



Empowering a
New Generation
of Americans



2023 ANNUAL REPORT

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& 2023 BOARD CHAIR

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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.

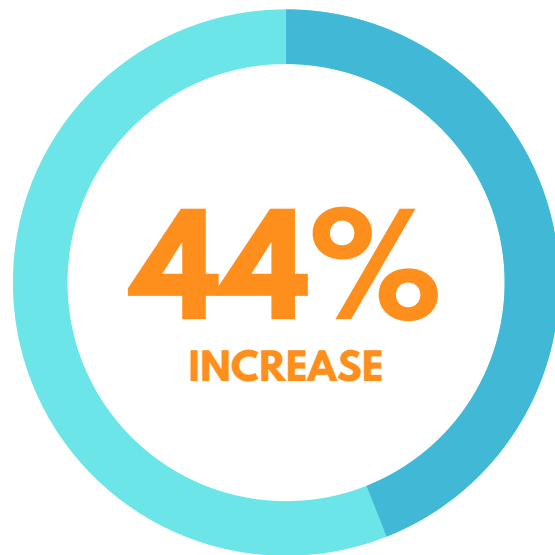
IMPACT BY THE NUMBERS

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.

HIGH
LIGHTS



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.

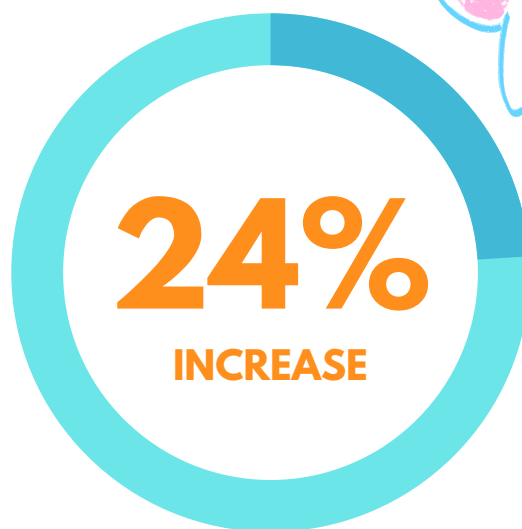
IMPACT BY THE NUMBERS

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.



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.

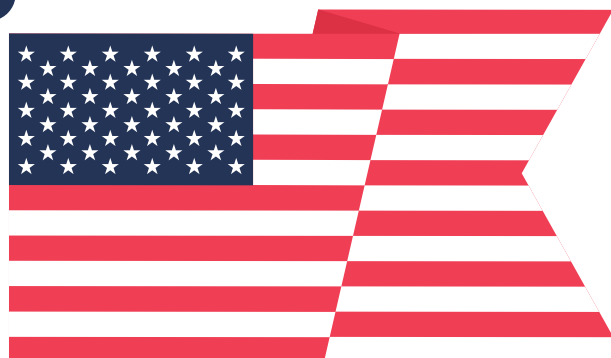
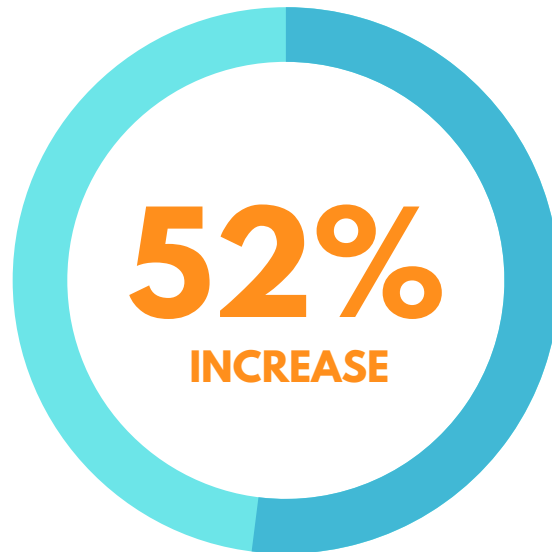
IMPACT BY THE NUMBERS

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.

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.

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.



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.



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

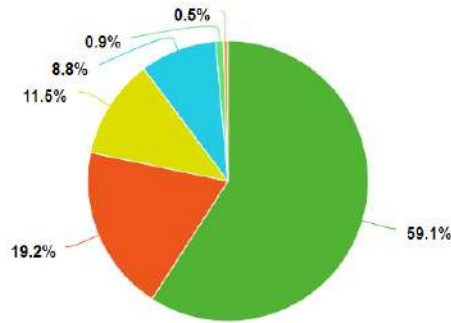
FINANCIALS

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

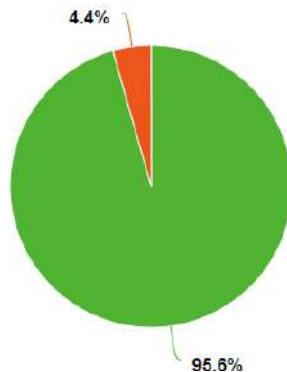
Total Revenue - \$7,997,753



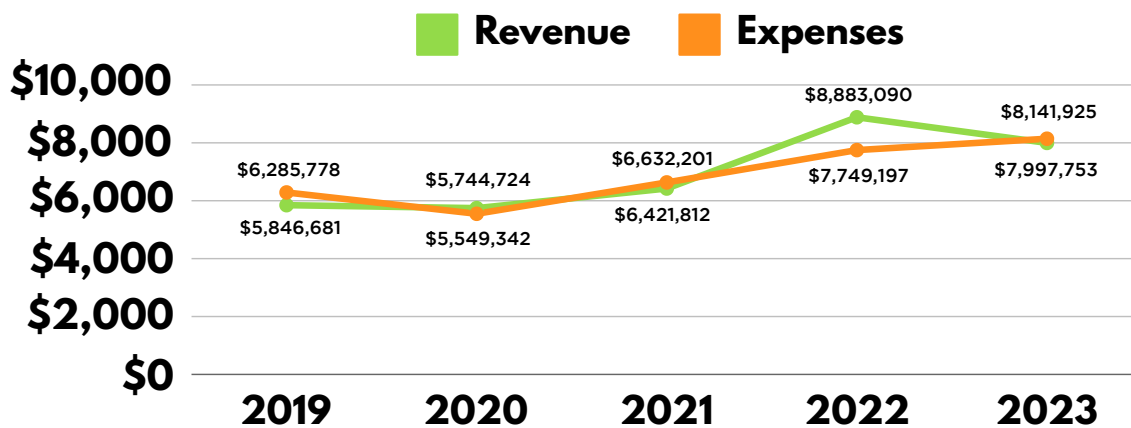
EXPENSES

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

Total Expenses - \$8,141,925



THROUGH THE YEARS 2019-2023



BOARD OF DIRECTORS

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Mosaic Law

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Blue Cross Blue Shield of Florida

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Community Volunteer

Angie Stone
Stone Business Solutions, Inc.

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Manooch T. Azizi
Tripp Scott, P.A.

BOARD OF DIRECTORS



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

THANK YOU SPONSORS



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