



**Empowering a
New Generation
of Americans**

**Board of Directors Meeting Package
Meeting #5: Meeting will be in person at HUF
Tuesday, May 9, 2023
@4pm**

Join Zoom Meeting

<https://us06web.zoom.us/j/84903878249?pwd=dFRsRGJYTWIKQ3Nrd2pYd3NwRUUpDdZ09>

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, May 9, 2023 | 4:00 PM – Hybrid Meeting





Time	Item	Lead	Pgs	Action
4:00	Call to Order / Roll Call	Christina Paradowski Felina Furer		
4:05	Chair Welcome	Christina Paradowski		Information
4:10	CEO Report	Felipe Pinzon		Information
4:20	Mission Moment <ul style="list-style-type: none"> • AmeriCorps • Data Management 	Carolina Urrechaga, Elizabeth Dorante & Juliana Esguerra		Information
4:45	Strategic Plan Update	Christina Paradowski Dr. Nasse Felipe Pinzon		Update
4:55	Governance <ul style="list-style-type: none"> • Board Member Resignation • Recruitment • 2022 BOD Overall Performance 	Tony Abbate & Christina Paradowski		Discussion
5:10	Finance <ul style="list-style-type: none"> • 2022 Audited Financial Statements Timeline 	Lisette Rodriguez & Leonor Romero		Update
5:15	Public Policy & Advocacy <ul style="list-style-type: none"> • Florida HB 1617 & SB 1718: Immigration Bill 	Carolina Cardozo, Valenzuela		Update
5:25	Fund Development <ul style="list-style-type: none"> • Entrepreneur Summit • Miniaci Family Grant Challenge 	Shani Wilson Felipe Pinzon	1	Information Information
5:35	Consent Agenda <ul style="list-style-type: none"> • Board Meeting Minutes (04/2023) • Electronic Vote – Credit Card Policy, Bank of America Resolution and April BOD Meeting Consent Agenda • Finance Committee Minutes (3/2023) • January – February 2023 Financial Statement 	Christina Paradowski	4 7 10 15	Action
5:40	Executive Session			
6:00	Adjourn			

18 Active Board members / 10 required for quorum and vote



	<p>Shani Wilson, VP of Development</p> <p>swilson@hispanicunity.org</p> <p>754-260-0409</p>		<p>Leonor Romero, Chief Financial Officer</p> <p>lromero@hispanicunity.org</p> <p>754-221-7976</p>
	<p>Elizabeth Dorante, VP of Programs</p> <p>edorante@hispanicunity.org</p> <p>954-600-4318</p>		<p>Ingrid Ekblad, Director of Operations</p> <p>iekblad@hispanicunity.org</p> <p>954-907-1410</p>
	<p>Magaly Alvarado, Director of Civic Engagement</p> <p>malvarado@hispanicunity.org</p> <p>954-907-1354</p>		<p>Yonela Carusi, Director of Education Department</p> <p>ycarusi@hispanicunity.org</p> <p>954-701-5232</p>
	<p>Katherin Gallego, Marketing Director</p> <p>kgallego@hispanicunity.org</p> <p>954-329-5262</p>		<p>Juliana Esguerra, Associate Director of Data Management & IT</p> <p>jesguerra@hispanicunity.org</p> <p>954-639-2043</p>



	<p>Eduardo Pineda, Director of Economic Development</p> <p>epineda@hispanicunity.org</p> <p>954-608-9259</p>		<p>Otayme "Otto" Valenzuela, Associate Director of Public Policy & Advocacy</p> <p>ovalenzuela@hispanicunity.org</p> <p>954-294-6054</p>
	<p>Felina Rosales- Furer, Administrative Manager</p> <p>ffurer@hispanicunity.org</p> <p>954-329-5968</p>		<p>Felipe Pinzon, President & CEO</p> <p>fpinzon@hispanicunity.org</p> <p>954-257-5473</p>



Rose Miniaci Family Fund Match Grant Challenge Grant Memorandum of Understanding

Grantee: Hispanic Unity of Florida
Match Amount: \$200,000
Match Period: July 1, 2023 – June 30, 2026

Match Purpose

The Rose Miniaci Family Fund at the Community Foundation of Broward will award a multi-year match grant of \$200,000 to help Hispanic Unity of Florida (HUF) achieve a \$400,000 fundraising goal. The match will provide support, over the next three years, for HUF's **2Gen** initiative. The initiative aims to provide workforce development and employment services for young adults, parents, and others in the community.

Match Requirements

The Rose Miniaci Family Fund will match dollar for dollar up to \$200,000 (Year1: \$50,000, Year2: \$65,000, Year3: \$85,000) of all donations raised, once Hispanic Unity of Florida:

- ✦ Completes and returns a signed Memorandum of Understanding
- ✦ Provides required reporting documents
- ✦ Secures \$200,000 from one or more of the following approved match sources (See Attachment A):
 - New Donor Gifts
 - Incremental Gifts from Existing Donors (specifically to support the 2Gen initiative)
 - Board of Director's Efforts

Reporting Requirements and Due Dates

Hispanic Unity of Florida must:

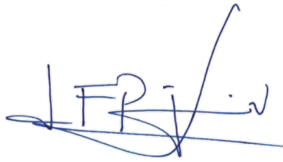
- ✦ Provide a narrative report on the progress of the 2Gen initiative
Grant Report Due: December 31, 2023, December 31, 2024, December 31, 2025
- ✦ Provide financial accounting of contributors, the amount of their donation, and the date of donation.
Grant Report Due Dates: December 31, 2023, December 31, 2024, December 31, 2025

Report dates will be updated as needed until the \$200,000 match is raised.

Grant Payment

- 💡 \$50,000 to be paid upon review and verification of match dollars before or by June 30, 2024
- 💡 \$65,000 to be paid upon review and verification of match dollars before or by June 30, 2025
- 💡 \$85,000 to be paid upon review and verification of match dollars before or by June 30, 2026

Return signed document to Community Foundation of Broward, 910 E. Las Olas Boulevard, Suite 200 – Fort Lauderdale, FL 33301.



Felipe Pinzon
President and CEO
Hispanic Unity of Florida

April 28, 2023

Date



**Rose Miniaci Family Fund
Match Grant Challenge
Grant Memorandum of Understanding**

Attachment A

Annual Fund-Raising Breakdown

Fundraising Sources	Year 1	Year 2	Year 3
	\$50,000	\$65,000	\$85,000
New Donor Gifts	\$20,000 (20%)	\$39,000 (60%)	\$68,000 (80%)
Incremental Gifts from Existing Donors	\$20,000 (40%)	\$13,000 (20%)	\$0
Board of Director's (BOD) Efforts	\$10,000 (20%)	\$13,000 (20%)	\$17,000 (20%)



Board of Directors
Meeting Minutes
Tuesday, April 25 2023 | 04:00 PM

Call to Order / Roll Call

Christina Paradowski and Felina Furer

Began at 4:02pm

Chair Welcome

Christina Paradowski

Christina welcomed everyone and shared:

- The mural event on March 30, 2023 went beautifully. HUF's President/CEO Felipe Pinzon was joined by President Gregory A. Haile of Broward College and Venezuelan-born artist Marie Franco to unveil our new mural. A partnership between HUF and Broward College, with support from Twenty6North Productions, this project is a visual representation of our collaboration, aspirations, and diversity of our community.
- Flowers were sent to Virginia Cielo on behalf of the board and staff due to the passing of her husband. Felipe hopes to meet with her in person in near future.
- Asked everyone in joining her in congratulating Felina Furer for her birthday (April 12), and,
- Kenny and Sandy Tate are the executive producers of a movie (GRINGA) – it was released this past weekend at Savor Cinema in Ft. Lauderdale – The Tates made HUF the recipient of the event proceeds (\$5K - \$10K). Special thanks to the Board members who attended the event.

CEO Report

Felipe Pinzon provided an update on the two Appropriations requests:

- HEAL: the Senate offered the project at \$250,000, which is what was recommended by the committee chair. It's also currently at \$250,000 in the House. HUF is waiting for the first House offer to see if they increase the funding. HUF has contacted both project sponsors who are working on it. Rep Woodson and Leader Book).
- FOCUS is likely not going to be funded this year. Workforce dollars were small in comparison to other budgets. Very few special projects were funded across the state.

Felipe also shared with the Board that Beatriz and Albert Miniaci awarded HUF \$200,000 over three years to support the organization’s workforce education component. It is a challenge grant which means HUF needs to raise \$200,000 as matching.

Mission Moment	Yonela Carusi & Elizabeth Dorante
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Yonela Carusi, Arelis Dilone and Elizabeth Dorante made a presentation on LEAP High and Youth FORCE (Unity 4Teens)

Strategic Plan – Update	Christina Paradowski, Carlos de Quesada, Ryan Hanning & Felipe Pinzon
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Veracruz Advisory provided an update on the Strategic Plan, the process and timeline. They also provided a brief update of the stakeholder’s interviews and reminded the Board that the Board Retreat is now scheduled in September 2023.

On March 9th the Strategic Planning Committee (SPC) met for the first time. They went over the proposed structure and process. 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 had its first meeting on April 5th and met again yesterday, April 24. They will meet again two more times.

Governance	Christina Paradowski
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Christina reminded all Board members to assist in recruiting Board members with experience in HR, IT/Tech, Marketing, Accounting/CPA and Legal. In the next two years, there will be seven board members terming off. She also mentioned that committees need additional members. Giselle Cushing suggested using the South Florida Business Journal to identify potential candidates.

Angie Stone referenced a recruitment toolkit that was used seven years ago. Angie stated that she will send an email to Board members asking for mentors to coach and mentor new members.

Finance**Leonor Romero &
Lisette Rodriguez**

Leonor and Lisette went over the following topics:

- Single Audit: HUF has exceeded \$750k in Federal expenditures, which requires a single audit. The final due date of Audit is June 30th.
- Credit Card Policy: Leonor Romero presented three proposed changes to the policy to streamline the process and implement new controls.
- Bank of America Resolution: The singers listed at Bank of America are still Josie Bacallao and Virginia Cielo, which needs to change to Felipe Pinzon and Leonor Romero. The bank requires a bank resolution to make this change. This account will stay open, and HUF will not close the account at this time.

Public Policy & Advocacy**Carolina Cardozo &
Otto Valenzuela**

- Broward Days 2023: March 21st & 22nd. Ashely Boxer, Christina Paradowski, Otto Valenzuela and Felipe Pinzon represented HUF.
- Jared Nordlund, UnidosUS Florida State Director made a presentation on the State Immigration Bill and highlighted some of the provisions that may negatively impact Florida residents and businesses,

Fund Development**Shani Wilson**

- On May 5th, Quvo (Mexican restaurant) will celebrate *Cinco de Mayo*. This is the restaurant's annual charity event, and all proceeds will go to HUF. Shani invited all Board members to attend.

Consent Agenda**Christina
Paradowski**

Did not have quorum and will seek approval of all action items through an electronic vote.

Executive Session**Christina
Paradowski**

A short session was had.

Adjourn

At 6pm

Next Meeting: Tuesday, May 9, 2023 @ 4pm

Hispanic Unity of Florida

April 26, 2023 Vote on Credit Card Policy Update

	BOARD MEMBER	Credit Card Policy Update
1.	ABBATE, Anthony (Tony)	
2.	ALVAREZ, Maritza	
3.	ARGUELLO, Ana	
4.	BARNARD, Maria	Yes
5.	BITTAR, Elsa	Yes
6.	CARDOZO, Carolina	Yes
7.	CUSHING, Giselle	Yes
8.	ESPINOZA, Boris	Yes
9.	FRANCO, Lesli C.	Yes
10.	HERZ, Daniel	Yes
11.	NASSE, Jeffrey	Yes
12.	PARADOWSKI, Christina	Yes
13.	REYES, Christian	
14.	RIVERA, Francisco	Yes
15.	RODRIGUEZ, Ana	
16.	RODRIGUEZ, Lisette	Yes
17.	RODRIGUEZ, Lucia	Yes
18.	SCHEVIS, Dan	Yes
19.	STONE, Angie	Yes
	Total	14

Hispanic Unity of Florida

April 26, 2023 Vote on Bank of America Resolution

	BOARD MEMBER	BofA Resolution
1.	ABBATE, Anthony (Tony)	
2.	ALVAREZ, Maritza	
3.	ARGUELLO, Ana	
4.	BARNARD, Maria	Yes
5.	BITTAR, Elsa	Yes
6.	CARDOZO, Carolina	Yes
7.	CUSHING, Giselle	Yes
8.	ESPINOZA, Boris	Yes
9.	FRANCO, Lesli C.	Yes
10.	HERZ, Daniel	Yes
11.	NASSE, Jeffrey	Yes
12.	PARADOWSKI, Christina	Yes
13.	REYES, Christian	
14.	RIVERA, Francisco	Yes
15.	RODRIGUEZ, Ana	
16.	RODRIGUEZ, Lisette	Yes
17.	RODRIGUEZ, Lucia	Yes
18.	SCHEVIS, Dan	Yes
19.	STONE, Angie	Yes
		14

Hispanic Unity of Florida

April 26, 2023 Vote on April 25, 2023 Consent Agenda

	BOARD MEMBER	Consent Agenda
1.	ABBATE, Anthony (Tony)	
2.	ALVAREZ, Maritza	
3.	ARGUELLO, Ana	
4.	BARNARD, Maria	Yes
5.	BITTAR, Elsa	Yes
6.	CARDOZO, Carolina	Yes
7.	CUSHING, Giselle	Yes
8.	ESPINOZA, Boris	Yes
9.	FRANCO, Lesli C.	Yes
10.	HERZ, Daniel	Yes
11.	NASSE, Jeffrey	Yes
12.	PARADOWSKI, Christina	Yes
13.	REYES, Christian	
14.	RIVERA, Francisco	Yes
15.	RODRIGUEZ, Ana	
16.	RODRIGUEZ, Lisette	Yes
17.	RODRIGUEZ, Lucia	Yes
18.	SCHEVIS, Dan	Yes
19.	STONE, Angie	Yes
		14



Finance Committee
Meeting Minutes
Thursday, March 29, 2023 | 9:00 AM

Call to Order / Roll Call

Lisette Rodriguez and Felina Furer

Began at 9:00am

Present: Lisette Rodriguez, Alejandro Loscher, Christina Paradowski, Rodney Bacher, Myrna Monserrat and Arnold Nazur

Excused: Christian Reyes

Absent:

Approval of February 2023 Minutes

Lisette Rodriguez

Motion to approve the February minutes by Rodney Bacher. A second was made by Arnold Nazur. Motion passed.

Program Performance – Scorecard Review

Elizabeth Dorante

Elizabeth started explaining why we will go over the dashboard summary for the month January 2023 despite we are in March. The data I use to provide this summary goes through a process that makes it final and available to us after our regular monthly meetings. This is why we report programs from two months after.

Under Education, U4K is the program in red during the month of January. Unfortunately, and as explained during our December and January meetings, this will most likely be the pattern for this program. I want to highlight that programmatically, U4K does outstanding work for the children and families we serve. Today, the program has reached capacity in registration at 20 out of 20. Higher registration means an increase in clients' fees, reimbursement from the food program and, depending on the children's ages, VPK returns.

As stated last month, all other programs in the Education department continue working towards their goals. Their respective fiscal years end on September 30, 2023 as funded by CSC. These programs all transitioned from being 100% cost reimbursement to unit cost since 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.

I want to draw your attention to programs in the Economic Development area now and some that are also unit cost programs. These programs have more than one funding source which makes them also have fiscal years falling at different times during the year.

These programs are:

- The Center for Working Families under contracts with Broward County and United Way,
- The HEAL program as contracted by UW
- and the VITA program with contracts with United Way, IRS, and CSC.

None of these programs are in red and we are closely monitoring the production of units to ensure compliance with the contract and that projected revenues are achieved.

One special note I wanted to make was about the Advancing Health Literacy Program which is sunsetting on June 30, 2023. Efforts from the fund development team along with program staff have concluded in a strong application recently submitted to the United Way of Broward County for continued funding in the health literacy area.

Additionally, the senior team is finalizing a document with various timelines and a script to have that difficult conversation with the staff directly impacted by it. We hope to be able to speak with them as early as next week. We are being considerate of the time they'll need to prepare for what is ahead for the near future with employment. At the same time, we are looking at the resumes and qualifications of staff working in this program to let them know there are options to apply to positions provided they are the right fit for them and HUF.

Finally, the Civic Engagement department where 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 initial projected goal of \$100,000.

Fund Development Update	Shani Wilson
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Our budget for 2023 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 have secured \$31,853 (or 5.6%) of our \$560,000 unrestricted fundraising goal. This is up \$16K from last month and includes a disbursement from HUF's first bitcoin donation (thank you Arnold!).

February 15th through March 1st, we ran our United Way of Broward workplace giving campaign and asked staff to designate their gift to HUF. This year, 28 employees donated or pledged \$7,098.30 and designated \$4,814. Last year, 31 employees donated or pledged \$7,812 and designated \$3,946. Disbursements from this year's campaign are not expected to arrive to HUF until next year or later.

With respect to our \$1.1M grant revenue goal, we have secured just over 7% of our goal. Up from 1% of our goal last month.

As a reminder, we launched a new revenue tracking tool last year to streamline reporting efforts of unrestricted fundraising and grants which were previously tracked separately. In our Grant pipeline, the “Conservative” category includes grant renewals, dollars we have received before and are confident we’ll receive again (ex. the Children’s Services Council of Broward, the Batchelor Foundation). The “Aggressive” category includes grants that are new to HUF, such as a new funder and/or a new program request from an existing funder.

As of last week Friday, we submitted more than \$3.1M in requests, up from \$575K in the previous month. This includes \$900K in state appropriations requests for 2Gen/workforce & LIFT + HEAL (aggressive) and \$950K+ to the CSC for FSP (conservative). We have another \$190K in grant requests to submit through the end of this month.

Lastly, we are in the planning stages for an in-person Entrepreneur Summit to take place this fall. Sponsorship proceeds from this event will contribute to our unrestricted fundraising goal.

Felipe shared the HEAL program appropriations request has been put in a potential budget for \$250k. We are happy it is still alive. The other appropriation request of CWF Workforce did not make it. However, he is working with Senator Book to get it back in the budget. Felipe met with the Minacci’s last week and they have pledged \$200K match donation over the next 3 years.

December 2022 Unaudited Results
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Leonor Romero

December results we are up by \$644k with temporary restricted included too. Agency surplus \$1,250,593. We are positive in regards to our cash and grant receivable are higher than prior year. We must use the rest of the Jim Moran Foundation portion of the \$1million grant by end of 2023. We are on target and healthy budget.

Audit is being worked on now to have a completion date of end of May. Staff has had personal loss that also caused delay.

Financials will be shared in about three weeks with the committee, December draft. 2023 financials for January and February will be finalized in next few weeks; Sage has been down and adding to the challenges.

No vote on December financials as will we vote on the audited financials in the future.

Credit Card Policy

Leonor Romero

This outlines our policies and the change to make more cohesive with policies that is approved by the Board versus focusing on both policies and procedures. The policy outlines what is allowable.

Did something happen that we needed these changes Arnold asked? Leonor shared nothing occurred. It is due diligence as part of the ongoing review/updates for current demand. Lisette asked would it help to increase our credit limit? Leonor will investigate it as it would assist as available.

Motion to approve the updated credit card policy by Arnold Nazur. A second was made by Myrna Monserrat. Motion passed.

Bank of America Resolution	Leonor Romero
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The signers listed at Bank of America are still Josie Bacallao and Virginia Cielo. This resolution updates to current signers to Luis Felipe Pinzon and Leonor Romero. The bank requires a bank resolution to make this change. This account will stay open, and we will not close the account at this time. It's good have a few banks.

Motion to approve to update signers per Bank of America resolution by Arnold Nazur. A second was made by Rodney Bacher. Motion passed.

Updates	Leonor Romero
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Lawsuit: It is a process and moving along.

Software/Interim Reports: The SAGE system is not user friendly. Leonor is looking into another system we could use instead. We need better reporting and productivity. Perhaps QuickBooks with restricted rights, user friendly and efficient. We would not need turn over training so intense in the future. Leonor will reach out to committee members for their input. What interim reports does this committee want to see in the future? Felipe shared this has been an ongoing challenge with prior CFO's and hurts in putting us behind. We want to meet the expectations and overcome our challenges. Myrna mentioned out of the box reporting is better than creating customized reporting; the goal is to see if their software will get us the data we need. We probably do not want to see anything different; it is the content that is important.

Fraud Check Update \$8,500: Last February 2022, there was a vendor who never received their check that was fraudulently cashed. Truist honored our claim in October 2022. Unfortunately, now in March 2023, they reversed the decision citing they wanted the vendor to provide their notarized affidavit. So, we have re-opened the claim. TrippScott cannot advise us as they represent Truist.

We currently have wire transfers, but ACH option is a new step that will be less costly, lower risk, and more efficient. This is currently underway to activate as a regular ACH option. It will require Leonor to update our policy once our banking is set up to accept those regularly.

Strategic Plan: We have chosen VeraCruz Consulting team. We will work on a financial outline one again. The Board has an Strategic Planning Committee composed of the Executive Committee and other members along with Programs & Public Policy subcommittee to go over goals and implement those into our working plan.

Adjourn	Lisette Rodriguez
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At 9:55am

Next Meeting: Thursday, April 20, 2023 @9am via ZOOM

HISPANIC UNITY OF FLORIDA, INC.

FINANCIAL STATEMENTS

Un-audited "preliminary" For Year-Ending February 28, 2023
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2022)

Prepared by: L. Romero 4/18/23
FOR REVIEW BY CEO/FINANCE COMMITTEE
SOURCE: SAGE PEACHTREE @ 02/28/23 / TR SCHEDULE

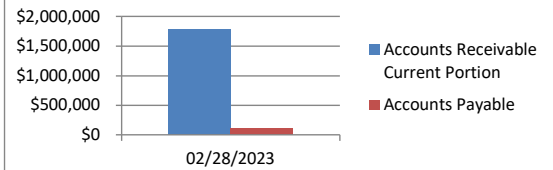
02/28/2023 Dashboard

Revenue YTD Compared to Previous YTD

02/28/2023

	Revenue YTD as of 2/28/2023	Revenue YTD as of 2/28/2022	Year Over Year Chng
Unrestricted Revenue	\$1,237,335	\$2,297,980	(\$1,060,645)
Restricted Revenue	(\$259,185)	(\$452,307)	\$193,122
Total Revenue	\$978,150	\$1,845,673	(\$867,523)

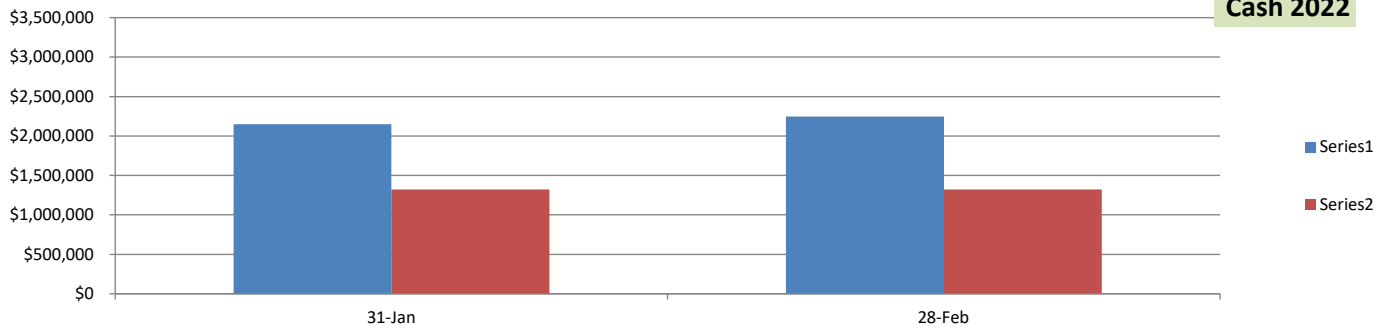
Accounts Receivable Vs Payables February 2023



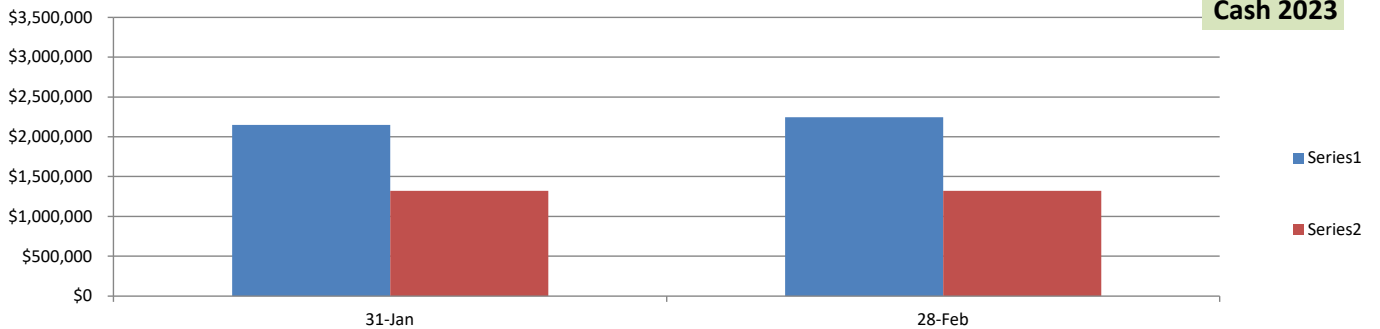
(\$0.46)

0.82352941

Cash 2022



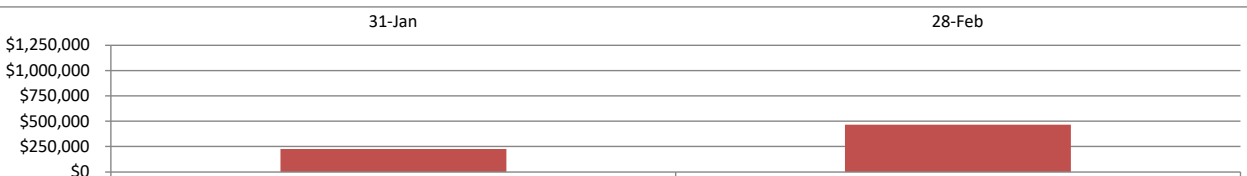
Cash 2023



Line of Credit Usage 2022



Line of Credit Usage 2023



Hispanic Unity of Florida, Inc.

Notes to Financials

02/28/2023

<u>UNR Net Assets</u>	Preliminary	Forecast	Additional
YTD Actual Agency Deficit	(165,368)	606,365	771,733

Reconciliation of UNR Net Assets:

1 Gain/(Loss) From Program Operation	209,726
2 Gain/(Loss) from Support Services	(100,909)
Inc(Dec) in UNR Net Assets	\$ 108,817

Includes:

From Net Assets "Released Prior Year"	(274,185) for current year operations
From Net Assets "Released Current Year"	-

The year-to-date projected operating deficit was \$2,784. Our year-to-date actual was \$904K reflecting a favorable variance of \$279K. Note, this net includes \$15K received-to-date for future allocations

1) Development YTD had a unfavorable budget variance \$63K

2) Programs YTD had a favorable variance of \$122K, includes Donor with Restrictions released totaling \$15K

3) Admin YTD had a favorable budget variance of \$43K, includes Donor with Restrictions released totaling \$68.5K

Cash

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

\$ (165,871) Inc/(Dec) in Net Assets
(400,395) Adjustments to reconcile increase (decrease) in net assets
<u>(566,266) Net cash provided (consumed) by operating activities</u>
(6,743) Investing Activities
(6,138) Financing Activities
<u>\$ (579,147) Inc/(Dec) in Cash</u>

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FINANCIAL POSITION
 Un-audited "preliminary" For Year-Ending February 28, 2023
 (WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2022)

<u>ASSETS</u>	<u>2023</u>	<u>2022</u> un-audited
Current Assets		
Cash	2,031,717	\$ 2,610,864
Grants receivable, net	1,279,346	813,695
Unconditional promises to give, net	506,445	644,027
Prepaid expenses	<u>29,255</u>	<u>31,666</u>
Total Current Assets	<u>3,846,763</u>	<u>4,100,252</u>
Non-Current Assets		
Long term conditional promises to give	822,966	822,966
Property and equipment, net	1,163,469	1,181,561
Deposits and Other Assets	<u>33,169</u>	<u>33,248</u>
Total Non-Current Assets	<u>2,019,604</u>	<u>2,037,775</u>
Total Assets	<u>5,866,366</u>	<u>\$ 6,138,027</u>
<u>LIABILITIES AND NET ASSETS</u>		
Current Liabilities		
Accounts payable and accrued expenses	106,038	\$ 205,690
Mortgage payable, current	18,659	20,476
Line of credit	<u>305,095</u>	<u>306,339</u>
Total Current Liabilities	<u>429,792</u>	<u>532,505</u>
Noncurrent Liabilities		
Mortgage payable, net of current portion	<u>730,453</u>	<u>733,530</u>
Total Non-Current Liabilities	<u>730,453</u>	<u>733,530</u>
Total Liabilities	<u>1,160,245</u>	<u>1,266,034</u>
Net Assets		
Without Donor Restrictions	1,929,586	1,836,272
With Donor Restrictions	<u>2,776,536</u>	<u>3,035,721</u>
Total Net Assets	<u>4,706,121</u>	<u>4,871,992</u>
Total Liabilities and Net Assets	<u>5,866,366</u>	<u>\$ 6,138,027</u>

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HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES
 Un-audited "preliminary" For Year-Ending February 28, 2023
 (WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2022)

				Un-audited 2022
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenues and Other Support:				
Contributions	\$ 33,533	\$ 15,000	\$ 48,533	\$ 3,611,804
Special events	-	-	-	-
Grants from government agencies	786,233	-	786,233	4,603,537
Other grants and fees	77,992	-	77,992	453,487
Miscellaneous	65,319	\$ 73	65,392	277,504
Donations, in-kind	-	-	-	20,454
Net assets released from restrictions:				
Satisfaction of time restrictions	274,185	(274,185)	-	-
Satisfaction of program and purpose restrictions	73	(73)	-	-
	1,237,335	(259,185)	978,150	8,966,785
Total Revenues and Other Support				
Expenses (Functional)				
Program services	1,052,497	-	1,052,497	7,098,279
Management and general	80,081	-	80,081	540,086
Fundraising	11,440	-	11,440	77,155
	1,144,018	-	1,144,018	7,715,520
Total Expenses				
Change in Net Assets	93,317	(259,185)	(165,868)	1,251,265
Net Assets - Beginning of Year	1,836,273	3,035,721	4,871,994	3,620,728
Net Assets - End of Year	w/ all releases 1,929,590	2,776,536	4,706,126	4,871,993.24

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF CASH FLOWS
Un-audited "preliminary" For Year-Ending February 28, 2023
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2022)

	<u>2023</u>	<u>Un-audited 2022</u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ (165,871)	\$ 1,251,262
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	24,915	144,084
Provision for uncollectible promises to give	-	-
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(465,651)	22,296
(Increase) decrease in unconditional promises to give	137,583	(1,017,081)
(Increase) decrease in prepaid expenses	2,410	(6,446)
(Increase) decrease in security deposits and other assets	-	-
Increase (decrease) in accounts payable and accrued expenses	<u>(99,652)</u>	<u>3,631</u>
Total adjustments	<u>(400,395)</u>	<u>(853,515)</u>
Net Cash Provided by Operating Activities	<u>(566,266)</u>	<u>397,747</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment, net of retirements	<u>(6,743)</u>	<u>(26,909)</u>
Net Cash (Used In) Investing Activities	<u>(6,743)</u>	<u>(26,909)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	(1,244)	295,000
Borrowing (Repayment) of mortgage	<u>(4,894)</u>	<u>(21,720)</u>
Net Cash Provided by Financing Activities	<u>(6,138)</u>	<u>273,280</u>
Increase (decrease) in Cash	(579,147)	644,117
Cash - Beginning of Year	<u>2,610,864</u>	<u>1,966,747</u>
Cash - End of Year	<u>\$ 2,031,717</u>	<u>\$ 2,610,864</u>

Temp Restricted Schedule

Un-audited "preliminary" For Year-Ending February 28, 2023

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Awards Brought Forward to 2021	AREA	CC	December 31, 2022	Increase/ (Decrease)	Additions	Increase/ (Decrease)	February 28, 2022
Third Federal Bank (4060) - General	UUDS	000	50,000	(50,000)			0
TJMF - 9-01-18 - 8-31-23	Admin	000	130,170	(2,500)			127,670
Kresge Foundation (The) - Kresge Foundation - Database	YDEP	004	86,000	(15,994)			70,006
Unidos Medic Grant	AAAS	013	4,000	-			4,000
Unidos Policy & Advocacy Medic - ACA final report due 8/8/22	AAAS	013	5,000	-			5,000
Unidos Policy & Advocacy Medic - MED-ACA 1122-0823-1	AAAS	013	14,500	-			14,500
UnidosUS - Citizenship Savings - Grant Civic Engagement Citizenship	CZZP	156	3,750	-			3,750
City of Hollywood Police Depar - LETF - U4T High School Grant	ODEP	167	10,000	-			10,000
Tate Foundation 2023 Community Fdt	UKEP	173	20,000	(20,000)			0
Tate Foundation 2024 Community Fdt	UKEP	173	20,000	-			20,000
Tate Foundation 2025 Community Fdt	UKEP	174	20,000	-			20,000
UnidosUS - Comprando Rico y Sa - UnidosUS-RICOYS 1120 - 0422-3	PBWP	237	3,500	-			3,500
Bank of America - Bank of America Grant for Vita	VSWP	301	20,000	-			20,000
Third Federal Bank (4060) - VITA	VSWP	301	15,000	-			15,000
Unidos COV 19 Rapid Relief - COVID-19: 8/21- 12/21-2	EFWP	332	3,050	-			3,050
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
Comcast Foundation - Comcast U4T/STEM (4060)	STEP	440	20,000	-			20,000
Batchelor Fdn 9-8-2022 to 9-30-23	U4T - HS	481	16,667	-			16,667
Wells Fargo Foundaton - CWF Grant to support Financial	CFWP	500	35,000	-			35,000
Truist - IT/Technology Funding	CFWP	500	75,000	-			75,000
Jim Moran Foundation - \$1,144,500 - \$381.5/year 1	CFWP	503	381,500	(47,489)			334,011
Jim Moran Foundation - Moran \$1,144,500 - \$381.5/year 2	CFWP	503	381,500	-			381,500
Jim Moran Foundation - Moran \$1,144,500 - \$381.5/year 3	CFWP	503	381,500	-			381,500
Community Foundation of Broward - Mitigating Data Issues Program	CFWP	506	17,399	(7,000)			10,399
TK Orange County Community Foundation	CFWP	508	90,055	(15,094)			74,961
JP Morgan Chase Foundation - Workforce 2022-2023 General Ops	CFWP	510	140,146	(9,596)			130,549
Frederick Delucca 9/22-8/23	CFWP	514	114,939	(15,905)			99,034
Jim Moran Foundation Research Grant 1-1-21 to 12-31-22	CFWP	531	19,024	-			19,024
American Health Healthy for Life: Initiative	PMWP	535	2,000	-			2,000
The Wawa Foundation - To Support the Comprando Rico y Sano	PBWP	537	1,000	(1,000)			0
UnidosUS - Comprando Rico y Sa - UnidosUS-RICOYS 1120 - 0622-923	PBWP	537	39,243	(13,526)			25,718
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2024	PBW	550	29,294	(15,455)			13,839
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
Florida Blue Foundation - GRANT Comp Rico y Sano (7/15/22-7/14/23)	PMWP	551	43,528	(12,070)			31,459
Florida Blue Foundation - Comprando Rico y Sano pmt 2	PMWP	551	85,000	-			85,000
Florida Blue Foundation - CRS pmt #3 ending 7/26	PMWP	551	50,000	-			50,000
Florida Blue Foundation - CRS pmt #4 ending 7/26	PMWP	551	45,000	-			45,000
Florida Blue Foundation - CRS pmt #5 ending 7/26	PMWP	551	40,000	-			40,000
Florida Blue Foundation - CRS pmt #6 ending 7/26	PMWP	551	30,000	-			30,000
Florida Blue Foundation - CRS pmt #7 ending 7/26	PMWP	551	25,000	-			25,000
Florida Blue Foundation - CRS pmt #87 ending 7/26	PMWP	551	25,000	-			25,000
Share Our Strength - No Kid Hungry (Marketing/Advocacy)	CFWP	547	36,702	(2,368)			34,334
Unidos US (Housing)	HCWP	574	5,515	-			5,515
Unidos US (Housing)	HCWP	574	14,000	(4,035)			9,965
Unidos Wells Keeping People Ho - Housing Counseling	HCWP	574	8,000	(3,779)			4,222
Unidos US HUD (Housing)	-	575	32,500	(9,901)			22,599
NALEO Educational Fund - 50% Grant - Final pymt	CZZP	606	22,348	(4,853)			17,494
UnidosUS Comcast Digital Innov - Grant 1st pmt	CZZP	608	3,015	(3,015)			0
UnidosUS Comcast Digital Innov - Grant 2st pmt Digital Innov Citizenship	CZZP	608	10,000	(2,717)			7,283
UnidosUS Comcast Digital Innov - 3rd final pmt Digital Innov Citizenship	CZZP	608	10,000	-			10,000
The William R. Watts Foundatio - Grant - FSP	FSEP	676	5,000	-			5,000
WeCount! - Florida Protecting Immigrant Families (4060)	PAWP	975	10,000	-			10,000
UnidosUs Digital Skills for Li - Grant 1st payment/2ND / 3RD PMT	CFWP	511	16,330	-			16,330
Florida Blue Foundation - GRANT Citizenship	CZZP	610	100,000	(17,890)			82,110
Unidos (NAC)	-	0	-	-			0
			2,935,721	(274,185)			2,661,536

New 2022

TR Grants

Added in 2023	AREA	CC					
Protecting Immigrant Families	VITA	0			15,000	-	15,000
		0	0		-	-	-
					15,000	-	15,000

\$ 2,935,721 \$ (274,185) \$ 15,000 \$ - \$ 2,676,536

YTD Satisfaction of Time Restrictions **\$ (274,185)** 2,676,536

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES - TOTAL
 Un-audited "preliminary" For Year-Ending February 28, 2023

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
Revenues						
Donations - UNR	\$ 22,882	\$ 39,167	\$ (16,285)	\$ 33,532	\$ 78,333	\$ (44,801)
Donations - TR	15,000	91,637	(76,637)	15,000	183,280	(168,280)
Satisfaction of Restrictions	104,879	118,478	(13,599)	274,187	236,952	37,235
Fundraising Events	-	6,667	(6,667)	0	13,333	(13,333)
Grant Income	430,733	443,028	(12,295)	864,224	886,055	(21,831)
Interest Income	10	0	10	22	0	22
Rental Income	4,570	0	4,570	9,140	0	9,140
Voluntary Pre-K	6,336	0	6,336	13,187	0	13,187
Fees & Miscell Income	23,489	26,650	(3,161)	43,044	53,300	(10,256)
Total Revenues	607,899	725,627	(117,728)	1,252,336	1,451,253	(198,917)
Expenses						
Salaries and benefits	484,923	567,112	(82,189)	802,424	1,134,214	(331,790)
Advertising	798	3,624	(2,826)	3,298	7,252	(3,954)
Bank service charges	725	750	(25)	2,390	1,500	890
Building repairs/maint	22,812	10,076	12,736	37,239	20,150	17,089
Depreciation	12,417	12,083	334	24,836	24,167	669
Dues Subscriptions	523	1,400	(877)	1,686	2,799	(1,113)
Information Technology	12,408	11,692	716	25,456	23,384	2,072
Database Management System	0	56	(56)	0	113	(113)
Insurance	6,200	6,921	(721)	12,398	13,844	(1,446)
Interest expense	5,543	5,200	343	8,034	10,400	(2,366)
Licenses and permits	0	403	(403)	0	805	(805)
Mileage reimbursement	2,298	2,849	(551)	4,327	5,696	(1,369)
Travel/Conference	2,981	1,337	1,644	3,409	2,674	735
Miscellaneous	4	141	(137)	(2)	309	(311)
Office expense	5,807	5,501	306	10,845	11,008	(163)
Postage and shipping	743	413	330	1,183	825	358
Printing	3,638	3,126	512	7,518	6,249	1,269
Professional fees	25,361	18,977	6,384	41,979	37,951	4,028
Program expenses	28,685	45,358	(16,673)	81,476	90,699	(9,223)
Public relations	1,670	583	1,087	2,309	1,167	1,142
Rent	3,233	2,233	1,000	6,449	4,467	1,982
Staff events/meetings	12,166	663	11,503	12,504	1,326	11,178
Software	0	84	(84)	5,500	168	5,332
Special fundraising events	0	2,292	(2,292)	0	4,583	(4,583)
Staff training and development	5,873	5,011	862	15,284	10,025	5,259
Telephone	6,141	7,523	(1,382)	11,823	15,047	(3,224)
Telephone - Cell/HotSpots	6,313	3,322	2,991	14,142	6,640	7,502
Utilities	3,488	3,578	(90)	7,511	7,156	355
Administrative Cost (net)	0	3	(3)	1	2	(1)
<i>Worst Case-Admin Net Effect</i>		0	0			
Total Expenses	654,750	722,311	(67,561)	1,144,019.00	1,444,620	(300,601)
Increase (Decrease) in UNR Assets	(\$ 46,851)	\$ 3,316	\$ (50,167)	108,317	\$ 6,633	\$ 101,684

Programs	\$ 209,726	0
Support	\$ (100,909)	0
Total	\$ 108,817	0

Increase (Decrease) in UNR Assets \$ 108,317 subtotal

Less:

Net Assets "Released Prior Year" Without Donor Restrictions (274,185)

Net Assets "Released Current Year" Without Donor Restrictions -

YTD Actual Agency Deficit (165,868) includes Depreciation \$

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES - PROGRAMS
Un-audited "preliminary" For Year-Ending February 28, 2023

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
Revenues						
Donations - UNR		-	-	15,282	-	15,282
Donations - TR	15,000	81,837	(66,837)	15,000	163,681	(148,681)
Satisfaction of Restrictions	96,882	92,760	4,122	205,693	185,516	20,177
Grant Income	430,733	443,028	(12,295)	864,224	886,055	(21,831)
Rental Income	4,570	-	4,570	9,140	-	9,140
Voluntary Pre-K	6,336	-	6,336	13,187	-	13,187
Fees & Miscell Income	23,489	26,650	(3,161)	43,044	53,300	(10,256)
Total Revenues	577,010	644,275	(67,265)	1,165,570	1,288,552	(122,982)
Expenses						
Salaries and benefits	392,215	454,768	(62,553)	648,305	909,526	(261,221)
Advertising	733	2,416	(1,683)	3,233	4,835	(1,602)
Building repairs/maint	16,719	362	16,357	33,439	723	32,716
Depreciation	11,022	-	11,022	22,045	-	22,045
Dues Subscriptions	-	-	-	294	-	294
Information Technology	10,586	182	10,404	22,324	364	21,960
Insurance	5,673	-	5,673	11,343	-	11,343
Interest expense	4,418	-	4,418	8,839	-	8,839
Licenses and permits	-	403	(403)	-	805	(805)
Mileage reimbursement	2,286	2,707	(421)	4,154	5,413	(1,259)
Travel/Conference	-	-	-	-	-	-
Office expense	4,084	5,493	(1,409)	8,263	10,991	(2,728)
Postage and shipping	372	151	221	720	303	417
Printing	4,385	512	3,873	8,769	1,022	7,747
Professional fees	11,061	6,494	4,567	16,900	12,986	3,914
Program expenses	27,794	45,069	(17,275)	77,476	90,121	(12,645)
Rent	2,474	-	2,474	4,946	-	4,946
Software	5,000	-	5,000	5,500	-	5,000
Staff training and development	2,601	2,845	(244)	7,664	5,691	1,973
Telephone	5,360	1,731	3,629	10,717	3,463	7,254
Telephone - Cell/HotSpots	5,569	2,109	3,460	12,592	4,214	8,378
Utilities	2,894	-	2,894	5,792	-	5,792
Administrative Cost (net)	21,262	75,037	(53,775)	42,529	150,070	(107,541)
<i>Worst Case-Admin Net Effect</i>	-	-	-	-	-	-
Total Expenses	536,508	600,279	(63,771)	955,844	1,200,527	(244,683)
Increase (Decrease) in UNR Assets	40,502	43,996	(3,494)	209,726	88,025	121,701

Toward Administrative and Fixed Costs

\$ 338,660

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES - SUPPORT
Un-audited "preliminary" For Year-Ending February 28, 2023

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
Revenues						
Donations - UNR	\$ 12,247	\$ 39,167	(\$ 26,920)	\$ 18,250	\$ 78,333	(\$ 60,083)
Donations - TR	0	9,800	(9,800)	0	19,599	(19,599)
Satisfaction of Restrictions	7,997	25,718	(17,721)	68,494	51,436	17,058
Fundraising Events	0	6,667	(6,667)	0	13,333	(13,333)
Grant Income	0	0	0	0	0	-
Interest Income	10	0	10	22	0	22
Rental Income	0	0	0	0	0	-
Voluntary Pre-K	0	0	0	0	0	-
Fees & Miscell Income	0	0	0	0	0	-
Total Revenues	20,254	81,352	(61,098)	86,766	162,701	(75,935)
Expenses						
Salaries and benefits	92,708	112,344	(19,636)	154,119	224,688	(70,569)
Advertising	65	1,208	(1,143)	65	2,417	(2,352)
Bank service charges	725	750	(25)	2,390	1,500	890
Building repairs/maint	6,093	9,714	(3,621)	3,800	19,427	(15,627)
Depreciation	1,395	12,083	(10,688)	2,791	24,167	(21,376)
Dues Subscriptions	523	1,400	(877)	1,392	2,799	(1,407)
Information Technology	1,822	11,510	(9,688)	3,132	23,020	(19,888)
Insurance	527	6,921	(6,394)	1,055	13,844	(12,789)
Interest expense	1,125	5,200	(4,075)	(805)	10,400	(11,205)
Licenses and permits	0	0	0	0	0	0
Lobbying	0	0	0	0	0	0
Mileage reimbursement	12	142	(130)	173	283	(110)
Travel/Conference	2,981	1,337	1,644	3,409	2,674	735
Miscellaneous	4	(21)	25	(2)	(15)	13
Office expense	1,723	8	1,715	2,582	17	2,565
Postage and shipping	371	262	109	463	522	(59)
Printing	(747)	2,614	(3,361)	(1,251)	5,227	(6,478)
Professional fees	14,300	12,483	1,817	24,579	24,965	(386)
Program expenses	891	289	602	4,000	578	3,422
Public relations	1,670	583	1,087	2,309	1,167	1,142
Rent	759	2,233	(1,474)	1,503	4,467	(2,964)
Special fundraising events	0	2,292	(2,292)	0	4,583	(4,583)
Staff events/meetings	12,166	663	11,503	12,504	1,326	11,178
Staff training and development	3,272	2,166	1,106	7,620	4,334	3,286
Telephone	781	5,792	(5,011)	1,106	11,584	(10,478)
Telephone - Cell/HotSpots	744	1,213	(469)	1,550	2,426	(876)
Utilities	594	3,578	(2,984)	1,719	7,156	(5,437)
Administrative Cost (net)	(21,262)	(75,034)	53,772	(42,528)	(150,068)	107,540
Worst Case-Admin Net Effect	0	0	0	0	0	0
Total Expenses	123,242	121,730	1,512	187,675	243,488	(55,813)
Increase (Decrease) in UNR Assets	(\$ 102,988)	(\$ 40,378)	(\$ 62,610)	(\$ 100,909)	(\$ 80,787)	(\$ 20,122)