



**Empowering a  
New Generation  
of Americans**

## **Board of Directors Meeting Package**

**Meeting #5**

**Tuesday, August 20, 2024**

<https://us06web.zoom.us/j/84616833859?pwd=VoweZaeTr45uut887eulKPTr74gytr.1>

### **Mission**

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



## Board of Directors

### Meeting Agenda

Tuesday, August 20, 2024 | 8:00 AM – Zoom

Time	Item	Lead	Pgs.	Action
8:00	<b>Call to Order / Roll Call</b>	Felina Furer		
8:02	<b>Chair Welcome</b> <ul style="list-style-type: none"><li>Board Retreat, Saturday, Sept. 14<sup>th</sup></li></ul>	Tony Abbate		Information
8:05	<b>CEO Report</b>	Felipe Pinzon		Information
8:20	<b>Mission Moment</b> <ul style="list-style-type: none"><li>Rotary Club/U4K event</li><li>Active Youth Voice &amp; Sports Day</li><li>Back to School Extravaganza</li><li>Youth FORCE &amp; LEAP High</li></ul>	Ingrid Ekblad, Elizabeth Dorante & Yonela Carusi		Presentation
8:50	<b>Governance</b> <ul style="list-style-type: none"><li>Dr. Jeffrey Nasse Resignation</li><li>Recruitment Efforts</li></ul>	Maria Barnard	Pgs. 1-2	Information Discussion
9:00	<b>Finance</b> <ul style="list-style-type: none"><li>IRS: 990 Update</li></ul>	Lisette Rodriguez & Leonor Romero		Information
9:05	<b>Marketing</b> <ul style="list-style-type: none"><li>2024 Entrepreneur Summit</li><li>New Website Update</li><li>2023 Annual Report</li></ul>	Kathy Gallego	Pg. 3-4 Pg. 5-24	Information
9:20	<b>Fund Development</b> <ul style="list-style-type: none"><li>Miniaci Challenge Grant</li></ul>	Michele Fernandez		Update
9:30	<b>Consent Agenda</b> <ul style="list-style-type: none"><li>Board Meeting Minutes (May 2024)</li><li>Marketing Committee Minutes (April 2024)</li><li>PP&amp;A Committee Minutes (April 2024)</li><li>Audit Committee Minutes (May 2024)</li><li>Finance Committee Minutes (May 2024)</li><li>April – May 2024 Financial Statements</li></ul>	Tony Abbate	Pgs. 25-28 Pgs. 29-30 Pgs. 31-32 Pgs. 33 Pgs. 34-36 Pgs. 37-58	Action
<b>Executive Session</b>				
10:00	<b>Adjourn</b>			

**17 Active Board members / 9 required for quorum and vote**

**Appendices:**

1. Board member self-assessment	Pgs. 59
2. Program Performance Dashboard	Pgs. 60-62
3. Fund Development Dashboard	Pgs. 63-65
4. Strategic Plan Dashboard	Pgs. 66-74
5. HUF Management Team	Pgs. 75

Board of Directors					
2024					
Board Members	Jan	Feb	Mar	April	May
ABBATE, Anthony (Tony)	P	P		P	P
ALVAREZ, Maritza	P	P		P	E
BARNARD, Maria	P	P		E	P
BITTAR, Elsa	E	P		P	E
CARDOZO, Carolina	P	P		P	P
CUSHING, Giselle	P	P		P	E
ESPINOZA, Boris	A	P		P	P
FRANCO, Lesli	A	P		A	P
HERZ, Dan	P	P		P	P
NASSE, Jeffrey	P	P		P	A
PARADOWSKI, Christina	P	P		P	P
PALAU, Alexandra	P	P		P	E
REYES, Christian	A	P		A	P
RIVERA, Francisco	P	E		E	P
RODRIGUEZ, Ana	A	P		P	P
RODRIGUEZ, Lisette	P	P		P	P
RODRIGUEZ, Lucia	E	P		A	E
STONE, Angie	P	P		P	P
Total Board Members	18	18		18	18
Present: P	12	17		13	12
Excused: E	2	1		2	5
Absent: A	4			3	1
Board Members Present at the Meeting	66% In Person	94% Zoom		72% Zoom	66% In Person/Zoom

\*In person

A	B	C	D	E	F	G	H	I	J	K	L	M
Board of Directors												
2023												
Board Members	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec
ABBATE, Anthony (Tony)	P	P	P	E	P*	P			P	P	P	P
ALVAREZ, Maritza	P	P	P	P	P	E			P	P	P	A
ARGUELLO, Ana	A	A	A	A								
BARNARD, Maria	P	E	P	P	P	P			P	P	P	P
BITTAR, Elsa	P	A	P	A	P	A			P	P	P	E
CARDOZO, Carolina	P	P	P	P	P	P			P	P	P	P
CUSHING, Giselle	P	P	P	P	P*	P			P	P	P	P
ESPINOZA, Boris	P	P	A	E	P	P			P	A	E	P
FRANCO, Lesli	P	P	A	A	A	P			P	E	P	P
HERZ, Dan	P	P	P	P	P*	P			P	P	P	P
NASSE, Jeffrey	P	P	E	E	P	P			P	E	P	P
PARADOWSKI, Christina	P	P	P	P	P*	P			P	P	P	P
PALAU, Alexandra											P	P
REYES, Christian	P	P	A	A	P	P			E	A	A	A
RIVERA, Francisco	P	P	E	P	P	P			P	P	E	P
RODRIGUEZ, Ana	P	P	P	P	E	A			P	A	P	E
RODRIGUEZ, Lisette	P	P	P	P	P	P			E	P	P	E
RODRIGUEZ, Lucia	P	P	P	A	P	P			E	P	P	P
SCHEVIS, Daniel	P	E	P	A	A	A						
STONE, Angie	P	P	P	P	P*	P			P	P	P	P
Total Board Members	19	19	19	19	18	18			17	17	18	18
Present: P	18	14	13	10	15	14			14	12	15	12
Excused: E	0	2	2	3	1	1			3	2	2	3
Absent: A	1	3	4	6	2	3			0	3	1	2
Board Members Present at the Meeting	94% Zoom	73% Zoom	68% Zoom	52% Zoom	83% Hybrid	77% Zoom	Summer Break		82% In Person	70% Zoom	83% Zoom	72% In Person

**From:** [Felipe Pinzon](#)  
**To:** [Jeffrey Nasse](#)  
**Cc:** [Anthony Abbate](#); [anthonyabbate@me.com](mailto:anthonyabbate@me.com); [Maria Barnard](#); [Juliana Esquerra](#); [Felina Furer](#)  
**Subject:** RE: Thank You and Moving Forward  
**Date:** Wednesday, July 10, 2024 12:47:19 PM  
**Attachments:** [image001.png](#)  
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[image013.png](#)

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Dr. Nasse – Congratulations on your new position as Chancellor of Pima Community College! I know how important this decision was for you and your family.

This is an incredible achievement, and I have no doubt that you will excel in this new role.

We totally understand that you need to move forward! You will be greatly missed though!

I want to take this opportunity to thank you for your invaluable contributions to Hispanic Unity of Florida as a Board member.

Your leadership and dedication have been instrumental, particularly in guiding crucial aspects of our strategic plan. Your presence and insight have made a significant impact.

Tony, Maria, the Board, and the entire HUF team wish you all the best in your new journey.

Un gran abrazo from all of us at HUF!



**Felipe Pinzon** | President and CEO  
954.257.5473 | [fpinzon@hispanicunity.org](mailto:fpinzon@hispanicunity.org)  
[www.hispanicunity.org](http://www.hispanicunity.org)  
***UnidosUS Affiliate of the Year***



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**From:** Jeffrey Nasse <jnasse@broward.edu>  
**Sent:** Wednesday, July 10, 2024 10:52 AM  
**To:** Felipe Pinzon <fpinzon@hispanicunity.org>  
**Subject:** Thank You and Moving Forward

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

Dear President Pinzon:

I hope you are enjoying your summer. With a mix of gratitude and sadness, I write to inform you of my resignation from the Board of Directors of Hispanic Unity of Florida, effective July 15, 2024. My decision to step down from the board is due to having accepted the position of Chancellor of Pima Community College in Tucson, Arizona.

Serving on the Hispanic Unity of Florida board has been an honor and a privilege. I have deeply enjoyed working alongside such a dedicated and passionate group of individuals committed to the mission of empowering and supporting our immigrant community here in South Florida. I am proud of the work we have accomplished together and have no doubt that the organization will continue to thrive and make a significant impact.

Of course, I am committed to ensuring a smooth transition and will assist in any way possible during this period. Please let me know how I can support the transition process.

Felipe, thank you so much for the wonderful opportunity to serve on the board of this great organization. I look forward to staying connected and supporting Hispanic Unity of Florida in any way I can from afar.

All the very best, my friend.

Sincerely,

*Jeff*

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Please Note: Due to Florida's very broad public records law, most written communications to or from College employees regarding College business are public records, available to the public and media upon request. Therefore, this email communication may be subject to public disclosure.



**Jeffrey Nasse**

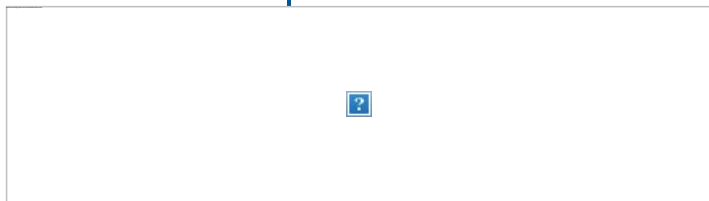
**Provost and Senior Vice President of Academic Affairs and College Operations, Broward College**

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Fort Lauderdale, FL 33301



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7:15 AM - 2:00 PM



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- Descubra estrategias y herramientas para hacer crecer su negocio.



Viernes, 27 de septiembre de 2024  
7:15 AM - 2:00 PM

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**Alan B. Levan**  
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Empowering a  
New Generation  
of Americans



## 2023 ANNUAL REPORT

# IMPACT OVERVIEW

**01** LETTER FROM PRESIDENT  
& 2023 BOARD CHAIR

**04** PROGRAMS

**10** 2023 HIGHLIGHTS

**15** OUR FINANCIALS

# NAVIGATING THE FUTURE: STRATEGIC PATH TO SUSTAINABLE GROWTH

**FELIPE PINZON, PRESIDENT/CEO**  
**CHRISTINA PARADOWSKI, BOARD CHAIR**

In 2023, Hispanic Unity of Florida (HUF) achieved significant milestones, expanding our reach and impact across South Florida. We served more working families than ever before, extending services into Miami-Dade County and enhancing the quality of the programs to ensure more preschoolers are ready for kindergarten, youth pursue higher education, and parents secure employment and become homeowners. Our commitment to advocating for working families remains firm, ensuring that the community receives the support and resources needed to succeed. 2023 was a testament to HUF's team dedication, strategic growth, and the continuing partnerships that make the organization's mission possible.

At the heart of our success lies our promise to innovate and adapt, and most importantly staying true to our mission: Empowering immigrants and others to become self-sufficient, productive and civically engaged. We listened carefully to client needs, and focused on emerging trends that would provide new opportunities to better serve HUF's clients.

We are excited about the opportunities that lie before us. Thanks to our Board of Directors, staff and partners HUF's strategic plan will 1) Respond to current and emerging community needs by increasing access to HUF's programs and services. 2) Expand income and wealth building opportunities for working families by strengthening workforce education, provide comprehensive support to aspiring homeowners and business owners, helping them acquire, maintain, and grow assets and enterprises to foster long-term financial prosperity. 3) Strengthen HUF's role in public policy and advocacy. 4) Position the organization for further growth by establishing strategic partnerships, enhancing organizational infrastructure will also be a crucial step towards improving overall efficiency and effectiveness.



In closing, we would like to express our gratitude to our clients, staff, partners, funders and board members for their relentless support and dedication to our mission. Together, we achieved remarkable milestones in 2023, and we are confident that with our shared vision and determination, we will continue to achieve even greater heights in the future.

Thank you for your continued trust and confidence in HUF.





WE



ARE

HISPANIC



UNITY



OF



FLORIDA



# OUR MISSION

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

# OUR VISION

Everyone is empowered to live *their* American Dream.

# OUR APPROACH

HUF's family-centered two generation (2Gen) approach centers on the whole family, simultaneously tracking outcomes and creating a legacy of educational success and economic prosperity that passes from one generation to the next.

# 33,508

CLIENTS SERVED IN 2023

# CENTER FOR WORKING FAMILIES

Empowering families towards economic prosperity.

## OBJECTIVE

The Center for Working Families (CWF) follows a comprehensive approach that advances economic success for families through workforce development, economic support, and asset building. CWF helps low to middle-income families achieve financial prosperity by coordinating three core services: income support application assistance (SNAP application enrollment, Earned Income Tax Credits, healthcare access), workforce education and job placement, and money management including strategies for building generational wealth.

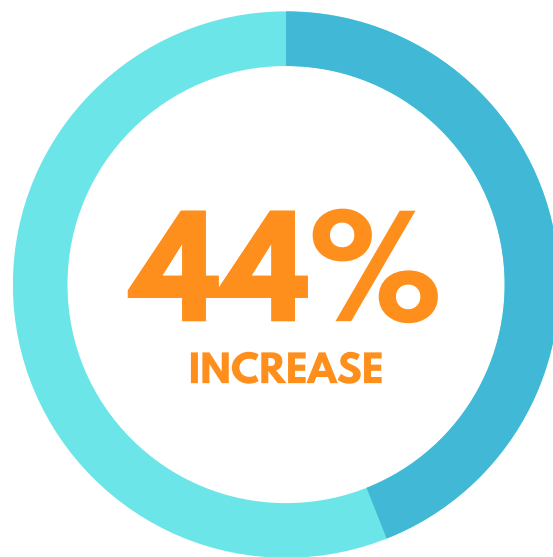
## IMPACT BY THE NUMBERS

13,767

NUMBER OF CLIENTS  
SERVED IN 2022

19,859

NUMBER OF CLIENTS  
SERVED IN 2023



**8,832 clients**

received healthcare and/or food related assistance.

**3,359 clients**

received assistance filing their tax returns.

**459 clients**

received housing and financial assistance, and/or attended financial capability and first-time homebuyer workshops.

**2,050 clients**

received entrepreneurship education and support to start or strengthen their current businesses.

**256 clients**

received employment service assistance.

**4 clients**

purchased a home with HUF's support.





## JUAN O.

Juan, a Nicaraguan immigrant, worked with his HUF coach to adapt to his new environment. He enrolled in the Job Readiness Program, where updated his resume, improved his English, and acquired new skills. With his coach's help, Juan secured a maintenance clerk position with a starting pay of \$16 an hour.

## ORLANDO C.

When we first met Orlando, he was struggling to make ends meet while supporting his wife and two young daughters. With the help of a job counselor, Orlando received two job offers in quick succession, with the highest one offering \$18 an hour.

# EDUCATION

## Empowering families to achieve lasting success.

We promote healthy behaviors that create a pathway to learning and success. We provide resources that support academic well-being, emotional health, and economic mobility for both students and their families. This comprehensive strategy ensures holistic family support, fostering sustainable improvements across generation.

### IMPACT BY THE NUMBERS

3,020

NUMBER OF CLIENTS  
SERVED IN 2022

3,749

NUMBER OF CLIENTS  
SERVED IN 2023



**85 families**

enrolled in the **Unity 4Kids (U4K)** program at the early learning center.

**2,624 youth**

and parents were served in the **Unity 4Teens (U4T)** Youth Development program.

**418 families**

were served in the **Family Strengthening Program (FSP)**.

**622 students**

strengthened their language skill in the **English for Speakers of Other Languages (ESOL)** program.

**10 children**

graduated from the VPK program, and were kindergarten ready!

**22 youths**

graduated from high school ready to pursue higher education in healthcare, criminal justice, and other fields.

STAY HIGH





Erik A, a remarkable student from Hollywood Hills, was initially reserved and hesitant to engage in activities. His journey since joining our after-school U4T program has been nothing short of inspiring.

Through the program's robotics sessions, Erik discovered a passion for technology, leading him to construct two impressive robots. His enthusiasm now permeates every aspect of the program as he eagerly participates in all activities and openly discusses his progress with his Success Coach. Erik's willingness to seek assistance when needed exemplifies his dedication to self-improvement.

Beyond robotics, Erik has benefited from after-school tutoring and homework help. He balances his studies with a part-time job working alongside his father on weekends, showcasing a strong work ethic. His ambition is further reflected in his proactive research into colleges and universities that offer technology programs aligned with his career aspirations.

Erik's transformation is a testament to his hard work and the opportunities provided by our program, paving the way for a promising future in the field of technology.



# CIVIC ENGAGEMENT

Support clients towards becoming U.S. citizens.

## OBJECTIVE

The Civic Engagement Department builds personal self-sufficiency through civic participation, encourages involvement in the voting process and shapes community capacity. The department supports residents in the process of learning about their new country, how to get involved, advocates for their needs and leads them onto the pathway of citizenship.

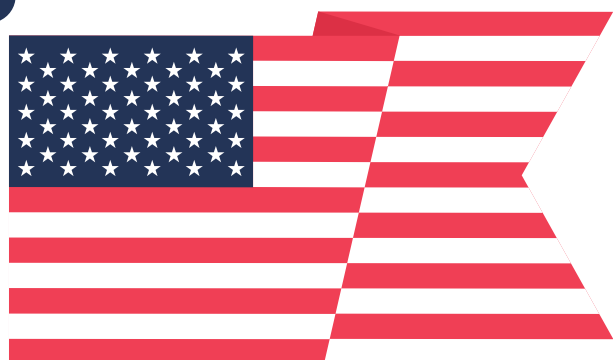
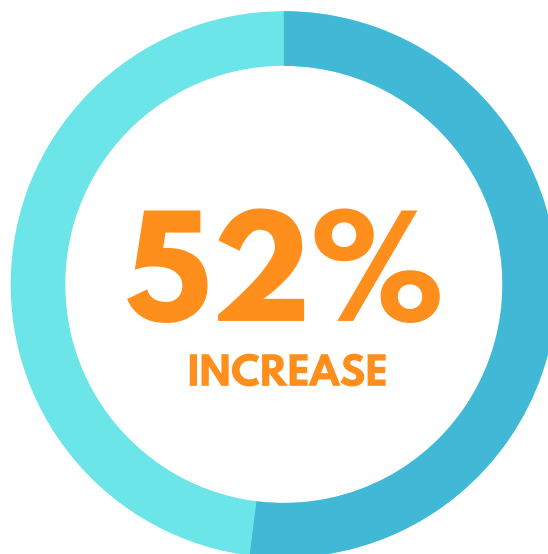
## IMPACT BY THE NUMBERS

2,027

NUMBER OF CLIENTS  
SERVED IN 2022

3,071

NUMBER OF CLIENTS  
SERVED IN 2023



**1,981 clients**

attended citizenship  
classes.

**1,090 clients**

received other immigration  
services.

**665 clients**

submitted a citizenship  
application.

**464 clients**

became U.S. citizens with  
the help of the program.

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Martha S. visited the USA from Mexico on a tourist visa and met her future spouse. After returning to Mexico and being denied university admission, she moved to the USA in 1989 and got married. Martha and her husband have two daughters, aged 10 and 5. Martha excelled in ESOL classes due to her English proficiency, which helped her secure a job at CVS, where she has worked for almost four years.

On February 10th, 2023, Martha became a U.S. citizen after diligent preparation and overcoming initial challenges. Her journey highlights her dedication and the support she received from HUF.

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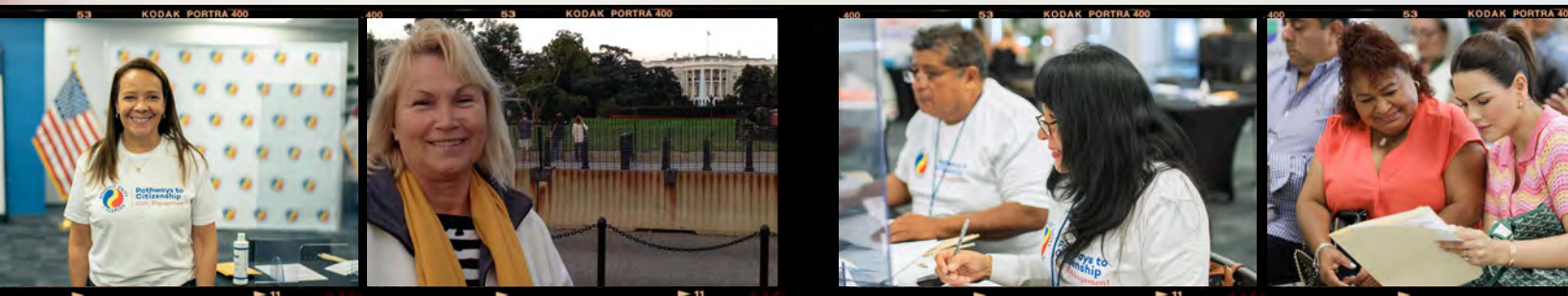
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Luz and her mother fled Colombia in the 90s to escape an abusive environment. While living in the U.S, she met her husband and had two children, but faced immigration challenges, resulting in her deportation, leaving behind two small children and her mother.

After 13 years of relentless efforts, Luz returned to the USA in 2016 through a family petition. She applied for naturalization in 2021, attending citizenship classes at HUF to prepare. Despite many delays, Luz persevered, and on April 5th, 2023, she successfully became a U.S. citizen.

Her dedication and resilience inspired many others with pending cases that have been waiting for years to resolve their immigration status.

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# 2023 HIGHLIGHTS

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

## MISSION MOMENTS

### The Miniaci Family Challenge Grant

The Rose Miniaci Family Fund of the Community Foundation of Broward awarded HUF a multi-year match grant of up to \$200,000. The grant will expand income and wealth-building opportunities, directly enhancing our approach to workforce development. This initiative allows us to offer hands-on practical skills training and educational partnerships, focusing on a family-centric two-generation (2Gen) approach that forms a seamless economic stability framework.



**CHALLENGE ACCEPTED!**



**THANK YOU**  
to the Miniaci Family  
for their dedication  
and support of  
HUF's mission

## 10th Annual Entrepreneur Summit

On October 20th, over 250 aspiring and emerging business owners joined us for the 10th Annual Entrepreneurial Summit, hosted at Alan B. Levan | NSU Broward Center of Innovation. This successful gathering, our first in-person event since 2019, garnered multiple sponsorships and truly showcased the importance of networking among experts and the importance of finding resources. Attendees left invigorated from workshops focused on navigating challenges to business growth, led by local business leaders.



## HUF Staff Empowerment

HUF Public Policy & Advocacy (PP&A) is dedicated to informing and educating stakeholders and HUF staff about the importance and necessity of the work we do. To achieve this, we conducted four roundtables with different HUF departments to explain the role of PP&A and the connections between public policy, the face-to-face assistance HUF gives to clients, and the issues our community faces. The feedback from these roundtables was instrumental in shaping HUF's 2024 Public Policy Agenda. Reopening of in-person Citizenship services in Broward County. Addition of more in-person services at several libraries. Successful re-opening of the Weston and Hallandale Beach libraries.

## Expansion into Miami-Dade County

In partnership with Florida Blue, HUF was able to benefit from Florida Blue Retail Center space in Hialeah to offer Civic Engagement services, CWF workshops and Free tax preparation services with our Broward Tax Pro program.

## Unity 4Kids NECPA Re-Accreditation

U4K successfully received the approval of the re-accreditation process on February 2023, valid through February 2026.

## **Citi Foundation makes a Generous Contribution for Expansion**

In August 2023, the Citi Foundation awarded \$500,000 to HUF for Comprando Rico y Sano (CRS) Program. This funding enhances access to SNAP, WIC, and healthy eating education in the City of Hallandale. HUF aims to alleviate food insecurity and promote stability through CRS, a key part of its Economic Development efforts for over eight years.

## **DATA MANAGEMENT**

### **Data Management System**

HUF collaborated with their Data Management System provider to design, configure, and implement a system, prioritizing organizational needs. Programs such as the Family Strengthening Program (FSP) were fully implemented with ongoing staff training. A ticketing system and procedures for the Operations/Facilities area were also established. Additionally, HUF began working with the Marketing department to develop a client-focused marketing automation process.

### **Program Performance Measurement**

Throughout the year, HUF has focused on enhancing its program performance measurement processes and define measurable outputs, outcomes, and projections. The organization developed and updated scorecards and dashboards for better data visualization and performance tracking. HUF is also formalizing a system to ensure universal staff access to data analysis and discussion. This initiative aims to identify insights, create action plans, and assign responsibilities, with full implementation expected in 2024.

## **DEVELOPMENT**

### **End of the Year Campaign**

HUF participated in Give Miami Day, the largest day of philanthropy in South Florida, for the first time! This initiative resulted in 56 unique donors, totaling over \$25,000. Our fundraising efforts extended through the end of the year, demonstrating the strong and commitment from our community. Special initiatives like this helped HUF exceeded its \$1.6M fundraising goal by \$140K and secured more than \$2M for future years (2024-2026).



## Fundraising

HUF exceeded its \$1.6M fundraising goal by \$140K and secured more than \$2M for future years (2024-2026).

## OPERATIONS

### Comprehensive Improvements and Savings Initiatives

In 2023, HUF undertook major renovations, including redesigning common spaces at our Johnson Street headquarters and our Gulfstream Early Learning Center site. We reduced external document storage space, saving over \$15K annually, and procured a new copier vendor for all campuses, which saved approximately \$24K annually. Additionally, HUF strengthened its operations team by hiring a Facilities and Operations Assistant and an IT Coordinator. This new team will work to enhance and maximize HUF's infrastructure.

## MARKETING

### Special Events

Hispanic Heritage Month (HHM) was marked by a significant milestone for HUF, featuring special guest Broward County's First Hispanic County Administrator, Monica Cepero. For the first time, we hosted an event at HUF to present an award to an outstanding Hispanic individual who has made notable contributions to the community and is recognized as a HUF Champion. This VIP gathering included city officials and other distinguished guests.



## Force for Good Employee Retreat

The retreat was a very successful strategic gathering aimed at aligning our teams towards a shared vision of excellence, inclusion and transparency. It provided a unique opportunity for the staff to reflect, strategize, and cultivate a culture of innovation and collaboration. It is now an annual event.



## Hispanic Unity of Florida Mural Unveiling

HUF unveiled a new mural at its headquarters at 5840 Johnson Street, celebrating its clients, community, and partnership with Broward College. Curated by Twenty6North Productions and created by Marie Franco, a Venezuelan artist based in Miami with exhibitions at Wynwood's White Porch Gallery and the Orlando Museum of Art, the mural is a vibrant piece of art. The mural reflects South Florida's diversity and our clientele, with children at its center representing the new generation and hope for a better life, flanked by adults and colorful textiles symbolizing the many cultural identities of our clients.



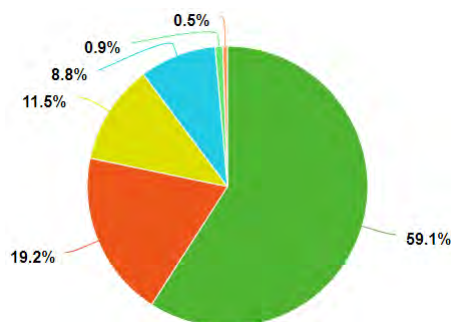
# OUR FINANCIALS

## BY THE NUMBERS 2023

### REVENUE

- Government - \$4,726,786
- Foundations - \$1,531,699
- Other - \$919,966
- Contributions - \$706,778
- In-Kind - \$70,024
- Special Events - \$42,500

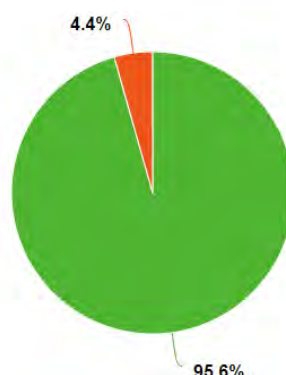
**Total Revenue - \$7,997,753**



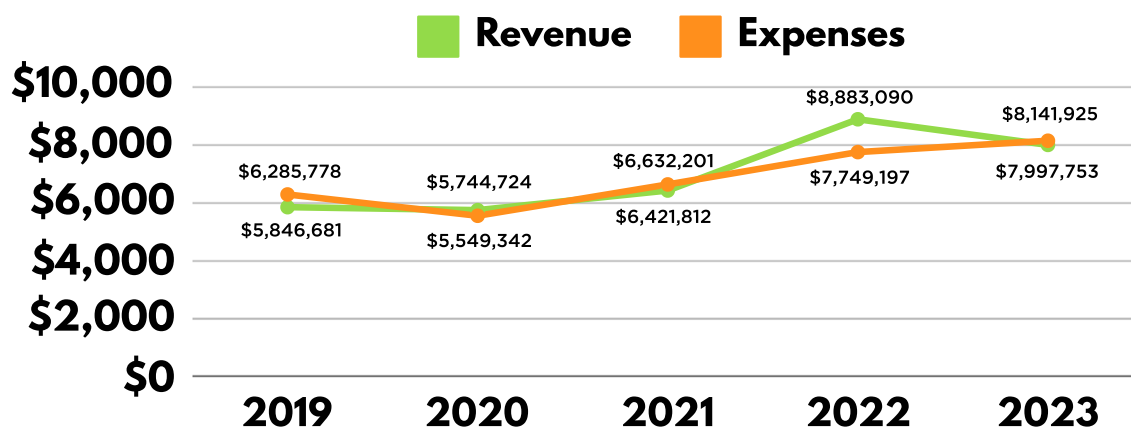
### EXPENSES

- Program Services - \$7,851,616
- Admin & Fundraising - \$360,333

**Total Expenses - \$8,141,925**



## THROUGH THE YEARS 2019-2023





# BOARD OF DIRECTORS

## OFFICERS

Christina Paradowski  
Chair  
Mosaic Law

Anthony J. Abbate  
Chair-Elect  
Florida Atlantic University

Lisette Rodriguez  
Treasurer  
Hancock Askew & Co., LLP

Lucia Rodriguez  
Past-Chair  
JPMorgan Chase

Carolina Cardozo, Esq.  
Secretary

## MEMBERS

Maritza Alvarez  
Memorial Healthcare System

Maria Barnard  
JM Family Enterprises, Inc.

Elsa Bittar  
JPMorgan Chase

Boris Espinoza  
Citi Private Bank

Lesli Cartaya Franco  
O'Connell & Goldberg Public Relations

Giselle Cushing  
Community Volunteer

Daniel Herz  
DFH Business Consultants Inc.

Dr. Jeffrey P. Nasse  
Broward College

Christian Reyes  
JPMorgan Chase

Francisco Rivera  
Sony Pictures Entertainment

Ana Rodriguez  
Florida Blue/  
Blue Cross Blue Shield of Florida

Daniel Schevis  
Community Volunteer

Angie Stone  
Stone Business Solutions, Inc.

## LEGAL COUNSEL

Manooch T. Azizi  
Tripp Scott, P.A.



## MISSION CAPACITY | \$250K-\$4M+

- Broward County Public Schools
- Children's Services Council of Broward County
- Citi Foundation
- Community Foundation of Broward
- Florida Blue Foundation
- Health Foundation of South Florida
- Kresge Foundation
- The Jim Moran Foundation
- United Way of Broward County

## VISIONARY LEVEL | \$100K-\$249K

- AmeriCorps/Volunteer Florida
- Humana Foundation
- Internal Revenue Service (IRS)
- JM Family Enterprises
- JP Morgan Chase
- The Rose Miniaci Family Fund of the Community Foundation of Broward
- Tate Family Foundation
- TK Foundation
- UnidosUS
- Urban Institute

## INVESTOR LEVEL | \$75K-\$99K

- Broward College

## LEADER LEVEL | \$50K-\$74K

- American Express Foundation
- National Association of Latino Elected and Appointed Officials (NALEO)
- Third Federal Savings & Loan

THANK YOU SPONSORS

## **INFLUENCER LEVEL | \$25K-\$49K**

- Ansin Family Foundation
- Batchelor Foundation
- Capital One
- Costco
- Flagstar Bank
- Holman Enterprises
- Wells Fargo

## **SUPPORTER LEVEL | \$15K-\$24K**

- Bank of America
- City of Hollywood
- Comcast
- Early Learning Coalition of Broward
- Florida Panthers Foundation
- Memorial Healthcare System
- New Americans Campaign
- Protecting Immigrant Families

## **FRIEND LEVEL | \$10K-\$14K**

- Amazon
- Annie E. Casey Foundation
- Bank United
- Broward Sheriff's Office
- CareerSource Broward
- Florida Blue
- Gloria Estefan Foundation
- Howard Greenfield Charitable Foundation
- Prosperity Now
- Regions Bank
- Sephora
- Sunshine Health
- Susie and Alan B. Levan Family Foundation

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**954.964.8884**



## **Board of Directors**

### **Meeting Minutes**

Tuesday, May 21, 2024 | 8:00 AM – In Person at HUF

<b>Call to Order / Roll Call</b>	<b>Tony Abbate and Felina Furer</b>
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Began at 8:10 am

<b>Chair Welcome</b>	<b>Tony Abbate</b>
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Tony Abbate shared that this was the last meeting before the summer break, with the Board reconvening in August for a Zoom meeting. The Board Retreat is scheduled for Saturday, September 14th. He emphasized that the retreat is an opportunity for Board members to reconnect, get re-inspired by HUF's mission, and plan for the upcoming year. The Board is looking for a location large enough to accommodate 40 individuals with IT capabilities, and members are encouraged to reach out to Felina Furer and Felipe Pinzon if they can host the retreat.

Tony also shared the sad news of the passing of Susie Levan, a cherished Broward community builder and steadfast supporter of HUF. Additionally, birthday wishes were extended to Lesli Franco (May 1st) and Angie Stone (May 29th).

<b>CEO Report</b>	<b>Felipe Pinzon</b>
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Felipe Pinzon informed the Board that Ana Rodriguez brought 20 people from Florida Blue and Sanitas to Hispanic Unity of Florida earlier in the month to brainstorm and collaborate. HUF is looking to expand its presence in West Broward, near Sawgrass Mills, utilizing their facilities. In addition, he shared that Tony Abbate secured a sponsorship from the Rotary Club to assist with the beautification of HUF's facilities. Felipe also reported Lucia Rodriguez and he met with the Venture Mentoring Team (VMT) to expand services to HUF's clients through partnerships. Finally, he shared that Angelo Castillo, Board Member Emeritus, is now the Mayor of Pembroke Pines, and Felipe looks forward to discussing potential collaborations in the city with him.

Felipe also reported that HUF secured \$500K from the Kresge Foundation. HUF has also submitted a \$500K application to JPMorgan Chase. A multi-million, multi-year proposal was submitted to the Frederick DeLuca Foundation. An officer from the Foundation noted that they had not seen such a high-level proposal in a long time.

Felipe will attend the Hispanics in Philanthropy conference in June in Chicago and the UnidosUS Conference in July in Las Vegas, along with several staff members.

## **Mission Moment**

**Elizabeth Dorante and Sara Valentin**

Sara Valentin, Family Strengthening Program (FSP) Manager, presented the program highlights and its overall impact to the Board members. She highlighted a specific case where HUF provided services, illustrating the 2Gen approach. This case involved providing beds and resources that helped a mother secure a better job and offered emotional and financial support to the entire family.

In addition, Elizabeth Dorante invited the Board to attend the Unity4Kids Graduation on Saturday, June 8th, at the Gulfstream Early Learning Center at 10 am, where 11 children will graduate from the program.

## **Governance**

**Maria Barnard**

Maria Barnard presented the results of the demographic analysis to the Board. She indicated this was part of the Strategic Plan effort to “assess the representation of the community within HUF's Board of Directors and staff” to “ensure HUF's programs and services effectively respond to the evolving needs of the community”

- Demographic and Experience/Expertise Survey Results: There are no gaps in gender or ethnicity on the Board. However, there is a gap in race compared to the clients served, specifically in the Black/African American identity.
- Board Recruitment – Priorities: The recruitment priorities should be in accounting, IT, legal, banking, human resources, and risk management. There will be six vacancies on the Board in the near future.
- Clients' Demographics: The client versus staff demographic analysis is very similar, with staff demographics closely reflecting the clients served in most programs. There is a need to hire more White staff members, particularly for VITA and Unity 4Teens/LEAP High. Efforts are being made to ensure the management team also represents the demographics of HUF's clientele as it mirrors with front-line staffers. In 2023, HUF gained over 12,000 more clients, reaching a total of 33,508 compared to 2022. Many new clients found HUF via social media and word of mouth.

## **Finance**

**Leonor Romero, Dan Herz and Andrew Fierman**

2023 Audited Financials: Dan Herz reported that HUF has clean financials, with overall growth and expenses attributed to the expansion of programs. HUF operates efficiently, performing well compared to other non-profits.



Andrew Ferman from CFLG Accountants shared the Audited Financial Statements. He emphasized that the Opinion section is the most important part of the report, stating that HUF received a clean opinion. The audit was conducted following government standards. Andrew noted that many questions were asked, and a significant amount of information was requested to complete the audit.

**Dan Herz motioned to accept the 2023 Audited Financial Statement recommended by the Audit Committee. A second was made by Boris Espinoza. Motion passed.**

Leonor Romero shared that the Finance department is in the process of wrapping up the 990 submission.

<b>Strategic Plan Update</b>	<b>Tony Abbate, Management Team, and Felipe Pinzon</b>
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Operations: Ingrid Ekblad highlighted the current focus on the HR department buildout and IT migration of servers to the Cloud. She also announced the postponement of the Facilities assessment to 2025.

Finance: Leonor Romero is conducting a comparative analysis of HUF's revenue mix, and assessing innovative ideas for unrestricted funding, which will be reviewed by the Finance committee.

Fund Development: Felipe Pinzon discussed the retention of Cloud9 as a fundraising consultant and the ongoing hiring process for a Fund Development Manager.

Marketing: Kathy Gallego mentioned Maggie Martinez will be fully transitioning to Marketing in July. The department is currently working on the identification of a storytelling framework and will be reviewing bids for bilingual websites at the end of the month.

Governance: Felipe Pinzon shared that HUF has focused on analyzing demographic data to address gaps in representation both at the Board and staff level and will start working on the Board's succession plan soon.

Evaluation and Innovation: Juliana Esguerra mentioned HUF has advanced in the update of the "State of Hispanic and Immigrant Broward" report. The Organization has also strengthened programmatic KPIs. She also shared that an internal audit is underway to identify growth opportunities for the Center for Working Families (CWF).

Public Policy and Advocacy: Otto Valenzuela highlighted a focus on reaching out to County and Municipal officials and mentioned HUF prioritized voter registration and engagement due to the current election year. His involvement in the current Leadership Broward class is helping strengthen community relationships.

Programs: Elizabeth Dorante shared HUF is focusing on enhancing internal support for small businesses, and identified an internal expert to lead this effort. Expansion

discussions with Florida Blue in their retail centers in Hialeah and near Sawgrass are progressing after a concept paper submission. Additionally, efforts in Workforce Development to design a strong program strategy are underway with the support of an external consultant.

<b>Public Policy and Advocacy</b>	<b>Otto Valenzuela</b>
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Otto Valenzuela shared there has been a change of Superintendent since the School Board started the discussion of closing five schools in Broward County, including Olsen Middle School. The School Board will vote in June on the final decision, which would be implemented in 2025. If approved, this closure would impact HUF's staff and students.

<b>Marketing</b>	<b>Kathy Gallego</b>
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Kathy Gallego asked the Board to save the date for Friday, September 27th, date when HUF will hold the 11<sup>th</sup> Entrepreneur Summit at the Alan B. Levan | NSU Broward Center of Innovation. Amazon will be the key sponsor for this event, and additional sponsorship requests are currently being made.

<b>Fund Development</b>	<b>Felipe Pinzon</b>
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Felipe Pinzon shared that more than 200 individuals applied for the Development Director position. Only ten were qualified, four made it to the first phase, and two were recommended for the final interview with Felipe, Ana Rodriguez, and Jessica Rodriguez. An offer will be extended today at 1 pm. The preferred candidate is well-connected in the community and is a detail-oriented individual.

He also reminded the Board that the "Puente al Futuro" event will take place on Thursday, May 30th, at BBX from 5 to 7:30 pm. There is rigorous security at BBX, but HUF staffers will be strategically placed to usher attendees to the event. Currently, 34 RSVPs have been received.

<b>Consent Agenda</b>	<b>Tony Abbate</b>
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**Carolina Cardozo motioned to approve the consent agenda. A second was made by Maria Barnard. Motion passed.**

<b>Executive Session</b>
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A session was held.

<b>Adjourn</b>
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At 10:05 am

**Next Meeting: Tuesday, August 20<sup>th</sup> @8am via Zoom**





**Marketing Committee**  
Meeting Minutes  
Friday, April 26, 2024 | 9:00 AM

<b>Roll Call</b>	<b>Kathy Gallego</b>
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Began at 9:00am

**Attending:** Alexandra Palau, Elsa Bittar, Anthony Santana, Francisco Rivera, Lucia Rodriguez, Kathy Gallego, Maggie Martinez, Felina Furer

**Excused:**

**Absent:** Ana Rodriguez, Lesli Franco, Maguana Jean, and Boris Espinoza

<b>Approval of March 2024 Minutes</b>	<b>Tony Abbate</b>
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Lucia Rodriguez motioned to approve March 2024 minutes. A second was made by Alexandra Palau. Motion passed.

<b>Past and Upcoming Events</b>	<b>Kathy Gallego</b>
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Past Event Recap

- Job Fair: a total of 190 participants. There is a recap video posted on social media.
- Citizenship Clinic: Served 167 clients the goal was 150. There were three onsite media personnel, including one reporter, one producer and one videographers at the event and this was held at Ana G. Mendez University.

Upcoming Events

- Lunch & Learn: On Thursday, it is being hosted by the Hispanic Chamber of Commerce.
- May Board Event: Thursday, May 30th

<b>Marketing Strategic Plan</b>	<b>Kathy Gallego</b>
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Communication Plan: We are going to create framework for a plan to align with strategic goal this year.

Story Telling: We have been identifying ways to improve. The story telling template has been revised and updated. Since marketing doesn't work with clients, we count on front line

staff to share their findings and usually they are the ones who provide the stories. We have to have the right questions to get the story to unfold the “hero” element, settings, etc.

Website: We have three different agencies we are vetting for our website upgrade. They will be presenting in person. The three companies are: Designed by Cats, The M Network and Achieve. Kathy will share more information on the documents that were sent to all vendors for the quote. Once all quotes are received, she will share with the committee for review and feedback.

<b>ESummit</b>	<b>Kathy Gallego</b>
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Will be held on Friday, September 27<sup>th</sup> at the Levan Center “Frontier Room”. Looking for this committee’s assistance with event planning, communication, etc

<b>Adjourn</b>
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At 9:33am

**Next Meeting: Friday, May 24th @9am**

**Hispanic Unity of Florida**  
**Public Policy & Advocacy**  
**Committee Meeting**  
**MINUTES**  
**Friday, April 12, 2024**

**Present:** Carolina Cardozo, Dr. Jeff Nasse, Tony Abbate, Commissioner Dick Blattner, Dr. Maria Bernard, Robby Holroyd, Armando Arana (Megan Turetsky substitute), Otto Valenzuela, and Felina Rosales-Furer

**Excused:** Nicholas Hessing, Nazbi Chowdhury

**Absent:** Kersti Myles

**Roll Call**

Began at 9:00am

**Approve February 2024 Minutes**—Presented by Otto Valenzuela

**Motion**

**Dick Blattner moved to approve the February 2024 minutes. Dr. Jeff Nasse gave a second. Motion passed.**

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

- Sign On Letter: Letter to Committee on Appropriations in Congress to include funds for Housing and Urban Development (HUD) to facilitate training and technical assistance for affordable housing providers to begin reporting renters' timely rent payments to credit agencies. Circulated by partners Credit Builders Alliance.
- UnidosUS Changemakers Conference in Washington DC: Otto and Felipe attended. Otto was part of a SNAP and food security panel. He talked on the importance of small organizations like HUF doing policy and advocacy work and how we do this work.
- City of Hollywood Partnership:
  - Have met with Mayor twice in past 12 months.
  - Met with Joann Hussey Director Office of Communications, Marketing & Economic Development to discuss the 441 Corridor project.
  - From that meeting we learned that we could secure money for facilities.
  - This week, HUF's Director of Operations met with Hugo Amaya – Corridor Redevelopment Specialist. It seems that we are eligible for up to \$50K in funding – application will be submitted over the next few weeks. Hugo said that he is pretty sure we would not have an issue being granted this award.
  - We are assisting with connecting with the Spanish speaking community. There is a new affordable housing property down the street from HUF on 411, many of our clients applied for the lottery.
  - Commissioner Idelma Quintana and Felipe met recently to work on local projects and work on voter registration.
- US Secretary of Health and Human Services Xavier Becerra along with Rep. Wasserman Schultz and Rep. Darren Soto visited HUF to meet with community doctors on April 2<sup>nd</sup>. The Secretary's staff will be listening more to our needs and we hope it leads to federal funding.

**2024 Legislative Session Recap** – HUF & Community Priorities - Presented by Otto Valenzuela

- **SB 7004- School Deregulation:** There was a concern was weakening student assessments at 3<sup>rd</sup> and 10<sup>th</sup> grade level, hurting nonnative speakers. Testing at both grades remained. Parents will have more of a say in K-2<sup>nd</sup> grade reading deficiency evaluations.
- **Medicaid Expansion:** "Live Healthy Act" intends to grow healthcare workforce by:
  - Supporting loan repayment programs.
  - Supporting more graduate medical student slots
  - Raises the Medicaid reimbursement rate for new mothers and babies at hospitals.
- **Immigration:** SB1174 – Identification documents – denies local municipalities from accepting Community ID's. This is a continuation from last year's anti-immigrant SB1718.
- **DCF Budget and Medicaid Unwinding:** HUF is working on outreach making sure the community received letters spreading word to re-enroll in affordable healthcare if they were de-enrolled by State.

**BCPS: Redefining Our Schools Update**—Presented by Armando Arana

There is a financial situation in Broward County schools, there are 50k empty seats in schools. Last year, the School Board mandated the Superintendent close five schools across the county. There have been community conversations, meetings with elected officials. Many cities have submitted partnership letters and Armando would like HUF to provide official

feedback, he provided submitted letters as examples. The Superintendent is working on proposals of possibilities, to close schools, redistrict, leasing land, etc. outcome will be implemented 2025-2026 school year. Four of HUF's middle schools that HUF provides services to are on master list of possible closure due to low enrollment.

Biweekly the legislative department releases a closed newsletter. 10 high schools will be getting metal detectors installed and eight more will receive at a later date. There was a measles outbreak and a mini-clinic was provided to contain the outbreak. Vaccinations are being enforced in the schools unless there is a validated exemption. There is a new Multi-lingual advisory committee just created.

Armando reviewed a few bills the school district supported such as, HB 3: protection of minors on social media that require parental permission. HB 1317: patriotic organizations with access to public schools. There was also a bill to ensure Communism is taught how and it effects societies freedoms.

High School voter registration drive is in process right now, the goal is 10k register.

**HUF Strategic Plan PP&A Update** - Presented by Otto Valenzuela

This will be discussed at the next meeting due to time constraints.

**Adjourn**

At 9:58am

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

**Audit Committee Meeting  
MINUTES  
Thursday, May 16, 2024**

**Attendance:** Dan Herz, Ana Rodriguez, Christian Reyes, Anthony Abbate  
Andrew Fierman (Auditor-CFLG),  
Leonor Romero, Felina Furer

**Excused:** Felipe Pinzon (donor deadline)

**Call to Order/ Roll Call** Began at 11 AM

Andrew Fierman is the partner at CFLG in charge of Hispanic Unity of Florida's 2023 Audit. Andrew reviewed the Auditor's report and communication letter. It is an unmodified clean opinion of HUF's financials.

There was a \$280K decrease in Net Assets due to lower revenues and higher expenses. There was an increase of \$1.1M primarily due to the TJMF 3-year pledge recognized in 2022 for the 3-year grant cycle starting in 2023. Like 2022, 2023 was subject to single audit due to federal funding received by HUF exceeding \$750K. The single audit required to do this separate report (last half of audited draft). Andrew reiterated HUF had a clean opinion in the audit conducted by his firm. There were no corrections or errors/misstatements, which is how they base their testing.

Dan inquired why Occupancy and IT increased dramatically in 2023; both expenses are due to the growth of the agency. IT expenses went up \$60K, we received a grant from Truist to upgrade and replace several IT equipment. Occupancy went up by \$100K cost increased due to growth/other demands. Salary expenses are growing due to equitable updates in positions of the agency and growth of staff number. Programs share increased by \$655K in 2023 compared to 2022. In 2023, we leveled by having programs cover their pro-rated share of costs. Also, for 2023 it reflected the increase provided to staff in 2022 to address lower wages paid to staff and ensure no less than \$15/min wage. This reflects a full year of those changes that impacted different levels. Given increased capacity/demands, Ana inquired about plans for expansion in facilities. Felina explained the existing building has been assessed and a second story cannot be added. Dan suggested City of Hollywood or City Manager who has access to real estate that may help HUF. Leonor mentioned Gulf Stream expansion is active and discussions Felipe/Otto are exploring with school board if anything occurs with school closures for needed space. Andrew shared HUF does well with very limited resources and is very organized; hence, HUF's spending is like other nonprofits he observes.

**Dan Herz motioned to accept the December 2023 Financial Audit and present it to the Board for approval. A second was made by Christian Reyes. Motion passed.**



**Finance Committee**  
Meeting Minutes  
Wednesday, May 16, 2024 | 9:00 AM

**Call to Order / Roll Call**

**Lisette Rodriguez and Felina Furer**

Began at 9:00am

Present: Liza Robles, Rodney Bacher, Lisette Rodriguez, Alejandro Loscher, Anthony Abbate and Hanai Sablich (Anthony Abbate)

Proxy: Arnold Nazur proxy was given to Lisette Rodriguez

Excused: Christian Reyes

Welcome Liza Robles to HUF's Finance Committee. She is a lawyer at Tripp Scott and looks forward to serving on the committee.

Thank you to Alejandro Alvarez Loscher for serving on the Finance Committee as this is his last meeting serving on the committee. He offered his services if we need them in the future.

**Approval of December 2023 & March 2024 Meeting Minutes**

**Lisette Rodriguez**

December 2023 minutes were overlooked during the hiatus and confirm Finance Committee approved the November minutes. The budget was not approved in December as that took place in January's meeting.

**Rodney Bacher motioned to approve the December 2023 & March 2024 minutes. The second was made by Alejandro Loscher. Motion passed.**

**Audit 2023 Update**

**Leonor Romero**

The Audit committee meets today at 11 AM. Audit is in a positive posture; there were no major concerns raised. It was a rigorous single audit due to over \$800k in federal grant monies. It will be sent to the Board tomorrow for approval next Tuesday barring any concerns raised in today's Audit Committee meeting. The Audit is one month earlier than in 2023; we strive to move up the clock this year.

Rodney asked about Leonor's Audit adjustments in 2023 and wanted to know if that takes away for 2024. She will share final numbers with committee and advise.

<b>February - March 2024 Financial Statements</b>	<b>Elizabeth Dorante</b>
---	--------------------------

Unaudited numbers for the 2023 year, she also shared the March 2024 financials. Since June of 2023 we have not used the line of credit. We have earned interest and not paid any interest. The line of credit matured in November and was renewed. We have an actual \$92K decrease in Net Assets as of 3/31/23, but that is due to grant money released as required part of the Temporarily Restricted Net Assets. It is a favorable balance budget in Fund Development. Leonor reviewed the temp restricted schedule which assists understanding the itemized funding by partners to track status and renewals.

There are two pending grants from October 2023 which have not been collected yet. Funding has been awarded but because we are pending the executed document or MOU in one case, this impacts our cashflow. One is through Miami Dade County in collaboration Catholic Legal Services and the other is Broward County takes. It is common for both funders to finalize these approvals.

**Rodney Bacher motioned to approve the February 2024 & March 2024 Financial statements. The second was made by Hanai Sablich. Motion passed.**

<b>Fund Development Update</b>	<b>Felipe Pinzon</b>
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1. Development Director Recruitment: The position has been vacant since February. Currently we are in the last phase of interviews. We have two strong candidates. Felipe believes he will be able to extend an offer after finalizing the steps of the final interview to one of those candidates.
2. Our budget for 2024 is just over \$9.8M. This year, we are tasked with raising nearly \$3.6M, including \$710K in unrestricted funds and \$2.9M in restricted or grant funding.

To date, we have secured \$2,050,000 or 57% of our goal, which is much better than what we expected/projected. At this time of the year in 2023 this number was 30%. To date, we've secured \$62K (or 19%) of our corporate giving fundraising goal. To date, we've secured \$177K (or 60%) of our \$297K individual giving fundraising goal.

With respect to our \$2.9M grant revenue goal, we have secured \$1.7M (or 60%) of our goal for this year. To date, we've secured \$42K (or 53%) of our events fundraising goal. We are ahead of 2024's timeline.

We are in conversation with several corporate partners. We are pending responses from several grant proposals totaling over \$2.1M. In addition, our team regularly seeks and receives grant opportunities, so we fully expect this number to be higher through the end of the year.

We are also in the final stage of a major grant proposal to support HUF's strategic plan. This may be a multi-million and multi-year grant.

<b>Program Update</b>	<b>Elizabeth Dorante</b>
-----------------------	--------------------------

The new structure of these meetings will be to re-arrange the program update order to the end to allow for time on major financial matter, review major changes or concerns for the committee and answer any questions you may have from reviewing the dashboards included in the package.

Elizabeth mentioned her only update pertained to the Family Strengthening Program where there is one red area of the dashboard to address. Upon analyzing the services, we noted that coaches were doing 30 cases compared to normal caseload of 18. There has been a restructuring after discussion with CSC to update the caseload. This is reflected in a contract amendment pending CSC's approval. This will amend the staffing chart, units and budget modification. No existing staff were affected because of this change. This will rectify and course correct the status to maximize units of the contract. This past week 70 clients graduated, and 80 clients are registered in the next cycle.

<b>Executive Session</b>	<b>Leonor Romero / Felipe Pinzon</b>
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<b>Adjourn</b>	<b>Lisette Rodriguez</b>
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At 9:38am

**Next Meeting: Thursday, July 18<sup>th</sup> @9am**



**HISPANIC UNITY OF FLORIDA, INC.**

**FINANCIAL STATEMENTS**

For the Four Months Ending April 30, 2024  
(WITH COMPARATIVE TOTALS AUDITED  
YEAR ENDED DECEMBER 31, 2023)

Prepared by: L. Romero ran 7/1/24  
FOR REVIEW BY CEO/FINANCE COMMITTEE  
SOURCE: SAGE PEACHTREE @ 04/30/24 / TR SCHEDULE

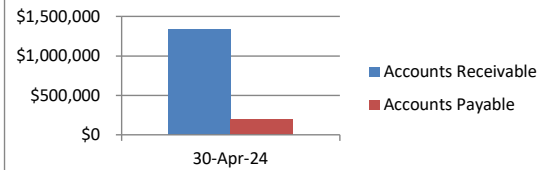
## 04/30/2024 Dashboard

### Revenue YTD Compared to Previous YTD

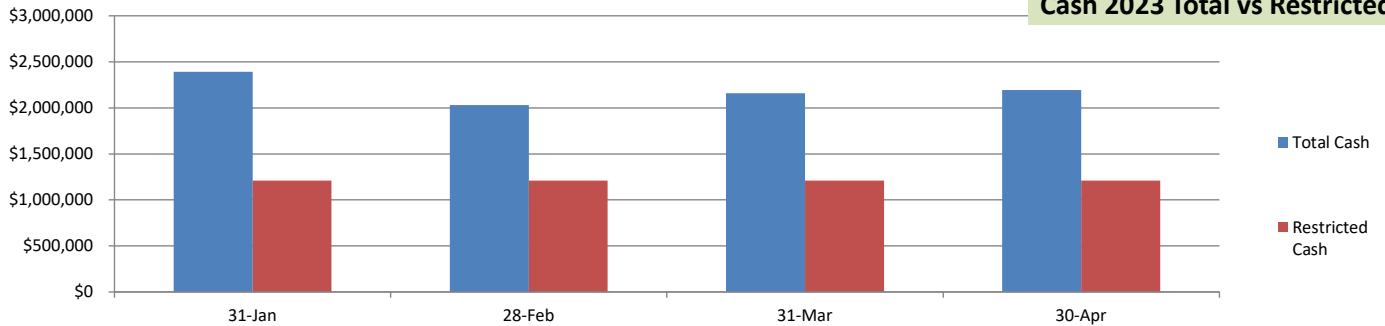
4/30/2024

	Revenue YTD as of 4/30/2024	Revenue YTD as of 4/30/2023	Year Over Year Chng
Unrestricted Revenue	\$2,896,704	\$2,666,185	\$230,518
Restricted Revenue	(\$447,151)	(\$301,407)	(\$145,745)
<b>Total Revenue</b>	<b>\$2,449,552</b>	<b>\$2,364,779</b>	<b>\$84,774</b>

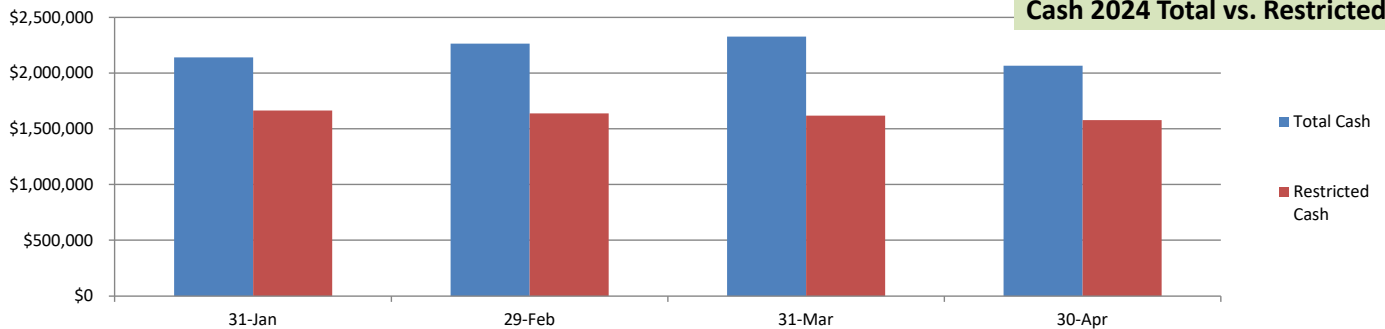
### Accounts Receivable Vs Payables April 2024



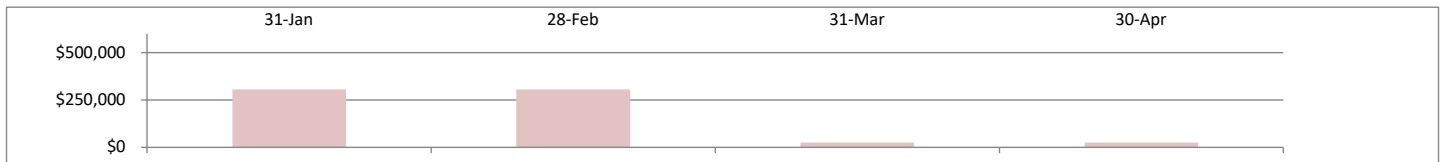
### Cash 2023 Total vs Restricted



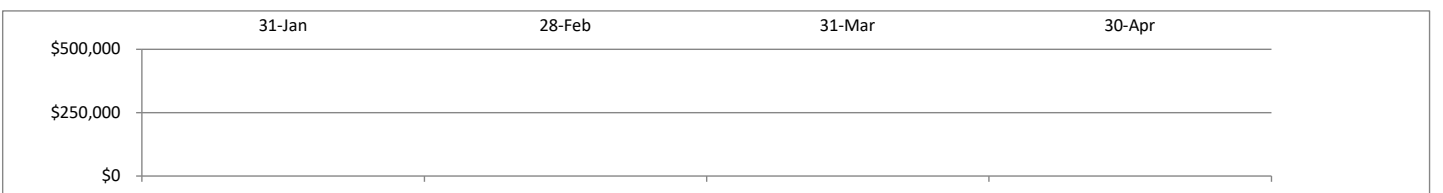
### Cash 2024 Total vs. Restricted



### Line of Credit Usage 2023



### Line of Credit Usage 2024



**Hispanic Unity of Florida, Inc.**

Notes to Financials

04/30/2024

UNR Net Assets

Preliminary

Reconciliation of UNR Net Assets:

1 Gain/(Loss) From Program Operations	406,614
2 Gain/(Loss) from Support Services	57,582
<b>Inc(Dec) in UNR Net Assets</b>	<b>\$ 464,196</b>

**Includes:**

<b>From Net Assets "Released Prior Year"</b>	(593,557)
<b>From Net Assets "Released Current Year"</b>	(7,631)
Subtotal Released PY & CY	(601,187)
<b>YTD Actual Agency Over (Under)</b>	<b>(136,991)</b>

*The year-to-date projected operating net was \$9.3K. Preliminary operating net \$464K. Our year-to-date actual nets (\$137K) includes prior year releases*

- 1) Development YTD had a favorable budget variance \$2.5K, includes Donor with Restrictions released totaling \$50K includes new **Pledge Receivable Miniaci Qtr ending 4/30/24 \$35.5K**
- 2) Programs YTD had a favorable variance of \$417K, includes Donor with Restrictions released totaling \$551K
- 3) Admin YTD had a favorable budget variance of \$63K.  
**Refer to July 2024 Fund Development Report for newly secured funding \$829K**

**Cash**

*Year to date increase (decrease) in cash by \$ 129,772 as a result of the following activities:*

\$ (136,992)	<i>Inc/(Dec) in Net Assets</i>
281,509	<i>Adjustments to reconcile increase (decrease) in net assets</i>
144,517	<i>Net cash provided (consumed) by operating activities</i>
(7,996)	<i>Investing Activities</i>
(6,749)	<i>Financing Activities</i>
<b>\$ 129,772</b>	<b><i>increase (decrease) in cash</i></b>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF FINANCIAL POSITION**  
For the Four Months Ending April 30, 2024  
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2023)

<u>ASSETS</u>	<u>2024</u>	<u>AUDITED 2023</u>
Current Assets		
Cash	2,066,363	1,936,592
Grants receivable, net	952,963	838,358
Unconditional promises to give, net	229,007	297,683
Prepaid expenses	32,498	50,813
	<hr/>	<hr/>
Total Current Assets	3,280,832	3,123,446
Non-Current Assets		
Long term unconditional promises to give	971,496	1,352,996
Property and equipment, net	1,054,733	1,096,408
Deposits and Other Assets	32,612	32,772
	<hr/>	<hr/>
Total Non-Current Assets	2,058,841	2,482,176
	<hr/>	<hr/>
Total Assets	5,339,673	5,605,622
	<hr/>	<hr/>
<u>LIABILITIES AND NET ASSETS</u>		
Current Liabilities		
Accounts payable and accrued expenses	185,172	307,380
Mortgage payable, current	20,697	20,697
Line of credit	-	-
	<hr/>	<hr/>
Total Current Liabilities	205,869	328,077
Noncurrent Liabilities		
Mortgage payable, net of current portion	709,917	716,666
	<hr/>	<hr/>
Total Non-Current Liabilities	709,917	716,666
	<hr/>	<hr/>
Total Liabilities	915,786	1,044,743
	<hr/>	<hr/>
Net Assets		
Without Donor Restrictions	2,266,455	1,956,298
With Donor Restrictions	2,157,430	2,604,581
	<hr/>	<hr/>
Total Net Assets	4,423,884	4,560,879
	<hr/>	<hr/>
Total Liabilities and Net Assets	5,339,670	5,605,622
	<hr/>	<hr/>

R/E

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES**  
For the Four Months Ending April 30, 2024  
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2023)

				2023
				AUDITED
				Total
	Without Donor Restrictions	With Donor Restrictions	Total	
Revenues and Other Support:				
Contributions	Contributions, with donor i \$ 246,525	\$ 154,036	\$ 400,561	\$ 2,238,477
Special events	20,000	-	20,000	42,500
Grants from government agencies	1,673,837	-	1,673,837	4,726,786
Other grants and fees	184,665	-	184,665	442,260
Tuition & Fees	112,112	\$ -	112,112	363,019
Rental Income	18,828	\$ -	18,828	55,798
Interest & Dividends	39,549	\$ -	39,549	58,889
Contribution of nonfinancial assets	-	-	-	70,024
<b>Net assets released from restrictions:</b>				
Satisfaction of restrictions	601,187	(601,187)	-	-
Total Revenues and Other Support	2,896,704	(447,151)	2,449,552	7,997,753
Expenses (Functional)				
Program services	2,379,621	-	2,379,621	7,851,616
Management and general	181,058	-	181,058	176,407
Fundraising	25,865	-	25,865	183,926
Total Expenses	2,586,544	-	2,586,544	8,211,949
Change in Net Assets	310,160	(447,151)	(136,992)	(214,196)
Net Assets - Beginning of Year	1,956,298	2,604,581	4,560,879	4,775,075
Net Assets - End of Year	\$ 2,266,458	\$ 2,157,430	\$ 4,423,887	\$ 4,560,879

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF CASH FLOWS**  
For the Four Months Ending April 30, 2024  
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2023)

	<u><b>2024</b></u>	<b>AUDITED</b> <u><b>2023</b></u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ (136,992)	\$ (214,196)
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	<u>49,831</u>	<u>130,713</u>
Provision for uncollectible promises to give	-	-
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(114,605)	(39,616)
(Increase) decrease in unconditional promises to give	450,176	(231,707)
(Increase) decrease in prepaid expenses	18,315	(19,147)
(Increase) decrease in security deposits and other assets	-	477
Increase (decrease) in accounts payable and accrued expenses	<u>(122,208)</u>	<u>52,661</u>
Total adjustments	<u>281,509</u>	<u>(106,619)</u>
Net Cash Provided by Operating Activities	<u>144,517</u>	<u>(320,815)</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment, net of retirements	<u>(7,996)</u>	(45,561)
Net Cash (Used In) Investing Activities	<u>(7,996)</u>	<u>(45,561)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	-	(306,339)
Borrowing (Repayment) of mortgage	<u>(6,749)</u>	<u>(19,707)</u>
Net Cash Provided by Financing Activities	<u>(6,749)</u>	<u>(326,046)</u>
Increase (decrease) in Cash	129,772	(646,861)
Cash - Beginning of Year	<u>1,936,592</u>	<u>2,629,014</u>
Cash - End of Year	<u><u>\$ 2,066,363</u></u>	<u><u>\$ 1,936,592</u></u>

**Cash Detail**  
**As of 04/30/2024**

***Without Donor Restrictions and With Donor Restrictions Cash:***

1010-000AAAS	Bank of America	Operating	51,880	
1025-000AAAS	Truist	Payroll	2,746	
1000-000AAAS	Petty Cash	Imprest	500	
1028-000AAAS	Truist	Operating	177,421	
1023-000AAAS	Truist	Asset Reserve Fund	133,563	
1022-000AAAS	Truist	Reserve Fund	121,274	487,384 Without Donor Restrictions
1021-000AAAS	Truist - Money Market	Opportunity Fund	527,260	
1024-000AAAS	Truist - Money Market	Grantor Funding	1,051,719	1,578,979 With Donor Restrictions
			<b>\$ 2,066,363</b>	<b>TOTAL CASH</b>

**Temp Restricted Schedule**  
**For the Four Months Ending April 30, 2024**

	AREA	CC	December 31, 2023	Increase/ (Decrease)	Additions	Increase/ (Decrease)	April 30, 2024
<b>Awards Brought Forward to 2023</b>							
TJMF - 9-01-18 - 8-31-23	Admin	000	5,214	-			5,214
Third Federal Bank (4060) - General	UUDS	000	50,000	(50,000)			0
Kresge Foundation (The) - Kresge Foundation - Database	YDEP	004	53,543	(53,543)			0
Unidos Medic Grant	AAAS	013	21,692	(19,396)			2,296
NAC - Citizenship : 8/7/23-7/31/24	CZZP	156	8,444	(3,601)			4,844
UnidosUS - Citizenship Savings - Grant Civic Engagement Citizenship 2022-2023	CZZP	156	5,000	-			5,000
Florida Blue Foundation: Citizehip/Healthy Communities	CZZP	156	10,000	-			10,000
American Express via UW	CZZP	156	41,667	(16,667)			25,000
Broward County Sheriff's Offic - U4T GRANT - LETF	ODEP	167	10,000	(1,012)			8,988
City of Hollywood Police Depar - LETF - U4T Middle School Grant	ODEP	167	7,500	-			7,500
Holman Enterprises (U4K)	UKEP	171	25,000	(20,000)			5,000
Tate Foundation 2023,24,25 Com Fdt	UKEP	173	37,287	(20,000)			17,287
Uniform Advantage	UKEP	173	4,000	-			4,000
Unidos (Padres Comprometidos)	YDEP	251	10,000	-			10,000
Third Federal Bank (4060) - VITA	VSWP	302	15,000	-			15,000
Prosperity Now	VSWP	304	9,032	(9,032)			0
Flagster Fdn (VITA)	VSWP	305	18,750	(3,847)			14,903
Comcast Foundation - Comcast U4T/STEM (4060)	STEP	440	20,000	-			20,000
Florida Panthers Community Foundation - U4T - Middle School	STEP	441	15,000	-			15,000
The Batchelor Foundation, Inc. - Batchelor Foundation U4T	-	481	25,000	(1,340)			23,660
Truist - IT/Technology Funding	CFWP	500	33,881	-			33,881
Bank United	CFWP	500	7,000	-			7,000
The James I. Coddington, Jr. Charitable Fund	CFWP	500	5,000	-			5,000
Jim Moran Foundation - \$1,144,500 - \$381.5/3yrs 23,24,25	CFWP	503	711,286	(121,612)			589,673
Community Broward Fdn	CFWP	506	252,003	(49,518)			202,485
TK Orange County Community Foundation	CFWP	508	56,349	(28,029)			28,319
Citi Foundation 2yrs							
Global Innovation Challenge10/23-9/25	PBWP	509	473,701	(76,204)			397,497
Unidos (Mortgage Readiness for HOME)	HCWP	515	17,010	(9,649)			7,361
Jim Moran Foundation Research Grant 1-1-21 to 12-31-22	CFWP	531	18,538	-			18,538
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due 1-5-2024	PBW	550	82,510	(31,771)			50,739
Florida Blue Foundation - GRANT   Comp Rico y Sano (7/15/22-7/14/26)	PMWP	551	229,220	(26,124)			203,096
Humana Foundation Mental Health	PBWP	553	194,913	(13,543)			181,370
Citigroup-Citi Community Devel - Workforce development & financial inclusion CWF	CFWP	570	20,000	(2,716)			17,284
Unidos KPH (8/1/23-7/31/24)	HCWP	574	14,500	(7,208)			7,292
NALEO Educational Fund - 50% Grant - Final pymt	CZZP	606	47,542	(28,744)			18,797
The William R. Watts Foundatio - Grant - FSP	FSEP	676	5,000	-			5,000
Unidos NAC ILRC	x	x	10,000	-			10,000
Regions Bank - Pathways to Homeownership CWF	-	0	5,000	-			5,000
City of Hollywood (General Funds)	-	0	14,000	-			14,000
Costco (U4T)	-	0	15,000	-			15,000
<b>Additions - 2024</b>							
ADDITIONS 2024	-	0	-	-	-	-	0
UnidosUS (Cultivando Mentres Brillantes)	YDEP	253	-	-	10,000	-	10,000
Unidos US (Digital Skills)	CFWP	500	-	-	24,036	-	24,036
JM Enterprises 2025	UUDS	010	-	-	35,000	-	35,000
Everbank	-	0	-	-	15,000	-	15,000
Bank of America	VSWP	301	-	-	20,000	-	20,000
Wells Fargo	CFWP	500	-	-	40,000	-	40,000
TD Charitable Foundation	CFWP	500	-	-	10,000	-	10,000
Unidos CRS (Walmart)	PBWP	537	-	-	-	(7,631)	(7,631)
			<b>2,604,581</b>	<b>(593,557)</b>	<b>154,036</b>	<b>(7,631)</b>	<b>2,157,430</b>

YTD Satisfaction of Time Restrictions \$ **(601,187)** 2,157,430

**Breakout**

Prior Year Carry over Restrictions	2,604,581
CY Restricted contributions revenues - FROM TB	154,036
CY Restricted Miscellaneous revenue - FROM TB	-
Available restricted revenues	2,758,617
Release of Restrictions	(601,187) FS
Remaining Available Restricted Net Assets	2,157,430
Temp Restricted Net Assets @ Y/E	(2,157,430)
Satisfaction of program and purpose restrictions	- FS
	VARIANCE



**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - TOTAL**  
**For the Four Months Ending April 30, 2024**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
Revenues							
Donations - UNR	\$ 7,193	\$ 42,667	\$ (35,474)	\$ 241,644	\$ 170,667	\$ 70,977	
Donations - TR	\$ 12,895	\$ 250,759	\$ (237,864)	\$ 158,916	\$ 1,003,037	\$ (844,121)	net Sat w/ Donations py
Satisfaction of Restrictions	\$ 134,408	\$ 46,698	\$ 87,710	\$ 601,186	\$ 186,791	\$ 414,395	net Sat w/ Donations py
Fundraising Events	\$ -	\$ 6,667	\$ (6,667)	\$ 20,000	\$ 26,667	\$ (6,667)	
Grant Income	\$ 538,386	\$ 429,856	\$ 108,530	\$ 1,858,502	\$ 1,719,425	\$ 139,077	
Interest Income	\$ 5,505	\$ 5,650	\$ (145)	\$ 39,549	\$ 22,600	\$ 16,949	
Rental Income	\$ 4,707	\$ 4,710	\$ (3)	\$ 18,828	\$ 18,840	\$ (12)	
Voluntary Pre-K	\$ 7,046	\$ 4,500	\$ 2,546	\$ 26,561	\$ 18,000	\$ 8,561	
Fees & Miscell Income	\$ 20,699	\$ 27,262	\$ (6,563)	\$ 85,551	\$ 109,050	\$ (23,499)	
<b>Total Revenues</b>	<b>730,839</b>	<b>818,769</b>	<b>(87,930)</b>	<b>3,050,737</b>	<b>3,275,077</b>	<b>(224,340)</b>	

Salaries and benefits	472,771	588,513	(115,742)	1,783,938	2,354,053	(570,115)	attrition and pending accrual
Advertising	1,664	14,796	(13,132)	4,195	59,183	(54,988)	
Professional fees	34,472	24,591	9,881	186,777	98,365	88,412	
Occupancy/Repair&Maintenance	42,479	49,091	(2,001)	153,600	196,362	(24,319)	
Depreciation	12,417	12,083	334	49,672	48,333	1,339	
Licenses and permits	3,402	9,371	(5,969)	7,348	37,485	(30,137)	
IT/Hardware/Software	17,950	27,004	(9,054)	70,037	108,016	(37,979)	
Insurance	5,741	11,260	(5,519)	27,565	45,039	(17,474)	
Interest expense	3,195	-	3,195	13,472	-	13,472	
Mileage & Travel	6,263	5,697	566	22,339	22,788	(449)	
Office/Postage/Printing	12,014	9,701	2,313	41,308	38,802	2,506	
Program expenses	39,748	46,936	(7,188)	184,564	187,743	(3,179)	
Public relations	954	-	954	10,981	-	10,981	
Staff training/meetings/prof. dev	13,664	14,740	(1,076)	30,363	58,958	(28,595)	
Special fundraising events	-	2,667	(2,667)	380	10,667	(10,287)	scheduled for later in year
Administrative Cost (net)	(1)	-	(1)	2	-	2	

<b>Total Expenses</b>	<b>666,733</b>	<b>816,449</b>	<b>(145,106)</b>	<b>2,586,541</b>	<b>3,265,794</b>	<b>(660,810)</b>
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<b>Increase (Decrease) in UNR Asset \$</b>	<b>64,106 \$</b>	<b>2,321 \$</b>	<b>57,176 \$</b>	<b>464,196 \$</b>	<b>9,282 \$</b>	<b>436,470</b>
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Programs	\$ 406,614
Support	\$ 57,582
Total	\$ 464,196

**Increase (Decrease) in UNR Assets \$ 464,196**

**Less:**

<b>Net Assets "Released Prior Year" Without Donor Restrictions</b>	<b>(593,557)</b>
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<b>Net Assets "Released Current Without Donor Restrictions"</b>	<b>(7,631)</b>
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<b>YTD Actual Agency Over (Under)</b>	<b>(136,991)</b>	includes Depreciation
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**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - PROGRAMS**  
For the Four Months Ending April 30, 2024

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
<b>Revenues</b>							
Donations - UNR	3,340	-	-	80,167	-	80,167	
Donations - TR	12,895	232,843	(219,948)	123,916	931,371	(807,455)	
Satisfaction of Restrictions	116,046	39,732	76,314	497,643	158,927	338,716	
Grant Income	538,386	425,146	113,240	1,858,502	1,700,585	157,917	
Rental Income	4,707	-	4,707	18,828	-	18,828	
Voluntary Pre-K	7,046	4,500	2,546	26,561	18,000	8,561	
Fees & Miscell Income	20,449	25,846	(5,397)	85,301	103,383	(18,082)	
<b>Total Revenues</b>	<b>702,869</b>	<b>728,066</b>	<b>(28,538)</b>	<b>2,690,918</b>	<b>2,912,265</b>	<b>(221,348)</b>	
							attrition and pending accrual
Salaries and benefits	395,941	507,519	(111,578)	1,476,356	2,030,075	(553,719)	
Advertising	1,334	12,925	(11,591)	2,434	51,700	(49,266)	
Professional fees	6,304	8,613	(2,309)	51,262	34,451	16,590	
Occupancy/Utilities/Rep&Maint	38,000	31,003	6,996	156,662	124,013	32,649	
Depreciation	11,022	-	11,022	44,090	-	44,090	
Licenses and permits	925	6,855	(5,930)	2,398	27,421	(25,023)	based on renewals
IT/Hardware/Software	17,288	10,112	14,389	69,149	40,449	28,700	
Insurance	7,339	4,230	3,109	33,451	16,920	16,531	
Interest expense	3,022	-	3,022	12,079	-	12,079	
Mileage & Travel	4,129	3,390	739	12,815	13,561	(746)	
Office/Postage/Printing	7,765	7,004	761	33,166	28,016	5,150	
Program expenses	39,748	46,936	(7,188)	184,564	187,743	(3,179)	
Staff training/meetings/prof. dev	5,858	7,625	(1,767)	18,851	30,502	(11,651)	
							Under budget because first month, per justification of salaries/benefits. This share % is tied to total spending for most major grants. We anticipate it will balance as we proceed with spending and securing more grants.
Administrative Cost (net)	16,259	84,493	(68,234)	187,027	337,971	(150,944)	
<b>Total Expenses</b>	<b>554,934</b>	<b>730,705</b>	<b>(168,559)</b>	<b>2,284,304</b>	<b>2,922,821</b>	<b>(638,739)</b>	
<b>Increase (Decrease) in UNR Assets</b>	<b>147,935</b>	<b>(2,639)</b>	<b>140,021</b>	<b>406,614</b>	<b>(10,556)</b>	<b>417,391</b>	

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - SUPPORT**  
For the Four Months Ending April 30, 2024

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
<b>Revenues</b>							
Donations - UNR	\$ 3,853	\$ 42,667	\$ (38,814)	\$ 161,477	\$ 170,667	\$ (9,190)	
Donations - TR	\$ -	\$ 17,917	\$ (17,917)	\$ 35,000	\$ 71,667	\$ (36,667)	
Satisfaction of Restrictions	\$ 18,362	\$ 6,966	\$ 11,396	\$ 103,543	\$ 27,865	\$ 75,678	
Fundraising Events	\$ -	\$ 6,667	\$ (6,667)	\$ 20,000	\$ 26,667	\$ (6,667)	
Grant Income	\$ -	\$ 4,710	\$ (4,710)	\$ -	\$ 18,840	\$ (18,840)	
Interest Income	\$ 5,505	\$ 5,650	\$ (145)	\$ 39,549	\$ 22,600	\$ 16,949	
Rental Income	\$ -	\$ 4,710	\$ (4,710)	\$ -	\$ 18,840	\$ (18,840)	
Voluntary Pre-K	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Fees & Miscell Income	\$ 250	\$ 1,417	\$ (1,167)	\$ 250	\$ 5,667	\$ (5,417)	
<b>Total Revenues</b>	<b>27,970</b>	<b>90,703</b>	<b>(62,733)</b>	<b>359,819</b>	<b>362,811</b>	<b>(2,992)</b>	
<b>Expenses</b>							
Salaries and benefits	76,830	80,995	(4,165)	307,582	323,978	(16,396)	
Advertising	330	1,871	(1,541)	1,761	7,483	(5,722)	
Professional fees	28,168	15,979	12,189	135,515	63,915	71,600	
Occupancy/Repair&Maintenance	4,479	18,087	(13,608)	(3,062)	72,349	(75,411)	adj alloc next qtr
Depreciation	1,395	12,083	(10,688)	5,582	48,333	(42,751)	
Licenses and permits	2,477	2,516	(39)	4,950	10,064	(5,114)	
IT/Hardware/Software	662	16,892	(16,230)	888	67,567	(66,679)	
Insurance	(1,598)	7,030	(8,628)	(5,886)	28,119	(34,005)	
Interest expense	173	0	173	1,393	0	1,393	
Lobbying & Public Relations	954	0	954	10,981	0	10,981	
Mileage & Travel	2,134	2,307	(173)	9,524	9,227	297	
Office/Postage/Printing	4,249	2,697	1,552	8,142	10,787	(2,645)	
Program expenses	0	0	0	0	0	0	
Staff training/meetings/prof. dev	7,806	7,114	692	11,512	28,457	(16,945)	
Special fundraising events	0	2,667	(2,667)	380	10,667	(10,287)	
Administrative Cost (net)	(16,260)	(84,493)	68,233	(187,025)	(337,971)	150,946	see "Total for justification"
<b>Total Expenses</b>	<b>111,799</b>	<b>85,743</b>	<b>26,056</b>	<b>302,237</b>	<b>342,973</b>	<b>(40,737)</b>	
<b>Increase (Decrease) in UNR Asset (\$ 83,829) \$ 4,960 (\$ 88,789) \$ 57,582 \$ 19,838 \$ 37,744</b>							

**HISPANIC UNITY OF FLORIDA, INC.**

**FINANCIAL STATEMENTS**

For the Five Months Ending May 31, 2024  
(WITH COMPARATIVE TOTALS AUDITED  
YEAR ENDED DECEMBER 31, 2023)

Prepared by: L. Romero ran 7/10/24  
FOR REVIEW BY CEO/FINANCE COMMITTEE  
SOURCE: SAGE PEACHTREE @ 05/31/24 / TR SCHEDULE

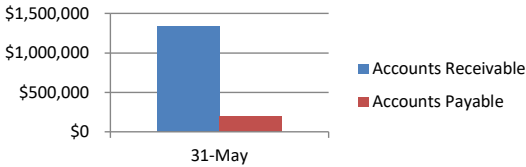
05/31/2024 Dashboard

Revenue YTD Compared to Previous YTD

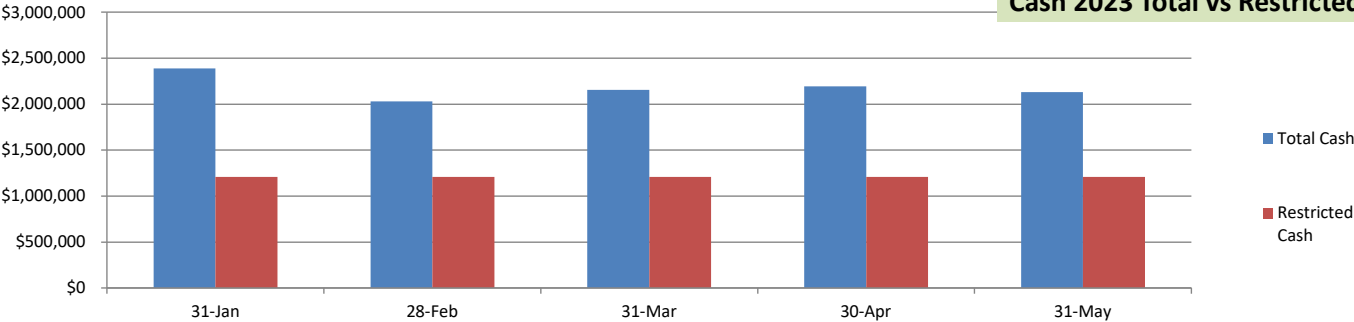
5/31/2024

	Revenue YTD as of 5/31/2024	Revenue YTD as of 5/31/2023	Year Over Year Chng
Unrestricted Revenue	\$3,605,198	\$3,357,884	\$247,314
Restricted Revenue	\$15,123	(\$240,437)	\$255,560
<b>Total Revenue</b>	<b>\$3,620,321</b>	<b>\$3,117,447</b>	<b>\$502,874</b>

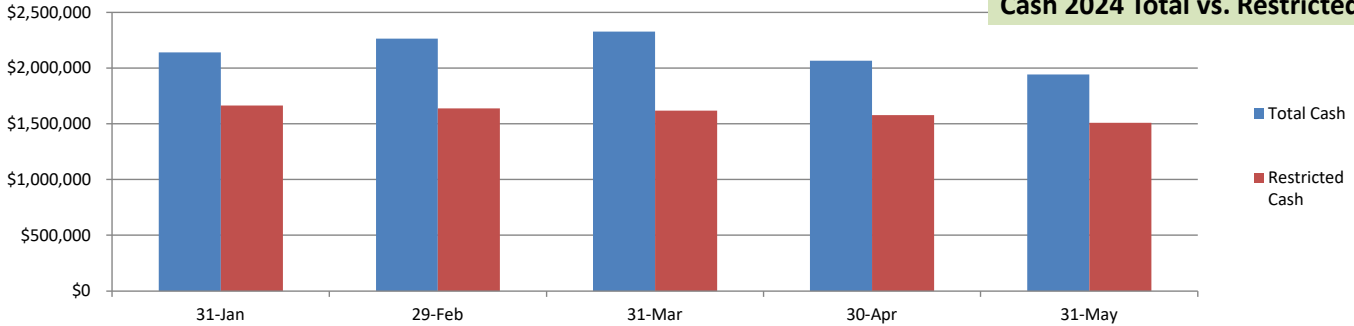
Accounts Receivable Vs  
Payables  
May 2024



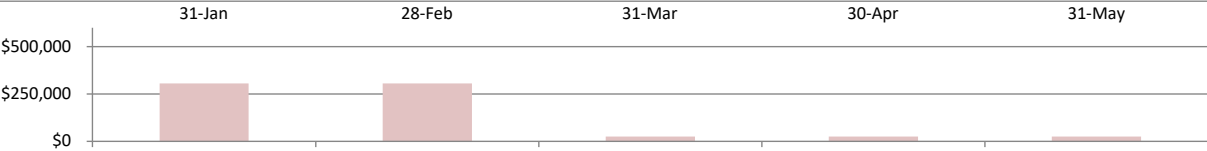
Cash 2023 Total vs Restricted



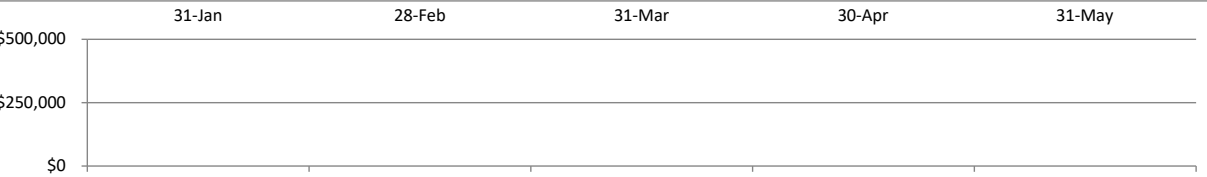
Cash 2024 Total vs. Restricted



Line of Credit Usage 2023



Line of Credit Usage 2024



**Hispanic Unity of Florida, Inc.**

Notes to Financials

05/31/2024

UNR Net Assets

Preliminary

Reconciliation of UNR Net Assets:

1 Gain/(Loss) From Program Operations	1,086,320
2 Gain/(Loss) from Support Services	(191,740)
<b>Inc(Dec) in UNR Net Assets</b>	<b>\$ 894,580</b>

**Includes:**

From Net Assets "Released Prior Year"	(738,365) for current year operations
From Net Assets "Released Current Year"	(28,548)
Subtotal Released PY & CY	(766,913)
<b>YTD Actual Agency Over (Under)</b>	<b>127,667</b>

*The year-to-date projected operating net was \$11.6K. Preliminary operating net \$860K. Our year-to-date actual nets (\$137K) includes prior year releases*

- 1) Development YTD had a unfavorable budget variance \$48K, includes Donor with Restrictions released totaling \$50K  
*includes new Pledge Receivable Miniaci Qtr ending 5/31/24 \$35.5K*
- 2) Programs YTD had a favorable variance of \$936K, includes Donor with Restrictions released totaling \$717K  
*includes newly secured funding future year of approx \$374K*
- 3) Admin YTD had a favorable budget variance of \$14.7K. (net attrition)  
*Refer to July 2024 Fund Development Report for newly secured funding \$829K*

**Cash**

*Year to date increase (decrease) in cash by \$ 6,951 as a result of the following activities:*

\$ 127,667	Inc/(Dec) in Net Assets
(102,588)	Adjustments to reconcile increase (decrease) in net assets
25,079	Net cash provided (consumed) by operating activities
(9,728)	Investing Activities
(8,400)	Financing Activities
<b>\$ 6,951</b>	<b>increase (decrease) in cash</b>

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF FINANCIAL POSITION**  
For the Five Months Ending May 31, 2024  
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2023 AUDITED)

	<u>2024</u>	<u>AUDITED 2023</u>
<u>ASSETS</u>		
Current Assets		
Cash	1,943,543	1,936,592
Grants receivable, net	850,176	838,358
Unconditional promises to give, net	481,458	297,683
Prepaid expenses	40,528	50,813
	<hr/>	<hr/>
Total Current Assets	3,315,705	3,123,446
Non-Current Assets		
Long term unconditional promises to give	1,152,246	1,352,996
Property and equipment, net	1,045,326	1,096,408
Deposits and Other Assets	32,572	32,772
	<hr/>	<hr/>
Total Non-Current Assets	2,230,145	2,482,176
	<hr/>	<hr/>
Total Assets	5,545,850	5,605,622
	<hr/>	<hr/>
<u>LIABILITIES AND NET ASSETS</u>		
Current Liabilities		
Accounts payable and accrued expenses	128,341	307,380
Mortgage payable, current	20,697	20,697
Line of credit	-	-
	<hr/>	<hr/>
Total Current Liabilities	149,038	328,077
Noncurrent Liabilities		
Mortgage payable, net of current portion	708,266	716,666
	<hr/>	<hr/>
Total Non-Current Liabilities	708,266	716,666
	<hr/>	<hr/>
Total Liabilities	857,304	1,044,743
	<hr/>	<hr/>
Net Assets		
Without Donor Restrictions	2,068,842	1,956,298
With Donor Restrictions	2,619,704	2,604,581
	<hr/>	<hr/>
Total Net Assets	4,688,546	4,560,879
	<hr/>	<hr/>
Total Liabilities and Net Assets	5,545,850	5,605,622
	<hr/>	<hr/>

R/E

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES**  
For the Five Months Ending May 31, 2024  
(WITH COMPARATIVE TOTALS FOR THE AUDITED YEAR ENDED DECEMBER 31, 2023)

		Without Donor Restrictions	With Donor Restrictions	Total	2023 AUDITED Total
Revenues and Other Support:					
Contributions	Contributions, with donor restrictions	\$ 270,270	\$ 782,036	\$ 1,052,306	\$ 2,238,477
Special events		24,500	-	24,500	42,500
Grants from government agencies		2,120,605	-	2,120,605	4,726,786
Other grants and fees		210,671	-	210,671	442,260
Tuition & Fees		143,593	\$ -	143,593	363,019
Rental Income		23,535	\$ -	23,535	55,798
Interest & Dividends		45,111	\$ -	45,111	58,889
Contribution of nonfinancial assets		-	-	-	70,024
<b>Net assets released from restrictions:</b>					
Satisfaction of restrictions		766,913	(766,913)	-	-
<b>Total Revenues and Other Support</b>		<b>3,605,198</b>	<b>15,123</b>	<b>3,620,321</b>	<b>7,997,753</b>
Expenses (Functional)					
Program services		3,213,241	-	3,213,241	7,851,616
Management and general		244,486	-	244,486	176,407
Fundraising		34,927	-	34,927	183,926
<b>Total Expenses</b>		<b>3,492,654</b>	<b>-</b>	<b>3,492,654</b>	<b>8,211,949</b>
<b>Change in Net Assets</b>		<b>112,544</b>	<b>15,123</b>	<b>127,667</b>	<b>(214,196)</b>
<b>Net Assets - Beginning of Year</b>		<b>1,956,298</b>	<b>2,604,581</b>	<b>4,560,879</b>	<b>4,775,075</b>
<b>Net Assets - End of Year</b>		<b>\$ 2,068,842</b>	<b>\$ 2,619,704</b>	<b>\$ 4,688,546</b>	<b>\$ 4,560,879</b>



**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF CASH FLOWS**  
For the Five Months Ending May 31, 2024  
(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2023 AUDITED)

	<u><b>2024</b></u>	<u><b>2023</b></u>
Cash Flows from Operating Activities		
Increase (decrease) in net assets	\$ 127,667	\$ (214,196)
Adjustments to reconcile increase (decrease) in net assets to cash provided by operating activities:		
Depreciation	61,009	130,713
Provision for uncollectible promises to give	-	-
Changes in assets and liabilities		
(Increase) decrease in grants receivable	(11,818)	(39,616)
(Increase) decrease in unconditional promises to give	16,975	(231,707)
(Increase) decrease in prepaid expenses	10,285	(19,147)
(Increase) decrease in security deposits and other assets	-	477
Increase (decrease) in accounts payable and accrued expenses	<u>(179,039)</u>	<u>52,661</u>
Total adjustments	<u>(102,588)</u>	<u>(106,619)</u>
Net Cash Provided by Operating Activities	<u>25,079</u>	<u>(320,815)</u>
Cash Flows from Investing Activities		
Acquisition of property and equipment, net of retirements	<u>(9,728)</u>	<u>(45,561)</u>
Net Cash (Used In) Investing Activities	<u>(9,728)</u>	<u>(45,561)</u>
Cash Flows from Financing Activities		
Net Advance (Repayment) of LOC	-	(306,339)
Borrowing (Repayment) of mortgage	<u>(8,400)</u>	<u>(19,707)</u>
Net Cash Provided by Financing Activities	<u>(8,400)</u>	<u>(326,046)</u>
Increase (decrease) in Cash	6,951	(646,861)
Cash - Beginning of Year	<u>1,936,592</u>	<u>2,629,014</u>
Cash - End of Year	<u>\$ 1,943,543</u>	<u>\$ 1,936,592</u>

**Cash Detail**  
**As of 05/31/2024**

***Without Donor Restrictions and With Donor Restrictions Cash:***

1010-000AAAS	Bank of America	Operating	51,880	
1025-000AAAS	Truist	Payroll	25,505	
1000-000AAAS	Petty Cash	Imprest	500	
1028-000AAAS	Truist	Operating	100,333	
1023-000AAAs	Truist	Asset Reserve Fund	38	
1022-000AAAS	Truist	Reserve Fund	255,235	433,492 Without Donor Restrictions
1021-000AAAS	Truist - Money Market	Opportunity Fund	529,014	
1024-000AAAS	Truist - Money Market	Grantor Funding	981,038	1,510,051 With Donor Restrictions
			<b>\$ 1,943,543</b>	<b>TOTAL CASH</b>

**Temp Restricted Schedule**  
**For the Five Months Ending May 31, 2024**

	AREA	CC	December 31, 2023	Increase/ (Decrease)	Additions	Increase/ (Decrease)	May 31, 2024
<b>Awards Brought Forward to 2023</b>							
TJMF - 9-01-18 - 8-31-23	Admin	000	5,214	-			5,214
Third Federal Bank (4060) - General	UUDS	000	50,000	(50,000)			0
Kresge Foundation (The) - Kresge Foundation - Database	YDEP	004	53,543	(53,543)			0
Unidos Medic Grant	AAAS	013	21,692	(21,692)			0
NAC - Citizenship : 8/7/23-7/31/24	CZZP	156	8,444	(3,952)			4,492
UnidosUS - Citizenship Savings - Grant Civic Engagement							
Citizenship 2022-2023	CZZP	156	5,000	-			5,000
Florida Blue Foundation: Citizehip/Healthy Communities	CZZP	156	10,000	-			10,000
American Express via UW	CZZP	156	41,667	(20,833)			20,833
Broward County Sheriff's Offic - U4T GRANT - LETF	ODEP	167	10,000	(1,012)			8,988
City of Hollywood Police Depar - LETF - U4T Middle							
School Grant	ODEP	167	7,500	-			7,500
Holman Enterprises (U4K)	UKEP	171	25,000	(20,000)			5,000
Tate Foundation 2023,24,25 Com Fdt	UKEP	173	37,287	(20,000)			17,287
Uniform Advantage	UKEP	173	4,000	-			4,000
UnidosUS (Padres Comprometidos)	YDEP	251	10,000	-			10,000
Third Federal Bank (4060) - VITA	VSWP	302	15,000	-			15,000
Prosperity Now	VSWP	304	9,032	(9,032)			0
Flagster Fdn (VITA)	VSWP	305	18,750	(12,104)			6,646
Comcast Foundation - Comcast U4T/STEM (4060)	STEP	440	20,000	-			20,000
Florida Panthers Community Foundation - U4T - Middle							
School	STEP	441	15,000	-			15,000
The Batchelor Foundation, Inc. - Batchelor Foundation							
U4T	-	481	25,000	(1,340)			23,660
Truist - IT/Technology Funding	CFWP	500	33,881	-			33,881
Bank United	CFWP	500	7,000	-			7,000
The James I. Coddington, Jr. Charitable Fund	CFWP	500	5,000	-			5,000
Jim Moran Foundation - \$1,144,500 - \$381.5/3yrs 23,24,25	CFWP	503	711,286	(174,808)			536,478
Community Broward Fdn	CFWP	506	252,003	(54,596)			197,407
TK Orange County Community Foundation	CFWP	508	56,349	(36,819)			19,530
Citi Foundation 2yrs							
Global Innovation Challenge10/23-9/25	PBWP	509	473,701	(99,239)			374,462
UnidosUS (Mortgage Readiness for HOME)	HCWP	515	17,010	(12,069)			4,941
Jim Moran Foundation Research Grant 1-1-21 to 12-31-22	CFWP	531	18,538	-			18,538
Health Foundation Te Ayudo 11-1-2021 - 10-31-2024 Due							
1-5-2024	PBW	550	82,510	(44,368)			38,143
Florida Blue Foundation - GRANT   Comp Rico y Sano							
(7/15/22-7/14/26)	PMWP	551	229,220	(35,790)			193,430
Humana Foundation Mental Health	PBWP	553	194,913	(16,914)			178,000
Citigroup-Citi Community Devel - Workforce development							
& financial inclusion CWF	CFWP	570	20,000	(4,503)			15,497
Unidos KPH (8/1/23-7/31/24)	HCWP	574	14,500	(9,895)			4,605
NALEO Educational Fund - 50% Grant - Final pymt	CZZP	606	47,542	(35,858)			11,684
The William R. Watts Foundatio - Grant - FSP	FSEP	676	5,000	-			5,000
UnidosUS NAC ILRC	x	x	10,000	-			10,000
Regions Bank - Pathways to Homeownership CWF	-	0	5,000	-			5,000
City of Hollywood (General Funds)	-	0	14,000	-			14,000
Costco (U4T)	-	0	15,000	-			15,000
<b>Additions - 2024</b>							
UnidosUS (Cultivando Mentas Brillantes)	YDEP	253	-	-	10,000	-	10,000
UnidosUS (Digital Skills)	CFWP	500	-	-	24,036	-	24,036
JM Enterprises 2025	UUDS	010	-	-	35,000	-	35,000
Everbank	CFWP	500			15,000	-	15,000
Bank of America	VSWP	301			20,000	-	20,000
Wells Fargo	CFWP	500			40,000	-	40,000
TD Charitable Foundation	CFWP	500			10,000	-	10,000
Kresge Foundation 5/24-4/26	AAAP	004			500,000	(11,643)	488,357
UnidosUS (Padres Comprometidos)	STEP	442			5,000	-	5,000
UnidosUS CRS (Walmart) 3/24-5/25	PBWP	537			123,000	(16,904)	106,096
			<b>2,604,581</b>	<b>(738,365)</b>	<b>782,036</b>	<b>(28,548)</b>	<b>2,619,704</b>

YTD Satisfaction of Time Restrictions \$ **(766,913)**

**Breakout**

Prior Year Carry over Restrictions	2,604,581	
CY Restricted contributions revenues - FROM TB	782,036	
CY Restricted Miscellaneous revenue - FROM TB	-	
Available restricted revenues	3,386,617	
Release of Restrictions	(766,913)	FS
Remaining Available Restricted Net Assets	2,619,704	
Temp Restricted Net Assets @ Y/E	(2,619,704)	
Satisfaction of program and purpose restrictions	-	FS
		VARIANCE

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - TOTAL**  
**For the Five Months Ending May 31, 2024**

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
Revenues							
Donations - UNR	\$ 7,246	\$ 42,667	\$ (35,421)	\$ 248,890	\$ 213,333	\$ 35,557	
Donations - TR	\$ 644,500	\$ 250,759	\$ 393,741	\$ 803,416	\$ 1,253,797	\$ (450,381)	net Sat w/ Donations py
Satisfaction of Restrictions	\$ 165,725	\$ 46,698	\$ 119,027	\$ 766,915	\$ 233,489	\$ 533,426	net Sat w/ Donations py
Fundraising Events	\$ 4,500	\$ 6,667	\$ (2,167)	\$ 24,500	\$ 33,333	\$ (8,833)	
Grant Income	\$ 472,773	\$ 429,856	\$ 42,917	\$ 2,331,277	\$ 2,149,281	\$ 181,996	
Interest Income	\$ 5,562	\$ 5,650	\$ (88)	\$ 45,111	\$ 28,250	\$ 16,861	
Rental Income	\$ 4,707	\$ 4,710	\$ (3)	\$ 23,535	\$ 23,550	\$ (15)	
Voluntary Pre-K	\$ 7,288	\$ 4,500	\$ 2,788	\$ 33,849	\$ 22,500	\$ 11,349	
Fees & Miscell Income	\$ 24,193	\$ 27,262	\$ (3,069)	\$ 109,743	\$ 136,312	\$ (26,569)	
<b>Total Revenues</b>	<b>1,336,494</b>	<b>818,769</b>	<b>517,725</b>	<b>4,387,236</b>	<b>4,093,846</b>	<b>293,391</b>	

Salaries and benefits	683,081	588,513	94,568	2,467,007	2,942,566	(475,562)	attrition and pending accrual
Advertising	-	14,796	(14,796)	4,195	73,979	(69,784)	
Professional fees	28,077	24,591	3,486	214,634	122,957	91,677	
Occupancy/Repair&Maintenance	40,830	49,091	(3,650)	194,438	245,453	(27,961)	
Depreciation	12,417	12,083	334	62,088	60,417	1,671	
Licenses and permits	5,170	9,371	(4,201)	12,519	46,856	(34,337)	
IT/Hardware/Software	18,529	27,004	(8,475)	88,566	135,020	(46,454)	
Insurance	5,741	11,260	(5,519)	33,309	56,299	(22,990)	est renewal in July 2024
Interest expense	3,407	-	3,407	16,877	-	16,877	combine w/ Occup.
Mileage & Travel	5,683	5,697	(14)	28,023	28,485	(462)	
Office/Postage/Printing	18,745	9,701	9,044	60,058	48,503	11,555	
Program expenses	53,374	46,936	6,438	237,938	234,678	3,260	
Public relations	6,029	-	6,029	13,463	-	13,463	"budget in prof fees"
Staff training/meetings/prof. dev	19,046	14,740	4,306	49,410	73,698	(24,288)	
Special fundraising events	9,750	2,667	7,083	10,130	13,333	(3,203)	scheduled for later in year
Administrative Cost (net)	(1)	-	(1)	1	-	1	

<b>Total Expenses</b>	<b>909,878</b>	<b>816,449</b>	<b>98,039</b>	<b>3,492,656</b>	<b>4,082,243</b>	<b>(566,537)</b>
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<b>Increase (Decrease) in UNR A:</b>	<b>\$ 426,617</b>	<b>\$ 2,321</b>	<b>\$ 419,686</b>	<b>\$ 894,580</b>	<b>\$ 11,603</b>	<b>\$ 859,928</b>
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Programs	\$ 936,323
Support	\$ (41,740)
Total	\$ 894,580

**Increase (Decrease) in UNR Assets \$ 894,580**

**Less:**

<b>Net Assets "Released Prior Year Without Donor Restrictions"</b>	<b>(738,365)</b>
--	------------------

<b>Net Assets "Released Current</b>	<b>Without Donor Restrictions</b>	<b>(28,548)</b>
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YTD Actual Agency Over (Under)	127,667	includes Depreciation
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**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - PROGRAMS**  
For the Five Months Ending May 31, 2024

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
<b>Revenues</b>							
Donations - UNR	4,686	-	-	84,853	-	84,853	
Donations - TR	644,500	232,843	411,657	768,416	1,164,213	(395,797)	
Satisfaction of Restrictions	154,082	39,732	114,350	651,729	198,658	453,071	
Grant Income	472,773	425,146	47,627	2,331,277	2,125,731	205,546	
Rental Income	4,707	-	4,707	23,535	-	23,535	
Voluntary Pre-K	7,288	4,500	2,788	33,849	22,500	11,349	
Fees & Miscell Income	24,166	25,846	(1,680)	109,466	129,229	(19,763)	
<b>Total Revenues</b>	<b>1,312,202</b>	<b>728,066</b>	<b>579,449</b>	<b>4,003,125</b>	<b>3,640,332</b>	<b>362,794</b>	
							attrition and pending accrual
Salaries and benefits	565,145	507,519	57,626	2,041,490	2,537,593	(496,106)	
Advertising	-	12,925	(12,925)	2,434	64,625	(62,191)	
Professional fees	9,645	8,613	1,032	60,687	43,063	17,624	
Occupancy/Utilities/Rep&Maint	37,855	31,003	6,851	194,525	155,017	39,508	
Depreciation	11,022	-	11,022	55,112	-	55,112	
Licenses and permits	1,986	6,855	(4,869)	4,384	34,276	(29,892)	based on renewals
IT/Hardware/Software	17,120	10,112	14,221	86,268	50,561	35,706	
Insurance	7,339	4,230	3,109	40,791	21,150	19,641	
Interest expense	3,022	-	3,022	15,098	-	15,098	
Mileage & Travel	3,117	3,390	(273)	15,934	16,952	(1,018)	
Office/Postage/Printing	15,714	7,004	8,710	48,880	35,020	13,860	
Program expenses	53,374	46,936	6,438	237,938	234,678	3,260	
Staff training/meetings/prof. dev	10,956	7,625	3,331	29,809	38,127	(8,318)	
Administrative Cost (net)	16,427	84,493	(68,066)	233,455	422,464	(339,009)	Under budget because first month, per justification of salaries/benefits. This share % is tied to total spending for most major grants. We anticipate it will balance as we proceed with spending and securing more grants.
<b>Total Expenses</b>	<b>752,722</b>	<b>730,705</b>	<b>29,229</b>	<b>3,066,805</b>	<b>3,653,526</b>	<b>(736,725)</b>	
<b>Increase (Decrease) in UNR Assets</b>	<b>559,480</b>	<b>(2,639)</b>	<b>550,220</b>	<b>936,320</b>	<b>(13,195)</b>	<b>1,099,519</b>	

**HISPANIC UNITY OF FLORIDA, INC.**  
**STATEMENT OF ACTIVITIES - SUPPORT**  
For the Five Months Ending May 31, 2024

	Month Actual	Month Budget	Over (Under)	Year to Date Actual	Year to Date Budget	Over (Under)	
<b>Revenues</b>							
Donations - UNR	\$ 2,560	\$ 42,667	\$ (40,107)	\$ 164,037	\$ 213,333	\$ (49,296)	
Donations - TR	\$ -	\$ 17,917	\$ (17,917)	\$ 35,000	\$ 89,583	\$ (54,583)	
Satisfaction of Restrictions	\$ 11,643	\$ 6,966	\$ 4,677	\$ 115,186	\$ 34,831	\$ 80,355	
Fundraising Events	\$ 4,500	\$ 6,667	\$ (2,167)	\$ 24,500	\$ 33,333	\$ (8,833)	
Grant Income	\$ -	\$ 4,710	\$ (4,710)	\$ -	\$ 23,550	\$ (23,550)	
Interest Income	\$ 5,562	\$ 5,650	\$ (88)	\$ 45,111	\$ 28,250	\$ 16,861	
Rental Income	\$ -	\$ 4,710	\$ (4,710)	\$ -	\$ 23,550	\$ (23,550)	
Voluntary Pre-K	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Fees & Miscell Income	\$ 27	\$ 1,417	\$ (1,390)	\$ 277	\$ 7,083	\$ (6,806)	
<b>Total Revenues</b>	<b>24,292</b>	<b>90,703</b>	<b>(66,411)</b>	<b>384,111</b>	<b>453,514</b>	<b>(69,403)</b>	
<b>Expenses</b>							
Salaries and benefits	117,936	80,995	36,942	425,517	404,973	20,545	
Advertising	0	1,871	(1,871)	1,761	9,354	(7,593)	
Professional fees	18,432	15,979	2,453	153,947	79,893	74,054	
Occupancy/Repair&Maintenance	2,975	18,087	(15,112)	(87)	90,436	(90,523)	adj alloc next qtr
Depreciation	1,395	12,083	(10,688)	6,976	60,417	(53,441)	
Licenses and permits	3,184	2,516	668	8,135	12,580	(4,445)	
IT/Hardware/Software	1,409	16,892	(15,483)	2,298	84,458	(82,160)	
Insurance	(1,598)	7,030	(8,628)	(7,482)	35,149	(42,631)	adj alloc next qtr
Interest expense	385	0	385	1,779	0	1,779	
Lobbying & Public Relations	6,029	0	6,029	13,463	0	13,463	
Mileage & Travel	2,566	2,307	259	12,089	11,533	556	
Office/Postage/Printing	3,031	2,697	334	11,178	13,483	(2,305)	
Program expenses	0	0	0	0	0	0	
Staff training/meetings/prof. dev	8,090	7,114	976	19,601	35,571	(15,970)	
Special fundraising events	9,750	2,667	7,083	10,130	13,333	(3,203)	
Administrative Cost (net)	(16,428)	(84,493)	68,065	(233,454)	(422,464)	339,010	see "Total for justification"
<b>Total Expenses</b>	<b>157,156</b>	<b>85,743</b>	<b>71,412</b>	<b>425,851</b>	<b>428,717</b>	<b>147,135</b>	
<b>Increase (Decrease) in UNR A: (\$ 132,864) \$ 4,960 (\$ 137,823) (\$ 41,740) \$ 24,797 (\$ 216,538)</b>							





## Board Member Engagement

This form is designed to easily share connections in the community and board engagement activities in a simple, and easy modality.

[Click here to complete the Board Member Self-Assessment](#)

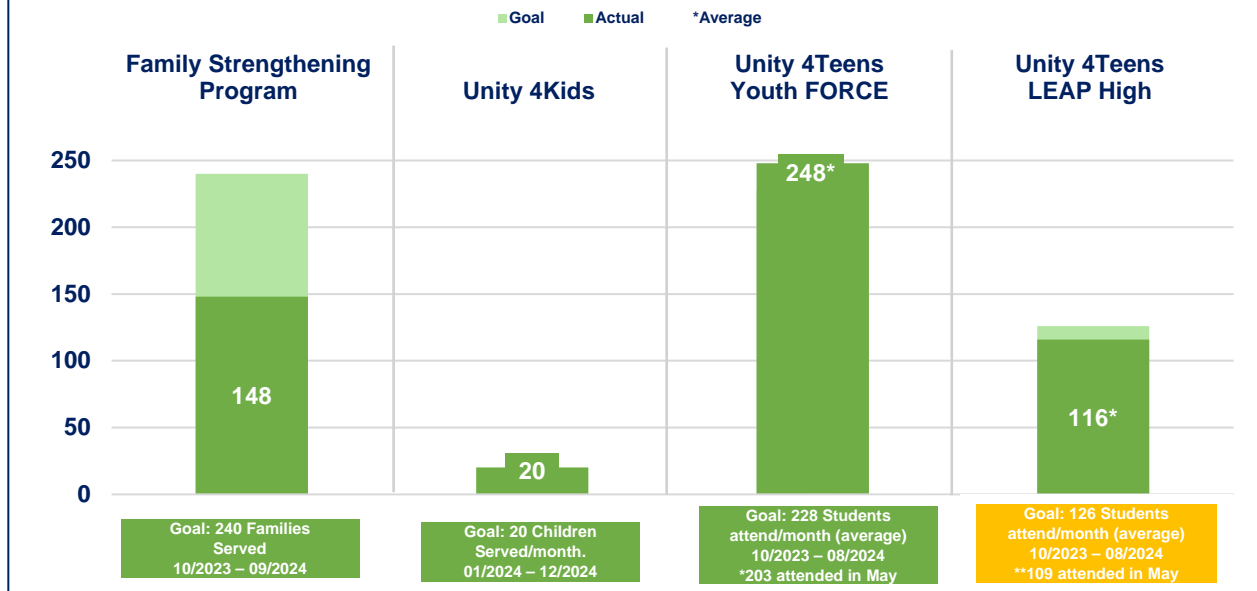


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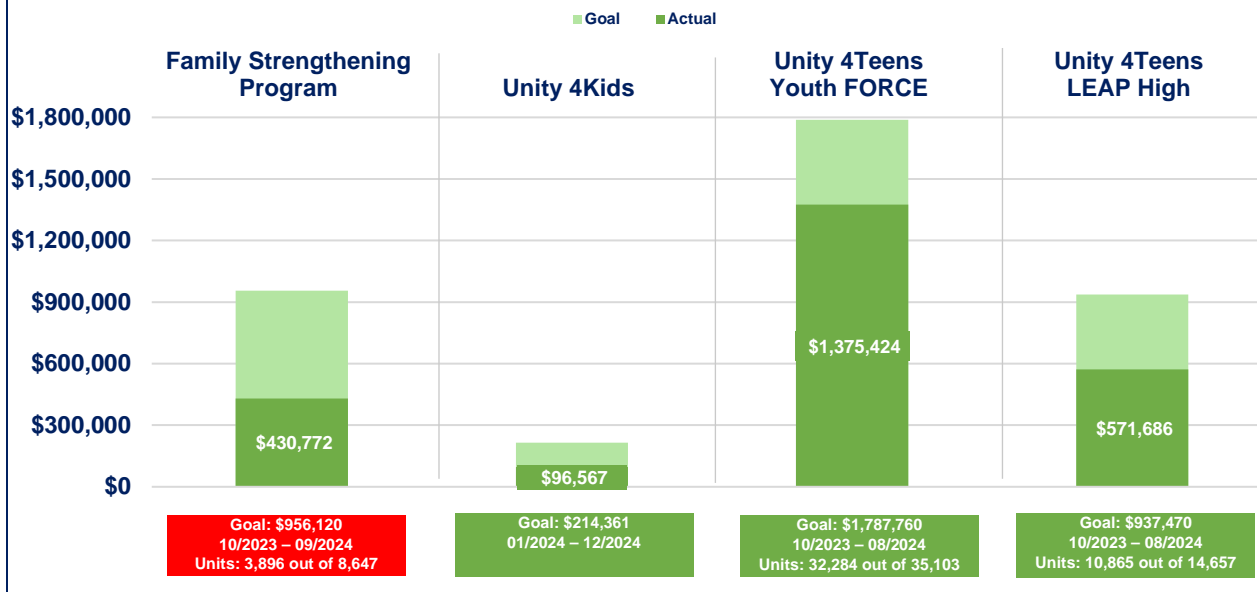
# EDUCATION

## MAY 2024

### PROGRAMS PERFORMANCE = GOALS



### PROGRAMS PERFORMANCE = REVENUE



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.



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# ECONOMIC DEVELOPMENT

## MAY 2024

### PROGRAMS PERFORMANCE = GOALS

Goal Actual

Comprando  
Rico y Sano

VITA

1581

3294

Goal: 2,850 Individuals  
Apply for SNAP  
09/2023 – 12/2024

Goal: 4,000 Tax Returns  
Submitted  
10/2023 – 09/2024

### PROGRAMS PERFORMANCE = GOALS

Goal Actual

Te Ayudo

Housing

Financial  
Capabilities

CWF

AmeriCorps

HEAL

571

96

282

159

394

155

Goal: 324  
Individuals  
Insured  
12/2023 – 11/2024

Goal: 98  
Participants in  
pre-purchase 1:1  
10/2023 – 09/2024

Goal: 180  
Participants in 1:1  
Sessions  
05/2023 – 04/2024

Goal: 250 New  
participants  
enrolled  
01/2024 – 12/2024

Goal: 300  
Participants  
Served  
09/2023 – 07/2024

Goal: 150  
Participants  
Served  
07/2023 – 06/2024

### PROGRAMS PERFORMANCE = REVENUE

Goal Actual

CWF

VITA

UW

BC

UW

IRS

CSC

\$400,000

\$300,000

\$200,000

\$100,000

\$-

\$118,045

\$40,717

\$39,551

\$77,061

\$306,345

Goal: \$120,000  
07/2023 – 06/2024  
Units: 1,013 / 1,012

Goal: \$125,000  
10/2023 – 09/2024  
Units: 632 / 1,350

Goal: \$40,000  
07/2023 – 06/2024  
Units: 1,726 / 1,728

Goal: \$118,580  
10/2023 – 09/2024

Goal: \$397,005  
10/2023 – 09/2024

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

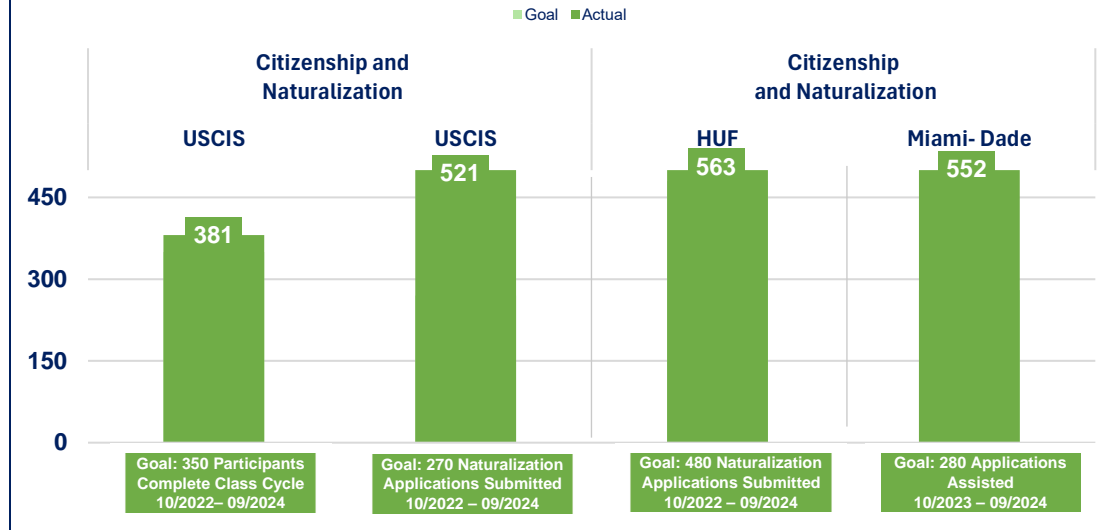
Not on track to meet  
goals/projections  
<85% of the goal



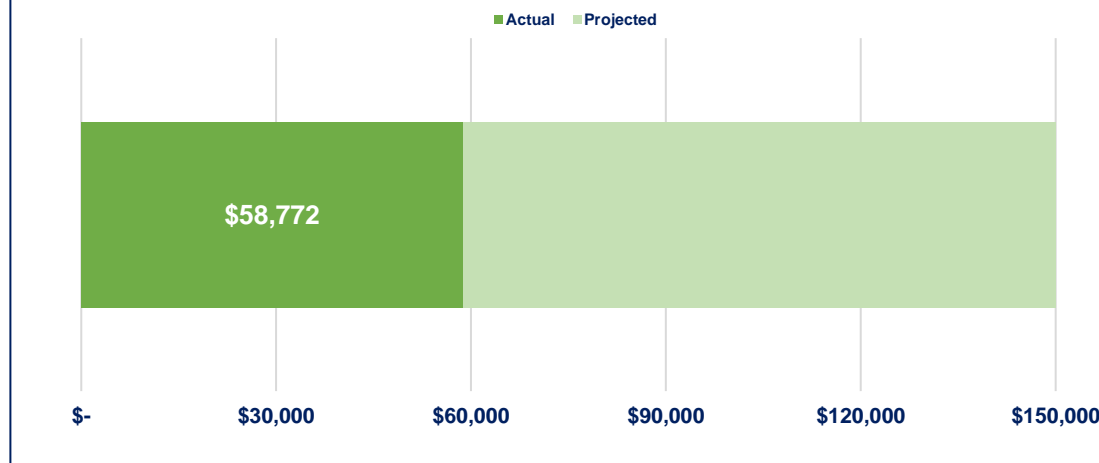
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# CIVIC ENGAGEMENT MAY 2024

## PROGRAM PERFORMANCE = GOALS



## PROGRAM PERFORMANCE GOAL = REVENUE \$150,000 IN REVENUE BY DECEMBER 2024



Based on current results and if future projections are met:

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

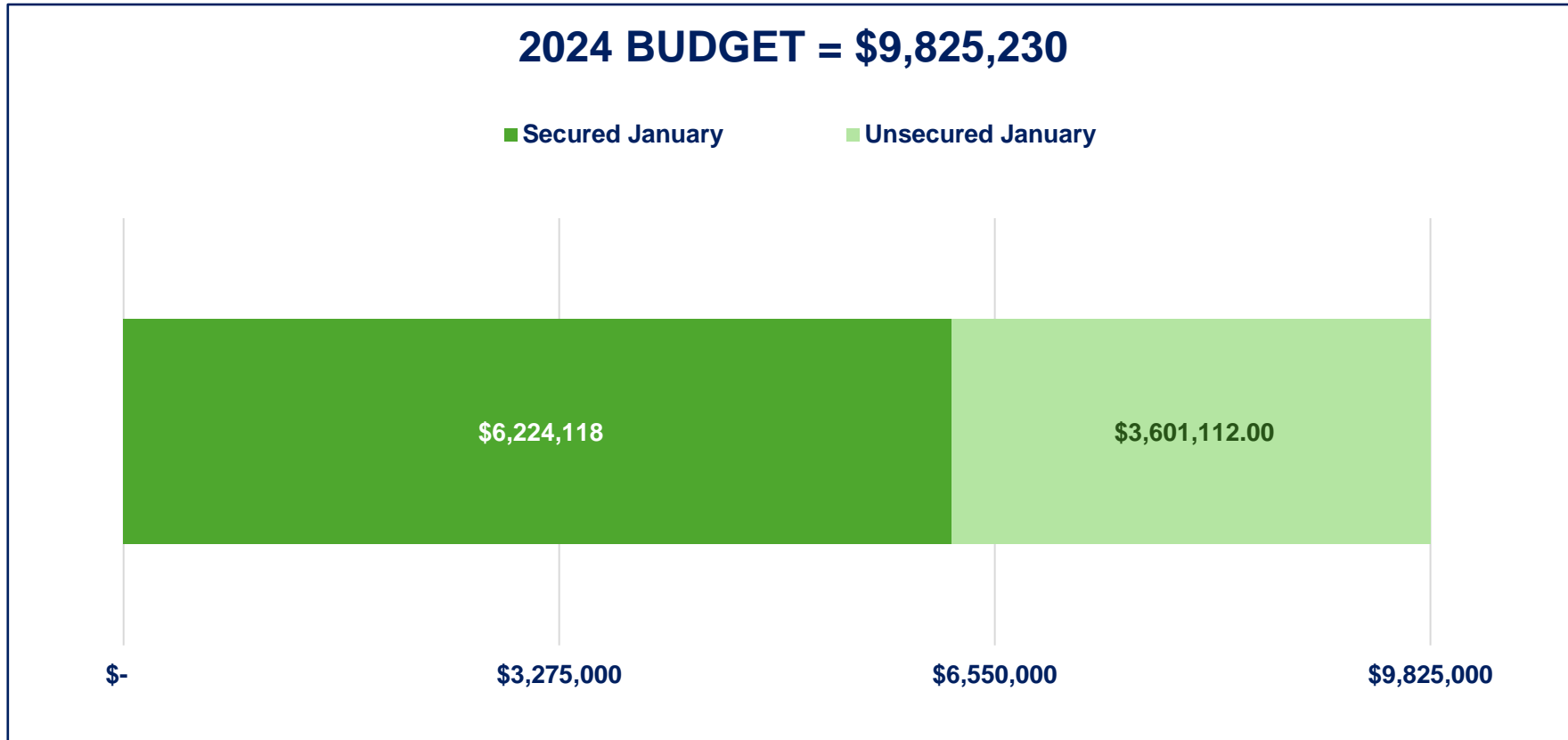
Close to being on track to meet goals/projections 85% > 94% of the goal

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



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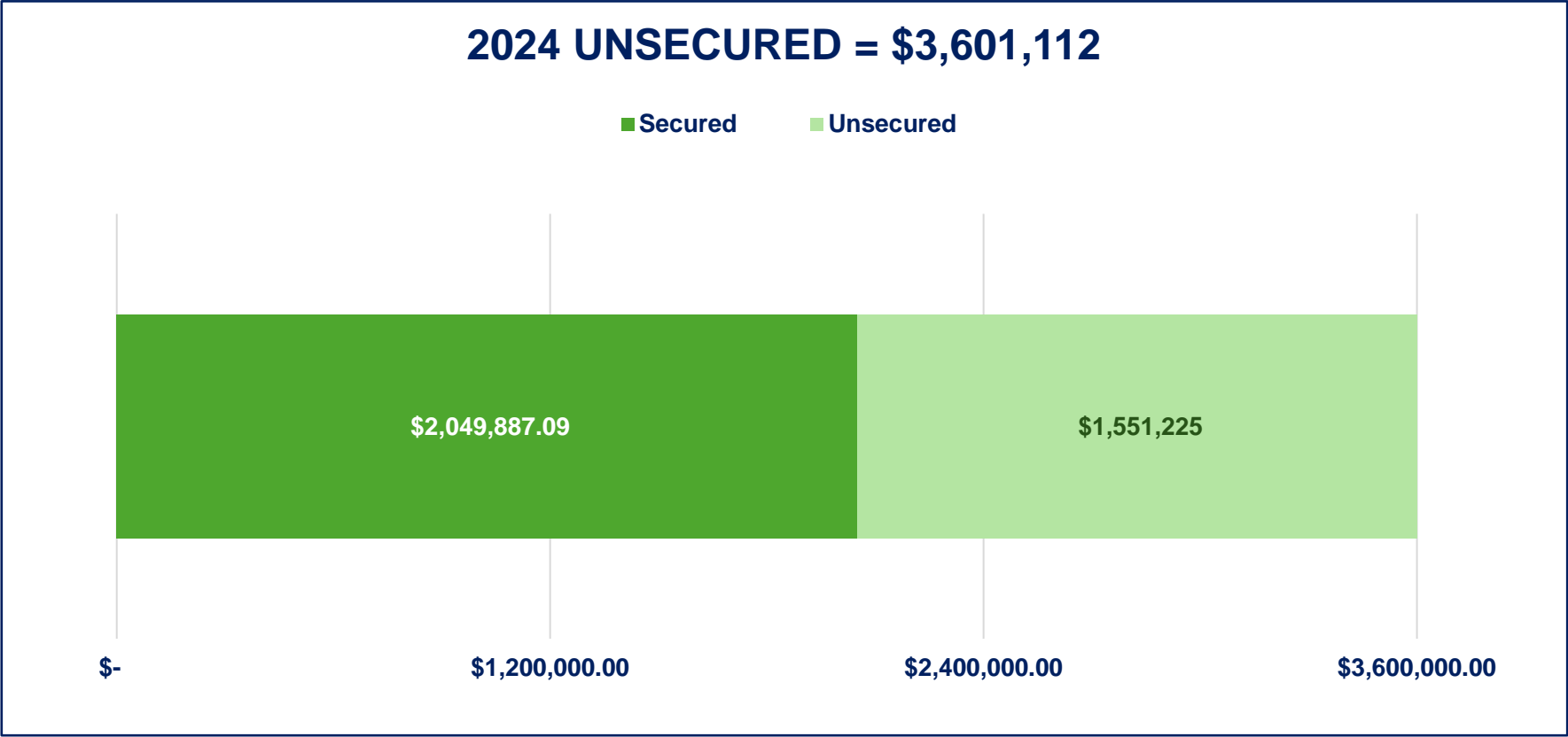
# 2024 Development Dashboard





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# 2024 Development Dashboard





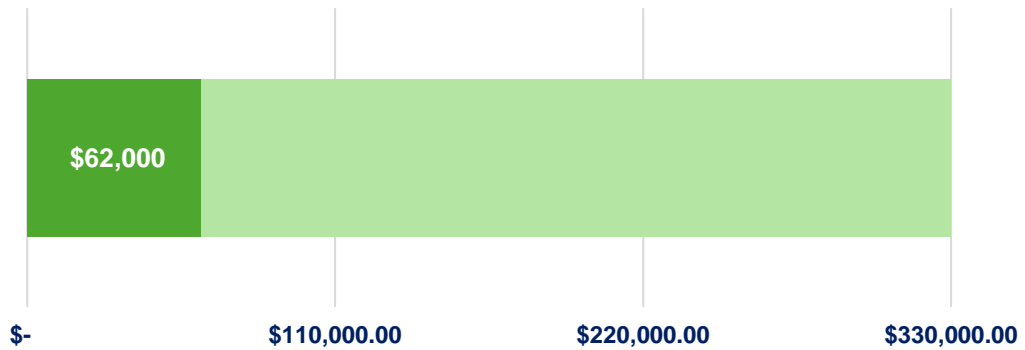


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# 2024 Development Dashboard

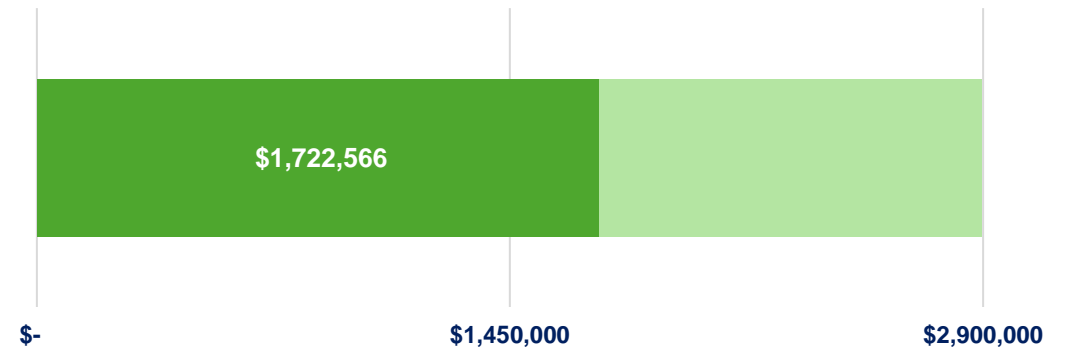
## CORPORATE GIVING GOAL = \$330,000

Actual Budget



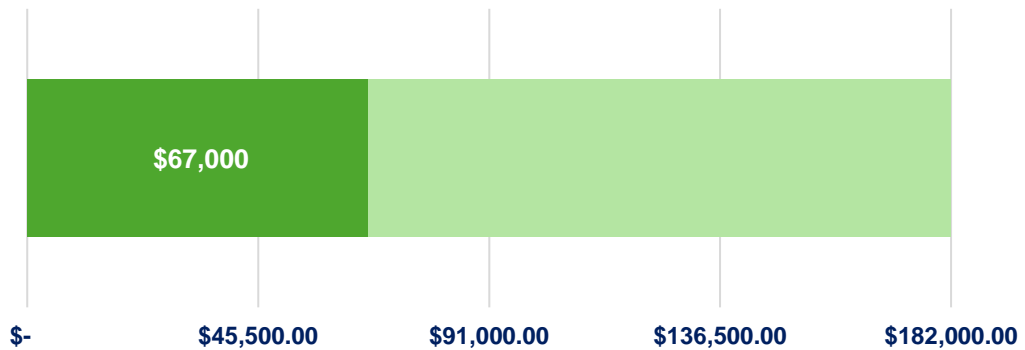
## GRANTS GOAL = \$2,894,112

Actual Budget



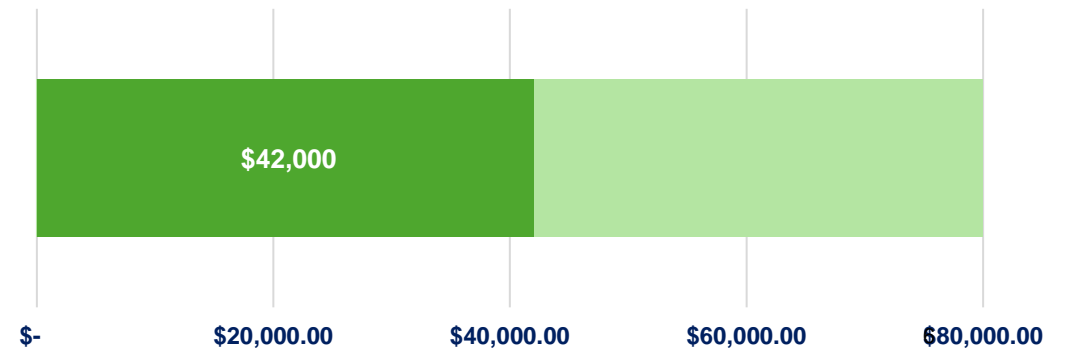
## INDIVIDUAL GIVING GOAL = \$182,000

Actual Budget



## EVENTS GOAL = \$80,000

Actual Budget





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# 2024-2026 STRATEGIC PLAN

## Implementation Updates

August 2024



AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
EVALUATION AND INNOVATION	1.1.1	Update specific indicators of the "State of Hispanic and Immigrant Broward" report to use it as an analytical tool for assessing community needs, informed decision-making processes, and targeted interventions.	Q4-2024	N/A	In Progress	70% of data points have been updated internally. The process to update data points is being developed for future updates.
		Conduct periodic, client-oriented research methods, such as focus groups, interviews, and surveys, to systematically gather data on HUF's client needs, experiences, and concerns among others.	Q3-2024	Secured	In Progress	Planning focus groups oriented towards HUF's workforce education future pathways (clients' skills and experience + program design).
	1.1.2	Foster continuous KPI and Metrics refinement through staff engagement, and based on challenges, opportunities, and emerging insights.	Quarterly/ Based on New Contracts	N/A	In Progress	In continuous conversations with managers/directors. Constant update of scorecards based on new contracts and internal discussions.
		Conduct comprehensive programmatic internal audits to ensure alignment and compliance according to organizational and contractual standards.	Q2-2024	N/A	Completed	CWF was audited in May. Program staff submitted a Program Improvement Plan based on findings and recommendations.
			Q4-2024	N/A	Not Started	
		Conduct data workshops where staff can access, analyze, and discuss programmatic data collectively, encouraging open dialogue to foster a culture of shared insights and better evaluate program effectiveness	Q3-2024	Secured	Not Started	N/A
			Q4-2024	Secured	Not Started	
	1.1.3	Conduct Innovation Exchange sessions where staff members can convene to share insights on successful projects, best practices from other organizations, and brainstorm innovative ideas.	Q3-2024	Secured	Not Started	N/A
			Q4-2024	Secured	Not Started	



AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
GOVERNANCE	1.1.4	Collect demographic data on the current Board of Directors and HUF's staff, including information on age, race, ethnicity, and other relevant factors.	Q2-2024	N/A	Completed	2023 clients, Board of Directors, and staff demographic data collected.
		Analyze and compare the demographic data collected to the demographics of the community that the organization serves. Identify significant disparities or underrepresentation in both groups.	Q2-2024	N/A	Completed	Governance Committee analyzed data and identified existing gaps in representation and skills.
		Create a plan to address disparities in representation in HUF's Board of Directors.	Q2-2024 Q3-2024	N/A	In Progress	Governance Committee presented recommendations to BOD.
	3.4.4	Review and update the Agency's bylaws to include an advocacy component in the Board of Directors' job description.	Q2-2024 Q3-2024	N/A	Not Started	N/A
	3.4.5	Conduct a comprehensive assessment of the current advocacy knowledge and skills within the Board of Directors.	Q3-2024	N/A	In Progress	PP&A training will be offered during BOD retreat with external expert support.
		Customize a training plan based on the assessment results, tailoring content to address the wants and specific needs and gaps identified within the Board and aligned to HUF's PP&A agenda.	Q3-2024	N/A	Not Started	N/A
		Implement the training plan	Q4-2024	N/A	In Progress	PP&A training to be offered during BOD retreat.
	4.4.3	Outline the roles and responsibilities of key board positions and assess the performance and potential of current Board members (self-assessments, peer feedback, performance reviews, talent matrix, etc.)	Q2-2024 Q3-2024	N/A	In Progress	HUF is currently looking for an external stakeholder to guide the Board in this process.
		Develop a roadmap that outlines the steps, timeline, and resources required to prepare and transition successors into identified board positions (including contingency plans for unexpected vacancies or emergencies).	Q2-2024 Q3-2024	Secured	Not Started	N/A
		Execute the succession plan by providing mentoring, training, shadowing, or delegating opportunities to prepare identified successors (regularly monitor and evaluate progress and outcomes).	Q3-2024 Q4-2024	N/A	Not Started	N/A



AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
PROGRAMS	2.1.1	Gather data and perform a comprehensive assessment of the local labor market to identify workforce demands, integrating the adults' and the youth's needs, strengths, and skills gaps.	Q2-2024 Q3-2024	Secured	In Progress	Completed gathering and analysis of data. Finalizing comprehensive assessment with final recommendations for 3 tiers identified
		Design and map a workforce education program with multiple pathways, that addresses the educational and training needs of both adults and the youth, creating a network of local business partners and educational institutions that allow to offer a diverse array of resources and opportunities to HUF's clients.	Q2-2024 Q3-2024	N/A	In Progress	Working with external consultant on 4 verticals that are the foundation of the design: Clients Skills and experience, education partners, employer champions, organization needs.
		Launch the 2Gen Workforce Pathways Program.	Q3-2024 Q4-2024	Secured	Not Started	N/A
		Evaluate the effectiveness and viability of the 2Gen Workforce Pathways Program design.	Q4-2024 Q1-2025	N/A	Not Started	N/A
	2.1.2	Continuously grow a network of local business partners, workforce development agencies, professional associations, and educational institutions to improve the offering of resources and opportunities for clients.	Q3-2024	N/A	In Progress	Based on work with workforce external consultant, HUF continues growing network to offer high quality resources to clients.



AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
PP&A	3.1.2	Seize opportunities to meet with elected officials (with a focus on State, County, and Municipal elected officials).	Q4-2024	N/A	In Progress	Crafted draft proposal for grant outreach project targeting County and municipalities. Design in process.
	3.1.3	Strengthen all digital platforms to highlight community needs and advocacy efforts to engage and inform stakeholders and clients.	Q2-2024	Pending	In Progress	PP&A and Marketing are working on elements to be redesigned.
		Update specific data points of the State of Hispanic and Immigrant Broward report (Reference 1.1.1) and organize roundtables to socialize data and report findings.	Q4-2024	Pending	Not Started	N/A
		Identify what resources, information, and data do external stakeholders need regarding community needs to be able to discuss systemic issues (ex: data, client listening sessions).	Q3-2024	N/A	In Progress	PP&A Committee was given an update. Assistance was requested with identifying needs.
		Develop an action plan to engage stakeholders/community based on research findings.	Q4-2024	N/A	Not Started	N/A
	3.2.2	Identify a leadership curriculum to incorporate into Unity4Teens program.	Q4-2023	N/A	Completed	2 curriculums were identified and included in the CSC RFP proposals.
		Launching the leadership program/curriculum for Unity4Teens program.	Q3-2024	Secured	Not Started	Leadership Broward to implement FLY curriculum on 09.17. "My Steady Mind" training of facilitators on 09.14.
	3.4.2	Research different stakeholders' engagement best practices on Advocacy.	Q2-2023	N/A	In Progress	HUF reached out to several stakeholders to get feedback on this.
		Power map HUF BOD and volunteers' connections to elected officials and other stakeholders.	Q3-2024	N/A	In Progress	BOD members to be reengaged during annual retreat through training.
		Continue engagement work that HUF PP&A has commenced with HUF Programs to inform staff on PP&A issues and activities related to their programs.	Q3-2024	Pending	In Progress	Coordinating stakeholder visits to HUF Programs. Engaging staff in leadership and empowerment conversations.





AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
MARKETING	4.2.1	Develop a process for capturing stories and creating a clear narrative to share with identified audiences (clients, community, donors, staff, and influencers).	Q3-2024	N/A	In Progress	Implemented trial run of story template. First success story video created using this process.
		Create, launch, and implement the new HUF bilingual website that integrates with the Data Management System to streamline data collection and analysis of marketing campaigns.	Q4-2024	Secured	In Progress	Met with vendors with support of Marketing Committee members. Additional information requested when needed.
		Recruit, hire, and onboard a full-time Marketing Manager.	Q3-2024	Secured	Completed	Marketing Associate promoted to full-time Marketing Manager.



AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
DEVELOPMENT	4.3.1	Retain fundraising consultant(s) to 1) support development activities & special projects, and 2) recommend processes & procedures for recurring activities related to donor cultivation, stewardship, and recognition.	Q1-2024	Secured	Completed	Cloud9 presented final report in Q1 and continues supporting HUF in several areas.
			Q2-2024		Completed	
		Recruit, hire, and onboard a full-time Development Manager	Q3-2024	Secured	Completed	Full-time Donor Relations Manager has been hired.
	4.3.2	Assess current status of respective efforts (ex. SWOT analysis). Solicit stakeholder feedback on experiences and expectations.	Q3-2024	N/A	In Progress	HUF is assessing major donors' experiences and expectations / collecting specific information.
		Define revised goals & objectives for each effort and establish appropriate KPIs; Develop a comprehensive communications plan; Implement strategies for respective efforts; Monitor/evaluate KPIs monthly and adapt as needed.	Q3-2024	N/A	Not Started	N/A
			Q4-2024		Not Started	
	4.3.3	Research and recommend strategy(ies) for engaging family foundations	Q3-2024	N/A	Not Started	N/A
		Implement family foundation strategy	Q4-2024	N/A	Not Started	N/A















AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
FINANCE	4.3.4	Conduct a comprehensive comparative analysis of HUF's revenue mix against similar best-in-class organizations and evaluate revenue distribution percentages across various categories (e.g., grants, donations, program fees) to identify disparities and similarities.	Q2-2024 Q3-2024	Pending	In Progress	Finalized HUF revenue mix. Similar organizations comparative analysis in progress. Revision of fees started.
		Review the organization's revenue mix analysis with the Board of Directors to discuss any necessary adjustments if the initial benchmarks are not reflective of the current industry landscape or HUF's evolving priorities.	Q2-2024 Q3-2024	N/A	Not Started	N/A
		Implement continuous monitoring and adjustment mechanisms to track HUF's revenue mix over time while staying informed about industry trends and changes in funding landscapes to proactively adapt the revenue mix strategy.	Q3-2024	N/A	Not Started	N/A
	4.3.6	Have a cross-functional team conduct a comprehensive Feasibility Analysis for each potential innovative idea to grow unrestricted funding (assessing the financial implications, risks, and expected returns). involving finance, strategy, and program management to conduct the feasibility analysis.	Q2-2024 Q3-2024	N/A	In Progress	Tentative - To be presented to the Finance Committee in September (cash and other needs for investment policy plan).
		Implement pilot programs for the most viable and promising ideas identified during the feasibility analysis and measure the impact of each initiative.	Q3-2024	N/A	Not Started	N/A
		Actively engage stakeholders, including donors, Board members, staff, and the community, throughout the process to solicit feedback and input to ensure ongoing support and alignment with the organization's values.	Q3/Q4 2024	N/A	Not Started	To be assigned to Fund Development



AREA	SP NEXT STEP	IMPLEMENTATION PLAN	DEADLINE	FUNDING	STATUS	COMMENTS
OPERATIONS	4.5.1	Retain a consultant to assess current and future HR structure	Q1-2024	Secured	Completed	MEG Development Group retained.
		Conduct a full assessment of current and future HR structure including support necessary for the execution	Q3-2024	N/A	In Progress	60% of the 7 buckets for buildout have been completed.
		Prioritize assessment findings for 2024, 2025, and 2026	Q3/Q4 2024	N/A	In Progress	Several priorities identified have been worked on during the process.
	4.5.2	Increase internal capacity by hiring an HR fully dedicated staff member to work on addressing gaps and future growth	Q4-2023	N/A	Completed	HR Generalist onboarded Q4-2023.
		Create HR systems, processes, and procedures to address recruitment and retention	Q2-2024 Q3-2024	Secured	In Progress	Recruitment process and training completed. Retention in progress.
		Develop a comprehensive staff training and development plan	Q2-2024 Q3-2024	Secured	In Progress	Plan completion at 70%.
		Create a Succession Plan (Director level)	Q4-2024 Q1-2025	Secured	Not Started	N/A
	4.6.2	Prioritize internal operational systems for automation (IT, HR, Marketing, Digital architecture, etc.)	Q3-2024	N/A	In Progress	Facilities ticketing system in HUF's Data Management System launched.
		Design and implement the automation of the operations systems	Q4-2024	N/A	In Progress	Working on migration to the Cloud with staff.
		Migrate physical servers to the cloud and improve cyber-security systems	Q4-2024 Q1-2025	Pending	In Progress	IT Coordinator has worked with 15+ teams. 5 sites designed and up in SharePoint.

## HUF MANAGEMENT TEAM

	<p><b>Felipe Pinzon</b>, President &amp; CEO</p> <p><a href="mailto:fpinzon@hispanicunity.org">fpinzon@hispanicunity.org</a></p> <p>954-257-5473</p>		<p><b>Leonor Romero</b>, Chief Financial Officer</p> <p><a href="mailto:lromero@hispanicunity.org">lromero@hispanicunity.org</a></p> <p>754-221-7976</p>
	<p><b>Elizabeth Dorante</b>, VP of Programs</p> <p><a href="mailto:edorante@hispanicunity.org">edorante@hispanicunity.org</a></p> <p>954-600-4318</p>		<p><b>Ingrid Ekblad</b>, Director of Operations</p> <p><a href="mailto:iekblad@hispanicunity.org">iekblad@hispanicunity.org</a></p> <p>954-907-1410</p>
	<p><b>Magaly Alvarado</b>, Director of Civic Engagement</p> <p><a href="mailto:malvarado@hispanicunity.org">malvarado@hispanicunity.org</a></p> <p>954-907-1354</p>		<p><b>Yonela Carusi</b>, Director of Education Department</p> <p><a href="mailto:ycarusi@hispanicunity.org">ycarusi@hispanicunity.org</a></p> <p>954-701-5232</p>
	<p><b>Katherin Gallego</b>, Senior Marketing Director</p> <p><a href="mailto:kgallego@hispanicunity.org">kgallego@hispanicunity.org</a></p> <p>954-329-5262</p>		<p><b>Juliana Esguerra</b>, Director of Innovation &amp; Strategic Initiatives</p> <p><a href="mailto:jesguerra@hispanicunity.org">jesguerra@hispanicunity.org</a></p> <p>954-639-2043</p>
	<p><b>Eduardo Pineda</b>, Director of Economic Development</p> <p><a href="mailto:epineda@hispanicunity.org">epineda@hispanicunity.org</a></p> <p>954-608-9259</p>		<p><b>Otayme "Otto" Valenzuela</b>, Director of Public Policy &amp; Advocacy</p> <p><a href="mailto:ovalenzuela@hispanicunity.org">ovalenzuela@hispanicunity.org</a></p> <p>954-294-6054</p>
	<p><b>Michele Fernandez</b>, Development Director</p> <p><a href="mailto:mfernandez@hispanicunity.org">mfernandez@hispanicunity.org</a></p> <p>954-643-6920</p>		<p><b>Felina Rosales-Furer</b>, Senior Executive Assistant</p> <p><a href="mailto:ffurer@hispanicunity.org">ffurer@hispanicunity.org</a></p> <p>954-329-5968</p>