



Empowering a
New Generation
of Americans

Celebrating 40 Years of Empowering a New Generation of Americans

Annual Report 2022





FELIPE PINZON
President & CEO, HUF

CHRISTINA PARADOWSKI
Chair, Board of Directors

CELEBRATING 40 YEARS OF EMPOWERING A NEW GENERATION OF AMERICANS

As we reflect on our first year as President and CEO and Board Chair, we are filled with gratitude for the warm welcome and unwavering support we have received from our community. The resilience of our community is truly remarkable, and it is a testament to the hard work and dedication of our board members, staff, and volunteers. Leading such a passionate and committed team has been an honor and a privilege, and we're eager to continue on this journey with all of you.

2022 was a transformative year filled with strategic conversations, reshaping and fostering a culture of collaboration and innovation within the organization. We welcomed new staff leaders and board members. Empowered staff with training and professional development. Resumed fully in-person services including emergency assistance, job placement, expanded youth development, and launched new well-being and health programs. Lastly, we invested in HR and technology, further pushing us to become a more data driven and outcome-oriented organization to make more informed and deliberate decisions, resulting in incorporating families' voices into program design and evaluation.

HUF's mission is at the heart of everything we do. Our commitment to enhancing the well-being of individuals and communities is firm. Now more than ever the challenges facing South Florida, including systemic disparities, and growing economic and social barriers are pressing but HUF continues to provide support to individuals and families who remain resilient during uncertain times.

We fully recognize the immense importance of fostering strong relationships with all of our stakeholders, including donors, community partners, and those we serve. Building these relationships requires collaboration and effective communication, which are essential in maintaining open lines of dialogue and creating meaningful connections. Together, let us strive to be at the forefront of positive change, pushing the boundaries of innovation, and creating a brighter and more inclusive and equitable future for all.

Together, we make the American dream attainable for generations to come.

BOARD OF DIRECTORS

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Community Volunteer

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Manooch T. Azizi
Tripp Scott, P.A.

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Memorial Healthcare System

Ana Argüello
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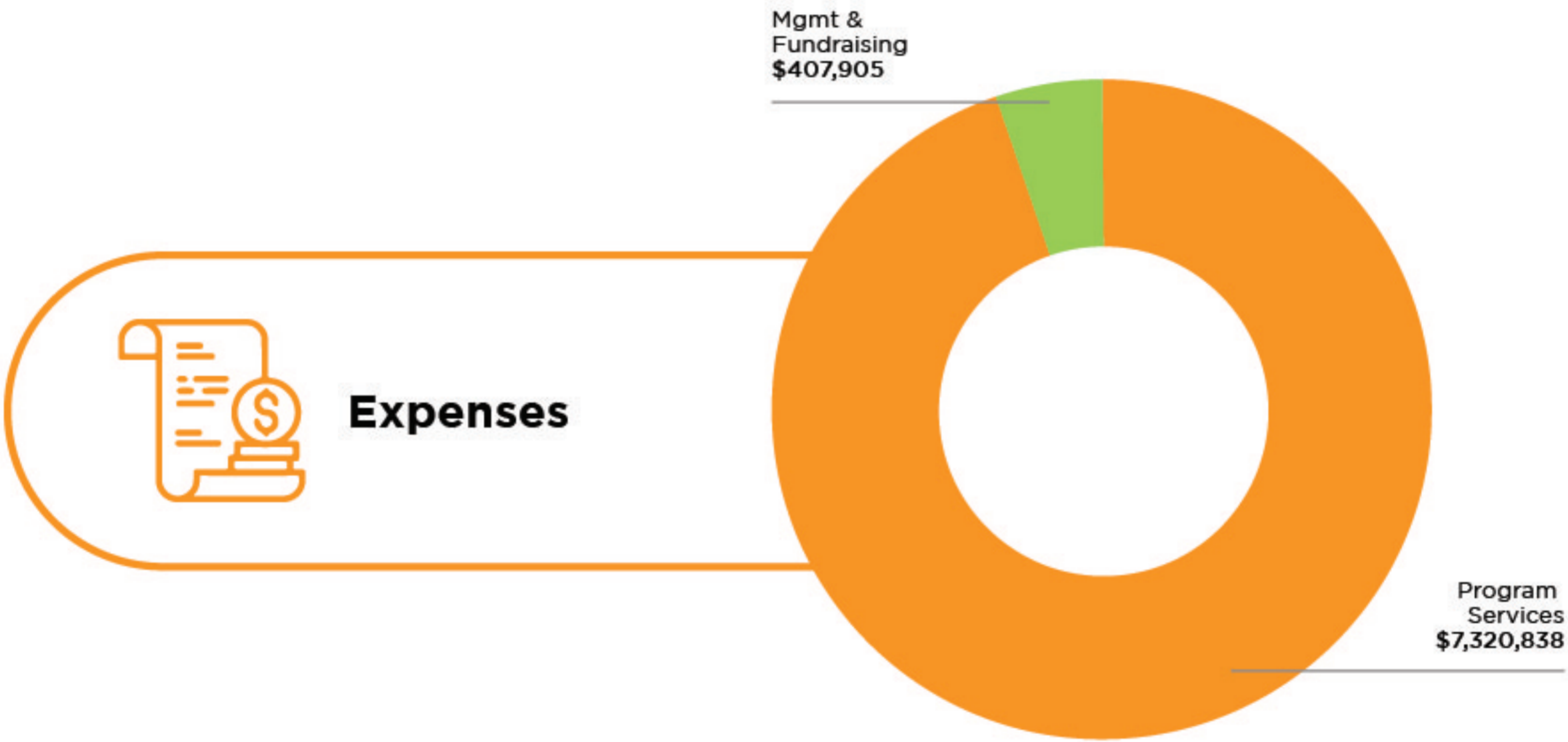
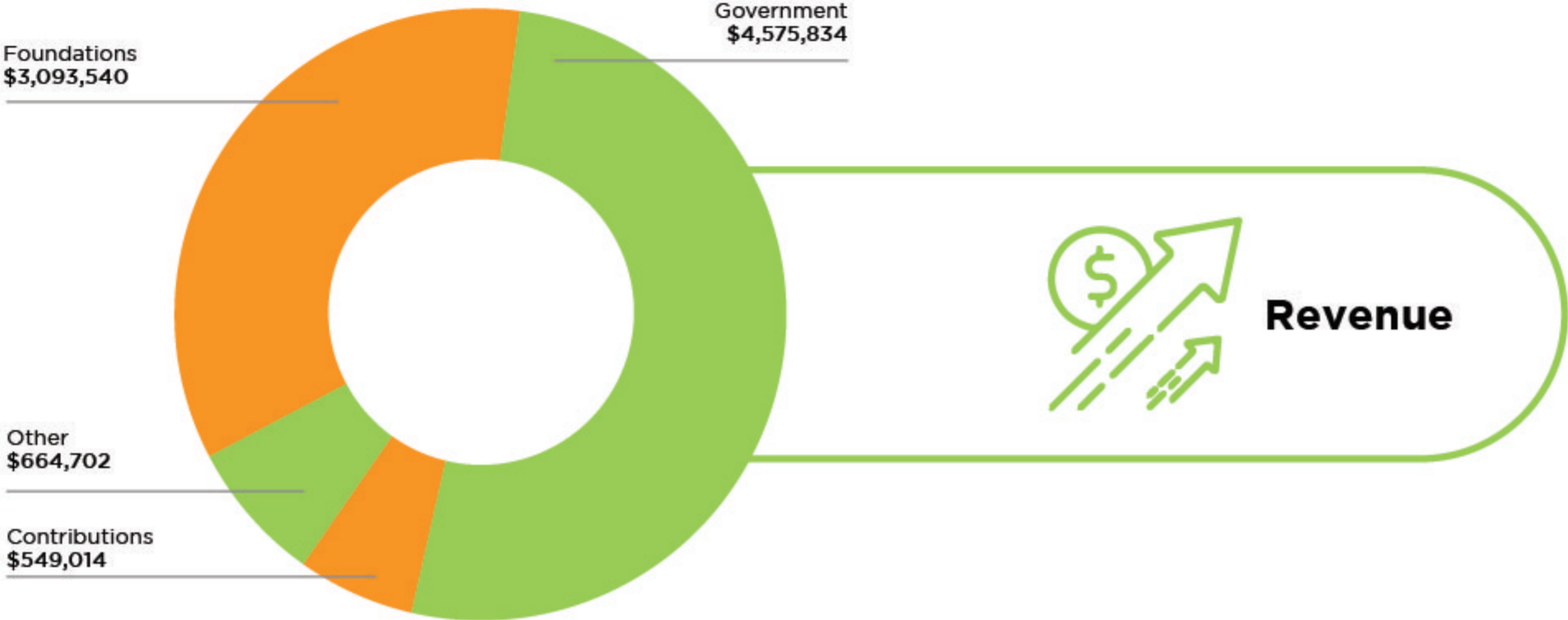
Maria Barnard
JM Family Enterprises, Inc.

Elsa Bittar
JPMorgan Chase



OUR FINANCIALS

2022 AUDITED ANNUAL RESULTS



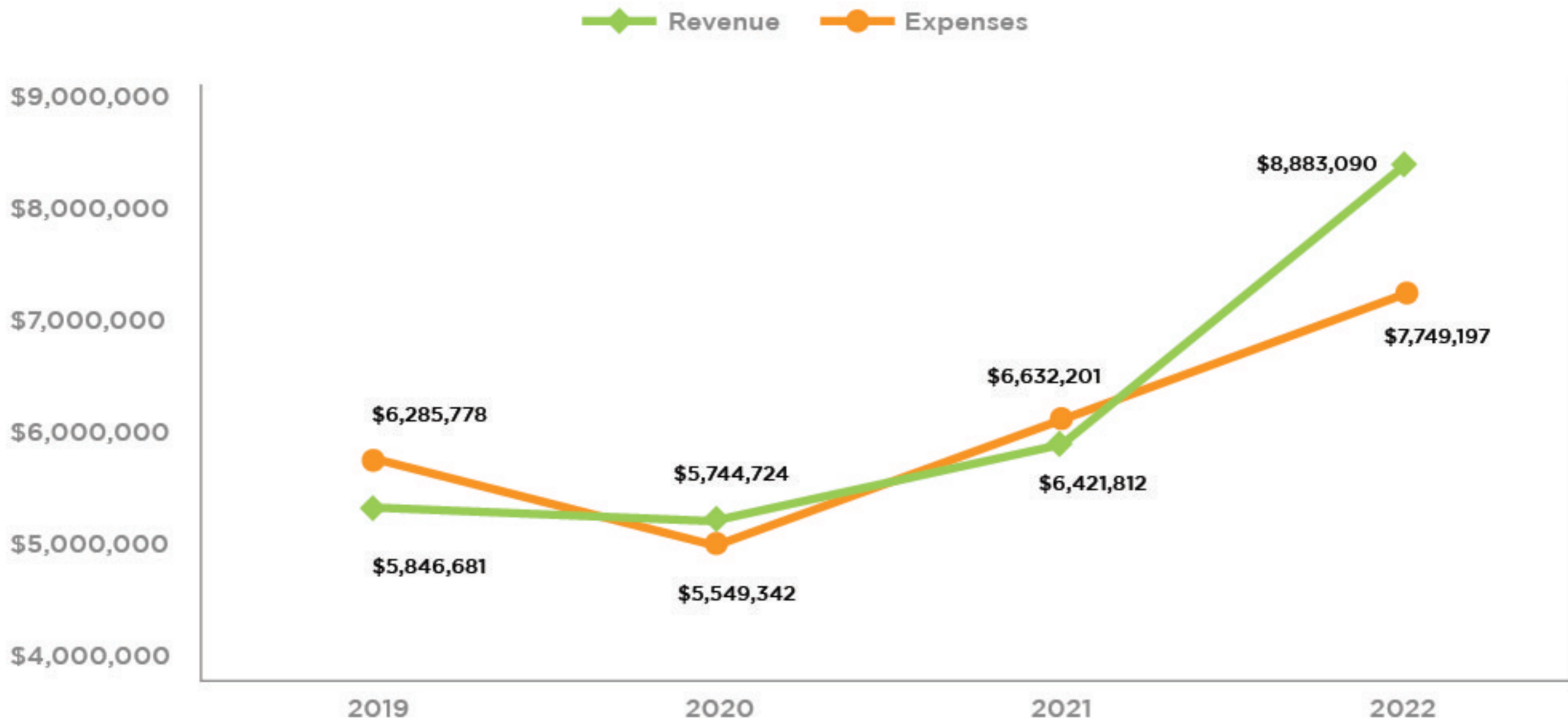
Revenue Total
8,883,090

Expenses Total
7,728,743

Net
1,154,347



Financial Revenues were higher in 2022 vs. 2021 by \$1.13M or 21%.



OUR APPROACH

For the past several years, HUF’s comprehensive initiative to advance and accelerate the pace of social and economic stability is a family-centered two generation (2Gen) approach that operates through a racial equity lens. HUF’s integrated services provide a seamless framework of economic stability that includes immediate assistance as well as long-term solutions. which builds family

well-being by intentionally and simultaneously working with children and their parents together. The 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.¹

¹ <https://ascend.aspeninstitute.org/2gen-approach>



CENTER FOR WORKING FAMILIES

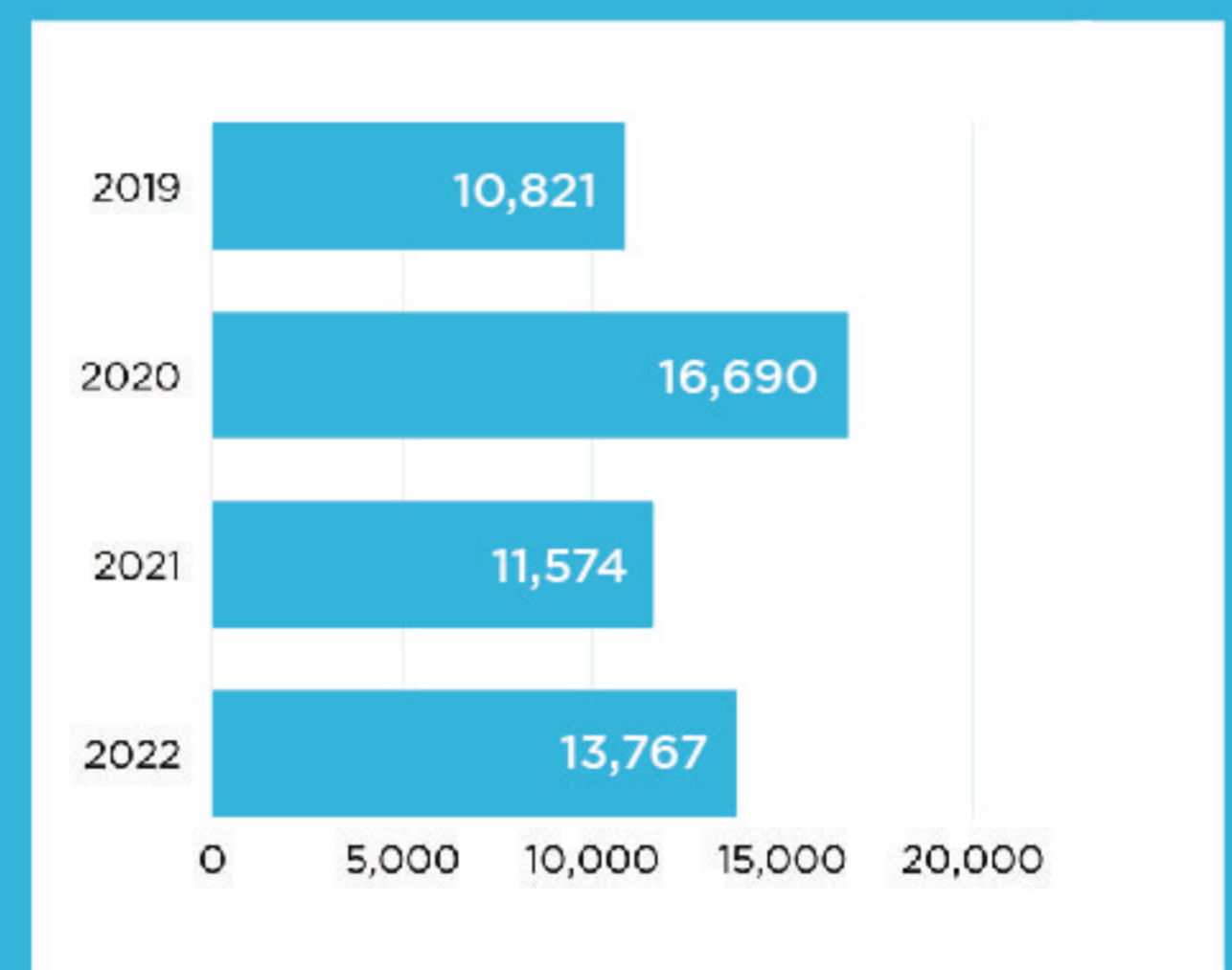
Our Center for Working Families (CWF) Department helps low to middle income families get on a path to financial stability, a state in which an individual and/or families feel secure and confident about their current and future financial situation. Key to the approach is the coordination of three core service strands at a single, convenient location, making these resources readily available.¹ To advance the wellbeing of individuals and families, HUF provides income support application assistance, workforce education, job placement, money management sessions, strategies for building generational wealth, access to healthcare, and related support services.

¹ THE CENTER FOR WORKING FAMILIES FRAMEWORK, By the Annie E. Casey Foundation - January 27, 2020

THE CENTER FOR WORKING FAMILIES FRAMEWORK



13,767 INDIVIDUALS SERVED



Income Support Services refer to a range of government programs and initiatives designed to provide financial assistance and support to individuals and families with low income or those facing financial hardship. These services aim to help our clients meet their basic needs and improve their financial stability by providing education and assistance with public benefit applications.

- **Broward Tax Pro** formerly known as Volunteer Income Tax Assistance (VITA), is a free tax preparation service for individuals and families with an annual household income of \$66,000 or less. Services are offered from January through mid-April at 14 sites, and three sites provide extended services through October. Broward Tax Pro helped clients file close to 3,000 tax returns, claim \$3.4 million in tax refunds, and save approximately \$1 million in tax preparation fees.

- **Te Ayudo** offered health insurance application and navigation assistance with a certified application counselor from programs such as Medicaid, Florida KidCare, and the health insurance marketplace (ACA).

- **Comprando Rico y Sano (CRS)** is our SNAP enrollment application assistance process, which is complemented with nutrition education. Healthy shopping, healthy eating, reducing hunger and food insecurity were the main goals of this service.



Employment Services is designed to equip individuals with the skills, resources, and support necessary to achieve their career aspirations, enhance their employability, and contribute positively to the local workforce. From career counseling and skills development to job placement and ongoing support, our programs aim to create a seamless pathway toward sustainable employment.

- **Workforce education** is done through career counseling and coaching, skills training workshops and development programs. Our dedicated team of career counselors conducted personalized sessions to guide individuals in defining their career goals, identifying strengths, and formulating actionable plans. Throughout the year, we hosted a series of skills training workshops that covered essential topics such as resume writing, interview techniques, and effective communication in the workplace. Our skill development programs, ranging from computer literacy to vocational training, empowered participants with in-demand skills that enhanced their employability.
- **Job placement and readiness:** We organized successful job fairs and networking events that connected job seekers with employers from various industries, fostering meaningful connections and potential job opportunities. Through collaboration with local businesses and organizations, we facilitated job placements for a significant number of clients, ensuring a smooth transition into the workforce. We did not stop at job placement – our services extended to post-employment support, ensuring individuals successfully integrated into their new roles and addressed any challenges they faced.

Wealth Building Services provide step by step directions to support clients' financial success. It also focuses on supporting clients to start their journey towards self-sufficiency by providing group training and individual 1:1 coaching.

- **First-time Home Buyers:** As a HUD certified organization, HUF provided housing counseling, such as preparing clients for purchasing and owning a home, financing, maintaining, or renting a home. The program also addressed homelessness through counseling and assisted homeowners in need of foreclosure prevention assistance.
- **Emerging Entrepreneurs (EE)** offered educational workshops in Spanish for existing & emerging small business owners to help them start and run a successful enterprise.

Health and Well-Being is a program designed to nurture physical, mental, and emotional health, promoting a thriving community that embodies vitality and resilience. Our Health and Well-Being services encompass a multifaceted range of initiatives aimed at improving the overall quality of life for individuals and families. From healthcare access and mental health support to wellness education and preventive programs, our offerings aim to empower individuals to lead healthy and fulfilling lives.

- **Advancing Health Literacy:** HUF's outreach and education service program deployed Community Health Workers across Broward to improve and increase awareness in public health efforts, preventing the spread and lessen the impact of infectious diseases for racial and ethnic minority populations.
- **HEAL Mental Program (Healing and Empowering All Living with Trauma):** An information and referral program that promoted and facilitated access to mental health and mental health literacy. Community Mental Health Workers (CMHW) identified, coordinated, and connected individuals to available services and support groups, addressing trauma and related challenges. It also promoted the reduction of substance use, abuse, and dependence.

Department Highlights

CWF incorporated "Digital Skills for Life" (DS4L) into its offerings. Using a culturally and linguistically competent curriculum, DS4L is a digital literacy program that helped participants gain critical digital skills needed to become better prepared to meet the demands of school, work, and life.

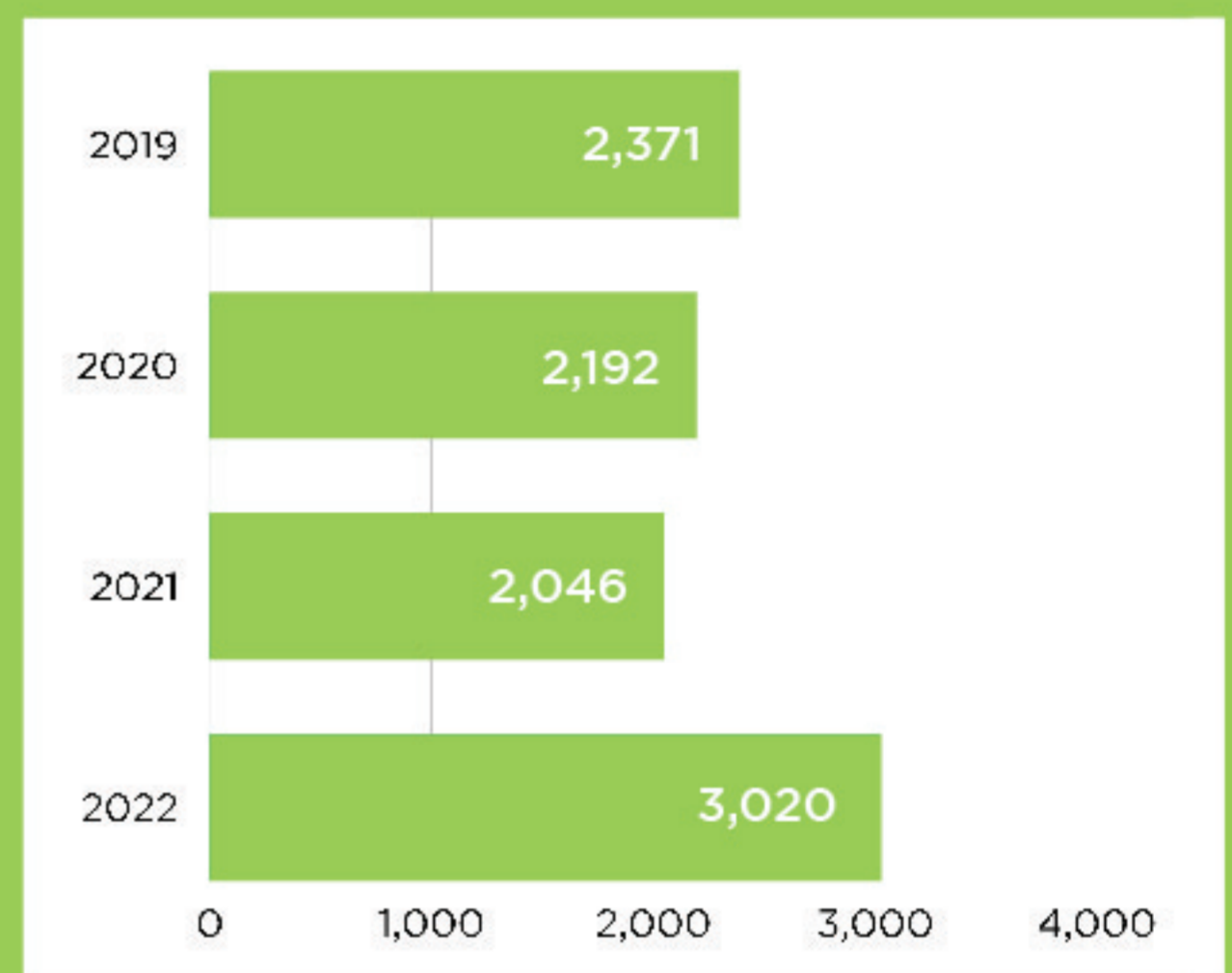


EDUCATION

HUF is committed to creating a positive learning environment that promotes its values, such as compassion, respect, dignity, collaboration, and cultural awareness with the help of the Education Department. HUF's education programs empower families, promote healthy behaviors and lead to a pathway of success. Our 2Gen approach provides resources that support academic, well-being, emotional and economic mobility for both students and their families.



3,020 INDIVIDUALS SERVED



- **Unity 4Kids (U4K) Early Learning Center:**

A licensed 5-Star Rated, Nationally Accredited, certified early childhood education center that offered families with low-incomes a literacy-enriched environment that instills a lifelong love of learning in the 3- to 5-year-olds served.

- **Unity 4Teens (U4T) Youth Development Program:**

Year-round afterschool & summer-school positive youth development approach for ages 11- to 18 that helped participants build upon areas of strength and develop resiliency, protecting them against risk factors in the future.

• **English for Speakers of Other Languages (ESOL):**

A program designed to develop all components of English language-speaking, listening comprehension, reading, writing, grammar, and pronunciation. This initiative was in partnership with Broward Public Schools.

• **Family Strengthening Program (FSP):**

A research-based parent-education program that taught parents the importance of engaging in nurturing behavior. It promoted healthy physical and emotional development in children as an alternative to abusive or harmful parenting practices.



AmeriCorps Volunteers is the federal agency for national services and volunteerism. AmeriCorps provided opportunities for Americans of all backgrounds to serve their country, addressing the nation's most pressing challenges, improved lives and communities, and strengthen civic engagement.

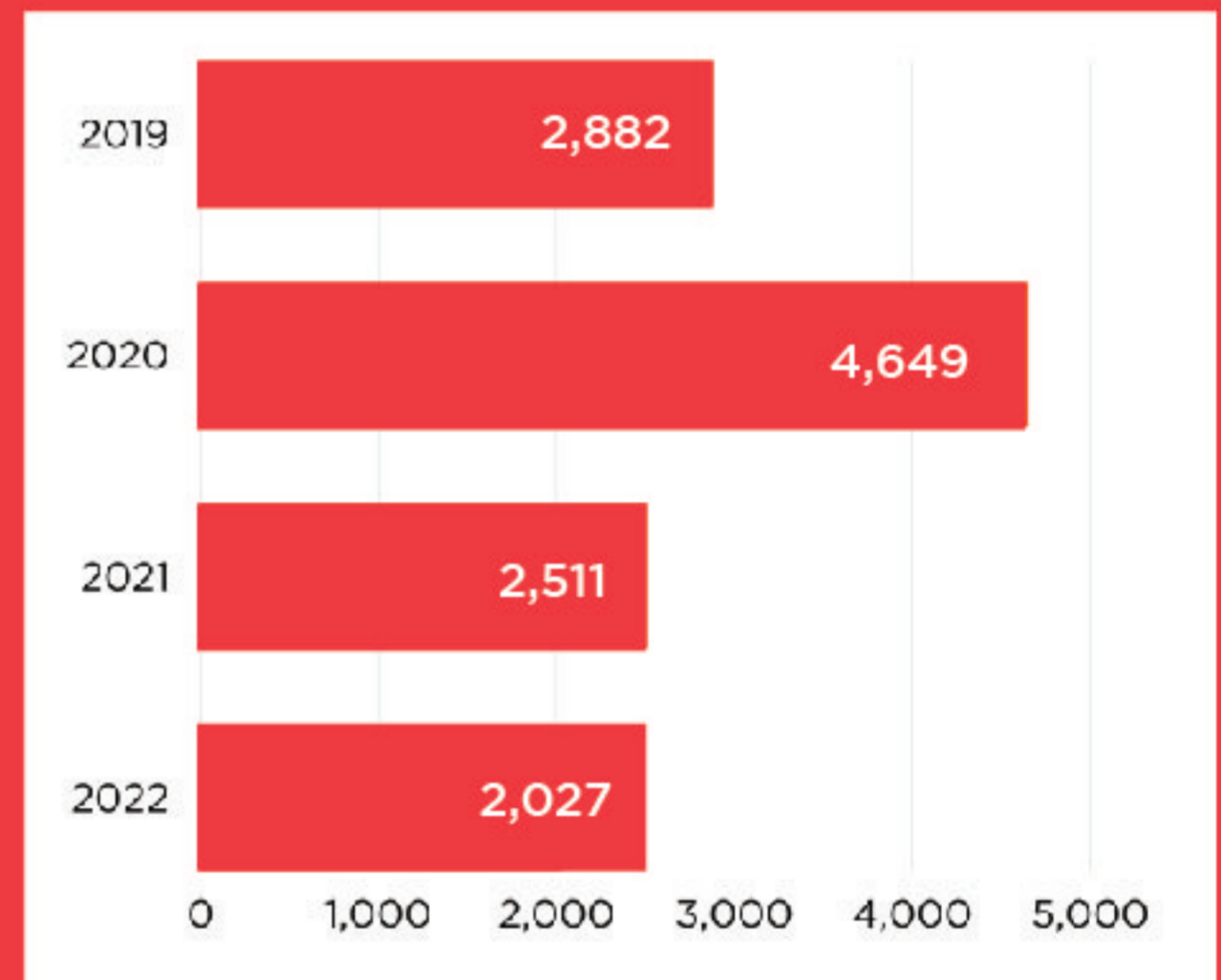


CIVIC ENGAGEMENT

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. The Department provides various immigration services to the community. Its mission has expanded with the Department of Justice Recognition and Accreditation from the Department of Homeland Security.



2,027 INDIVIDUALS SERVED



- **Pathways to Citizenship:** A comprehensive series of classes where clients used a mix of engaging activities to acquire information, knowledge about the naturalization process and skills they needed for the interview. It covered eligibility, benefits, rights, and responsibilities of citizenship, finding legal help, avoiding immigration fraud, and prepared them for the oral portion of various exams.

- **Other immigration services** included assisting with family petitions, consular petitions, green card renewals, employment authorization documents (work permits), Deferred Action for Childhood Arrivals (DACA), Temporary Protected Status (TPS), among others.

- **Voter Registration and Engagement Legal Consultation and Referrals** helped eligible clients with assistance in the areas of civil law, such as housing, domestic violence, and child welfare. *(In partnership with Legal Aid Service of Broward County and American for Immigrant Justice)*





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PUBLIC POLICY AND ADVOCACY

HUF's Public Policy & Advocacy efforts seek to find long term, multi-generational solutions to issues our community faces every day in the areas of healthcare, education, economics, and immigration. We do this by advocating for change and working with our elected officials, stakeholders, and community partners.

Program Highlights

- **HUF and UnidosUS hosted *The End of the Public Health Emergency & How to Prepare Families in Florida: A Virtual Roundtable Discussion***

In July, HUF worked with UnidosUS and HSC to inform the community about the actions and ways to prepare the community regarding the sunset of the Public Health Emergency (PHE). The event informed community stakeholders about the action and ways to prepare community members.

- **Protecting Immigrant Families Coalition hosts *Public Charge: Reimagining the Social Safety Net***

As a state partner of the Protecting Immigrant Families Coalition, HUF co-hosted a virtual roundtable to discuss topics related to immigrants' access to the social safety net.

Participants learned about misconceptions that often limit an immigrant's access to public benefits they rightfully deserve and explored ways to improve immigrants' access to public benefits.

2022 MAJOR PROJECTS AND HIGHLIGHTS

Fund Development

- First in-person donor recognition event: **Thanks-a-Brunch!** On November 19, HUF hosted 20+ donors in its first in-person event for Circle of Friends members since 2019. Guests enjoyed witnessing HUF at work (Thanksgiving food distribution), entertainment from a live steelpan band, and thank you remarks from the organization's President/CEO and Board Chair.

Civic Engagement

- TPS Miami-Dade County event: HUF played a leadership role with great success in this initiative. A TPS clinic at Miami Dade College in the City of Doral served more than **150 families**. Civic Leaders such as Mayor Daniella Levine Cava attended the event, and also Mayor of the City of Doral, Juan Carlos Bermudes

Economic Development

- New Program Launch: Dr. Maritza Torres started leading the CMHW HEAL Program in July 2022. She hired and trained two Community Mental Health Workers. The team started providing services to families experiencing mental health issues and facing traumas. This was an entirely new service area for HUF.

Education

- U 4Teens (U4T) youth FORCE: During the first quarter of 2022, the Youth FORCE program started offering after-school services at Pines Middle school. This new site, which expanded HUF's geographical footprint in to Pembroke Pines.



Public Policy & Advocacy

The State of Black Broward and The State of Hispanic and Immigrant Broward.

- HUF, along with the Urban League of Broward County and Florida International University, released two studies that highlight the issues the Black and Brown communities are facing living in Broward County. There was a press conference immediately followed by a Fireside chat.
- The report's findings were presented to our state elected officials that came with an offer to work together to gradually address these issues by establishing policies that will positively impact our County. Over 20 State Representatives and Senators, County Commissioners, and City Mayors visited HUF to learn about the agency. Today, all of them actively support HUF.

Data Management & Equity

- In June of 2022, HUF signed an agreement with Webauthor to develop and deploy a Client Relationship Management (CRM) system to help manage client data and interactions. This system will help us become a more data driven and out-come oriented agency. It will also support and automate key agency processes, imperative to the success of HUF. This is a huge accomplishment after more than a decade discussing this need.

Marketing Department

- **HUF CEO Transition:** Focused on the transition and launched Felipe Pinzon into his first year as President & CEO, securing interviews and introducing him into the social media channels.
- **HUF 40th Celebration:** Launched a digital eight-month campaign that intentionally highlighted staff and each department on their growth over the last 40 years.



SPONSORS

Mission-Capacity Level | \$250K-\$4M+

- Broward County
- Broward County Public Schools
- Children's Services Council of Broward
- Florida Blue Foundation
- Health Foundation of South Florida
- Kresge Foundation
- Miami-Dade County
- Share Our Strength
- The Jim Moran Foundation
- United Way of Broward County

Visionary Level | \$100K-\$249K

- IRS
- Tate Family Foundation
- The Frederick A. DeLuca Foundation
- TK Foundation
- UnidosUS
- USCIS
- Volunteer Florida/AmeriCorps

Investor Level | \$75K-\$99K

- JP Morgan Chase

Leader Level | \$50K-\$74K

- American Express
- Broward College
- Third Federal Savings & Loan
- Urban Institute

Influencer Level | \$25K-\$49K

- Annie E. Casey Foundation
- Bank of America
- Batchelor Foundation
- Capital One
- Comcast
- Community Foundation of Broward
- Cornelia T. Bailey Foundation
- JM Family Enterprises, Inc.
- Wells Fargo

Supporter Level | \$15K-\$24K

- Citi
- City of Hollywood
- Holman Enterprises, Inc.
- Howard Greenfield Charitable Foundation
- Memorial Healthcare System
- NALEO
- The Gloria Estefan Foundation

Friend Level | \$10K-\$14K


- Broward Sheriff's Office
- Career Source Broward
- Citrix
- NALCAB
- Nova Southeastern University
- Padron Family Foundation
- Publix Super Markets Charities
- Rosenberg Foundation





**Empowering a
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