 2: ICE already has the [resources](#) to collect DNA samples from persons in ICE custody in certain cases. Placing the burden of DNA testing on the Florida taxpayer for persons who will likely be transferred to ICE custody is unnecessary and costly.

## SB 1718 EXPLAINER

SB 1718 /HB 1617 are omnibus anti-immigrant bills seeking to restrict community IDs, invalidate some out-of-state driver's licenses, track immigration status of hospital patients, expand the E-Verify process, repeal the granting of law licenses for undocumented law students, remove protections for crime victims, create a DNA database for immigrants, conflate terrorism with immigration, and put all Floridians at risk of being charged with a felony for transporting or sheltering certain immigrants.

### SECTIONS 1, 2, 3, and 4– Attack on IDs for Immigrants

- **Sections 1 & 2** prohibit counties and municipalities from providing funds for identification cards where the person receiving the card does not provide proof of lawful presence in the U.S.
  - o Such a prohibition will negatively impact existing and future Community ID programs across the state, as most Community ID programs rely on municipal or county funding to operate. In the absence of a statewide inclusive driver's license policy Community ID programs have stepped in.
  - o Several jurisdictions across the state accept Community IDs, and enjoy broad support from the community, including support from law enforcement agencies, healthcare providers, and the faith community.
  - o A Community ID provides card holders with a verifiable form of identification that can be used as a tool by County departments, law enforcement, health centers, schools, businesses, and cultural arts organizations to better identify, serve, and protect residents. It increases access to local institutions while also building greater trust and cooperation between local law enforcement and other local sectors and our diverse community. Forcing people back into the shadows makes everyone less safe.
- **Sections 3 & 4** Invalidates, in Florida, driver licenses issued in other states if license was issued to an undocumented immigrant who was unable to prove lawful presence in the US when the license was issued.
- Unlicensed drivers make everyone less safe: The roads are safer if everyone using them has passed a driver's test.
- Unlicensed drivers are costly: Licensed drivers are more likely to obtain insurance. Unlicensed /uninsured drivers make our roads much more costly and insurance rates will continue to rise.

### SECTION 5 – Hospital data collection on immigration status to be reported to the Governor

- This section requires hospitals to collect immigration status during the patient registration process. This patient data will be sent quarterly to the Agency for Healthcare Administration and yearly to the Governor, Speaker of the House, and President of the Senate.
- Research has shown that fiscal burden actually increases when medical centers ask patients their immigration status because the patients who are discouraged from seeking medical care will only return later to address dire health emergencies that would have been less costly to address earlier on.<sup>3</sup>
- This bill directly contradicts recommendations in a 2019 article in the American Journal of Medicine's *Journal of Ethics*. The article provided a case example and concluded that "Explicit documentation of immigration status of patients and their family members in a health record should be avoided..."<sup>4</sup>

### SECTIONS 6, 7, and 11 – E-Verify

---

<sup>3</sup> Watson, Tara. Inside the Refrigerator: Immigration Enforcement and Chilling Effects in Medicaid Participation. AMERICAN ECONOMIC JOURNAL: ECONOMIC POLICY, VOL. 6, NO. 3, AUGUST 2014.

<sup>4</sup> Kim, Sanchez Molina, Saadi, [\*Should Immigration Status Information Be Included in a Patient's Health Record?\*](#) AMA Journal of Ethics (Jan. 2019).

- These bill sections amend Section 448.095 of the Florida Statutes, provides for automatic license suspensions when private employers fail to provide, at the request of any of a number of state agencies, an affidavit concerning the employment eligibility of a worker; allows private parties to file “complaints” with the Department of Economic Opportunity about workers’ immigration status; appears to encourage state agencies to share immigrants’ information with federal immigration authorities; imposes steep civil penalties on private employers who hire undocumented workers: \$5,000 for a first violation within a 24 month period; \$7,500 for a second violation within a 24-month period; and \$10,000 for a third violation within a 24-month period.
- Unlike HB 1617, SB 1718 does NOT require verification of employment eligibility through E-Verify; as private employers will still be able to simply complete an I-9 form.
- The E-Verify database is [riddled](#) with errors. In any case SB 1718 does not require use of E-Verify, so this legislation will likely have no effect on private employers’ error rate in screening out ineligible workers.
- SB 1718/HB 1617 is likely to discourage employers from hiring persons based on their national origin, due to the steep fines and license revocations associated with an erroneous decision concerning a worker’s employment eligibility.

### **SECTIONS 8 AND 9 – Repeal of law allowing DACA recipients from becoming licensed attorneys**

- Removes the permission of the Supreme Court to admit into the Florida Bar persons who are unauthorized immigrants brought as minors and otherwise meet the requirements to practice law in the state, essentially prohibiting DACA recipients from obtaining licenses to practice law in Florida after November 1, 2026.
- Section 3 of Fla. Stat. 454.021 was added in 2014 with bi-partisan support. This repeal, attacking DACA recipients moves Florida backward.
- Real people, productive members of our society, continue to be affected by Congress’ failure to reform our broken immigration system. DACA take steps to help those get out of the shadows, but denying an occupational license to someone based on other’s mistakes is cruelty for cruelty’s sake.

### **SECTION 10 - Criminalizing the transport and housing of certain immigrants (same as HB section 10 version above; copy and paste when edits are done.**

- Section 10 amends Florida’s human smuggling statute to create a third-degree felony for knowingly and willfully (a) transporting into or within Florida or (b) concealing, harboring, or shielding from detection of persons whom you know or reasonably should know entered the U.S. in violation of law and has not been inspected by the federal government. This section includes any attempt to conceal, harbor, or shield from detection. A third-degree felony is punishable by up to 5 years in prison and if the person transported or harbored is under 18, then the section makes these actions a second-degree felony, punishable by up to 15 years in prison.
- Any Floridian who does not confirm the immigration status of people they give rides or shelter to could be charged with a second or third-degree felonies if this bill becomes a law. This could include a soccer mom who gives a ride to an undocumented child on the soccer team or immigration attorneys who drive their clients to immigration court.
- This section was the result of the secretive grand jury process and was proposed in the grand jury’s first presentment. None of the grand jury witness transcripts or evidence have been released to the public.

### **SECTIONS 12, 13, 14, 15, 16 – Ordering implementation of state counterterrorism protocols for unspecified “immigration enforcement incidents” within and outside Florida.**

- These sections amend Fla. Stat. Ch. 943 by requiring state counter-terrorism protocols also be applied to unspecified “immigration enforcement incidents;” adding “immigration enforcement” to the title of Fla. Stat. 943.03101, currently “Counter-terrorism coordination;” and requiring assistance be provided to the Federal Government in the general enforcement of immigration laws, as well as “incidents” in Florida and those “affecting” it anywhere in the U.S.

- **Section 16** orders the Domestic Security Oversight Council - a criminal justice agency created in response to the 9/11 terrorist attacks<sup>5</sup> - to undertake “immigration enforcement incident[s]”, implicitly likening the two, calling for the “prevention, preparation, protection, response, and recovery efforts” for both alike, and adding representatives from DHS, ICE, and CBP to the Council’s voting membership alongside state officials.
- **Section 14** obligates the Chief of Domestic Security to conduct “random audits” pursuant to Fla. Stat. 448.095 - which establishes that employers and contractors must verify employment eligibility of persons when hiring and that certain state officials can request employment verification records from employers - and to notify the Department of Economic Opportunity of violations. It is unclear why this is imposed under a chapter addressing counter-terrorism, suggesting that unauthorized aliens seeking to be or being employed is being equated to terrorism.
- These sections promote false narratives demonizing immigrants by likening them to terrorists, dedicate even more state resources and tax-payer dollars to political theatre and the personal ambitions of the Governor and his supporters, obligate state agencies and officials with other missions to aid the Federal Government in its tasks both in and outside Florida, and give decision making power to Federal officials over Florida’s local safety decisions unrelated to immigration, such as addressing potential terrorist threats in the state.

#### **SECTION 17 – Add immigrants to DNA database**

- Section 17 of the bill expands mandatory DNA testing in Florida jails by forcing law enforcement agencies to collect DNA samples from noncitizens when ICE issues a detainer request, i.e, a request to hold and then transfer an individual to ICE custody within 48 hours.
- In the context of Florida’s DNA collection statute, SB 1718/HB 1617 would allow law enforcement agencies to use “reasonable force” to collect DNA samples from noncitizens who refuse to submit “a biological specimen.” Individuals who refuse testing can also be charged with a misdemeanor.
- ICE detainer requests are not warrants and do not require a showing of probable cause that a noncitizen has violated any immigration law. SB 1718/HB 1617 forces immigrants to submit to buccal swabs, blood drawing, or other invasive DNA collection methods, even when they have been convicted of no crime.
- ICE already has the [resources](#) to collect DNA samples from persons in ICE custody in certain cases. Placing the burden of DNA testing on the Florida taxpayer for persons who will likely be transferred to ICE custody is intrusive, unnecessary, and costly.

---

<sup>5</sup> See, [Domestic Security Organization \(state.fl.us\)](#); see also, [Fla. Staff Analysis, H.B. 1715 \(2005\)](#).

QUVO 2ND ANNUAL  
CHARITY EVENT



# Cinco de Mayo

MAY 05, 2023

**ALL YOU CAN EAT FOOD & DRAFT BEER**

Doors Open at 6 PM | Tickets \$65pp | Silent Auction

100% of Proceeds go to Hispanic Unity of Florida



Empowering a  
New Generation  
of Americans

Purchase tickets at Quvo



**Board of Directors**  
Meeting Minutes  
Tuesday, March 14, 2023 | 04:00 PM

**Call to Order / Roll Call**

**Christina Paradowski and Felina Furer**

Began at 4:00pm

**Chair Welcome**

**Christina Paradowski**

Christina Paradowski:

- Thanked Isabel Cardozo (Carolina Cardozo's daughter) for organizing and fundraising a "work closet" for HUF's CWF clients to have interview clothes. Isabel is a rising junior high student at North Broward Preparatory School who collaborated with her classmates and teachers of the National Honor Society for all the business attire donations.
- Congratulated Christian Reyes, for being promoted to Regional Director of Banking at Chase. He will be relocating to Indianapolis. He plans to stay on HUF board.
- Congratulated Kathy Gallego on the birth of little Enzo.
- Wished a Happy Birthday to Shani Wilson – March 9.
- Wished all Board and female staff a Happy International Woman's Month.

**CEO Report**

**Felipe Pinzon**

Felipe Pinzon, President & CEO:

- Shared that the Broward County Hispanic Bar Association (BCHBA), chose HUF as the recipient of their 2023 Hispanic Organization of the Year Award. The organization was selected based on its exemplary dedication to the advancement of the Hispanic community in South Florida. The BCHBA strongly believes that HUF's successful legacy of service and empowerment of immigrants and refugees has transformed the lives of countless Hispanics in the community. BCHBA will honor HUF at the Gala on June 3, 2023.
- Shared HUF Executive Team contact sheet which will be included in every board packet going forward.
- Shared Elizabeth Dorante, VP of Programs will be participating in the ProInspire Leadership Training with about 20 other leaders across the nation. And Juliana Esguerra, Associate Director of IT & Data Management was chosen by NALCAB for a fellowship and leadership skills training too.

**Mission Moment**

**Dr. Maritza  
Torres &  
Elizabeth  
Dorante**

Elizabeth Dorante, VP of programs and Dr. Torres, Program Manager for the H.E.A.L., made a presentation on HUF’s wellbeing and mental health services.

Giselle Cushing shared that the biggest safety concern in 2023 medical world is Pediatric Mental Health.

**Strategic Plan – Update**

**Christina Paradowski  
& Felipe Pinzon**

Felipe Pinzon informed the Board members that on March 9<sup>th</sup> the Strategic Planning Committee (SPC) met for the first time. They went over the proposed structure and process. Based on this new timeline it is recommended to move the Board retreat to September. During the meeting, the SPC also decided to focus on community issues using the “State of Hispanic and Immigrant Broward” report as the main tool for data analysis and using feedback from external and internal stakeholders. During that meeting, the SPC created the Programs and Advocacy Committee (P&AC) which is made up of staff, Board members, and external Experts.

The P&AC will have its first meeting on April 5<sup>th</sup>. They will meet again 3 more times. They plan to go over the process, timeline, data sources, etc. They will meet by the end of May for the last time and finally provide recommendations by the beginning of June. Then other experts in the areas of Marketing, Governance, Finance, Operations, and Development will convene to create implementation plans and goals. VeraCruz advisory plans to meet with external stakeholders over the next several weeks.

**Motion**

**Maria Barnard motioned to change the May retreat day to a regular Board meeting (May 9) and move the retreat to a Saturday in September. A second was made by Tony Abbate. Motion passed.**

**Governance**

**Tony Abbate &  
Christina Paradowski**

Christina Paradowski asked Board members for help in recruiting individuals to serve on the board with expertise in HR, IT/Tech, Marketing, Accounting/CPA and Legal backgrounds. In the next two years, there will be seven board members terming off. HUF currently has 19 members serving on the board, which means 1/3 of the board will

be leaving. Tony Abbate also spoke about this matter and the importance of having a diverse BOD that represents the community currently served by HUF.

Felipe Pinzon shared HUF will provide Empowerment Tours to anyone interested in knowing more about the organization.

Angie Stone stated that she will be sending out an email to experienced Board members to mentor new board members.

<b>Finance</b>	<b>Leonor Romero</b>
----------------	----------------------

Leonor Romero, CFO shared that the Audited Financial Statements Timeline: Field work will begin soon will be completed in April. Year-end Financial Statements will be reviewed with the Finance Committee at the end of March and will be presented to the Board.

The CFO also mentioned that HUF's Employee Handbook will be updated.

<b>Public Policy &amp; Advocacy</b>	<b>Carolina Cardozo &amp; Otto Valenzuela</b>
-------------------------------------	---

Broward Days 2023: Carolina Cardozo and Christina Paradowski will be joining Otto Valenzuela and Felipe Pinzon in Tallahassee this year. With the help of Ashley Boxer, they will meet with state elected officials to promote HUF's initiatives.

Appropriation Requests Update: Moving through committees in the next few weeks. HUF requested \$900K in funding to support workforce education and mental health and wellbeing.

Otto Valenzuela also shared Silvia Catellano's (Governor's Office) visit to HUF in March. She is Governor DeSantis Southeast Florida representative.

<b>Fund Development</b>	<b>Shani Wilson</b>
-------------------------	---------------------

Mural Unveiling Event: scheduled for Thursday, March 30<sup>th</sup> @ 10 am. This will be a great opportunity to introduce new people to HUF. All Board members are invited to attend.

Fundraising Opportunity with Hip & Humble: HUF's is incredibly grateful to be the recipient of the Hip & Humble's Women's History Month celebration. From March 1- 31, they selected HUF and the International Rescue Committee to receive a portion of the proceeds from their "kind Women for Womenkind" t-shirts. A special thank you to one of HUF's long-time friends, maria Soldani, for introducing HUF.

Felipe Pinzon shared HUF now has the capacity to accept Cryptocurrency and has received a .5 Bitcoin donation.

**Consent Agenda**

**Christina Paradowski**

**Angie Stone motioned to approve the consent agenda. A second was made by Tony Abbate. Motion passed.**

**Executive Session**

**Christina Paradowski**

A short session was had.

**Adjourn**

At 5:29pm

**Next Meeting: Tuesday, April 25, 2023@4pm**

**Hispanic Unity of Florida**  
**Public Policy & Advocacy**  
**Committee Meeting**  
**MINUTES**  
**Friday, February 10, 2023**

**Present:** Dr. Maria Bernard, Dan Schevis, Kersti Myles, Maggie Zalamea, Nazbi Chowdhury, Megan Turetsky, Otto Valenzuela, Felina Rosales-Furer and Felipe Pinzon

**Excused:** Dr. Jeff Nasse, Christina Paradowski, Carolina Cardozo, Commissioner Dick Blattner

**Absent:** Robby Holroyd

**Roll Call**

Began at 9:04am

**Approve January 2023 Minutes**—Presented by Otto Valenzuela

**Motion**

**Dr. Maria Bernal moved to approve the January 2023 minutes. Megan Turetsky gave a second. Motion passed.**

Otto reminded the committee will not meet in March meeting due to it being the beginning of Legislative Session. We will reconvene on April 14<sup>th</sup>.

**Welcome to New Members**

- Kersti G. Myles, Director of Policy and Government Relations at Urban League of Broward County
- Maggie Zalamea, Community Outreach and Advocacy Manager at Habitat for Humanity of Broward County

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

- January Tallahassee Visit Recap & 2023 Appropriations Request Update: Otto, Felipe and Ashely Boxer, HUF's consultant, went to Tallahassee last month to gain feedback and support for our two appropriation requests regarding Workforce Education and Mental Health. Senator Lauren Book will carry both appropriations in the Senate and Rep. Marie Woodson (Mental Health) and Rep. Hillary Cassel (Workforce) in the House. Felipe further shared how the meetings went. Otto shared he will be back in Tallahassee for United Ways Days this month.

**Preview of Florida's 2023 Legislative Session**--Presented by Otto Valenzuela

- Topics & Issues: First and foremost housing: S.B 102 Live Local Act we will paying attention to for affordable housing, there's also tax credits, tax exemptions at households at AMI: \$73,400. Zoning and land use regulations on density and enacting rent control. KidCare: H.B 101: hoping there is traction for this to increase income eligibility for coverage of FL KidCare program.
- Special Sessions: Which is currently underway, "transportation of aliens", special districts, hurricane recovery, elections crime crackdown, name image and likeness in college athletics. In Governors proposed budget there is \$12 million dollars to move illegal immigrants out of *any* state to elsewhere, not Florida exclusive. It is a difficult to advocate against this; there is not much oversight and actions are taken quickly.

**Member Updates**

The United Way ALICE Summit will be held on February 28<sup>th</sup> as shared by Nazbi Chowdhury. Felipe shared Otto and himself will be attending the UnidosUS Changemakers Summit in Washington DC next week. They have several high profile meetings at the White House, Treasury Department (discussion for those without ITIN numbers) and Dep. of Housing and Urban Development.

One of the issues to be discussed at the conference is the end of the Public Health Emergency where, in Florida alone, approximately 800,000 people will lose healthcare coverage due to being taken off Medicaid in April.

**Important Dates**

**Broward Days: March 21<sup>st</sup> & 22<sup>nd</sup>.** Carolina Cardozo and Christina Paradowski will be attending as well.

**Adjourn**  
At 9:37am

**Next Meeting: Friday, April 14<sup>th</sup> @9am**

# Confirmation of: Sign On to Request \$45 Million for VITA in FY24!



bounce@bounce.votervoice.net on behalf of donotreply@votervoice.net

To Felipe Pinzon

Reply Reply All Forward

Sat 3/25/2023 1:29 PM

Click here to download pictures. To help protect your privacy, Outlook prevented automatic download of some pictures in this message.

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

\*\*\* Please do not reply to this email--this confirmation simply lets you know that we have received your signature for the petition. \*\*\*

Felipe Pinzon:

Thank you for signing this petition!

Here is the petition:

Dear Chair Murray, Vice Chair Collins, Chair Granger and Ranking Member DeLauro:

We, the undersigned organizations, write to strongly encourage you to support funding for the Community Volunteer Income Tax Assistance (VITA) Matching Grant Program at \$45 million in fiscal year 2024 (FY24).

For over half a century, the VITA program has provided free tax preparation services to lower-income Americans. Built on public-private partnerships and led by the Internal Revenue Service (IRS), the VITA program trains and certifies volunteers to help low- and moderate-income families who cannot afford the often-exorbitant fees for professional tax services but who still need assistance to accurately complete their taxes. Each year, thousands of IRS-certified volunteers—working at sites in every state—assist individuals and households of limited means, persons with disabilities, and those with limited English proficiency in accurately fulfilling their tax obligations. These credits that they have earned and are eligible for, including critical tax credits volunteers also ensure that families can claim and keep the full amount of any tax such as the Child Tax Credit (CTC) and the Earned Income Tax Credit (EITC).

This is particularly important since refunds, making up as much as 30 percent of a low-income family’s annual income, can be eroded by costly preparation fees—which are an average of \$220 per tax return according to the National Society of Accountants—and potentially predatory tax-time financial products. In addition, low-income households often end up paying more for filing taxes due to the charges applied to the extra forms needed to claim tax credits. Fortunately, VITA solves this problem as its services are free for low-income households, and families can use more of their refund for essential expenses. Tax refunds secured through this program can kickstart savings and become the foundation for healthier financial futures.

VITA sites assist working families in the preparation and filing of their taxes and increase access to critical tax refunds used to purchase groceries, pay bills, and build emergency savings. During this current tax season, we know that taxpayers and non-filers alike sought out free, high-quality VITA services to access not only refunds but other critical benefits to help them navigate the financial hardships resulting from an increasingly tumultuous economy. VITA programs and preparers quickly work to identify, plan for, and deploy alternative service delivery models of tax preparation to continue to serve their communities. With the increased demand for VITA services, VITA programs continue to modernize their service delivery, moving from traditional face-to-face service to alternative options including drop-off services, virtual VITA, and facilitated self-assistance like MyFreeTaxes. However, we realize that VITA programs must see increased funding to increase their capacity to serve local communities.

The success of the VITA program is unmatched. In 2022, more than 3,200 VITA sites prepared 1,030,000 tax returns which generated \$1.8 billion in refunds to low- and moderate-income households. Additionally, VITA sites maintained a 96.4% accuracy rate—the highest in the industry.

During a national health and economic crisis, a tax refund can be a lifeline, helping families meet daily needs. With the onslaught of the pandemic, VITA programs quickly worked to identify, plan for, and deploy alternative service delivery models of tax preparation to continue to serve their communities. VITA sites continue to assist working families to file their taxes and access critical tax refunds used to purchase groceries, pay bills, and build emergency savings. With the increased demand for VITA services due to sustained economic injury caused by rising prices and economic challenges as we recover from COVID-19’s economic impacts, VITA programs continue to modernize their service delivery, moving from traditional face-to-face service to alternative options including drop-off services, virtual VITA and facilitated self-assistance like MyFreeTaxes.

Our organizations call on you to provide \$45 million in funding for FY24. The current funding level represents only a fraction of the costs of operating VITA sites nationwide (as each provider must match each federal dollar received to sustain operating costs), and programs often operate at full capacity. Increasing VITA funding would help sites maintain the effectiveness and low error rate of VITA by adding new VITA locations, encourage centers to raise more funding for operations than ever before, improve volunteer recruitment, increase outreach efforts to low-income households, and hire new staff to coordinate the program. Given the significant return on investment for VITA and the growing demand for quality free tax assistance, we encourage you to prioritize funding for the Community Volunteer Income Tax Assistance Matching Grant Program.

Thank you for your consideration.

View [your activities](#) on this site.

**Governance Committee**  
Meeting Minutes  
Friday, March 3, 2023 | 9:00 AM

**Call to Order / Roll Call**

**Tony Abbate and Felina Furer**

Meeting began at 9am

**Attending:** Angie Stone, Tony Abbate, Christina Paradowski, Maria Barnard, Melida Akiti and Maritza Alvarez

**Absent:** Maria Elena Ferrer, Lucia Rodriguez and Giselle Cushing

**Approval of February 2023 Minutes**

**Tony Abbate**

**Maritza Alvarez motioned to approve the February 2023 meeting minutes. A second was made by Angie Stone. Motion passed.**

**Recruitment, Development & Engagement**

**Tony Abbate**

→ **Engagement**

Angie Stone reached out to Ana Arguello. Ana agreed to start attending Board meetings again and return to the Marketing committee. She has been absent in the past.

Angie also connected with Christian Reyes, and he is now a member of the Finance committee.

Angie also scheduled a phone call with Elsa Bittar for the week of March 6. Finally, Angie will contact Ana Rodriguez since Ana R. is not serving on a committee yet.

Angie suggested sending the Board an email with the updated scorecard, which should be used as a reminder of the Board gift and program immersion opportunities. Angie will draft the email and send to Tony, Christina and Felipe for review. Email will be sent right after March Board meeting.

→ **Recruitment**

Maritza Alvarez is working on recruiting an individual from St. Thomas University. Angie is also working on recruiting an individual from Citrix.

Tony has also introduced Anthony Saldana of Hardcore Advertising who serves on the Fort Lauderdale Chamber of Commerce BOD. Felipe will be meeting at the end of this month.



→ **Mentorship Program Update:**

No matches yet. Tony mentioned that we need to be active about asking experienced Board members to mentor newer members and provide guidance. Felipe suggested asking Lucia Rodriguez to mentor Ana Rodriguez.

→ **Marketing Committee Update**

Christina, Felipe, Lesli and Francisco have a tentative breakfast meeting on March 16<sup>th</sup> to discuss the committee's future.

→ **Succession Plan Update**

PP&A committee needs a new Chair in succession plan as Carolina Cardozo and Dan Schevis will serve until December 2024. Possibly Ana Rodriguez or Jeff Nasse are good candidates to lead this committee.

Maritza asked who is comparable in Miami Dade to HUF? Felipe mentioned the following organizations to answer Maritza's question: Connect Familia's, Centro Campesino and UnidosUS.

Tony also asked for the community/client demographics. He stated that client demographics should drive Board recruitment efforts.

Christina confirmed that recruitment and mentorship efforts will be discussed at the March Board meeting.

And Tony Abbate stated that he would serve as Board Chair for two years (2024 & 2025). Christina will then be Chair-Elect during those two years.

<b>Strategic Plan Update</b>	<b>Felipe Pinzon</b>
------------------------------	----------------------

Felipe shared that the VeraCruz Advisory team will be in town March 9<sup>th</sup> for a Strategic Plan meeting. The Executive Committee, Dr. Nasse, Maritza Alvarez, and Boris Espinoza will attend the meeting. The strategic plan process, flow and timeline will be the main subjects this meeting.

Felipe mentioned he will also invite all Board member emeriti to participate. Felipe told Melida that it would be great if she participates in the process. He will send information to her.

<b>Old/New Business</b>
-------------------------

N/A

**Adjourn**

At 9:48am

**Next Meeting: Friday, April 7, 2023 @9am**

**Finance Committee**  
Meeting Minutes  
Thursday, February 15, 2023 | 9:00 AM

**Call to Order / Roll Call**

**Lisette Rodriguez and Felina Furer**

Began at 9:03am

Present: Lisette Rodriguez, Myrna Monserrat, Christina Paradowski and Christian Reyes

Excused: Rodney Bacher and Arnold Nazur

Absent: Alejandro Loscher

Christian is new to the Finance committee. He shared he is looking forward to contributing to the committee.

**Approval of January 2023 Minutes**

**Tony Abbate**

**Motion to approve the January 2023 minutes by Myrna Monserrat and seconded by Christian Reyes. Motion passed.**

**Program Performance – Scorecard Review**

**Elizabeth Dorante**

Elizabeth shared the December 2022 scorecard, the U4K program, as shared in the last meeting, runs on a deficit and 2022 ended with 16 children out of 20 and this negatively affected the total revenue of the program. We will have better news next month as the program has already increased registration and this means a positive impact on the revenues of the program. Higher registration increases clients' fees, reimbursement from the food program and possible VPK depending on the children's ages. All other programs in the Education department continue aiming higher and have a fiscal year ending in September 2023. As a reminder, the Family Strengthening program and both U4T programs transitioned from being 100% cost reimbursement to unit cost starting October 2022. This transition is going very well thus far as units are being drawn according to projections. To date, revenues are on track to meeting goals.

Under Economic Development we have the CWF program fell short of reaching its goal of 250 new clients enrolled and ended up enrolling 205 which means they reached 82% of the goal. During 2022, this program, like most programs, worked hard for a successful comeback to in-person after COVID's restrictions. The shortage will not impact our financials since despite the lesser number of clients, units are being drawn according to projections. All other programs in the Economic Development continue

working on reaching their contractual and financial goals based on different fiscal years ending in 2023.

Under Civic Engagement all contracts continue well on their way to reaching their goals through the different fiscal years ending in 2023 and 2024. The department ended 2022 with revenues reaching a successful 96% of the initially projected goal of \$100K.

We are working on filling up Unity4Kids to full 20 child capacity and have a waiting list once again. Many families cannot afford to live in South Florida after Covid that is contributing to low numbers.

<b>Fund Development Update</b>	<b>Shani Wilson</b>
--------------------------------	---------------------

Our 2023 budget is just over \$8.7M. 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've secured \$15K (or 2.5%) of our \$560,000 unrestricted fundraising goal. With respect to our \$1.1M grant revenue goal, we've secured less than 1% of our goal. This early in the year, our focus is on our pipeline. Last year, we launched a new revenue tracking tool to streamline reporting efforts of unrestricted fundraising and grants combined (formerly tracked separately). This tool was also designed to reconcile Development's efforts with the Finance results. In our Grant pipeline, you'll see two categories, conservative and aggressive. "Conservative" grants are renewals, dollars we've received before and are confident we'll receive again. Examples include the Children's Services Council of Broward, Wells Fargo, and the Batchelor Foundation. "Aggressive" grants are those that are new to HUF – a new funder and/or a new program request from an existing funder.

As of last Friday, we submitted more than \$575K in requests. Through the end of this quarter, we plan to submit an additional \$2.4M in grant requests (totaling \$3M for the entire quarter). Last year, we submitted \$1.6M in grant requests in the first quarter of the year. The biggest contributors to this annual gap are our first ever appropriations requests totaling \$900K and our CSC renewal application for the Family Strengthening Program which is more than \$500K.

We're also planning the return of an in-person Entrepreneur Summit to take place this fall. Sponsorship proceeds from this event, which we'll begin pitching next month, will contribute to our unrestricted fundraising goal.

Myrna asked what is the life cycle of a grant proposal? Shani shared it is about 90 days on average from research to writing to finding out if we are awarded. Q2 & Q3 tend to be the time of year where we see the largest awards.

**November 2022 Financial Statements****Leonor Romero**

As of November 2022 our surplus is \$35K. We did secure the Jim Moran Foundation 3-year grant once again that will reflect in y/e 12/31/22. The receivables are on track for \$899K due to timing. We have \$306K on the line of credit where we need to create a payoff while supporting regular cashflow timing needs with receivables. We are still recruiting for a few open positions in the Finance department as well as other positions. We are getting Audit ready. In March we will have December finances. We still lean on Waters & Ortiz for budget and regular reporting during these vacancies. Working closely with Development and Program Departments to close out year and regular day to day moving forward.

**Motion to approve November 2022 Financial Statements by Myrna Monserrat and seconded by Christian Reyes. Motion passed.**

**Updates****Leonor Romero & Felipe Pinzon**

**Appropriation Request:** We have a mental health “HEAL” appropriation sponsored by Rep. Cassel. The second request is the support Center for Working Families (work force development) sponsored by Senator Book and Rep. Woodson. \$900k that is not included in our budget, this is the first time we are asking the State for money. We are educating and making sure HUF is known in Tallahassee for the great work we do. The fiscal year would start in July 2023.

**Lawsuit:** Opposing party has made an extension to formalize pending requests. Our attorney is proceeding with internal reviews of the incident.

**Old/New Business****Felipe Pinzon**

N/A

**Adjourn****Lisette Rodriguez**

At 9:57am

**Next Meeting: Thursday, March 16, 2023 @9am**

**HISPANIC UNITY OF FLORIDA, INC.**

FINANCIAL STATEMENTS

FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 2022  
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2021)

Prepared by: L. Romero  
FOR REVIEW BY CEO/FINANCE COMMITTEE for 2/16/23 Meeting  
SOURCE: SAGE PEACHTREE @11/30/22 / TR SCHEDULE

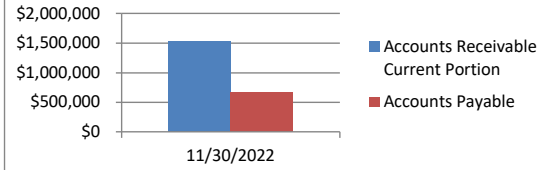
# 11/30/2022 Dashboard

## Revenue YTD Compared to Previous YTD

11/30/2022

	Revenue YTD as of 11/30/2022	Revenue YTD as of 11/30/2021	Year Over Year Chng
Unrestricted Revenue	\$6,956,824	\$2,297,980	\$4,658,844
Restricted Revenue	\$145,084	(\$452,307)	\$597,391
<b>Total Revenue</b>	<b>\$7,101,908</b>	<b>\$1,845,673</b>	<b>\$5,256,235</b>

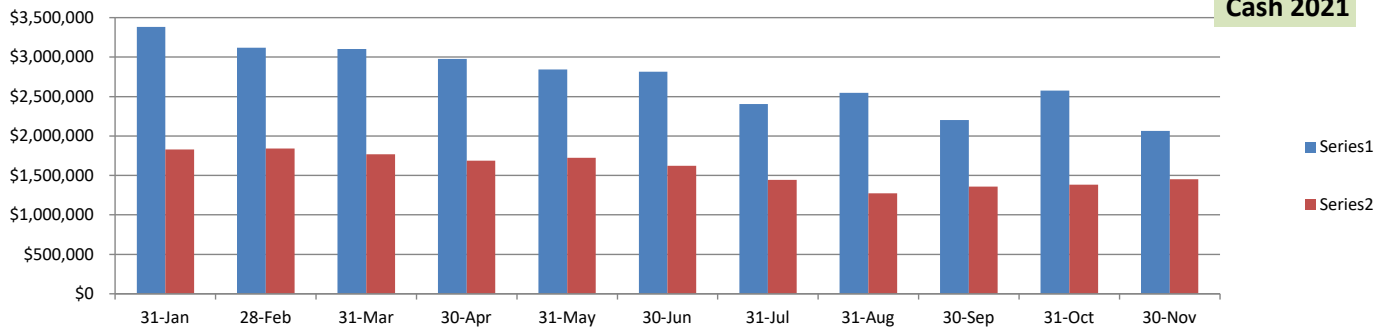
## Accounts Receivable Vs Payables November 30, 2022



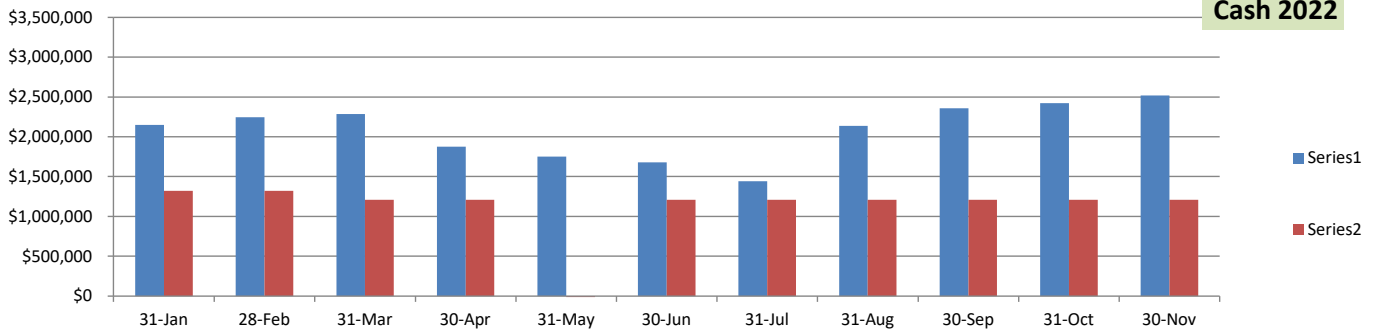
\$2.03

0.82352941

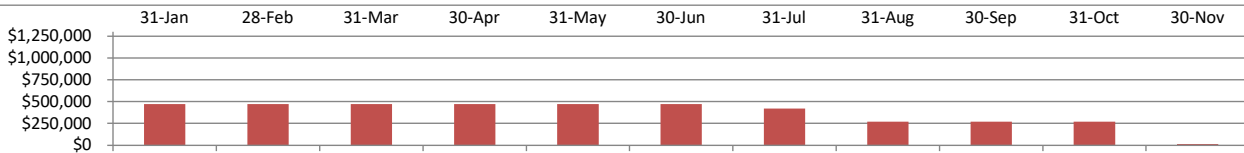
### Cash 2021



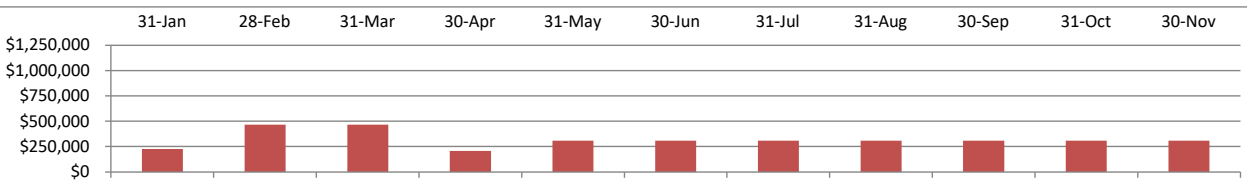
### Cash 2022



### Line of Credit Usage 2021



### Line of Credit Usage 2022



**Hispanic Unity of Florida, Inc.**  
Notes to Financials  
11/30/2022

UNR Net Assets

	<b>YTD Actual Agency Surplus</b>	<b>35,545</b>
Reconciliation of UNR Net Assets:		
1 Gain/(Loss) From Program Operations	2,163,145	
2 Gain/(Loss) from Support Services	(443,545)	
<b>Inc(Dec) in UNR Net Assets</b>	<b>\$ 1,719,600</b>	

**Includes:**

<b>From Net Assets "Released Prior Year"</b>	(1,270,166) for current year operations
<b>From Net Assets "Released Current Year"</b>	(422,625)

*The year-to-date projected operating surplus was \$625K. Our year-to-date actual was \$904K reflecting a favorable variance of \$279K. Note, this net includes \$928K received-to-date for future allocations*

- 1) Development YTD had a unfavorable budget variance \$143K; however, \$53K has been secured unrestricted during 12/22 (unrestricted only)
- 2) Programs YTD had a favorable variance of \$1.365M includes Donors with Restrictions for future allocations for \$809K .
- 3) Admin YTD had a favorable budget variance of \$288K, includes Donor with Restrictions for future allocation for \$386K

Programs:

Program's total contributions-to-date toward administrative and shared fixed costs to the agency totals \$2.8M

Temp Restrictions overview "remaining"	Programs	Supportive	Total
prior year reserves for future use	393,930	133,153	527,083
current year reserves for future use	1,162,720	252,530	1,415,250
<b>Subtotal as of 11/30/22</b>	<b>1,556,651</b>	<b>385,683</b>	<b>1,942,333</b>

Cash

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

\$ 35,544	<i>Inc/(Dec) in Net Assets</i>
<u>261,915</u>	<i>Adjustments to reconcile increase (decrease) in net assets</i>
297,459	<b><i>Net cash provided (consumed) by operating activities</i></b>
(26,876)	<i>Investing Activities</i>
<u>279,505</u>	<i>Financing Activities</i>
<u>\$ 550,088</u>	<b><i>Inc/(Dec) in Cash</i></b>



**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF FINANCIAL POSITION**  
**FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 2022**  
**(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2021)**

<u>ASSETS</u>	<u>2022</u>	<u>2021</u>
Current Assets		
Cash	2,516,835	\$ 1,966,747
Grants receivable, net	899,824	835,991
Unconditional promises to give, net	638,478	344,947
Prepaid expenses	<u>36,990</u>	<u>25,220</u>
 Total Current Assets	 <u>4,092,127</u>	 <u>3,172,905</u>
Non-Current Assets		
Long term conditional promises to give	79,966	104,966
Property and equipment, net	1,188,540	1,298,258
Deposits and Other Assets	<u>33,288</u>	<u>33,725</u>
 Total Non-Current Assets	 <u>1,301,794</u>	 <u>1,436,949</u>
 Total Assets	 <u>5,393,921</u>	 <u>\$ 4,609,854</u>
 <u>LIABILITIES AND NET ASSETS</u>		
Current Liabilities		
Accounts payable and accrued expenses	671,079	\$ 202,061
Mortgage payable, current	18,659	18,658
Line of credit	<u>306,339</u>	<u>11,339</u>
 Total Current Liabilities	 <u>996,077</u>	 <u>232,058</u>
Noncurrent Liabilities		
Mortgage payable, net of current portion	<u>741,572</u>	<u>757,068</u>
 Total Non-Current Liabilities	 <u>741,572</u>	 <u>757,068</u>
 Total Liabilities	 <u>1,737,649</u>	 <u>989,126</u>
Net Assets		
Without Donor Restrictions	1,713,940	1,823,479
With Donor Restrictions	<u>1,942,333</u>	<u>1,797,249</u>
 Total Net Assets	 <u>3,656,273</u>	 <u>3,620,728</u>
 Total Liabilities and Net Assets	 <u>5,393,922</u>	 <u>\$ 4,609,854</u>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES**  
**FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 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	\$ 354,901	\$ 1,839,204	\$ 2,194,105	\$ 2,752,404
Special events	-	-	-	22,000
Grants from government agencies	4,215,990	-	4,215,990	3,147,254
Other grants and fees	433,845	-	433,845	246,612
Miscellaneous	255,435	\$ 2,533	257,968	253,542
Donations, in-kind	-	-	-	81,189
Net assets released from restrictions:				
Satisfaction of time restrictions	1,692,791	(1,692,791)	-	-
Satisfaction of program and purpose restrictio	3,861	(3,861)	-	-
<b>Total Revenues and Other Support</b>	<b>6,956,824</b>	<b>145,084</b>	<b>7,101,908</b>	<b>6,503,001</b>
Expenses (Functional)				
Program services	6,501,054	-	6,501,054	6,083,567
Management and general	494,645	-	494,645	594,450
Fundraising	70,664	-	70,664	35,373
<b>Total Expenses</b>	<b>7,066,363</b>	<b>-</b>	<b>7,066,363</b>	<b>6,713,390</b>
<b>Change in Net Assets</b>	<b>(109,539)</b>	<b>145,084</b>	<b>35,545</b>	<b>(210,389)</b>
Net Assets - Beginning of Year	1,823,479	1,797,249	3,620,728	3,831,117
<b>Net Assets - End of Year</b>	<b>\$ 1,713,940</b>	<b>\$ 1,942,333</b>	<b>\$ 3,656,273</b>	<b>\$ 3,620,728</b>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF CASH FLOWS**  
**FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 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	\$ 35,544	\$ (210,389)
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	137,032	143,394
Provision for uncollectible promises to give	-	-
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(63,833)	(511,509)
(Increase) decrease in unconditional promises to give	(268,532)	265,000
(Increase) decrease in prepaid expenses	(11,770)	21,701
(Increase) decrease in security deposits and other assets	-	477
Increase (decrease) in accounts payable and accrued expenses	<u>469,018</u>	<u>(9,166)</u>
Total adjustments	<u>261,915</u>	<u>(90,103)</u>
Net Cash Provided by Operating Activities	<u>297,459</u>	<u>(300,492)</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment, net of retirements	<u>(26,876)</u>	<u>(43,606)</u>
Net Cash (Used In) Investing Activities	<u>(26,876)</u>	<u>(43,606)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	295,000	(458,726)
Borrowing (Repayment) of mortgage	<u>(15,495)</u>	<u>(17,668)</u>
Net Cash Provided by Financing Activities	<u>279,505</u>	<u>(476,394)</u>
Increase (decrease) in Cash	550,088	(820,492)
Cash - Beginning of Year	<u>1,966,747</u>	<u>2,787,239</u>
Cash - End of Year	<u>\$ 2,516,835</u>	<u>\$ 1,966,747</u>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - TOTAL**  
**FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 2022**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
<b>Revenues</b>							
Donations - UNR	\$ 39,794	\$ 36,250	\$ 3,544	\$ 353,901	\$ 398,750	\$ (44,849)	
Donations - TR	54,500	103,671	(49,171)	1,840,204	1,214,985	625,219	refer to TR / new foundation efforts
Satisfaction of Restrictions	324,036	102,543	221,493	1,692,793	1,140,100	552,693	includes prior year release of \$1,270,166
Fundraising Events	-	5,417	(5,417)	0	59,583	(59,583)	
Grant Income	448,103	382,224	65,879	4,649,836	4,727,888	(78,052)	Program billing was down due to attrition of \$78K shortfall for clients in some program areas. Some schools were lower and unable to recoup funds.
Interest Income	0	58	(58)	9,807	642	9,165	Includes a dividend from Amtrust for \$9.7K; otherwise, rates are extremely low 0.01% on Money Market Funds
Rental Income	4,570	4,383	187	49,603	48,213	1,390	
Voluntary Pre-K	3,527	0	3,527	33,325	52,002	(18,677)	U4K low enrollment
Fees & Miscell Income	12,328	11,250	1,078	165,234	152,352	12,882	
<b>Total Revenues</b>	<b>886,858</b>	<b>645,796</b>	<b>241,062</b>	<b>8,794,703</b>	<b>7,794,515</b>	<b>1,000,188</b>	
<b>Expenses</b>							
Salaries and benefits	535,846	480,528	55,318	4,952,080	5,491,714	(539,634)	Underage due to offsetting revenues.
Advertising	122	1,326	(1,204)	45,020	14,588	30,432	per "new grant" not in original budget
Bank service charges	266	825	(559)	9,055	9,075	(20)	
Building repairs/maint	17,892	15,307	2,585	185,919	186,939	(1,020)	
Depreciation	12,417	10,756	1,661	136,595	131,351	5,244	
Dues Subscriptions	587	1,697	(1,110)	16,319	19,872	(3,553)	
Information Technology	11,299	8,015	3,284	127,582	94,397	33,185	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	6,250	5,270	980	67,964	62,008	5,956	
Interest expense	1,627	3,226	(1,599)	47,491	38,381	9,110	
Licenses and permits	230	100	130	1,180	1,178	2	
Mileage reimbursement	2,214	2,311	(97)	21,310	25,108	(3,798)	
Miscellaneous	4	(4)	8	(101)	(3)	(98)	
Office expense	1,899	6,152	(4,253)	64,106	67,448	(3,342)	
Postage and shipping	105	171	(66)	5,152	2,862	2,290	
Printing	8,748	3,912	4,836	59,287	171,791	(112,504)	
Professional fees	56,935	48,342	8,593	560,479	541,127	19,352	
Program expenses	65,311	35,982	29,329	446,725	492,941	(46,216)	Underage due to offsetting revenues.
Public relations	678	667	11	20,711	7,333	13,378	
Rent	2,960	1,453	1,507	38,491	20,191	18,300	
Staff events/meetings	1,603	854	749	9,083	9,396	(313)	
Software	5,000	0	5,000	29,747	0	29,747	Database Management System
Special fundraising events	7,865	2,083	5,782	7,920	22,917	(14,997)	no events to-date
Staff training and development	489	2,357	(1,868)	46,133	33,669	12,464	
Telephone	6,035	4,407	1,628	67,342	50,185	17,157	
Telephone - Cell/HotSpots	5,154	4,945	209	62,967	61,393	1,574	
Utilities	4,791	2,378	2,413	37,806	28,029	9,777	
<i>Worst Case-Admin Net Effect</i>		122	(122)				
<b>Total Expenses</b>	<b>756,327</b>	<b>643,182</b>	<b>113,145</b>	<b>7,066,363.00</b>	<b>7,585,241</b>	<b>(518,878)</b>	
<b>Increase (Decrease) in UNR Assets</b>	<b>\$ 130,531</b>	<b>\$ 2,614</b>	<b>\$ 127,917</b>	<b>1,728,340</b>	<b>\$ 209,274</b>	<b>\$ 1,519,066</b>	

Programs	\$ 2,163,145
Support	\$ (443,545)
<b>Total</b>	<b>\$ 1,719,600</b>

**Increase (Decrease) in UNR Assets \$ 1,728,340 subtotal**

**Less:**

**Net Assets "Released Prior Year" Without Donor Restrictions (1,270,166)**

**Net Assets "Released Current Year" Without Donor Restrictions (422,625)**

**YTD Actual Agency Surplus 35,549 includes Depreciation \$134K**

**Temp Restricted Schedule**  
As of 11/30/22

	AREA	CC	December 31, 2021	Increase/ (Decrease)	Additions	Increase/ (Decrease)	November 30, 2022
<b>Awards Brought Forward to 2021</b>							
Frederick Delucca Original Dates 9-1-2020 to 8-31-21. Started in Jan 2021 thru April 2022	ST	514	61,581	(61,581)			(0)
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	(294,078)			55,922
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 2021	Admin	000	18,950	(15,968)			2,983
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		507	58,712	(58,712)			(0)
American Heart Assoc- Voices for Healthy Kids Travel 2021	EFWP	333	2,000	(2,000)			0
American Heart Assoc- Voices for Healthy Kids Travel 2022	EFWP	333	2,000	(2,000)			0
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	(23,572)			0
Comcast NBCUniversal Fdn 9-8-21 to 10-7-22	U4T - HS	440	23,593	(15,063)			8,530
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	(43,606)			1,542
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 1-5-2025	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	(333,269)			50,889
NALCAB 6-29-21 to 6-1-22	FCWP	574	11,580	(9,225)			2,355
NALEO 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 Fdt	UKEP	173	20,000	(20,000)			0
Tate Foundation 2023 Community Fdt	UKEP	173	20,000	-			20,000
Tate Foundation 2024 Community Fdt	UKEP	173	20,000	-			20,000
Tate Foundation 2025 Community Fdt	UKEP	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>(1,270,166)</b>			<b>527,083</b>

New 2022 TR Grants							
Added in 2022	AREA	CC					
UnidosUS - Comprando Rico y Sa - UnidosUS-RICOYS 1120 - 0422-3	PBWP	237			7,000	-	7,000
UnidosUS - Comprando Rico y Sa - UnidosUS-RICOYS 1120 - 0622-923	PBWP	537			109,500	(55,382)	54,118
Share our Strength - Tax credits for low-income families 4/1/22-12/31/22	VSWP	317			100,000	(82,736)	17,264
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 Financial	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	(37,070)	110,055
The Annie E. Casey Foundation - Grant - FinCap/CWF	CFWP	515			42,500	(39,699)	2,801
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 Sano	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 Vita	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			250,000	(50,000)	200,000
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	(10,000)	10,000
Share Our Strength - No Kid Hungry (Marketing/Advocacy)	CFWP	574			50,000	(11,770)	38,230
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
NALEO Educational Fund - 50% Grant - Final pymt	EZZP	606			46,450	(17,670)	28,780
Unidos Policy & Advocacy Medic - ACA final report due 8/8/22	AAAS	013			5,000	-	5,000
Unidos US Digital Skills for Life	CFWP	511			35,000	-	35,000
American Health Healthy for Life: Initiative	PMWP	535			2,000	-	2,000
Florida Blue Foundation - GRANT   Comp Rico y Sano	PMWP	551			400,000	(35,472)	364,528
UnidosUS - Housing - 8/22-7/23 S28 #1 Keeping People housed	HCWP	574			27,500	-	27,500
UnidosUS Comcast Digital Innov - 3rd final pmt Digital Innov Citizenship	EZZP	608			39,500	(11,493)	28,007
JP Morgan Chase Foundation - Workforce 2022-2023 General Ops	CFWP	577			150,000	-	150,000
Bank United - Bank United FinCap	CFWP	500			8,000	(8,000)	-
Batchelor Fdn 9-8-2022 to 9-30-23	U4T - HS	481			25,000	(8,333)	16,667
UnidosUS - Housing - 10/22-9/23 S33K	HCWP	575			32,500	-	32,500
The William R. Watts Foundatio - Grant - FSP	FSEP	676			5,000	-	5,000
Third Federal Foundation - Third Federal VITA Support	VSWP	301			15,000	-	15,000
Third Federal Foundation - General Operating Support	AUUDS	010			50,000	-	50,000
City of Hollywood Police Depart - LETF - U4T High School Grant	ODEP	167			10,000	-	10,000
Unidos Policy & Advocacy Medic - MED-ACA 1122-0823-	AAAS	013			14,500	-	14,500
Holman Automotive Enterprises - Community Grant U4Kids	UKEP	173			20,000	(20,000)	-
Comcast Foundation - Comcast U4T/STEM	STEP	440			20,000	-	20,000
					<b>1,837,875</b>	<b>(422,625)</b>	<b>1,415,250</b>

\$ 1,797,249 \$ (1,270,166) \$ 1,837,875 \$ (422,625) \$ 1,415,250

YTD Satisfaction of Time Restrictions \$ (1,692,791) 1,942,333

Breakout	
Prior Year Carry over Restrictions	1,797,249
CY Restricted contributions revenues - FROM TB	1,839,204
CY Restricted Miscellaneous revenue - FROM TB	2,533
Available restricted revenues	3,638,986
Release of Restrictions	(1,692,791) FS
Remaining Available Restricted Net Assets	1,946,195
Temp Restricted Net Assets @ Y/E	(1,942,333)
Satisfaction of program and purpose restrictions	3,861 FS

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - PROGRAMS**  
**FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 2022**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
<b>Revenues</b>						
Donations - UNR		0	0	16549	0	16,549
Donations - TR	40,000	101,588	(61,588)	1,754,704	1,192,068	562,636
Satisfaction of Restrictions	319,619	95,876	223,743	1,449,056	1,066,767	382,289
Grant Income	448,103	382,224	65,879	4,641,096	4,727,888	(86,792)
Rental Income	4,570	4,383	187	49,603	48,213	1,390
Voluntary Pre-K	4,161	0	4,161	33,325	52,002	(18,677)
Fees & Miscell Income	11,694	11,250	444	166,669	152,352	14,317
<b>Total Revenues</b>	<b>828,147</b>	<b>595,321</b>	<b>232,826</b>	<b>8,111,002</b>	<b>7,239,290</b>	<b>871,712</b>
<b>Expenses</b>						
Salaries and benefits	438,010	398,608	39,402	4,182,389	4,590,584	(408,195)
Advertising	122	122	0	17,979	1,342	16,637
Building repairs/maint	19,481	13,759	5,722	167,083	169,914	(2,831)
Depreciation	11,022	9,668	1,354	121,245	119,388	1,857
Dues Subscriptions	0	225	(225)	1,820	3,687	(1,867)
Information Technology	10,333	6,658	3,675	106,832	79,466	27,366
Insurance	5,718	4,784	934	62,304	56,659	5,645
Interest expense	4,300	3,226	1,074	44,026	38,381	5,645
Licenses and permits	89	0	89	89	78	11
Mileage reimbursement	2,184	2,099	85	20,234	22,770	(2,536)
Office expense	1,359	4,911	(3,552)	49,538	53,789	(4,251)
Postage and shipping	127	50	77	4,368	1,528	2,840
Printing	7,061	3,491	3,570	52,922	167,161	(114,239)
Professional fees	23,815	37,110	(13,295)	441,811	417,583	24,228
Program expenses	65,311	35,982	29,329	446,218	492,941	(46,723)
Rent	2,258	1,114	1,144	32,606	16,459	16,147
Software	5,000	0	5,000	20,000	0	5,000
Staff training and development	1,089	2,357	(1,268)	32,727	33,669	(942)
Telephone	5,598	4,013	1,585	62,361	45,850	16,511
Telephone-Cell/HotSpots	4,325	3,417	908	51,561	44,584	6,977
Utilities	2,341	2,091	250	29,744	24,869	4,875
<i>Worst Case-Admin Net Effect</i>	0	5,539	(5,539)	0	60,934	(60,934)
<b>Total Expenses</b>	<b>609,543</b>	<b>539,224</b>	<b>70,319</b>	<b>5,947,857</b>	<b>6,441,636</b>	<b>(493,779)</b>
<b>Increase (Decrease) in UNR Assets</b>	<b>\$ 218,604</b>	<b>\$ 56,097</b>	<b>162,507</b>	<b>\$ 2,163,145</b>	<b>\$ 797,654</b>	<b>1,365,491</b>

Toward Administrative and Fixed Costs

\$ 2,846,636

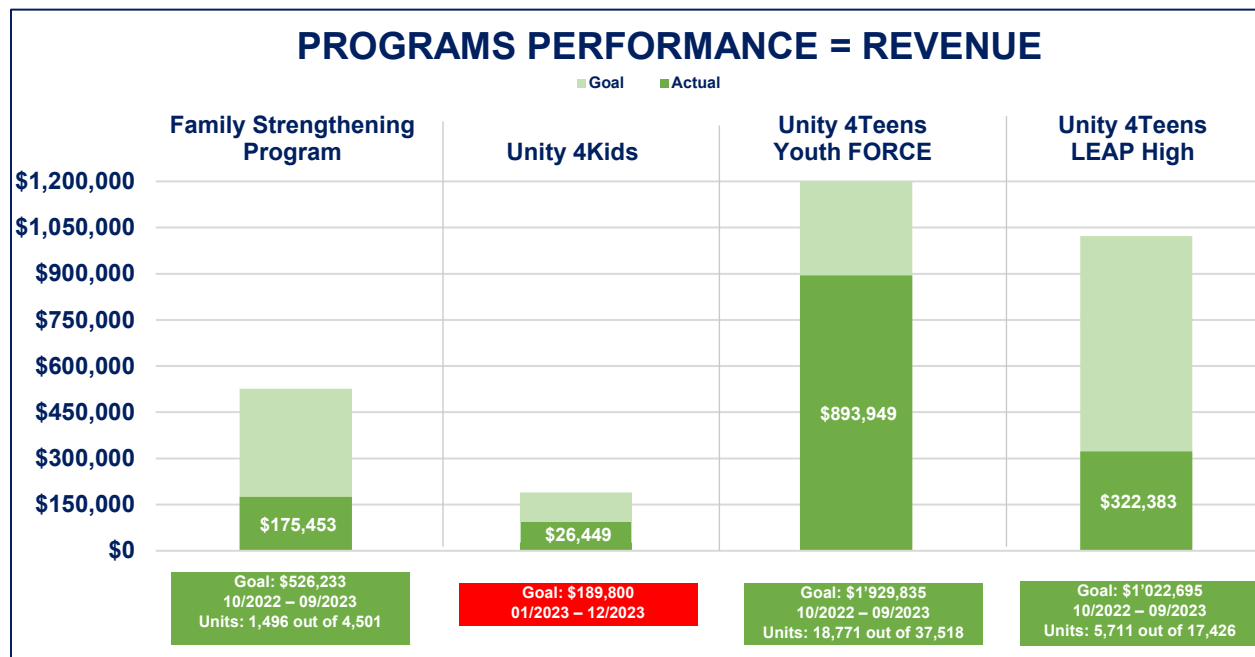
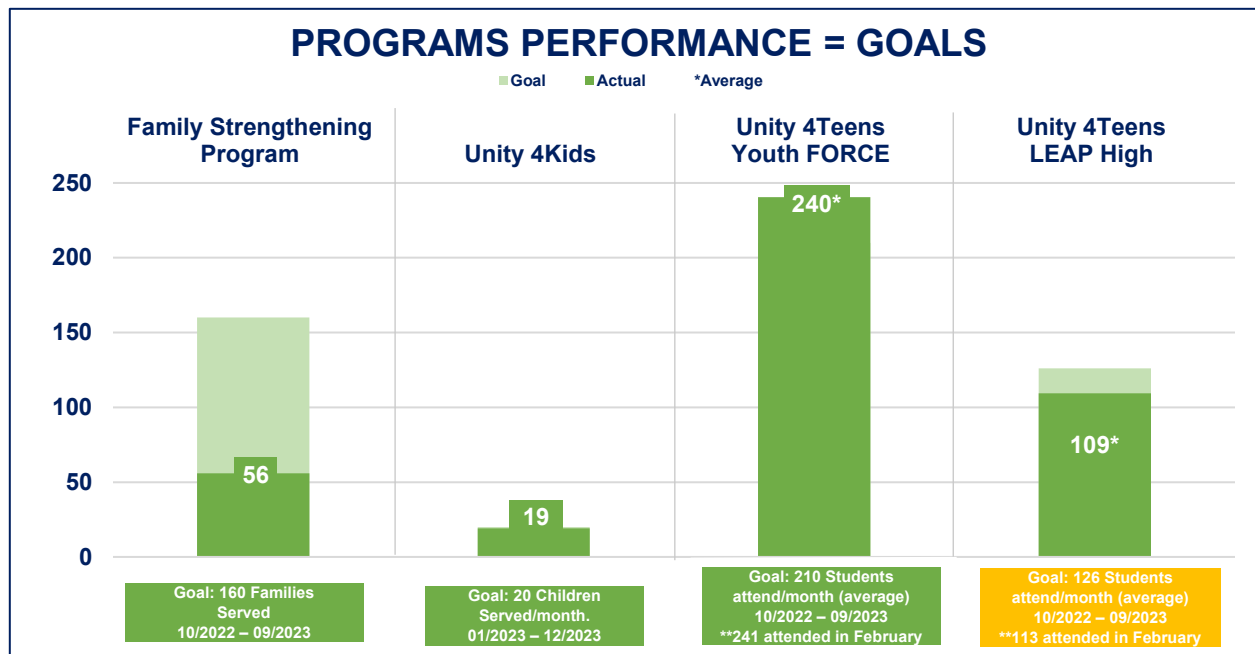
**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - SUPPORT**  
**FOR THE ELEVEN MONTHS ENDED NOVEMBER 30, 2022**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
<b>Revenues</b>						
Donations - UNR	\$ 33,612	\$ 36,250	(\$ 2,638)	\$ 337,352	\$ 398,750	(\$ 61,398)
Donations - TR	14,500	2,083	12,417	85,500	22,917	62,583
Satisfaction of Restrictions	4,417	6,667	(2,250)	243,737	73,333	170,404
Fundraising Events	0	5,417	(5,417)	0	59,583	(59,583)
Grant Income	0	0	0	0	0	-
Interest Income	0	58	(58)	9,807	642	9,165
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>52,529</b>	<b>50,475</b>	<b>2,054</b>	<b>674,961</b>	<b>555,225</b>	<b>119,736</b>
<b>Expenses</b>						
Salaries and benefits	97,836	81,920	15,916	769,691	901,130	(131,439)
Advertising	0	1,204	(1,204)	27,041	13,246	13,795
Bank service charges	266	825	(559)	9,055	9,075	(20)
Building repairs/maint	(1,589)	1,548	(3,137)	18,836	17,025	1,811
Depreciation	1,395	1,088	307	15,350	11,963	3,387
Dues Subscriptions	587	1,472	(885)	14,499	16,185	(1,686)
Information Technology	966	1,357	(391)	20,750	14,931	5,819
Insurance	532	486	46	5,660	5,349	311
Interest expense	(2,673)	0	(2,673)	3,465	0	3,465
Licenses and permits	141	100	41	1,091	1,100	(9)
Lobbying	0	0	0	0	0	0
Mileage reimbursement	30	212	(182)	1,076	2,338	(1,262)
Miscellaneous	4	(4)	8	(101)	(3)	(98)
Office expense	540	1,241	(701)	14,568	13,659	909
Postage and shipping	(22)	121	(143)	784	1,334	(550)
Printing	1,687	421	1,266	6,365	4,630	1,735
Professional fees	33,120	11,232	21,888	118,668	123,544	(4,876)
Program expenses	0	0	0	507	0	507
Public relations	678	667	11	20,711	7,333	13,378
Rent	702	339	363	5,885	3,732	2,153
Special fundraising events	7,865	2,083	5,782	7,920	22,917	(14,997)
Staff events/meetings	1,603	854	749	9,083	9,396	(313)
Staff training and development	(600)	0	(600)	13,406	0	13,406
Telephone	437	394	43	4,981	4,335	646
Telephone - Cell/HotSpots	829	1,528	(699)	11,406	16,809	(5,403)
Utilities	2,450	287	2,163	8,062	3,160	4,902
<i>Worst Case-Admin Net Effect</i>	<i>0</i>	<i>(5,417)</i>	<i>5,417</i>	<i>0</i>	<i>(59,583)</i>	<i>59,583</i>
<b>Total Expenses</b>	<b>146,784</b>	<b>103,958</b>	<b>42,826</b>	<b>1,118,506</b>	<b>1,143,605</b>	<b>(25,099)</b>
<b>Increase (Decrease) in UNR Assets</b>	<b>(\$ 94,255)</b>	<b>(\$ 53,483)</b>	<b>(\$ 40,772)</b>	<b>(\$ 443,545)</b>	<b>(\$ 588,380)</b>	<b>\$ 144,835</b>



Empowering a  
New Generation  
of Americans

# EDUCATION FEBRUARY 2023



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.



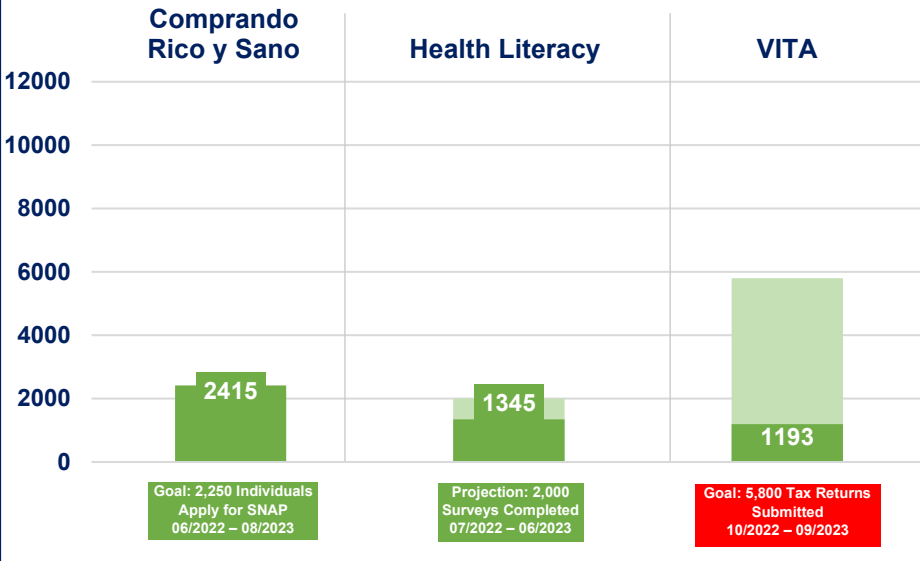


Empowering a New Generation of Americans

# ECONOMIC DEVELOPMENT FEBRUARY 2023

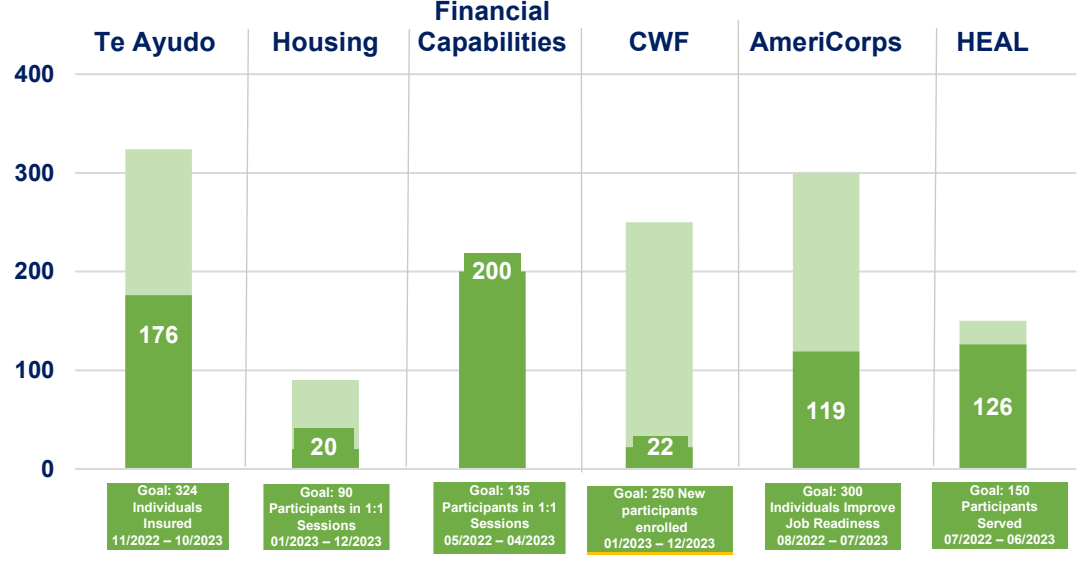
## PROGRAMS PERFORMANCE = GOALS

■ Goal ■ Actual



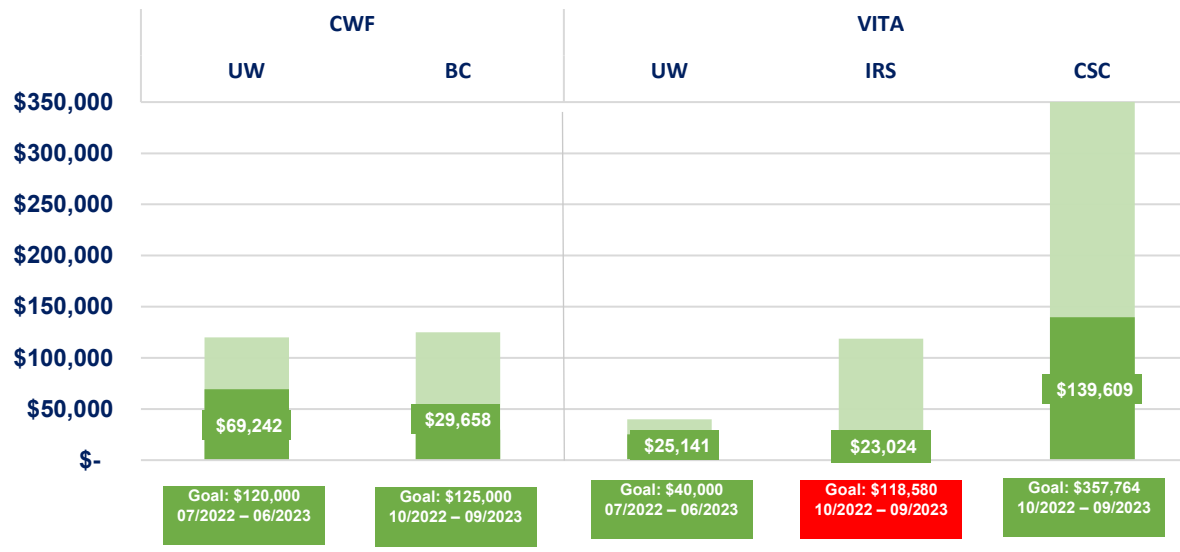
## PROGRAMS PERFORMANCE = GOALS

■ Goal ■ Actual



## PROGRAMS PERFORMANCE = REVENUE

■ Goal ■ Actual



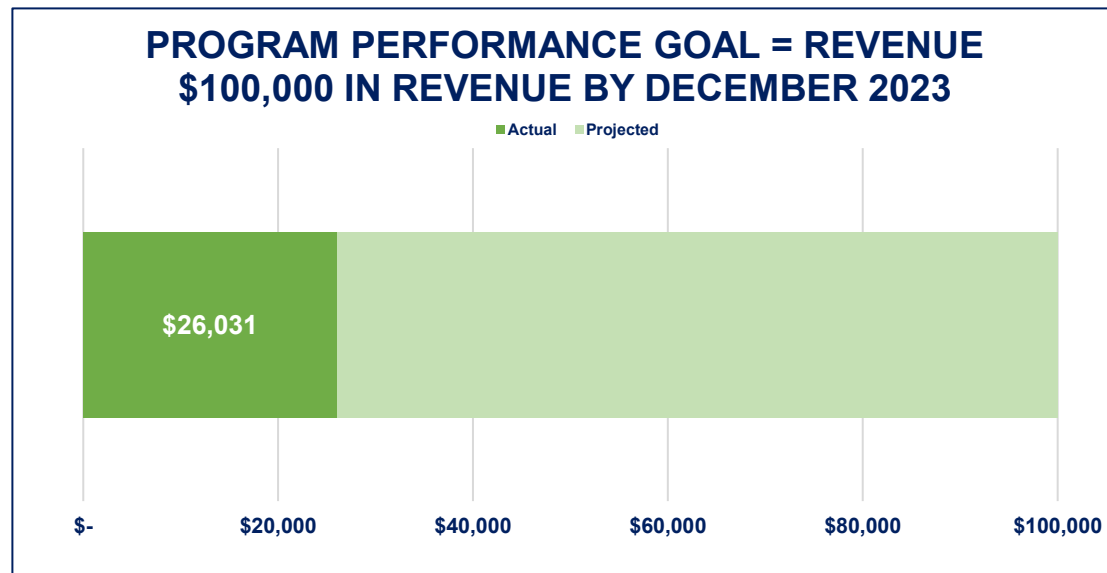
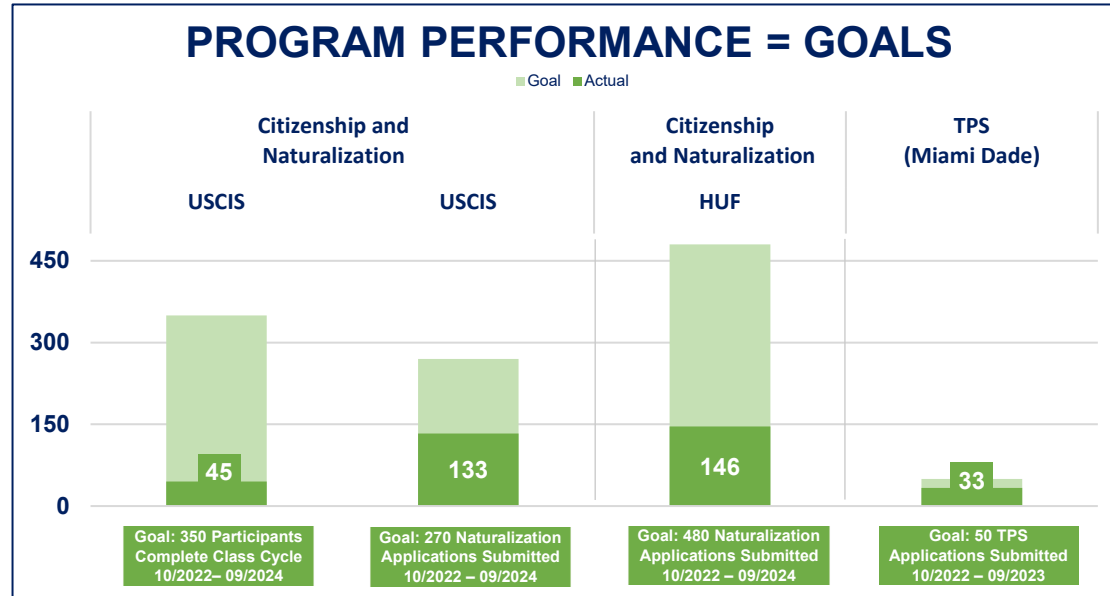
Based on current results and if future projections are met:

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



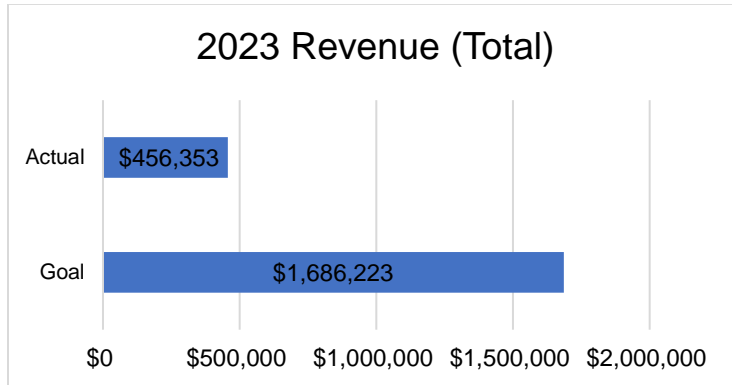
Empowering a New Generation of Americans

# CIVIC ENGAGEMENT FEBRUARY 2023



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



**Breakdown of Revenue**

<b>Unrestricted</b>	<b>Goal</b>	<b>Actual</b>	<b>Variance</b>
Annual Campaign	\$14,000	\$2,527	(\$11,473)
Circle of Friends	\$50,000	\$18,833	(\$31,167)
Corporate	\$310,000	\$17,742	(\$292,258)
Events	\$80,000	\$0	(\$80,000)
Major Gifts	\$70,000	\$12,000	(\$58,000)
Major Gifts (MY)	\$35,000	\$0	(\$35,000)
Miscellaneous	\$1,000	\$364	(\$636)
<b>Total</b>	<b>\$560,000</b>	<b>\$51,466</b>	<b>(\$508,534)</b>
<b>Temporarily Restricted</b>	<b>\$1,126,223</b>	<b>\$404,887</b>	<b>(\$721,336)</b>
<b>Total</b>	<b>\$1,126,223</b>	<b>\$404,887</b>	<b>(\$721,336)</b>
<b>GRAND TOTAL</b>	<b>\$1,686,223</b>	<b>\$456,353</b>	<b>(\$1,229,870)</b>

<u>Grant Pipeline (Conservative)</u>			<u>Grant Pipeline (Aggressive)</u>		
Month/Year	# of Requests	Value of Requests	Month/Year	# of Requests	Value of Requests
4/2023	1	\$ 8,000	4/2023	1	\$ 4,000
5/2023	3	\$ 70,000	5/2023	5	\$ 461,000
6/2023	2	\$ 40,438	<b>Grand Total</b>	<b>6</b>	<b>\$ 465,000</b>
9/2023	9	\$ 146,475			
12/2023	4	\$ 95,000			
<b>Grand Total</b>	<b>19</b>	<b>\$ 359,913</b>			

<u>Grants Submitted</u>			<u>Grants Awarded</u>		
Month/Year	# of Requests	Value of Requests	Month/Year	# of Awards	Value of Awards
12/2022	4	\$ 75,000	12/2022	1	\$ 10,000
1/2023	3	\$ 67,500	1/2023	2	\$ 315,000
2/2023	10	\$ 1,688,342	2/2023	2	\$ 79,887
3/2023	4	\$ 1,253,791	3/2023	1	\$ 1,000
4/2023	4	\$ 720,000	<b>Grand Total</b>	<b>6</b>	<b>\$ 405,887</b>
<b>Grand Total</b>	<b>25</b>	<b>\$ 3,804,633</b>			

<u>Pitch Pipeline</u>			<u>Pitches Awarded</u>		
Month/Year	# of Requests	Value of Requests	Month/Year	# of Awards	Value of Awards
4/2023	1	\$ 10,000	1/2023	1	\$ 10,000
5/2023	1	\$ 15,000	3/2023	9	\$ 6,178
6/2023	1	\$ 5,000	<b>Grand Total</b>	<b>10</b>	<b>\$ 16,178</b>
<b>Grand Total</b>	<b>3</b>	<b>\$ 30,000</b>			

<u>Pitches Submitted</u>		
Month/Year	# of Requests	Value of Requests
3/2023	10	\$ 10,000
<b>Grand Total</b>	<b>10</b>	<b>\$ 10,000</b>

**NOTES –**

- Walmart Note - \$125K UNR pitched in March; \$500 awarded to date. Submitted amount does not appear in pipeline since partially awarded.
-