PPHFH Board of Directors Agenda February 1, 2021

5:45 Opening Prayer & Greeting (Ryan M.)

• Introduction of Mr. Sam Adams, Development Committee Chairman (Iain)

5:55 Opening Devotions (Ryan Teeples)

6:00 Approval of Minutes (Ryan M.)

• December 7, 2020 Minutes (vote)

6:10 Finance Report

• December Dashboard (Stephanie Campbell)

6:15 ITEMS REQUIRING DISCUSSION &/OR VOTE

- Governance Committee Recommendation
 - o Mr. Rob Giunta, Finance Committee Member (vote)

6:45 Executive Director & Staff Report

• ED & Staff Report (Kris)

7:00 Committee Reports

- ReStore (Ryan Panariso)
- Governance (Ryan Teeples)
 - o Tentative Board Build Dates on construction site
 - March 26th or 27th, April 23rd or 24th, May 7th, 8th, 14th or 15th.
 - o Tentative ½ day virtual or in-person Board Retreat
 - July 17th or 24th

Calendar:

February 9-11 Habitat on the Hill

February 26th Tithe \$1 Million Celebration March 1st PPHFH Board Meeting

March 11-13th Women Build

March 11th Thrivent Pastors' Virtual Breakfast April 2nd Good Friday – Business office Closed

April 5th PPHFH Board Meeting

April 22nd Earth Day

BOARD MINUTES

DATE: December 7, 2020

PPHFH (virtual) Board Meeting Minutes

Board Members	Present?	Staff and Guests	Present?
Shannon Baumgartner	Υ		
Jay Carlson	Υ	Stephanie Campbell, Director of Finance/HR	Υ
Joel Hamilton	Υ	Greg Kovach, Director of Operations	Υ
Peter Hilts	Υ	Kris Medina, Executive Director/CEO	Υ
Martha Johnson, Vice President	N - unexcused	lain Probert, Director of Strategic Partnerships	Υ
Ryan Mohling, President	Y	Janet Risley, Director of Homeowner Services/Real Estate Acquisition	Υ
Janna Mulder	Υ	Jeff White, Chief Operations Officer	Υ
Ryan Panariso, Secretary	Υ		
Peter Scanlon, Treasurer	Υ		
Chuck Smith	Υ		
Eric Stolp	Υ		
Ryan Teeples	Υ		
Laurel Thorstensen	Υ		
Candy Vandenberg	Υ		
Bill Wall	Y	Guests:	
		Rob Giunta, Finance Committee member	Υ

CALL TO ORDER The (virtual) December 7, 2020 regular meeting of the PPHFH Board of Directors was called to order at 5:45 PM by Mr. Ryan Mohling, president.

OPENING DEVOTIONS ~ INTRODUCTIONS ~ ANNOUNCEMENTS:

Mr. Iain Probert provided the devotion with the theme being Pearl Harbor Day, a day to remember and honor the 2403 servicemen and civilians killed during the bombing. He commented on a very poignant visit to the USS Arizona Memorial where the sunken ship's oil continues to leak to the water's surface, as the ship continues to cradle the honored dead killed while protecting this country. He ended with a prayer from the VFW Prayer Book.

APPROVAL OF MINUTES:

Motion made, seconded, and passed to approve the amended November 2, 2020 minutes to include "prospective future board member and treasurer" regarding the introduction of Mr. Rob Giunta. No further discussion occurred.

FINANCE REPORT

Mr. Peter Scanlon, board treasurer summarized the October 2020 Dashboard and November financial activity, noting that the dashboard revenue no longer has the budgeted \$1.5M land donation revenue. The month activity included significant government and foundation grants, with expenses continuing to be well-managed. The net income loss is less than budgeted for the month, and the year-to-date net income remains strong. November ReStore results are exceedingly strong and donors' year-to-date gifts are well ahead of plan. Investments grew \$50k year-to-date.

ITEMS REQUIRING DISCUSSION AND/OR VOTE:

- Ms. Stephanie Campbell, director of finance, presented the FY20 990 Informational Tax Return to the board with the Finance Committee's recommendation to the board the 990 be accepted as stated. Motion was made, seconded, and passed to accept the June 30, 2020 990 Informational Tax Return.
- Mr. Scanlon, Ms. Campbell, and Ms. Medina presented a proposed revision of the Cash Management Policy. Both Finance and Executive Committees recommend the board accept the revised policy. The purpose of the revision was to update the policy from 2015 cash-focused activities at that time, to consider the impact of now having investments including better defining "cash," and create reportable actions to the board when cash balances hit tiered levels to the budget that the ED/CEO is not currently required to provide. Discussion ensued and a couple of board members voiced concern that the board should have control of these types of financial activities. However, others voiced concern that board approval of these types of transactions move our governance board back to an operational board. The treasurer withdrew the proposed revised policy draft, and no vote took place.
- Ms. Campbell presented Finance Committee's proposal that one item be removed from the board approved
 FY21 budget. That item being \$1.5M land donation gift as the gift was recognized in FY20. No discussion ensued.
 Motion made, seconded, and passed to amend the FY21 budget to reduce it by the \$1.5M land donation budget.

EXECUTIVE DIRECTOR and STAFF REPORTS:

Executive Director and Staff Report

Ms. Medina provided a brief update on December 1st Giving Tuesday and December 8th Colorado Gives Day activities. She reminded those in attendance that the Gingerbread House Event is underway and thanked the board members who have engaged new participants.

Executive Committee

Mr. Mohling and Ms. Medina presented two resolutions for the board to ratify. The first being Resolution 2021-004 to submit \$100k request to El Pomar to support the funding of ReStore Northeast. Given that there was a one-day turnaround to write the request and have it approved by the board, Executive Committee approved the funding request. Ratification requested of the board at this time. Also, ratification requested of the resolution to sell 0 Race Street. Ms. Medina explained that title companies now require all nonprofit real estate transactions be authorized with a resolution. The sale of the land was within Ms. Medina's board-authorized limits. The land was no longer financially cost-efficient to build a single home on due to City of Fountain and Fountain Sanitation District requirements. A small profit was made on the sale of the single lot. Motion was made, seconded, and passed to ratify both resolutions.

Mr. Mohling also brought to the board's attention a request from some board members that in addition to committee report updates being in the Executive Director/Staff Report, that additional updates be provided at least quarterly to the board. The first will be the Governance Committee.

COMMITTEE REPORTS & RECOMMENDATIONS:

Governance Committee

Mr. Ryan Teeples announced he has accepted the chair of this committee, which is currently looking at best ways to move forward especially with board and committee recruitment. In-person retreat dates are being discussed. Ms. Candy Vandenberg has joined this committee.

Strategic Plan

Mr. Iain Probert reviewed Strategic Plan Goal #3 "Implement a Faith in Action Program." He provided a quick overview of the three-year Capacity Building Grant which funds the creation and development of the program. A major goal of this program has been to create PPHFH's first Interfaith Build for Unity, which is one of the seven or 10 IBU affiliates have held a single IBU nationwide. PPHFH hopes to have a second IBU after this inaugural build, and only one or two affiliates have held a second IBU. He also stated the Thrivent Faith Build comes in this program's purview and is quite grateful for the recently awarded \$103k grant for the FY22 Thrivent Faith Build and expansion of number of churches and volunteers participating.

OLD BUSINESS:

NEW BUSINESS:

COMING EVENTS:

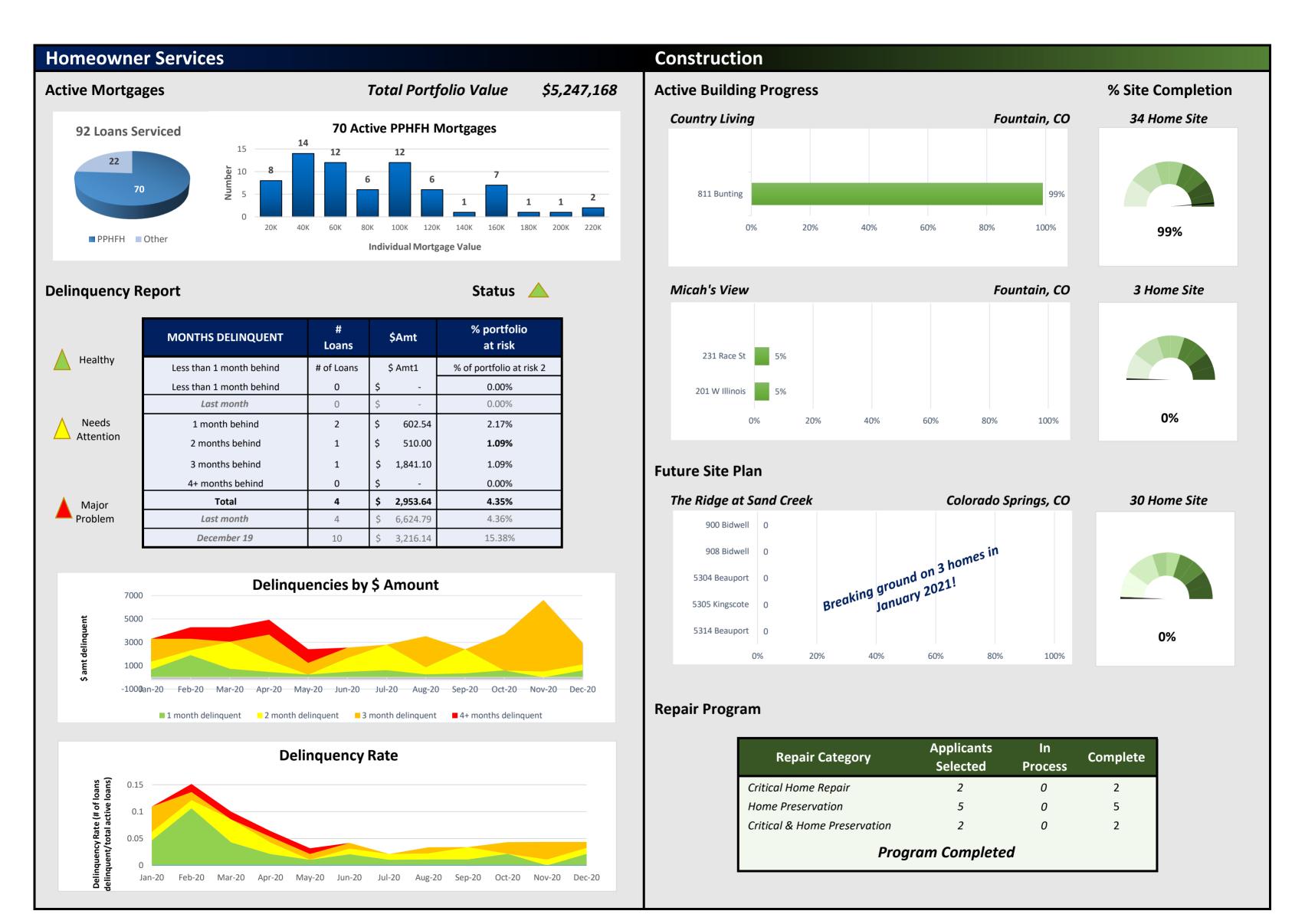
- December 8 is Colorado Gives Day
- December 11th New Board Member Orientation
- December 17th (virtual) Thrivent Faith Home Dedication and invites are being emailed to board members
- February 1 Board meeting at 5:45.

MEETING ADJOURNED:

The meeting was adjourned at 7:20 PM by Mr. Mohling.

FINANCIALS AND RELATED REPORTS





PRIORITY ITEMS FOR DISCUSSION/VOTE

ROBERT GIUNTA

10902 Scenic Brush Dr, Peyton, CO 8083 I C: (516) 263-5818 I robert.giunta823@gmail.com

CAREER PROFILE

Outstanding banking management professional with 12 years of experience developing client relationships and referral networks. Recognized for ability to analyze processes and trends, increase revenue, and grow loan and deposit balance sheets. Able to deliver exceptional results through asset portfolio growth, client relationship management, and employee development. Enjoys coaching employees to success through observation, skill building, and interpreting reporting.

SKILLS

- Analytics
- Leadership
- Financial and Sales Management
- Coaching and Development

ACCOMPLISHMENTS

- Exceeded sales and loan growth goals regularly as a branch manager
- Implemented improved business operations processes, resulting in increased operational effectiveness and less variance within a region of 13 branches.
- 2018 US Bank Legends of Possible Recipient
- 2019 Mountain States Division LEAD program participant.
- 2018 Graduate of Leadership Pikes Peak "Leadership Now!" Program

PROFESSIONAL EXPERIENCE

Customer Advisory Center Manager / AVP

US Bank; Colorado Springs, CO

07/2015 - Present

- Grew consumer loan portfolio year over year
- Lead branch manager conference calls and meetings
- Coached employees to uncover financial needs in various areas while delivering excellent customer service.
- Developed partnerships across retail branch, small business, investment and mortgage lines of business
- Hired entire branch team and turned around sales performance of a large branch
- Consistently ranked at the top of region in sales production, customer service scores, and total scorecard performance

Banking Center Manager / Business Operations Manager

09/2013 - 07/2015

Bank of America; Tucson, AZ

- Ensured operational excellence on a daily basis to drive transaction accuracy and quality service
- Created and maintained a successful sales culture to ensure associates identify and meet customer's financial needs while driving revenue generation for company and shareholders
- Assisted market team in creating and leading conference calls ensuring effective communication between different channels

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 Determined effectiveness of operational strategies and processes at the market and regional levels in order to put better management routines and skill building activities in place, helping the organization meet the demands and expectations of regulatory agencies as Business Operations Manager

Assistant Manager

12/2012 - 09/2013

Bank of America; Tucson, AZ

- Assisted banking center manager in leading associates to exceed performance targets, ensure the
 operational success of the branch and create an excellent customer experience.
- Supervised and coached teams on proper execution of key branch performance components.

Personal Banker

09/2011 - 12/2012

Bank of America; Tucson, AZ

- Routinely worked with consumer and small business clients to build and deepen relationships by uncovering financial needs and recommending the best products, services and solutions to meet those needs
- Ensured clients' needs are met by partnering with the appropriate specialist and/or teammate to serve the client's banking, small business, credit and investment needs

Sales and Service Specialist

02/2011 - 09/2011

Bank of America; Tucson, AZ

- Established retain and deepen relationships with current clients and potential customers to achieve team sales goals and provide quality customer service
- Resolved complex service issues and refer to appropriate associate to guarantee customer retention and satisfaction
- Performed inventory of banking center supplies and audit working logs.

Teller 01/2009 – 02/2011

Bank of America; Tucson, AZ

- Processed transactions for consumer and small business clients
- Discovered any of the client banking and credit needs and referred clients to a personal banker or manager
- Audited working logs and reports, while helping to eliminate errors throughout the branch

Teller / Head Teller 07/2005 – 10/2007

Northfork Bank; East Rockaway, NY

- Lead branch tellers in processing transactions, audited ATM, SDB, and vault daily
- Determined banking and potential credit products clients needed and referred them to personal bankers

EDUCATION

BACHELOR OF SCIENCE, ECONOMICS

(Completed approx. 60/120 credits)

ROBERT GIUNTA

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Nassau Community College & Pima Community College

HIGH SCHOOL DIPLOMA *East Rockaway High School, East Rockaway, NY*

2001-2005

REFERENCES FURNISHED UPON REQUEST

EXECUTIVE DIRECTOR, STAFF & COMMITTEE REPORT

Executive Director, Staff, & Committee Report February 1, 2021

Development:

Results from 2020 Year-End Campaign (five individual appeals)

Event	Goal	Realized
2020 Gingerbread Home Build	\$23,000	\$30,409
Colorado Gives Day	\$15,000	\$19,048
GivingTuesday	\$ 9,500	\$10,349
12 Days of Christmas	\$ 4,500	\$ 3,415
Year-End Appeal Letter	\$ 9,000	\$ 9,248 to date. Ends 2/12
Year-End Campaign Notes:	Appeal: Nov 1 st – Jan 26 th	
	Total donors: 500	
	New Donors: 231	
	Re-engaged lapsed: 62	

35th Anniversary:

PPHFH's 35th Anniversary year began January 2021. The team is creating activities including a potential
online auction to coincide with ReStore Northeast Grand Opening event, as well as COS Airport
concourse exhibit.

Grants:

- Kris and Laura met with Chapman Foundations, Spur Philanthropy, and Colorado Springs Health Foundation as part of an outreach strategy to recruit more funders for the new ReStore.
- Our Enterprise Zone projects have been approved for 2021 one each for Sand Creek and Fountain with a five-year timeline. Since we began as an EZ project in 2010, donations via the EZ have totaled over \$334K, with an average of \$30K/year from an average of 29 donors/year.
- El Pomar Foundation approved \$100K for the second ReStore, contingent on further fundraising.
- HFHI approved a \$5K grant from Lowe's for Women Build for the week of International Women's Day (March 8). PPHFH's Women Build days are scheduled for March 11-13.

Faith:

- Successfully conducted a virtual dedication for Thrivent Faith Build '20 on December 17th, 2020.
- January e-newsletter sent to ~100 faith organizations.
- Thrivent Faith Builds 2021 materials and outreach under development, as is the upcoming annual pastor's virtual breakfast, tentatively set for March 11th at 9am (breakfast boxes provided to guests).
- Open House, tentatively set for March 13th, from 10am to 4pm (welcoming guests to visit new Sand Creek Development)

- A special meeting with Faith Relations Committee was held on January 25th at the Sand Creek site.
 Twelve people attended on this cold and blustery day.
- IBU volunteer build schedule released (includes some Sunday volunteer days) though subject to change due to health and safety reasons.
- New local church connections/interactions with:
 - Cross Fellowship Church Palmer Park Campus
 - Pikes Peak Christian Church
 - St. Luke's Lutheran Church
 - United Methodist Church Prairie Campus
 - Zeal Church, and more

Construction/Volunteer/Home Repairs:

• Country Living:

A neighborhood buildout event is being created by the Development and Homeowner Services teams.
 Date to be determined when COVID-19 numbers are dramatically reduced.

Micah's View:

- o Two foundations complete with decking efforts to occur this week.
- o 201 W Illinois' target completion date is June 2021.
- o 231 S Race is scheduled to be complete in Sept 2021.

The Ridge at Sand Creek:

- Three foundation holes are complete with beginning the first build at 5305 Kingscote Dr. The footer has been built/poured with the foundation walls schedule for a 1/28 pour. Target for the completion of this home is June 2021.
- Office and tool trailers are on site and functional.
- Additional anti-theft measures were taken to secure a better office trailer and special bar locking device on the tool trailer.
- Plans to start foundation forming at 5304/5314 Beauport will follow 5305 foundation completion. Target completion date is Sept/Oct 2021 for these 2.
- o The two 2-bedroom homes (Thrivent and Unity Build) will be started by mid/late March.
- Repair Program: All nine (9) home repairs scheduled for FY2021 are mostly complete. (Two of the repairs had tasks that were delayed due to product availability which are resolved and scheduled for completion by the end of Jan2021). We recently held a retrospective meeting where our staff along with several Repair Committee/Board members reviewed feedback about our program in general, each repair's successes and challenges, and potential improvements for our FY2022 Home Repair launch.
- **Volunteer**: We are profoundly grateful for all those volunteers who continue to work with our staff during the COVID19 pandemic. The resolve they display is a constant reminder that we, together, are making a difference in our community. Noted below are our amazing 2020 (Jan-Dec) construction volunteer statistics recently gathered by our Volunteer Coordinator:

Construction/Deconstruction Totals

Total Unique Volunteers: 666

Total Hours: 15,614.13Total Groups: 52

Core Volunteer Hours: 9,581.44

ReStore:

- January sales have set a new record for sales! GO TEAM!!!
- Stephanie (Steph) Busia is joining PPHFH as the new ReStore Operations Manager. Steph is a director of a
 ReStore from a New York affiliate, as well as has been a development and marketing officer of that affiliate.
 Start date is tentatively set for March 1st. Andria Vincent, our current Operations Manager will decide which
 store she will manage after training Steph. We are hoping to make an offer to a candidate for the Associate
 Manager soon.
- Working with Teller County HFH on a large donation from two Ace Hardware stores.
- Sales of newly purchased vinyl flooring will top \$20K for the month of January.
- Block on ReStore NE is 2/3 complete. We lost some building time in December due to weather, though remaining hopeful to open in April.

Homeowner Services:

- Staff is working with the City of Colorado Spring's Community Development Division to secure funding for down payment assistance, to be utilized at The Ridge at Sand Creek development.
- To keep homeowners from falling behind on their mortgage, due to COVID, staff utilized HFHC's
 Emergency Mortgage Assistance (EMA) program for five homeowners over that last couple months.
 EMA allows affiliates to continue to receive mortgage payments when the homeowner is not able to
 make their payment. Mortgage payments are forgiven with no repayment required to the homeowner.

Family Selection:

- Closed on the last home in Country Living 811 Bunting (Thrivent). Staff will plan a closeout "party" for Country Living soon.
- Staff will open an application cycle in July 2021, with an anticipated approval recommendation to the Board in October 2021.
- Beginning March 2021, "Mission Moment" with homeowners attending the beginning of each Board meeting will resume.

Advocacy:

• Kris will participate in a virtual Habitat on The Hill February 9-11. (It is usually held in Washington DC.)

HFHI AFFILIATE TRANSFER SUMMARY

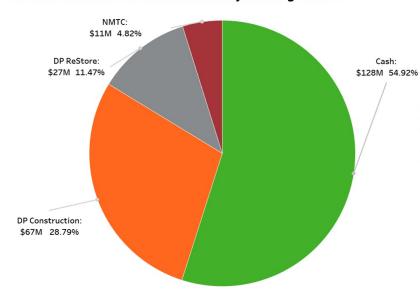


Affiliate Transfer Summary

Overall Transfers to Pikes Peak Habitat for Humanity (CO)

\$234 million: Value distributed by Habitat for Humanity International to US Affiliates in FY 2018-20

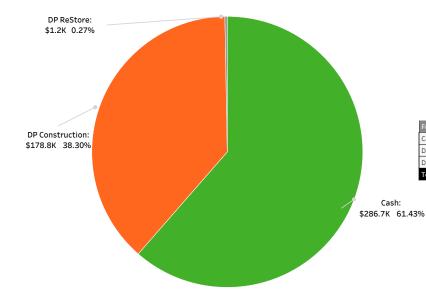
Overall transfers to U.S. affiliates by funding sources



Funding Sources (FY in Millions)	FY 2018	FY 2019	FY 2020	Total
Cash Transferred:	\$40	\$46	\$43	\$128
Donated Product (DP)-ReStore:	\$10	\$8	\$9	\$27
Donated Product (DP)-Construction:	\$26	\$21	\$20	\$67
New Markets Tax Credit (NMTC) value:	\$9	\$0	\$3	\$11
Total Disbursoments	\$84	¢75	\$7/	\$224

All annual totals represent transfers distributed during the fiscal year, which runs July to June. Totals may vary based on rounding.

Overall Transfers to Pikes Peak Habitat for Humanity (CO)



Funding Sources (FY in Thousands)	FY 2018	FY 2019	FY 2020	Total
Cash Transferred:	\$68.3	\$88.5	\$129.9	\$286.7
Donated Product (DP)-ReStore:	\$1.2	\$0.0	\$0.0	\$1.2
Donated Product (DP)-Construction:	\$78.5	\$33.5	\$66.8	\$178.8
Total Disbursements	\$148.0	\$122.0	\$196.7	\$466.7

All annual totals represent transfers distributed during the fiscal year, which runs July to June. Totals may vary based on rounding.



Affiliate Transfer Summary

Cash Transfers							
		Cash Transfers					
			Amount		Amount		
Affiliate	Program/Donor	FY 2018	FY 2019	FY 2020	Total		
Pikes Peak Habitat for Humanity (CO)	Cars for Homes	\$3,654.37	\$7,056.43	\$2,322.08	\$13,032.88		
	Cause Marketing	\$4,450.00	\$2,100.00	\$50.00	\$6,600.00		
	Designated Donations to Affiliates	\$1,902.93	\$3,780.79	\$2,533.83	\$8,217.55		
	HUD Capacity Building Fund	\$0.00	\$600.00	\$40,269.27	\$40,869.27		
	Lowe's Companies	\$0.00	\$0.00	\$5,000.00	\$5,000.00		
	Thrivent	\$55,000.00	\$75,000.00	\$77,500.00	\$207 <i>,</i> 500.00		
	Travelers	\$3,250.00	\$0.00	\$2,250.00	\$5 <i>,</i> 500.00		
	Total	\$68,257.30	\$88,537.22	\$129,925.18	\$286,719.70		

Affiliate Transfer Summary						
Donated Product ReStore						
Donation Transfers						
		Amount	Amount			
Affiliate	Program/Donor	FY 2018	Total			
Pikes Peak Habitat for Humanity (CO)	MaxLite	\$1,245.00	\$1,245.00			

Donated product used for construction purposes is valued at the fair market value on the date of receipt. Purchased inventory is recorded at the lower of cost or market. Donations to be used in our ReStores are discounted to 30% of the construction value.

For questions or clarification:

 $Affiliate \ Support\ Center; \underline{USSupport\ Center@habitat.org}\ (877)\ 434-4435,\ Monday-Friday,\ 8\ a.m.-8\ p.m.\ EST$

Affiliate Transfer Summary

Donated Product Construction						
		Donation Transfers				
			Amount		Amount	
Affiliate	Program/Donor	FY 2018	FY 2019	FY 2020	Total	
Pikes Peak Habitat for Humanity (CO)	CREE, Inc.	\$98.00	\$98.00	\$0.00	\$196.00	
	Dow Chemical Company	\$37,373.13	\$0.00	\$0.00	\$37 <i>,</i> 373.13	
	Dupont	\$0.00	\$0.00	\$34,312.95	\$34,312.95	
	Freudenberg Household Products LP	\$99.15	\$0.00	\$0.00	\$99.15	
	GAF Corporation	\$0.00	\$0.00	\$4,180.64	\$4,180.64	
	Hunter Douglas Inc.	\$1,857.06	\$0.00	\$0.00	\$1,857.06	
	Levolor	\$0.00	\$0.00	\$5,488.21	\$5,488.21	
	Lowe's Companies	\$0.00	\$50.00	\$0.00	\$50.00	
	Schneider Electric USA Inc.	\$11,636.96	\$17,455.44	\$0.00	\$29,092.40	
	Valspar Corporation	\$19,734.00	\$6,930.00	\$12,531.75	\$39,195.75	
	Wells Lamont Corp	\$0.00	\$0.00	\$192.36	\$192.36	
	Whirlpool	\$7,730.07	\$8,955.30	\$10,059.66	\$26,745.03	
	Total	\$78,528.36	\$33,488.74	\$66,765.57	\$178,782.67	

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