

HISPANIC UNITY OF FLORIDA
2025 ANNUAL REPORT

Be a force
for good



OUR APPROACH

Hispanic Unity of Florida's family-centered two generation (2Gen) approach supports the whole family, tracking outcomes while building lasting educational and economic success across generations.



OUR VISION

Everyone is empowered to live the American Dream.



33,427

CLIENTS SERVED IN 2025



OUR MISSION

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



WHY WE EXIST

Hispanic Unity of Florida provides comprehensive education, workforce development, and support services that empower people to achieve long-term success in a way that integrates career, education, civic engagement, and family well-being creating lasting, multi-generational impact.

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Forty-Three Years of Purpose. Rooted in Mission. Steady Under Pressure. Built for What's Next.

For more than four decades, we have served our community with heart and conviction, guided by a fundamental belief: access to opportunity, resources, and tools can transform lives. This year reminded us that purpose is revealed most clearly when the moment demands the most of us.

In 2025, Hispanic Unity of Florida navigated a demanding year with purpose and delivered.

We operated in an environment shaped by funding uncertainty and a pace of change that left little room to pause. We remained focused on what we could control: disciplined execution, responsible stewardship, and steady alignment with our mission. Rather than react, we returned to fundamentals, delivering high-quality, data-driven services that strengthened families, supported youth, expanded economic opportunities, and stabilized lives.

That discipline translated into meaningful impact across every program. In 2025, we served 33,427 individuals, with the quality and consistency South Floridians depend on.

REMEMBER THE IMPACT

3,700

community members accessed civic services that support community well-being.

700

middle and high school students we served advanced to the next grade level.

50

entrepreneurs graduated from our business bootcamp and mentorship.

19

students enrolled in our new Career & Technical Education classes.

Strategy Grounded in Stewardship

Our work remained anchored in three priorities that continue to advance long-term economic mobility:

- Expanding economic opportunities through workforce education aligned with high-demand careers
- Strengthening entrepreneurship pathways for emerging and established business owners
- Building generational wealth through homeownership and financial stability

Progress this year was defined not by expansion alone, but by execution with integrity, delivering services consistently, strengthening performance measurement, and reinforcing the systems that sustain impact over time.



Resilience Is Personal

Behind every outcome are the people who make it possible. Our staff, volunteers, partners, and supporters rose to the moment with professionalism, resilience, and compassion, showing up for our community and for one another while upholding the standard of excellence our clients deserve. Because even under pressure, how we do the work matters just as much as the work itself.

Looking Ahead with Confidence

The year ahead will continue to require focus, adaptability, and resolve. But we move forward with confidence because our foundation is strong. HUF has demonstrated that when purpose guides decisions and people remain at the center, impact endures. After more than four decades of service, one truth remains constant: our role is not only to respond to needs, but to lead with courage, listen with humility, and build trust that lasts across generations.

To our board members, funders, partners, staff, volunteers, and the community we are honored to serve, *muchas gracias*.

Together, we continue to stand firm in purpose, even under pressure.

Un fuerte Abrazo



Felipe Pinzón

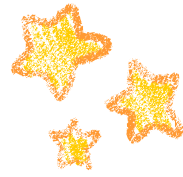
President & CEO



Tony Abbate

HUF Board Chair

EARLY FOUNDATIONS FOR LIFELONG SUCCESS



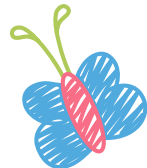
At Hispanic Unity of Florida, impact doesn't begin with a program. It begins with a child, a parent, and a moment of possibility.

For some families, the journey begins at **Unity 4Kids**, HUF's nationally accredited bilingual preschool and one of the highest-rated programs in Broward County. Through income-based tuition and a nurturing learning environment, young children gain a strong foundation for success while their parents receive support through the **Family Strengthening Program**, helping create stability at home and opportunity for the entire family—turning early education for one child into lasting stability for the whole household.

As the child grows, so does the support, and it's here that our reach is greatest.

Unity 4Teens, HUF's largest program, meets students where the stakes are highest: the middle and high school years. This free after-school and summer program keeps youth engaged, inspired, and connected while their parents stay involved along the way. Through hands-on activities like robotics, arts, cooking, and swimming, students build friendships, explore their identity, and receive individualized academic support that catches problems early and gets students back on track, whether that means correcting a course placement, recovering a slipping grade, or restoring the confidence to keep going. Many take their first college tour here; for some, the first time they can picture themselves on a campus at all. For many, Unity 4Teens becomes a protective factor, steering them away from high-risk behaviors and toward a strong sense of belonging, purpose, and possibility.

Parents keep advancing too. Through **English for Speakers of Other Languages (ESOL)** classes, they gain the language skills to advocate for their children, reach better jobs, and take a fuller part in their communities.



A JOURNEY OF COURAGE AND GROWTH



Ten years ago, **Ana** made the difficult decision to leave Guatemala in search of a better future for her children, including beautiful **Estrella**.

Despite challenges, she rebuilt her life in Florida while supporting her children's education.

WATCH ANA'S STORY



GROWING WITH CONFIDENCE

When academic struggles put her scholarship eligibility at risk, **Mia**, an eighth-grade participant in HUF's Unity 4Teens program, turned to HUF for support.

Through personalized tutoring, academic guidance, and ongoing encouragement, she improved her grades, rebuilt her confidence, and regained momentum in school.

Today, Mia is thriving in and out of the classroom, proving what is possible when students have the support they need to succeed.



REBUILDING STABILITY, ONE STEP AT A TIME



Indira, a mother of three, faced financial hardship as her family relied on her limited part-time income. Determined to create a better future, she turned to HUF for support.

Through the program, Indira received childcare assistance for her youngest daughter and emergency financial support to help stabilize the household.

At the same time, HUF connected her husband with employment opportunities, helping him secure a job and contribute to the family's income.

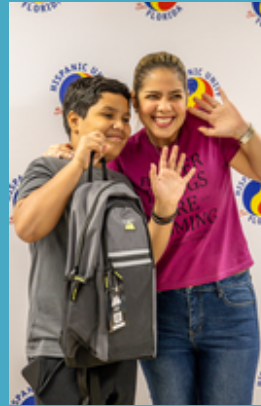
With these resources and support, the family has gained greater financial stability and is building a stronger foundation for long-term success and opportunity.



—IMPACT BY NUMBERS—

3,714

clients served in 2025, helping families move from early learning to lasting opportunity.



654

children and parents served through the Family Strengthening Program, building stronger families.

386

students improved their English through English for Speakers of Other Languages (ESOL), gaining skills for better jobs and family advocacy.



92

children and parents enrolled in Unity 4Kids preschool, building a strong foundation for success.

2,582

youth and parents engaged in Unity 4Teens, strengthening academic success and workforce readiness.



700

youths - middle school and high school students served, with a 100% grade promotion rate.

14

children completed VPK with early literacy, math, and social skills to start kindergarten strong.

50

youth graduated high school and moved on to college, technical school, university, or military service.

THE PATH TO SELF-SUFFICIENCY

The journey often begins at HUF's **Center for Working Families (CWF)**, where many families arrive in a moment of crisis.

At first, the focus is immediate stabilization. **Comprando Rico y Sano**, our nutrition security program, helps families keep food on the table while teaching healthy, cost-effective food choices. **Te Ayudo**, our healthcare enrollment and navigation service, ensures families can access affordable care, protecting their income from unexpected medical setbacks and strengthening household stability.

Once those basic needs are secure, the focus turns to income, finding a job, stabilizing earnings, and making ends meet. Through **job preparation and placement services**, individuals receive hands-on support: refining resumes, preparing for interviews, and connecting directly with employers. For many, this is the first step toward consistent income and renewed confidence.

With income in place, families begin to strengthen their financial capability. Through **financial education**, they learn to budget, reduce debt, and improve credit, turning financial uncertainty into informed decision-making.

From there, momentum builds. Families increase earnings, reduce expenses, and keep more of what they earn. Through **Broward Tax Pro (VITA)**, households receive free tax preparation, helping them claim valuable tax credits, avoid filing fees, and put money back into their pockets. What was once a financial burden becomes an opportunity to save, invest, or pay down debt.



05

Eventually, an individual who once focused on securing any job begins thinking about a long-term career. Through HUF's **Career and Technical Education (CTE) Program**, participants gain industry-recognized certifications, skills, and confidence to pursue stable, high-demand careers, opening doors to higher wages and long-term growth.

Whether entering the workforce, changing careers, or increasing their income, they receive hands-on training aligned with employer needs in four in-demand fields:

- HVAC (Heating, Ventilation, and Air Conditioning)
- Fiber Optics Installation & Telecommunications
- Commercial Vehicle Driving, leading to a Commercial Driver's License (CDL)
- Medical Assisting



A NEW CHAPTER, A STRONGER CAREER



After connecting with HUF through Unity 4Kids, **Francisco** remained engaged with the organization.

When he discovered the HVAC Technician Program, he enrolled to build his skills and move closer to his goal of starting his own business.

WATCH HIS STORY



Over time, families move from achieving stability to building lasting wealth.

Some take their first steps into entrepreneurship through the **LevelUP Center of Entrepreneurship**, transforming skills, talents, and side hustles into sustainable businesses. Aspiring entrepreneurs begin with the Launch Track to learn the fundamentals of starting a business, while established business owners leverage the UP Track to grow sales and strengthen their operations.

Others pursue homeownership. Through our **First-Time Homebuyers Program**, families complete an 8-hour HUD-approved course that prepares them for every step of the homebuying process and provides access to down-payment assistance. With stronger financial readiness and credit, homeownership becomes a pathway to lasting stability and wealth.

For families who reach this stage, the impact is generational, creating lasting financial security and opportunity.

A NEW BEGINNING, A PLACE TO CALL HOME



As a Cuban immigrant adjusting to a new culture and language, **Idalmis** faced many challenges while building a life in a new country.

With support from her family and HUF's First-Time Homebuyers Program, she gained the tools and confidence to pursue her dream of homeownership.

WATCH IDALMIS'S STORY



IMPACT BY NUMBERS

15,792

clients served in 2025, supported at every stage, from immediate stability to long-term wealth-building.



10,634

clients accessed healthcare and/or food assistance, meeting basic needs so families can build toward independence.

3,828

clients filed their tax returns with our help, keeping more of what they earned and building early financial footing.



600

clients launched or grew businesses of their own through entrepreneurship education and mentorship, turning skills and ideas into income.

428

clients advanced toward homeownership through housing and financial assistance, financial capability coaching, and first-time homebuyer workshops, building the path to lasting assets.

302

clients gained employment through our job services, taking the first step toward stable income and renewed confidence.

10

clients become homeowners, achieving the deepest level of economic transformation and lasting self-sufficiency.



FROM RESIDENT TO CITIZEN, FROM NEWCOMER TO NEIGHBOR

For many families HUF serves, opportunity has always been within reach, but not always accessible. Degrees go unused, skills unrecognized, better jobs and housing just out of reach, not for lack of ability, but because of legal barriers. Through **HUF's Civic Engagement Department**, that begins to change.

The same individual who has built financial stability, completed training, improved their credit, maybe even started a business, now takes a step toward something deeper: permanence. In citizenship classes, alongside others on the same journey, they study U.S. history and civics, practice interview questions, and build the confidence to navigate a process that once felt overwhelming. One-on-one naturalization assistance guides them through the paperwork accurately, in their preferred language, reducing the risk of delays or denials. For families just beginning, immigration consultations replace uncertainty with clarity, a clear understanding of their options, often for the first time.

With each step, new doors open. Legal status unlocks better jobs, professional credentials, financial products, and stable housing, transforming participation in the economy from limited to full, from temporary to secure. This is where self-sufficiency takes hold: an individual who once faced barriers now stands on solid ground, no longer waiting for opportunity but building it.

And that independence lifts everyone. New citizens vote, start businesses, advocate for their children's schools, and invest in the neighborhoods they call home. An individual who once hesitated now participates fully in civic life and plans for the future without fear. Their strength becomes the community's strength, a stronger workforce, more small businesses, more engaged neighbors.

Meanwhile, for those raising families, their children watch what stability looks like in real time. A person gaining confidence. A family gaining security. A community growing stronger. A future becoming certain.



An individual gaining confidence. A family gaining security.
A community growing stronger. A future becoming more
certain. This is the role of civic engagement.

ACHIEVING PERMANENT RESIDENCY, BUILDING A FUTURE



Nieves and her family arrived in the United States carrying hope for safety, but also the weight of uncertainty and a complex system they had to navigate alone. Every step felt overwhelming, until another family led them to HUF.

HUF walked beside them through every detail of the residency process, answering questions, preparing documents, and giving them the confidence to keep moving forward when the journey felt uncertain.

Today, Nieves and her family celebrate achieving permanent residency, a life-changing milestone that brings not just legal status, but a sense of security, belonging, and the freedom to build a future in the place they now call home.

IMPACT BY NUMBERS



1,789

clients attended citizenship classes, building the knowledge and confidence to pursue U.S. citizenship.

1,934

clients received immigration services, gaining clarity and direction to move forward with confidence



630

clients submitted a citizenship application taking a decisive step toward permanence and full participation



310

clients became U.S. citizens, unlocking the right to vote, work, and build a lasting future in their community.

3,723

clients served in 2025, guided toward the legal stability that unlocks lasting self-sufficiency.



PLANTING ROOTS IN MIAMI-DADE COUNTY

Hispanic Unity of Florida's presence in Miami-Dade is not new. For years, HUF has served residents through citizenship services, free tax preparation, food support, and trusted partnerships, creating a strong foundation for strategic growth.

With the 2024 Strategic Plan, Miami-Dade became a priority for expansion. HUF launched new services, including Career and Technical Education, while strengthening existing ones such as citizenship and free tax preparation. Services are delivered in partnership with municipalities, the private sector, and community-based organizations.

HUF began with a thoughtful soft launch in 2025, focused on building trust, strengthening relationships, and learning directly from the community. A Director of Miami-Dade Initiatives and an Outreach Coordinator were hired to lead engagement and expand local presence.

This approach prioritizes relationships, relevance, and sustainability over rapid scale, building an expansion model rooted in trust and partnership.

As the work grows, the focus remains clear: expand with intention, strengthen services, and increase access to opportunities that support economic stability, workforce readiness, and long-term self-sufficiency.



Looking Ahead: Growing Our Reach, Deepening Our Impact

As Hispanic Unity of Florida looks to the future, our focus is sharper than ever. Beyond 2026, we are concentrating on the priorities that move families furthest, from stability to security, and from security to lasting prosperity.

1. Higher-Paying Careers

We will expand our Career and Technical Education programs and bring in more clients, connecting families to industry-recognized certifications in high-demand fields, so more people move from any job to a lasting, higher-paying career.

2. More Families in Homes

We will move more families into homeownership, turning years of financial preparation into a first home, lasting equity, and wealth that can be passed to the next generation.

3. A Strong Education Pipeline

We will sustain and strengthen our education initiatives, keeping the next generation on the path from a child's first classroom to a confident, self-sufficient future.



4. Deeper Roots in Miami-Dade

We will expand our work in Miami-Dade County, establishing a permanent service center and growing the staff, funding, and partnerships that make services feel connected, accessible, and responsive to local needs.

5. A Sustainable Organization

We will diversify and sustain our revenue base, because the families we serve deserve an organization as self-sufficient as we help them become, investing in the philanthropy, partnerships, and infrastructure that ensure HUF is here for the next family, for good.

These priorities build on the resilience HUF showed in 2025 and chart a path defined by purpose, discipline, and vision. Our future is not simply about growing programs, it is about building a stronger, more sustainable organization that helps families move from stability to security, and from security to generational prosperity.

When families rise,
communities thrive
—and the future
transforms.

HIGHLIGHTS OF IMPACT

A YEAR OF STRATEGIC GROWTH AND LASTING IMPACT

2025 was a year of disciplined growth, strategic adaptation, and meaningful team achievement. Across every department, HUF staff worked together to strengthen the organization's foundation, expand opportunity for the community, and advance the mission with creativity and care. The following highlights reflect not only what was accomplished, but also the people and teams who made those accomplishments possible.

Turning Insight into Opportunity

HUF's innovation in 2025 came to life through the collaboration of teams that saw both community need and opportunity. In response to the demand for more accessible career pathways, staff designed and launched the Career and Technical Education initiative, including a Spanish-language HVAC certification pilot in partnership with Miami-Dade College - North Campus.

This effort enrolled 19 students and reflected a core organizational belief: meaningful opportunity starts with meeting people where they are. By building a model rooted in client language, labor market need, and partnership, the team created a new pathway to economic mobility that can be scaled in the years ahead.

Protecting the Mission: Behind the Scenes

Behind every strong service outcome is a strong operational foundation. In 2025, HUF strengthened this foundation across marketing and communications, technology, facilities, and human resources to better support organizational growth.

These investments ensure that as HUF expands, the infrastructure is in place to sustain that growth, allowing staff to focus on delivering high-quality services while maintaining efficiency, security, and performance.

By building stronger internal systems and support structures, HUF is positioning itself for long-term sustainability, ensuring that growth is both intentional and impactful.





Building the Team That Builds the Mission

HUF's people strategy was one of its strongest assets in 2025, and the Human Resources team played a central role in its success. By strengthening recruitment and retention practices, supporting staff training, and helping finalize the organization's first senior leadership succession plan, the team helped HUF reach a 95% staff retention rate.

They also launched a learning management system to streamline compliance and professional development, making it easier for staff to grow in their roles and stay aligned with agency standards. These investments built confidence, continuity, and long-term leadership capacity across the organization.

Growing the Support That Powers the Work, Fueling Stability Through Careful Stewardship

The development team expanded HUF's philanthropic base by building relationships, deepening trust, and turning engagement into support. In 2025, the team surpassed the unsecured revenue goal by cultivating new and existing donors across individual, corporate, foundation, and public sectors.

That work was powered by consistent donor briefings led by the Director of Development and the CEO, each one an opportunity to keep supporters informed, share HUF's mission, and strengthen their connection to the impact they make possible. The result was not just stronger fundraising performance, but a broader, more engaged, and more diverse base of support for the future.



HIGHLIGHTS OF IMPACT

Lifting HUF's Voice in Policy and Community Spaces

HUF's public policy and advocacy work in 2025 reflected our growing role as a respected community voice. Through intentional relationship-building with local, state, and federal elected officials and public-sector leaders, the team kept decision-makers engaged and informed on the issues that affect the families and neighborhoods we serve.

Throughout the year, HUF advocated for policies that strengthen our community, including priorities connected to career and technical education, positioning the organization as both a trusted service provider and a partner in long-term systems change. This work laid important groundwork for continued influence, visibility, and impact in the years ahead.

Sharing the Story, Expanding the Reach

In 2025, Hispanic Unity of Florida entered a new digital era with the launch of a bilingual website, marking a shift in how it connects with the communities it serves.

For many families, a website is the first point of contact. A clear, accessible, bilingual presence sends a powerful message: **we see you, we speak your language, and we are here.**

The platform now connects individuals to services, strengthens partnerships, and showcases impact, while expanding HUF's digital reach. At the same time, enhanced social media and event promotion across Broward and Miami-Dade have strengthened visibility and trust.

Together, these efforts have made HUF more accessible, visible, and connected.



BE PART OF THE IMPACT



INVEST IN A LEGACY: *The María Sanjuan Lifetime Society*

Hispanic Unity of Florida has launched The María Sanjuan Lifetime Society, honoring the enduring legacy of one of HUF's founders: María Sanjuan.

Named in her honor, the society recognizes individuals whose cumulative philanthropic investment in HUF reflects the same deep conviction that María embodied: that with access to the right tools and opportunity, every person could build a new life.

Members of The María Sanjuan Lifetime Society become part of HUF's history as permanent champions of our mission, and their contributions help ensure that the pathways she first opened continue to light the way for generations to come.

To learn more about joining The María Sanjuan Lifetime Society and creating your lasting legacy with Hispanic Unity of Florida, contact our team at development@hispanicunity.org.



JOIN THE MOVEMENT: *The Amigos Circle*

The Amigos Circle is HUF's community of members who are champions of change. The Circle directly fuels the life-changing programs that help hardworking adults, children, and families achieve the American Dream.

From English-language learning and job readiness to entrepreneurship, financial stability, and citizenship, the Amigos Circle makes it possible for HUF to show up for our community every single day.

By committing to give monthly or annually, membership in the Amigos Circle means becoming part of the HUF family —and part of every success story we celebrate together. Members receive access to curated member events, mission impact experiences, and opportunities to meet HUF's leadership.

**BECOME A PART
OF THE STORY -
JOIN TODAY!**



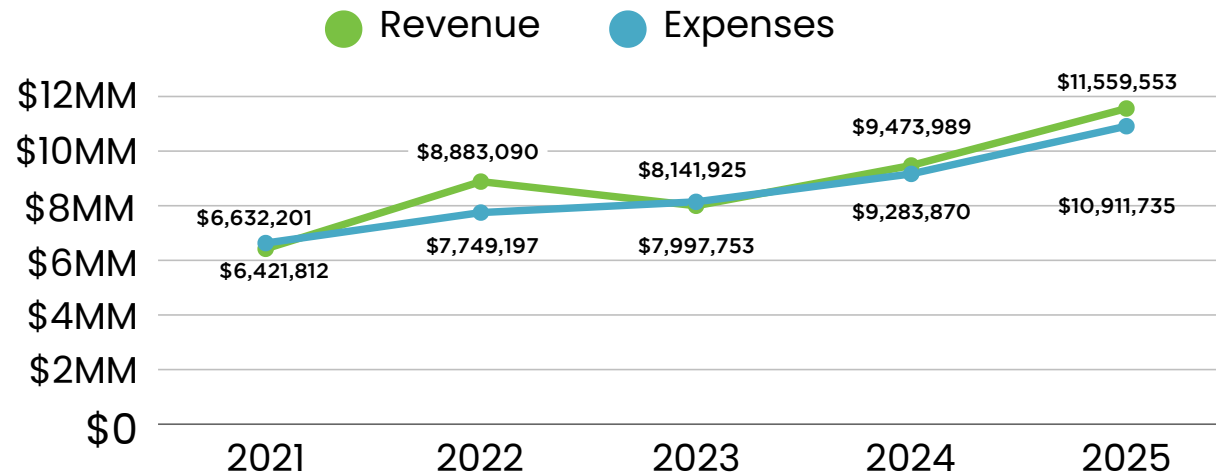
2025 FINANCIAL OVERVIEW

Category	Amount	% of Total
REVENUE	\$11,559,553	
Government	\$6,334,472	54.80%
Foundations	\$2,818,632	24.38%
Other	\$1,062,978	9.20%
Employee Retention Credit	\$572,026	4.95%
Contributions	\$505,270	4.37%
In-Kind + Events	\$266,175	2.30%

Category	Amount	% of Total
EXPENSES	\$10,911,735	
Program Services	\$10,054,064	92.1%
Admin & Fundraising	\$857,671	7.9%

Disclaimer: This summary is provided for informational purposes only and does not represent a complete set of financial statements. For a comprehensive view of the organization's financial position and performance, please contact Leonor Romero, CFO, at lromero@hispanicunity.org.

THROUGH THE YEARS 2021-2025



Gold
Transparency
2025

Candid.

Recognized for financial
transparency & accountability.

HOW EVERY DOLLAR CREATES IMPACT

Every contribution directly supports programs that strengthen individuals, families, and economic opportunity. Below is how charitable dollars translate into meaningful outcomes:





Anthony J. Abbate
Chair



Christina Paradowski
Past-Chair



Maritza Alvarez
Chair-Elect



Lisette Rodriguez
Treasurer



Carolina Cardozo
Secretary



Maria Barnard



**Leslie Cartaya
Franco**



Giselle Cushing



Boris Espinoza



Cindy Mason



Christian Reyes



Francisco Rivera



Ana Rodriguez



Anthony Santana



Jarinete Santos



Daniel Zamora

Board Members

Leaders
behind
the **Vision**

United by a
shared
commitment to
serve, lead, and
uplift the
communities
we call home.

Over \$250,000



THE
JIM MORAN FOUNDATION
"THE FUTURE BELONGS TO THOSE WHO PREPARE FOR IT."

JPMorganChase



THE
KRESGE
FOUNDATION

\$100,000 - \$249,999



Humana



UNIDOS US
STRONGER COMMUNITIES. STRONGER AMERICA.



\$50,000 - \$99,999

Ansinn Foundation
Broward College
Burdette Beckmann, Inc. (BBI)
Capital One
Flagstar Foundation
NALEO
Sunshine Health
Third Federal

\$10,000 - \$24,999

American Association of University Women
BankUnited
Broward Sheriff's Office
Carl A. DeSantis Foundation
Citi Foundation
City of Hollywood, LETF
City of Hollywood Police Department
Comcast
Everbank
Florida Panthers
HCA Healthcare
Memorial Healthcare System
PNC Bank
Tate Family Foundation Fund of the
Community Foundation of Broward
TD Bank
The Gloria Estefan Foundation
UKG
Ventus Charitable Foundation
Wells Fargo

\$500-\$9,999

911 Home Helps
Veridian Accountants and Advisors
Better Business Bureau Serving
Southeast Florida and the Caribbean
Casey Family Programs
City of Deerfield Beach
Cloud Nine Nonprofit Advisors LLC
First Church of God
Fleet Advantage Foundation
Florida Power & Light Company
Greater Fort Lauderdale Alliance
Heal The Planet Foundation
Innovation Network
ISA Talent
KPMG
Padron Family Foundation
Raza Development Fund
Regions Bank

Setnor Byer
Temple Solel
The Jim Moran Institute for
Global Entrepreneurship
The Moore Agency
The Wawa Foundation
Walmart - Spark for Good
Wayne and Lucretia Weiner
William Watts Foundation

\$25,000 - \$49,999

Amazon
Batchelor Foundation
Costco Wholesale
HCA Healthcare
Memorial Healthcare System
Wells Fargo

*Mil gracias to every
supporter who advances
our mission!*

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New Generation
of Americans**

www.HispanicUnity.org

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