



BOARD OF DIRECTORS
Monthly Meeting

FY 24-5: April 1, 2024

Pikes Peak Habitat Business Office
2802 North Prospect Street, Conference Room

also offered virtually via [Zoom](#)

Our Vision

A world where everyone has a decent place to live.

Our Mission

Seeking to put God's love into action, Pikes Peak Habitat for Humanity brings people together to build homes, communities, and hope.



Our Core Principles

1. Demonstrate the love of Jesus Christ.
2. Focus on shelter.
3. Advocate for affordable housing.
4. Promote dignity and hope.
5. Support sustainable and transformative development.

AGENDA
PPFH BOARD OF DIRECTORS
Business Office Conference Room
(2802 North Prospect Street)
also offered virtually via [Zoom](#)

April 1, 2024 at 5:45 p.m.

CALL TO ORDER, Eric Stolp

OPENING DEVOTIONS, Rob Giunta

INTRODUCTION OF FUTURE HOMEOWNER (Bernadette), Kris Lewis

INTRODUCTION OF BOARD NOMINEES Feda Jodeh and Stephanie Sparks (Jeff Ader unable to attend), Eric Stolp

BOARD MEETING MINUTES, Eric Stolp

Approval of February 5, 2024 Meeting Minutes

ITEMS FOR DISCUSSION AND/OR VOTE

- Vote on annual financial policies (vote as a slate, approved by Finance Committee on 02/26) **Rob Giunta**
 - Two-Signature Policy
 - Records Retention and Destruction Policy
 - Information Technology Policy
- Update on “Rising Moon” (formerly known as “Morning Sun”) land purchase, **Joe DesJardin**
- Annual Board and Officer Recruiting Report
- Discussion of “CEO, Staff, & Committee Reports” and/or financials, as requested

FOR YOUR INFORMATION

- Annual PPHFH Volunteer Appreciation Event Thursday, April 18th at 5:45 p.m. at Pinery at the Hill. Board attendance strongly encouraged.
- Next homebuyer application cycle: May 6-17
- Annual “Donor Thank-a-Thon” is coming up in May! See “CEO, Staff, and Committee Reports” within this board packet for details.
- **Save the date!** Annual Board Retreat will be Saturday, September 14th from 8:30 – 2:30 to discuss the next strategic plan.

“[We have] stability mentally and financially, instead of constantly worrying about when rent was gonna go up and how much, and if we’d be able to afford it, we can settle down and breathe. We sleep at night now, my heart doesn’t race as much as it used to out of fear for what crime was happening in our neighborhood at night, my kids aren’t army crawling on the floor to safety because of another shooting. We don’t have to settle for another bad home in another bad area because that’s all that’s available that we can afford. Many ‘affordable’ homes were still either unaffordable or in bad areas, so it never made a difference. We are breathing easy now.” Pikes Peak Habitat Homeowner’s response to the question: “Give an example of how being a Habitat homeowner has impacted you and your family” in the impact study.

“My kids interact with each other more now than they used to, they laugh and go into each other’s rooms even if it’s to tease each other. One of my kids was doing so bad in school that they started to ask if they could be home schooled, a lot of that was because they were so stressed out all the time from lack of sleep and the area we were in and just being unstable. Now that we’ve moved, their grades have gone up and they’ve stopped asking to be pulled out, there’s a sense of relief that’s in our home and in their lives.” Pikes Peak Habitat Homeowner’s response to the question: “To what extent has living in a Habitat home improved the lives of your children?” in the impact study.

Board Minutes

CONFIDENTIAL

PPHFH Board Meeting
(Virtual and in-person at Pikes Peak Habitat Business Office)
Meeting minutes prepared by Janna Mulder, Board Secretary.

Date: 2/5/2024

| Board Members | Present? | Staff and Guests | Present? |
|--------------------------------|----------|---|----------|
| Jay Carlson | Y | STAFF: | |
| Joe DesJardin | Y | Kris Lewis, <i>Executive Director/CEO</i> | Y |
| Rob Giunta, <i>Treasurer</i> | Y | Karla Probert, <i>Executive Assistant</i> | excused |
| Paul Hasty | Y | | |
| Peter Hilts | Y | GUEST: | |
| Ryan Mohling | Y | Stacy Burns, interim CPO | Y |
| Janna Mulder, <i>Secretary</i> | Y | Miranda, future homeowner | Y |
| Ryan Panariso | Z | | |
| Eric Stolp, <i>President</i> | Y | | |
| Tim Trowbridge | excused | | |
| Tye Tutt | Z | | |
| Candy Vandenberg | excused | | |
| Bill Wall | Y | | |
| David Warner | Y | | |

CALL TO ORDER: Meeting of the PPHFH Board of Directors was called to order at 5:48pm by Mr. Eric Stolp, president.

OPENING PRAYER & DEVOTION: David Warner led opening devotion and prayer.

INTRODUCTION OF FUTURE HOMEOWNER and INTERIM CPO: Future homeowner, Miranda also joined at the beginning of the meeting. Each provided a brief self-introduction, and then Miranda requested each board member tell her about their professional background. Mr. Jay Carlson thanked Miranda for her work with the County Planning Commission, as Mr. Carlson has worked with her directly as he sits on that community board. Stacey Burns, interim PPHFH CPO was introduced to, and welcomed by, the board.

APPROVAL OF MINUTES: Motion made and seconded, and it was unanimously passed, to approve the 12/4/23 meeting minutes, as presented.

ITEMS REQUIRING DISCUSSION AND AND/OR VOTE:

Motion made and passed unanimously to approve the following policies as presented by the Finance Committee: Capitalizing vs Expensing; Cash Management; Policy and Investment Guidelines; Outstanding Check Policy.

Rob Guinta, PPHFH treasurer, presented the COM2.0 fee policy as approved by the International Board of Directors (IBOD) and reviewed by PPHFH Finance Committee for board approval. After brief discussion regarding the reason for the creation of the COM2.0 Fee Policy and the potential impact of the policy's fee structure to PPHFH Profit and Loss statement and how does this fee benefit HFHI, motion was made and passed to approve the policy as written and for PPHFH to begin with "Path 2" of the three paths available as it will initially be the least expensive option this coming fiscal year, to be reviewed by March of each fiscal year and then PPHFH, as all affiliates, will be required by this HFHI policy to be at the fully engaged level after three years. Board understands that the net fee to PPHFH is impacted by total PPHFH revenue on line 12 of the 990 averaged over rolling three years and the amount HFHI fundraises via direct marketing in PPHFH's service area.

CONFIDENTIAL

Eric Stolp presented a statement of approval to the board to accept a \$5,000 grant from the Marson Foundation to support the Repair Program. The foundation requires board notification and approval of grants prior to releasing the funds. Motion was made and approved to accept the \$5,000 from the Marson Foundation.

Mr. Joe DesJardin presented an update on the Morning Sun neighborhood open house as well as next steps regarding the entitlement process being managed by Bobby Ingels, Norwood, with NES submitting plans to County Planning and Classic Design responsible for civil engineering. He discussed an initial meeting with City Center Metro District and his involvement in the creation of the district several years ago and also recognized Ms. Lewis for her tenacity in working with Widefield School District 3 to close on the acquisition January 8, 2024. Mr. Stolp thanked the board members and staff who attended the open house and engaged with the public to address their concerns about PPHFH's neighborhood

CLOSING STATEMENTS:

Mr. Stolp asked if there were any questions regarding the CEO, Staff and Committee Report. There being none, the meeting was adjourned by Mr. Stolp at 6:53 pm.

Items for Discussion/Vote

Two Signatures on Checks of \$75,000

Objective: To establish a standard regarding expenditure approval on Pikes Peak Habitat for Humanity expenses.

- 1) All checks for expenditures over \$75,000 are required to have two authorizing signatures.
- 2) The Executive Director may sign checks up to \$75,000.
- 3) Assistant Director of Strategic Partnerships or the Chief Strategy Officer may sign checks up to \$10,000.
- 4) Any checks over \$75,000 will require a second signature. The second signature must be a member of the Executive Committee.

| | |
|---|------------|
| Original Policy Approved: | Pre-2014 |
| Revision Approved by Finance Committee: | 01/20/2015 |
| Approved by the Board of Directors: | 02/02/2015 |
| Revision Approved by Finance Committee: | 03/19/2018 |
| Revision Approved by the Board of Directors: | 04/02/2018 |
| Revision Approved by the Finance Committee: | 07/18/2022 |
| Revision Approved by the Board of Directors: | 08/01/2022 |
| Revision Approved by the Board of Directors: | 12/05/2022 |
| Reviewed and approved as is by the Finance Committee: | 02/27/2023 |
| Approved by the Board of Directors on: | 04/03/2023 |
| Revision Approved by the Finance Committee: | 02/26/2024 |

Records Retention and Destruction Policy

Objective: This policy represents Pikes Peak Habitat for Humanity's policy regarding the retention and disposal of paper as well as electronic documents.

All employees, directors, officers and volunteers of Pikes Peak Habitat for Humanity (PPHFH) must comply with the document retention and destruction requirements within this policy.

In order to eliminate accidental or innocent destruction, PPHFH maintains the attached document retention requirements per the Internal Revenue Service. Records and documents outlined in this policy includes paper, electronic files (including e-mail) and voicemail records regardless of where the document is stored, including network servers, desktop or laptop computers and handheld computers and other wireless devices with text messaging capabilities. Paper files are stored on-site at the Business Office storage unit which is kept locked.

In accordance with 18 U.S.C. Section 1519 and the Sarbanes-Oxley Act Section 802, employees, directors, officers or volunteers of PPHFH shall not knowingly alter, falsify, destroy or conceal a document in order to prevent its use in an official proceeding. If an official investigation is underway or even suspected, document purging must stop in order to avoid criminal obstruction. Records include essentially all records produced by employees, directors, officers and volunteers, whether paper or electronic.

PPHFH shall retain records for the period of their immediate or current use, unless longer retention is necessary for historical reference or to comply with contractual or legal requirements. If organizational records are relevant to litigation, or potential litigation (i.e. a dispute that could result in litigation), then PPHFH must preserve those records until the organization determines the records are no longer needed. This exception supersedes any previously or subsequently established destruction schedule for those records. If there is a question about whether a document should be retained or destroyed, it should be referred to the Executive Director.

Approved by Board of Directors on:
Revision(s) approved by Finance Committee:
Approved by the Board of Directors on:

05/02/2011
02/27/2023
04/03/2023

Approved by Finance Committee:

02/26/2024

Information Technology Policy

1.0 Introduction

Pikes Peak Habitat for Humanity's (PPHFH)'s Information Technology (IT) environment is a critical component necessary for PPHFH to fulfill its mission. PPHFH has adopted the following IT policies to ensure the ongoing security of both PPHFH and customer data, availability of service, and effective operation of the IT environment. Each PPHFH employee provides the first line of defense in protecting PPHFH's IT and data assets through these policies along with the Computer, Email, and Internet Usage policy and the Confidentiality of PPHFH Information policy in the PPHFH Personnel Handbook.

2.0 User Account Management

New User Access

New users will be granted access to a system or application upon written approval from the employee's immediate supervisor. If the immediate supervisor is unavailable for two or more working days, the department head will review/approve the access being requested.

User Access Reviews

Every July, each critical system (CERVIS, Bloomerang, Quickbooks, website) and appropriate system owner (i.e. Finance, Development, Volunteer) will review all users of each system/application to ensure access is still needed and access level is still appropriate. Any access changes identified will be made within 10 business days. Evidence of review and changes made should be retained for a minimum of 12 months or until the next review is performed.

User Access De-provisioning

Any employee leaving PPHFH employment will have all system and application accesses removed the same date as the separation date. This de-provisioning activity is included in the Human Resources employee separation checklist.

Generic Accounts

PPHFH will not utilize generic accounts for any system or application. All user accounts must be uniquely identifiable and assigned to a PPHFH employee.

3.0 Password Maintenance

Password Format

Where possible, critical system and application password requirements such as Bloomerang, CERVIS, Quickbooks, and the website should be configured to require a minimum of eight (8) characters with at least three attributes such as uppercase letters, lowercase letters, numbers, or special characters; and be changed every 180 days with none of the previous three passwords being allowed. If a system or application cannot be configured to meet the minimum password requirement, an alternative is to annually make each user sign an agreement stating they will manually adhere to this password policy.

Password Example: **GK**hfh202106!!

Conforms by utilizing:

- **GK** – Uppercase
- hfh – Lowercase
- 202106 – Numbers
- !! – Special Characters

Password Sharing

Sharing passwords or other login credentials is a violation of policy noted in the Personnel Handbook. Sharing credentials is not allowed because of the lack of accountability and audit trail in addition to the increased risk of inappropriate activity.

4.0 Managed IT Support

General

PPHFH contracts IT managed support through a local company Colorado Computer Support (CCS) with current coverage from 5/1/21 – 4/30/23, and being renewed until 4/30/2024. Mark Higley (mark.higley@coloradosupport.com) is PPHFH contact for contractual questions concerning coverage included within the agreement. Noted below are inclusions:

- Helpdesk support (6:30am – 5:00pm)
- Remote and onsite equipment support
- Disaster Recovery for covered equipment
- Server and workstation management, including backups and patch management
- Management of network equipment (switches, firewall and wireless devices)
- 24/7 network monitoring and resolution
- Server backup software supporting local and off-site backups, which are saved in the cloud and on a server/backup component at CCS's office
- Antivirus licensing and advanced cloud hosted email security and on server
- Up-to-date security surveillance and monitoring software installed and activated on all equipment to detect and resolve malware, spyware, viruses, threats, and other malicious software
- Remote management and monitoring tools for all workstations and servers
- Maintenance of equipment lists

Security Patching

Security updates and vulnerability patches are managed via CCS through the contract noted above, employees will receive these notifications from CCS, and will implement the updates as soon as practically possible, within 48 hours.

Payment card industry (PCI)

Payment card industry (PCI) compliance is mandated by credit card companies to help ensure the security of credit card transactions in the payments industry. Payment card industry compliance refers to the technical and operational standards that businesses follow to secure and protect credit card data provided by cardholders and transmitted through card processing transactions. PCI standards for compliance are developed and managed by the PCI Security Standards Council.

The ReStores are secure through the vendor Clover who works with the Chief Program Officer for the quarterly compliance. CCS handles the business office compliance.

| | |
|---|------------|
| Approved by Finance Committee on: | 05/16/2022 |
| Approved by the Executive Committee on: | 07/19/2022 |
| Approved by the Board of Directors on: | 08/01/2022 |
| Revision(s) approved by Finance Committee on: | 02/27/2023 |
| Approved by the Board of Directors on: | 04/03/2023 |
| Approved by Finance Committee on: | 02/26/2024 |

Pikes Peak Habitat
Board and Officer Recruitment Report
April 1, 2024

Proposed Board Composition for FY25 (to be voted on at June Board Meeting)

Ratify 2nd Terms for:

Joe DesJardin
Paul Hasty
Tye Tutt

Ratify 3rd Term for:

Eric Stolp

Board Officer Candidates:

Eric Stolp (President)
Joe DesJardin (Vice President)
Janna Mulder (Secretary)
Rob Giunta (Treasurer)
Jay Carlson (At large)

Retiring from board:

Ryan Panariso
Ryan Mohling
Peter Hilts will not seek to serve third term

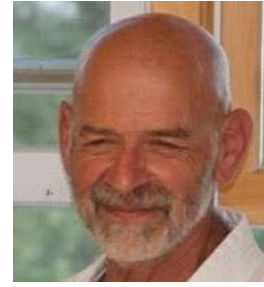
New Board Member Candidates: (bios and statements of interest below)

Jeff Ader, Interfaith Subcommittee Chair
Stephanie Sparks, Faith Committee
Feda Jodeh, Interfaith Subcommittee

Current board rotation roster below

Jeff Ader Bio -

Jeff Ader and his wife Sue have been in Colorado Springs since 1973. They have two grown children. Mike lives in Greeley, CO with his 4 children and Elyse lives in San Mateo, CA with her husband and daughter.



Jeff, was an award winning career educator for almost 40 years with the last 31 in severe/profound needs. He holds a BA in Music Education and MA in Music Performance and MA in Special Education and an honorary PhD in Martial Sciences.

Jeff has been active in leadership at Temple Beit Torah since he and Sue became members in 2016. He has served as Pres., Vice Pres., Past Pres. or Co-President and is currently President again.

Jeff is also a founding member of the Pike's Peak Interfaith Coalition and serves on the Board of Directors. He also is chair of the Pikes Peak Habitat for Humanity Interfaith Build for Unity subcommittee and serves on the Colorado Springs Police Department's Community Leaders advisory committee and the Faith Leaders Advisory committee. Jeff is also the lay leader representative for TBT with Westside Cares.

Jeff is also the owner and chief instructor of All Okinawa Karate and Kobudo and is the U.S. Director for the OSMKKF. He is one of only two non-Okinawans promoted to the rank of 9th degree Black belt by Supreme Grand Master Fusei Kise and Kaicho Isao Kise. He has also been honored to instruct in Israel, Okinawa, Australia and Argentina.

In his spare time Jeff is a musician performing with the New Horizons band organization and can also be heard with Swing Factory and the Front Range Big Band.

Jeff and Sue are also seasoned travelers with many international trips in the memory books with, hopefully, more to come.

Statement of Interest –

Dear Board of Directors,

This is pursuant to my interest in joining the Board of Directors of the Pikes Peak Habitat for Humanity affiliate.

I believe that affordable, sustainable housing is not only a right but is the cornerstone of building a successful and compassionate society.

I'm certain that my skill set will be helpful in achieving the goals the PPHFH has set for itself and its staff and volunteers.

Thanks for all you do to make the world a better place.

Sincerely,

Jeff

Feda Jodeh Bio-

Feda Jodeh is a first-generation Palestinian Muslim American born and raised in Denver. Following in the footsteps of her late father, she found a passion to work with diverse faith-based organizations, to encourage and build community, understanding and dialogue. She is a member of and serves the Islamic Society of Colorado Springs in various capacities. For over 20 years, Feda's dedication to bridging communities has allowed her to work as a member of the Pikes Peak Habitat for Humanity Interfaith Build for Unity Subcommittee, serve as a board member of the Pikes Peak Interfaith Coalition, represent the Colorado Springs Muslim community throughout the Colorado Springs area and the state, including the Colorado 2020 Census Support Program, Family Promise/Interfaith Family Hospitality Network, the Penrose St Francis Health Services Clergy Program, Lutheran Family Services, the Colorado Muslim Leadership Council, as well as various speaking engagements. She is married with three boisterous boys. On her free time, she loves spending time with family and friends, cooking, fitness, and traveling. She holds a master's degree from the University of Colorado in Corporate Communications with an emphasis in community engagement, public relations, and marketing.

Statement of Interest-

Eight years ago, I joined Pikes Peak Habitat for Humanity Interfaith subcommittee representing the Islamic Society of Colorado Springs. Over the years, my involvement with Habitat has allowed me to play a pivotal role in bridging the gap between our Muslim community, Pikes Peak Habitat, and other faith organizations. As a member of the interfaith build for unity subcommittee, we not only work to raise awareness about building homes but also highlight the bond we've forged and the collaborative efforts to construct homes for deserving families. Our interfaith impact goes beyond our meetings', it is manifested in the tangible structures representing our collective commitment to the Habitat cause. Nothing compares to the joy that overcomes families on the day of dedication and the satisfaction of having dedicated over 200 hours in building their very own home.

I became a part of Habitat during a time in our nation when divisiveness was becoming more pronounced. The Interfaith Build for Unity subcommittee allowed for us to go beyond seeking out shared common grounds in interfaith and we have been able to investigate our differences looking beyond them to create and foster unity and understanding.

For me, this journey has been more than just educating others about Islam or defending my faith; it's been about deepening my understanding of the various faith traditions I encounter and building a sense of community with people from different religious backgrounds. Collaborating with other faith communities on projects like the Interfaith Build for Unity subcommittee demonstrates a commitment to shared values of compassion, service, and community building. This contribution has fostered understanding, cooperation, and solidarity among the different religious groups while also addressing housing needs in the community. Habitat for Humanity's mission of providing affordable housing aligns well with the principles of social justice and compassion found in many faith traditions, including Islam.

In serving on the Board of Directors for Pikes Peak Habitat, I am committed to upholding the organization's core values of integrity, inclusivity, and excellence. I am dedicated to ensuring that

Habitat continues to be a beacon of hope and a catalyst for positive change in our community and beyond. From providing safe and affordable housing solutions to fostering a sense of community and empowerment, Habitat's holistic approach to addressing housing insecurity resonates deeply with my faith, values, and aspirations for social justice. As a dedicated member of the community, I bring a diverse set of skills, experiences, and perspectives to the table. With a background in community engagement and public relations I am confident in my ability to contribute effectively to the strategic direction and governance of Pikes Peak Habitat for Humanity.

I deeply believe that Pikes Peak Habitat's board should reflect the diverse community we serve. It is essential that our board encompasses individuals from various backgrounds, experiences, and perspectives. Diversity not only enriches our discussions and decision-making but also ensures that we are effectively addressing the diverse needs and concerns of the communities we serve. By embracing diversity, we can cultivate a more inclusive and equitable organization that truly reflects the values of Habitat for Humanity and the community we serve. My hope is that my addition to the board will help to elevate those diverse perspectives and experiences and we can work together to build a stronger, more resilient Pikes Peak Habitat for Humanity that truly embodies the spirit of unity and solidarity.

Stephanie Sparks Bio & Letter of Interest –



My name is Stephanie Sparks and I grew up in Colorado, originally from the Western slope. My husband and I just celebrated our 18th wedding anniversary and we have two children. I've been volunteering on the IBU sub-committee for the last year and originally came into contact with Pikes Peak Habitat for Humanity through my work with the Outreach Committee at my church, Grace & St. Stephen's Episcopal Church.

Being a part of the IBU sub-committee has been tremendously meaningful to me and in addition to attending the monthly meetings, I've had the honor of facilitating a discussion group at the recent Interfaith Dialogue event, taking part in the Team Up Interfaith Video series, and have organized volunteers from our church to work on the IBU build for Jessica and her son this year.

I was delighted when approached with the opportunity to be considered for a position on the Pikes Peak Habitat for Humanity Board. I support your incredible mission to build homes, community and hope, have great admiration for the way staff and IBU members carry out their work and would love to contribute my experience and time to supporting the work and growth of PPHFH in the coming years.

My non-profit experience over the last 20 years has mainly been overseas, first in sub-Saharan Africa, then central Asia and finally SE Asia – you can find more details on my work experience on LinkedIn. Our family moved to the Springs 7 years ago to be near my parents. Since moving here, I worked in an executive leadership position with an international non-profit organization, Mercy Ships, and in 2022 I left them to revive my non-profit consulting business where I work with a few non-profits in an executive leadership capacity. I have a Bachelor's degree in International Affairs from the University of Colorado and an MSc from the University of London's School of Oriental and African Studies in Poverty Reduction, Policy and Practice.

I believe in coming alongside and supporting people who need and want help. In so many places I've lived, I have seen the impact of people losing their homes and the pain and disruption this causes to families and kids in particular. Here in the Springs, I launched a program at our church to help children experiencing homelessness at a D11 elementary school. I am passionate about being a part of a community where people help each other and where everyone has the opportunity to thrive. I believe safe, affordable housing is a bedrock upon which so many other forms of well-being are achieved and everyone deserves to have it. I would love to serve on the PPHFH Board in order to put my faith in action and contribute my skills and experience to strengthening your wonderful non-profit and the community.

| For Fiscal Year Ending June 2024 | | (as of 05 June 2023) | | | | | | | | | |
|---|---------------------------|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FY -> | FY -> | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 | 25-26 | 26-27 | 27-28 | 28-29 | 29-30 |
| July 1 - June 30 2- YR Term | FY Begins 7/01 (Ratified) | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 |
| CY -> | Expires 6/30 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 |
| Class of FY2019 (Jy 2018 - Je 2024) | | | | | | | | | | | |
| Ryan Mohling (December 2017 / Ratify June 2018) | 3rd Term 7/1/2022 | | | | | | | | | | |
| Chuck Smith (December 2017 / Ratify June 2018)** | 3rd Term 7/1/2022 | | | | | | | | | | |
| Ryan Panariso (June 2018) | 3rd Term 7/1/2022 | | | | | | | | | | |
| Class of FY2020 (Jy 2019 - Je 2025) | | | | | | | | | | | |
| Ryan Feebles (November 2018 / Ratify June 2019)** | 2nd term 7/1/2023 | | | | | | | | | | |
| Bill Wall (March 2019 / Ratify June 2019) | 3rd term 7/1/2023 | | | | | | | | | | |
| Jay Carlson (May 2019 / Ratify June 2019) | 3rd term 7/1/2023 | | | | | | | | | | |
| Class of FY2021 (Jy 2020 - Je 2026) | | | | | | | | | | | |
| Shannon Baumgartner (Oct. 7 2019 / Ratify June 2020)* | 2nd Term 7/1/2022 | | | | | | | | | | |
| Peter Hiltz (Nov 4 2019 / Ratify June 2020) | 2nd Term 7/1/2022 | | | | | | | | | | |
| Eric Stolp (April 2020 / Ratify June 2020) | 2nd Term 7/1/2022 | | | | | | | | | | |
| Class of FY2022 (Jy 2021 - Je 2027) | | | | | | | | | | | |
| Candy Vandenberg (August 2020 / Ratify June 2021) | 2nd Term 7/1/2023 | | | | | | | | | | |
| Janna Mulder (October 2020 / Ratify June 2021) | 2nd Term 7/1/2023 | | | | | | | | | | |
| Rob Giunta (February 2021) (Ratify June 2021) | 2nd Term 7/1/2023 | | | | | | | | | | |
| Class of FY2023 (Jy 2022 - Je 2028) | | | | | | | | | | | |
| Joe DesJardin (March 2022 / Ratify June 2022) | 1st Term 7/1/2022 | | | | | | | | | | |
| Paul Hasty (June 2022 / Ratify June 2022) | 1st Term 7/1/2022 | | | | | | | | | | |
| Tye Tutt (June 2022 / Ratify June 2022) | 1st Term 7/1/2022 | | | | | | | | | | |
| Class of FY2024 (Jy 2023 - Je 2029) | | | | | | | | | | | |
| Tim Trowbridge (June 2023 / Ratify June 2023) | 1st Term 7/1/2023 | | | | | | | | | | |
| Dave Warner (June 2023 / Ratify June 2023) | 1st Term 7/1/2023 | | | | | | | | | | |

Terms expire at the end of June in the year noted.
 Unless otherwise noted members were elected/ratified in June of the year of their first term.
 Members elected during the year must be presented for ratification at the next Annual Meeting usually in June, though bylaws state anytime during 4th quarter of fiscal year

* retired early (January 2022)
 ** retired early (June 2023)

Financials & Related Reports

FY 2024 Operations Dashboard

February 2024

Current Profit and Loss Highlights

| | | |
|---------------------------|----|-----------|
| Current Net Income (Loss) | \$ | (185,708) |
| YTD Income (Loss) | \$ | 113,382 |



Board of Directors

Balance Sheet Summary

Finance Committee Notes

| ASSETS | | |
|---------------------------------------|-----------|-------------------|
| Current Assets | | |
| Checking/Savings | \$ | 1,919,045 |
| Investment Cash/Equivalents | | 10,332 |
| Investment Securities | | 1,461,029 |
| Accounts Receivable | | 79,059 |
| Other Current Assets | | 2,599,157 |
| Total Current Assets | \$ | 6,068,622 |
| Fixed Assets | \$ | 5,796,402 |
| Other Assets | | 2,681,629 |
| TOTAL ASSETS | \$ | 14,546,653 |
| LIABILITIES & EQUITY | | |
| Liabilities | | |
| Total Current Liabilities | \$ | 638,030 |
| Long Term Liabilities | | 3,377,004 |
| Total Liabilities | \$ | 4,015,034 |
| Total Equity | | 10,531,619 |
| TOTAL LIABILITIES & EQUITY | \$ | 14,546,653 |

Current net income (loss):
 February was a negative month
 RS's NI YTD is .98% of the YTD budget
 Total contributions received YTD is 1.3% of the YTD budget and grants received YTD is 1.67% of the YTD budget
 Investment account had a positive impact on the revenue for the month
 YTD net income is solid

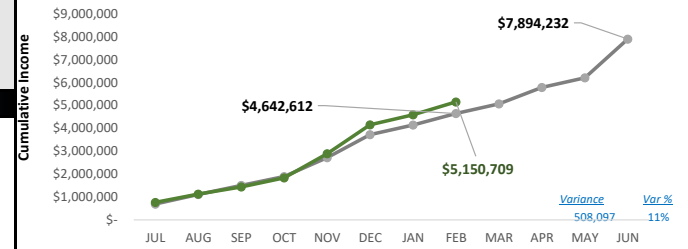
Pending Major Disbursements

| | | | |
|--------------|-----------|------------------|-----|
| Operations | \$ | 1,919,045 | 57% |
| Short Term | \$ | 219,936 | 6% |
| Long Term | \$ | 1,251,426 | 37% |
| Total | \$ | 3,390,407 | |

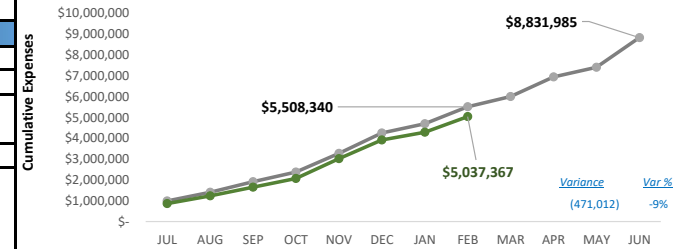
| Item | Mar-24 | Apr-24 | May-24 |
|--------------|--------|--------|--------|
| Total | - | - | - |

→ Operations Target is 3-months of operating expenses [\$1,317,030] or 15%, whichever is greater.

PPHFH YTD Income Performance



PPHFH YTD Expense Performance



Strategic Partnerships

ReStore Operations - Income & Expense Performance

Current Donation Performance

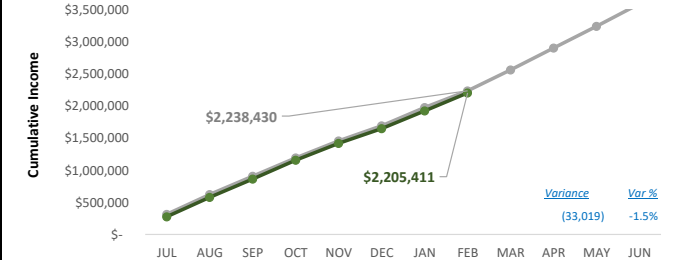
| FY 2024 | Actual | Budget | Variance | Var % |
|--------------|------------------|------------------|------------------|-------------|
| Indiv | \$ 22,112 | \$ 23,000 | \$ (888) | -4% |
| Bequest | \$ - | \$ - | \$ - | 100% |
| Corps | \$ 7,597 | \$ 7,500 | \$ 97 | 1% |
| Grants | \$ 51,701 | \$ 250 | \$ 51,451 | 20580% |
| Other | \$ 1,272 | \$ 1,572 | \$ (300) | -19% |
| Total | \$ 82,682 | \$ 32,322 | \$ 50,360 | 156% |

YTD Donation Performance

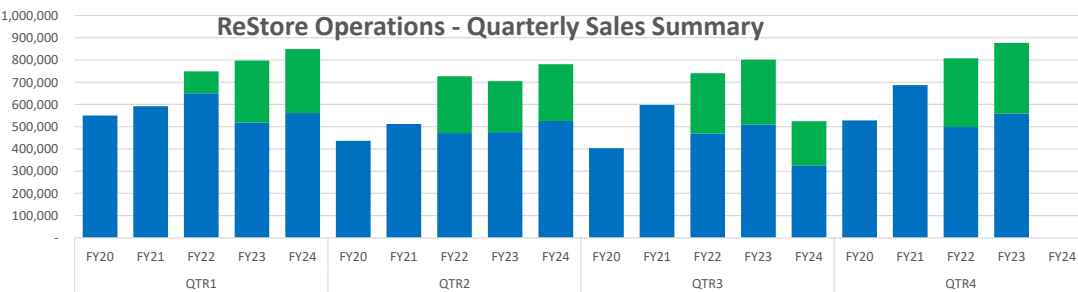
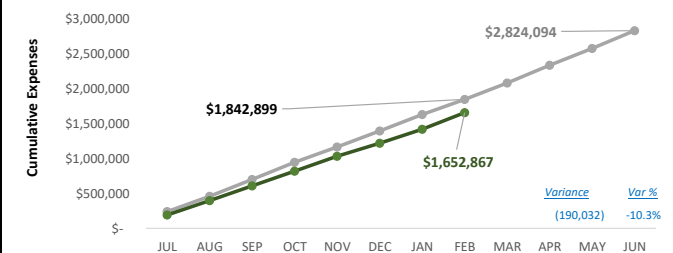
| FY 2024 | Actual | Budget | Variance | Var % |
|---------|------------|------------|------------|-------|
| FY 2023 | \$ 63,532 | \$ 20,996 | \$ 42,536 | 203% |
| FY 2022 | \$ 32,515 | \$ 11,225 | \$ 21,290 | 190% |
| FY 2024 | \$ 913,263 | \$ 692,682 | \$ 220,581 | 32% |



ReStore Ops YTD Income Performance



ReStore Ops YTD Expense Performance

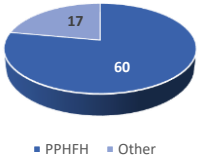


Homeowner Services

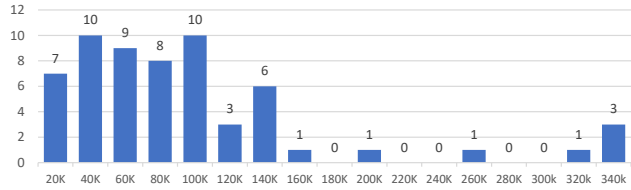
Total Active Mortgages: 77

Total Portfolio Value: \$5,355,139

Loans Serviced



60 Active PPHFH Mortgages



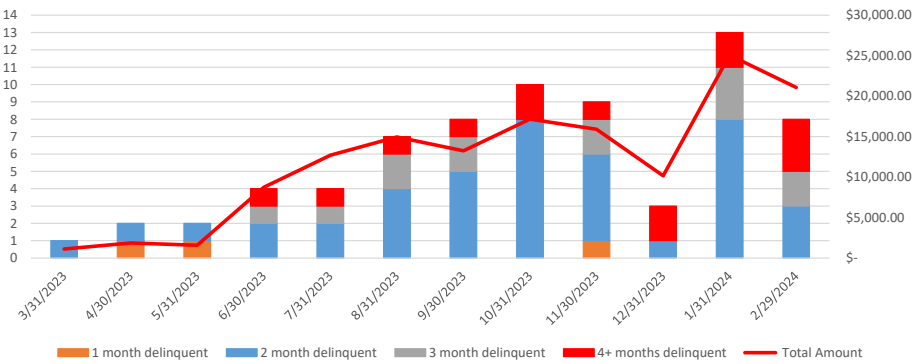
Delinquency Report

Current Status ▲

- ▲ Healthy
- ▲ Needs Attention
- ▲ Major Problem

| MONTHS DELINQUENT | # Loans | \$Amt | % portfolio at risk |
|--------------------------|----------|---------------------|---------------------|
| Less than 1 month behind | 0 | \$ - | 0.00% |
| Last month | 0 | \$0.00 | 0.00% |
| 1 month behind | 0 | \$ - | 0.00% |
| 2 months behind | 3 | \$ 4,488.82 | 3.90% |
| 3 months behind | 2 | \$ 3,520.50 | 2.60% |
| 4+ months behind | 3 | \$ 13,064.08 | 3.90% |
| Total | 8 | \$ 21,073.40 | 10.39% |
| Last month | 13 | \$ 25,062.17 | 16.88% |
| February 2023 | 3 | \$ 1,515.81 | 3.65% |

Number & Dollar Amount of Delinquencies

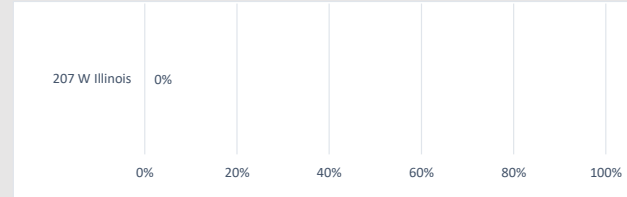


Construction

Active Building Progress

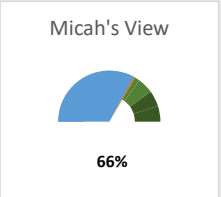
Micah's View

Fountain, CO



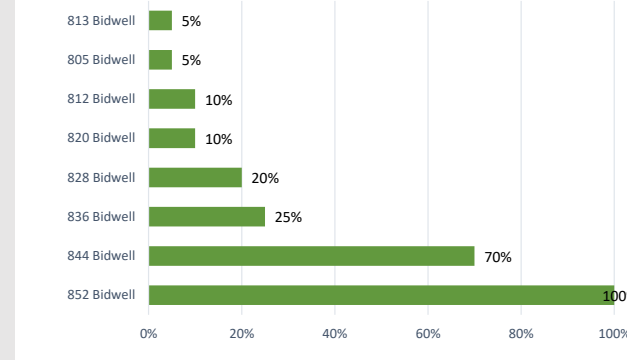
% Site Completion

3 Home Site

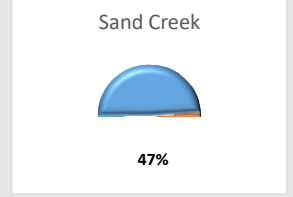


The Ridge at Sand Creek

Colorado Springs, CO



30 Home Site

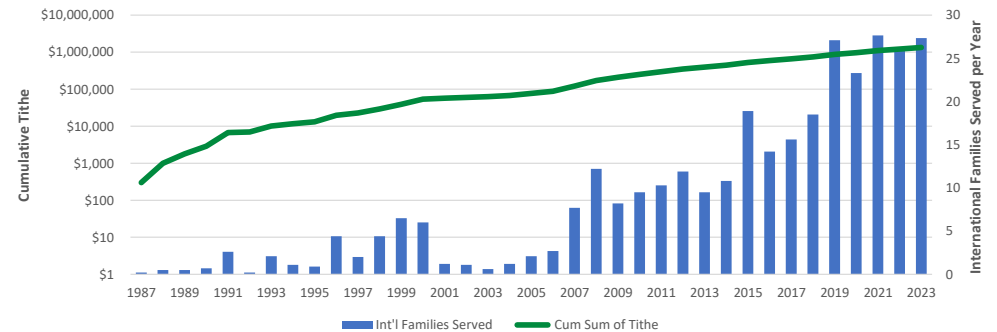


Repair Program

| Repair Category | Budgeted Applicants | In Process | Complete |
|-----------------------|---------------------|------------|----------|
| Critical/Home Repairs | 44 | 8 | 22 |
| Capable | 25 | 6 | 23 |

Affiliate Tithe Impact

Tithe History and Impact



Staff and Committee Reports

CEO, Staff, & Committee Reports

April 1, 2024

OFFICE OF THE CEO REPORT

- Planning and preparation to present at Habitat International Conference.
- Participated in HFHC-sponsored “Coffee at the Capitol”, meeting with Colorado General Assembly representatives and senators for El Paso County districts to encourage support of legislation, especially SB24-106, Right to Remedy Construction Defects. Follow-up with emails, text messages, and phone calls, in particular with Senator Exum as chair of Local Government & Housing Committee.
- Working extensively and continually with Land Development Committee on the plans and development of the “Rising Moon” D3 neighborhood (formerly called “Morning Sun”).
- Research and preparation for application to offices of Senators Bennet and Hickenlooper for FY25 Congressionally Directed Spending appropriation to cover the \$1.5 million cost of the Colorado Centre Metropolitan District connection and tap fees at the Rising Moon neighborhood.
- Building and restoring relationships with coalition partners such as Pikes Peak Housing Network.
- Initial stages of FY25 budget creation.
- Week-long HFHI National Affiliate Training Conference in Atlanta.
- Homeowner Impact Survey data acquisition is complete with 38% response rate. Data analysis is being conducted by UCCS grad student now with Pikes Peak Habitat staff performing role of “third reader” and advisor.

STRATEGIC PARTNERSHIPS REPORT

Communications:

- The [Team Up](#) eight-part video training series is live on our website as well as on MyHabitat.
- We also have a [new landing page](#) for our interfaith work. This helps focus the IBU page content specifically on the build and showcases the other interfaith work we’re involved in.
- We also have a [new landing page](#) for our monthly e-newsletters.
- We worked with Ashley Hamersock, the editor of Colorado Springs Lifestyle magazine, on an article about Pikes Peak Habitat that is scheduled for their April issue.
- Blog post: February Read with Us: [Out of Many Faiths](#) by Eboo Patel (Patel is the founder of Interfaith America, a Team Up partner and also a partner with our interfaith work)
- Blog post: March Read with Us: [The Cotton Patch Evidence](#) by Dallas Lee

Stay up to date on all of Pikes Peak Habitat’s press coverage, news releases, blogs, newsletters, etc. here:

<https://pikespeakhabitat.org/latest-news-and-updates/>

Donor Relations:

- All 2023 Gingerbread Build participants were recognized at the ground blessing for the 5th Veterans Build. Any participant that wasn't able to make it in person was mailed their certificate.
- The “Post Up for Veterans” fundraiser began 3/20/24 and will run through 5/11/24.
 - This is a fundraiser that offers donors the opportunity to sponsor a stud or block that will end up in the Veterans Build home. They will get the chance to decorate the wood with special messages, drawings or well wishes to the 5th Veterans Build family Damian and Trinity.

- Pikes Peak Habitat won a digital marketing display for the Cars for Homes program at the Habitat International conference that will be displayed at one of the ReStores
- 9 new donors between 2/1/24 - 3/15/24
 - 5 new individual donors
 - 2 were processed through the Enterprise Zone
 - 3 new gift in kind vendors
 - 1 new faith group
- Average gift between 2/1/24 - 3/15/24 was \$360.46
 - This average does not include a bequest for \$80,000 that was received in March and does not include grants.
- Our annual “Donor Thank-a-Thon” is coming up in May! This is a time for our board to make thank you phone calls to donors to simply share our gratitude. These calls are not an ask for additional donations.
 - Between 10-15 phone calls each
 - 2 weeks to complete these calls:
 - Emma emailing the call assignments, directions, and scripts Monday, May 6th
 - Please complete calls by May 20th
 - If you will be on vacation or otherwise unable to place the calls during this timeframe, please reach out to Emma at your earliest convenience

Faith:

Feb

- IBU Subcommittee members assemble IBU bench project for 3rd IBU homeowner
- Representatives from Interfaith America, Habitat International and the Team Up national initiative come to visit the Pikes Peak Habitat faith program & attend the 2024 interfaith dialogue
- [2024 Interfaith Dialogue with the Colorado Springs Mayors Office at UCCS Berger Hall](#)
 - approx 90 attendees
 - follow up questions and ideas presented from all table discussions to Colorado Springs Mayors Office for feedback
- [2024 World Interfaith Harmony week celebrated & week long interactive website](#)
- FIAPM joins Thrivent Regional BOD
- 3rd IBU home dedication ceremony hosted
- IBU & Apostles Subcommittees

March

- FIAPM, Feda Jodeh, IBU Subcommittee and Kris presented at Habitat International Conference about Team Up Interfaith Bridgebuilding training curriculum & video series .
- [Team Up Interfaith video series published.](#)
- FIAPM and Feda Jodeh presented as Habitat representative for Team Up breakout session at Habitat International Conference.
- 2024 Apostles Build Kickoff event hosted.
- IBU & Apostles Subcommittee meetings.

Grants:

- Our Candid (GuideStar) profile has been approved for the top-ranking platinum seal of transparency again this year.
- Pikes Peak Habitat’s BBB profile has been updated to meet the standards of accredited charity for 2024.

- With Joe DesJardin's lead, Pikes Peak Habitat has submitted a request to the Anthony Costa Foundation for support of the Rising Moon neighborhood for the amount of \$50K.

Volunteerism:

January 2024, Construction/Repair Totals

Total Unique Volunteers: 139

Total Hours: 2,013.92

Total Groups: 8 total groups

January 2024, 2023 ReStore Totals Combined

Total Unique Volunteers: 191

Total Hours: 2,226.19

Total Groups: 4 total group shifts

January 2024 Overall Volunteer Totals

Total Unique Volunteers: 326

Total Hours: 4,240.11

- Canceled 1 day on the construction sites and 1 group due to weather.

February 2024, Construction/Repair Totals

Total Unique Volunteers: 134

Total Hours: 1,975.3

Total Groups: 7 total groups

February 2024, 2023 ReStore Totals Combined

Total Unique Volunteers: 293

Total Hours: 2,060.27

Total Groups: 8 total group shifts

February 2024 Overall Volunteer Totals

Total Unique Volunteers: 422

Total Hours: 4,035.57

- Canceled 3.5 days on the construction sites and 5 groups due to weather.

PROGRAMS REPORT

Construction:

- Various stages of work continuing concurrently on seven houses.
- Will discontinue ordering pre-built wall systems, opting instead for framing the walls traditionally and onsite

Discovery Canyon Middle School's Industrial Arts class

- The Industrial Arts class is partnering with PPHFH to build two sheds for either PPHFH homeowners or to sell at the ReStore. PPHFH has provided the plans and the materials to build them.
- Eric spoke to the class about the construction industry and the students visited the Sand Creek site as a field trip.

“Post Up for Veterans Fundraiser” to benefit Veteran Build

- Participants “purchase” and decorate wall studs (\$50) & wall blocks (\$35) through the ReStore and then return them to be incorporated into the walls of the Veteran house.
- Begins Monday 3/25 and will conclude at the end of May.
- Walls will be framed in June and then have a viewing party for the donors in July for them to see their work in the house before it’s covered up with drywall.

CSU Deconstruction

- Construction & ReStore staff toured 4 commercial buildings & 2 residences as a deconstruction project.
- Estimation is \$10K worth of resaleable items.
- Utilize construction program volunteers, will start in the beginning May, and should take no more than two weeks to complete.

Dump Trailer for Construction

The stolen 14’ dump trailer has been replaced and is onsite with every manner of security locks installed onto it.

Critical Home Repairs:

- As of March 15, we have completed 50 repair projects – 24 Home Repairs, 24 CAPABLE Repairs and 2 Restore repair projects. We are 70% of the way to meeting our goal of 69 repairs (**not** including the Restore projects) this Fiscal year!
- The CAPABLE program continues to go very well! One example of a recent projects is installing steps and a handrail for a Veteran homeowner who loves to garden but could no longer navigate the large step off of her back deck. She is so excited for spring to come knowing that she can now safely get from her home to the garden pots on the ground.
- Our partnerships with other organizations continue to grow and expand such as opportunities with Porchlight Friends, Soldier Recovery Unit at Ft. Carson, potential to expand relationship with Mt. Carmel, etc.
- Our existing partnership with Energy Resource Center continues to grow and strengthen.
- Our work with Owens Corning continues to grow and expand as well – we are about to start our 3rd roofing project with them. (They provide materials for a new roof and find a roofing company willing to donate labor to install the roof – so it is a free roof for a Veteran in our community!!)

Homeowner Services:

- Home dedication for Interfaith Build for Unity (Jessica) held on February 24th
- Groundbreaking for Veteran Build (Damian & Trinady) held on February 24th
- Home dedication for house recycle in Woodmen Vistas held March 23rd
- Upcoming homeowner application cycle will be held May 6th – May 17th . This will be for six houses (the remaining lots available at The Ridge at Sand Creek).
 - FYI: Historic totals of applications received
 - FY 2020 – 56 applicants
 - FY 2021 – 55 applicants
 - FY 2022 – 55 applicants
 - FY2023 Veteran Cycle – 5 applicants
 - FY 2023 – 53 applicants
 - FY 2024 – 76 applicants
 - FY 2025 – 94 applicants

ReStores:

E-Commerce

- We are continuing to expand our search for a new E-Commerce associate.
- We are reaching out to other Habitat Affiliates with E-Commerce to get a broader view on the formats being used and respective results.
- Without the Monthly Growth Support from Upright Labs our current outgo dropped to under \$600 per month as E-Comm sits virtually idle.
- Our RSS Ops. Manager has dedicated two hours of his time two days a week to keep adding to our Ebay store as well as shipping items that have sold.
- Sales for our "idle" E-Comm business for the past 31 days (Feb. 18- Mar. 19) totaled \$2065.

Clothing Recycle

- Our first bin pick-up happened the first week of February.
- 18 bins were sent to the recycle center.
- Our first pay-out for the program brought in \$860.
- We just launched new radio ads highlighting the clothing recycle program on March 18th.

Sales at ReStores

- Sales (RSS and RSNE combined)
- Feb. 2024 +\$44,830 vs. budget.
- YTD. +\$84,513 vs. budget.

- Net Profit (RSS and RSNE combined)
- Feb. 2024 +\$9,012 vs. budget.
- YTD. +\$191,218 vs. budget.

Both stores continue to add to their positive totals, both vs. sales goal and net profit, as we prepare to enter the busiest months of the year.

Calendar of Events

COMING EVENTS:

LEGEND:
Required
Requested
Suggested
Informational

APRIL, 2024

- **Monday, April 1, 5:45 p.m.:** PPHFH Board Meeting
- **Saturday, April 27:** Joint **ground blessing** at 09:30 a.m. for the Interfaith Build for Unity (Isxel) followed by the **home dedication** of Fund for Humanity (Maria) at 10:30 a.m. at The Ridge at Sand Creek
- **Thursday, April 18, 5:45 p.m.:** **Volunteer appreciation event.** The Pinery at the Hill (775 W Bijou St.)

MAY, 2024

JUNE, 2024

- **Monday, June 3, 5:45 p.m.:** PPHFH Board Meeting
- **Saturday, June 22:** Two **home dedications** one at 09:30 a.m. for Fund for Humanity (Janice) followed by the **home dedication** of Kum & Go Build (Ida, Alexander, and Lucia) at 10:30 a.m. at The Ridge at Sand Creek

JULY, 2024

AUGUST, 2024

- **Monday, August 5, 5:45 p.m.:** PPHFH Board Meeting

SEPTEMBER, 2024

- **Saturday, September 14, 8:30 a.m. – 2:30 p.m.:** **Annual Board Retreat** to discuss strategic plan. Location to be determined.
- **Saturday, September 21:** Joint **ground blessing** at 09:30 a.m. for Glenda and Tamara followed by the **home dedication** of Fund for Humanity (Miranda) at 10:30 a.m. at The Ridge at Sand Creek
- **Wednesday, September 25, 5:45 p.m.:** **Donor appreciation event.** The Pinery North (9633 Prominent Point)

OCTOBER, 2024

- **Monday, October 7, 5:45 p.m.:** PPHFH Board Meeting

NOVEMBER, 2024

- **Saturday, November 9:** **Home dedication** of Veteran Build (Damian & Trinady) at 10:30 a.m. at The Ridge at Sand Creek

DECEMBER, 2024

- **Monday, December 2, 5:45 p.m.:** PPHFH Board Meeting
- **Saturday, December 14:** **Home dedication** of Apostles Build (Bernadette) at 10:30 a.m. at The Ridge at Sand Creek