



**Empowering a
New Generation
of Americans**

Board of Directors Meeting Package

Meeting #6

Tuesday, June 27, 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, June 27, 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 <ul style="list-style-type: none"> Broward County Hispanic Bar Association – Award 	Christina Paradowski		Information
4:10	CEO Report	Felipe Pinzon		Information
4:15	Finance <ul style="list-style-type: none"> 2022 Audit Communications Letter 2022 Audited Financial Statements 	Dan Herz, Leonor Romero & Andrew Fierman (Caballero Fierman Llerena & Garcia)	1-2 3-36	Action
4:35	Strategic Planning – Proposed Goals and Objectives	Christina Paradowski, Felipe Pinzon & VeraCruz	37-38	Action
5:10	Governance <ul style="list-style-type: none"> 2023 Q1 BOD Overall Performance HUF Board: One-Year Extension of Term Limit 	Tony Abbate & Christina Paradowski	39 40	Discussion
5:20	Public Policy & Advocacy <ul style="list-style-type: none"> Florida Immigration Bill 	Carolina Cardozo & Otto Valenzuela		Update
5:30	Fund Development <ul style="list-style-type: none"> Thank You Phone Calls Entrepreneur Summit 	Shani Wilson Shani Wilson		Discussion Information
5:40	Consent Agenda <ul style="list-style-type: none"> Board Meeting Minutes (05/2023) Finance Committee Minutes (4/2023) February 2023 Financial Statement March 2023 Financial Statement PP&A Committee Minutes (4/2023) Sign on Letter FY 2024 Title III (ESEA) Governance Meetings Minutes (4/2023 and 5/2023) Program Performance (3/2023) 	Christina Paradowski	41-45 46-49 50-58 59-70 71-72 73-75 76-81 82-84	Action
5:45	Executive Session <ul style="list-style-type: none"> CEO/President Annual Review 			
6:00	Adjourn			





18 Active Board members / 10 required for quorum and vote

A	B	C	D	E	F	
Board of Directors						
2023						
Board Members	Jan	Feb	Mar	April	May	June
ABBATE, Anthony (Tony)	P	P	P	E	P*	
ALVAREZ, Maritza	P	P	P	P	P	
ARGUELLO, Ana	A	A	A	A		
BARNARD, Maria	P	E	P	P	P	
BITTAR, Elsa	P	A	P	A	P	
CARDOZO, Carolina	P	P	P	P	P	
CUSHING, Giselle	P	P	P	P	P*	
ESPINOZA, Boris	P	P	A	E	P	
FRANCO, Lesli	P	P	A	A	A	
HERZ, Dan	P	P	P	P	P*	
NASSE, Jeffrey	P	P	E	E	P	
PARADOWSKI, Christina	P	P	P	P	P*	
REYES, Christian	P	P	A	A	P	
RIVERA, Francisco	P	P	E	P	P	
RODRIGUEZ, Ana	P	P	P	P	E	
RODRIGUEZ, Lisette	P	P	P	P	P	
RODRIGUEZ, Lucia	P	P	P	A	P	
SCHEVIS, Daniel	P	E	P	A	A	
STONE, Angie	P	P	P	P	P*	
Total Board Members	19	19	19	19	18	
Present: P	18	14	13	10	15	
Excused: E	0	2	2	3	1	
Absent: A	1	3	4	6	2	
Board Members Present at the Meeting	94% Zoom	73% Zoom	68% Zoom	52% Zoom	83% Hybrid	75% Zoom
					*In person	



	<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, Director of Evaluation and Innovation</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>



June XX, 2023

To the Board of Directors and Audit Committee
Hispanic Unity of Florida, Inc.
5840 Johnson Street
Hollywood, FL 33021

We have audited the financial statements of Hispanic Unity of Florida, Inc. (the Organization) for the year ended December 31, 2022, and have issued our report thereon dated June XX, 2023. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, *Government Auditing Standards* and the Uniform Guidance, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated April 1, 2023. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Organization are described in Note 2 to the financial statements. As described in Note 2, the Organization changed accounting policies related to leases by adopting FASB Accounting Standards Update No. 2016-02 (Topic 842), Leases, in 2022. We noted no transactions entered into by the Organization during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the financial statements was:

Management's estimate of the allowance for uncollectible promises to give is based on a percentage of the net value of the promises based on historical collectability factors. We evaluated the methods, assumptions, and data used to develop the estimate of allowance for uncollectible promises to give in determining that it is reasonable in relation to the financial statements taken as a whole.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. There were no corrected or uncorrected misstatements.

Disagreements with Management

For purposes of this letter, a disagreement with management is a disagreement on a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated June XX, 2023.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Organization's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Organization's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters

With respect to the supplementary information accompanying the financial statements, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with U.S. generally accepted accounting principles, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

This information is intended solely for the use of the Board of Directors, Audit Committee and Management of Hispanic Unity of Florida, Inc. and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

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HISPANIC UNITY OF FLORIDA, INC.

FINANCIAL STATEMENTS, SCHEDULE OF EXPENDITURES OF FEDERAL
AWARDS AND REPORTS REQUIRED BY *GOVERNMENT AUDITING STANDARDS*
AND THE UNIFORM GUIDANCE

FOR THE YEAR ENDED DECEMBER 31, 2022
(WITH COMPARATIVE INFORMATION FOR THE YEAR ENDED
DECEMBER 31, 2021)

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HISPANIC UNITY OF FLORIDA, INC.
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INDEPENDENT AUDITORS' REPORT

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Audit Committee of
Hispanic Unity of Florida, Inc.
(a nonprofit organization)
Hollywood, Florida

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Hispanic Unity of Florida, Inc. (the Organization), which comprise the statement of financial position as of December 31, 2022, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Organization as of December 31, 2022, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Auditors' Responsibilities for the Audit of the Financial Statements (Continued)

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated **June XX, 2023**, on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Organization's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.

Report on Summarized Comparative Information

We have previously audited the Organization's 2021 financial statements and we expressed an unmodified audit opinion on those audited financial statements in our report dated June 22, 2022. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2021, is consistent, in all material respects, with the audited financial statements from which it has been derived.

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Miramar, Florida
June XX, 2023

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FINANCIAL STATEMENTS

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HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2022
(WITH SUMMARY COMPARATIVE INFORMATION AS OF DECEMBER 31, 2021)

	<u>2022</u>	<u>2021</u>
<u>ASSETS</u>		
Current assets:		
Cash	\$ 2,629,014	\$ 1,966,747
Grants receivable, net	816,742	835,991
Unconditional promises to give, net	244,028	344,947
Prepaid expenses	<u>31,666</u>	<u>25,220</u>
Total current assets	<u>3,721,450</u>	<u>3,172,905</u>
Non-current assets:		
Long term unconditional promises to give, net	1,156,944	104,966
Property and equipment, net	1,181,560	1,298,258
Deposits and other assets	<u>33,249</u>	<u>33,725</u>
Total non-current assets	<u>2,371,753</u>	<u>1,436,949</u>
Total assets	<u>\$ 6,093,203</u>	<u>\$ 4,609,854</u>
<u>LIABILITIES AND NET ASSETS</u>		
Current liabilities:		
Accounts payable and accrued expenses	254,719	\$ 202,061
Mortgage payable, current portion	19,705	18,658
Line of credit	<u>306,339</u>	<u>11,339</u>
Total current liabilities	<u>580,763</u>	<u>232,058</u>
Noncurrent liabilities:		
Mortgage payable, net of current portion	<u>737,365</u>	<u>757,068</u>
Total non-current liabilities	<u>737,365</u>	<u>757,068</u>
Total liabilities	<u>1,318,128</u>	<u>989,126</u>
Net assets:		
Without donor restrictions	1,739,354	1,823,479
With donor restrictions	<u>3,035,721</u>	<u>1,797,249</u>
Total net assets	<u>4,775,075</u>	<u>3,620,728</u>
Total liabilities and net assets	<u>\$ 6,093,203</u>	<u>\$ 4,609,854</u>

The accompanying notes are an integral part of these financial statements.

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2022
(WITH SUMMARY COMPARATIVE INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2021)

	2022			2021
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Revenues and other support:				
Contributions	\$ 244,893	\$ 3,316,910	\$ 3,561,803	\$ 2,754,804
Special events	-	-	-	22,000
Grants from governmental agencies	4,575,834	-	4,575,834	3,147,254
Other grants and fees	534,236	-	534,236	246,612
Tuition & Fees	146,043	2,606	148,649	135,198
Rental income	52,738	-	52,738	111,387
Interest & Dividends	9,830	-	9,830	4,557
Contributions of nonfinancial assets	20,454	-	20,454	81,189
Net assets released from restrictions:				
Satisfaction of time restrictions	2,076,903	(2,076,903)	-	-
Satisfaction of program and purpose restrictions	4,141	(4,141)	-	-
Total revenues and other support	7,665,072	1,238,472	8,903,544	6,503,001
Expenses:				
Program services	7,338,223	-	7,338,223	6,083,567
Management and general	368,317	-	368,317	594,450
Fundraising	42,657	-	42,657	35,373
Total expenses	7,749,197	-	7,749,197	6,713,390
Change in net assets	(84,125)	1,238,472	1,154,347	(210,389)
Net assets - beginning of year	1,823,479	1,797,249	3,620,728	3,831,117
Net assets - end of year	<u>\$ 1,739,354</u>	<u>\$ 3,035,721</u>	<u>\$ 4,775,075</u>	<u>\$ 3,620,728</u>

The accompanying notes are an integral part of these financial statements.

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2022
(WITH SUMMARY COMPARATIVE INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2021)

	2022						2021	
	Education	Economic Development	Civic Engagement	Total Program Services	Management and General	Fundraising	Total	
Salaries	\$ 2,476,800	\$ 1,951,572	\$ 410,614	\$ 4,838,986	\$ 309,360	\$ 20,480	\$ 5,168,826	\$ 4,841,830
Advertising and public relations	16,892	34,218	9,323	60,433	-	7,452	67,885	23,672
Audit fees	-	-	-	-	27,196	-	27,196	21,837
Bank service charges	2,855	2,855	1,427	7,137	1,259	-	8,396	16,770
Dues and subscriptions	4,424	4,424	4,033	12,881	859	1,094	14,834	21,923
Employee events	3,722	3,722	1,861	9,305	1,613	30	10,948	8,235
Information technology	48,960	103,921	11,721	164,602	2,384	452	167,438	109,280
Professional fees - in-kind	6,954	6,954	3,477	17,385	3,069	-	20,454	81,188
Insurance	22,338	20,630	4,707	47,675	269	136	48,080	39,817
Interest	25,230	28,654	17,174	71,058	663	254	71,975	62,838
Licenses and permits	356	267	133	756	119	-	875	2,744
Occupancy	152,648	95,222	37,061	284,931	4,129	1,110	290,170	295,367
Office supplies and expense	113,469	119,108	34,951	267,528	3,532	1,337	272,397	219,911
Professional fees	83,628	337,867	406,835	828,330	11,107	1,678	841,115	232,059
Program expenses	258,541	255,108	11,505	525,154	-	-	525,154	567,451
Special event expenses	-	-	-	-	-	7,920	7,920	580
Staff training	15,104	20,919	5,356	41,379	1,225	299	42,903	17,262
Travel	11,000	8,577	2,894	22,471	151	-	22,622	7,232
Total expenses before depreciation	3,242,921	2,994,018	963,072	7,200,011	366,935	42,242	7,609,188	6,569,996
Depreciation	70,950	48,632	18,630	138,212	1,382	415	140,009	143,394
Total functional expenses	\$ 3,313,871	\$ 3,042,650	\$ 981,702	\$ 7,338,223	\$ 368,317	\$ 42,657	\$ 7,749,197	\$ 6,713,390

The accompanying notes are an integral part of these financial statements.

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2022
(WITH SUMMARY COMPARATIVE INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2021)

	<u>2022</u>	<u>2021</u>
Cash flows from operating activities:		
Increase (decrease) in net assets	\$ 1,154,347	\$ (210,389)
Adjustments to reconcile increase (decrease) in net assets to cash provided by (used in) operating activities:		
Depreciation	140,009	143,394
Changes in assets and liabilities:		
(Increase) decrease in grants receivable	19,249	(511,509)
(Increase) decrease in unconditional promises to give	(951,059)	265,000
(Increase) decrease in prepaid expenses	(6,446)	21,701
Decrease in security deposits and other assets	476	477
Increase (decrease) in accounts payable and accrued expenses	52,658	(9,166)
Total adjustments	<u>(745,113)</u>	<u>(90,103)</u>
Net cash provided by (used in) operating activities	<u>409,234</u>	<u>(300,492)</u>
Cash flows from investing activities:		
Acquisition of property and equipment	<u>(23,311)</u>	<u>(43,606)</u>
Net cash used in investing activities	<u>(23,311)</u>	<u>(43,606)</u>
Cash flows from financing activities:		
Advance of line of credit	555,000	-
Repayment of line of credit	(260,000)	(458,726)
Repayment of mortgage note	<u>(18,656)</u>	<u>(17,668)</u>
Net cash provided by (used in) financing activities	<u>276,344</u>	<u>(476,394)</u>
Increase (decrease) in cash	662,267	(820,492)
Cash - beginning of year	<u>1,966,747</u>	<u>2,787,239</u>
Cash - end of year	<u>\$ 2,629,014</u>	<u>\$ 1,966,747</u>
Supplemental disclosures		
Interest paid during the year	<u>\$ 71,757</u>	<u>\$ 54,992</u>

The accompanying notes are an integral part of these financial statements.

NOTES TO FINANCIAL STATEMENTS

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HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 1 – ORGANIZATION AND PURPOSE

Hispanic Unity of Florida, Inc. (“HUF” or “the Organization”) was founded in 1982 by community leaders to guide newcomers to the U.S. on their journey to *their* American dream and to ease the acculturation process. Today, HUF is Broward County’s largest 501(c) (3) dedicated to the immigrant population. With 12 programs and more than 30 services offered in 4 languages, this agency serves South Florida’s diverse community. Since its inception, HUF has served over 520,000 individuals.

We provide services in the following program areas: Education, Economic Development, and Civic Engagement. We also focus on Public Policy & Advocacy. Currently our programs and services are in-person and virtual from over 40 locations.

Since January 2020, the coronavirus (“COVID-19”) outbreak caused significant constraints with providing services in 2020 and 2021. The impacts of COVID-19 diminished during 2022. In 2022, the Organization provided both in person and hybrid services to clients based while fully complying with grantor requirements and outcomes. Management worked closely with the Organization’s grantors and launched services that include mental health, vaccine equity and outreach services.

HUF’s comprehensive approach to advance and accelerate the pace of social and economic stability is family-centered, two generation (2Gen) and operates through a racial equity lens. HUF’s integrated services provide a seamless framework of economic stability that include immediate assistance as well as long-term solutions. Family coaches work within the 2Gen approach, simultaneously tracking outcomes for children and adult family members.

HUF’s mission: Empowering immigrants and others to become self-sufficient, productive, and civically engaged.

We provide the following programs and services:

Education

- Unity 4Kids (U4K) Early Learning Center: 5-Star Rated, Nationally-Accredited Licensed Pre-K & VPK for 3 to 5-year olds.
- Unity 4Teens (U4T) Program: Year-round Afterschool & Summer-School Program for Youth ages 11-18.
- English for Speakers of Other Languages (ESOL) (in partnership with Broward Public Schools)
- Family Strengthening Program: Research-based parent-education program that teaches parents the importance of engaging in nurturing behavior promoting healthy physical and emotional development in children.

Economic Development

- Center For Working Families (CWF): Comprehensive approach that integrates income support, employment services, financial coaching, money management assistance, and asset building.
 - Financial Capability & Wealth Building services provide step by step directions to support clients’ financial success. It also focuses on supporting clients to start their journey towards self-sufficiency.
 - First-time Home Buyers services provide housing counseling that helps clients find, finance, maintain, rent, or own a home. The program also addresses homelessness through counseling and assists homeowners in need of foreclosure assistance.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 1 – ORGANIZATION AND PURPOSE (CONTINUED)

- Emerging Entrepreneurs (EE) Program: Workshops in English and Spanish for Existing & Emerging Small Business Owners
- Income Support: Access to Healthcare and Public Benefits Broward Tax Pro formerly known as Volunteer Income Tax Assistance (VITA), is a free tax preparation service for individuals or families with an annual income of \$66,000 or less.
 - Te Ayudo offers health insurance application and navigation assistance.
 - Comprando Rico y Sano is our SNAP enrollment application assistance process, which is complemented with nutrition education.
 - Health Literacy Outreach and Education service increases awareness in public health efforts to prevent the spread and lessen the impact of infectious diseases.
 - HEAL Program is a referral program that promotes and facilitates access to mental health and mental health literacy. It also promotes the reduction of substance use, abuse, and dependence.

Civic Engagement

- Pathways to Citizenship Program: Citizenship Classes and Naturalization Assistance
- Other immigration services such as Adjustment of Status, Deferred Action for Childhood Arrivals (DACA), Employment authorization, Family-based petitions, and Temporary Protected Status (TPS)
- Voter Registration and Engagement
- Legal Consultation and Referrals (in partnership with Legal Aid Service of Broward County and Americans for Immigrant Justice)

Public Policy & Advocacy

Seeking long term solutions through public policy and advocacy to the issues affecting our clients and community in the areas of healthcare, education, economic sustainability, and immigration. This effort is reflected in each program service area.

In 2022, the agency served more than 23,000 children and families. During the first half of 2022, HUF provided assistance and services both virtually and in-person.

HUF's programs and services have ensured a productive and self-sufficient pathway to prosperity for families and children, immigrants, low-income individuals, and other at-risk populations.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Financial Statement Presentation

The financial statements of the Organization have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Net assets, revenues, expenses, gains and losses are classified based on the existence or absence of donor-imposed restrictions as follows:

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

A. Financial Statement Presentation (continued)

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Organization. The Organization's board may designate assets without restrictions for specific operational purposes from time to time.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

New accounting standards: In February 2016, the FASB issued ASU 2016-02, *Leases (Topic 842)*, which supersedes existing guidance in *Topic 840, Leases*. The FASB subsequently issued the following additional ASUs, which amend and clarify Topic 842: ASU 2018-01, *Land Easement Practical Expedient for Transition to Topic 842*; ASU 2018-10, *Codification Improvements to Topic 842, Leases*; ASU 2018-11, *Leases (Topic 842): Targeted Improvements*; ASU 2018-20, *Narrow-scope Improvements for Lessors*; ASU 2019-01, *Leases (Topic 842): Codification Improvements*; ASU 2020-05, *Leases (Topic 842): Lessors—Certain Leases with Variable Lease Payments*; and ASU 2021-09, *Leases (Topic 842): Discount Rate for Lessees That Are Not Public Business Entities*. Topic 842 amends both lessor and lessee accounting with the most significant change being the requirement for lessees to recognize right-to-use (ROU) assets and lease liabilities on the statement of financial position for operating leases.

The Organization adopted the leasing standards and started applying the modified retrospective approach effective January 1, 2022. The Organization elected to use all available practical expedients provided in the transition guidance. These allowed the Organization to not reassess the identification, classification, and initial direct costs of lessor agreements and to use hindsight in lessee and lessor agreements for determining lease term and right-of-use asset impairment. As of January 1, 2022, adoption of Topic 842 did not result in any material adjustments to statement of financial position accounts related to lessor accounting.

In September 2020, the FASB issued ASU 2020-07, *Presentation and Disclosures by Not-for-profit Entities for Contributed Nonfinancial Assets*. The standard requires nonprofits to expand their financial statement presentation and disclosure of contributed nonfinancial assets, including in-kind contributions. The standard includes disclosure of information on an entity's policies on contributed nonfinancial assets about monetization and utilization during the reporting period, information on donor-imposed restrictions, and valuation techniques. The new standard, as amended, is to be applied retrospectively to annual reporting periods beginning after June 15, 2021, and interim periods within annual reporting periods beginning after June 15, 2022. The Organization adopted the standard on January 1, 2022. The standard did not have a material impact on the consolidated financial statements. The Organization has updated the disclosures as necessary (see Note 11 Contributions of Nonfinancial Assets).

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

B. Concentration of Credit Risk

Financial instruments which potentially expose the Organization to concentrations of credit risk consist principally of cash, grants receivable and unconditional promises to give.

Cash - Financial instruments that potentially subject the Organization to concentrations of credit risk consist of deposit accounts. The Organization maintains these balances in what it believes to be high quality financial institutions, which it believes limits its risk. As of December 31, 2022, and 2021, the Organization had balances of approximately \$2,378,000 and \$1,695,000, respectively in excess of insurance limits covered by the Federal Deposit Insurance Corporation (“FDIC”).

Grants Receivable and Unconditional Promises to Give - Grants receivable and unconditional promises to give consist principally of amounts due from grantor agencies pursuant to the terms of the respective grant agreements and pledges from donors, respectively. Grants receivable and unconditional promises to give are stated at net realizable value.

Allowances are provided for amounts estimated to be uncollectible based on historical experience and any specific collection issues that the Organization has identified. It is the Organization’s policy to charge uncollectible amounts against the allowance when management determines that the related balance will not be collected. As of December 31, 2022, and 2021, the allowance for doubtful accounts was approximately \$0 and \$3,500, respectively.

As of December 31, 2022, and 2021, approximately 56% and 86%, respectively, of grants receivable were due from two granting agencies.

As of December 31, 2022, and 2021, approximately 81% and 69%, respectively, of unconditional promises to give were due from three donors and two donors, respectively.

For the years ended December 31, 2022, and 2021, approximately 68% and 81%, respectively, of grant revenue was from the Children’s Services Council of Broward County.

C. Property and Equipment

Capital assets are defined by the Organization, as assets with an initial, individual cost of more than \$500 and an estimated useful life in excess of one year. Property and equipment are stated at cost or if donated, at fair market value at the date of donation. Depreciation is calculated using the straight-line method over estimated useful lives ranging from 3 to 39 years. When items are retired or otherwise disposed of, the related costs and accumulated depreciation are removed from the accounts and any resulting gains or losses are recognized.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

D. Contributions

Transfers of cash or other assets or settlement of liabilities that are both voluntary and nonreciprocal are recognized as contributions. Contributions may either be conditional or unconditional. A contribution is considered conditional when the donor imposes both a barrier and a right of return. Conditional contributions are recognized as revenue on the date all donor-imposed barriers are overcome or explicitly waived by the donor. Barriers may include specific and measurable outcomes, limitations on the performance of an activity and other stipulations related to the contribution. A donor has a right of return of any assets transferred or a right of release of its obligation to transfer any assets in the event the Organization fails to overcome one or more barriers. Assets received before the barrier is overcome are accounted for as refundable advances.

Unconditional contributions may or may not be subject to donor-imposed restrictions. Donor-imposed restrictions limit the use of the donated assets but are less specific than donor-imposed conditions. Contributions received and unconditional promises to give are measured at their fair values and are reported as an increase in net assets. The Organization reports gifts of cash and other assets as restricted support if they are received with donor stipulations about the use of the donated assets, or if they are designated as support for future periods. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the Statement of Activities as “Net assets released from restrictions.” Donor-restricted contributions whose restrictions are met in the same reporting period in which received are reported as net assets without donor restrictions.

E. Grants from Governmental Agencies

The Organization applies Accounting Standards Update (ASU) 2014-09, Revenue from Contracts with Customers (Topic 606) to exchange transactions related to grants revenue. The Organization receives a significant portion of its revenues from government grants and contracts. The amounts received under these grants and contracts are designated for specific purposes by the granting agencies. Grant and contract revenues are recognized when the allowable costs as defined by the individual grants or contracts are incurred and/or the unit of service has been performed. Under U.S. GAAP, these arrangements are exchange transactions between the Organization and the grantor. Grants revenue are reported at the amount that reflects the consideration to which the Organization expects to be entitled in exchange for providing services. The performance obligations are satisfied and revenue is recognized when services are rendered or the cost is incurred in accordance with the grant agreement.

F. Fundraising Activities

The Organization’s financial statements are presented in accordance with Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) 958 “Accounting for Costs of Activities of Not-for-Profit Organizations and State and Local Government Entities that Included Fund Raising”. FASB ASC 958 establishes criteria for accounting and reporting for any entity that solicits.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

G. Functional Allocation of Expenses

The cost of providing the various programs and other activities has been detailed in the statement of functional expenses and is summarized on a functional basis in the statement of activities. Salaries and other expenses, which are associated with a specific program, are charged directly to that program. Salaries and other expenses, which benefit more than one program, are allocated to the various programs based on the time spent.

The main areas in the functional expenses are the programs tied to its missions under Education, Economic Development, Civic Engagement and supporting services under Management and General and Fundraising. HUF reviews allocation methodologies when a program begins and ends to ensure compliance, at least once a year as mandated by the agency's annual budget process or as required by a founder. Allocation is based on one of the following criteria: usage on each program, the number of clients/activities, number of hours on each program, the number of clients served, square footage, based upon FTEs, and/or as negotiated by a funder. Direct costs are those that are solely or directly related to perform the work of the program including, but not limited to, related to the use of any participants and program deliverable. Allocable Standard Indirect Costs are costs that are allocable to a particular program and/or grant if the goods or services involved are able to be directly assigned to the specific program.

H. Advertising

The Organization expenses advertising and public relations costs are recorded as incurred. Advertising and public relations expense for the years ended December 31, 2022 and 2021 was approximately \$68,000 and \$24,000, respectively.

I. Contributed Goods and Services

Contributed goods and services are reflected in the financial statements at their estimated fair value, if reasonably determined. The contributions of services are recognized if the services received (a) create or enhance non-financial assets, or (b) require specialized skills that are provided by individuals possessing those skills and would typically need to be purchased if not provided by donations. For the years ended December 31, 2022 and 2021, donated professional fees in-kind aggregated approximately \$20,000 and \$81,000, respectively.

Services provided by volunteers throughout the year are not recognized as contributions in the financial statements and do not qualify as such since these services are not susceptible to objective measurement or valuation.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

J. Promises to Give

Unconditional promises to give cash and other assets to the Organization are reported at fair value as of the date the promise is received. Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value using the Treasury 3 month daily yield curve rate 4.12% at December 31, 2022 of their estimated future cash flows.

Management provides for possible uncollectible amounts based on its assessment of prior years' experience and management's analysis of specific promises made. Amortization of the discounts is included in contribution revenue. Conditional promises to give are recognized when the conditions on which they depend are substantially met.

K. Income Taxes

The Organization is a not-for-profit organization and a public charity, as described in section 501(c)(3) and 509(a) of the Internal Revenue Code, and exempt from Federal income taxes, except that unrelated business income is taxable. The Organization had no unrelated business income during the years ended December 31, 2022 and 2021.

GAAP requires management to evaluate tax positions taken and recognize a tax liability (or asset) if the Organization has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities. Management has analyzed the tax positions taken and has concluded that as of December 31, 2022 and 2021, there were no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. If the Organization were to incur an income tax liability in the future, interest and penalties would be reported as income taxes. The Organization is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Management believes the Organization is no longer subject to income tax examinations by tax authorities for the years prior to 2020.

L. Summarized Comparative Financial Information

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with GAAP. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended December 31, 2021, from which the summarized information was derived.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

M. Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Actual results may differ from these estimates.

N. Subsequent Events

The Organization has evaluated subsequent events and transactions for potential recognition or disclosure in the financial statements through **June XX, 2023**, the date the financial statements were available to be issued. No events were identified during this review of subsequent events that required adjustment to or disclosure within these financial statements.

O. Leases

Hispanic Unity has one operating lease arrangement for office space as the lessor. Lease income commences when control of space has been given to the tenant and the rent commencement date occurs. Lease income from leasing activities is recorded as earned over the terms of the leases on a straight-line basis. There are no variable lease payments or contingent rentals. Lease income is included in the Use of Space line. The agency has elected to exclude taxes from revenue and expenses and to not separate non lease components such as common area maintenance performed on the building and accounted for these under the lease guidance. The total non lease amount is not significant to the combined financial statements.

As of December 31, 2022, Hispanic Unity, as lessor, has one operating lease arrangement with third parties for office space. The operating lease term expires during 2024 with an option to extend the lease term to 2027.

The approximate minimum future lease income to be received from operating leases are \$55,798 and \$23,535, respectively through the years ending on December 31, 2023 and 2024.

NOTE 3 – LIQUIDITY

The Organization maintains financial assets, consisting of cash and cash equivalents, on hand to meet its normal operating expenses based on its annual budget. Operating expenses are compared to budgeted expenses on a periodic basis and financial assets on hand are adjusted as necessary.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 3 – LIQUIDITY (CONTINUED)

The Organization manages its liquidity by developing and adopting annual operating budgets that provide sufficient funds for general expenditures, liabilities, and other obligations as they come due.

In addition, the line of credit, discussed in (note 7), is available to the Organization to use.

The Organization's financial assets available within one year of the Statement of Financial Position date for general expenditures are as follows:

December 31,	2022	2021
Cash and cash equivalents	\$ 2,629,014	\$ 1,966,747
Contributions and accounts receivable	2,221,714	1,278,405
Total financial assets available within one year	4,850,728	3,245,152
Less: amounts unavailable for general expenditures within one year due to:		
Restricted by donors with purpose restrictions	3,035,721	1,797,249
Total financial assets available to management for general expenditures within one year	\$ 1,815,007	\$ 1,447,903

NOTE 4 – UNCONDITIONAL PROMISES TO GIVE

As of December 31, 2022, and 2021, the Organization has received unconditional promises to give as follows:

	2022	2021
Due within one year	\$ 244,028	\$ 348,486
Due within one to five years	1,223,000	105,000
	1,467,028	453,486
Less: allowance for doubtful accounts	--	(3,539)
Less: present value discount	(66,056)	(34)
Unconditional Promises to Give	\$ 1,400,972	\$ 449,913

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 5 – PROPERTY AND EQUIPMENT

As of December 31, 2022, and 2021, property and equipment consist of the following:

	<u>2022</u>	<u>2021</u>
Building and improvements	\$ 2,015,096	\$ 2,008,256
Leasehold improvements	71,523	71,523
Computer equipment	323,546	306,008
Office equipment	79,546	77,412
Furniture	78,692	78,692
Science lab equipment	44,641	44,641
Web design	<u>21,144</u>	<u>21,144</u>
Total assets	2,634,188	2,607,676
Less: accumulated depreciation	<u>(1,910,734)</u>	<u>(1,767,524)</u>
Net depreciable assets	723,454	840,152
Land	<u>458,106</u>	<u>458,106</u>
Property and Equipment, Net	<u><u>\$ 1,181,560</u></u>	<u><u>\$ 1,298,258</u></u>

Depreciation expense for the years ended December 31, 2022 and 2021 was approximately \$140,000 and \$143,000, respectively.

NOTE 6 – LONG-TERM DEBT

	<u>2022</u>	<u>2021</u>
Mortgage Payable:		
Mortgage to financial institution; interest at 5.4% per annum from January 18, 2019 until January 15, 2029. Loan is payable in 120 monthly payments. The first 119 monthly payments are in the amount of \$5,055 and the final payment due on January 15, 2029 will be in the amount of \$624,713. Payments include principal and interest. The mortgage loan is collateralized by the net book value of the land and buildings in the amount of \$1,173,499.	<u>\$ 757,070</u>	<u>\$ 775,726</u>
Total Long-Term Debt	<u><u>\$ 757,070</u></u>	<u><u>\$ 775,726</u></u>

Interest expense for the years ended December 31, 2022 and 2021 was approximately \$40,000 and \$43,000, respectively.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 6 – LONG-TERM DEBT (CONTINUED)

The following is a schedule of principal payments on the mortgage, in each of the next 5 years:

For the Year Ending December 31,	Amount
2023	\$ 19,705
2024	20,697
2025	21,974
2026	23,208
2027	24,511
Thereafter	646,975
Total	\$ 757,070

NOTE 7 –LINE OF CREDIT

The Organization maintains a demand bank line of credit (“LOC”) in the amount of \$500,000. The LOC is subject to interest at the bank’s prime (7.5% at December 31, 2022) and is collateralized by the Organization’s receivables and promises to give. The LOC requires monthly interest-only payments with the outstanding balance due at maturity. As of December 31, 2022, and 2021, the LOC outstanding balance was approximately \$306,000 and \$11,000, respectively. For the years ended December 31, 2022 and 2021, interest expense amounted to approximately \$20,000 and \$12,000 respectively.

NOTE 8 – COMMITMENTS AND CONTINGENCIES

Grants Contingency:

Grant monies received by the Organization are for specific purposes and may be subject to audit by the grantor agencies. Such audits may result in requests for reimbursements due to disallowed expenditures or other actions by grantor agencies. Based upon prior experience, the Organization does not believe that such disallowances or other actions taken by the grantor agencies, if any, would have a material effect on the financial position of the Organization.

The Organization is exposed to various asserted and unasserted potential claims encountered in the normal course of business. In the opinion of management, the resolution of these matters will not have a material effect on the Organization’s financial position or the results of its operations. Any matter will be vigorously defended by the Organization.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 9 – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are available for the following purposes as of December 31, 2022 and 2021 as follows:

	2022	2021
Center for Working Families Program	\$1,614,095	\$ 950,112
After-School Program	51,667	47,165
Unity4Kids Program	60,000	80,000
Civic Engagement Program	149,113	43,559
Public Benefits Program	644,126	366,524
Earned Income Tax Credit Program	35,000	-
Building of Organizational Capacity	236,000	18,950
COVID-19 Client Emergency Funds	4,000	8,000
Other Support	241,720	282,939
Total	\$3,035,721	\$1,797,249

NOTE 10 – DEFINED CONTRIBUTION RETIREMENT PLAN

The Organization has a 401(k) Plan (the “Plan”) to provide retirement and incidental benefits for its employees. Employees are eligible to participate in the Plan after one year of employment and may contribute from 1% to 100% of their annual compensation to the Plan, limited to a maximum annual amount as set by law. The Organization can match employee contributions at 10% of the amount contributed not to exceed 1% of the employee’s annual compensation. The Organization’s match is discretionary and determined each year by the financial position of the Organization. All matching contributions vest on a schedule based on the employee’s years of employment – 25% in the second year, 50% in the third year, 75% in the fourth year, 100% in the fifth year and thereafter. There were no matching contributions made by the Organization for the years ended December 31, 2022 and 2021.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 11 – CONTRIBUTIONS OF NONFINANCIAL ASSETS

Contributions of nonfinancial assets during the years ended December 31, 2022 and 2021 were as follows:

Revenue Recognized During Years Ended						
Nonfinancial Asset	December 31, 2022	December 31, 2021	Utilization in Program / Activities	Donor Restrictions'	Valuation Techniques / Inputs	
Pro bono legal services	\$ 20,454	\$ 81,189	Program / Operational support of mission	No donor restrictions	Based on billable rate of legal support conducted by licensed attorney based on specific time provided to further agency's operations	
	\$ 20,454	\$ 81,189				

NOTE 12 – CITY OF HOLLYWOOD BRIDGE PROGRAM

The Organization entered into an agreement with the City of Hollywood in providing Community Development Block Grant Funding to HUF for purposes of providing Case Management, and Emergency Assistance services.

Under the grant, and as a result of the COVID-19 pandemic, the Organization provided emergency assistance and case management to 12 income eligible City of Hollywood residents from January 2022 to June 2022 for a total of \$10,963 (at a rate of \$914) and 8 income eligible City of Hollywood residents from July 2022 to September 2022 for a total of \$5,481 (at a rate of \$685).

The total reimbursement for the Case Management and Emergency Assistance program amounted to \$16,444 received from the City of Hollywood as a subgrantee awarded through the Community Development Block Grant funding.

COMPLIANCE SECTION

DRAFT



INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Directors and Audit Committee of
Hispanic Unity of Florida, Inc.
(a nonprofit organization)
Hollywood, Florida

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Hispanic Unity of Florida, Inc. (the Organization), which comprise the statement of financial position as of December 31, 2022, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated **June XX, 2023**.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Organization's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Organization's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the organization’s internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the organization’s internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

DRAFT

Miramar, Florida
June XX, 2023

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INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

To the Board of Directors and Audit Committee of
Hispanic Unity of Florida, Inc.
(a nonprofit organization)
Hollywood, Florida

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Hispanic Unity of Florida, Inc.'s (the Organization) compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the Organization's major federal programs for the year ended December 31, 2022. The Organization's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the Organization complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2022.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Organization's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the Organization's federal programs.

Auditors' Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Organization's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Auditors' Responsibilities for the Audit of Compliance (Continued)

Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Organization's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Organization's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the Organization's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

DRAFT

Miramar, Florida
June XX, 2023

HISPANIC UNITY OF FLORIDA, INC.
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED DECEMBER 31, 2022

<i>Federal Grantor, Pass-through Grantor, Program or Cluster Title</i>	<i>Federal Assistance Listing Number</i>	<i>Contract/Grant Number</i>	<i>Expenditures</i>
<u>U. S. Department of Housing and Urban Development</u>			
Passed-through City of Hollywood Florida:			
CDBG - Entitlement Grants-Cluster			
Community Development Block Grants/Special Purpose Grants/Insular Areas	14.225	R-2018-168	\$ 16,444
Total CDBG - Entitlement Grants-Cluster			<u>16,444</u>
Total U.S. Department of Housing and Urban Development			<u>16,444</u>
<u>Corporation for National and Community Service</u>			
Passed-through Volunteer Florida			
AmeriCorps State Commissions Support Grant	94.006	21AC234901	84,200
AmeriCorps State Commissions Support Grant	94.006	22AC244978	134,110
Total Corporation for National and Community Service			<u>218,310</u>
<u>U. S. Department of Homeland Security</u>			
Passed-through United States Citizenship and Immigration Services			
Citizenship Education and Training	97.010	20CICET00150	81,107
Citizenship Education and Training	97.010	22CICET00230	37,541
Total U.S. Department of Homeland Security			<u>118,648</u>
<u>U. S. Department of Education</u>			
Passed-through Broward College			
Innovative Approaches to Literacy; Promise Neighborhoods; Full-Service Community Schools; and Congressionally Directed Spending for Elementary and Secondary Education Community Projects			
Total U. S. Department of Education	84.215	S215N210041	<u>30,750</u>
			<u>30,750</u>
<u>U. S. Department of Health and Human Services</u>			
Passed-through Broward County			
Community Programs to Improve Minority Health Grant Program	93.137	22-CP-HCS-4813-HL-01	270,124
Passed-through The Urban Institute			
Immunization Research, Demonstration, Public Information and Education Training and Clinical Skills Improvement Projects	93.185	102351-0002-HUF-01	36,831
Total U. S. Department of Health and Human Services			<u>306,955</u>
<u>U. S. Department of the Treasury</u>			
Volunteer Income Tax Assistance (VITA) Matching Grant Program	21.009	FAIN 22VITA0126	98,378
Volunteer Income Tax Assistance (VITA) Matching Grant Program	21.009	FAIN 23VITA0233	16,669
Total U. S. Department of the Treasury			<u>115,047</u>
Total Expenditures of Federal Awards			<u>\$ 806,154</u>

The accompanying notes are an integral part of these financial statements.

HISPANIC UNITY OF FLORIDA, INC.
NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED DECEMBER 31, 2022

NOTE 1 – BASIS OF PRESENTATION

The accompanying schedule of expenditures of federal awards (the Schedule) includes the federal grant activity of the Hispanic Unity of Florida, Inc. (the Organization) under programs of the federal government for the year ended December 31, 2022. The information in this schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of the Organization, it is not intended to and does not present the financial position, changes in financial position, or cashflows of the Organization.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenses reported in the Schedule are reported on the accrual basis of accounting. Such expenses are recognized following the cost principles contained in the Uniform Guidance wherein certain types of expenses are not allowable or are limited as a reimbursement. Pass-through entity names are presented where available.

NOTE 3 – INDIRECT COST RATE

The Organization has elected not to use the 10-percent de minimis indirect cost rate allowed under Uniform Guidance.

DRAFT

HISPANIC UNITY OF FLORIDA, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED DECEMBER 31, 2022

SECTION I - SUMMARY OF AUDITORS' RESULTS

Financial Statements

Type of auditors' report issued: *Unmodified*
 Internal control over financial reporting:
 Material weakness(es) identified? ___ Yes X No
 Significant deficiencies identified? ___ Yes X None reported
 Noncompliance material to financial statements noted? ___ Yes X No

Federal Awards

Internal control over major federal awards:
 Material weakness(es) identified? ___ Yes X No
 Significant deficiencies identified? ___ Yes X None reported
 Type of auditors' report issued on compliance for major federal programs: *Unmodified*
 Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)? ___ Yes X No

Identification of major federal programs:

<u>Federal Assistance Listing No.</u>	<u>Federal Program or Cluster</u>
93.137	Community Programs to Improve Minority Health
94.006	Americorps

Dollar threshold used to distinguish between Type A and Type B programs: \$750,000

Auditee qualified as low risk auditee? ___ Yes X No

HISPANIC UNITY OF FLORIDA, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED DECEMBER 31, 2022

SECTION II - FINANCIAL STATEMENT FINDINGS

None.

SECTION III - FEDERAL AWARDS FINDINGS AND QUESTIONED COSTS

None.

DRAFT

STRATEGIC VISION AND PLAN Proposed Goals and Objectives

GOAL	OBJECTIVES	VERACRUZ NOTES	HUF NOTES
Intended to provide context. Please use as a reference for the Goals and Objectives			
Strategic Goal # 1: Respond to current and emerging community needs by increasing access to HUF's programs and services.	Ensure HUF's programs and services effectively respond to the evolving needs of the community.	Offering more materials or programs in newer immigrant languages (e.g., Ukrainian or Creole). Or offering services dealing with human trafficking trauma or unaccompanied minors.	Suggested by staff during the SPC meeting.
	Increase community access to Programs and Services.	This objective can deal with adjusting programs as well as more creatively thinking about this SG Objective. For example, having a community partner that enhances program (e.g., 1st time homebuyer programs offered by banks under CRA guidelines). Another is offering transportation for HUF clients or offering HUF programs at new sites (e.g. Broward district schools, Broward College, etc.), or having programs offered via a mobile or on-line platform.	Among others, the next steps should address Geographic Expansion and bringing services to those in need. This would cover the P&AC's suggested goals (1.1, 1.2)
Intended to provide context. Please use as a reference for the Goals and Objectives			
Strategic Goal # 2: Expand Income and wealth-building opportunities for working families.	Strengthen workforce education by providing opportunities for professional growth that allow to adapt to the South Florida labor market.	Explore formal credentialing initiative with area employers and accrediting orgs and higher ed institutions to certify or license talented immigrants that may not have US credentialing, but have experience and skills in demand. Assess strengthening relationships with Junior Achievement or other area NFPs to help with financial literacy and youth outreach.	Next steps should address: Young adults and adults, career pathways, language acquisition, digital skills training. This would cover the P&AC's suggested goals (3.2, 3.3, 3.4).
	Provide comprehensive support and resources to aspiring homeowners, empowering them to buy and preserve their assets.	Note the discussion around asset building also included retirement and savings growth.	Related to P&AC's suggested goals (3.1)
	Provide comprehensive support and resources to aspiring and existing business owners, empowering them to establish, grow, and sustain successful businesses.	Look to build on existing HUF entrepreneurship day with area higher ed institutions or look at school-based programs for middle-highschoolers (e.g., https://www.nfte.com/ or https://www.futurefounders.com/).	Related to P&AC's suggested goals (3.1)

GOAL	OBJECTIVES	VERACRUZ NOTES	HUF NOTES
		Intended to provide context. Please use as a reference for the Goals and Objectives	
Strategic Goal # 3: Define and strengthen HUF's role in Policy and Advocacy.	Develop a comprehensive policy agenda that outlines HUF's desired impact and the areas of policy and advocacy where the agency should work.		Based on the SPC discussion (related to P&AC's suggested goal 4.1)
	Empower the staff, volunteers, Board of Directors to become advocates for HUF's clients.	Have HUF PP&A team prepare quarterly updates for HUF line-level team - and/or provide Bullet points on issues.	Related to P&AC's suggested goals (4.5)
	Encourage and empower clients to be civically engaged at the local level.	What about ... Encourage and empower clients to be civically engaged at the local level through voting, participating in public meetings, and serving on local boards. There are several orgs that are promoting Civics education and State of FL has some measure to promote Civic education.	Proposed "Empower clients to be civically engaged" but this is our mission. How can we reword this? We need help in this one.
	Assess and determine HUF's role in addressing the Hispanic gap in Leadership positions.	Ask staff to identify people, places or community based organizations that may be receptive for leadership training e.g., PTAs, little league teams, church groups, Boys-Girls Club parents, etc.	Based on the SPC discussion
	Engage stakeholders in conversations around systemic issues that impact South Florida working families.		Related to P&AC's suggested goals (4.2, 4.3, 4.4)
		Intended to provide context. Please use as a reference for the Goals and Objectives	
Strategic Goal # 4: Position HUF for growth while achieving operational excellence.	Increase HUF's visibility by strengthening outreach and communication.		Based on the SPC discussion (related to P&AC's suggested goal 2.1)
	Ensure financial sustainability by diversifying sources of revenue and expanding multi-year and unrestricted funding.	This SG Objective could involve launching a dedicated Planned Giving program with intermediate goals created with Shani and having concrete outcomes like having Shani meeting (or Board members present) 1-2 CPAs or estate planning attorneys to HUF per quarter once a PG program is sketched.	Based on the SPC discussion. Staff added multi-year and unrestricted funding to complement it (related to P&AC's suggested goal 2.2)
	Strengthening the Board of Directors to increase HUF's capacity to address current and emerging opportunities and challenges.	Set Board chair-CEO quarterly meetings (if not already being done) to assess Board topics and overall enterprise performance issues where Board may be helpful.	Suggested by staff during the SPC meeting
	Implement a comprehensive talent acquisition and retention strategy to attract and retain top talent.	P&AC and SPC noted the need for a HR department vs. simply farming out the responsibilities to the various department leaders (current strategy).	All HR related (related to P&AC's suggested goal 2.4)
	Enhance organizational infrastructure to improve overall efficiency and effectiveness.		In infrastructure we would cover Facilities, systems, and structures (physical = buildings, equipment and network / technological = hardware, software, databases and communications) (related to P&AC's suggested goal 2.3)



Board Member Engagement Q1 2023

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

Engagement	Y/N Completed	Actual & Comments
1. Actively participate in 10 monthly Board meetings one of which is an all-day planning meeting	Yes 78% (15 members) average attendance	January meeting had highest attendance rate.
2. Be an active member in a HUF Committee	Yes	
3. Mission-Immersion: In-depth HUF program tour during first/1 year term	Yes	Two still need to participate in program immersion.
Fund Development		
4. Board Member Annual Contribution (\$1,000)	Yes – 8 No – 10	Three are on a payment plan
5. Introduce two potential donors and/or volunteers to HUF annually (minimum) – invite to Empowerment Tour, meeting, breakfast, lunch, or HUF event.	No	Two introductions from one Board member. Goal: 36+ introductions (18 x 2)
6. Secure a gift of \$2,500 from annual donation(s) or sponsorship(s)	No	
Ambassadorship		Comments
7. Reach out to elected officials on behalf of HUF on Public Policy issues important to the agency's clients. 8. Make Stewardship phone calls to HUF donors. 9. Attend HUF's events. 10. Join CEO and/or Vice President of Fund Development on donor/funder call or meeting. 11. Host a small event/friend-raising. 12. Bring in-kind donation (office supplies, marketing services, event tickets for clients/staff, gifts for funders) 13. Promote agency regularly on social media. 14. Meet with your Board mentor/mentee. 15. Mission Moment: attend/participate in a scheduled program activity		Board Chair joined Broward Days (Tallahassee, March 2023) Two Board members attended the BC/HUF mural unveiling. One Board member read to the U4K children. One Board member's daughter, Isabel Cardozo organized & fundraised for "work closet" project for our CWF clients



Empowering a
New Generation
of Americans

One Year Board Term Extension: Opt Out

Due to the extraordinary circumstance of the pandemic the term of each board member shall automatically be extended by 1 year. Individual board members may opt out of this term extension by communicating their preference to the chair, or the CEO, by May 31, 2023.

1. Lucia Rodriguez
2. Dan Schevis
3. Angie Stone



Board of Directors
Meeting Minutes
Tuesday, May 9, 2023 | 4:00 PM

Call to Order / Roll Call

Christina Paradowski and Felina Furer

Began at 4:02pm

Chair Welcome

Christina Paradowski

Christina Paradowski shared Board meetings will be in person going forward. Please try and join us in person as you can. The option to join virtually will continue as well.

She wished Lesli Franco and Angie Stone a happy birthday (May 1st and 29th respectively).

CEO Report

Felipe Pinzon

Felipe Pinzon provided an update on the Appropriation request. He informed the Board that the State budget included \$500,000 for the, the HEAL program. Next step is for the Governor to approve the final budget.

Felipe also shared that Emergency Assistance funding was awarded – from The Jim Moran Foundation & the Community Foundation of Broward for a total of \$50k.

Felipe turned it over to Ingrid Ekblad, Director of Operations – she shared that HUF received funding from the Rotary Club of Fort Lauderdale to paint and renovate the Unity4Kids classroom and playground on Saturday, May 20th. HUF thanked Tony Abbate and the Rotary Club for their generosity!

Mission Moment

Carolina Urrechaga & Elizabeth Dorante

Elizabeth Dorante and Carolina Urrechaga made a presentation on AmeriCorps – presentation included in the May Board meeting package.

Data Management System

Juliana Esguerra

Juliana Esguerra shared that in 2020 there was a database selection process and in June of 2021 HUF signed an agreement with Webauthor. To become data-driven a strong data culture is required, and this type of culture is only possible through strategic and standardized data management practices that take into consideration elements such

as guaranteeing high-quality data, broad access to data and data literacy, and appropriate data-driven decision-making processes.

As an organization, HUF has made great progress in data collection, reporting, and analysis during the last 3 years.

- HUF designed a “Universal Intake and Assessment”, which allows us to collect data from all family members and assess their specific needs. This is now the backbone of our Data Management System.
- HUF also created and implemented a data reporting and analysis process that allows us to monitor and evaluate the effectiveness of our programs and services. Every month, managers report data, Juliana E. and others process it in scorecards designed based on contracts and program design, analyzes it, and reports it by using dashboards that were specifically designed for this purpose.

HUF firmly believes data needs to be at the center of every decision we make. The organization will continue replicating the process it went through with FSP with all programs and will continue mapping the overall data management system; but the system is only a tool. HUF will also focus on ensuring each program has strong data collection, entry, analysis, and reporting policies and procedures, and creating a strong data-driven organization by creating spaces for data analysis and discussion, making sure that every person in the agency uses it and can access it. This is what we call the democratization of data. Data should be used to respond to specific needs, to better manage teams, and to improve operational efficiency and effectiveness, but it also needs to be used to establish interventions that lead to lasting change. HUF will make sure the agency uses data to adjust strategies and innovate for the benefit of the families and communities it serves.

The data would be secure through the cloud and servers around the world would be the backups of our secured data.

Strategic Plan – Update

**Christina Paradowski
& Felipe Pinzon**

Christina Paradowski and Felipe Pinzon shared that on May 1st, the Strategic Planning Committee met for the second time. The committee went over the timeline to make sure we are on track to reach the proposed milestones and heard from the Programs and Advocacy Committee. Dr. Nasse and Carolina shared with us they have met two times and were glad to report most feedback from stakeholders has been extremely positive. The committee also went over some opportunities for growth and improvement such as increasing visibility and storytelling.

The SPC also analyzed some of the data the Programs and Advocacy Committee has been reviewing such as the State of Hispanic and Immigrant Broward report and the highlights of the 20+ interviews VeraCruz has conducted with stakeholders. Felipe

presented us with his 16-month analysis as CEO and we went over some of the highlights of the focus groups Juliana and Felipe have conducted with clients from different programs. We also heard the five top priorities for the staff. During the meeting, Carolina brought to our attention that the date of the Board of Directors' retreat conflicts with *Rosh Hashanah*, therefore, we agreed to move the retreat to Saturday, September 23rd. You will be receiving the updated calendar invite soon.

Tomorrow, May 10, the Programs and Advocacy Committee will be meeting for the 3rd time. They will finalize receiving data from various stakeholders and will shift the discussion to strategic initiatives/directions that HUF should move towards to. VeraCruz will be guiding them in the process of making "Big Bold" strategic recommendations while focusing on intentional, smaller, incremental improvements that lead to significant changes. The consulting firm will guide them on the process of discernment.

They will meet for a fourth time on May 17, but based on the results of tomorrow's meeting they might decide to meet an additional time to finalize the recommended strategic objectives that they will present to the Strategic Planning Committee.

Thank you so much to Carolina and Dr. Nasse for leading this effort.

The questions were raised, are there any areas we could expand virtually? Opportunities in ways to program and message in other ways despite our name. Are we intentionally scaling?

At the June board meeting the final recommendations will be shared. Staff will be working on mapping out those recommendations.

Governance	Tony Abbate
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- Tony Abbate shared that Ana Arguello resigned from the board due to time constraints.
- He also shared that HUF has seven board members expiring terms in the next two years. Tony proposed a recommendation from the Governance committee meeting, to extend terms one year due to the pandemic.

Tony Abbate motioned to approve resolution to extend all Board member terms one additional year unless they opt out. A second was made by Christina Paradowski. Motion passed.

Christina Paradowski agreed to send out an email to all Board members regarding this resolution passing and how to opt out.

Giselle Cushing suggested making in person attendance a requirement, at least three times per year out of the ten meetings. Christina believes the recommendation needs to be discussed at the Governance committee meeting. Giselle also recommended moving in-person meetings to 9am verse 4pm.

Felipe shared he met with Nicole Villegas today who is interested in becoming a Board member, she will go through the process and be vetted by the Governance committee. Board members scorecard - Angie Stone shared the new template and encouraged Board members to complete their self-assessment.

Finance	Leonor Romero
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2022 Audited Financial Statements Timeline: Leonor Romero shared that the goal is to have the final draft mid-June as the audit firms needs additional time to complete a single audit which requires additional testing for organizations receiving over \$750,000 in federal funding. The goal is for the Board to review and approve the audited financial statements on June 27th.

Christina Paradowski motioned to move the June board meeting to the 27th. A second was made by Angie Stone. Motion passed.

Dan Herz will lead on the Audit committee once again.

Public Policy & Advocacy	Carolina Cardozo & Otto Valenzuela
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Florida HB 1617 & SB 1718: Florida's legislative session has ended, both of these bills have been approved by both chambers and pending signature on the Governor's desk. Otto reviewed the major impacts; it would be unlawful to employ individuals unauthorized to work, funding will be prohibited from municipalities for community ID's, hospital data will be shared with the state, and mandatory e-verify for companies with over 25 employees. It will be considered human smuggling for transporting anyone into Florida who is undocumented. It will highly affect migrant workers.

On June 1st CIFIC will be going over the bill for next steps to educate the nonprofit community. We want to help educate business community, funders, stakeholders, etc Felipe shared HUF needs to work on changing the narrative on immigrant families.

Tony suggested HUF give a presentation to Greater Fort Lauderdale to educate businesses and educate them on our services. South Florida Business journal and Miami Dade Chamber. Or open up June 1st to all as webinar. It was suggested we partner with AILA (American Immigrant Lawyers Association). Hispanic Bar Association would be a great partner and keep to the facts.

We need our Marketing and Branding people to help us, Giselle, Francisco, Lesli and Lucia.

We will email out a 3 pager on the impacts of the bill.

Fund Development	Shani Wilson
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- Quvo Taco Charity Event, they repeated the event this year to benefit HUF.
- Entrepreneur Summit: In early October our 10th annual event will take place at NSU. There are sponsorship packages up to \$15k.
- Miniaci Family Grant Challenge: HUF will be awarded \$200K, multiyear grant. HUF must secure an additional \$200K, which is the challenge. The Miniaci family wants HUF to identify new individual donors and increase individual giving.

Consent Agenda	Christina Paradowski
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Angie Stone motioned to approve the consent agenda. A second was made by Lisette Rodriguez. Motion passed.

Executive Session	Christina Paradowski
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None.

Adjourn

At 6:15pm

Next Meeting: Tuesday, June 27, 2023 @4pm



Finance Committee
Meeting Minutes
Thursday, April 20, 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, and Arnold Nazur

Excused: Myrna Monserrat and Christian Reyes

Absent:

Approval of March 2023 Minutes

Lisette Rodriguez

Motion to approve the March 2023 minutes by Arnold Nazur. The second was made by Rodney Bacher. Motion passed.

Program Performance – Scorecard Review

Elizabeth Dorante

Elizabeth started by explaining the performance of each program and their goals, the LEAP High program, the average daily attendance is yet to meet the goal of 126. The program is well attended, but for us to count attendance to the program we must have a complete registration signed by parents or guardians for each youth. Historically, this has been a challenge for the LEAP High program because the youths attend but forget to bring the signed registration back to us. Program Assistants and school staff are trying to collect the missing registrations on a daily basis so that more attendance is counted.

Regarding revenues for the programs, U4K is the one program in red showing challenges to reach the goal of almost \$190K by the end of this calendar year. This program continues running on a deficit. The great news is that the program continues increasing its registration: 19 out of 20 during the month of February.

I want to highlight that for UNIT COST contracts, we have now included a summary of the units projected and produced under the area of revenue. Please keep in mind that units are not drawn equally throughout the year. There are factors like holidays, school closure, recruitment for new cycles for example that affect unit production.

Under the Economic Development Department regarding the performance of each program and their goals, VITA program is in red showing NOT being on track to meeting its goals. This program has three funding sources: IRS, UW, and CSC. The number of refunds that you see under goals is for the IRS contract. If we look at the revenue area at the bottom, for the VITA program, we will see a breakdown of all three contracts. Both contracts with UW and the CSC show in green while the contract with the IRS again shows in red. Despite the great effort from staff at all 12 sites, returning to in person after the negative impact COVID had on this program has proven to be a bigger challenge than anticipated.

Finally, the Civic Engagement Department is where contracts continue well on their way to reaching their performance goals as well as the department revenues. One group of students and future Citizens successfully graduated in March and another cycle started shortly after. Except for the Miami-Dade County contract ending in September of this year, all other contracts end in 2024. This gives the team ample time to achieve and very possibly exceed the performance goals. The team continues working diligently to achieve the revenue goal for the end of the year.

Elizabeth shared that we would maximize contracts except for the LEAP High contract. We are hoping to make up numbers in the summer.

Fund Development Update	Felipe Pinzon
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Our budget for 2023 is just over \$8.7 million. This year, we are tasked with raising more than \$1.7M, including \$560,000 in unrestricted funds and \$1.1M in million restricted or grant funding. To date, we have secured \$51,466 (or 9%) of our \$560,000 unrestricted fundraising goal. This is up \$19K from last month.

With respect to our \$1.1 million grant revenue goal, we have secured just under 36% of our goal. This includes a \$300K multi-year grant from the Community Foundation of Broward for the Center for Working Families. Although we will book the entire grant amount this year, if we extract this grant's revenue for the following two years, we are closer to 14% of our goal (\$155,220). To date, \$48K of these restricted dollars contribute to our shared costs.

We are pending responses from 25 grant proposals totaling \$3.8 million. In the meantime, we are planning to submit at least another \$824K in requests by the end of the year. In addition, we are anticipating the release of RFPs from the CSC for Unity 4Teens and the VITA Program. On top of this, our team regularly seeks and receives grant opportunities. So, we fully expect this number to be higher through December.

We continue to plan for an in-person Entrepreneur Summit to take place in September or October. Supporting smaller fundraising events benefiting HUF, such as a special film event promoting *Gringa* this weekend and a Cinco de Mayo Celebration at Quvo Tacos.

Lastly, we are excited to share that Beatriz and Albert Miniaci – in partnership with the Community Foundation of Broward – have agreed to provide a \$200K challenge grant over the next three years supporting HUF’s 2Gen approach to workforce development and employment services for young adults, parents, and others. As a result of this commitment, we will be tasked with raising new dollars from new and existing supporters to meet this challenge. More to come as we develop our plan.

January – February 2023: Net Results

Leonor Romero

Leonor thanked everyone for their support over her first year at HUF. Overall, the results of February 2023 are positive. Our accounts payables are good; our account receivables are high due to the Jim Moran pledge per year from 2022. Line of Credit shows o/s for both months totaling \$306K. She did pay down the line in March due to high market rates and cashflow on hand. Presently, we have only \$26k outstanding. The year-to-date actual operating shows \$166k deficit. This includes release of prior year of \$274k. Unfavorable variance from unrestricted goal by \$64k. However, this is normal for this time of year. Going forward Arnold suggested adding other months as a point of reference to allow for understanding the trends. Monthly financials are finalized by month end due to ongoing requirements of monthly grant reimbursements due by mid-month that takes priority. So, we are running a month behind and will present March in May.

Motion to approve the January and February 2023 net results by Arnold Nazur. The second was made by Rodney Bacher. Motion passed.

Updates

Leonor Romero

Audit: The timeline for the Audit is at fieldwork. We are anticipating being done by May to meet May date due date with standard financials. Leonor will confirm the timeline with Auditors. Leonor will share with the finance committee the dates the audit committee to meet, finance committee meeting and board will review audit. Specifically, Felipe explained most funders allow for audit deadline to be met by 180 days of fiscal year end or 6/30.

Lawsuit: It is in progress and moving along with nothing further to report.

Open Enrollment: For our group benefit plans, the open enrollment period is coming up in June. Last year, we had to shift from Blue Cross to United Healthcare. For this year, we will continue with UHC as we negotiated 9% increase (our budget had 10% held for coverage). This decision is after reviewing 5 other providers. Humana is getting out of our market in Dec 2024; Aetna declined to quote us; Cigna was not comparable to what we have and would be a downgrade; BC/BS was an over 33% increase for both HUF and staff.

Property Policy: We received notice from our existing provider who will not be renewing our policy when it expires in June. We are looking for a new provider and the rates in this industry have skyrocketed. Arnold suggested and Leonor would reach out to our banker who holds our mortgage for any referral.

Strategic Plan: Felipe shared by May-June their will strong recommendations shared with the board for an implementation plan to be approved. By September-October, we hope to have a final plan.

Adjourn

Lisette Rodriguez

At 9:56am

Next Meeting: Thursday, May 18, 2023 @9am

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

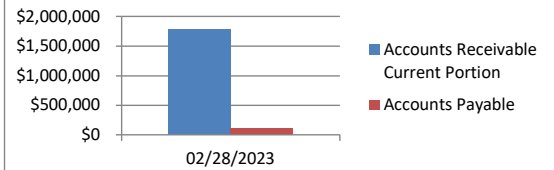
02/28/2023 Dashboard

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)

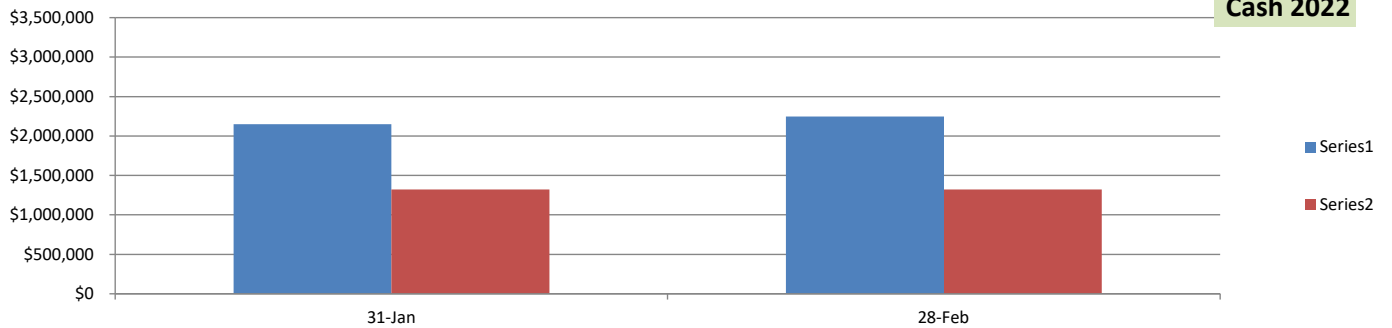
Accounts Receivable Vs Payables February 2023



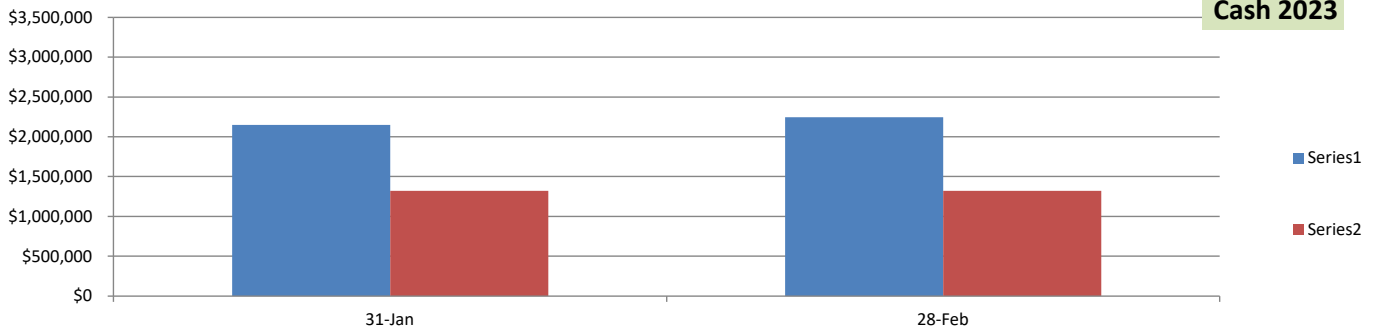
(\$0.46)

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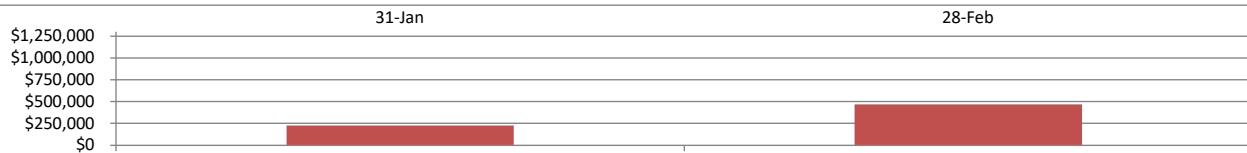
Cash 2022



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)	-	-
Total Revenues and Other Support	1,237,335	(259,185)	978,150	8,966,785
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
Total Expenses	1,144,018	-	1,144,018	7,715,520
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	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.

FINANCIAL STATEMENTS

Un-audited "preliminary" For Year-Ending April 30, 2023
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2022)

Prepared by: L. Romero 6/13/23
FOR REVIEW BY CEO/FINANCE COMMITTEE
SOURCE: SAGE PEACHTREE @ 04/30/23 / TR SCHEDULE

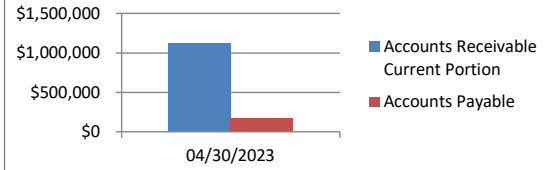
04/30/2023 Dashboard

Revenue YTD Compared to Previous YTD

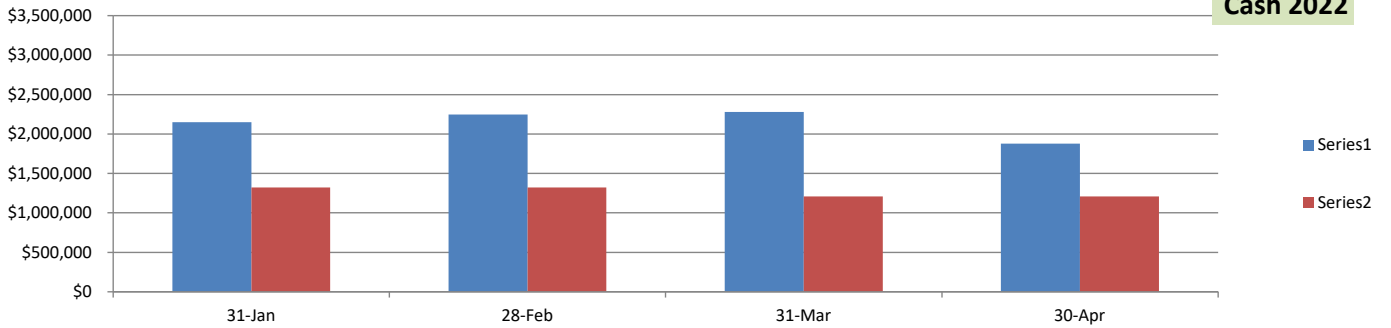
04/30/2023

	Revenue YTD as of 4/30/2023	Revenue YTD as of 4/30/2022	Year Over Year Chng
Unrestricted Revenue	\$2,666,185	\$2,471,740	\$194,445
Restricted Revenue	(\$301,407)	(\$545,913)	\$244,506
Total Revenue	\$2,364,779	\$1,925,827	\$438,951

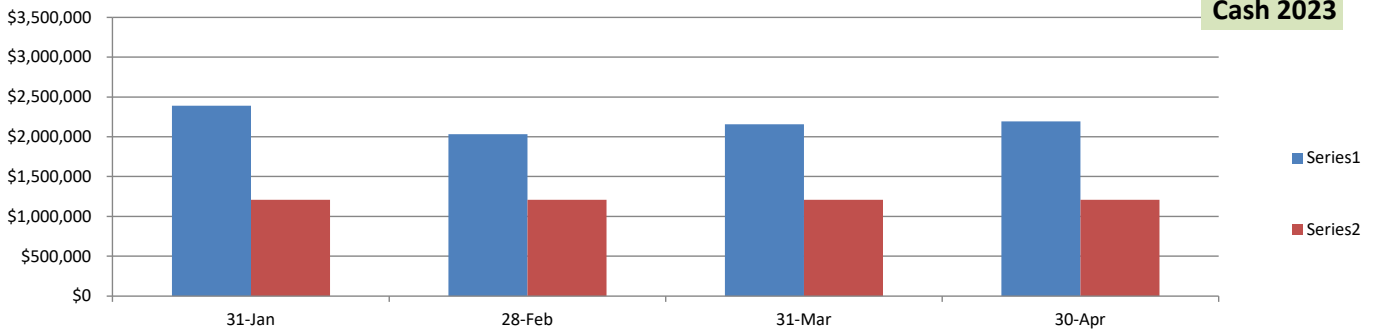
Accounts Receivable Vs Payables April 2023



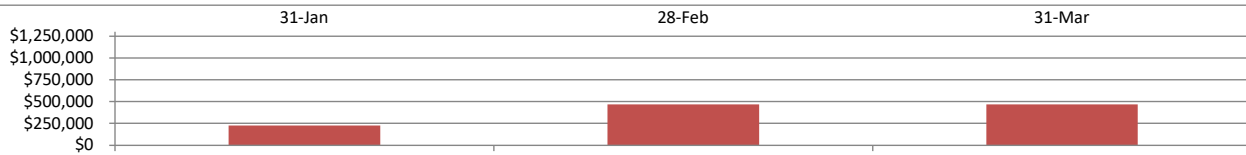
Cash 2022



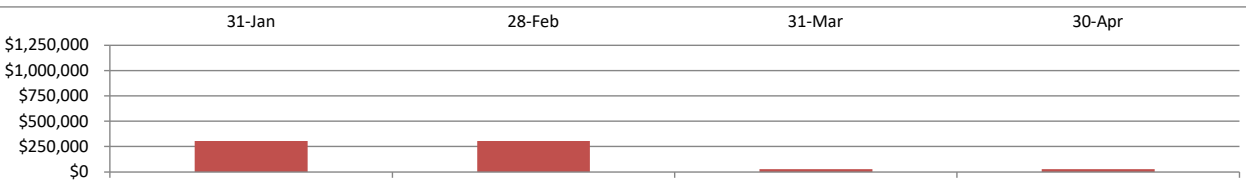
Cash 2023



Line of Credit Usage 2022



Line of Credit Usage 2023



Hispanic Unity of Florida, Inc.

Notes to Financials

04/30/2023

UNR Net Assets

Preliminary

Reconciliation of UNR Net Assets:

1 Gain/(Loss) From Program Operation	645,052
2 Gain/(Loss) from Support Services	(156,825)
Inc(Dec) in UNR Net Assets	\$ 488,227

Includes:

From Net Assets "Released Prior Year" (527,448) for current year operations

From Net Assets "Released Current Year" (17,459)

Subtotal Released PY & CY (544,907)

YTD Actual Agency Over (Under) (56,680)

The year-to-date projected operating surplus was \$13K. Our year-to-date actual was \$57K - includes prior year releases

1) Development YTD had a unfavorable budget variance \$64K but is normal for this time of year.

2) Programs YTD had a favorable variance of \$469K, includes Donor with Restrictions released totaling \$417K

3) Admin YTD had a favorable budget variance of \$124K, includes Donor with Restrictions released totaling \$128K

Cash

Year to date cash decreased by \$453K as a result of the following activities:

\$ (54,074) Inc/(Dec) in Net Assets

(78,480) Adjustments to reconcile increase (decrease) in net assets

(132,554) **Net cash provided (consumed) by operating activities**

(17,284) Investing Activities

(286,207) Financing Activities

repayment of Line of Credit in March of \$280K

\$ (436,046) Inc/(Dec) in Cash

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF FINANCIAL POSITION
 Un-audited "preliminary" For Year-Ending April 30, 2023
 (WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2022)

<u>ASSETS</u>	<u>2023</u>	<u>2022</u> un-audited
Current Assets		
Cash	2,192,968	\$ 2,629,014
Grants receivable, net	892,351	816,742
Unconditional promises to give, net	235,426	248,027
Prepaid expenses	<u>21,746</u>	<u>31,666</u>
Total Current Assets	<u>3,342,491</u>	<u>3,725,449</u>
Non-Current Assets		
Long term conditional promises to give	1,156,944	1,156,944
Property and equipment, net	1,149,174	1,181,561
Deposits and Other Assets	<u>33,089</u>	<u>33,248</u>
Total Non-Current Assets	<u>2,339,208</u>	<u>2,371,753</u>
Total Assets	<u>5,681,699</u>	<u>\$ 6,097,202</u>
<u>LIABILITIES AND NET ASSETS</u>		
Current Liabilities		
Accounts payable and accrued expenses	179,496	\$ 254,718
Mortgage payable, current	17,889	19,706
Line of credit	<u>25,095</u>	<u>306,339</u>
Total Current Liabilities	<u>222,480</u>	<u>580,762</u>
Noncurrent Liabilities		
Mortgage payable, net of current portion	<u>734,218</u>	<u>737,365</u>
Total Non-Current Liabilities	<u>734,218</u>	<u>737,365</u>
Total Liabilities	<u>956,698</u>	<u>1,318,127</u>
Net Assets		
Without Donor Restrictions	1,985,152	1,737,819
With Donor Restrictions	<u>2,739,849</u>	<u>3,041,256</u>
Total Net Assets	<u>4,725,002</u>	<u>4,779,076</u>
Total Liabilities and Net Assets	<u>5,681,699</u>	<u>\$ 6,097,202</u>

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES
Un-audited "preliminary" For Year-Ending April 30, 2023
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2022)

	Without Donor Restrictions	With Donor Restrictions	Total	Un-audited 2022 Total
Revenues and Other Support:				
Contributions	Contributions, with	\$ 117,903	\$ 256,423	\$ 374,326
Special events		-	-	-
Grants from government agencies		1,690,149	-	1,690,149
Other grants and fees		163,961	-	163,961
Miscellaneous	Miscellaneous, with	136,125	\$ 218	136,342
Donations, in-kind		-	-	-
Net assets released from restrictions:				
Satisfaction of time restrictions		544,907	(544,907)	-
Satisfaction of program and purpose restrictions		13,140	(13,140)	-
Total Revenues and Other Support		<u>2,666,185</u>	<u>(301,407)</u>	<u>2,364,779</u>
				8,907,541
				11,211
Expenses (Functional)				
Program services		2,225,589	-	2,225,589
Management and general		169,106	-	169,106
Fundraising		24,158	-	24,158
Total Expenses		<u>2,418,853</u>	<u>-</u>	<u>2,418,853</u>
				7,749,192
Change in Net Assets		247,332	(301,407)	(54,074)
				1,158,349
Net Assets - Beginning of Year		<u>1,737,819</u>	<u>3,041,256</u>	<u>4,779,075</u>
Net Assets - End of Year	w/ all releases	1,985,151	2,739,849	4,725,001
				3,620,728
				4,779,077

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF CASH FLOWS
Un-audited "preliminary" For Year-Ending April 30, 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	\$ (54,074)	\$ 1,158,348
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	49,830	144,084
Provision for uncollectible promises to give	-	-
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(75,609)	19,249
(Increase) decrease in unconditional promises to give	12,601	(955,059)
(Increase) decrease in prepaid expenses	9,920	(6,446)
(Increase) decrease in security deposits and other assets	-	-
Increase (decrease) in accounts payable and accrued expenses	<u>(75,222)</u>	<u>52,657</u>
Total adjustments	<u>(78,480)</u>	<u>(745,515)</u>
Net Cash Provided by Operating Activities	<u>(132,554)</u>	<u>412,833</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment, net of retirements	<u>(17,284)</u>	<u>(26,909)</u>
Net Cash (Used In) Investing Activities	<u>(17,284)</u>	<u>(26,909)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	(281,244)	295,000
Borrowing (Repayment) of mortgage	<u>(4,964)</u>	<u>(18,656)</u>
Net Cash Provided by Financing Activities	<u>(286,207)</u>	<u>276,344</u>
Increase (decrease) in Cash	(436,046)	662,267
Cash - Beginning of Year	<u>2,629,014</u>	<u>1,966,747</u>
Cash - End of Year	<u>\$ 2,192,968</u>	<u>\$ 2,629,014</u>

Cash Detail
As of 04/30/2023

Without Donor Restrictions and With Donor Restrictions Cash:

1010-000AAAS	Bank of America	Operating	51,880	
1025-000AAAS	BB&T	Payroll	(398)	
1026-000AAAS	BB&T	Operating	679,536	
1000-000AAAS	Petty Cash	Imprest	500	
1023-000AAAs	BB&T	Asset Reserve Fund	134,074	
1022-000AAAS	BB&T	Reserve Fund	117,354	982,947 Without Donor Restrictions
1021-000AAAS	BB&T - Money Market	Opportunity Fund	510,166	
1024-000AAAS	BB&T - Money Market	Grantor Funding	699,855	1,210,021 With Donor Restrictions

\$ 2,192,968	TOTAL CASH
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Temp Restricted Schedule

Un-audited "preliminary" For Year-Ending April 30, 2023

0 0

Awards Brought Forward to 2021	AREA	CC	December 31, 2022	Increase/ (Decrease)	Additions	Increase/ (Decrease)	April 30, 2023
Third Federal Bank (4060) - General	UUDS	000	50,000	(50,000)			0
TJMF - 9-01-18 - 8-31-23	Admin	000	130,170	(36,750)			93,420
Kresge Foundation (The) - Kresge Foundation - Database	YDEP	004	186,000	(29,606)			156,394
Unidos Medic Grant	AAAS	013	4,000	(4,000)			0
Unidos Policy & Advocacy Medic - ACA final report due 8/8/22	AAAS	013	5,000	(3,112)			1,889
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	302	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
0	-	0	-	-			0
Comcast Foundation - Comcast U4T/STEM (4060)	STEP	440	20,000	(489)			19,511
Batchelor Fdn 9-8-2022 to 9-30-23	U4T - HS	481	16,667	(7,997)			8,670
Wells Fargo Foundaton - CWF Grant to support Financial	CFWP	500	35,000	(11,667)			23,333
Truist - IT/Technology Funding	CFWP	500	75,000	-			75,000
Jim Moran Foundation - \$1,144,500 - \$381.5/year 1	CFWP	503	381,500	(104,120)			277,380
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	(14,000)			3,399
TK Orange County Community Foundation	CFWP	508	90,055	(35,735)			54,320
Frederick Delucca Original Dates 9-1-2020 to 8-31-21. Started in Jan 2021 thru April 2022	ST	514	0	(0)			(0)
The Annie E. Casey Foundation - Grant - FinCap/CWF	CFWP	515	-	-			0
Jim Moran Foundation Research Grant 1-1-21 to 12-31-22	CFWP	531	19,024	(1111)			18,913
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	(26,926)			12,318
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2024	PBW	550	29,294	(29,294)			0
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2025	PBW	550	30,099	(1,140)			28,959
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	(27,469)			16,059
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	(4,684)			32,018
Unidos US (Housing)	HCWP	574	5,515	-			5,515
Unidos US (Housing) 511	HCWP	574	18,000	(7,512)			10,488
Unidos Wells Keeping People Ho - Housing Counseling 574	HCWP	574	8,000	(7,156)			844
Unidos US HUD (Housing) 512	-	575	32,500	(5,746)			26,754
NALEO Educational Fund - 50% Grant - Final pymt	CZZP	606	22,348	(11,076)			11,271
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	(7,175)			2,825
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	(24,459)			75,541
Network for Good in TR per GL	CZZP	156	1,535	-			1,535
			3,041,256	(527,448)			2,513,808

New 2023

TR Grants

Added in 2023	AREA	CC					
0	0	0			-	-	-
Protecting Immigrant Families	VITA	302			15,000	(9,078)	5,922
Costco - MS-HS	UKT	157			-	-	-
UnidosUS-Robert Wood Johnson F -	PBWP	561			62,000	(8,381)	53,619
Jim Moran - Flood Emergency	EFWP	333			30,000	-	30,000
Community Broward Fdn	CFWP	506			100,000	-	100,000
Wawa - CRS	PBWP	537			1,500	-	1,500

Temp Restricted Schedule

Un-audited "preliminary" For Year-Ending April 30, 2023

0 0

Awards Brought Forward to 2021	AREA	CC	December 31, 2022	Increase/ (Decrease)	Additions	Increase/ (Decrease)	April 30, 2023
TD Charitable Foundation - Grant to Support FinCap Program	CFWP	500			7,500	-	7,500
TIAA Bank - renewal last yr per Dev Schedule?	CFWP	500			7,500	-	7,500
Up-Citi Community Devel - Workforce development & financial inclusion CWF	CFWP	570			20,000	-	20,000
	0	0					-
	0	0					-
	0	0					-
					243,500	(17,459)	226,041

\$ 3,041,256 \$ (527,448) \$ 243,500 \$ (17,459) \$ 2,739,849

YTD Satisfaction of Time Restrictions \$ (544,907) 2,739,849

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES - TOTAL
 Un-audited "preliminary" For Year-Ending April 30, 2023

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
Revenues						
Donations - UNR	\$ 43,044	\$ 39,167	\$ 3,877	\$ 117,903	\$ 156,667	\$ (38,764)
Donations - TR	159,000	91,637	67,363	256,423	366,555	(110,132)
Satisfaction of Restrictions	134,243	118,478	15,765	539,252	473,907	65,345
Fundraising Events	-	6,667	(6,667)	0	26,667	(26,667)
Grant Income	496,980	443,028	53,952	1,854,111	1,772,108	82,003
Interest Income	0	0	0	12,227	0	12,227
Rental Income	4,570	0	4,570	18,279	0	18,279
Voluntary Pre-K	6,094	0	6,094	20,511	0	20,511
Fees & Miscell Income	19,761	26,650	(6,889)	85,326	106,600	(21,274)
Total Revenues	863,692	725,627	138,065	2,904,032	2,902,504	1,528
Expenses						
Salaries and benefits	427,564	567,112	(139,548)	1,703,137	2,268,408	(565,271)
Advertising	167	3,624	(3,457)	5,245	14,502	(9,257)
Bank service charges	1,468	750	718	4,679	3,000	1,679
Building repairs/maint	16,370	10,076	6,294	80,365	40,301	40,064
Depreciation	12,417	12,083	334	49,672	48,333	1,339
Dues Subscriptions	952	1,400	(448)	6,437	5,598	839
Information Technology	12,372	11,692	680	50,401	46,769	3,632
Database Management System	0	56	(56)	0	225	(225)
Insurance	6,200	6,921	(721)	24,798	27,687	(2,889)
Interest expense	7,057	5,200	1,857	18,900	20,800	(1,900)
Licenses and permits	0	403	(403)	0	1,610	(1,610)
Mileage reimbursement	2,601	2,849	(248)	9,244	11,391	(2,147)
Travel/Conference	4,253	1,337	2,916	9,508	5,347	4,161
Miscellaneous	2	141	(139)	9	649	(640)
Office expense	2,982	5,501	(2,519)	20,275	22,007	(1,732)
Postage and shipping	275	413	(138)	1,794	1,650	144
Printing	6,769	3,126	3,643	19,146	12,501	6,645
Professional fees	40,966	18,977	21,989	127,231	75,905	51,326
Program expenses	26,613	45,358	(18,745)	143,759	181,408	(37,649)
Public relations	(138)	583	(721)	6,457	2,333	4,124
Rent	6,261	2,233	4,028	15,993	8,933	7,060
Staff events/meetings	252	663	(411)	8,256	2,652	5,604
Software	3,500	84	3,416	18,086	336	17,750
Special fundraising events	0	2,292	(2,292)	65	9,167	(9,102)
Staff training and development	5,375	5,011	364	25,393	20,045	5,348
Telephone	6,280	7,523	(1,243)	24,171	30,092	(5,921)
Telephone - Cell/HotSpots	6,399	3,322	3,077	26,997	13,280	13,717
Utilities	3,580	3,578	2	15,287	14,313	974
Administrative Cost (net)	0	3	(3)	500	(2)	502
<i>Worst Case-Admin Net Effect</i>		0	0			
Total Expenses	600,537	722,311	(121,774)	2,415,805.00	2,889,240	(473,435)
Increase (Decrease) in UNR Assets	\$ 263,155	\$ 3,316	\$ 259,839	488,227	\$ 13,264	\$ 474,963

Programs	\$ 645,052	0
Support	\$ (156,825)	0
Total	\$ 488,227	0

Increase (Decrease) in UNR Assets \$ 488,227 subtotal

Less:

Net Assets "Released Prior Year" Without Donor Restrictions (527,448)

Net Assets "Released Current Year" Without Donor Restrictions (17,459)

YTD Actual Agency Deficit (56,680) includes Depreciation \$

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES - PROGRAMS
Un-audited "preliminary" For Year-Ending April 30, 2023

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
Revenues						
Donations - UNR		-	-	17,057	-	17,057
Donations - TR	159,000	81,837	77,163	256,423	327,356	(70,933)
Satisfaction of Restrictions	117,629	92,760	24,869	417,044	371,035	46,009
Grant Income	496,980	443,028	53,952	1,854,111	1,772,108	82,003
Rental Income	4,570	-	4,570	18,279	-	18,279
Voluntary Pre-K	6,094	-	6,094	20,511	-	20,511
Fees & Miscell Income	19,761	26,650	(6,889)	85,305	106,600	(21,295)
Total Revenues	804,034	644,275	159,759	2,668,730	2,577,099	91,631
Expenses						
Salaries and benefits	360,317	454,768	(94,451)	1,400,758	1,819,036	(418,278)
Advertising	167	2,416	(2,249)	5,180	9,669	(4,489)
Building repairs/maint	16,719	362	16,357	66,877	1,446	65,431
Depreciation	11,022	-	11,022	44,090	-	44,090
Dues Subscriptions	-	-	-	1,294	-	1,294
Information Technology	11,419	182	11,237	44,327	729	43,598
Insurance	5,673	-	5,673	22,690	-	22,690
Interest expense	3,997	-	3,997	17,255	-	17,255
Licenses and permits	-	403	(403)	-	1,610	(1,610)
Mileage reimbursement	2,601	2,707	(106)	9,018	10,824	(1,806)
Travel/Conference	-	-	-	-	-	-
Office expense	2,720	5,493	(2,773)	16,359	21,974	(5,615)
Postage and shipping	223	151	72	1,241	604	637
Printing	4,112	512	3,600	17,551	2,045	15,506
Professional fees	9,828	6,494	3,334	32,567	25,975	6,592
Program expenses	26,613	45,069	(18,456)	139,759	180,252	(40,493)
Rent	6,821	-	6,821	14,239	-	14,239
Software	5,000	-	5,000	18,086	-	5,000
Staff training and development	5,000	2,845	2,155	17,834	11,379	6,455
Telephone	5,561	1,731	3,830	21,714	6,924	14,790
Telephone - Cell/HotSpots	5,677	2,109	3,568	23,847	8,428	15,419
Utilities	3,525	-	3,525	13,144	-	13,144
Administrative Cost (net)	20,287	75,037	(54,750)	95,848	300,135	(204,287)
<i>Worst Case-Admin Net Effect</i>	-	-	-	-	-	-
Total Expenses	507,282	600,279	(92,997)	2,023,678	2,401,030	(377,352)
Increase (Decrease) in UNR Assets	296,752	43,996	252,756	645,052	176,069	468,983

Toward Administrative and Fixed Costs

\$ 908,180

HISPANIC UNITY OF FLORIDA, INC.
STATEMENT OF ACTIVITIES - SUPPORT
Un-audited "preliminary" For Year-Ending April 30, 2023

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)
Revenues						
Donations - UNR	\$ 41,809	\$ 39,167	\$ 2,642	\$ 100,846	\$ 156,667	(\$ 55,821)
Donations - TR	0	9,800	(9,800)	0	39,199	(39,199)
Satisfaction of Restrictions	16,614	25,718	(9,104)	122,208	102,872	19,336
Fundraising Events	0	6,667	(6,667)	0	26,667	(26,667)
Grant Income	0	0	0	0	0	-
Interest Income	0	0	0	12,227	0	12,227
Rental Income	0	0	0	0	0	-
Voluntary Pre-K	0	0	0	0	0	-
Fees & Miscell Income	0	0	0	21	0	21
Total Revenues	58,423	81,352	(22,929)	235,302	325,405	(90,103)
Expenses						
Salaries and benefits	67,247	112,344	(45,097)	302,379	449,372	(146,993)
Advertising	0	1,208	(1,208)	65	4,833	(4,768)
Bank service charges	1,468	750	718	4,679	3,000	1,679
Building repairs/maint	(349)	9,714	(10,063)	13,488	38,855	(25,367)
Depreciation	1,395	12,083	(10,688)	5,582	48,333	(42,751)
Dues Subscriptions	952	1,400	(448)	5,143	5,598	(455)
Information Technology	953	11,510	(10,557)	6,074	46,040	(39,966)
Insurance	527	6,921	(6,394)	2,108	27,687	(25,579)
Interest expense	3,060	5,200	(2,140)	1,645	20,800	(19,155)
Licenses and permits	0	0	0	0	0	0
Lobbying	0	0	0	0	0	0
Mileage reimbursement	0	142	(142)	226	567	(341)
Travel/Conference	4,253	1,337	2,916	9,508	5,347	4,161
Miscellaneous	2	(21)	23	9	0	9
Office expense	262	8	254	3,916	33	3,883
Postage and shipping	52	262	(210)	553	1,046	(493)
Printing	2,657	2,614	43	1,595	10,456	(8,861)
Professional fees	31,138	12,483	18,655	94,664	49,930	44,734
Program expenses	0	289	(289)	4,000	1,156	2,844
Public relations	(138)	583	(721)	6,457	2,333	4,124
Rent	(560)	2,233	(2,793)	1,754	8,933	(7,179)
Special fundraising events	0	2,292	(2,292)	65	9,167	(9,102)
Staff events/meetings	252	663	(411)	8,256	2,652	5,604
Staff training and development	375	2,166	(1,791)	7,559	8,666	(1,107)
Telephone	719	5,792	(5,073)	2,457	23,168	(20,711)
Telephone - Cell/HotSpots	722	1,213	(491)	3,150	4,852	(1,702)
Utilities	55	3,578	(3,523)	2,143	14,313	(12,170)
Administrative Cost (net)	(20,287)	(75,034)	54,747	(95,348)	(300,137)	204,789
Worst Case-Admin Net Effect	0	0	0	0	0	0
Total Expenses	94,755	121,730	(26,975)	392,127	487,000	(94,873)
Increase (Decrease) in UNR Assets	(\$ 36,332)	(\$ 40,378)	\$ 4,046	(\$ 156,825)	(\$ 161,595)	\$ 4,770

Hispanic Unity of Florida
Public Policy & Advocacy
Committee Meeting
MINUTES
Friday, April 14, 2023

Present: Commissioner Dick Blattner, Carolina Cardozo, Christina Paradowski, Dr. Maria Bernard, Kersti Myles, Nic Hessing, Maggie Zalamea, Nazbi Chowdhury, Otto Valenzuela, Felipe Pinzon, and Juliana Esguerra.

Absent: Dan Schevis, Robby Holroyd, Megan Turetsky, Dr. Jeff Nasse

Roll Call

Began at 9:03 AM

Approve February 2023 Minutes — Presented by Carolina Cardozo

Motion

Commissioner Dick Blattner moved to approve the February 2023 minutes. Christina Paradowski gave a second. Motion passed.

Welcome to New Members — Presented by Otto Valenzuela

Otto Valenzuela welcomed Nicholas Hessing, Government Affairs Manager at the Children's Services Council of Broward County to the PP&A Committee. He indicated HUF is very happy that CSC has a seat on the committee. Nic Hessing thanked Otto for the introduction and mentioned he is looking forward to working with the committee. He enjoys working with champions for children and is excited to support HUF and the agency's efforts around PP&A.

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

- Sign on Letters Update - Otto Valenzuela indicated HUF signed 2 letters of support:
 - A letter to Congress to support funding for the VITA Matching Grant Program at \$45 million during the fiscal year 2024 by request of Prosperity Now.
 - A letter to Congress to include \$2 billion in the fiscal year 2024 budget for Title III of the Elementary and Secondary Act (ESEA), a federal grant program intended to support English learners by request of UnidosUS.
- Meetings Update - Otto Valenzuela highlighted 2 meetings:
 - On March 7, West Park Mayor Felicia Brunson visited HUF thanks to the suggestions of several representatives, including Rep. Marie Woodson.
 - On March 10, Otto and Dan Schevis met with staff from Congressman Mario Diaz-Balart's office to discuss the USCIS Citizenship and Integration grant, which funds the citizenship program at HUF. Commissioner Dick Blattner asked if the agency has historically received funding from this program and the amount it has received. He also asked if HUF's program would be at risk without this funding. Felipe Pinzon indicated that since 2012, the agency has received this funding. For the current fiscal year, HUF secured \$250K from USCIS. Not having this funding in the future would put at risk the program. HUF is one of the strongest providers according to USCIS and UnidosUS. The agency is applying for additional funding to innovate but it is extremely important to receive funding from USCIS.

HUF Strategic Planning — Presented by Christina Paradowski and Felipe Pinzon

Felipe Pinzon shared with the Committee that HUF is going through a strategic planning process. The agency hired the consulting firm VeraCruz to guide it. On March 9th, the Strategic Planning Committee (SPC) met for the first time. Its members made decisions on the structure and process to be followed and formed the Programs and Advocacy Committee (P&AC). The strategic plan will focus on community needs and some of the disparities and inequities we see every day. Because of this, the SPC tasked a group of staff, Board members, and External experts to make recommendations on the direction HUF should follow during the next three years.

During the first meeting of the P&AC, data from the "State of Hispanic and Immigrant Broward Report" was discussed. VeraCruz is also interviewing external stakeholders, and the agency will be conducting focus groups with clients. Staff input is also very important. HUF received some feedback during the 2023 agency retreat and this information will be complemented with additional interviews conducted by VeraCruz. The P&AC will meet 3 more times and by the end of May, they will have some recommendations for the agency. Later, HUF will discuss how to implement these recommendations starting in 2024. Advocacy is at the heart of this process, the reason why Dr. Jeffrey Nasse and Carolina Cardozo are co-chairs of the P&AC. Carolina Cardozo mentioned the PP&A Committee will have an important

role in providing feedback to the plan.

Broward Days visit recap & 2023 Appropriations requests update – Ashley Boxer: *The Boxer Strategy*

Ashley Boxer shared with the committee HUF went to Tallahassee in January for the Committee Weeks and again in March for Broward Days. She indicated the allocation requests are going well. The budgets were released in March, while the agency was in Tallahassee. The LIFT + HEAL (mental health) project got funded in both budgets at \$250K. It is not what HUF had asked for, but it is not over yet. The agency continues working with the sponsors of the appropriations request (Rep. Marie Woodson and Sen. Lauren Book). Rep. Woodson is very persistent, and HUF believes she will work hard to get the \$500K that was originally requested. The appropriations request for FOCUS (2Gen workforce) did not make it to the chair's recommendations.

The budget conference is rumored to start at the end of next week and Ashley believes HUF will be hearing things at the session, that can give the agency indications as to when the process will start. The negotiation of the request will start in the committees. Carolina Cardozo thanked Ashley for her support. Felipe Pinzon mentioned the agency is learning fast. Every time they go to Tallahassee they are learning and can meet great people. He indicated he is extremely happy to have Ashley on board.

Information Session on HB 1617/SB 1718: “Unlawful” Immigration – Jared Nordlund: *UnidosUS Florida State Director*

Otto Valenzuela introduced Jared Nordlund from UnidosUS. He mentioned HUF has been tracking the proposed legislation since it will have a direct impact on the community the agency serves. Jared mentioned Governor Ron DeSantis will use this legislation to support his campaign when running for president. He presented the highlights of the proposed bills:

1. Community IDs at the county level would go away. Efforts in Broward and Miami-Dade counties would be invalidated.
2. Hospitals would have to track the immigration status of patients. If the legislation passes, hospitals will have to present reports frequently. Last year, the Governor asked hospitals how much money they were spending on patients with no immigration status, and they were not able to provide this information. This might have been his response.
3. E-verify expansion – It would impact small mom-and-pop shops since it would mean financial costs. E-Verify would also create a pathway for workers to fault complaints with the state if they feel one of their coworkers is undocumented.
4. Making a felony to traffic and harbor undocumented immigrants. This wouldn't affect Uber or rental cars. This could present a challenge for landlords.

Jared also mentioned The governor is asking for funds to increase police efforts to support these proposals. He would use the State Police force to attain this. There is a precedent that indicates he would be very aggressive with this.

Felipe Pinzon indicated there are about 800,000 undocumented immigrants in Florida. Approximately 200,000 in Miami-Dade County and 120,00 in Broward County. Jared mentioned the number has increased in the State to approximately 1 Million. Felipe Pinzon also mentioned that for some very specific programs, HUF does not ask for immigration proof, but for other programs, it is required. He indicated his biggest concerns are the definition of “sheltering”, and that under this provisions, individuals would not seek healthcare services because it could put them at risk. The agency must start educating the staff and the community as soon as possible. HUF can't wait until it becomes law to do this. Carolina Cardozo suggested for the agency to create protocols as well. Felipe agreed and informed the committee that the agency will review each provision to make sure the agency and all stakeholders are protected. He also suggested this should be the main topic to be discussed during the next two PP&A Committee meetings.

Member Updates

None

Adjourn

At 10:13 AM

Next Meeting: May, April 12th @ 9am

Senator Tammy Baldwin
Chair, LHHS Subcommittee
U.S. Senate
Washington, D.C. 20510

Representative Robert Aderholt
Chair, LHHS Subcommittee
U.S. House of Representatives
Washington, D.C. 20515

Senator Shelley Moore Capito
Ranking Member, LHHS Subcommittee
U.S. Senate
Washington, D.C. 20510

Representative Rosa DeLauro
Ranking Member, LHHS Subcommittee
U.S. House of Representatives
Washington, D.C. 20515

Dear Chair Baldwin, Ranking Member Capito, Chair Aderholt, and Ranking Member DeLauro:

We, the undersigned # organizations, are writing to urge you to include \$2 billion in the Fiscal Year 2024 (FY24) budget for Title III of the Elementary and Secondary Education Act (ESEA)—the federal formula grant program intended to support English learners (ELs) in every state and territory. Grants are based on each state’s share of EL students and recent immigrant student population. ELs make up 10% of K-12 public school students in the U.S. and are one of the fastest-growing student populations. The number of ELs in the U.S. grew 35% between the fall 2000 and fall of 2019.ⁱ As of 2019, there were [5.1 million English learners](#) enrolled in public schools.ⁱⁱ While increasing numbers of late-entrant students—students with interrupted education—and refugee children are enrolling in schools, it is important to note that most EL students are U.S.-born citizens.

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

While federal funding to support the education of ELs was first established in 1968 through the Bilingual Education Act, which later evolved into Title III in the 2002 reauthorization of the ESEA, funding has failed to keep up with the needs of the nation’s EL population. Title III funding has increased marginally since the inception of the program in the No Child Left Behind (NCLB) Act of 2002, increasing 34% between FY2002 and FY2023 (from \$664 million to \$890 million). The FY23 level of \$890 million leaves schools with approximately \$173 per EL in federal funding – an inadequate amount to support their needs. Even more concerning is that when adjusting for inflation, Title III funding has decreased by 9% since 2008.ⁱⁱⁱ In FY08, Title III was funded at \$700 million, which is roughly \$978 million in 2023 when adjusted for inflation.

Years of underinvestment in Title III has had a disproportionate impact on students of color, low-income students, immigrant families, and students with disabilities. Not only has the EL population grown, but it is increasingly more linguistically and culturally diverse as suburban, exurban, and rural districts have seen dramatic increases in their EL populations. While the majority of EL students are Latino (77%), 10% are Asian and 7% are White.^{iv} States list over 50 commonly spoken languages, including Chinese, Arabic, and Vietnamese.^v Approximately 16% ([792,039](#)) are also identified as students with disabilities.^{vi}

The lack of adequate funding to support ELs has contributed to the persistence of wide opportunity gaps. According to the [2022 National Assessment of Education Progress](#), 10% of ELs in 4th grade scored at or above proficient in reading compared to the national average of 32%, and only 4% of ELs in 8th grade scored at or above proficient in math compared to the national average of 26%. In addition, the Office of English Language Acquisition reports that while 85% of students nationwide graduated from high school on time in 2018, the rate was only [68% for ELs](#).

In order to support ELs to reach their full potential and maximize their contributions to the U.S. economy, ELs need additional targeted resources, ranging from tutoring, summer and afterschool programs, multilingual language development services to social and emotional support for challenges exacerbated by the pandemic. Additionally, the nation's growing EL student population needs a robust teacher workforce equipped with the necessary knowledge and skills to teach them. To improve academic progress and meet the social and emotional needs of EL students, we make the following recommendations for Congress:

Appropriate \$2 billion for Title III in the FY24 federal budget. Funding Title III at this level would increase federal support for ELs to \$400/per pupil, as well as provide resources in other key areas, including:

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

The undersigned organizations respectfully urge you to consider the recommendations outlined above and support \$2 billion for Title III in FY24. We are committed to supporting English learners—our nation's future—to ensure that they have access to a high-quality education. Our prosperity as a nation beyond the pandemic depends on their success. Should you have any questions, please contact Amalia Chamorro, Director of the Education Policy Project, UnidosUS at achamorro@unidosus.org.

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

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

ⁱⁱⁱ UnidosUS calculation based on Bureau of Labor Statistics CPI inflation calculator and U.S. Department of Education and NCES data.

^{iv} National Center for Education Statistics, English Learners in Public Schools (Washington, DC: National Center for Education Statistics, 2021).

^v National Center for Education Statistics, English Learners in Public Schools (Washington, DC: National Center for Education Statistics, 2021).

^{vi} U.S. Department of Education, Office of English Language Acquisition, English Learners: English Learners with Disabilities (Washington, DC: U.S. Department of Education, 2021).



Governance Committee
Meeting Minutes
Friday, April 7, 2023 | 9:00 AM

Call to Order / Roll Call

Tony Abbate and Felina Furer

Began at 9:00 AM

Attended: Tony Abbate, Angie Stone, Christina Paradowski Maritza Alvarez, and Melida Akiti.

Absent: Maria Barnard, Maria Elena Ferrer, Lucia Rodriguez, and Giselle Cushing.

Recruitment, Development & Engagement

Tony Abbate

- a) Recruitment: Tony Abbate mentioned the Governance Committee continues getting leads and referrals which is good and healthy, but they need to be more intentional about guaranteeing diversity in HUF's Board of Directors. The committee has talked about it and updated the bylaws but has not come up with a process to make this happen. During the 2022 Board retreat, there was a good DEI session, and the committee could use some of the information provided to create a policy and act on it.

Felipe Pinzon indicated HUF has applied to Board Lead. They usually respond in May-June and right after, they start identifying candidates. He also mentioned he met Anthony Santana from HardCore Advertising. He is a very energetic person, full of ideas, a business owner that is already serving on the Chamber of Commerce's Board of Directors and is working on many projects including their website. They agreed to reconnect in May-June when HUF's Director of Marketing is back from her maternity leave.

Felipe also shared that back in 2022, Tony Abbate introduced HUF to Dr. Sandra Marin from FAU, an expert in helping businesses grow. Felipe reconnected with her and she agreed to provide input to HUF's strategic planning process. Entrepreneurship is very important for HUF's clients. Tony Abbate mentioned she works with the Small Business Administration, an agency that works with the consular offices in Latin America within the US embassy offices to provide small business development. It is an opportunity to present HUF to individuals before they come to the US.

Tony Abbate indicated Felipe Pinzon and him met Gustavo Padrino from the Broward Center for Performing Arts and they are working on joining forces. Felipe Pinzon mentioned Elizabeth Dorante met with Gustavo as well to identify opportunities for clients and staff to attend some Center events

- b) Scorecard: Tony Abbate highlighted the committee must institute a process to implement the Board scorecard. There has been no coordination with Board members and therefore it is not being used. He proposed to move it out of the Governance committee. Angie Stone indicated she believes it should be included in the Board package to make it more visible.

Tony Abbate asked Christina Paradowski if she could introduce it in the Board agenda and address it as Chair every Board meeting. It could be useful to periodically discuss results and address any issues. Christina Paradowski disagreed. The review of the tool should happen at the Governance level and recommendations should be presented to the Board since the committee will be receiving the data collected through this tool.

Tony Abbate indicated the Governance committee could regularly review the tool and report on it, but the Board members must use it. The Board should bring this issue up because otherwise, it will not function. Maritza Alvarez asked if the members of the Board provided feedback on what they think is the easiest way to use the tool. Angie Stone indicated they could transfer the tool to Google Forms and share the link to the survey during each Board meeting and ask everyone to fill it out at that moment. This would allow having a repository of data that could be easily reviewed by the Governance committee.

Felipe Pinzon indicated the agency tracks several data points that could be shared with the Committee as well (Board members' annual contributions, connections to others, engagement in Board meetings and committees, etc.), but there is a lack of a process to gather, analyze, and report data. He offered to meet with members of the Committee to come up with a simple process that would belong to the Board and would be consistent no matter who is leading it. Tony Abbate recommended having a meeting between Felipe, Angie Stone, Christina Paradowski, and himself to define this. He also asked to make the Scorecard easily accessible on the Board's main webpage. Angie Stone also proposed adding the link to the Board package. She will create the Google Form and share it with the members of the committee. Tony Abbate proposed adding this topic to the next 2 Board meetings so that Angie can walk the members through the tool.

- c) New Board members serving on Committees.

Angie Stone met with Elsa Bittar and confirmed she has joined the Marketing committee.

- d) Mentorship Program Update

Angie Stone indicated that Lucia Rodriguez let her know she does not have the capacity to be a mentor. Angie will update the list of mentors and mentees and the proposed match. The only people she has not met with are Ana Rodriguez and Ana Arguello.

- e) Future Committee Leadership

Christina Paradowski indicated the meeting Felipe Pinzon and her should have had with Lesli Franco and Francisco Rivera had to be rescheduled. They will meet on the 18th of April.

f) Attendance

Tony Abbate reviewed the bylaws and indicated Board members can be removed by vote. If this happens, the individual has a certain time to defend and present arguments. Board members can also resign due to lack of attendance, and they can apply to rejoin at any time.

Strategic Plan Update	Christina Paradowski and Felipe Pinzon
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Felipe Pinzon informed the Committee that on March 9th the Strategic Planning Committee (SPC) met for the first time. They went over the proposed structure and process. The Board retreat has been moved to September based on the approved timeline. 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. They will meet again 3 more times. They went 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 has already met with 15+ external stakeholders and so far the feedback has been fantastic.

Old/New Business

N/A

Approval of March 2023 Minutes	Tony Abbate
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A motion to approve the March 2023 minutes was made by Christina Paradowski. A second was made by Angie Stone. Motion passed.

Adjourn

At 10:10 AM

Next Meeting: Friday, May 5, 2023 @9am



Governance Committee
Meeting Minutes
Friday, May 5, 2023 | 9:00 AM

Call to Order / Roll Call

Tony Abbate and Felina Furer

Began at 9am

Attending: Angie Stone, Tony Abbate, Christina Paradowski, Giselle Cushing, and Maritza Alvarez

Excused: Maria Barnard

Absent: Maria Elena Ferrer, Lucia Rodriguez and Melida Akiti

Approval of April 2023 Minutes

Tony Abbate

Giselle Cushing motioned to approve the consent agenda. A second was made by Angie Stone. Motion passed.

Recruitment, Development & Engagement

Tony Abbate

- a) Succession Planning:
- Governance: Maria Barnard will assume the role as Chair of the committee in 2024. The committee agreed to start to get her input on agendas and have Maria run meetings starting in October or November. Tony mentioned he is Maria's mentor, and he will work with her on this task.
 - Marketing: Francisco Rivera will head up the committee in the second semester of 2023.
 - BOD Chair Elect: Tony will be Chair in 2024 & 2025. The committee needs to discuss and propose a Chair Elect for the Slate of Directors that will be presented to the BOD in November 2023.

Tony Abbate suggested having in-person meetings again thus committee members get to know each other better. Christina Paradowski mentioned that the May Board meeting is a hybrid meeting.

- b) Recruitment
- Board and Committee Needs: HUF needs more names added to the pipeline. Felipe Pinzon shared that he has met with three individuals with a background in Marketing who are candidates for the marketing committee. He also stated that the organization and BOD need Board and/or committee members with

accounting/CPA background. Felipe also shared that Arnold Nazur is ready to leave the Finance committee.

- It was also discussed that the Board should recruit individuals with a Caribbean background and/or African American/Black.
- Giselle Cushing shared that she knows a consultant from El Dorado and that she will try to find someone to recruit. She also shared that there is a large Caribbean Beverage Canners company to explore.
- Tony also stated that he will reach out to Dr. Germaine Smith Baugh for recommendations.
- There is a concern about the board lacking in PR, Advocacy and Accounting backgrounds in the future. Hopefully each Board member can provide two recommendations over the next few months.
- Board recruitment guidelines (three C's) are in the portal, which Angie shared in the past helped HUF "find" these types of individuals.
- BoardLead: HUF will go to the next level and a new candidate will be referred to us in June. Then Governance will vet, and a decision needs to be made by October.
- Introductions: Felipe Pinzon mentioned that Francisco Rivera has made several introductions over the last two months.

c) Scorecard

- 2022 Overall BOD Performance: Felipe shared that HUF (staff) is tracking attendance for Board and all committees. He then presented the 2022 actuals.
- Google Form Tool: Angie stated that she has been tasked by Tony to create a user-friendly form using the board scorecard. She which she shared with the Governance committee. Angie suggested it should be on every board agenda. Bringing people together in person will help, Giselle said.

d) New Board Members Serving on Committees: Committee agreed this is a priority.

e) Mentorship Program Update

- The committee agreed that Tony will work with Maria Bernard. Lisette Rodriguez will mentor Christian Reyes. Ana Rodriguez should be linked with Carolina Cardozo due to her Advocacy interest.

f) Attendance: Information for Q1 in the packet.

Strategic Plan Update	Felipe Pinzon
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Tony suggested to get the update at the Board meeting due to lack of time.

Old/New Business

The committee agreed to make the following recommendation to the BOD on May 9, 2023, during the Board meeting.

Due to the extraordinary circumstance of the pandemic the term of each board member shall automatically be extended by 1 year. Individual board members may opt out of this term extension by communicating their preference to the chair, or the CEO, by May 31, 2023.

Christina Paradowski motioned to approve the proposed resolution. A second was made by Giselle Cushing. Motion passed.

Christina Paradowski shared with the committee that Ana Arguello resigned from the Board due to time constraints. The committee thanked her for all her contributions.

Adjourn

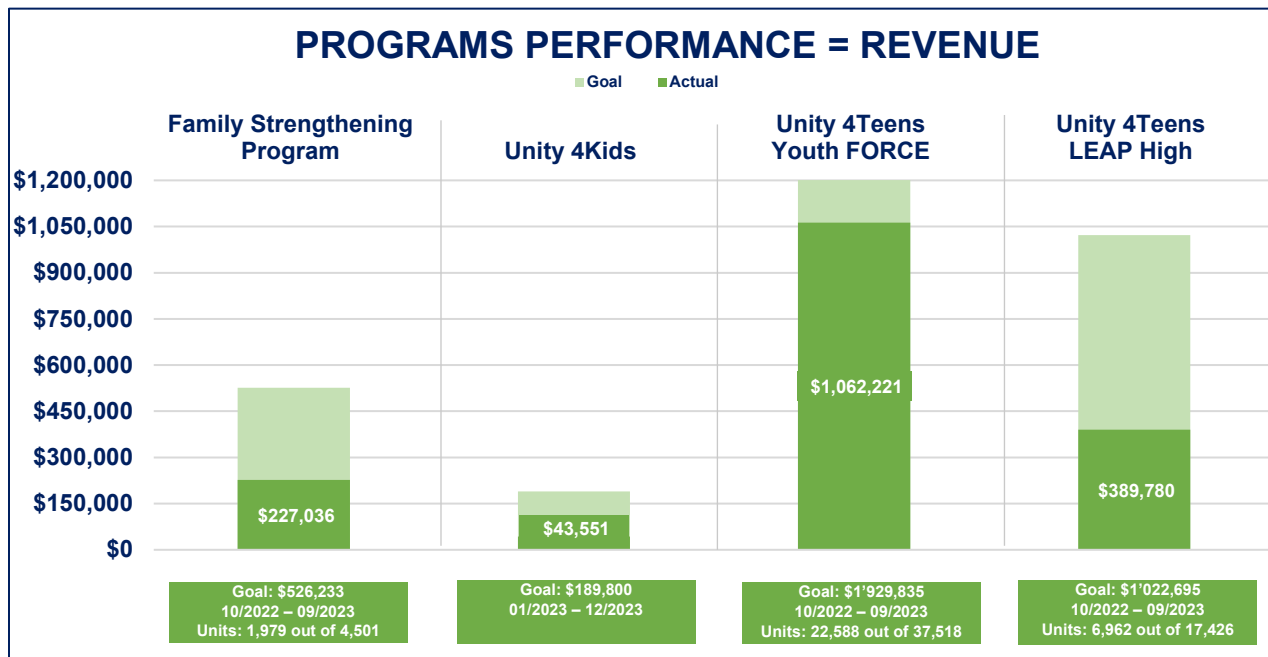
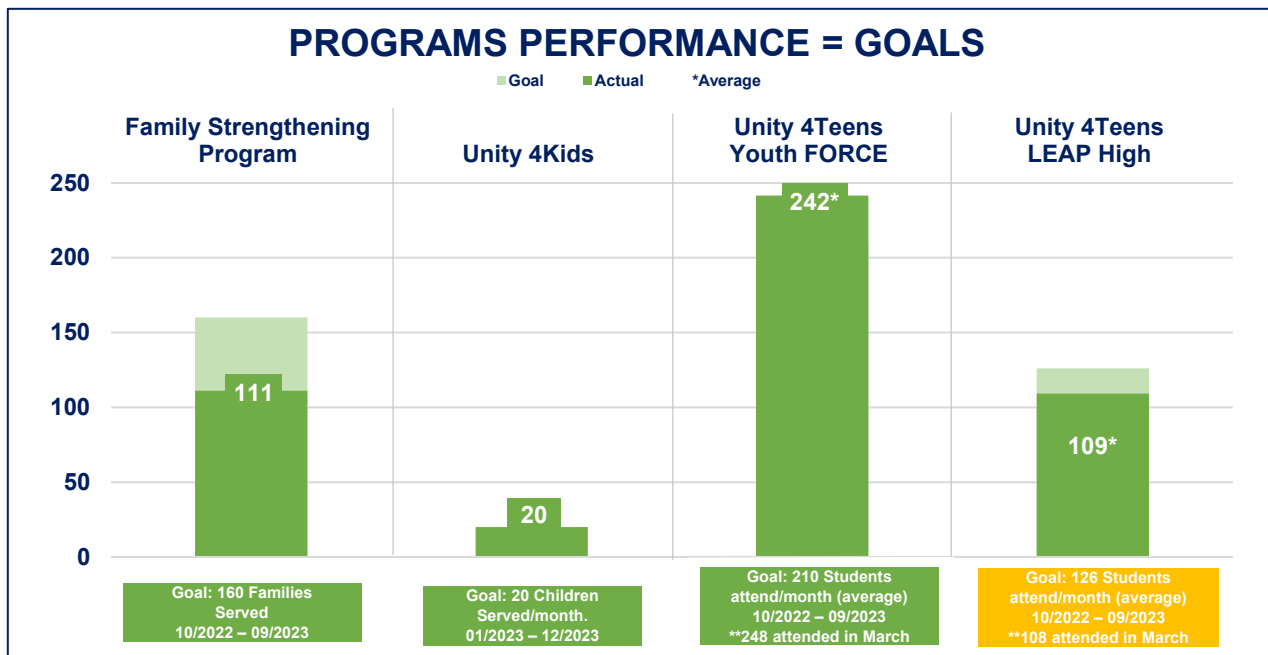
At 10:13am

Next Meeting: Friday, June 2, 2023 @9am



Empowering a
New Generation
of Americans

EDUCATION MARCH 2023



Based on current results and if future projections are met:

- On track to meet goals/projections > 95% of the goal
- Close to being on track to meet goals/projections 85% > 94% of the goal
- Not on track to meet goals/projections <85% of the goal

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



Empowering a New Generation of Americans

ECONOMIC DEVELOPMENT

MARCH 2023

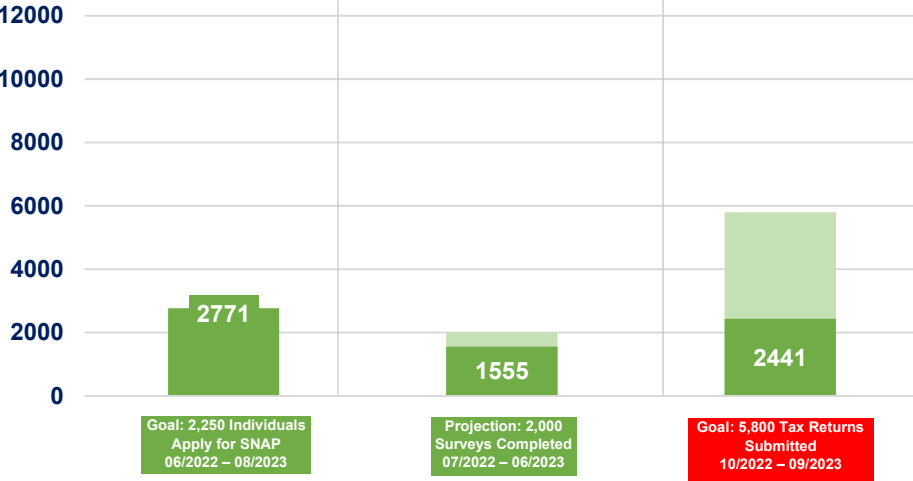
PROGRAMS PERFORMANCE = GOALS

■ Goal ■ Actual

Comprando Rico y Sano

Health Literacy

VITA



PROGRAMS PERFORMANCE = GOALS

■ Goal ■ Actual

Te Ayudo

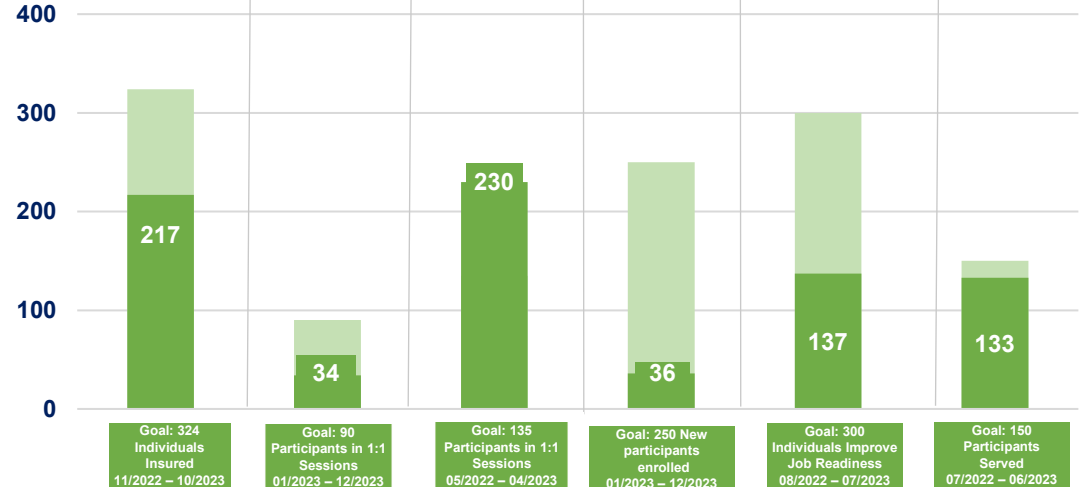
Housing

Financial Capabilities

CWF

AmeriCorps

HEAL

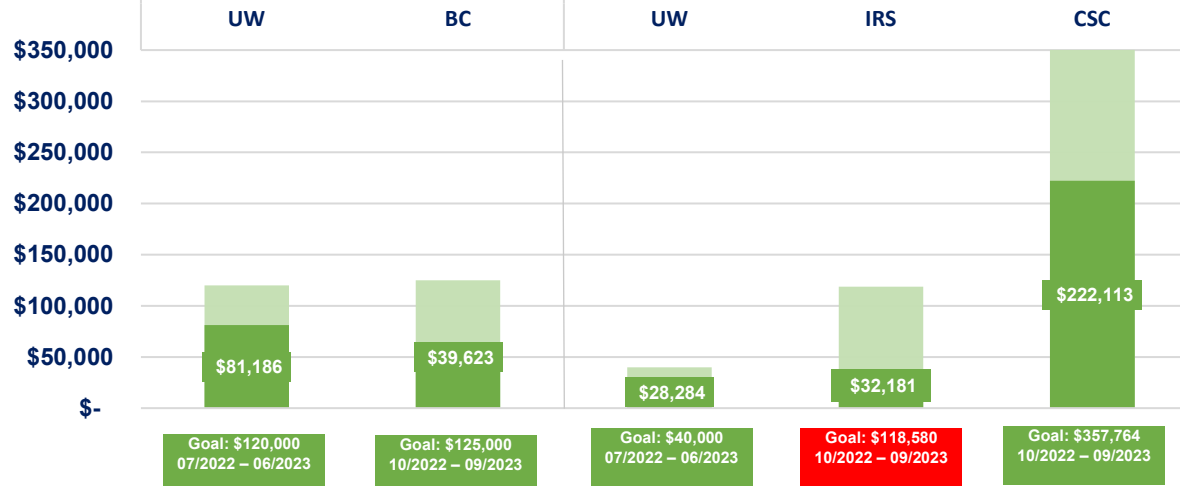


PROGRAMS PERFORMANCE = REVENUE

■ Goal ■ Actual

CWF

VITA



Based on current results and if future projections are met:

On track to meet goals/projections > 95% of the goal

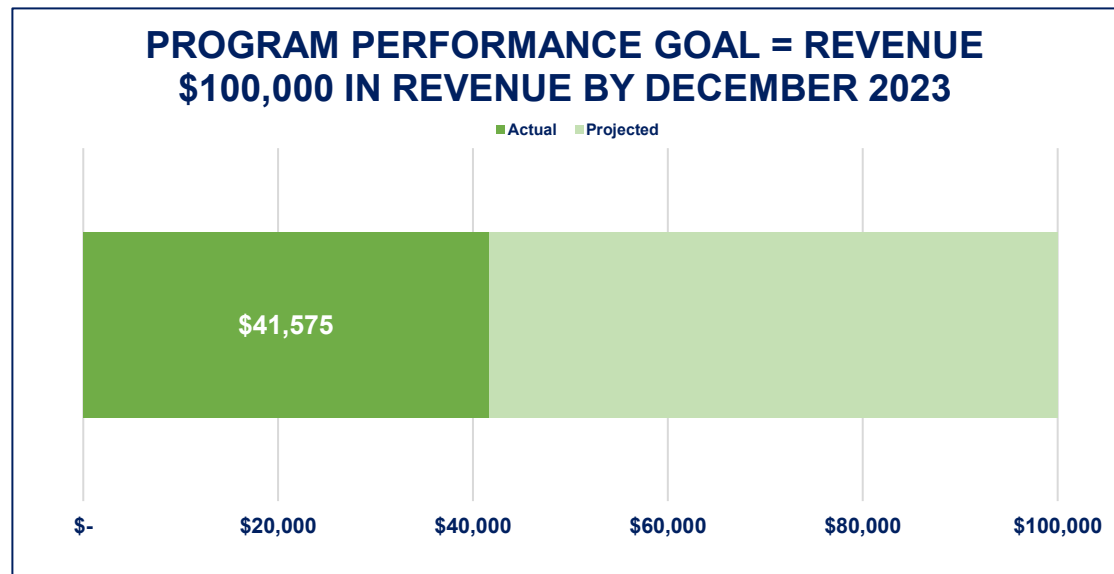
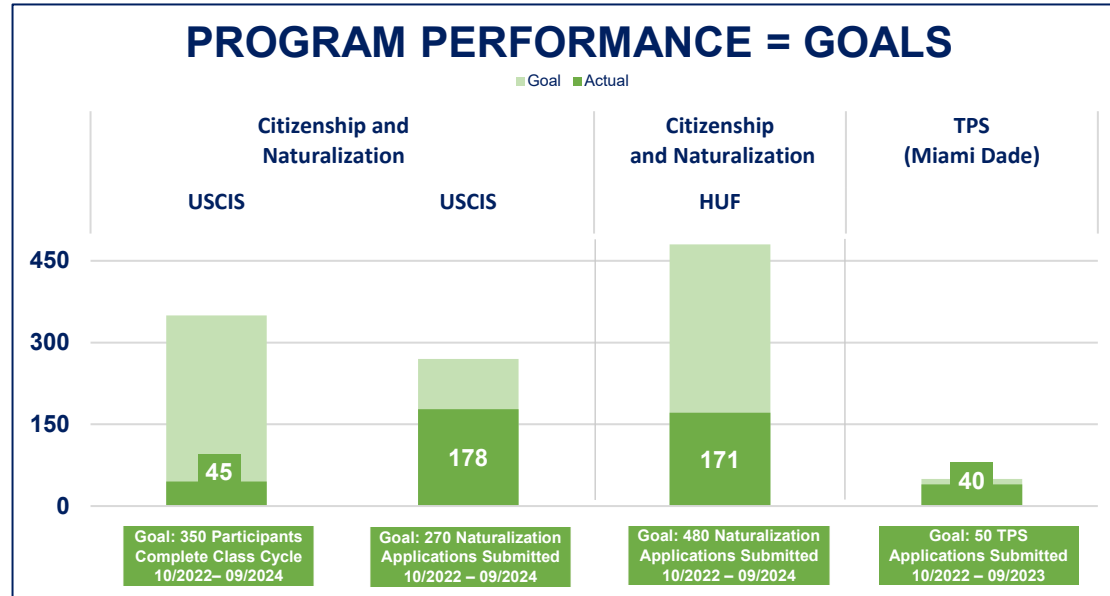
Close to being on track to meet goals/projections 85% > 94% of the goal

Not on track to meet goals/projections <85% of the goal



Empowering a New Generation of Americans

CIVIC ENGAGEMENT MARCH 2023



Based on current results and if future projections are met:

On track to meet goals/projections > 95% of the goal

Close to being on track to meet goals/projections 85% > 94% of the goal

Not on track to meet goals/projections <85% of the goal